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Approve the 26-27 Compensation Adjustments for Non-Bargaining Unit Personnel

Purpose

These compensation adjustments are presented to the Board to ensure the District remains competitive in the labor market and retains high quality personnel in roles not covered by a collective bargaining agreement. Maintaining equitable and sustainable compensation for all employee groups is essential for the long term operational health of the District.

Additional Background

In accordance with the Illinois School Code and established Board policies, the District reviews the compensation for at-will and non-union recognized staff annually. This action ensures that the District remains in full compliance with all obligations and budgetary parameters for the succeeding fiscal year.

Taking action at this time allows for the timely finalization of the District's FY27 budget and provides necessary financial clarity for our core leadership, administrative, and specialized support teams.

Administrative Recommendation

The Administration recommends that the Board of Education approve a 4 percent increase to the base compensation including annual salaries and hourly rates of pay for all at will employees, non contracted employees, and staff members not recognized by a collective bargaining agreement for the 2026-2027 school year as presented.