

10. NEW BUSINESS

10.7. FISCAL YEAR 2027 NON-BARGAINING STAFF PAY INCREASE

Per Policy 939, the Board approves non-bargaining pay increases annually. In alignment with the budget development process, Policy 939 and Board guidance on the Total Rewards Philosophy, Administration proposes a base pay increase of 2.70% for regular full-time and regular part-time, non-bargaining staff (Classified, Specialist, Professional, and Administrative), if hired or promoted prior to April 1, 2026.

In addition, Administration proposes an hourly pay rate increase of 2.70% for part-time under 20 non-bargaining staff who currently earn an hourly pay rate of \$24.75/hour or less, and who were hired prior to April 1, 2026.

Recommendation: Approve FY27 non-bargaining staff pay increases as described above effective July 1, 2026.