

## **NON-REPRESENTED HOURLY EMPLOYEES 2023-2025**

We are pleased to report that we have a proposed wage and benefit package with the Non-Represented Hourly 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. Further, in addition to board authorized monies for contract settlement, employee groups may realign existing monies within their contract to achieve a tentative agreement.

This group represents 103.84 FTE and approximately 112 employees

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### **Year One:**

- 4.50% increase in hourly wages for all employees
- 1.50% additional increase in hourly wages for employees in Lane 70 for compression adjustment
- 2.75% additional increase in hourly wages for employees in Lane 74 for compression adjustment
- Increase longevity rates as follows: (3y=\$.25, 5y=\$1.00, 10y=\$1.25, 15y=\$1.55, 20y=\$2.00, 25y=\$2.50) across all district hourly positions
- Increase in District Insurance Contribution to Single Plans (\$615/month)
- Increase Wellness Pay percentage to 80% of eligible hours
- Add Juneteenth Holiday for staff working during the summer session
- Increase vacation days from 16 to 18 for 12-month staff working 11-15 years

### **Year Two:**

- 3.25% increase in hourly wages for all employees

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**Total 2-Year Cost: 10.02%**

Scheduled for Board Approval: August 16, 2023