

Prospect Heights School District 23

Date: May 9, 2024

Title: Proposed Salary Increases for Non-PHEA Employees

Contact: Don Angelaccio

The Board has established guidelines for Non-PHEA staff, including both non-administrative and administrative. The increases recommended in this document fall within these guidelines and are divided into four employee categories: 10 Month, 12 Month, Hourly, and Administrative. For reference, the negotiated salary increases for certified and non-certified staff members and Educational Support Personnel (ESP) will receive 4.5% increases; Certified and Non-certified PHEA members earning \$114,311.81/year (Long Term Employee) will receive an increase equal to 2.50%.

A summary of total costs is shared below and detailed tables by category follow:

	2023-24 Total Salary	Total Percentage Increase/ Pool \$ Increase	Total Market Adjustment	2024-25 Total Salary	Total Increase
Recommended Pay Increases for 10 month employees (non-PHEA/non-Ad min)	\$979,307.83	4.5% \$40,423.85	\$1,500.00	\$1,021,194.31	\$41,886.48
Recommended Pay Increases for 12 month employees (non-PHEA/non-Ad min)	\$645,364.12	4.5% \$29,041.39	\$3,500.00	\$677,871.51	\$32,507.39
Recommended Pay Increases for the Administrative team, excluding Superintendent	\$1,406,699.00	4.5% \$63,369.00	\$0	\$1,470,068.44	\$63,369.00
Total	\$3,031,370.95	\$132,834.24	\$5,000.00	\$3,169,134.25	\$137,763.30

10 Month Non-PHEA/Non-Administrative Positions:

Name	Description	FTE	FY25 Salary
Allen, Kazra	Psychologist	1	\$67,925.00
Ayala, Alex	Psychologist	1	\$70,535.98
Bratko, Tanya L	Physical Therapist	1	\$116,963.04
Lim, Erin	Special Education Specialist	1	\$83,500.00
Grafman, Joel	Psychologist	1	\$94,742.35
Hoots, Shawna	Psychologist	1	\$81,522.75
Lebrecht, Kris	EDP Director	1	\$54,167.52
Lewinthal, Mark	Occupational Therapist	1	\$81,408.13
New	Psychologist	1	\$65,000.00
Stocking, Christie	Occupational Therapist	1	\$92,675.39
Sullivan, Carly	Special Education Specialist	1	\$81,478.49
Walsh, Patricia	Occupational Therapist	1	\$117,370.87
			\$1,021,194.31

One performance-based increase is requested for Kris Lebrecht, our EDP Director, in recognition of her continued program development, enhancements, and responsible management.

12 Month Non-PHEA/Non-Administrative Positions:

Name	Description	FTE	FY25 Salary
Blake, Jonathan	Network Manager	1	\$81,583.15
Brant, Joann	Custodial Supervisor	1	\$57,549.20
Chavez, Christian	Technician	1	\$45,566.00
Ellison, Lorrie	Business Services Specialist	1	\$63,652.66
Hayes, Carrie	HR Coordinator	1	\$82,060.56
Guevara, Calvin	Maintenance Supervisor	1	\$78,375.00
Macek, Debra	Payroll & Acct. Specialist	1	\$72,689.81
O'Donnell, Michelle	Administrative Assistant	1	\$80,465.00
Perez, Vanessa	Application & Data Manager	1	\$60,636.13
Ramirez, Jairo	District Device Manager	1	55,284.00
Total			\$677,871.51

Two market adjustments are requested for our two technicians to remain competitive within the tech market and corresponding title changes to better define roles and responsibilities.

Hourly Employees and Starting Salary Positions:

Name	Description	FTE	FY25 Salary
Luke, Jennifer	Office Assistant	0.5	\$22.47
Russoto, Mary	Library Assistant	0.5	\$23.05
Trejo, Jacqueline	Registrar/ Receptionist	1	\$22.36
Uhrik, Pam	Library Assistant	0.5	\$23.05
Vergil, Danny	Maintenance Technician	1	\$19.85
Wrobel, Kathleen	Library Assistant	0.5	\$23.05
Starting Rate	EDP Supervisor/ Substitute		\$16.41
Starting Rate	Lunch and Bus Duty (Non-PHEA)		\$17.20
Starting Rate	Part-time Program Assistant		\$20.39
*Substitute Teacher Daily Rate	Substitute Teacher/ With Added Longevity Incentive Rate		\$135.00/ \$155.00/ \$231.00 after 30 days

*** Substitute Teachers**

District 23 increased substitute teacher daily rates and implemented a bonus for retired D23 teachers in 2022. At this time, I am not recommending an increase in substitute rates.

Additionally, we wish to retain 4 Full-Time building substitute positions contracted as purchased service agreements. For the 2024-25 school year, I am recommending an annualized salary of \$35,200 (\$200/day), which is the same as this year. These positions would also receive limited options for health and dental benefits.

Administrative Positions (11 and 12 month):

Name/ Position	FY25 Salary
Chris Alms, Director of Tech	\$129,589.20
TBD	TBD
Craig Curtis, ASCI	\$155,820.00
Stephanie Gage, EL Principal	\$121,900.00
Mike Kaper, AP	\$91,160.00
Luke Lambatos, EL Principal	\$149,685.78
Amy McPartlin, ASFO	\$171,039.48
Traci Meziere, EL Principal	\$137,169.59
Cam Nystrom, MS Principal	\$149,056.56
Chrys Sroka, AS St. Svs	\$157,233.84
Rafael Romero, Dir. Ops	\$108,675.00
Total	\$1,470,068.44

Having applied the 4.5% to the total of administrative salaries, and applying the 25%ile - 75%ile increase parameters, the above increase would result.