



# LAKE BLUFF SCHOOL DISTRICT 65

**TO:** Board of Education  
Dr. Lisa Leali, Superintendent

**FROM:** Jay Kahn, Chief School Business Official

**DATE:** April 28, 2026

**RE:** 2026-27 Support Staff and Administrator  
Wage increases

## **Recommendation**

Administration recommends the following increases by job classification:

- Paraprofessionals an annualized increase of 6%
- 12-month office staff and nurses an annualized increase of 5%
- Building secretaries an annualized increase of 12%
- Occupational Therapists, Custodians and Maintenance personnel an annualized increase of 3%
- LBMS Cafeteria Staff and increase of \$0.50/hr
- Administration an annualized salary increase of 3%
  - With the following adjustment:
    - Jackie Tivador – Director of Teaching, Learning, and Impact (10.4%)

## **Substitute Teachers**

- Substitute Teachers increase from \$155 to \$160 per day
- Substitute Nurses increase from \$250 to \$260 per day
- Long Term Subs increase with the per diem BA1 salary

Factors used to determine these increases were comparable salaries at other Districts, comparable increases at other Districts, increases for the LBTC and recent wage adjustments.

## **Budgetary Impact**

The salary cost of the support staff increases, net of employee turnover and market adjustments, is expected to be approximately ~\$96,017 (+5.1%). The salary cost of the administrative increase is \$48,610 (+4.5%). The increases in both categories do not include any offsetting FTE reductions.