

AGREEMENT BETWEEN

THE BOARD OF EDUCATION
EDINBURG SCHOOL DISTRICT NUMBER 4

AND THE

EDINBURG EDUCATION ASSOCIATION IEA-NEA

CONTRACT YEARS

2025 – 2026

2026 – 2027

2027 – 2028

2028 – 2029

2029 – 2030

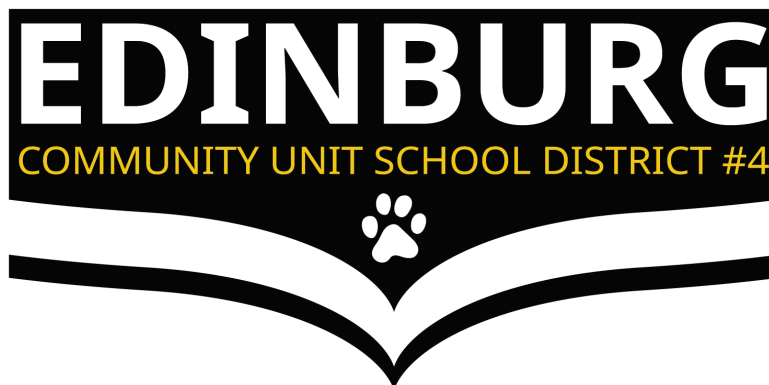


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ARTICLE I RECOGNITION

A. RECOGNITION

The Board of Education of School District Number 4, Christian County, Edinburg, Illinois, hereinafter referred to as the “Board”, hereby recognized the Edinburg Education Association – IEA/NEA, hereinafter referred to as the “Association”, as the sole and exclusive negotiating agent for all regularly employed full and part-time teachers and Educational Support Personnel employed by the Employer, including counselors and Media center directors employed by the Employer. Excluded: Superintendent, Principals, Superintendent’s Secretary, District Secretary, Bookkeeper, Head of Maintenance, and other administrative or supervisory personnel having authority to hire, transfer, assign, promote, discharge, and discipline other employees or having the responsibility to make other recommendations; confidential employees, short term employees, managerial and supervisory employees as defined by the Act.

B. DEFINITIONS

1. Teacher or certified employee – all classroom teachers who are legally qualified under the requirements for state certification by the Illinois State Board of Education.
 - a) Full-time teachers are entitled to all rights and benefits as outlined within this agreement.
 - b) Part-time teachers shall be entitled to proration salary, sick leave, and personal leave. Part-time teachers shall be entitled to no other benefits except where specifically provided to the contrary elsewhere in this agreement.
2. Educational Support Personnel (ESP) – A member of the non-certified employee or support whose function is not teaching.
 - a) Unless stated differently, any regular employed part-time employees shall be included in the bargaining unit, except that their benefits shall be based on the fractionalized employment status.
 - b) Part-time employee shall be defined as working thirty (30) hours or less per week.
3. Days – the term “days” shall, except where otherwise indicated, mean working days.
4. Employer – The Board of Education of Edinburg CUSD #4
5. Association – Association or Union shall indicate the sole and exclusive bargaining representative.
6. Bus Trip – Field trip, athletic event or practice, or activity event.

7. Bus Route – A pick-up and delivery of students to and from school including CACC, Special Education, and Pre-K.

8. Proof Status – Documentation from the physician upon returning to work.

9. Grandfathered – All Educational Support Personnel hired after July 15, 1997, will not be eligible for paid holidays unless they are 40 hours per week and work 12 months per year. Current employees that are receiving holidays paid will be grandfathered until those positions become vacant.

ARTICLE II EMPLOYEE AND ASSOCIATION RIGHTS

A. USE OF FACILITIES

The Association may request use of school buildings for meetings. Reasonable requests as to time and purpose and which do not conflict with other scheduled events or uses shall generally be granted. The Association shall establish a set schedule of meetings and will fill out proper paperwork requesting meeting dates and times. The proper paperwork will be submitted to the principal and placed in the black book.

Policy 8:20 – Community Use of Facility

B. BULLETIN BOARDS

The Association shall be provided a bulletin board in the teacher's lounge for Association announcements.

C. MAILBOXES

The Association shall be permitted use of employees' mailboxes and email addresses for internal communication.

D. AGENDA OF BOARD MEETING

The President of the Association shall be provided with a copy of the agenda of Board meetings and attachments at the time such agendas and attachments are conveyed to Board members and/or the press. Confidential items shall be excluded.

Policy 2:20 – Board of Education Meeting Procedure

E. ASSOCIATION MEETINGS

The Association shall be permitted to hold such meetings, as it may deem necessary, during the school day so long as such meetings do not interrupt or disrupt the educational program.

F. NOTIFICATION OF ASSIGNMENT

All teachers shall be given written notice of their tentative assignments for the forthcoming year no later than the last teacher work day of the current school year. Attached to this will be a detailed job description that includes but is not limited to: title, qualifications, reports to, supervises, job goal, performances responsibilities, classroom management expectations, professional demeanor, personal demeanor and required attendance. In the event subsequent changes in assignments are recommended to the Board prior to or during the school year, the employee affected shall be notified promptly. Within ten (10) business days of such notification, the employee shall be allowed to resign in good standing if such change is not acceptable to the employee. Preliminary class budgets will be submitted by the administration via email to personnel no later than the last teacher work day of the current school year. Teachers will turn in preliminary classroom purchase orders no later than July 15th of each year. When operating money becomes available, yearly classroom budgets will be recalculated. Final purchase orders for classrooms are due no later than January 15th of each school year. All Educational Support Personnel will receive a written notice of employment, which will state the employee's salary and benefits, hours to be worked and number of days to be worked for the year for his/her particular job by the first day of the school year. It is noted that such notice is not intended to be an employment contract but is only used for information purposes. The informational notice shall be signed and returned to the Superintendent's office within 30 days of receipt by the employee. If the informational notice is not returned within 30 days, a verbal and/or written notice will be issued to the employee to comply.

Policy 5:30 – Hiring Process and Criteria

G. VACANCIES, PROMOTIONS, POSTING

The Superintendent shall post in all school buildings and shall send to the Association President a notice of all vacancies, including vacancies in Administration, as they occur or as they are anticipated. An email notice will also be sent to all bargaining unit members. A job description and a statement of minimum qualifications shall accompany such notice. Postings during the school year shall be for a period of ten (10) days. Summer postings shall be for a period of five (5) days. At all times, the Superintendent and EEA President can mutually agree to drop the posting period if educational need is demonstrated to move a position forward to hiring. Postings will be in three (3) district locations: District Office, Teacher's lounge, and on the district website.

H. LABOR/MANAGEMENT COMMITTEE

A Labor/Management Committee consisting of no more than three (3) members of the Association and no more than three (3) members of the Administration will meet at mutually agreeable times throughout the school year to discuss matters of concern. A regularly set meeting shall be established by the Superintendent and President of the EEA each month to discuss common concerns and issues with the goal of collaboration, cooperation, and a timely process to

work toward resolution. The Labor Management Committee is not a bargaining committee and has no authority to bind either the Board or the Association to any contract agreement. This statement is intended as an explicit waiver of bargaining with respect to the work and work product of the Labor Management Committee consistent with the requirement to reach that result set forth in *Alton Community Unit School District 11 v Illinois Educational Labor Relations Board*, 209 ILL. App. 3rd 15, 567 NE 2d 671, 153 ILL. Dec. 713 (4th Dist. 1991).

ARTICLE III LEAVES

A. SICK LEAVE

Each full-time teacher shall be entitled to twelve (12) sick leave days per school year without loss of pay. Ten month employees will receive (13) sick days, eleven month employees will receive fourteen (14) sick days, and twelve month employees will receive fifteen (15) sick days. Each part-time teacher shall be entitled to six (6) sick leave days per school year without loss of pay. Sick leave shall accumulate to a maximum of three- hundred forty days, including the sick leave for the current school year, per TRS regulations. For non-certified staff, sick leave shall accumulate to a maximum of two- hundred forty (240) days, including sick leave for the current year, per IMRF regulations. Each full time employee who works a full school calendar year without using any sick or personal time shall be paid the equivalent of one day's pay. Payment shall be made by June 30 of the fiscal year in which the perfect attendance occurred. Sick leave shall be interpreted to mean personal illness, serious illness, or death in the immediate household and/or immediate family. The immediate family for the purposes of the Article shall include: parents, stepparent, spouse, domestic partner, brothers, sisters, children, step- children, foster children, fiancé, grandparents, grandchildren, parents-in-law, brothers-in- law, sisters-in-law, grandparents-in-law, aunts, uncles, and legal guardians. Time away from work for a funeral should be taken in the form of "sick leave". Approval or denial of such request shall be at the sole discretion of the Superintendent. The Board shall retain the right to administer sick leave as per Section 24-6 of the School Code. The Board may grant additional sick leave at its sole discretion upon a showing of hardship by a teacher who has exhausted his/her otherwise available sick leave. Proof status may be required by the Superintendent in accordance with School Code 24-6.

B. PERSONAL LEAVE

Each teacher shall be entitled to three (3) personal leave days per year. An employee planning to use a personal leave day or days shall notify the Superintendent in writing at least forty-eight (48) hours in advance. In the case of an emergency that necessitates an employee from not providing at least 48 hours prior of the intended date, the employee will be required to state a reason in writing for the use of personal leave. Unused personal days shall accumulate as sick leave. No more than two (2) teachers per building level (Pre-k through 6, 7-12, and ESP) may

use personal leave on the same day. At the discretion of the Superintendent, the 2- per level stipulation may be waived. (Pre-k through 6 and 7-12) Personal days may not be used in the first two or last two weeks of school unless the personnel petition the Superintendent for a waiver which may or may not be granted at the discretion of the Superintendent.

C. PROFESSIONAL LEAVE

Employees may request use of up to two (2) days for the purpose of attending workshops and conferences or for visiting schools without loss of pay and are directly related to their classroom assignment. As per policy, personnel will be required to present a written report of their conference for the benefit of all personnel continuing education. Requests must be made at least five (5) days in advance of the date requested. Approval shall be at the discretion of the Superintendent. (Policy number 5:100 AP)

D. ASSOCIATION LEAVE

If the Association desires to send representation to the State or National meetings, the Board will grant up to four (4) days per year to the Association. For such activities, the Association will reimburse the District the cost of the substitutes. No more than two (2) Association members may use Association leave on the same day.

E. LEAVE OF ABSENCE, WITHOUT PAY

Leave of absence may be granted without pay to employees who desire to return to employment in a similar capacity at a time mutually agreed upon. Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave. Employees will not advance on the salary schedule while on the approved leave of absence without pay unless working at least eighty-eight (88) days during the school year in which the leave was taken. All pay starts at the beginning of each school year. Employees will be paid according to the salary schedule of the current contract year. Employees can only move on the salary schedule at the start of each year. Employees do not increase horizontally or vertically any time during the school year in terms of education or longevity.

Leaves of absence without pay, for not more than one twelve month period, may be granted to any employee except non-tenured teachers according to the following conditions:

- 1) Written requests for leave of absence without pay shall be made at least three (3) months before the leave is desired, subject to the approval by the Board.
- 2) Dates of departure and return must be mutually acceptable to the teacher and administration and determined prior to any final action on the request.
- 3) Leaves may be granted for:
 - a) Advanced study leading to a degree in an approved university
 - b) Educational related travel if the applicant provides an itinerary and explanation of how such travel will improve the education system

- c) Military service
- d) Other reasons acceptable to the Board
- e) Maternity/parental

4) Employees on such leave may continue insurance benefits if they reimburse pro-rata costs of benefits for which they apply and as long as eligible by insurance carrier.

5) Employees will not advance on the salary schedule while on the approved leave of absence without pay unless working at least eighty-eight (88) days during the school year in which the leave was taken.

6) The Board may waive the above restrictions at its discretion.

7) A teacher who is granted a leave must inform the Board of Education of his/her intent to return to a similar position by March 1.

F. JURY DUTY

Full or part-time employees called for jury duty shall suffer no loss of wages or cumulative leave. Pay received by full or part-time employees for jury duties or witness fees shall be turned over to ECUSD 4. The employee may not waive a fee set by law and is responsible for remitting the full amount of the fee to ECUSD 4. The employee may keep any pay received for jury duty or witness service if performed on a personal business leave. The employee may retain any portion of such pay that covers mileage or parking reimbursement. This provision is not applicable if the employee is a witness against the school district, Board of Education, or its representative as a result of any legal action by/or on behalf of the employee, the employee's representative, association, or associations.

G. BEREAVEMENT LEAVE

Each employee shall be entitled to (2) paid days for the death of an immediate family member. These paid days of leave are non-accrual.

Policies:

5:70 – Religious Holidays

5:80 – Court Duty

5:180 – Temporary Illness or Temporary Incapacity

5:185 – Family Medical Leave Act

5:250 – Leaves of Absence

ARTICLE IV EVALUATIONS

A. EVALUATION PROCEDURE

Each employee shall be informed as soon as possible by the Superintendent or his/her designee of the established evaluation procedure before any given evaluation takes place.

B. EVALUATION MEETINGS

The evaluator shall meet with the non-tenured- employee at least once each year to discuss the evaluation of that employee. The evaluator shall meet with the tenured employee at least once every other year to discuss the evaluation of that employee.

C. EVALUATION RESPONSE

Each employee shall have an observation conference not later than twenty (20) working days after the employee's last formal observation during any given evaluation cycle. All summative evaluation conferences will be completed before March 1 in any relevant school year. Each employee shall receive a written copy of his or her evaluation at the summative evaluation conference. An employee signature shall be solicited and the signature shall indicate receipt of the summative evaluation. Employee comments intended to be attached to the summative evaluation shall be submitted within twenty (20) work days of the employee's receipt of the summative evaluation. Written notification that an employee will be receiving a 1 or 2 on their evaluation shall be given to the employee within ten (10) work days of their final classroom observation. The actual evaluation meeting may occur later than the ten (10) day time frame.

D. PERSONNEL FILE

Each employee shall have the right to review the contents of said employee's personnel file during regular business hours in the presence of an administrator or designee and provided advance notice is given. The employee shall have the right to place therein written reactions to any of its contents. A representative of the employee's choice may accompany the employee to the review. Copies of items contained in the teacher's personnel file shall be provided to the teacher on request within five (5) working days when an administrator is present.

Policy 5:150 – Personnel Records

E. COMPLAINTS

Any complaint lodged with the Administration or Board, which could reasonably lead to dismissal or discipline of the employee, shall be made known to the employee along with the name of the person making the complaint and the circumstances of the complaint.

Policies:

5:200 – Terms and Conditions of Employment and Dismissal

5:230 – Maintaining Student Discipline

5:20 – Workplace Harassment Prohibited

6:260 – Complaints About Curriculum, Instructional Materials, and Programs

7:20 – Harassment of Students Prohibited

F. APPEARANCES

When an administrator requires an employee to appear before the administration or Board of Education concerning any matter, which could reasonably lead to the employee's discipline or dismissal as an employee in and for the District, the employee shall be entitled to have a representative present. When the employee is required by an administrator to appear before the Board of Education under the above circumstances, the employee shall be advised in writing at least twenty-four (24) hours in advance with the reason for the meeting stated. Employees may have a representative present when required to appear.

Policy 5:240 - Supervision

G. REDUCTION IN FORCE AND RECALL

The Board shall abide by the School Code, Section 24-12 and 10-23.5 with regard to reduction in force.

H. UNSATISFACTORY SUMMATIVE EVALUATION RATING APPEAL PROCESS

Illinois Public Act 101-0591 requires that each school district, in good faith bargaining with the exclusive bargaining representative of its teachers, develop and implement an appeal process for teachers who receive an "unsatisfactory" rating on their summative evaluation.

Grounds for an Appeal

- (1) The evaluator did not follow evaluation procedures that adhere to the requirements of the state and/or the joint-committee agreed upon procedures, and that failure had a material impact on the final evaluation rating that was assigned; and/or
- (2) The data relied upon was inaccurately attributed to the teacher or the data cannot be considered evidence because it contains opinion, interpretation, or bias.

Review Panel

The review panel must include no more than 6 qualified evaluators, an equal number of teachers trained as qualified evaluators selected by their local association, and administrators. Educators directly involved in the evaluation in question will not be included on the review panel.

Appeals Process

1. A teacher may submit a written appeal after receiving a summative rating of "unsatisfactory". The teacher must file the written appeal with the review panel within 10 school days of receiving the rating.

2. A panel reviews the information. In addition to the written appeal, the teacher may address and provide evidence to the review panel in person. The teacher may also bring a union representative with them when addressing the panel.
3. The panel will review:
 - a. all materials submitted by the teacher to the evaluator during pre- conferences and post-conferences, and
 - b. the evidence collected including the evaluator's written observations, comments, and feedback to the teacher.
4. The panel will make a decision after reviewing all written information and, if applicable, all information provided in person. If there is sufficient information to overturn the rating, the teacher receives an updated rating. The appeal process must conclude within 10 school days after the panel receives the teacher's written request for appeal.
5. Upon completion of the appeals process, if the teacher continues as “unsatisfactory” the teacher will be subject to state evaluation guidelines.

Teacher Appeals Process Evaluator Guidelines

Use the below information and timelines to determine if an individual is qualified to conduct teacher performance evaluations.

Initial Training:

ISBE

Teacher evaluators must meet one of the following requirements:

- Have all five Growth Through Learning (GTL) modules in the designated section of ELIS
- Have completed Administrator’s Academy #2001 (SLO) *Educators must have completed successfully the Application Component/Assessment of the respective Administrator’s Academy in order to become legally qualified, receive the appropriate evaluator qualifications in ELIS, and receive full Administrator’s Academy credit.

ECUSD#4

Teachers must meet all of the following requirements:

- 3 years in district and 5 years total teaching experience
- Proficient or Distinguished Summative Evaluation Cycles for the last 2 evaluation cycles
- The district will pay for training and/or certification with ISBE.
 - The cost will be prorated so that if you leave the district before your 5 year certification is up, you will be required to pay the remaining balance.
 - For example, if you serve 2 years and have 3 years left, you will owe the district the 3 remaining years of service.
- One year prior to the end of your 5 years certification cycle you must notify administration if you do not want to renew your teacher evaluator certificate.

ARTICLE V WORKING CONDITIONS

A. TEACHER WORK DAY

The teacher workday shall be seven (7) hours thirty (30) minutes unless other duties are part of the employee's normal responsibilities in the District. Employees shall be required to be at their workstation ten (10) minutes prior to the start of the school day (except when performing duties as assigned by the Principal and/or Superintendent). Morning supervisors will begin their day at 7:35am and end at 3:05pm. During each work day, the employee shall be entitled to a duty free lunch equal to that of students, but in no case less than thirty (30) minutes.

Part-Time Teacher Work Day

The part-time teacher workday shall be three (3) hours and forty-five (45) minutes unless other duties are part of the employee's normal responsibilities in the District. Part-time teachers shall be required to attend teacher institutes, staff meetings, and if applicable mentoring meetings. If these meetings are outside of the scheduled work day, part-time teachers shall receive compensation based on their daily rate for the aforementioned meetings.

Detention Supervisor Work Day

The detention supervisor work day shall be seven (7) hours thirty (30) minutes, with his or her day beginning at 8:15am and ending at 3:45pm. On the day before holiday break early dismissal days, the detention supervisor shall begin his or her day at 7:50am and end at 3:20pm.

Faculty Meetings

Faculty meetings or committee meetings, which may last no longer than thirty (30) minutes, may be held immediately after the workday on regular dismissal days. These meetings are limited to one per month and require the consent of both parties.

B. CALENDAR

The Board will seek Association input before it adopts a calendar. Thereafter, the Board shall establish a school calendar to consist of no more or not greater than one hundred eighty (180) teacher work days.

C. EARLY DISMISSAL

Teaching personnel will be released five (5) minutes after student dismissal on school days before Thanksgiving, Christmas, and Easter holiday vacations, as well as five (5) minutes after student dismissal on Fridays unless a student, parent, and/or administrator requests to meet with said teacher about an issue of concern, given at least an hour's notice prior to the end of the student day (regularly 3:00). However, in an emergency situation, as determined by the personnel involved and administration, faculty members may be required to stay until or even after the regular dismissal time.

D. CLASS SIZE

Unless specifically stated, class size guidelines apply to K – 6 classes.

1. When a class reaches thirty (30) or more students, the following procedures will take place:
 - a. The administration will notify the teacher(s) involved.
 - b. A meeting will be set to discuss the situation. The meeting will be attended by an Administrator and the teacher(s) involved. The function of this meeting will be to discuss three possible options:
 - i. to keep the class size as is
 - ii. to split the class
 - iii. to hire a teacher aide

The Board of Education retains the right to make all final decisions at the conclusion of this meeting.

2. When a class reaches 27 – 29 students, the following will take place:
 - a. The Administration will notify the teacher(s) involved.
 - b. A meeting will be set to discuss the situation. The meeting will be attended by an Administrator and the teacher(s) involved. Consideration will be given only for the hiring of a teacher aide.
3. Nothing in the preceding two (2) paragraphs will prevent the Board from splitting a class or hiring an aide if numbers fall below those indicated.

ARTICLE VI GRIEVANCE

A. DEFINITION

A grievance shall be any claim by the Association or any employee that there has been a violation, misrepresentation, or misapplication of the terms of this Agreement. Formal Grievance procedures may not start until there has been a formalized, scheduled meeting between and/or among grieving parties and administration. All efforts to resolve conflict(s) should be made before the process is started.

B. TIME LIMITS

All time limits consist of school days except when a grievance is submitted fewer than ten (10) days before the close of the current school year. Then time limits shall double and shall consist of all week days.

C.1 INFORMAL CONFLICT RESOLUTION

The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately involved supervisor to resolve problems through free and informal

communications. When requested by the employee, an Association representative may accompany the employee to assist in the informal resolution of the grievance.

C.2 FORMAL GRIEVANCE PROCEDURES

If, however, the informal process fails to satisfy the employee or Association, a grievance may be processed as follows:

D. GRIEVANCE – STEP 1

The employee or the Association may present the grievance in writing to the Superintendent within thirty (30) school attendance days of the event giving rise to the grievance or the employee's knowledge of same, whichever is later. The Superintendent will arrange for a meeting to take place within ten (10) school attendance days after receipt of the grievance. The Association's representative, the grievant, and the Superintendent shall be provided with the Superintendent's written response within ten (10) school attendance days.

E. GRIEVANCE – STEP 2

If the grievance is not resolved at Step 1, then the employee or the Association may refer the grievance to the Board within twenty (20) school attendance days after receipt of the Step 1 answer. The Board shall arrange with the employee and/or the Association representative for a hearing to take place at the next regular Board meeting. Each party shall have the right to include in its representations such witnesses and counselors as it deems necessary. Within ten (10) school attendance days of the meeting, the Association shall be provided with the Board's written response.

F. GRIEVANCE – STEP 3

If the Association is not satisfied with the disposition of the grievance at Step 2, the Association may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the Step 2 answer, then the grievance shall be deemed withdrawn.

G. TERMS ALTERED

The arbitrator shall have no power to alter the terms of this Agreement.

H. BYPASS TO SUPERINTENDENT

If the Association and the Superintendent agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.

I. BYPASS TO ARBITRATION

If the Superintendent and the Association agree, a grievance may be submitted directly to arbitration.

J. GRIEVANCE WITHDRAWAL

A grievance may be withdrawn at any level without establishing precedent.

K. WRITTEN RESPONSE

If no written decision has been rendered within the time limits indicated by a step, then the grievance may be processed to the next step.

L. EXPEDITED ARBITRATION

Upon mutual agreement of the parties, the Expedited Arbitration Rules of the American Arbitration Association shall be used instead of the Voluntary Arbitration Rules. The fees and the expenses of the arbitrator shall be shared equally by the parties.

M. GRIEVANCE ZIPPER

The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only specific issues submitted to him/her in writing and his/her decision shall be based solely upon his/her interpretation of the meaning or application of the specific terms of this Agreement to the facts of the grievance presented.

N. GRIEVANCE HEARINGS

Should the Board require any employee to attend hearing or meetings as an attendant to grievance processing, such employees shall be excused without loss of pay or benefits.

O. CLASS GRIEVANCE

Class grievances involving one (1) or more employees or one (1) or more supervisors, and grievances involving an administrator above the building level may be initially filed by the Association at Step 2.

P. ASSOCIATION PARTICIPATION – EMPLOYEE REPRESENTED

The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any level, and no employee shall be required to discuss any grievance if the Association's representative is not present.

Q. ASSOCIATION PARTICIPATION – EMPLOYEE NOT REPRESENTED

When an employee is not represented by the Association, the Association shall reserve the right to have its representative present to state its views at any stage of the procedure.

R. NO REPRISALS CLAUSE

No reprisals shall be taken by the Board or the Administration against any Employee because of the employee's participation in a grievance.

S. FILING OF MATERIALS

All records related to a grievance shall be filed separately from the personnel files of the employees.

T. ARBITRATION FEES AND EXPENSES

The fees and the expenses of the arbitrator shall be shared equally by the parties.

Policies:

2:260 – Uniform Grievance Procedure

5:10 – Equal Employment Opportunity and Minority Recruitment

ARTICLE VII NEGOTIATIONS PROCEDURE

A. SUCCESSOR AGREEMENT

The parties shall commence bargaining for a successor agreement on or before April 1st of the year this agreement expires.

EXHIBIT A

Suggested Negotiation Procedures: Specific ground-rules will be agreed upon at the first bargaining session.

1. Each team may consist of three (3) members with an Alternate. The Superintendent will not be a member to either side; he/she will be an advisor to both sides of the negotiating teams.
2. The committee members from both sides may be authorized to tentatively agree to proposals without conferring with outside members.
3. Each session may be 1 – 2 hours in length with the option to renew to close. A topic limit of fifteen (15) minutes shall be observed.
4. Observers may be limited to alternate negotiators.
5. All press releases should be joint.
6. Agendas may be set in advance and may include a category of other that will be agreed upon at the onset of the meeting.
7. A recording secretary may be provided by the Board of Education to record and keep minutes. The EEA will be provided a signed copy of these minutes.
8. Caucusing may be limited to fifteen (15) minutes with an option to extend.
9. The Board of Education will prepare the final agreement.

ARTICLE VIII

EMPLOYEE COMPENSATION AND BENEFITS

A. SALARY SCHEDULE – (See Appendix A, Pages 30-34)

Upon employment, certified staff shall be credited with years of outside teaching experience as accepted by the Illinois Teachers' Retirement System. Any full time employee who has been with the district by December 1st or earlier will accumulate one full year of experience on the following year's salary schedule. Part-time employees that work three (3) hours and forty-five (45) or more will accumulate one full year of experience on the following year's salary schedule.

Certified Employees beyond step 30 of the teacher salary schedule will receive a salary increase equivalent to the contract year's percentage raise. When calculated based on the previous year's salary minus any extra-curricular stipends.

B. RETIREMENT ITEMS

- 1) The Board of Education agrees to pay the current contribution rate for credible earnings to the Teachers Retirement System (TRS) for all teachers in addition to the salary schedule.
- 2) The Board of Education agrees to pay the Employer portion of the Teachers Health Insurance Services (THIS).

Retirement Notification Incentive

To be eligible for any of the following plans, an employee must meet the following requirements:

1. Be at least 60 years of age by the last day of service in the District; or
2. Be at least 55 years of age with thirty-five (35) years of creditable service as defined by the Illinois Teachers' Retirement System by the last day of service in the District.

The District may require proof of eligibility.

For purposes of this section, TRS creditable compensation (earnings is compensation recognized by TRS as salary reporting and retirement purposes no matter whether the employer is the District or any other employer (80 Ill. Admin. Code 1650.450). One can look up creditable earnings on the TRS website.

One Year Notice

In exchange for an eligible employee's written, binding, irrevocable resignation prior to May 1 stating that he/she shall retire at the end of the next school year, the District shall remove the employee from the salary schedule and for each year of eligibility, the employee's TRS creditable earnings shall be increased by 4.5%. In order to be eligible for this retirement

incentive, employees must be employed by the District for ten (10) years that precede the retirement date.

Two Year Notice

In exchange for an eligible employee's written, binding, irrevocable resignation prior to May 1 two (2) years prior to the year of retirement, the District shall remove the employee from the salary schedule and for each year of eligibility, the employee's TRS creditable earnings shall be increased by 5%. In order to be eligible for this retirement incentive, employees must be employed by the District for fifteen (15) years that precede the retirement date.

Three Year Notice

In exchange for an eligible employee's written, binding, irrevocable resignation prior to May 1 three (3) years prior to the year of retirement, the District shall remove the employee from the salary schedule and for each year of eligibility, the employee's TRS creditable earnings shall be increased by 5.5%. In order to be eligible for this retirement incentive, employees must be employed by the District for twenty (20) years that precede the retirement date.

Four Year Notice

In exchange for an eligible employee's written, binding, irrevocable resignation prior to May 1 four (4) years prior to the year of retirement, the District shall remove the employee from the salary schedule and for each year of eligibility, the employee's TRS creditable earnings shall be increased by 6%. In order to be eligible for this retirement incentive, employees must be employed by the District for twenty-five (25) years that precede the retirement date.

C. EXTRA-CURRICULAR PAY SCHEDULE (Pages 39-41)

Salaries listed are for the totality of the position listed. All calculations are based on full-time service to the Edinburg School District and are based on the current base Bachelors non-TRS salary at step zero. Administration with consultation of the coaches/sponsors involved reserve the right to split duties and thereby split the salaries set for those duties.

- Elementary Classes (PK – 4) will have one (1) sponsor per grade level.
- The Freshman Class will have one (1) sponsor.
- The Sophomore Class will have one (1) sponsor.
- The Junior Class will have three (3) sponsors.
- The Senior Class will have three (3) sponsors.

Senior trip will be maintained provisionally.

Senior trip provisions: Senior Class will have three (3) sponsors

- In case of hardship, as determined by the Superintendent and the Board of Education, teachers will be allowed to miss the trip.
- Volunteers will be sought to replace them by Administration and other senior sponsors within the district's personnel.

D. EXTRA DUTY PAY CHART

Ticket Taker	\$25 flat payment (+ \$10 per hour after 2 hours)
Timer, Scorer	\$15 flat payment per game
Event Head Sponsor *when assigned by Administrator to oversee event	\$45 flat payment per event
Coach Driving Team Bus	\$20 flat payment
Sponsor Coverage/ Supervision *when assigned by Administrator to assist event sponsor	\$25 flat payment (+ \$10 per hour after 2 hours)
IESA/ IHSA Event Coverage	Rate Established by IESA/ IHSA

E. PASSES

All district personnel and their spouses shall be admitted to all school functions free of charge. Passes are not applicable for all tournaments.

F. GROUP INSURANCE

Certified Personnel hired to work continually prior to the 2012-2013 school year will receive insurance benefits according to the following schedule:

Hours Worked (weekly)	Months Worked	Board Contribution	Individual Contribution
40	11 or 12	Full individual	none
30 – 39	9 – 12	Full individual	none
20 – 29	9 or more	Half of individual	Half of individual

Certified Personnel hired to work, beginning with the 2012-2013 school year, will receive insurance benefits according to the following schedule:

Hours Worked (weekly)	Months Worked	Board Contribution	Individual Contribution
40	11 or 12	25-26 – \$7200.00 26-27 – \$7560.00 27-28 – \$7920.00 28-29 – \$8280.00 29-30 – \$8640.00	Balance of cost
30 – 39	9 – 12	Same as 40 hrs worked	Balance of cost
20 – 29	9 or more	50% of above figures	Balance of cost

Certified Personnel who work less than 20 hours per week or less than nine (9) months per year will receive no Board paid insurance and are not eligible to purchase group coverage. Any employee who opts out of the group insurance benefit will not be compensated in lieu of. The employee either accepts the insurance benefit or receives nothing.

Certified Personnel Eligible for Medicare

Certified Personnel eligible for Medicare coverage who elect such coverage instead of district insurance and who waive Board-paid health insurance benefits pursuant to the Board's group medical coverage plan through its regular group carrier will become eligible for 100% Board-paid premium coverage for Medicare Part B coverage through a provider authorized by the Board.

G. PAYROLL PERIOD

Each employee shall be paid on the basis of twenty-four (24) substantially equal installments.

H. PAY DAYS

Payroll checks will be dated on the fifteenth (15th) and the last day of each month. If a regular pay date during the school year falls on a day when school is not in session, employees shall receive their checks on the last workday prior thereto. During summer months, employees may pick up their checks on the designated paydays by notifying the Superintendent of their intent to do so not later than the last day of each school year. If no notification is provided, checks shall be mailed out not later than one day preceding the designated pay day if the employee supplies the Superintendent with a summer address. Direct deposit is a pay option.

I. DUES DEDUCTION

Any member of the bargaining unit may sign and deliver to the Board an authorization for dues deductions. An authorization shall remain in effect unless the employee revokes said authorization in writing between September 1 and September 15th of each year. The Board shall deduct such dues as the Association shall certify each year in substantially equal amounts from each employee paycheck beginning in September and ending in June each year. Employees who request dues deduction after October 1 in any year shall have their dues deducted in substantially equal amounts from such paychecks as may be due them for the remainder of their work year. The Board shall remit deducted dues to the Association within ten (10) days following the pay period.

Nothing herein shall make the Board liable or responsible for:

- 1) Collection of dues in arrears
- 2) Dues owed after an employee has resigned from the district
- 3) Dues owed where an employee has insufficient earnings to permit deduction
- 4) Dues owed by employees on unpaid leaves

J. TUITION REIMBURSEMENT

Teachers

The Board shall pay one hundred seventy five dollars (\$175.00) per semester hour for each graduate level hour approved by the Superintendent. Tuition reimbursement will be paid for state approved courses with a minimum grade of "B". Approval will be given for courses taken through a state accredited college or university. Only graduate level courses in the teacher's

educational subject area will be approved, unless prior permission is granted for another course of study. The Board shall only be responsible for up to sixteen (16) semester hours per teacher of approved credit per year. No more than four (4) semester hours may be taken during each school year semester. The Board shall only be responsible for no more than thirty-nine (39) semester hours of credit during the teacher's employment in the Edinburg School District. Reimbursed tuition will apply to classes taken in any given school year as defined by the School Code.

If an employee uses a full tuition waiver that the district received from the college or university, then the employee would not be eligible for the \$175 per credit hour reimbursement. The supervising teacher of a student teacher would have first claim to a tuition waiver. If that supervising teacher does not want the tuition waiver, then the waiver would be pooled into the district for distribution to others that could utilize it.

Should an employee leave the District within two years of the reimbursement date of the completed course, the employee shall return the full reimbursement amount to the District. No exceptions will be made to the above penalty unless the employee can demonstrate a hardship case. A hardship case will be defined, for the intent of this contract, as death of a spouse, employment transfer of a spouse, severe illness in the family, personal severe illness, or other circumstances approved by the Board of Education.

Education Support Personnel

If a non-certified employee is interested in attending college courses, workshops, or conferences pertaining to their current employment area, then he/she shall submit a request to the Superintendent. Following the Superintendent's approval, the Board may pay part or all of the expenses.

The following procedures shall apply for either a teacher or ESP:

- 1) Requests for tuition reimbursement shall be made in writing to the Superintendent. Such request shall be received by the Superintendent prior to enrollment in the course for which tuition reimbursement is sought except that the Superintendent shall have authority in his/her sole and exclusive discretion to waive the time requirement. The employee is fully responsible for securing approval of the request. If the Superintendent is not available, the employee shall seek out the Association President or the Board President.
- 2) The request shall include a course description and employee drafted explanation of how the course will be relevant to the employee's duties and how the course will benefit the Edinburg School District.
- 3) The Superintendent shall have sole and exclusive discretionary authority to grant or deny the request. The decision of the Superintendent shall be rendered in writing to the employee within ten (10) business days after the Superintendent's receipt of a fully

documented request from the employee. Reasons shall be given for any denial of approval.

- 4) Tuition reimbursement payment shall be made on the next pay period after the employee submits proof of a minimum grade of “B” for approved course(s) to the Superintendent and also following approval for payment at the next regularly scheduled Board of Education meeting.
- 5) Should an employee leave the District within two years of the reimbursement date of the completed course, the employee shall return the full reimbursement amount to the District. No exceptions will be made to the above penalty unless the employee can demonstrate a hardship case. A hardship case will be defined, for the intent of this contract, as death of a spouse, employment transfer of a spouse, severe illness in the family, personal severe illness, or other circumstances approved by the Board of Education.

K. LOSS OF PLANNING PERIOD & DOUBLE DUTY

Teachers who forfeit their planning period to cover for an absent teacher shall be paid thirty dollars (\$30.00) per full class period. Teachers assigned to supervise an absent teacher’s class(es), along with their own class(es), shall be paid fifty dollars (\$50.00) for a half-day assignment (8:00am-11:30pm or 11:30am-3:00pm) and one hundred dollars (\$100.00) for a full-day assignment (8:00am-3:00pm).

L. NEW TEACHER ORIENTATION

The day prior to the first teacher reporting day will be called the “New Teacher Orientation Day”. New teachers hired by the district during the summer for the first time will be called in to report on this day as part of their first year responsibilities. Two Veteran teachers will also be called in voluntarily by the Administration on that day and will be paid the prevailing daily substitute rate. The Administration will set the working times for this day.

M. HOMEBOUND TEACHING

Teachers assigned homebound instruction during school hours or a teacher who volunteers outside of school hours will be paid at a rate of twenty dollars (\$20.00) per hour.

N. COUNSELOR POSITION

Counselors will work 10 consecutive school days before the start of the school year and 10 consecutive school days after the end of the school year. Pay will be the daily rate of that employee based on their position on the current salary schedule.

O. RECRUITMENT AND RETENTION BONUSES

Recruitment Incentive (Sign-On Bonus): The District shall provide a one thousand dollar (\$1,000.00) sign-on bonus to all newly hired certified staff upon commencement of their employment.

Retention Incentive (Longevity Bonus): Certified staff will receive a \$1,000 longevity bonus for each completed five-year period of continuous employment within the District. For example, a staff member completing their 15th year of total service, with the last five years being continuous within our District, during the 2026-2027 school year, will receive the \$1,000 bonus at the end of that school year. It is important to note that this bonus program is prospective only; no retroactive payments will be made for any five- or ten-year service milestones achieved prior to the 2025-2026 school year.

Post-Retirement Incentive: In the event a certified staff member is eligible for a longevity bonus during their final year of employment prior to retirement, the one thousand dollar (\$1,000.00) bonus shall be disbursed as a post-retirement incentive.

P. SPECIAL EDUCATION TEACHER PLAN DAYS

The District shall provide Special Education Teachers with dedicated planning time, to be utilized within the school building, according to the following schedule. Teachers shall coordinate and schedule these planning days with administration at least one (1) week prior to the intended planning day.

- Caseload of 20 or fewer students: Teachers shall receive one (1) full day of planning time during the fall semester and one (1) full day of planning time during the spring semester.
- Caseload of more than 20 students: Teachers shall receive one (1) full day of planning time during the fall semester, one (1) full day of planning time during the winter semester, and one (1) full day of planning time during the spring semester.

ARTICLE IX EDUCATIONAL SUPPORT PERSONNEL PAY SCALE (See Appendix B, Pages 35-38)

A. CAFETERIA WORKERS

Cafeteria workers are to work two (2) days prior to the first student attendance day and one (1) day after the last day of student attendance. In addition, cafeteria workers are to work school in-service days (regular hours). Personal days may not be used in the first two or last two weeks of school unless the personnel petitions the Superintendent for a waiver which may or may not be granted at the discretion of the Superintendent.

B. BUS DRIVERS

Route Definitions:

For the purposes of this agreement, routes shall be defined as follows:

- **General Student Routes:**

- AM Routes
- PM Routes
- Routes to and from CACC
- Routes to and from Pre-Kindergarten (PreK)
- Field Trips
- Routes to and from other school day programs or schools (e.g., Menta, Morrisonville, etc.)
- **Extracurricular Routes:**
 - All extracurricular games and practices.

Compensation:

The Bus Driver Pay Scale, Appendix B (Page 37), shall govern driver compensation.

- Wait time pay, as outlined in the attached pay scale, shall apply to drivers assigned to sporting event routes.
- Trips to Kincaid or Taylorville shall be scheduled to not exceed one (1) hour of driving time.
- Practice run trips shall be scheduled to not exceed one (1) hour of driving time. Drivers shall not be required to wait during practice. If athlete pickup from practice is required, a separate, second trip shall be scheduled.

Driver Responsibilities:

Drivers shall be responsible for:

- Maintaining the operational readiness of their assigned bus, including but not limited to:
 - Fueling (gas)
 - Oil level checks
 - Tire pressure checks
 - Light functionality checks
- Maintaining the cleanliness of the bus, both interior and exterior.
- Completing a pre-trip and post-trip inspection report, utilizing the provided form.

Compensation for Driving Days:

Drivers shall be compensated for days on which driving duties are performed.

Current drivers who have previously been granted paid holidays shall retain that benefit (grandfathered).

Route and Trip Assignment:

- Route and trip selection shall be based on driver seniority. Seniority shall be determined by the driver's consecutive employment date.
- Routes shall be assigned on a rotating basis, according to seniority, and subject to time constraints necessary for route completion.
- Routes shall be scheduled to avoid time overlaps or proximity that could endanger students or violate applicable laws.

- The route selection process shall proceed as follows:
 - The driver with the earliest consecutive employment date shall select a route.
 - The driver with the second earliest consecutive employment date shall select a route.
 - This process shall continue until all drivers have selected a route.
 - If routes remain, the selection process shall repeat, with the most senior driver selecting first, until all routes are assigned.
- Extra trips, including field trips, extracurricular trips, and other assigned trips, shall be assigned using the same seniority-based selection process.

C. VACATION

(Any employee who is scheduled to work 40 hours per week for a term of 12 months)
 Vacation will be capped at three (3) weeks. Employees already receiving four (4) weeks will be grandfathered. Vacation time will be given to full time employees only. Full time is defined as forty (40) hours per week for twelve (12) months.

1) Employees completing a full year of employment will be granted two (2) weeks paid vacation.

2) Employees completing ten years of employment will be granted three (3) weeks of vacation.

Vacation days are not cumulative.

D. SICK LEAVE

Sick leave will be granted at a rate of one day per month with a ten (10) day minimum.

E. PERSONAL DAYS

Personal days will be granted at a rate of three (3) per year. Unused personal days will convert to sick days.

F. GROUP INSURANCE

Education Support Personnel hired to work continually prior to the 2012-2013 school year will receive insurance benefits according to the following schedule:

Hours Worked (weekly)	Months Worked	Board Contribution	Individual Contribution
40	11 or 12	Full individual	none
30 – 39	9 – 12	Full individual	none
20 – 29	9 or more	Half of individual	Half of individual

Education Support Personnel hired to work, beginning with the 2012-2013 school year, will receive insurance benefits according to the following schedule:

Hours Worked (weekly)	Months Worked	Board Contribution	Individual Contribution
40	11 or 12	25-26 – \$7200.00 26-27 – \$7560.00 27-28 – \$7920.00 28-29 – \$8280.00 29-30 – \$8640.00	Balance of cost
30 – 39	9 – 12	Same as 40 hrs worked	Balance of cost
20 – 29	9 or more	50% of above figures	Balance of cost

Educational Support Personnel who work less than 20 hours per week or less than nine (9) months per year will receive no Board paid insurance and are not eligible to purchase group coverage. Any employee who opts out of the group insurance benefit will be not compensated in lieu of. The employee either accepts the insurance benefit or receives nothing.

Education Support Personnel Eligible for Medicare

Education Support Personnel eligible for Medicare coverage who elect such coverage instead of district insurance and who waive Board-paid health insurance benefits pursuant to the Board's group medical coverage plan through its regular group carrier will become eligible for 100% Board-paid premium coverage for Medicare Part B coverage through a provider authorized by the Board.

G. PAID HOLIDAYS

All Educational Support Personnel hired after July 15, 1997, will not be eligible for paid holidays unless they are forty (40) hours per week and work twelve (12) months per year. Current employees that are receiving holidays paid will be grandfathered until those positions become vacant.

The following are considered paid holidays:

Labor Day	Columbus Day
Thanksgiving Day	Veteran's Day
Christmas Eve	Christmas Day
New Year's Day	Lincoln's Birthday
New Year's Eve	Memorial Day
Independence Day (only those working)	M. L. King's Birthday

The Board is only responsible for paid holidays that occur during the regular work week of an employee. For example, if Independence Day falls on a Saturday, the employee will receive Friday off pending the employee works the Thursday before and the Monday afterwards. If Independence Day falls on a Sunday, the employee will get Monday off pending working on the Friday before and the Tuesday afterwards. In order for an employee to receive the above paid holidays, they must work the day before and the day after. The above holidays are not applicable if the Board of Education requests and are granted a waiver from the State Board of Education.

Annually, the Board at its discretion may approve special holidays (Good Friday, Monday after Easter, January 2) in addition to those listed as legal holidays. All other time off will be taken as Sick Leave, Personal Leave, and Vacation time or Docked time.

All Education Support Personnel will receive a written notice of employment, which will state all terms and working conditions for their particular job.

Snow days are to be worked by all custodians and secretaries. In the event that employees are unable to report to work due to inclement weather conditions, they may be allowed to use a sick, personal, or vacation day with notification and approval of the Superintendent.

Secretaries and custodians will work during Christmas Break. Secretaries and custodians may work an abbreviated schedule. A member of the office personnel and custodians will be on duty on regular days and during hours set at the discretion of the Superintendent.

Policies:

5:270 – Employment At-Will, Compensation, and Assignments

5:290 – Employment Termination and Suspensions

5:300 – Schedules and Employment Year

5:320 – Evaluation

5:330 – Sick Days, Vacation, Holidays, and Leaves

H. ESPs BEYOND STEP 30

Educational support personnel on steps beyond 30 of the salary schedule will receive the same percentage salary increase as the rest of the pay scale.

I. NURSE POSITION

The Nurse's work year shall consist of 176 student attendance days. The Nurse's daily work hours shall be 7.5 hours. Compensation for the Nurse shall be in accordance with the established Nurse Salary Schedule. In the event the Administration mandates the Nurse's attendance at training or inservice days, the Nurse shall be compensated at their applicable hourly rate.

APPENDIX A
TEACHER SALARY SCHEDULE 2025 - 2026
Board will pay TRS in addition to this figure

Step	B	B+8	B+16	B+24	M	M+8	M+16	M+24	M+32
0	\$43,700	\$44,356	\$45,021	\$45,696	\$47,067	\$47,773	\$48,490	\$49,217	\$49,955
1	\$44,356	\$45,021	\$45,696	\$46,382	\$47,773	\$48,490	\$49,217	\$49,955	\$50,705
2	\$45,021	\$45,696	\$46,382	\$47,077	\$48,490	\$49,217	\$49,955	\$50,705	\$51,465
3	\$45,696	\$46,382	\$47,077	\$47,783	\$49,217	\$49,955	\$50,705	\$51,465	\$52,237
4	\$46,382	\$47,077	\$47,783	\$48,500	\$49,955	\$50,705	\$51,465	\$52,237	\$53,021
5	\$47,077	\$47,783	\$48,500	\$49,228	\$50,705	\$51,465	\$52,237	\$53,021	\$53,816
6	\$47,783	\$48,500	\$49,228	\$49,966	\$51,465	\$52,237	\$53,021	\$53,816	\$54,623
7	\$48,500	\$49,228	\$49,966	\$50,716	\$52,237	\$53,021	\$53,816	\$54,623	\$55,443
8	\$49,228	\$49,966	\$50,716	\$51,476	\$53,021	\$53,816	\$54,623	\$55,443	\$56,274
9	\$49,966	\$50,716	\$51,476	\$52,249	\$53,816	\$54,623	\$55,443	\$56,274	\$57,118
10	\$50,716	\$51,476	\$52,146	\$52,928	\$54,516	\$55,443	\$56,274	\$57,118	\$57,975
11	\$51,476	\$52,249	\$53,032	\$53,828	\$55,443	\$56,274	\$57,118	\$57,975	\$58,845
12	\$52,249	\$53,032	\$53,828	\$54,635	\$56,274	\$57,118	\$57,975	\$58,845	\$59,727
13	\$53,032	\$53,828	\$54,635	\$55,455	\$57,118	\$57,975	\$58,845	\$59,727	\$60,623
14	\$53,828	\$54,635	\$55,455	\$56,286	\$57,975	\$58,845	\$59,727	\$60,623	\$61,533
15	\$54,635	\$55,455	\$56,286	\$57,131	\$58,845	\$59,727	\$60,623	\$61,533	\$62,456
16	\$55,455	\$56,286	\$57,131	\$57,988	\$59,727	\$60,623	\$61,533	\$62,456	\$63,392
17	\$56,286	\$57,131	\$57,988	\$58,858	\$60,623	\$61,533	\$62,456	\$63,392	\$64,343
18	\$57,131	\$57,988	\$58,858	\$59,740	\$61,533	\$62,456	\$63,392	\$64,343	\$65,309
19	\$57,988	\$58,858	\$59,740	\$60,637	\$62,456	\$63,392	\$64,343	\$65,309	\$66,288
20	\$58,858	\$59,740	\$60,637	\$61,546	\$63,392	\$64,343	\$65,309	\$66,288	\$67,282
21	\$59,740	\$60,637	\$61,546	\$62,469	\$64,343	\$65,309	\$66,288	\$67,282	\$68,292
22	\$60,637	\$61,546	\$62,469	\$63,406	\$65,309	\$66,288	\$67,282	\$68,292	\$69,316
23	\$61,546	\$62,469	\$63,406	\$64,357	\$66,288	\$67,282	\$68,292	\$69,316	\$70,356
24	\$62,469	\$63,406	\$64,357	\$65,323	\$67,282	\$68,292	\$69,316	\$70,356	\$71,411
25	\$63,406	\$64,357	\$65,323	\$66,303	\$68,292	\$69,316	\$70,356	\$71,411	\$72,482
26	\$64,357	\$65,323	\$66,303	\$67,297	\$69,316	\$70,356	\$71,411	\$72,482	\$73,570
27	\$65,323	\$66,303	\$67,297	\$68,307	\$70,356	\$71,411	\$72,482	\$73,570	\$74,673
28	\$66,303	\$67,297	\$68,307	\$69,331	\$71,411	\$72,482	\$73,570	\$74,673	\$75,793
29	\$67,297	\$68,307	\$69,331	\$70,371	\$72,482	\$73,570	\$74,673	\$75,793	\$76,930
30	\$68,307	\$69,331	\$70,371	\$71,427	\$73,570	\$74,673	\$75,793	\$76,930	\$78,084

TEACHER SALARY SCHEDULE 2026 - 2027

Board will pay TRS in addition to this figure

Step	B	B+8	B+16	B+24	M	M+8	M+16	M+24	M+32
0	\$45,011	\$45,686	\$46,371	\$47,067	\$48,479	\$49,206	\$49,944	\$50,693	\$51,454
1	\$45,686	\$46,371	\$47,067	\$47,773	\$49,206	\$49,944	\$50,693	\$51,454	\$52,226
2	\$46,371	\$47,067	\$47,773	\$48,490	\$49,944	\$50,693	\$51,454	\$52,226	\$53,009
3	\$47,067	\$47,773	\$48,490	\$49,217	\$50,693	\$51,454	\$52,226	\$53,009	\$53,804
4	\$47,773	\$48,490	\$49,217	\$49,955	\$51,454	\$52,226	\$53,009	\$53,804	\$54,611
5	\$48,490	\$49,217	\$49,955	\$50,705	\$52,226	\$53,009	\$53,804	\$54,611	\$55,430
6	\$49,217	\$49,955	\$50,705	\$51,465	\$53,009	\$53,804	\$54,611	\$55,430	\$56,262
7	\$49,955	\$50,705	\$51,465	\$52,237	\$53,804	\$54,611	\$55,430	\$56,262	\$57,106
8	\$50,705	\$51,465	\$52,237	\$53,021	\$54,611	\$55,430	\$56,262	\$57,106	\$57,962
9	\$51,465	\$52,237	\$53,021	\$53,816	\$55,430	\$56,262	\$57,106	\$57,962	\$58,832
10	\$52,237	\$53,021	\$53,816	\$54,516	\$56,151	\$57,106	\$57,962	\$58,832	\$59,714
11	\$53,021	\$53,816	\$54,623	\$55,443	\$57,106	\$57,962	\$58,832	\$59,714	\$60,610
12	\$53,816	\$54,623	\$55,443	\$56,274	\$57,962	\$58,832	\$59,714	\$60,610	\$61,519
13	\$54,623	\$55,443	\$56,274	\$57,118	\$58,832	\$59,714	\$60,610	\$61,519	\$62,442
14	\$55,443	\$56,274	\$57,118	\$57,975	\$59,714	\$60,610	\$61,519	\$62,442	\$63,379
15	\$56,274	\$57,118	\$57,975	\$58,845	\$60,610	\$61,519	\$62,442	\$63,379	\$64,329
16	\$57,118	\$57,975	\$58,845	\$59,727	\$61,519	\$62,442	\$63,379	\$64,329	\$65,294
17	\$57,975	\$58,845	\$59,727	\$60,623	\$62,442	\$63,379	\$64,329	\$65,294	\$66,274
18	\$58,845	\$59,727	\$60,623	\$61,533	\$63,379	\$64,329	\$65,294	\$66,274	\$67,268
19	\$59,727	\$60,623	\$61,533	\$62,456	\$64,329	\$65,294	\$66,274	\$67,268	\$68,277
20	\$60,623	\$61,533	\$62,456	\$63,392	\$65,294	\$66,274	\$67,268	\$68,277	\$69,301
21	\$61,533	\$62,456	\$63,392	\$64,343	\$66,274	\$67,268	\$68,277	\$69,301	\$70,340
22	\$62,456	\$63,392	\$64,343	\$65,309	\$67,268	\$68,277	\$69,301	\$70,340	\$71,396
23	\$63,392	\$64,343	\$65,309	\$66,288	\$68,277	\$69,301	\$70,340	\$71,396	\$72,466
24	\$64,343	\$65,309	\$66,288	\$67,282	\$69,301	\$70,340	\$71,396	\$72,466	\$73,553
25	\$65,309	\$66,288	\$67,282	\$68,292	\$70,340	\$71,396	\$72,466	\$73,553	\$74,657
26	\$66,288	\$67,282	\$68,292	\$69,316	\$71,396	\$72,466	\$73,553	\$74,657	\$75,777
27	\$67,282	\$68,292	\$69,316	\$70,356	\$72,466	\$73,553	\$74,657	\$75,777	\$76,913
28	\$68,292	\$69,316	\$70,356	\$71,411	\$73,553	\$74,657	\$75,777	\$76,913	\$78,067
29	\$69,316	\$70,356	\$71,411	\$72,482	\$74,657	\$75,777	\$76,913	\$78,067	\$79,238
30	\$70,356	\$71,411	\$72,482	\$73,570	\$75,777	\$76,913	\$78,067	\$79,238	\$80,427

TEACHER SALARY SCHEDULE 2027 - 2028

Board will pay TRS in addition to this figure

Step	B	B+8	B+16	B+24	M	M+8	M+16	M+24	M+32
0	\$46,361	\$47,056	\$47,762	\$48,479	\$49,933	\$50,682	\$51,442	\$52,214	\$52,997
1	\$47,056	\$47,762	\$48,479	\$49,206	\$50,682	\$51,442	\$52,214	\$52,997	\$53,792
2	\$47,762	\$48,479	\$49,206	\$49,944	\$51,442	\$52,214	\$52,997	\$53,792	\$54,599
3	\$48,479	\$49,206	\$49,944	\$50,693	\$52,214	\$52,997	\$53,792	\$54,599	\$55,418
4	\$49,206	\$49,944	\$50,693	\$51,454	\$52,997	\$53,792	\$54,599	\$55,418	\$56,249
5	\$49,944	\$50,693	\$51,454	\$52,225	\$53,792	\$54,599	\$55,418	\$56,249	\$57,093
6	\$50,693	\$51,454	\$52,225	\$53,009	\$54,599	\$55,418	\$56,249	\$57,093	\$57,949
7	\$51,454	\$52,225	\$53,009	\$53,804	\$55,418	\$56,249	\$57,093	\$57,949	\$58,819
8	\$52,225	\$53,009	\$53,804	\$54,611	\$56,249	\$57,093	\$57,949	\$58,819	\$59,701
9	\$53,009	\$53,804	\$54,611	\$55,430	\$57,093	\$57,949	\$58,819	\$59,701	\$60,596
10	\$53,804	\$54,611	\$55,321	\$56,151	\$57,835	\$58,819	\$59,701	\$60,596	\$61,505
11	\$54,611	\$55,430	\$56,262	\$57,105	\$58,819	\$59,701	\$60,596	\$61,505	\$62,428
12	\$55,430	\$56,262	\$57,105	\$57,962	\$59,701	\$60,596	\$61,505	\$62,428	\$63,364
13	\$56,262	\$57,105	\$57,962	\$58,831	\$60,596	\$61,505	\$62,428	\$63,364	\$64,315
14	\$57,105	\$57,962	\$58,831	\$59,714	\$61,505	\$62,428	\$63,364	\$64,315	\$65,280
15	\$57,962	\$58,831	\$59,714	\$60,610	\$62,428	\$63,364	\$64,315	\$65,280	\$66,259
16	\$58,831	\$59,714	\$60,610	\$61,519	\$63,364	\$64,315	\$65,280	\$66,259	\$67,253
17	\$59,714	\$60,610	\$61,519	\$62,442	\$64,315	\$65,280	\$66,259	\$67,253	\$68,261
18	\$60,610	\$61,519	\$62,442	\$63,378	\$65,280	\$66,259	\$67,253	\$68,261	\$69,285
19	\$61,519	\$62,442	\$63,378	\$64,329	\$66,259	\$67,253	\$68,261	\$69,285	\$70,325
20	\$62,442	\$63,378	\$64,329	\$65,294	\$67,253	\$68,261	\$69,285	\$70,325	\$71,379
21	\$63,378	\$64,329	\$65,294	\$66,273	\$68,261	\$69,285	\$70,325	\$71,379	\$72,450
22	\$64,329	\$65,294	\$66,273	\$67,267	\$69,285	\$70,325	\$71,379	\$72,450	\$73,537
23	\$65,294	\$66,273	\$67,267	\$68,276	\$70,325	\$71,379	\$72,450	\$73,537	\$74,640
24	\$66,273	\$67,267	\$68,276	\$69,300	\$71,379	\$72,450	\$73,537	\$74,640	\$75,760
25	\$67,267	\$68,276	\$69,300	\$70,340	\$72,450	\$73,537	\$74,640	\$75,760	\$76,896
26	\$68,276	\$69,300	\$70,340	\$71,395	\$73,537	\$74,640	\$75,760	\$76,896	\$78,049
27	\$69,300	\$70,340	\$71,395	\$72,466	\$74,640	\$75,760	\$76,896	\$78,049	\$79,220
28	\$70,340	\$71,395	\$72,466	\$73,553	\$75,760	\$76,896	\$78,049	\$79,220	\$80,408
29	\$71,395	\$72,466	\$73,553	\$74,656	\$76,896	\$78,049	\$79,220	\$80,408	\$81,615
30	\$72,466	\$73,553	\$74,656	\$75,776	\$78,049	\$79,220	\$80,408	\$81,615	\$82,839

TEACHER SALARY SCHEDULE 2028 - 2029

Board will pay TRS in addition to this figure

Step	B	B+8	B+16	B+24	M	M+8	M+16	M+24	M+32
0	\$47,752	\$48,468	\$49,195	\$49,933	\$51,431	\$52,203	\$52,986	\$53,781	\$54,587
1	\$48,468	\$49,195	\$49,933	\$50,682	\$52,203	\$52,986	\$53,781	\$54,587	\$55,406
2	\$49,195	\$49,933	\$50,682	\$51,442	\$52,986	\$53,781	\$54,587	\$55,406	\$56,237
3	\$49,933	\$50,682	\$51,442	\$52,214	\$53,781	\$54,587	\$55,406	\$56,237	\$57,081
4	\$50,682	\$51,442	\$52,214	\$52,997	\$54,587	\$55,406	\$56,237	\$57,081	\$57,937
5	\$51,442	\$52,214	\$52,997	\$53,792	\$55,406	\$56,237	\$57,081	\$57,937	\$58,806
6	\$52,214	\$52,997	\$53,792	\$54,599	\$56,237	\$57,081	\$57,937	\$58,806	\$59,688
7	\$52,997	\$53,792	\$54,599	\$55,418	\$57,081	\$57,937	\$58,806	\$59,688	\$60,583
8	\$53,792	\$54,599	\$55,418	\$56,249	\$57,937	\$58,806	\$59,688	\$60,583	\$61,492
9	\$54,599	\$55,418	\$56,249	\$57,093	\$58,806	\$59,688	\$60,583	\$61,492	\$62,414
10	\$55,418	\$56,249	\$56,981	\$57,835	\$59,570	\$60,583	\$61,492	\$62,414	\$63,351
11	\$56,249	\$57,093	\$57,950	\$58,819	\$60,583	\$61,492	\$62,414	\$63,351	\$64,301
12	\$57,093	\$57,950	\$58,819	\$59,701	\$61,492	\$62,414	\$63,351	\$64,301	\$65,265
13	\$57,950	\$58,819	\$59,701	\$60,597	\$62,414	\$63,351	\$64,301	\$65,265	\$66,244
14	\$58,819	\$59,701	\$60,597	\$61,506	\$63,351	\$64,301	\$65,265	\$66,244	\$67,238
15	\$59,701	\$60,597	\$61,506	\$62,428	\$64,301	\$65,265	\$66,244	\$67,238	\$68,247
16	\$60,597	\$61,506	\$62,428	\$63,365	\$65,265	\$66,244	\$67,238	\$68,247	\$69,270
17	\$61,506	\$62,428	\$63,365	\$64,315	\$66,244	\$67,238	\$68,247	\$69,270	\$70,309
18	\$62,428	\$63,365	\$64,315	\$65,280	\$67,238	\$68,247	\$69,270	\$70,309	\$71,364
19	\$63,365	\$64,315	\$65,280	\$66,259	\$68,247	\$69,270	\$70,309	\$71,364	\$72,435
20	\$64,315	\$65,280	\$66,259	\$67,253	\$69,270	\$70,309	\$71,364	\$72,435	\$73,521
21	\$65,280	\$66,259	\$67,253	\$68,262	\$70,309	\$71,364	\$72,435	\$73,521	\$74,624
22	\$66,259	\$67,253	\$68,262	\$69,286	\$71,364	\$72,435	\$73,521	\$74,624	\$75,743
23	\$67,253	\$68,262	\$69,286	\$70,325	\$72,435	\$73,521	\$74,624	\$75,743	\$76,879
24	\$68,262	\$69,286	\$70,325	\$71,380	\$73,521	\$74,624	\$75,743	\$76,879	\$78,033
25	\$69,286	\$70,325	\$71,380	\$72,450	\$74,624	\$75,743	\$76,879	\$78,033	\$79,203
26	\$70,325	\$71,380	\$72,450	\$73,537	\$75,743	\$76,879	\$78,033	\$79,203	\$80,391
27	\$71,380	\$72,450	\$73,537	\$74,640	\$76,879	\$78,033	\$79,203	\$80,391	\$81,597
28	\$72,450	\$73,537	\$74,640	\$75,760	\$78,033	\$79,203	\$80,391	\$81,597	\$82,821
29	\$73,537	\$74,640	\$75,760	\$76,896	\$79,203	\$80,391	\$81,597	\$82,821	\$84,063
30	\$74,640	\$75,760	\$76,896	\$78,050	\$80,391	\$81,597	\$82,821	\$84,063	\$85,324

TEACHER SALARY SCHEDULE 2029 - 2030***Board will pay TRS in addition to this figure***

Step	B	B+8	B+16	B+24	M	M+8	M+16	M+24	M+32
0	\$49,185	\$49,923	\$50,672	\$51,432	\$52,975	\$53,769	\$54,576	\$55,394	\$56,225
1	\$49,923	\$50,672	\$51,432	\$52,203	\$53,769	\$54,576	\$55,394	\$56,225	\$57,069
2	\$50,672	\$51,432	\$52,203	\$52,986	\$54,576	\$55,394	\$56,225	\$57,069	\$57,925
3	\$51,432	\$52,203	\$52,986	\$53,781	\$55,394	\$56,225	\$57,069	\$57,925	\$58,794
4	\$52,203	\$52,986	\$53,781	\$54,588	\$56,225	\$57,069	\$57,925	\$58,794	\$59,676
5	\$52,986	\$53,781	\$54,588	\$55,407	\$57,069	\$57,925	\$58,794	\$59,676	\$60,571
6	\$53,781	\$54,588	\$55,407	\$56,238	\$57,925	\$58,794	\$59,676	\$60,571	\$61,479
7	\$54,588	\$55,407	\$56,238	\$57,081	\$58,794	\$59,676	\$60,571	\$61,479	\$62,401
8	\$55,407	\$56,238	\$57,081	\$57,937	\$59,676	\$60,571	\$61,479	\$62,401	\$63,337
9	\$56,238	\$57,081	\$57,937	\$58,806	\$60,571	\$61,479	\$62,401	\$63,337	\$64,288
10	\$57,081	\$57,937	\$58,806	\$59,571	\$61,358	\$62,401	\$63,337	\$64,288	\$65,252
11	\$57,937	\$58,806	\$59,689	\$60,584	\$62,401	\$63,337	\$64,288	\$65,252	\$66,231
12	\$58,806	\$59,689	\$60,584	\$61,493	\$63,337	\$64,288	\$65,252	\$66,231	\$67,224
13	\$59,689	\$60,584	\$61,493	\$62,415	\$64,288	\$65,252	\$66,231	\$67,224	\$68,232
14	\$60,584	\$61,493	\$62,415	\$63,351	\$65,252	\$66,231	\$67,224	\$68,232	\$69,256
15	\$61,493	\$62,415	\$63,351	\$64,302	\$66,231	\$67,224	\$68,232	\$69,256	\$70,295
16	\$62,415	\$63,351	\$64,302	\$65,266	\$67,224	\$68,232	\$69,256	\$70,295	\$71,349
17	\$63,351	\$64,302	\$65,266	\$66,245	\$68,232	\$69,256	\$70,295	\$71,349	\$72,419
18	\$64,302	\$65,266	\$66,245	\$67,239	\$69,256	\$70,295	\$71,349	\$72,419	\$73,506
19	\$65,266	\$66,245	\$67,239	\$68,247	\$70,295	\$71,349	\$72,419	\$73,506	\$74,608
20	\$66,245	\$67,239	\$68,247	\$69,271	\$71,349	\$72,419	\$73,506	\$74,608	\$75,727
21	\$67,239	\$68,247	\$69,271	\$70,310	\$72,419	\$73,506	\$74,608	\$75,727	\$76,863
22	\$68,247	\$69,271	\$70,310	\$71,365	\$73,506	\$74,608	\$75,727	\$76,863	\$78,016
23	\$69,271	\$70,310	\$71,365	\$72,435	\$74,608	\$75,727	\$76,863	\$78,016	\$79,187
24	\$70,310	\$71,365	\$72,435	\$73,522	\$75,727	\$76,863	\$78,016	\$79,187	\$80,374
25	\$71,365	\$72,435	\$73,522	\$74,625	\$76,863	\$78,016	\$79,187	\$80,374	\$81,580
26	\$72,435	\$73,522	\$74,625	\$75,744	\$78,016	\$79,187	\$80,374	\$81,580	\$82,804
27	\$73,522	\$74,625	\$75,744	\$76,880	\$79,187	\$80,374	\$81,580	\$82,804	\$84,046
28	\$74,625	\$75,744	\$76,880	\$78,033	\$80,374	\$81,580	\$82,804	\$84,046	\$85,306
29	\$75,744	\$76,880	\$78,033	\$79,204	\$81,580	\$82,804	\$84,046	\$85,306	\$86,586
30	\$76,880	\$78,033	\$79,204	\$80,392	\$82,804	\$84,046	\$85,306	\$86,586	\$87,885

APPENDIX B
SUPPORT PERSONNEL SALARY SCHEDULE

Paraprofessional

Step	25-26	26-27	27-28	28-29	29-30
1	\$18.00	\$18.54	\$19.10	\$19.67	\$20.26
2	\$18.27	\$18.82	\$19.38	\$19.96	\$20.56
3	\$18.54	\$19.10	\$19.67	\$20.26	\$20.87
4	\$18.82	\$19.39	\$19.97	\$20.57	\$21.18
5	\$19.10	\$19.68	\$20.27	\$20.88	\$21.50
6	\$19.39	\$19.97	\$20.57	\$21.19	\$21.82
7	\$19.68	\$20.27	\$20.88	\$21.51	\$22.15
8	\$19.98	\$20.58	\$21.19	\$21.83	\$22.48
9	\$20.28	\$20.89	\$21.51	\$22.16	\$22.82
10	\$20.58	\$21.20	\$21.83	\$22.49	\$23.16
11	\$20.89	\$21.52	\$22.16	\$22.83	\$23.51
12	\$21.20	\$21.84	\$22.49	\$23.17	\$23.86
13	\$21.52	\$22.17	\$22.83	\$23.52	\$24.22
14	\$21.84	\$22.50	\$23.17	\$23.87	\$24.59
15	\$22.17	\$22.84	\$23.52	\$24.23	\$24.95
16	\$22.50	\$23.18	\$23.87	\$24.59	\$25.33
17	\$22.84	\$23.53	\$24.23	\$24.96	\$25.71
18	\$23.18	\$23.88	\$24.60	\$25.33	\$26.09
19	\$23.53	\$24.24	\$24.97	\$25.71	\$26.49
20	\$23.89	\$24.60	\$25.34	\$26.10	\$26.88
21	\$24.24	\$24.97	\$25.72	\$26.49	\$27.29
22	\$24.61	\$25.35	\$26.11	\$26.89	\$27.70
23	\$24.98	\$25.73	\$26.50	\$27.29	\$28.11
24	\$25.35	\$26.11	\$26.89	\$27.70	\$28.53
25	\$25.73	\$26.50	\$27.30	\$28.12	\$28.96
26	\$26.12	\$26.90	\$27.71	\$28.54	\$29.39
27	\$26.51	\$27.30	\$28.12	\$28.97	\$29.84
28	\$26.91	\$27.71	\$28.55	\$29.40	\$30.28
29	\$27.31	\$28.13	\$28.97	\$29.84	\$30.74
30	\$27.65	\$28.55	\$29.41	\$30.29	\$31.20

Cook/Custodian/Secretary

Step	25-26	26-27	27-28	28-29	29-30
1	\$17.00	\$17.51	\$18.04	\$18.58	\$19.13
2	\$17.26	\$17.77	\$18.31	\$18.86	\$19.42
3	\$17.51	\$18.04	\$18.58	\$19.14	\$19.71
4	\$17.78	\$18.31	\$18.86	\$19.42	\$20.01
5	\$18.04	\$18.58	\$19.14	\$19.72	\$20.31
6	\$18.31	\$18.86	\$19.43	\$20.01	\$20.61
7	\$18.59	\$19.15	\$19.72	\$20.31	\$20.92
8	\$18.87	\$19.43	\$20.02	\$20.62	\$21.24
9	\$19.15	\$19.72	\$20.32	\$20.93	\$21.55
10	\$19.44	\$20.02	\$20.62	\$21.24	\$21.88
11	\$19.73	\$20.32	\$20.93	\$21.56	\$22.21
12	\$20.03	\$20.63	\$21.24	\$21.88	\$22.54
13	\$20.33	\$20.94	\$21.56	\$22.21	\$22.88
14	\$20.63	\$21.25	\$21.89	\$22.54	\$23.22
15	\$20.94	\$21.57	\$22.22	\$22.88	\$23.57
16	\$21.25	\$21.89	\$22.55	\$23.22	\$23.92
17	\$21.57	\$22.22	\$22.89	\$23.57	\$24.28
18	\$21.90	\$22.55	\$23.23	\$23.93	\$24.64
19	\$22.22	\$22.89	\$23.58	\$24.29	\$25.01
20	\$22.56	\$23.23	\$23.93	\$24.65	\$25.39
21	\$22.90	\$23.58	\$24.29	\$25.02	\$25.77
22	\$23.24	\$23.94	\$24.66	\$25.39	\$26.16
23	\$23.59	\$24.30	\$25.03	\$25.78	\$26.55
24	\$23.94	\$24.66	\$25.40	\$26.16	\$26.95
25	\$24.30	\$25.03	\$25.78	\$26.55	\$27.35
26	\$24.67	\$25.41	\$26.17	\$26.95	\$27.76
27	\$25.04	\$25.79	\$26.56	\$27.36	\$28.18
28	\$25.41	\$26.17	\$26.96	\$27.77	\$28.60
29	\$25.79	\$26.57	\$27.36	\$28.18	\$29.03
30	\$26.18	\$26.90	\$27.77	\$28.61	\$29.47

Bus Driver

General Student Route						Extracurricular (Non-School Hours)						Wait Time	
Step	25-26	26-27	27-28	28-29	29-30	Step	25-26	26-27	27-28	28-29	29-30	25-26	\$15.25
1	\$25.00	\$25.75	\$26.52	\$27.32	\$28.14	1	\$22.00	\$22.66	\$23.34	\$24.04	\$24.76	26-27	\$15.71
2	\$25.38	\$26.14	\$26.92	\$27.73	\$28.56	2	\$22.33	\$23.00	\$23.69	\$24.40	\$25.13	27-28	\$16.18
3	\$25.76	\$26.53	\$27.32	\$28.14	\$28.99	3	\$22.66	\$23.34	\$24.05	\$24.77	\$25.51	28-29	\$16.66
4	\$26.14	\$26.93	\$27.73	\$28.57	\$29.42	4	\$23.00	\$23.70	\$24.41	\$25.14	\$25.89	29-30	\$17.16
5	\$26.53	\$27.33	\$28.15	\$28.99	\$29.86	5	\$23.35	\$24.05	\$24.77	\$25.52	\$26.28		
6	\$26.93	\$27.74	\$28.57	\$29.43	\$30.31	6	\$23.70	\$24.41	\$25.14	\$25.90	\$26.67		
7	\$27.34	\$28.16	\$29.00	\$29.87	\$30.77	7	\$24.06	\$24.78	\$25.52	\$26.29	\$27.07		
8	\$27.75	\$28.58	\$29.44	\$30.32	\$31.23	8	\$24.42	\$25.15	\$25.90	\$26.68	\$27.48		
9	\$28.16	\$29.01	\$29.88	\$30.77	\$31.70	9	\$24.78	\$25.53	\$26.29	\$27.08	\$27.89		
10	\$28.58	\$29.44	\$30.33	\$31.24	\$32.17	10	\$25.15	\$25.91	\$26.69	\$27.49	\$28.31		
11	\$29.01	\$29.88	\$30.78	\$31.70	\$32.65	11	\$25.53	\$26.30	\$27.09	\$27.90	\$28.74		
12	\$29.45	\$30.33	\$31.24	\$32.18	\$33.14	12	\$25.91	\$26.69	\$27.49	\$28.32	\$29.17		
13	\$29.89	\$30.79	\$31.71	\$32.66	\$33.64	13	\$26.30	\$27.09	\$27.91	\$28.74	\$29.60		
14	\$30.34	\$31.25	\$32.19	\$33.15	\$34.15	14	\$26.70	\$27.50	\$28.32	\$29.17	\$30.05		
15	\$30.79	\$31.72	\$32.67	\$33.65	\$34.66	15	\$27.10	\$27.91	\$28.75	\$29.61	\$30.50		
16	\$31.26	\$32.19	\$33.16	\$34.15	\$35.18	16	\$27.51	\$28.33	\$29.18	\$30.06	\$30.96		
17	\$31.72	\$32.68	\$33.66	\$34.67	\$35.71	17	\$27.92	\$28.76	\$29.62	\$30.51	\$31.42		
18	\$32.20	\$33.17	\$34.16	\$35.19	\$36.24	18	\$28.34	\$29.19	\$30.06	\$30.96	\$31.89		
19	\$32.68	\$33.66	\$34.67	\$35.71	\$36.79	19	\$28.76	\$29.62	\$30.51	\$31.43	\$32.37		
20	\$33.17	\$34.17	\$35.19	\$36.25	\$37.34	20	\$29.19	\$30.07	\$30.97	\$31.90	\$32.86		
21	\$33.67	\$34.68	\$35.72	\$36.79	\$37.90	21	\$29.63	\$30.52	\$31.44	\$32.38	\$33.35		
22	\$34.18	\$35.20	\$36.26	\$37.35	\$38.47	22	\$30.08	\$30.98	\$31.91	\$32.86	\$33.85		
23	\$34.69	\$35.73	\$36.80	\$37.91	\$39.04	23	\$30.53	\$31.44	\$32.39	\$33.36	\$34.36		
24	\$35.21	\$36.27	\$37.35	\$38.47	\$39.63	24	\$30.98	\$31.91	\$32.87	\$33.86	\$34.87		
25	\$35.74	\$36.81	\$37.91	\$39.05	\$40.22	25	\$31.45	\$32.39	\$33.36	\$34.37	\$35.40		
26	\$36.27	\$37.36	\$38.48	\$39.64	\$40.83	26	\$31.92	\$32.88	\$33.86	\$34.88	\$35.93		
27	\$36.82	\$37.92	\$39.06	\$40.23	\$41.44	27	\$32.40	\$33.37	\$34.37	\$35.40	\$36.47		
28	\$37.37	\$38.49	\$39.65	\$40.84	\$42.06	28	\$32.89	\$33.87	\$34.89	\$35.93	\$37.01		
29	\$37.93	\$39.07	\$40.24	\$41.45	\$42.69	29	\$33.38	\$34.38	\$35.41	\$36.47	\$37.57		
30	\$38.50	\$39.65	\$40.84	\$42.07	\$43.33	30	\$33.88	\$34.90	\$35.94	\$37.02	\$38.13		

Nurse

25-26	26-27	27-28	28-29	29-30
\$31.70	\$32.20	\$32.70	\$33.20	\$33.70

APPENDIX C
EXTRACURRICULAR SALARY SCHEDULE

Activity						
Teacher Extra Duty	% of base	25-26	26-27	27-28	28-29	29-30
Teacher Mentor	2.0%	\$874.00	\$900.22	\$927.22	\$955.04	\$983.70
National Honor Society	2.0%	\$874.00	\$900.22	\$927.22	\$955.04	\$983.70
JH Student Council	2.0%	\$874.00	\$900.22	\$927.22	\$955.04	\$983.70
HS Student Council	2.0%	\$874.00	\$900.22	\$927.22	\$955.04	\$983.70
High School Speech	2.0%	\$874.00	\$900.22	\$927.22	\$955.04	\$983.70
Speech Contest	1.0%	\$437.00	\$450.11	\$463.61	\$477.52	\$491.85
Swing Choir	2.0%	\$874.00	\$900.22	\$927.22	\$955.04	\$983.70
Pep Band	3.0%	\$1,311.00	\$1,350.33	\$1,390.83	\$1,432.56	\$1,475.55
FCCLA	3.0%	\$1,311.00	\$1,350.33	\$1,390.83	\$1,432.56	\$1,475.55
FFA	3.0%	\$1,311.00	\$1,350.33	\$1,390.83	\$1,432.56	\$1,475.55
Play	3.0%	\$1,311.00	\$1,350.33	\$1,390.83	\$1,432.56	\$1,475.55
Sponsors	% of base	25-26	26-27	27-28	28-29	29-30
K-4 Grade Sponsor	0.2%	\$87.40	\$90.02	\$92.72	\$95.50	\$98.37
8th Grade Sponsor	1.5%	\$655.50	\$675.17	\$695.42	\$716.28	\$737.78
Freshman Sponsor	1.5%	\$655.50	\$675.17	\$695.42	\$716.28	\$737.78
Sophomore Sponsor	1.5%	\$655.50	\$675.17	\$695.42	\$716.28	\$737.78
Junior Sponsor	2.0%	\$874.00	\$900.22	\$927.22	\$955.04	\$983.70
Senior Sponsor	2.0%	\$874.00	\$900.22	\$927.22	\$955.04	\$983.70
Prom Coordinator	2.0%	\$874.00	\$900.22	\$927.22	\$955.04	\$983.70
Clubs	% of base	25-26	26-27	27-28	28-29	29-30
Art Club	1.5%	\$655.50	\$675.17	\$695.42	\$716.28	\$737.78
JH Literary	1.5%	\$655.50	\$675.17	\$695.42	\$716.28	\$737.78
Foreign Language Club	1.5%	\$655.50	\$675.17	\$695.42	\$716.28	\$737.78
JH Science Club	1.5%	\$655.50	\$675.17	\$695.42	\$716.28	\$737.78

HS Science Club	1.5%	\$655.50	\$675.17	\$695.42	\$716.28	\$737.78
Computer Club	1.5%	\$655.50	\$675.17	\$695.42	\$716.28	\$737.78
Yearbook	3.0%	\$1,311.00	\$1,350.33	\$1,390.83	\$1,432.56	\$1,475.55
Coaches	% of base	25-26	26-27	27-28	28-29	29-30
Fall Intramural	2.0%	\$874.00	\$900.22	\$927.22	\$955.04	\$983.70
JH Assistant Baseball	6.0%	\$2,622.00	\$2,700.66	\$2,781.66	\$2,865.12	\$2,951.10
JH Assistant Softball	6.0%	\$2,622.00	\$2,700.66	\$2,781.66	\$2,865.12	\$2,951.10
JH Assistant Volleyball	6.0%	\$2,622.00	\$2,700.66	\$2,781.66	\$2,865.12	\$2,951.10
JH Assistant Basketball	5.0%	\$2,185.00	\$2,250.55	\$2,318.05	\$2,387.60	\$2,459.25
JH Assistant Track	6.0%	\$2,622.00	\$2,700.66	\$2,781.66	\$2,865.12	\$2,951.10
JH Head Cheer	8.0%	\$3,496.00	\$3,600.88	\$3,708.88	\$3,820.16	\$3,934.80
JH Head Scholastic	3.0%	\$1,311.00	\$1,350.33	\$1,390.83	\$1,432.56	\$1,475.55
JH Head Baseball	9.0%	\$3,933.00	\$4,050.99	\$4,172.49	\$4,297.68	\$4,426.65
JH Head Softball	9.0%	\$3,933.00	\$4,050.99	\$4,172.49	\$4,297.68	\$4,426.65
JH Head Volleyball	10.0%	\$4,370.00	\$4,501.10	\$4,636.10	\$4,775.20	\$4,918.50
JH Head Basketball	10.0%	\$4,370.00	\$4,501.10	\$4,636.10	\$4,775.20	\$4,918.50
HS Assistant Baseball	7.0%	\$3,059.00	\$3,150.77	\$3,245.27	\$3,342.64	\$3,442.95
HS Assistant Softball	7.0%	\$3,059.00	\$3,150.77	\$3,245.27	\$3,342.64	\$3,442.95
HS Assistant Volleyball	7.0%	\$3,059.00	\$3,150.77	\$3,245.27	\$3,342.64	\$3,442.95
HS Assistant Basketball	7.0%	\$3,059.00	\$3,150.77	\$3,245.27	\$3,342.64	\$3,442.95
HS Head Scholastic	3.0%	\$1,311.00	\$1,350.33	\$1,390.83	\$1,432.56	\$1,475.55
HS Head Cheer	11.0%	\$4,807.00	\$4,951.21	\$5,099.71	\$5,252.72	\$5,410.35
Bass Fishing	4.0%	\$1,748.00	\$1,800.44	\$1,854.44	\$1,910.08	\$1,967.40
ESports (fall season)	6.5%	\$2,840.50	\$2,925.72	\$3,013.47	\$3,103.88	\$3,197.03
ESports (spring season)	6.5%	\$2,840.50	\$2,925.72	\$3,013.47	\$3,103.88	\$3,197.03
HS Head Baseball	12.0%	\$5,244.00	\$5,401.32	\$5,563.32	\$5,730.24	\$5,902.20
HS Head Softball	12.0%	\$5,244.00	\$5,401.32	\$5,563.32	\$5,730.24	\$5,902.20
HS Head Track	12.0%	\$5,244.00	\$5,401.32	\$5,563.32	\$5,730.24	\$5,902.20

HS Head Volleyball	13.0%	\$5,681.00	\$5,851.43	\$6,026.93	\$6,207.76	\$6,394.05
HS Head Basketball	13.0%	\$5,681.00	\$5,851.43	\$6,026.93	\$6,207.76	\$6,394.05

Edinburg CUSD #4
Professional Development Plan & Remediation Plan Guide

Needs Improvement Professional Development Plan	Unsatisfactory Remediation Plan
● PDP must be developed within 30 days of receiving rating ● No time frame for plan ● No requirements for observation or for evaluation ● No separate rating at the end of the period ● Must receive summative evaluation with following year	● Appeal Evaluation Rating within 10 days ● Remediation plan must be developed within 30 days of receiving rating ● Plan must be developed with evaluator, teacher, and consulting teacher with an excellent rating ● Remediation period is 90 days ● An evaluation should be completed day 45 ● Final evaluation completed day 90 ● If the teacher is “satisfactory” at the end of the 90 days, he/she will return to the regular evaluation schedule the following year. ● If the teacher “needs improvement” at the end of the 90 days, he/she will begin a PDP. ● If the teacher is unsatisfactory at the end of the 90 days, he/she will be dismissed. ● The teacher must receive a summative evaluation the following year.

Edinburg CUSD #4 Professional Development and Remediation Plan Worksheet

Name:	Evaluator:
Original Meeting Date: (to be held within 10 days of summative evaluation)	Date of PDP/RP completion: (to be completed within 30 days of summative evaluation)

Use a separate sheet for each domain identified as an area of improvement.

Areas of Improvement:		Rationale for Area(s) of Improvement:		
Domain/Component:	Indicators for Effective Teaching (refer to Sources of Evidence for Framework for Teaching):			
Improvement Strategies:	Task to Complete:	Supports and Resource:	Target Completion Date:	Date of Completion:

Domain/Component:	Indicators or Progress:

Evaluator Comments:	
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Evaluator:		Teacher:	
Date:		Date:	
Next Observation Dates:		90-Day Deadline:	

***Signatures above indicate the plan was developed by the Evaluator in consultation with the Teacher.**

ARTICLE X EFFECT OF THE AGREEMENT

A. COMPLETE UNDERSTANDING

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written and mutual consent of the parties.

B. INDIVIDUAL CONTRACTS

The terms and conditions of this Agreement shall be reflected in individual contracts or employment agreements.

C. SAVINGS CLAUSE

Should any portion of this Agreement be declared illegal or improper by the Illinois Educational Labor Relations Board, arbitrator or court, provided, however, the above have competent jurisdiction, then that portion shall be deleted from the Agreement to the extent of its illegality or impropriety. The remainder of the Agreement shall remain in full force and effect.

D. NO STRIKE

The Association agrees it will not, during the period of this Agreement, engage in any concerted activity which could disrupt the education activities of the District.

E. TERM OF AGREEMENT

This Agreement shall be effective from the first day of the school year 2025 – 2026 and continue in effect through the last day before the beginning of the 2030 – 2031 school year.

This Agreement is signed this 14th day of May, 2025.

In witness thereof:



For the Edinburg CUSD #4 Board of Education



For the Edinburg Education Association IEA-NEA

MEMORANDUM OF UNDERSTANDING
Between the Board of Education of Edinburg CUSD #4 and the Edinburg EEA

This Memorandum of Understanding (MOU) is entered into by and between the Board of Education of Edinburg CUSD #4 and the Edinburg Education Association to address the implementation of a sick leave donation program.

Purpose

The parties agree to establish a voluntary sick leave donation process for employees. This is a new benefit designed to provide support in cases of serious or extended illness, ensuring that donated leave is used only when an employee has exhausted all of their own available leave.

Terms

Effective August 20, 2025, the following language shall be incorporated into the Collective Bargaining Agreement and will remain in effect unless amended by mutual agreement of both parties:

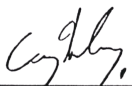
Sick leave donation – An employee may receive sick leave days at full pay and benefits from other employees with the written consent of the donating employee and the written approval of the Superintendent, provided:

1. The recipient employee has exhausted all available leave, including all accumulated sick leave days, personal leave days, and any other applicable paid leave, including the current year's allotment.
2. Days must be used in the school year they are received.
3. The donating employee may give up to two (2) days per school year.
4. Employees shall not be required to receive donated days prior to making application for disability benefits from the Illinois Teacher's Retirement System.

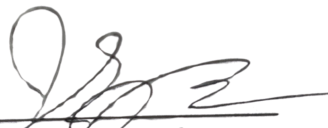
Duration

This MOU will remain in effect through the term of the current CBA and will automatically be incorporated into the next successor agreement unless modified by mutual consent.

Signatures



 Board Representative



 Union Representative

MEMORANDUM OF UNDERSTANDING
Between the Board of Education of Edinburg CUSD #4 and the Edinburg EEA

This Memorandum of Understanding (MOU) is entered into by and between the Board of Education of Edinburg CUSD #4 and the Edinburg Education Association to address food service staff employment.

Purpose

The parties agree to clarify the employment status of future food service staff. This understanding ensures that such positions will be filled through a contracted food service management company and not considered district employees.

Agreement

1. Food Service Staff Employment

- All future food service staff hires for Edinburg CUSD #4 will be employed through the food service management company contracted by the District. Such individuals will not be considered employees of Edinburg CUSD #4.

2. Exclusion from Bargaining Unit

- As employees of the contracted food service management company, these individuals shall not be included in the bargaining unit represented by the Edinburg Education Association.

3. Scope of Agreement

- This MOU applies only to future food service staff hired under a management company contract.
- In the event the District discontinues use of a food service management company, food service positions may be reopened and filled as district employees, subject to employment processes.

4. Duration

- This MOU shall remain in effect unless modified or rescinded by mutual agreement of both parties.

Signatures:



Board President

Date: 10/15



EEA President

Date: 9/23/25