

**AGREEMENT BETWEEN**  
**THE MT. ZION FEDERATION OF TEACHERS**  
**and**  
**THE MT. ZION COMMUNITY UNIT DISTRICT NO. 3**  
**BOARD OF EDUCATION**

**2022-2027**

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**AGREEMENT BETWEEN  
THE MT. ZION FEDERATION OF TEACHERS  
and  
THE MT. ZION COMMUNITY UNIT DISTRICT NO. 3  
BOARD OF EDUCATION**

**ARTICLE I**

**PRINCIPLES**

**1.1 ATTAINING OBJECTIVES**

Attainment of objectives of the educational program of the District requires mutual understanding and the cooperation among the Board of Education, the Superintendent, his staff, and the professional teaching personnel.

To this end, free and open exchange of views is desirable and necessary with all parties participating in deliberations leading to the determination of all matters.

**1.2 PROFESSIONAL TEACHING PERSONNEL**

It is recognized that teachers have the right to join or not to join any organization for their professional or economic improvement but that membership in an organization shall not be required as a condition of employment.

**1.3 BOARD OF EDUCATION (MANAGEMENT RIGHTS)**

It is the law of the State of Illinois that the determination and administration of school policy, the operation and management of the schools, and the direction of employees are vested exclusively in the Board. It is the duty of all employees to carry out the policies and regulations as stipulated by the Board. The decision of the Board of Education in matters pertaining to the determination and administration of school policy, the operation and management of the schools, and the direction of employees shall be final.

It is expressly understood and agreed that all functions, rights, powers or authority of the administration of the School District and the Board of Education which are not specifically limited by the express language of this agreement are retained by the Board, provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement.

## ARTICLE II

### RECOGNITION

#### 2.1 RECOGNITION

The Board of Education of School District #3, Macon County, Mt. Zion, Illinois, hereinafter referred to as the "Board" recognizes the Mt. Zion Federation of Teachers, hereinafter referred to as the "Federation," as the sole and exclusive negotiating agent for all regularly employed full-time certified personnel, hereinafter referred to as "Teachers," except for the Superintendent, Associate Superintendent, Principals, Assistant Principal, Director of Curriculum and Technology, Athletic Director and other administrative or supervisory positions exempt from the bargaining unit consistent with the Illinois Educational Labor Relations Act.

The Board agrees not to negotiate or to consult with any other organization representing certificated staff, individual certificated employees, or group of certificated employees with regard to negotiable items as defined herein, unless otherwise provided for in this agreement or unless mutually agreed upon by the parties during the term of this Agreement.



## ARTICLE III

### PROCEDURES

#### 3.1 MEETINGS

Meetings will be held between the Board and the Federation for the purpose of negotiating in good faith. The Federation team will not exceed four members. The board team will not exceed four members.

Meetings shall be called upon the written request of either of the parties involved, namely the Mt. Zion Federation of Teachers or the Board of Education. Requests for meetings should contain a specific statement as to the reason of the request.

The first meeting between the parties must occur no earlier than March 1 and no later than March 31, of the year this Agreement terminates

#### 3.2 DIRECTING REQUESTS FOR MEETINGS

Requests for meetings from the Mt. Zion Federation of Teachers will be made directly to both the President of the Board of Education and the Superintendent of Schools. Requests for meetings from the Board of Education will be made directly to the President of the Mt. Zion Federation of Teachers.

A meeting will be held within fifteen (15) calendar days of said request.

#### 3.3 ASSISTANCE

The participants may call upon competent professional and/or lay representatives.

#### 3.4 EXCHANGE OF FACTS AND VIEWS

Facts, opinions, proposals and counterproposals will be exchanged freely during the meeting or meetings (and between meetings, if advisable) in an effort to reach understanding and agreement.

## ARTICLE III. CONT.

### 3.5 AGREEMENT

When the participants reach final agreement on all matters, it will be reduced to writing and become part of the official minutes of the Board of Education (after approval of the majority of the Mt. Zion Federation of Teachers and after approval of the majority of the Board of Education.) All provisions in the Agreement will be reflected in the individual teacher's contracts. The Agreement shall not discriminate against any member of the teaching staff, regardless of membership in any teacher's organization.

### 3.6 MEDIATION

The parties will comply with the Illinois Educational Labor Relations Act with regards to mediation. In the event of mediation, the parties will request the Federal Mediation and Conciliation Services to appoint a Mediator.

### 3.7 COSTS

Any costs incurred by the Mt. Zion Federation of Teachers will be paid by the Mt. Zion Federation of Teachers. Any costs incurred by the Mt. Zion Community Unit District No. 3 Board of Education will be paid by the Mt. Zion Community Unit District No. 3 Board of Education. Any costs incurred jointly by the Mt. Zion Federation of Teachers and the Mt. Zion Community Unit District No. 3 Board of Education will be shared jointly by these two groups.

### 3.8 COMMUNICATION WITH MEMBERS

The Union Officers/Building Representatives shall have the right to use teacher mail boxes and intra-district email service for communication with teachers concerning Union matters, providing such use does not interfere with or disrupt normal operations of the facility.

## ARTICLE IV

### GRIEVANCE PROCEDURES

#### 4.1 DEFINITION

A grievance is a complaint by a teacher, group of teachers, or any parties to this Agreement that this Agreement has been violated or misinterpreted.

#### 4.2 TIME LINE FOR FILING

A grievance must be filed within twenty (20) business days of when the grievant knew or should have known of the event which gave rise to the grievance. The grievance shall specify the contract section(s) violated and the remedy requested.

#### 4.3 REPRESENTATION

The aggrieved party may be accompanied or represented by a person or persons of his/her own choosing.

#### 4.4 PRINCIPAL LEVEL

Once a grievance has been presented to the principal, he/she will schedule a meeting with the grievant within ten (10) business days of receipt of the grievance. The principal will respond to the grievant in writing within ten (10) business days of the meeting.

#### 4.5 SUPERINTENDENT LEVEL

If the grievance has not been resolved at the principal's level, it may be submitted in writing to the Superintendent of Schools within ten (10) business days after receipt of the principal's response specifying the reasons for the appeal. The Superintendent shall arrange with the aggrieved party for a meeting to take place within ten (10) business days of the Superintendent's receipt of the appeal. The Superintendent will respond in writing to the grievant within ten (10) business days of the meeting.

#### 4.6 BOARD OF EDUCATION LEVEL

If the grievance has not been resolved at the Superintendent's level, it may be submitted to the Board of Education in writing within ten (10) business days. After submission, the Board of Education shall meet with the grievant and his/her representative(s), if requested by the grievant for the purpose of resolving the

## ARTICLE IV CONT.

grievance. The Board will respond in writing within ten (10) business days of the meeting.

### 4.7 TEACHER RESPONSIBILITY

The failure of a teacher to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to resolve the grievance within the time limit shall permit the grievant to proceed to the next step. All time limits may be extended by written mutual consent. All instruments concerning a grievance must be signed and dated. A teacher who participates in the grievance procedure shall not be subject to discipline or reprisal because of such participation.

### 4.8 ARBITRATION

If the grievant disagrees with the disposition of the grievance at the Board level, or the time limits expire without the issuance of the Board's reply, the Federation may submit the grievance to final and binding arbitration with the AAA, FMCS, or an agreed upon arbitrator, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within fifteen (15) business days of the receipt of the Superintendent's response, then the grievance shall be deemed withdrawn.

- A. The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the Board and the Federation, and his decision must be based solely upon the express relevant language of the Agreement.
- B. Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitrator and the AAA or FMCS shall be equally borne by the parties.
- C. If either party requests a transcript of the proceedings, that party shall bear the full costs of that transcript.

### 4.9 DEFINITION OF BUSINESS DAYS

For purposes of this article, a business day shall be any Monday through Friday, excluding holidays, when the business office is open.

## ARTICLE V

### EMPLOYER AND TEACHER RIGHTS

#### 5.1 DISCRIMINATION

The Board will not discriminate against a teacher based on applicable law, for any reason(s) including race, color, marital status, sex, sexual orientation, gender identity, or national origin, relative to the terms and condition of this Agreement.

#### 5.2 DUTY FREE LUNCH PERIOD

During each school day, the teachers are entitled to a duty-free lunch period equal to that of students and in compliance with the minimum 30 minutes, as provided for in The School Code of Illinois, 105 ILCS 5/24-9.

#### 5.3 CONTRACT DAYS

The school calendar shall consist of 188 days, in compliance with The School Code of Illinois. The maximum teaching year shall consist of 180 days and, in the event that fewer than eight (8) emergency days have been declared, those days shall be eliminated from the end of the school calendar, after consultation between the Superintendent of Schools and the Federation President has occurred.

PreK-6 teachers are expected to be in their respective classrooms or assigned areas at 8:00 a.m. and remain after school until 3:30 p.m.

7-12 teachers are expected to be in their respective classrooms or assigned areas at 7:30 a.m. and remain after school until 3:00 p.m.

All teachers Pre-K through 12 will be allocated a minimum of one preparation/planning period per day. At the High School and Junior High level, and K-6 specialist teacher planning period shall be equivalent to one core instructional period. Regular classroom K-6 teachers will use the time when students are with specialists as their planning period, to be no less than one high school/junior high planning period. Teachers may voluntarily accept an overload course. Compensation for overload courses shall be an additional 1/7 of employee's current salary.

All teachers Pre-K-12 will have up to 60 minutes per month for meetings, in addition to the times listed above, plus two evening events per year.

#### **5.4 REORGANIZATION OF INSTRUCTIONAL RESPONSIBILITIES**

Reorganization of the instructional responsibilities within a building is to be permitted and encouraged in order to best utilize the teaching staff. Notice of reassignments of grade levels, subjects, and/or supervisor duties should be made not later than July 1, unless there are extenuating circumstances. The employee shall be notified promptly and consulted about the change before any decision is made. After notification and consultation has occurred, the employee may request a meeting with the Superintendent or his/her designee to discuss the change. When the District decides to fill a vacant teaching position, written notice of any and full time certified positions in the District shall be posted in each building (except during June and July the posting will be in the Central Office and an electronic correspondence will be sent to all certified staff), unless the opening occurs after August 1.

#### **5.5 EMPLOYMENT BY UNIT**

Due to the unique structure of our District, it is understood by both parties that teachers are employed by and for the unit, not for a particular building or grade level.

#### **5.6 PERSONNEL FILE**

In accordance with the procedures and time limits set forth in the Illinois Personnel Records Review Act, 820 ILCS 40, et. seq., each teacher shall have the right to review the contents of his personnel file. The teacher's review of his file shall be in compliance with the rules and regulations of the privacy act of 1974. The teacher may have a federation member present during the review of his personnel file. The teacher shall have the right to attach a written statement to any of the material contained therein. The Superintendent may purge an unwarranted written complaint from the personnel file. A copy of the written complaint shall be given to the teacher within ten (10) days of receipt by the Superintendent.

#### **5.7 IN-SERVICE DAYS**

The professional development days in the school calendar, as provided for by State law, for in-service training, shall be jointly planned by the administration and the teachers' in-service committee.

#### **5.8 REDUCTION IN STAFF**

1. Should it become necessary to reduce the number of teachers employed by the District, due to enrollment decrease, elimination of programs or lack of funds, the Federation shall be advised of such decisions and given an opportunity to discuss the matter prior to board approval.

2. In the event it becomes necessary to reduce the number of staff through the cutting of programs or reduction of classrooms, an association committee, appointed by the union president, will be given the opportunity to discuss such reduction in staff with the Board. Reduction in staff shall be made in accordance with the provisions of The School Code of Illinois, 105 ILCS 5/24-12, and shall be in accordance with any administrative rules set forth by the Board of Education of the State of Illinois.
3. Certified teachers shall have recall rights consistent with the provisions of the School Code of Illinois, 105 ILCS 5/24-12(b).
4. Teacher seniority shall accrue on the date the Board takes action to hire the teacher. In the event of a seniority tie, the Superintendent and Union President will meet and draw lots. The first teacher name drawn will have the most seniority and so on. This process will be used one time to break a seniority tie between teachers and the results of this process shall be final.

#### **5.9 DISTRICT REIMBURSED MILEAGE**

A teacher, who is approved by the District to use his/her personal vehicle for District business shall be reimbursed at the rate equal to the IRS per mile rate as of July 1 of each year.

#### **5.10 EMPLOYEE DISCIPLINE**

During the investigation of a disciplinary matter involving a member of the Union, any employee being investigated regarding such disciplinary matter shall have the right to request Union representation during the course of any administrative interviews or board meetings with the teacher during the course of the investigation. Such meeting will not be conducted in the absence of such representation if representation has been requested.

Any formal written complaint about an individual teacher, that will be used for disciplinary purposes, shall be brought to the attention of the teacher in a timely manner.

Faculty members shall not be disciplined in the presence of students except in the case of emergency or unless necessary to protect the health and safety of persons or property.

## ARTICLE VI

### EMPLOYMENT CONDITIONS

#### 6.1 FULL EXPERIENCE CREDIT

No less than full experience credit shall be allowed for full-time teaching experience in public and private schools. The teacher's education license must match the years of teaching experience.

Teachers commencing employment with the District for the 2022-2023 school year and thereafter, shall be given year for year credit for prior years of full-time public and private teaching experience for determining their placement on the salary schedule step. For example, a teacher with 4 years of prior full-time teaching experience will be placed on Step 4 in the lane corresponding to their level of education.

Teachers who commenced employment with the District prior to the 2022-2023 school year shall be given year for year credit for prior years of full-time public and private teaching experience worked before their initial employment date, for determining their placement on the salary schedule step for the 2022-2023 school year and thereafter. The teacher must provide evidence of his/her prior full-time teaching experience within 30 calendar days from the date this agreement is approved by the school board. For example, a teacher on Step 4 during the 2021-2022 school year, who submits evidence of 3 years of prior full-time teaching experience, will be placed on Step 8 for the 2022-2023 school year, but the teacher shall not be eligible for any retroactive salary payments.

#### 6.2 SICK LEAVE

Each certified employee shall be entitled to twelve (12) sick leave days per school year without loss of pay. The sick leave accumulation maximum shall be 327 days.

Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household or birth, adoption, or placement for adoption and the acceptance of a child in need of foster care in compliance with the Illinois school code. The immediate family for purposes of this Section shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, step-brothers, step-sisters, step-children, step-parents, step-grandparents, parents-in-law, sisters-in-law, brothers-in-law, grandparents-in-law, legal guardians, cousins, cousins-in-law, nieces, nieces-in-law, nephews, nephews-in-laws, aunts, uncles, aunts-in-law, uncles-in-law and domestic partner.



## ARTICLE VI CONT.

The District may require that the teacher provide evidence that the formal adoption process is underway, and such leave is limited to 30 days.

The District shall have the right to request an employee to submit a medical certificate as a basis for paid sick leave in accordance with the Illinois School Code, 105 ILCS 5/24-6. If the district request it after 3 days, non-consecutive, then the district has to pay for the doctor visit. If the district request medical certification after 3 consecutive days then the teacher pays.

### 6.3 PAY OUT OF SICK LEAVE UPON RETIREMENT

Upon retirement, a teacher shall be paid as follows for unused sick leave:

- A. Minimum of fifteen (15) continuous years in District.
- B. Minimum age of 55.
- C. Maximum credit for sick days - one hundred twenty-five (125).
- D. Only those sick leave days that are not used for Illinois Teachers' Retirement System purposes shall be considered usable for sick leave/retirement pay in this District.
- E. Pay \$25.00 sick day.
- F. Payment must be paid out after the last regular paycheck has been Issued.

### 6.4 PERSONAL LEAVE

Two (2) days may be taken each year (or 5 if accumulated) for personal leave with written notification to the building principal. Teachers shall have the option of having all or part of unused personal leave days transferred to sick leave. Teachers shall have, in lieu of transfer to sick leave, the option to be paid \$75.00 per day. Unused leave days may accumulate to a total of five (5). No more than ten percent(10%) of the teaching staff may be absent from the same building for matters concerning personal leave. Personal leave days may not be taken during the first or last three days of school or on the first working day preceding or following Thanksgiving, Winter, Spring vacations or other holidays when the district is not in session, except in emergency situations as approved by the Superintendent or designee for approval at his or her discretion (examples: medical, Act of God, etc.).

## ARTICLE VI CONT.

### 6.5 PREGNANCY

Absence due to pregnancy shall be treated as any other illness.

### 6.6 EVALUATION

Teachers, both tenure and non-tenure, shall be evaluated by their building Administrators. (This is not restrictive of Central Office Administrators' evaluation of teachers.) No portion of a building handbook may be used as part of the evaluation process.

Within two weeks of the written request of either party, an Evaluation Committee shall be established consisting of three members appointed by the Federation and three members appointed by the Superintendent to review and recommend changes to the evaluation procedures only. Any procedural changes recommended by the Evaluation Committee will be effective only upon agreement between the Union and the Board and shall take effect with the start of the next school year following the agreement.

No parts of the evaluation policies shall become a part of any collective bargaining agreement, except those portions that deal exclusively with the procedures.

All evaluation processes, procedures, and paperwork associated with the Mt. Zion CUSD 3 Evaluation Plan shall be in accordance with the School Code of Illinois 105ILCS5/24a and shall be in accordance with any administrative rules set by the Board of Education of the State of Illinois.

### 6.7 JURY DUTY

The school district recognizes the duty of each individual employee to participate in his/her civic responsibility. If an employee is summoned for jury duty, the school district will grant a leave with full pay and benefits to the employees while serving jury duty. The employee will turn over monies received for serving on jury duty during work days to the school district. This does not include allowance for transportation.

### 6.8 FEDERATION LEAVE

In the event that the Federation desires to send its President and/or a designated alternate to a representative meeting, this representative shall be excused without

## ARTICLE VI CONT.

a loss of salary, provided the Federation reimburses the District for the cost of the substitute. This leave shall not exceed eight (8) days for the bargaining unit, and shall not exceed (5) days per individual.

### 6.9 SABBATICAL LEAVE

The Board of Education may grant sabbatical leaves in accordance with The School Code of Illinois, 105 ILCS 5/24-6.1. The principal criteria are:

- A. Leaves may be granted for up to one school term.
- B. Leaves are for purposes to improve the school district.
- C. Applicants for leaves must meet the following criteria:
  - 1. Have at least six (6) years service to the district.
  - 2. Submit an approved plan which will benefit the district.
  - 3. Agree to work in the district one year following the leave.
- D. The Board agrees to pay the applicant full salary less that amount paid for substitute service but not less than one-half the basic salary rate.
- E. Tenure, seniority, movement on the Salary Schedule, participation in insurance plans, and Board contributions to the Teachers' Retirement System are not affected by sabbatical leaves.

### 6.10 RETIREMENT BENEFIT

- A. An employee tendering an irrevocable letter of resignation in conformance with the following conditions shall be eligible for a retirement incentive during his/her final four (4) years of teaching.

To be eligible, the employee must:

- 1. Be at least fifty-one (51) years of age on or before December 31 of the calendar year they submit their retirement letter, and
- 2. Completed fifteen (15) years of continuous full-time teaching service employed by the school district before submitting their letter (be in the 16th year), and
- 3. Submit an irrevocable letter of resignation on or before April 1st of the year preceding the year the incentive is to commence. In 2022 only, the letter must be submitted within 30 calendar days after the school board approves the union contract. In the event the retirement benefit negotiated under Section 6.10 is increased in any successor contract, teachers will receive the higher negotiated

## ARTICLE VI CONT.

benefit for the remaining years they are eligible to receive the benefit. In the event the retirement benefit negotiated under Section 6.10 is decreased in any successor contract, the teachers in the retirement program shall be grandfathered and continue to receive the higher benefit set forth in the contract in which they entered the retirement program for the remaining years they are eligible to receive the benefit.

- B. The irrevocable letter of resignation for retirement must be filed on or before April 1 in the year prior to the first year of receiving this pre-retirement benefit. The pre-retirement period may be from 1 to 4 years in duration depending upon when the irrevocable letter of resignation is received and the specified effective date of retirement. For example, employees indicating retirement in 2023 will have a pre-retirement period of 1 year. Employees indicating retirement in 2024 will have a pre-retirement period of 2 years. Employees indicating retirement in 2025 will have a pre-retirement period of 3 years. Employees indicating retirement in 2026 will have a pre-retirement period of 4 years. Nothing in this program is intended to limit an employee's contractual ability to earn more than 6.0% above the previous year's TRS creditable earnings.

C. Aspects of the Plan

The teacher will remain on the salary schedule and will be paid according to the negotiated contract. In June, at the end of each year an employee is in the retirement plan, the District will compare the teacher's TRS creditable earnings to his/her previous year's creditable earnings. The District will pay all the teachers receiving a retirement benefit an amount to ensure the teachers' TRS creditable earnings increases 6.0% over his/her previous year's TRS creditable earnings, based on the number of days the teacher worked or received paid leave from one year to the next year (periods of unpaid leave will be removed from the calculation when determining the retirement benefit).

For example, a teacher enters the retirement plan for one year with a retirement date at the end of the 2022-2023 school year. In June 2023, the District will compare the teacher's 2022-2023 TRS creditable earnings to his/her 2021-2022 TRS creditable earnings. The District will increase the teachers' 2022-2023 TRS creditable earnings in an amount to ensure it increases 6.0% above his/her 2021-2022 TRS creditable earnings.

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EXAMPLE:

TRS Creditable Earnings in the year prior to entering:	
Salary:	\$50,000
Coaching Stipend:	<u>\$ 3,000</u>
Total TRS Earnings:	\$53,000
TRS Creditable Earning First Year:	
Salary:	\$51,000
Coaching Stipend:	\$ 3,100
Retirement Benefit:	<u>\$ 2,080</u>
Total TRS Earnings:	\$56,180
(Reflects 6.0% increase over previous year's earnings)	
TRS Creditable Earnings Second Year:	
Salary:	\$52,000
Coaching Stipend:	\$ 3,200
Retirement Benefit:	<u>\$ 4,351</u>
Total TRS Earnings:	\$59,551

If an employee has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the employee's 6.0% increase shall be reduced by the amount of the extra duty compensation.

TRS Creditable Earnings in the year prior to entering:	
Salary:	\$50,000
Coaching Stipend:	\$ 3,000
Total TRS Earnings:	<u>\$53,000</u>
TRS Creditable Earning First Year:	
Salary:	\$51,000
Coaching Stipend	\$ 0
Retirement Benefit:	\$ 2,000
Total TRS Earnings:	<u>\$53,000</u>

(Reflects 6.0% increase over previous year's earnings after removing the stipend work that is no longer performed. The 6.0% calculation is based on \$50,000 and not \$53,000.)

**ARTICLE VI CONT.**

TRS Creditable Earnings Second Year:	
Salary:	\$52,000
Coaching Stipend:	\$    0
Retirement Benefit:	<u>\$ 4,180</u>
Total TRS Earnings:	\$56,180

**MISCELLANEOUS**

The parties agree that if the legislature lowers the 6.0% allowable rate to a lower rate and this contract is not grandfathered and exempt from that change; the allowable rate for the retirement benefit under Article 6.10 of this contract shall be reduced from 6.0% to the allowable rate that is permissible which does not result in the District paying any additional pension costs to TRS.

The Board may, in its sole discretion, limit the number of teachers who retire under this plan in any year to thirty per cent (30%) of those teachers who have applied for this benefit. In the event of any limitation in the program, the teacher with the greatest seniority shall have the participation option. Any teacher who is unable to participate in this program because of the application of the limitation, shall have the option to participate the following year, prior to the participation of any new applicants, regardless of seniority.

## ARTICLE VII

### BENEFITS

#### 7.1 CONTRACT DAYS

The Salary Schedule shall be as set forth in Appendix A, which is attached to, and incorporated in this Agreement. The Salary Schedule shall be based on a 180 days school year. Salary and adjustments for days not worked shall be at the rate of 1/180th of a contract amount.

#### 7.2 CO-CURRICULAR SCHEDULE

The Salary Schedule for co-curricular duties shall be as set forth in Appendices B and C.

#### 7.3 PAYROLL PROCEDURES

- A. Payroll Installments - Regular teachers will be paid on alternate Fridays from September through June or September through August. A teacher leaving the District shall have the option of receiving his/her salary on the first payday following the close of school.

To maintain 26 pay dates every fiscal year, on any year when the district would have a 27<sup>th</sup> pay date, (FY 2023) the district will have three weeks after the second pay in December until the next pay.

- B. Payroll Deductions - Teachers shall have the option of having payroll deductions made to a financial institution, not to exceed one.
- C. Co-Curricular Duties - Pay for co-curricular duties will be added to the teacher's salary and a percentage paid each pay period.
- D. Horizontal Advancement on Salary Schedule: Teachers will be eligible to advance horizontally on the salary schedule for completing educational courses, subject to all the following requirements/limitations:
1. Superintendent must approve the courses in advance; and
  2. Courses must be graduate level or approved by the District superintendent, and the teacher must earn a B grade or higher in the course; and

## ARTICLE VII CONT.

3. Courses must be from a college or university accredited with the North Central Association of Colleges and Schools (NCA) or its equivalent; and
4. Courses may include but are not limited to traditional, web-based, or hybrid.

### 7.4 INSURANCE PROGRAM

The employee and district premiums will be determined by the insurance fund balance as of June 30 of the contract, based on the following schedule:

<u>Fund balance</u>	<u>Employee</u>	<u>District</u>
Over 1.75 million	0% increase	0% increase
1.3-1.75 million	5% increase	5% increase
1-1.3 million	8% increase	8% increase
.8-1 million	13% increase	13% increase
Under .8 million	17% increase	17% increase

A Committee comprised of Board and Union representatives will meet at least annually to review the major medical insurance program. Changes made to the deductibles, co-pays, coverage, and prescription cost shall only take affect after a majority vote by the insurance committee and a majority vote by the union.

The Board will pay an additional \$225.00 for each teacher who selects the dependent coverage. The Board agrees to continue providing a monthly financial report including the insurance fund balance to the Union President.

The District shall offer Insurance Open Enrollment every year for all certified employees from August 1 – August 31, for both individual and family coverage.

### 7.5 RETIREMENT CONTRIBUTIONS

The Board agrees to pay and tax shelter an amount equal to the actual cost of each teachers required contribution to the Teachers Retirement System (“TRS”) in an amount not to exceed 9.0% of creditable earnings (compounding factor of 9.8901%).

### 7.6 SALARY REDUCTION PLAN (FLEX PLAN)

- A. The Board shall maintain a salary reduction plan which meets requirements of Section 125 of the Internal Revenue Code to allow employees to elect, via salary reduction, to pay for:



## ARTICLE VII CONT.

- a. The employee's share of the cost of group medical insurance premiums and/or deductibles;
  - b. Reimbursement for unreimbursed medical expenses as allowed by the Internal Revenue Code and Regulations;
  - c. Reimbursement for dependent care assistance as allowed by the Internal Revenue Code
- B. The plan period will begin on October 1 and run until September 30. On or before September 30, or upon employment for employees starting work after the beginning of the plan year, each employee may designate a portion of his/her compensation for such year as salary reduction contributions to pay for the above items. Employees will have equal amounts of pay deducted from October 1 through the second pay in June.
- C. Salary reduction contributions for any employee shall not exceed the maximum legal limits in any calendar year.
- D. The amounts designated may not be changed during the plan year except if there is a change in family status or other circumstances provided for in the Regulations issued by the Internal Revenue Service. The salary reduction contribution for an employee may be adjusted within the legal limits by the Board if there is a change in the cost of the particular type of insurance coverage selected by an employee. An employee may not change coverages during a calendar year because of a change in the cost of coverages.
- E. Claims for reimbursement must be for services received during the plan year. Any amounts designated for which valid reimbursements claims are not made by December 31 following the end of the plan year shall be forfeited and not otherwise paid to the teacher during that year or carried over to a succeeding plan year.

### 7.7 SALARY SCHEDULE

The Salary Schedules for FY 2023-2027 shall be set forth in Appendix A. Step 0 (base salary) will increase \$750 each year.

<p>Increases for the:  22-23 (5.0%),  23-24 (5.0%),  24-25 (5.0%),  25-26 (4.5%), and  26-27 (4.0%) school years.</p>
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## ARTICLE VIII

### FAIR SHARE

- 8.1 The employer shall honor employees' individually authorized deductions forms and shall make such deductions in the amounts certified by the union for union dues, assessments, or fees. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions. Dues revocations are processed by the union. In the event that an employee revokes their dues, the Union will notify the employer after the close of the revocation window.

The Union shall indemnify and hold harmless the Board, its members, officers, agents, and employees, in both their individual and official capacities, from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above payroll deduction provisions, or in reliance on any list, notice, certifications of deductions or revocations.

**ARTICLE IX****LABOR/MANAGEMENT COMMITTEE****9.1 COMMITTEE DEFINITION**

In order to facilitate communication between the Union and the District, a Labor/Management Committee consisting of three Union members and three Management members shall be established. On the reasonable request of either party with three (3) working days written notice the Committee shall meet to discuss matters of concern that do not involve pending negotiations or pending formal grievances. Prior to the date of the meeting, the party requesting the meeting shall submit a written agenda of the items it wishes to discuss. The parties acknowledge and agree that the meetings and discussions and agreements of the Labor/Management Committee shall not constitute negotiations.

## ARTICLE X

### EFFECT OF AGREEMENT

#### 10.1 UNDERSTANDING (WAIVER OF ADDITIONAL BARGAINING)

The parties each, voluntarily and unqualifiedly, waive any rights, which might otherwise exist under law to negotiate during the term of this Agreement over any subject or matter referred to or covered in this Agreement, or raised during negotiations, or which was known or anticipated or should have been known or anticipated during negotiations, and each agrees that the other shall not be obligated to bargain collectively during the term of this Agreement over said matters. Subject matters not referred to in this Agreement or statutes applicable to matters covered by this Agreement shall not be considered as part of the Agreement and remain exclusive Board and/or Administration prerogatives.

#### 10.2 SAVINGS

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause shall be automatically deleted from this Agreement, but the remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement.

#### 10.3 NO STRIKE

During the term of this Agreement, no employee covered by this Agreement shall engage in, authorize, or instigate any picketing, any recognition of any picket line at the School District's premises, any strike, slowdown or other refusal to render full and complete services to the Board.

#### 10.4 LIMITATION

If any portion of this Agreement is in violation of any law of the State of Illinois, that portion shall be null and void. However, if the State makes amendments to legislation that allows for collective bargaining, the affected portion will be opened for renegotiation. Any renegotiation will be approved by a majority of Mt. Zion Federation of Teachers members and the Board.

#### 10.5 DURATION

This Agreement shall be in full force and effect from the first day of the 2022-2023 school year until the last day prior to the start of the 2027-2028 school year.


**ARTICLE XI**

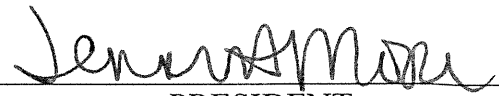
**SIGNATORY**

**11.1 STATEMENT OF AGREEMENT**

We, the undersigned, being authorized and directed to sign this statement of agreement by our respective organizations herein mentioned, hereby certify that we are now in agreement on the terms and conditions of this Agreement.

IN WITNESS THEREOF, we have hereunto affixed our signatures to this Agreement this June 21, 2022.

  
\_\_\_\_\_  
PRESIDENT  
BOARD OF EDUCATION  
MT. ZION COMMUNITY SCHOOLS  
UNIT DISTRICT NO. 3

  
\_\_\_\_\_  
PRESIDENT  
MT. ZION FEDERATION  
MT. ZION COMMUNITY SCHOOLS  
UNIT DISTRICT NO.

## Appendix A

## 2022-23 Salary Schedule

Step	BS	TRS	BS+8	TRS	BS+16	TRS	BS+24	TRS	MS	TRS	MS+8	TRS	MS+16	TRS	MS+24	TRS	MS+32	TRS
0	41350	45440	42050	46209	43750	48077	45050	49505	46350	50934	48650	53462	50450	55440	51750	56868	53250	58516
1	42630	46846	43365	47654	45150	49615	46515	51115	47880	52615	50295	55269	52185	57346	53550	58846	55125	60577
2	43525	47830	44276	48655	46098	50657	47492	52189	48895	53720	51351	56430	53281	58550	54675	60082	56283	61849
3	44570	48978	45338	49822	47205	51873	48632	53441	50059	55010	52584	57784	54560	59956	55987	61524	57633	63333
4	45528	50031	46313	50893	48219	52988	49577	54590	51135	56192	53714	59027	55733	61245	57190	62847	58873	64695
5	46666	51282	47471	52166	49425	54313	50919	55955	52413	57597	55057	60502	57126	62776	58520	64418	60344	66312
6	47646	52359	48468	53261	50463	55454	51988	57130	53514	58807	56213	61773	58326	64094	59851	65771	61612	67705
7	49195	54060	50043	54992	52103	57256	53678	58987	55253	60718	58040	63780	60221	66177	61796	67908	63614	69905
8	50671	55682	51544	56642	53666	58974	55288	60756	56911	62539	59781	65694	62028	68162	63650	69945	65522	72003
9	52191	57352	53091	58341	55276	60743	56947	62579	58618	64416	61575	67665	63889	70207	65560	72044	67488	74163
10	53756	59073	54683	60092	56934	62565	58655	64457	60377	66348	63422	69695	65805	72314	67527	74205	69513	76388
11	55369	60845	56324	61894	58642	64442	60415	66390	62188	68338	65325	71785	67779	74483	69552	76431	71598	78679
12	55563	61058	56558	62152	58832	64650	60678	66679	62384	68554	65510	71989	67927	74645	69773	76674	71763	78861
13	55823	61344	56712	62321	59081	64925	60858	66877	62635	68830	65745	72247	68114	74850	70039	76966	71964	79081
14	56009	61548	56933	62564	59248	65107	61100	67143	62798	69008	66037	72568	68352	75112	70203	77146	72209	79351
15	56271	61836	57235	62895	59486	65370	61254	67312	63023	69256	66238	72789	68650	75439	70418	77383	72509	79680
16	56456	62040	57544	63236	59722	65629	61482	67562	63241	69495	66507	73085	68853	75662	70695	77687	72705	79896
17	56624	62224	57756	63468	59934	65861	61677	67776	63516	71606	66728	73327	69081	75913	70911	77924	72914	80125
18	56895	62522	57982	63717	60156	66105	61970	68099	65412	71881	66952	73573	69307	76161	71119	78153	73113	80344
19	57097	62744	58229	63988	60490	66473	62375	68544	65861	72374	67463	74135	69911	76825	71796	78896	73870	81176
20	57292	62958	58472	64255	60733	66739	62601	68793	66138	72679	67710	74407	70166	77106	72034	79159	74098	81426
21	57501	63188	58732	64541	60988	67020	62833	69047	66418	72987	67955	74676	70420	77384	72262	79409	74311	81660
22	57731	63441	59019	64856	61270	67330	63088	69328	66624	73214	68228	74976	70694	77686	72515	79686	74551	81924
23	57981	63715	59324	65191	61562	67651	63355	69621	66937	73557	68502	75277	70964	77982	72755	79950	75029	82167
24	58217	63974	59616	65512	61797	67908	63741	70045	67209	73957	68725	75522	71215	78258	73079	80307	75272	82450
25	58450	64231	59848	65767	62030	68165	63976	70303	67443	74113	68956	75776	71448	78514	73312	80563	75263	82706
26	58694	64499	60096	66040	62275	68434	64219	70570	67687	74381	69202	76046	71692	78783	73559	80834	75507	82974
27	59983	65915	61385	67456	63564	69851	65513	71992	68978	75800	70491	77462	72984	80202	74849	82252	76795	84391
28	61430	67505	62833	69047	65010	71439	66957	73579	70687	77678	71939	79054	74432	81793	76298	83844	78242	85981
29	62839	69053	64243	70597	66417	72986	68363	75124	72100	79231	73346	80600	75837	83337	77705	85390	79651	87529
30	64406	70775	65807	72316	67985	74709	69927	76843	73668	80954	74912	82321	77405	85060	79273	87114	81221	89254
31	65734	72235	67136	73776	69312	76167	71258	78306	74999	82417	76239	83779	78735	86522	80600	88572	82548	90712
32	66144	72686	67548	74228	69727	76623	71674	78763	75413	82871	76655	84236	79148	86976	81015	89027	82962	91167
33	66563	73146	67966	74688	70127	77062	72172	79310	75828	83328	77075	84698	79644	87521	81511	89573	83381	91628
34	67035	73665	68440	75208	70615	77599	72562	79739	76378	83932	77626	85303	80193	88124	82064	90180	83931	92231
35	67522	74200	68924	75740	71104	78137	73056	80281	76968	84470	78733	86520	80681	88660	82465	90620	84337	92678
36	67938	74657	69415	76280	71751	78847	73544	80818	77359	85009	79305	87148	81251	89287	82960	91164	84906	93303
37	68730	75528	70208	77152	72542	79716	74413	81772	78151	85680	79938	87843	81888	89986	83676	91951	85545	94006
38	69923	76839	71789	78889	73813	81113	75606	83084	79421	87275	81446	89501	83238	91470	85181	93606	87052	95662
39	71529	78603	73709	80999	76356	83908	77447	85107	81260	89297	83131	91353	84843	93234	86945	95543	88891	97682
40	72813	80014	74602	81981	76392	83947	78726	86513	82544	90707	83942	92243	86043	94553	87759	96438	89704	98575

Appendix A

2023-24 Salary Schedule

Step	BS	TRS	BS+8	TRS	BS+16	TRS	BS+24	TRS	MS	TRS	MS+8	TRS	MS+16	TRS	MS+24	TRS	MS+32	TRS
0	42100	46264	42800	47033	44500	48901	45800	50330	47100	51758	49400	54286	51200	56264	52500	57692	54000	59341
1	43418	47712	44153	48519	45938	50481	47303	51981	48668	53481	51083	56135	52973	58212	54338	59712	55913	61442
2	44762	49188	45533	50037	47408	52096	48841	53671	50274	55246	52810	58033	54794	60213	56228	61788	57881	63606
3	45701	50221	46489	51087	48403	53190	49866	54798	51330	56406	53919	59251	55945	61478	57408	63086	59097	64941
4	46798	51427	47605	52313	49565	54467	51063	56113	52562	57760	55213	60673	57288	62953	58786	64600	60515	66500
5	47804	52532	48629	53438	50630	55638	52161	57320	53692	59002	56400	61978	58519	64307	60050	65989	61816	67930
6	49000	53846	49844	54774	51896	57029	53465	58753	55034	60477	57810	63527	59982	65915	61551	67639	63362	69628
7	50029	54976	50891	55924	52986	58226	54588	59987	56190	61747	59024	64861	61242	67299	62844	69059	64692	71090
8	51655	56763	52545	57742	54708	60119	56362	61936	58016	63754	60942	66969	63232	69486	64886	71304	66795	73401
9	53204	58466	54121	59474	56349	61922	58053	63794	59756	65666	62770	68978	65129	71571	66833	73443	68798	75603
10	54800	60220	55745	61258	58040	63780	59794	65708	61549	67636	64654	71048	67083	73718	68838	75646	70862	77871
11	56444	62027	57417	63096	59781	65693	61588	67679	63396	69665	66593	73179	69096	75929	70903	77915	72988	80207
12	58138	63887	59140	64989	61574	67664	63436	69710	65297	71755	68591	75375	71168	78207	73030	80253	75178	82613
13	58341	64111	59386	65260	61773	67883	63712	70013	65504	71982	68786	75589	71323	78377	73262	80508	75351	82804
14	58614	64411	59548	65437	62035	68171	63901	70221	65767	72272	69032	75859	71519	78593	73541	80815	75662	83035
15	58809	64626	59780	65692	62210	68363	64155	70500	65938	72459	69338	76196	71770	78868	73713	81003	75819	83318
16	59084	64928	60097	66040	62461	68638	64317	70678	66174	72718	69550	76429	72082	79211	73939	81252	76135	83664
17	59279	65142	60422	66397	62708	68910	64556	70940	66403	72970	69832	76739	72295	79446	74230	81571	76341	83891
18	59455	65335	60644	66641	62930	69154	64760	71165	68419	75186	70064	76994	72535	79708	74456	81820	76560	84132
19	59740	65648	60881	66902	63164	69411	65068	71504	68683	75475	70299	77252	72772	79970	74675	82061	76769	84361
20	59952	65881	61140	67187	63515	69796	65494	71971	69154	75993	70836	77842	73407	80667	75386	82841	77564	85235
21	60157	66106	61395	67467	63770	70076	65731	72232	69444	76313	71095	78127	73674	80961	75636	83117	77803	85498
22	60376	66347	61669	67768	64037	70371	65975	72500	69739	76637	71353	78410	73941	81254	75875	83379	78026	85743
23	60618	66613	61970	68098	64334	70696	66243	72794	69956	76874	71640	78725	74229	81570	76140	83671	78278	86020
24	60880	66901	62290	68451	64640	71033	66523	73102	70284	77235	71927	79041	74512	81881	76392	83948	78510	86275
25	61128	67173	62597	68788	64886	71304	66928	73548	70570	77549	72161	79298	74776	82171	76733	84322	78781	86572
26	61372	67442	62840	69055	65131	71573	67175	73818	70815	77818	72404	79565	75020	82440	76978	84591	79026	86841
27	61629	67724	63101	69342	65389	71856	67430	74098	71071	78100	72662	79848	75277	82722	77237	84876	79282	87123
28	62982	69211	64454	70829	66742	73343	68789	75592	72427	79590	74015	81335	76633	84212	78592	86365	80635	88610
29	64501	70880	65975	72500	68260	75011	70305	77258	74221	81562	75536	83007	78154	85883	80112	88036	82154	90280
30	65980	72506	67455	74127	69738	76635	71781	78881	75705	83192	77014	84630	79628	87504	81590	89660	83634	91905
31	67626	74314	69098	75932	71385	78445	73424	80685	77352	85002	78658	86437	81275	89313	83237	91469	85282	93716
32	69021	75847	70493	77464	72778	79976	74821	82221	78749	86538	80051	87968	82671	90848	84630	93000	86675	95247
33	69452	76320	70925	77940	73213	80454	75258	82701	79183	87014	80488	88448	83105	91324	85066	93479	87110	95726
34	69891	76803	71365	78423	73633	80915	75781	83276	79620	87494	80929	88933	83627	91897	85587	94052	87550	96209
35	70387	77348	71862	78969	74146	81479	76190	83726	80197	88129	81507	89568	84202	92530	86167	94689	88127	96843
36	70898	77910	72370	79527	74660	82043	76709	84295	80711	88693	82670	90846	84715	93093	86588	95151	88554	97312
37	71335	78390	72885	80094	75338	82789	77221	84859	81227	89260	83270	91505	85313	93751	87108	95723	89151	97968
38	72167	79304	73719	81010	76169	83702	78134	85861	82059	90174	83934	92236	85982	94486	87859	96549	89823	98706
39	73420	80681	75378	82833	77503	85169	79386	87238	83392	91639	85518	93976	87400	96044	89440	98286	91405	100445
40	75105	82533	77395	85049	80174	88103	81320	89362	85323	93762	87288	95921	89085	97896	91292	100321	93335	102566

Appendix A

2024-25 Salary Schedule

Step	BS	TRS	BS+8	TRS	BS+16	TRS	BS+24	TRS	MS	TRS	MS+8	TRS	MS+16	TRS	MS+24	TRS	MS+32	TRS
0	42850	47088	43550	47857	45250	49725	46550	51154	47850	52582	50150	55110	51950	57088	53250	58516	54750	60165
1	44205	48577	44940	49385	46725	51346	48090	52846	49455	54346	51870	57000	53760	59077	55125	60577	56700	62308
2	45588	50097	46360	50945	48234	53005	49668	54580	51101	56155	53637	58941	55621	61122	57054	62697	58708	64514
3	47000	51648	47810	52538	49778	54701	51283	56355	52788	58008	55450	60934	57534	63224	59039	64878	60775	66786
4	47987	52732	48814	53642	50823	55850	52360	57538	53896	59227	56615	62214	58742	64552	60279	66240	62052	68189
5	49138	53998	49985	54929	52043	57190	53616	58919	55190	60648	57973	63707	60152	66101	61725	67830	63541	69825
6	50195	55159	51060	56110	53162	58420	54769	60186	56376	61952	59220	65077	61445	67522	63052	69288	64907	71326
7	51450	56538	52337	57513	54491	59880	56138	61690	57786	63501	60700	66704	62981	69210	64629	71021	66530	73109
8	52530	57725	53436	58721	55635	61138	57317	62986	58999	64834	61975	68104	64304	70664	65986	72512	67927	74645
9	54237	59601	55172	60629	57443	63125	59180	65033	60917	66941	63989	70318	66394	72960	68131	74869	70134	77071
10	55864	61389	56828	62448	59167	65018	60955	66984	62744	68950	65909	72427	68386	75149	70174	77115	72238	79383
11	57540	63231	58532	64321	60942	66969	62784	68994	64627	71018	67886	74600	70437	77404	72280	79428	74406	81764
12	59267	65128	60288	66251	62770	68978	64668	71063	66565	73149	69923	76838	72550	79726	74448	81811	76638	84217
13	61045	67082	62097	68238	64653	71047	66608	73195	68562	75343	72020	79143	74727	82117	76682	84265	78937	86744
14	61258	67316	62356	68523	64862	71277	66898	73514	68779	75581	72225	79368	74889	82296	76925	84533	79119	86944
15	61545	67632	62526	68709	65137	71579	67096	73732	69055	75885	72484	79652	75095	82522	77218	84855	79340	87187
16	61750	67857	62769	68977	65321	71781	67362	74025	69234	76082	72805	80006	75358	82811	77399	85054	79610	87484
17	62038	68174	63101	69342	65584	72070	67532	74211	69482	76354	73028	80250	75686	83172	77636	85315	79941	87848
18	62243	68399	63443	69717	65844	72356	67783	74487	69723	76619	73324	80576	75910	83418	77942	85650	80158	88085
19	62428	68602	63676	69973	66077	72612	67998	74724	71840	78945	73568	80844	76161	83694	78179	85911	80388	88338
20	62727	68931	63925	70248	66322	72881	68322	75079	72117	79249	73814	81115	76411	83968	78409	86164	80607	88579
21	62950	69175	64197	70547	66690	73286	68768	75570	72611	79793	74378	81734	77077	84700	79155	86983	81442	89496
22	63165	69412	64465	70841	66958	73580	69018	75844	72917	80128	74650	82033	77358	85009	79418	87273	81693	89772
23	63395	69664	64752	71156	67239	73889	69273	76125	73226	80468	74921	82331	77638	85316	79669	87548	81927	90030
24	63649	69944	65068	71503	67550	74231	69555	76434	73453	80718	75222	82661	77940	85648	79947	87854	82192	90321
25	63924	70246	65405	71873	67872	74585	69849	76758	73798	81096	75524	82993	78238	85975	80212	88145	82436	90589
26	64184	70532	65727	72227	68131	74869	70275	77225	74098	81427	75769	83262	78514	86280	80570	88538	82720	90901
27	64441	70814	65982	72508	68388	75152	70533	77509	74356	81709	76024	83543	78771	86562	80827	88821	82977	91183
28	64710	71110	66256	72809	68659	75449	70801	77803	74625	82005	76295	83841	79041	86858	81099	89120	83246	91479
29	66131	72671	67677	74370	70079	77010	72228	79371	76049	83570	77716	85402	80464	88422	82521	90683	84667	93041
30	67726	74425	69273	76125	71673	78762	73820	81121	77932	85640	79313	87157	82061	90177	84118	92437	86262	94794
31	69279	76131	70828	77833	73225	80467	75370	82825	79490	87352	80864	88862	83610	91879	85670	94143	87815	96500
32	71007	78030	72553	79728	74954	82367	77095	84720	81219	89252	82591	90759	85339	93779	87399	96043	89546	98402
33	72472	79639	74017	81338	76417	83975	78562	86332	82687	90865	84053	92366	86805	95390	88862	97650	91009	100010
34	72924	80136	74471	81837	76874	84477	79021	86836	83142	91365	84512	92870	87261	95891	89319	98153	91466	100512
35	73386	80644	74933	82344	77315	84961	79570	87439	83601	91869	84975	93379	87808	96492	89866	98754	91928	101019
36	73906	81215	75455	82917	77853	85553	80000	87912	84207	92535	85583	94047	88412	97156	90475	99423	92534	101685
37	74443	81805	75988	83504	78393	86146	80544	88510	84747	93128	86803	95388	88951	97748	90917	99909	92982	102178
38	74901	82309	76530	84099	79105	86929	81082	89102	85288	93723	87433	96081	89579	98439	91463	100509	93609	102867
39	75775	83269	77405	85060	79977	87887	82040	90154	86161	94683	88131	96847	90281	99210	92252	101376	94314	103641
40	77090	84715	79147	86975	81379	89427	83356	91600	87561	96221	89794	98675	91770	100846	93912	103200	95975	105467



Appendix A

2025-26 Salary Schedule

Step	BS	TRS	BS+8	TRS	BS+16	TRS	BS+24	TRS	MS	TRS	MS+8	TRS	MS+16	TRS	MS+24	TRS	MS+32	TRS
0	43600	47912	44300	48681	46000	50549	47300	51978	48600	53407	50900	55934	52700	57912	54000	59341	55500	60989
1	44778	49207	45510	50011	47286	51963	48645	53456	50003	54949	52407	57590	54288	59657	55646	61150	57214	62872
2	46194	50763	46962	51607	48828	53657	50254	55224	51680	56792	54204	59565	56179	61735	57606	63303	59252	65112
3	47640	52351	48446	53238	50405	55390	51903	57036	53400	58682	56050	61594	58124	63873	59622	65518	61350	67418
4	49115	53972	49961	54903	52018	57162	53591	58891	55163	60619	57945	63676	60123	66069	61696	67797	63510	69791
5	50146	55105	51011	56056	53110	58363	54716	60127	56322	61892	59162	65014	61386	67457	62991	69221	64844	71257
6	51349	56428	52235	57401	54385	59764	56029	61570	57673	63377	60582	66574	62859	69076	64503	70882	66400	72967
7	52453	57641	53358	58635	55554	61049	57234	62894	58913	64740	61885	68005	64210	70561	65890	72406	67828	74536
8	53765	59082	54692	60101	56943	62575	58665	64467	60386	66358	63432	69705	65816	72325	67537	74217	69523	76399
9	54894	60323	55840	61363	58139	63889	59897	65820	61654	67752	64764	71169	67198	73844	68955	75775	70983	78004
10	56678	62283	57655	63357	60028	65965	61843	67960	63658	69954	66869	73482	69382	76244	71196	78238	73290	80539
11	58378	64152	59385	65258	61829	67944	63698	69998	65568	72052	68875	75687	71463	78531	73332	80585	75489	82955
12	60130	66076	61166	67216	63684	69982	65609	72098	67535	74214	70941	77957	73607	80887	75532	83002	77754	85444
13	61934	68059	63001	69232	65595	72082	67578	74261	69561	76440	73069	80296	75815	83313	77798	85493	80086	88007
14	63792	70101	64891	71309	67562	74244	69605	76489	71648	78734	75261	82705	78090	85813	80132	88057	82489	90647
15	64015	70346	65162	71606	67781	74484	69908	76822	71874	78982	75475	82940	78259	85999	80387	88337	82679	90856
16	64315	70676	65339	71801	68068	74800	70116	77050	72163	79300	75745	83237	78475	86236	80693	88674	82910	91110
17	64528	70910	65594	72081	68260	75011	70394	77356	72350	79505	76082	83606	78750	86538	80882	88881	83193	91421
18	64830	71242	65941	72463	68535	75313	70571	77551	72609	79790	76314	83862	79092	86914	81130	89154	83539	91801
19	65044	71477	66298	72855	68807	75612	70834	77839	72861	80067	76624	84202	79326	87172	81449	89504	83765	92049
20	65237	71689	66541	73122	69050	75880	71058	78086	75073	82498	76878	84482	79589	87460	81697	89777	84005	92313
21	65550	72033	66802	73409	69306	76161	71396	78457	75362	82815	77136	84765	79849	87747	81938	90041	84235	92566
22	65782	72288	67086	73721	69691	76584	71863	78970	75879	83383	77725	85412	80545	88511	82717	90898	85107	93524
23	66007	72535	67366	74029	69971	76891	72124	79257	76198	83734	78009	85725	80839	88834	82992	91200	85369	93812
24	66247	72799	67666	74358	70265	77214	72391	79550	76522	84090	78292	86035	81131	89155	83254	91488	85614	94081
25	66513	73091	67996	74721	70590	77572	72685	79873	76759	84350	78607	86381	81447	89503	83545	91808	85891	94385
26	66800	73407	68348	75108	70926	77941	72993	80212	77119	84746	78922	86728	81758	89844	83821	92111	86145	94665
27	67072	73706	68684	75477	71197	78238	73437	80700	77433	85091	79178	87009	82048	90162	84195	92522	86442	94991
28	67341	74001	68951	75771	71465	78533	73707	80997	77702	85386	79446	87303	82316	90457	84464	92818	86711	95287
29	67622	74310	69237	76085	71748	78844	73987	81305	77983	85695	79728	87614	82597	90766	84748	93130	86992	95596
30	69107	75942	70722	77717	73233	80476	75478	82943	79471	87330	81213	89245	84085	92402	86235	94764	88477	97227
31	70774	77754	72391	79550	74898	82306	77142	84772	81439	89494	82882	91079	85754	94235	87903	96597	90144	99059
32	72397	79757	74015	81336	76520	84088	78762	86552	83067	91283	84503	92861	87372	96014	89525	98379	91767	100843
33	74202	81541	75818	83316	78327	86073	80564	88532	84874	93268	86307	94843	89179	97999	91332	100365	93576	102830
34	75733	83223	77348	84998	79856	87753	82098	90217	86408	94953	87836	96523	90711	99683	92861	102045	95104	104510
35	76206	83743	77822	85519	80333	88278	82577	90744	86884	95477	88315	97050	91187	100206	93338	102570	95582	105035
36	76688	84273	78305	86049	80794	88784	83151	91374	87363	96003	88799	97581	91759	100834	93910	103198	96064	105565
37	77232	84870	78850	86648	81356	89402	83600	91868	87996	96699	89434	98279	92391	101528	94547	103897	96698	106266
38	77793	85486	79408	87261	81920	90022	84169	92493	88560	97319	90710	99681	92953	102147	95008	104405	97166	106771
39	78272	86013	79973	87883	82665	90841	84731	93111	89126	97940	91368	100404	93610	102868	95579	105032	97821	107496
40	79185	87016	80888	88888	83576	91842	85732	94211	90039	98944	92097	101206	94344	103675	96404	105938	98558	108305

Appendix A

2026-27 Salary Schedule

Step	BS	TRS	BS+8	TRS	BS+16	TRS	BS+24	TRS	MS	TRS	MS+8	TRS	MS+16	TRS	MS+24	TRS	MS+32	TRS
0	44350	48736	45050	49505	46750	51374	48050	52802	49350	54231	51650	56758	53450	58736	54750	60165	56250	61813
1	45344	49829	46072	50629	47840	52571	49192	54057	50544	55543	52936	58171	54808	60229	56160	61714	57720	63429
2	46569	51175	47330	52011	49178	54041	50591	55594	52003	57147	54503	59893	56459	62043	57872	63596	59502	65387
3	48042	52793	48841	53671	50781	55803	52264	57433	53748	59063	56372	61948	58426	64205	59910	65835	61622	67716
4	49545	54446	50384	55367	52421	57606	53979	59317	55536	61029	58292	64057	60449	66428	62007	68139	63804	70114
5	51079	56131	51960	57099	54099	59449	55734	61246	57370	63044	60263	66223	62528	68712	64163	70509	66051	72583
6	52152	57310	53051	58298	55235	60697	56905	62532	58574	64368	61529	67614	63841	70155	65511	71990	67438	74107
7	53403	58685	54324	59697	56560	62154	58270	64033	59980	65912	63006	69237	65373	71839	67083	73718	69056	75886
8	54552	59947	55492	60980	57776	63490	59523	65410	61270	67329	64360	70725	66779	73383	68525	75303	70541	77517
9	55915	61445	56879	62505	59221	65078	61011	67045	62802	69013	65969	72494	68448	75218	70239	77185	72304	79455
10	57090	62736	58074	63818	60464	66444	62292	68453	64120	70462	67355	74016	69886	76797	71714	78806	73823	81124
11	58945	64775	59961	65892	62429	68604	64317	70678	66204	72752	69544	76421	72157	79293	74044	81367	76222	83760
12	60713	66718	61760	67868	64302	70662	66246	72798	68190	74935	71630	78714	74322	81672	76266	83808	78509	86273
13	62535	68720	63613	69904	66231	72782	68234	74982	70236	77183	73779	81076	76551	84122	78554	86323	80864	88861
14	64411	70781	65521	72002	68218	74965	70281	77232	72343	79498	75992	83508	78848	86646	80910	88912	83290	91527
15	66343	72905	67487	74162	70265	77214	72389	79549	74514	81883	78272	86013	81213	89245	83337	91580	85789	94273
16	66575	73160	67768	74470	70492	77464	72705	79895	74749	82142	78494	86257	81390	89439	83602	91871	85986	94490
17	66887	73503	67953	74673	70791	77792	72920	80132	75049	82472	78775	86566	81614	89685	83921	92221	86227	94754
18	67110	73747	68217	74964	70990	78011	73210	80450	75244	82686	79125	86950	81899	89999	84117	92436	86521	95078
19	67423	74092	68579	75361	71276	78326	73394	80653	75514	82982	79367	87216	82256	90391	84375	92720	86880	95473
20	67646	74336	68950	75769	71559	78636	73667	80953	75775	83269	79689	87570	82499	90658	84707	93084	87115	95731
21	67847	74557	69203	76047	71812	78915	73901	81210	78076	85798	79953	87861	82772	90958	84965	93368	87365	96006
22	68172	74914	69474	76345	72079	79207	74252	81596	78376	86128	80221	88155	83043	91256	85215	93643	87604	96268
23	68414	75180	69770	76670	72479	79647	74737	82129	78914	86719	80834	88829	83767	92052	86026	94534	88511	97265
24	68647	75436	70061	76990	72770	79967	75009	82427	79246	87083	81130	89154	84073	92388	86311	94848	88784	97565
25	68897	75711	70373	77333	73076	80303	75286	82732	79582	87453	81424	89477	84377	92722	86584	95148	89039	97845
26	69173	76015	70716	77710	73414	80674	75592	83068	79829	87724	81751	89836	84705	93083	86887	95480	89326	98161
27	69472	76343	71082	78112	73763	81059	75912	83420	80203	88136	82079	90197	85029	93438	87174	95796	89591	98452
28	69755	76654	71432	78496	74045	81368	76375	83928	80530	88495	82346	90490	85329	93769	87563	96223	89900	98791
29	70035	76961	71709	78802	74324	81675	76656	84237	80810	88802	82623	90795	85609	94076	87843	96530	90179	99098
30	70327	77282	72007	79128	74618	81998	76947	84557	81102	89123	82918	91118	85901	94397	88138	96855	90472	99420
31	71871	78979	73551	80825	76162	83695	78497	86261	82650	90824	84462	92815	87449	96098	89684	98554	92016	101116
32	73605	80885	75286	82732	77894	85598	80228	88162	84697	93074	86197	94722	89184	98005	91420	100461	93750	103022
33	75293	82740	76976	84589	79581	87451	81913	90014	86390	94934	87883	96575	90867	99854	93106	102314	95438	104877
34	77171	84803	78850	86649	81460	89516	83787	92073	88269	96999	89759	98637	92746	101919	94985	104379	97319	106943
35	78762	86552	80442	88398	83050	91264	85382	93826	89864	98752	91349	100384	94340	103670	96575	106126	98909	108691
36	79254	87092	80935	88940	83547	91809	85880	94374	90359	99296	91848	100932	94835	104214	97072	106672	99405	109237
37	79756	87644	81437	89491	84025	92336	86477	95029	90857	99843	92351	101485	95430	104868	97667	107326	99907	109788
38	80321	88265	82004	90114	84610	92978	86944	95543	91516	100567	93011	102210	96086	105590	98328	108053	100565	110511
39	80904	88906	82584	90752	85197	93623	87535	96193	92103	101212	94338	103668	96671	106232	98809	108581	101052	111047
40	81403	89454	83172	91398	85972	94474	88120	96836	92691	101858	95023	104421	97355	106983	99402	109233	101734	111795

**APPENDIX B**

**Extra Co-Curricular Pay Schedule**

**(Percent based on years in same or equal level position, to a maximum of step 14 of the BS column)**

**An employee who has ten years of service in that position to the district will receive a 1% stipend raise.**

**District Coaching**

<b><u>Group I</u></b>	<b><u>Per Cent</u></b>
High School Head Boys' Basketball	15.5
High School Head Girls' Basketball	15.5
High School Head Football	15.5
<b><u>Group II</u></b>	
High School Head Baseball	10.0
High School Head Softball	10.0
High School Head Boys' Soccer	10.0
High School Head Girls' Soccer	10.0
High School Head Boys' Track	10.0
High School Head Girls' Track	10.0
High School Head Wrestling	10.0
High School Head Volleyball	10.0
High School Cheerleading	10.0
<b><u>Group III</u></b>	
High School Assistant Football (5)	8.5
High School Assistant Boys' Basketball (2)	8.5
High School Assistant Girls' Basketball (2)	8.5
Eighth Grade Boys' Basketball	8.5

**APPENDIX B**  
**District Coaching (cont.)**

<u><b>Group III (cont.)</b></u>	<u><b>Per Cent</b></u>
Seventh Grade Boys' Basketball	8.5
Eighth Grade Girls' Basketball	8.5
Seventh Grade Girls' Basketball	8.5
Junior High School Head Wrestling	8.5
 <u><b>Group IV</b></u>	
High School Head Girls Golf	6.5
High School Head Boys Golf	6.5
High School Head Boys' Tennis	6.5
High School Head Girls' Tennis	6.5
High School Head Cross Country	6.5
 <u><b>Group V</b></u>	
High School Assistant Baseball (2)	6.0
High School Junior Varsity Wrestling	6.0
High School Assistant Volleyball	6.0
Junior High School Volleyball	6.0
Junior High School Head Baseball	6.0
High School Assistant Softball (2)	6.0
High School Boys' Assistant Soccer	6.0
High School Girls' Assistant Soccer	6.0
Junior High School Head Softball	6.0
Junior High School Assistant Wrestling	6.0

**APPENDIX B**  
**District Coaching (cont.)**

<u>Group V (cont.)</u>	<u>Per Cent</u>
High School Assistant Boys' Track	6.0
High School Assistant Girls' Track	6.0
Junior High School Head Cross Country	6.0
Junior High School Head Girls' Track	6.0
Junior High School Head Boys' Track	6.0
 <u>Group VI</u>	
High School Pom Pon	4.5
 <u>Group VII</u>	
High School Assistant Boys Tennis	4.0
High School Assistant Girls Tennis	4.0
Junior High School Assistant Baseball	4.0
Junior High School Assistant Softball	4.0
Junior High School Cheerleading	4.0
Junior High School Assistant Boys' Track (2)	4.0
Junior High School Assistant Girls' Track (2)	4.0
Junior High School Assistant Volleyball	4.0
Assistant Junior High Cross Country	4.0
 <u>Group VIII</u>	
Indoor Track (2)	2.0

**APPENDIX C**  
**Extra Co-Curricular Pay Schedule for High School Clubs/Organizations**  
**(Percent based on years in same or equal level position, to a maximum of Step 14 of the BS column)**

<u>Position</u>	<u>Per Cent</u>
Instrumental Music Director	15.5
Vocal Music Director	15.5
Assistant Vocal Music Director (2)	12.5
Assistant Instrumental Percussion Director	12.5
BravesTV	6.0
High School International Club	3.0
High School Choreographer	6.0
Assistant Instrumental Marching Band/Drumline	6.0
Combined Freshman Class Sponsors/Tribe (maximum four) (Tribe sponsor may not be assigned position)	2.0
Combined Sophomore Class Sponsors/Tribe (maximum four) (Tribe sponsor may not be assigned position)	2.0
Combined Junior Class Sponsors (maximum four)	2.0
Combined Senior Class Sponsors (maximum four)	2.0
High School Drama Director	5.0
High School Assistant Drama Director	3.5
High School F.B.L.A.	2.5
High School F.C.C.L.A.	2.5
High School F.F.A.	5.0
High School Flag Corps	3.5
High School Intramurals	2.0
High School Math Team (Head Sponsor)	5.0
High School Math Team (Assistant Sponsor) (2)	2.5
High School Medics	4.0
High School National Honor Society	3.0

**APPENDIX C**  
**High School Clubs/Organizations (cont.)**

<u>Position</u>	<u>Per Cent</u>
High School Scholastic Bowl	6.0
High School Assistant Scholastic Bowl	4.0
High School Spanish Club	2.0
High School Speech	3.0
High School Student Council	5.0
High School Yearbook	5.0
High School Post Prom	3.0
High School Project Graduation	3.0
High School/Junior High School Art Club	2.0
High School Academic Challenge Sponsor	5.0
High School S.A.D.D. Sponsor	3.0
High School Barbershop Quartet	3.0
High School Bass Fishing	2.0

**Junior High School Clubs/Organizations**

<u>Position</u>	<u>Per Cent</u>
Junior High School Newspaper	2.0
Junior High School Scholastic Bowl	5.0
Junior High School Student Council	5.0
Assistant Junior High School Scholastic Bowl	2.5
Junior High School Yearbook	2.0

**Intermediate Clubs/Organizations**

<u>Position</u>	<u>Per Cent</u>
Intermediate Band	2.5
Intermediate Chorus	2.5
Sixth Grade Honors Choir	2.5