

NON-REPRESENTED EXEMPT EMPLOYEES 2025-2027

We are pleased to report that we have a proposed wage and benefit package with the Non-Represented Exempt Employees of School District 742. The proposed increases in wages and benefits, if adopted, would represent a total cost within the budgeting parameters established by the School Board for settlement for this employee group.

In considering and comparing the cost of settlement packages in our various bargaining and employee groups, it is important to note that costing percentages are composed of the sum of lane improvement, longevity, step improvement, salary schedule improvement, insurance and retirement contributions.

This group represents 55 FTE and approximately 55 employees

Year One:

- 3.00% salary increase for those employed prior to March 1, 2025
- Increase longevity levels as follows: 5-9yrs=**\$2,000**, 10-14yrs=**\$3,000**, 15-19=**\$4,000**, 20+yrs=\$5,000
- Increase District Insurance Contribution to Single Plans to \$640.00 per month effective October 1, 2025
- Caps on the Single EME Contribution (\$945.44/month) and the Family EME Contribution (\$2,181.90/month)
- Beginning January 1, 2026, add Paid Family and Medical Leave Statutory Contribution of .44% of wages
- Realign pay ranges to market and reset salaries as required
- One-time payments for redlined employees

Year Two:

- 2.50% salary increase for those employed prior to March 1, 2026
- Increase District Insurance Contribution to Single Plans to \$660.00 per month effective October 1, 2026
- Increase District Insurance Contribution to Family Plans to \$1,193.00 per month effective October 1, 2026
- One-time payments for redlined employees

Total 2-Year Cost: 6.37%

Scheduled for Board Approval: March 11, 2026

JOB TITLE	DUTY DAYS	2025-2027 PAY RANGES
School Year Positions		
Educational Equity Outreach Coordinator	195	45,000-60,000
Dean of Students Dean of Students w/ Admin License	195	50,000-65,000 65,000-75,000
Activities Coordinator Board Certified Behavior Analyst	195	60,000-80,000
LICENSED COORDINATORS Career & College Coordinator Educational Coordinators EL Coordinator Innovation Coordinator SEL Coordinator Student Services Coordinator	200	80,000-95,000
Administrative Dean Administrative Dean w/ Admin License	200	85,000 95,000
12 Month Positions		
COORDINATORS Accounting Coordinator Assessment Coordinator Community Education Facilities Coordinator Full Service Community Schools Coordinator Human Resources - HRIS Coordinator Payroll and Benefits Coordinator Recruitment and Retention Coordinator Safety Coordinator Technology Services Coordinator Third Party Billing Coordinator Transitional Services Coordinator	240	65,000-85,000
PROGRAM SUPERVISORS Adult Basic Education Program Supervisor Community Education Programs Supervisor Equity Programs Supervisor Full Service Community Schools Supervisor Health Services Supervisor Technology Services Supervisor Welcome Center & Community Partnerships Supervisor	240	75,000-90,000
DEPARTMENT SUPERVISORS Accounting & Payroll Supervisor Buildings & Grounds Supervisor Communications Supervisor Information Systems Supervisor Nutritional Services Supervisor Transportation Supervisor Human Resources Supervisor	230	80,000-110,000
DISTRICT DIRECTORS Controller - Director of Finance and Business Services Human Resources Director	230	Year One 110,000-130,000 Year Two 115,000 – 135,000