

Sauk Valley Community College
May 18, 2026

Action Item 4.6

Topic: **FY 2027 Staff Increases**

Mission: **Sauk Valley Community College is dedicated to teaching and learning while creating opportunities by engaging the community in lifelong education, public service, and economic development.**

Presented By: **Dr. David Hellmich and Megan Kuhn**

Presentation:

The College implemented a salary schedule for staff in 2019, which consists of fourteen steps – steps 1 through 8 receive a 2.5% merit increase for each step advanced, while steps 9 through 14 receive a 1% merit increase per step.

To ensure the College remains competitive in the employment market and continues to retain high-quality employees, the administration recommends the salary schedule be adjusted by 1% to reflect market-based employment conditions and economic trends.

Staff with a hire date prior to April 1, 2026, who receive a satisfactory performance review during the Spring 2026 evaluation process, will receive a base increase and a step increase for FY 2027, effective June 22, 2026. Staff with a hire date after April 1, 2026, will receive a base increase only for FY 2027, effective June 22, 2026.

To support employee retention amidst current economic pressures, the administration recommends a one-time stipend for eligible staff in FY 2027. This award is based on a percentage of the employee's FY2 027 base annual earnings (excluding overtime, existing stipends, or supplemental pay) as follows:

- 1.0% Stipend: Staff earning less than \$18.00 per hour.
- 0.5% Stipend: Staff earning between \$18.01 and \$20.00 per hour.

Recommendation:

The administration recommends the Board approve the step increases for eligible staff effective June 22, 2026; a 1% market adjustment to the FY 2027 salary schedule; and a stipend for those earning less than \$18.00 per hour and less than \$20.00 per hour.