

**RESOLUTION OF THE BOARD OF SCHOOL TRUSTEES OF
THE SOUTH BEND SCHOOL CORPORATION
AUTHORIZING SALARY INCREASE FOR CERTAIN NON-UNIONIZED EMPLOYEES**

WHEREAS, the Board of School Trustees of the South Bend Community School Corporation (the "Board") values the dedication and hard work of its employees;

WHEREAS, the Board recognizes the importance of maintaining competitive and fair compensation for its employees;

WHEREAS, the Board wishes to increase the annual 2023-2024 base salary of all employees, except for the Superintendent, Assistant Superintendents, and those represented by a union (NEA-SB, AFSCME, Teamsters), employee groups that have historically followed a bargaining unit *and* have already received their raises for the 2023-'24 school year, and employees whose salaries are determined through other processes;

WHEREAS, the Board's ability to offer increases consistent with its appreciation of its employees is limited by the School Corporation's budgetary and fiscal restrictions;

WHEREAS, these increases are applicable only to the employees referenced above who do not work in South Bend Empowerment Zone (the "Zone") buildings because the Zone has autonomy to determine raises for individuals working in Zone buildings; and

NOW THEREFORE, BE IT RESOLVED, by the Board of School Trustees of the South Bend Community School Corporation, after careful consideration and evaluation of the information before it, that the Board:

1. Authorizes a three percent (3%) base salary increase for the 2023-2024 school year for all full-time employees working in non-Zone buildings (including grant-funded positions) who are employed with SBCSC on the date of this resolution, except for the following: Superintendent, Assistant Superintendents, employees represented by a union (NEA-SB, AFSCME, Teamsters), and employee groups that have historically followed a bargaining unit *and* have already received their raises for the 2023-'24 school year.
2. Directs that the salary increase is retroactive to July 1, 2023, for those employees who were employed with SBCSC on or before July 1, 2023, and to the first date worked for those employees who were hired after July 1, 2023.
3. Directs the Superintendent and administration to implement the salary increases and retroactive payments (tentatively) on December 20, 2023.

Approved by the Board of School Trustees on this ____ day of November 2023.

AYE

NAY
