

The Professional Agreement

of the

**WINNEBAGO BOARD OF EDUCATION AND
WINNEBAGO EDUCATION ASSOCIATION**

2024-2027 Contract

**WINNEBAGO COMMUNITY UNIT SCHOOL
DISTRICT NO. 323**

ARTICLE I - RECOGNITION	4
A. RECOGNITION	4
B. PART-TIME CERTIFIED STAFF	4
ARTICLE II - EFFECT OF THE AGREEMENT	5
A. BOARD RIGHTS	5
B. COMPLETE UNDERSTANDING	5
C. NO STRIKE	5
ARTICLE III - NEGOTIATIONS PROCEDURES	6
A. NEGOTIATING TEAMS	6
B. OPENING NEGOTIATIONS	6
C. NEGOTIATIONS PROCEDURES	6
D. EXCHANGE OF INFORMATION	6
E. COMMITTEE REPORTS	6
F. REACHING AGREEMENT	7
G. IMPASSE PROCEDURES	7
ARTICLE IV - GRIEVANCE PROCEDURE	8
A. DEFINITION OF A GRIEVANCE	8
B. PROCEDURES	8
C. GENERAL PROVISIONS	9
D. COMPLAINT PROCEDURE	10
ARTICLE V - COMMITTEES	11
A. BUILDING COMMITTEE	11
B. STAFF HANDBOOK	11
C. HEALTH INSURANCE COMMITTEE	11
D. CALENDAR COMMITTEE	12
E. PERA COMMITTEE	12
F. RIF COMMITTEE	12
ARTICLE VI - LEAVES	13
A. SICK LEAVE	13
B. PERSONAL LEAVE	13
C. BEREAVEMENT LEAVE	14
D. CHILD REARING LEAVE	14
E. D. ASSOCIATION LEAVE	15
F. E. SICK LEAVE RESERVE	15
G. F. PROFESSIONAL LEAVE	15
ARTICLE VII - CERTIFIED STAFF RIGHTS	17
A. COMPLAINTS	17
B. DISCRIMINATION	17
C. RIGHT TO JOIN OR NOT JOIN	17
D. CONFERENCES	17

E. POSTING OF VACANCIES	17
F. ASSIGNMENTS	18
G. BOARD MINUTES AND AGENDAS	19
H. SCHOOL CODE AND BOARD POLICY	20
I. SALARY NOTIFICATION	20
ARTICLE VIII – SALARY AND FRINGE BENEFITS	21
A. HORIZONTAL AND VERTICAL ADVANCEMENT	21
B. TRS CONTRIBUTION	21
C. NON-ACADEMIC AFTER SCHOOL ACTIVITIES	22
D. DISTRICT PASSES	22
E. EXTRA DUTY SCHEDULE	22
F. CREDIT FOR COACHING EXPERIENCES	22
G. REIMBURSEMENT FOR TRAVEL EXPENSES	22
H. HEALTH INSURANCE	23
I. LIFE INSURANCE	23
J. DENTAL INSURANCE	23
K. OPTICAL INSURANCE	23
L. EDUCATIONAL ASSISTANCE	24
M. ATTENDANCE BONUS	24
ARTICLE IX - WORKING CONDITIONS	26
A. PLANNING TIME	26
A.1.SUPERVISION SCHEDULE	26
B. CLASS SIZE/SUPPORT STAFF	27
C. REDUCTION IN FORCE	28
D. CERTIFIED STAFF WORK DAY	28
F. ADDITIONAL COURSE OFFERINGS	29
ARTICLE X – RETIREMENT	30
A. THE RETIREMENT PLAN	30
B. ELIGIBLE CERTIFIED STAFF	30
C. INCENTIVE	30
ARTICLE XI – EVALUATIONS	32
ARTICLE XII - DURATION	33
APPENDIX A: SALARY SCHEDULES	34
APPENDIX B: ACTIVITY INCREMENT SCHEDULE	37
APPENDIX C: CATEGORY LIST	41
APPENDIX D: STIPEND JOB DESCRIPTIONS, EVALUATION CRITERIA, AND HIRING PRACTICES	42

ARTICLE I - RECOGNITION

A. RECOGNITION

The Board of Education of Winnebago Community Unit School District No. 323, Winnebago County, Illinois, hereinafter referred to as the “Board”, recognizes the Winnebago Education Association, hereinafter referred to as the “Association”, as the sole negotiating agent for all full or part-time regularly employed personnel regularly required to be certified hereinafter referred to as “certified staff,” but expressly not including the Superintendent, Principals, school psychologists, substitutes, teacher aides, short-term employees, supervisors, and managerial employees.

B. PART-TIME CERTIFIED STAFF

Salary and other fringe benefits, except for health and life insurance, shall accrue to part-time certified staff on a pro-rata basis. Part-time certified staff will also be compensated at their normal hourly rate for the time spent participating in SIP Days, Faculty Meetings, Parent-Teacher Conferences, and Early Release when such activities go beyond their pro-rata status.

ARTICLE II - EFFECT OF THE AGREEMENT

A. BOARD RIGHTS

The Board retains for itself the legally given right to employ, dismiss and evaluate the professional staff. It is expressly understood and agreed that all functions, rights, powers, and authorities of the Board, which are not specifically limited by the express language of this Agreement, are retained by the Board.

B. COMPLETE UNDERSTANDING

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

C. NO STRIKE

During the term of this Agreement, and any extension thereof, no employee covered by this Agreement, nor the Association, or any person acting on behalf of the Association, shall ever or at any time engage in, authorize, or instigate any strike, slowdown, or other refusal to render full and complete services to the Board.

ARTICLE III - NEGOTIATIONS PROCEDURES

A. NEGOTIATING TEAMS

The Board, or designated representative(s) of the Board, will meet with the representatives designated by the Association for the purpose of discussing and reaching mutually satisfactory agreements.

B. OPENING NEGOTIATIONS

Upon request of either party for a meeting to open negotiations, a mutually acceptable meeting date shall be set, but no earlier than September 15, and no later than June 15 in the year the contract expires. All issues proposed for discussion shall be submitted in writing by the Association to the Board or its delegated representatives no later than the second meeting. The second meeting and all necessary subsequent meetings shall be called at times mutually agreed upon by the parties. The Board shall submit in writing to the Association representatives all additional issues upon which it wishes to negotiate no later than the third meeting. It shall be assumed that any items in the past agreement not introduced by either party for the negotiations will be considered as mutually agreed to.

C. NEGOTIATIONS PROCEDURES

The designated representative(s) of the Board shall meet at such mutually agreed upon place and time with representatives designated by the Association for the purpose of effecting a free exchange of facts, opinions, proposals, and counter proposals in an effort to reach a mutual understanding and agreement and shall be held at a time other than regular class time. Meetings shall be closed to the public unless by mutual agreement of both parties. Each party to the negotiations shall maintain its own minutes.

D. EXCHANGE OF INFORMATION

Both parties and/or the Superintendent shall furnish each other, upon request, all available public information pertinent to the issue(s) under consideration.

E. COMMITTEE REPORTS

The parties agree that during the period of negotiations and prior to reaching an agreement to be submitted to the Board and the Association, the proceedings of negotiations may be released only to members of the Board and its representatives and the Association and its representatives. Any release of information to other parties shall have the prior approval of the negotiating parties. In the event of a declaration of impasse or invocation of mediation, this section shall not apply.

F. REACHING AGREEMENT

When an agreement is reached covering the areas under discussion, the proposed agreement shall be written and submitted to the Association and the Board for approval. Following approval by the Association membership and by the Board, the Association and the Board will execute the agreement.

G. IMPASSE PROCEDURES

In the event of a declaration of impasse, a decision to request mediation by either party, or invocation of mediation by the Illinois Education Labor Relations Board (IELRB), the Federal Mediation and Conciliation Service (F.M.C.S.) shall be requested by the parties to appoint a mediator from its staff.

If, for any reason, it is not possible for the F.M.C.S. to provide a mediator within fifteen (15) calendar days of the request to it, the parties shall join in a request to the American Arbitration Association (A.A.A.) to provide a mediator. The mediator shall meet promptly with the parties, or their representatives, and shall take such steps as he/she deems appropriate to persuade the parties to resolve their differences and effect an agreement. The mediator shall not, without the consent of both parties, make findings of fact or recommend the terms of settlement. The cost of the mediator shall be shared equally by the Board and the Association.

ARTICLE IV - GRIEVANCE PROCEDURE

A. DEFINITION OF A GRIEVANCE

Any claim by the Association, any certified staff member, or group of certified staff that there has been a violation, misrepresentation or misapplication of the terms of this Agreement shall be a grievance. All time limits consist of school days, except when a grievance is submitted during the summer recess, then time limits shall consist of all weekdays.

B. PROCEDURES

The parties hereto acknowledge that it is usually most desirable for certified staff and the certified staff's immediately involved supervisor to resolve problems through free and informal communications. When requested by the Association, the certified staff member, or group of teachers an Association representative may accompany the employee to assist in the informal resolution of any grievance. If, however, the informal process fails to satisfy the teacher, or group of teachers or the Association, a grievance may be processed as follows:

STEP 1: The teacher, group of teachers, or the Association may present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within five (5) days after receipt of the grievance. Such grievance shall be submitted within fifteen (15) days of when such occurrence should reasonably have become known. The Association's representative, the grievant(s), and the immediately involved supervisor shall be present for the meeting. Within ten (10) days of the meeting, the grievant(s) and the Association shall be provided with the supervisor's written response, including the reasons for the decision.

STEP 2: If the grievance is not resolved at Step 1, then the Association may refer the grievance to the Superintendent or the Superintendent's official designee within ten (10) days of the receipt of the Step 1 answer. The Superintendent shall arrange with the Association representative for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent's written response, including the reasons for the decision.

STEP 3: If the Association is not satisfied with the disposition of the grievance at Step 2, the Association may submit the grievance to final and binding arbitration through the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date from the Step 2 response, then the grievance shall be deemed withdrawn. Neither the Board nor the Association shall be permitted to assert any grounds or issues before the arbitrator, which were not previously disclosed to the other party. The arbitrator shall have no power to alter the terms of this agreement.

C. GENERAL PROVISIONS

1. If the Association and the Superintendent agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.
2. If the Superintendent and the Association agree, a grievance may be submitted directly to arbitration.
3. The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any level, and no teacher shall be required to discuss any grievance if the Association's representative is not present.
4. When a teacher is not represented by the Association, the Association shall reserve the right to have its representative present to state its views at any stage of the grievance procedure.
5. No reprisals shall be taken by the Board or the Administration against any teacher because of the teacher's participation in a grievance.
6. All records related to a grievance shall be filed separately from the teacher's personnel file.
7. A grievance may be withdrawn at any level without establishing precedent and shall be deemed as never having been filed.
8. The failure of the employee or Association to act within the time limits set forth shall preclude further appeal of the grievance. Upon failure of the Administrator to meet the time limits prescribed in this Article, the grievance shall be advanced to the next highest level.
9. The fees/expenses of the arbitrator shall be shared equally by the parties.
10. Class grievances involving one or more teachers or one or more supervisors and grievances involving an administrator above the building level may be initially filed by the Association at Step 2.
11. If either party requests a transcript of the proceedings, that party shall bear the full costs for that transcript. If both parties order a transcript, the cost of the transcripts shall be divided equally between the Board and the Association.

12. The time limits specified in this procedure may be extended in any specific instance by mutual agreement in writing.
13. The Board and Administration shall cooperate with the Association in the investigation of any grievance by providing such readily available relevant documents which are not privileged or otherwise prohibited by law from disclosure as requested in writing by the Association.

D. COMPLAINT PROCEDURE

The Board shall develop and adopt a complaint procedure as a part of the Board Policy, which shall permit certified staff to raise certified staff concerns about Board Policy and present them to the Board.

ARTICLE V - COMMITTEES

A. BUILDING COMMITTEE

Dedicated to fostering a culture of collaboration and open communication, the building committee brings together diverse stakeholders to tackle critical challenges affecting the school community. The committee aims to create a roadmap for improving the school's physical space, operational efficiency, educational programs, and overall environment. A committee will consist of a maximum of six members per school building. This committee should select or elect a member of said committee to prepare an agenda and chair the meetings. In all cases, the Principal shall serve as an ex-officio member. Up to one-half of the membership of the committee may be selected by the building principal. The remaining half will be chosen by the Association. The Building Committee will use this designated form for the year, record minutes and decisions made, including who is responsible for the next steps, and the due date of those next steps. The chair of the Building Committee shall forward minutes from each meeting to the Superintendent, the President of the School Board, and the President of the WEA. Minutes from all building committee meetings will be kept in one Google Drive folder, accessible by everyone in the building.

B. STAFF HANDBOOK

There shall be one staff handbook for all buildings, created by an advisory committee composed of an equal number of certified staff and administrators. The decisions of the advisory committee shall be by majority rule. Each school year the committee will review the handbook by April 1 to make changes for the upcoming school year and then present it to the Board of Education for final approval.

C. HEALTH INSURANCE COMMITTEE

If the District chooses not to participate in the Insurance Cooperative, the School Board will establish a committee in collaboration with the WEA to assess alternative insurance choices, before any further action is taken. The Board and Association representatives will serve as co-chairs of the committee to oversee the scheduling of meetings, setting agendas, facilitating discussions during meetings, and delivering recommendations to their respective groups.

The Insurance Committee will consist of twelve members in total: two (2) members of the school board; three (3) administrators; five (5) certified staff members selected by the Winnebago Education Association; and two (2) support staff. The charge of the committee will be to submit recommendations to the Board of Education and the Association regarding charges in the insurance coverage options, the cost of the insurance premiums, and any changes in the scope or level of insurance benefits. The Committee's recommendations will include but not be limited to alternative health insurance benefits plan options (e.g., HMO or PPO high deductible plan) to allow District certified staff members greater health insurance plan alternatives. The Committee will also review optional health plan benefit modifications to insurance plan deductibles, out-of-pocket expense maximums, office co-pay amounts, prescription drug copay amounts, and non-network percentage contributions which will enable the District and certified staff members to reduce premium costs. The Committee will bring the recommendation to the Board for consideration and approval.

D. CALENDAR COMMITTEE

The Superintendent and WEA President will collaborate to propose the school calendar for School Board consideration. They will meet to propose a single or multi year calendar for Board consideration prior to February 1st. A survey of WEA membership will be conducted for consideration of calendar construction. A final calendar will be presented to the WEA membership for additional feedback prior to School Board approval. The adoption of the final calendar shall be the prerogative of the Board.

E. PERA COMMITTEE

The PERA Committee will consist of equal members of administration and Association volunteers. The PERA Joint Committee is responsible for developing the structure of a school district's evaluation plan—including without limitation the components of the evaluation plan related to certified staff practice as well as the data and indicators of student growth. The PERA committee will work to ensure that the PERA Guidelines are updated and followed, as needed.

F. RIF COMMITTEE

The RIF Committee will consist of equal numbers of administration and association members. They will follow a majority rules principle. The RIF Joint Committee:

- Must meet annually, on or before December 1
- Make general determinations, not decisions about specific individuals
- Must reach consensus on the seniority list by Feb 1 for the school year in which the decisions will apply

ARTICLE VI - LEAVES

A. SICK LEAVE

Each certified staff member in their 1st through 10th year of service* to the district shall be entitled to fourteen (14) sick days per school term without loss of regular pay. Each certified staff member in their 11th through 19th year of service to the district shall be entitled to sixteen (16) sick days per school term without loss of regular pay. Each certified staff member in their 20th year or more of service to the district shall be entitled to twenty (20) sick days per school term without loss of regular pay.

*Years of service are determined by the school term of hire being equal to the 1st year of service.

**Anyone on a non protected leave for more than half a school year will not be counted as a full year of service.

Sick leave shall be interpreted to mean personal illness or serious illness or death in the immediate family or household. The immediate family, or household for purposes of this section, shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, sons-in-law, daughters-in-law, brothers-in-law, sisters-in-law, and legal guardians. Certified staff will be allowed to accumulate up to the number of days of sick leave accepted by TRS (Teacher Retirement System) for retirement (up to 340 days) with an additional 40 days totaling 380 days, to allow for unforeseen circumstances.

At the beginning of any school year when an educator enters having already accumulated 380 sick leave days, they will be granted the additional sick leave listed above. Educators whose accumulated sick leave total is above 380 at the end of the school year will forfeit the number of sick leave days that exceed 380. In this situation, the educator may choose to donate the forfeited sick leave days to the Educator Sick Bank up to the maximum total of days allowed per Article VI, Section F.

B. PERSONAL LEAVE

Each full-time certified staff member shall be entitled to three (3) days of sick leave for personal leave per school term. Such personal leave, except in emergency, requires at least 24 hours prior to the expected leave date.

Personal leave shall be interpreted to mean any business that cannot be conducted outside of school hours or on weekends. Three sick days per school term will be

allotted as personal days, with any unused personal days carrying over to the next school term, not to exceed five (5) accumulated personal days.

Personal leave will only be granted upon request for the day preceding or following legal or special holidays for up to four (4) staff members, one (1) per building.

Personal leave will not be granted on the first and last day of school. In the event of emergency need of personal leave days, or need in excess of two (2) consecutive days a request must be submitted to the Superintendent for advance approval. The granting or denying of emergency personal leave days or exceptions is non-precedent setting and shall be at the sole discretion of the Superintendent.

Unused personal leave days may be allowed to accumulate to five (5) days. Each full-time certified staff member shall be entitled to use five (5) days of sick leave for personal leave per school term. Such personal leave, except in emergency, requires at least 24 hours of notice prior to the expected leave date.

C. BEREAVEMENT LEAVE

In the event of the death of a person in the immediate family, each employee shall be entitled for each occurrence to a maximum of three (3) days of absence without loss of personal or sick-leave days. These bereavement days will not rollover into your sick/personal leave bank.

The immediate family, or household for purposes of this section, shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, sons-in-law, daughters-in-law, brothers-in-law, sisters-in-law, and legal guardians.

For deaths of relatives not defined above and for deaths of close personal friends, an employee shall be granted sick leave to attend the funeral.

D. CHILD REARING LEAVE

Child Rearing Leave shall be granted without pay to any tenured certified employee and will extend for the duration of that school year and, if requested by the employee, throughout the next school year. The notice of intent to resume teaching must be made by the certified staff member by March 1 prior to the year of returning. The certified staff member must also notify the Superintendent sixty (60) days prior to leave being taken.

E. ASSOCIATION LEAVE

The Association shall be entitled to four (4) days of leave per year for the purpose of sending a representative(s) to IEA/NEA sponsored conferences, conventions, or workshops. The employee(s) authorized by the Association to take such leave shall be released from duties without loss of pay subject to:

The Association shall give the superintendent or designee written notice of the name(s) of the employee(s) authorized to take such leave, the date(s) of the leave(s) and the meeting(s) involved at least five (5) days in advance of the day the employee(s) will be absent; and the Association shall reimburse the District for the cost of the substitute(s).

F. SICK LEAVE RESERVE

In the event that one or more staff members become injured or ill and are forced to use all of their accumulated sick leave, the Business Office may, following joint agreement of the Association and the Board, survey the staff and ask for the voluntary contribution of up to five (5) day(s) of sick leave to be used to meet the needs of such individuals. Staff members would only be allowed to accept a number of days equal to what they had accumulated on their own at the beginning of the school year in which the request was made. No request can be accommodated for more days than staff members are willing to contribute, and there is no carry over from year to year.

G. PROFESSIONAL LEAVE

Special Education Case Managers will have professional development days, known as paperwork days, available to use for the period of one year. At the start of each school year, case managers will have the days available as listed below. Unused days at the end of each school year will not carry over to the next year. Requests for days will be entered into Skyward and require approval from the building principal. Requests can be made in half day or full day increments, and can be made at any time throughout the school year.

Requests for half-day or full-day increments at any time during the school year. However, please note that these requests can only be utilized on Tuesdays, Wednesdays, and/or Thursdays. The approved paperwork days will be allocated in the building assigned to the Special Education Case Manager.

Caseload Numbers and Available Days:

1-5 students: 0.5 days

6-10 students: 1 day

11-15 students: 1.5 days

16-20 students: 2 days

Certified school nurses will have the opportunity to take 1 paperwork day per academic year. This approved paperwork day will be designated within the school building where the certified school nurse is assigned.

With collaboration between building principal, curriculum director, and department leaders/grade levels there will be an annual budget created for each department (6-12) and grade (K-5) to use for professional development. Certified staff who would like to attend professional development will first work with their department/grade level leader to determine eligibility based on budget, then will need to complete the professional development form with building principal approval.

With Superintendent approval if a certified staff member attends a district required professional development on a non-attendance day, the certified staff member will be granted one personal day per day of attendance. If the certified staff member's personal day bank is full, the day will be granted as an additional sick day instead.

ARTICLE VII - CERTIFIED STAFF RIGHTS

A. COMPLAINTS

Any complaint against a staff member (written report) cannot be placed in his/her personnel file unless the matter is first reported to the staff member. The certified staff member will have the opportunity to respond to a complaint in writing which will be included with said report.

B. DISCRIMINATION

The Board will not discriminate against any certified staff member because of membership or participation in the Association. In like manner, the Association will not discriminate against any staff member who may elect or select not to join said Association.

C. RIGHT TO JOIN OR NOT JOIN

It is recognized that the Association's duties as the sole and exclusive bargaining agent entail expenses for collective bargaining and contract administration which appropriately are shared by all certified staff members who are beneficiaries of this Agreement.

D. CONFERENCES

Every staff member shall have the right to a private conference, which directly relates to their discipline, demotion, suspension, or dismissal. Such conferences shall include the certified staff member and appropriate administrator(s). The certified staff member has the right to include a representative or counselor in this private meeting. Either the certified staff member or the Board or both may be represented by legal counsel. Such meetings must be conducted within ten (10) days of notification to said certified staff member.

E. POSTING OF VACANCIES

A vacancy is defined as any move on the position category list that will be developed by the first day of each Calendar Year, according to Article VII, Section F of this contract.

When a vacancy occurs, the vacancy will be sent through email to all certified staff in the district. Certified staff will have four (4) working days to express interest in the vacancy according to the language in the Voluntary Transfer section below.

After the four-day window for internal interest, the Board shall post the vacancy publicly on the school website. Except in the case of an emergency, the Board shall post notice by email and school web page any vacancy, which occurs in the bargaining unit four-(4) working days prior to filling such vacancy.

In the case of an emergency, the Superintendent will immediately notify the President of the Association in writing detailing the nature of the emergency prior to taking action. The timelines above can be altered due to an emergency with written mutual agreement between Superintendent and WEA President.

F. ASSIGNMENTS

All certified staff members will be given written notice of their tentative assignments for the forthcoming year by the last day of the preceding year. If changes in a certified staff member's assignment are made after such notice, they will be notified of such change.

Voluntary Transfers:

Certified staff will be given an opportunity to request a transfer to a vacancy that may occur. Certified staff will not need to submit any additional paperwork; a letter of written transfer request sent to the building principal where the vacancy occurs will suffice. The building principal can informally meet with the certified staff to discuss the transfer.

Prior to the vacancy being publicly posted, the building principal will choose to:

- Approve the transfer request
- Deny the transfer request on the basis of prior performance concerns or certification/qualification concerns
- Bring the request to the interview committee for further review after the vacancy is publicly posted

A formal interview will not be required for current staff, unless the interview committee requests to do so. Amongst equally qualified applicants, priority for such transfer assignment will be accorded first to qualified internal applicants, and then to qualified external applicants. The final decision regarding any voluntary

reassignment shall rest solely with the Board. Any certified staff who is denied a voluntary transfer will be given an opportunity to meet with the building principal to review the reason(s) for the denial of the transfer.

Involuntary Transfers:

The involuntary transfer of certified staff may become necessary due to the pupil distribution, instructional requirements and/or for other reasons. When a reduction in the number of certified staff in a school is necessary, volunteers shall be given primary consideration. Any certified staff who is involuntarily transferred shall be given as much advance notice as possible and an opportunity to meet with an appropriate administrator to review the reason(s) occasioning such a transfer. Such review shall take place within five (5) school days of notification to said certified staff member of the transfer. If an involuntary transfer is necessary, all of the following factors will be given consideration: certification, performance, and seniority in the district. The final decision regarding any involuntary reassignment shall rest solely with the Board.

By the first day of each School Calendar Year, the category list of certified positions including job descriptions will be finalized and mutually agreed to between Superintendent, School Board, and WEA President.

Moving Help:

When requested, the Board shall make every effort to provide custodial help to assist certified staff whose room assignments are changed from the previous year.

G. BOARD MINUTES AND AGENDAS

The administrator shall make available in all school buildings copies of Board minutes on the next school day after such minutes are approved by the Board of Education. The administration shall send copies of the Board meeting agenda to Association building representatives and the Association president on the same day that the agendas are mailed to Board members.

H. SCHOOL CODE AND BOARD POLICY

The most recent copy of The School Code available to the Board and administrators will also be available to certified staff members.

Current Board Policy statements relating to the rights and responsibilities of certified staff will be made available to the certified staff. New additions to Board Policy will be made available to the certified staff through the official Board minutes.

A complete and current copy of Board Policy will be made available to all certified staff members.

I. SALARY NOTIFICATION

Certified Staff will receive a written verification form of salary by September 1st or upon contract settlement, including the following:

1. Salary and salary schedule for the next school year;
2. Number of years of experience;
3. Year of teaching and education column on the salary schedule;
4. Number of days of accumulated sick leave; and
5. Number of days of accumulated personal leave

ARTICLE VIII – SALARY AND FRINGE BENEFITS

A. HORIZONTAL AND VERTICAL ADVANCEMENT

All course work to be acceptable for educational advancement on the salary schedule must have prior written approval of the Superintendent and must be reasonably related to the assigned teaching field. Certified staff who have already earned graduate credit or who subsequently earn graduate credit prior to getting their Master's, but which is unrelated to their Master's program will be allowed to apply that credit to the salary schedule above the Master's step upon completion of an approved Master's program. They may not, however, advance more than one horizontal lane per school year beginning the year after they are credited for the Master's. Only graduate level courses will be recognized toward lane movements. All courses that will apply to the upcoming school year for horizontal movement on the salary schedule must be completed by August 8. Unofficial or official transcripts must be submitted to the District Office by August 15.

B. TRS CONTRIBUTION

The Board shall pay on behalf of each certified staff member, based upon his/her placement on the salary schedule, a T.R.S. contribution of up to 9% for each school year of this agreement. The compensation stated in Appendix A and any extra duty stipends includes the contribution on behalf of each certified staff member to the State of Illinois Teachers' Retirement System as stated above.

It is the intent of the parties by this Agreement to qualify these payments as "picked-up" contributions within the meaning of Section 414 (h) (2) of the Internal Revenue Code so as to be excludable from the gross income of all certified staff members. The certified staff shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the State of Illinois Teachers Retirement System. The Board shall also pay on behalf of each certified staff member, based upon his/her placement on the salary schedule, a T.H.I.S. (Teacher Health Insurance System) insurance contribution of up to .5% for each school year of this agreement.

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's required contribution to the Illinois Teachers' Retirement System is a condition of employment made in order to secure the teachers' future services, knowledge and experience. The balance of the amount due each teacher pursuant to such compensation Schedule shall be payable to the teacher as salary installments as

otherwise provided herein, provided the Board shall deduct all monies as required by law or as authorized by the teacher pursuant to this Agreement, or as otherwise authorized by the Board.

C. NON-ACADEMIC AFTER SCHOOL ACTIVITIES

Certified staff will be paid thirty dollars (\$30.00) per hour for assigned supervisory or non-supervisory at non-academic work at after-school activities.

D. DISTRICT PASSES

District passes will be provided for all certified school staff plus one guest to attend school sponsored functions.

E. EXTRA DUTY SCHEDULE

Certified staff members who are authorized by the Board to perform such extra duties listed in Appendix B shall be compensated according to that Appendix. For the purposes of calculating extracurricular and other stipends the base pay will be coupled with the salary schedule beginning in the 2024-2025 school year.

By the first day of each Calendar Year, the stipend list, including job descriptions, evaluation hiring procedures and renewal procedures will be finalized and mutually agreed to between Superintendent, School Board, and WEA President.

- Add drivers ed to stipend list - adding hourly to stipend list
- Add one MS/HS special ed department leader and one PreK-5 special ed department leader to stipend list
- K through 5th grade levels will be added to stipend list
- Remove four stipends

F. CREDIT FOR COACHING EXPERIENCES

Credit for coaching experience granted for the purpose of placement on the increment schedule will be restricted to actual experience in the specific sport to which the assignment is made.

G. REIMBURSEMENT FOR TRAVEL EXPENSES

Any certified staff member who is required to travel on District business and use his/her own car will be compensated at the IRS approved rate then in effect.

H. HEALTH INSURANCE

The Board shall pay 95% on behalf of each full-time certified staff member and the employee will pay 5% of the single monthly insurance individual premium for group health and hospitalization insurance. For those who elect family coverage (single + dependent), the board will contribute 50% and the employee will contribute 50% of the family monthly premium. If two full time certified staff are married, the Board will contribute the single rate contribution for each employee if they should elect family coverage as if they had elected single coverage. The employee will be responsible for the single contribution rate as well as the difference between the actual cost and the Board/Individual contributions.

I. LIFE INSURANCE

Each full-time certified staff member shall receive life insurance coverage of Fifteen Thousand Dollars (\$15,000).

J. DENTAL INSURANCE

The Board will agree to provide a dental insurance plan for each full time certified staff member at full cost to the certified staff member. (optional)

K. OPTICAL INSURANCE

The Board will agree to provide an optical insurance plan for each full time certified staff member at full cost to the certified staff member. (optional).

National Board Certification: Upon completion of National Board Certification (NBC), the Board shall pay the teacher \$2000 upon completion of the Certification and a yearly stipend of \$500 per year for ten years, so long as the teacher remains with the District. This shall be paid as a stipend and added to the base salary of the teacher. Barring unforeseen and/or extenuating circumstances as determined by the Superintendent, in the event that the teacher does not continue to work for the district for two years thereafter, said teacher will return the amount received for the National Board Certification (NBC) within 30 days of the last date of employment. The reimbursement of said funds shall not occur in the event of the teacher's death, disability, or reduction in force.

L. EDUCATIONAL ASSISTANCE

Recognizing the cost of pursuing additional educational coursework related to the employee's position or will prepare the employee for advancement or promotion within the District and/or advanced degrees, the Board agrees to reimburse certified staff members at a rate of \$200 per credit hour, up to a maximum \$1200 per academic year, approved in advance by the Superintendent with a satisfactory course completion: satisfactory meaning C or better for the final grade. Barring unforeseen and/or extenuating circumstances as determined by the Superintendent, in the event that the certified staff member does not continue to work for the district for two years thereafter, said certified staff member will return the amount received for the coursework within 30 days of the last date of employment. The reimbursement of said funds shall not occur in the event of the certified staff member's death, disability, or reduction in force. Graduate level courses must be taken to qualify for educational assistance.

National Board Certification: Upon completion of National Board Certification (NBC), the Board shall pay the teacher \$2000 upon completion of the Certification and a yearly stipend of \$500 per year for ten years, so long as the teacher remains with the District. This shall be paid as a stipend and added to the base salary of the teacher. Barring unforeseen and/or extenuating circumstances as determined by the Superintendent, in the event that the teacher does not continue to work for the district for two years thereafter, said teacher will return the amount received for the National Board Certification (NBC) within 30 days of the last date of employment. The reimbursement of said funds shall not occur in the event of the teacher's death, disability, or reduction in force.

M. ATTENDANCE BONUS

Absences are defined as any personal or sick days, or family or medical leaves as defined within the Staff Handbook. Certified staff will receive the following bonus options (see below). Certified staff members who donate sick days to the sick bank will still be eligible for the bonus if their actual attendance meets the criteria. Bonuses will be paid no later than June 30.

0 absences - \$500 and 5 days
½ to 1 absence - \$250 or 4 days
1 ½ to 2 absences - \$250 or 3 days
2 ½ to 3 absences - \$250 or 2 days
3 ½ to 4 absences - 1 day

*Certified Staff's maximum accumulated sick-leave day total is 380 sick-leave days.

ARTICLE IX - WORKING CONDITIONS

A. PLANNING TIME

Each full-time classroom teacher in the district shall have no less than 225 minutes, of which at least 50% will be for the teacher's personal preparations, planning time each school week. Only increments of 20 minutes or more will be counted as prep time.

During this period the teacher may not be required to supervise students without additional compensation of thirty dollars (\$30.00) for each class period of supervision.

All certified staff will have a schedule showing their planning time. The District will make an effort to ensure there is an equitable amount of planning time for all certified staff in each building. Planning time activities include time to plan lessons, grade assignments, communicate with parents, attend IEP/504 meetings, attend grade level/department meetings, attend data meetings (RtI, MTSS, etc.).

If the District has additional time outside of the student in-person learning day, and within the certified staff member's contractual day, this time will be used for staff meetings, grade/department meetings, elementary co-planning meeting, IEP/504/data meeting, student services meetings, administratively scheduled meetings, and/or meeting with students to provide additional support if possible.

With the approval of the building principal, teachers can work to find their own internal coverage for one hour or less. This should only occur on a limited basis. Compensation for this time will be handled between the two staff members and not entered into Skyward.

A.1.SUPERVISION SCHEDULE

Step 1: If class coverage is needed, building administrators will send an email to all available staff members in that Department the times needing coverage listed.

Step 2: If the open time slot is located at the Middle School or High School, the administrator will send out an email to all available classroom teachers in their respective buildings. Once an available classroom teacher volunteers to cover an open slot, his/her name will be moved to the bottom of the individual building rotation list. If no one volunteers to fill the time slot, the building administrator will proceed to Step 3.

Step 3: Building administrators will make contact with the available certified staff, following the order of the individual building rotation list, assigning supervision for the time slot needing coverage. The building administrator will gather information regarding whether exigent circumstances exist that would hinder the ability to cover the needed class coverage. In the event of exigent circumstances, determined by the building administrator, he/she will contact the next certified staff member on the individual building rotation list. Once a certified staff member is assigned to cover an open time slot, his/her name will be moved to the bottom of the individual building rotation list.

**Available classroom teachers* means any teacher who is not directly responsible for supervising students during these times.

B. CLASS SIZE/SUPPORT STAFF

Whenever the size of an individual teacher's class (excluding physical education and music classes) reaches twenty-eight (28) students grades 6-12 or twenty-two (22) students grades K-5, the Superintendent shall advise the Board of Education and the Association in writing and the Association shall have the right to request a meeting with the Superintendent to discuss any recommendations the Association may have. Additionally, if a teacher has any concern about student learning due to the size of class or the particular student population, the teacher may make a recommendation to the principal; such recommendation may include use of an additional teacher assistant who would not be taken away from such teacher assistant's current assignment.

If pupil-teacher ratio exceeds 25 to 1 in grades K-5 and 30 to 1 in grades 6-12 during the school year the teacher will receive compensation of $\frac{1}{8}$ of their salary. The $\frac{1}{8}$ compensation will be a prorated rate depending on when the classroom exceeds the pupil-teacher ratio.

The Board will make it a priority* to ensure there is one dedicated counselor in each building PreK-8, one dedicated social worker in each building, two (2) dedicated counselors in the high school, and two dedicated psychologists for the District.

*To make it a priority means posting the vacancy on the website until it is filled.

If student numbers change in such a way that these positions need to be evaluated, the language above can be adjusted with mutual written consent between the Superintendent and WEA President.

The District will make it a priority to staff a full time paraprofessional in each K-2 classroom.

C. REDUCTION IN FORCE

Length of continuous service in the District as utilized in Section 24-12 of the School Code shall be defined as follows:

1. Years of continuous service as a certified staff member in the school district; provided, however, that less than full-time tenured service shall be computed on a pro rata basis and approved unpaid leaves of absence of ninety (90) consecutive days or more shall not be counted in determining seniority.
2. If total continuous teaching service with the school district is equal between two or more certified staff members, then seniority shall be determined by total teaching service with the school district whether or not continuous (such service shall be computed in the manner described in (1) above);
3. If total teaching service with the district is equal between two or more certified staff members, then seniority shall be determined by placement on the salary schedule, i.e., the certified staff member with the higher salary shall be deemed to be the most senior.

D. CERTIFIED STAFF WORK DAY

Work hours for all certified staff shall be determined by the Superintendent. The established work hours will be communicated to all employees prior to the commencement of the new work year.

- Consultation: Prior to any change in work hours from the previous work year, the Superintendent must consult with the WEA designees from the Elementary and Secondary levels.
- Limitation on Changes: Any adjustment to the start or end time of the workday will not exceed five minutes from the established hours of the prior school year. The certified staff work day will range no earlier than 7:40 am and no later than 3:20.
- Maximum Duration: The work hours will not exceed seven (7) hours and a 30 minute duty free lunch.

It is understood that nothing in this definition shall be construed as a limiting factor for certified staff member to be available for a sufficient period beyond the certified staff member's workday for such professional activities as: staff meetings, in service

meetings, parent/teacher conferences, teacher/student conferences, supervision of detentions, open house activities, district meetings, and such other matters as would properly require attention at that time. Basic certified staff member duties remain the same as in previous years.

Flex scheduling can be used by any certified staff member to deviate from the contract time Flex scheduling will be used on a limited basis as approved by the building administrator. This flex scheduling can allow certified staff members to manage a work and family schedule in the best way possible for each individual. All flex schedules, or changes to flex schedules must be arranged with the building principal at least 24 hours in advance and must include 7.5 hours of work time each day. Schedules can not be flexed in a way that would limit a certified staff member's ability to provide in person supervision of students when required, or limit the ability to attend every required grade level, professional development, curriculum, or administratively scheduled meetings.

The Superintendent will meet with the WEA designees from the Elementary and Secondary levels to collaborate and review the requirements outside of the regular contract day prior to June 1st each year. A document will be created and made available to all staff members at the beginning of each school year; with the intention of moving toward an MOU.

F. ADDITIONAL COURSE OFFERINGS

If an additional course is needed in 6th-12th, a teacher can agree to teach this additional course on their prep period with compensation of $\frac{1}{8}$ of their salary.

ARTICLE X – RETIREMENT

It is the intent of this article that a certified staff member may receive benefits from the District under only one early retirement / incentive program. If eligible as defined in this article, the certified staff member may elect to take benefits described in the remainder of this article; or the certified staff member may elect to participate in any other government sponsored early retirement / incentive program for which they qualify. In any event, participation in one early retirement / incentive program disqualifies the certified staff member from receiving benefits from the District under any other such plan.

A. THE RETIREMENT PLAN

Any eligible retiring certified staff member (as defined in section B of this Article) shall receive additional compensation as provided in Section C of this Article.

B. ELIGIBLE CERTIFIED STAFF

An eligible certified staff members is any full-time certified staff members who:

1. Is in the MA24 lane of the salary schedule;
2. Has at least 15 years of service in Winnebago CUSD #323
3. Has notified the Board of his/her retirement on or before February 1st up to six (6) years prior to his/her last year of employment in the District; and
4. Is entitled to a retirement annuity pursuant to (Teacher Retirement System) Pension Code

C. INCENTIVE

A certified staff member who qualifies with the above eligibility will receive the following benefits aligned to their year of notification. No certified staff member will be able to receive more than 6% increase in any one year.

➤ Option A: 5 or 6 Years of Notice

A certified staff member who qualifies will remain on the salary schedule for the first two (2) years and be given an additional twenty days of sick leave, per year, for the purpose of retirement. These days may not be used beyond the 380 allowed accumulated days and may not be donated to the sick leave bank. The employee will then be removed from the salary schedule and receive an annual increase of six percent (6%) on his or her prior year's salary, including current placement on Appendix B*, each year of the four (4)

remaining years. No certified staff member will be able to receive more than 6% increase in any one year.

➤ Option B: 4, 3, 2, or 1 Year(s) of Notice

A certified staff member who qualifies will be removed from the salary schedule and receive an annual increase of six percent (6%) on his or her prior year's salary, including current placement on Appendix B*, each year for four years. No certified staff member will be able to receive more than 6% increase in any one year.

*If the certified staff member decides to resign the Appendix B stipend or no longer holds the stipend they will forfeit their eligibility to receive the increase.

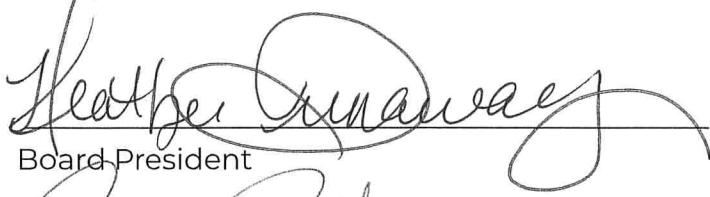
ARTICLE XI – EVALUATIONS

The PERA joint committee will convene to develop an evaluation plan for all certified staff members, as required by law. The procedures set forth in the evaluation plan for evaluating certified staff members shall be deemed to be a part of this agreement and a failure by the Board or administration to follow the procedures for evaluation set forth in the evaluation plan shall be a proper subject for a grievance pursuant to Article IV of this agreement. The plan must be agreed to and signed by the majority of the joint-committee members. If the PERA Joint Committee fails to reach agreement, the provisions set forth in Senate Bill 7 and the Performance Evaluation Reform Act will be adhered to.

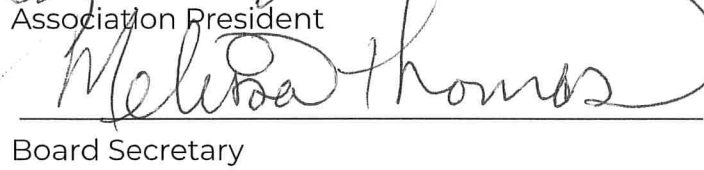
ARTICLE XII - DURATION

This agreement shall be effective at the beginning of the 2024/2025 school term and shall continue in effect until 11:59 p.m., August 15, 2027.

BOARD OF EDUCATION WINNEBAGO EDUCATION WINNEBAGO CUSD 323
ASSOCIATION


Board President


Association President


Board Secretary

Dated: 05/22/2024

APPENDIX A: SALARY SCHEDULES

Winnebago CUSD 323 Salary Schedule for 2024-2025 TRS Included

STEP	BA	BA8	BA16	BA24	MA	MA8	MA16	MA24	MA32	MA40
1	\$43,646	\$45,479	\$47,310	\$49,143	\$50,977	\$52,811	\$54,731	\$56,652	\$58,572	\$60,492
2	\$45,391	\$47,223	\$49,101	\$50,977	\$52,853	\$54,687	\$56,652	\$58,572	\$60,492	\$62,413
3	\$47,136	\$48,970	\$50,889	\$52,811	\$54,730	\$56,563	\$58,572	\$60,492	\$62,413	\$64,333
4	\$48,883	\$50,716	\$52,678	\$54,644	\$56,607	\$58,440	\$60,492	\$62,413	\$64,333	\$66,253
5	\$50,629	\$52,460	\$54,467	\$56,477	\$58,484	\$60,316	\$62,413	\$64,333	\$66,253	\$68,174
6	\$52,373	\$54,208	\$56,258	\$58,309	\$60,359	\$62,196	\$64,333	\$66,253	\$68,174	\$70,094
7	\$54,120	\$55,953	\$58,047	\$60,142	\$62,238	\$64,070	\$66,253	\$68,174	\$70,094	\$72,013
8	\$56,180	\$57,698	\$59,836	\$61,976	\$64,113	\$65,948	\$68,174	\$70,094	\$72,013	\$73,934
9	\$57,612	\$59,444	\$61,625	\$63,807	\$65,992	\$67,824	\$70,094	\$72,013	\$73,934	\$75,854
10	\$59,357	\$61,190	\$63,414	\$65,640	\$67,868	\$69,701	\$72,013	\$73,934	\$75,855	\$77,775
11	\$61,103	\$62,936	\$65,203	\$67,474	\$69,744	\$71,577	\$73,934	\$75,854	\$77,775	\$79,695
12	\$62,900	\$64,682	\$66,993	\$69,306	\$71,622	\$73,453	\$75,854	\$77,775	\$79,695	\$81,617
13			\$68,783	\$71,139	\$73,499	\$75,330	\$77,775	\$79,695	\$81,617	\$83,536
14				\$72,973	\$75,375	\$77,207	\$79,695	\$81,617	\$83,536	\$85,457
15					\$77,252	\$79,084	\$81,617	\$83,536	\$85,457	\$87,377
16						\$80,960	\$83,536	\$85,457	\$87,377	\$89,299
17							\$85,457	\$87,377	\$89,299	\$91,218
18							\$87,378	\$89,299	\$91,218	\$93,139

Winnebago CUSD 323 Salary Schedule for 2024-2025 without TRS

STEP	BA	BA8	BA16	BA24	MA	MA8	MA16	MA24	MA32	MA40
1	\$39,718	\$41,386	\$43,052	\$44,720	\$46,389	\$48,058	\$49,805	\$51,553	\$53,301	\$55,048
2	\$41,306	\$42,973	\$44,682	\$46,389	\$48,096	\$49,765	\$51,553	\$53,301	\$55,048	\$56,796
3	\$42,894	\$44,563	\$46,309	\$48,058	\$49,804	\$51,472	\$53,301	\$55,048	\$56,796	\$58,543
4	\$44,484	\$46,152	\$47,937	\$49,726	\$51,512	\$53,180	\$55,048	\$56,796	\$58,543	\$60,290
5	\$46,072	\$47,739	\$49,565	\$51,394	\$53,220	\$54,888	\$56,796	\$58,543	\$60,290	\$62,038
6	\$47,659	\$49,329	\$51,195	\$53,061	\$54,927	\$56,598	\$58,543	\$60,290	\$62,038	\$63,786
7	\$49,249	\$50,917	\$52,823	\$54,729	\$56,637	\$58,304	\$60,290	\$62,038	\$63,786	\$65,532
8	\$51,124	\$52,505	\$54,451	\$56,398	\$58,343	\$60,013	\$62,038	\$63,786	\$65,532	\$67,280
9	\$52,427	\$54,094	\$56,079	\$58,064	\$60,053	\$61,720	\$63,786	\$65,532	\$67,280	\$69,027
10	\$54,015	\$55,683	\$57,707	\$59,732	\$61,760	\$63,428	\$65,532	\$67,280	\$69,028	\$70,775
11	\$55,604	\$57,272	\$59,335	\$61,401	\$63,467	\$65,135	\$67,280	\$69,027	\$70,775	\$72,522
12	\$57,239	\$58,861	\$60,964	\$63,068	\$65,176	\$66,842	\$69,027	\$70,775	\$72,522	\$74,271
13			\$62,593	\$64,736	\$66,884	\$68,550	\$70,775	\$72,522	\$74,271	\$76,018
14				\$66,405	\$68,591	\$70,258	\$72,522	\$74,271	\$76,018	\$77,766
15					\$70,299	\$71,966	\$74,271	\$76,018	\$77,766	\$79,513
16						\$73,674	\$76,018	\$77,766	\$79,513	\$81,262
17							\$77,766	\$79,513	\$81,262	\$83,008
18							\$79,514	\$81,262	\$83,008	\$84,756

Winnebago CUSD 323 Salary Schedule for 2025-2026 TRS Included

STEP	BA	BA8	BA16	BA24	MA	MA8	MA16	MA24	MA32	MA40
1	\$45,392	\$47,298	\$49,202	\$51,109	\$53,016	\$54,924	\$56,920	\$58,918	\$60,915	\$62,912
2	\$47,207	\$49,112	\$51,065	\$53,016	\$54,968	\$56,874	\$58,918	\$60,915	\$62,912	\$64,909
3	\$49,021	\$50,929	\$52,925	\$54,924	\$56,919	\$58,826	\$60,915	\$62,912	\$64,909	\$66,906
4	\$50,838	\$52,745	\$54,785	\$56,829	\$58,871	\$60,778	\$62,912	\$64,909	\$66,907	\$68,903
5	\$52,722	\$54,558	\$56,646	\$58,736	\$60,824	\$62,728	\$64,909	\$66,906	\$68,903	\$70,901
6	\$54,605	\$56,376	\$58,508	\$60,642	\$62,773	\$64,683	\$66,906	\$68,903	\$70,901	\$72,897
7	\$56,487	\$58,191	\$60,369	\$62,547	\$64,727	\$66,633	\$68,903	\$70,901	\$72,898	\$74,894
8	\$58,371	\$60,005	\$62,229	\$64,455	\$66,678	\$68,586	\$70,901	\$72,897	\$74,894	\$76,892
9	\$60,593	\$61,822	\$64,090	\$66,360	\$68,632	\$70,537	\$72,897	\$74,894	\$76,892	\$78,889
10	\$62,137	\$63,638	\$65,951	\$68,265	\$70,582	\$72,489	\$74,894	\$76,892	\$78,889	\$80,886
11	\$64,019	\$65,454	\$67,811	\$70,173	\$72,534	\$74,440	\$76,892	\$78,889	\$80,886	\$82,883
12	\$65,958	\$67,269	\$69,673	\$72,078	\$74,487	\$76,392	\$78,889	\$80,886	\$82,883	\$84,882
13			\$71,535	\$73,985	\$76,439	\$78,343	\$80,886	\$82,883	\$84,882	\$86,878
14				\$75,892	\$78,390	\$80,295	\$82,883	\$84,882	\$86,878	\$88,875
15					\$80,342	\$82,248	\$84,882	\$86,878	\$88,875	\$90,872
16						\$84,198	\$86,878	\$88,875	\$90,872	\$92,871
17							\$88,875	\$90,872	\$92,871	\$94,867
18							\$90,873	\$92,871	\$94,867	\$96,864
19									\$94,867	\$96,864
20									\$96,858	\$98,849

Winnebago CUSD 323 Salary Schedule for 2025-2026 without TRS

STEP	BA	BA8	BA16	BA24	MA	MA8	MA16	MA24	MA32	MA40
1	\$41,307	\$43,041	\$44,774	\$46,509	\$48,245	\$49,981	\$51,797	\$53,615	\$55,433	\$57,250
2	\$42,958	\$44,692	\$46,469	\$48,245	\$50,021	\$51,755	\$53,615	\$55,433	\$57,250	\$59,067
3	\$44,609	\$46,345	\$48,162	\$49,981	\$51,796	\$53,532	\$55,433	\$57,250	\$59,067	\$60,884
4	\$46,263	\$47,998	\$49,854	\$51,714	\$53,573	\$55,308	\$57,250	\$59,067	\$60,885	\$62,702
5	\$47,977	\$49,648	\$51,548	\$53,450	\$55,350	\$57,082	\$59,067	\$60,884	\$62,702	\$64,520
6	\$49,691	\$51,302	\$53,242	\$55,184	\$57,123	\$58,862	\$60,884	\$62,702	\$64,520	\$66,336
7	\$51,403	\$52,954	\$54,936	\$56,918	\$58,902	\$60,636	\$62,702	\$64,520	\$66,337	\$68,154
8	\$53,118	\$54,605	\$56,628	\$58,654	\$60,677	\$62,413	\$64,520	\$66,336	\$68,154	\$69,972
9	\$55,140	\$56,258	\$58,322	\$60,388	\$62,455	\$64,189	\$66,336	\$68,154	\$69,972	\$71,789
10	\$56,545	\$57,911	\$60,015	\$62,121	\$64,230	\$65,965	\$68,154	\$69,972	\$71,789	\$73,606
11	\$58,257	\$59,563	\$61,708	\$63,857	\$66,006	\$67,740	\$69,972	\$71,789	\$73,606	\$75,424
12	\$60,022	\$61,215	\$63,402	\$65,591	\$67,783	\$69,517	\$71,789	\$73,606	\$75,424	\$77,243
13			\$65,097	\$67,326	\$69,559	\$71,292	\$73,606	\$75,424	\$77,243	\$79,059
14				\$69,062	\$71,335	\$73,068	\$75,424	\$77,243	\$79,059	\$80,876
15					\$73,111	\$74,846	\$77,243	\$79,059	\$80,876	\$82,694
16						\$76,620	\$79,059	\$80,876	\$82,694	\$84,513
17							\$80,876	\$82,694	\$84,513	\$86,329
18							\$82,694	\$84,513	\$86,329	\$88,146
19									\$86,329	\$88,146
20									\$88,141	\$89,953

Winnebago CUSD 323 Salary Schedule for 2026-2027 TRS Included

STEP	BA	BA8	BA16	BA24	MA	MA8	MA16	MA24	MA32	MA40
1	\$47,094	\$49,071	\$51,047	\$53,026	\$55,004	\$56,983	\$59,055	\$61,128	\$63,199	\$65,271
2	\$48,977	\$50,954	\$52,980	\$55,004	\$57,029	\$59,007	\$61,128	\$63,199	\$65,271	\$67,343
3	\$50,860	\$52,839	\$54,909	\$56,983	\$59,054	\$61,032	\$63,199	\$65,271	\$67,343	\$69,415
4	\$52,745	\$54,723	\$56,840	\$58,960	\$61,079	\$63,057	\$65,271	\$67,343	\$69,416	\$71,487
5	\$54,628	\$56,604	\$58,770	\$60,939	\$63,105	\$65,081	\$67,343	\$69,415	\$71,487	\$73,559
6	\$56,511	\$58,490	\$60,702	\$62,916	\$65,127	\$67,109	\$69,415	\$71,487	\$73,559	\$75,631
7	\$58,396	\$60,373	\$62,632	\$64,893	\$67,155	\$69,132	\$71,487	\$73,559	\$75,631	\$77,703
8	\$60,619	\$62,256	\$64,563	\$66,872	\$69,178	\$71,158	\$73,559	\$75,631	\$77,703	\$79,775
9	\$62,163	\$64,140	\$66,493	\$68,848	\$71,205	\$73,183	\$75,631	\$77,703	\$79,775	\$81,847
10	\$64,046	\$66,024	\$68,424	\$70,825	\$73,229	\$75,208	\$77,703	\$79,775	\$81,847	\$83,920
11	\$65,930	\$67,908	\$70,354	\$72,805	\$75,254	\$77,231	\$79,775	\$81,847	\$83,919	\$85,991
12	\$67,814	\$69,792	\$72,286	\$74,781	\$77,280	\$79,256	\$81,847	\$83,920	\$85,991	\$88,065
13			\$74,217	\$76,759	\$79,305	\$81,281	\$83,920	\$85,991	\$88,065	\$90,135
14				\$78,738	\$81,330	\$83,306	\$85,991	\$88,065	\$90,135	\$92,208
15					\$83,355	\$85,332	\$88,065	\$90,135	\$92,208	\$94,280
16						\$87,356	\$90,135	\$92,208	\$94,280	\$96,354
17							\$92,208	\$94,280	\$96,354	\$98,424
18							\$94,281	\$96,354	\$98,424	\$100,497
19								\$98,424	\$100,497	
20								\$100,490	\$102,556	

Winnebago CUSD 323 Salary Schedule for 2026-2027 without TRS

STEP	BA	BA8	BA16	BA24	MA	MA8	MA16	MA24	MA32	MA40
1	\$42,856	\$44,655	\$46,453	\$48,254	\$50,054	\$51,855	\$53,740	\$55,626	\$57,511	\$59,397
2	\$44,569	\$46,368	\$48,212	\$50,054	\$51,896	\$53,696	\$55,626	\$57,511	\$59,397	\$61,282
3	\$46,283	\$48,083	\$49,967	\$51,855	\$53,739	\$55,539	\$57,511	\$59,397	\$61,282	\$63,168
4	\$47,998	\$49,798	\$51,724	\$53,654	\$55,582	\$57,382	\$59,397	\$61,282	\$63,169	\$65,053
5	\$49,711	\$51,510	\$53,481	\$55,454	\$57,426	\$59,224	\$61,282	\$63,168	\$65,053	\$66,939
6	\$51,425	\$53,226	\$55,239	\$57,254	\$59,266	\$61,069	\$63,168	\$65,053	\$66,939	\$68,824
7	\$53,140	\$54,939	\$56,995	\$59,053	\$61,111	\$62,910	\$65,053	\$66,939	\$68,824	\$70,710
8	\$55,163	\$56,653	\$58,752	\$60,854	\$62,952	\$64,754	\$66,939	\$68,824	\$70,710	\$72,595
9	\$56,568	\$58,367	\$60,509	\$62,652	\$64,797	\$66,597	\$68,824	\$70,710	\$72,595	\$74,481
10	\$58,282	\$60,082	\$62,266	\$64,451	\$66,638	\$68,439	\$70,710	\$72,595	\$74,481	\$76,367
11	\$59,996	\$61,796	\$64,022	\$66,253	\$68,481	\$70,280	\$72,595	\$74,481	\$76,366	\$78,252
12	\$61,711	\$63,511	\$65,780	\$68,051	\$70,325	\$72,123	\$74,481	\$76,367	\$78,252	\$80,139
13			\$67,537	\$69,851	\$72,168	\$73,966	\$76,367	\$78,252	\$80,139	\$82,023
14				\$71,652	\$74,010	\$75,808	\$78,252	\$80,139	\$82,023	\$83,909
15					\$75,853	\$77,652	\$80,139	\$82,023	\$83,909	\$85,795
16						\$79,494	\$82,023	\$83,909	\$85,795	\$87,682
17							\$83,909	\$85,795	\$87,682	\$89,566
18							\$85,796	\$87,682	\$89,566	\$91,452
19									\$89,566	\$91,452
20									\$91,446	\$93,326

APPENDIX B: ACTIVITY INCREMENT SCHEDULE

Individuals who are authorized by the Board to perform such extra duties listed in Appendix B shall be compensated according to that Appendix. For the purposes of calculating extracurricular and other stipends the base pay will be coupled with the salary schedule.

Fall High School Sports					
Position	Years				
	1	2	3	4	5
Head Varsity Football Coach	13%	14%	15%	17%	18%
Head Fresh/Soph Football Coach	9%	10%	11%	13%	14%
Assistant Football Coach	8%	9%	10%	12%	13%
Assistant Football Coach	8%	9%	10%	12%	13%
Assistant Football Coach	8%	9%	10%	12%	13%
Assistant Football Coach	8%	9%	10%	12%	13%
Head Cross Country Coach	13%	14%	15%	17%	18%
Assistant Cross Country Coach	8%	9%	10%	12%	13%
Head Varsity Volleyball Coach	13%	14%	15%	17%	18%
Head JV Volleyball Coach	9%	10%	11%	13%	14%
Head Fresh/Soph Volleyball Coach	9%	10%	11%	13%	14%
Assistant Volleyball Coach	8%	9%	10%	12%	13%
Head Varsity Golf Coach	10%	11%	12%	14%	15%
Assistant Golf Coach	6%	7%	8%	10%	11%
Assistant Golf Coach	6%	7%	8%	10%	11%
Head Varsity Boy's Soccer Coach	10%	11%	12%	14%	15%
Assistant Boy's Soccer Coach	6%	7%	8%	10%	11%
Strength and Conditioning	10%	11%	12%	14%	15%
Fall Cheerleading Coach	10%	11%	12%	14%	15%
Fall Poms Coach	10%	11%	12%	14%	15%
Robotics Coach	10%	11%	12%	14%	15%

Winter High School Sports					
Position	Years				
	1	2	3	4	5
Head Boy's Basketball Coach	13%	14%	15%	17%	18%
Head JV Boy's Basketball Coach	9%	10%	11%	13%	14%
Head Freshman Boy's Basketball Coach	7%	8%	9%	11%	12%
Head Girl's Basketball Coach	13%	14%	15%	17%	18%
Head JV Girl's Basketball Coach	9%	10%	11%	13%	14%
Head Freshman Girl's Basketball Coach	7%	8%	9%	11%	12%
Head Varsity Wrestling Coach	13%	14%	15%	17%	18%
Assistant Wrestling Coach	8%	9%	10%	12%	13%
Winter Head Cheerleading Coach	10%	11%	12%	14%	15%
Winter Assistant Cheerleading Coach	6%	7%	8%	10%	11%
Winter Dance Coach	10%	11%	12%	14%	15%
Spring High School Sports					
Position	Years				
	1	2	3	4	5
Head Varsity Baseball Coach	10%	11%	12%	14%	15%
Head JV Baseball Coach	7%	8%	9%	11%	12%
Head Fresh/Soph Baseball Coach	6%	7%	8%	10%	11%
Head Varsity Softball Coach	10%	11%	12%	14%	15%
Head JV Softball Coach	7%	8%	9%	11%	12%
Head Fresh/Soph Softball Coach	6%	7%	8%	10%	11%
Head Varsity Track Coach	13%	14%	15%	17%	18%
Head Girl's JV Track Coach	9%	10%	11%	13%	14%
Head Boy's JV Track Coach	9%	10%	11%	13%	14%
Assistant Track Coach	8%	9%	10%	12%	13%
Assistant Track Coach	8%	9%	10%	12%	13%
Head Varsity Girl's Soccer Coach	10%	11%	12%	14%	15%
Assistant Girl's Soccer Coach	6%	7%	8%	10%	11%

High School Activities			
Position	Years		
	1	2	3
Head Academic Team	4%	5%	6%
Assistant Academic Team	3%		
Senior Class Advisor	4%		
Senior Class Advisor	4%		
Junior Class Advisor	5%		
Junior Class Advisor	5%		
Sophomore Class Advisor	3%		
Freshman Class Advisor	3%		
Key Club Advisor	4%		
Bago Pride Advisor	4%		
Math Team Coach	2%		
National Honor Society Advisor	5%		
Student Council Advisor	4%		
WYSE Team Advisor	2%		
Art Club Advisor	4%		
Yearbook Advisor	4%		
Servant Leadership Advisor	3%		

High School Curriculum Positions	
Business Department Leader	\$1,000
P.E. Department Leader	\$1,000
Fine Arts Department Leader	\$1,000
English Department Leader	\$1,000
Math Department Leader	\$1,000
Science Department Leader	\$1,000
Social Studies Department Leader	\$1,000
Special Education Department Leader	\$1,000
Music - Vocal Director (8-12)	10%
Music - Instrumental Director	12%
Drama - Instrumental Director	7%
Drama - Vocal Director/Conductor	7%
Drama - Director/Producer	5%
Drama - Choreographer	2%
Drama - Set/Lighting Technical Director	2%
Drama - Assistant Producer	2%
Drama - Stage Manager	2%
Drama - Set/Lighting Assistant	2%
Driver's Ed	\$35/hr
Athletic Trainer	\$40,000

Fall Middle School Sports (7th & 8th)			
Position	Years		
	1	2	3
Cross Country	4%	5%	6%
8th Grade Volleyball Coach	4%	5%	6%
7th Grade Volleyball Coach	4%	5%	6%
Special Olympics Coach	2%	3%	4%
Special Olympics Coach	2%	3%	4%

Middle School Activities	
Position	Years
	1
Academic Team Advisor	4%
Student Council	4%
Yearbook	4%

Winter Middle School Sports (7th & 8th)			
Position	Years		
	1	2	3
7th Grade Boy's Basketball	4%	5%	6%
8th Grade Boy's Basketball	4%	5%	6%
7th Grade Girl's Basketball	4%	5%	6%
8th Grade Girl's Basketball	4%	5%	6%
Head Wrestling Coach	4%	5%	6%
Assistant Wrestling Coach	3%	4%	5%
Cheerleading Coach	4%	5%	6%

Middle School Curriculum Positions	
P.E. Department Leader	\$1,000
Fine Arts Department Leader	\$1,000
English Department Leader	\$1,000
Math Department Leader	\$1,000
Science Department Leader	\$1,000
Social Studies Department Leader	\$1,000
Special Education Department Leader	\$1,000
Music - Instrumental Director	12%

Spring Middle School Sports (7th & 8th)			
Position	Years		
	1	2	3
Head Track Coach	4%	5%	6%
Head Track Coach	4%	5%	6%
Assistant Track Coach	3%	4%	5%
Assistant Track Coach	3%	4%	5%

Elementary School Curriculum Positions	
Kindergarten Leader	\$1,000
1st Grade Leader	\$1,000
2nd Grade Leader	\$1,000
3rd Grade Leader	\$1,000
4th Grade Leader	\$1,000
5th Grade Department Leader	\$1,000
Special Education Department Leader	\$1,000
Special Education Department Leader	\$1,000
Music	10%
Yearbook	2%

APPENDIX C: CATEGORY LIST

Contracted job descriptions will be maintained and updated by the superintendent and WEA President or delegate annually.

APPENDIX D: STIPEND JOB DESCRIPTIONS, EVALUATION CRITERIA, AND HIRING PRACTICES

Stipend job descriptions will be maintained and updated by the activities director annually.