

Recommendations for Salary/Wage Changes for
Non-Bargaining Unit Employees
2025-2026

Recommendation

An **average** (median) **total package** (wage, plus insurance premiums, IPERS, FICA) increase for hourly paid and salaried employee groups of **2.87%**.

The employee groups to which the increases will apply are as follows:

Category 1

- 12 month Secretarial-Clerical
- Information Technology Services-Technicians
- Bus Drivers
- Bus Mechanics

Category 2

- Directors/Associate Directors/ Professional- Salaried Staff
- Supervisors & Managers

The cost of the increase in compensation from the General Fund and Nutrition Fund is **\$ 112,612**.

Recommend the Board grant the Superintendent the authority to exercise his independent discretion in deciding the changes in wages or salary, if any, for individual employees within each employee group, so long as the total cost to the District does not exceed the approved average total package increase. Individual employees may receive more or less than the average total package increase.