



**AGREEMENT BETWEEN**

**YORKVILLE EDUCATION ASSOCIATION**

**AND**

**YORKVILLE COMMUNITY UNIT SCHOOL**  
**DISTRICT #115**

**2022-2026**

Effective July 1, 2022 through June 30, 2026

**This page intentionally left blank.**

## **Table of Contents**

ARTICLE I: RECOGNITION	8
Section 1.    Recognition	8
ARTICLE II: MANAGEMENT RIGHTS	9
Section 1.    Retention of Management Rights	9
Section 2.    Unilateral Changes in Policies and Practices	9
ARTICLE III: ASSOCIATION RIGHTS	10
Section 1.    School Building Use	10
Section 2.    Conducting Association Business	10
Section 3.    Communication	10
Section 4.    Superintendent Meetings	10
Section 5.    Association Leave	10
Section 6.    President Leave	11
Section 7.    Contract Printing	11
Section 8.    Teacher Institute Participation	11
ARTICLE IV: (THIS ARTICLE HAS BEEN DELETED)	12
ARTICLE V: GRIEVANCE PROCEDURE	13
Section 1.    Definitions	13
Section 2.    Procedure	13
Section 3.    First Stage	14
Section 4.    Second Stage	14
Section 5.    Third Stage	14
Section 6.    Bypass to Arbitration	14
Section 7.    Association Participation - Employee Represented	14
Section 8.    Released Time	15
Section 9.    Filing of Materials	15
Section 10.   Class Grievance	15
Section 11.   Grievance Withdrawal	15
Section 12.   Arbitrator's Powers	15
ARTICLE VI: EMPLOYEE RIGHTS	17
Section 1.    Personnel File	17
Section 2.    Employee Discipline	17
Section 3.    Right to Association Representative	17
ARTICLE VII: PAYROLL DEDUCTIONS	18

Section 1.	Association Dues	18
Section 2.	Credit Union, Annuity, or Tax Shelter	18
Section 3.	Insurance Premiums	18
Section 4.	Dependent Insurance	19
Section 5.	Pay Dates	19
Section 6.	Number of Paychecks	19
ARTICLE VIII: SENIORITY LIST		20
Section 1.	Attrition	20
Section 2.	Notification	20
Section 3.	Seniority	20
Section 4.	Seniority List	20
Section 5a.	Reduction in Force (Custodians)	21
Section 5b.	Reduction in Force (Classified Nurses)	21
Section 5c.	Reduction in Force (Paraprofessionals)	22
Section 6.	Employment Dates	24
ARTICLE IX: WORKING CONDITIONS (Certified)		25
Section 1.	Conferences, Clinics, Conventions, and Co-Curricular Activities	25
Section 2.	Duty Free Lunch	25
Section 3.	AM/PM Supervision	25
Section 4.	School Calendar	25
Section 5.	New Certified Staff Training	26
Section 6.	Summer School, Extended School Year, and Summer Diagnostics	26
Section 7.	Work Day and Certified Staff Meetings	26
Section 8.	District Level Committees	27
Section 9.	Evaluation	28
Section 10.	Extra Duty Pay Dates	29
Section 11.	Physical Moves	29
Section 12.	Parent Conferences and Curriculum Night	29
Section 13.	Class Size	29
Section 14.	Planning Periods within the Workday	31
Section 15.	Unsafe and Hazardous Conditions	34
Section 16.	Waivers	34
Section 17.	Grade Change	34
Section 18.	High School Department and Division Chairs	34

Section 19.	Part-Time Certified Employees	35
Section 20.	Teachers on Special Assignment	36
Section 21.	Student Services Department	36
A.	Speech Language Pathologist:	38
B.	Student Services Staff (LBS1)	39
C.	Social Worker Workload	39
Section 22.	Unique Positions	39
ARTICLE IX: WORKING CONDITIONS (Building Administrative Assistants)		40
Section 1.	Duty Free Lunch	40
Section 2.	Work Year	40
Section 3.	Meetings	40
Section 4.	Evaluation	41
ARTICLE IX: WORKING CONDITIONS (Custodians)		42
Section 1.	Duty Free Lunch	42
Section 2.	Work Year	42
Section 3.	Workday	42
Section 4.	Personal Protective Equipment	42
Section 5.	Summer Work	42
Section 6.	Evaluation	43
Section 7.	Overtime	43
ARTICLE IX: WORKING CONDITIONS (Nurses)		44
Section 1.	Duty Free Lunch	44
Section 2.	Work Year	44
Section 3.	Workweek Hours	44
Section 4.	Summer School	45
Section 5.	Nurse Meetings and Collaboration	45
Section 6.	Job Description/Duties	45
ARTICLE IX: WORKING CONDITIONS (Paraprofessionals)		46
Section 1.	Duty Free Lunch	46
Section 2.	Work Year	46
Section 3.	Workday	46
Section 4.	Substitute Teaching Responsibilities	46
ARTICLE X: VACANCIES, TRANSFERS, AND ASSIGNMENTS (Certified)		47
Section 1.	Notification of Assignment	47

Section 2.	Voluntary Transfer	47
Section 3.	Vacancy Listing	47
Section 4.	Involuntary Transfers	48
ARTICLE X: VACANCIES, TRANSFERS AND ASSIGNMENTS (Building Administrative Assistants)		49
Section 1.	Voluntary Transfer	49
Section 2.	Vacancy Listing	49
Section 3.	Involuntary Transfers	49
ARTICLE X: VACANCIES, TRANSFERS, AND ASSIGNMENTS (Custodians)		50
Section 1.	Voluntary Transfer	50
Section 2.	Vacancy Listing	50
Section 3.	Involuntary Transfers	50
ARTICLE X: VACANCIES, TRANSFERS AND ASSIGNMENTS (Nurses)		51
Section 1.	Voluntary Transfer	51
Section 2.	Vacancy Listing	51
Section 3.	Involuntary Transfers	51
ARTICLE X: VACANCIES, TRANSFERS AND ASSIGNMENTS (Paraprofessionals)		52
Section 1.	Notification of Assignment	52
Section 2.	Voluntary Transfer	52
Section 3.	Vacancy Listing	52
Section 4.	Involuntary Transfers	52
ARTICLE XI: LEAVES		54
Section 1.	Sick Leave (Certified)	54
Section 1.	Sick Leave (Classified)	54
Section 2.	Vacation Leave (Classified)	55
Section 3.	Workman's Compensation	56
Section 4.	Personal Leave (Certified)	56
Section 5.	Personal Leave Guidelines (Certified)	56
Section 4.	Personal Leave (Classified)	57
Section 5.	Personal Leave Guidelines (Classified except Paraprofessionals)	57
Section 5.	Personal Leave Guidelines (Paraprofessional)	57
Section 6.	Family and Medical Leave Act	58
Section 7.	Unpaid Leave of Absence (Certified)	58
Section 8.	Sick Leave Bank (Certified)	59

Section 9.	Bereavement	61
Section 10.	Religious Holiday Leave	61
ARTICLE XII: COMPENSATION (Certified)		62
Section 1.	Salary (Certified)	62
Section 2.	Salary Matrix (Certified)	62
Section 3.	Life Insurance	62
Section 4.	Health Insurance	62
Section 5.	Insurance Carrier	63
Section 6.	Dental Insurance	63
Section 7.	Board Paid TRS/THIS	64
Section 8.	Horizontal Movement	64
Section 9.	Tuition Reimbursement	65
Section 10.	Internal Substitution Pay/Duties	65
Section 11.	Co-curricular	66
Section 12.	Mileage	67
Section 13.	National Board Certification	67
Section 14.	Retirement Option (Certified Staff)	68
Section 14.	Retirement Option (Classified Staff)	69
Section 15.	Recruitment Bonus	69
Section 16.	Talent Development and Retention	70
Section 17.	Recognition and Commendation	70
ARTICLE XII: COMPENSATION (Building Administrative Assistants)		71
Section 1.	Salary	71
Section 2.	Hiring and Salary Matrix (Building Administrative Assistants)	71
ARTICLE XII: COMPENSATION (Custodians)		74
Section 1.	Salary	74
Section 2.	Hiring and Salary Matrix	74
ARTICLE XII: COMPENSATION (Nurses)		75
Section 1.	Salary	75
Section 2.	Hiring and Salary Matrix	75
Section 3.	Tuition Reimbursement	76
ARTICLE XII: COMPENSATION (Paraprofessionals)		77
Section 1.	Salary	77
Section 2.	Hiring and Salary Matrix	77

ARTICLE XIII: DURATION AND EFFECT OF AGREEMENT	78
Section 1.    Continuity of Operations	78
Section 2.    Complete Understanding	78
Section 3.    Separability	78
Section 4.    Tentative Agreement	78
Section 5.    Duration	78
Section 6.    Reopener Due to Financial Variance	79
Appendix A: Salary Matrix	82
2022-2023 Salary Matrix	82
2022-2023 Extended Salary Matrix	83
2023-2024 Salary Matrix	84
2023-2024 Extended Salary Matrix	85
2024-2025 Salary Matrix	86
2024-2025 Extended Salary Matrix	87
2025-2026 Salary Matrix	88
2025-2026 Extended Salary Matrix	89
Appendix B: Co-curricular Salaries	90
2022-2026 Co-curricular Placement Chart	90
2022-2023 Co-curricular Schedule	95
2023-2024 Co-curricular Schedule	96
2024-2025 Co-curricular Schedule	97
2025-2026 Co-curricular Schedule	98
Department/Division Chairs and Team Leaders	99
Other Roles and Rates	100
ADENDUM – Recognition and Commendation Related Matrices	101
2023-2024 Salary Matrix	101
2023-2024 Extended Salary Matrix	102
2024-2025 Salary Matrix	103
2024-2025 Extended Salary Matrix	104
2025-2026 Salary Matrix	105
2025-2026 Extended Salary Matrix	106
MEMORANDUM OF UNDERSTANDING RE: CLASS SIZE	111





# ARTICLE I: RECOGNITION

## Section 1. Recognition

This agreement is entered into this 22nd day of August 2022 by and between the Board of Education of Yorkville Community Unit School District 115, Kendall County, Illinois, hereinafter referred to as the "Board" and the Yorkville Education Association/IEA-NEA, hereinafter referred to as the "Association," which is hereby recognized as the sole and exclusive bargaining agent for all full-time and part-time regularly employed personnel as noted below. Hereinafter referred to as "certified employee" or "classified employee" except for the Superintendent, all district administrators, substitute teachers, as well as any other employee who is supervisory, managerial, and/or confidential as defined by Public Act 83-1014, its amendments, or its rules, as well as those teachers and other personnel who are employed and/or supervised by any cooperative agency whose duty is to serve the Board.

Certified Employee: teachers, social workers, guidance counselors, speech and language pathologists, certified school nurses, and hearing itinerants.

Classified Employee: custodians, paraprofessionals, school building administrative assistants, and non-certified school nurses.

## **ARTICLE II: MANAGEMENT RIGHTS**

### **Section 1. Retention of Management Rights**

The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and Constitution of the State and of the United States, which generally includes the right:

- A. To maintain executive management and administrative control of the District and its properties and facilities.
- B. To hire all employees and, subject to the provisions of the law and this agreement, to determine their qualifications and their continued employment and to promote, transfer, and assign such employees.
- C. To direct its employees.
- D. To establish educational programs, courses of instruction, extra-curricular programs, and to determine the means, methods, and personnel by which such programs are to be provided. All teacher created resources are bound by Copyright Board Policy 5:170.

The contract and the Constitutions and laws of the State of Illinois and the United States shall limit the exercise of Management Rights.

### **Section 2. Unilateral Changes in Policies and Practices**

The District retains its right to amend, modify, or rescind policies and practices referred to in this Agreement in case of emergency. An emergency shall be defined as an "Act of God," an extraordinary physical or environmental change.

## **ARTICLE III: ASSOCIATION RIGHTS**

### **Section 1. School Building Use**

The Association and its representatives shall have the right to use school buildings at reasonable hours with prior approval. The Board may charge the Association when special custodial service is required. The Association and members shall have the right to use school equipment such as computers and duplicating equipment for the business of local membership providing that such use shall not interfere with normal school operations.

### **Section 2. Conducting Association Business**

Duly authorized representatives of the Association and their respective affiliates shall be permitted to transact official Association business on school property outside of school hours when they do not interfere or interrupt any school function or operations.

### **Section 3. Communication**

The Association shall have the right to communicate with employees regarding Association business via bulletin boards, mailboxes, and electronic means, provided material is signed, not abusive or defamatory, and the Association assumes legal responsibility for their communications.

### **Section 4. Superintendent Meetings**

The Superintendent and/or their designee(s) and the Association may meet at times convenient to both parties for the purpose of resolving problems that may arise which could affect the administration of the contract. These meetings are not intended to bypass the negotiations or grievance procedures or assume the responsibility of the Executive Council. Either party may initiate the meetings and ample time shall be provided for exchange of agenda items.

### **Section 5. Association Leave**

In the event that the Association desires to send representatives to local, State or National conferences or on other business pertinent to Association affairs in conducting its business as negotiating agent for employees, these representatives may be excused without loss of salary or loss of personal leave days provided the Association reimburses the District for the cost of substitutes for such days and further provided that the frequency of such leaves in no way impairs the quality of classroom instruction and that written requests for leaves have been approved by the Superintendent.

**Section 6. President Leave**

The Association President or designee shall be allowed to be absent from their teaching duty for the purpose of conducting business of the Association providing that approval from the building principal was received. In addition, the President and the Superintendent or designee shall meet before the school year to discuss job assignment and a work schedule that provides the President release-time for the purpose of conducting business of the Association in the following amounts:

Elementary School: Approximately 50% of each school day.

Middle School: Approximately 50% of each school day.

High School: Approximately 50% of each school day.

In all cases, every attempt will be made to make the release time consecutive. Additionally, the Association President will not be responsible for any additional duties. If the need for additional release time is identified by the President or designee and the Superintendent or designee, both parties will collaboratively determine the appropriate amount of release-time. When a decision cannot be mutually agreed upon, the Superintendent will make the final determination. The Association shall reimburse the Board in an amount equal to fifty percent (50%) of the replacement cost at the BA+0 negotiated rate of pay.

**Section 7. Contract Printing**

Copies of the ratified and executed Agreement shall be posted on the staff resources page of the District's website. In addition, the administration will provide a space in each building where one hard copy of the Agreement shall be available for inspection in each building of the District.

**Section 8. Teacher Institute Participation**

During an institute day prior to the start of school, the Association shall be given sixty (60) minutes of general assembly time to conduct Association business. The Superintendent shall determine the exact time after a discussion with the Association President.

**ARTICLE IV: (THIS ARTICLE HAS BEEN DELETED)**

**This page intentionally left blank.**

## **ARTICLE V: GRIEVANCE PROCEDURE**

### **Section 1. Definitions**

Grievance: A grievance shall mean only a complaint by an employee that there has been alleged violation of any of the specific provisions of the Agreement and that such grievance must be filed thirty (30) days from the time of the occurrence of the event complained of, and further, every employee covered by this Agreement shall have the right to present grievances in accordance with these following procedures. The written information contained in the filed grievance shall include:

- A. a description of the specific grounds of the grievance, including names, dates, and places necessary for a complete understanding of the grievance;
- B. a listing of the provisions of this Agreement which are alleged to have been violated, or misapplied;
- C. a listing of specific actions requested of the administration, which will remedy the grievance.

Days: As used in this Article V, the term “days” shall mean school days, except during summer recess, when it shall mean days on which the District office is open.

### **Section 2. Procedure**

The failure of an employee or the Association to act within the time limits will act as a bar to any further appeal except on the issue of timeliness and an administrator's failure to render a decision or meet within the time limits set forth shall permit the employee(s) to proceed to the next step. Time limits may be extended only by mutual agreement.

Before a grievance is filed, a sincere attempt should be made to resolve any difference informally between the aggrieved and the principal or whomever the grievance is against. At this meeting, the Association is entitled to be present if requested by the employee(s).

**Section 3. First Stage**

The filing of the grievance at the first stage must be within thirty (30) days of the occurrence of the grievance.

The meeting with the principal, or the appropriate District representative will take place within ten (10) days after the receipt of the written grievance. The principal or appropriate District representative, who has authority to make a decision on the grievance, shall make such decision and communicate it in writing within ten (10) days after the meeting, to the teacher, Superintendent, and the Grievance Committee Chairperson.

**Section 4. Second Stage**

In the event the grievance has not been satisfactorily resolved at the first stage, the aggrieved employee or their Association designee will file within ten (10) days of the receipt of the principal's written decision or answer at the first stage a letter to the Superintendent requesting a meeting.

Within ten (10) days after such written grievance is received by the Superintendent, the aggrieved, the Association President, the principal, and/or the Superintendent and/or his designee, will meet to resolve the grievance. The Superintendent will file an answer within ten (10) days of the second stage grievance meeting and communicate it in writing to the employee, principal, Association President, and Grievance Committee Chairperson.

**Section 5. Third Stage**

If the grievance is not resolved satisfactorily to the Association and the grievant after the second stage, there shall be a third step of impartial binding arbitration. The Association may submit in writing, within thirty (30) days of the Superintendent's decision, a request to enter into such arbitration.

The Federal Mediation and Conciliation Service will act as the administrator of the proceedings and the parties shall select an arbitrator in accordance with its rules.

All expenses incurred shall be shared equally by the Board and the Association. It is understood that such expenses will be limited to the arbitrator's fee. Any legal expenses incurred should be paid for by the party engaging the legal counsel. Each party shall pay for their own expenses as they occur.

**Section 6. Bypass to Arbitration**

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



**Section 7. Association Participation - Employee Represented**

The Board acknowledges the right of the Association's local grievance representative to participate in the processing of a grievance.

**Section 8. Released Time**

When the investigation or processing of any grievance requires that an employee or an Association representative be released from their regular assignment, the employee or Association representative shall be released without loss of pay or benefits. Such release of time shall have the approval of the Superintendent.

**Section 9. Filing of Materials**

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

**Section 10. Class Grievance**

A class grievance involving two or more employees may be initially filed by the employees or the Association upon approval of the involved employees beginning at the second stage.

**Section 11. Grievance Withdrawal**

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

**Section 12. Arbitrator's Powers**

Insofar as such arbitration is limited solely and simply to interpretation and implementation of the terms of this contract, both parties agree to abide by the results of the findings of the arbitrator. The arbitrator shall not have the power to add to, subtract from, alter, or modify in any way, any of the terms or conditions of this Agreement. It shall be the function of the arbitrator and they shall be empowered, except as their powers are limited below, after due investigation, to make decisions in cases of alleged violation of the specific Articles and Sections of the Agreement.

The arbitrator shall have no power to rule on any of the following:

- A. the termination of services or failure to re-employ any probationary employee;
- or
- B. any matter involving the results of employee evaluation.

The arbitrator shall have no power to change any practice, policy, or rule of the Board. The arbitrator's powers shall be limited to deciding whether the Board has violated the expressed Articles or Sections of the Agreement and they shall not imply obligations and conditions binding upon the Board from the Agreement, it

being understood that any matter not specifically set forth herein remains in the reserved rights of the Board.

All claims for back wages shall be limited to the amount of wages that an employee would have otherwise earned, less any unemployment payments.

## **ARTICLE VI: EMPLOYEE RIGHTS**

### **Section 1. Personnel File**

Each employee shall have the right upon request, within three (3) days notice, to review the contents of their personnel file. A representative of the Association may, at the employee's request, accompany the employee in this review, which shall be during regular office hours and with an administrator or designee present. Materials that an employee shall not be permitted to review shall be those specified in Section 10 of the *Illinois Personnel Record Review Act* or a successor statute.

The employee shall be made aware of and have the right to answer any material placed in their file. Their answer shall be submitted to the Superintendent, where it shall be placed in the file.

### **Section 2. Employee Discipline**

Tenured certified employees shall not be suspended (with or without pay) from their basic contractual teaching relationship with the Board, receive a written reprimand or receive an oral reprimand, which is documented, except for just cause. Non-probationary classified employees shall not be suspended (with or without pay), receive a written or oral reprimand, which is documented, except for just cause. This protection does not apply to the removal of such an employee from an extra duty assignment. The Association will advise tenured certified employees and non-probationary classified employees of their options under the contract, School Code, or other applicable courses of remedy and encourage the use of one of these options. Nothing in this Section prohibits the administration from placing an employee on paid administrative leave pending investigation. Notwithstanding the foregoing, all classified employees that begin employment after July 1, 2022, shall have a one calendar year probationary period and may be dismissed at the discretion of the Board at any time prior to commencing the second year of employment.

### **Section 3. Right to Association Representative**

When an employee is required to appear before the administration and/or Board regarding the discipline or dismissal of the employee, the employee shall be given advance notice of the purpose of the meeting in writing and be entitled to have a representative of the Association present who will not suffer loss of pay.

## **ARTICLE VII: PAYROLL DEDUCTIONS**

### **Section 1. Association Dues**

Any employee who is a member of the Association or who has applied for membership may sign and deliver to the Association an assignment authorizing deductions of membership dues in the Association, including the I.E.A. and the N.E.A. Employee requests to authorize, revoke, cancel, or change authorizations for payroll dues deductions shall be directed to the Association and the Association shall be responsible for processing and providing proper requests to the Board. Based on the representations made by the Association, the Board shall make payroll deductions of union dues, initiation fees, assessments, and other payments for the Association in accordance with the terms of the employee's written authorization, which the Association shall provide to the Board. If the requests are not provided to the Board, the Board shall rely on the information provided by the Association regarding whether deductions for the Association were properly authorized, revoked, canceled, or changed. Such authorization shall continue in effect from year to year unless revoked in writing between June 1 and September 1 of any year. Pursuant to such authorization, the Board shall deduct one eighteenth (1/18) of such dues from a regular salary check of the employee for nine (9) months, beginning in October and ending in June of each year as long as the authorizations are submitted to the Board no later than September 1 of the school year the deductions are to be made. Deductions for employees employed after the commencement of the school year shall be appropriately prorated to complete payments by the following June.

#### **Indemnification**

The Association agrees to indemnify and hold the Board, its members, officers, agents, and employees harmless from and against any and all claims, demands, actions, suits, orders, judgments, or other forms of liability, monetary or otherwise, brought or issued against the Board and for all legal costs that may arise out of or by reason of any action taken or not taken by the Board for the purpose of complying with the above provision of this section or in reliance on any, authorization, list, notice, certification, affidavit, assignment, or information furnished under such provision.

### **Section 2. Credit Union, Annuity, or Tax Shelter**

Payroll deductions may be made for the credit union, annuity, tax shelter, or educational foundations. Deductions will be made upon written application. Deductions must be in five dollar (\$5.00) units. A person may withdraw at any time, but cannot re-enter until the next school year.

### **Section 3. Insurance Premiums**

Insurance premiums shall be deducted on a pretax basis through a Section 125 Premium Only Plan that is established and maintained by the District.

**Section 4. Dependent Insurance**

Payroll deductions will be made for dependent insurance coverage upon an approved application in accordance with the insurance carrier's procedures.

**Section 5. Pay Dates**

Pay days shall be the 15<sup>th</sup> and the 30<sup>th</sup>, or last day of February, beginning September 15. If a regular pay date falls on a day when school is not in session, employees shall receive their checks on the last work day prior to the 15<sup>th</sup> and 30<sup>th</sup>. During spring and winter vacations, checks will be delivered as soon as possible, but no later than the last working day of the District Business Office.

During summer vacation, checks will be mailed so that they reach employees on the appropriate pay day for those employees who have not elected to receive pay via direct deposit.

**Section 6. Number of Paychecks**

Employees will receive their paycheck on a twelve (12) month basis (twenty-four (24) equal gross pay installments). The District will provide employees with a separate accounting for payments made in addition to their regular salary. Starting with the 2022-2023 school year, TRS deductions (certified employees only) for creditable earnings will occur starting on the first payroll in September and continue through the last payroll in June of each school year. Paychecks during July and August will not have a TRS deduction.

## **ARTICLE VIII: SENIORITY LIST**

### **Section 1. Attrition**

When the Board deems it necessary to reduce the number of certified employees in the District because of reasons such as declining enrollments, inadequate finances, and/or the elimination of programs or consolidation, every effort will be made to make reductions through attrition.

### **Section 2. Notification**

The Superintendent, or designee, shall provide the “honorable dismissal list”, as defined by PA 097-0008 (SB7), as well as a notification as to the possible reduction in force to the Association President 75 days prior to the end of the school year. Any final notification of a reduction in force will occur 45 calendar days prior to the end of the school year.

### **Section 3. Seniority**

If two or more certified employees otherwise have equal seniority based on their length of continuous service in the District, as outlined in Section 24-12 of the *Illinois School Code*, and one or more is to be honorably dismissed, seniority order shall be determined by, in order:

- A. Date of the official Board action of employment of the employee;
- B. Highest degree earned;
- C. Most credit hours beyond the highest degree applicable to the lanes; (certified employees only)
- D. Date and time stamp upon the receipt of their letter of acceptance;
- E. Any further ties to be determined by the drawing of lots with the affected certified employees and the Association President being present.

Note: Seniority is earned and accrued during sick leave, FMLA, and Board approved leaves of absence.

### **Section 4. Seniority List**

By February 1 annually, the Board will publish a seniority list which is prepared according to the provisions herein. This list will be given to the President of the Association and posted in each building or electronically in a secure location. The list will include the employee’s responsibility to respond to any discrepancies. Each employee shall have thirty (30) calendar days thereafter to file written objection to their ranking. An employee’s failure to make a timely objection shall be deemed an acceptance of the ranking, and the certified employee cannot thereafter challenge their seniority until the following year.

**Section 5a. Reduction in Force (Custodians)**

In the event the Board determines the need for a Reduction in Force (RIF), the administration shall meet with the Association to discuss the following:

- A. Reasons for the need to have a RIF
- B. Verification of seniority list
- C. Verification of RIF and recall procedures

Reduction in Force Recall Procedures:

- A. Custodians shall be laid off in the inverse order of their seniority by position or job category.
- B. If the Board has any vacancies for the following school term or within one calendar year from the beginning of the following school term, the position thereby becoming available within a specific category of position shall be tendered to the employees so removed or dismissed from that category of position, so far as they are qualified to hold such positions.
- C. Custodians shall be called back to work according to their placement on the Custodian Recall Seniority list.
- D. Custodians on layoff, who have been offered reemployment for the position which they had been laid off and have declined, shall be removed from the Custodian Recall Seniority list.
- E. The District shall not employ any non-District applicants to fill any vacant full-time or part-time positions in the category of position subject to layoff unless all qualified bargaining unit Custodians on the recall list have been reinstated to the vacant position or declined reinstatement to the vacancy.
- F. Seniority shall be tracked separately by the following custodian groups and include length of continuous service as a district employee.
  - a. Head Custodian
  - b. Custodian
- G. In the event district seniority is equal between employees the following procedures will be followed:
  - a. Highest degree earned
  - b. Previous work experience in the District
  - c. Date and time stamp upon the receipt of their letter of acceptance

Nothing in the Article or any part of this Agreement is intended to restrict the sole authority of the Board to determine the financial necessity of service reduction, the form of the reduction, and the duration of the layoff.

**Section 5b. Reduction in Force (Classified Nurses)**

In the event the Board determines the need for a Reduction in Force (RIF), the administration shall meet with the Association to discuss the following:

- A. Reasons for the need to have a RIF
- B. Verification of seniority list
- C. Verification of RIF and recall procedures

Reduction in Force Recall Procedures:

- A. Nurses shall be laid off in the inverse order of their seniority by position or job category.
- B. If the Board has any vacancies for the following school term or within one calendar year from the beginning of the following school term, the position thereby becoming available within a specific category of position shall be tendered to the employees so removed or dismissed from that category of position, so far as they are qualified to hold such positions.
- C. Nurses shall be called back to work according to their placement on the Nurse Recall Seniority list.
- D. Nurses on layoff, who have been offered reemployment for the position which they had been laid off and have declined, shall be removed from the Nurse Recall Seniority list.
- E. The District shall not employ any non-District applicants to fill any vacant full-time or part-time positions in the category of position subject to layoff unless all qualified bargaining unit Nurses on the recall list have been reinstated to the vacant position or declined reinstatement to the vacancy.
- F. In the event district seniority is equal between employees the following procedures will be followed:
  - a. Highest degree earned
  - b. Previous work experience in the District
  - c. Date and time stamp upon the receipt of their letter of acceptance

Nothing in the Article or any part of this Agreement is intended to restrict the sole authority of the Board to determine the financial necessity of service reduction, the form of the reduction, and the duration of the layoff.

**Section 5c. Reduction in Force (Paraprofessionals)**

In the event the Board determines the need for a Reduction in Force (RIF), the administration shall meet with the Association to discuss the following:

- A. Reasons for the need to have a RIF
- B. Verification of seniority list
- C. Verification of RIF and recall procedures

Reduction in Force Recall Procedures:



- A. Employees shall be laid off in the inverse order of their seniority by position or job category.
- B. If the Board has any vacancies for the following school term or within one calendar year from the beginning of the following school term, the position thereby becoming available within a specific category of position shall be tendered to the employees so removed or dismissed from that category of position, so far as they are qualified to hold such positions.
- C. Employees shall be called back to work according to their placement on the Employee Recall Seniority list.
- D. Paraprofessionals on layoff, who have been offered reemployment for the position which they had been laid off and have declined, shall be removed from the Paraprofessional Recall Seniority list.
- E. The District shall not employ any non-district applicants to fill any vacant full-time or part-time positions in the category of position subject to layoff unless all qualified bargaining unit employees on the recall list have been reinstated to the vacant position or declined reinstatement to the vacancy.
- F. Seniority shall be tracked separately by the following groups and include length of continuous service as a district employee.
  - a. Library paraprofessionals
  - b. Classroom, 1:1, and instructional paraprofessionals
- G. In the event district seniority is equal between employees the following procedures will be followed:
  - a. Highest degree earned
  - b. Previous work experience in the District
  - c. Date and time stamp upon the receipt of their letter of acceptance

Nothing in the Article or any part of this Agreement is intended to restrict the sole authority of the Board to determine the financial necessity of service reduction, the form of the reduction, and the duration of the layoff.

**Section 5d. Reduction in Force (Building Administrative Assistants)**

In the event the Board determines the need for a Reduction in Force (RIF), the administration shall meet with the Association to discuss the following:

- A. Reasons for the need to have a RIF
- B. Verification of seniority list
- C. Verification of RIF and recall procedures

Reduction in Force Recall Procedures:

- A. Employees shall be laid off in the inverse order of their seniority by position or job category.
- B. If the Board has any vacancies for the following school term or within one calendar year from the beginning of the following school term, the position thereby becoming available within a specific category of position shall be tendered to the employees so removed or dismissed from that category of position, so far as they are qualified to hold such positions.
- C. Employees shall be called back to work according to their placement on the Employee Recall Seniority list.
- D. Secretaries on layoff, who have been offered reemployment for the position which they had been laid off and have declined, shall be removed from the Secretary Recall Seniority list.
- E. The District shall not employ any non-district applicants to fill any vacant full-time or part-time positions in the category of position subject to layoff unless all qualified bargaining unit employees on the recall list have been reinstated to the vacant position or declined reinstatement to the vacancy.
- F. Seniority shall be tracked separately by the following groups and include length of continuous service as a district employee.
  - a. Principal building administrative assistant
  - b. Clerical building administrative assistant
  - c. Office aide
- G. In the event district seniority is equal between employees the following procedures will be followed:
  - a. Highest degree earned
  - b. Previous work experience in the District
  - c. Date and time stamp upon the receipt of their letter of acceptance

Nothing in the Article or any part of this Agreement is intended to restrict the sole authority of the Board to determine the financial necessity of service reduction, the form of the reduction, and the duration of the layoff

## **Section 6. Employment Dates**

The date of employment shall be the date of the official Board action taken on the employment of the employee. In cases where there has been a disruption of service by the employee, the most recent date of re-employment shall be used.

## **ARTICLE IX: WORKING CONDITIONS (Certified)**

### **Section 1. Conferences, Clinics, Conventions, and Co-Curricular Activities**

An employee may be granted release time from school to attend educational conferences, clinics, conventions, or co-curricular activities of which they are involved by the principal and District approval. The admission costs, travel, and fees to conferences, clinics, conventions, and co-curricular activities may be paid by the District based on annual budgetary constraints.

### **Section 2. Duty Free Lunch**

Employees shall have a duty-free uninterrupted lunch period equal to the school lunch period but not less than thirty minutes as required by Section 24-9 of *Illinois State School Code*.

### **Section 3. AM/PM Supervision**

Certified employees shall be assigned to before or after school supervision duty during the teacher's workday on an equitable basis with no additional compensation. These duties shall not generally exceed fifteen (15) minutes in duration except in the case of an emergency. Duties will be distributed equitably within each building. The Association and the district recognize that identical duty schedules across buildings is not possible.

### **Section 4. School Calendar**

Unused emergency days shall not become workdays.

No later than January, the Superintendent and/or designee(s) shall meet with a committee of employees and the President or designee to discuss the calendar for the coming year.

The School Calendar shall consist of one hundred eighty two (182) days, which includes a minimum of five (5) teacher institute days.

The Board continues to possess the ability to approve a non-traditional calendar. This could include, but is not limited to, a calendar that expands into the summer months, does not follow a five (5) day school week, and/or can be designed to meet the individual needs of students. A committee will convene during the 2022-2023 school year and bring forward a recommendation.

## **Section 5. New Certified Staff Training**

All first and second year certified staff are required to participate in the following training:

- First year certified staff shall be required to participate in three days of additional training to be completed prior to the first day of student attendance. Furthermore, first year certified staff will be required to participate in up to six (6) two-hour sessions of additional training to be completed outside of the contractual day. Each training session will be followed by a meeting with a building administrator when applicable.
- Second year certified staff will be required to participate in up to four (4) two hours sessions of additional training to be completed outside of the contractual day.

The dates of training will be provided to all first and second year certified staff within the first two weeks of the school year. All attendance conflicts must be communicated in advance, in writing, to the Superintendent or designee for approval.

## **Section 6. Summer School, Extended School Year, and Summer Diagnostics**

Certified staff members of District 115 shall have the opportunity to apply online for teaching positions in any summer school program including summer school, extended school year, and summer diagnostics following the guidelines established in Article X, section 3 regarding vacancies. The exception shall be when no certified staff member is qualified to provide a special skill or talent needed in the summer school. Summer certified staff will be paid at the Teaching and Learning rate per hour. Summer certified staff that perform diagnostic services will be paid at the Summer School Diagnostic rate. Summer certified staff are expected to report to their buildings a minimum of fifteen (15) minutes prior to the student day and remain a minimum of fifteen (15) minutes after the student day. Summer certified staff will be notified of their assignments prior to the Board's approval for hire. Assignments are subject to change based on final student enrollment. Positions will be finalized no later than a week prior to the start date of the program.

## **Section 7. Work Day and Certified Staff Meetings**

The Board shall not increase the length of the certified staff members' regular workday without notice to the Association and negotiations with the Association.

### **A. Work Day**

- a. Certified staff will be expected to work a professional workweek. A professional workweek is 40-hours during a normal 5-day workweek. This workweek includes a thirty-minute unpaid duty free lunch daily, as well as time required at the beginning and end of the school day. Staff shall report to their buildings 15 minutes

prior to the student day and remain 15 minutes after the student day.

- i. Time not defined in the 15 minutes before and after the student day and staff meetings, shall be used in a flexible manner to attend to professional responsibilities.
- b. The District and the Association recognize that dual modality instruction can present unique challenges. This form of instruction will continue to be an option, but not a required method of instruction.

#### B. Certified Staff Meetings

- a. Staff will be expected to actively participate in monthly meetings not to exceed three (3) hours a month and not more than one (1) hour consecutively.
- b. Monthly meeting calendars and general meeting topics will be communicated at least one week in advance of the first meeting of the month unless an emergency circumstance arises. This responsibility is above and beyond the daily required 15 minutes before or after the certified staff members' workday. Certified staff members not in attendance will be responsible for the content of the meeting.
- c. Meeting time may be used for faculty meetings, professional development related to building and/or district initiatives, School Improvement initiatives, PLC/BLC meetings, and/or department/grade level meetings.

### **Section 8. District Level Committees**

All District 115 certified staff members are encouraged to participate in committees that contribute to teaching and learning in the district. Members of the Bargaining Unit who serve on district level committees which meet outside of the school day to study, plan, or monitor changes in curriculum, instruction, or programs will be compensated for these additional responsibilities as identified below. Participation on district and building level committees will be considered to be a professional choice and recognized as a valuable contribution to the education process.

***Tiered Model of Compensation for identified District Level Committees which meet outside of the school day during the School Year\*:***

- Tier I - \$900
- Tier II - \$500
- Tier III - \$275

Tier IV - \$175

Tier V - \$75

\*School year is equivalent to the 182-day school calendar year.

Please refer to the Committee Stipend List on the website for placement of the District Level Committees. If additional committees are developed throughout the year, the Committee Stipend List may be amended.

Bargaining Unit Members who participate in compensated district level committee work must notify their direct supervisor of their committee involvement. Membership and authorization for annual compensation for district level committees shall be given by the authorizing administrator. In order to receive full compensation, members must participate in a minimum of 85% of the meetings scheduled. Staff with less than 85% participation will receive a reduced rate based on their individual percentage of participation. Reductions in compensation may occur if members do not fulfill their committee obligations. Payment will be received in a lump sum payment no later than June 30 of the school year in which the committee work was completed.

Additional work outside of meetings may be required during the school year. If additional work during the summer is requested by district administration, the teacher shall receive an hourly rate equal to the Teaching and Learning rate of pay.

No committee pay shall be awarded to an individual if the payment results in an additional TRS payment by the Board.

The District Administration and the Association shall annually review the placement and priorities of any new committees to the appropriate tier. Additionally, the District Administration and the Association will review the committees and their workload from the previous school year to determine if the current tier assignment needs to be adjusted. Prior to serving on the committee, certified staff will be notified if it is a compensated committee as well as the tier level for compensation. Placement of committees into tiers shall occur within the first two weeks of the beginning of the school year. If the committee is created after this timeframe, the placement into a tier shall occur simultaneously in the creation of said committee.

During the 2022-2023 school year, an equity committee will be formed (Tier 1).

## **Section 9. Evaluation**

Each year an Association and Administration evaluation committee shall convene. This committee shall include the Superintendent or designee, Association President or designee, an employee from each building, and at least one (1) principal from the District. The committee may make recommendations for any necessary changes. These plan changes shall be incorporated by mutual agreement of the Association and Administration. This committee shall also review any concerns (not outcomes) regarding the evaluation procedure.

Formal and informal observations will not occur the day before an extended break or vacation.

Formal and informal observations should take place within their primary job responsibilities and duties. Job performance related concerns should be communicated within a reasonable timeframe.

#### **Section 10. Extra Duty Pay Dates**

Internal sub, ticket taking, tutoring, scoring, and other such extra-duty assignments (as directed by the administration) shall be paid on the second (2nd) pay day following submission by employee.

#### **Section 11. Physical Moves**

No certified staff will be required to pack and move any material, supplies, or equipment, from their classroom, other than their own personal items.

Any EC-6 certified staff who is required to change rooms 21 calendar days or less prior to the start of student attendance will be compensated with one (1) day of substitute pay for packing and unpacking of their room.

#### **Section 12. Parent Conferences and Curriculum Night**

Parent-Teacher Conferences are a professional expectation of all certified staff members (full-time and part-time) and shall be scheduled on the same day at each attendance center within the District.

Curriculum night is also a professional expectation of all certified staff members (full-time and part-time). A certified staff member that is split between buildings will receive a schedule from their building administrator(s) that distributes time equitably based on teaching responsibilities at each building. When conferences involve an extended workday, compensatory time shall be given the day immediately following the extended workday.

**Section 13. Class Size**

- A. Each building principal shall meet with the Association building representative(s) by May 15 to review projected enrollments and staffing needs for the coming year. During this meeting, certified staff representatives may identify any areas of concern about student learning due to the size of the class or the particular student population and make recommendations to their building principal.

During the school year, any certified staff whose class size or population causes them concern that quality education is at risk shall submit a written request to the building principal and Superintendent or designee. The request may include provision of an aide. The building principal shall hold a meeting and respond to the request in writing within ten (10) working days of receipt of the request and send a copy of the request and response to the Superintendent or designee.

Elementary Electives (specials/exploratory): Elementary electives will be staffed based on sections using the following guidelines:

Approximate period length in minutes	Maximum number of daily sections	Maximum number of weekly sections	Maximum number of sections on a 4 day rotation
45	7	35	28
30	11	55	44

- B. Prior to assigning an exploratory teacher to travel, all possible effort will be made to maximize the teacher’s load within the home building. Internal travel time/transition time will be incorporated in between each class when possible.
- C. Teachers shall not be required to regularly teach a combined section or class. Each class will be considered a section. Exploratory teachers will not be required to teach multiple grade levels simultaneously. Splitting an elective section to accommodate a teacher absence due to a shortage of substitutes should be a rare occasion and on such occasions the certified staff member will be compensated at the Teaching and Learning rate per day. Combining multiple grade level classes should only occur when the instructional plan is designed intentionally.



**Section 14. Planning Periods within the Workday**

A certified employee’s plan period is instrumental in planning for student success. The Association and the Board both recognize that a variety of certified employees meetings are a necessary component to improve student success. Both recognize that if such meetings become excessive, they may infringe on the time needed to properly plan for the class(es). When a certified employee’s plan time has been excessively replaced by meetings, the certified employee will contact the Building Administration or designee to seek a resolution. If a resolution cannot be reached, the certified employee may contact their Association Building Representative to assist in the problem-solving.

A. High School Certified Employees. The normal teaching load for a teacher assigned to the high school and freshman academy shall not exceed 1,504 total minutes inclusive of student contact time, student support time, and duty as defined below. Student support time which may include, but not limited to, ACCESS, advisory, testing center, office hours, and/or tutoring center.

High School Certified Employee Work Schedule (not otherwise defined in a different Article or Section)				
Student Contact (Instructional Time)	Student Support Time (Advisory)	Duty	Work Day Collaboration Time	Prep Time
Not to exceed 1150 per week	Not to exceed 240 per week	Not to exceed 114 per week	Not to exceed 90 minutes per week	Minimum of 340 minutes per week
Total minutes with students:	Not to exceed 1504 (Instructional Time, Student Support Time, Advisory, and Duty)			

The student support period expectations of the employee includes: monitoring student grades, goal conferencing with students, providing additional student support in the employee’s content area, or facilitate district created materials which will be provided to the employee.

If required to teach more than 1.0 FTE per day, for a complete semester, a certified employee shall be compensated at one-tenth (1/10) of their salary per semester. This would be equal to one-fifth (1/5) of their salary for a full year course. A semester is defined as approximately ninety (90) days. Two (2) semesters would equal a one (1) year course.

B. Middle School Certified Employees. The normal teaching load in the middle school shall not exceed 1,260 minutes and a student support period, such as Advisory. Student support period expectations of the certified employee includes: monitoring student grades, goal conferencing with students, providing additional student support in the certified employee’s content area, or facilitating district created materials, which will be provided to the certified employee. Full-time middle school certified employees will be provided with no less than 252 minutes per week of plan time.

Middle School Certified Employee Work Schedule (not otherwise defined in a different Article or Section)			
Student Contact /Instructional time	Advisory Time	Work Day Collaboration Time Team Time	Prep Time
Not to exceed 1260 minutes per week	Not to exceed 135 minutes per week	Not to exceed 168 minutes per week	Minimum of 252 minutes per week

If required to teach more than 1.0 FTE per day, for a complete semester, a certified employee shall be compensated at one-tenth (1/10) of their salary per semester. This would be equal to one-fifth (1/5) of their salary for a full year course. A semester is defined as approximately ninety (90) days. Two (2) semesters would equal a one (1) year course.

C. Elementary School Certified Employees (K-6). Elementary school positions vary in regards to schedules and job descriptions. However, in an attempt to maintain reasonable equity amongst positions, student contact will be approximately 312 minutes per day for full-time elementary school employees. For full-time positions not adhering to specific class schedules, student contact time is expected to be maintained at approximately 312 minutes per day.

Full-time elementary school certified employees shall be provided with no less than 300 minutes of preparation time for a normal five (5) day workweek. The administration will attempt to schedule the preparation time for classroom teachers during the time scheduled for specials. Plan time for all certified staff will be in 15 increments or greater, when possible. However, nothing in this paragraph prohibits the administration from scheduling preparation time during times other than specials.

General Education Classroom	Maximum Number of Contact Minutes with Students Per Day	Minimum Number of Minutes of Plan Time Per Week
K-6 Classroom Teacher	312	300

D. Each classroom will be considered a section. Elective teachers will teach only one (1) section/grade level at a time. In rare occurrences when combining classes is necessary, combined classes exceeding thirty-five students will count as 1.5 sections. Combined classes should be the same grade level. Splitting a special section to accommodate a teacher absence and shortage of substitutes should be a rare occasion and on such occasions will be compensated at the Teaching and Learning rate.

Elementary Electives (specials/exploratory): Elementary electives will be staffed based on sections using the following guidelines:

Approximate period length in minutes	Maximum number of daily sections	Maximum number of weekly sections	Maximum number of sections on a 4 day rotation
45	7	35	28
30	11	55	44

E. Itinerant Teachers. Traveling teachers shall be provided preparation time comparable to that provided to elementary teachers and their travel time shall be counted as student contact time. If teachers are required, due to extenuating circumstances, to travel more than two buildings in one day, the Association President will be notified.

F. Certified School nurses Shall work 183 days:

- a. Each work week, in a standard 5 day work week, shall consist of 2,250 minutes a week
- b. The hours for the seven (7) days will be prior to student attendance days. Nurses will be in their assigned building completing job specific duties to prep for the start of school. The Certified School Nurse shall provide a timesheet describing work performed and will be presented by the certified school nurse for approval.
- c. Of which a maximum of two days will be Institute days during the school year, which may include: work-time at buildings, attend job training, be

released with district approval for out-of-district training, and attend meetings with their supervisors.

- d. The hours for the 7 days prior to the certified contract shall be arranged through the building principals responsible for the work.
- e. Certified School Nurses are entitled to a 30 minute duty free lunch

Certified School Nurses		
Five (5) Day Work Week	Annual Work Days	Duty Free Lunch
2,250 minutes	183	30 minutes per day

**Section 15. Unsafe and Hazardous Conditions**

Employees who encounter conditions, which are likely to endanger the health or safety of employees or students or interfere with the student’s educational process, shall promptly report the condition to their building principal. The building principal shall promptly investigate or cause to be investigated the condition giving rise to the report.

The District will provide training relevant to job responsibilities, which will include the guidance needed to safely perform job functions. Additionally, the District will annually review building or District safety and security procedures.

**Section 16. Waivers**

The Association shall be provided copies of any request for waivers involving the *School Code* at least three (3) days prior to the Board meeting at which the waivers will be considered.

**Section 17. Grade Change**

If an administrator changes a teacher’s grade(s), the teacher may appeal the grade change first to the Superintendent and then to the Board.

**Section 18. High School Department and Division Chairs**

Department and Division Chairs are not administrative positions and will remain as members of the Association. The Board and the Association recognize that, while individuals who serve as Department and Division Chairs are included with the Association for the purpose of their traditional teaching duties, that the individual’s supervisory and administrative duties as a Department or Division Chair are excluded from the jurisdiction of the Association. A Department and

Division Chair's supervisory and administrative duties are those obligations not typically held by a teacher, nurse, certified guidance counselor, including but not limited to certified employee responsibility. Department Chairs do not waive their rights to raise contractual concerns to the Association arising out of their participation in administrative duties traditional teaching duties, but they can do so only in their capacity as a teacher. When functioning as a teacher, Department and Division Chairs receive the full protection of the collective bargaining agreement. Furthermore, although Department and Division Chairs perform duties similar to administrators, they do not possess administrative authority.

All Department and Division Chairs must meet the evaluation training requirements, as defined in the *Illinois School Code*, prior to conducting any teacher evaluation. Department and Division Chairs, with the exception of Special Education, will continue to have teaching responsibilities, which will be determined by the size of the department and District initiatives that directly affect the department. In the event that the Special Education Department Chair is needed to fulfill teaching responsibilities, the President of the Association and the Superintendent or designee will collaboratively determine the appropriate amount of teaching responsibilities. Those responsibilities will not exceed responsibilities comparative to other departments. When a decision is not mutually agreed upon, the Superintendent will make the final determination. Department Chairs will not have an assigned teacher duty. Department Chairs will only be involved in the formative evaluation process of department members. Summative evaluation of department members will be the responsibility of the building administration in collaboration with Department Chairs. Department Chairs will be compensated with a co-curricular stipend.

Additional flexible work days will be paid at the teacher's per diem and approved by the Superintendent or designee. The flexible work day pay will be issued on the next payroll cycle after submitting a timesheet.

## **Section 19. Part-Time Certified Employees**

Part-time certified employee's salary includes participation in all Parent-Teacher Conferences, Curriculum Night, Institute Days, and Collaboration Time in their entirety. Part-time teachers will be assigned an AM or PM Supervision Duty. All part-time teachers who are in their first or second year of employment are expected to participate in all New Teacher Training sessions as outlined within the collective bargaining agreement.

All part-time certified employees who have entered into continued contractual service shall receive a pro rata share of fringe benefits based on their fractionalized employment status and health and other insurances are subject to the conditions and parameters as set forth by the insurance carrier.

### **Job Sharing**

The Association and Board recognize the need for a flexible workforce that provides certified employees and the administration the ability to meet the needs

of the staff member and respond to the needs of students and the community. Job share is defined as a voluntary employment arrangement that is approved by the Superintendent or designee, in which two teachers who are employed by the District share one full-time position.

Beginning in the 2023-2024 school year, certified employees interested in job sharing shall first obtain approval by the building principal, then work with the building principal to create a detailed written plan by February 1st of the year preceding the school year for which the job sharing arrangement is requested.

The job sharing plan shall include:

1. Certified Employee responsibilities
2. Schedule of work hours
3. Days in attendance
4. Attendance at staff meetings
5. Student IEP meetings
6. Daily overlap time
7. Other responsibilities

The job share plan will be reviewed by the Superintendent or designee for consideration. Job sharing plans may be granted at the sole discretion of the Superintendent or designee. Administration shall notify applicants two weeks after the first Board of Education meeting in March of the approval or rejection of their plan. If the plan is denied, a written explanation of the details will be given to the applicants.

If the plan is approved, it will be reviewed on a yearly basis as needed. Employees returning from job sharing will retain a full 1.0 certified employee position for which they are qualified unless part-time can be accommodated by the District. Certified employees that no longer want to participate in a job share must notify the district by March 1st. Certified employees working 50% or more will receive one (1) year credit towards vertical step advancement on the salary matrix.

## **Section 20. Teachers on Special Assignment**

Teachers on Special Assignment (TOSA) are not administrative positions and will remain as members of the Yorkville Education Association. TOSAs will not be involved in the evaluation process of teachers. The schedule of a TOSA may be flexible to meet the needs of their assignment and will be reviewed annually. TOSAs may be expected to work fifteen (15) days outside of the regular teacher attendance days. Compensation for additional days will be paid at the teacher's per diem.

The Board and Association recognize that, while individuals who serve as TOSAs are included with the Association, the job description outlines some responsibilities that are administrative in nature. Furthermore, although TOSA's

perform duties similar to administrators, they do not possess administrative authority.

**Section 21. Student Services Department**

Under 23 Illinois Administrative Code 226.735 (Work Load for Special Educators), districts are required to adopt a plan specifying limits on the workload of their special educators as opposed to a caseload. The caseload of special educators and related service providers will not exceed state and federal guidelines at any one time. The workload committee will meet annually, by January 30, to review the workload plan.

During the 2022-2023 school year, District administration will survey all certified special education employees and related service providers in the areas of 1) individualized instruction; 2) consultative services and other collaboration among staff members including Response to Intervention 3) attendance at IEP meetings and other certified conferences; and 4) paperwork and reporting.

The District Administration will create a draft workload plan by June 1, 2023 and present it to the joint workload committee. The workload committee will at a minimum consist of two administrators and two union representatives to participate in the finalization of the workload plan. As a part of the workload plan, each caseload manager will receive one release day per semester. Additional release days will be considered by the administration upon request.

The workload plan will be reviewed by the workload committee on an annual basis prior to January 30 of each year. The below chart reflects sample considerations the workload should consider when creating the annual workload plan.

	Instruction	Consultative Services/ Collaboration	Supervision	Special Education Meetings	Caseload/ Case Management
	Sample Considerations				

Employment Position	Minutes per week - (possibly distinguish between push-in versus pull-out)	Consultation minutes; Goals; Parent conferences; Weekly department and building meetings; Weekly/ Biweekly PST team; Behavioral and academic consultation with general education and special education staff	Assigned based on contractual guidelines	IEP meetings per student; Parent/teacher conferences; Weekly; department and building meetings; Weekly PST team; Plan/prep (weekly allotted)	Case Management - determine number of students A minimum of 1 IEP per year per case management student; Frequency in which IEP at a Glance shared with general education teachers; Quarterly updates on IEP goal;s Parent invitations; Parent phone calls, emails, and annual parent conferences;
---------------------	---	---	--	--	--

Guidance Counselors will be expected to work up to ten (10) days (middle school counselors) or up to twenty (20) days (high school counselors) outside of regular teacher attendance days. Compensation for additional days will be paid at the counselor's per diem at the next subsequent payroll after submission of a timesheet.

- A. Speech Language Pathologist:
  - a. maximum caseload for a speech-language pathologist shall be sixty (60) students with the exception of cases including STARS/LASP which will be fifty five (55) students or based on overall service minutes.
  - b. Speech-language pathologists will receive two case management (2) paperwork days annually. These days must be requested two weeks prior to the use and the speech-language pathologist must be on site.
  - c. A workload plan will be created in collaboration with the Director and/or Assistant Director of Student Services and reviewed on a bi-yearly basis



- B. Student Services Staff (LBS1)
  - a. Caseloads for Special Education instructors will be established in accordance with state guidelines with considerations made based on the needs of students.
  - b. In the event that an IEP meeting causes an LBS1 teacher to forfeit plan time, the student service staff member will be compensated at the Teaching and Learning Rate of Pay.
  - c. An annual workload plan will be created in collaboration with Superintendent or designee, which includes a process to request support
  
- C. Social Worker Workload
  - a. Each building principal shall meet with the social worker(s) by May 15 to review projected enrollments and workload needs for the coming year. During this meeting, the social worker may identify any area of concern due to the size of their workload and make recommendations to their building principal.

During the school year, any social worker whose workload causes them concern shall make a written request to the building principal and Superintendent or designee. The building principal shall hold a meeting and respond to the recommendation in writing within ten (10) working days of receipt of the request and send a copy of the request and response to the Superintendent or designee.

## **Section 22. Unique Positions**

The Board and the Association agree that throughout the duration of the collective bargaining agreement to have the flexibility to design non-traditional and unique positions that meet the changing needs of the District as necessary. The district administration, collaboratively with the Association president, reserves the right to design work schedules that are flexible, which means that additional duties and responsibilities may not apply.

## ARTICLE IX: WORKING CONDITIONS (Building Administrative Assistants)

### Section 1. Duty Free Lunch

Employees shall have a unpaid duty-free uninterrupted lunch period equal to the school lunch period but not less than thirty (30) minutes.

### Section 2. Work Year

The building administrative assistant work year varies based on position. Please refer to the chart below:

Employee Group	Days Worked	Hours Worked	School Year Institute Days	Sick Days	Personal Days	Vacation Days	Paid Holidays
Principal Building Administrative Assistant (7-12)	260.0	8.0	7.0	12/15	2	10/15/20	14
Registrar	260.0	8.0	7.0	12/15	2	10/15/20	14
Principal Building Administrative Assistant (K-6), Academy	199.0	8.0	6.0	12/15	2	N/A	N/A
Athletic Director Building Administrative Assistant	199.0	8.0	6.0	12/15	2	N/A	N/A
Clerical Building Administrative Assistant (7-12)	194.0	8.0	6.0	12/15	2	N/A	N/A
Clerical Building Administrative Assistant (K-6)	194.0	8.0	6.0	12/15	2	N/A	N/A
Office Assistant	175.0	5.5	1.0	12/15	0	N/A	N/A

Building administrative assistants will be required to participate in all assigned institute day activities and no less than 10 hours of approved professional development activities per semester.

### Section 3. Meetings

- A. Once per quarter, all building administrative assistants will meet with a District designee.
- B. The meeting calendar shall be scheduled prior to the start of the school year.
- C. At least two (2) weeks in advance of the meeting, a flexible agenda will be created, but will generally include:
  - a. Current practices and District initiatives
  - b. Professional Development

- D. Upon the discretion and approval of the Superintendent or designee, office staff shall be allowed to attend professional conferences and pre-approved expenses will be reimbursed.
- E. New and transferred secretarial employees will receive training in their specific positions.

**Section 4. Evaluation**

An Association and administration evaluation committee shall be formed. This committee shall include the Superintendent or designee, YEA President or designee, up to three (3) employees, preferably from each an elementary, Middle School, and High School buildings, and at least one (1) Principal from the District. The committee shall make recommendations for any necessary changes. These changes shall be incorporated by mutual agreement of the Association and Administration. Prior to the beginning the evaluation cycle, employees shall be informed of their evaluator.

## **ARTICLE IX: WORKING CONDITIONS (Custodians)**

### **Section 1. Duty Free Lunch**

Employees shall have a thirty (30) minute duty-free unpaid lunch.

### **Section 2. Work Year**

Employee Group	Days Worked	Hours Worked	Sick Days	Personal Days	Vacation Days	Paid Holidays
Custodian/Floater	260.0	8.0	12/15	2	12/15/20	14
Head Custodian	260.0	9.0	12/15	2	12/15/20	14

### **Section 3. Workday**

The normal workday shall be determined by the Superintendent or designee according to the following classification:

- C. Custodian/Floater: 8.0 hours plus a 30 minute duty free lunch
- D. Head Custodians: 9.0 hours plus a 30 minute duty free lunch
- E. All custodians to have two 15-minute paid breaks

### **Section 4. Personal Protective Equipment**

Employees must wear appropriate District provided personal protective equipment when directed.

### **Section 5. Summer Work**

A summer schedule begins one day after the last regular student attendance day and one week (seven (7) calendar days) prior to students returning to school.

The normal summer workday shall be:

- A. 8.0 hours plus a 30-minute duty free lunch for all custodians
- B. All custodians shall have two 15-minute paid breaks

If a summer schedule shift change is desired by a custodian, the custodian shall make a request for this change in writing to the Superintendent or designee. A response to the change in shift shall be granted in writing no later than two weeks prior to the start of the summer schedule. This change is specific to the summer schedule with an expectation that the custodian will return to their regular shift seven (7) calendar days before the new school year begins.

**Section 6. Evaluation**

An Association and administration evaluation committee shall be formed. This committee shall include the Superintendent or designee, YEA President or designee, up to three (3) employees, preferably from each an Elementary, Middle School, and High School buildings, and at least one (1) Principal from the District. The committee shall make recommendations for any necessary changes. These changes shall be incorporated by mutual agreement of the Association and Administration. Prior to the beginning the evaluation cycle, employees shall be informed of their evaluator.

**Section 7. Overtime**

Each year on July 1, each custodian will be randomly placed on an overtime duty call list at each building as well as a district wide overtime duty call list. These lists will be generated separately and will be used to offer overtime duties based on the criteria listed below.

When overtime is necessary, the overtime will be offered starting with the person at the top of the list.

Custodians will have priority in their assigned building overtime needs. If the building custodians do not accept the overtime duty offered, then the overtime duty will be offered based on the district wide overtime call list.

By September 1 each year, the Superintendent or designee shall implement a process that annually solicits interest from custodians that indicates the desire of the employee to be considered for overtime. Employees that do not indicate they have an interest in overtime will not be offered overtime.

## **ARTICLE IX: WORKING CONDITIONS (Nurses)**

### **Section 1. Duty Free Lunch**

Employees shall have a thirty (30) minute duty-free unpaid lunch period

### **Section 2. Work Year**

Employee Group	Days Worked	Hours Worked	School Year Institute Days	Sick Days	Personal Days	Vacation Days	Paid Holidays
Nurse	183.0	7.5	2.0	12/15	2	N/A	N/A

All nurses shall work 183 days:

- A. Of which seven (7) days will be prior to student attendance days, and nurses will be at their buildings completing job specific duties to prep for the start of school.
- B. Of which a maximum of two (2) days will be Institute days during the school year, which may include: work- time at buildings, attend job trainings, be released with district approval for out-of-district trainings, and attend meetings with their supervisors.
- C. Of which a half-day will be the day after the last day of student attendance.

As a part of their Institute workday, nurses will be allowed to attend Association meetings at the beginning and end of the school year during Institute Days.

### **Section 3. Workweek Hours**

- A. Nurses shall have a normal workday of 7.5 hours plus a 30-minute duty-free unpaid lunch.
- B. Travel time for nurses assigned to more than one building shall count towards workday and workweek hours. If nurses, due to extenuating circumstances, travel to more than two buildings in the day, the Association President will be notified.
- C. Except for extenuating circumstances, nurses shall not be pulled from their regular duties to cover private nursing duties usually covered by an agency. If, under extenuating circumstances a nurse is used to cover a private nursing duty, they will be paid at the private nursing rate, if that is greater than their current hourly rate.

**Section 4. Summer School**

Nurses working in District 115 shall have the first opportunity to apply for summer school nursing positions, for any summer program run by the district. Wages for summer school nurses will be \$45.00 per hour. Summer school nurses will be solely responsible to prep specifically for summer school and will receive no fewer than three (3) paid prep days as requested by each nurse. Additional days may be granted by the District based on any increases in numbers of any summer school programs. Summer school nurses will receive access to any and all district files needed for their prep for summer school.

**Section 5. Nurse Meetings and Collaboration**

- A. Health questions will be directed to the Superintendent or designee.
  - a. Nurses will attend a quarterly meeting with the Superintendent or designee.
  - b. When possible, meetings will be scheduled during normal workdays.
  - c. At least two (2) weeks in advance of the meeting, a flexible agenda will be created.
  
- B. Prior to each school year, during the Institute Days, nurses will receive building plans related but not limited to: field trip protocol, meeting schedules, and nurse office coverage.

**Section 6. Job Description/Duties**

Nurses shall not have any before, during, or after school supervision duties outside of nursing duties.

Nursing duties shall be similar in each building, but may differ based on the age and needs of the students and staff at each building.

Nursing duties shall be assessed and updated by district and building administration to reflect changes in law, needs of students, and role of nurses. Nursing duties shall not be arbitrarily or unreasonably changed. District or building administration shall meet with nurses during the institute days prior to the beginning of school to go over nursing duties per school.

## **ARTICLE IX: WORKING CONDITIONS (Paraprofessionals)**

### **Section 1. Duty Free Lunch**

Employees shall have a unpaid duty-free uninterrupted lunch period equal to the school lunch period but not less than thirty (30) minutes.

<b>Employee Group</b>	<b>Days Worked</b>	<b>Hours Worked</b>	<b>School Year Institute Days</b>	<b>Sick Days</b>	<b>Personal Days</b>
Library Paraprofessional	179.0	7.5	5.5	12/15	2
Instructional Paraprofessional	179.0	7.0	5.5	12/15	2
Classroom Paraprofessional	179.0	7.0	5.5	12/15	2
1:1 Paraprofessional	179.0	7.0	5.5	12/15	2

### **Section 2. Work Year**

As a part of their Institute workday, paraprofessionals will be allowed to attend YEA meetings at the beginning and end of the school year during Institute Days. Paraprofessionals will be required to participate in all assigned institute day activities and no less than 10 hours of approved professional development activities per semester. Library paraprofessionals will receive their schedule no later than two weeks prior to the start of the school year.

### **Section 3. Workday**

All paraprofessionals shall be entitled to two (2) 15-minute breaks. When possible, the two breaks will be scheduled consecutively or one break will be attached to the beginning or end of the lunch period. Paraprofessionals shall be assigned to before or after school supervision duty during the workday on an equitable basis. These duties shall not generally exceed fifteen (15) minutes in duration except in case of emergency.

### **Section 4. Substitute Teaching Responsibilities**

In the event that a paraprofessional is asked to substitute for a certified teaching position, the paraprofessional will earn a stipend of fifty (50) dollars for a full day. Partial day stipends will be calculated at an increase of \$6.50 per hour above the individuals current paraprofessional rate while substitute teaching.



## **ARTICLE X: VACANCIES, TRANSFERS, AND ASSIGNMENTS (Certified)**

### **Section 1. Notification of Assignment**

An employee shall be given written notice of their tentative assignment for the forthcoming year no later than one week prior to the last student attendance day preceding the new school term. Assignment is to include building and level/content. In the event changes in such assignments are needed prior to the final registration date, the certified employee affected shall be notified in writing. In the event that changes in assignment are needed after the final registration date, such notice will be provided to the teacher in person or by telephone and in writing as soon as possible after the administration determines that the change is needed.

If a certified employee is subject to a change in assignment within two weeks prior to the first day of student attendance, a planning meeting with the principal shall be scheduled to discuss the transition to the new assignment. The topics for discussion may include, but are not limited to, compensated time to occur before school starts to prepare for a change in grade level with or without the involvement of other employees, potential release time during institute days, the equitable setup for a new classroom, and physical assistance with moving to a new classroom.

### **Section 2. Voluntary Transfer**

Any certified employee presently on tenure or eligible for continuing contractual status in the coming school term may apply for transfer to another building or position by completing the online application and making a written request to the principal of the building to which the employee desires to be transferred. The written request must be renewed annually before the beginning of the next school year. When a vacancy occurs, the transfer shall be reviewed and the interest and aspirations of the individual employees shall be considered in all transfers. If the employee's request for transfer is rejected, the employee may request a meeting with the Superintendent or designee to discuss the reasons for such rejection.

Transfers shall not be made during the year.

### **Section 3. Vacancy Listing**

Notification of all certified vacancies shall be posted electronically on the District website complete with all prerequisites, qualifications, and duties. When a vacancy for the following school year occurs, a notification email with a link to the online postings to all staff will be sent at least seven (7) calendar days in advance of completing external interviews and permanently filling such vacancies except in the case when an opening occurs three (3) weeks before the beginning of the start of the school year or when an opening occurs during the school year. If extenuating circumstances arise, the Association President will be notified of any action to be taken.

#### **Section 4. Involuntary Transfers**

A transfer which is not requested by the employee or not agreeable to the employee involved shall be considered an involuntary transfer. Considerations for an involuntary transfer include, but are not limited to, student need(s), grade level/team need(s), certification, seniority, prior experience, etc., and subject to the following provisions:

- A. Upon their request, any employee affected by an involuntary transfer shall be released from their contract.
  
- B. Notice of the proposed involuntary transfer shall be given to the employee involved twenty-one (21) calendar days before the effective date of the transfer or, in situations when such advance notice is not possible, notice shall be given when the necessity for such transfer becomes apparent to the Superintendent.
  
- C. An involuntary transfer shall be made only after a meeting, if requested by the employee involved and the Superintendent or designee, at which time the employee will be notified of the reasons for the transfer. Representatives of the Association shall be present if requested. If an employee is transferred two years in a row, the employee shall be given the reason in writing with the notice of involuntary transfer.
  
- D. No employee shall be transferred involuntarily for wholly arbitrary or capricious reasons.

## **ARTICLE X: VACANCIES, TRANSFERS AND ASSIGNMENTS (Building Administrative Assistants)**

### **Section 1. Voluntary Transfer**

Any employee may apply for transfer to another building and/or position by making a written request to the superintendent or designee. The written request must be resubmitted annually. If the building administrative assistant's request for transfer is rejected, the member may request a meeting with the Superintendent or designee to discuss the reasons for such rejection.

### **Section 2. Vacancy Listing**

Notification of all vacancies shall be posted electronically on the District website and a notification emailed with a link to the online postings to all staff at least seven days in advance of the date of permanently filling such vacancy. If extenuating circumstances arise, the Association president will be notified of any action to be taken.

An employee that desires a change in position will complete the online application and make a written request to the building in which the position is available.

### **Section 3. Involuntary Transfers**

A transfer of position, building, or program which is not requested by an employee or not agreeable to by the building administrative assistant involved shall be considered an involuntary transfer. Considerations for an involuntary transfer include, but are not limited to, grade level team district needs, building need(s), seniority, prior experience, etc., and are subject to the following provisions:

- A. Notice of the proposed involuntary transfer shall be given to the building administrative assistant involved twenty-one (21) calendar days before the effective date of the transfer or, in situations when such advance notice is not possible, notice shall be as soon as possible after the necessity for such transfer becomes apparent to the Superintendent.
- B. Within five (5) calendar days of receiving notice of the proposed involuntary transfer, the building administrative assistant may request a meeting with the Superintendent or designee to discuss the reasons for the involuntary transfer. The employee may be accompanied by an Association representative at the meeting. If a employee is involuntarily transferred two years in a row, the building administrative assistant shall be given the reason for the second involuntary transfer in writing with the notice of involuntary transfer.
- C. No employee shall be transferred involuntarily for wholly arbitrary or capricious reasons.

## **ARTICLE X: VACANCIES, TRANSFERS, AND ASSIGNMENTS (Custodians)**

### **Section 1. Voluntary Transfer**

Any custodian may apply for transfer to another building and/or position by making a written request to the superintendent or designee. The written request must be resubmitted annually. If the custodian's request for transfer is rejected, the member may request a meeting with the Superintendent or designee to discuss the reasons for such rejection.

### **Section 2. Vacancy Listing**

Notification of all custodial vacancies shall be posted electronically on the District website and a notification emailed with a link to the online postings to all staff at least seven days in advance of the date of permanently filling such vacancy. If extenuating circumstances arise, the Association president will be notified of any action to be taken.

A custodian that desires a change in position will complete the online application and/or make a written request to the Superintendent or designee in which the position is available.

### **Section 3. Involuntary Transfers**

A transfer of position, building, or program which is not requested by a custodian or not agreeable to by the custodian involved shall be considered an involuntary transfer. Considerations for an involuntary transfer include, but are not limited to, district needs, building need(s), seniority, prior experience, etc., and are subject to the following provisions:

- A. Notice of the proposed involuntary transfer shall be given to the custodian involved twenty-one (21) calendar days before the effective date of the transfer or, in situations when such advance notice is not possible, notice shall be as soon as possible after the necessity for such transfer becomes apparent to the Superintendent.
- B. Within five (5) calendar days of receiving notice of the proposed involuntary transfer, the custodian may request a meeting with the Superintendent or designee to discuss the reasons for the involuntary transfer. The custodian may be accompanied by an Association representative at the meeting. If a custodian is involuntarily transferred between shifts, the custodian shall be given the reason for the involuntary transfer in writing.
- C. No custodian shall be transferred involuntarily for wholly arbitrary or capricious reasons.

## **ARTICLE X: VACANCIES, TRANSFERS AND ASSIGNMENTS (Nurses)**

### **Section 1. Voluntary Transfer**

Any employee may apply for transfer to another building and/or position by making a written request to the superintendent or designee. The written request must be resubmitted annually. If the employee's request for transfer is rejected, the member may request a meeting with the Superintendent or designee to discuss the reasons for such rejection.

### **Section 2. Vacancy Listing**

Notification of all vacancies shall be posted electronically on the District website and a notification emailed with a link to the online postings to all staff at least seven days in advance of the date of permanently filling such vacancy. If extenuating circumstances arise, the Association president will be notified of any action to be taken.

An employee that desires a change in position will complete the online application and make a written request to the building in which the position is available.

### **Section 3. Involuntary Transfers**

A transfer of position, building, or program which is not requested by an employee or not agreeable to by the employee involved shall be considered an involuntary transfer. Considerations for an involuntary transfer include, but are not limited to, district needs, building need(s), seniority, prior experience, etc., and are subject to the following provisions:

- A. Notice of the proposed involuntary transfer shall be given to the employee involved twenty-one (21) calendar days before the effective date of the transfer or, in situations when such advance notice is not possible, notice shall be as soon as possible after the necessity for such transfer becomes apparent to the Superintendent.
- B. Within five (5) calendar days of receiving notice of the proposed involuntary transfer, the employee may request a meeting with the Superintendent or designee to discuss the reasons for the involuntary transfer. The employee may be accompanied by an Association representative at the meeting.
- C. No employee shall be transferred involuntarily for wholly arbitrary or capricious reasons.

## **ARTICLE X: VACANCIES, TRANSFERS AND ASSIGNMENTS (Paraprofessionals)**

### **Section 1. Notification of Assignment**

Any 10-month paraprofessional shall be given written notice of their tentative assignment for the forthcoming year no later than one week prior to the last student attendance day preceding the new school term. The assignment is to include building, level, and program. In the event changes in such assignments are needed prior to the final registration date, the paraprofessional affected shall be notified in writing. In the event that changes in assignment are needed after the final registration date, such notice will be provided to the paraprofessional in person or by telephone and in writing as soon as possible after the administration determines that the change is needed.

### **Section 2. Voluntary Transfer**

Any employee may apply for transfer to another building and/or position by making a written request to the Superintendent or designee. The written request must be resubmitted annually. If the employee's request for transfer is rejected, the member may request a meeting with the Superintendent or designee to discuss the reasons for such rejection.

### **Section 3. Vacancy Listing**

Notification of all vacancies shall be posted electronically on the District website and a notification emailed with a link to the online postings to all staff at least seven days in advance of the date of permanently filling such vacancy. If extenuating circumstances arise, the Association president will be notified of any action to be taken. An employee that desires a change in position will complete the online application and make a written request to the building in which the position is available.

### **Section 4. Involuntary Transfers**

A transfer of position, building, or program which is not requested by a paraprofessional or not agreeable to by the paraprofessional involved shall be considered an involuntary transfer. Considerations for an involuntary transfer include, but are not limited to, grade level team district needs, building need(s), seniority, prior experience, etc., and are subject to the following provisions:

- A. Notice of the proposed involuntary transfer shall be given to the paraprofessional involved twenty-one (21) calendar days before the effective date of the transfer or, in situations when such advance notice is not possible, notice shall be as soon as possible after the necessity for such transfer becomes apparent to the Superintendent.

- B. Within five (5) calendar days of receiving notice of the proposed involuntary transfer, the paraprofessional may request a meeting with the Superintendent or designee to discuss the reasons for the involuntary transfer. The paraprofessional may be accompanied by an Association representative at the meeting. If a paraprofessional is involuntarily transferred two years in a row, the paraprofessional shall be given the reason for the second involuntary transfer in writing with the notice of involuntary transfer.
- C. No paraprofessional shall be transferred involuntarily for wholly arbitrary or capricious reasons.

# ARTICLE XI: LEAVES

## Section 1. Sick Leave (Certified)

- A. Full-time certified employees shall be entitled to a certain number of sick leave days without loss of pay pursuant to a range of continuous years of service in accordance with the following schedule:

<u>Number of Continuous Years of Service</u>	<u>Sick Leave Days as of the start of the year.</u>
1-7 years .....	12
8-14 years .....	15
15-21 years .....	20
22 years or more .....	25

- B. If an employee does not use the full amount of annual sick leave allowed, the unused amount, including leave for the current year, shall accumulate at full pay up to a maximum of four hundred forty (440) days of sick leave.
- C. Sick leave for part-time employees shall be prorated.
- D. Sick leave shall be interpreted to mean personal illness requiring quarantine at home, seeking medical care, or experiencing serious illness in the household of the employee's residence, or in the immediate family.
- ~~E.~~ Immediate family shall be interpreted to mean those residing in the household and spouse, in-laws, fathers, mothers, sisters, brothers, sons, daughters, aunts, uncles, nephews, nieces, grandparents, grandchildren, legal guardians, or stepfamily.
- F. Sick leave may be taken in half-day increments only.

## Section 1. Sick Leave (Classified)

- A. Sick leave shall be interpreted to mean personal illness, seeking medical care, requiring quarantine at home, or due to serious illness in the household of the employee's residence, or in the immediate family.



- a. Immediate family shall be interpreted to mean those residing in the household, spouses, in-laws, fathers, mothers, sisters, brothers, sons, daughters, aunts, uncles, nephews, nieces, grandparents, grandchildren, legal guardians, or stepfamily.
- B. Employees shall be entitled to a certain number of sick leave days without loss of pay pursuant to a range of continuous years of service in accordance with the following schedule:

<b>Number of Continuous Years of Service</b>	<b>Sick Leave Days as of the start of the year.</b>
1-7 years	12
8-14	15
15-21	20
22 or more	25

- C. Any unused sick days from the annual allotment shall roll over to the following year.
- D. Any unused sick days from the annual allotment shall accumulate up to a maximum of two-hundred forty (240) days of sick leave. All unused sick leave will be reported to the Illinois Mutual Retirement Fund (IMRF) system upon separation from the district.
- E. Employees who enter employment with the district during the school year shall receive sick leave on a prorated basis.
- F. Sick leave for part-time employees shall be prorated.
- G. Absence for part of a day for reasons in accordance with the sick provisions shall be charged against accrued sick leave in half-day increments.

**Section 2. Vacation Leave (Classified)**

Twelve-month employees are entitled to an annual allotment of vacation days with pay. Vacation days awarded on July 1 each year must be taken no later than December 31 of the following year. Any earned vacation days not used in the 18-month period described above are forfeited effective January 1.

The following schedule provides for the amount of vacation provided for the specific number of completed years of service in the District:

<b>Number of Continuous Years of Service *</b>	<b>Vacation Days as of the start of the year</b>
1-5	12

6-10	15
11+	20

\* Years of service refers to full consecutive years of employment in the District.

Vacation day requests must receive prior approval of the immediate supervisor. Vacation day requests must be submitted seven (7) days prior to the leave. The Superintendent or designee may waive the seven (7) day period in the event of extenuating circumstances.

As required under Illinois law, employees, who have unused, earned vacation will be paid out for those days at the employees per diem rate when their employment with the District terminates.

**Section 3. Workman's Compensation**

If Workmen's Compensation benefits are applicable, then either Workmen's Compensation or sick leave may be used, but not both.

**Section 4. Personal Leave (Certified)**

Personal leave for full-time professional certified employees shall be granted at two (2) days per school year for the purpose of taking care of personal or family business or a major life event (e.g., graduation, family wedding, activities related to a child's college attendance, birth of a grandchild, or travel related to the same). Employees employed less than full-time are also granted two (2) proportionate days per school year. If a full-time employee uses his or her two (2) days of personal leave to observe the religious tenets of the employee's faith because such observation cannot occur during non-school time, the teacher shall be granted one (1) additional day of personal leave to be used in accordance with the personal leave procedures.

An employee can carry over up to two (2) personal days from the previous year. A maximum of four (4) days may be available to an individual employee in a given school year. At the end of each year, the employee will select the number of unused personal days that will remain as personal days or will be converted to sick days.

**Section 5. Personal Leave Guidelines (Certified)**

In order to insure continuity with ongoing classroom instruction, the following guidelines are to be followed in requesting personal leave days:

- A. A written forty-eight (48) hour notice to the principal is required unless the employee is using a third emergency personal day.
- B. Approval of requests by the principal shall be limited to one (1) personal leave request per the equivalent of ten (10) full time teachers, provided no building shall be allowed less than two (2) approved requests. Approval of requests beyond these limits shall be approved by the Superintendent if a substitute is available.

- C. Traveling, or shared teachers, will be assigned to a specific building for purposes of personal leave.
- D. A personal leave request may not be used the day prior to, or after any vacation period, legal holiday, planned non-attendance day, or on the day of a workshop or in-service training day. Exceptions may be granted by the Superintendent or designee in his or her sole discretion upon written application that sets forth the specific reasons for the request and the necessity to make an exception to the general personal leave requirements. The grant or denial of such request shall be non-precedential.
- E. Lesson plans, seating charts, substitute teacher instructions, a detailed daily schedule, and any other materials needed by a substitute, are to be provided.

**Section 4. Personal Leave (Classified)**

Personal leave for full-time employee shall be granted at two (2) days per school year for the purpose of taking care of personal or family business or a major life event (e.g., graduation, family wedding, activities related to a child's college attendance, birth of a grandchild, or travel related to the same). Employee employed less than full-time are also granted two (2) proportionate days per school year. If an employee uses his or her two (2) days of personal leave to observe the religious tenets of the employee's faith because such observation cannot occur during non-school time, employee shall be granted one (1) additional day of personal leave to be used in accordance with the personal leave procedures. At the end of each year, the unused personal days will be converted to sick days.

In the event of circumstances beyond the employee's control, the employee may request approval for the use of one (1) additional personal leave day by submitting the request on the appropriate form AND providing a reason. This request is not subject to the 48 hour prior notification in cases of extreme emergency. This additional day, if unused, shall not be converted as a sick day the following year.

**Section 5. Personal Leave Guidelines (Classified except Paraprofessionals)**

In order to insure continuity with ongoing classroom instruction, the following guidelines are to be followed in requesting personal leave days:

- A. A written forty-eight (48) hour notice to the principal is required unless the employee is using a third emergency personal day.
- B. A personal leave request may not be used the day prior to, or after any vacation period, legal holiday, planned non-attendance day, or on the day of a workshop or in-service training day. Exceptions may be granted by the Superintendent or designee in his or her sole discretion upon written application that sets forth the specific reasons for the request and the necessity to make an exception to the general personal leave requirements. The grant or denial of such request shall be non-precedential.

**Section 5. Personal Leave Guidelines (Paraprofessional)**

In order to insure continuity with ongoing classroom instruction, the following guidelines are to be followed in requesting personal leave days:

- A. A written forty-eight (48) hour notice to the principal is required unless the employee is using a third emergency personal day.
- B. Approval of requests by the principal shall be limited to one (1) personal leave request per the equivalent of ten (10) full time paraprofessional , provided no building shall be allowed less than two (2) approved requests. Approval of requests beyond these limits shall be approved by the Superintendent if a substitute is available. This provision will not apply to approved third emergency personal days.
- C. Traveling, or shared paraprofessionals, will be assigned to a specific building for purposes of personal leave.
- D. A personal leave request may not be used the day prior to, or after any vacation period, legal holiday, planned non-attendance day, or on the day of a workshop or in-service training day. Exceptions may be granted by the Superintendent or designee in his or her sole discretion upon written application that sets forth the specific reasons for the request and the necessity to make an exception to the general personal leave requirements. The grant or denial of such request shall be non-precedential.

**Section 6. Family and Medical Leave Act**

The Board will comply with its obligation under the Family and Medical Leave Act (FMLA). An employee may be eligible to take up to twelve (12) weeks of leave or the minimum set by law, whichever is greater.

When both spouses are employed by the District, they can collectively take up to eighteen (18) weeks of leave for the birth, adoption, or foster placement of a son or daughter and bonding with the child, with no one person using more than twelve (12) weeks of leave or the minimum set by law, whichever is greater.

The District provides that an employee may use available sick days for the time off during an FMLA leave. Additional resources regarding FMLA can be found on the district webpage.

**Section 7. Unpaid Leave of Absence (Certified)**

An unpaid leave of absence for up to one (1) year may be granted to employees for illness, military service, study, childcare for an anticipated or actual childbirth or adoption, government service or such other reasons as the Board, in its discretion, may approve. A written request stating the reasons and expected length of the leave must be submitted to the Superintendent or designee at least sixty (60) days in advance of the leave. In emergency cases, the Superintendent shall waive the sixty (60) day requirement if the employee submits a written

explanation with appropriate documentation stating the circumstances which necessitated a waiver.

In the event of an extenuating circumstance, an extension of leave may be granted at the discretion of the Board provided the employee submits a written explanation of the reasons for the extension with appropriate documentation. Requests for extensions must be made to the Superintendent or designee no later than February 1 prior to the scheduled return date.

Notification of intent to return from leave or resign from the District shall be made to the Superintendent or designee no later than February 1 prior to the scheduled return date. In emergency cases, the Superintendent or designee may waive the February 1 requirement if the employee submits a written explanation with appropriate documentation stating the circumstances which necessitate a waiver. Failure to notify the Superintendent or designee by February 1 shall be deemed a resignation. Upon a teacher's return from leave, the teacher shall be assigned to the position they held prior to the commencement of the leave or, if it is not available, a comparable position.

While on leave, an employee may maintain their insurance benefits at their own expense by making the appropriate payments to the District. An employee granted leave under this provision shall not accrue seniority or receive experience credit for advancement on the salary schedule for the period of the leave.

A employee who returns from a leave of absence is required to attend and participate in professional development activities as determined by the Superintendent or designee. The dates of the training(s) will be provided within the first two weeks of the school year. All attendance conflicts must be communicated in advance, in writing, to the Superintendent or designee for approval

## **Section 8. Sick Leave Bank (Certified)**

A Sick Leave Bank (hereinafter referred to as the “Bank”) for employees has been established by the Board in coordination with the Association. The intent of the Bank is to provide extended sick leave to eligible employees who incur a medical emergency. Medical emergency is defined as a medical condition of the participating employee that will require the prolonged absence of the participating employee from duty and will result in a substantial loss of income to the participating employee because the participating employee will have exhausted all paid leave available. A Sick Bank Committee consisting of the Association President or designee(s) and the Superintendent or designee(s) will administer the Bank and monitor the number of days in the Bank. The Committee Chair will be the Superintendent or designee. Employee participation in the Bank will be on a voluntary basis, subject to the conditions established herein. Nothing herein is meant to interrupt or restrict the District’s ability to administer other leave policies and programs in accordance with Board policy, practice and the law.

All components of the Bank defined below pertain to a single school year. In the event a medical emergency expands over multiple school years, all qualifications must be met for the second school year. A school year begins on the first employee attendance day and ends on the last employee attendance day.

. **Eligibility**

- A. To participate in the Bank:
  - 1. An employee must provide written authorization using the Sick Leave Bank Enrollment Form to the Chairperson, within the time set forth on the form.
    - a. This authorization constitutes an agreement by the employee to contribute sick leave days as set forth by the Bank for the School Year.
- B. An employee's participation in the Bank will terminate upon the employee's termination from employment. Once contributed, however, Bank days cannot be used for any other purpose except for use by Bank participants as set forth herein.
- C. The Committee and Board may establish additional procedures to administer the Bank.

**II. Donation of Days**

- A. Upon initial enrollment in the Bank, each participating employee shall contribute one sick leave day to the Bank (part-time employees shall contribute one half (1/2) day). To maintain the Bank, participating employees may be required to contribute additional sick leave days to the Bank in subsequent School Years and during the School Year. The number of days required for the School Year will be established herein. Days contributed will be deducted from the official school record of accumulated sick leave for each respective employee.
- B. If the number of days in the Bank drops below one hundred (100) during the School Year, participating employees will be asked to donate an additional day (1/2 day for part-time employees). The Committee will be responsible for making these requests. If a participating employee refuses to donate the required day, their participation in the Bank shall be immediately terminated by the Committee and will result in an immediate loss of eligibility to request days from the Bank.
- C. The Committee will maintain a record of days donated by participating employees that will also be recorded by the District Human Resources Office, which shall also maintain a record showing the number of days contributed and used by each employee. The Committee shall annually review the accounting of the days donated during the immediately preceding school year, by whom the days were donated.

**III. Sick Leave Bank Use Procedures**

- A. A participating employee may apply to use Bank days for a medical emergency when the employee has depleted all of their accumulated sick leave days and has been absent from work for twenty (20) work days for the same illness/disability, whichever shall occur last.

- B. A participating employee who meets the criteria above, and wishes to request days from the Bank, will be required to complete an application. Except in emergency situations, such application must be made on a form designed by the Committee and submitted to the Committee Chairperson at least ten (10) school days prior to the anticipated need for the days.
1. The application must be accompanied by:
    - a. A physician's statement confirming the need set forth in the application
    - a. Verification that the employee has applied for the Employee's Retirement Service (TRS) to determine whether they qualify for disability coverage
- C. The Committee will review the written request, verify the validity of request, make a recommendation to the Chair of the Committee, who will approve or deny the request, and communicate its decision to the Human Resources office for further administration. After such a decision, the Chairperson or designee will communicate the decision to the participating employee within ten (10) days of receipt of the application.
- D. Use of the Bank shall not be available for an illness or disability resulting from any surgical or other procedure that may be safely deferred until a vacation or recess period. Any claimed inability to defer a procedure must be medically documented in writing by the participating employee's treating medical professional.
- E. The maximum number of days, per person, that may be requested and used from the Bank in one school year is sixty (60).
- F. Bank days shall not be granted in the negative and any request to use days shall be contingent upon a sufficient number of days being in the Bank to satisfy the request. Further, participating employees who are receiving disability benefits from another source, including but not limited to workers compensation or TRS disability, will not be eligible to use days from the Bank for the same time period.

#### **IV. Miscellaneous**

- A. Nothing with regard to the Bank will be subject to the grievance procedure.

#### **Section 9. Bereavement**

Each full-time employee shall be entitled to use the following:

- One (1) paid bereavement day, for each event, above and beyond sick days for the purpose of attending any funeral or funerals for an immediate family members, as defined in Article XI, Section 1, and not exclusive of a miscarriage.

- Any bereavement leave may be extended up to two (2) days through the use of available sick days.

With administrative approval, extended bereavement leave beyond the two (2) additional days for immediate family, as defined above, may be granted with the use of available sick days.

#### **Section 10. Religious Holiday Leave**

The Superintendent or designee shall grant an employee's request to take time off to observe a religious holiday if an employee gives at least five (5) days of notice prior to the absence and it does not cause an undue hardship in accordance with Board of Education policy 5:70.



## **ARTICLE XII: COMPENSATION (Certified)**

### **Section 1. Salary (Certified)**

The salary matrix can only be used for the year it is designated.

In recognition that select advanced degrees require 48 or more credit hours, an Extended Matrix is applicable. Employee groups include but are not limited to: Social Workers, Psychologists, Guidance Counselors, and Speech Pathologists. Those employees will be added to the Extended Salary Matrix if their advanced degree meets the above requirements.

### **Section 2. Salary Matrix (Certified)**

The administration shall establish the starting salary for each newly hired certified staff member. No newly hired certified staff member shall be hired at a salary that is greater than a current certified staff member with the same number of years of applicable experience and the same education and training.\*

\*Both sides will agree to an annotated historical note to the concept.

### **Section 3. Life Insurance**

Term life insurance of \$25,000 will be provided for each full time employee.

### **Section 4. Health Insurance**

For the school terms of this agreement, the Board will provide at least three (3) insurance options for hospitalization, surgical, and major medical insurance including insurance for vision. These options are:

- (1) an HMO plan that includes a Single; Employee + One; and Family Option
- (2) a \$500 deductible PPO plan that includes a Single; Employee + One; Family Option
- (3) a \$1200 high deductible PPO plan with a Health Savings Account (HSA) option that includes a Single; Employee + One; Family Option.

The District reserves the right to require all faculties to attend an open enrollment informational meeting at least two weeks prior to open enrollment.

Employees wanting such dependent or family coverage must apply by the conclusion of the communicated open enrollment period. The terms of the Health Insurance are governed by the terms of the Master Plan Policy of the carrier and the District and is governed by ERISA.

Board contributions for mutually agreed upon insurance options will be established prior to the employee open enrollment period. The District contribution for annual insurance premium increases will be capped at 10% for each school term of this agreement.

The following Employee Insurance Options compensation agreements are available for all insurance eligible employees:

*Incentive to not take District 115 insurance:*

The District will compensate employees that waive the District insurance option and provide verifiable proof of alternative insurance \$100 per month payable plus TRS in a one lump sum payment on July 15 of each year of this agreement. Employees who have declared for retirement and are receiving the retirement enhancement shall not receive this payment, if the payment would result in an additional payment to TRS by the Board.

*HSA (Health Savings Account) Incentive:*

Upon verification of the establishment of an active Health Savings Account and verification of \$200 deposited for an employee or \$300 for an Employee Plus One or Family plan the District will match the employee's contribution. All applicable deductions including TRS will be taken from this compensation. This is a one-time only match for the establishment of an employee's initial HSA account. Employees who have declared for retirement and are receiving the retirement enhancement shall not receive this payment, if the payment would result in an additional payment to TRS by the Board.

The Board and the Association shall maintain a joint health insurance committee comprised of equal representatives of the Board and the Association for the purpose of reviewing, discussing and recommending changes to the District's health insurance plan.

*Long Term Disability:*

District 115 will provide Long Term Disability for each full-time employee.

**Section 5. Insurance Carrier**

The Board will not unilaterally change coverage.

**Section 6. Dental Insurance**

The Board shall provide dental insurance for each employee. The Board shall provide 60% of the premium for dental insurance for dependent and family coverage of the employees requesting such coverage during the life of this Agreement.

## **Section 7. Board Paid TRS/THIS**

The Salary Matrices contained in Appendices to this Agreement include the Board's payment to the State of Illinois Teacher Retirement System (TRS) of the certified staff member's required contribution to TRS. Accordingly, from such schedules, the Board shall deduct and remit for each certified staff member a sum equal to nine percent (9.0%) of such certified staff member's compensation due such certified staff member pursuant to the schedules to the State of Illinois Teachers' Retirement System to be applied for the retirement account of such certified staff member. In the event that the state legislature increases the required TRS contribution levels for either the certified staff members or employer both parties agree to reopen this portion of the contract for non-binding discussion. Additionally, the Board shall pay the required health insurance contribution to the Teachers' Health Insurance Security Fund (THIS) for such certified staff members. It is the intent of the parties by this Agreement to qualify these mandatory payments as employer payments under Section 414(h) of the Internal Revenue Code. The certified staff members have no right or claim to monies so remitted, except as it may subsequently become available upon retirement or resignation from the Teachers' Retirement System. No certified staff member shall have the option of choosing to receive the amounts contributed by the Board directly and the assumption and payment of the certified staff member's required contribution to the TRS and THIS is a condition of employment made in order to secure the certified staff member's future services, knowledge and experience.

## **Section 8. Horizontal Movement**

Horizontal movement from one lane to another on the salary matrices is based on pre-approval of course work. Credit will be given for only that course work related to the field of education and beneficial to the District as determined by the Superintendent or designee. Certified employees currently in the BS+36 lane will remain in this lane until such time as they acquire a master's degree or higher. No additional certified employees may advance to the BS+36 lane.

A single horizontal lane salary change may occur twice during the contract year. Official transcripts that are received by October 1<sup>st</sup> will be reflected during the October 30<sup>th</sup> pay period. Official transcripts that are received by February 15<sup>th</sup> will be reflected during the March 15<sup>th</sup> pay period.

Professional growth credit for lane advancement, if properly approved, will be available for certified staff members with a Master's Degree and at least five (5) years of experience in this District. An employee will be limited to three (3) semester credits once every five (5) years of employment beyond their 5<sup>th</sup> year in the District. Final approval, by the Superintendent, will be based upon accomplishment and approval of the activity as determined by a written outline and detail accounting of the project or program at the conclusion of the activity. These three (3) credit hours will apply towards movement on the salary schedule.

Activities for which an employee meeting the aforementioned qualifications may request consideration for professional growth credits are:

- A. Professional Writing—publication of original material in a professional journal.
- B. Research within the certified employee's field of responsibility, resulting in publication in a major educational journal.
- C. Significant educational travel-where the certified staff member was a member of a study group. An example would be when the certified staff member has an opportunity to visit another country. Not intended for in-country opportunities.
- D. Major participation in professional meetings. As an example: when a teacher is a speaker at a national convention; when the certified staff member is a speaker at a statewide meeting or another state meeting; when the certified staff member organizes, develops and runs a national or statewide seminar, symposium or convention. Not intended to include: Regional or Area meetings.

#### **Section 9. Tuition Reimbursement**

The Board will reimburse the cost of tuition for coursework taken by any full-time certified employee up to a maximum of \$200 per class for a maximum of four (4) classes per school year provided the following conditions are met:

- A. The individual coursework must be previously approved by the Superintendent or designee, by submitting the name and description of the course(s) in writing no later than fourteen (14) calendar days prior to the beginning of the course(s);
- B. The coursework must be taken at an accredited educational institution of higher learning. Credit for correspondence courses or other non-traditional courses may be approved at the discretion of the Superintendent or designee;
- C. The certified employee shall have attained a grade of "B" or higher or "pass" in a "pass or fail" course;
- D. The certified employee shall submit evidence of successful completion of the course in the form of an official transcript;
- E. The course must be a graduate level course that is related to the field of education and beneficial to the District as determined by the Superintendent or designee.

#### **Section 10. Internal Substitution Pay/Duties**

An employee who forfeits a preparation period to substitute for another employee at the request of the principal or who teaches a double class load during a period at the request of the principal shall be compensated pursuant to an internal substitution rate of \$46 per hour, rounded to the nearest quarter hour.

## **Section 11. Co-curricular**

- A. An employee requesting a change in an existing or a new co-curricular responsibility shall submit a written request, using the proper “Request for Co-curricular Activity or Change” form, located on the District website, to their Association building representative and the building principal by January 15 of each year. A job description for the co-curricular responsibility shall be submitted with the “Request for Co-curricular Activity or Change” form.

The Association building representative, certified employee, and the building principal or designee will meet by February 15 to discuss each stipend addition/change request. The Association building representative and building principal or designee will meet by February 15 to discuss any requests initiated by a building administrator.

The building principal or designee will forward the “Request for Co-curricular Activity or Change” form and a recommendation for approval or disapproval to the Human Resources Department by March 1, who will forward it to the co-curricular joint committee.

A co-curricular joint committee, composed of two representatives from the Association and two representatives from the Administration, will review all requests to determine if the stipend addition/change request will impact the existing equity relationship with other stipends within the same category (e.g. athletic, non-athletic, drama, music, etc.) by May 1. The co-curricular joint committee will bring approved proposals to the Board.

The final determination of what co-curricular programs will be offered rests entirely on the Board.

- B. The co-curricular joint committee will meet once a year, no later than June 1, to review and assess participation and efficacy of co-curricular programs. The committee will make recommendations regarding any modification to co-curricular programs no later than July 1. During the 2022-2023 school year, the committee will explore the idea of an extended season pay or other potential compensation and put forth a recommendation by the end of the 2022-2023 school year.
- C. The co-curricular pay schedule is set forth in Appendix B. Co-curricular stipends will be paid out based on the following schedule:
- a. Fall Athletics/Activities
    - 50% paid on the first payroll in September
    - Final 50% paid on the last payroll of October
  - b. Winter Athletics/Activities
    - 50% paid on the first payroll in November
    - Final 50% paid on the last payroll of February

- c. Spring Athletics/Activities
  - 50% paid on the first payroll in March
  - Final 50% paid on the last payroll of May
- d. Year Long Athletics/Activities
  - 1/3<sup>rd</sup> paid on the first payroll in September
  - 1/3<sup>rd</sup> paid on the first payroll in January
  - Final 1/3<sup>rd</sup> paid on the first payroll of May
- e. Single event compensation will be paid on the next co-curricular payroll date as defined below:
  - First payroll in September
  - Last payroll in October
  - First payroll in November
  - First payroll in January
  - Last payroll in February
  - First payroll in March
  - First payroll in May
  - Last payroll in June

D. The Board and the Association recognize that co-curricular duties could arise mid-contract for which payment on the co-curricular has not been established. These positions/duties would be compensated by placement on the co-curricular schedule, based upon mutual agreement between the Association and Board.

**Section 12. Mileage**

The District shall reimburse in-district and out-of-district travel which is work-related at the IRS rate.

**Section 13. National Board Certification**

Any certified employee who receives the National Board Certification on or after January 1, 2017, shall receive a stipend of \$2,700 starting in the year earned for the duration of their Master Teaching Endorsement, unless such payments will trigger a penalty/additional payment to TRS. Proof of a Master Teaching Endorsement is required within that school year.

Employees who have already earned their National Board Certification (Master Teacher Endorsement) prior to January 1, 2017 will maintain the Horizontal Lane Movement as stated in the 2012-2015 contract (i.e. Employees who attain National Board Certification while in a BS lane will move to the MS+0 salary lane. Employees who attain a Master Teacher Certification while in a MS lane will move to the EDD/PHD lane). Effective July 1, 2022, National Board Certified staff must maintain their endorsement in order to maintain their lane movement.

## Section 14. Retirement Option (Certified Staff)

If a certified staff member meets all of the five eligibility requirements contained in paragraph 1 of this Section, the certified staff member shall be paid a retirement benefit in accordance with paragraph 2 of this Section.

### A. Requirements for Eligibility:

- a. The certified staff member must have at least 15 years of full-time service as a certified employee in the School District prior to benefit eligibility.
- b. The certified staff member must submit an irrevocable letter of retirement to the Superintendent by March 1, prior to the school year in which benefits will begin under this program. At the submission of the letter of retirement, the employee shall submit a TRS statement of benefits or documentation confirming the certified staff member's total years of service and creditable earnings. In order to be eligible for this benefit, a certified staff member must submit a letter of irrevocable retirement no later than March 1, 2023 with an effective retirement date of June 30, 2027.
- c. The certified staff member must be at least 55 years old and be eligible to receive a TRS retirement benefit without any additional expense by the Board at the time of the effective date listed in the irrevocable letter of retirement.
- d. The certified staff member would not cause the Board to pay a penalty imposed by TRS due to the certified staff member's salary exceeding the TRS cap if the employee would retire any time after submitting their letter of retirement. For example, a certified staff member who received a salary increase greater than 6% in one or more of the three years prior to the year the retirement benefits provided under this Paragraph B would begin would not be eligible for the retirement benefits under Paragraph B, C, and D.
- e. The certified staff member shall not have received a retirement benefit pursuant to a prior collective bargaining agreement.

### B. Retirement Benefits

For the duration of this agreement only, in each year that benefits are received under this program, the certified employee shall not be paid in accordance with the salary and extra duty schedule and, in exchange, shall receive a five percent (5%) increase in creditable earnings over the prior year's total TRS creditable earnings from the certified employee's salary as set forth on the salary matrices (hereinafter referred to as "Program Creditable Earnings") for a period up to a maximum of four years.

- a. The certified employee will remain "off schedule" and receive a five percent (5%) increase in Program Creditable Earnings for each year up to four (4) consecutive years.
- b. The certified employee shall perform all extra duties that are used in determining Program Creditable Earnings in the years in which program benefits are received. A certified employee who does not perform such extra duties shall have their compensation reduced accordingly.

- c. A certified employee under this retirement program will not be able to earn more than five percent (5%) of the previous year's Program Creditable Earnings, regardless of assignment or possible movement on either the salary schedule or extra duty schedule.
- d. Post-Retirement Lump Sum Cash Payment. Certified employees retiring shall also receive a lump sum cash payment of six thousand five hundred dollars (\$6,500.00). Such payment shall be made 60 days after the certified employee's last paycheck in the year the certified staff member retires but in no event earlier than September 1.

In no event, shall a certified employee who has submitted an irrevocable notice of retirement be allowed to receive more than a five percent (5%) annual increase in TRS creditable earnings in their last four years of employment.

#### C. Sick Leave Reimbursement

Any certified employee who has been employed in the District for fifteen (15) or more years as a certified employee, shall be reimbursed for all unused accumulated sick leave days not used for retirement that exceeds three-hundred-forty (340) days up to seventy-five (75) days of unused accumulated sick leave days in the amount of \$20 per day. Such payment shall be made to the eligible employee in a lump sum payment post-retirement, within two (2) weeks after the certified employee's final paycheck but not earlier than September 1. This post-retirement payment shall not be considered part of the certified employee's final salary and therefore shall not be considered TRS creditable earnings.

### **Section 14. Retirement Option (Classified Staff)**

An ESP employee planning to retire should notify the Superintendent or designee at least 2 months before the retirement date (Board Policy 5:290).

Employees serving fifteen (15) years or more in a full-time positions in Yorkville CUSD 115 who elect to retire under IMRF will receive a benefit of five percent (5%) of their next to final 12-month average base salary (e.g., 5% shall be the complete salary increase for the retiring employee) paid as part of the regular paycheck in the final year of employment, provided that the employee electing to receive this benefit submits to the Board an irrevocable letter of retirement effective at the end of their retirement year. The letter of retirement must be submitted no later than fourteen (14) months preceding the employee's retirement date.

### **Section 15. Recruitment Bonus**

The Superintendent or designee and the Association President shall collaboratively determine any hard to fill positions that are eligible to new employees to receive a Recruitment Bonus. These positions will receive up to a \$3,000 bonus split into two payments as defined below.



The first payment will be issued for \$2,000 no later than September 30 of the first year of employment.

The employee will be eligible for the remaining bonus when the employee returns for a second year of employment in a hard to fill position and has received a summative evaluation rating of proficient or better during their first year of employment. The second payment will be issued for \$1,000 no later than September 30 of the second year of employment.

#### **Section 16. Talent Development and Retention**

The Board and the Association recognize the value of professionally developing certified employee as a means to provide a high quality educational experience and outcomes for students. Funds may be allocated to provide financial incentives that reward certified employee for attaining advanced degrees and endorsements that support the district's Strategic Plan goals. This could include, but is not limited to; partnerships with local universities, reimbursement of tuition costs, and/or attainment of rare endorsements. The Association president shall be informed of the intent to allocate funds as well as the final allocation.

The Board and the Association also recognize the value of retaining certified employees, cultivating a culture of continuous growth and improvement, and supporting the professional desires and career paths of employees. Funds may be allocated to support employees in the participation and pursuit of career pathways, researched-based projects and initiatives, and/or programs to support the District's Strategic Plan goals. This could include, but is not limited to; internal and external internships, professional sabbaticals, release time for projects/research/initiatives, development of unique positions to support the annual work of the district, etc.

The Board and the individual certified employee may enter into an agreement that defines the arrangement and such agreement is non-grievable and non-precedential.

#### **Section 17. Recognition and Commendation**

At the onset of the 2022-2023 school year, a joint committee will be formed that will develop an engagement and involvement plan to present to the Board which financially recognizes employees for valuable contributions to the school district as defined by the joint committee. The plan will be presented to the Board by March of 2023, which will include a timeline and action plan for implementation. If approved by the Board, the Board will allocate the cumulative equivalent of one and a one-half (1.5) percent of all certified employees salary for distribution to certified employees that meet the criteria set forth in the plan to be distributed over years two through four of the collective bargaining agreement.

## ARTICLE XII: COMPENSATION (Building Administrative Assistants)

### Section 1. Salary

All building administrative assistants will receive the following increases applied to their current base hourly rate:

2022-2023: \$1.50 (paid retro-active back to July 1, 2022 where applicable)

2023-2024: \$1.00

2024-2025: \$1.00

2025-2026: \$1.00

### Section 2. Hiring and Salary Matrix (Building Administrative Assistants)

2022-2023	Level				
Year in position	Office Assistant	Clerical Assistant	Dean & Guidance	Elem. Principal Asst., Athletic Director Asst.	Secondary Principal Asst., Registrar
	Level 1	Level 2	Level 3	Level 4	Level 5
1	\$ 13.00	\$ 16.10	\$ 17.16	\$ 18.22	\$ 19.28
2	\$ 13.11	\$ 16.22	\$ 17.28	\$ 18.34	\$ 19.40
3	\$ 13.22	\$ 16.34	\$ 17.40	\$ 18.46	\$ 19.52
4	\$ 13.32	\$ 16.45	\$ 17.51	\$ 18.57	\$ 19.63
5	\$ 13.43	\$ 16.57	\$ 17.63	\$ 18.69	\$ 19.75
6	\$ 13.54	\$ 16.69	\$ 17.75	\$ 18.81	\$ 19.87
7	\$ 13.65	\$ 16.81	\$ 17.87	\$ 18.93	\$ 19.99
8	\$ 13.75	\$ 16.92	\$ 17.98	\$ 19.04	\$ 20.10
9	\$ 13.86	\$ 17.04	\$ 18.10	\$ 19.16	\$ 20.22
10+	\$ 13.97	\$ 17.16	\$ 18.22	\$ 19.28	\$ 20.34

2023-2024	Level				
Year in position	Office Assistant	Clerical Assistant	Dean & Guidance	Elem. Principal Asst., Athletic Dir Asst.	Secondary Principal Asst., Registrar
	Level 1	Level 2	Level 3	Level 4	Level 5
1	\$ 14.00	\$ 17.10	\$ 18.16	\$ 19.22	\$ 20.28
2	\$ 14.11	\$ 17.22	\$ 18.28	\$ 19.34	\$ 20.40
3	\$ 14.22	\$ 17.34	\$ 18.40	\$ 19.46	\$ 20.52
4	\$ 14.32	\$ 17.45	\$ 18.51	\$ 19.57	\$ 20.63
5	\$ 14.43	\$ 17.57	\$ 18.63	\$ 19.69	\$ 20.75
6	\$ 14.54	\$ 17.69	\$ 18.75	\$ 19.81	\$ 20.87

7	\$ 14.65	\$ 17.81	\$ 18.87	\$ 19.93	\$ 20.99
8	\$ 14.75	\$ 17.92	\$ 18.98	\$ 20.04	\$ 21.10
9	\$ 14.86	\$ 18.04	\$ 19.10	\$ 20.16	\$ 21.22
10+	\$ 14.97	\$ 18.16	\$ 19.22	\$ 20.28	\$ 21.34

2024-2025	Level				
Year in position	Office Assistant	Clerical Assistant	Dean & Guidance	Elem. Principal Asst., Athletic Dir Asst.	Secondary Principal Asst., Registrar
	Level 1	Level 2	Level 3	Level 4	Level 5
1	\$ 15.00	\$ 18.10	\$ 19.16	\$ 20.22	\$ 21.28
2	\$ 15.11	\$ 18.22	\$ 19.28	\$ 20.34	\$ 21.40
3	\$ 15.22	\$ 18.34	\$ 19.40	\$ 20.46	\$ 21.52
4	\$ 15.32	\$ 18.45	\$ 19.51	\$ 20.57	\$ 21.63
5	\$ 15.43	\$ 18.57	\$ 19.63	\$ 20.69	\$ 21.75
6	\$ 15.54	\$ 18.69	\$ 19.75	\$ 20.81	\$ 21.87
7	\$ 15.65	\$ 18.81	\$ 19.87	\$ 20.93	\$ 21.99
8	\$ 15.75	\$ 18.92	\$ 19.98	\$ 21.04	\$ 22.10
9	\$ 15.86	\$ 19.04	\$ 20.10	\$ 21.16	\$ 22.22
10+	\$ 15.97	\$ 19.16	\$ 20.22	\$ 21.28	\$ 22.34

2025-2026	Level				
Year in position	Office Assistant	Clerical Assistant	Dean & Guidance	Elem. Principal Asst., Athletic Dir Asst.	Secondary Principal Asst., Registrar
	Level 1	Level 2	Level 3	Level 4	Level 5
1	\$ 16.00	\$ 19.10	\$ 20.16	\$ 21.22	\$ 22.28
2	\$ 16.11	\$ 19.22	\$ 20.28	\$ 21.34	\$ 22.40
3	\$ 16.22	\$ 19.34	\$ 20.40	\$ 21.46	\$ 22.52
4	\$ 16.32	\$ 19.45	\$ 20.51	\$ 21.57	\$ 22.63
5	\$ 16.43	\$ 19.57	\$ 20.63	\$ 21.69	\$ 22.75
6	\$ 16.54	\$ 19.69	\$ 20.75	\$ 21.81	\$ 22.87
7	\$ 16.65	\$ 19.81	\$ 20.87	\$ 21.93	\$ 22.99
8	\$ 16.75	\$ 19.92	\$ 20.98	\$ 22.04	\$ 23.10
9	\$ 16.86	\$ 20.04	\$ 21.10	\$ 22.16	\$ 23.22
10+	\$ 16.97	\$ 20.16	\$ 21.22	\$ 22.28	\$ 23.34



## ARTICLE XII: COMPENSATION (Custodians)

### Section 1. Salary

All custodians will receive the following percentage increases applied to their current base hourly rate:

2022-2023: 3.0% (paid retro-active back to July 1, 2022 where applicable)

2023-2024: 3.0%

2024-2025: 3.0%

2025-2026: 3.0%

### Section 2. Hiring and Salary Matrix

#### 2022-2023

Years in Position	Starting Hourly Rate
1-4	\$ 16.67
5-9	\$ 17.22
10+	\$ 17.77

#### 2023-2024

Years in Position	Starting Hourly Rate
1-4	\$ 17.18
5-9	\$ 17.74
10+	\$ 18.30

#### 2024-2025

Years in Position	Starting Hourly Rate
1-4	\$ 17.69
5-9	\$ 18.27
10+	\$ 18.85

#### 2025-2026

Years in Position	Starting Hourly Rate
1-4	\$ 18.22
5-9	\$ 18.82
10+	\$ 19.42

*There is a \$0.50 differential for Lead Custodians with an additional \$0.25 differential for after 3:00 pm. Custodians will receive a \$0.25 differential for elementary and a \$0.50 differential for middle and high school for after 3:00 pm.*

## ARTICLE XII: COMPENSATION (Nurses)

### Section 1. Salary

All nurses (non-certified) will receive the following percentage increases applied to their current base hourly rate:

2022-2023: 3.0% (paid retro-active back to July 1, 2022 where applicable)

2023-2024: 3.0%

2024-2025: 3.0%

2025-2026: 3.0%

### Section 2. Hiring and Salary Matrix

#### 2022-2023

Years in Position	Starting Hourly Rate
1-4	\$ 30.06
5-9	\$ 30.60
10+	\$ 31.15

#### 2023-2024

Years in Position	Starting Hourly Rate
1-4	\$ 30.96
5-9	\$ 31.52
10+	\$ 32.08

#### 2024-2025

Years in Position	Starting Hourly Rate
1-4	\$ 31.89
5-9	\$ 32.47
10+	\$ 33.04

#### 2025-2026

Years in Position	Starting Hourly Rate
1-4	\$ 32.85
5-9	\$ 33.44
10+	\$ 34.03

### **Section 3. Tuition Reimbursement**

The Board will reimburse the cost of tuition for any full-time nurse up to a maximum of \$200 per class for a maximum of 4 classes per school year provided the following conditions are met:

- A. The individual coursework must be approved by the Superintendent or designee, by submitting the name and description of the course(s) in writing no later than fourteen (14) calendar days prior to the beginning of the course(s);
- B. The coursework must be taken from an accredited educational institution of higher learning. Credit for correspondence courses or other non-traditional courses may be approved at the discretion of the Superintendent or designee;
- C. The nurse shall have attained a grade of “B” or higher or a “pass” in a “pass or fail” course;
- D. The nurse shall submit evidence of successful completion of the course in the form of an official transcript;
- E. The course must be part of obtaining a Certified School Nurse degree or the course must be graduate level that is related to the field of nursing and beneficial to the District as determined by the Superintendent or designee.

## ARTICLE XII: COMPENSATION (Paraprofessionals)

### Section 1. Salary

All paraprofessionals will receive the following percentage increases applied to their current base hourly rate:

2022-2023: \$2.00 (paid retro-active back to July 1, 2022 where applicable)

2023-2024: \$1.50

2024-2025: \$1.00

2025-2026: \$1.00

### Section 2. Hiring and Salary Matrix

#### Starting Hourly Rates

2022-2023 3	Years in Position					
	1	2	3	4	5	6+
Education						
HS/GED	\$13.22	\$13.33	\$13.44	\$13.65	\$13.86	\$14.07
AS	\$14.50	\$14.62	\$14.74	\$14.95	\$15.16	\$15.37
BA/BS+	\$16.28	\$16.42	\$16.57	\$16.77	\$16.98	\$17.19

2023-2024 4	Years in Position					
	1	2	3	4	5	6+
Education						
HS/GED	\$14.72	\$14.83	\$14.94	\$15.15	\$15.36	\$15.57
AS	\$16.00	\$16.12	\$16.24	\$16.45	\$16.66	\$16.87
BA/BS+	\$17.78	\$17.92	\$18.07	\$18.27	\$18.48	\$18.79

2024-2025 5	Years in Position					
	1	2	3	4	5	6+
Education						
HS/GED	\$15.72	\$15.83	\$15.94	\$16.15	\$16.36	\$16.57
AS	\$17.00	\$17.12	\$17.24	\$17.45	\$17.66	\$17.87
BA/BS+	\$18.78	\$18.92	\$19.07	\$19.27	\$19.48	\$19.79

2025-2026 6	Years in Position					
	1	2	3	4	5	6+
Education						
HS/GED	\$16.72	\$16.83	\$16.94	\$17.15	\$17.36	\$17.57
AS	\$18.00	\$18.12	\$18.24	\$18.45	\$18.66	\$18.87
BA/BS+	\$19.78	\$19.92	\$20.07	\$20.27	\$20.48	\$20.79





## **ARTICLE XIII: DURATION AND EFFECT OF AGREEMENT**

### **Section 1. Continuity of Operations**

For the duration of this Agreement, the Association will not engage in, authorize, encourage, either directly or indirectly, any concerted interruption of educational activities due to cessation, withdrawal, or withholding of services in any manner or form, either in whole or in part, by members of the Bargaining Unit for any reason and no officer or representative of the Association or member of the Bargaining Unit shall be empowered to provoke, instigate, cause, participate in, assist, encourage, or prolong any such prohibited activity. The Board agrees that it will not lock out the employees for the duration of this Agreement.

### **Section 2. Complete Understanding**

This Agreement shall constitute the full and complete commitments between both parties. This Agreement may be altered, changed, added to, deleted from, or modified through the mutual consent of the parties in a signed written amendment to this agreement.

### **Section 3. Separability**

If any provision of this Agreement or any application of this Agreement to any employee(s) should be found contrary to law by a court of last resort, or court of competent jurisdiction, from whose final judgment or decree no appeal has been taken within the time provided for doing so, or to any rule or regulation of appropriate State agencies from which rule or regulation no appeal has been taken within the time provided for doing so, then such provision shall be deemed invalid except to the extent permitted by law but all other provisions herein shall continue in full force and effect.

### **Section 4. Tentative Agreement**

This Agreement will not be considered binding until such time as the Association has formally notified the Board in writing of official acceptance of this document by the membership and subsequent approval by formal Board action at a public meeting.

### **Section 5. Duration**

This Agreement shall be effective on the date of its execution, except for Section 1 of Article XII which shall be effective as of July 1, 2022 and shall continue in effect until June 30, 2026.

**Section 6. Reopener Due to Financial Variance**

In the event that legislation is passed that impacts the current structure for growth in levy extensions or General State Aid (GSA) allocations that negatively impact District resources or shifts the burden for pension payments to the Board, the YEA and the Board agree to meet to discuss ways in which the Agreement might be altered to meet the joint interests of the parties. In that event, this provision does not require either party to make concessions. Either party may make the request to meet.

Both parties agree not to exercise the financial variance provision of this article and section during the 2022-2023 and 2023-2024 school year. In the event of a financial variance, the affected party shall notify the other party in writing of their intent to negotiate finances.

## Appendix A: Salary Matrix

### 2022-2023 Salary Matrix

	BS+0	BS+12	BS+24	BS+36	MS+0	MS+12	MS+24	MS+36	CAS/EDD/PHD
1	\$ 48,581	\$ 50,281	\$ 51,982	\$ 53,682	\$ 55,382	\$ 57,083	\$ 58,783	\$ 60,483	\$ 62,184
2	\$ 49,796	\$ 50,767	\$ 52,467	\$ 54,168	\$ 56,111	\$ 57,568	\$ 59,269	\$ 60,969	\$ 62,669
3	\$ 50,524	\$ 51,253	\$ 52,953	\$ 54,654	\$ 56,840	\$ 58,054	\$ 59,755	\$ 61,455	\$ 63,155
4	\$ 51,253	\$ 51,739	\$ 53,439	\$ 55,139	\$ 57,568	\$ 58,540	\$ 60,240	\$ 61,941	\$ 63,641
5	\$ 51,982	\$ 52,225	\$ 53,925	\$ 55,625	\$ 58,297	\$ 59,026	\$ 60,726	\$ 62,427	\$ 64,127
6	\$ 52,710	\$ 52,710	\$ 54,411	\$ 56,111	\$ 59,026	\$ 59,755	\$ 61,455	\$ 62,912	\$ 64,613
7	\$ 53,196	\$ 53,439	\$ 54,897	\$ 56,597	\$ 59,998	\$ 60,726	\$ 62,427	\$ 63,884	\$ 65,341
8	\$ 53,682	\$ 54,168	\$ 55,382	\$ 57,083	\$ 60,969	\$ 61,698	\$ 63,398	\$ 64,856	\$ 66,070
9	\$ 54,168	\$ 54,897	\$ 56,111	\$ 57,568	\$ 61,941	\$ 62,669	\$ 64,370	\$ 65,827	\$ 66,799
10	\$ 54,654	\$ 55,625	\$ 56,840	\$ 58,054	\$ 62,912	\$ 63,641	\$ 65,341	\$ 66,799	\$ 67,770
11	\$ 55,139	\$ 56,354	\$ 57,568	\$ 58,540	\$ 63,884	\$ 64,613	\$ 66,313	\$ 67,770	\$ 68,742
12	\$ 55,625	\$ 57,083	\$ 58,054	\$ 59,269	\$ 64,856	\$ 65,827	\$ 67,528	\$ 68,985	\$ 69,957
13	\$ 56,111	\$ 57,811	\$ 58,540	\$ 59,998	\$ 65,827	\$ 67,042	\$ 68,742	\$ 70,200	\$ 71,171
14	\$ 56,597	\$ 58,540	\$ 59,269	\$ 60,726	\$ 67,042	\$ 68,256	\$ 69,957	\$ 71,414	\$ 72,386
15	\$ 57,326	\$ 59,269	\$ 59,998	\$ 61,698	\$ 68,256	\$ 69,471	\$ 71,171	\$ 72,629	\$ 73,600
16	\$ 58,297	\$ 59,998	\$ 60,969	\$ 62,669	\$ 69,471	\$ 70,685	\$ 72,386	\$ 73,843	\$ 74,815
17	\$ 59,269	\$ 60,726	\$ 61,941	\$ 63,641	\$ 70,928	\$ 71,900	\$ 73,600	\$ 75,058	\$ 76,029
18	\$ 60,483	\$ 61,455	\$ 62,912	\$ 64,613	\$ 72,386	\$ 73,114	\$ 74,815	\$ 76,272	\$ 77,244
19	\$ 61,941	\$ 62,427	\$ 64,127	\$ 65,584	\$ 73,843	\$ 74,329	\$ 76,029	\$ 77,487	\$ 78,458
20	\$ 63,641	\$ 63,398	\$ 65,341	\$ 66,556	\$ 75,301	\$ 75,786	\$ 77,487	\$ 78,944	\$ 79,916
21	\$ 65,341	\$ 64,613	\$ 66,556	\$ 67,528	\$ 76,758	\$ 77,244	\$ 78,944	\$ 80,402	\$ 81,373
22	\$ 67,042	\$ 66,070	\$ 68,013	\$ 69,228	\$ 78,215	\$ 78,701	\$ 80,402	\$ 81,859	\$ 82,831
23		\$ 67,770	\$ 69,471	\$ 70,928	\$ 79,673	\$ 80,159	\$ 81,859	\$ 83,316	\$ 84,288
24			\$ 71,171	\$ 72,629	\$ 81,130	\$ 81,859	\$ 83,559	\$ 85,017	\$ 85,745
25			\$ 73,114	\$ 74,572	\$ 82,831	\$ 83,559	\$ 85,260	\$ 86,717	\$ 87,203
26			\$ 75,058	\$ 76,515	\$ 84,531	\$ 85,260	\$ 86,960	\$ 88,417	\$ 88,660
27				\$ 78,458	\$ 86,231	\$ 87,203	\$ 88,660	\$ 90,118	\$ 90,361
28					\$ 88,175	\$ 88,903	\$ 90,361	\$ 91,818	\$ 92,547
29					\$ 89,875	\$ 90,604	\$ 92,061	\$ 93,518	\$ 94,247
30					\$ 91,575	\$ 92,304	\$ 93,761	\$ 95,219	\$ 95,947
OFF									

The agreed upon Salary Matrix is effective for the life of this Agreement only. Subsequent agreements may have different increases in each cell. All salaries listed are inclusive of TRS.

**2022-2023**  
**Extended Salary Matrix**  
(See ARTICLE XII, Section 1)

	<b>MS+0</b>	<b>MS+12</b>	<b>MS+24</b>	<b>MS+36</b>	<b>CAS/EDD/PHI</b>
<b>1</b>	\$ 56,840	\$ 58,054	\$ 59,755	\$ 61,455	\$ 63,155
<b>2</b>	\$ 57,568	\$ 58,540	\$ 60,240	\$ 61,941	\$ 63,641
<b>3</b>	\$ 58,297	\$ 59,026	\$ 60,726	\$ 62,427	\$ 64,127
<b>4</b>	\$ 59,026	\$ 59,755	\$ 61,455	\$ 62,912	\$ 64,613
<b>5</b>	\$ 59,998	\$ 60,726	\$ 62,427	\$ 63,884	\$ 65,341
<b>6</b>	\$ 60,969	\$ 61,698	\$ 63,398	\$ 64,856	\$ 66,070
<b>7</b>	\$ 61,941	\$ 62,669	\$ 64,370	\$ 65,827	\$ 66,799
<b>8</b>	\$ 62,912	\$ 63,641	\$ 65,341	\$ 66,799	\$ 67,770
<b>9</b>	\$ 63,884	\$ 64,613	\$ 66,313	\$ 67,770	\$ 68,742
<b>10</b>	\$ 64,856	\$ 65,827	\$ 67,528	\$ 68,985	\$ 69,957
<b>11</b>	\$ 65,827	\$ 67,042	\$ 68,742	\$ 70,200	\$ 71,171
<b>12</b>	\$ 67,042	\$ 68,256	\$ 69,957	\$ 71,414	\$ 72,386
<b>13</b>	\$ 68,256	\$ 69,471	\$ 71,171	\$ 72,629	\$ 73,600
<b>14</b>	\$ 69,471	\$ 70,685	\$ 72,386	\$ 73,843	\$ 74,815
<b>15</b>	\$ 70,928	\$ 71,900	\$ 73,600	\$ 75,058	\$ 76,029
<b>16</b>	\$ 72,386	\$ 73,114	\$ 74,815	\$ 76,272	\$ 77,244
<b>17</b>	\$ 73,843	\$ 74,329	\$ 76,029	\$ 77,487	\$ 78,458
<b>18</b>	\$ 75,301	\$ 75,786	\$ 77,487	\$ 78,944	\$ 79,916
<b>19</b>	\$ 76,758	\$ 77,244	\$ 78,944	\$ 80,402	\$ 81,373
<b>20</b>	\$ 78,215	\$ 78,701	\$ 80,402	\$ 81,859	\$ 82,831
<b>21</b>	\$ 79,673	\$ 80,159	\$ 81,859	\$ 83,316	\$ 84,288
<b>22</b>	\$ 81,130	\$ 81,859	\$ 83,559	\$ 85,017	\$ 85,745
<b>23</b>	\$ 82,831	\$ 83,559	\$ 85,260	\$ 86,717	\$ 87,203
<b>24</b>	\$ 84,531	\$ 85,260	\$ 86,960	\$ 88,417	\$ 88,660
<b>25</b>	\$ 86,231	\$ 87,203	\$ 88,660	\$ 90,118	\$ 90,361
<b>26</b>	\$ 88,175	\$ 88,903	\$ 90,361	\$ 91,818	\$ 92,547
<b>27</b>	\$ 89,875	\$ 90,604	\$ 92,061	\$ 93,518	\$ 94,247
<b>28</b>	\$ 91,575	\$ 92,304	\$ 93,761	\$ 95,219	\$ 95,947
<b>29</b>					
<b>OFF</b>					

The agreed upon Salary Matrix is effective for the life of this Agreement only. Subsequent agreements may have different increases in each cell. All salaries listed are inclusive of TRS.

## 2023-2024 Salary Matrix

	BS+0	BS+12	BS+24	BS+36	MS+0	MS+12	MS+24	MS+36	CAS/EDD/PHD
1	\$ 49,128	\$ 50,847	\$ 52,567	\$ 54,286	\$ 56,006	\$ 57,725	\$ 59,445	\$ 61,164	\$ 62,884
2	\$ 50,111	\$ 51,584	\$ 53,304	\$ 55,023	\$ 56,988	\$ 58,708	\$ 60,427	\$ 62,147	\$ 63,866
3	\$ 51,339	\$ 52,321	\$ 54,041	\$ 55,760	\$ 57,971	\$ 59,691	\$ 61,410	\$ 63,129	\$ 64,849
4	\$ 52,321	\$ 53,058	\$ 54,778	\$ 56,497	\$ 58,954	\$ 60,673	\$ 62,393	\$ 64,112	\$ 65,832
5	\$ 53,304	\$ 53,795	\$ 55,515	\$ 57,234	\$ 59,936	\$ 61,656	\$ 63,375	\$ 65,095	\$ 66,814
6	\$ 54,286	\$ 54,532	\$ 56,252	\$ 57,971	\$ 60,919	\$ 62,638	\$ 64,358	\$ 66,077	\$ 67,797
7	\$ 55,023	\$ 55,269	\$ 56,988	\$ 58,708	\$ 62,147	\$ 63,621	\$ 65,340	\$ 67,060	\$ 68,779
8	\$ 55,760	\$ 56,006	\$ 57,725	\$ 59,445	\$ 63,375	\$ 64,603	\$ 66,323	\$ 68,042	\$ 69,762
9	\$ 56,252	\$ 56,743	\$ 58,217	\$ 59,936	\$ 64,603	\$ 65,586	\$ 67,305	\$ 69,025	\$ 70,744
10	\$ 56,743	\$ 57,480	\$ 58,954	\$ 60,673	\$ 65,832	\$ 66,814	\$ 68,534	\$ 70,253	\$ 71,727
11	\$ 57,234	\$ 58,217	\$ 59,691	\$ 61,410	\$ 67,060	\$ 68,042	\$ 69,762	\$ 71,481	\$ 72,955
12	\$ 57,725	\$ 58,954	\$ 60,427	\$ 62,147	\$ 68,288	\$ 69,270	\$ 70,990	\$ 72,709	\$ 74,183
13	\$ 58,217	\$ 59,691	\$ 60,919	\$ 62,638	\$ 69,516	\$ 70,499	\$ 72,218	\$ 73,938	\$ 75,411
14	\$ 58,708	\$ 60,427	\$ 61,656	\$ 63,375	\$ 70,744	\$ 71,727	\$ 73,446	\$ 75,166	\$ 76,640
15	\$ 59,199	\$ 61,164	\$ 62,393	\$ 64,112	\$ 71,973	\$ 72,955	\$ 74,675	\$ 76,394	\$ 77,868
16	\$ 59,691	\$ 61,656	\$ 63,129	\$ 64,849	\$ 73,201	\$ 74,183	\$ 75,903	\$ 77,622	\$ 79,096
17	\$ 60,182	\$ 62,147	\$ 63,866	\$ 65,586	\$ 74,429	\$ 75,411	\$ 77,131	\$ 78,850	\$ 80,324
18	\$ 60,919	\$ 62,638	\$ 64,603	\$ 66,323	\$ 75,903	\$ 76,640	\$ 78,359	\$ 80,079	\$ 81,552
19	\$ 61,901	\$ 63,129	\$ 65,340	\$ 67,060	\$ 77,377	\$ 78,114	\$ 79,833	\$ 81,552	\$ 82,781
20	\$ 63,129	\$ 64,112	\$ 66,077	\$ 68,042	\$ 78,850	\$ 79,587	\$ 81,307	\$ 83,026	\$ 84,009
21	\$ 64,849	\$ 65,095	\$ 66,814	\$ 69,025	\$ 80,324	\$ 81,061	\$ 82,781	\$ 84,500	\$ 85,237
22	\$ 66,568	\$ 66,077	\$ 68,042	\$ 70,007	\$ 81,798	\$ 82,535	\$ 84,255	\$ 85,974	\$ 86,711
23		\$ 67,305	\$ 69,270	\$ 70,990	\$ 83,272	\$ 84,009	\$ 85,728	\$ 87,448	\$ 88,185
24			\$ 70,744	\$ 72,464	\$ 84,746	\$ 85,483	\$ 87,202	\$ 88,922	\$ 89,659
25			\$ 72,464	\$ 73,938	\$ 86,220	\$ 86,957	\$ 88,676	\$ 90,396	\$ 91,132
26			\$ 74,429	\$ 75,903	\$ 87,693	\$ 88,430	\$ 90,150	\$ 91,869	\$ 92,606
27				\$ 77,868	\$ 89,167	\$ 89,904	\$ 91,624	\$ 93,343	\$ 94,080
28					\$ 90,641	\$ 91,378	\$ 93,098	\$ 94,817	\$ 95,554
29					\$ 92,115	\$ 92,852	\$ 94,571	\$ 96,291	\$ 97,028
30					\$ 93,589	\$ 94,326	\$ 96,045	\$ 97,765	\$ 98,502
OFF									

The agreed upon Salary Matrix is effective for the life of this Agreement only. Subsequent agreements may have different increases in each cell. All salaries listed are inclusive of TRS.

**2023-2024**  
**Extended Salary Matrix**  
(See ARTICLE XII, Section 1)

	<b>MS+0</b>	<b>MS+12</b>	<b>MS+24</b>	<b>MS+36</b>	<b>CAS/EDD/PHD</b>
<b>1</b>	\$ 57,971	\$ 59,691	\$ 61,410	\$ 63,129	\$ 64,849
<b>2</b>	\$ 58,954	\$ 60,673	\$ 62,393	\$ 64,112	\$ 65,832
<b>3</b>	\$ 59,936	\$ 61,656	\$ 63,375	\$ 65,095	\$ 66,814
<b>4</b>	\$ 60,919	\$ 62,638	\$ 64,358	\$ 66,077	\$ 67,797
<b>5</b>	\$ 62,147	\$ 63,621	\$ 65,340	\$ 67,060	\$ 68,779
<b>6</b>	\$ 63,375	\$ 64,603	\$ 66,323	\$ 68,042	\$ 69,762
<b>7</b>	\$ 64,603	\$ 65,586	\$ 67,305	\$ 69,025	\$ 70,744
<b>8</b>	\$ 65,832	\$ 66,814	\$ 68,534	\$ 70,253	\$ 71,727
<b>9</b>	\$ 67,060	\$ 68,042	\$ 69,762	\$ 71,481	\$ 72,955
<b>10</b>	\$ 68,288	\$ 69,270	\$ 70,990	\$ 72,709	\$ 74,183
<b>11</b>	\$ 69,516	\$ 70,499	\$ 72,218	\$ 73,938	\$ 75,411
<b>12</b>	\$ 70,744	\$ 71,727	\$ 73,446	\$ 75,166	\$ 76,640
<b>13</b>	\$ 71,973	\$ 72,955	\$ 74,675	\$ 76,394	\$ 77,868
<b>14</b>	\$ 73,201	\$ 74,183	\$ 75,903	\$ 77,622	\$ 79,096
<b>15</b>	\$ 74,429	\$ 75,411	\$ 77,131	\$ 78,850	\$ 80,324
<b>16</b>	\$ 75,903	\$ 76,640	\$ 78,359	\$ 80,079	\$ 81,552
<b>17</b>	\$ 77,377	\$ 78,114	\$ 79,833	\$ 81,552	\$ 82,781
<b>18</b>	\$ 78,850	\$ 79,587	\$ 81,307	\$ 83,026	\$ 84,009
<b>19</b>	\$ 80,324	\$ 81,061	\$ 82,781	\$ 84,500	\$ 85,237
<b>20</b>	\$ 81,798	\$ 82,535	\$ 84,255	\$ 85,974	\$ 86,711
<b>21</b>	\$ 83,272	\$ 84,009	\$ 85,728	\$ 87,448	\$ 88,185
<b>22</b>	\$ 84,746	\$ 85,483	\$ 87,202	\$ 88,922	\$ 89,659
<b>23</b>	\$ 86,220	\$ 86,957	\$ 88,676	\$ 90,396	\$ 91,132
<b>24</b>	\$ 87,693	\$ 88,430	\$ 90,150	\$ 91,869	\$ 92,606
<b>25</b>	\$ 89,167	\$ 89,904	\$ 91,624	\$ 93,343	\$ 94,080
<b>26</b>	\$ 90,641	\$ 91,378	\$ 93,098	\$ 94,817	\$ 95,554
<b>27</b>	\$ 92,115	\$ 92,852	\$ 94,571	\$ 96,291	\$ 97,028
<b>28</b>	\$ 93,589	\$ 94,326	\$ 96,045	\$ 97,765	\$ 98,502
<b>29</b>					
<b>OFF</b>					

The agreed upon Salary Matrix is effective for the life of this Agreement only. Subsequent agreements may have different increases in each cell. All salaries listed are inclusive of TRS.

## 2024-2025 Salary Matrix

	BS+0	BS+12	BS+24	BS+36	MS+0	MS+12	MS+24	MS+36	CAS/EDD/PHD
1	\$ 50,307	\$ 52,068	\$ 53,828	\$ 55,589	\$ 57,350	\$ 59,111	\$ 60,871	\$ 62,632	\$ 64,393
2	\$ 51,313	\$ 52,822	\$ 54,332	\$ 56,344	\$ 58,105	\$ 60,117	\$ 61,878	\$ 63,890	\$ 65,651
3	\$ 52,319	\$ 53,577	\$ 55,086	\$ 57,098	\$ 58,859	\$ 61,123	\$ 62,884	\$ 65,148	\$ 66,908
4	\$ 53,325	\$ 54,332	\$ 55,841	\$ 57,853	\$ 59,614	\$ 62,129	\$ 63,890	\$ 66,405	\$ 68,166
5	\$ 54,332	\$ 55,086	\$ 56,595	\$ 58,608	\$ 60,620	\$ 63,135	\$ 64,896	\$ 67,663	\$ 69,424
6	\$ 55,338	\$ 55,841	\$ 57,350	\$ 59,362	\$ 61,626	\$ 64,141	\$ 66,154	\$ 68,921	\$ 70,681
7	\$ 56,344	\$ 56,595	\$ 58,105	\$ 60,117	\$ 62,884	\$ 65,399	\$ 67,411	\$ 70,178	\$ 71,939
8	\$ 57,350	\$ 57,350	\$ 58,859	\$ 60,871	\$ 64,141	\$ 66,657	\$ 68,669	\$ 71,436	\$ 73,197
9	\$ 58,105	\$ 58,105	\$ 59,614	\$ 61,626	\$ 65,399	\$ 67,914	\$ 69,927	\$ 72,694	\$ 74,454
10	\$ 58,608	\$ 58,859	\$ 60,368	\$ 62,381	\$ 66,657	\$ 69,172	\$ 71,184	\$ 73,951	\$ 75,712
11	\$ 59,111	\$ 59,614	\$ 61,123	\$ 63,135	\$ 67,914	\$ 70,430	\$ 72,442	\$ 75,209	\$ 76,970
12	\$ 59,614	\$ 60,368	\$ 61,878	\$ 63,890	\$ 69,172	\$ 71,687	\$ 73,700	\$ 76,467	\$ 78,227
13	\$ 60,117	\$ 61,123	\$ 62,632	\$ 64,644	\$ 70,430	\$ 72,945	\$ 74,957	\$ 77,724	\$ 79,485
14	\$ 60,620	\$ 61,878	\$ 63,387	\$ 65,399	\$ 71,687	\$ 74,203	\$ 76,215	\$ 78,982	\$ 80,743
15	\$ 61,123	\$ 62,632	\$ 63,890	\$ 65,902	\$ 72,945	\$ 75,461	\$ 77,473	\$ 80,240	\$ 82,000
16	\$ 61,626	\$ 63,387	\$ 64,644	\$ 66,657	\$ 74,203	\$ 76,718	\$ 78,730	\$ 81,497	\$ 83,258
17	\$ 62,129	\$ 63,890	\$ 65,399	\$ 67,411	\$ 75,461	\$ 77,976	\$ 79,988	\$ 82,755	\$ 84,516
18	\$ 62,632	\$ 64,393	\$ 66,154	\$ 68,166	\$ 76,970	\$ 79,234	\$ 81,246	\$ 84,264	\$ 85,773
19	\$ 63,135	\$ 64,896	\$ 66,908	\$ 68,921	\$ 78,479	\$ 80,491	\$ 82,755	\$ 85,773	\$ 87,031
20	\$ 63,638	\$ 65,399	\$ 67,663	\$ 69,675	\$ 79,988	\$ 82,000	\$ 84,264	\$ 87,283	\$ 88,289
21	\$ 64,393	\$ 65,902	\$ 68,418	\$ 70,430	\$ 81,497	\$ 83,510	\$ 85,773	\$ 88,792	\$ 89,798
22	\$ 65,399	\$ 66,657	\$ 69,172	\$ 71,184	\$ 83,007	\$ 85,019	\$ 87,283	\$ 90,301	\$ 91,307
23		\$ 67,411	\$ 69,927	\$ 71,939	\$ 84,516	\$ 86,528	\$ 88,792	\$ 91,810	\$ 92,816
24			\$ 70,933	\$ 72,945	\$ 86,025	\$ 88,037	\$ 90,301	\$ 93,319	\$ 94,326
25			\$ 72,191	\$ 74,454	\$ 87,786	\$ 89,546	\$ 91,810	\$ 94,829	\$ 95,835
26			\$ 73,700	\$ 75,964	\$ 89,295	\$ 91,056	\$ 93,319	\$ 96,338	\$ 97,344
27				\$ 77,473	\$ 90,804	\$ 92,565	\$ 94,829	\$ 97,847	\$ 98,853
28					\$ 92,313	\$ 94,074	\$ 96,338	\$ 99,356	\$ 100,362
29					\$ 93,823	\$ 95,583	\$ 97,847	\$ 100,866	\$ 101,872
30					\$ 95,332	\$ 97,093	\$ 99,356	\$ 102,375	\$ 103,381
OFF									

The agreed upon Salary Matrix is effective for the life of this Agreement only. Subsequent agreements may have different increases in each cell. All salaries listed are inclusive of TRS.



**2024-2025**  
**Extended Salary Matrix**  
(See ARTICLE XII, Section 1)

	<b>MS+0</b>	<b>MS+12</b>	<b>MS+24</b>	<b>MS+36</b>	<b>CAS/EDD/PHD</b>
<b>1</b>	\$ 58,859	\$ 61,123	\$ 62,884	\$ 65,148	\$ 66,908
<b>2</b>	\$ 59,614	\$ 62,129	\$ 63,890	\$ 66,405	\$ 68,166
<b>3</b>	\$ 60,620	\$ 63,135	\$ 64,896	\$ 67,663	\$ 69,424
<b>4</b>	\$ 61,626	\$ 64,141	\$ 66,154	\$ 68,921	\$ 70,681
<b>5</b>	\$ 62,884	\$ 65,399	\$ 67,411	\$ 70,178	\$ 71,939
<b>6</b>	\$ 64,141	\$ 66,657	\$ 68,669	\$ 71,436	\$ 73,197
<b>7</b>	\$ 65,399	\$ 67,914	\$ 69,927	\$ 72,694	\$ 74,454
<b>8</b>	\$ 66,657	\$ 69,172	\$ 71,184	\$ 73,951	\$ 75,712
<b>9</b>	\$ 67,914	\$ 70,430	\$ 72,442	\$ 75,209	\$ 76,970
<b>10</b>	\$ 69,172	\$ 71,687	\$ 73,700	\$ 76,467	\$ 78,227
<b>11</b>	\$ 70,430	\$ 72,945	\$ 74,957	\$ 77,724	\$ 79,485
<b>12</b>	\$ 71,687	\$ 74,203	\$ 76,215	\$ 78,982	\$ 80,743
<b>13</b>	\$ 72,945	\$ 75,461	\$ 77,473	\$ 80,240	\$ 82,000
<b>14</b>	\$ 74,203	\$ 76,718	\$ 78,730	\$ 81,497	\$ 83,258
<b>15</b>	\$ 75,461	\$ 77,976	\$ 79,988	\$ 82,755	\$ 84,516
<b>16</b>	\$ 76,970	\$ 79,234	\$ 81,246	\$ 84,264	\$ 85,773
<b>17</b>	\$ 78,479	\$ 80,491	\$ 82,755	\$ 85,773	\$ 87,031
<b>18</b>	\$ 79,988	\$ 82,000	\$ 84,264	\$ 87,283	\$ 88,289
<b>19</b>	\$ 81,497	\$ 83,510	\$ 85,773	\$ 88,792	\$ 89,798
<b>20</b>	\$ 83,007	\$ 85,019	\$ 87,283	\$ 90,301	\$ 91,307
<b>21</b>	\$ 84,516	\$ 86,528	\$ 88,792	\$ 91,810	\$ 92,816
<b>22</b>	\$ 86,025	\$ 88,037	\$ 90,301	\$ 93,319	\$ 94,326
<b>23</b>	\$ 87,786	\$ 89,546	\$ 91,810	\$ 94,829	\$ 95,835
<b>24</b>	\$ 89,295	\$ 91,056	\$ 93,319	\$ 96,338	\$ 97,344
<b>25</b>	\$ 90,804	\$ 92,565	\$ 94,829	\$ 97,847	\$ 98,853
<b>26</b>	\$ 92,313	\$ 94,074	\$ 96,338	\$ 99,356	\$ 100,362
<b>27</b>	\$ 93,823	\$ 95,583	\$ 97,847	\$ 100,866	\$ 101,872
<b>28</b>	\$ 95,332	\$ 97,093	\$ 99,356	\$ 102,375	\$ 103,381
<b>29</b>					
<b>OFF</b>					

The agreed upon Salary Matrix is effective for the life of this Agreement only. Subsequent agreements may have different increases in each cell. All salaries listed are inclusive of TRS.

## 2025-2026 Salary Matrix

	BS+0	BS+12	BS+24	BS+36	MS+0	MS+12	MS+24	MS+36	CAS/EDD/PHD
1	\$ 50,873	\$ 52,654	\$ 54,434	\$ 56,215	\$ 57,995	\$ 59,776	\$ 61,556	\$ 63,337	\$ 65,117
2	\$ 51,636	\$ 53,417	\$ 55,452	\$ 56,978	\$ 58,758	\$ 60,793	\$ 62,574	\$ 64,354	\$ 66,135
3	\$ 52,654	\$ 54,180	\$ 56,215	\$ 57,741	\$ 59,521	\$ 61,811	\$ 63,591	\$ 65,372	\$ 67,407
4	\$ 53,671	\$ 54,943	\$ 56,978	\$ 58,504	\$ 60,539	\$ 62,828	\$ 64,609	\$ 66,644	\$ 68,679
5	\$ 54,688	\$ 55,706	\$ 57,741	\$ 59,267	\$ 61,556	\$ 63,846	\$ 65,881	\$ 67,915	\$ 69,950
6	\$ 55,706	\$ 56,723	\$ 58,504	\$ 60,030	\$ 62,574	\$ 64,863	\$ 67,152	\$ 69,187	\$ 71,222
7	\$ 56,723	\$ 57,741	\$ 59,267	\$ 60,793	\$ 63,591	\$ 66,135	\$ 68,424	\$ 70,459	\$ 72,494
8	\$ 57,741	\$ 58,758	\$ 60,030	\$ 61,556	\$ 64,609	\$ 67,407	\$ 69,696	\$ 71,731	\$ 73,766
9	\$ 58,758	\$ 59,776	\$ 60,793	\$ 62,319	\$ 65,626	\$ 68,679	\$ 70,968	\$ 73,003	\$ 75,038
10	\$ 59,776	\$ 60,793	\$ 61,556	\$ 63,083	\$ 66,898	\$ 69,950	\$ 72,240	\$ 74,275	\$ 76,310
11	\$ 60,285	\$ 61,556	\$ 62,319	\$ 63,846	\$ 68,170	\$ 71,222	\$ 73,511	\$ 75,546	\$ 77,581
12	\$ 60,793	\$ 62,319	\$ 63,083	\$ 64,609	\$ 69,442	\$ 72,494	\$ 74,783	\$ 76,818	\$ 78,853
13	\$ 61,302	\$ 62,828	\$ 63,846	\$ 65,372	\$ 70,713	\$ 73,766	\$ 76,055	\$ 78,090	\$ 80,125
14	\$ 61,811	\$ 63,337	\$ 64,609	\$ 66,135	\$ 71,985	\$ 75,038	\$ 77,327	\$ 79,362	\$ 81,397
15	\$ 62,319	\$ 63,846	\$ 65,372	\$ 66,898	\$ 73,257	\$ 76,310	\$ 78,599	\$ 80,634	\$ 82,669
16	\$ 62,828	\$ 64,354	\$ 66,135	\$ 67,661	\$ 74,529	\$ 77,581	\$ 79,871	\$ 81,906	\$ 83,940
17	\$ 63,337	\$ 64,863	\$ 66,898	\$ 68,424	\$ 75,801	\$ 78,853	\$ 81,142	\$ 83,177	\$ 85,212
18	\$ 63,846	\$ 65,372	\$ 67,661	\$ 69,187	\$ 77,327	\$ 80,379	\$ 82,669	\$ 84,704	\$ 86,738
19	\$ 64,354	\$ 65,881	\$ 68,424	\$ 69,950	\$ 78,853	\$ 81,906	\$ 84,195	\$ 86,230	\$ 88,265
20	\$ 64,863	\$ 66,389	\$ 68,933	\$ 70,713	\$ 80,379	\$ 83,432	\$ 85,721	\$ 87,756	\$ 89,791
21	\$ 65,372	\$ 66,898	\$ 69,442	\$ 71,477	\$ 81,906	\$ 84,958	\$ 87,247	\$ 89,282	\$ 91,317
22	\$ 65,881	\$ 67,407	\$ 69,950	\$ 72,240	\$ 83,432	\$ 86,484	\$ 88,773	\$ 90,808	\$ 92,843
23		\$ 67,915	\$ 70,459	\$ 73,003	\$ 84,958	\$ 88,010	\$ 90,300	\$ 92,334	\$ 94,369
24			\$ 70,968	\$ 73,766	\$ 86,484	\$ 89,536	\$ 91,826	\$ 93,861	\$ 95,896
25			\$ 71,985	\$ 74,529	\$ 88,010	\$ 91,063	\$ 93,352	\$ 95,387	\$ 97,422
26			\$ 73,003	\$ 75,546	\$ 89,536	\$ 92,589	\$ 94,878	\$ 96,913	\$ 98,948
27				\$ 76,564	\$ 91,063	\$ 94,115	\$ 96,404	\$ 98,439	\$ 100,474
28					\$ 92,589	\$ 95,641	\$ 97,931	\$ 99,965	\$ 102,000
29					\$ 94,115	\$ 97,167	\$ 99,457	\$ 101,492	\$ 103,527
30					\$ 95,641	\$ 98,694	\$ 100,983	\$ 103,018	\$ 105,053
OFF									

The agreed upon Salary Matrix is effective for the life of this Agreement only. Subsequent agreements may have different increases in each cell. All salaries listed are inclusive of TRS.

**2025-2026**  
**Extended Salary Matrix**  
(See ARTICLE XII, Section 1)

	<b>MS+0</b>	<b>MS+12</b>	<b>MS+24</b>	<b>MS+36</b>	<b>CAS/EDD/PHD</b>
<b>1</b>	\$ 59,521	\$ 61,811	\$ 63,591	\$ 65,372	\$ 67,407
<b>2</b>	\$ 60,539	\$ 62,828	\$ 64,609	\$ 66,644	\$ 68,679
<b>3</b>	\$ 61,556	\$ 63,846	\$ 65,881	\$ 67,915	\$ 69,950
<b>4</b>	\$ 62,574	\$ 64,863	\$ 67,152	\$ 69,187	\$ 71,222
<b>5</b>	\$ 63,591	\$ 66,135	\$ 68,424	\$ 70,459	\$ 72,494
<b>6</b>	\$ 64,609	\$ 67,407	\$ 69,696	\$ 71,731	\$ 73,766
<b>7</b>	\$ 65,626	\$ 68,679	\$ 70,968	\$ 73,003	\$ 75,038
<b>8</b>	\$ 66,898	\$ 69,950	\$ 72,240	\$ 74,275	\$ 76,310
<b>9</b>	\$ 68,170	\$ 71,222	\$ 73,511	\$ 75,546	\$ 77,581
<b>10</b>	\$ 69,442	\$ 72,494	\$ 74,783	\$ 76,818	\$ 78,853
<b>11</b>	\$ 70,713	\$ 73,766	\$ 76,055	\$ 78,090	\$ 80,125
<b>12</b>	\$ 71,985	\$ 75,038	\$ 77,327	\$ 79,362	\$ 81,397
<b>13</b>	\$ 73,257	\$ 76,310	\$ 78,599	\$ 80,634	\$ 82,669
<b>14</b>	\$ 74,529	\$ 77,581	\$ 79,871	\$ 81,906	\$ 83,940
<b>15</b>	\$ 75,801	\$ 78,853	\$ 81,142	\$ 83,177	\$ 85,212
<b>16</b>	\$ 77,327	\$ 80,379	\$ 82,669	\$ 84,704	\$ 86,738
<b>17</b>	\$ 78,853	\$ 81,906	\$ 84,195	\$ 86,230	\$ 88,265
<b>18</b>	\$ 80,379	\$ 83,432	\$ 85,721	\$ 87,756	\$ 89,791
<b>19</b>	\$ 81,906	\$ 84,958	\$ 87,247	\$ 89,282	\$ 91,317
<b>20</b>	\$ 83,432	\$ 86,484	\$ 88,773	\$ 90,808	\$ 92,843
<b>21</b>	\$ 84,958	\$ 88,010	\$ 90,300	\$ 92,334	\$ 94,369
<b>22</b>	\$ 86,484	\$ 89,536	\$ 91,826	\$ 93,861	\$ 95,896
<b>23</b>	\$ 88,010	\$ 91,063	\$ 93,352	\$ 95,387	\$ 97,422
<b>24</b>	\$ 89,536	\$ 92,589	\$ 94,878	\$ 96,913	\$ 98,948
<b>25</b>	\$ 91,063	\$ 94,115	\$ 96,404	\$ 98,439	\$ 100,474
<b>26</b>	\$ 92,589	\$ 95,641	\$ 97,931	\$ 99,965	\$ 102,000
<b>27</b>	\$ 94,115	\$ 97,167	\$ 99,457	\$ 101,492	\$ 103,527
<b>28</b>	\$ 95,641	\$ 98,694	\$ 100,983	\$ 103,018	\$ 105,053
<b>29</b>					
<b>OFF</b>					

The agreed upon Salary Matrix is effective for the life of this Agreement only. Subsequent agreements may have different increases in each cell. All salaries listed are inclusive of TRS.

## Appendix B: Co-curricular Salaries

### 2022-2026 Co-curricular Placement Chart

Position	Building	Stipend Level	Stipend Table
Alternative Strings	Elementary	1	Head
Band Director	Elementary	3	Head
Choir Director	Elementary	1	Head
General Music	Elementary	1*	Head
Intramural - Boys Basketball	Elementary	1	Assistant
Intramural - Cross Country	Elementary	1	Assistant
Intramural - Girls Basketball	Elementary	1	Assistant
Intramural - Soccer	Elementary	1	Assistant
Intramural - Volleyball	Elementary	1	Assistant
Orchestra Director	Elementary	3	Head
Yearbook Sponsor	Elementary	1	Head
Art Club	High School	2	Head
Band - Jazz	High School	3	Head
Band - Jazz Lead	High School	4	Head
Band - Marching	High School	6	Head
Band - Marching Color Guard	High School	6	Head
Band - Marching Lead	High School	7	Head
Band - Marching Percussion	High School	6	Head
Band - Pep	High School	4	Head
Band Director	High School	7	Head
Baseball - Freshman Assistant	High School	10	Assistant
Baseball - Freshman Head	High School	9	Head
Baseball - Sophomore Head	High School	9	Head
Baseball - Varsity Assistant	High School	10	Assistant
Baseball - Varsity Head	High School	10	Head
Basketball - Boys Assistant	High School	10	Assistant
Basketball - Boys Freshman Head	High School	9	Head
Basketball - Boys Sophomore Head	High School	9	Head
Basketball - Boys Head	High School	10	Head
Basketball - Girls Assistant	High School	10	Assistant
Basketball - Girls Freshman Head	High School	9	Head
Basketball - Girls Sophomore Head	High School	9	Head
Basketball - Girls Head	High School	10	Head
Bowling - Boys Head	High School	8	Head
Bowling - Girls Head	High School	8	Head
Chamber Strings	High School	4	Head
Cheerleading - Basketball JV Head	High School	7	Head
Cheerleading - Basketball Varsity Head	High School	8	Head
Cheerleading -JV Football Head	High School	6	Head

<b>Cheerleading -Varsity Football Head</b>	High School	<b>7</b>	Head
<b>Choir Director</b>	High School	<b>7</b>	Head
<b>Class Sponsor - Freshman</b>	High School	<b>1</b>	Head
<b>Class Sponsor - Junior</b>	High School	<b>2</b>	Head
<b>Class Sponsor - Senior</b>	High School	<b>1</b>	Head
<b>Class Sponsor - Sophomore</b>	High School	<b>2</b>	Head
<b>Cross Country - Assistant</b>	High School	<b>9</b>	Assistant
<b>Cross Country - Head</b>	High School	<b>9</b>	Head
<b>E-Sports/Video Game Club</b>	High School	<b>3</b>	Head
<b>Educators Rising Club</b>	High School	<b>2</b>	Head
<b>Environmental</b>	High School	<b>1</b>	Head
<b>Fall Play</b>	High School	<b>6</b>	Head
<b>Football - Assistant</b>	High School	<b>10</b>	Assistant
<b>Football - Defensive Coordinator</b>	High School	<b>9</b>	Head
<b>Football - Freshman Head</b>	High School	<b>9</b>	Head
<b>Football - Offensive Coordinator</b>	High School	<b>9</b>	Head
<b>Football - Sophomore Head</b>	High School	<b>9</b>	Head
<b>Football - Varsity Head</b>	High School	<b>10</b>	Head
<b>Future Business Leaders of America</b>	High School	<b>1*</b>	Head
<b>Golf – JV Boys Head</b>	High School	<b>7</b>	Head
<b>Golf – Varsity Girls Head</b>	High School	<b>8</b>	Head
<b>Golf – Varsity Boys Head</b>	High School	<b>8</b>	Head
<b>Graduation Advisor</b>	High School	<b>1*</b>	Head
<b>JETS/WYSE</b>	High School	<b>1*</b>	Head
<b>Key Club</b>	High School	<b>3</b>	Head
<b>Literary Magazine &amp; Festival</b>	High School	<b>2</b>	Head
<b>Math Honor Society</b>	High School	<b>2</b>	Assistant
<b>Math Team - Assistant</b>	High School	<b>5</b>	Assistant
<b>Math Team - Lead</b>	High School	<b>5</b>	Head
<b>Medical Skills Club Sponsor</b>	High School	<b>2</b>	Head
<b>Musical - Director</b>	High School	<b>7</b>	Head
<b>Musical - Orchestra Director</b>	High School	<b>6</b>	Head
<b>Musical - Technical Director</b>	High School	<b>2</b>	Head
<b>Musical - Vocal Director</b>	High School	<b>6</b>	Head
<b>National Art Honor Society</b>	High School	<b>2</b>	Head
<b>National Honor Society</b>	High School	<b>2</b>	Head
<b>Newspaper</b>	High School	<b>3</b>	Head
<b>Orchestra Director</b>	High School	<b>7</b>	Head
<b>Poms - Basketball JV</b>	High School	<b>7</b>	Head
<b>Poms - Basketball Varsity</b>	High School	<b>8</b>	Head
<b>Poms - Football JV Head</b>	High School	<b>6</b>	Head
<b>Poms - Football Head</b>	High School	<b>7</b>	Head
<b>Rho Kappa</b>	High School	<b>2</b>	Head
<b>Robotics Club - Assistant</b>	High School	<b>9</b>	Assistant
<b>Robotics Club - Competition</b>	High School	<b>4</b>	Head

<b>Robotics Club - Lead</b>	High School	<b>9</b>	Head
<b>Scholastic Bowl - Assistant</b>	High School	<b>4</b>	Assistant
<b>Scholastic Bowl - Lead</b>	High School	<b>4</b>	Head
<b>Soccer - Boys Assistant</b>	High School	<b>9</b>	Assistant
<b>Soccer – Freshman Boys Head</b>	High School	<b>8</b>	Head
<b>Soccer – JV Boys Head</b>	High School	<b>8</b>	Head
<b>Soccer – Varsity Boys Head</b>	High School	<b>9</b>	Head
<b>Soccer - Girls Assistant</b>	High School	<b>9</b>	Assistant
<b>Soccer – JV Girls Head</b>	High School	<b>8</b>	Head
<b>Soccer – Varsity Girls Head</b>	High School	<b>9</b>	Head
<b>Softball - Assistant</b>	High School	<b>10</b>	Assistant
<b>Softball - Freshman Head</b>	High School	<b>9</b>	Head
<b>Softball - Sophomore Head</b>	High School	<b>9</b>	Head
<b>Softball - Varsity Head</b>	High School	<b>10</b>	Head
<b>Spanish Club</b>	High School	<b>2</b>	Head
<b>Spanish Honor Society</b>	High School	<b>2</b>	Head
<b>Special Olympics Assistant</b>	High School	<b>2</b>	Assistant
<b>Special Olympics Head</b>	High School	<b>2</b>	Head
<b>Speech - Assistant</b>	High School	<b>7</b>	Assistant
<b>Speech - Lead</b>	High School	<b>7</b>	Head
<b>Spring Play</b>	High School	<b>6</b>	Head
<b>STEP Team</b>	High School	<b>6</b>	Head
<b>Student Ambassador</b>	High School	<b>2</b>	Head
<b>Student Council - Assistant</b>	High School	<b>7</b>	Assistant
<b>Student Council - Lead</b>	High School	<b>7</b>	Head
<b>Technology Student Association</b>	High School	<b>3</b>	Head
<b>Tennis – JV Boys Head</b>	High School	<b>8</b>	Head
<b>Tennis – Varsity Boys Head</b>	High School	<b>8</b>	Head
<b>Tennis – Varsity Boys Assistant</b>	High School	<b>8</b>	Assistant
<b>Tennis – JV Girls Head</b>	High School	<b>7</b>	Head
<b>Tennis – Varsity Girls Head</b>	High School	<b>8</b>	Head
<b>Tennis – Varsity Girls Assistant</b>	High School	<b>8</b>	Assistant
<b>Track - Assistant</b>	High School	<b>10</b>	Assistant
<b>Track - Head</b>	High School	<b>10</b>	Head
<b>Tri-M Music Honor Society</b>	High School	<b>2</b>	Head
<b>TRY (Teens Reaching Youth)</b>	High School	<b>3</b>	Head
<b>Volleyball – Freshman Head</b>	High School	<b>8</b>	Head
<b>Volleyball – JV Head</b>	High School	<b>8</b>	Head
<b>Volleyball – Varsity Head</b>	High School	<b>9</b>	Head
<b>Volleyball – Varsity Assistant</b>	High School	<b>9</b>	Assistant
<b>Wrestling - Assistant</b>	High School	<b>10</b>	Assistant
<b>Wrestling - Head</b>	High School	<b>10</b>	Head
<b>Yearbook Sponsor</b>	High School	<b>7</b>	Head
<b>Alternative Strings</b>	Middle School	<b>2</b>	Head
<b>Art Club</b>	Middle School	<b>1</b>	Head

<b>Band - Jazz</b>	Middle School	<b>2</b>	Head
<b>Band Director</b>	Middle School	<b>4</b>	Head
<b>Basketball - Boys 7th Assistant</b>	Middle School	<b>8</b>	Assistant
<b>Basketball - Boys 7th Head</b>	Middle School	<b>8</b>	Head
<b>Basketball - Boys 8th Assistant</b>	Middle School	<b>8</b>	Assistant
<b>Basketball - Boys 8th Head</b>	Middle School	<b>8</b>	Head
<b>Basketball - Girls 7th Assistant</b>	Middle School	<b>6</b>	Assistant
<b>Basketball - Girls 7th Head</b>	Middle School	<b>6</b>	Head
<b>Basketball - Girls 8th Assistant</b>	Middle School	<b>6</b>	Assistant
<b>Basketball - Girls 8th Head</b>	Middle School	<b>6</b>	Head
<b>Beau Chant</b>	Middle School	<b>2</b>	Head
<b>Bowling</b>	Middle School	<b>1</b>	Head
<b>C.S.I. Club</b>	Middle School	<b>1</b>	Head
<b>Cheerleading - Competitive</b>	Middle School	<b>5</b>	Head
<b>Cheerleading - Football</b>	Middle School	<b>3</b>	Head
<b>Cheerleading - Sideline</b>	Middle School	<b>4</b>	Head
<b>Choir Director</b>	Middle School	<b>4</b>	Head
<b>Cross Country - Assistant</b>	Middle School	<b>7</b>	Assistant
<b>Cross Country - Head</b>	Middle School	<b>7</b>	Head
<b>Drama Club</b>	Middle School	<b>1</b>	Head
<b>Environmental</b>	Middle School	<b>1*</b>	Head
<b>Fall Play - Assistant</b>	Middle School	<b>4</b>	Assistant
<b>Fall Play - Lead</b>	Middle School	<b>4</b>	Head
<b>Football - Assistant</b>	Middle School	<b>7</b>	Assistant
<b>Football - Head</b>	Middle School	<b>7</b>	Head
<b>IMSA Fusion</b>	Middle School	<b>2</b>	Head
<b>Intramural - Tennis Fall</b>	Middle School	<b>1</b>	Head
<b>Intramural - Tennis Spring</b>	Middle School	<b>1</b>	Head
<b>Musical - Director</b>	Middle School	<b>5</b>	Head
<b>Musical - Vocal Director</b>	Middle School	<b>4</b>	Head
<b>Newspaper</b>	Middle School	<b>3</b>	Head
<b>Orchestra Director</b>	Middle School	<b>4</b>	Head
<b>Scholastic Bowl</b>	Middle School	<b>3</b>	Head
<b>Soccer - Boys Assistant</b>	Middle School	<b>6</b>	Assistant
<b>Soccer - Boys Head</b>	Middle School	<b>6</b>	Head
<b>Soccer - Girls Assistant</b>	Middle School	<b>6</b>	Assistant
<b>Soccer - Girls Head</b>	Middle School	<b>6</b>	Head
<b>STEP Team - Head</b>	Middle School	<b>4</b>	Head
<b>STEP Team - Assistant</b>	Middle School	<b>4</b>	Assistant
<b>Student Council - Head</b>	Middle School	<b>5</b>	Head
<b>Student Council - Assistant</b>	Middle School	<b>5</b>	Assistant
<b>Technology Student Assoc.</b>	Middle School	<b>1</b>	Head
<b>Track - Assistant</b>	Middle School	<b>7</b>	Assistant
<b>Track - Head</b>	Middle School	<b>7</b>	Head
<b>Volleyball - 7th Assistant</b>	Middle School	<b>6</b>	Assistant

<b>Volleyball - 7th Head</b>	Middle School	<b>6</b>	Head
<b>Volleyball - 8th Assistant</b>	Middle School	<b>6</b>	Assistant
<b>Volleyball - 8th Head</b>	Middle School	<b>6</b>	Head
<b>Wrestling Assistant</b>	Middle School	<b>7</b>	Assistant
<b>Wrestling Head</b>	Middle School	<b>7</b>	Head
<b>Yearbook Sponsor</b>	Middle School	<b>4</b>	Head

Note: Any co-curricular stipend levels marked with an “\*” are fixed to year 1 of the designated chart.



## 2022-2023 Co-curricular Schedule

		Head Coach/Lead Sponsor									2022-2023	
		10	9	8	7	6	5	4	3	2	1	
1	\$	7,339	\$ 6,238	\$ 5,302	\$ 4,507	\$ 3,831	\$ 3,256	\$ 2,768	\$ 2,076	\$ 1,557	\$ 1,090	
2	\$	7,339	\$ 6,238	\$ 5,302	\$ 4,507	\$ 3,831	\$ 3,256	\$ 2,768	\$ 2,076	\$ 1,557	\$ 1,090	
3	\$	7,853	\$ 6,675	\$ 5,674	\$ 4,823	\$ 4,099	\$ 3,484	\$ 2,962	\$ 2,221	\$ 1,666	\$ 1,166	
4	\$	7,853	\$ 6,675	\$ 5,674	\$ 4,823	\$ 4,099	\$ 3,484	\$ 2,962	\$ 2,221	\$ 1,666	\$ 1,166	
5	\$	8,402	\$ 7,142	\$ 6,071	\$ 5,160	\$ 4,386	\$ 3,728	\$ 3,169	\$ 2,377	\$ 1,783	\$ 1,248	
6	\$	8,402	\$ 7,142	\$ 6,071	\$ 5,160	\$ 4,386	\$ 3,728	\$ 3,169	\$ 2,377	\$ 1,783	\$ 1,248	
7	\$	8,949	\$ 7,606	\$ 6,465	\$ 5,496	\$ 4,671	\$ 3,971	\$ 3,375	\$ 2,531	\$ 1,898	\$ 1,329	
8	\$	8,949	\$ 7,606	\$ 6,465	\$ 5,496	\$ 4,671	\$ 3,971	\$ 3,375	\$ 2,531	\$ 1,898	\$ 1,329	
9	\$	9,485	\$ 8,063	\$ 6,853	\$ 5,825	\$ 4,951	\$ 4,209	\$ 3,577	\$ 2,683	\$ 2,012	\$ 1,409	
10	\$	9,485	\$ 8,063	\$ 6,853	\$ 5,825	\$ 4,951	\$ 4,209	\$ 3,577	\$ 2,683	\$ 2,012	\$ 1,409	
11	\$	10,007	\$ 8,506	\$ 7,230	\$ 6,146	\$ 5,224	\$ 4,440	\$ 3,774	\$ 2,831	\$ 2,123	\$ 1,486	
12	\$	10,007	\$ 8,506	\$ 7,230	\$ 6,146	\$ 5,224	\$ 4,440	\$ 3,774	\$ 2,831	\$ 2,123	\$ 1,486	
13	\$	10,508	\$ 8,931	\$ 7,592	\$ 6,453	\$ 5,485	\$ 4,662	\$ 3,963	\$ 2,972	\$ 2,229	\$ 1,560	
14	\$	10,508	\$ 8,931	\$ 7,592	\$ 6,453	\$ 5,485	\$ 4,662	\$ 3,963	\$ 2,972	\$ 2,229	\$ 1,560	
15	\$	10,980	\$ 9,333	\$ 7,933	\$ 6,743	\$ 5,732	\$ 4,872	\$ 4,141	\$ 3,106	\$ 2,329	\$ 1,631	
16	\$	10,980	\$ 9,333	\$ 7,933	\$ 6,743	\$ 5,732	\$ 4,872	\$ 4,141	\$ 3,106	\$ 2,329	\$ 1,631	
17	\$	11,420	\$ 9,707	\$ 8,251	\$ 7,013	\$ 5,961	\$ 5,067	\$ 4,307	\$ 3,230	\$ 2,423	\$ 1,696	
18	\$	11,420	\$ 9,707	\$ 8,251	\$ 7,013	\$ 5,961	\$ 5,067	\$ 4,307	\$ 3,230	\$ 2,423	\$ 1,696	
19	\$	11,762	\$ 9,998	\$ 8,498	\$ 7,223	\$ 6,140	\$ 5,219	\$ 4,436	\$ 3,327	\$ 2,495	\$ 1,747	
20	\$	11,762	\$ 9,998	\$ 8,498	\$ 7,223	\$ 6,140	\$ 5,219	\$ 4,436	\$ 3,327	\$ 2,495	\$ 1,747	
21	\$	12,056	\$ 10,248	\$ 8,711	\$ 7,404	\$ 6,293	\$ 5,349	\$ 4,547	\$ 3,410	\$ 2,558	\$ 1,790	
22	\$	12,056	\$ 10,248	\$ 8,711	\$ 7,404	\$ 6,293	\$ 5,349	\$ 4,547	\$ 3,410	\$ 2,558	\$ 1,790	
23	\$	12,297	\$ 10,453	\$ 8,885	\$ 7,552	\$ 6,419	\$ 5,456	\$ 4,638	\$ 3,478	\$ 2,609	\$ 1,826	
24	\$	12,297	\$ 10,453	\$ 8,885	\$ 7,552	\$ 6,419	\$ 5,456	\$ 4,638	\$ 3,478	\$ 2,609	\$ 1,826	

  

		Assistant Coach/Sponsor									2022-2023	
		10	9	8	7	6	5	4	3	2	1	
1	\$	5,284	\$ 4,491	\$ 3,818	\$ 3,245	\$ 2,758	\$ 2,345	\$ 1,993	\$ 1,495	\$ 1,121	\$ 785	
2	\$	5,284	\$ 4,491	\$ 3,818	\$ 3,245	\$ 2,758	\$ 2,345	\$ 1,993	\$ 1,495	\$ 1,121	\$ 785	
3	\$	5,654	\$ 4,806	\$ 4,085	\$ 3,472	\$ 2,951	\$ 2,509	\$ 2,132	\$ 1,599	\$ 1,199	\$ 840	
4	\$	5,654	\$ 4,806	\$ 4,085	\$ 3,472	\$ 2,951	\$ 2,509	\$ 2,132	\$ 1,599	\$ 1,199	\$ 840	
5	\$	6,050	\$ 5,142	\$ 4,371	\$ 3,715	\$ 3,158	\$ 2,684	\$ 2,282	\$ 1,711	\$ 1,283	\$ 898	
6	\$	6,050	\$ 5,142	\$ 4,371	\$ 3,715	\$ 3,158	\$ 2,684	\$ 2,282	\$ 1,711	\$ 1,283	\$ 898	
7	\$	6,443	\$ 5,477	\$ 4,655	\$ 3,957	\$ 3,363	\$ 2,859	\$ 2,430	\$ 1,822	\$ 1,367	\$ 957	
8	\$	6,443	\$ 5,477	\$ 4,655	\$ 3,957	\$ 3,363	\$ 2,859	\$ 2,430	\$ 1,822	\$ 1,367	\$ 957	
9	\$	6,830	\$ 5,805	\$ 4,934	\$ 4,194	\$ 3,565	\$ 3,030	\$ 2,576	\$ 1,932	\$ 1,449	\$ 1,014	
10	\$	6,830	\$ 5,805	\$ 4,934	\$ 4,194	\$ 3,565	\$ 3,030	\$ 2,576	\$ 1,932	\$ 1,449	\$ 1,014	
11	\$	7,205	\$ 6,124	\$ 5,206	\$ 4,425	\$ 3,761	\$ 3,197	\$ 2,717	\$ 2,038	\$ 1,529	\$ 1,070	
12	\$	7,205	\$ 6,124	\$ 5,206	\$ 4,425	\$ 3,761	\$ 3,197	\$ 2,717	\$ 2,038	\$ 1,529	\$ 1,070	
13	\$	7,565	\$ 6,431	\$ 5,466	\$ 4,646	\$ 3,949	\$ 3,357	\$ 2,853	\$ 2,140	\$ 1,605	\$ 1,123	
14	\$	7,565	\$ 6,431	\$ 5,466	\$ 4,646	\$ 3,949	\$ 3,357	\$ 2,853	\$ 2,140	\$ 1,605	\$ 1,123	
15	\$	7,906	\$ 6,720	\$ 5,712	\$ 4,855	\$ 4,127	\$ 3,508	\$ 2,982	\$ 2,236	\$ 1,677	\$ 1,174	
16	\$	7,906	\$ 6,720	\$ 5,712	\$ 4,855	\$ 4,127	\$ 3,508	\$ 2,982	\$ 2,236	\$ 1,677	\$ 1,174	
17	\$	8,222	\$ 6,989	\$ 5,940	\$ 5,049	\$ 4,292	\$ 3,648	\$ 3,101	\$ 2,326	\$ 1,744	\$ 1,221	
18	\$	8,222	\$ 6,989	\$ 5,940	\$ 5,049	\$ 4,292	\$ 3,648	\$ 3,101	\$ 2,326	\$ 1,744	\$ 1,221	
19	\$	8,469	\$ 7,198	\$ 6,119	\$ 5,201	\$ 4,421	\$ 3,758	\$ 3,194	\$ 2,395	\$ 1,797	\$ 1,258	
20	\$	8,469	\$ 7,198	\$ 6,119	\$ 5,201	\$ 4,421	\$ 3,758	\$ 3,194	\$ 2,395	\$ 1,797	\$ 1,258	
21	\$	8,681	\$ 7,378	\$ 6,272	\$ 5,331	\$ 4,531	\$ 3,852	\$ 3,274	\$ 2,455	\$ 1,842	\$ 1,289	
22	\$	8,681	\$ 7,378	\$ 6,272	\$ 5,331	\$ 4,531	\$ 3,852	\$ 3,274	\$ 2,455	\$ 1,842	\$ 1,289	
23	\$	8,854	\$ 7,526	\$ 6,397	\$ 5,438	\$ 4,622	\$ 3,929	\$ 3,339	\$ 2,504	\$ 1,878	\$ 1,315	
24	\$	8,854	\$ 7,526	\$ 6,397	\$ 5,438	\$ 4,622	\$ 3,929	\$ 3,339	\$ 2,504	\$ 1,878	\$ 1,315	

## 2023-2024 Co-curricular Schedule

		Head Coach/Lead Sponsor									2023-2024	
		10	9	8	7	6	5	4	3	2	1	
1	\$	7,522	\$ 6,394	\$ 5,435	\$ 4,620	\$ 3,927	\$ 3,338	\$ 2,837	\$ 2,128	\$ 1,596	\$ 1,117	
2	\$	7,522	\$ 6,394	\$ 5,435	\$ 4,620	\$ 3,927	\$ 3,338	\$ 2,837	\$ 2,128	\$ 1,596	\$ 1,117	
3	\$	8,049	\$ 6,842	\$ 5,815	\$ 4,943	\$ 4,202	\$ 3,571	\$ 3,036	\$ 2,277	\$ 1,708	\$ 1,195	
4	\$	8,049	\$ 6,842	\$ 5,815	\$ 4,943	\$ 4,202	\$ 3,571	\$ 3,036	\$ 2,277	\$ 1,708	\$ 1,195	
5	\$	8,612	\$ 7,321	\$ 6,223	\$ 5,289	\$ 4,496	\$ 3,821	\$ 3,248	\$ 2,436	\$ 1,827	\$ 1,279	
6	\$	8,612	\$ 7,321	\$ 6,223	\$ 5,289	\$ 4,496	\$ 3,821	\$ 3,248	\$ 2,436	\$ 1,827	\$ 1,279	
7	\$	9,172	\$ 7,796	\$ 6,627	\$ 5,633	\$ 4,788	\$ 4,070	\$ 3,459	\$ 2,594	\$ 1,946	\$ 1,362	
8	\$	9,172	\$ 7,796	\$ 6,627	\$ 5,633	\$ 4,788	\$ 4,070	\$ 3,459	\$ 2,594	\$ 1,946	\$ 1,362	
9	\$	9,723	\$ 8,264	\$ 7,025	\$ 5,971	\$ 5,075	\$ 4,314	\$ 3,667	\$ 2,750	\$ 2,063	\$ 1,444	
10	\$	9,723	\$ 8,264	\$ 7,025	\$ 5,971	\$ 5,075	\$ 4,314	\$ 3,667	\$ 2,750	\$ 2,063	\$ 1,444	
11	\$	10,257	\$ 8,719	\$ 7,411	\$ 6,299	\$ 5,354	\$ 4,551	\$ 3,869	\$ 2,901	\$ 2,176	\$ 1,523	
12	\$	10,257	\$ 8,719	\$ 7,411	\$ 6,299	\$ 5,354	\$ 4,551	\$ 3,869	\$ 2,901	\$ 2,176	\$ 1,523	
13	\$	10,770	\$ 9,155	\$ 7,782	\$ 6,614	\$ 5,622	\$ 4,779	\$ 4,062	\$ 3,046	\$ 2,285	\$ 1,599	
14	\$	10,770	\$ 9,155	\$ 7,782	\$ 6,614	\$ 5,622	\$ 4,779	\$ 4,062	\$ 3,046	\$ 2,285	\$ 1,599	
15	\$	11,255	\$ 9,567	\$ 8,132	\$ 6,912	\$ 5,875	\$ 4,994	\$ 4,245	\$ 3,184	\$ 2,388	\$ 1,671	
16	\$	11,255	\$ 9,567	\$ 8,132	\$ 6,912	\$ 5,875	\$ 4,994	\$ 4,245	\$ 3,184	\$ 2,388	\$ 1,671	
17	\$	11,705	\$ 9,949	\$ 8,457	\$ 7,188	\$ 6,110	\$ 5,194	\$ 4,415	\$ 3,311	\$ 2,483	\$ 1,738	
18	\$	11,705	\$ 9,949	\$ 8,457	\$ 7,188	\$ 6,110	\$ 5,194	\$ 4,415	\$ 3,311	\$ 2,483	\$ 1,738	
19	\$	12,056	\$ 10,248	\$ 8,711	\$ 7,404	\$ 6,293	\$ 5,349	\$ 4,547	\$ 3,410	\$ 2,558	\$ 1,790	
20	\$	12,056	\$ 10,248	\$ 8,711	\$ 7,404	\$ 6,293	\$ 5,349	\$ 4,547	\$ 3,410	\$ 2,558	\$ 1,790	
21	\$	12,358	\$ 10,504	\$ 8,928	\$ 7,589	\$ 6,451	\$ 5,483	\$ 4,661	\$ 3,496	\$ 2,622	\$ 1,835	
22	\$	12,358	\$ 10,504	\$ 8,928	\$ 7,589	\$ 6,451	\$ 5,483	\$ 4,661	\$ 3,496	\$ 2,622	\$ 1,835	
23	\$	12,605	\$ 10,714	\$ 9,107	\$ 7,741	\$ 6,580	\$ 5,593	\$ 4,754	\$ 3,565	\$ 2,674	\$ 1,872	
24	\$	12,605	\$ 10,714	\$ 9,107	\$ 7,741	\$ 6,580	\$ 5,593	\$ 4,754	\$ 3,565	\$ 2,674	\$ 1,872	

  

		Assistant Coach/Sponsor									2023-2024	
		10	9	8	7	6	5	4	3	2	1	
1	\$	5,416	\$ 4,604	\$ 3,913	\$ 3,326	\$ 2,827	\$ 2,403	\$ 2,043	\$ 1,532	\$ 1,149	\$ 804	
2	\$	5,416	\$ 4,604	\$ 3,913	\$ 3,326	\$ 2,827	\$ 2,403	\$ 2,043	\$ 1,532	\$ 1,149	\$ 804	
3	\$	5,795	\$ 4,926	\$ 4,187	\$ 3,559	\$ 3,025	\$ 2,571	\$ 2,186	\$ 1,639	\$ 1,229	\$ 861	
4	\$	5,795	\$ 4,926	\$ 4,187	\$ 3,559	\$ 3,025	\$ 2,571	\$ 2,186	\$ 1,639	\$ 1,229	\$ 861	
5	\$	6,201	\$ 5,271	\$ 4,480	\$ 3,808	\$ 3,237	\$ 2,751	\$ 2,339	\$ 1,754	\$ 1,316	\$ 921	
6	\$	6,201	\$ 5,271	\$ 4,480	\$ 3,808	\$ 3,237	\$ 2,751	\$ 2,339	\$ 1,754	\$ 1,316	\$ 921	
7	\$	6,604	\$ 5,613	\$ 4,771	\$ 4,056	\$ 3,447	\$ 2,930	\$ 2,491	\$ 1,868	\$ 1,401	\$ 981	
8	\$	6,604	\$ 5,613	\$ 4,771	\$ 4,056	\$ 3,447	\$ 2,930	\$ 2,491	\$ 1,868	\$ 1,401	\$ 981	
9	\$	7,000	\$ 5,950	\$ 5,058	\$ 4,299	\$ 3,654	\$ 3,106	\$ 2,640	\$ 1,980	\$ 1,485	\$ 1,040	
10	\$	7,000	\$ 5,950	\$ 5,058	\$ 4,299	\$ 3,654	\$ 3,106	\$ 2,640	\$ 1,980	\$ 1,485	\$ 1,040	
11	\$	7,385	\$ 6,278	\$ 5,336	\$ 4,536	\$ 3,855	\$ 3,277	\$ 2,785	\$ 2,089	\$ 1,567	\$ 1,097	
12	\$	7,385	\$ 6,278	\$ 5,336	\$ 4,536	\$ 3,855	\$ 3,277	\$ 2,785	\$ 2,089	\$ 1,567	\$ 1,097	
13	\$	7,755	\$ 6,591	\$ 5,603	\$ 4,762	\$ 4,048	\$ 3,441	\$ 2,925	\$ 2,193	\$ 1,645	\$ 1,152	
14	\$	7,755	\$ 6,591	\$ 5,603	\$ 4,762	\$ 4,048	\$ 3,441	\$ 2,925	\$ 2,193	\$ 1,645	\$ 1,152	
15	\$	8,104	\$ 6,888	\$ 5,855	\$ 4,977	\$ 4,230	\$ 3,596	\$ 3,056	\$ 2,292	\$ 1,719	\$ 1,203	
16	\$	8,104	\$ 6,888	\$ 5,855	\$ 4,977	\$ 4,230	\$ 3,596	\$ 3,056	\$ 2,292	\$ 1,719	\$ 1,203	
17	\$	8,428	\$ 7,164	\$ 6,089	\$ 5,176	\$ 4,399	\$ 3,739	\$ 3,178	\$ 2,384	\$ 1,788	\$ 1,252	
18	\$	8,428	\$ 7,164	\$ 6,089	\$ 5,176	\$ 4,399	\$ 3,739	\$ 3,178	\$ 2,384	\$ 1,788	\$ 1,252	
19	\$	8,681	\$ 7,378	\$ 6,272	\$ 5,331	\$ 4,531	\$ 3,852	\$ 3,274	\$ 2,455	\$ 1,842	\$ 1,289	
20	\$	8,681	\$ 7,378	\$ 6,272	\$ 5,331	\$ 4,531	\$ 3,852	\$ 3,274	\$ 2,455	\$ 1,842	\$ 1,289	
21	\$	8,898	\$ 7,563	\$ 6,428	\$ 5,464	\$ 4,645	\$ 3,948	\$ 3,356	\$ 2,517	\$ 1,888	\$ 1,321	
22	\$	8,898	\$ 7,563	\$ 6,428	\$ 5,464	\$ 4,645	\$ 3,948	\$ 3,356	\$ 2,517	\$ 1,888	\$ 1,321	
23	\$	9,075	\$ 7,714	\$ 6,557	\$ 5,573	\$ 4,737	\$ 4,027	\$ 3,423	\$ 2,567	\$ 1,925	\$ 1,348	
24	\$	9,075	\$ 7,714	\$ 6,557	\$ 5,573	\$ 4,737	\$ 4,027	\$ 3,423	\$ 2,567	\$ 1,925	\$ 1,348	

## 2024-2025 Co-curricular Schedule

		Head Coach/Lead Sponsor									2024-2025	
		10	9	8	7	6	5	4	3	2	1	
1		\$ 7,711	\$ 6,554	\$ 5,571	\$ 4,735	\$ 4,025	\$ 3,421	\$ 2,908	\$ 2,181	\$ 1,636	\$ 1,145	
2		\$ 7,711	\$ 6,554	\$ 5,571	\$ 4,735	\$ 4,025	\$ 3,421	\$ 2,908	\$ 2,181	\$ 1,636	\$ 1,145	
3		\$ 8,250	\$ 7,013	\$ 5,961	\$ 5,067	\$ 4,307	\$ 3,661	\$ 3,112	\$ 2,334	\$ 1,750	\$ 1,225	
4		\$ 8,250	\$ 7,013	\$ 5,961	\$ 5,067	\$ 4,307	\$ 3,661	\$ 3,112	\$ 2,334	\$ 1,750	\$ 1,225	
5		\$ 8,828	\$ 7,504	\$ 6,378	\$ 5,421	\$ 4,608	\$ 3,917	\$ 3,329	\$ 2,497	\$ 1,873	\$ 1,311	
6		\$ 8,828	\$ 7,504	\$ 6,378	\$ 5,421	\$ 4,608	\$ 3,917	\$ 3,329	\$ 2,497	\$ 1,873	\$ 1,311	
7		\$ 9,402	\$ 7,991	\$ 6,793	\$ 5,774	\$ 4,908	\$ 4,172	\$ 3,546	\$ 2,659	\$ 1,995	\$ 1,396	
8		\$ 9,402	\$ 7,991	\$ 6,793	\$ 5,774	\$ 4,908	\$ 4,172	\$ 3,546	\$ 2,659	\$ 1,995	\$ 1,396	
9		\$ 9,966	\$ 8,471	\$ 7,200	\$ 6,120	\$ 5,202	\$ 4,422	\$ 3,759	\$ 2,819	\$ 2,114	\$ 1,480	
10		\$ 9,966	\$ 8,471	\$ 7,200	\$ 6,120	\$ 5,202	\$ 4,422	\$ 3,759	\$ 2,819	\$ 2,114	\$ 1,480	
11		\$ 10,514	\$ 8,937	\$ 7,596	\$ 6,457	\$ 5,488	\$ 4,665	\$ 3,965	\$ 2,974	\$ 2,230	\$ 1,561	
12		\$ 10,514	\$ 8,937	\$ 7,596	\$ 6,457	\$ 5,488	\$ 4,665	\$ 3,965	\$ 2,974	\$ 2,230	\$ 1,561	
13		\$ 11,040	\$ 9,384	\$ 7,976	\$ 6,780	\$ 5,763	\$ 4,898	\$ 4,164	\$ 3,123	\$ 2,342	\$ 1,639	
14		\$ 11,040	\$ 9,384	\$ 7,976	\$ 6,780	\$ 5,763	\$ 4,898	\$ 4,164	\$ 3,123	\$ 2,342	\$ 1,639	
15		\$ 11,536	\$ 9,806	\$ 8,335	\$ 7,085	\$ 6,022	\$ 5,119	\$ 4,351	\$ 3,263	\$ 2,447	\$ 1,713	
16		\$ 11,536	\$ 9,806	\$ 8,335	\$ 7,085	\$ 6,022	\$ 5,119	\$ 4,351	\$ 3,263	\$ 2,447	\$ 1,713	
17		\$ 11,998	\$ 10,198	\$ 8,668	\$ 7,368	\$ 6,263	\$ 5,323	\$ 4,525	\$ 3,394	\$ 2,545	\$ 1,782	
18		\$ 11,998	\$ 10,198	\$ 8,668	\$ 7,368	\$ 6,263	\$ 5,323	\$ 4,525	\$ 3,394	\$ 2,545	\$ 1,782	
19		\$ 12,358	\$ 10,504	\$ 8,928	\$ 7,589	\$ 6,451	\$ 5,483	\$ 4,661	\$ 3,496	\$ 2,622	\$ 1,835	
20		\$ 12,358	\$ 10,504	\$ 8,928	\$ 7,589	\$ 6,451	\$ 5,483	\$ 4,661	\$ 3,496	\$ 2,622	\$ 1,835	
21		\$ 12,667	\$ 10,767	\$ 9,152	\$ 7,779	\$ 6,612	\$ 5,620	\$ 4,777	\$ 3,583	\$ 2,687	\$ 1,881	
22		\$ 12,667	\$ 10,767	\$ 9,152	\$ 7,779	\$ 6,612	\$ 5,620	\$ 4,777	\$ 3,583	\$ 2,687	\$ 1,881	
23		\$ 12,920	\$ 10,982	\$ 9,335	\$ 7,934	\$ 6,744	\$ 5,733	\$ 4,873	\$ 3,655	\$ 2,741	\$ 1,919	
24		\$ 12,920	\$ 10,982	\$ 9,335	\$ 7,934	\$ 6,744	\$ 5,733	\$ 4,873	\$ 3,655	\$ 2,741	\$ 1,919	

  

		Assistant Coach/Sponsor									2024-2025	
		10	9	8	7	6	5	4	3	2	1	
1		\$ 5,552	\$ 4,719	\$ 4,011	\$ 3,409	\$ 2,898	\$ 2,463	\$ 2,094	\$ 1,570	\$ 1,178	\$ 824	
2		\$ 5,552	\$ 4,719	\$ 4,011	\$ 3,409	\$ 2,898	\$ 2,463	\$ 2,094	\$ 1,570	\$ 1,178	\$ 824	
3		\$ 5,940	\$ 5,049	\$ 4,292	\$ 3,648	\$ 3,101	\$ 2,636	\$ 2,240	\$ 1,680	\$ 1,260	\$ 882	
4		\$ 5,940	\$ 5,049	\$ 4,292	\$ 3,648	\$ 3,101	\$ 2,636	\$ 2,240	\$ 1,680	\$ 1,260	\$ 882	
5		\$ 6,356	\$ 5,403	\$ 4,592	\$ 3,903	\$ 3,318	\$ 2,820	\$ 2,397	\$ 1,798	\$ 1,348	\$ 944	
6		\$ 6,356	\$ 5,403	\$ 4,592	\$ 3,903	\$ 3,318	\$ 2,820	\$ 2,397	\$ 1,798	\$ 1,348	\$ 944	
7		\$ 6,769	\$ 5,754	\$ 4,891	\$ 4,157	\$ 3,534	\$ 3,004	\$ 2,553	\$ 1,915	\$ 1,436	\$ 1,005	
8		\$ 6,769	\$ 5,754	\$ 4,891	\$ 4,157	\$ 3,534	\$ 3,004	\$ 2,553	\$ 1,915	\$ 1,436	\$ 1,005	
9		\$ 7,175	\$ 6,099	\$ 5,184	\$ 4,407	\$ 3,746	\$ 3,184	\$ 2,706	\$ 2,030	\$ 1,522	\$ 1,066	
10		\$ 7,175	\$ 6,099	\$ 5,184	\$ 4,407	\$ 3,746	\$ 3,184	\$ 2,706	\$ 2,030	\$ 1,522	\$ 1,066	
11		\$ 7,570	\$ 6,434	\$ 5,469	\$ 4,649	\$ 3,952	\$ 3,359	\$ 2,855	\$ 2,141	\$ 1,606	\$ 1,124	
12		\$ 7,570	\$ 6,434	\$ 5,469	\$ 4,649	\$ 3,952	\$ 3,359	\$ 2,855	\$ 2,141	\$ 1,606	\$ 1,124	
13		\$ 7,948	\$ 6,756	\$ 5,743	\$ 4,881	\$ 4,149	\$ 3,527	\$ 2,998	\$ 2,248	\$ 1,686	\$ 1,180	
14		\$ 7,948	\$ 6,756	\$ 5,743	\$ 4,881	\$ 4,149	\$ 3,527	\$ 2,998	\$ 2,248	\$ 1,686	\$ 1,180	
15		\$ 8,306	\$ 7,060	\$ 6,001	\$ 5,101	\$ 4,336	\$ 3,685	\$ 3,133	\$ 2,349	\$ 1,762	\$ 1,233	
16		\$ 8,306	\$ 7,060	\$ 6,001	\$ 5,101	\$ 4,336	\$ 3,685	\$ 3,133	\$ 2,349	\$ 1,762	\$ 1,233	
17		\$ 8,638	\$ 7,343	\$ 6,241	\$ 5,305	\$ 4,509	\$ 3,833	\$ 3,258	\$ 2,443	\$ 1,833	\$ 1,283	
18		\$ 8,638	\$ 7,343	\$ 6,241	\$ 5,305	\$ 4,509	\$ 3,833	\$ 3,258	\$ 2,443	\$ 1,833	\$ 1,283	
19		\$ 8,898	\$ 7,563	\$ 6,428	\$ 5,464	\$ 4,645	\$ 3,948	\$ 3,356	\$ 2,517	\$ 1,888	\$ 1,321	
20		\$ 8,898	\$ 7,563	\$ 6,428	\$ 5,464	\$ 4,645	\$ 3,948	\$ 3,356	\$ 2,517	\$ 1,888	\$ 1,321	
21		\$ 9,120	\$ 7,752	\$ 6,589	\$ 5,601	\$ 4,761	\$ 4,047	\$ 3,440	\$ 2,580	\$ 1,935	\$ 1,354	
22		\$ 9,120	\$ 7,752	\$ 6,589	\$ 5,601	\$ 4,761	\$ 4,047	\$ 3,440	\$ 2,580	\$ 1,935	\$ 1,354	
23		\$ 9,302	\$ 7,907	\$ 6,721	\$ 5,713	\$ 4,856	\$ 4,128	\$ 3,508	\$ 2,631	\$ 1,973	\$ 1,381	
24		\$ 9,302	\$ 7,907	\$ 6,721	\$ 5,713	\$ 4,856	\$ 4,128	\$ 3,508	\$ 2,631	\$ 1,973	\$ 1,381	

## 2025-2026 Co-curricular Schedule

Head Coach/Lead Sponsor										2025-2026
	10	9	8	7	6	5	4	3	2	1
1	\$ 7,903	\$ 6,718	\$ 5,710	\$ 4,854	\$ 4,126	\$ 3,507	\$ 2,981	\$ 2,236	\$ 1,677	\$ 1,174
2	\$ 7,903	\$ 6,718	\$ 5,710	\$ 4,854	\$ 4,126	\$ 3,507	\$ 2,981	\$ 2,236	\$ 1,677	\$ 1,174
3	\$ 8,457	\$ 7,188	\$ 6,110	\$ 5,193	\$ 4,414	\$ 3,752	\$ 3,189	\$ 2,392	\$ 1,794	\$ 1,256
4	\$ 8,457	\$ 7,188	\$ 6,110	\$ 5,193	\$ 4,414	\$ 3,752	\$ 3,189	\$ 2,392	\$ 1,794	\$ 1,256
5	\$ 9,048	\$ 7,691	\$ 6,538	\$ 5,557	\$ 4,723	\$ 4,015	\$ 3,413	\$ 2,559	\$ 1,920	\$ 1,344
6	\$ 9,048	\$ 7,691	\$ 6,538	\$ 5,557	\$ 4,723	\$ 4,015	\$ 3,413	\$ 2,559	\$ 1,920	\$ 1,344
7	\$ 9,637	\$ 8,191	\$ 6,962	\$ 5,918	\$ 5,030	\$ 4,276	\$ 3,634	\$ 2,726	\$ 2,044	\$ 1,431
8	\$ 9,637	\$ 8,191	\$ 6,962	\$ 5,918	\$ 5,030	\$ 4,276	\$ 3,634	\$ 2,726	\$ 2,044	\$ 1,431
9	\$ 10,215	\$ 8,683	\$ 7,380	\$ 6,273	\$ 5,332	\$ 4,532	\$ 3,853	\$ 2,889	\$ 2,167	\$ 1,517
10	\$ 10,215	\$ 8,683	\$ 7,380	\$ 6,273	\$ 5,332	\$ 4,532	\$ 3,853	\$ 2,889	\$ 2,167	\$ 1,517
11	\$ 10,777	\$ 9,160	\$ 7,786	\$ 6,618	\$ 5,625	\$ 4,782	\$ 4,064	\$ 3,048	\$ 2,286	\$ 1,600
12	\$ 10,777	\$ 9,160	\$ 7,786	\$ 6,618	\$ 5,625	\$ 4,782	\$ 4,064	\$ 3,048	\$ 2,286	\$ 1,600
13	\$ 11,315	\$ 9,618	\$ 8,175	\$ 6,949	\$ 5,907	\$ 5,021	\$ 4,268	\$ 3,201	\$ 2,401	\$ 1,680
14	\$ 11,315	\$ 9,618	\$ 8,175	\$ 6,949	\$ 5,907	\$ 5,021	\$ 4,268	\$ 3,201	\$ 2,401	\$ 1,680
15	\$ 11,825	\$ 10,051	\$ 8,543	\$ 7,262	\$ 6,173	\$ 5,247	\$ 4,460	\$ 3,345	\$ 2,509	\$ 1,756
16	\$ 11,825	\$ 10,051	\$ 8,543	\$ 7,262	\$ 6,173	\$ 5,247	\$ 4,460	\$ 3,345	\$ 2,509	\$ 1,756
17	\$ 12,298	\$ 10,453	\$ 8,885	\$ 7,552	\$ 6,419	\$ 5,457	\$ 4,638	\$ 3,479	\$ 2,609	\$ 1,826
18	\$ 12,298	\$ 10,453	\$ 8,885	\$ 7,552	\$ 6,419	\$ 5,457	\$ 4,638	\$ 3,479	\$ 2,609	\$ 1,826
19	\$ 12,667	\$ 10,767	\$ 9,152	\$ 7,779	\$ 6,612	\$ 5,620	\$ 4,777	\$ 3,583	\$ 2,687	\$ 1,881
20	\$ 12,667	\$ 10,767	\$ 9,152	\$ 7,779	\$ 6,612	\$ 5,620	\$ 4,777	\$ 3,583	\$ 2,687	\$ 1,881
21	\$ 12,983	\$ 11,036	\$ 9,380	\$ 7,973	\$ 6,777	\$ 5,761	\$ 4,897	\$ 3,672	\$ 2,754	\$ 1,928
22	\$ 12,983	\$ 11,036	\$ 9,380	\$ 7,973	\$ 6,777	\$ 5,761	\$ 4,897	\$ 3,672	\$ 2,754	\$ 1,928
23	\$ 13,243	\$ 11,256	\$ 9,568	\$ 8,133	\$ 6,913	\$ 5,876	\$ 4,995	\$ 3,746	\$ 2,809	\$ 1,967
24	\$ 13,243	\$ 11,256	\$ 9,568	\$ 8,133	\$ 6,913	\$ 5,876	\$ 4,995	\$ 3,746	\$ 2,809	\$ 1,967

  

Assistant Coach/Sponsor										2025-2026
	10	9	8	7	6	5	4	3	2	1
1	\$ 5,690	\$ 4,837	\$ 4,111	\$ 3,495	\$ 2,970	\$ 2,525	\$ 2,146	\$ 1,610	\$ 1,207	\$ 845
2	\$ 5,690	\$ 4,837	\$ 4,111	\$ 3,495	\$ 2,970	\$ 2,525	\$ 2,146	\$ 1,610	\$ 1,207	\$ 845
3	\$ 6,089	\$ 5,175	\$ 4,399	\$ 3,739	\$ 3,178	\$ 2,702	\$ 2,296	\$ 1,722	\$ 1,292	\$ 904
4	\$ 6,089	\$ 5,175	\$ 4,399	\$ 3,739	\$ 3,178	\$ 2,702	\$ 2,296	\$ 1,722	\$ 1,292	\$ 904
5	\$ 6,515	\$ 5,538	\$ 4,707	\$ 4,001	\$ 3,401	\$ 2,891	\$ 2,457	\$ 1,843	\$ 1,382	\$ 967
6	\$ 6,515	\$ 5,538	\$ 4,707	\$ 4,001	\$ 3,401	\$ 2,891	\$ 2,457	\$ 1,843	\$ 1,382	\$ 967
7	\$ 6,938	\$ 5,898	\$ 5,013	\$ 4,261	\$ 3,622	\$ 3,079	\$ 2,617	\$ 1,963	\$ 1,472	\$ 1,030
8	\$ 6,938	\$ 5,898	\$ 5,013	\$ 4,261	\$ 3,622	\$ 3,079	\$ 2,617	\$ 1,963	\$ 1,472	\$ 1,030
9	\$ 7,355	\$ 6,251	\$ 5,314	\$ 4,517	\$ 3,839	\$ 3,263	\$ 2,774	\$ 2,080	\$ 1,560	\$ 1,092
10	\$ 7,355	\$ 6,251	\$ 5,314	\$ 4,517	\$ 3,839	\$ 3,263	\$ 2,774	\$ 2,080	\$ 1,560	\$ 1,092
11	\$ 7,759	\$ 6,595	\$ 5,606	\$ 4,765	\$ 4,050	\$ 3,443	\$ 2,926	\$ 2,195	\$ 1,646	\$ 1,152
12	\$ 7,759	\$ 6,595	\$ 5,606	\$ 4,765	\$ 4,050	\$ 3,443	\$ 2,926	\$ 2,195	\$ 1,646	\$ 1,152
13	\$ 8,147	\$ 6,925	\$ 5,886	\$ 5,003	\$ 4,253	\$ 3,615	\$ 3,073	\$ 2,305	\$ 1,728	\$ 1,210
14	\$ 8,147	\$ 6,925	\$ 5,886	\$ 5,003	\$ 4,253	\$ 3,615	\$ 3,073	\$ 2,305	\$ 1,728	\$ 1,210
15	\$ 8,514	\$ 7,237	\$ 6,151	\$ 5,229	\$ 4,444	\$ 3,778	\$ 3,211	\$ 2,408	\$ 1,806	\$ 1,264
16	\$ 8,514	\$ 7,237	\$ 6,151	\$ 5,229	\$ 4,444	\$ 3,778	\$ 3,211	\$ 2,408	\$ 1,806	\$ 1,264
17	\$ 8,854	\$ 7,526	\$ 6,397	\$ 5,438	\$ 4,622	\$ 3,929	\$ 3,339	\$ 2,505	\$ 1,878	\$ 1,315
18	\$ 8,854	\$ 7,526	\$ 6,397	\$ 5,438	\$ 4,622	\$ 3,929	\$ 3,339	\$ 2,505	\$ 1,878	\$ 1,315
19	\$ 9,120	\$ 7,752	\$ 6,589	\$ 5,601	\$ 4,761	\$ 4,047	\$ 3,440	\$ 2,580	\$ 1,935	\$ 1,354
20	\$ 9,120	\$ 7,752	\$ 6,589	\$ 5,601	\$ 4,761	\$ 4,047	\$ 3,440	\$ 2,580	\$ 1,935	\$ 1,354
21	\$ 9,348	\$ 7,946	\$ 6,754	\$ 5,741	\$ 4,880	\$ 4,148	\$ 3,526	\$ 2,644	\$ 1,983	\$ 1,388
22	\$ 9,348	\$ 7,946	\$ 6,754	\$ 5,741	\$ 4,880	\$ 4,148	\$ 3,526	\$ 2,644	\$ 1,983	\$ 1,388
23	\$ 9,535	\$ 8,105	\$ 6,889	\$ 5,856	\$ 4,977	\$ 4,231	\$ 3,596	\$ 2,697	\$ 2,023	\$ 1,416
24	\$ 9,535	\$ 8,105	\$ 6,889	\$ 5,856	\$ 4,977	\$ 4,231	\$ 3,596	\$ 2,697	\$ 2,023	\$ 1,416

### Department/Division Chairs and Team Leaders

Area	Building		Positions	Base Stipend
Department/Division Chair - English	High School		Division Chair	\$8,500
Department/Division Chair - World Languages/Art	High School		Department Chair	\$7,000
Department/Division Chair - Guidance	High School		MS Team Leader	\$2,750
Department/Division Chair - Special Education	High School		SLP Supervision*	\$2,200
Department/Division Chair - Mathematics	High School		YHS Asst. AD	\$8,000
Department/Division Chair - Music	High School		YMS Asst. AAD	\$6,000
Department/Division Chair - Physical Education	High School		T.O.P. Mentor	\$1,920
Department/Division Chair - Science	High School			
Department/Division Chair - Social Studies	High School		Year(s) Experience	Increment
Department Chair - Vocational	High School		1	\$0
Team Leader - 7-1	Middle School		2	\$0
Team Leader - 7-2	Middle School		3	\$250
Team Leader - 7-3	Middle School		4	\$250
Team Leader - 8-1	Middle School		5	\$500
Team Leader - 8-2	Middle School		6	\$500
Team Leader - 8-3	Middle School		7	\$750
Team Leader - Exploratory/Fine Arts/World Languages	Middle School		8	\$750
Team Leader - Physical Education	Middle School		9	\$1,000
Team Leader - Student Services	Middle School		10	\$1,000
Team Leader – Special Education	Middle School		11	\$1,250
Health Services Coordinator	District		12	\$1,250
Speech Language Pathologist Supervision*	District		13	\$1,500
YHS Assistant Athletic Director	High School		14	\$1,500
YHS Assistant Activities Director	High School		15	\$1,750
YMS Assistant Athletic and Activities Director	Middle School			
Teacher Orientation Program (T.O.P) Mentor	District			

### Other Roles and Rates

<b>Role</b>	<b>Building</b>	<b>Rate</b>	<b>Unit</b>
Music Event Supervision	Elementary	\$20.00	Per Event
Announcer	High School	\$25.00	Per Game
Drivers Education beyond Contractual Day	High School	\$32.00	Per Hour
Scorebook	High School	\$25.00	Per Game
Ticket Taker	High School	\$25.00	Per Game
Timers	High School	\$25.00	Per Game
Announcer	Middle School	\$20.00	Per Game
Scorebook	Middle School	\$20.00	Per Game
Ticket Taker	Middle School	\$20.00	Per Game
Timers	Middle School	\$20.00	Per Game
Detention Supervisor	MS/HS	\$24.00	Per Duty
Lunch Duty	MS/HS	\$16.00	Per Duty
Saturday Detention	MS/HS	\$32.00	Per Hour
Security/Supervision	MS/HS	\$20.00	Per Hour
Weight Room Supervisor	MS/HS	\$25.00	Per Hour
Teaching and Learning Rate	ALL	\$32.00	Per Hour
Summer Diagnostic Rate	ALL	\$45.00	Per Hour

## ADDENDUM – Recognition and Commendation Related Matrices

### 2023-2024 Salary Matrix

	BS+0	BS+12	BS+24	BS+36	MS+0	MS+12	MS+24	MS+36	CAS/EDD/PHD
1	\$ 49,364	\$ 51,092	\$ 52,819	\$ 54,547	\$ 56,275	\$ 58,003	\$ 59,730	\$ 61,458	\$ 63,186
2	\$ 50,351	\$ 51,832	\$ 53,560	\$ 55,288	\$ 57,262	\$ 58,990	\$ 60,718	\$ 62,445	\$ 64,173
3	\$ 51,585	\$ 52,573	\$ 54,300	\$ 56,028	\$ 58,250	\$ 59,977	\$ 61,705	\$ 63,433	\$ 65,160
4	\$ 52,573	\$ 53,313	\$ 55,041	\$ 56,769	\$ 59,237	\$ 60,965	\$ 62,692	\$ 64,420	\$ 66,148
5	\$ 53,560	\$ 54,054	\$ 55,781	\$ 57,509	\$ 60,224	\$ 61,952	\$ 63,680	\$ 65,407	\$ 67,135
6	\$ 54,547	\$ 54,794	\$ 56,522	\$ 58,250	\$ 61,211	\$ 62,939	\$ 64,667	\$ 66,395	\$ 68,122
7	\$ 55,288	\$ 55,535	\$ 57,262	\$ 58,990	\$ 62,445	\$ 63,926	\$ 65,654	\$ 67,382	\$ 69,110
8	\$ 56,028	\$ 56,275	\$ 58,003	\$ 59,730	\$ 63,680	\$ 64,914	\$ 66,641	\$ 68,369	\$ 70,097
9	\$ 56,522	\$ 57,015	\$ 58,496	\$ 60,224	\$ 64,914	\$ 65,901	\$ 67,629	\$ 69,356	\$ 71,084
10	\$ 57,015	\$ 57,756	\$ 59,237	\$ 60,965	\$ 66,148	\$ 67,135	\$ 68,863	\$ 70,591	\$ 72,071
11	\$ 57,509	\$ 58,496	\$ 59,977	\$ 61,705	\$ 67,382	\$ 68,369	\$ 70,097	\$ 71,825	\$ 73,306
12	\$ 58,003	\$ 59,237	\$ 60,718	\$ 62,445	\$ 68,616	\$ 69,603	\$ 71,331	\$ 73,059	\$ 74,540
13	\$ 58,496	\$ 59,977	\$ 61,211	\$ 62,939	\$ 69,850	\$ 70,837	\$ 72,565	\$ 74,293	\$ 75,774
14	\$ 58,990	\$ 60,718	\$ 61,952	\$ 63,680	\$ 71,084	\$ 72,071	\$ 73,799	\$ 75,527	\$ 77,008
15	\$ 59,484	\$ 61,458	\$ 62,692	\$ 64,420	\$ 72,318	\$ 73,306	\$ 75,033	\$ 76,761	\$ 78,242
16	\$ 59,977	\$ 61,952	\$ 63,433	\$ 65,160	\$ 73,552	\$ 74,540	\$ 76,267	\$ 77,995	\$ 79,476
17	\$ 60,471	\$ 62,445	\$ 64,173	\$ 65,901	\$ 74,786	\$ 75,774	\$ 77,501	\$ 79,229	\$ 80,710
18	\$ 61,211	\$ 62,939	\$ 64,914	\$ 66,641	\$ 76,267	\$ 77,008	\$ 78,736	\$ 80,463	\$ 81,944
19	\$ 62,199	\$ 63,433	\$ 65,654	\$ 67,382	\$ 77,748	\$ 78,489	\$ 80,217	\$ 81,944	\$ 83,178
20	\$ 63,433	\$ 64,420	\$ 66,395	\$ 68,369	\$ 79,229	\$ 79,970	\$ 81,697	\$ 83,425	\$ 84,412
21	\$ 65,160	\$ 65,407	\$ 67,135	\$ 69,356	\$ 80,710	\$ 81,451	\$ 83,178	\$ 84,906	\$ 85,647
22	\$ 66,888	\$ 66,395	\$ 68,369	\$ 70,344	\$ 82,191	\$ 82,932	\$ 84,659	\$ 86,387	\$ 87,127
23		\$ 67,629	\$ 69,603	\$ 71,331	\$ 83,672	\$ 84,412	\$ 86,140	\$ 87,868	\$ 88,608
24			\$ 71,084	\$ 72,812	\$ 85,153	\$ 85,893	\$ 87,621	\$ 89,349	\$ 90,089
25			\$ 72,812	\$ 74,293	\$ 86,634	\$ 87,374	\$ 89,102	\$ 90,830	\$ 91,570
26			\$ 74,786	\$ 76,267	\$ 88,115	\$ 88,855	\$ 90,583	\$ 92,311	\$ 93,051
27				\$ 78,242	\$ 89,596	\$ 90,336	\$ 92,064	\$ 93,792	\$ 94,532
28					\$ 91,077	\$ 91,817	\$ 93,545	\$ 95,273	\$ 96,013
29					\$ 92,558	\$ 93,298	\$ 95,026	\$ 96,753	\$ 97,494
30					\$ 94,038	\$ 94,779	\$ 96,507	\$ 98,234	\$ 98,975
OFF									

**2023-2024**  
**Extended Salary Matrix**  
(See ARTICLE XII, Section 1)

	<b>MS+0</b>	<b>MS+12</b>	<b>MS+24</b>	<b>MS+36</b>	<b>CAS/EDD/PHD</b>
<b>1</b>	\$ 58,250	\$ 59,977	\$ 61,705	\$ 63,433	\$ 65,160
<b>2</b>	\$ 59,237	\$ 60,965	\$ 62,692	\$ 64,420	\$ 66,148
<b>3</b>	\$ 60,224	\$ 61,952	\$ 63,680	\$ 65,407	\$ 67,135
<b>4</b>	\$ 61,211	\$ 62,939	\$ 64,667	\$ 66,395	\$ 68,122
<b>5</b>	\$ 62,445	\$ 63,926	\$ 65,654	\$ 67,382	\$ 69,110
<b>6</b>	\$ 63,680	\$ 64,914	\$ 66,641	\$ 68,369	\$ 70,097
<b>7</b>	\$ 64,914	\$ 65,901	\$ 67,629	\$ 69,356	\$ 71,084
<b>8</b>	\$ 66,148	\$ 67,135	\$ 68,863	\$ 70,591	\$ 72,071
<b>9</b>	\$ 67,382	\$ 68,369	\$ 70,097	\$ 71,825	\$ 73,306
<b>10</b>	\$ 68,616	\$ 69,603	\$ 71,331	\$ 73,059	\$ 74,540
<b>11</b>	\$ 69,850	\$ 70,837	\$ 72,565	\$ 74,293	\$ 75,774
<b>12</b>	\$ 71,084	\$ 72,071	\$ 73,799	\$ 75,527	\$ 77,008
<b>13</b>	\$ 72,318	\$ 73,306	\$ 75,033	\$ 76,761	\$ 78,242
<b>14</b>	\$ 73,552	\$ 74,540	\$ 76,267	\$ 77,995	\$ 79,476
<b>15</b>	\$ 74,786	\$ 75,774	\$ 77,501	\$ 79,229	\$ 80,710
<b>16</b>	\$ 76,267	\$ 77,008	\$ 78,736	\$ 80,463	\$ 81,944
<b>17</b>	\$ 77,748	\$ 78,489	\$ 80,217	\$ 81,944	\$ 83,178
<b>18</b>	\$ 79,229	\$ 79,970	\$ 81,697	\$ 83,425	\$ 84,412
<b>19</b>	\$ 80,710	\$ 81,451	\$ 83,178	\$ 84,906	\$ 85,647
<b>20</b>	\$ 82,191	\$ 82,932	\$ 84,659	\$ 86,387	\$ 87,127
<b>21</b>	\$ 83,672	\$ 84,412	\$ 86,140	\$ 87,868	\$ 88,608
<b>22</b>	\$ 85,153	\$ 85,893	\$ 87,621	\$ 89,349	\$ 90,089
<b>23</b>	\$ 86,634	\$ 87,374	\$ 89,102	\$ 90,830	\$ 91,570
<b>24</b>	\$ 88,115	\$ 88,855	\$ 90,583	\$ 92,311	\$ 93,051
<b>25</b>	\$ 89,596	\$ 90,336	\$ 92,064	\$ 93,792	\$ 94,532
<b>26</b>	\$ 91,077	\$ 91,817	\$ 93,545	\$ 95,273	\$ 96,013
<b>27</b>	\$ 92,558	\$ 93,298	\$ 95,026	\$ 96,753	\$ 97,494
<b>28</b>	\$ 94,038	\$ 94,779	\$ 96,507	\$ 98,234	\$ 98,975
<b>29</b>					
<b>OFF</b>					



## 2024-2025 Salary Matrix

	BS+0	BS+12	BS+24	BS+36	MS+0	MS+12	MS+24	MS+36	CAS/EDD/PHD
1	\$ 50,789	\$ 52,567	\$ 54,344	\$ 56,122	\$ 57,899	\$ 59,677	\$ 61,455	\$ 63,232	\$ 65,010
2	\$ 51,805	\$ 53,328	\$ 54,852	\$ 56,884	\$ 58,661	\$ 60,693	\$ 62,470	\$ 64,502	\$ 66,280
3	\$ 52,821	\$ 54,090	\$ 55,614	\$ 57,646	\$ 59,423	\$ 61,709	\$ 63,486	\$ 65,772	\$ 67,549
4	\$ 53,836	\$ 54,852	\$ 56,376	\$ 58,407	\$ 60,185	\$ 62,724	\$ 64,502	\$ 67,041	\$ 68,819
5	\$ 54,852	\$ 55,614	\$ 57,138	\$ 59,169	\$ 61,201	\$ 63,740	\$ 65,518	\$ 68,311	\$ 70,089
6	\$ 55,868	\$ 56,376	\$ 57,899	\$ 59,931	\$ 62,217	\$ 64,756	\$ 66,788	\$ 69,581	\$ 71,359
7	\$ 56,884	\$ 57,138	\$ 58,661	\$ 60,693	\$ 63,486	\$ 66,026	\$ 68,057	\$ 70,851	\$ 72,628
8	\$ 57,899	\$ 57,899	\$ 59,423	\$ 61,455	\$ 64,756	\$ 67,295	\$ 69,327	\$ 72,120	\$ 73,898
9	\$ 58,661	\$ 58,661	\$ 60,185	\$ 62,217	\$ 66,026	\$ 68,565	\$ 70,597	\$ 73,390	\$ 75,168
10	\$ 59,169	\$ 59,423	\$ 60,947	\$ 62,978	\$ 67,295	\$ 69,835	\$ 71,866	\$ 74,660	\$ 76,437
11	\$ 59,677	\$ 60,185	\$ 61,709	\$ 63,740	\$ 68,565	\$ 71,105	\$ 73,136	\$ 75,930	\$ 77,707
12	\$ 60,185	\$ 60,947	\$ 62,470	\$ 64,502	\$ 69,835	\$ 72,374	\$ 74,406	\$ 77,199	\$ 78,977
13	\$ 60,693	\$ 61,709	\$ 63,232	\$ 65,264	\$ 71,105	\$ 73,644	\$ 75,676	\$ 78,469	\$ 80,247
14	\$ 61,201	\$ 62,470	\$ 63,994	\$ 66,026	\$ 72,374	\$ 74,914	\$ 76,945	\$ 79,739	\$ 81,516
15	\$ 61,709	\$ 63,232	\$ 64,502	\$ 66,534	\$ 73,644	\$ 76,184	\$ 78,215	\$ 81,008	\$ 82,786
16	\$ 62,217	\$ 63,994	\$ 65,264	\$ 67,295	\$ 74,914	\$ 77,453	\$ 79,485	\$ 82,278	\$ 84,056
17	\$ 62,724	\$ 64,502	\$ 66,026	\$ 68,057	\$ 76,184	\$ 78,723	\$ 80,755	\$ 83,548	\$ 85,326
18	\$ 63,232	\$ 65,010	\$ 66,788	\$ 68,819	\$ 77,707	\$ 79,993	\$ 82,024	\$ 85,072	\$ 86,595
19	\$ 63,740	\$ 65,518	\$ 67,549	\$ 69,581	\$ 79,231	\$ 81,262	\$ 83,548	\$ 86,595	\$ 87,865
20	\$ 64,248	\$ 66,026	\$ 68,311	\$ 70,343	\$ 80,755	\$ 82,786	\$ 85,072	\$ 88,119	\$ 89,135
21	\$ 65,010	\$ 66,534	\$ 69,073	\$ 71,105	\$ 82,278	\$ 84,310	\$ 86,595	\$ 89,643	\$ 90,658
22	\$ 66,026	\$ 67,295	\$ 69,835	\$ 71,866	\$ 83,802	\$ 85,833	\$ 88,119	\$ 91,166	\$ 92,182
23		\$ 68,057	\$ 70,597	\$ 72,628	\$ 85,326	\$ 87,357	\$ 89,643	\$ 92,690	\$ 93,706
24			\$ 71,612	\$ 73,644	\$ 86,849	\$ 88,881	\$ 91,166	\$ 94,214	\$ 95,229
25			\$ 72,882	\$ 75,168	\$ 88,627	\$ 90,404	\$ 92,690	\$ 95,737	\$ 96,753
26			\$ 74,406	\$ 76,691	\$ 90,150	\$ 91,928	\$ 94,214	\$ 97,261	\$ 98,277
27				\$ 78,215	\$ 91,674	\$ 93,452	\$ 95,737	\$ 98,785	\$ 99,800
28					\$ 93,198	\$ 94,975	\$ 97,261	\$ 100,308	\$ 101,324
29					\$ 94,721	\$ 96,499	\$ 98,785	\$ 101,832	\$ 102,848
30					\$ 96,245	\$ 98,023	\$ 100,308	\$ 103,356	\$ 104,371
OFF									

**2024-2025**  
**Extended Salary Matrix**  
(See ARTICLE XII, Section 1)

	<b>MS+0</b>	<b>MS+12</b>	<b>MS+24</b>	<b>MS+36</b>	<b>CAS/EDD/PHD</b>
<b>1</b>	\$ 59,423	\$ 61,709	\$ 63,486	\$ 65,772	\$ 67,549
<b>2</b>	\$ 60,185	\$ 62,724	\$ 64,502	\$ 67,041	\$ 68,819
<b>3</b>	\$ 61,201	\$ 63,740	\$ 65,518	\$ 68,311	\$ 70,089
<b>4</b>	\$ 62,217	\$ 64,756	\$ 66,788	\$ 69,581	\$ 71,359
<b>5</b>	\$ 63,486	\$ 66,026	\$ 68,057	\$ 70,851	\$ 72,628
<b>6</b>	\$ 64,756	\$ 67,295	\$ 69,327	\$ 72,120	\$ 73,898
<b>7</b>	\$ 66,026	\$ 68,565	\$ 70,597	\$ 73,390	\$ 75,168
<b>8</b>	\$ 67,295	\$ 69,835	\$ 71,866	\$ 74,660	\$ 76,437
<b>9</b>	\$ 68,565	\$ 71,105	\$ 73,136	\$ 75,930	\$ 77,707
<b>10</b>	\$ 69,835	\$ 72,374	\$ 74,406	\$ 77,199	\$ 78,977
<b>11</b>	\$ 71,105	\$ 73,644	\$ 75,676	\$ 78,469	\$ 80,247
<b>12</b>	\$ 72,374	\$ 74,914	\$ 76,945	\$ 79,739	\$ 81,516
<b>13</b>	\$ 73,644	\$ 76,184	\$ 78,215	\$ 81,008	\$ 82,786
<b>14</b>	\$ 74,914	\$ 77,453	\$ 79,485	\$ 82,278	\$ 84,056
<b>15</b>	\$ 76,184	\$ 78,723	\$ 80,755	\$ 83,548	\$ 85,326
<b>16</b>	\$ 77,707	\$ 79,993	\$ 82,024	\$ 85,072	\$ 86,595
<b>17</b>	\$ 79,231	\$ 81,262	\$ 83,548	\$ 86,595	\$ 87,865
<b>18</b>	\$ 80,755	\$ 82,786	\$ 85,072	\$ 88,119	\$ 89,135
<b>19</b>	\$ 82,278	\$ 84,310	\$ 86,595	\$ 89,643	\$ 90,658
<b>20</b>	\$ 83,802	\$ 85,833	\$ 88,119	\$ 91,166	\$ 92,182
<b>21</b>	\$ 85,326	\$ 87,357	\$ 89,643	\$ 92,690	\$ 93,706
<b>22</b>	\$ 86,849	\$ 88,881	\$ 91,166	\$ 94,214	\$ 95,229
<b>23</b>	\$ 88,627	\$ 90,404	\$ 92,690	\$ 95,737	\$ 96,753
<b>24</b>	\$ 90,150	\$ 91,928	\$ 94,214	\$ 97,261	\$ 98,277
<b>25</b>	\$ 91,674	\$ 93,452	\$ 95,737	\$ 98,785	\$ 99,800
<b>26</b>	\$ 93,198	\$ 94,975	\$ 97,261	\$ 100,308	\$ 101,324
<b>27</b>	\$ 94,721	\$ 96,499	\$ 98,785	\$ 101,832	\$ 102,848
<b>28</b>	\$ 96,245	\$ 98,023	\$ 100,308	\$ 103,356	\$ 104,371
<b>29</b>					
<b>OFF</b>					

## 2025-2026 Salary Matrix

	BS+0	BS+12	BS+24	BS+36	MS+0	MS+12	MS+24	MS+36	CAS/EDD/PHD
1	\$ 51,612	\$ 53,418	\$ 55,225	\$ 57,031	\$ 58,838	\$ 60,644	\$ 62,451	\$ 64,257	\$ 66,063
2	\$ 52,386	\$ 54,193	\$ 56,257	\$ 57,805	\$ 59,612	\$ 61,676	\$ 63,483	\$ 65,289	\$ 67,096
3	\$ 53,418	\$ 54,967	\$ 57,031	\$ 58,580	\$ 60,386	\$ 62,709	\$ 64,515	\$ 66,321	\$ 68,386
4	\$ 54,451	\$ 55,741	\$ 57,805	\$ 59,354	\$ 61,418	\$ 63,741	\$ 65,547	\$ 67,612	\$ 69,676
5	\$ 55,483	\$ 56,515	\$ 58,580	\$ 60,128	\$ 62,451	\$ 64,773	\$ 66,838	\$ 68,902	\$ 70,967
6	\$ 56,515	\$ 57,547	\$ 59,354	\$ 60,902	\$ 63,483	\$ 65,805	\$ 68,128	\$ 70,192	\$ 72,257
7	\$ 57,547	\$ 58,580	\$ 60,128	\$ 61,676	\$ 64,515	\$ 67,096	\$ 69,418	\$ 71,483	\$ 73,547
8	\$ 58,580	\$ 59,612	\$ 60,902	\$ 62,451	\$ 65,547	\$ 68,386	\$ 70,708	\$ 72,773	\$ 74,837
9	\$ 59,612	\$ 60,644	\$ 61,676	\$ 63,225	\$ 66,579	\$ 69,676	\$ 71,999	\$ 74,063	\$ 76,128
10	\$ 60,644	\$ 61,676	\$ 62,451	\$ 63,999	\$ 67,870	\$ 70,967	\$ 73,289	\$ 75,354	\$ 77,418
11	\$ 61,160	\$ 62,451	\$ 63,225	\$ 64,773	\$ 69,160	\$ 72,257	\$ 74,579	\$ 76,644	\$ 78,708
12	\$ 61,676	\$ 63,225	\$ 63,999	\$ 65,547	\$ 70,450	\$ 73,547	\$ 75,870	\$ 77,934	\$ 79,999
13	\$ 62,192	\$ 63,741	\$ 64,773	\$ 66,321	\$ 71,741	\$ 74,837	\$ 77,160	\$ 79,224	\$ 81,289
14	\$ 62,709	\$ 64,257	\$ 65,547	\$ 67,096	\$ 73,031	\$ 76,128	\$ 78,450	\$ 80,515	\$ 82,579
15	\$ 63,225	\$ 64,773	\$ 66,321	\$ 67,870	\$ 74,321	\$ 77,418	\$ 79,741	\$ 81,805	\$ 83,870
16	\$ 63,741	\$ 65,289	\$ 67,096	\$ 68,644	\$ 75,612	\$ 78,708	\$ 81,031	\$ 83,095	\$ 85,160
17	\$ 64,257	\$ 65,805	\$ 67,870	\$ 69,418	\$ 76,902	\$ 79,999	\$ 82,321	\$ 84,386	\$ 86,450
18	\$ 64,773	\$ 66,321	\$ 68,644	\$ 70,192	\$ 78,450	\$ 81,547	\$ 83,870	\$ 85,934	\$ 87,998
19	\$ 65,289	\$ 66,838	\$ 69,418	\$ 70,967	\$ 79,999	\$ 83,095	\$ 85,418	\$ 87,482	\$ 89,547
20	\$ 65,805	\$ 67,354	\$ 69,934	\$ 71,741	\$ 81,547	\$ 84,644	\$ 86,966	\$ 89,031	\$ 91,095
21	\$ 66,321	\$ 67,870	\$ 70,450	\$ 72,515	\$ 83,095	\$ 86,192	\$ 88,515	\$ 90,579	\$ 92,644
22	\$ 66,838	\$ 68,386	\$ 70,967	\$ 73,289	\$ 84,644	\$ 87,740	\$ 90,063	\$ 92,127	\$ 94,192
23		\$ 68,902	\$ 71,483	\$ 74,063	\$ 86,192	\$ 89,289	\$ 91,611	\$ 93,676	\$ 95,740
24			\$ 71,999	\$ 74,837	\$ 87,740	\$ 90,837	\$ 93,160	\$ 95,224	\$ 97,289
25			\$ 73,031	\$ 75,612	\$ 89,289	\$ 92,385	\$ 94,708	\$ 96,773	\$ 98,837
26			\$ 74,063	\$ 76,644	\$ 90,837	\$ 93,934	\$ 96,256	\$ 98,321	\$ 100,385
27				\$ 77,676	\$ 92,385	\$ 95,482	\$ 97,805	\$ 99,869	\$ 101,934
28					\$ 93,934	\$ 97,031	\$ 99,353	\$ 101,418	\$ 103,482
29					\$ 95,482	\$ 98,579	\$ 100,901	\$ 102,966	\$ 105,030
30					\$ 97,031	\$ 100,127	\$ 102,450	\$ 104,514	\$ 106,579
OFF									

**2025-2026**  
**Extended Salary Matrix**  
(See ARTICLE XII, Section 1)

	<b>MS+0</b>	<b>MS+12</b>	<b>MS+24</b>	<b>MS+36</b>	<b>CAS/EDD/PHD</b>
<b>1</b>	\$ 60,386	\$ 62,709	\$ 64,515	\$ 66,321	\$ 68,386
<b>2</b>	\$ 61,418	\$ 63,741	\$ 65,547	\$ 67,612	\$ 69,676
<b>3</b>	\$ 62,451	\$ 64,773	\$ 66,838	\$ 68,902	\$ 70,967
<b>4</b>	\$ 63,483	\$ 65,805	\$ 68,128	\$ 70,192	\$ 72,257
<b>5</b>	\$ 64,515	\$ 67,096	\$ 69,418	\$ 71,483	\$ 73,547
<b>6</b>	\$ 65,547	\$ 68,386	\$ 70,708	\$ 72,773	\$ 74,837
<b>7</b>	\$ 66,579	\$ 69,676	\$ 71,999	\$ 74,063	\$ 76,128
<b>8</b>	\$ 67,870	\$ 70,967	\$ 73,289	\$ 75,354	\$ 77,418
<b>9</b>	\$ 69,160	\$ 72,257	\$ 74,579	\$ 76,644	\$ 78,708
<b>10</b>	\$ 70,450	\$ 73,547	\$ 75,870	\$ 77,934	\$ 79,999
<b>11</b>	\$ 71,741	\$ 74,837	\$ 77,160	\$ 79,224	\$ 81,289
<b>12</b>	\$ 73,031	\$ 76,128	\$ 78,450	\$ 80,515	\$ 82,579
<b>13</b>	\$ 74,321	\$ 77,418	\$ 79,741	\$ 81,805	\$ 83,870
<b>14</b>	\$ 75,612	\$ 78,708	\$ 81,031	\$ 83,095	\$ 85,160
<b>15</b>	\$ 76,902	\$ 79,999	\$ 82,321	\$ 84,386	\$ 86,450
<b>16</b>	\$ 78,450	\$ 81,547	\$ 83,870	\$ 85,934	\$ 87,998
<b>17</b>	\$ 79,999	\$ 83,095	\$ 85,418	\$ 87,482	\$ 89,547
<b>18</b>	\$ 81,547	\$ 84,644	\$ 86,966	\$ 89,031	\$ 91,095
<b>19</b>	\$ 83,095	\$ 86,192	\$ 88,515	\$ 90,579	\$ 92,644
<b>20</b>	\$ 84,644	\$ 87,740	\$ 90,063	\$ 92,127	\$ 94,192
<b>21</b>	\$ 86,192	\$ 89,289	\$ 91,611	\$ 93,676	\$ 95,740
<b>22</b>	\$ 87,740	\$ 90,837	\$ 93,160	\$ 95,224	\$ 97,289
<b>23</b>	\$ 89,289	\$ 92,385	\$ 94,708	\$ 96,773	\$ 98,837
<b>24</b>	\$ 90,837	\$ 93,934	\$ 96,256	\$ 98,321	\$ 100,385
<b>25</b>	\$ 92,385	\$ 95,482	\$ 97,805	\$ 99,869	\$ 101,934
<b>26</b>	\$ 93,934	\$ 97,031	\$ 99,353	\$ 101,418	\$ 103,482
<b>27</b>	\$ 95,482	\$ 98,579	\$ 100,901	\$ 102,966	\$ 105,030
<b>28</b>	\$ 97,031	\$ 100,127	\$ 102,450	\$ 104,514	\$ 106,579
<b>29</b>					
<b>OFF</b>					

**MEMORANDUM OF UNDERSTANDING  
RE: FLEXIBLE SCHEDULING**

The Board of Education of Yorkville Community Unit School District No. 115 (“Board”) desires to offer high school students the option of taking courses outside of the regular school day. Administration may offer zero hour, ninth (9th) hour, tenth (10th) hour, or Saturday session, as described below, outside of the regular school day. The Board and the Yorkville Education Association, IEA-NEA agree that assignment of these teaching hours will be on a volunteer basis and will be subject to the following conditions:

- Teachers assigned to a non-traditional hour session will be assigned am/pm supervision duty in accordance with Article IX, Section 3.
- Teachers will be expected to work a professional work week of 40-hours in accordance with Article IX, Section 7.A.
- Teachers who volunteer to teach a non-traditional hour assignment are responsible for information presented in staff meetings in accordance with Article IX, Section 7.B.
- Teachers who accept a non-traditional hour assignment will have their schedules adjusted so that they teach no more than the contractual minutes required under Article IX, Section 14 of the 2022-2026 Collective Bargaining Agreement (“CBA”), unless the administration agrees to allow the teacher to accept the assignment as an overload.
- With the administration’s approval, a teacher may accept zero hour, ninth (9th) hour, tenth (10th) hour, or Saturday session as an overload. If one of these sessions is an overload, then the teacher’s schedule will not be adjusted as provided below and the teacher will be paid according to overload guidelines.

a. Zero Hour

- i. Zero hour occurs prior to the regular school day start time. This session is a forty-seven (47) minute period that meets five (5) times per week.
- ii. Zero hour will be included in the instructional time the teacher is required to teach under Article IX, Section 14 of the 2022-2026 CBA.
- iii. In addition to the required instructional minutes, a teacher’s assignment will include 1.5 periods of preparation and a duty of 24 minutes (for a yearly duration) or 48 minutes (for a duration of half a year) and a student support period which may include, but not limited to, ACCESS, Testing Center, or Tutoring Center.
- iv. The duties stated above in the teacher’s assignment will follow zero hour consecutively, unless otherwise agreed to between the administration and the teacher.

B. Ninth (9th) Hour

- i. Ninth hour is an afternoon session that occurs after the regular school day end time. This session meets three (3) times per week for approximately seventy-eight (78) minutes per session. The instructional minutes for this session per semester will be equivalent to the instructional minutes of a forty-seven (47) minute period that meets five (5) times per week.

- ii. Ninth hour will be included in the required instructional time the teacher is required to teach under Article IX, Section 14 of the 2022-2026 CBA.
- iii. In addition to the required instructional periods, a teacher's assignment will include 1.5 periods of preparation and a duty of 24 minutes (for a yearly duration) or 48 minutes (for a duration of half a year) and a student support period which may include, but not limited to, ACCESS, Testing Center, or Tutoring Center.
- iv. The duties stated above in the teacher's assignment will precede ninth hour consecutively, unless otherwise agreed to between the administration and the teacher.

C. Tenth (10th) Hour

- i. Tenth hour is an evening session that occurs after the regular school day end time. This session meets two (2) times per week for approximately one-hundred seventeen (117) minutes per session. The instructional minutes per semester for this session will be equivalent to the instructional minutes of a forty-seven (47) minute period that meets five (5) times per week.
- ii. Tenth hour will be included in the required instructional time the teacher is required to teach under Article IX, Section 14 of the 2022-2026 CBA.
- iii. In addition to the required instructional periods, a teacher's assignment will include 1.5 periods of preparation and a duty of 24 minutes (for a yearly duration) or 48 minutes (for a duration of half a year) and a student support period which may include, but not limited to, ACCESS, Testing Center, or Tutoring Center.
- iv. The duties stated above in the teacher's assignment will be clustered, unless otherwise agreed to between the administration and the teacher.

D. Saturday Session

- i. Saturday session is a weekend session that occurs after the traditional school week. This session meets one (1) time per week for approximately two-hundred thirty-five (235) minutes per session. The instructional minutes for this session per semester will be equivalent to the instructional minutes of a forty-seven (47) minute period that meets five (5) times per week.
- ii. Saturday session will be included in the required instructional minutes..
- iii. In addition to the required instructional periods, a teacher's assignment will include 1.5 periods of preparation and a duty of 24 minutes (for a yearly duration) or 48 minutes (for a duration of half a year) and a student support period which may include, but not limited to, ACCESS, Testing Center, or Tutoring Center.
- iv. Teachers who teach Saturday session will have the duties stated above in the teacher's assignment scheduled consecutively, unless otherwise agreed to by the administration and the teacher.

**MEMORANDUM OF UNDERSTANDING  
RE: ENGLISH LEARNER ENDORSEMENT**

The Board of Education of Yorkville Community Unit School District No. 115 (“Board”) desires to offer its teachers the opportunity to participate in a Yorkville Community Unit School District No. 115 cohort through an accredited university to obtain the English Learner Endorsement beginning August 2021 and ending in August 2022 (“EL Cohort”). The Board and the Association agree as follows:

1. A minimum of 10 teachers must participate in this EL Cohort in order for this benefit to be offered by the Board. If the EL Cohort does not obtain the minimum of 10 teachers, the cohort will be cancelled. The district administration and association will design an enrollment process and timeline that includes a program course outline provided by the university sponsoring the cohort. In the event that program interest exceeds the district budget, the administration and association will develop an application process that intends to ensure a balanced representation of staff.
2. Teachers interested in participating in this EL Cohort will have the opportunity to apply to participate in accordance with the process, deadlines and criteria established by administration and association. Participation in this EL Cohort will be limited to 20 teachers. Applicants will be selected for participation based on the criteria established by the administration and association.
3. Teachers who successfully complete the EL Cohort will be reimbursed in accordance with Article XII Section 9, Tuition Reimbursement, including but not limited to the reimbursement cap amount of a maximum of \$200 per class for a maximum of 4 classes per school year. (The reimbursement in this paragraph is only available for the 2020-2021 school year). Any and all requirements contained in Article XII Section 9 shall apply in order to determine successful completion of the EL Cohort to qualify for the reimbursement provided for in Article XII Section 9, including but not limited to attaining a grade of “B” or higher or “pass” in a “pass or fail” course and submitting evidence of successful completion of the EL Cohort in the form of an official transcript.
4. Any teacher who successfully completes the EL Cohort program by the end of August 2022 and remains employed by the Board for the entire 2022-2023 school year, will be reimbursed for half of the remaining cost of the EL Cohort in a separate check in the next payroll period after the end of the 2022-2023 school year. If such teacher remains employed by the Board through the end of the 2023-2024 school year, the teacher will be reimbursed the remainder of the cost of the EL Cohort in a separate check in the next payroll period after the end of the 2023-2024 school year.
5. This MOU is non-precedential and nothing in this MOU requires the Board to offer this benefit at any other time except once between August 2021 through August 2022.
6. Nothing in this MOU is meant to act as a guarantee that the EL Cohort opportunity will be available for any period of time at the University.
7. The selection of the participants in the EL Cohort program is non-grievable.

**MEMORANDUM OF UNDERSTANDING  
RE: CLASS SIZE**

The Board and Association will work cooperatively to develop pupil-teacher ratios that promote learning and are possible within the limitations of facilities, finances and other considerations in grades K-12. A desirable goal regarding student/teacher ratio in elementary buildings shall be in the lower 20's in grades K-2 and the mid to upper 20's in grades 3-6. Accordingly, the Superintendent or designee shall meet with the representatives of the Association at the request of the Association to discuss class size issues. When the parties agree that Board action may be necessary to maintain a quality education program, the Board shall attempt to minimize class size problems by utilizing a variety of options, including but not limited to: additional aides, additional faculty, and student/special program transfers.

This Memorandum of Understanding is non-grievable and non-arbitrable.



**This page intentionally left blank.**