

MASTER CONTRACT

between

Bradley Elementary Education Association

Local 4419, IEA – NEA

and

Board of Education

Bradley Elementary School District No. 61

Kankakee County, Illinois

2023-2024 through 2025-2026

Bradley Elementary School District No. 61

ARTICLE I PREAMBLE

- 1.1 This Agreement, between the Board of Education of District No. 61, Kankakee County, Bradley, Illinois and the Bradley Elementary Education Association, IEA-NEA, incorporates a number of understandings which derive from the parties' mutual belief that each pupil is entitled to an education of the highest quality and that the parties, respectfully, have the public duty and professional responsibility to strive to further improve and enhance said principle.

ARTICLE II RECOGNITION

- 2.1 The Board of Education of District No. 61 recognizes the Bradley Elementary Education Association, IEA-NEA, as the sole and exclusive collective bargaining agent for the regularly employed, contractual, full and part time teaching personnel of the district (employee). This representation is exclusive of the Superintendent of the district, principals, assistant principals and any other administrative or supervisory personnel having the authority to hire, transfer, assign, promote, evaluate, discharge or discipline other employees of having the responsibility to make other recommendations thereon. Excluded also are substitute personnel.

ARTICLE III NEGOTIATIONS PROCEDURES

- 3.1 The Board of Education agrees to participate in good faith in negotiations with the duly designated representative of the Bradley Elementary Education Association, IEA-NEA.
- 3.2 Both parties agree to abide by the provisions of the Illinois Educational Labor Relations Act.
- 3.3 Good faith is defined as a mutual responsibility of the Board and the Association to deal with each other openly and fairly with the intent to reach agreement on negotiable items.
- 3.4 The Board will appoint a committee, no member of which shall be a member of the recognized bargaining unit, to meet with the Association representative.
- 3.5 The Association will also appoint a committee to meet with the Board committee.
- 3.6 Both parties agree to confer and commence negotiations no later than March 1 of the school year in which this contract terminates, to propose, discuss and negotiate in good faith by and through each appointed committee. If agreement is not reached on all items by August 1, either party may declare to the other in writing that an impasse exists. If an impasse is so declared, the parties may by mutual agreement, submit the matter to federal mediation through the Federal Mediation and Conciliation Service.
- 3.7 During negotiations, the agreed upon material shall be prepared for the Board and the Association and signed prior to the adjournment of the meeting at which agreement was reached.

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- 3.8 When the Association and the Board reach tentative agreement on all matters being negotiated, they will be reduced to writing and submitted for consideration to the Board of Education and the Bradley Elementary Education Association for ratification.
- 3.9 It is the mutual responsibility of the Board and the Association to confer upon the respective representatives the necessary power and authority to make proposals, consider proposals and make counter proposals in the course of negotiations and to attempt to reach tentative agreement for consideration of the Board of Education and the Bradley Elementary Education Association, IEA-NEA, for ratification.

ARTICLE IV ADMINISTRATION OF CONTRACT

- 4.1 Representatives of the Association and the Superintendent shall meet monthly to review the administration of the contract and to resolve any problems that may arise. These meetings are not intended to by-pass the grievance procedure. Should such a meeting result in a mutually acceptable amendment to the contract, the amendment shall be reduced to writing, ratified by the members of the Association and the Board of Education, signed and added to the contract.

ARTICLE V GRIEVANCE PROCEDURES

5.1 DEFINITIONS

- A. Any claim by the Association or an employee that there has been a violation or misapplication of the terms of this Agreement, or a violation, misrepresentation, or misapplication of written Board of Education Policies which are applicable to the Association or employee shall be a grievance.
- B. All the time limits consist of school days. Except when a grievance is submitted fewer than (10) days before the close of the current school term, then time limits shall consist of all weekdays. In order to be considered, a grievance must be filed within twenty (20) days of the occurrence being grieved or within twenty (20) days having reasonable knowledge thereof.

5.2 PROCEDURES

When requested by the employee, an Association representative (BEEA member) may accompany the employee to assist in the resolution of the grievance. The parties hereto acknowledge that it is most desirable for an employee and the employee's immediate supervisor to resolve problems through free and informal communication. If, however, the informal process fails to satisfy the grievant, a grievance may be processed as follows:

STEP 1: The grievant shall present the grievance in writing using the appropriate form to the immediately involved supervisor, who will arrange for a meeting to take place within four (4) days after the receipt of the grievance. The grievant and the immediately involved supervisor shall be present for the meeting, at the request of the grievant; an Association representative may be present. Within two (2) days of the meeting, the grievant shall be provided with the supervisor's written response, including reasons for the decision.

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STEP 2: If the grievance is not resolved at Step 1, then the grievant may refer the grievance to the Superintendent or his official designee within six (6) days after the receipt of the Step 1 answer or within eight (8) days after the Step 1 meeting, whichever is later. The Superintendent shall arrange with the grievant and/or the Association representative for a meeting to take place within five (5) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within four (4) days of the meeting, the grievant shall be provided with the Superintendent's written response, including reasons for the decision.

STEP 3: If the grievant is not satisfied with the grievance at Step 2, or the time limits expire without the issuance of the Superintendent's written reply, the grievance may be submitted to the Board of Education. The Board may hear the grievance to Step 4. In the event that the Board decides to hear the grievance, the President of the Board shall arrange for a meeting to take place with the grievant and/or Association representative within twenty (20) days of the receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to determine pertinent facts to the grievance. Upon conclusion of the hearing, the President of the Board shall have eight (8) days in which to provide the written decision of the Board with reasons to the grievant.

STEP 4: If the grievant is not satisfied with the disposition of the grievance at Step 3, or the time limits expire without issuance of the Board's written reply, or the Board chooses not to hear the grievance, the grievant and Association may submit the grievance to final and binding arbitration as provided in the ILLINOIS EDUCATIONAL LABOR RELATION ACT. If a demand for arbitration is not filed within thirty (30) days of the date for the Step 3 answer, then the grievance shall be deemed withdrawn. Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator, which was not previously disclosed to the other party. The arbitrator shall have no power to alter the terms of the Agreement.

5.3 BYPASS TO SUPERINTENDANT

If the grievant and the Superintendent agree, Step 1 of the grievance procedure may be bypassed and the grievance brought directly to Step 2.

5.4 CLASS GRIEVANCE

A class grievance involving one or more employees or one or more supervisors, and grievances involving an administrator above the building level may initially be filed by the Association at Step 2.

5.5 ASSOCIATION PARTICIPATION

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

5.6 COOPERATION

The Board, administration and Association shall cooperate in the investigation of any grievance.

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5.7 NO REPRISALS CLAUSE

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

5.8 RELEASED TIME

Should the Board or administration require investigation or processing of any grievance which in turn requires that an employee or an Association representative be released from their regular assignment, the employee or Association representative shall be released from their regular assignment without loss of pay or benefits. This does not apply to disciplinary suspensions.

5.9 FILING OF MATERIALS

All records relating to a grievance shall be filed separately from the personnel files of the employee.

5.10 GRIEVANCE WITHDRAWAL

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

ARTICLE VI ASSOCIATION RIGHTS

6.1 ASSOCIATION BUSINESS

Reasonable requests for access by Association representatives to work areas of professionals represented by the Association will be granted by the administration provided that no interference with the instructional program would be occasioned by the granting of such requests and provided all visitors notify the Superintendent's office of his/her designee before proceeding to their ultimate destinations. The Association may use faculty mailboxes for a reasonable volume of appropriate announcements relating to the conduct of the negotiating agent or business of the negotiating committee.

The Association may hold closed general membership business meetings on school district property provided such meetings in no way interfere with any aspect of the instructional program. The time and place for such meetings to be approved by the Superintendent and also provided that such meetings entail no additional maintenance or custodial expense to the district.

The Association may hold closed building membership meetings for respective building members and Association officers and representatives on school district property provided such meetings in no way interfere with any aspect of the instructional program. The time and place for such meetings to be approved by the respective building principal or the Superintendent and also provided that such meetings entail no additional maintenance or custodial expense to the district. Emergency meetings in addition to the aforementioned may in like manner be held on school district property during negotiation periods, subject to the approval of the Superintendent. Approval for such meetings shall not be unreasonably withheld.

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6.2 FAIR SHARE AGREEMENT

The parties agree that Article 6.2 is currently not in effect due to the U.S. Supreme Court decision in *Janus*. This Article shall remain unenforceable unless and until the *Janus* decision is reversed, and Fair Share becomes legal again in public sector contracts.

Each employee, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this agreement, whichever is later, shall join the Association or pay a fair share fee to the Association consisting of an amount equal to the dues uniformly required of members of the Association, including local, state and national dues.

- A. In the event that the employee does not pay his/her fair share directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share from the wages of the non-member. The deductions may be made as are those members as provided for elsewhere in this agreement.
- B. Such fees shall be paid to the Association by the Board no later than ten (10) days following the deduction.
- C. If said non-member files a formal religious objection, the withheld amount shall be donated to a mutually agreed upon charity, as provided by IEA-NEA guidelines.
- D. In the event of any legal action against the employer brought in court of law or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
 - a. The employer gives immediate notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires, and
 - b. The employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and appellate levels. The Association agrees that in any action so defended, it will indemnify and hold harmless the employer from any liability for damages and costs imposed by a final judgement of a court or administrative agency as a direct consequence of the employer's compliance with this Article. It is expressly understood that this save harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by the Article.

6.3 ASSOCIATION DUES

Any employee may sign and deliver to the Board an authorization deduction form for annual BEEA, and IEA/NEA dues deduction. The Association shall provide the District Bookkeeper, in writing, the total amount of annual and monthly dues on or about August 31. Such written authorization shall continue in effect unless cancelled.

6.3.A. DUES DEDUCTION – The Board will deduct local dues from each paycheck on September 15 and 30. IEA-NEA dues will be deducted from each paycheck in accordance with the initial membership enrollment.

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6.3.B. REMITTANCE – The Board shall remit at each pay period to IEA/NEA and a receipt of payment to the Membership Chair of the Association the total amount of money deducted for the month. Such remittance will be accompanied by a listing of the names of teachers from whose salary the dues were deducted.

6.3.C. INDEMNIFICATION – The Association agrees to indemnify and hold the Board harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the Board for the purpose of complying with any of the provisions of this Article.

6.4 ASSOCIATION LEAVE

Should the Association send representatives to local, state or national conferences, these representatives shall be excused without loss of salary providing that the Association reimburse the district for the cost of the substitute(s). A written notice for leave shall be submitted to the Superintendent by the President of the Association at least two weeks prior to such leave. Such leave is subject to availability of qualified substitutes. No more than two representatives may be excused at once and a total of eight (8) school days may be used by the Association during a given school term with the exception of conducting union business in the district during the school day.

6.5 DISTRICT CALENDAR

The Executive Committee of the Association shall meet with the Superintendent to comment on the proposed school calendar prior to the final action by the Board of Education.

6.6 PERSONNEL FILE

Employees have the right to inspect their personnel files which are located at the District Office. Such inspection is subject to current Illinois law.

- A. Right to Review – Each teacher shall have the right, upon reasonable advance notice, to review the contents of his/her permanent personnel file. However, such review shall not be inconsistent with the performance of his/her duties or inconsistent with regular business hours. Such inspection shall take place only in the presence of an Administrator or administrative designee. The teacher may be accompanied at such review by a representative of the Association. Nothing shall be permanently removed from the personnel file except with the mutual consent of the teacher and of the Board. The teacher will be notified in advance of such removal of item(s) from his/her personnel file.
- B. Access to Personnel File – Access to personnel files shall be limited to the teacher, to authorized administrative personnel, and authorized representatives of the Board. This does not preclude Board use of material from personnel files when the material is pertinent to any action taken or contemplated by the Board as determined by the Superintendent.
- C. Information to Association – Upon written request from the Association President or his/her designee, the Board shall make available to the Association information and reports which are prepared for public distribution. Nothing herein shall require the Board and/or the

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Administration to conduct any research and/or assemble special documents for the Association. In addition, the Board shall provide the Association President with on-line access and/or electronic copies of the approved minutes of all Board meetings as soon as they are posted (except minutes of closed meetings which have not been cleared for public display). The Board also agrees to furnish the Association available information concerning the financial resources of the District.

6.7 EMPLOYEE DISCIPLINE

Discharge, demotion, or other involuntary change in the employment status of a certified employee shall be for just cause or for reasons as stated in the *Illinois School Code*. The Board reserves the right to issue Notices to Remedy and/or to dismiss or non-renew certified employees in accordance with the *Illinois School Code* and applicable law. The Board's decision to issue a Notice to Remedy, and/or to dismiss or non-renew certified employees shall not be subject to the arbitration provisions of the grievance procedure. However, whether the Board complied with applicable procedural requirements in connection with such decisions shall be subject to the grievance-arbitration procedure.

ARTICLE VII LEAVES

7.1 SICK LEAVE

Sick leave shall be used for personal illness, the illness of family, connection with the birth, adoption, or placement for adoption of a child as provided in Section 24-6 of the School Code (105 ILCS 5/24-6). Unused sick days shall accumulate up to 370 days.

Family is defined as including but not limited to: an employee's child, stepchild, spouse, domestic partner, siblings, parents, parent in law, grandchild, grandparent, stepparent, brother-in-law, sister-in-law, and a person under the employee's legal guardianship.

At the beginning of each school year, each employee shall be credited with sick leave as follows:

Years 1-17 = 12 days and Years 18+ = 15 days

Employees hired on or before the first day of the 2000-2001 school year shall be credited with sick leaves as follows:

First Year = 15 days; Years 2 – 15 = 10 days; Years 16 – 24 = 15 days and Years 25 + = 20 days

The Board shall calculate and maintain a record of the number of unused sick days each year beyond the above stated amount.

Consistent with Section 24-6 of The School Code, the District may require a medical note for an employee who utilizes three (3) or more consecutive sick leave days.

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Temporary Disability – When illness would seem to eventually deplete the accumulated sick days, the employees should prepare such forms as needed to apply to T.R.S. for temporary/permanent disability three weeks prior to the use of the last sick day. Leave of absence from the school district should also be applied for at that time. These actions are to ensure disability benefits from T.R.S. to begin the day after the final sick day has been used. The approved leave will insure the employee of his/her position with the district during the duration of a temporary disability leave.

7.2 PERSONAL LEAVE DAYS

In addition to the sick leave, each employee shall be credited with three (3) days of personal leave. No more than two (2) personal leave days may be used consecutively. If such personal days are not used during the school year, they may accumulate as sick leave days. Personal days are not accumulated.

- A. Three days may be taken without giving a reason.
- B. Personal leave days are used solely for personal matters that cannot reasonably be scheduled outside of the normal workday through no fault of the employee.
- C. Two days' notice is required when such leave is request in case of emergency.
- D. Request for personal leave days is to be made to the building principal.
- E. Personal leave days cannot be taken just before or after a holiday except in the case of emergency. In case of an extraordinary situation, an exception could be made at the discretion of the Superintendent. Such exceptions would not necessarily set precedence.

7.3 PROFESSIONAL LEAVE DAYS

Each employee may submit a request to attend professional conferences, meetings, or workshops. At least one week's notice, in writing, shall be given by the employee. If approved by the Superintendent, day(s) will be taken with full pay and approved reimbursement for expenses incurred will be paid by the district.

7.4 BEREAVEMENT DAYS

Any employee who suffers the loss of family member by death is entitled to use bereavement days in order to meet family obligations without loss of pay. No employee will be allowed to use more than five (5) bereavement days per incidence for a death of a family member.

Family is defined as including but not limited to: an employee's child, stepchild, spouse, domestic partner, siblings, parents, parent-in-law, grandchild, grandparent, stepparent, brother-in-law, sister-in-law, and a person under the employee's legal guardianship.

In the event of a death of the employee's grandparent-in-law, aunt, uncle, niece, or nephew, the employee shall be granted two (2) days off with pay.

If additional days are necessary to meet family obligations, the employee may use sick leave or personal leave days. These bereavement days will not be allowed to accumulate. No compensation will be given for unused bereavement days.

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7.5 SABBATICAL LEAVE OF ABSENCE

Provided members apply, are qualified, and approved by the Board, sabbatical leaves shall be granted to employees in accordance with and subject to the provisions of Section 5/24-6.1 of the Illinois School Code.

7.6 FAMILY MEDICAL LEAVE ACT

Nothing herein shall be construed to preclude eligible teachers from exercising their rights under the Family Medical Leave Act consistent with the policies adopted by the Board. A minimum of a thirty (30) day written notice to the Superintendent is required before a foreseeable FMLA leave is to begin.

Family and Medical Leave is available in one or more of the following instances:

1. the birth and first-year care of a child, provided the leave is completed no later than twelve (12) months after the birth of the child;
2. the adoption or foster placement of a child, provided the leave is completed no later than twelve (12) months after the placement of the child;
3. the serious health condition of a teacher's spouse, parent, or child; and
4. the teacher's own serious health condition that makes the teacher unable to perform the functions of the job.

The total FMLA leave cannot exceed twelve (12) weeks in any twelve (12) month period, as calculated under the rolling forward period measured from the date a teacher's first FMLA leave begins. The next twelve (12) month period for such teacher would begin the first time the FMLA leave is taken after completion of any previous twelve (12) month period.

Any teacher qualifying for FMLA leave will be required, when applicable, to concurrently use any accumulated sick leave. Any leave, whether paid or unpaid, taken for an FMLA qualifying reason, shall be deducted from a teacher's total FMLA leave.

7.7 JURY SERVICE

Teachers who are required to serve on jury duty during the school year shall receive full salary during the period of such service and shall reimburse the District for all compensation received from the court other than expenses.

7.8 MILITARY LEAVE

Military leave shall be granted for National Guard or Reserve duty or other active duty over which the teacher has no control. Salary and benefits shall be provided as accorded by law.

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ARTICLE VIII WORKING CONDITIONS

8.1 SCHOOL DAY

Employees shall maintain a 7.5-hour workday that includes a duty-free lunch period and preparation time as defined below:

1. Lunch – Employees shall have a duty-free lunch period of no less than thirty minutes on days that school is in session.
2. Preparation time is defined as regularly scheduled time during the school day for the purpose of preparing for daily responsibilities including, but not limited to, planning lessons, grading assignments and analyzing student data. Employees shall not be directly involved with teaching classes and supervisory assignments during preparation time.
 - a. For grades Pre-K through 5: preparation time shall consist of no less than 225 minutes per week for a normal five-day work week. On regular full school days, at least one block of preparation time shall be 30 minutes.
 - b. For grades 6-8: preparation time shall consist of no less than 225 minutes per week for a normal five-day work week. Employees shall receive planning time equal to a regular class period on days that school is in session.
3. Professional Learning Community (PLC) is defined as a regularly scheduled meeting with a SILT team leader and/or administration for the purpose of discussing items including, but not limited to, discussing student data, professional literature, developing curriculum and assessments, or working collaboratively to improve their teaching skills and the academic performance of their students.

PLC meetings shall be scheduled for no more than thirty minutes within the workday.

4. Support Service Meetings – Every effort will be made to not schedule Individualized Education Plan (IEP) and Problem-Solving Team (PST) meetings during lunch periods. If the scheduling conflict cannot be avoided, in regards to an employee's lunch time, the employee may fill out a timesheet to be compensated for the employee's missed lunch time.
5. IEP/504 WORKDAYS

Special education teachers with IEP and/or 504 caseloads may request an IEP/504 workday to complete paperwork in the district. IEP work days shall be requested at least five (5) days in advance to the special education secretary to arrange for a substitute. All requests for use of an IEP/504 workday are subject to administrative approval.

IEP/504 workdays will be allotted annually per caseload numbers as follows:

- Up to one (1) paperwork day for a caseload with one (1) to five (5)
- Up to two (2) paperwork days for a caseload with six (6) to nine (9)
- Up to three (3) paperwork days for a caseload with ten (10) or more

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6. Internal subbing –Employees shall be provided compensation, as stated in the extra-duty schedule, for surrendering his/her preparation period, lunch period, reassignment of duties, or absorbing another class to provide internal substitution service based on the following guidelines:

East/West:

- Preparation or Lunch Period: Any employee surrendering a lunch and/or preparation period shall receive the internal substitute rate as stated in the extra-duty schedule.
- Reassignment of Duties: Non-classroom teachers, including but not limited to, teachers providing Rtl, EL, and special education services who are reassigned from typical duties in order to fulfill the duties of a classroom teacher for the entire school day shall receive the equivalent of one (1) hour internal substitute rate as stated in the extra-duty schedule.
- Absorbing Classes: Employees shall receive substitute pay when absorbing students from another class into their assigned class. Classes should be split between teachers resulting in the splitting of the substitute pay. Only in extenuating circumstances may a classroom teacher absorb an entire class, which would result in payment of the entire substitute pay.

Central:

- Preparation or Lunch Period: Any employee surrendering a lunch and/or preparation period shall receive the internal substitute rate as stated in the extra-duty schedule.

8.2 CLASS SIZE

Taking into account fiscal and physical constraints, the Administration will make every effort to provide the optimum student/teacher ratio in District No. 61 classrooms. The Administration will distribute students as evenly as possible between the appropriate grades/groups taking into account fiscal and physical constraints and giving consideration to students' abilities, subjects being taught and facilities available.

- A. If an employee believes their class size is inequitable, he or she shall have the right to:
1. Present their concerns to their building principal;
 2. If not satisfied after discussing the issue with the principal, present their concerns to the Superintendent;
 3. If not satisfied after discussing the issue with the Superintendent, present their concerns to the Board of Education.
- B. Classes containing students with major handicaps who require special equipment and instruction will be smaller than other classes of the same subject/grade or assistance will be provided in the instruction of such children.
- C. The district will form a committee of Association members and administration to set mutually agreed upon guidelines for special education caseloads/workloads. The committee will consist of Association representatives from all 3 buildings, as determined by the Association and administration. The committee will meet at least annually in the spring to review projections for the following school year. The committee's findings shall be presented to the Board.

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8.3 SCHOOL YEAR

A. Room Preparation and After School Community Events

1. Room Preparation – All employees shall receive up to six (6) hours of pay at the Training rate outlined within the Extra Duty Schedule to prepare their classrooms before the start of the school year.
2. After School Community Events – All employees shall attend one (1) after school (i.e., after the regular workday) District community event annually, including, but not limited to, Family Engagement Night, Literacy, Community Stakeholder and/or Heritage Night. For purposes of this provision, after school community events do not include sporting events, concerts, or open houses. Dates for these events shall be made available by September 15. Administration shall be responsible for organizing sign up for each event.

8.4 LUNCHROOM DUTY

When it is necessary for an employee to have a lunchroom duty, such duty shall not interfere with the employee's duty-free lunch period or preparation period. The supervising employee's lunch period will not take place during scheduled instructional time in his/her classroom. The supervising employee will receive the support necessary to avoid taking instructional time from lunchroom discipline.

8.5 TRAVELING EMPLOYEES

Teachers are allowed to claim mileage reimbursement in the performance of their duties when personal automobiles are used. Mileage reimbursement shall be at the rate established by the Internal Revenue Service. Employees will fill out a monthly time sheet and turn in for reimbursement. For District Insurance purposes, each employee will submit a valid driver's license and valid automobile insurance card to the Superintendent's office at the beginning of the school year.

8.6 PROFESSIONAL DEVELOPMENT AND SCHOOL IMPROVEMENT

Professional Development

Professional development will be provided, for each school in the district, for the school year. Employee attendance at professional development sessions scheduled on weekends or during vacations shall be voluntary. Approved professional development expenses shall be paid by District No. 61. This does not prohibit the Board of Education or Administration from holding additional meetings or programs as needed.

School Improvement Leadership Team (SILT)

Each school will have a SILT team, to act as a liaison between administration and employees to discuss items related to improving the school and shall consist of no more than six teachers, building administration, and directed by the District Curriculum Director or building administration. SILT team employees will serve a two-year term.

School Improvement Plan

The School Improvement Plan (SIP) will help employees keep informed of current trends and developments in education. This plan is designed to present educational objectives for the district ensuring equitable outcomes for all students. Included, but not limited to, are professional development opportunities to improve academic gaps. A copy of the SIP plan shall be provided to the BEEA, no later than the May school board meeting of the year prior to implementation.

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8.7 VACANCIES

A vacancy is defined as an open position resulting from a transfer, resignation, retirement, building reorganization or death. The Board retains final discretion to determine if a vacancy needs to be filled.

When a vacancy occurs during the school year, the Superintendent shall post the position via email if said position needs to be filled.

All applicants from within the school district will be considered provided they make application within five school days of the posting date on the vacancy notice and they are certified for said position.

If an application form within the district is not selected, the applicant may request a conference with the building administration to discuss the non-selection of the applicant.

8.8 No BEEA, IEA-NEA views on matters relating to supervisor – employee, Board – employee, Board – administrator, employee – student, administration – student relationships will be discussed in the presence of students.

8.9 STAFF TRANSFERS

The administration maintains the managerial right to assign staff and initiate transfers. The administration reserves the right to use discretion in the approval of transfers. Transfers will only be made when it is in the best interest of children and the district.

8.10 EVALUATION COMMITTEE/PERA COMMITTEE

The Board and Association shall establish an Evaluation Committee which shall consist of administrators appointed by the Superintendent and teachers appointed by the President of the BEEA. There will be an even number of people represented on both sides. Minutes of each meeting will be maintained by a member of the committee as appointed by the committee, with copies being posted to the evaluation committee. The evaluation plan will be consistent with PERA and SB7 and will be communicated with affected staff annually.

Both parties, District and BEEA, agree to work diligently to uphold all state requirements pursuant to teacher evaluation within the imposed time frame. The evaluation plan will be altered in accordance with statutory procedures recognizing respective rights and obligations of the Board of Education and the BEEA.

Article IX FRINGE BENEFITS

9.1 MEDICAL/HEALTH/LIFE and OTHER EXPENSE BENEFITS PLAN

The Board of Education shall maintain a District-wide Insurance Committee to monitor costs, investigate trends/options, and if necessary, make recommendations for changes, including recommendations regarding plan design and additional plans. The Association shall be allowed up to seven (7) members on the District-wide Committee as appointed by the President of the BEEA. The Committee shall meet as needed on dates agreed upon by the parties. The Board retains final discretion to approved any Committee recommendations.

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The Board shall provide a Medical Expense Benefit Plan to provide hospital, surgical, major medical, dental and vision insurance for employees and their dependents and spouse who are unemployed or employed but not eligible for any other medical insurance coverage from any source other than the Board. If an employee's spouse is employed or eligible for other medical insurance, the spouse may enroll in the Board's plan as secondary insurance only. During the term of this agreement, the Board shall contribute toward the premium cost of said insurance as follows:

2023-2024: Up to \$11,000

2024-2025: Up to \$11,000

2025-2026: Up to \$11,000

FLEXIBLE SPENDING ACCOUNT

The Board shall establish and make available to the employees a flexible spending account (FSA) plan in accordance with the IRS Code for such plans.

In addition to the above, during the term of the Agreement, if an eligible employee enrolls in a high deductible plan with a Health Savings Account (HSA), the Board shall pay a one-time contribution into the employee's HSA in an amount equal to the difference between the highest cost plan and the HSA plan for the coverage tier in which the employee is enrolled. This benefit is understood to be applicable during the summer months for all school employees scheduled to return to work in the fall. This benefit shall also continue for the months of June, July, and August immediately following retirement for all employees who retire at the end of the school year.

The Board reserves the right to implement cost-containment measures including but not necessarily limited to the following: change insurance carriers, benefit levels, deductibles (except for those expressly set forth herein), coverage, or to self-insure as it deems appropriate as long as the new basic coverage and basic benefits are substantially similar to those which immediately pre-dated the Agreement. The Board further reserves the right to add additional plans as options for employees, including but not limited to a High Deductible plan with a Health Savings Account ("HSA").

In the event implementing of state and federal laws causes any new taxes, fines or penalties against the District as a result of the plan the parties agree to reopen the contract solely on the issue of the insurance plan and to negotiate changes to the plan design in order to avoid such taxes, fines or penalties. If after good faith bargaining the parties are unable to reach agreement on plan changes that avoid such taxes, fines or penalties, then the Board reserves the right to make changes to the plan in the narrowest possible manner so as to avoid such taxes, fines or penalties.

9.2 LIFE INSURANCE

At no cost to the employee, the Board shall provide \$25,000 life insurance per employee plus accidental death and dismemberment coverage per employee subject to any restrictions set forth in the life insurance policy. The District will make electronically available to each member a copy of the life insurance policy plus the accidental death and dismemberment coverage.

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9.3 HOSPITALIZATION PLAN AFTER RETIREMENT

Employees retiring from District No. 61 will be allowed to continue with the District's Medical Expense Benefit Plan as long as they pay the required monthly premium and meet the conditions in the Medical Expense Benefit Plan. This plan will stay under COBRA guidelines for 18 months.

9.4 WELLNESS BENEFIT

The Board shall provide a fiscal year (July 1 to June 30) wellness benefit to each eligible employee. Upon receipt of proof of payment, each employee shall be eligible for up to \$150 each year as reimbursement for participation in approved wellness activities, including YMCA, YWCA, health clubs, smoking cessation, or other health related activities approved by the Superintendent.

9.5 CONTINUING EDUCATION BENEFIT

- a. The Board shall reimburse employees for tuition paid advanced (masters and above) college level courses at a rate up to \$300 per semester hour with a maximum of \$1,800 per school year. In the event a demonstrable need for a bachelor's level course is established and is approved by the Superintendent, the employee shall receive reimbursement in the amount(s) above for that approved course;
- b. Reimbursement for tuition shall be received only if the credits are in the current specific teaching field, a teaching field requested by the District, or required credits in a master's program, certification endorsement, Certificate of Advanced Study (CAS), and/or doctorate (EdD. /PhD) and if prior approval of the Superintendent or his/her designee has been granted;
- c. If an employee has moved horizontally on the salary schedule as a result of this tuition reimbursement in full or in part and the employee leaves the employ of the District within two (2) years of receiving reimbursement, the employee shall repay the reimbursement to the District for the two years prior to departure, except that the Superintendent or his/her designee shall retain the privilege of waiving this requirement when extenuating circumstances exist, without setting precedence;
- d. Reimbursement shall be made to the employee within thirty (30) calendar days of the date that the District receives a copy of the paid receipt and an official transcript indicating the credit hours have been successfully complete; and
- e. Reimbursement shall only be made if the employee receives a grade of "A" or "B" (B minus (B-) shall be considered a B for this purpose) on the official transcript.

ARTICLE X SALARY

10.1 SALARY SCHEDULES

During the term of this Agreement, the Board shall pay its employees in accordance with the attached Salary Schedule. Percent increase calculation with TRS contributions as required by law.

2023 – 2024: 4.75% increase

2024 – 2025: 4.50% increase

2025 – 2026: 4.25% increase

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Effective 2020-2021: Employees that were in column BS9 will receive the same percentage increase specified above and move to column BS18 upon attaining the necessary credits.

10.2 Advancement from column to column on the salary schedule is not dependent upon enrollment in a degree program. Courses for advancement must have prior approval of the Superintendent. Bachelor's level courses that have been approved by the Superintendent shall count toward horizontal movement during their career at the District.

10.3 EMPLOYEE RETIREMENT CONTRIBUTIONS

The Board shall pay, in addition to each employee's salary, the employee's contribution to the Illinois Teachers' Retirement System up to a maximum of 9.0% excluding the contributions to the Teachers' Health Insurance System (THIS) Fund.

10.4 PAYCHECKS

The Board of Education agrees to pay each employee's salary in 20 or 24 payments due and payable on the 15th day and the last working day of each month. Should these dates fall on weekends these payments will be made on the last school day prior to these dates.

Employees shall have the option of using direct deposit. Employees must elect in writing, before the first teacher workday, the 20 pay or 24 pay schedule. Employees who fail to elect a pay schedule will automatically be placed on the 20 pay schedule.

10.5 EXTRA-CURRICULAR ACTIVITIES

An extra duty is defined as an activity that extends the student school experience outside of the school day. Employees shall have the opportunity to be interviewed for open positions.

Extra duties shall only be performed before or after contracted school hours.

Any extra duties that include stipends or new proposals to the extra duty schedule that include stipends shall be bargained with the Association and approved by the Board and Superintendent.

A. EXTRA DUTY SCHEDULE

During the term of this Agreement, the Board shall pay employees of the Association in accordance with the attached Extra Duty Schedule based on a 2% increase between longevity periods. Percent increase calculated with TRS contribution as required by law.

- B. Longevity is determined by years served in that position within the school district. Sports longevity is determined by years served within the sport and district. The Board shall calculate and maintain a record of the number of years an employee is in a position on the extra duty schedule.

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TIME SHEETS

Employees performing “Non-IESA Hourly Sports & Activities” shall turn in timesheets during the timeline of the extra duty being performed for payroll. Employees performing “IESA Sports & Activities” and “Non-IESA Stipend Sports & Activities” shall turn in a practice and/or meeting schedule prior to the season, as well as an updated schedule at the end of the season if any changes were made.

Stipends:

Coaching stipends are paid halfway through the season and the end of the season per the schedule that was created based on the IESA calendar and/or building activity. The Finance Director will provide a schedule for payment to the district bookkeeper for payroll processing.

Game Workers:

Game workers will receive a monthly stipend as outlined in the Extra Duty Schedule. The Athletic Director will accurately record worked games using an electronic program to provide the district bookkeeper for payroll processing.

C. COACH’S MANUAL/EVALUATION TOOL

The coach’s manual and coach’s evaluation tool shall be completed in a collaborative manner with consultation and input from the Association. This contract shall control over any conflicting terms in the manual.

D. OPEN POSITIONS

1. Association members shall be given the first opportunity for open positions on the extra duty schedule. If an open position cannot be filled with an association member, then that position shall be available to non-association members.
2. Association members shall be given the first opportunity to sign up for extra duties at sporting events. These employees at Central will have the first opportunity to sign up. During even numbered years, these employees at West shall have the second opportunity to sign up followed by East. In odd numbered years, these employees at East shall have a second opportunity to sign up followed by West.

10.6 RETIREMENT – LIMITATION ON EARNINGS

This provision shall only apply to employees eligible to retire and qualified for a retirement annuity under TRS rules and regulations and to any employee that is within four years of becoming eligible to retire and qualified for a retirement annuity under TRS rules and regulations, and in either case, regardless of whether the employee is actually retiring or submitting a notice of retirement. For purposes of convenience and this provision only, such employees shall be referred to as “Eligible Employees”.

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The current TRS rules and regulations provide that a teacher is eligible to retire and receive a retirement annuity if the following years of service and age criteria are met:

Years of Service	Age
5	62
10	60
20	55 (discounted)
35	55 (non-discounted)

The parties agree that any TRS creditable compensation and/or benefit increases, whether under this contract or otherwise, shall not exceed the maximum amount which results in an employee's retirement annuity being fully funded by the Illinois Teacher Retirement System, without Board liability for any portion of the retirement annuity. This means that an Eligible Employee's TRS creditable earnings (including but not limited to vertical and horizontal salary schedule movement, stipends, salary increases and retirement incentives), whether under the contract or otherwise, shall not increase from one school year to the next by more than 6% or otherwise be increased so as to create Board liability for any portion of the retirement annuity or result in any Board-paid penalty to TRS. In no event will the compensation and/or benefit increases exceed the threshold amount which triggers any obligation for the Board to pay additional amounts (in the form of a one-time payment or payments over time) to cover all or part of an employee's retirement annuity or cover any Board-paid penalty to TRS. Notwithstanding any contrary or other provision of this contract, including but not limited to any salary schedules, in the event an Eligible Employee's TRS creditable earnings would increase by more than 6% in any given year of this contract, that employee shall only receive the maximum increase allowed under this provision.

Annually, by no later than February 1, the Board will provide to the Association a list of all Eligible Employees. The Board and the Association shall jointly confirm the accuracy of such list.

Notwithstanding the above, an Eligible Employee may receive increases in creditable earnings greater than six percent (6%) contingent upon and in consideration of the following:

- a. The employee must otherwise be eligible under the Agreement for an increase in excess of six percent (6%) (e.g., the employee obtained additional credits resulting in horizontal movement on the salary schedule, or the employee began performing a new extra duty position not previously performed).
- b. The employee executes a written agreement (attached as Appendix A) not to retire within four years of receiving the increase in excess of the six percent (6%) and re-executes such an agreement at the beginning of each school year in which the employee elects to opt out of the creditable earnings cap otherwise imposed by this Section.
- c. The employee shall repay the District any amounts received in excess of six percent (6%) if he/she does not adhere to the terms of the agreement not to retire (i.e., he/she retires within four years of receiving an increase greater than 6%), and shall cooperate with the District in executing all necessary documents to reflect an adjustment in his/her creditable earnings for the year(s) in question. The employee acknowledges and agrees that the payment of any increase in excess of 6% is being made by the Board in reliance on and in consideration of the employee's agreement not to retire within four years of receiving such an increase and that, therefore, an adjustment in earnings is required if the employee does not retire within four years

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of receiving such an increase as it otherwise constitutes an unintentional overpayment to the employee.

- d. This provision is subject to compliance with TRS rules and regulations.

10.7 REOPENER

The parties acknowledge the ongoing uncertainty with respect to the State of Illinois and school funding. Possible legislative changes that may impact the parties include revisions to the State Aid Formula, property tax freeze, and a cost shift from the State to local school districts of the normal cost of TRS pension contributions. The parties further acknowledge that any of the aforementioned legislative changes could be significantly and materially adverse to the District's finances. In the event of a legislative or regulatory change that results in significant changes to school funding, including revisions to the Evidence Based Funding (EBF), a property tax freeze, or a cost shift from State to local funding of TRS pension contributions, either party shall have the right to reopen this Agreement with respect to wages and District TRS contributions. All other terms and conditions of this Agreement shall remain in full force and effect. The party desiring to reopen this Agreement pursuant to this clause shall provide written notice to the other party of its desire to reopen the Agreement, and identify the items to be negotiated (as limited above), and the parties shall in good faith meet to negotiate with respect to the items so identified.

ARTICLE XI EFFECT OF AGREEMENT

11.1 CHANGES IN AGREEMENT

The parties mutually agree that the terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties hereto which may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in an amendment hereto.

11.2 SAVINGS CLAUSE

In the event that any of the terms or provisions of this Agreement are declared invalid or unenforceable by any Court of competent jurisdiction or any Federal or State Government Agency having jurisdiction over the subject matter of this Agreement, the remaining terms and provisions that are not affected thereby shall remain in full force and effect.

11.3 LEGALITY

Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section or clause as the case may be, shall be automatically deleted from this agreement to the extent that it violated the law, but the remaining articles, sections and clauses shall remain in full force and effect for the duration of the agreement, if not affected by the deleted section, article or clause.

11.4 NO STRIKE CLAUSE

The Association agrees that it will not, during the period of this agreement, directly or indirectly, engage in or assist in a strike unless the Board refuses to fully implement a grievance arbitration award issued in accordance with the agreement.

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11.5 DURATION OF AGREEMENT

This agreement shall be effective upon its execution, and shall continue in effect until the first day of school for the year—2026 – 2027.

These agreements shall expire at such expiration dates unless extended for a specific period or periods by mutual written agreement of the parties or is replaced by a successor agreement.

This agreement signed and adopted on March 9, 2023.

IN WITNESS THEREOF:

Bradley Elementary Education Association, IEA-NEA



President



Secretary



Negotiating Team Chairperson

Bradley Board of Education District No. 61



President



Secretary



Negotiation Team Member

SALARY												
2023-24	BS	BS18	BS27	BS36/MS	BS45/MS9	BS54/MS18	MS27					
1	39,194	41,309	42,366	47,967	49,061	50,156	51,218					
2	40,104	42,268	43,349	49,080	50,199	51,319	52,406					
3	40,889	43,096	44,199	50,041	51,183	52,325	53,434					
4	41,592	43,839	44,960	50,902	52,064	53,225	54,353					
5	42,307	44,591	45,733	51,778	52,960	54,141	55,268					
6	43,026	45,300	46,442	52,487	53,670	54,850	55,977					
7	43,756	46,032	47,172	53,206	54,385	55,570	56,698					
8	44,500	46,775	47,915	53,961	55,142	56,320	57,447					
9	45,254	47,531	48,671	54,716	55,902	57,080	58,207					
10	46,019	48,297	49,439	55,484	56,670	57,850	58,978					
11	46,797	49,077	50,217	56,265	57,449	58,631	59,758					
12	47,588	49,869	51,008	57,057	58,240	59,423	60,550					
13	48,391	50,674	51,814	57,862	59,047	60,228	61,356					
14	49,211	51,490	52,633	58,683	59,864	61,046	62,174					
15	50,042	52,324	53,464	59,512	60,695	61,878	63,005					
16	50,888	53,169	54,312	60,361	61,542	62,725	63,854					
17	51,750	54,030	55,172	61,219	62,402	63,585	64,712					
18	52,625	54,906	56,048	62,096	63,277	64,459	65,586					
19	53,497	55,778	56,920	62,969	64,150	65,336	66,463					
20	54,374	56,655	57,796	63,842	65,026	66,209	67,336					
21	55,250	57,529	58,669	64,719	65,901	67,083	68,211					
22	56,122	58,402	59,543	65,591	66,777	67,959	69,087					
23	56,998	59,280	60,420	66,468	67,651	68,833	69,961					
24	57,871	60,154	61,294	67,343	68,523	69,709	70,836					
25	58,747	61,026	62,169	68,217	69,399	70,584	71,711					
26	60,054	62,336	63,476	69,527	70,708	71,891	73,018					
27	61,281	63,561	64,703	70,749	71,932	73,117	74,244					
28	62,503	64,785	65,924	71,975	73,157	74,340	75,467					
29	63,728	66,011	67,149	73,198	74,381	75,565	76,692					
30	64,953	67,235	68,378	74,425	75,606	76,791	77,918					
31	66,223	68,502	69,642	75,691	76,876	78,054	79,182					
32	67,444	69,724	70,865	76,915	78,095	79,281	80,408					
33	68,671	70,949	72,090	78,138	79,320	80,504	81,631					
34	69,893	72,174	73,317	79,365	80,546	81,730	82,857					
35	71,118	73,398	74,539	80,587	81,768	82,953	84,080					
36	72,409	74,689	75,830	81,880	83,062	84,245	85,373					

SALARY PLUS TRS												
2023-24	BS	BS18	BS27	BS36/MS	BS45/MS9	BS54/MS18	MS27					
1	43,070	45,395	46,556	52,711	53,913	55,116	56,284					
2	44,070	46,448	47,636	53,934	55,164	56,395	57,589					
3	44,933	47,358	48,570	54,990	56,245	57,500	58,719					
4	45,705	48,175	49,407	55,936	57,213	58,489	59,729					
5	46,491	49,001	50,256	56,899	58,198	59,496	60,734					
6	47,281	49,780	51,035	57,678	58,978	60,275	61,513					
7	48,084	50,585	51,837	58,468	59,764	61,066	62,305					
8	48,901	51,401	52,654	59,298	60,596	61,890	63,129					
9	49,730	52,232	53,485	60,127	61,431	62,725	63,964					
10	50,570	53,074	54,329	60,971	62,275	63,571	64,811					
11	51,425	53,931	55,184	61,830	63,131	64,430	65,668					
12	52,295	54,801	56,053	62,700	64,000	65,300	66,538					
13	53,177	55,686	56,938	63,585	64,887	66,185	67,424					
14	54,078	56,582	57,838	64,487	65,785	67,084	68,323					
15	54,991	57,499	58,752	65,398	66,698	67,998	69,236					
16	55,921	58,427	59,684	66,331	67,629	68,929	70,169					
17	56,868	59,374	60,629	67,274	68,574	69,874	71,112					
18	57,830	60,336	61,591	68,237	69,535	70,834	72,073					
19	58,788	61,294	62,549	69,197	70,494	71,798	73,036					
20	59,752	62,258	63,512	70,156	71,457	72,757	73,996					
21	60,714	63,219	64,471	71,120	72,419	73,718	74,957					
22	61,673	64,178	65,432	72,078	73,381	74,680	75,920					
23	62,635	65,143	66,396	73,042	74,342	75,641	76,880					
24	63,594	66,103	67,356	74,003	75,300	76,603	77,842					
25	64,557	67,062	68,318	74,964	76,263	77,565	78,803					
26	65,993	68,501	69,754	76,403	77,701	79,001	80,240					
27	67,342	69,847	71,102	77,746	79,046	80,348	81,587					
28	68,685	71,192	72,444	79,093	80,392	81,692	82,931					
29	70,031	72,540	73,790	80,437	81,737	83,038	84,277					
30	71,377	73,885	75,141	81,786	83,084	84,386	85,624					
31	72,773	75,277	76,530	83,177	84,479	85,774	87,013					
32	74,114	76,620	77,874	84,522	85,819	87,122	88,360					
33	75,463	77,966	79,220	85,866	87,165	88,466	89,704					
34	76,805	79,312	80,568	87,214	88,512	89,813	91,052					
35	78,152	80,657	81,911	88,557	89,855	91,157	92,396					
36	79,570	82,076	83,330	89,978	91,277	92,577	93,816					

SALARY										
2024-25	BS	BS18	BS27	BS36/MS	BS45/MS9	BS54/MS18	MS27			
1	40,076	42,238	43,319	49,046	50,165	51,285	52,370			
2	40,958	43,168	44,272	50,126	51,269	52,413	53,523			
3	41,909	44,170	45,300	51,289	52,458	53,628	54,764			
4	42,729	45,035	46,188	52,293	53,486	54,680	55,839			
5	43,464	45,812	46,983	53,193	54,407	55,620	56,799			
6	44,211	46,598	47,791	54,108	55,343	56,577	57,755			
7	44,962	47,339	48,532	54,849	56,085	57,318	58,496			
8	45,725	48,103	49,295	55,600	56,832	58,071	59,249			
9	46,503	48,880	50,071	56,389	57,623	58,854	60,032			
10	47,290	49,670	50,861	57,178	58,418	59,649	60,826			
11	48,090	50,470	51,664	57,981	59,220	60,453	61,632			
12	48,903	51,285	52,477	58,797	60,034	61,269	62,447			
13	49,729	52,113	53,303	59,625	60,861	62,097	63,275			
14	50,569	52,954	54,146	60,466	61,704	62,938	64,117			
15	51,425	53,807	55,001	61,324	62,558	63,793	64,972			
16	52,294	54,679	55,870	62,190	63,426	64,663	65,840			
17	53,178	55,562	56,756	63,077	64,311	65,548	66,727			
18	54,079	56,461	57,655	63,974	65,210	66,446	67,624			
19	54,993	57,377	58,570	64,890	66,124	67,360	68,537			
20	55,904	58,288	59,481	65,803	67,037	68,276	69,454			
21	56,821	59,204	60,397	66,715	67,952	69,188	70,366			
22	57,736	60,118	61,309	67,631	68,867	70,102	71,280			
23	58,647	61,030	62,222	68,543	69,782	71,017	72,196			
24	59,563	61,948	63,139	69,459	70,695	71,930	73,109			
25	60,475	62,861	64,052	70,373	71,607	72,846	74,024			
26	61,391	63,772	64,967	71,287	72,522	73,760	74,938			
27	62,756	65,141	66,332	72,656	73,890	75,126	76,304			
28	64,039	66,421	67,615	73,933	75,169	76,407	77,585			
29	65,316	67,700	68,891	75,214	76,449	77,685	78,863			
30	66,596	68,981	70,171	76,492	77,728	78,965	80,143			
31	67,876	70,261	71,455	77,774	79,008	80,247	81,424			
32	69,203	71,585	72,776	79,097	80,335	81,566	82,745			
33	70,479	72,862	74,054	80,376	81,609	82,849	84,026			
34	71,761	74,142	75,334	81,654	82,889	84,127	85,304			
35	73,038	75,422	76,616	82,936	84,171	85,408	86,586			
36	74,318	76,701	77,893	84,213	85,448	86,686	87,864			

SALARY PLUS TRS										
2024-25	BS	BS18	BS27	BS36/MS	BS45/MS9	BS54/MS18	MS27			
1	44,040	46,415	47,603	53,897	55,126	56,357	57,549			
2	45,009	47,437	48,651	55,084	56,340	57,597	58,816			
3	46,054	48,538	49,780	56,362	57,646	58,932	60,180			
4	46,955	49,489	50,756	57,465	58,776	60,088	61,362			
5	47,763	50,343	51,630	58,454	59,788	61,121	62,416			
6	48,584	51,207	52,518	59,459	60,816	62,173	63,467			
7	49,409	52,021	53,332	60,274	61,632	62,987	64,281			
8	50,247	52,860	54,170	61,099	62,453	63,814	65,109			
9	51,102	53,714	55,023	61,966	63,322	64,675	65,969			
10	51,967	54,582	55,891	62,833	64,196	65,548	66,842			
11	52,846	55,462	56,774	63,715	65,077	66,432	67,727			
12	53,740	56,357	57,667	64,612	65,971	67,329	68,623			
13	54,647	57,267	58,575	65,522	66,880	68,238	69,533			
14	55,570	58,191	59,501	66,446	67,807	69,163	70,458			
15	56,511	59,129	60,441	67,389	68,745	70,102	71,398			
16	57,466	60,087	61,396	68,341	69,699	71,058	72,352			
17	58,437	61,057	62,369	69,315	70,671	72,031	73,326			
18	59,427	62,045	63,357	70,301	71,659	73,018	74,312			
19	60,432	63,052	64,363	71,308	72,664	74,022	75,315			
20	61,433	64,053	65,364	72,311	73,667	75,029	76,323			
21	62,441	65,059	66,370	73,313	74,673	76,031	77,325			
22	63,446	66,064	67,373	74,320	75,678	77,035	78,330			
23	64,447	67,066	68,376	75,322	76,684	78,041	79,336			
24	65,454	68,075	69,384	76,329	77,687	79,044	80,340			
25	66,456	69,078	70,387	77,333	78,689	80,051	81,345			
26	67,463	70,079	71,392	78,337	79,694	81,055	82,349			
27	68,963	71,584	72,892	79,842	81,198	82,556	83,851			
28	70,373	72,990	74,302	81,245	82,603	83,964	85,258			
29	71,776	74,396	75,704	82,653	84,010	85,368	86,663			
30	73,182	75,803	77,111	84,057	85,415	86,775	88,069			
31	74,589	77,210	78,522	85,466	86,822	88,184	89,477			
32	76,047	78,665	79,974	86,920	88,280	89,633	90,929			
33	77,449	80,068	81,378	88,325	89,680	91,043	92,336			
34	78,858	81,475	82,785	89,730	91,087	92,447	93,741			
35	80,262	82,881	84,193	91,138	92,496	93,855	95,149			
36	81,668	84,287	85,597	92,542	93,899	95,259	96,554			

SALARY										
2025-26	BS	BS18	BS27	BS36/MS	BS45/MS9	BS54/MS18	MS27			
1	40,928	43,136	44,240	50,088	51,231	52,375	53,483			
2	41,779	44,033	45,160	51,130	52,297	53,465	54,596			
3	42,699	45,003	46,154	52,256	53,448	54,641	55,798			
4	43,690	46,047	47,225	53,469	54,687	55,907	57,091			
5	44,545	46,949	48,151	54,515	55,759	57,004	58,212			
6	45,311	47,759	48,980	55,454	56,719	57,984	59,213			
7	46,090	48,578	49,822	56,408	57,695	58,982	60,210			
8	46,873	49,351	50,595	57,180	58,469	59,754	60,982			
9	47,668	50,147	51,390	57,963	59,247	60,539	61,767			
10	48,479	50,957	52,199	58,786	60,072	61,355	62,583			
11	49,300	51,781	53,023	59,608	60,901	62,184	63,411			
12	50,134	52,615	53,860	60,445	61,737	63,022	64,251			
13	50,981	53,465	54,707	61,296	62,585	63,873	65,101			
14	51,842	54,328	55,568	62,159	63,448	64,736	65,964			
15	52,718	55,205	56,447	63,036	64,326	65,613	66,842			
16	53,611	56,094	57,339	63,930	65,217	66,504	67,733			
17	54,516	57,003	58,244	64,833	66,122	67,411	68,638			
18	55,438	57,923	59,168	65,758	67,044	68,334	69,563			
19	56,377	58,861	60,105	66,693	67,981	69,270	70,498			
20	57,330	59,816	61,059	67,648	68,934	70,223	71,450			
21	58,280	60,765	62,009	68,600	69,886	71,178	72,406			
22	59,236	61,720	62,964	69,550	70,840	72,128	73,357			
23	60,190	62,673	63,915	70,505	71,794	73,081	74,309			
24	61,139	63,624	64,866	71,456	72,748	74,035	75,264			
25	62,094	64,581	65,822	72,411	73,700	74,987	76,216			
26	63,045	65,533	66,774	73,364	74,650	75,942	77,170			
27	64,000	66,482	67,728	74,317	75,604	76,895	78,123			
28	65,423	67,909	69,151	75,744	77,030	78,319	79,547			
29	66,761	69,244	70,489	77,075	78,364	79,654	80,882			
30	68,092	70,577	71,819	78,411	79,698	80,987	82,215			
31	69,426	71,913	73,153	79,743	81,031	82,321	83,549			
32	70,761	73,247	74,492	81,079	82,366	83,657	84,885			
33	72,144	74,627	75,869	82,459	83,749	85,033	86,262			
34	73,474	75,959	77,201	83,792	85,077	86,370	87,597			
35	74,811	77,293	78,536	85,124	86,412	87,702	88,929			
36	76,142	78,627	79,872	86,461	87,748	89,038	90,266			

SALARY PLUS TRS										
2025-26	BS	BS18	BS27	BS36/MS	BS45/MS9	BS54/MS18	MS27			
1	44,976	47,402	48,615	55,042	56,298	57,555	58,773			
2	45,911	48,388	49,626	56,187	57,469	58,753	59,996			
3	46,922	49,454	50,719	57,424	58,734	60,045	61,316			
4	48,011	50,601	51,896	58,757	60,096	61,436	62,737			
5	48,951	51,592	52,913	59,907	61,274	62,642	63,969			
6	49,792	52,482	53,824	60,938	62,329	63,719	65,069			
7	50,648	53,382	54,749	61,987	63,401	64,815	66,165			
8	51,509	54,232	55,599	62,835	64,252	65,664	67,013			
9	52,382	55,107	56,473	63,696	65,107	66,526	67,876			
10	53,274	55,997	57,362	64,600	66,013	67,423	68,773			
11	54,176	56,902	58,267	65,503	66,924	68,334	69,682			
12	55,092	57,819	59,187	66,423	67,843	69,255	70,605			
13	56,023	58,753	60,118	67,358	68,775	70,190	71,540			
14	56,969	59,701	61,064	68,307	69,723	71,138	72,488			
15	57,932	60,665	62,030	69,270	70,688	72,102	73,453			
16	58,913	61,642	63,010	70,253	71,667	73,081	74,432			
17	59,908	62,641	64,004	71,245	72,662	74,078	75,426			
18	60,921	63,652	65,020	72,262	73,675	75,092	76,443			
19	61,953	64,682	66,049	73,289	74,704	76,121	77,470			
20	63,000	65,732	67,098	74,338	75,752	77,168	78,516			
21	64,044	66,775	68,142	75,385	76,798	78,218	79,567			
22	65,094	67,824	69,191	76,429	77,846	79,262	80,612			
23	66,143	68,871	70,236	77,478	78,894	80,309	81,658			
24	67,186	69,916	71,281	78,523	79,943	81,357	82,708			
25	68,235	70,968	72,332	79,573	80,989	82,403	83,754			
26	69,280	72,014	73,378	80,620	82,033	83,453	84,802			
27	70,330	73,057	74,426	81,667	83,081	84,500	85,849			
28	71,893	74,625	75,990	83,235	84,648	86,065	87,414			
29	73,364	76,092	77,460	84,698	86,114	87,532	88,881			
30	74,826	77,557	78,922	86,166	87,580	88,997	90,346			
31	76,292	79,025	80,388	87,630	89,045	90,463	91,812			
32	77,759	80,491	81,859	89,098	90,512	91,931	93,280			
33	79,279	82,008	83,373	90,614	92,032	93,443	94,793			
34	80,741	83,471	84,836	92,079	93,491	94,912	96,260			
35	82,210	84,937	86,303	93,543	94,958	96,376	97,724			
36	83,673	86,403	87,771	95,012	96,426	97,844	99,193			

EXTRA DUTY SCHEDULE

DISTRICT INITIATED

School Incentive Organizer (2 per school)

Trainings (After/Outside School Day)

Internal Subbing

Tutorial Program

Summer School

SUPERVISION

Breakfast/Bus Duty

Lunch Duty 1-2 (Central)

Detention Duty

GAME WORKERS

Scorebook/Clock

Tickets/Crowd Control

Base	with TRS
	1.098901
494	543
25.00	27.47
32.00	35.16
32.00	35.16
35.54	39.05
20.00	21.98
20.00	21.98
20.00	21.98
38.22	42.00
30.94	34.00

District Initiated, Supervision, and Game Workers are paid an hourly wage that does not increase in longevity during the term of this agreement.

*All hourly rates are based on clock hours