

School Board Executive Summary

Topic: Non-Negotiated Employee Compensation: 2026-27 School Year

Date: May 11, 2026

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Recommended Action:

- ☐ Information Only
- ☐ Presentation/Discussion
- ☒ Discussion/Action by Board of Education
- ☐ Presentation/Action Next Meeting

Recommendation(s): Board approval of proposed pay increases for current non-negotiated employee groups for the 2026-2027 school year.

Purpose: To establish pay increases for the 2026-2027 school year for employee groups who are not part of a negotiated agreement.

Background: Each year we recommend a base pay increase for our non-negotiated employees, taking into consideration salary increases of other negotiated employee groups along with various staffing needs. We believe these increases will allow the district to remain competitive for these employee groups.

- 3.20% increase for all those currently employed in the categories of technology staff and part-time building service - custodians.
 - 2.70% increase to the starting base pay for those same groups.
- 3.10% increase for all those currently employed in all other regularly scheduled, non-administrative, non-negotiated employee groups.
 - 2.50% increase to the starting base pay for those same groups.
- An additional paid holiday for part-time building service employees.
- An additional Long Term Service Increment of \$0.15 for every 5 years of employment as an Educational Assistant.
- An average base wage increase of 3.02% for all currently employed administrators.
- Increase to substitute classified employee's hourly rate so it is equal to the new starting base pay rate of the relevant classified employee.

Attachment(s): None