

Recommendations for Salary/Wage Changes for
Non-Bargaining Unit Employees
2020-2021

Recommend an **average total package** (wage, plus insurance premiums, IPERS, FICA) increase for hourly paid employee groups in **category 1 of 3.00%**, and an **average total package** increase for salaried employee groups in **category 2 of 3.04%**.

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

- Coordinators
- Supervisors & Managers

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 total package increase for each category.