



Crete-Monee School District 201-U Board of Education Action Report

Date: April 21, 2026

Title: Approval of Administrative and Non-Administrator, Non-Union Employee Salary Increases for 2026-27

From: Dr. Eric Melnychenko, Assistant Superintendent of Personnel & Culture

Expected Outcome of the Agenda Item:

Board action.

Strategic Plan Alignment:

This item aligns to **GOAL 3:** Cultivate a high-quality, diverse staff who will foster an inclusive work environment of innovation, collaboration, high expectations & accountability and **GOAL 5:** Optimize funding and safeguard

Background Information:

School district administrators and the non-administrative, non-union staff at the district office are not part of a collective bargaining agreement, and as such, they must be formally rehired to their positions.

Analysis and Implications for Policy and Budget:

The approval of the contracts will result in individual salary increases but a 3.60% decrease in the overall administration costs. The decrease in costs is attributed to the reduction of three (3) administrative positions.

The approval of the employment agreements for non-union employees will result in individual salary increases and a 4.58% decrease in the overall non-union employee costs. The decrease in costs is attributed to retirements of individuals in four (4) positions and the reduction of three (3) non-union positions and retirements.

To add context to the percentages, members of the Crete Monee Education Association will receive a 4.35% increase for the 2026-27 school year. Any increase for members of the Association of Crete Monee Employees is subject to bargaining a successor agreement to the current contract that expires August 12, 2026.

Administrative Recommendation:

It is recommended that the Board of Education approve the administrator and non-administrative, non-union compensation as presented.