

**Resolution of the Board of Education of the City of Newark, County of Essex, Authorizing
Cost-of-living Salary Increases for Unclassified/Non-Union Employees for the 2024-25
School Year**

WHEREAS the Board of Education of the City of Newark, County of Essex (the “Board”) employs staff in positions that are not represented by or affiliated with any union or covered by the terms of any collective bargaining agreement;

WHEREAS the Board is authorized to grant a salary increase for each such unclassified/non-union employee in order to address increases in the cost of living and to ensure that those employees remain on par with union-affiliated employees;

WHEREAS, upon the recommendation of the Superintendent, the Board finds and determines that a 3.5% cost-of-living increase in salary for all unclassified/non-union employees for the 2024-2025 school year is fair and reasonable;

NOW THEREFORE, BE IT RESOLVED that the Board does hereby authorize, approve, and grant a cost-of-living salary increase for the 2024-2025 school year for each unclassified/non-union employee, in an amount equivalent to three and five tenths percent (3.5%) of each such employee’s authorized annual salary for the 2024-2025 school year; and

BE IT FURTHER RESOLVED that the Superintendent is hereby authorized and directed to implement this cost-of-living adjustment, commencing with the first pay period in July 2024 and continuing through June 2025.