

DIXON PUBLIC SCHOOLS #170

"A Place to Grow"

www.dps170.org

1335 Franklin Grove Road
Dixon, Illinois 61021

Phone: (815) 373-4966
Fax: (815) 284-8576

Margo Empen, Superintendent
Doug Stansford, Asst. Superintendent
Marc Campbell, Business Manager

Date: May 16, 2025
To: Board of Education Members
From: Margo Empen, Superintendent & Marc Campbell, Chief School Business Official
RE: FY 26 Non-Certified Non-Union & Administration Salary Recommendation

FY 26 Non-Certified Non-Union & Administrative Salary Increase Recommendation

The purpose of this memorandum is to outline the recommendation of salary increases for non-certified non-union staff and Administration. Based on the information presented to the Board in April, 2025 this is a summary of the proposal.

- Non-Union Non-Certified Salary Increase Recommendation: FY 26 – 4% raise.
- Change the O & M Staff with 245-day contracts to 240 days contracts. Note; the 8 staff members in the retirement que will not be changed and service will not be reduced.
- Administrative Salary Increases will be based on evaluation rating: Excellent = 4%, Proficient = 3%, and Needs Improvement = 2%.
- Offer the same retirement que opportunity for Non-Certified Non-Union staff as outlined in DEA CBA.
- Adjust HR Coordinator/Assistant to the Superintendent contract, as presented.
- Administrative Starting Salary Bands, as presented.

Recommendation:

It is the recommendation of District Administration to approve the Non-Union Non-Certified and Administrative salary raises, as presented.

Dixon Public Schools, in cooperation with the community, will provide students with a comprehensive educational program that produces well-educated, self-sufficient, and involved citizens.