

Recommendations for Salary/Wage Changes for
Non-Bargaining Unit Employees
2022-2023

Recommendation 1

An **average total package** (wage, plus insurance premiums, IPERS, FICA) increase **for** hourly paid and salaried employee groups of 3.02%.

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/ Coordinators/Salaried Professionals
- Supervisors & Managers

The cost of the increase in compensation is **\$ 118,650**

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.

Recommendation 2

Retention Payment. A one- time retention payment of \$750 paid to all individuals in Category 1 and Category 2 employed on January 1, 2022 through June 30, 2022 who also sign a Letter of Assignment for the 2022-23 school year and are also on the payroll on July 15, 2022; payment to be made on July 30, 2022. The retention payment will be funded with Elementary and Secondary Education Emergency Relief (ESSER) funds. This payment will not become part of the ongoing base wage, hourly wage rate or salary.