

# **MASTER CONTRACT**

North Pekin – Marquette Heights  
Federation of Teachers

and

North Pekin – Marquette Heights  
School District #102

2026-2030

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# **ARTICLE I**

## **RECOGNITION**

### **1.1 RECOGNITION**

The Board of Education of District #102 recognizes the North Pekin-Marquette Heights Federation of Teachers as the sole and exclusive bargaining agent for the regularly employed licensed staff members of this district. Excluded from the unit are – the Superintendent, Principals, Administrators, bookkeeper, district secretary, substitutes, aides, and all other support staff members.

The terms and conditions of this Agreement shall be the terms and conditions of individual contract of members of the bargaining unit.

## **ARTICLE II**

### **EMPLOYEE AND FEDERATION RIGHTS**

#### **2.1 GOOD FAITH BARGAINING**

Both parties agree to negotiate in good faith. “Good faith” shall mean the parties confer at reasonable times and reasonable places with the purpose of making proposals and counterproposals to reach a collectively bargained agreement.

#### **2.2 USE OF DISTRICT FACILITIES**

The Federation may use a room in a school building for the purposes of holding Federation meetings provided that there is no conflict with any other use of the facility. Such request shall be made not less than 72 hours in advance. A charge may be made for such use in accordance with the schedule of charges for other groups requesting use of school facilities.

#### **2.3 FEDERATION RIGHTS**

1. The Federation shall not be denied the use of employee mailboxes, email, and a posting area in the teacher’s work room for the purposes of Federation notices.
2. Certified employees shall have the right to join the Illinois Federation of Teachers, serve as officers, or participate in professional negotiations without the threat of being discriminated against.

3. Any certified teacher shall have the right to Federation representation when requested.
4. Meetings which involve discussions of any certified employee shall be conducted in private and all information shall remain confidential between parties.

## **2.4 PERSONNEL FILE**

1. Each employee shall have the right, within seven (7) working days of request, to review the contents of said employee's personnel file and to place therein written comments on any of its contents. Each employee covered by this Agreement shall be entitled to one copy of any document contained in such file without cost. All further copies shall be at the employee's expense.
2. An employee will be notified when material other than routine bookkeeping information is added or deleted in a personnel file.

## **2.5 DISCIPLINE**

The Federation and Board acknowledge appropriate disciplinary sanctions for any employee misconduct may be determined by the Administration and/or Board based on the repetitive nature of such misconduct and/or the magnitude or severity thereof. The initial disciplinary step shall depend on the severity of the offense. An oral or written reprimand shall remain in effect for a reasonable period of time depending on the severity of the offense. An employee may petition for the removal of documentation of an oral or written reprimand from such employee's personnel file after a reasonable period of time. Employee misconduct may result in disciplinary sanctions ranging from oral reprimand through dismissal.

Discipline for cause shall be progressive and corrective in nature.

Steps of Progressive Discipline shall include:

1. Oral Reprimand
2. Written Reprimand
3. Administrative Leave
4. Suspension
5. Remediation Notice by the Board
6. Termination

Teachers shall have the right of Federation representation in any meeting with the Board of Education and or district administration which may result in a disciplinary action.

In cases of minor offenses (e.g. tardiness, late lesson plans, etc.), an effort will be made through discussions between the employee and the Administration to resolve problems before they reach a degree of seriousness to require further discipline.

In cases of minor offenses warranting an Oral or Written reprimand, no disciplinary action shall be taken against an employee unless the District Administrator meets with the employee and provides the employee with written notice of the alleged offense within 10 work days from the date such alleged offense came to the attention of the District Administrator. For purposes of this paragraph, a work day shall be defined as any day during which the administrative offices of the District are open.

In all other cases except those listed in the paragraph above, no disciplinary action shall be taken against an employee until the employee has had an opportunity to respond to any allegations against him or her.

In connection with any allegation of misconduct, the Superintendent or Board may grant administrative leave with pay pending the investigation of such allegation. Any employee subject to administrative leave shall receive written notice of the allegation giving rise to such action, and may make a written response to such notice which shall be attached to the District's copy of such notice.

## **2.6 PRIVACY ISSUES**

Any meeting that could lead to the discipline of a faculty member shall be conducted in private, and Federation representation shall be guaranteed if requested by the faculty member.

## **2.7 DUES DEDUCTION**

Each teacher may elect to deduct dues for professional organizations. Once such election is made in any school year, it shall remain in effect until the teacher withdraws it in writing in accordance with the terms under which an employee voluntarily authorized said deductions. Dues revocations are processed by the union. In the event that an employee revokes his/her dues in accordance with the terms in which they authorized the dues deductions, the Union will notify the employer after the close of the revocation window.

## **2.8 COMMUNICATION**

1. Whenever possible, faculty meetings should be called twenty-four hours in advance and a copy of the tentative agenda for each meeting will be emailed to faculty.
2. School board agendas should be posted on the building doors on the Friday before the regularly scheduled school board meeting. A copy should also be posted on the District webpage.
3. A copy of the board packet will be available electronically to the Federation President(s) on the Friday before the board meeting during regular school hours.

4. After each regularly scheduled school board meeting, a copy of the board meeting minutes will be provided to the Federation President(s) and posted on the District webpage.
5. The Administration will maintain an updated board policy manual on the District Web page on the District Server. Any new language that changes board policy or board policy language will be attached to the minutes.
6. Names and addresses of newly hired faculty will be mailed/delivered to the Federation President within 5 working days following the approval of their contracts with the school board.
7. A current District Teacher's Handbook shall be posted on the district web page at the start of each school year.

## **2.9 AREAS OF CONSULTATION MEETINGS**

The Federation will select one teacher from each school to meet with the District administrators twice a year. The purpose of these meetings is to discuss areas of concern/interest. The Federation will initiate these meetings and all meetings will be set for a day and time that is mutually acceptable to all parties.

## **2.10 FEDERATION MATTERS**

The Federation will be able to speak with the District faculty at the end of SIP days and at the end of the first Institute Day of the school year.

## **2.11 AGREEMENT**

Upon Federation ratification and finalization of this agreement, the Board will make an electronic version of this agreement available to the Federation, via the district supported web site.

## **2.12 WAIVER OF ADDITIONAL BARGAINING**

The parties acknowledge that during the course of the negotiations which resulted in this Agreement, each had the right to make demands, proposals, and counterproposals with respect to any matter not specifically excluded by law and that this Agreement has been arrived at following the full exercise of this right. It is therefore understood that neither party shall be obliged to bargain collectively with respect to any subject or matter referred to or covered by this Agreement.

## ARTICLE III

### WORKING CONDITIONS

#### **3.1 SCHOOL CALENDAR**

The school calendar shall consist of no more than 180 employee responsibility days, plus five emergency days. Unused emergency days shall not become work days for employees.

#### **3.2 WORK DAY**

1. The work day for certified teachers shall be no longer than seven and three quarters ( $7\frac{3}{4}$ ) hours. Certified personnel shall be present at assigned work location 15 minutes prior to the beginning of student class instruction in the morning and shall remain until 15 minutes after the conclusion of student class instruction in the afternoon. Outside of student contact hours, teachers will spend a total of 45 minutes before or after school at assigned work location. Teachers are required to attend scheduled monthly teachers' meetings within the seven and three quarters work day.
2. Certified teachers shall have early dismissal on the first and last day of school and on the day before the first day of Thanksgiving, Christmas, and Spring Break. Teachers may leave as soon as the students have left the school grounds.
3. Classroom teachers will be assigned no more than an average of 15 minutes of supervisory duty a day, or no more than 150 minutes of duty in a two-week period with the rotation assigned to teachers equally. Supervisory duty is defined as the assigned supervision of students during arrival, recess and dismissal.
4. A reasonable effort will be made to equalize load and supervision duties by building principals/superintendent.
5. As soon as it is made official, teachers will be notified by the administration if the starting or ending times of the school day change from the previous year.

#### **3.3 PREP TIME**

1. The district agrees to provide at least a 30-minute prep period per full student attendance day per teacher as determined by the schedule that is current for each building. On days of early dismissal, those teachers who lose their preparation period shall not be entitled to the above.
2. A minimum of fifty (50%) percent of the second Institute Day at the beginning of the year will be designated for in-room preparation.

### **3.4 LUNCH PERIOD**

Each teacher shall be granted a thirty (30) consecutive minute duty free lunch period each day during which the teacher shall be permitted to leave the campus.

### **3.5 TEACHING LOAD AND CLASS SIZE**

1. The Employer shall determine teaching load and class size. Efforts to equalize teaching load and class size will be made by the administration.
2. The Board recognizes the educational advantages of limiting class sizes in the instructional setting. When adequate funding has been realized from local, state, and/or federal sources, the Board will investigate the possibility of utilizing those funds to reduce class size, and a priority will be given to reducing class size at the primary levels.
3. Once enrollment goes beyond 22 at the K-1 level and above 25 at the second-eighth grade levels, the teachers involved will meet with the administration to discuss options. The administration will have opportunity to fully explain the necessity of larger class sizes.

### **3.6 USE OF SCHOOL EQUIPMENT**

Teachers may be permitted use of school copying equipment and computers as the attendance center principals, in their sole discretion, determine not to be in conflict with the needs of the district.

### **3.7 CALENDAR COMMITTEE**

A calendar committee, made up of two administrators and three (3) certified personnel appointed by the Federation, will provide input to the Superintendent who will make a final recommendation to the School Board regarding the school calendar. The School Board will have final say in all matters regarding the school calendar.

## **ARTICLE IV**

### **LEAVES**

#### **4.1 PERSONAL LEAVE**

1. Upon first giving twenty-four (24) hours written notice, each employee shall be granted three (3) paid personal days per year which shall not accumulate from year to year. With the exception of extenuating circumstances, such days shall not be used before or after Winter break, Thanksgiving, or Spring Break, nor shall such days be

granted on days of parent-teacher conferences, in-service, institutes or other such all district days. No personal days are to be used after May 15<sup>th</sup> without the Superintendent's approval. No more than three (3) teachers may be absent from the district for personal leave for any one day.

2. Unused personal leave days will be converted into sick days by the District.

## **4.2 PARENTAL LEAVE**

Teachers shall be entitled to utilize accumulated sick leave for maternity or paternity or maternity related disability. All Teachers shall be allowed to use up to thirty (30) days of accumulated sick leave in the 12-month period following birth or adoption. In addition, Teachers who give birth to a child may utilize up to (30) days of accumulated sick leave for maternity related disability without a doctor's note for any work-days during the six-week period immediately following birth of a child. Teachers who have exhausted accumulated sick leave may request an unpaid leave of absence, which may be granted consistent with the provisions of the Family Medical Leave Act. If both parents are employed by the district, maternity and paternity leave time shall not run concurrently. Both parents shall be entitled to use the leave as necessary, provided that no parental leave shall overlap without District approval. Nothing in this section shall prevent both parents from taking sick leave concurrently for no more than one (1) week immediately following the birth of the child.

For the purposes of this contract, teachers who adopt a child will receive the same benefits as a biological parent.

## **4.3 LEAVES OF ABSENCE WITHOUT PAY**

1. A teacher may request a non-paid leave of absence not to exceed the remainder of the school year as provided in Board Policy #5:250. Such requests are subject to approval by the Board.
2. Teachers may apply to the Board of Education for consideration for a non-paid leave of absence which may be granted by the district at its discretion and in accordance with its sole determination of the best interest of the district.

## **4.4 CHILD CARE LEAVE**

Teachers may request leave for childcare that shall be granted or denied by the Board of Education in accordance with its determination of the best interest of the District.

## **4.5 MILITARY LEAVE**

A certified teacher who is called to active duty status in the Illinois National Guard or Armed Forces Reserve shall be entitled to return to employment in the district upon release without loss of tenure.

## **4.6 SICK LEAVE**

1. Each full-time teacher shall receive sick leave accumulated in the following manner up to a maximum of 355 days.

0-2	years experience	12 days
3-6	years experience	13 days
7-10	years experience	14 days
11-15	years experience	15 days
16-20	years experience	16 days
21-25	years experience	17 days
26-29	years experience	18 days
30 +	years experience	20 days

Notwithstanding the above, teachers with 30 or more years of experience prior to June 30, 2024 shall receive 25 sick leave days annually rather than 20.

2. Sick leave may be used for personal illness, quarantine at home, or serious illness or death in the household or immediate family. Immediate family shall include parents, grandparents, grandchildren, parents-in-law, sisters-in-law, brothers-in-law, sisters, brothers, spouse, children, and legal guardians.
3. By September 15<sup>th</sup> of each school year, each certified staff member shall receive a statement detailing accumulated sick leave, personal days, salary, and years of experience. Sick days available and used will be noted in the area provided on each employee's check stub.

## **4.7 BEREAVEMENT LEAVE**

Leave for bereavement, not to exceed three (3) days per year, shall be granted in the event of death of a relative or close family friend.

## **4.8 SICK LEAVE BANK**

In September of each year, the Federation President, or designee, will provide the District with a list of all employees participating in the sick leave bank and the number of days contributed to the bank. An open enrollment will be offered annually to all certified employees at the beginning of the school year, up until September 15.

When the bank drops below thirty (30) days total, all teachers who wish to have access to the bank must contribute 1 day to rebuild the bank. No more than 50 days can be withdrawn in one year. If there are any unused days in the Sick Leave Bank at the end of the school year, they will be carried over into the next school year. The Sick Leave Bank will be replenished as needed in the remaining years of the contract.

The bank is to be used primarily for catastrophic illness or injury. If a member does not contribute to the bank, they are ineligible to withdraw. Eligibility is also based upon contributions when needed to replenish the Sick Leave Bank. A Sick Leave Bank Committee will be composed of the following members: Superintendent, Principal, and three (3) Federation members appointed by the Federation. The guidelines have been agreed upon and the December 2008 guidelines will be followed. In these guidelines, rules and regulations are listed. All record keeping will be completed by the committee and submitted to the District secretary. The Sick Leave Bank Committee will have final say in all Sick Leave Bank withdrawals.

#### **4.9 FEDERATION LEAVE**

The President of the Federation or designee shall be allowed to take up to two (2) days total leave per year. All days will be with salary with prior approval from the Superintendent to attend Federation meetings or trainings which are sponsored by the Regional, State or National Federation Affiliate. The Federation agrees to reimburse the District for the cost of a substitute, at the District substitute rate and only if needed, for Federation Leave.

### **ARTICLE V**

#### **EMPLOYEE COMPENSATION AND FRINGE BENEFITS**

##### **5.1 CREDIT FOR TEACHING EXPERIENCE**

Teachers entering the district (at initial hire) shall be allowed to negotiate up to full credit for all years of prior public school teaching experience.

Teachers presently hired by the district shall be granted a full year's credit on the salary schedule for each year in the district in which the teacher taught one hundred and twenty (120) full school days.

##### **5.2 CREDIT FOR PROFESSIONAL GROWTH**

1. Effective July 1, 1984, teachers shall be granted credit for professional growth through graduate courses approved by the district and taken in a program leading to a degree in the teacher's area of teaching or other such area approved in the District's discretion. To be approved for credit outside the teacher's direct area of teaching the teacher must submit a written statement validating how the alternative area of study will benefit that teacher's instructional practices.
2. Teachers must file the Lane Change form provided by the district to the business office no later than August 1<sup>st</sup> of the new contractual year. Teachers failing to do so will not be granted the lane change for that new contractual year.

### **5.3 DIRECT DEPOSIT**

All certified staff will utilize Direct Deposit. Specifics of this program will be explained to all employees.

### **5.4 GROUP HOSPITAL AND MEDICAL INSURANCE**

1. An Insurance Committee made up of Superintendent, one principal, one board member, and three Federation members will research insurance coverage annually. Bids will be sought at least once every three years. The Committee will choose three alternatives and present the policies to the certified staff. The certified staff members will vote for their choice of insurance coverage. The Committee will take the recommendation of the certified staff to the School Board for final selection of the insurance policies.
2. The Board shall pay 80% of the monthly premium for single coverage against sickness, health and accident policy for each full-time teacher.
3. The Board shall pay 60% of the monthly premium for employee & spouse; employee & child; and family coverage against sickness, health and accident policy for each full-time teacher.
4. The deductible for each employee will be pursuant to the insurance committee recommendation, and School Board approval.
5. All staff members will have insurance premiums automatically sheltered.
6. Any Insurance issues that may have arisen over the previous year will be discussed during the teacher in-service at the beginning of the school year.

### **5.5 FLEX PLAN**

At the beginning of each school year, any staff member carrying district insurance will have the opportunity to flex benefits. A minimum of ten (10) staff members will need to sign up to flex benefits for this to take place. The district will pay up to \$5.00 per person/per month for the administration of the flex program.

### **5.6 GROUP DENTAL INSURANCE**

The Board shall pay 50% of the monthly premium for a single coverage dental policy for each full-time teacher.

## **5.7 PART-TIME STAFF BENEFITS**

Licensed staff members who work 30 or more hours per week shall be entitled to participate in the District health insurance plan. For all other benefits, members who work more than 50% of the time, but less than 100% of the time shall receive prorated benefits based upon the amount of hours employed.

## **5.8 TUITION REIMBURSEMENT**

1. College or University Courses: Staff members shall be reimbursed at the rate of 100% the tuition and fees for graduate level courses taken towards an area of benefit to the teacher and the district OR towards an advanced degree in the field of education at the rate for the nearest state college when having demonstrated proficiency by earning a grade of B or better. Work shall have prior approval of the Superintendent.
2. Workshops: Staff members shall be reimbursed 100% tuition and fees for any graduate level credit offered at a workshop attended that is in an area of benefit to the teacher and the district at the rate for the nearest state college when having demonstrated proficiency by earning a grade of B or better. Work shall have prior approval of the Superintendent.
3. The District will reimburse one course, up to four (4) credit hours, per semester (spring/fall) per academic year and up to two courses in the summer term. No teacher will be eligible for reimbursement of more than twelve (12) credit hours per year (fall/spring/summer). In the event a teacher is directed to take a class and/or monies are available through a grant or an additional professional development revenue source, a teacher may take an additional class beyond those stated above.
4. Total Tuition Reimbursement for all reimbursement scenarios listed above will be subject to a district maximum of \$16,000 for the 2026-2027 and 2027-2028 school years, and \$17,000 beginning with the 2028-2029 school year. Courses with a start date prior to August 1 shall count as previous year coursework.
5. Upon request of the Federation, the district shall inform the Federation president, or designee, of the remaining balance of the tuition reimbursement funds as well as all pending tuition reimbursement requests.
6. The district shall notify a staff member with the decision about approval for coursework within ten (10) working days of electronic submission by the staff member.
7. Staff members seeking course approval must indicate in writing the intent of remaining a full-time staff member in District #102 for a minimum of one (1) complete school year after earning tuition reimbursement. A teacher who leaves the district prior to the completion of one (1) full year after earning tuition reimbursement

will incur a deduction in pay equal to any amount reimbursed within the one (1) year prior to his/her departure.

## **5.9 IN-SERVICE REIMBURSEMENT**

In the event a teacher is directed to participate in any professional conference or seminar for which a registration fee is charged, the district shall pay the cost of such registration fee. Mileage and meals will be reimbursed for all conferences. Lodging, when pre-approved, will be reimbursed for conferences held outside of Tazewell and Peoria counties.

## **5.10 SUBSTITUTION**

Internal substitution shall be defined as a staff member supervising a full or half class of another teacher, regardless of when said supervision occurs, or when a staff member does not receive preparation time due to supervision of a class from another staff member. In such cases where a class is proportioned out to an internal substitute teacher, the internal substitute pay shall be divided respectively among those teachers sharing the class.

The district will make every effort to find external substitute teachers for coverage needs longer than a half day or for any pre-arranged absence request. In the event that Federation members are needed to internally substitute, such requests shall be made on a rotational basis among all members able to substitute. Federation members in the Early Retirement Benefit, Option 1, shall not be considered able to substitute.

Internal substitute pay will be paid at the rate of \$15 for 0-30 minutes of internal substitute coverage or \$30 for 31-60 minutes of internal substitute coverage when a teacher substitutes for another teacher as long as that teacher is:

- a. using a personal day
- b. using a sick day
- c. using a workshop/professional day
- d. other absence approved by the Superintendent

It is the responsibility of the internal substitute to complete a time sheet and submit it for approval during the payroll period in which they provided internal substitute coverage. At no time shall internal substitute pay exceed the board approved daily substitute rate.

## **5.11 EARLY RETIREMENT ELIGIBILITY**

1. Certified employees participating in the Teacher's Retirement System of Illinois (TRS) are eligible to receive additional compensation when they retire from District #102 under the terms of this Early Retirement Incentive.
2. To be eligible for the Early Retirement Incentive, the employee must have been employed by the District for at least ten (10) consecutive years and must not have applied for any other TRS early retirement option. In addition, an employee is

considered to be eligible for the retirement incentive when he/she first meets one of the following conditions:

- a. the employee becomes sixty (60) years of age or older by July 1<sup>st</sup> of a school year; or
  - b. the employee qualifies to receive a full pension annuity by reason of being at least fifty-five (55) years of age and having attained thirty-five (35) years of upgraded (2.2) TRS creditable service which may include up to the maximum of unused sick leave days allowed by TRS; or
  - c. the employee qualifies to receive a full pension annuity by reason of having attained thirty-eight (38) years non-upgraded TRS creditable service, which may include up to the maximum of unused sick leave days allowed by TRS.
3. To be eligible, the employee must submit an irrevocable letter of resignation by May 1 three, two or one full year(s) (depending on the Option the employee chooses) prior to the year that the employee is first eligible to retire without an Early Retirement penalty cost to the district. The letter must be accompanied by a Teacher's Retirement System (TRS) member requested "reciprocal estimate" confirmation of total years of service. The letter must reference intent to retire under this Early Retirement Incentive Policy.
4. Changes to the Pension Code – In the event the Illinois Pension Code, in regards to the 6% rule, changes or is modified during the effective period of this Agreement and such amendments change or modify this incentive, then both parties will meet to negotiate this incentive no later than 30 days from the effective date of the law.

## **5.12 EARLY RETIREMENT BENEFIT**

### Option 1 –

An employee who submits an irrevocable letter of resignation by May 1 three (3) full years prior to the year that the employee is first eligible to retire without an Early Retirement penalty cost to the district. An employee who is eligible shall have six percent (6%) added to each of his/her final three (3) years salaries. All calculations for increased TRS creditable earnings will be based on the TRS creditable earnings in the year prior to the final three years in which the 6% retirement incentive is implemented. Once the employee submits an irrevocable notice of retirement, in no case will the employee's TRS creditable earnings increase exceed six percent (6%) of the previous year. Each subsequent increase is then based upon the previous year's creditable earnings.

### Option 2 –

An employee who submits an irrevocable letter of resignation by May 1 prior to the final (2) school years of employment. An employee who is eligible shall have six percent (6%) added to each of his/her final two (2) years salaries. All calculations for increased TRS creditable earnings will be based on the TRS creditable earnings in the year prior to the final two years

in which the six percent (6%) retirement incentive is first implemented. Once the employee submits an irrevocable notice of retirement, in no case will the employee's TRS creditable earnings increase exceed six percent (6%) of the previous year. Each subsequent increase is then based upon the previous year's creditable earnings.

### Option 3 –

An employee who submits an irrevocable letter of resignation by May 1 prior to the final school year of employment. An employee who is eligible shall have six percent (6%) added to each of his/her final year salary. All calculations for increased TRS creditable earnings will be based on the TRS creditable earnings in the year prior to the final year in which the six percent (6%) retirement incentive is implemented. Once the employee submits an irrevocable notice of retirement, in no case will the employee's TRS creditable earnings increase exceed six percent (6%) of the previous year.

1. If, after submitting an irrevocable notice of retirement by May 1, the employee resigns from or is dismissed from duties for which the employee was paid a stipend or additional compensation as set forth in Appendix B the previous year, the retirement bonus for that employee will be recalculated with the stipend or additional compensation removed.
2. If any teacher receives benefits under this program and subsequently fails to retire as contemplated herein, such teacher shall be obligated to reimburse the district for the amount of the incentive less what the teacher would have received had the teacher not been eligible for the retirement incentive. If the District and the teacher cannot agree upon a reimbursement schedule, the district is authorized to make deductions from the subsequent paychecks in the maximum amount of six percent (6%) of the total to be reimbursed per pay period.
3. If an employee incurs a life-altering event such as the death of a spouse, divorce, or other catastrophic event, the District will consider these circumstances in order for the employee to rescind their request for retirement and remain eligible for the early Retirement Incentive for one more year. If the District finds the employee's circumstance warrants an extension of the ERI, the employee will repay any and all ERI paid to date that would increase the benefit of this ERI benefit beyond the terms of this section, if applicable.
4. Limitation on TRS Creditable Compensation – The purpose of this section is to avoid, in all circumstances, any payment by the district of a board-paid penalty or fee, to TRS or any board or district liability to fund any portion of a teacher's TRS annuity due to increase in compensation from one year to the next. This section does not apply to teachers who are not eligible for TRS annuity (whether or not they apply) and could not under any circumstances become eligible for TRS annuity within five (5) years of the end of the school year in which the compensation is earned.

No teacher, while receiving the ERI benefit described in this section, shall have his/her creditable TRS earnings from employment in this district increase from one

school year to the next by more than six percent (6%) or be otherwise increased so as to create liability on the part of the board or district for any portion of a teacher's retirement annuity or result of any district, or board, paid penalty or fee to TRS decreases, then the maximum of the teacher's creditable earnings from employment in this school district shall similarly decrease so as to avoid any board, or district-paid penalty or fee.

Even if another provision of this collective bargaining agreement would otherwise provide a teacher's TRS creditable earnings increasing by more than 6% or any such lesser amount that would trigger a district-paid penalty or fee to TRS due to salary increase in any year over a prior year, that teacher shall receive only the maximum increase to TRS creditable compensation allowed under this provision.

### **5.13 SALARY AND BENEFITS**

Salaries for teachers and other employees with a professional educator license are set forth on the salary schedules found in Appendix A.

All salaries in this contract will be paid over 26 pays in a 12-month period. In certain years, it will be necessary for the district to adjust this pay schedule so that there is a three-week period between the last paycheck of the old contract year and the first paycheck of the new contract year. This occurs when the first pay of a new contract year is scheduled to fall prior to August 25 of that year. In such years, the first paycheck of the year shall be delayed by one week creating the three-week span between paychecks. Upon ratification of a successor agreement the Administration will notify the Union as to which years of the Collective Bargaining Agreement are impacted by paycheck adjustment therein. In years when paycheck adjustment is necessary, the District shall notify all staff in writing no later than April 1 of the year in which there will be a three-week span between paychecks.

Teachers receiving NBPTS status will be reimbursed for their initial application fee plus the cost of attending the required workshops after the process has been successfully completed.

In order to encourage teachers to become Nationally Board Certified, teachers who receive their National Board Certification will move over one lane on the salary schedule.

### **5.14 SPECIAL EDUCATION STIPEND**

In consideration of unique duties required of special education teachers, each full-time special education teacher who provides classroom instruction and also is responsible for writing Individual Educational Plans (IEP's) shall receive an annual stipend of \$600, payable in two equal installments on the last check in December and the last check in May.

## **5.15 SALARY DIFFERENTIAL FOR SOCIAL WORKERS AND SPEECH LANGUAGE PATHOLOGISTS (SLPs)**

In consideration of unique duties required of social workers and speech language pathologists (SLP), the annual salary of each full-time social worker and SLP shall be determined by adding an additional ten percent (10%) differential to the amount reflected on the salary schedule.

## **ARTICLE VI**

### **ASSIGNMENTS, VACANCIES, AND TRANSFERS**

#### **6.1 VACANCIES**

All vacancies and/or newly created positions shall be posted on the District web page and an email notice of the posting will be sent to each certified person. No posting shall be required if the District determines that an emergency exists.

#### **6.2 TRANSFER**

1. A teacher presently on staff, who desires to be considered for an open position in another building within the district, shall present his/her request in writing to the building principal where they are assigned. Such requests shall then be forwarded to the central office to be considered with the applicants for the opening. If a transfer is refused, the teacher may request that his/her request for transfer, with a notation stating the reason why it was refused, be placed in his/her personnel file.
2. When involuntary transfers are necessary, lists of open positions in other schools shall be made available to all teachers being transferred. In filling such positions, all assignments made shall be based upon qualifications and certification.

#### **6.3 PROFESSIONAL ASSIGNMENT**

1. The District will make every effort to distribute tentative elementary school teaching assignments and class lists no later than the last day of the preceding school year. However, in no circumstance will the notice be given later than June 15<sup>th</sup> of each year. All elementary school certified staff members will be given written notice of their tentative assignments and class lists for the next school year. In the event that changes will be made to the tentative assignment, the faculty member shall be notified within five (5) days of the decision.
2. The District will make every effort to distribute tentative middle school teaching assignments and class lists no later than the last day of the preceding school year.

However, in no circumstance will the notice be given later than June 15<sup>th</sup> of each year. All middle school certified staff members will be given written notice of their tentative assignments for the next school year. In the event that changes will be made to the tentative assignment, the faculty member shall be notified within five (5) days of the decision. In addition, all middle school teachers will be provided a copy of the tentative master schedule. The copy may be provided electronically or in hard copy form.

3. All middle school certified staff members will be given class lists in either electronic or hard copy form by August 1 of each year.
4. The Friday preceding the first Institute Day each year, all certified staff members will receive an up-dated tentative class list for the upcoming school year.
5. The Board recognizes the time teachers devote to student activities and parent meetings before and after the instructional day are essential parts of the educational program of the district. The Board shall make an effort to consider the expressed wishes of teachers with regard to scheduling such duties consistent with its determination of the needs of the district within the realm of the school day. Sponsorship of any after-school activity should be consistent with the avocations and hobby interests of the teacher involved.

## **ARTICLE VII**

### **GRIEVANCE PROCEDURE**

#### **7.1 DEFINITION**

A grievance shall be defined as a claim by a member of the bargaining unit of violation, misapplication, or misinterpretation of any provision of this Agreement.

#### **7.2 TIME LIMITS**

##### **A. First Step**

The employee will try to resolve any concern before filing a grievance.

##### **B. Second Step**

If the concern cannot be resolved in the first step, the employee or Federation shall file a written statement of the grievance with his or her attendance center principal. Such written statement of grievance shall be filed within twenty (20) week days from the event giving rise to the claim to file a grievance and shall contain a statement of the factual basis of the grievance and the section or sections of the Agreement which are alleged to have been violated. The attendance center principal shall respond in writing within ten (10) week days of receipt of the written grievance.

#### C. Third Step

If the grievance is not resolved in the second step, the employee or Federation may appeal the decision of the attendance center principal in writing to the District Superintendent within ten (10) week days of receipt of the written decision of the attendance center principal. The District Superintendent shall respond in writing within ten (10) week days of receipt of the written appeal.

#### D. Fourth Step

If the grievance is not resolved in the third step, the employee or the Federation may appeal the decision of the District Superintendent in writing to the Board of Education within ten (10) week days of receipt of the written decision of the District Superintendent. Such appeal shall be heard by the Board of Education at its next regularly scheduled board meeting unless the notice of the appeal is received less than five (5) days prior to the next regularly held board meeting in which case the appeal shall be heard at the subsequent meeting. The Board shall respond in writing within ten (10) week days of the Board meeting.

#### E. Fifth Step

If the grievance is not satisfactorily resolved in the fourth step, and if it is the intent of the Federation to pursue binding arbitration, then the Federation shall submit to the Superintendent within twenty (20) week days of receipt of the answer in Step Four a written request on behalf of the grievant notice of the Federation's intent to enter into binding arbitration.

### **7.3 ARBITRATION PROCEDURE**

The two parties will attempt to agree on an arbitrator. If no arbitrator can be mutually agreed upon, arbitration proceedings shall be conducted by an arbitrator to be selected from a roster of arbitrators provided by the FMCS or IELRB. Within seven (7) days after the Federation requests binding arbitration, the two parties will request the agency to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until one name shall remain.

The arbitrator's decision shall be binding on all parties. The arbitrator shall not amend or modify any of the provisions of the Agreement. The arbitrator's authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the school district and the Federation and shall be based solely on the wording of this Agreement. The parties agree that the arbitrator will have the authority to oversee remedy interpretation and implementation.

The arbitrator shall be limited to directing the parties to comply with the terms of this Agreement.

The Board acknowledges the right of the teacher to request the Federation's grievance representative to be present at any level of the grievance.

## **7.4 ARBITRATION EXPENSES**

Expenses for the arbitrator's services will be borne equally by the District and the Federation.

# **ARTICLE VIII**

## **TEACHER EVALUATION**

### **8.1 EVALUATION**

All evaluation process, procedures, and paperwork associated with the District Teacher Evaluation Plan shall be in accordance with all applicable provisions of the Illinois School Code (Article 24A) and the rules and regulations (part 50.1120) propagated by the Board of Education of the State of Illinois. Specific processes for the evaluation of teachers shall follow the District Teacher Evaluation Plan.

In accordance with Section 24A-4(b) of the Illinois School Code, the PERA Joint Committee shall be composed of equal parts members elected or appointed by both the District and the Federation.

The conclusion of the evaluator is not grievable.

### **8.2 POST-OBSERVATION AND SUMMATIVE CONFERENCES**

Each formal observation and evaluation shall be followed by a confidential conference between the evaluator and the employee, held within ten (10) school days where both the evaluator and employee are present, of the observation. The employee, upon his/her request, shall receive a meeting with the evaluator to discuss the post-observation findings or the year end summative evaluation after the initial confidential conference and both sides shall be entitled to have their representatives present. Copies of the formative evaluation instrument arising from the observation shall be retained by the teacher and the evaluator, but shall not be placed in the teacher's personnel file. Only the year end summative evaluation shall be placed in the teacher's personnel file.

### **8.3 RESPONSE**

Observation and year-end summative evaluation forms shall be signed by the teacher indicating receipt only and not necessarily agreement with the comments. A teacher may submit, for attachment, any comments or rebuttal to an observation or summative evaluation.

## **ARTICLE IX**

### **REDUCTION IN STAFF**

#### **9.1 REDUCTION PROCESS**

In the event that a reduction in the total teaching staff is to be made by the Board of Education, the following procedures will be instituted:

1. An attempt will be made to allow normal attrition to suffice.
2. Any reductions in force shall be in compliance with Illinois State Law.
3. The Board of Education agrees to notify the Federation of any consideration of staff reduction following the timelines of the Illinois School Code.
4. A teacher in Sequence of Dismissal Groups 2, 3 or 4 whose employment has been terminated due to a reduction in force shall have recall rights as outlined in Section 5/24-12 of the School Code. Timelines in the Illinois School Code pertaining to recall shall be followed.
5. If a recalled teacher is offered a full time position and he/she refuses it, then he/she will be removed from the recall list.
6. It is the responsibility of the terminated teacher to keep the school district informed as to their current address.
7. In those cases where two certified staff members are employed on the same date, and have the same certification and qualifications, ties will be broken by a draw.

## **ARTICLE X**

### **NO STRIKE**

#### **10.1 NO STRIKE PROVISION**

During the term of this Agreement and any extension thereof, no employee covered by this Agreement, nor the Federation, nor any person acting on behalf of the Federation shall ever or at any time engage in, authorize any recognition of any picket line at the school district's premises, any strike, slowdown or other refusal to render full and complete services to the Board, or any activity whatsoever which would disrupt in any manner in whole or in part the operation of the school district.

In the event of any violation or violations of any provision of this Article by the Federation, its members, or representatives, or by any employee, the Federation shall, upon notice from the Board, immediately direct such employees both orally and in writing to resume normal operations immediately and take every other reasonable effort to end any violations.

## **ARTICLE XI**

### **DURATION OF AGREEMENT**

#### **11.1 DURATION OF AGREEMENT**

This Agreement shall become effective on the 1<sup>st</sup> day of July, 2026 and continue until the 30<sup>th</sup> day of June, 2030.

## **ARTICLE XII**

### **EFFECTS OF AGREEMENT**

#### **12.1 COMPLETE UNDERSTANDING**

This Agreement constitutes the full and complete understanding between the parties. All rights, powers, and authority of the Board and/or its administrative staff not specifically limited by the language of this Agreement are retained by the Board. The Board, however, shall take no action which shall violate any of the specific provisions of this Agreement.

#### **12.2 SUPERSEDES PRIOR AGREEMENTS**

This Agreement supersedes and nullifies all previous written agreements between the Board and the Federation.

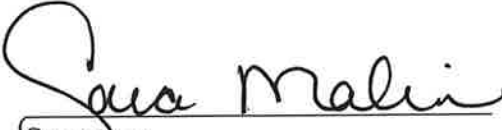
#### **12.3 VALIDITY**

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that part shall be deleted to the extent that it violates the law and the remaining articles, sections, and clauses shall remain in effect.

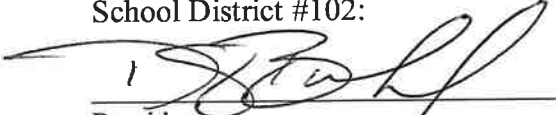
This Agreement is signed and adopted this \_\_\_\_\_ day of \_\_\_\_\_, 2026.

For the Federation:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

For the Board of Education  
School District #102:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

### Appendix A

FY27 Salary Schedule									
	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	48,802	50,052	51,302	52,552	53,952	55,202	56,452	57,702	58,952
1	49,802	51,052	52,302	53,552	54,952	56,202	57,452	58,702	59,952
2	50,802	52,052	53,302	54,552	55,952	57,202	58,452	59,702	60,952
3	51,802	53,052	54,302	55,552	56,952	58,202	59,452	60,702	61,952
4	52,802	54,052	55,302	56,552	57,952	59,202	60,452	61,702	62,952
5	53,902	55,152	56,402	57,652	59,052	60,302	61,552	62,802	64,052
6	55,002	56,252	57,502	58,752	60,152	61,402	62,652	63,902	65,152
7	56,102	57,352	58,602	59,852	61,252	62,502	63,752	65,002	66,252
8	57,202	58,452	59,702	60,952	62,352	63,602	64,852	66,102	67,352
9	58,302	59,552	60,802	62,052	63,452	64,702	65,952	67,202	68,452
10	59,402	60,652	61,902	63,152	64,552	65,802	67,052	68,302	69,552
11	60,502	61,752	63,002	64,252	65,652	66,902	68,152	69,402	70,652
12	61,602	62,852	64,102	65,352	66,752	68,002	69,252	70,502	71,752
13	62,702	63,952	65,202	66,452	67,852	69,102	70,352	71,602	72,852
14	63,802	65,052	66,302	67,552	68,952	70,202	71,452	72,702	73,952
15	64,902	66,152	67,402	68,652	70,052	71,302	72,552	73,802	75,052
16	66,102	67,352	68,602	69,852	71,252	72,502	73,752	75,002	76,252
17	67,302	68,552	69,802	71,052	72,452	73,702	74,952	76,202	77,452
18	68,502	69,752	71,002	72,252	73,652	74,902	76,152	77,402	78,652
19	69,702	70,952	72,202	73,452	74,852	76,102	77,352	78,602	79,852
20	70,902	72,152	73,402	74,652	76,052	77,302	78,552	79,802	81,052
21	72,102	73,352	74,602	75,852	77,252	78,502	79,752	81,002	82,252
22	73,302	74,552	75,802	77,052	78,452	79,702	80,952	82,202	83,452
23	74,502	75,752	77,002	78,252	79,652	80,902	82,152	83,402	84,652
24	75,702	76,952	78,202	79,452	80,852	82,102	83,352	84,602	85,852
25	76,902	78,152	79,402	80,652	82,052	83,302	84,552	85,802	87,052
26	78,102	79,352	80,602	81,852	83,252	84,502	85,752	87,002	88,252
27	79,302	80,552	81,802	83,052	84,452	85,702	86,952	88,202	89,452
28	79,302	81,752	83,002	84,252	85,652	86,902	88,152	89,402	90,652
29	79,302	82,952	84,202	85,452	86,852	88,102	89,352	90,602	91,852
30	79,302	82,952	85,402	86,652	88,052	89,302	90,552	91,802	93,052
31	79,302	82,952	85,402	87,852	89,252	90,502	91,752	93,002	94,252
32	81,302	84,952	87,402	89,852	91,252	92,502	93,752	95,002	96,252
33	81,302	84,952	87,402	89,852	91,252	92,502	93,752	95,002	96,252
34	82,152	85,802	88,252	90,702	92,102	93,352	94,602	95,852	97,102
35	82,152	85,802	88,252	90,702	92,102	93,352	94,602	95,852	97,102
36	82,152	85,802	88,252	90,702	92,102	93,352	94,602	95,852	97,102

FY28 Salary Schedule									
	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	50,250	51,500	52,750	54,000	55,400	56,650	57,900	59,150	60,400
1	51,250	52,500	53,750	55,000	56,400	57,650	58,900	60,150	61,400
2	52,250	53,500	54,750	56,000	57,400	58,650	59,900	61,150	62,400
3	53,250	54,500	55,750	57,000	58,400	59,650	60,900	62,150	63,400
4	54,250	55,500	56,750	58,000	59,400	60,650	61,900	63,150	64,400
5	55,350	56,600	57,850	59,100	60,500	61,750	63,000	64,250	65,500
6	56,450	57,700	58,950	60,200	61,600	62,850	64,100	65,350	66,600
7	57,550	58,800	60,050	61,300	62,700	63,950	65,200	66,450	67,700
8	58,650	59,900	61,150	62,400	63,800	65,050	66,300	67,550	68,800
9	59,750	61,000	62,250	63,500	64,900	66,150	67,400	68,650	69,900
10	60,850	62,100	63,350	64,600	66,000	67,250	68,500	69,750	71,000
11	61,950	63,200	64,450	65,700	67,100	68,350	69,600	70,850	72,100
12	63,050	64,300	65,550	66,800	68,200	69,450	70,700	71,950	73,200
13	64,150	65,400	66,650	67,900	69,300	70,550	71,800	73,050	74,300
14	65,250	66,500	67,750	69,000	70,400	71,650	72,900	74,150	75,400
15	66,350	67,600	68,850	70,100	71,500	72,750	74,000	75,250	76,500
16	67,550	68,800	70,050	71,300	72,700	73,950	75,200	76,450	77,700
17	68,750	70,000	71,250	72,500	73,900	75,150	76,400	77,650	78,900
18	69,950	71,200	72,450	73,700	75,100	76,350	77,600	78,850	80,100
19	71,150	72,400	73,650	74,900	76,300	77,550	78,800	80,050	81,300
20	72,350	73,600	74,850	76,100	77,500	78,750	80,000	81,250	82,500
21	73,550	74,800	76,050	77,300	78,700	79,950	81,200	82,450	83,700
22	74,750	76,000	77,250	78,500	79,900	81,150	82,400	83,650	84,900
23	75,950	77,200	78,450	79,700	81,100	82,350	83,600	84,850	86,100
24	77,150	78,400	79,650	80,900	82,300	83,550	84,800	86,050	87,300
25	78,350	79,600	80,850	82,100	83,500	84,750	86,000	87,250	88,500
26	79,550	80,800	82,050	83,300	84,700	85,950	87,200	88,450	89,700
27	80,750	82,000	83,250	84,500	85,900	87,150	88,400	89,650	90,900
28	80,750	83,200	84,450	85,700	87,100	88,350	89,600	90,850	92,100
29	80,750	84,400	85,650	86,900	88,300	89,550	90,800	92,050	93,300
30	80,750	84,400	86,850	88,100	89,500	90,750	92,000	93,250	94,500
31	80,750	84,400	86,850	89,300	90,700	91,950	93,200	94,450	95,700
32	82,750	86,400	88,850	91,300	92,700	93,950	95,200	96,450	97,700
33	82,750	86,400	88,850	91,300	92,700	93,950	95,200	96,450	97,700
34	83,600	87,250	89,700	92,150	93,550	94,800	96,050	97,300	98,550
35	83,600	87,250	89,700	92,150	93,550	94,800	96,050	97,300	98,550
36	83,600	87,250	89,700	92,150	93,550	94,800	96,050	97,300	98,550

FY29 Salary Schedule									
	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	51,794	53,044	54,294	55,544	56,944	58,194	59,444	60,694	61,944
1	52,794	54,044	55,294	56,544	57,944	59,194	60,444	61,694	62,944
2	53,794	55,044	56,294	57,544	58,944	60,194	61,444	62,694	63,944
3	54,794	56,044	57,294	58,544	59,944	61,194	62,444	63,694	64,944
4	55,794	57,044	58,294	59,544	60,944	62,194	63,444	64,694	65,944
5	56,894	58,144	59,394	60,644	62,044	63,294	64,544	65,794	67,044
6	57,994	59,244	60,494	61,744	63,144	64,394	65,644	66,894	68,144
7	59,094	60,344	61,594	62,844	64,244	65,494	66,744	67,994	69,244
8	60,194	61,444	62,694	63,944	65,344	66,594	67,844	69,094	70,344
9	61,294	62,544	63,794	65,044	66,444	67,694	68,944	70,194	71,444
10	62,394	63,644	64,894	66,144	67,544	68,794	70,044	71,294	72,544
11	63,494	64,744	65,994	67,244	68,644	69,894	71,144	72,394	73,644
12	64,594	65,844	67,094	68,344	69,744	70,994	72,244	73,494	74,744
13	65,694	66,944	68,194	69,444	70,844	72,094	73,344	74,594	75,844
14	66,794	68,044	69,294	70,544	71,944	73,194	74,444	75,694	76,944
15	67,894	69,144	70,394	71,644	73,044	74,294	75,544	76,794	78,044
16	69,094	70,344	71,594	72,844	74,244	75,494	76,744	77,994	79,244
17	70,294	71,544	72,794	74,044	75,444	76,694	77,944	79,194	80,444
18	71,494	72,744	73,994	75,244	76,644	77,894	79,144	80,394	81,644
19	72,694	73,944	75,194	76,444	77,844	79,094	80,344	81,594	82,844
20	73,894	75,144	76,394	77,644	79,044	80,294	81,544	82,794	84,044
21	75,094	76,344	77,594	78,844	80,244	81,494	82,744	83,994	85,244
22	76,294	77,544	78,794	80,044	81,444	82,694	83,944	85,194	86,444
23	77,494	78,744	79,994	81,244	82,644	83,894	85,144	86,394	87,644
24	78,694	79,944	81,194	82,444	83,844	85,094	86,344	87,594	88,844
25	79,894	81,144	82,394	83,644	85,044	86,294	87,544	88,794	90,044
26	81,094	82,344	83,594	84,844	86,244	87,494	88,744	89,994	91,244
27	82,294	83,544	84,794	86,044	87,444	88,694	89,944	91,194	92,444
28	82,294	84,744	85,994	87,244	88,644	89,894	91,144	92,394	93,644
29	82,294	85,944	87,194	88,444	89,844	91,094	92,344	93,594	94,844
30	82,294	85,944	88,394	89,644	91,044	92,294	93,544	94,794	96,044
31	82,294	85,944	88,394	90,844	92,244	93,494	94,744	95,994	97,244
32	84,294	87,944	90,394	92,844	94,244	95,494	96,744	97,994	99,244
33	84,294	87,944	90,394	92,844	94,244	95,494	96,744	97,994	99,244
34	85,144	88,794	91,244	93,694	95,094	96,344	97,594	98,844	100,094
35	85,144	88,794	91,244	93,694	95,094	96,344	97,594	98,844	100,094
36	85,144	88,794	91,244	93,694	95,094	96,344	97,594	98,844	100,094

FY30 Salary Schedule									
	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	53,464	54,714	55,964	57,214	58,614	59,864	61,114	62,364	63,614
1	54,464	55,714	56,964	58,214	59,614	60,864	62,114	63,364	64,614
2	55,464	56,714	57,964	59,214	60,614	61,864	63,114	64,364	65,614
3	56,464	57,714	58,964	60,214	61,614	62,864	64,114	65,364	66,614
4	57,464	58,714	59,964	61,214	62,614	63,864	65,114	66,364	67,614
5	58,564	59,814	61,064	62,314	63,714	64,964	66,214	67,464	68,714
6	59,664	60,914	62,164	63,414	64,814	66,064	67,314	68,564	69,814
7	60,764	62,014	63,264	64,514	65,914	67,164	68,414	69,664	70,914
8	61,864	63,114	64,364	65,614	67,014	68,264	69,514	70,764	72,014
9	62,964	64,214	65,464	66,714	68,114	69,364	70,614	71,864	73,114
10	64,064	65,314	66,564	67,814	69,214	70,464	71,714	72,964	74,214
11	65,164	66,414	67,664	68,914	70,314	71,564	72,814	74,064	75,314
12	66,264	67,514	68,764	70,014	71,414	72,664	73,914	75,164	76,414
13	67,364	68,614	69,864	71,114	72,514	73,764	75,014	76,264	77,514
14	68,464	69,714	70,964	72,214	73,614	74,864	76,114	77,364	78,614
15	69,564	70,814	72,064	73,314	74,714	75,964	77,214	78,464	79,714
16	70,764	72,014	73,264	74,514	75,914	77,164	78,414	79,664	80,914
17	71,964	73,214	74,464	75,714	77,114	78,364	79,614	80,864	82,114
18	73,164	74,414	75,664	76,914	78,314	79,564	80,814	82,064	83,314
19	74,364	75,614	76,864	78,114	79,514	80,764	82,014	83,264	84,514
20	75,564	76,814	78,064	79,314	80,714	81,964	83,214	84,464	85,714
21	76,764	78,014	79,264	80,514	81,914	83,164	84,414	85,664	86,914
22	77,964	79,214	80,464	81,714	83,114	84,364	85,614	86,864	88,114
23	79,164	80,414	81,664	82,914	84,314	85,564	86,814	88,064	89,314
24	80,364	81,614	82,864	84,114	85,514	86,764	88,014	89,264	90,514
25	81,564	82,814	84,064	85,314	86,714	87,964	89,214	90,464	91,714
26	82,764	84,014	85,264	86,514	87,914	89,164	90,414	91,664	92,914
27	83,964	85,214	86,464	87,714	89,114	90,364	91,614	92,864	94,114
28	83,964	86,414	87,664	88,914	90,314	91,564	92,814	94,064	95,314
29	83,964	87,614	88,864	90,114	91,514	92,764	94,014	95,264	96,514
30	83,964	87,614	90,064	91,314	92,714	93,964	95,214	96,464	97,714
31	83,964	87,614	90,064	92,514	93,914	95,164	96,414	97,664	98,914
32	85,964	89,614	92,064	94,514	95,914	97,164	98,414	99,664	100,914
33	85,964	89,614	92,064	94,514	95,914	97,164	98,414	99,664	100,914
34	86,814	90,464	92,914	95,364	96,764	98,014	99,264	100,514	101,764
35	86,814	90,464	92,914	95,364	96,764	98,014	99,264	100,514	101,764
36	86,814	90,464	92,914	95,364	96,764	98,014	99,264	100,514	101,764

**APPENDIX B**

Supplemental Pay Schedule

<b>Activity</b>	<b>Rate</b>	<b>26-27</b>	<b>27-28</b>	<b>28-30</b>
<b>Increase</b>	26-27	<b>2.00%</b>	<b>2.00%</b>	<b>2.00%</b>
<b>Supplemental Base</b>		<b><u>\$44,848</u></b>	<b><u>\$45,745</u></b>	<b><u>\$46,660</u></b>
Boys' Baseball	5.00%	\$2,242	\$2,287	\$2,333
Girls' Softball	5.00%	\$2,242	\$2,287	\$2,333
Boys'/Girls' Cross Country	5.00%	\$2,242	\$2,287	\$2,333
Girls' Basketball (1 team)	7.00%	\$3,139	\$3,202	\$3,266
Girls' Basketball (1 team)	7.00%	\$3,139	\$3,202	\$3,266
Girls' Basketball (2 teams)	12.00%	\$5,382	\$5,489	\$5,599
Boys' Basketball (1 team)	7.00%	\$3,139	\$3,202	\$3,266
Boys' Basketball (1 team)	7.00%	\$3,139	\$3,202	\$3,266
Boys' Basketball (2 teams)	12.00%	\$5,382	\$5,489	\$5,599
Cheerleading	7.00%	\$3,139	\$3,202	\$3,266
Dance	5.00%	\$2,242	\$2,287	\$2,333
Girls' Volleyball (1 team)	7.00%	\$3,139	\$3,202	\$3,266
Girls' Volleyball (1 team)	7.00%	\$3,139	\$3,202	\$3,266
Girls' Volleyball (2 teams)	12.00%	\$5,382	\$5,489	\$5,599
Boys' Track	5.00%	\$2,242	\$2,287	\$2,333
Girls' Track	5.00%	\$2,242	\$2,287	\$2,333
Yearbook (MES)	2.00%	\$897	\$915	\$933
Yearbook (GMS)	2.00%	\$897	\$915	\$933
Yearbook (MES & GMS)	3.00%	\$1,345	\$1,372	\$1,400
Student Council	6.00%	\$2,691	\$2,745	\$2,800
Scholastic Bowl	4.00%	\$1,794	\$1,830	\$1,866
Literary Club	2.00%	\$897	\$915	\$933
Chess Club	2.00%	\$897	\$915	\$933
Art Club	5.00%	\$2,242	\$2,287	\$2,333
Web Pg/Tech Coord	5.00%	\$2,242	\$2,287	\$2,333
Athletic Director	9.00%	\$4,036	\$4,117	\$4,199
National Jr. Honor Society	3.00%	\$1,345	\$1,372	\$1,400
Graduation		\$200 per graduation		
Choral Accompanists (up to 6%)	6.00%	\$2,691	\$2,745	\$2,800
Band		\$800 for no less than 5 concerts, contests or parades		
Chorus		\$800 for no less than 5 concerts, contests or parades		
-Ticket Taker		\$35/night		
Scoreboard		\$20/game		
Scorebook		\$20/game		
Mileage		per IRS regulations		