

# *West Lafayette Community School Corporation*

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TO: Dr. Shawn Greiner, Superintendent  
Board of School Trustees

FROM: Michelle Cronk, CFO

DATE: November 6, 2023

RE: 2023-2024 and 2024-2025 Classified and Administrative Raises

The West Lafayette Community Schools staff works tirelessly to provide students with a safe and rigorous educational environment, paving the way for the district to continue to be named one of the top school corporations in the State and the nation. Now that teacher bargaining is complete and contracts have been updated, it is now time to address classified and administrative staff raises, similar to the timeline that was followed for the 2022-2023 school year.

As you recall, the Master Teacher Contract was approved at the October 9, 2023 Board meeting which outlined the new salary schedule for teachers. After calculating the teacher raises, coupled with the increase in revenue for the 2023-2024 school year, we are happy to recommend a 5% increase for classified staff that will go into effect beginning with days worked on the January 19, 2024 pay and a 3.5% increase for administrative staff for the 2023-2024 contract. The total cost of the 2023-2024 classified and administrative raises will be approximately \$300,000. Please also remember that a classified wage reset was applied in July to bring all classified staff up to a competitive wage compared to other school districts across the state at the cost of approximately \$121,000.

The Master Teacher Contract was bargained for a two-year period this year and, thus, we would like to recommend classified and administrative raises for the 2024-2025 school year as well. We are recommending a 3% increase for classified staff that will go into effect beginning with days worked on the January 20, 2025 pay and a 3% increase for administrative staff for the 2024-2025 contract. The total cost of the 2024-2025 classified and administrative raises will be approximately \$200,000.

In order to be eligible for the raises, administrative and classified staff must have worked at least 120 days in the school year prior and have received an evaluation rating of “effective” or highly effective” (similar to the teacher evaluation process).

Please place this recommendation on the agenda for November 13, 2023. If you have any questions, please don't hesitate to let me know.