



McLean County

Unit District No.5

Educating each student to achieve personal excellence.

To: Unit 5 Board of Education

From: Dr. Kristen Weikle, Superintendent, Heather Rogers, Director of HR and Martin Hickman, CFO

Date: June 18, 2025

Re: Salary Recommendations

The following salary adjustments are recommended.

EOP Exempt, OT/PT/OTA/PTA, Medical Personnel, Technology and Educational Support Staff

Recommend an average 4.5% increase for EOP Exempt employees and a 5.0% increase for all other eligible staff members.

Budget impact approximately \$166,233.

Food Service

The Food Service department currently has a 2 Tier salary schedule and the group had expressed that they would like to move to one schedule if possible as well as add additional steps. Currently all new employees are placed on Tier 2.

We have created a new salary schedule and will move all food service staff to it for the 25-26 school year. The new schedule expands the top step from 15 to 25.

Recommend increasing the starting wage to \$18.50, an average 6.38% increase for all eligible returning staff and move them to the new salary schedule accordingly.

Budget impact of approximately \$75,000.

Certified Administrators, Non-Certified Administrators

In recent years Unit 5 has taken important steps to make administrators' salaries and benefits more competitive. As a result, no employment offers were declined for the upcoming school year.

Several school districts, including a nearby district, provide additional compensation for all administrators in an amount equal to the cost of family health insurance. In FY2024, Unit 5 added an additional benefit that administrators could use to offset a portion of the family health insurance cost or contribute to a 403b.

In order to attract and retain high quality administrators, Unit 5 must stay competitive with salary and benefits.

Recommend adding an additional longevity milestone for 10 years and increasing the existing milestones by \$250. Currently the first milestone is at 15 years. Total increase in cost approximately \$15,000.

Recommend an average 4.46% increase in administrative salaries and an increased benefit of \$50 per pay period towards insurance or a 403b.

The actual impact to the budget from the salary increase and the increase to the additional benefit is approximately \$465,937 or 5.29% higher than FY2024.

Substitutes, Homebound, Noon Hour Supervisors

Recommend the rates in the table below to ensure competitiveness within the region.

Substitutes, Homebound, Noon Hour Supervisors

Certified Teacher Substitute Regular Daily Rates (Any Position)	\$130/Day \$150/Day Unit 5 Retiree
Certified Teacher Substitute Long Term Daily Rates (Same Position)	\$170/Day \$195/Day Unit 5 Retiree
Certified Teacher Substitute Long Term Daily Rates Internal Vacancy Sub	\$210/Day
Non-Classroom (Guidance Counselor, Psychologist, Social Worker, SLP, Certified School Nurse)	\$210/day
Nurse	RN - \$180/day LPN - 155/day Unit 5 Retiree Nurse - \$210/day
Permanent F/T Floating Sub	\$25.00/Hour (Benefits Included)
Administrative Assistant Substitute	\$16.50/Hour
Custodial Maintenance & Food Service Substitute	\$16.50/Hour
Teaching Assistant Substitute	\$112/Day \$56/Half Day
Noon-Hour Supervisors	\$16.50/Hour
Homebound Teachers	\$30.25/Hour