



DATE: 06/08/26

TITLE: Non-Unit Employee Contracts 2026-2028

TYPE: Action

PRESENTER(S): Dr. Joey Page, Superintendent

BACKGROUND:

The district is considering a two-year total compensation package for approximately 134 non-unit employees, including administrators, supervisors, coordinators, and other non-represented staff who support instructional programs, student services, finance, technology, facilities, transportation, human resources, and district operations.

The proposal includes both salary and benefit costs and was developed as part of the district's budget planning process for 2026-2027 and 2027-2028.

The proposed two-year total compensation package, including salary and benefits, averages approximately 5.86% annually and is reflected in the district's budget assumptions for 2026-2027 and 2027-2028.

RATIONALE:

The Board establishes compensation for employee groups through separate processes based on the responsibilities, market conditions, and operational needs associated with each group.

This recommendation reflects the district's review of total compensation, including salary and benefits, for non-unit employees and is intended to maintain a competitive, sustainable, and internally aligned compensation structure.

The proposal was developed within the district's long-term financial planning framework and reflects the district's commitment to responsible stewardship of public resources while supporting the continued delivery of high-quality services to students, staff, and families.

RECOMMENDATION:

A motion and a second will be requested to approve the proposed two-year Non-Unit Employee Contracts 2026-2028.