



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 17, 2026

Re: Salary Recommendations

The following salary adjustments are recommended.

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

Recommend an average 5.0% increase for eligible staff members.

Budget impact approximately \$198,000.

EOP Exempt / Board Clerk

The Board Clerk position is currently compensated with a \$350 stipend and has not been increased since 2020. The stipend has only increased \$50 since 2006. In addition, the total compensation when compared to other districts that responded to a survey is lower than most. Recommend increasing base salary to \$60,000 which is approximately a 10.2% increase from the current salary. In lieu of the stipend, the district will pay the Board Clerk as required by Illinois and Federal Labor Law.

Budget impact approximately \$5,566 plus Board Clerk Compensation.

Food Service

Prior to 25-26 the Food Service department compensation was a Two Tier salary schedule. A Single Tier schedule was created for 25-26. The new salary schedule will be refined further for 26-27 to create a more consistent percentage increase between steps. Manager increments and longevity were not adjusted for the 25-26 school year.

Recommend placing current staff on salary schedule steps that provide a minimum of a 5% increase. The average increase is approximately 5.34%.

Recommend approximately 5% increase to each manager increment.

Recommend \$200 increase to longevity amounts.

Recommend adding district paid life insurance benefit to food service staff working 6 hours or more per day. This benefit is already provided to other full time employee groups.

Budget impact of approximately \$129,000 .

Certified Administrators, Non-Certified Administrators

In recent years Unit 5 has taken important steps to make administrators' salaries and benefits more competitive. Several school districts, including a nearby district, provide additional compensation for all administrators in an amount equal to the cost of family health insurance. Unit 5's current benefit, established in FY2024, allows administrators to offset a portion of the family health insurance cost or contribute to a 403b.

To remain competitive, we recommend:

An average 4.09% increase in administrative salaries and an increased benefit of \$50 per pay period towards insurance or a 403b.

Budget impact from the salary increase and increase to the additional benefit is approximately \$525,000.

Substitutes, Homebound, Noon Hour Supervisors

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

Substitutes, Homebound, Noon Hour Supervisors Rates
2026-2027

Certified Teacher Substitute Regular Daily Rates (Any Position)	\$135/Day \$155/Day Unit 5 Retiree
Certified Teacher Substitute Long Term Daily Rates (Same Position)	\$180/Day \$205/Day Unit 5 Retiree
Certified Teacher Substitute Long Term Daily Rates Internal Vacancy Sub (PULSE participants)	\$210/Day
Non-Classroom (Guidance Counselor, Psychologist, Social Worker, SLP, Certified School Nurse)	\$210/Day
Nurse	RN - \$185/Day LPN - 160/Day Unit 5 Retiree Nurse - \$215/Day
Permanent F/T Floating Sub	\$25.00/Hour (Benefits Included)
Administrative Assistant Substitute	\$17/Hour
Custodial Maintenance & Food Service Substitute	\$17/Hour
Paraprofessional/ Teaching Assistant Substitute	\$119/Day \$129/Day Unit 5 Retiree
Noon-Hour Supervisors	\$17/Hour
Homebound Teachers	\$30.25/Hour