

Des Plaines Community Consolidated School District 62  
and  
Des Plaines Education Association, IEA-NEA

**MEMORANDUM OF UNDERSTANDING REGARDING EXTENDING THE 2018-2023  
COLLECTIVE BARGAINING AGREEMENT**

Through the Amendment, the parties agree to extend the 2018-2023 Collective Bargaining Agreement (“Agreement”) through June 30, 2027 with the following modifications:

**1. Article VII, Section A, Subsection 1 - Compensation Schedule and Payment**

Section A. 1 is amended as follows:

Teacher compensation for the 2024 - 2027 school years shall be paid in accordance to the attached schedules in Appendix A.

The salary schedule will remain at 26 steps.

Section A. 1 is further amended as follows:

Those individuals who are off the salary schedule (MA lane and beyond) will not receive a step increase but will receive a 3.0% pay raise annually during the length of this contract. Those individuals receiving longevity pay under the 2010-2018 contract will continue to receive their longevity pay at the 2017/18 amount and receive a 3.0% pay raise annually for the length of this contract.

**2. Article X, Section F. Retirement Incentive Plan for Teachers.** Section F.2.a. is amended as follows:

The teacher shall provide written notice in the form provided in Appendix C to the Superintendent of his/her intention to retire and participate in the program four years, three years, two years, or one year prior to the first day of March of their final year of active service, except as provided in subparagraph (c) below.

Teachers who would elect the 2023/2024 school year to be the first year of the retirement incentive under this contract must provide written notice in the form provided in Appendix C to the Superintendent by November 1, 2023.

**3. Article XII, Section C. Terms of Agreement.** This article is amended as follows:

This Agreement shall be effective July 1, 2023 and shall continue in effect until June 30, 2027.

4. **Appendix A - Salary Schedules.** Appendix A shall be amended to reflect the following increases:

23-24	24-25	25-26	26-27
5%	4.57%	4.57%	4.57%

5. **Appendix B - Extra Duty Schedule.** Appendix B shall be amended for the length of this agreement as follows:

The Board and Association agree to form a committee to consider extra duties. The Extra Duties Review Committee shall be comprised of equal representatives of the Board and Association. The Committee's work shall be completed by July 1, 2023.

The Extra Duties Review Committee shall review and assess the following and make recommendations to the Board and the Association on:

- The addition or removal of position types.
- The development of position job descriptions, and
- Allotted hours & days multiplier.

These recommendations shall be provided no later than the Board's May 2023 meeting. In addition, the following increases shall be made to Appendix B:

Extra-Duty Schedule	22-23	23-24	24-25	25-26	26-27
Professional	\$40	\$48	\$52.80	\$52.80	\$52.80
Instructional	\$30	\$36	\$39.60	\$39.60	\$39.60
Non-Instructional	\$24	\$28.80	\$31.68	\$31.68	\$31.68

Internal Substitution	22-23	23-24	24-25	25-26	26-27
Elementary Internal Substitute <i>Per Hour</i>	\$44	\$52.80	\$58.08	\$58.08	\$58.08
Middle School Internal Substitute <i>Per Period</i>	\$29	\$34.80	\$38.28	\$38.28	\$38.28

This Amendment shall become effective on July 1, 2023 and continue in effect through June 30, 2027. All other provisions of the Agreement shall remain in full force and effect through June 30, 2027.

This Amendment is signed this 17th day of January 2023.

In Witness Whereof:

For the Des Plaines Education Association:

For the Board of Education District 62:

\_\_\_\_\_  
DPEA President

\_\_\_\_\_  
President

\_\_\_\_\_  
Vice President

## Appendix A

Step	FY2024 (23-24)					
	BA	BA+12	BA+24	MA	MA+15	MA+30
1	\$47,943	\$49,791	\$51,711	\$53,704	\$55,775	\$57,925
2	\$49,353	\$51,256	\$53,232	\$55,284	\$57,415	\$59,628
3	\$50,811	\$52,770	\$54,804	\$56,916	\$59,111	\$61,389
4	\$52,312	\$54,328	\$56,423	\$58,597	\$60,857	\$63,203
5	\$53,857	\$55,932	\$58,089	\$60,329	\$62,655	\$65,070
6	\$55,447	\$57,585	\$59,800	\$62,096	\$64,509	\$66,992
7	\$56,067	\$58,229	\$60,467	\$62,790	\$65,229	\$67,741
8	\$56,686	\$58,871	\$61,135	\$63,483	\$65,951	\$68,489
9	\$57,981	\$60,216	\$62,533	\$64,933	\$67,457	\$70,053
10	\$59,276	\$61,562	\$63,930	\$66,383	\$68,965	\$71,617
11		\$62,967	\$65,391	\$67,900	\$70,540	\$73,254
12		\$64,374	\$66,851	\$69,417	\$72,116	\$74,891
13		\$65,847	\$68,380	\$71,003	\$73,764	\$76,603
14		\$67,318	\$69,908	\$72,590	\$75,412	\$78,314
15		\$68,856	\$71,505	\$74,248	\$77,135	\$80,105
16		\$70,393	\$73,102	\$75,907	\$78,858	\$81,894
17			\$74,772	\$77,640	\$80,660	\$83,765
18			\$76,441	\$79,374	\$82,463	\$85,637
19			\$78,187	\$81,188	\$84,347	\$87,593
20			\$79,934	\$83,003	\$86,230	\$89,549
21			\$81,760	\$84,899	\$88,201	\$91,596
22			\$83,587	\$86,795	\$90,172	\$93,642
23			\$85,498	\$88,779	\$92,232	\$95,782
24			\$87,408	\$90,762	\$94,292	\$97,922
25			\$89,405	\$92,835	\$96,447	\$100,158
26				\$94,908	\$98,601	\$102,395

Step	FY2025 (24-25)					
	BA	BA+12	BA+24	MA	MA+15	MA+30
1	\$48,696	\$50,573	\$52,523	\$54,547	\$56,650	\$58,834
2	\$50,134	\$52,067	\$54,074	\$56,158	\$58,324	\$60,572
3	\$51,609	\$53,598	\$55,665	\$57,810	\$60,039	\$62,353
4	\$53,133	\$55,181	\$57,308	\$59,517	\$61,812	\$64,195
5	\$54,703	\$56,811	\$59,001	\$61,275	\$63,638	\$66,091
6	\$56,318	\$58,489	\$60,744	\$63,086	\$65,518	\$68,043
7	\$57,981	\$60,217	\$62,532	\$64,934	\$67,457	\$70,054
8	\$58,629	\$60,890	\$63,231	\$65,660	\$68,210	\$70,837
9	\$59,277	\$61,562	\$63,929	\$66,384	\$68,964	\$71,619
10	\$60,631	\$62,968	\$65,390	\$67,900	\$70,540	\$73,254
11		\$64,375	\$66,852	\$69,417	\$72,117	\$74,890
12		\$65,845	\$68,379	\$71,003	\$73,764	\$76,602
13		\$67,316	\$69,907	\$72,589	\$75,412	\$78,314
14		\$68,856	\$71,505	\$74,248	\$77,135	\$80,103
15		\$70,394	\$73,103	\$75,907	\$78,858	\$81,893
16		\$72,003	\$74,773	\$77,641	\$80,660	\$83,765
17			\$76,443	\$79,376	\$82,462	\$85,636
18			\$78,189	\$81,188	\$84,346	\$87,593
19			\$79,934	\$83,001	\$86,231	\$89,551
20			\$81,760	\$84,898	\$88,201	\$91,596
21			\$83,587	\$86,796	\$90,171	\$93,642
22			\$85,497	\$88,779	\$92,232	\$95,782
23			\$87,407	\$90,762	\$94,293	\$97,922
24			\$89,406	\$92,836	\$96,447	\$100,159
25			\$91,403	\$94,910	\$98,601	\$102,397
26				\$97,077	\$100,854	\$104,736

Step	FY2026 (25-26)					
	BA	BA+12	BA+24	MA	MA+15	MA+30
1	\$49,460	\$51,367	\$53,347	\$55,404	\$57,540	\$59,758
2	\$50,921	\$52,884	\$54,923	\$57,040	\$59,239	\$61,523
3	\$52,425	\$54,446	\$56,545	\$58,725	\$60,989	\$63,340
4	\$53,967	\$56,048	\$58,208	\$60,452	\$62,783	\$65,203
5	\$55,561	\$57,703	\$59,927	\$62,237	\$64,637	\$67,128
6	\$57,203	\$59,407	\$61,698	\$64,076	\$66,546	\$69,111
7	\$58,892	\$61,161	\$63,520	\$65,969	\$68,512	\$71,153
8	\$60,631	\$62,969	\$65,390	\$67,901	\$70,540	\$73,255
9	\$61,308	\$63,673	\$66,120	\$68,660	\$71,327	\$74,074
10	\$61,986	\$64,375	\$66,851	\$69,418	\$72,116	\$74,892
11		\$65,846	\$68,379	\$71,004	\$73,764	\$76,602
12		\$67,317	\$69,907	\$72,589	\$75,412	\$78,313
13		\$68,854	\$71,504	\$74,248	\$77,135	\$80,103
14		\$70,393	\$73,101	\$75,906	\$78,858	\$81,893
15		\$72,002	\$74,773	\$77,641	\$80,660	\$83,764
16		\$73,611	\$76,444	\$79,376	\$82,462	\$85,636
17			\$78,190	\$81,189	\$84,346	\$87,593
18			\$79,936	\$83,003	\$86,230	\$89,550
19			\$81,762	\$84,899	\$88,201	\$91,596
20			\$83,587	\$86,794	\$90,172	\$93,643
21			\$85,497	\$88,778	\$92,232	\$95,782
22			\$87,407	\$90,762	\$94,292	\$97,921
23			\$89,404	\$92,836	\$96,447	\$100,159
24			\$91,402	\$94,909	\$98,602	\$102,397
25			\$93,491	\$97,078	\$100,855	\$104,737
26				\$99,247	\$103,107	\$107,077

Step	FY2027 (26-27)					
	BA	BA+12	BA+24	MA	MA+15	MA+30
1	\$50,237	\$52,173	\$54,185	\$56,273	\$58,443	\$60,696
2	\$51,721	\$53,714	\$55,785	\$57,936	\$60,169	\$62,489
3	\$53,248	\$55,301	\$57,433	\$59,647	\$61,946	\$64,335
4	\$54,821	\$56,934	\$59,129	\$61,408	\$63,776	\$66,235
5	\$56,433	\$58,609	\$60,869	\$63,215	\$65,652	\$68,183
6	\$58,100	\$60,340	\$62,666	\$65,082	\$67,591	\$70,196
7	\$59,817	\$62,122	\$64,517	\$67,004	\$69,588	\$72,270
8	\$61,583	\$63,957	\$66,423	\$68,984	\$71,643	\$74,404
9	\$63,402	\$65,846	\$68,379	\$71,004	\$73,763	\$76,603
10	\$64,110	\$66,582	\$69,142	\$71,798	\$74,587	\$77,459
11		\$67,317	\$69,906	\$72,590	\$75,412	\$78,315
12		\$68,855	\$71,504	\$74,248	\$77,135	\$80,103
13		\$70,393	\$73,102	\$75,906	\$78,859	\$81,892
14		\$72,001	\$74,772	\$77,641	\$80,660	\$83,763
15		\$73,610	\$76,442	\$79,375	\$82,462	\$85,635
16		\$75,293	\$78,190	\$81,189	\$84,346	\$87,592
17			\$79,937	\$83,003	\$86,231	\$89,549
18			\$81,763	\$84,899	\$88,201	\$91,596
19			\$83,589	\$86,796	\$90,171	\$93,642
20			\$85,498	\$88,778	\$92,232	\$95,782
21			\$87,407	\$90,761	\$94,293	\$97,923
22			\$89,404	\$92,835	\$96,447	\$100,159
23			\$91,402	\$94,910	\$98,601	\$102,396
24			\$93,490	\$97,078	\$100,854	\$104,736
25			\$95,579	\$99,247	\$103,108	\$107,076
26				\$101,515	\$105,464	\$109,523