



Unified School District 232

Administration

Carrie Handy – Executive Director of Elementary Education
Brian Schwanz – Executive Director of Secondary Education

To: USD 232 Board of Education
Dr. Cory Gibson, Superintendent of Schools
From: USD 232 Human Resources Department
Date: July 5, 2023
RE: Compensation Packages for Employees not covered by the PNA
(ACTION)

The purpose of this communication is to share our recommendation regarding a compensation package that would apply to all employee groups outside of those covered by the Professional Negotiated Agreement for the 2023-24 school year. Below you will find a summary of the proposed compensation changes. Please let us know if you have any questions.

2023-24 Compensation Recommendations for staff not covered by the PNA

Classified

Salary

- Hourly and Salaried Employees: increase in classified salary costs of 6.31%.
- All starting rates will be raised by 5%.
- Student Nutrition Employees will receive an additional 50 cents per hour to raise starting pay to \$14.50 per hour.
- Due to the size of the raises and inflation, the administration proposes suspending salary caps for the 2023-24 increases.
- Increase Salary Cost: \$829,667

Benefits

- Health Insurance: Continue Single Coverage – 10% premium increase anticipated, \$188,021 for 2023-24.
- Dental Insurance: Continue Single Coverage

Total compensation increase for Classified staff approximately 7.08%

Related and Health Services

Salary

- Average increase of 6.22% based on salary schedules.
- Increase Salary Cost: \$112,700

Benefits

- Health Insurance: Continue Single Coverage – 10% premium increase anticipated \$25,115 for 2023-24.
- Dental Insurance: Continue Single Coverage

Total compensation increase for Related and Health Services staff approximately 6.56%

Administration

Salary

- Increase of administrative salary costs of 6.31%.
- Due to the size of the raises and inflation, the administration proposes suspending salary caps for the 2023-24 increases.
- Increase Salary Cost: \$299,626

Benefits

- Health Insurance: Continue Single Coverage – 10% premium increase anticipated, \$34,005 for 2023-24.
- Dental Insurance: Continue Single Coverage

Total compensation increase for Administrative staff approximately 6.55%