

AGREEMENT

2024-2027

between the

BOARD OF EDUCATION
EAST ST. LOUIS SCHOOL DISTRICT 189
East St. Louis, Illinois

and the

EAST ST. LOUIS FEDERATION
OF TEACHERS, LOCAL 1220
of the
American Federation of Teachers
AFL-CIO

TABLE OF CONTENTS

ARTICLE		PAGE
I	SCOPE AGREEMENT	1
II	FAIR PRACTICE	1
III	RECOGNITION	1
IV	WORKING CONDITIONS	4
	Tuition Reimbursement.....	7
	Class Size.....	10
V	SPECIAL CONDITIONS	12
	Department Heads.....	12
	Payment of Salary	13
	Payment of Extra Classes	15
	Co-curricular Activities	17
	Incoming Teachers	18
VI	ATHLETICS.....	19
	Appointment of Coaches	20
VII	SPECIAL CONDITIONS FOR ELEMENTARY	22
VIII	SPECIAL EDUCATION	22
IX	ATTENDANCE OFFICERS	23
X	COUNSELORS AND SOCIAL WORKERS	23
XI	SCHOOL NURSES	23
XII	VOCATIONAL EDUCATION AND FEDERAL PROJECTS	24
XIII	SPECIAL CONDITIONS FOR MUSIC EDUCATION TEACHERS	25
XIV	WELFARE BENEFITS AND LEAVES	25
XV	SENIORITY	36
XVI	TRANSFER POLICY	37
XVII	SUMMER SCHOOL	38
XVIII	GRIEVANCE PROCEDURE	38
XIX	DRUG TESTING	40
XX	CLERICAL EMPLOYEES.....	41
	Hours.....	41
	Seniority.....	42
	Vacations.....	43
XXI	STATE APPROVED TEACHER-AIDES	46
XXII	PERSONNEL FILES	47
XXIII	SALARY SCHEDULES	48
XXIV	DURATION OF AGREEMENT	53

ARTICLE I – SCOPE AGREEMENT

Agreement made and entered into by and between the Board of Education of School District #189 of East St. Louis, Illinois, and the East St. Louis Federation of Teachers, Local 1220, an affiliate of the American Federation of Teachers, AFL-CIO, for the 2024-2027 school years.

The East St. Louis Federation of Teachers, Local 1220 (hereinafter referred to as the "Union"), represents professional teachers and non-certified personnel who are interested in the welfare of students, wise use of tax funds and superior educational opportunities. These interests go far beyond a mere salary agreement and terms for conditions of employment.

It is recognized by the parties that all contractual provisions of the Agreement shall apply equally to all schools and offices and may be altered only by the consent of both parties. If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority to be illegal or nonbinding, all other provisions remain whole with the void provision deleted.

This Agreement represents the full and complete agreement of the parties and supersedes any prior oral or written agreements.

ARTICLE II – FAIR PRACTICE

1. The Board agrees to continue its policy of not discriminating against any employee covered under this Agreement on the basis of race, color, creed, religion, national origin, sex, sexual orientation, age, ancestry, marital status or membership or participation in, or association with the activities of East St. Louis Federation of Teachers, Local 1220.
2. All employees shall be treated in a professional and ethical manner in order to further promote the success of the educational programs of the district. All employees have a right to a healthy and positive work environment.
3. It is agreed that all staff employed in the district should receive some preference when filling vacancies for which they are qualified.
4. Academic Freedom: It is recognized by the parties that a spirit of free and open study inquiry and learning is required for the creation and maintenance of a desirable and necessary teaching-learning environment. Each teacher shall have the right to conduct his/her classes free from intimidation and harassment.

ARTICLE III – RECOGNITION

1. The Board recognizes the Union as the sole and exclusive bargaining representative of:

- a. The unit of all classroom teachers, guidance counselors, librarians, teachers on leave, coaches, special education teachers, social workers, special classroom teachers (i.e. homebound or those who rotate from school to school), school nurses, program teachers, coordinators of work base learning, coordinators of WECEP, coordinators of special populations, academic interventionists, instructional facilitators, senior high registrars, physical therapists, behavior improvement specialists, occupational therapists, college and career readiness specialists, psychologists, reading interventionists, bilingual coordinator, speech pathologists, student behavior interventionists and all other professional employees as defined by the Illinois Educational Labor Relations Act; and
 - b. The unit of clerical employees, accounting specialists, accounting technicians, senior accounting technicians, attendance officers, middle school secretaries, teacher aides, health technicians, drug abuse prevention coordinators, child care workers, child care facilitators, in-house suspension monitors, interpreters, coordinator of attendance, computer technicians, JROTC Instructors, job coaches, Grow-Your-Own recruiters, parent coordinators, behavior improvement assistants, community liaison, transportation liaison, coordinator of pre-k, coordinator of transportation, family and community engagement coordinators, health aides, interpreter hearing, student transition coordinators, library media specialists, family resource liaisons, non-certified school nurses, parent engagement specialists, college and career specialists, family engagement specialists, homeless/attendance/truancy officers, and all coordinators approved by the State Office of Education. (These units exclude managerial and confidential employees as defined by the Illinois Educational Labor Relations Act).
2. Neither party shall take any action in violation of or inconsistent with any provision of this Agreement.
3. The Board shall make available upon request to the Union any and all information, statistics and records, in accordance with the Illinois Educational Labor Relations Act.
4. The Superintendent shall meet regularly with the officers and fiscal chairperson of the Union, on a monthly basis, to discuss matters of educational policy and development as well as matters relating to the implementation of this Agreement.
5. Prior to the opening of school, the Superintendent shall hold a staff meeting with the fiscal committee and principals, assistant principals, supervisors, directors, and coordinators, and review all contents of this Agreement noting especially new items or changes.

6. The principal of each school shall meet once a month with the union building committee to discuss school operations and questions relating to the implementations of this agreement. Additional meetings of the building committee and principal shall be by mutual agreement. The union building committee shall consist of not more than three duly elected union members from the school.

Proposed changes in existing policies and procedures and new policies and procedures for that school shall be subject for discussion at such meetings. Such policies adopted or maintained by any principal shall not be inconsistent with the terms of this agreement.

7. The union shall provide the Superintendent's office with sufficient copies of this agreement to have on file.
8.
 - a. The president of the Union, or the president's designee, may be given release time upon request to the Superintendent, upon adequate notice, for the specific purpose of visiting any school or project of this district in order to investigate the working conditions, grievances and complaints of individuals represented by the Union. The principal or other administrative personnel at any school or project may be required to confer with the Union president concerning any such matters. This release time provision shall not exceed 15 days per school year except where the situation presented is of an emergency nature mutually agreed to by both parties.
 - b. The executive secretary of the Union shall be given release time upon request of the Union, and upon approval of the Superintendent, for the specific purpose of payroll deduction analysis or activities related thereto.
9. Whenever members covered by this Agreement are mutually scheduled by the parties to participate during workshop hours in conferences, meetings or in negotiations, they shall suffer no loss of pay.
10. The Union shall be given a place on the agenda of the monthly building teachers' meetings for brief reports and announcements.
11. All funds - federal, state or local - received by, available to, or anticipated by District 189, East St. Louis, Illinois shall be itemized by specific source and amount, and the president of the Union shall have the right to inspect records, documents, and information relating to such funds.
12. All expenditures planned for School District 189, East St. Louis, Illinois for each school fiscal year, shall be itemized and the amount of planned expenditures shown; the president of the Union shall be notified of such planned expenditures

within ten (10) days after being reported to the Board and such information shall thereupon be made available to the Union.

13. The Superintendent, upon request being made by the president of the Union, will allow the Union time to present information concerning its organization at the new-employee orientation program conducted on a monthly basis, and the Superintendent will, not later than thirty (30) days after the beginning of the school year and on a monthly basis thereafter, provide the Union with a list of all new employees in the District and the school to which such employees are assigned.
14. Payroll Deduction – The District shall honor employees' individually authorized deduction 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 in accordance with the terms in which they authorized the dues deductions, the Union will notify the district after the close of the revocation window.

The Union shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other form of liability that shall arise out of, or by reason of action taken by the District for the purpose of complying with the above provisions of this Section, or in reliance on any list, notice, certification, authorization, deduction form, affidavit, or assignment furnished by the Union under any such provisions.

15. FOIA Requests – If the District receives a request under the Illinois Freedom of Information Act (5 ILCS 140/1 et seq.) seeking a list of Union members and related identifying information, the District shall notify the Union upon the District's response to the request.

ARTICLE IV – WORKING CONDITIONS

1. Classroom interruptions are to be permitted only in case of emergency, except by the principal.
2. Employees will carry out their duties under safe and healthful conditions in the schools. The Superintendent shall use his/her office, and the Board shall take steps necessary to see that students and non-students do not interfere with the affairs of the schools, utilizing to the greatest extent possible local law enforcement authorities. The Superintendent may devise other means for maintaining discipline whenever the need for such means arises.

3. The professional workday for teachers shall begin five (5) minutes before their school's start time and conclude five (5) minutes after their school's dismissal time, as determined by the District. Students at the early childhood center shall be released fifteen (15) minutes before the conclusion of the school day. Any changes in the length of the workday remain subject to collective-bargaining negotiations between the District and the Union.
4. The District shall hold either a school improvement meeting for professional development or a staff meeting once per month during the school year. Such meetings shall commence within fifteen (15) minutes following the end of the school day and shall be no more than one (1) hour long. A tentative schedule of the school improvement meetings and staff meetings shall be provided to the Union during the first full month of school. The District shall provide childcare services in each building for teachers' children enrolled as students in the District while teachers attend these mandatory after-school meetings.
5. The Board shall make every effort to provide parking facilities for teachers near their schools. These facilities shall be used by building personnel only and will not be available for use by the general public, including all election days. All parking lots shall be posted with appropriate signs indicating the lots are for school personnel only.
6. Each school should be provided with a clean, attractive, comfortable teachers' lounge.
7. To the extent administratively possible and educationally sound, teachers, based upon qualifications, teaching and academic experiences, shall be given the opportunity to work with classes of varying achievement levels.
8. Teachers in elementary and secondary schools shall receive written notification of their tentative roster assignment for each new semester before the present semester of the school year ends and their assignment in writing at least two (2) weeks prior to the start of the school year. The master roster shall be electronically available to all staff.
9. For the 2024-2025 school year, middle school and senior high school teachers shall not be scheduled to teach more than five (5) classes per day except as outlined in Article V, Section 4C; provided, that such teachers shall be afforded one planning/conference period per day, to include a Professional Learning Community meeting once per month consistent with Domain 4.d. of the District Teacher Evaluation Instrument.

Effective with the 2025-2026 school year and for the term of this agreement thereafter, middle school teachers shall not be scheduled to teach more than five (5) classes per day, and senior high school teachers shall not be scheduled to

teach more than six (6) classes per day (with a class-period maximum of 48 minutes and a daily maximum assigned load of 145 students), except as outlined in Article V, Section 4C; provided, that such teachers shall be afforded one planning/conference period per day, to include a Professional Learning Community meeting once per month consistent with Domain 4.d. of the District Teacher Evaluation Instrument.

10. Scheduling practices shall include as an important factor a limitation of not more than three (3) different grade levels to be taught and no more than three (3) different lessons to be prepared for each day.
11. The adjustment of behavioral problems is the joint responsibility of teachers and administrators. Teachers shall have immediate recourse to administrators who shall give the teacher effective and consistent support in resolving these problems. Teachers and administrators shall implement the Student Code of Conduct.
12. All issuing of books, assigning of lockers, payment of fees, renting and purchasing of locks, and issuing of any other material to students should be accomplished before the first day, except for late registering students, that classes begin each semester through a pre-registration procedure of at least one (1) day. (Notice of above registration shall be uniform within the District). No member of the teaching staff shall be required to do any of the above work. All follow-up work after school begins shall be done by clerks and other office staff. Teachers shall not be responsible for collecting or assessing for damage in the collection of books and materials. However, teachers should cooperate fully in developing an awareness in students and parents of their responsibility in the care of textbooks, materials and equipment.
13. Teachers shall continue to participate in the book selection practices of the school system to obtain more flexibility in the selection of books and to expand the book listing.
14. No changes in teaching conditions shall occur within a building unless the majority of teachers desire to change; however, those changes in conditions approved by the Board or mandated by the State Office shall not be conditioned upon a majority of the teachers. The desire of the majority shall be expressed through the Union building committee when they meet with the principal of the school (as outlined in Article III, Section 6). Disputes as to the interpretation of "Teaching Conditions" in the first sentence of this Section shall be resolved by the officers of the Union and the Superintendent. (In conformity with the principal's responsibility under state law.)
15. The school calendar will comply with the School Code. The Union shall be consulted prior to its adoption.

16. Certificated employees, represented by the Union who earn graduate hours for pre-approved graduate courses, as well as non-certified employees who earn credit hours for pre-approved courses toward a program in preparation for teaching a subject or grade currently taught in the School District or for any certified position in the School District, shall be reimbursed for their own tuition and related fee expense by the Board to the extent of tuition and related fee expense incurred, subject to the annual financial limitations set forth in subparagraph c of this Section. Reimbursement shall depend upon receipt of proof of completion of a pre-approved course or courses by means of an official transcript from the college or university attended as furnished by the teacher. Reimbursement shall not exceed the current tuition and related fee expense rates for Illinois residents at the University of Illinois or Southern Illinois University. There shall be no reimbursement for the purchase of textbooks or other instructional materials required for courses taken.
- a. Tuition reimbursement shall be available to all bargaining unit members taking approved courses during any semester, subject to the annual financial limitations set forth in subparagraph c of this Section. Approved courses shall include all courses that will enable the bargaining unit member to teach a subject or grade within the District. Prior approval of courses must be obtained from the Superintendent's Office before enrolling. Any bargaining unit member receiving tuition reimbursement must remain with the District for three years after reimbursement. Transcripts must be submitted by October 31st for reimbursement.

The following reimbursement schedule shall be followed:

Grade	Reimbursement
A	100%
B	100%
C	50%
D	NONE
F or E	NONE
P	100%

(at universities where Pass and Fail are the only grades issued)

- b. Tuition reimbursement for approved courses shall be made once each year in December for courses completed during the immediate past school year and summer. Official transcripts and financial statement must be on file no later than October 31st of the current year to receive reimbursement. Those transcripts received after October 31st will not be processed for reimbursement. Those receiving reimbursement shall

remain in the District for a period of three years succeeding reimbursement.

- c. The Board shall annually allocate one-hundred thousand dollars (\$100,000) per fiscal year (July 1st through June 30th) for tuition reimbursement for pre-approved courses under this Section. If the total tuition reimbursement requested exceeds the aforementioned annual cap of one-hundred thousand dollars (\$100,000), the reimbursement will be prorated equally between the number of credit hours earned based upon the maximum rate contemplated herein (the current tuition and related fee expense rates for Illinois residents at the University of Illinois or Southern Illinois University). If all or part of such amount allocated is not exhausted, it shall not accumulate from year to year.
17. All job opportunities, including media specialists, supervisors, coordinators, and those in federal programs shall be listed by job title, salary, and qualifications, and shall be made available to District 189 teachers by a list posted on the District's website, with a copy e-mailed to the Union President. Qualified teachers shall be considered for the positions available according to applicable provisions of the Illinois School Code as amended by Public Act 97-0008. Specifically, such positions shall be filled in accordance with Section 24-1.5 of the Illinois School Code (105 ILCS 5/241.5), as amended by Public Act 97-0008, provided that, if all other statutory factors (certifications, qualifications, merit and ability, including performance evaluations, if available, and relevant experience) are determined by the District to be equal, bargaining unit members shall be given first preference for such positions on a seniority basis among those teachers determined to be equal under the statutory factors, as set forth in this Section.
18. Teachers in School District 189 shall be notified of all new positions becoming effective due to new programs or enlarging current programs. A screening committee for the above-mentioned positions shall include members of the teaching corps, one of who shall be a Union appointed teacher. Teachers shall be considered for such vacancies according to applicable provisions of the Illinois School Code as amended by Public Act 97-0008.
19. Principals - A search committee, with at least one Union-appointed teacher from the applicable school, shall be appointed to assist the administration in a screening of applicants for principal. The committee shall be given the opportunity to interview all candidates selected for final consideration and make recommendations to the Superintendent.
20. The District shall seek to partner with local area colleges and universities for an extension of in-service training in cooperation with the colleges whereby such course work shall be recognized for the purpose of teacher certification and advanced degrees.

21. Teachers will be assigned to permanent rooms according to actual classroom teaching seniority in any school in conformity with the principal's responsibility under state law. It may be difficult to comply with this point in certain cases. In those special cases, difficulties will be resolved through a meeting between the Superintendent or his/her designee and the union grievance committee. School seniority is outlined in Article XV of this Agreement.
22. All teachers whose duties require attendance for 4 or more clock hours shall be entitled to and be allowed a duty-free lunch period equal to the regular school lunch period but not less than thirty (30) minutes in each school day.
23. Teachers shall be permitted to leave their school during their lunch or preparation periods. The office of the school involved shall be informed of this absence.
24. All members shall have School Board assistance in any assault cases against them. School Board assistance shall consist of:
 - a. Notifying the proper authorities on behalf of the members.
 - b. Providing any legal assistance necessary by the Board Attorney.
 - c. Acting on behalf of and for the protection of the member's legal rights.
 - d. If, in the event a Union Attorney is provided, the School Board is not relieved of any of the above-mentioned duties.
 - e. The Board shall pay for a Board appointed attorney.
 - f. Discipline: Any student who allegedly commits assault and/or battery of a district employee shall be subject to appropriate disciplinary action as provided by applicable rules, policies and law.
25. There shall be free admission for all union members, with proper identification, to all athletic events except the State Tournament games and the Christmas Holiday Basketball Tournament. Procedures for implementation of this section shall be worked out by the administration and union.
26. Schools will be dismissed at 3:30 p.m. the second Thursday for everyone except Union officers and Executive Council members who will be dismissed at 3:00 p.m. for the purpose of attending professional meetings of Local 1220. Computer techs and clerical employees in the Administrative Center shall attend at that time on a rotating basis.

27. Class Size

- a. Effective with the 2024-2025 school year and for the term of this agreement thereafter, maximum class size in PK shall be twenty (20), K-5 shall be twenty-two (22), 6-8 shall be twenty-seven (27), and 9-12 shall be twenty-nine (29).
 - b. Speech therapists' case load shall not exceed sixty (60) pupils.
 - c. Classes requiring specific student stations such as shop, typing rooms, laboratories, etc., will not exceed in number of pupils the number of student stations available. A "student station" is defined as a place in the classroom where meaningful work may be done in accordance with the assigned subject area. However, in the event of an unexpected substantial influx in the number of enrolled students, this ratio may be adjusted after an agreement with Union representatives. In the event the above occurs, class loads shall be compensated at the rates described in Article IV, Section 27d. However, no teacher shall be entitled to extra compensation for a class load under the above maximums, unless a teacher shall be assigned pupils more than four times a semester, in which event such teacher shall be paid extra compensation in accordance with the pay rate set out herein. In lab sciences, shop, and home economics classes, the School Board will take into consideration safety factors involved in setting classes for such areas.
 - d. Class size: It is agreed that the class size shall not exceed their maximum levels at any school in District 189 during the term of this agreement. The refusal to enroll students in excess of the maximum shall not be grounds for charges of insubordination.
 - e. This Section is not to be enforced until after the initial ten (10) student-attendance school days each year. This is to allow time for final enrollment to be determined and equalization adjustments to take place.
28. All permanent health and cumulative records on each pupil shall be kept on file in the central office of each building.
29. There shall be a uniform policy on administering, grading, and recording the Constitutional test requirements which shall comply with the state laws in all schools.
30. Before 9:00 a.m., supervisors will notify each teacher they expect to see specifying as nearly as possible, time of day, and topic of visitation; provided, however, that no such notice is required for informal observations under 23 III.

Adm. Code 50.120 and the East St. Louis School District No. 189 Certified Teacher & Staff Member Evaluation Guidebook.

31. **Vacations:** Any certificated employee represented by the Union, who is employed for twelve (12) months, is entitled to two (2) weeks of vacation each year. After ten (10) years of actual service, said employee is entitled to three (3) weeks of vacation.
32. All new portable buildings shall have complete restroom facilities.
33. **Jury Duty:** The School Board will reimburse any employee for the difference between his/her normal earnings and the amount received for jury services, not including travel allowance for the time he/she was absent because of jury duty on showing by the employee of satisfactory evidence of the amount received for such notice, if possible. Checks received from jury duty will be turned over to the School District if the employee is not docked. The employee shall return to work on the first scheduled workday following the day that the employee is released from jury duty.
34. **School Supplies:** All supplies necessary for the beginning of the school year will be provided by the Board.
35. Computer techs shall receive at least two (2) professional development sessions or be provided the opportunity to attend a minimum of two (2) workshops related to their duties. This requirement may be satisfied by any combination of two events that occur inside or outside of the School District. With the prior approval of the Superintendent for the computer tech's attendance, the Board shall cover the registration costs associated with the event.
36. Except as otherwise directed by their supervisor due to extenuating circumstances, staff who travel to different buildings as a part of their daily assignment may be permitted to begin and end their workday at the building or one of the buildings that they are assigned.
37. School psychologists shall be provided with meeting space as necessary to fulfill the duties of their assignments.
38. Effective with the 2024-2025 school year, psychologists shall work a 200-day calendar. [NOTE: This change will not result in a reduction in the salary schedule.]
39. The Superintendent may authorize 12-month employees of the District, including 12-month bargaining unit members, to work a four (4) day work week during the Summer, in the sole and absolute discretion of the Superintendent. During an

authorized four (4) day work week, a 12-month employee shall work the same number of hours that are customary for that period.

ARTICLE V – SPECIAL CONDITIONS

1. The salary schedule for teachers holding earned Doctor's Degrees from accredited universities shall be one thousand five hundred dollars (\$1,500) above the corresponding step on the master's plus thirty hours (MA+30) schedule.
2. **Department Heads:**
 - a. Elections: Heads of departments shall be selected by the principal from a list of three elected by the members of each department. This election shall be held on the day of the April staff meeting of each year. Department heads shall serve a term of one year. Only the following department heads shall enjoy the provisions of this section (unless a new department is established as set forth in this subsection a. below):

SENIOR HIGH SCHOOL

ENGLISH

FINE ARTS AND WORLD LANGUAGES (Fine Arts and World Languages shall constitute a single department unless and until both Fine Arts and World Languages have three (3) or more teachers each)

CAREER AND TECHNICAL EDUCATION

MATHEMATICS

PHYSICAL EDUCATION

SCIENCE

SOCIAL STUDIES

SPECIAL EDUCATION

MIDDLE SCHOOL

ENGLISH

MATHEMATICS

SCIENCE

SOCIAL STUDIES

SPECIAL EDUCATION

In order for there to be Department Heads in any department, there must be a minimum of three (3) teaching positions in the department. The establishment of three (3) teaching positions within a department shall result in the establishment of a Department Head. For the purpose of this Section, Fine Arts includes music (both instrumental and vocal) and visual arts.

- b. Department Heads will perform the following services within the department, working in cooperation with curriculum coordinators:
 - 1) Help to develop curriculum and assessment for the department.
 - 2) Help in an advisory capacity with building administrator to schedule teacher assignments to comply with Article IV, Section 10 of this Agreement.
 - 3) Support teachers and help to develop professional and supplementary materials available to department members to improve teacher methods.
 - 4) Make all requisitions for supplies and materials for teachers in the department.
 - 5) Coordinate and assist with monthly departmental meetings.
 - 6) Participate in teacher interviews and recruitment events; provided that interviews/events conducted outside of normal working hours shall be voluntary and shall be compensated in accordance with Section 4.a.(1) of this Article V.
- c. A non-functioning department head shall be replaced, through a supplemental election providing a majority of the department members and/or the building administrator desires the election.
- d. Compensation: The department heads at the senior high school level shall receive compensation of \$1,800 per year and the department heads at the middle school level shall receive compensation of \$1,200 per year for extra work required as outlined. Department heads may be assigned a full teaching load just as any other teacher in the department, with one (1) additional release/preparatory period for use in carrying out departmental duties during which they will remain in the building except when duty requires otherwise. Department heads' compensation shall be paid in two equal installments – one-half the amount in January, one-half in June.

3. Payment of Salary:

- a. All teachers shall be paid on a twelve-month basis. Certified employees shall be paid on a semi-monthly basis per the day schedule published by the administration.

All voluntary deductions shall be divided semi-monthly or monthly, as determined by the applicable provider.

- b. Any employee who through no error of his/her own receives less than the pay to which he/she is entitled on any payroll payment date shall receive supplemental payment for underpayment provided he/she notifies her immediate supervisor who will in turn notify the payroll department of the district. This must be done by 12:00 noon of the next workday following the pay date on which the error was made.
 - 1) A check in the amount of the underpayment will be available to the employees of this bargaining unit no later than 12:00 noon of the second work day following the payroll date on which the error was made, provided that any necessary changes in attendance records are authorized and verified in writing by the principal, or director who signed the attendance authorization which needs correction.
 - 2) Anyone in this unit who fails to follow the procedures in #1 shall have the necessary correction made on the next regular paycheck following the notification provided the necessary written verification has been received by the payroll department by the Monday preceding the pay date.
 - 3) The district shall make payment retroactive to the beginning of the contract year for all errors discovered during the contract year. Retroactive payment shall be made beyond the contract period if appropriate application has been made and documents submitted by the published deadline. This requirement is for filing a claim for increment, lane changes, advanced degrees and positions to which employees have been promoted. This will include all earnings due any certificated employee in this bargaining unit.
- c. Salary lane change payments shall begin with the first payment of the new school year for those who provide all required documentation on or before July 31st of the new school year. Payment shall be made on or before the last payment in December for those who provided all required documentation between August 1st and October 31st of the new school year.
- d. Salary step increases shall begin with the first payment of the new school year.

4. Payment of Extra Classes:

Rotation lists shall be made up by the building administrator at the beginning of the school year. Each teacher shall be required to indicate in writing whether he or she wishes to be included on this list.

All extra classes supervised or taught, over and above the teacher's regular schedule will be governed by posted rotation lists.

Substitutes shall be called upon first to take these extra classes. Teachers taking class responsibilities other than those outlined in Article IV, Section 10, shall be compensated as follows:

a. General:

- 1) The pay rate will be \$40.00 per hour.
- 2) Time worked during one month will be paid the following month.
- 3) Non-certified personnel shall never be used to teach classes.
- 4) Whenever a teacher is directed to take a class by the administration, the teacher will be paid at the agreed rate.
- 5) If a teacher receives permission from the building administrator to make arrangements for his or her classes to be covered for an approved personal reason, this involves no compensation.
- 6) If any unforeseen situation arises not covered by this Agreement, a joint meeting of the fiscal committee and administration shall be called to make a decision agreeable to both parties.
- 7) In an emergency, a teacher shall accept a class assignment as directed by the building administrator.

b. Elementary:

- 1) Doubling up exists when the majority of an unsupervised, unassigned class is divided or when a teacher accepts students from another unsupervised class resulting in his normal class enrollment being exceeded. However, no teacher shall be entitled to extra compensation for a class load under the maximum size set out herein, unless a teacher shall be assigned pupils in addition to his/her regularly assigned pupils more than four times per semester

in which event such teacher shall be paid compensation in accordance with the pay rate set out herein.

- 2) When a class has to be divided, the following shall be observed:
 - a) Division of classes will be as close to grade level as possible. Children shall be re-grouped and distributed to other teachers by levels as follows:
 - 1) Primary
 - 2) Intermediate
 - 3) Upper
 - b) Classes shall be divided into a minimum of two groups, maximum of four groups.
 - c) More than fifteen (15) students shall not be added to a class except in unusual circumstances.
 - d) The compensation for covering classes when no substitute is available shall be:
 - 1) Full class \$160.00
 - 2) One-half class \$ 80.00
 - 3) One-fourth class \$ 40.00
 - 4) Covering for partial days shall be at the rate of \$40.00 per hour.

3) **Split Grade Levels:**

It is the policy of School District 189 to provide the best education for its students. Recognizing the importance of instruction in achieving this objective, the Board shall eliminate Split Grade Levels effective at the end of the 1996-97 school year.

c. **Middle School and Senior High**

- 1) Teachers shall be paid at the rate of \$40.00 per hour.
- 2) Teachers without homeroom assignments will take homeroom vacancies without compensation when requested by the principal.
- 3) It is mandatory that a teacher accepts the class assignment as directed by the principal in accordance with the posted rotation roster, unless prior notification and approval has been arranged.

- 4) If a teacher starts teaching a class and a substitute arrives while the class is still in session, the teacher shall stay and complete the class.
- 5) Any programming quirks that result in a teacher not receiving five (5) preparation periods per week, that teacher will receive compensation for each period lost at the rate specified in Article V, Section 4-a, Subsection 1.
- 6) To the extent possible, class assignments will be made within a department or related field.

5. Co-Curricular Activities:

- a. Teacher participation in all co-curricular activities shall be voluntary.
- b. Definition: Co-curricular activities shall be defined as activities participated in after regular school hours on a regular basis.
- c. Participation in Athletics: Participation in athletic events such as ticket taking, ticket selling or any other job a bargaining unit member must handle at an athletic event, shall be compensated at a flat rate of seventy dollars (\$70.00) per session at the senior high level and the middle school level. In order to ensure proper enforcement of this paragraph, a teacher/student worker ration of 1 to 3 shall exist. No student shall be given a job at athletic events where safety and responsibility indicate that a teacher should fill the position.
- d. It is desirable that teachers donate their services at commencement exercises, and it is required that teachers participate in an open house at the beginning of each school year, effective with the 2019-2020 school year. The District shall notify teachers of open house schedules at least 15 days before the start of the school year.
- e. Co-Curricular Activities:
 - 1) All clubs or activity organizations covered by this article must be approved annually by the Superintendent and submitted for final approval by the Board of Education before compensation is granted.
 - 2) Each teacher who sponsors a special interest club or group, or an activity or service organization at the high school or middle school

level (Example: Pep Club, Newspaper, Yearbook, Student Council) shall receive \$400 per year compensation.

- 3)
 - a) Cheerleader and pom-pom sponsors must attend and be responsible for cheerleaders and pom-pom squad members at all scheduled athletic events.
 - b) Middle school cheerleader sponsors and middle school pom-pom sponsors shall be compensated at the rate of \$925.00 per year.
 - c) The Senior High pom-pom sponsors shall be compensated at the rate of \$1,500.00 per year.
- 4) School personnel will be guided by the Co-curricular Policy established for School District 189.

6. Incoming Teachers:

- a. Full-time experience in Illinois: Incoming teachers with full-time previous public-school experience in the State of Illinois shall be given full salary schedule credit for experience taught in Illinois public schools.
- b. Out of State previous experience: Incoming teachers shall be given a salary credit for previous public-school experience outside the State of Illinois to the extent that full salary credit shall be given for experience for each year taught in out-of-state public schools.

7. Activities – Field Trips:

School personnel will be guided by District Board of Education Policy 6:240.

8. Rotation of Homeroom Assignments:

Homeroom assignments shall be rotated among all teachers in a building. All teachers should have the opportunity and experience of homeroom attendance and professional growth.

9. Safety: Emergency Closing:

The Superintendent is authorized to close school(s) in the event of hazardous weather or other emergency that threatens the safety of students, staff members, or school property. Hazardous weather or other emergency includes, but is not

limited to, extreme building temperature, conditions affecting water supply, gas leaks, etc.

10. Student Attendance:

Student attendance shall be computerized. Computerized attendance shall result in the elimination of recording attendance in school registers.

11. Report of Students' Grades:

There shall be five (5) working days following the end of each grading period before student progress reports are due. Teachers should adhere to the communicated District Grading Procedures.

12. The District shall seek grant opportunities for a program for all non-certified bargaining unit members seeking to become certified teachers.

13. The District may offer a one-time stipend not to exceed \$4,000 to newly-hired teachers in the following hard-to-fill subject areas, as determined by the District in its sole and absolute discretion: (a) middle school and high school science, math, and foreign language; and (b) pre-k – high school bi-lingual and special education.

14. High school counselors will work a 200-day calendar and shall be paid at their daily rate for days worked over 180-days per year.

15. Bargaining unit members who provide district-wide professional development training shall be compensated at a rate of three-hundred fifty dollars (\$350) per session topic to include preparation and delivery. If the session is rescheduled, full payment will be rendered following the rescheduled date and execution of the district presentation. If the session is cancelled, the presenter will receive the full \$350 compensation. Bargaining unit members who provide professional training as part of their regular job duties during their regular working hours shall not be compensated for those training sessions. Any bargaining unit member who prepares for district-wide training outside of their regular working hours shall be compensated at the indicated rate.

ARTICLE VI – ATHLETICS

1. Positions:

Senior High School
Athletic Director
Head Football

Assistant Football
Head Boys Basketball
Assistant Boys Track
Head Girls Basketball
Head Boys Track
Assistant Boys Track
Head Girls Track
Assistant Girls Track
Head Wrestling
Assistant Wrestling
Head Boys Baseball
Assistant Boys Baseball
Head Girls Softball
Assistant Girls Softball
Boys Tennis
Girls Tennis
Girls Volleyball
Soccer
Field Hockey
Cross Country
Golf

Middle School

Head Football
Assistant Football
Head Boys Basketball
Assistant Boys Basketball
Head Girls Basketball
Assistant Girls Basketball
Head Boys Track
Assistant Boys Track
Head Girls Track
Assistant Girls Track
Cross Country
Girls Volleyball

2. Salary: See Salary Schedules, Section Athletics.
3. Appointment of Coaches and Athletic Directors:
 - a. No person shall hold more than two (2) positions at any time, either as Head Coach, Assistant Coach or Athletic Director.

- b. If a coach is not to be rehired, he shall be notified by the Board of Education prior to the closing of the school year.
 - c. Head coaches must be recommended by the principal, after consultation with the athletic director at the senior high level.
 - d. Assistant coaches shall be hired and retained only by the recommendations of the principal, after consultation with the athletic director, and the head coach of the sport concerned.
 - e. Athletic directors shall receive, in addition to their regular unassigned period, one (1) release period per day for the purpose of carrying out his duties.
4. Method of payment to coaches:
- All coaches' pay shall be paid at the conclusion of the applicable season.
5. Middle School Athletics:
- a. A meeting shall be held in September with the physical education department head, Middle school principals, and coaches for the purpose of interpreting rules and regulations regarding middle school athletic contests.
 - b. Middle school athletics shall be based upon the rules of the Illinois Elementary School Association, with special attention being called to the age eligibility requirements.
 - c. Money shall be allotted in School District 189 physical education budget for the purchase of trophies to be awarded to the first and second place teams in which competition is held in the East St. Louis Middle School Conference.
 - d. The budget for the purchase of athletic equipment and supplies for the Middle School shall be appropriate for the activities.
 - e. Coaching Load: No middle school coach shall be assigned to coach more than two (2) sports, either as head coach or assistant coach.
 - f. In the event a middle school vacancy occurs that cannot be filled, coaches may coach three (3) sports.

- g. A phone shall be provided in the coaching office for the use of the coach to carry out his duties and responsibilities related to athletic activities.
6. Elementary School Athletics:
- a. Elementary school basketball coaches shall receive a \$500 annual stipend.
 - b. Elementary school cheerleading coaches shall receive a \$300 annual stipend.

ARTICLE VII – SPECIAL CONDITIONS FOR ELEMENTARY

- 1. The Board and the Union agree that every effort must be made to departmentalize grades 4 through 6.
- 2. The Administration agrees that nurses should be available in the elementary school and will work toward this goal.
- 3. Newly constructed schools shall have instructional materials center when possible.
- 4. The school day shall include thirty (30) minutes of preparation time for all teachers prior to instructional time, and, effective with the 2019-2020 school year and thereafter, an additional thirty (30) minutes of preparation time later in the school day, except those in non-teaching duty assignments, to include a Professional Learning Community meeting once per month consistent with Domain 4.d. of the District Teacher Evaluation Instrument.
- 5. Elementary school grade level chairs and Pre-K Pod leaders shall be paid an annual stipend of \$750.

ARTICLE VIII – SPECIAL EDUCATION

- 1. **Class Size:**

The class size of Special Education classes shall be limited to the maximums set forth in the Illinois State Board of Education rules/regulations contained in the Illinois School Code and Illinois Administrative Code.
- 2. As a matter of courtesy, the administrator in charge of Special Education shall make every effort to notify the teacher prior to the removal of a child from the classroom and to hold a conference when possible.

ARTICLE IX – ATTENDANCE OFFICERS

1. Salary Schedule – See Appendix.

2. Car Allowance:

Homeless/Attendance/Tuancy Liaisons shall be compensated at the rate of \$10.00 per day for each day worked.

ARTICLE X – COUNSELORS, SOCIAL WORKERS AND PSYCHOLOGISTS

1. Counselors:

All provisions of this Agreement shall apply equally to all District 189 Counselors.

2. Social Workers:

All provisions of this Agreement shall apply equally to all District 189 Social Workers.

3. Psychologists:

All provisions of this Agreement shall apply equally to all District 189 Psychologists.

ARTICLE XI – SCHOOL NURSES

1. All school nurses holding a Type 73 Certificate with the School Nurse Endorsement who are presently employed or newly employed shall be placed on the professional salary scale which is commensurate with the current teachers' salary scale.
2. School nurses employed or transferred from within School District 189 who meet all requirements for Type 73 certification except the school nurse internship and are hired as school nurses:
 - a. Shall be employed as school nurse interns.
 - b. Shall be placed on professional salary scale as in Item 1.
 - c. Shall be employed as school nurse intern for only one school year prior to certification.

3. Non-Certified School Nurses presently employed:
 - a. Non-Certified Nurses shall be paid on the Salary Schedule for Non-Certified Nurses, as either Registered Nurses (R.N.) or Licensed Practical Nurses (L.P.N.) based upon licensure, according to years of service in the District.
 - b. Non-Certified Nurses shall be placed on the professional salary scale according to their years of service as school nurses in School District 189 when the Type 73 Certificate with School Nurse Endorsement is obtained.
4. Previous experience shall be granted to newly employed school nurses who have full-time experience as defined in Article V, Section 6.
5. Case Load:
 - a. A school nurse-pupil ratio shall range from 1:1000 but shall not exceed 1:2000 except in individual buildings where the student population is greater. In such cases where the nurse-pupil ratio in one school exceeds 1:2000, then a health aid shall be employed to assist in non-professional activities.
 - b. Geographical distribution shall be a consideration in assignments.
 - c. School nurses shall be responsible for maintaining and recording all health records. When necessary other school personnel may be required to assist in recording health records.
6. All provisions of this Agreement shall apply equally to all school nurses in School District 189.

ARTICLE XII – VOCATIONAL EDUCATION AND FEDERAL PROJECTS

1. All provisions of the Agreement shall apply equally to all teachers in Vocational Education Program of District 189.
2. All provisions of this Agreement shall apply equally to all teachers in the Federal Projects of District 189.
3. All vocational education teachers that otherwise have Illinois certified teaching credentials in another area shall be placed on the certified teacher salary schedule.

ARTICLE XIII – SPECIAL CONDITIONS FOR MUSIC EDUCATION TEACHERS

1. Band, Choral and Orchestra teachers receive additional compensation as specified in the salary schedules in this contract. This additional compensation is for preparing and participating in music programs, contests, festivals, parades, etc.
2. A participation schedule for the various activities will be developed by music instructors, the principal and the Director of Music Education.
3. Minimum requirements of participation are:
 - a. Band/Middle school and Senior High Levels
 - 1) Three concerts per year.
 - 2) Representation in all local, county and state contests.
 - 3) Participation in area parades.
 - b. Orchestra
 - 1) Three concerts per year.
 - 2) Representation in all local, county and state contests.
 - c. Choral/Middle school and Senior High Levels
 - 1) Three concerts per year.
 - 2) Participation in all local, county and state choral contests.
4. Additional compensation should not be paid to any person who does not meet the requirements of section three (3), except when prevented by circumstances over which participants have no control as determined by the Superintendent.
5. This additional compensation will be included with the teaching salary paycheck and will be spread over twelve equal parts.

ARTICLE XIV – WELFARE BENEFITS AND LEAVES

1. **Insurance**
 - a. Effective January 1, 2025, and for the term of this Agreement thereafter, the Board shall purchase medical, dental, vision and life insurance in the coverage, amounts and benefits as specified in the schedule of benefits attached hereto as Exhibit A for all bargaining unit members.

- b. For the 2024-2027 school years, dependent health care coverage shall be available for each employee of the bargaining unit at a cost of 100% of the rate for such coverage.

The employer shall maintain a cafeteria plan as per Section 125 of the Internal Revenue Code and applicable rules and regulations of the Internal Revenue Service. Under this plan, employees who elect to receive dependent coverage shall have the premium amount deducted from gross income prior to tax deductions and tax sheltered. The amount of the cost of dependent premiums shall not be taxable income.

- c. A labor management conference will be made available between parties to this agreement to study and ascertain feasibility and cost structures of health insurance plan restructuring and/or policy level changes and modifications.

COMPREHENSIVE HEALTH CARE PROGRAM

Lifetime Maximum	Unlimited
Individual Deductible	
Tier 1 Participating Provider	\$500
PPO Participating Provider	\$750
Non-Participating Provider	\$1,000
Family Deductible	2 Times Individual Deductible
Other Covered Services	
Tier 1 Participating Provider	90% of Eligible Charge after Deductible
PPO Participating Provider	80% of Eligible Charge after Deductible
Non-Participating Provider	60% of Eligible Charge after Deductible
Individual Out-of-Pocket Maximum (Applies to all services)	(Includes Deductibles, Office Visit Copays, ER Copays and RX Copays)
Tier 1 Participating Provider	\$2,000
PPO Participating Provider	\$3,000
Non-Participating Provider	\$4,000
Family Out-of-Pocket Maximum	2 Times Individual OOP Limits
Physician/Specialist Office Visit	
Tier 1 Participating Provider	\$20 Copay
PPO Participating Provider	\$40 Copay

Non-Participating Provider	60% of Eligible Charge after Deductible
Well Child Care Benefit Maximum*	Unlimited
Well Woman/Well Man Care Benefit*	
Tier 1 Participating Provider	100%
PPO Participating Provider	100%
Non-Participating Provider	60% of Eligible Charge after Deductible
	*Annual Physicals, Well Child, Well Woman and Preventative Screenings deemed covered by the Affordable Care Act.
Outpatient X-ray, Lab, and Diagnostic Services	
(Tier 1 Participating Provider & Participating Provider	
Is 100% if performed as part of a physician office visit)	
Tier 1 Participating Provider	90% of Eligible Charge after Deductible
PPO Participating Provider	80% of Eligible Charge after Deductible
Non-Participating Provider	60% of Eligible Charge after Deductible
Inpatient Hospital Benefits	
Tier 1 Participating Provider	90% of Eligible Charge after Deductible
PPO Participating Provider	80% of Eligible Charge after Deductible
Non-Participating Provider	60% of Eligible Charge after Deductible
Outpatient Covered Services	
Tier 1 Participating Provider	90% of Eligible Charge after Deductible
PPO Participating Provider	80% of Eligible Charge after Deductible
Non-Participating Provider	60% of Eligible Charge after Deductible
Outpatient Surgery	
Tier 1 Participating Provider	90% of Eligible Charge after Deductible
PPO Participating Provider	80% of Eligible Charge after Deductible
Non-Participating Provider	60% of Eligible Charge after Deductible
Emergency Room Care	
Tier 1 Participating Provider	\$100 Copay (waived if admitted)
PPO Participating Provider	\$100 Copay (waived if admitted)
Non-Participating Provider	\$100 Copay (waived if admitted)
Urgent Care Center	
Tier 1 Participating Provider	\$75 Copay
PPO Participating Provider	\$75 Copay
Non-Participating Provider	\$75 Copay

Prescription Drugs (retail-30-day supply) \$7/\$20/\$40 Rx Copays

Prescription Drugs (Mail order-90-day supply) 2 Times Retail Copay

COMPREHENSIVE DENTAL CARE PROGRAM

Calendar Year Deductible	\$50 per person
Family Maximum	3 deductibles per family
Maximum Benefit	\$2,000 per calendar year
Maximum Orthodontic Benefit	\$2,000 per lifetime
Maximum Periodontal Benefit	\$2,000 per lifetime

Reimbursement Basis

Preventative Care	80%
Basic Care	80%
Major Care	60%
Orthodontia Care	50%

*Note: The deductible is waived for preventative treatment.

Summary of Items considered as covered charges

Preventative Care	Diagnosis, x-rays, oral exam, Prophylactics-sealing and polishing (limited to 2 treatments per calendar yr)
Basic Care	Extractions, fillings, root canal therapy, drugs, oral surgery
Major Care	Repair of dentures and bridges, Inlays, onlays, crowns, full or partial Dentures
Orthodontic Care	Orthodontic care and treatment

Dependent Health and Dental Coverage shall be paid by the employee.
The Health and Dental coverage will utilize a 4-tier rate structure: Employee only,
Employee + Spouse, Employee + Child(ren) or Employee + Family (Spouse and
Child(ren))

The Dependent rate for the Dental Coverage shall be payroll deductible.

VISION PROGRAM

<u>Benefits</u>	<u>Participating Provider</u>	<u>Non-Participating Provider</u>
Eye Examination Every 12 months	100% after \$10 copay	up to \$30.00
Spectacle Lenses Every 12 months		
Single Vision	100% after \$10 copay	up to \$25 Reimbursement
Bifocal	100% after \$10 copay	up to \$40 Reimbursement
Trifocal	100% after \$10 copay	up to \$55 Reimbursement
Lenticular	100% after \$10 copay	up to \$55 Reimbursement
Frames Every 24 months	\$130 Allowance; Discount on Balance	up to \$65 Reimbursement
Contact Lenses	\$130 Allowance; Discount on Balance	up to \$104 Reimbursement
Medically Necessary Contact Lenses	100%	up to \$210 Reimbursement

The Non-Participating Provider reimbursement levels are determined by the insurance carrier. Changes can be made on an annual basis.

LIFE AD&D PROGRAM

Benefit Amount	\$50,000
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2. Leaves:

Officially granted leaves shall not affect contractual continued service for teachers or seniority for non-certified bargaining unit members. Leaves shall only be granted to bargaining unit members who have at least three (3) years' service in the District. No leave or combination of leaves shall

exceed twelve (12) calendar months unless the employee has accumulated sick leave to cover such an absence.

3. Extended Sick Leave:

Any person who expects to be absent five (5) days or more should notify his or her immediate supervisor and the Director of Personnel in writing. Nothing contained herein shall prevent a person from returning to work earlier than their expected date of return.

4. Personal Leave:

a. Personal Leave Day

Members shall be entitled to two (2) days per year for personal business. They shall suffer no loss in pay, nor shall they lose any of their accumulative sick leave. The principal of the school shall be notified by the teacher applying for personal business leave, except that not less than one teacher nor more than 10% of the teachers assigned to any attendance center may be granted personal leave on any one day. Furthermore, except that not less than one or more than 5% of the teachers assigned to any one attendance center may be granted personal leave any day that grades are to be issued. Any unused personal leave day may be added to the accumulative sick leave.

b. Bereavement Leave

There shall be a four (4) day leave for death in the immediate family of the members. Immediate family being defined as husband, wife, parents, and/or guardian, brothers, sisters, children, grandchildren, grandparents, all of whom may be by marriage or blood; however, the Board may require proof of the necessity of the use of such day. The granting of personal leave days on account of death in the family shall be uniform to all employees and no employee or group of employees shall be given death leaves in addition to those granted members by virtue of this agreement.

5. Accumulated Sick Leave:

- a. There shall be unlimited accumulated number of sick days at a rate of twelve (12) days per year. For all twelve (12) month employees, the same shall be at the rate of twelve (12) days per year.
- b. Out of those sick leave days for which a person is not paid, they shall be added to longevity for retirement purposes as prescribed

by law; provided, however, that any such addition shall be limited to the maximum amount permitted without the requirement/imposition of an employer contribution, penalty and/or additional liability/obligation of the School District to the Illinois Teachers Retirement System (TRS) under Illinois law and/or TRS Administrative Rules.

- c. The sick leave herein above awarded the teachers in the amount of twelve (12) days at full pay in each school year, shall be awarded in accordance with the provisions of the school code. There shall be no loss of days accumulated before this agreement.

Accumulated sick leave shall be paid in severance pay when a teacher retires or leaves the system in accordance with this subparagraph c. Severance pay shall be equal to 25% of the accumulated sick leave up to a maximum of 180 days for those teachers with 11 to 15 years of service to the School District; 50% of the accumulated sick leave up to a maximum of 180 days for those teachers with 16-19 years of service to the School District; and 75% of the accumulated sick leave up to a maximum of 180 days for those teachers with 20 or more years of service to the School District. This means that the maximum number of days paid to a bargaining unit member as defined in Article III, Section 1a shall be 135 days. The rate of pay for each day shall be the employee's daily rate of pay on the date of the letter announcing their retirement or resignation.

Bargaining unit members defined in Article III, Section 1a who submit an irrevocable letter of retirement may elect to receive some of the severance pay in amounts over 36 or less months immediately preceding their retirement; provided, however, that such severance payments shall not result in an increase of a member's annual compensation in excess of three percent (3%), or the maximum allowed by applicable law without employer contribution, from the previous year. For example, in each of the last three (3) school years preceding the announced date of their retirement, such members may elect to have severance pay added to their base pay in amounts that increase regular pay to make total pay exactly equal to a 3% increase over the prior year's salary (providing that the bargaining unit member has sufficient funds available), or the maximum allowed by applicable law without employer contribution. Any remaining severance pay not paid prior to retirement as outlined above shall be paid to a retired employee no more than thirty (30) days after last regular pay after retirement. This subparagraph c shall not be interpreted and/or construed to require the School District to make any severance payment

resulting in a salary increase in excess of three percent (3%), or the maximum allowed by applicable law without employer contribution, in the bargaining unit member's final average salary for purposes of calculating retirement benefits from the Illinois Teachers Retirement System. To the extent that any provision of this subparagraph c would result in the requirement/imposition of an employer contribution, penalty and/or additional liability/obligation of the School District to the Illinois Teachers Retirement System (TRS) under Illinois law and/or TRS Administrative Rules, such provision shall be construed to avoid any such employer contribution, penalty and/or additional liability/obligation of the School District to TRS under Illinois law and/or TRS Administrative Rules.

- d. Persons exercising the option outlined in subparagraph c above shall forfeit those accumulated sick days used as a basis for determining the amount of severance pay. Said employees exercising the option of this provision shall have available only those days in which no compensation was received and those granted as per this agreement for the remaining period of their employment.
- e. Accumulated sick leave shall be paid in severance pay when a non-certified employee represented by Local 1220 retires in accordance with the following provisions:
 - 1) The employee has worked for District 189 for twenty (20) years and is going to draw Illinois Retirement Benefits. The employee has attained age sixty-five (65), has worked for District 189 for fifteen (15) years and is going to draw Illinois Retirement Benefits.
 - 2) Severance pay shall be 75% of accumulated sick leave days with the employee's scheduled number of workdays being the maximum total of days that may be multiplied by the 75% factor.
 - 3) The 75% of the scheduled number of workdays would be added to the employee's base salary the last 24 or less months preceding the announced date of their retirement.

Notwithstanding the foregoing, such severance payments to non-certified employees shall not result in an increase of that bargaining unit member's annual compensation in excess of six percent (6%), or the maximum allowed by law without employer contribution, from the previous year. For example, in each of the last two (2) school years preceding the

announced date of their retirement, such members may elect to have severance pay added to their base pay in amounts that increase regular pay to make total pay exactly equal to a 6% increase over the prior year's salary (providing that the bargaining unit member has sufficient funds available), or the maximum allowed by law without employer contribution. Any remaining severance pay not paid prior to retirement as outlined above shall be paid to a retired employee no more than thirty (30) days after last regular pay after retirement. This subparagraph e shall not be interpreted and/or construed to require the School District to make any severance payment resulting in a salary increase in excess of six percent (6%), or the maximum allowed by law without employer contribution, in the bargaining unit member's final average salary for purposes of calculating retirement benefits from the Illinois Municipal Retirement Fund. To the extent that any provision of this subparagraph e would result in the requirement/imposition of an employer contribution, penalty and/or additional liability/obligation of the School District to the Illinois Municipal Retirement Fund (IMRF) under Illinois law and/or IMRF Administrative Rules, such provision shall be construed to avoid any such employer contribution, penalty and/or additional liability/obligation of the School District to IMRF under Illinois law and/or IMRF Administrative Rules. Persons exercising this option shall forfeit those accumulated sick days used as a basis for determining the amount of severance pay. Employees exercising the option of this provision shall have available only those days in which no compensation was received and those granted as per this agreement for the remaining period of their employment.

The employee shall notify the Board in writing at least one month prior to exercising the option in 5e (3) above.

6. Sabbatical Leave

Teachers, after completion of at least six (6) years of satisfactory service on a full-time basis, shall be eligible for a sabbatical leave as outlined in the pertinent section of the Illinois School Code. The procedure for this is as follows:

- a. Leave shall be granted to a maximum of twelve teachers per year in each of the following categories if qualified applicants are available.

Full time service:

1)	Six (6) through eleven (11) yrs	4
2)	Twelve (12) through seventeen (17) yrs	4
3)	Eighteen (18) through twenty-four (24) yrs	4

If the maximum number is not attained in one or more of the above categories, the quota may be filled from the remaining categories. In case of an excess of twelve (12) approved applicants, the remaining qualified applicants shall be assigned two (2) priority numbers.

One (1) primary number for their category and one overall priority number. In the event of a cancellation in a particular category, an applicant for that category would be considered first, and on the basis of their category priority number. If a cancellation occurs in a category with no excess, the overall priority number shall be considered.

- b. A Sabbatical Leave Plan must be submitted with a sabbatical leave request form to the Union Sabbatical Leave Committee Chairman and to the Office of the Superintendent. Request forms may be secured from the Office of the Superintendent.
- c. A Sabbatical Leave Committee shall review plans, and the majority of the committee shall make recommendations of acceptance. This committee shall consist of: Appointed by the Superintendent three (3) administrators. Appointed by Union President- four (4) teachers, one (1) each from the following areas: high school, middle school, elementary school, and special education. The superintendent or his/her designee shall chair the committee. He shall not serve in a voting capacity. Members of this committee shall not be changed during the school year except by mutual agreement.
- d. Applications must be received by registered letter on or before January 16th; and the recommendations made to the Board at the March School Board meeting for approval.
- e. The committee shall render its judgment on the basis of benefit of the plan to the school district and on the seniority of the applicant as outlined in Article XIV.
- f. Teachers returning from a pre-arranged sabbatical leave shall be placed in the same room of the same school in which they were previously teaching or position of equal stature.

- g. This does not preclude the Board from granting sabbaticals to other groups of employees covered by the School Code.
- h. Teachers who are on sabbatical leave shall receive their regular salary minus the expenses incurred for substitute services for one year.

7. Sick Leave Bank:

The Union shall administer a sick leave bank for participating bargaining unit members for the transfer of accumulated, unused sick leave from one bargaining unit member to another bargaining unit member who experiences a catastrophic, life-threatening illness or injury, or to a bargaining unit member whose spouse, children, or parents experiences a catastrophic, life-threatening illness or injury, provided that the transferee employee has already exhausted all of the transferee employee's own sick leave. The Union shall notify the District Human Resources Department in writing as to the name of the transferor employee and transferee employee, the number of sick leave days to be transferred, and an identification/description of the transferee employee's illness and/or injury with sufficient documentation supporting same. Any transferred sick leave approved under this section shall only be used by the transferee employee as sick days and shall neither be paid as severance nor used for service credit within the Illinois Teachers Retirement System or the Illinois Municipal Retirement Fund. Any transferred sick leave approved under this section shall be forfeited by the transferor employee upon use by the transferee employee, and any transferred sick leave unused by the transferee employee upon the transferee employee's separation from District employment shall be returned to the transferor employee upon such separation.

- 8. The Union shall select a Union member to serve in the position of staff assistant for a maximum period of ten (10) school days per year. The staff assistant(s) shall engage in official Union activity. When the staff assistant is requested by the American Federation of Teachers or the Illinois Federation of Teachers to perform field work, the staff assistant shall notify the Superintendent or his/her designee and shall have the right to carry out these duties. It is understood that the selected person's pay shall be deducted for each day of absence from the district.
- 9. Eligible employees shall be entitled to family-medical leave on the terms and conditions provided for under the Family Medical Leave Act of 1993 (FMLA), as amended.

ARTICLE XV – SENIORITY

1. System-wide seniority shall be the length of service as an actual classroom teacher in the system.
2. Building seniority shall be the length of service as an actual classroom teacher in the present building.
3. Where length of service as an actual classroom teacher in the system is equal, the tie-breaker shall be determined in the following order: Board-hire date; employment-start date; date of application; alphabetical order by last name.
4. Building seniority shall be superseded by system-wide seniority in all cases except as outlined in Section 5 below.
5. Within any one building, room assignments and other building privileges shall be determined by building seniority only, except where educational process would be hampered thereby.
6. Each building shall maintain a list showing the building seniority of each teacher. The list shall be available to all teachers.
7. The Superintendent of Schools shall make available to any teacher his system-wide seniority as it may affect or contribute to the resolution of any specific problem.
8. Under no circumstances shall any teacher transferring into School District 189 from any other district, county, or state be placed higher on the school or system-wide seniority list than a teacher already having seniority in the School District or any other building therein.
9. Subject field, teacher qualification shall be a determining factor, as well as seniority, for room assignments.
10. If for any reason it becomes necessary for the Board to eliminate and/or reduce programs or staff, the procedures used in determining which cuts are to be made will be determined by the Board, after consultation with the Union, in accordance with applicable provisions of the Illinois School Code as amended by Public Act 97-0008.
 - a. Teachers honorably dismissed by reduction in force shall be afforded recall rights in accordance with Section 24-12 of the Illinois School Code (105 ILCS 5/24-12), provided that the statutory recall right for Group 3 and 4 teachers shall be extended from one (1) year to two (2) years while the statutory recall right for Group 2 shall remain from the beginning of the following school term through February 1 of the following school term.

Notice of recall for available positions shall be sent by the Board via certified mail or registered mail.

ARTICLE XVI – TRANSFER POLICY

1. Involuntary Transfer:

No teacher who has tenure shall be transferred without his consent. Non-tenured teacher may be transferred involuntarily if the following conditions are met:

- a. There shall be no transfer except at the beginning of each school year.
- b. There shall be seventy-five (75) days' notice of the transfer and shall be written and mailed to the transferee and shall include the name of the school to which he is to be transferred, subjects or grade he is to teach, and the reasons for the transfer.

2. Voluntary Transfer:

If a teacher requests to transfer to a new or vacant position, the teacher will make application as an internal candidate. Internal applicants shall not be required to submit any documentation already on file with the District, nor be required to interview. Such new or vacant position shall be filled in accordance with Article IV, Section 17 of this Agreement.

3. Special Provision Upon Elimination of Departments, Schools or Grades:

When an entire department, or school or grade is eliminated because of reduction in enrollment, or moving out of the unit to another school, the teachers within that department, school or grade may be transferred without their consent to positions for which the teacher is qualified by teacher certification and experience.

4. Transfers of Personnel for the Purpose of Staffing New Schools:

Teachers transferred to staff a new building shall be transferred on a voluntary basis. District seniority shall be the determining factor for any such transfer; however, the transferring teacher must be educationally qualified for the respective position to be filled. Educational qualification shall be determined by major field and/or actual classroom teaching experience in a particular field. Under no circumstances shall the staff of an existing school be depleted by more than 50% of the teaching faculty in any one department.

ARTICLE XVII – SUMMER SCHOOL

1. All teacher employment opportunities for all summer school programs shall be posted on the District's website and e-mailed to the President of the Union sixty (60) days before commencement of such programs or within one week following approval of such program.
2. All teachers desiring employment in any summer school program must submit applications on or before the first Friday of May, or within one week of the posting of such program.
3. Summer school teaching positions shall be filled in accordance with Section 24-1.5 of the Illinois School Code (105 ILCS 5/241.5), as amended by Public Act 97-0008, provided that, if all other statutory factors (certifications, qualifications, merit and ability, including performance evaluations, if available, and relevant experience) are determined by the District to be equal, bargaining unit members shall be given first preference for such summer school positions on a rotating basis among those teachers determined to be equal under the statutory factors, as set forth in this Section.

Each teacher so assigned shall, after having filled a summer school position in any year commencing with the summer school session for 1972 be rotated to the bottom of the list, not again to fill such a summer school position until all of those teachers ahead of such teacher on said list shall have had the opportunity to fill a summer school position. There shall be a separate rotation list for primary, intermediate, and upper grades in the elementary school: primary being K-2, intermediate being 3-4, and upper being 5-6.

4. No person will work in more than one program in the summer school session, except when no qualified applicant is otherwise available.
5. Summer School Pay: Summer school pay shall be at the rate of \$40.00 per hour for all certified employees and at the rate of \$25.00 per hour for all non-certified employees.
6. Summer school teachers shall receive their first pay on the last teaching day of June, and their last pay no later than one week after the end of the summer school program. The Board shall post this entire section relative to Summer School Programs on each school, building or department bulletin board no later than sixty (60) days before the commencement of any summer school program, or within one week following approval of such program.

ARTICLE XVIII – GRIEVANCE PROCEDURE

- a. **Definitions**

- 1) A grievance is a complaint involving a work situation in which there exists a lack of policy, a policy or practice that is improper or unfair, or that there has been a deviation from or the misinterpretation or misapplication of a practice for policy, or that there has been a violation, misapplication, inequitable or otherwise improper application of any provision of this Agreement and/or policy of this School District.
- 2) Whenever the term "school" is used, it is to include any building, part of a building, or room in which classes are being held and instruction being given by District 189 teachers. Whenever the term "teacher" is used, it is to include all person represented by the Union as outlined in Article III, Section 1 of this Agreement.
- 3) Failure of the Board to observe time limits set forth herein, shall cause the grievance to move to the next step unless time limits are mutually extended.

b. Procedure for Adjustment of Grievance

1) Informal Conference

An employee represented by Local 1220 with a complaint or grievance against the School District shall first discuss the matter with the principal of the school where the employee is employed (or supervisor if the employee is not employed at a building supervised by a principal) in the presence of the building representative (or some other Union representative) with the object of resolving the matter informally. If the matter is not so resolved, the following procedure shall be instituted.

- Step 1** Within forty-five (45) calendar days of the occurrence giving rise to the complaint or grievance, the Union Grievance Committee will serve a copy of the complaint, upon the principal (or other supervisor, if applicable) and upon the Superintendent of Schools.
- Step 2** Within fifteen (15) days of the receipt of such grievance or complaint the Grievance Committee or representative thereof and the Superintendent shall meet at a time selected by the Union Grievance Committee for the purpose of resolving the complaint or grievance. The Superintendent shall have the right to name an alternate meeting date for the meeting to be held no later than fifteen (15) days of receipt of the grievance.
- Step 3** If the complaint or grievance is not resolved at the aforesaid meeting to the satisfaction of the Grievance Committee, the Superintendent, no later than fifteen (15) days after said meeting, shall notify the aggrieved employee and the Grievance Committee of his proposed disposition of the grievance, in writing.

- Step 4 In the event the Grievance Committee and the aggrieved employee are not satisfied with the Superintendent's proposed disposition of the complaint or grievance, the Grievance Committee shall, in writing notify the School Board of a date upon which the Union Committee and the School Board shall meet with the object of resolving the complaint or grievance. The School Board shall have the right to name an alternate meeting date for such meeting to be held no later than fifteen (15) days after receipt of the notification from the Grievance Committee.
- Step 5 If the complaint or grievance is not resolved at the aforesaid meeting to the satisfaction of the Grievance Committee, the School Board shall within seven (7) days of the said meeting notify the aggrieved employee and the Grievance Committee of its proposed disposition of the grievance or complaint, in writing.
- The School Board shall in proposed disposition of the grievance or complaint include the reasons why it believes its proposed disposition should be accepted by the aggrieved employee and the Grievance Committee.
- Step 6 If the grievance or complaint concerns the administration or interpretation of this Agreement and if the proposed disposition of the complaint or grievances not satisfactory to the Grievance Committee, the Union may submit the dispute, within thirty (30) days of the date of the Board's proposed disposition or of the grievance or complaint, to arbitration by applying to the American Arbitration Association of the Illinois Educational Labor Relation Board. Such arbitration shall follow the rules of the American Arbitration Association or shall be limited to the jurisdiction set forth by Illinois law for arbitration. Any decision rendered by the arbitrator within his jurisdiction to make shall be binding upon both parties. Either party may apply to a court of competent jurisdiction for the purpose of enforcing the decision of the arbitrator.

c. Variations in Grievance Procedure

1. If the complaint or grievance arises from an action of an authority higher than the principal (or supervisor if the employee is not employed at a building supervised by a principal), such complaint or grievance may proceed to Step 2 of the Procedure for Adjustment of Grievance.

ARTICLE XIX – DRUG TESTING

The District shall conduct drug or alcohol testing of Union members pursuant to Section 24-5 of the Illinois School Code (105 ILCS5/24-5) based upon reasonable suspicion of drug or alcohol influence. For purposes of such testing, "reasonable suspicion" is

defined as a belief, based on behavioral observations or other evidence, sufficient to lead a prudent or reasonable person to suspect an employee is under the influence and exhibits slurred speech, erratic behavior, decreased motor skills, or other such traits; provided, however, that an anonymous call alone shall not be considered "reasonable suspicion".

ARTICLE XX – CLERICAL EMPLOYEES

A. Hours:

- 1) Any employee called to work for any time other than his/her regular scheduled hours shall be paid for such hours at the rate of time and one-half. All work performed on holidays and after five (5) consecutive days shall be paid for at the rate of double time the regular rate. It shall be violation of this Agreement for any employee to be laid off to offset overtime. When an employee is requested to work overtime, it must be on a voluntary basis.
- 2) Elementary clerks having qualifications for job openings will have first chance at any summer employment anywhere in the District. Notices of said openings shall be posted on the District's website and e-mailed to the President of the Union.
- 3) 12-month clerks, registrars, middle school secretaries, and other office employees shall be on duty for an eight (8) hour workday, excluding lunch break, on Monday through Friday while school is in session (during school year), and shall be on duty for a seven (7) hour workday, excluding lunch break, on Monday through Friday while school is not in session (during summer). 200-day, 210-day and 215-day clerks shall be on duty for a seven and one-half (7.5) hour workday, excluding lunch break, on Monday through Friday while school is in session (during school year), and shall be on duty for a six and one-half (6.5) hour workday, excluding lunch break, on Monday through Friday while school is not in session (during summer). The window for summer hours shall be between 7:30 a.m. and 4:00 p.m.

EXCEPTION: All clerical employees shall be on duty as outlined in this Article XX, Section 3 except on union meeting day (Article IV, Section 26 of this Agreement).

- 4) Non-certified personnel (Clerks, bookkeepers, etc.) shall be granted periodical in-service meetings and workshop.
- 5) Any office employee who fails to report for service at 8:00 a.m. shall be considered absent and a substitute called to take charge of his/her duties for the day. Deduction in pay shall be made. This regulation shall not apply to an office employee who has notified his/her immediate supervisor

before 8:00 a.m. that he/she will be late for a justifiable reason. When school is not in session reporting shall be at 8:30 a.m.

- 6) At no time will it be acceptable to Local 1220 to have split shifts.
- 7) All clerks, secretaries, bookkeepers, and senior accounting technicians shall work the same number of days as their supervising administrator. Middle school secretaries are employed for twelve months.

B. Seniority:

- 1) No employee shall acquire seniority status until he/she has served a ninety (90) working day probationary period. After he/she worked ninety (90) days, his/her seniority shall start from the time of his/her date of hire by the Board of Education. The Board of Education shall keep up-to-date lists of workers which will be furnished to the Local President, and the Union shall be notified of all changes. Each school shall maintain a list showing the school seniority of each office employee. The list shall be available to all office employees.
- 2) Whenever a vacancy occurs, a notice shall be posted on the District's website allowing all regular employees ten (10) days in which to bid on said vacancy before considering applications from the public. In the event qualifications are necessary of said vacancy in cases of equal qualifications, the employee having more seniority shall be awarded the job. In the event no bids are received for the vacancy, an employee on the unassigned list will be assigned the vacancy, providing qualifications are met in thirty (30) days. After bidding and accepting a position, his/her old job will be held open for thirty (30) days for a trial at the new job. (Section XVII of Teachers' Agreement).
- 3) Any employee coming into District 189 shall be placed on the first step of the salary schedule unless previous experience justifies otherwise. The maximum shall be the fifth step. Previous experience shall be defined as experience in the area and competency for the job opening.
- 4) Elementary clerks shall be employed from the opening day of school plus two (2) weeks before the opening day and two (2) weeks after the closing of school.
- 5) In promotions, lay-offs or transfers, seniority shall be given preference along with the ability to work in the changed situation. Seniority or length of service shall prevail, providing the employee has sufficient qualifications to perform the task provided. If for any reason it becomes necessary for the Board to eliminate and/or reduce programs or staff, the procedures used in determining which cuts are to be made will be determined by the

Board, after consultation with the Union, in accordance with applicable provisions of the Illinois School Code.

C. Leaves:

- 1) Employees with three (3) years' seniority with the District shall accumulate seniority for all of the time they are on granted leave. Three (3) years of continuous service will be necessary to apply for leaves of absence without any loss of seniority.

D. Pay Periods:

- 1) All employees shall be paid holiday pay for any holiday occurring during his/her vacation time or any additional day off that the Board has authorized for the District.
- 2) All clerical employees shall be paid on a semi-monthly basis.
- 3) Elementary clerks working during summer will be paid their regular rate of pay during the year.
- 4) Wage increments shall be given in August of each year to those working less than twelve (12) months. (Fiscal year).

E. Vacations:

- 1) Employees who have not been in the continuous employ of the Board for twelve (12) months shall receive one (1) day vacation with pay for each twenty-two (22) days of service rendered prior to September 1st of each year, not to exceed ten (10) days.
- 2) Elementary clerks shall receive one (1) day's pay for each twenty-two (22) days of service after two (2) years of service, not to exceed ten (10) days. The work period will be fifteen days before school begins and fifteen (15) days after school ends. The first and last five (5) days will be considered mandatory vacation time.
- 3) Secondary clerks, central office clerks, and special projects employees who have been in the continuous employ of the Board for twelve (12) months prior to the first of September of each year shall receive two (2) weeks' vacation with pay.
- 4) Employees who have been in the continuous employ of the Board for three (3) years prior to the first of September of each year shall receive three (3) weeks' vacation with pay.

- 5) Employees who have been in the continuous employ of the Board for five (5) years prior to September of each year shall receive four (4) weeks' vacation with pay.
- 6) At no time during vacation is it desirable for a clerk to be left in the building alone.
- 7) Vacations for middle school and senior high school employees may be taken after two (2) weeks following the close of school and before two (2) weeks prior to the opening of school, except for central office clerical employees, who can take their vacation at any time.
- 8) Seniority within a department or building shall prevail on scheduling dates for vacations. Earned vacation time shall not be accumulative from one year to another. Vacation time may be scheduled from the beginning of a fiscal year to the end of the same fiscal year, with the approval of the supervisor or department head.
- 9) The change of the fiscal period from July to September shall not be used to deny any employee represented by this Agreement any benefits he/she would have received under the formal fiscal period from July to September.

F. Holiday and Non-Workdays:

Holidays and non-working days for non-certified employees are agreed to be as follows:

Labor Day
Columbus Day
Veteran's Day
Thanksgiving Day
Friday after Thanksgiving Day
Christmas Eve
Christmas Day
New Year's Eve
New Year's Day
Martin Luther King's Birthday
Lincoln's Birthday or President's Day
Casimir Pulaski Day
Good Friday
Malcolm X's Birthday
Memorial Day
Independence Day

These holidays must coincide with the school calendar as submitted by the Illinois Office of Education as stipulated in the Illinois School Code.

G. Suspension or Discharge:

Governed by the Grievance Procedure. (See Article XVIII Sections 1-4 of this Agreement)

H. Transferring:

- 1) All office employees of District 189 shall have an equal opportunity to transfer from one position to another whenever a vacancy occurs. All said employees being transferred must qualify for the position (except as Article XXI Section B) and will be placed on the same step of said position salary schedule. All bids must be individually submitted in writing by mail.
- 2) No clerk shall be involuntarily transferred from his/her present position providing he/she is the more senior employee and has sufficient qualifications to perform the tasks required unless the clerk's position is eliminated. This article shall be subject to the grievance procedure.
- 3) Clerical employees of District 189 may voluntarily transfer from the permanent position based on the following conditions:
 - a) Said transfer request to be by mail with a copy to Local 1220.
 - b) Such transfer can only be made for the following reasons:
 - 1) On the basis of similar classification.
 - 2) That said voluntary transfer shall be made only after extensive review of the merits for such transfer. Such review to be made by Union representatives and administrative Personnel.

I. Assignments:

- 1) The duties of clerical employees in any school or building therein shall be fixed by the principal of the school, consistent with the rules and regulation of the Board of Education and by mutual agreement of Local 1220.
- 2) No office employee may have a job classification and/or duties changed by recommendations of the department head without bid sheet going out on his/her classification.

- 3) There shall be a job description for each tour of duty and a study for each job description for each job classification.

NOTE: All steps and sections shall be deleted in favor of the grievance procedure already agreed to in Article XVIII of this Agreement.

- 4) District Clerks shall not be required to perform tasks other than official school district work.
 - 5) Clerks shall not be required to perform additional duties of other employees because of illness or absence until such duties are approved by the superintendent. Upon his/her approval said employee shall receive the salary differential provided it is greater.
- J. Schools with more than 12 rooms shall have at least one full-time clerical employee except when economic conditions warrant changes which must be mutually agreed upon by the Union and the Administration.

ARTICLE XXI – STATE APPROVED TEACHER-AIDES

1. It is recognized that the utilization of teacher-aides can be a valuable adjunct to the instructional effort.
2. Seniority for teacher-aides begins on the effective date of hire in District 189.
3. Concerning lay-offs or transfers, seniority shall be given preference. If for any reason it becomes necessary for the Board to eliminate and/or reduce programs or staff, the procedures used in determining which cuts are to be made will be determined by the Board and said course of action will be made known to the Union.
4. No teacher-aide shall be involuntarily transferred from his/her present position providing he/she is a more senior employee and has sufficient qualification to perform the tasks required.
5. When a teacher takes an extra class that causes the total class size to exceed the contractual limitation, the teacher aide assisting that teacher shall be entitled to extra compensation in the amount of \$8.75 per hour. This provision does not apply when there is more than one teacher aide in the classroom.
6. Teacher-aides shall be included in designated professional development sessions pertaining to their job duties.
7. A teacher aide with either a teaching certificate or substitute teaching certificate who serves as a substitute for a teacher in a class shall receive their daily rate of

pay plus \$75 per full day (pro-rated for partial day, as necessary) that the teacher aide serves as a substitute teacher.

ARTICLE XXII – PERSONNEL FILES

1. All building personnel files kept on employees shall be open files which can be examined at the employee's request in the view of the principal of the school. No other records may be kept pertinent to personnel unless notification of such records is given the teacher, and these records shall also be open, readily accessible and immediately available for teacher examination upon request.
2. Copies of all information requested by the teacher from his personnel file shall be given to the requesting teacher within forty-eight (48) hours after the request.
3. Copies of all information requested by the teacher from his personnel file shall be given to the requesting teacher within forty-eight (48) hours after the request at a cost of ten (10) cents per copy after the first five (5) copies of a document.
4. All teachers shall have the privilege to respond to material in the personnel file and have response included in the file.
5. All personnel files kept on teachers in the Central Office shall be open files which can be examined at the teacher's request in the view of the Administrator in charge. No other records may be kept pertaining to personnel unless these records shall also be open, readily accessible and immediately available for teacher examination upon request.
6. Copies of all information requested by the teacher from his personnel file in the Central Office except confidential files from teacher placement service and other employment agencies, shall be given the requesting teacher within forty-eight (48) hours after the request and all copies of information hereafter which is placed in a teacher's personnel file in the Central Office shall be shown or given to the teacher within forty-eight (48) hours after the request.
7. No anonymous letter or materials shall be placed in the building or the Central Office.
8. No material other than that in the office files shall be used in any hearing related to dismissal, disciplinary action, or term of a teacher.
9. No matters pertaining to the grievance procedures shall be included in any personnel file of any teacher unless requested by the teacher. All matters pertaining to a grievance shall be treated as confidential material by the Administration and the Board and shall not be consulted in decisions regarding re-employment, promotion, assignment, or transfer.

ARTICLE XXIII – SALARY SCHEDULES

A. Certified Salary Schedules

1. The 2024-2027 school years' (FY2025-2027) certified salary schedules are attached. The 2024-2025 (FY2025) certified salary schedule shall reflect an annual increase of five percent (5.00%) from the 2023-2024 certified salary schedule. The 2025-2026 (FY2026) certified salary schedule shall reflect an annual increase of four and one-half percent (4.50%) from the 2024-2025 certified salary schedule. The 2026-2027 (FY2027) certified salary schedule shall reflect an annual increase of four and one-quarter percent (4.25%) from the 2025-2026 certified schedule.
2. For the 2024-2025 school year (FY2025), certified bargaining unit members shall advance both vertically (one step) and horizontally (lane changes as earned and documented).
3. For the 2025-2026 school year (FY2026), certified bargaining unit members shall advance both vertically (one step) and horizontally (lane changes as earned and documented).
4. For the 2026-2027 school year (FY2027), certified bargaining unit members shall advance both vertically (one step) and horizontally (lane changes as earned and documented).

Doctorate degrees receive \$1,500 per year, paid in 24 equal installments.

National Board Certifications receive \$1,000 per year, paid in 24 equal installments.

Psychologists with National Board Certification receive \$1,000 per year paid in 24 equal installments.

B. Certified Longevity

Incremental longevity steps for certified employees are as follows:

An additional \$1,100.00 per year at the beginning of the 2nd year at the top of the appropriate salary schedule.

An additional \$1,100.00 per year at the beginning of the 3rd year at the top of the appropriate salary schedule.

An additional \$1,100.00 per year at the beginning of the 4th year at the top of the appropriate salary schedule.

An additional \$1,100.00 per year at the beginning of the 5th year at the top of the appropriate salary schedule.

Certified bargaining unit members shall not lose longevity pay already accrued prior to this Agreement, provided that no certified bargaining unit member shall receive more than four (4) longevity steps/payments.

C. Illinois Teacher's Retirement System Contribution

For the 2024-2027 school years (FY2025-2027), the Board shall pick up and pay the certified bargaining unit member's contribution to the Illinois Teacher's Retirement System, meaning the 9.0% overall employee contribution.

D. Payment for extra classes shall be as follows:

Middle School Teachers, forty dollars (\$40.00) per hour.

Senior High School Teachers, forty dollars (\$40.00) per hour.

E. Non-Certified Salary Schedule

1. The 2024-2027 school years' (FY2024-2027) non-certified salary schedules are attached. The 2024-2025 (FY2025) non-certified salary schedule shall reflect an annual increase of five percent (5.00%) from the 2023-2024 non-certified salary schedule. The 2025-2026 (FY2026) non-certified salary schedule shall reflect an annual increase of four and one-half percent (4.50%) from the 2024-2025 non-certified salary schedule. The 2026-2027 (FY2027) non-certified salary schedule shall reflect an annual increase of four and one-quarter percent (4.25%) from the 2025-2026 non-certified salary schedule.
2. For the 2024-2025 school year (FY2025), non-certified bargaining unit members shall advance vertically (one step).
3. For the 2025-2026 school year (FY2026), non-certified bargaining unit members shall advance vertically (one step).
4. For the 2026-2027 school year (FY2027), non-certified bargaining unit members shall advance vertically (one step).
5. Paraprofessionals with a bachelor's degree shall receive \$1,000 per year paid in 24 equal installments.

F. Non-Certified Longevity

Incremental longevity steps for non-certified employees are as follows:

An additional \$825.00 per year at the beginning of the 2nd year at the top of the appropriate salary schedule.

An additional \$825.00 per year at the beginning of the 3rd year at the top of the appropriate salary schedule.

An additional \$825.00 per year at the beginning of the 4th year at the top of the appropriate salary schedule.

An additional \$825.00 per year at the beginning of the 5th year at the top of the appropriate salary schedule.

Non-certified bargaining unit members shall not lose longevity pay already accrued prior to this Agreement, provided that no non-certified bargaining unit member shall receive more than four (4) longevity steps/payments.

- G. All salaries are retroactive to July 1 of each year of the Agreement.
- H. All salaries are base and do not include longevity.
- I. Notwithstanding the foregoing, a certified employee receiving longevity payments shall not have an annual increase in overall compensation in excess of six percent (6%), or the maximum allowed by applicable law without employer contribution, from the previous year if such increase would result in the requirement/imposition of an employer contribution, penalty and/or additional liability/obligation of the School District to TRS under Illinois law and/or TRS Administrative Rules.
- J. Notwithstanding the foregoing, a non-certified employee receiving longevity payments shall not have an annual increase in overall compensation in excess of six percent (6%), or the maximum allowed by applicable law without employer contribution, from the previous year if such increase would result in the requirement/imposition of an employer contribution, penalty and/or additional liability/obligation of the School District to IMRF under Illinois law and/or IMRF Administrative Rules.
- K. All non-certified bargaining unit members currently employed with the School District as of the approval/execution of this Agreement shall receive a one-time, non-compounding stipend of five-hundred dollars (\$500) payable on or before October 31, 2024; provided that this provision shall sunset and be automatically removed from this Agreement upon its expiration of June 30, 2027.

**ATHLETICS
2024-2027**

Pay for athletic directors/coaches and music directors shall be calculated based upon the following percentages of Step 1 of the Salary Schedule – Certified (Teacher) B.S.:

HIGH SCHOOL ATHLETIC DIRECTOR:	20.5%
MIDDLE SCHOOL ATHLETIC DIRECTOR:	8%
UNIFIED SPORTS ATHLETIC DIRECTOR:	10%

SENIOR HIGH SCHOOL COACHES:

Athletic Grouping

Group A		Group B		Group C	
Head Football		Head Wrestling		Head Girls Tennis	
Assistant Football		Asst. Wrestling		Asst. Girls Tennis	
Head Boys Basketball		Head Girls Softball		Head Boys Tennis	
Asst. Boys Basketball		Asst. Girls Softball		Asst. Boys Tennis	
Head Girls Basketball		Head Boys Baseball		Head Golf	
Asst. Girls Basketball		Asst. Boys Baseball		Asst. Golf	
Head Boys Track		Head Boys Cross Cntry.		Soccer	
Asst. Boys Track		Asst. Boys Cross Cntry.		Field Hockey	
Head Girls Track		Head Girls Cross Cntry.		E-Sports	
Assistant Girls Track		Asst. Girls Cross Cntry.			
Girls Volleyball		Cheerleading			
Volleyball					

Salary

Group A			Group B			Group C		
Yrs as Coach	Head Coach	Asst. Coach	Yrs as Coach	Head Coach	Asst. Coach	Yrs as Coach	Head Coach	Asst. Coach
1	13.00%	8.50%	1	10.50%	6.50%	1	10.50%	6.50%
2	13.75%	9.25%	2	11.25%	7.25%	2	11.25%	7.25%
3	14.50%	10.00%	3	12.00%	8.00%	3	12.00%	8.00%

4	15.25%	10.75%	4	12.75%	8.75%	4	12.75%	8.75%
5	16.00%	11.50%	5	13.50%	9.50%	5	13.50%	9.50%
6	16.75%	12.25%	6	14.25%	10.25%	6	14.25%	10.25%
7	17.50%	13.00%	7	15.00%	11.00%	7	15.00%	11.00%
8	18.25%	13.75%	8	15.75%	11.75%	8	15.75%	11.75%
9	19.00%	14.50%	9	16.50%	12.50%	9	16.50%	12.50%
10	19.75%	15.25%	10	17.25%	13.25%	10	17.25%	13.25%

High school coaches shall be awarded experience based on the following placement procedure:

1. Initial placement shall be based on the years of experience prior to the 2018-2019 school year.
2. Experience shall be defined as the number of years of coaching as a head or assistant in the assigned sport at the high school level or above. Experience shall be given for coaching within and/or outside of School District 189.

MIDDLE SCHOOL COACHES

Head coaches shall receive an amount that is eight percent (8.00%) of Step 1 of the Salary Schedule – Certified (Teacher) B.S.

Assistant coaches shall receive an amount that is six percent (6.00%) of Step 1 of the Salary Schedule – Certified (Teacher) B.S.

MUSIC PAY SCHEDULE:

Senior High School

Band Director	12.00%
Stage Band Director	10.00%
Choral Director	11.00%
Orchestra Director	10.00%
Assistant Choral Director	7.00%

Middle School

Band Director	10.00%
Choral Director	9.00%
Assistant Choral Director	7.00%

ARTICLE XXIV – DURATION OF AGREEMENT

For Certified Employees: a commencement date of the start of the 2024-2025 school year, a three (3) year term, and an expiration date of the day before the start of the 2027-2028 school year; and for

Non-Certified Employees: A commencement date of July 1, 2024, a three (3) year term, and an expiration date of June 30, 2027.

The execution of a successor CBA remains subject to and conditioned upon approval by the East St. Louis School District 189 Board of Education and the East St. Louis School District 189 Financial Oversight Panel pursuant to applicable policies and law.

EAST ST. LOUIS SCHOOL
DISTRICT 189

EAST ST. LOUIS FEDERATION
OF TEACHERS, LOCAL 1220,

By: _____

Timothy Lockett
Board President

By: _____

Terry Turley
Local President

2024-2025

CERTIFIED SALARY SCHEDULES

**VOCATIONAL
2024-2025**

Step	Annual	Bi-Monthly
1	\$48,491	\$2,020
TRS	\$ 4,364	\$ 182
Total	\$52,855	\$2,202
2	\$50,293	\$2,096
TRS	\$ 4,526	\$ 189
Total	\$54,819	\$2,284
3	\$52,093	\$2,171
TRS	\$ 4,688	\$ 195
Total	\$56,781	\$2,366
4	\$53,895	\$2,246
TRS	\$ 4,851	\$ 202
Total	\$58,746	\$2,448
5	\$55,697	\$2,321
TRS	\$ 5,013	\$ 209
Total	\$60,710	\$2,530
6	\$57,500	\$2,396
TRS	\$ 5,175	\$ 216
Total	\$62,675	\$2,611
7	\$59,301	\$2,471
TRS	\$ 5,337	\$ 222
Total	\$64,638	\$2,693
8	\$61,104	\$2,546
TRS	\$ 5,499	\$ 229
Total	\$66,603	\$2,775
9	\$62,907	\$2,621
TRS	\$ 5,662	\$ 236
Total	\$68,568	\$2,857

10	\$64,706	\$2,696
TRS	\$ 5,824	\$ 243
Total	\$70,530	\$2,939
11	\$66,507	\$2,771
TRS	\$ 5,986	\$ 249
Total	\$72,493	\$3,021
12	\$68,307	\$2,846
TRS	\$ 6,148	\$ 256
Total	\$74,454	\$3,102
13	\$70,109	\$2,921
TRS	\$ 6,310	\$ 263
Total	\$76,418	\$3,184
14	\$71,910	\$2,996
TRS	\$ 6,472	\$ 270
Total	\$78,382	\$3,266
15	\$73,713	\$3,071
TRS	\$ 6,634	\$ 276
Total	\$80,347	\$3,348
16	\$75,516	\$3,147
TRS	\$ 6,796	\$ 283
Total	\$82,312	\$3,430
17	\$78,864	\$3,286
TRS	\$ 7,098	\$ 296
Total	\$85,962	\$3,582
L - 1	\$79,964	\$3,332
TRS	\$ 7,192	\$ 300
Total	\$87,107	\$3,632
L - 2	\$81,064	\$3,378
TRS	\$ 7,287	\$ 304
Total	\$88,251	\$3,681

L - 3	\$82,164	\$3,424
TRS	\$ 7,381	\$ 308
Total	\$89,396	\$3,731
L - 4	\$83,264	\$3,469
TRS	\$ 7,476	\$ 311
Total	\$90,540	\$3,781

**BACHELORS
2024-2025**

Step	Annual	Bi-Monthly
1	\$48,044	\$2,002
TRS	\$ 4,324	\$ 180
Total	\$52,368	\$2,182
2	\$49,998	\$2,083
TRS	\$ 4,500	\$ 187
Total	\$54,498	\$2,271
3	\$51,954	\$2,165
TRS	\$ 4,676	\$ 195
Total	\$56,630	\$2,360
4	\$53,909	\$2,246
TRS	\$ 4,852	\$ 202
Total	\$58,761	\$2,448
5	\$55,864	\$2,328
TRS	\$ 5,028	\$ 209
Total	\$60,892	\$2,537
6	\$57,818	\$2,409
TRS	\$ 5,204	\$ 217
Total	\$63,022	\$2,626
7	\$59,773	\$2,491
TRS	\$ 5,380	\$ 224
Total	\$65,153	\$2,715

8	\$61,728	\$2,572
TRS	\$ 5,556	\$ 231
Total	\$67,284	\$2,804
9	\$63,684	\$2,653
TRS	\$5,732	\$ 239
Total	\$69,415	\$2,892
10	\$65,638	\$2,735
TRS	\$ 5,907	\$ 246
Total	\$71,545	\$2,981
11	\$67,593	\$2,816
TRS	\$ 6,083	\$ 253
Total	\$73,676	\$3,070
12	\$69,548	\$2,898
TRS	\$ 6,259	\$ 261
Total	\$75,807	\$3,159
13	\$71,503	\$2,979
TRS	\$ 6,435	\$ 268
Total	\$77,938	\$3,247
14	\$73,459	\$3,061
TRS	\$ 6,611	\$ 275
Total	\$80,070	\$3,336
15	\$75,413	\$3,142
TRS	\$ 6,787	\$ 283
Total	\$82,200	\$3,425
16	\$77,368	\$3,224
TRS	\$ 6,963	\$ 290
Total	\$84,331	\$3,514
17	\$79,323	\$3,305
TRS	\$ 7,139	\$ 297
Total	\$86,462	\$3,603
18	\$81,278	\$3,387
TRS	\$ 7,315	\$ 305
Total	\$88,593	\$3,691

19	\$83,234	\$3,468
TRS	\$ 7,491	\$ 312
Total	\$90,725	\$ 3,780
L - 1	\$84,334	\$3,514
TRS	\$ 7,586	\$ 316
Total	\$91,869	\$3,828
L - 2	\$85,434	\$3,560
TRS	\$ 7,680	\$ 320
Total	\$93,014	\$3,876
L - 3	\$86,534	\$3,606
TRS	\$ 7,775	\$ 324
Total	\$94,158	\$3,923
L - 4	\$87,634	\$3,651
TRS	\$ 7,869	\$ 328
Total	\$ 95,303	\$3,971

**BACHELORS + 16
2024-2025**

Step	Annual	Bi-Monthly
1	\$49,200	\$2,050
TRS	\$ 4,428	\$ 184
Total	\$53,628	\$2,234
2	\$51,156	\$2,132
TRS	\$ 4,604	\$ 192
Total	\$55,760	\$2,323
3	\$53,111	\$2,213
TRS	\$ 4,780	\$ 199
Total	\$57,891	\$2,412
4	\$55,065	\$ 2,294
TRS	\$ 4,956	\$ 206
Total	\$60,021	\$2,501

5	\$57,020	\$2,376
TRS	\$ 5,132	\$ 214
Total	\$62,152	\$2,590
6	\$58,975	\$2,457
TRS	\$ 5,308	\$ 221
Total	\$64,283	\$2,678
7	\$60,930	\$2,539
TRS	\$ 5,484	\$ 228
Total	\$66,414	\$2,767
8	\$62,885	\$2,620
TRS	\$ 5,660	\$ 236
Total	\$68,544	\$2,856
9	\$64,840	\$2,702
TRS	\$ 5,836	\$ 243
Total	\$70,675	\$2,945
10	\$66,795	\$2,783
TRS	\$ 6,012	\$ 250
Total	\$72,806	\$3,034
11	\$68,750	\$2,865
TRS	\$ 6,187	\$ 258
Total	\$74,937	\$3,122
12	\$70,705	\$2,946
TRS	\$ 6,363	\$ 265
Total	\$77,068	\$3,211
13	\$72,660	\$3,028
TRS	\$ 6,539	\$ 272
Total	\$79,199	\$3,300
14	\$74,615	\$3,109
TRS	\$ 6,715	\$ 280
Total	\$81,330	\$3,389
15	\$76,570	\$3,190
TRS	\$ 6,891	\$ 287
Total	\$83,462	\$3,478

16	\$78,524	\$3,272
TRS	\$ 7,067	\$ 294
Total	\$85,591	\$3,566
17	\$80,479	\$3,353
TRS	\$ 7,243	\$ 302
Total	\$87,722	\$3,655
18	\$82,434	\$3,435
TRS	\$ 7,419	\$ 309
Total	\$89,854	\$3,744
19	\$84,390	\$3,516
TRS	\$ 7,595	\$ 316
Total	\$91,985	\$3,833
L - 1	\$85,490	\$3,562
TRS	\$ 7,690	\$ 320
Total	\$93,129	\$3,880
L - 2	\$86,590	\$3,608
TRS	\$ 7,793	\$ 325
Total	\$94,383	\$3,933
L - 3	\$87,690	\$3,654
TRS	\$ 7,892	\$ 329
Total	\$95,582	\$3,983
L - 4	\$88,790	\$3,700
TRS	\$ 7,991	\$ 333
Total	\$96,781	\$4,033

**MASTERS
2024-2025**

Step	Annual	Bi-Monthly
1	\$51,406	\$2,142
TRS	\$ 4,627	\$ 193
Total	\$56,032	\$2,335

2	\$53,361	\$2,223
TRS	\$ 4,802	\$ 200
Total	\$58,163	\$2,423
3	\$55,315	\$2,305
TRS	\$ 4,978	\$ 207
Total	\$60,293	\$2,512
4	\$57,270	\$2,386
TRS	\$ 5,154	\$ 215
Total	\$62,424	\$2,601
5	\$59,225	\$2,468
TRS	\$ 5,330	\$ 222
Total	\$64,556	\$2,690
6	\$61,180	\$2,549
TRS	\$ 5,506	\$ 229
Total	\$66,687	\$2,779
7	\$63,135	\$2,631
TRS	\$ 5,682	\$ 237
Total	\$68,818	\$2,867
8	\$65,091	\$2,712
TRS	\$ 5,858	\$ 244
Total	\$70,949	\$2,956
9	\$67,046	\$2,794
TRS	\$ 6,034	\$ 251
Total	\$73,080	\$3,045
10	\$69,001	\$2,875
TRS	\$ 6,210	\$ 259
Total	\$75,211	\$3,134
11	\$70,955	\$2,956
TRS	\$ 6,386	\$ 266
Total	\$77,341	\$3,223
12	\$72,910	\$3,038
TRS	\$ 6,562	\$ 273
Total	\$79,472	\$3,311

13	\$74,865	\$3,119
TRS	\$ 6,738	\$ 281
Total	\$81,603	\$3,400
14	\$76,820	\$3,201
TRS	\$ 6,914	\$ 288
Total	\$83,734	\$3,489
15	\$78,774	\$3,282
TRS	\$ 7,090	\$ 295
Total	\$85,864	\$3,578
16	\$80,729	\$3,364
TRS	\$ 7,266	\$ 303
Total	\$87,995	\$3,666
17	\$82,685	\$3,445
TRS	\$ 7,442	\$ 310
Total	\$90,127	\$3,755
18	\$84,641	\$3,527
TRS	\$ 7,618	\$ 317
Total	\$92,258	\$3,844
19	\$86,595	\$3,608
TRS	\$ 7,794	\$ 325
Total	\$94,388	\$3,933
L - 1	\$87,695	\$3,654
TRS	\$ 7,888	\$ 329
Total	\$95,533	\$3,983
L - 2	\$88,795	\$3,700
TRS	\$ 7,983	\$ 333
Total	\$96,677	\$4,032
L - 3	\$89,895	\$3,746
TRS	\$ 8,077	\$ 337
Total	\$97,822	\$4,082
L - 4	\$90,995	\$3,791
TRS	\$ 8,172	\$ 340
Total	\$98,966	\$4,132

**MASTERS + 16
2024-2025**

Step	Annual	Bi-Monthly
1	\$52,453	\$2,186
TRS	\$ 4,721	\$ 197
Total	\$57,173	\$2,382
2	\$54,409	\$2,267
TRS	\$ 4,897	\$ 204
Total	\$59,306	\$2,471
3	\$56,364	\$2,349
TRS	\$ 5,073	\$ 211
Total	\$61,437	\$2,560
4	\$58,318	\$2,430
TRS	\$ 5,249	\$ 219
Total	\$63,567	\$2,649
5	\$60,273	\$2,511
TRS	\$ 5,425	\$ 226
Total	\$65,698	\$2,737
6	\$62,228	\$2,593
TRS	\$ 5,601	\$ 233
Total	\$67,829	\$2,826
7	\$64,183	\$2,674
TRS	\$ 5,777	\$ 241
Total	\$69,960	\$2,915
8	\$66,137	\$2,756
TRS	\$ 5,952	\$ 248
Total	\$72,090	\$3,004
9	\$68,093	\$2,837
TRS	\$ 6,128	\$ 255
Total	\$74,221	\$3,093
10	\$70,048	\$2,919
TRS	\$ 6,304	\$ 263
Total	\$76,352	\$3,181

11	\$72,003	\$3,000
TRS	\$ 6,480	\$ 270
Total	\$78,483	\$3,270
12	\$73,957	\$3,082
TRS	\$ 6,656	\$ 277
Total	\$80,613	\$3,359
13	\$75,913	\$3,163
TRS	\$ 6,832	\$ 285
Total	\$82,745	\$3,448
14	\$77,868	\$3,245
TRS	\$ 7,008	\$ 292
Total	\$84,876	\$3,537
15	\$79,823	\$3,326
TRS	\$ 7,184	\$ 299
Total	\$87,007	\$3,625
16	\$81,778	\$3,407
TRS	\$ 7,360	\$ 307
Total	\$89,138	\$3,714
17	\$83,732	\$3,489
TRS	\$ 7,536	\$ 314
Total	\$91,268	\$3,803
18	\$85,687	\$3,570
TRS	\$ 7,712	\$ 321
Total	\$93,399	\$3,892
19	\$87,642	\$3,652
TRS	\$ 7,888	\$ 329
Total	\$95,530	\$3,980
L - 1	\$88,742	\$3,698
TRS	\$ 7,982	\$ 333
Total	\$96,675	\$4,028
L - 2	\$89,842	\$3,743
TRS	\$ 8,077	\$ 337

Total	\$97,819	\$4,076
L - 3	\$90,942	\$3,789
TRS	\$ 8,171	\$ 340
Total	\$98,964	\$4,123
L - 4	\$92,042	\$3,835
TRS	\$ 8,266	\$ 344
Total	\$100,108	\$4,171

**MASTERS + 30
2024-2052**

Step	Annual	Bi-Monthly
1	\$54,210	\$2,259
TRS	\$ 4,879	\$ 203
Total	\$59,089	\$2,462
2	\$56,166	\$2,340
TRS	\$ 5,055	\$ 211
Total	\$61,220	\$2,551
3	\$58,121	\$2,422
TRS	\$ 5,231	\$ 218
Total	\$63,352	\$2,640
4	\$60,076	\$2,503
TRS	\$ 5,407	\$ 225
Total	\$65,483	\$ 2,728
5	\$61,998	\$2,583
TRS	\$ 5,580	\$ 232
Total	\$67,578	\$2,816
6	\$63,985	\$2,666
TRS	\$ 5,759	\$ 240
Total	\$69,744	\$2,906
7	\$65,940	\$2,748
TRS	\$ 5,935	\$ 247
Total	\$71,875	\$2,995

8	\$67,896	\$2,829
TRS	\$ 6,111	\$ 255
Total	\$74,007	\$3,084
9	\$69,850	\$2,910
TRS	\$ 6,287	\$ 262
Total	\$76,137	\$3,172
10	\$71,805	\$2,992
TRS	\$ 6,462	\$ 269
Total	\$78,268	\$3,261
11	\$73,760	\$3,073
TRS	\$ 6,638	\$ 277
Total	\$80,399	\$3,350
12	\$75,716	\$3,155
TRS	\$ 6,814	\$ 284
Total	\$82,530	\$3,439
13	\$77,670	\$3,236
TRS	\$ 6,990	\$ 291
Total	\$84,660	\$3,527
14	\$79,625	\$3,318
TRS	\$ 7,166	\$ 299
Total	\$86,791	\$3,616
15	\$81,580	\$3,399
TRS	\$ 7,342	\$ 306
Total	\$88,922	\$3,705
16	\$83,535	\$3,481
TRS	\$ 7,518	\$ 313
Total	\$91,053	\$3,794
17	\$85,490	\$ 3,562
TRS	\$ 7,694	\$ 321
Total	\$93,184	\$3,883
18	\$87,444	\$3,644
TRS	\$ 7,870	\$ 328
Total	\$95,314	\$3,971

19	\$89,400	\$3,725
TRS	\$ 8,046	\$ 335
Total	\$97,446	\$4,060
L - 1	\$90,500	\$3,771
TRS	\$ 8,140	\$ 339
Total	\$98,588	\$4,110
L - 2	\$91,600	\$3,817
TRS	\$ 8,235	\$ 343
Total	\$99,735	\$4,160
L - 3	\$92,700	\$3,863
TRS	\$ 8,330	\$ 347
Total	\$100,880	\$ 4,210
L - 4	\$93,800	\$3,908
TRS	\$ 8,424	\$ 351
Total	\$102,024	\$4,259

**REGISTRAR
2024-2025**

Step	Annual	Bi-Monthly
1	\$100,738	\$4,197
TRS	\$ 9,066	\$ 378
Total	\$109,804	\$4,575
L - 1	\$101,838	\$4,243
TRS	\$ 9,161	\$ 382
Total	\$110,949	\$4,625
L - 2	\$102,938	\$4,289
TRS	\$ 9,255	\$ 386
Total	\$112,093	\$4,675
L - 3	\$104,038	\$4,335
TRS	\$ 9,350	\$ 390
Total	\$113,238	\$4,724
L - 4	\$105,138	\$4,381
TRS	\$ 9,444	\$ 394
Total	\$114,382	\$4,774

**PSYCHOLOGIST
2024-2025**

Step	Annual	Bi-Monthly
1	\$71,617	\$2,984
TRS	\$ 6,446	\$ 269
Total	\$78,063	\$3,253
2	\$73,726	\$3,072
TRS	\$ 6,635	\$ 276
Total	\$80,361	\$3,348
3	\$75,833	\$3,160
TRS	\$ 6,825	\$ 284
Total	\$82,658	\$3,444
4	\$77,940	\$3,248
TRS	\$ 7,015	\$ 292
Total	\$84,955	\$3,540
5	\$80,048	\$3,335
TRS	\$ 7,204	\$ 300
Total	\$87,252	\$3,636
6	\$82,156	\$3,423
TRS	\$ 7,394	\$ 308
Total	\$89,550	\$3,731
7	\$84,264	\$3,511
TRS	\$ 7,584	\$ 316
Total	\$91,847	\$3,827
8	\$86,371	\$3,599
TRS	\$ 7,773	\$ 324
Total	\$94,144	\$3,923
9	\$88,478	\$3,687
TRS	\$ 7,963	\$ 332
Total	\$ 96,441	\$4,018

10	\$90,587	\$3,774
TRS	\$ 8,153	\$ 340
Total	\$98,739	\$4,114
11	\$ 92,694	\$3,862
TRS	\$ 8,342	\$ 348
Total	\$101,036	\$4,210
12	\$ 94,801	\$3,950
TRS	\$ 8,532	\$ 356
Total	\$103,333	\$ 4,306
13	\$ 96,909	\$4,038
TRS	\$ 8,722	\$ 363
Total	\$105,630	\$4,401
14	\$ 99,017	\$ 4,126
TRS	\$ 8,912	\$ 371
Total	\$107,929	\$4,497
15	\$101,124	\$4,214
TRS	\$ 9,101	\$ 379
Total	\$110,226	\$ 4,593
16	\$103,232	\$4,301
TRS	\$ 9,291	\$ 387
Total	\$112,523	\$4,688
17	\$105,341	\$4,389
TRS	\$ 9,481	\$ 395
Total	\$114,822	\$4,784
18	\$107,449	\$4,477
TRS	\$ 9,670	\$ 403
Total	\$117,119	\$4,880
19	\$109,597	\$4,567
TRS	\$ 9,864	\$ 411
Total	\$119,461	\$4,978
L - 1	\$110,697	\$4,612
TRS	\$ 9,958	\$ 415

Total	\$120,605	\$5,027
L - 2	\$111,797	\$4,658
TRS	\$ 10,053	\$ 419
Total	\$121,750	\$5,077
L - 3	\$112,897	\$4,704
TRS	\$ 10,147	\$ 423
Total	\$122,894	\$5,127
L - 4	\$113,997	\$4,750
TRS	\$ 10,242	\$ 427
Total	\$124,039	\$5,177

2024-2025

NON-CERTIFIED SALARY SCHEDULES

**200-DAY CLERK
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 37,032	\$ 1,543
2	\$ 37,674	\$ 1,570
3	\$ 38,315	\$ 1,596
4	\$ 38,955	\$ 1,623
5	\$ 39,597	\$ 1,650
6	\$ 40,238	\$ 1,677
7	\$ 40,879	\$ 1,703
8	\$ 41,521	\$ 1,730
9	\$ 42,162	\$ 1,757
10	\$ 42,817	\$ 1,784
11	\$ 43,448	\$ 1,810
12	\$ 44,086	\$ 1,837
13	\$ 44,731	\$ 1,864
14	\$ 45,332	\$ 1,889
15	\$ 46,012	\$ 1,917
16	\$ 46,650	\$ 1,944
17	\$ 47,305	\$ 1,971
18	\$ 47,929	\$ 1,997
19	\$ 48,571	\$ 2,024
20	\$ 49,210	\$ 2,050
21	\$ 50,849	\$ 2,119
	Longevity	

L-1	\$ 51,674	\$ 2,153
L-2	\$ 52,499	\$ 2,187
L-3	\$ 53,324	\$ 2,222
L-4	\$ 54,149	\$ 2,256

**210-DAY CLERK
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 38,518	\$ 1,605
2	\$ 39,160	\$ 1,632
3	\$ 39,801	\$ 1,658
4	\$ 40,441	\$ 1,685
5	\$ 41,082	\$ 1,712
6	\$ 41,724	\$ 1,738
7	\$ 42,365	\$ 1,765
8	\$ 43,035	\$ 1,793
9	\$ 43,699	\$ 1,821
10	\$ 44,386	\$ 1,849
11	\$ 45,044	\$ 1,877
12	\$ 45,711	\$ 1,905
13	\$ 46,386	\$ 1,933
14	\$ 47,014	\$ 1,959
15	\$ 47,724	\$ 1,988
16	\$ 48,389	\$ 2,016
17	\$ 49,081	\$ 2,045
18	\$ 49,727	\$ 2,072
19	\$ 50,398	\$ 2,100
20	\$ 51,066	\$ 2,128
21	\$ 52,771	\$ 2,199
	Longevity	
L-1	\$ 53,596	\$ 2,233
L-2	\$ 54,421	\$ 2,268
L-3	\$ 55,246	\$ 2,302
L-4	\$ 56,071	\$ 2,336

**215-DAY CLERK
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 39,364	\$ 1,640
2	\$ 39,899	\$ 1,662

3	\$ 40,539	\$ 1,689
4	\$ 41,180	\$ 1,716
5	\$ 41,822	\$ 1,743
6	\$ 42,463	\$ 1,769
7	\$ 43,105	\$ 1,796
8	\$ 43,791	\$ 1,825
9	\$ 44,475	\$ 1,853
10	\$ 45,168	\$ 1,882
11	\$ 45,842	\$ 1,910
12	\$ 46,524	\$ 1,938
13	\$ 47,214	\$ 1,967
14	\$ 47,856	\$ 1,994
15	\$ 48,582	\$ 2,024
16	\$ 49,257	\$ 2,052
17	\$ 49,967	\$ 2,082
18	\$ 50,628	\$ 2,110
19	\$ 51,312	\$ 2,138
20	\$ 51,995	\$ 2,166
21	\$ 53,733	\$ 2,239
	Longevity	
L-1	\$ 54,558	\$ 2,273
L-2	\$ 55,383	\$ 2,308
L-3	\$ 56,208	\$ 2,342
L-4	\$ 57,033	\$ 2,376

**12-MONTH
CLERK & ACCTG SPECIALIST
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 41,658	\$ 1,736
2	\$ 42,299	\$ 1,762
3	\$ 42,940	\$ 1,789
4	\$ 43,582	\$ 1,816
5	\$ 44,222	\$ 1,843
6	\$ 44,863	\$ 1,869
7	\$ 45,505	\$ 1,896
8	\$ 46,205	\$ 1,925
9	\$ 46,906	\$ 1,954
10	\$ 47,510	\$ 1,980
11	\$ 48,333	\$ 2,014
12	\$ 49,001	\$ 2,042
13	\$ 49,703	\$ 2,071
14	\$ 50,364	\$ 2,098

15	\$ 51,097	\$ 2,129
16	\$ 51,799	\$ 2,158
17	\$ 52,517	\$ 2,188
18	\$ 53,194	\$ 2,216
19	\$ 53,890	\$ 2,245
20	\$ 54,623	\$ 2,276
21	\$ 56,393	\$ 2,350
	Longevity	
L-1	\$ 57,218	\$ 2,384
L-2	\$ 58,043	\$ 2,418
L-3	\$ 58,868	\$ 2,453
L-4	\$ 59,693	\$ 2,487

**200-DAY
BOOKKEEPERS, MIDDLE SCHOOL REGISTRARS
AND SECRETARIES
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 40,692	\$ 1,695
2	\$ 41,333	\$ 1,722
3	\$ 42,084	\$ 1,754
4	\$ 42,616	\$ 1,776
5	\$ 43,257	\$ 1,802
6	\$ 43,897	\$ 1,829
7	\$ 44,538	\$ 1,856
8	\$ 45,200	\$ 1,883
9	\$ 45,732	\$ 1,906
10	\$ 46,465	\$ 1,936
11	\$ 46,999	\$ 1,958
12	\$ 47,669	\$ 1,986
13	\$ 48,307	\$ 2,013
14	\$ 48,950	\$ 2,040
15	\$ 49,589	\$ 2,066
16	\$ 50,231	\$ 2,093
17	\$ 50,882	\$ 2,120
18	\$ 51,518	\$ 2,147
19	\$ 52,161	\$ 2,173
20	\$ 52,771	\$ 2,199
21	\$ 54,514	\$ 2,271
	Longevity	
L-1	\$ 55,339	\$ 2,306
L-2	\$ 56,164	\$ 2,340

L-3	\$ 56,989	\$ 2,375
L-4	\$ 57,814	\$ 2,409

**210-DAY
BOOKKEEPERS, MIDDLE SCHOOL REGISTRARS
AND SECRETARIES
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 42,313	\$ 1,763
2	\$ 42,955	\$ 1,790
3	\$ 43,596	\$ 1,816
4	\$ 44,237	\$ 1,843
5	\$ 44,879	\$ 1,870
6	\$ 45,520	\$ 1,897
7	\$ 46,160	\$ 1,923
8	\$ 46,852	\$ 1,952
9	\$ 47,405	\$ 1,975
10	\$ 48,188	\$ 2,008
11	\$ 48,724	\$ 2,030
12	\$ 49,426	\$ 2,059
13	\$ 50,098	\$ 2,087
14	\$ 50,768	\$ 2,115
15	\$ 51,440	\$ 2,143
16	\$ 52,108	\$ 2,171
17	\$ 52,785	\$ 2,199
18	\$ 53,447	\$ 2,227
19	\$ 54,125	\$ 2,255
20	\$ 54,764	\$ 2,282
21	\$ 56,576	\$ 2,357
	Longevity	
L-1	\$ 57,401	\$ 2,392
L-2	\$ 58,226	\$ 2,426
L-3	\$ 59,051	\$ 2,460
L-4	\$ 59,876	\$ 2,495

**215-DAY
BOOKKEEPERS, MIDDLE SCHOOL REGISTRARS
AND SECRETARIES
2024-2025**

Step	Annual	Bi-Monthly
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1	\$ 43,116	\$ 1,797
2	\$ 43,758	\$ 1,823
3	\$ 44,399	\$ 1,850
4	\$ 45,040	\$ 1,877
5	\$ 45,682	\$ 1,903
6	\$ 46,322	\$ 1,930
7	\$ 46,963	\$ 1,957
8	\$ 47,673	\$ 1,986
9	\$ 48,242	\$ 2,010
10	\$ 49,040	\$ 2,043
11	\$ 49,588	\$ 2,066
12	\$ 50,306	\$ 2,096
13	\$ 50,997	\$ 2,125
14	\$ 51,679	\$ 2,153
15	\$ 52,361	\$ 2,182
16	\$ 53,039	\$ 2,210
17	\$ 53,737	\$ 2,239
18	\$ 54,414	\$ 2,267
19	\$ 55,106	\$ 2,296
20	\$ 55,757	\$ 2,323
21	\$ 57,605	\$ 2,400
	Longevity	
L-1	\$ 58,430	\$ 2,435
L-2	\$ 59,255	\$ 2,469
L-3	\$ 60,080	\$ 2,503
L-4	\$ 60,905	\$ 2,538

**12-MONTH
BOOKKEEPERS, MIDDLE SCHOOL REGISTRARS
AND SECRETARIES
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 45,732	\$ 1,906
2	\$ 46,374	\$ 1,932
3	\$ 47,015	\$ 1,959
4	\$ 47,656	\$ 1,986
5	\$ 48,298	\$ 2,012
6	\$ 48,938	\$ 2,039
7	\$ 49,579	\$ 2,066
8	\$ 50,300	\$ 2,096
9	\$ 50,884	\$ 2,120
10	\$ 51,582	\$ 2,149

11	\$ 52,284	\$ 2,179
12	\$ 52,984	\$ 2,208
13	\$ 53,679	\$ 2,237
14	\$ 54,378	\$ 2,266
15	\$ 55,080	\$ 2,295
16	\$ 55,779	\$ 2,324
17	\$ 56,477	\$ 2,353
18	\$ 57,174	\$ 2,382
19	\$ 57,875	\$ 2,411
20	\$ 58,573	\$ 2,441
21	\$ 60,461	\$ 2,519
	Longevity	
L-1	\$ 61,286	\$ 2,554
L-2	\$ 62,111	\$ 2,588
L-3	\$ 62,936	\$ 2,622
L-4	\$ 63,761	\$ 2,657

**ATTENDANCE OFFICERS
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 43,400	\$ 1,808
2	\$ 43,780	\$ 1,824
3	\$ 44,160	\$ 1,840
4	\$ 44,540	\$ 1,856
5	\$ 44,920	\$ 1,872
6	\$ 45,300	\$ 1,888
7	\$ 45,681	\$ 1,903
8	\$ 46,060	\$ 1,919
9	\$ 46,441	\$ 1,935
10	\$ 46,827	\$ 1,951
11	\$ 47,206	\$ 1,967
12	\$ 47,588	\$ 1,983
13	\$ 48,355	\$ 2,015
14	\$ 48,741	\$ 2,031
15	\$ 49,121	\$ 2,047
16	\$ 49,499	\$ 2,062
17	\$ 51,044	\$ 2,127
	Longevity	
L-1	\$ 51,869	\$ 2,161
L-2	\$ 52,694	\$ 2,196
L-3	\$ 53,519	\$ 2,230
L-4	\$ 54,344	\$ 2,264

**TEACHER AIDES, HEALTH TECHNICIANS
IN-HOUSE SUSPENSTION MONITORS
AND INTERPRETERS
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 37,381	\$ 1,558
2	\$ 38,027	\$ 1,584
3	\$ 38,684	\$ 1,612
4	\$ 39,353	\$ 1,640
5	\$ 40,034	\$ 1,668
6	\$ 40,726	\$ 1,697
7	\$ 41,430	\$ 1,726
8	\$ 42,145	\$ 1,756
9	\$ 42,875	\$ 1,786
10	\$ 43,616	\$ 1,817
11	\$ 44,371	\$ 1,849
12	\$ 45,137	\$ 1,881
13	\$ 45,918	\$ 1,913
14	\$ 46,713	\$ 1,946
15	\$ 47,519	\$ 1,980
16	\$ 48,342	\$ 2,014
17	\$ 50,159	\$ 2,090
	Longevity	
L-1	\$ 50,984	\$ 2,124
L-2	\$ 51,809	\$ 2,159
L-3	\$ 52,634	\$ 2,193
L-4	\$ 53,459	\$ 2,227

**COORDINATORS
WITHOUT DEGREES
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 54,089	\$ 2,254
2	\$ 55,183	\$ 2,299
3	\$ 56,300	\$ 2,346
4	\$ 57,438	\$ 2,393

5	\$ 58,601	\$ 2,442
6	\$ 59,785	\$ 2,491
7	\$ 60,995	\$ 2,541
8	\$ 62,229	\$ 2,593
9	\$ 63,488	\$ 2,645
10	\$ 64,772	\$ 2,699
11	\$ 66,083	\$ 2,753
12	\$ 67,420	\$ 2,809
13	\$ 68,783	\$ 2,866
14	\$ 70,175	\$ 2,924
15	\$ 71,595	\$ 2,983
16	\$ 73,043	\$ 3,043
17	\$ 74,521	\$ 3,105
18	\$ 76,028	\$ 3,168
19	\$ 77,567	\$ 3,232
20	\$ 79,135	\$ 3,297
21	\$ 82,350	\$ 3,431
	Longevity	
L-1	\$ 83,175	\$ 3,466
L-2	\$ 84,000	\$ 3,500
L-3	\$ 84,825	\$ 3,534
L-4	\$ 85,650	\$ 3,569

**COORDINATORS
WITH DEGREES
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 63,382	\$ 2,641
2	\$ 64,663	\$ 2,694
3	\$ 65,972	\$ 2,749
4	\$ 67,307	\$ 2,804
5	\$ 68,668	\$ 2,861
6	\$ 70,057	\$ 2,919
7	\$ 71,475	\$ 2,978
8	\$ 72,920	\$ 3,038
9	\$ 74,396	\$ 3,100
10	\$ 75,900	\$ 3,163
11	\$ 77,436	\$ 3,226
12	\$ 79,003	\$ 3,292
13	\$ 80,601	\$ 3,358
14	\$ 82,231	\$ 3,426
15	\$ 83,895	\$ 3,496

16	\$ 85,592	\$ 3,566
17	\$ 87,324	\$ 3,638
18	\$ 89,090	\$ 3,712
19	\$ 90,892	\$ 3,787
20	\$ 92,731	\$ 3,864
21	\$ 96,499	\$ 4,021
	Longevity	
L-1	\$ 97,324	\$ 4,055
L-2	\$ 98,149	\$ 4,090
L-3	\$ 98,974	\$ 4,124
L-4	\$ 99,799	\$ 4,158

**CHILD CARE WORKER
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 19,824	\$ 826
2	\$ 20,236	\$ 843
3	\$ 20,646	\$ 860
4	\$ 21,077	\$ 878
5	\$ 21,507	\$ 896
6	\$ 21,936	\$ 914
7	\$ 22,365	\$ 932
8	\$ 22,813	\$ 951
9	\$ 23,726	\$ 989
	Longevity	
L-1	\$ 24,551	\$ 1,023
L-2	\$ 25,376	\$ 1,057
L-3	\$ 26,201	\$ 1,092
L-4	\$ 27,026	\$ 1,126

**CHILD CARE
FACILITATOR
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 23,796	\$ 991
2	\$ 24,279	\$ 1,012
3	\$ 24,771	\$ 1,032
4	\$ 25,275	\$ 1,053
5	\$ 25,788	\$ 1,075
6	\$ 26,312	\$ 1,096
7	\$ 26,844	\$ 1,119
8	\$ 27,390	\$ 1,141

9	\$ 28,505	\$ 1,188
	Longevity	
L-1	\$ 29,330	\$ 1,222
L-2	\$ 30,155	\$ 1,256
L-3	\$ 30,980	\$ 1,291
L-4	\$ 31,805	\$ 1,325

**ACCOUNTING AND
COMPUTER TECHS
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 56,361	\$ 2,348
2	\$ 57,279	\$ 2,387
3	\$ 58,334	\$ 2,431
4	\$ 59,347	\$ 2,473
5	\$ 60,377	\$ 2,516
6	\$ 61,423	\$ 2,559
7	\$ 63,738	\$ 2,656
	Longevity	
L-1	\$ 64,563	\$ 2,690
L-2	\$ 65,388	\$ 2,725
L-3	\$ 66,213	\$ 2,759
L-4	\$ 67,038	\$ 2,793

**LICENSED PRACTICAL NURSES
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 41,985	\$ 1,749
2	\$ 43,532	\$ 1,814
3	\$ 44,671	\$ 1,861
4	\$ 45,816	\$ 1,909
5	\$ 46,970	\$ 1,957
6	\$ 48,132	\$ 2,006
7	\$ 49,302	\$ 2,054
8	\$ 50,477	\$ 2,103
9	\$ 51,663	\$ 2,153
10	\$ 52,857	\$ 2,202
11	\$ 54,059	\$ 2,252
12	\$ 55,270	\$ 2,303
13	\$ 56,490	\$ 2,354
14	\$ 57,720	\$ 2,405
15	\$ 58,956	\$ 2,457
16	\$ 60,202	\$ 2,508

17	\$ 62,107	\$ 2,588
	Longevity	
L-1	\$ 62,932	\$ 2,622
L-2	\$ 63,757	\$ 2,657
L-3	\$ 64,582	\$ 2,691
L-4	\$ 65,407	\$ 2,725

**REGISTERED NURSES
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 46,960	\$ 1,957
2	\$ 49,415	\$ 2,059
3	\$ 51,040	\$ 2,127
4	\$ 52,670	\$ 2,195
5	\$ 54,304	\$ 2,263
6	\$ 55,941	\$ 2,331
7	\$ 57,581	\$ 2,399
8	\$ 59,228	\$ 2,468
9	\$ 60,878	\$ 2,537
10	\$ 62,530	\$ 2,605
11	\$ 64,188	\$ 2,675
12	\$ 65,850	\$ 2,744
13	\$ 67,517	\$ 2,813
14	\$ 69,187	\$ 2,883
15	\$ 70,862	\$ 2,953
16	\$ 72,544	\$ 3,023
17	\$ 74,553	\$ 3,106
	Longevity	
L-1	\$ 75,378	\$ 3,141
L-2	\$ 76,203	\$ 3,175
L-3	\$ 77,028	\$ 3,209
L-4	\$ 77,853	\$ 3,244

**NON-CERTIFIED SOCIAL WORKERS
AND PARENT ENGAGEMENT SPECIALISTS
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 52,453	\$ 2,186
2	\$ 54,587	\$ 2,274
3	\$ 56,723	\$ 2,363
4	\$ 58,857	\$ 2,452
5	\$ 60,991	\$ 2,541
6	\$ 63,125	\$ 2,630

7	\$ 65,260	\$ 2,719
8	\$ 67,394	\$ 2,808
9	\$ 69,528	\$ 2,897
10	\$ 71,662	\$ 2,986
11	\$ 73,797	\$ 3,075
12	\$ 75,931	\$ 3,164
13	\$ 78,065	\$ 3,253
14	\$ 80,201	\$ 3,342
15	\$ 82,335	\$ 3,431
16	\$ 84,469	\$ 3,520
17	\$ 86,604	\$ 3,608
18	\$ 88,738	\$ 3,697
19	\$ 90,872	\$ 3,786
	Longevity	
L-1	\$ 91,697	\$ 3,821
L-2	\$ 92,522	\$ 3,855
L-3	\$ 93,347	\$ 3,889
L-4	\$94,172	\$ 3,924

**LIBRARY MEDIA SPECIALISTS
2024-2025**

Step	Annual	Bi-Monthly
1	\$ 49,579	\$ 2,066
2	\$ 50,300	\$ 2,096
3	\$ 50,884	\$ 2,120
4	\$ 51,582	\$ 2,149
5	\$ 52,284	\$ 2,179
6	\$ 52,984	\$ 2,208
7	\$ 53,679	\$ 2,237
8	\$ 54,378	\$ 2,266
9	\$ 55,080	\$ 2,295
10	\$ 55,779	\$ 2,324
11	\$ 56,477	\$ 2,353
12	\$ 57,174	\$ 2,382
13	\$ 57,875	\$ 2,411
14	\$ 58,573	\$ 2,441
15	\$ 60,461	\$ 2,519
	Longevity	
L-1	\$ 61,286	\$ 2,554
L-2	\$ 62,111	\$ 2,588
L-3	\$ 62,936	\$ 2,622
L-4	\$ 63,761	\$ 2,657

2025-2026

CERTIFIED SALARY SCHEDULES

**VOCATIONAL
2025-2026**

Step	Annual	Bi-Monthly
1	\$50,673	\$2,111
TRS	\$ 4,561	\$ 190
Total	\$55,234	\$2,301
2	\$52,556	\$2,190
TRS	\$ 4,730	\$ 197
Total	\$57,286	\$2,387
3	\$54,437	\$2,268
TRS	\$ 4,899	\$ 204
Total	\$59,336	\$2,472
4	\$56,321	\$2,347
TRS	\$ 5,069	\$ 211
Total	\$61,390	\$2,558
5	\$58,204	\$2,425
TRS	\$ 5,238	\$ 218
Total	\$63,442	\$2,643
6	\$60,088	\$2,504
TRS	\$ 5,408	\$ 225
Total	\$65,495	\$2,729
7	\$61,969	\$2,582
TRS	\$ 5,577	\$ 232
Total	\$67,547	\$2,814
8	\$63,853	\$2,661

TRS	\$ 5,747	\$ 239
Total	\$69,600	\$2,900
9	\$65,737	\$2,739
TRS	\$ 5,916	\$ 247
Total	\$71,654	\$2,986
10	\$67,618	\$2,817
TRS	\$ 6,086	\$ 254
Total	\$73,704	\$3,071
11	\$69,500	\$2,896
TRS	\$ 6,255	\$ 261
Total	\$75,755	\$3,156
12	\$71,381	\$2,974
TRS	\$ 6,424	\$ 268
Total	\$77,805	\$3,242
13	\$73,263	\$3,053
TRS	\$ 6,594	\$ 275
Total	\$79,857	\$3,327
14	\$75,146	\$3,131
TRS	\$ 6,763	\$ 282
Total	\$81,909	\$3,413
15	\$77,030	\$3,210
TRS	\$ 6,933	\$ 289
Total	\$83,963	\$3,498
16	\$78,914	\$3,288
TRS	\$ 7,102	\$ 296
Total	\$86,016	\$3,584
17	\$82,413	\$3,434
TRS	\$ 7,417	\$ 309
Total	\$89,831	\$3,743
L - 1	\$83,513	\$3,480
TRS	\$ 7,516	\$ 313

Total	\$91,027	\$3,793
L - 2	\$84,613	\$3,526
TRS	\$ 7,615	\$ 317
Total	\$92,223	\$3,843
L - 3	\$85,713	\$3,571
TRS	\$ 7,713	\$ 321
Total	\$93,419	\$3,893
L - 4	\$86,813	\$3,617
TRS	\$ 7,812	\$ 326
Total	\$94,615	\$3,943

**BACHELORS
2025-2026**

Step	Annual	Bi-Monthly
1	\$50,206	\$2,092
TRS	\$ 4,519	\$ 188
Total	\$54,724	\$2,280
2	\$52,248	\$2,177
TRS	\$ 4,702	\$ 196
Total	\$56,950	\$2,373
3	\$54,292	\$2,262
TRS	\$ 4,886	\$ 204
Total	\$59,178	\$2,466
4	\$56,335	\$2,347
TRS	\$ 5,070	\$ 211
Total	\$61,405	\$2,559
5	\$58,378	\$2,432
TRS	\$ 5,254	\$ 219
Total	\$63,632	\$2,651
6	\$60,420	\$2,518
TRS	\$ 5,438	\$ 227

Total	\$65,858	\$2,744
7	\$62,463	\$2,603
TRS	\$ 5,622	\$ 234
Total	\$68,085	\$2,837
8	\$64,506	\$2,688
TRS	\$ 5,806	\$ 242
Total	\$70,312	\$2,930
9	\$66,549	\$2,773
TRS	\$ 5,989	\$ 250
Total	\$72,539	\$3,022
10	\$68,591	\$2,858
TRS	\$ 6,173	\$ 257
Total	\$74,765	\$3,115
11	\$70,634	\$2,943
TRS	\$ 6,357	\$ 265
Total	\$76,991	\$3,208
12	\$72,677	\$3,028
TRS	\$ 6,541	\$ 273
Total	\$79,218	\$3,301
13	\$74,721	\$3,113
TRS	\$ 6,725	\$ 280
Total	\$81,445	\$3,394
14	\$76,765	\$3,199
TRS	\$ 6,909	\$ 288
Total	\$ 83,674	\$3,486
15	\$78,807	\$3,284
TRS	\$ 7,093	\$ 296
Total	\$85,899	\$3,579
16	\$80,850	\$3,369
TRS	\$ 7,276	\$ 303
Total	\$88,126	\$3,672

17	\$82,893	\$3,454
TRS	\$ 7,460	\$ 311
Total	\$90,353	\$3,765
18	\$84,936	\$3,539
TRS	\$ 7,644	\$ 319
Total	\$92,580	\$3,858
19	\$86,979	\$3,624
TRS	\$ 7,828	\$ 326
Total	\$94,807	\$3,950
L - 1	\$88,079	\$3,670
TRS	\$ 7,927	\$ 330
Total	\$96,003	\$4,000
L - 2	\$89,179	\$3,716
TRS	\$ 8,026	\$ 334
Total	\$97,199	\$4,050
L - 3	\$90,279	\$3,762
TRS	\$ 8,124	\$ 339
Total	\$98,395	\$4,100
L - 4	\$91,379	\$3,807
TRS	\$ 8,223	\$ 343
Total	\$99,591	\$4,150

**BACHELORS + 16
2025-2026**

1	\$51,414	\$2,142
TRS	\$ 4,627	\$ 193
Total	\$56,041	\$2,335
2	\$53,458	\$2,227
TRS	\$ 4,811	\$ 200
Total	\$58,269	\$2,428

3	\$55,501	\$2,313
TRS	\$ 4,995	\$ 208
Total	\$60,496	\$2,521
4	\$57,543	\$2,398
TRS	\$ 5,179	\$ 216
Total	\$62,722	\$2,613
5	\$59,586	\$2,483
TRS	\$ 5,363	\$ 223
Total	\$64,949	\$2,706
6	\$61,629	\$2,568
TRS	\$ 5,547	\$ 231
Total	\$67,176	\$2,799
7	\$63,672	\$2,653
TRS	\$ 5,731	\$ 239
Total	\$69,403	\$2,892
8	\$65,714	\$2,738
TRS	\$ 5,914	\$ 246
Total	\$71,629	\$2,985
9	\$67,757	\$2,823
TRS	\$ 6,098	\$ 254
Total	\$73,856	\$3,077
10	\$69,800	\$2,908
TRS	\$ 6,282	\$ 262
Total	\$76,083	\$3,170
11	\$71,844	\$2,993
TRS	\$ 6,466	\$ 269
Total	\$78,309	\$3,263
12	\$73,887	\$3,079
TRS	\$ 6,650	\$ 277
Total	\$80,536	\$3,356

13	\$75,930	\$3,164
TRS	\$ 6,834	\$ 285
Total	\$82,763	\$3,448
14	\$77,973	\$3,249
TRS	\$ 7,018	\$ 292
Total	\$84,990	\$3,541
15	\$80,016	\$3,334
TRS	\$ 7,201	\$ 300
Total	\$87,217	\$3,634
16	\$82,058	\$3,419
TRS	\$ 7,385	\$ 308
Total	\$89,443	\$3,727
17	\$84,101	\$3,504
TRS	\$ 7,569	\$ 315
Total	\$91,670	\$3,820
18	\$86,144	\$3,589
TRS	\$ 7,753	\$ 323
Total	\$93,897	\$3,912
19	\$88,187	\$3,674
TRS	\$ 7,937	\$ 331
Total	\$96,124	\$4,005
L - 1	\$89,287	\$3,720
TRS	\$ 8,036	\$ 335
Total	\$97,320	\$4,055
L - 2	\$90,387	\$3,766
TRS	\$ 8,134	\$ 339
Total	\$98,516	\$4,105
L - 3	\$91,487	\$3,812
TRS	\$ 8,233	\$ 343
Total	\$99,712	\$4,155

L - 4	\$ 92,587	\$3,858
TRS	\$ 8,332	\$ 347
Total	\$100,908	\$4,204

**MASTERS
2025-2026**

Step	Annual	Bi-Monthly
1	\$53,719	\$2,238
TRS	\$ 4,835	\$ 201
Total	\$58,554	\$2,440
2	\$55,762	\$2,323
TRS	\$ 5,019	\$ 209
Total	\$60,781	\$2,533
3	\$57,804	\$2,409
TRS	\$ 5,202	\$ 217
Total	\$63,007	\$2,625
4	\$59,847	\$2,494
TRS	\$ 5,386	\$ 224
Total	\$65,234	\$2,718
5	\$61,890	\$2,579
TRS	\$ 5,570	\$ 232
Total	\$67,461	\$2,811
6	\$63,933	\$2,664
TRS	\$ 5,754	\$ 240
Total	\$69,687	\$2,904
7	\$65,977	\$2,749
TRS	\$ 5,938	\$ 247
Total	\$71,914	\$2,996
8	\$68,020	\$2,834
TRS	\$ 6,122	\$ 255
Total	\$74,141	\$3,089

9	\$70,063	\$2,919
TRS	\$ 6,306	\$ 263
Total	\$76,368	\$3,182
10	\$72,106	\$3,004
TRS	\$ 6,490	\$ 270
Total	\$78,595	\$3,275
11	\$74,148	\$3,089
TRS	\$ 6,673	\$ 278
Total	\$80,821	\$3,368
12	\$76,191	\$3,175
TRS	\$ 6,857	\$ 286
Total	\$83,048	\$3,460
13	\$78,234	\$3,260
TRS	\$ 7,041	\$ 293
Total	\$85,275	\$3,553
14	\$80,277	\$3,345
TRS	\$ 7,225	\$ 301
Total	\$87,502	\$3,646
15	\$82,319	\$3,430
TRS	\$ 7,409	\$ 309
Total	\$89,728	\$3,739
16	\$84,362	\$3,515
TRS	\$ 7,593	\$ 316
Total	\$91,955	\$3,831
17	\$86,406	\$3,600
TRS	\$ 7,777	\$ 324
Total	\$94,183	\$3,924
18	\$88,449	\$3,685
TRS	\$ 7,960	\$ 332
Total	\$96,410	\$4,017

19	\$90,491	\$3,770
TRS	\$ 8,144	\$ 339
Total	\$98,636	\$4,110
L - 1	\$91,591	\$3,816
TRS	\$ 8,243	\$ 343
Total	\$99,832	\$4,160
L - 2	\$ 92,691	\$3,862
TRS	\$ 8,342	\$ 348
Total	\$101,028	\$4,210
L - 3	\$ 93,791	\$3,908
TRS	\$ 8,440	\$ 352
Total	\$102,224	\$4,260
L - 4	\$ 94,891	\$3,954
TRS	\$ 8,539	\$ 356
Total	\$103,420	\$ 4,310

MASTERS + 16
2025-2026

Step	Annual	Bi-Monthly
1	\$54,813	\$2,284
TRS	\$ 4,933	\$ 206
Total	\$59,746	\$2,489
2	\$56,857	\$2,369
TRS	\$ 5,117	\$ 213
Total	\$61,974	\$2,582
3	\$58,900	\$2,454
TRS	\$ 5,301	\$ 221
Total	\$64,201	\$2,675
4	\$60,942	\$2,539
TRS	\$ 5,485	\$ 229
Total	\$66,427	\$2,768

5	\$62,985	\$2,624
TRS	\$ 5,669	\$ 236
Total	\$68,654	\$2,861
6	\$65,029	\$2,710
TRS	\$ 5,853	\$ 244
Total	\$70,881	\$2,953
7	\$67,072	\$2,795
TRS	\$ 6,036	\$ 252
Total	\$73,108	\$3,046
8	\$69,114	\$2,880
TRS	\$ 6,220	\$ 259
Total	\$75,334	\$3,139
9	\$71,157	\$2,965
TRS	\$ 6,404	\$ 267
Total	\$77,561	\$3,232
10	\$73,200	\$3,050
TRS	\$ 6,588	\$ 274
Total	\$79,788	\$3,324
11	\$75,243	\$3,135
TRS	\$ 6,772	\$ 282
Total	\$82,015	\$3,417
12	\$77,285	\$3,220
TRS	\$ 6,956	\$ 290
Total	\$84,240	\$3,510
13	\$79,329	\$3,305
TRS	\$ 7,140	\$ 297
Total	\$86,469	\$3,603
14	\$81,372	\$3,391
TRS	\$ 7,323	\$ 305
Total	\$88,696	\$3,696
15	\$83,415	\$3,476

TRS	\$ 7,507	\$ 313
Total	\$90,923	\$3,788
16	\$85,458	\$3,561
TRS	\$ 7,691	\$ 320
Total	\$93,149	\$3,881
17	\$87,500	\$3,646
TRS	\$ 7,875	\$ 328
Total	\$95,375	\$3,974
18	\$89,543	\$3,731
TRS	\$ 8,059	\$ 336
Total	\$97,602	\$ 4,067
19	\$91,586	\$3,816
TRS	\$ 8,243	\$ 343
Total	\$99,829	\$4,160
L - 1	\$ 92,686	\$3,862
TRS	\$ 8,342	\$ 348
Total	\$101,025	\$4,209
L - 2	\$ 93,786	\$3,908
TRS	\$ 8,440	\$ 352
Total	\$102,221	\$4,259
L - 3	\$ 94,886	\$3,954
TRS	\$ 8,539	\$ 356
Total	\$103,417	\$4,309
L - 4	\$ 95,986	\$3,999
TRS	\$ 8,638	\$ 360
Total	\$104,613	\$4,359

MASTERS + 30
2025-2026

Step	Annual	Bi-Monthly
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1	\$56,650	\$2,360
TRS	\$ 5,098	\$ 212
Total	\$61,748	\$2,573
2	\$58,693	\$2,446
TRS	\$ 5,282	\$ 220
Total	\$63,975	\$2,666
3	\$60,736	\$2,531
TRS	\$ 5,466	\$ 228
Total	\$66,202	\$2,758
4	\$62,779	\$2,616
TRS	\$ 5,650	\$ 235
Total	\$68,429	\$2,851
5	\$64,788	\$2,700
TRS	\$ 5,831	\$ 243
Total	\$70,619	\$2,942
6	\$66,864	\$2,786
TRS	\$ 6,018	\$ 251
Total	\$72,882	\$3,037
7	\$68,907	\$2,871
TRS	\$ 6,202	\$ 258
Total	\$75,109	\$3,130
8	\$70,951	\$2,956
TRS	\$ 6,386	\$ 266
Total	\$77,337	\$3,222
9	\$72,993	\$3,041
TRS	\$ 6,569	\$ 274
Total	\$79,563	\$3,315
10	\$75,037	\$3,127
TRS	\$ 6,753	\$ 281
Total	\$81,790	\$3,408
11	\$77,080	\$3,212

TRS	\$ 6,937	\$ 289
Total	\$84,017	\$3,501
12	\$79,123	\$3,297
TRS	\$ 7,121	\$ 297
Total	\$86,244	\$3,593
13	\$81,165	\$3,382
TRS	\$ 7,305	\$ 304
Total	\$88,470	\$3,686
14	\$83,208	\$3,467
TRS	\$ 7,489	\$ 312
Total	\$90,696	\$3,779
15	\$85,251	\$3,552
TRS	\$ 7,673	\$ 320
Total	\$92,923	\$3,872
16	\$87,294	\$3,637
TRS	\$ 7,856	\$ 327
Total	\$95,150	\$3,965
17	\$89,337	\$3,722
TRS	\$ 8,040	\$ 335
Total	\$97,377	\$4,057
18	\$91,379	\$3,807
TRS	\$ 8,224	\$ 343
Total	\$99,603	\$4,150
19	\$ 93,423	\$3,893
TRS	\$ 8,408	\$ 350
Total	\$101,831	\$4,243
L - 1	\$ 94,523	\$3,938
TRS	\$ 8,507	\$ 354
Total	\$103,025	\$4,293
L - 2	\$ 95,623	\$3,984
TRS	\$ 8,606	\$ 359

Total	\$104,223	\$4,343
L - 3	\$ 96,723	\$4,030
TRS	\$ 8,704	\$ 363
Total	\$105,419	\$4,393
L - 4	\$ 97,823	\$4,076
TRS	\$ 8,803	\$ 367
Total	\$106,615	\$4,443

**REGISTRAR
2025-2026**

Step	Annual	Bi-Monthly
1	\$105,271	\$4,386
TRS	\$ 9,474	\$ 395
Total	\$114,746	\$4,781
L - 1	\$106,371	\$4,432
TRS	\$ 9,573	\$ 399
Total	\$115,942	\$4,831
L - 2	\$107,471	\$4,478
TRS	\$ 9,672	\$ 403
Total	\$117,138	\$4,881
L - 3	\$108,571	\$4,524
TRS	\$ 9,771	\$ 407
Total	\$118,334	\$4,931
L - 4	\$109,671	\$4,570
TRS	\$ 9,869	\$ 411
Total	\$119,530	\$4,981

**PSYCHOLOGIST
2025-2026**

Step	Annual	Bi-Monthly
1	\$74,840	\$3,118
TRS	\$ 6,736	\$ 281
Total	\$81,576	\$3,399
2	\$77,043	\$3,210

TRS	\$ 6,934	\$ 289
Total	\$83,977	\$3,499
3	\$79,246	\$3,302
TRS	\$ 7,132	\$ 297
Total	\$86,378	\$3,599
4	\$81,448	\$3,394
TRS	\$ 7,330	\$ 305
Total	\$88,778	\$3,699
5	\$83,650	\$3,485
TRS	\$ 7,528	\$ 314
Total	\$91,178	\$3,799
6	\$85,853	\$3,577
TRS	\$ 7,727	\$ 322
Total	\$93,580	\$3,899
7	\$88,055	\$3,669
TRS	\$ 7,925	\$ 330
Total	\$95,980	\$3,999
8	\$90,258	\$3,761
TRS	\$ 8,123	\$ 338
Total	\$98,381	\$4,099
9	\$ 92,460	\$3,852
TRS	\$ 8,321	\$ 347
Total	\$100,781	\$4,199
10	\$ 94,663	\$3,944
TRS	\$ 8,520	\$ 355
Total	\$103,183	\$4,299
11	\$ 96,865	\$4,036
TRS	\$ 8,718	\$ 363
Total	\$105,583	\$4,399
12	\$ 99,067	\$4,128
TRS	\$ 8,916	\$ 372

Total	\$107,983	\$4,499
13	\$101,270	\$4,220
TRS	\$ 9,114	\$ 380
Total	\$110,384	\$4,599
14	\$103,473	\$4,311
TRS	\$ 9,313	\$ 388
Total	\$112,785	\$4,699
15	\$105,675	\$4,403
TRS	\$ 9,511	\$ 396
Total	\$115,186	\$4,799
16	\$107,877	\$4,495
TRS	\$ 9,709	\$ 405
Total	\$117,586	\$4,899
17	\$110,082	\$4,587
TRS	\$ 9,907	\$ 413
Total	\$119,989	\$5,000
18	\$112,284	\$4,678
TRS	\$ 10,106	\$ 421
Total	\$122,389	\$5,100
19	\$114,529	\$4,772
TRS	\$ 10,308	\$ 429
Total	\$124,836	\$5,202
L - 1	\$115,629	\$4,818
TRS	\$ 10,406	\$434
Total	\$126,032	\$5,251
L - 2	\$116,729	\$4,864
TRS	\$ 10,505	\$ 438
Total	\$127,228	\$5,301
L - 3	\$117,829	\$4,910
TRS	\$ 10,604	\$ 442
Total	\$128,424	\$5,351

L - 4	\$118,929	\$4,955
TRS	\$ 10,703	\$ 446
Total	\$129,620	\$5,401

2025-2026

NON-CERTIFIED SALARY SCHEDULES

**200-DAY CLERK
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 38,699	\$ 1,612
2	\$ 39,369	\$ 1,640
3	\$ 40,039	\$ 1,668
4	\$ 40,708	\$ 1,696
5	\$ 41,378	\$ 1,724
6	\$ 42,049	\$ 1,752
7	\$ 42,719	\$ 1,780
8	\$ 43,389	\$ 1,808
9	\$ 44,059	\$ 1,836
10	\$ 44,744	\$ 1,864
11	\$ 45,403	\$ 1,892
12	\$ 46,070	\$ 1,920
13	\$ 46,744	\$ 1,948
14	\$ 47,372	\$ 1,974
15	\$ 48,083	\$ 2,003
16	\$ 48,749	\$ 2,031
17	\$ 49,433	\$ 2,060
18	\$ 50,086	\$ 2,087
19	\$ 50,756	\$ 2,115
20	\$ 51,424	\$ 2,143
21	\$ 53,137	\$ 2,214
	Longevity	
L-1	\$ 53,962	\$ 2,248
L-2	\$ 54,787	\$ 2,283
L-3	\$ 55,612	\$ 2,317
L-4	\$ 56,437	\$ 2,352

**210-DAY CLERK
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 40,252	\$ 1,677
2	\$ 40,922	\$ 1,705
3	\$ 41,592	\$ 1,733
4	\$ 42,261	\$ 1,761
5	\$ 42,931	\$ 1,789
6	\$ 43,601	\$ 1,817
7	\$ 44,272	\$ 1,845
8	\$ 44,971	\$ 1,874
9	\$ 45,665	\$ 1,903
10	\$ 46,383	\$ 1,933
11	\$ 47,071	\$ 1,961
12	\$ 47,768	\$ 1,990
13	\$ 48,473	\$ 2,020
14	\$ 49,130	\$ 2,047
15	\$ 49,871	\$ 2,078
16	\$ 50,566	\$ 2,107
17	\$ 51,290	\$ 2,137
18	\$ 51,965	\$ 2,165
19	\$ 52,666	\$ 2,194
20	\$ 53,364	\$ 2,224
21	\$ 55,145	\$ 2,298
	Longevity	
L-1	\$ 55,970	\$ 2,332
L-2	\$ 56,795	\$ 2,366
L-3	\$ 57,620	\$ 2,401
L-4	\$ 58,445	\$ 2,435

**215-DAY CLERK
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 41,135	\$ 1,714
2	\$ 41,694	\$ 1,737
3	\$ 42,363	\$ 1,765
4	\$ 43,034	\$ 1,793
5	\$ 43,704	\$ 1,821
6	\$ 44,374	\$ 1,849

7	\$ 45,044	\$ 1,877
8	\$ 45,761	\$ 1,907
9	\$ 46,476	\$ 1,936
10	\$ 47,200	\$ 1,967
11	\$ 47,905	\$ 1,996
12	\$ 48,617	\$ 2,026
13	\$ 49,338	\$ 2,056
14	\$ 50,010	\$ 2,084
15	\$ 50,769	\$ 2,115
16	\$ 51,473	\$ 2,145
17	\$ 52,215	\$ 2,176
18	\$ 52,906	\$ 2,204
19	\$ 53,621	\$ 2,234
20	\$ 54,334	\$ 2,264
21	\$ 56,151	\$ 2,340
	Longevity	
L-1	\$ 56,976	\$ 2,374
L-2	\$ 57,801	\$ 2,408
L-3	\$ 58,626	\$ 2,443
L-4	\$ 59,451	\$ 2,477

**12-MONTH
CLERK & ACCTG SPECIALIST
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 43,532	\$ 1,814
2	\$ 44,202	\$ 1,842
3	\$ 44,873	\$ 1,870
4	\$ 45,543	\$ 1,898
5	\$ 46,212	\$ 1,925
6	\$ 46,882	\$ 1,953
7	\$ 47,552	\$ 1,981
8	\$ 48,284	\$ 2,012
9	\$ 49,017	\$ 2,042
10	\$ 49,648	\$ 2,069
11	\$ 50,508	\$ 2,105
12	\$ 51,206	\$ 2,134
13	\$ 51,940	\$ 2,164
14	\$ 52,630	\$ 2,193
15	\$ 53,396	\$ 2,225
16	\$ 54,130	\$ 2,255

17	\$ 54,880	\$ 2,287
18	\$ 55,587	\$ 2,316
19	\$ 56,315	\$ 2,346
20	\$ 57,081	\$ 2,378
21	\$ 58,931	\$ 2,455
	Longevity	
L-1	\$ 59,756	\$ 2,490
L-2	\$ 60,581	\$ 2,524
L-3	\$ 61,406	\$ 2,559
L-4	\$ 62,231	\$ 2,593

**200-DAY
BOOKKEEPERS, MIDDLE SCHOOL REGISTRARS
AND SECRETARIES
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 42,523	\$ 1,772
2	\$ 43,193	\$ 1,800
3	\$ 43,978	\$ 1,832
4	\$ 44,533	\$ 1,856
5	\$ 45,203	\$ 1,883
6	\$ 45,872	\$ 1,911
7	\$ 46,543	\$ 1,939
8	\$ 47,234	\$ 1,968
9	\$ 47,790	\$ 1,991
10	\$ 48,556	\$ 2,023
11	\$ 49,114	\$ 2,046
12	\$ 49,815	\$ 2,076
13	\$ 50,481	\$ 2,103
14	\$ 51,153	\$ 2,131
15	\$ 51,820	\$ 2,159
16	\$ 52,492	\$ 2,187
17	\$ 53,172	\$ 2,215
18	\$ 53,836	\$ 2,243
19	\$ 54,508	\$ 2,271
20	\$ 55,145	\$ 2,298
21	\$ 56,967	\$ 2,374
	Longevity	
L-1	\$ 57,792	\$ 2,408
L-2	\$ 58,617	\$ 2,442
L-3	\$ 59,442	\$ 2,477

L-4	\$ 60,267	\$ 2,511
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**210-DAY
BOOKKEEPERS, MIDDLE SCHOOL REGISTRARS
AND SECRETARIES
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 44,217	\$ 1,842
2	\$ 44,887	\$ 1,870
3	\$ 45,558	\$ 1,898
4	\$ 46,228	\$ 1,926
5	\$ 46,898	\$ 1,954
6	\$ 47,568	\$ 1,982
7	\$ 48,237	\$ 2,010
8	\$ 48,961	\$ 2,040
9	\$ 49,538	\$ 2,064
10	\$ 50,356	\$ 2,098
11	\$ 50,917	\$ 2,122
12	\$ 51,650	\$ 2,152
13	\$ 52,352	\$ 2,181
14	\$ 53,052	\$ 2,211
15	\$ 53,754	\$ 2,240
16	\$ 54,453	\$ 2,269
17	\$ 55,160	\$ 2,298
18	\$ 55,853	\$ 2,327
19	\$ 56,561	\$ 2,357
20	\$ 57,229	\$ 2,385
21	\$ 59,122	\$ 2,463
	Longevity	
L-1	\$ 59,947	\$ 2,498
L-2	\$ 60,772	\$ 2,532
L-3	\$ 61,597	\$ 2,567
L-4	\$ 62,422	\$ 2,601

**215-DAY
BOOKKEEPERS, MIDDLE SCHOOL REGISTRARS
AND SECRETARIES
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 45,057	\$ 1,877
2	\$ 45,727	\$ 1,905

3	\$ 46,397	\$ 1,933
4	\$ 47,067	\$ 1,961
5	\$ 47,737	\$ 1,989
6	\$ 48,406	\$ 2,017
7	\$ 49,077	\$ 2,045
8	\$ 49,818	\$ 2,076
9	\$ 50,413	\$ 2,101
10	\$ 51,246	\$ 2,135
11	\$ 51,819	\$ 2,159
12	\$ 52,569	\$ 2,190
13	\$ 53,292	\$ 2,220
14	\$ 54,005	\$ 2,250
15	\$ 54,717	\$ 2,280
16	\$ 55,426	\$ 2,309
17	\$ 56,155	\$ 2,340
18	\$ 56,862	\$ 2,369
19	\$ 57,585	\$ 2,399
20	\$ 58,266	\$ 2,428
21	\$ 60,197	\$ 2,508
	Longevity	
L-1	\$ 61,022	\$ 2,543
L-2	\$ 61,847	\$ 2,577
L-3	\$ 62,672	\$ 2,611
L-4	\$ 63,497	\$ 2,646

**12-MONTH
BOOKKEEPERS, MIDDLE SCHOOL REGISTRARS
AND SECRETARIES
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 47,790	\$ 1,991
2	\$ 48,461	\$ 2,019
3	\$ 49,131	\$ 2,047
4	\$ 49,801	\$ 2,075
5	\$ 50,471	\$ 2,103
6	\$ 51,140	\$ 2,131
7	\$ 51,810	\$ 2,159
8	\$ 52,563	\$ 2,190
9	\$ 53,174	\$ 2,216
10	\$ 53,904	\$ 2,246
11	\$ 54,637	\$ 2,277
12	\$ 55,369	\$ 2,307

13	\$ 56,095	\$ 2,337
14	\$ 56,825	\$ 2,368
15	\$ 57,558	\$ 2,398
16	\$ 58,289	\$ 2,429
17	\$ 59,018	\$ 2,459
18	\$ 59,747	\$ 2,489
19	\$ 60,480	\$ 2,520
20	\$ 61,209	\$ 2,550
21	\$ 63,182	\$ 2,633
	Longevity	
L-1	\$ 64,007	\$ 2,667
L-2	\$ 64,832	\$ 2,701
L-3	\$ 65,657	\$ 2,736
L-4	\$ 66,482	\$ 2,770

**ATTENDANCE OFFICERS
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 45,353	\$ 1,890
2	\$ 45,750	\$ 1,906
3	\$ 46,148	\$ 1,923
4	\$ 46,544	\$ 1,939
5	\$ 46,941	\$ 1,956
6	\$ 47,339	\$ 1,972
7	\$ 47,736	\$ 1,989
8	\$ 48,132	\$ 2,006
9	\$ 48,531	\$ 2,022
10	\$ 48,935	\$ 2,039
11	\$ 49,331	\$ 2,055
12	\$ 49,729	\$ 2,072
13	\$ 50,530	\$ 2,105
14	\$ 50,934	\$ 2,122
15	\$ 51,332	\$ 2,139
16	\$ 51,726	\$ 2,155
17	\$ 53,341	\$ 2,223
	Longevity	
L-1	\$ 54,166	\$ 2,257
L-2	\$ 54,991	\$ 2,291
L-3	\$ 55,816	\$ 2,326
L-4	\$ 56,641	\$ 2,360

**TEACHER AIDES, HEALTH TECHNICIANS
IN-HOUSE SUSPENSION MONITORS
AND INTERPRETERS
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 39,063	\$ 1,628
2	\$ 39,738	\$ 1,656
3	\$ 40,424	\$ 1,684
4	\$ 41,124	\$ 1,714
5	\$ 41,835	\$ 1,743
6	\$ 42,558	\$ 1,773
7	\$ 43,294	\$ 1,804
8	\$ 44,042	\$ 1,835
9	\$ 44,805	\$ 1,867
10	\$ 45,579	\$ 1,899
11	\$ 46,367	\$ 1,932
12	\$ 47,168	\$ 1,965
13	\$ 47,984	\$ 1,999
14	\$ 48,815	\$ 2,034
15	\$ 49,658	\$ 2,069
16	\$ 50,517	\$ 2,105
17	\$ 52,416	\$ 2,184
	Longevity	
L-1	\$ 53,241	\$ 2,218
L-2	\$ 54,066	\$ 2,253
L-3	\$ 54,891	\$ 2,287
L-4	\$ 55,716	\$ 2,322

**COORDINATORS
WITHOUT DEGREES
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 56,523	\$ 2,355
2	\$ 57,666	\$ 2,403
3	\$ 58,833	\$ 2,451
4	\$ 60,023	\$ 2,501
5	\$ 61,238	\$ 2,552
6	\$ 62,476	\$ 2,603
7	\$ 63,740	\$ 2,656
8	\$ 65,029	\$ 2,710

9	\$ 66,345	\$ 2,764
10	\$ 67,687	\$ 2,820
11	\$ 69,057	\$ 2,877
12	\$ 70,454	\$ 2,936
13	\$ 71,878	\$ 2,995
14	\$ 73,333	\$ 3,056
15	\$ 74,817	\$ 3,117
16	\$ 76,330	\$ 3,180
17	\$ 77,874	\$ 3,245
18	\$ 79,449	\$ 3,310
19	\$ 81,057	\$ 3,377
20	\$ 82,696	\$ 3,446
21	\$ 86,056	\$ 3,586
	Longevity	
L-1	\$ 86,881	\$ 3,620
L-2	\$ 87,706	\$ 3,654
L-3	\$ 88,531	\$ 3,689
L-4	\$ 89,356	\$ 3,723

**COORDINATORS
WITH DEGREES
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 66,234	\$ 2,760
2	\$ 67,573	\$ 2,816
3	\$ 68,941	\$ 2,873
4	\$ 70,335	\$ 2,931
5	\$ 71,758	\$ 2,990
6	\$ 73,210	\$ 3,050
7	\$ 74,691	\$ 3,112
8	\$ 76,202	\$ 3,175
9	\$ 77,743	\$ 3,239
10	\$ 79,316	\$ 3,305
11	\$ 80,920	\$ 3,372
12	\$ 82,558	\$ 3,440
13	\$ 84,228	\$ 3,510
14	\$ 85,931	\$ 3,580
15	\$ 87,671	\$ 3,653
16	\$ 89,444	\$ 3,727
17	\$ 91,254	\$ 3,802
18	\$ 93,099	\$ 3,879
19	\$ 94,982	\$ 3,958

20	\$ 96,904	\$ 4,038
21	\$100,841	\$ 4,202
	Longevity	
L-1	\$101,666	\$ 4,236
L-2	\$102,491	\$ 4,270
L-3	\$103,316	\$ 4,305
L-4	\$104,141	\$ 4,339

**CHILD CARE WORKER
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 20,716	\$ 863
2	\$ 21,147	\$ 881
3	\$ 21,575	\$ 899
4	\$ 22,025	\$ 918
5	\$ 22,475	\$ 936
6	\$ 22,923	\$ 955
7	\$ 23,372	\$ 974
8	\$ 23,840	\$ 993
9	\$ 24,794	\$ 1,033
	Longevity	
L-1	\$ 25,619	\$ 1,067
L-2	\$ 26,444	\$ 1,102
L-3	\$ 27,269	\$ 1,136
L-4	\$ 28,094	\$ 1,171

**CHILD CARE
FACILITATOR
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 24,867	\$ 1,036
2	\$ 25,371	\$ 1,057
3	\$ 25,886	\$ 1,079
4	\$ 26,412	\$ 1,100
5	\$ 26,949	\$ 1,123
6	\$ 27,496	\$ 1,146
7	\$ 28,052	\$ 1,169
8	\$ 28,622	\$ 1,193
9	\$ 29,788	\$ 1,241
	Longevity	
L-1	\$ 30,613	\$ 1,276
L-2	\$ 31,438	\$ 1,310

L-3	\$ 32,263	\$ 1,344
L-4	\$ 33,088	\$ 1,379

**ACCOUNTING AND
COMPUTER TECHS
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 58,898	\$ 2,454
2	\$ 59,857	\$ 2,494
3	\$ 60,959	\$ 2,540
4	\$ 62,018	\$ 2,584
5	\$ 63,094	\$ 2,629
6	\$ 64,188	\$ 2,674
7	\$ 66,607	\$ 2,775
	Longevity	
L-1	\$ 67,432	\$ 2,810
L-2	\$ 68,257	\$ 2,844
L-3	\$ 69,082	\$ 2,878
L-4	\$ 69,907	\$ 2,913

**LICENSED PRACTICAL NURSES
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 43,874	\$ 1,828
2	\$ 45,491	\$ 1,895
3	\$ 46,681	\$ 1,945
4	\$ 47,878	\$ 1,995
5	\$ 49,084	\$ 2,045
6	\$ 50,298	\$ 2,096
7	\$ 51,520	\$ 2,147
8	\$ 52,748	\$ 2,198
9	\$ 53,988	\$ 2,249
10	\$ 55,235	\$ 2,301
11	\$ 56,492	\$ 2,354
12	\$ 57,757	\$ 2,407
13	\$ 59,032	\$ 2,460
14	\$ 60,317	\$ 2,513
15	\$ 61,609	\$ 2,567
16	\$ 62,911	\$ 2,621
17	\$ 64,902	\$ 2,704
	Longevity	
L-1	\$ 65,727	\$ 2,739

L-2	\$ 66,552	\$ 2,773
L-3	\$ 67,377	\$ 2,807
L-4	\$ 68,202	\$ 2,842

**REGISTERED NURSES
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 49,073	\$ 2,045
2	\$ 51,639	\$ 2,152
3	\$ 53,337	\$ 2,222
4	\$ 55,040	\$ 2,293
5	\$ 56,747	\$ 2,364
6	\$ 58,458	\$ 2,436
7	\$ 60,172	\$ 2,507
8	\$ 61,893	\$ 2,579
9	\$ 63,617	\$ 2,651
10	\$ 65,344	\$ 2,723
11	\$ 67,077	\$ 2,795
12	\$ 68,814	\$ 2,867
13	\$ 70,555	\$ 2,940
14	\$ 72,300	\$ 3,013
15	\$ 74,050	\$ 3,085
16	\$ 75,808	\$ 3,159
17	\$ 77,908	\$ 3,246
	Longevity	
L-1	\$ 78,733	\$ 3,281
L-2	\$ 79,558	\$ 3,315
L-3	\$ 80,383	\$ 3,349
L-4	\$ 81,208	\$ 3,384

**NON-CERTIFIED SOCIAL WORKERS
AND PARENT ENGAGEMENT SPECIALISTS
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 54,813	\$ 2,284
2	\$ 57,044	\$ 2,377
3	\$ 59,275	\$ 2,470
4	\$ 61,505	\$ 2,563
5	\$ 63,736	\$ 2,656
6	\$ 65,966	\$ 2,749
7	\$ 68,196	\$ 2,842
8	\$ 70,427	\$ 2,934

9	\$ 72,657	\$ 3,027
10	\$ 74,887	\$ 3,120
11	\$ 77,118	\$ 3,213
12	\$ 79,348	\$ 3,306
13	\$ 81,578	\$ 3,399
14	\$ 83,810	\$ 3,492
15	\$ 86,040	\$ 3,585
16	\$ 88,270	\$ 3,678
17	\$ 90,501	\$ 3,771
18	\$ 92,731	\$ 3,864
19	\$ 94,961	\$ 3,957
	Longevity	
L-1	\$ 95,786	\$ 3,991
L-2	\$ 96,611	\$ 4,025
L-3	\$ 97,436	\$ 4,060
L-4	\$ 98,261	\$ 4,094

**LIBRARY MEDIA SPECIALISTS
2025-2026**

Step	Annual	Bi-Monthly
1	\$ 51,810	\$ 2,159
2	\$ 52,563	\$ 2,190
3	\$ 53,174	\$ 2,216
4	\$ 53,904	\$ 2,246
5	\$ 54,637	\$ 2,277
6	\$ 55,369	\$ 2,307
7	\$ 56,095	\$ 2,337
8	\$ 56,825	\$ 2,368
9	\$ 57,558	\$ 2,398
10	\$ 58,289	\$ 2,429
11	\$ 59,018	\$ 2,459
12	\$ 59,747	\$ 2,489
13	\$ 60,480	\$ 2,520
14	\$ 61,209	\$ 2,550
15	\$ 63,182	\$ 2,633
	Longevity	
L-1	\$ 64,007	\$ 2,667
L-2	\$ 64,832	\$ 2,701
L-3	\$ 65,657	\$ 2,736
L-4	\$ 66,482	\$ 2,770

2026-2027

CERTIFIED SALARY SCHEDULES

**VOCATIONAL
2026-2027**

Step	Annual	Bi-Monthly
1	\$52,827	\$2,201
TRS	\$ 4,754	\$ 198
Total	\$57,581	\$2,399
2	\$54,790	\$2,283
TRS	\$ 4,931	\$ 205
Total	\$59,721	\$2,488
3	\$56,750	\$2,365
TRS	\$ 5,108	\$ 213
Total	\$61,858	\$2,577
4	\$58,714	\$2,446
TRS	\$ 5,284	\$ 220
Total	\$63,999	\$2,667
5	\$60,677	\$2,528
TRS	\$ 5,461	\$ 228
Total	\$66,138	\$2,756
6	\$62,641	\$2,610
TRS	\$ 5,638	\$ 235
Total	\$68,279	\$2,845
7	\$64,603	\$2,692
TRS	\$ 5,814	\$ 242
Total	\$70,417	\$2,934
8	\$66,567	\$2,774
TRS	\$ 5,991	\$ 250
Total	\$72,558	\$3,023
9	\$68,531	\$2,855

TRS	\$ 6,168	\$ 257
Total	\$74,699	\$3,112
10	\$70,492	\$2,937
TRS	\$ 6,344	\$ 264
Total	\$76,836	\$ 3,202
11	\$72,454	\$3,019
TRS	\$ 6,521	\$ 272
Total	\$78,974	\$3,291
12	\$74,414	\$3,101
TRS	\$ 6,697	\$ 279
Total	\$81,111	\$3,380
13	\$76,377	\$3,182
TRS	\$ 6,874	\$ 286
Total	\$83,251	\$3,469
14	\$78,340	\$3,264
TRS	\$ 7,051	\$ 294
Total	\$85,391	\$3,558
15	\$80,304	\$3,346
TRS	\$ 7,227	\$ 301
Total	\$87,531	\$3,647
16	\$82,268	\$3,428
TRS	\$ 7,404	\$ 309
Total	\$89,672	\$3,736
17	\$85,916	\$3,580
TRS	\$ 7,732	\$ 322
Total	\$93,6484	\$3,902
L - 1	\$87,016	\$3,626
TRS	\$ 7,835	\$ 326
Total	\$94,895	\$3,952
L - 2	\$88,116	\$3,671
TRS	\$ 7,938	\$ 331

Total	\$96,142	\$4,002
L - 3	\$89,216	\$3,717
TRS	\$ 8,041	\$ 335
Total	\$97,389	\$4,052
L - 4	\$90,316	\$3,763
TRS	\$ 8,144	\$ 339
Total	\$98,636	\$4,103

**BACHELORS
2026-2027**

Step	Annual	Bi-Monthly
1	\$52,340	\$2,181
TRS	\$ 4,711	\$ 196
Total	\$57,050	\$2,377
2	\$54,468	\$2,270
TRS	\$ 4,902	\$ 204
Total	\$59,370	\$2,474
3	\$56,599	\$2,358
TRS	\$ 5,094	\$ 212
Total	\$61,693	\$2,571
4	\$58,729	\$2,447
TRS	\$ 5,286	\$ 220
Total	\$64,015	\$2,667
5	\$60,859	\$2,536
TRS	\$ 5,477	\$ 228
Total	\$66,336	\$2,764
6	\$62,988	\$2,624
TRS	\$ 5,669	\$ 236
Total	\$68,657	\$2,861
7	\$65,118	\$2,713
TRS	\$ 5,861	\$ 244

Total	\$70,978	\$2,957
8	\$67,248	\$2,802
TRS	\$ 6,052	\$ 252
Total	\$73,300	\$3,054
9	\$69,378	\$2,891
TRS	\$ 6,244	\$ 260
Total	\$75,622	\$3,151
10	\$71,506	\$2,979
TRS	\$ 6,436	\$ 268
Total	\$77,942	\$3,248
11	\$73,636	\$3,068
TRS	\$ 6,627	\$ 276
Total	\$80,264	\$3,344
12	\$75,766	\$3,157
TRS	\$ 6,819	\$ 284
Total	\$82,585	\$3,441
13	\$77,896	\$3,246
TRS	\$ 7,011	\$ 292
Total	\$84,907	\$3,538
14	\$80,027	\$3,334
TRS	\$ 7,202	\$ 300
Total	\$87,230	\$3,635
15	\$82,156	\$3,423
TRS	\$ 7,394	\$ 308
Total	\$89,550	\$3,731
16	\$84,286	\$3,512
TRS	\$ 7,586	\$ 316
Total	\$91,872	\$3,828
17	\$86,416	\$3,601
TRS	\$ 7,777	\$ 324
Total	\$94,193	\$3,925

18	\$88,546	\$3,689
TRS	\$ 7,969	\$ 332
Total	\$96,515	\$4,021
19	\$90,676	\$3,778
TRS	\$ 8,161	\$ 340
Total	\$98,836	\$4,118
L - 1	\$91,776	\$3,824
TRS	\$ 8,264	\$ 344
Total	\$100,083	\$4,170
L - 2	\$ 92,876	\$3,870
TRS	\$ 8,367	\$ 349
Total	\$101,330	\$4,222
L - 3	\$ 93,976	\$3,916
TRS	\$ 8,470	\$ 353
Total	\$102,577	\$4,274
L - 4	\$ 95,076	\$3,961
TRS	\$ 8,573	\$ 357
Total	\$103,824	\$4,326

BACHELORS + 16
2026-2027

Step	Annual	Bi-Monthly
1	\$53,599	\$2,233
TRS	\$ 4,824	\$ 201
Total	\$58,423	\$2,434
2	\$55,730	\$2,322
TRS	\$ 5,016	\$ 209
Total	\$60,746	\$2,531
3	\$57,860	\$2,411
TRS	\$ 5,207	\$ 217
Total	\$63,067	\$2,628

4	\$59,989	\$2,500
TRS	\$ 5,399	\$ 225
Total	\$65,388	\$2,724
5	\$62,119	\$2,588
TRS	\$ 5,591	\$ 233
Total	\$67,709	\$2,821
6	\$64,248	\$2,677
TRS	\$ 5,782	\$ 241
Total	\$70,031	\$2,918
7	\$66,378	\$2,766
TRS	\$ 5,974	\$ 249
Total	\$72,352	\$3,015
8	\$68,507	\$2,854
TRS	\$ 6,166	\$ 257
Total	\$74,673	\$3,111
9	\$70,637	\$2,943
TRS	\$ 6,357	\$ 265
Total	\$76,994	\$3,208
10	\$72,767	\$3,032
TRS	\$ 6,549	\$ 273
Total	\$79,316	\$3,305
11	\$74,897	\$3,121
TRS	\$ 6,741	\$ 281
Total	\$81,638	\$3,402
12	\$77,027	\$3,209
TRS	\$ 6,932	\$ 289
Total	\$83,959	\$3,498
13	\$79,157	\$3,298
TRS	\$ 7,124	\$ 297
Total	\$86,281	\$3,595

14	\$81,287	\$3,387
TRS	\$ 7,316	\$ 305
Total	\$88,602	\$3,692
15	\$83,417	\$3,476
TRS	\$ 7,507	\$ 313
Total	\$90,924	\$3,789
16	\$85,545	\$3,564
TRS	\$ 7,699	\$ 321
Total	\$93,244	\$3,885
17	\$87,675	\$3,653
TRS	\$ 7,891	\$ 329
Total	\$95,566	\$3,982
18	\$89,805	\$3,742
TRS	\$ 8,082	\$ 337
Total	\$97,888	\$4,079
19	\$91,935	\$3,831
TRS	\$ 8,274	\$ 345
Total	\$100,209	\$4,175
L - 1	\$ 93,035	\$3,867
TRS	\$ 8,377	\$ 349
Total	\$101,456	\$4,227
L - 2	\$ 94,135	\$3,922
TRS	\$ 8,480	\$ 353
Total	\$102,703	\$4,279
L - 3	\$ 95,235	\$3,968
TRS	\$ 8,583	\$ 358
Total	\$103,950	\$4,331
L - 4	\$ 96,335	\$4,014
TRS	\$ 8,686	\$ 362
Total	\$105,197	\$4,383

**MASTERS
2026-2027**

Step	Annual	Bi-Monthly
1	\$56,002	\$2,333
TRS	\$ 5,040	\$ 210
Total	\$61,042	\$2,543
2	\$58,132	\$2,422
TRS	\$ 5,232	\$ 218
Total	\$63,364	\$2,640
3	\$60,261	\$2,511
TRS	\$ 5,423	\$ 226
Total	\$65,684	\$ 2,737
4	\$62,391	\$2,600
TRS	\$ 5,615	\$ 234
Total	\$68,006	\$2,834
5	\$64,521	\$2,688
TRS	\$ 5,807	\$ 242
Total	\$70,328	\$2,930
6	\$66,651	\$ 2,777
TRS	\$ 5,999	\$ 250
Total	\$72,649	\$3,027
7	\$68,781	\$2,866
TRS	\$ 6,190	\$ 258
Total	\$74,971	\$3,124
8	\$70,910	\$2,955
TRS	\$ 6,382	\$ 266
Total	\$77,292	\$3,221
9	\$73,040	\$3,043
TRS	\$ 6,574	\$ 274
Total	\$79,614	\$3,317

10	\$75,170	\$3,132
TRS	\$ 6,765	\$ 282
Total	\$81,936	\$3,414
11	\$77,299	\$3,221
TRS	\$ 6,957	\$ 290
Total	\$84,256	\$3,511
12	\$79,429	\$3,310
TRS	\$ 7,149	\$ 298
Total	\$86,578	\$3,607
13	\$81,559	\$3,398
TRS	\$ 7,340	\$ 306
Total	\$88,899	\$3,704
14	\$83,689	\$3,487
TRS	\$ 7,532	\$ 314
Total	\$91,221	\$3,801
15	\$85,818	\$3,576
TRS	\$ 7,724	\$ 322
Total	\$93,541	\$3,898
16	\$87,947	\$3,664
TRS	\$ 7,915	\$ 330
Total	\$95,863	\$3,994
17	\$90,079	\$3,753
TRS	\$ 8,107	\$ 338
Total	\$98,186	\$4,091
18	\$ 92,208	\$3,842
TRS	\$ 8,299	\$ 346
Total	\$100,507	\$4,188
19	\$ 94,337	\$3,931
TRS	\$ 8,490	\$ 354
Total	\$102,828	\$4,284
L - 1	\$ 95,437	\$3,977

TRS	\$ 8,593	\$ 358
Total	\$104,074	\$4,335
L - 2	\$ 96,537	\$4,022
TRS	\$ 8,696	\$ 362
Total	\$105,321	\$4,385
L - 3	\$ 97,637	\$4,068
TRS	\$ 8,799	\$ 367
Total	\$106,568	\$4,435
L - 4	\$ 98,737	\$4,114
TRS	\$ 8,902	\$ 371
Total	\$107,815	\$4,485

**MASTERS + 16
2026-2027**

Step	Annual	Bi-Monthly
1	\$57,143	\$2,381
TRS	\$ 5,143	\$ 214
Total	\$62,286	\$2,595
2	\$59,274	\$2,470
TRS	\$ 5,335	\$ 222
Total	\$64,608	\$2,692
3	\$61,404	\$2,558
TRS	\$ 5,526	\$ 230
Total	\$66,930	\$2,789
4	\$63,532	\$2,647
TRS	\$ 5,718	\$ 238
Total	\$69,250	\$2,885
5	\$65,662	\$2,736
TRS	\$ 5,910	\$ 246
Total	\$71,572	\$2,982
6	\$67,792	\$2,825

TRS	\$ 6,101	\$ 254
Total	\$73,894	\$3,079
7	\$69,922	\$2,913
TRS	\$ 6,293	\$ 262
Total	\$76,215	\$3,176
8	\$72,051	\$3,002
TRS	\$ 6,485	\$ 270
Total	\$78,535	\$3,272
9	\$74,181	\$3,091
TRS	\$ 6,676	\$ 278
Total	\$80,857	\$3,369
10	\$76,311	\$3,180
TRS	\$ 6,868	\$ 286
Total	\$83,179	\$3,466
11	\$78,441	\$3,268
TRS	\$ 7,060	\$ 294
Total	\$85,500	\$3,563
12	\$80,569	\$3,357
TRS	\$ 7,251	\$ 302
Total	\$87,821	\$3,659
13	\$82,700	\$3,446
TRS	\$ 7,443	\$ 310
Total	\$90,144	\$ 3,756
14	\$84,830	\$3,535
TRS	\$ 7,635	\$ 318
Total	\$92,465	\$3,853
15	\$86,960	\$3,623
TRS	\$ 7,826	\$ 326
Total	\$94,787	\$3,949
16	\$89,090	\$3,712
TRS	\$ 8,018	\$ 334

Total	\$97,108	\$4,046
17	\$91,219	\$3,801
TRS	\$ 8,210	\$ 342
Total	\$99,429	\$4,143
18	\$ 93,349	\$3,890
TRS	\$ 8,401	\$ 350
Total	\$101,750	\$4,240
19	\$ 95,479	\$3,978
TRS	\$ 8,593	\$ 358
Total	\$104,072	\$4,336
L - 1	\$ 96,579	\$4,024
TRS	\$ 8,696	\$ 362
Total	\$105,319	\$4,388
L - 2	\$ 97,679	\$4,070
TRS	\$ 8,799	\$ 367
Total	\$106,566	\$4,440
L - 3	\$ 98,779	\$4,116
TRS	\$ 8,902	\$ 371
Total	\$107,812	\$4,492
L - 4	\$ 99,879	\$4,162
TRS	\$ 9,005	\$ 375
Total	\$109,059	\$4,544

**MASTERS + 30
2026-2027**

Step	Annual	Bi-Monthly
1	\$59,058	\$2,461
TRS	\$ 5,315	\$ 221
Total	\$64,373	\$2,682
2	\$61,187	\$2,549
TRS	\$ 5,507	\$ 229

Total	\$66,694	\$2,779
3	\$63,317	\$2,638
TRS	\$ 5,699	\$ 237
Total	\$69,016	\$2,876
4	\$65,447	\$2,727
TRS	\$ 5,890	\$ 245
Total	\$71,338	\$2,972
5	\$67,542	\$2,814
TRS	\$ 6,079	\$ 253
Total	\$73,620	\$3,068
6	\$69,706	\$2,904
TRS	\$ 6,274	\$ 261
Total	\$75,979	\$3,166
7	\$71,836	\$2,993
TRS	\$ 6,465	\$ 269
Total	\$78,301	\$3,263
8	\$73,967	\$3,082
TRS	\$ 6,657	\$ 277
Total	\$80,624	\$3,359
9	\$76,096	\$3,171
TRS	\$ 6,849	\$ 285
Total	\$82,944	\$3,456
10	\$78,226	\$3,259
TRS	\$ 7,040	\$ 293
Total	\$85,266	\$3,553
11	\$80,356	\$3,348
TRS	\$ 7,232	\$ 301
Total	\$87,587	\$3,649
12	\$82,485	\$3,437
TRS	\$ 7,424	\$ 309
Total	\$89,909	\$3,746

13	\$84,614	\$3,526
TRS	\$ 7,615	\$ 317
Total	\$92,229	\$3,843
14	\$86,744	\$3,614
TRS	\$ 7,807	\$ 325
Total	\$94,551	\$3,940
15	\$88,874	\$3,703
TRS	\$ 7,999	\$ 333
Total	\$96,873	\$4,036
16	\$91,004	\$3,792
TRS	\$ 8,190	\$ 341
Total	\$99,194	\$4,133
17	\$ 93,134	\$ 3,881
TRS	\$ 8,382	\$ 349
Total	\$101,516	\$4,230
18	\$ 95,263	\$3,969
TRS	\$ 8,574	\$ 357
Total	\$103,836	\$4,327
19	\$ 97,394	\$4,058
TRS	\$ 8,765	\$ 365
Total	\$106,159	\$4,423
L - 1	\$ 98,494	\$4,104
TRS	\$ 8,868	\$ 370
Total	\$107,403	\$4,473
L - 2	\$ 99,594	\$4,150
TRS	\$ 8,971	\$ 374
Total	\$108,653	\$4,524
L - 3	\$100,694	\$4,196
TRS	\$ 9,074	\$ 378
Total	\$109,900	\$4,574

L - 4	\$101,794	\$4,241
TRS	\$ 9,177	\$ 382
Total	\$111,146	\$4,624

**REGISTRAR
2026-2027**

Step	Annual	Bi-Monthly
1	\$109,745	\$4,573
TRS	\$ 9,877	\$ 412
Total	\$119,622	\$4,984
L - 1	\$110,845	\$4,619
TRS	\$ 9,980	\$ 416
Total	\$120,869	\$5,034
L - 2	\$111,945	\$4,664
TRS	\$ 10,083	\$ 420
Total	\$122,116	\$5,085
L - 3	\$113,045	\$4,710
TRS	\$ 10,186	\$ 424
Total	\$123,363	\$5,135
L - 4	\$114,145	\$4,756
TRS	\$ 10,289	\$ 429
Total	\$124,610	\$5,185

**PSYCHOLOGIST
2026-2027**

Step	Annual	Bi-Monthly
1	\$78,021	\$3,251
TRS	\$ 7,022	\$ 293
Total	\$85,043	\$3,543
2	\$80,318	\$3,347
TRS	\$ 7,229	\$ 301
Total	\$87,546	\$ 3,648
3	\$82,614	\$3,442
TRS	\$ 7,435	\$ 310
Total	\$90,049	\$3,752

4	\$84,909	\$3,538
TRS	\$ 7,642	\$ 318
Total	\$92,551	\$3,856
5	\$87,205	\$3,634
TRS	\$ 7,848	\$ 327
Total	\$95,054	\$3,961
6	\$89,502	\$3,729
TRS	\$ 8,055	\$ 336
Total	\$97,557	\$4,065
7	\$91,798	\$3,825
TRS	\$ 8,262	\$ 344
Total	\$100,060	\$4,169
8	\$ 94,094	\$3,921
TRS	\$ 8,468	\$ 353
Total	\$102,562	\$4,273
9	\$ 96,389	\$4,016
TRS	\$ 8,675	\$ 361
Total	\$105,064	\$4,378
10	\$ 98,686	\$4,112
TRS	\$ 8,882	\$ 370
Total	\$107,568	\$4,482
11	\$100,982	\$4,208
TRS	\$ 9,088	\$ 379
Total	\$110,070	\$4,586
12	\$103,278	\$4,303
TRS	\$ 9,295	\$ 387
Total	\$112,573	\$4,691
13	\$105,574	\$4,399
TRS	\$ 9,502	\$ 396
Total	\$115,075	\$4,795

14	\$107,870	\$4,495
TRS	\$ 9,708	\$ 405
Total	\$117,579	\$4,899
15	\$110,166	\$4,590
TRS	\$ 9,915	\$ 413
Total	\$120,081	\$5,003
16	\$112,462	\$4,686
TRS	\$ 10,122	\$ 422
Total	\$122,584	\$5,108
17	\$114,760	\$4,782
TRS	\$ 10,328	\$ 430
Total	\$125,088	\$5,212
18	\$117,056	\$4,877
TRS	\$ 10,535	\$ 439
Total	\$127,591	\$5,316
19	\$119,396	\$4,975
TRS	\$ 10,746	\$ 448
Total	\$130,142	\$5,423
L - 1	\$120,496	\$5,021
TRS	\$ 10,849	\$ 452
Total	\$131,389	\$5,473
L - 2	\$121,596	\$5,067
TRS	\$ 10,952	\$ 456
Total	\$132,636	\$5,523
L - 3	\$122,696	\$5,112
TRS	\$ 11,055	\$ 461
Total	\$133,882	\$5,573
L - 4	\$123,796	\$5,158
TRS	\$ 11,157	\$ 465
Total	\$135,129	\$5,623

2026-2027

NON-CERTIFIED SALARY SCHEDULES

**200-DAY CLERK
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 40,344	\$ 1,681
2	\$ 41,042	\$ 1,710
3	\$ 41,741	\$ 1,739
4	\$ 42,438	\$ 1,768
5	\$ 43,137	\$ 1,797
6	\$ 43,836	\$ 1,826
7	\$ 44,534	\$ 1,856
8	\$ 45,233	\$ 1,885
9	\$ 45,932	\$ 1,914
10	\$ 46,646	\$ 1,944
11	\$ 47,333	\$ 1,972
12	\$ 48,028	\$ 2,001
13	\$ 48,730	\$ 2,030
14	\$ 49,385	\$ 2,058
15	\$ 50,126	\$ 2,089
16	\$ 50,821	\$ 2,118
17	\$ 51,534	\$ 2,147
18	\$ 52,215	\$ 2,176
19	\$ 52,913	\$ 2,205
20	\$ 53,610	\$ 2,234
21	\$ 55,396	\$ 2,308
	Longevity	
L-1	\$ 56,221	\$ 2,343
L-2	\$ 57,046	\$ 2,377
L-3	\$ 57,871	\$ 2,411
L-4	\$ 58,696	\$ 2,446

**210-DAY CLERK
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 41,962	\$ 1,748
2	\$ 42,661	\$ 1,778
3	\$ 43,360	\$ 1,807
4	\$ 44,057	\$ 1,836
5	\$ 44,756	\$ 1,865

6	\$ 45,454	\$ 1,894
7	\$ 46,153	\$ 1,923
8	\$ 46,883	\$ 1,953
9	\$ 47,606	\$ 1,984
10	\$ 48,355	\$ 2,015
11	\$ 49,071	\$ 2,045
12	\$ 49,798	\$ 2,075
13	\$ 50,533	\$ 2,106
14	\$ 51,218	\$ 2,134
15	\$ 51,991	\$ 2,166
16	\$ 52,715	\$ 2,196
17	\$ 53,469	\$ 2,228
18	\$ 54,173	\$ 2,257
19	\$ 54,904	\$ 2,288
20	\$ 55,632	\$ 2,318
21	\$ 57,489	\$ 2,395
	Longevity	
L-1	\$ 58,314	\$ 2,430
L-2	\$ 59,139	\$ 2,464
L-3	\$ 59,964	\$ 2,499
L-4	\$ 60,789	\$ 2,533

**215-DAY CLERK
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 42,884	\$ 1,787
2	\$ 43,466	\$ 1,811
3	\$ 44,164	\$ 1,840
4	\$ 44,863	\$ 1,869
5	\$ 45,561	\$ 1,898
6	\$ 46,260	\$ 1,927
7	\$ 46,959	\$ 1,957
8	\$ 47,706	\$ 1,988
9	\$ 48,451	\$ 2,019
10	\$ 49,206	\$ 2,050
11	\$ 49,941	\$ 2,081
12	\$ 50,684	\$ 2,112
13	\$ 51,435	\$ 2,143
14	\$ 52,135	\$ 2,172
15	\$ 52,926	\$ 2,205
16	\$ 53,661	\$ 2,236

17	\$ 54,434	\$ 2,268
18	\$ 55,155	\$ 2,298
19	\$ 55,900	\$ 2,329
20	\$ 56,644	\$ 2,360
21	\$ 58,538	\$ 2,439
	Longevity	
L-1	\$ 59,363	\$ 2,473
L-2	\$ 60,188	\$ 2,508
L-3	\$ 61,013	\$ 2,542
L-4	\$ 61,838	\$ 2,577

**12-MONTH
CLERK & ACCTG SPECIALIST
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 45,382	\$ 1,891
2	\$ 46,081	\$ 1,920
3	\$ 46,780	\$ 1,949
4	\$ 47,478	\$ 1,978
5	\$ 48,176	\$ 2,007
6	\$ 48,875	\$ 2,036
7	\$ 49,573	\$ 2,066
8	\$ 50,336	\$ 2,097
9	\$ 51,101	\$ 2,129
10	\$ 51,758	\$ 2,157
11	\$ 52,655	\$ 2,194
12	\$ 53,382	\$ 2,224
13	\$ 54,147	\$ 2,256
14	\$ 54,867	\$ 2,286
15	\$ 55,666	\$ 2,319
16	\$ 56,430	\$ 2,351
17	\$ 57,212	\$ 2,384
18	\$ 57,950	\$ 2,415
19	\$ 58,709	\$ 2,446
20	\$ 59,507	\$ 2,479
21	\$ 61,435	\$ 2,560
	Longevity	
L-1	\$ 62,260	\$ 2,594
L-2	\$ 63,085	\$ 2,629
L-3	\$ 63,910	\$ 2,663

L-4	\$ 64,735	\$ 2,697
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**200-DAY
BOOKKEEPERS, MIDDLE SCHOOL REGISTRARS
AND SECRETARIES
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 44,330	\$ 1,847
2	\$ 45,029	\$ 1,876
3	\$ 45,847	\$ 1,910
4	\$ 46,426	\$ 1,934
5	\$ 47,125	\$ 1,964
6	\$ 47,822	\$ 1,993
7	\$ 48,521	\$ 2,022
8	\$ 49,241	\$ 2,052
9	\$ 49,822	\$ 2,076
10	\$ 50,619	\$ 2,109
11	\$ 51,201	\$ 2,133
12	\$ 51,932	\$ 2,164
13	\$ 52,627	\$ 2,193
14	\$ 53,327	\$ 2,222
15	\$ 54,023	\$ 2,251
16	\$ 54,723	\$ 2,280
17	\$ 55,432	\$ 2,310
18	\$ 56,124	\$ 2,338
19	\$ 56,825	\$ 2,368
20	\$ 57,489	\$ 2,395
21	\$ 59,388	\$ 2,475
	Longevity	
L-1	\$ 60,213	\$ 2,509
L-2	\$ 61,038	\$ 2,543
L-3	\$ 61,863	\$ 2,578
L-4	\$ 62,688	\$ 2,612

**210-DAY
BOOKKEEPERS, MIDDLE SCHOOL REGISTRARS
AND SECRETARIES
2026-2027**

Step	Annual	Bi-Monthly
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1	\$ 46,096	\$ 1,921
2	\$ 46,795	\$ 1,950
3	\$ 47,494	\$ 1,979
4	\$ 48,193	\$ 2,008
5	\$ 48,891	\$ 2,037
6	\$ 49,590	\$ 2,066
7	\$ 50,287	\$ 2,095
8	\$ 51,041	\$ 2,127
9	\$ 51,644	\$ 2,152
10	\$ 52,497	\$ 2,187
11	\$ 53,081	\$ 2,212
12	\$ 53,845	\$ 2,244
13	\$ 54,577	\$ 2,274
14	\$ 55,307	\$ 2,304
15	\$ 56,039	\$ 2,335
16	\$ 56,767	\$ 2,365
17	\$ 57,504	\$ 2,396
18	\$ 58,226	\$ 2,426
19	\$ 58,965	\$ 2,457
20	\$ 59,661	\$ 2,486
21	\$ 61,635	\$ 2,568
	Longevity	
L-1	\$ 62,460	\$ 2,602
L-2	\$ 63,285	\$ 2,637
L-3	\$ 64,110	\$ 2,671
L-4	\$ 64,935	\$ 2,706

**215-DAY
BOOKKEEPERS, MIDDLE SCHOOL REGISTRARS
AND SECRETARIES
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 46,971	\$ 1,957
2	\$ 47,670	\$ 1,986
3	\$ 48,369	\$ 2,015
4	\$ 49,068	\$ 2,044
5	\$ 49,766	\$ 2,074
6	\$ 50,464	\$ 2,103
7	\$ 51,162	\$ 2,132
8	\$ 51,936	\$ 2,164
9	\$ 52,556	\$ 2,190
10	\$ 53,424	\$ 2,226

11	\$ 54,021	\$ 2,251
12	\$ 54,804	\$ 2,283
13	\$ 55,556	\$ 2,315
14	\$ 56,300	\$ 2,346
15	\$ 57,043	\$ 2,377
16	\$ 57,781	\$ 2,408
17	\$ 58,542	\$ 2,439
18	\$ 59,279	\$ 2,470
19	\$ 60,033	\$ 2,501
20	\$ 60,742	\$ 2,531
21	\$ 62,756	\$ 2,615
	Longevity	
L-1	\$ 63,581	\$ 2,649
L-2	\$ 64,406	\$ 2,684
L-3	\$ 65,231	\$ 2,718
L-4	\$ 66,056	\$ 2,752

**12-MONTH
BOOKKEEPERS, MIDDLE SCHOOL REGISTRARS
AND SECRETARIES
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 49,822	\$ 2,076
2	\$ 50,520	\$ 2,105
3	\$ 51,219	\$ 2,134
4	\$ 51,918	\$ 2,163
5	\$ 52,616	\$ 2,192
6	\$ 53,314	\$ 2,221
7	\$ 54,012	\$ 2,251
8	\$ 54,797	\$ 2,283
9	\$ 55,434	\$ 2,310
10	\$ 56,195	\$ 2,341
11	\$ 56,959	\$ 2,373
12	\$ 57,722	\$ 2,405
13	\$ 58,479	\$ 2,437
14	\$ 59,240	\$ 2,468
15	\$ 60,005	\$ 2,500
16	\$ 60,766	\$ 2,532
17	\$ 61,527	\$ 2,564
18	\$ 62,286	\$ 2,595
19	\$ 63,050	\$ 2,627

20	\$ 63,811	\$ 2,659
21	\$ 65,867	\$ 2,744
	Longevity	
L-1	\$ 66,692	\$ 2,779
L-2	\$ 67,517	\$ 2,813
L-3	\$ 68,342	\$ 2,848
L-4	\$ 69,167	\$ 2,882

**ATTENDANCE OFFICERS
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 47,280	\$ 1,970
2	\$ 47,695	\$ 1,987
3	\$ 48,109	\$ 2,005
4	\$ 48,522	\$ 2,022
5	\$ 48,936	\$ 2,039
6	\$ 49,351	\$ 2,056
7	\$ 49,765	\$ 2,074
8	\$ 50,178	\$ 2,091
9	\$ 50,594	\$ 2,108
10	\$ 51,014	\$ 2,126
11	\$ 51,427	\$ 2,143
12	\$ 51,843	\$ 2,160
13	\$ 52,678	\$ 2,195
14	\$ 53,099	\$ 2,212
15	\$ 53,513	\$ 2,230
16	\$ 53,925	\$ 2,247
17	\$ 55,608	\$ 2,317
	Longevity	
L-1	\$ 56,433	\$ 2,351
L-2	\$ 57,258	\$ 2,386
L-3	\$ 58,083	\$ 2,420
L-4	\$ 58,908	\$ 2,454

**TEACHER AIDES, HEALTH TECHNICIANS
IN-HOUSE SUSPENSION MONITORS
AND INTERPRETERS
2026-2027**

Step	Annual	Bi-Monthly
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1	\$ 40,723	\$ 1,697
2	\$ 41,427	\$ 1,726
3	\$ 42,142	\$ 1,756
4	\$ 42,872	\$ 1,786
5	\$ 43,613	\$ 1,817
6	\$ 44,367	\$ 1,849
7	\$ 45,134	\$ 1,881
8	\$ 45,914	\$ 1,913
9	\$ 46,709	\$ 1,946
10	\$ 47,516	\$ 1,980
11	\$ 48,338	\$ 2,014
12	\$ 49,173	\$ 2,049
13	\$ 50,024	\$ 2,084
14	\$ 50,889	\$ 2,120
15	\$ 51,768	\$ 2,157
16	\$ 52,664	\$ 2,194
17	\$ 54,644	\$ 2,277
	Longevity	
L-1	\$ 55,469	\$ 2,311
L-2	\$ 56,294	\$ 2,346
L-3	\$ 57,119	\$ 2,380
L-4	\$ 57,944	\$ 2,414

**COORDINATORS
WITHOUT DEGREES
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 58,925	\$ 2,455
2	\$ 60,117	\$ 2,505
3	\$ 61,334	\$ 2,556
4	\$ 62,574	\$ 2,607
5	\$ 63,840	\$ 2,660
6	\$ 65,131	\$ 2,714
7	\$ 66,448	\$ 2,769
8	\$ 67,793	\$ 2,825
9	\$ 69,165	\$ 2,882
10	\$ 70,563	\$ 2,940
11	\$ 71,992	\$ 3,000
12	\$ 73,448	\$ 3,060
13	\$ 74,933	\$ 3,122

14	\$ 76,450	\$ 3,185
15	\$ 77,997	\$ 3,250
16	\$ 79,574	\$ 3,316
17	\$ 81,184	\$ 3,383
18	\$ 82,826	\$ 3,451
19	\$ 84,502	\$ 3,521
20	\$ 86,211	\$ 3,592
21	\$ 89,713	\$ 3,738
	Longevity	
L-1	\$ 90,538	\$ 3,772
L-2	\$ 91,363	\$ 3,807
L-3	\$ 92,188	\$ 3,841
L-4	\$ 93,013	\$ 3,876

**COORDINATORS
WITH DEGREES
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 69,049	\$ 2,877
2	\$ 70,445	\$ 2,935
3	\$ 71,871	\$ 2,995
4	\$ 73,325	\$ 3,055
5	\$ 74,808	\$ 3,117
6	\$ 76,321	\$ 3,180
7	\$ 77,865	\$ 3,244
8	\$ 79,440	\$ 3,310
9	\$ 81,047	\$ 3,377
10	\$ 82,687	\$ 3,445
11	\$ 84,359	\$ 3,515
12	\$ 86,067	\$ 3,586
13	\$ 87,808	\$ 3,659
14	\$ 89,584	\$ 3,733
15	\$ 91,397	\$ 3,808
16	\$ 93,246	\$ 3,885
17	\$ 95,132	\$ 3,964
18	\$ 97,055	\$ 4,044
19	\$ 99,019	\$ 4,126
20	\$101,022	\$ 4,209
21	\$105,127	\$ 4,380
	Longevity	
L-1	\$105,952	\$ 4,415

L-2	\$106,777	\$ 4,449
L-3	\$107,602	\$ 4,483
L-4	\$108,427	\$ 4,518

**CHILD CARE WORKER
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 21,596	\$ 900
2	\$ 22,045	\$ 919
3	\$ 22,492	\$ 937
4	\$ 22,961	\$ 957
5	\$ 23,430	\$ 976
6	\$ 23,897	\$ 996
7	\$ 24,365	\$ 1,015
8	\$ 24,853	\$ 1,036
9	\$ 25,847	\$ 1,077
	Longevity	
L-1	\$ 26,672	\$ 1,111
L-2	\$ 27,497	\$ 1,146
L-3	\$ 28,322	\$ 1,180
L-4	\$ 29,147	\$ 1,214

**CHILD CARE
FACILITATOR
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 25,923	\$ 1,080
2	\$ 26,450	\$ 1,102
3	\$ 26,986	\$ 1,124
4	\$ 27,534	\$ 1,147
5	\$ 28,094	\$ 1,171
6	\$ 28,664	\$ 1,194
7	\$ 29,244	\$ 1,219
8	\$ 29,839	\$ 1,243
9	\$ 31,054	\$ 1,294
	Longevity	
L-1	\$ 31,879	\$ 1,328
L-2	\$ 32,704	\$ 1,363
L-3	\$ 33,529	\$ 1,397
L-4	\$ 34,354	\$ 1,431

**ACCOUNTING AND
COMPUTER TECHS
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 61,401	\$ 2,558
2	\$ 62,400	\$ 2,600
3	\$ 63,549	\$ 2,648
4	\$ 64,653	\$ 2,694
5	\$ 65,775	\$ 2,741
6	\$ 66,916	\$ 2,788
7	\$ 69,437	\$ 2,893
	Longevity	
L-1	\$ 70,262	\$ 2,928
L-2	\$ 71,087	\$ 2,962
L-3	\$ 71,912	\$ 2,996
L-4	\$ 72,737	\$ 3,031

**LICENSED PRACTICAL NURSES
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 45,739	\$ 1,906
2	\$ 47,424	\$ 1,976
3	\$ 48,665	\$ 2,028
4	\$ 49,913	\$ 2,080
5	\$ 51,170	\$ 2,132
6	\$ 52,436	\$ 2,185
7	\$ 53,710	\$ 2,238
8	\$ 54,990	\$ 2,291
9	\$ 56,282	\$ 2,345
10	\$ 57,583	\$ 2,399
11	\$ 58,893	\$ 2,454
12	\$ 60,212	\$ 2,509
13	\$ 61,541	\$ 2,564
14	\$ 62,880	\$ 2,620
15	\$ 64,228	\$ 2,676
16	\$ 65,585	\$ 2,733
17	\$ 67,661	\$ 2,819
	Longevity	
L-1	\$ 68,486	\$ 2,854
L-2	\$ 69,311	\$ 2,888
L-3	\$ 70,136	\$ 2,922

L-4	\$ 70,961	\$ 2,957
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**REGISTERED NURSES
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 51,158	\$ 2,132
2	\$ 53,833	\$ 2,243
3	\$ 55,604	\$ 2,317
4	\$ 57,380	\$ 2,391
5	\$ 59,159	\$ 2,465
6	\$ 60,943	\$ 2,539
7	\$ 62,730	\$ 2,614
8	\$ 64,524	\$ 2,688
9	\$ 66,321	\$ 2,763
10	\$ 68,121	\$ 2,838
11	\$ 69,928	\$ 2,914
12	\$ 71,738	\$ 2,989
13	\$ 73,554	\$ 3,065
14	\$ 75,373	\$ 3,141
15	\$ 77,198	\$ 3,217
16	\$ 79,030	\$ 3,293
17	\$ 81,219	\$ 3,384
	Longevity	
L-1	\$ 82,044	\$ 3,418
L-2	\$ 82,869	\$ 3,453
L-3	\$ 83,694	\$ 3,487
L-4	\$ 84,519	\$ 3,522

**NON-CERTIFIED SOCIAL WORKERS
AND PARENT ENGAGEMENT SPECIALISTS
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 57,143	\$ 2,381
2	\$ 59,468	\$ 2,478
3	\$ 61,794	\$ 2,575
4	\$ 64,119	\$ 2,672
5	\$ 66,445	\$ 2,769
6	\$ 68,770	\$ 2,865
7	\$ 71,095	\$ 2,962
8	\$ 73,420	\$ 3,059
9	\$ 75,745	\$ 3,156
10	\$ 78,070	\$ 3,253

11	\$ 80,395	\$ 3,350
12	\$ 82,720	\$ 3,447
13	\$ 85,045	\$ 3,544
14	\$ 87,372	\$ 3,640
15	\$ 89,697	\$ 3,737
16	\$ 92,022	\$ 3,834
17	\$ 94,347	\$ 3,931
18	\$ 96,672	\$ 4,028
19	\$ 98,997	\$ 4,125
	Longevity	
L-1	\$ 99,822	\$ 4,159
L-2	\$100,647	\$ 4,194
L-3	\$101,472	\$ 4,228
L-4	\$102,297	\$ 4,262

**LIBRARY MEDIA SPECIALISTS
2026-2027**

Step	Annual	Bi-Monthly
1	\$ 54,012	\$ 2,251
2	\$ 54,797	\$ 2,283
3	\$ 55,434	\$ 2,310
4	\$ 56,195	\$ 2,341
5	\$ 56,959	\$ 2,373
6	\$ 57,722	\$ 2,405
7	\$ 58,479	\$ 2,437
8	\$ 59,240	\$ 2,468
9	\$ 60,005	\$ 2,500
10	\$ 60,766	\$ 2,532
11	\$ 61,527	\$ 2,564
12	\$ 62,286	\$ 2,595
13	\$ 63,050	\$ 2,627
14	\$ 63,811	\$ 2,659
15	\$ 65,867	\$ 2,744
	Longevity	
L-1	\$ 66,692	\$ 2,779
L-2	\$ 67,517	\$ 2,813
L-3	\$ 68,342	\$ 2,848
L-4	\$ 69,167	\$ 2,882

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between East St. Louis School District No. 189 (District) and East St. Louis Federation of Teachers, Local 1220 (Union) as of the date written below.

WHEREAS, the District and the Union are engaged in collective-bargaining negotiations for a successor agreement to their 2021-2024 Collective Bargaining Agreement;

WHEREAS, Article V, Section 6 of the 2014-2018 Collective Bargaining Agreement between the District and the Union, and Collective Bargaining Agreements between the District and the Union previous thereto, limited salary schedule credit for experience taught in Illinois public schools and out-of-state public schools for incoming teachers to Step 6:

6. Incoming Teachers:
 - a. Full-time experience in Illinois: Incoming teachers with full-time previous public school experience in the State of Illinois shall be given full salary schedule credit for experience taught in Illinois public schools. However, notwithstanding the foregoing, an incoming teacher shall not begin above Step 6 on the salary schedule.
 - b. Out of State previous experience: Incoming teachers shall be given a salary credit for previous public school experience outside the State of Illinois to the extent that full salary credit shall be given for experience for each year taught in out-of-state public schools. However, notwithstanding the foregoing, an incoming teacher shall not begin above Step 6 on the salary schedule.

WHEREAS, the 2021-2024 Collective Bargaining Agreement between the District and the Union modified Article V, Section 6 to provide incoming teachers with full salary schedule credit for experience taught in Illinois public schools and out-of-state public schools:

6. Incoming Teachers:
 - a. Full-time experience in Illinois: Incoming teachers with full-time previous public school experience in the State of Illinois shall be given full salary schedule credit for experience taught in Illinois public schools.
 - b. Out of State previous experience: Incoming teachers shall be given a salary credit for previous public school experience outside the State of Illinois to the extent that full salary credit shall be given for experience for each year taught in out-of-state public schools.

WHEREAS, as part of ongoing collective bargaining negotiations, the District and the Union desire that, effective with FY2025 (July 1, 2024 to June 30, 2025), each current member of the bargaining unit with continuous service within the District, not already at the top step of the applicable salary schedule and previously limited to Step 6 by Article V, Section 6 of the applicable Collective Bargaining Agreement, shall be given full salary schedule credit for experience in Illinois public schools and out-of-state public schools, and any related professional experience as applicable, in accordance with Article V, Section 6 of the Collective Bargaining Agreement, to be applied prospectively only and not retroactively without any payment for employment prior to FY2025 (July 1, 2024 to June 30, 2025), as identified in Exhibit A herein;

WHEREAS, in conjunction with a successor Collective Bargaining Agreement for 2024-2027, the District and the Union desire to enter into this Memorandum of Understanding providing that, effective with FY2025 (July 1, 2024 to June 30, 2025), each current member of the bargaining unit with continuous service within the District, not already at the top step of the applicable salary schedule and previously limited to Step 6 by Article V, Section 6 of the applicable Collective Bargaining Agreement, shall be given full salary schedule credit for experience in Illinois public schools and out-of-state public schools, and any related professional experience as applicable, in accordance with Article V, Section 6 of the Collective Bargaining Agreement, to be applied prospectively only and not retroactively, without any payment for employment prior to FY2025 (July 1, 2024 to June 30, 2025), as identified in Exhibit A herein;

NOW, THEREFORE, consideration of the foregoing and the terms and conditions contained herein, the District and the Union hereby agree as follows:

1. The foregoing Recitals are adopted and incorporated.
2. Effective with FY2025 (July 1, 2024 to June 30, 2025), each current member of the bargaining unit with continuous service within the District, not already at the top step of the applicable salary schedule and previously limited to Step 6 by Article V, Section 6 of the applicable Collective Bargaining Agreement, shall be given full salary schedule credit for experience in Illinois public schools and out-of-state public schools, and any related professional experience as applicable, in accordance with Article V, Section 6 of the Collective Bargaining Agreement, to be applied prospectively only and not retroactively, without any payment for employment prior to FY2025 (July 1, 2024 to June 30, 2025), as identified in Exhibit A herein.
3. If the District and/or the Union discovers that an otherwise eligible employee was omitted from, or an otherwise ineligible employee was included in, Exhibit A hereto, the parties shall confer and address such discrepancy by agreed upon amendment.

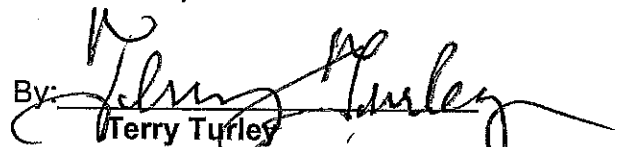
4. This Memorandum of Understanding shall only be applied prospectively and not retroactively, meaning that the District shall not be obligated to make any additional payment for employment prior to FY2025 (July 1, 2024 to June 30, 2025)
5. This Memorandum of Understanding shall not have a precedential effect and shall not be deemed a "past practice" in any future matters between the District and the Union and its members. Neither party agrees to waive any contractual rights under the 2024-2027 Collective Bargaining Agreement or State law, except as expressly stated in this Memorandum of Understanding.
6. This Memorandum of Understanding is the full and complete agreement of the parties relative to the matters referenced herein, all statements and terms herein are contractual and not a mere recital, and this Memorandum of Understanding may only be modified through the voluntary written agreement of the District and the Union.

Executed on this 14th day of August, 2024.

**EAST ST. LOUIS SCHOOL
DISTRICT NO. 189**

By: 
Arthur Culver
Superintendent

**EAST ST. LOUIS FEDERATION OF
TEACHERS, LOCAL 1220**

By: 
Terry Turley
President

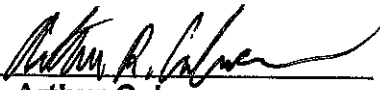
MEMORANDUM OF UNDERSTANDING AND SETTLEMENT

In full and final settlement of the Grievance attached hereto as Exhibit A, filed by East St Louis Federation of Teachers, Local 1220 (Union) against East St Louis School District No. 189 (District), the Union and the District agree and understand as follows:

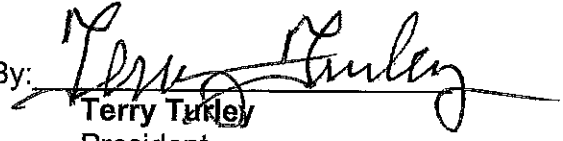
1. On or about January 4, 2024, the Union asserted a Grievance attached hereto as Exhibit A, "on behalf of all union members who were denied the total amount of their tuition reimbursement because of what was believed to be a limit on the amount of reimbursement that the District can provide."
2. The District and the Union acknowledge and understand that, by law, tax-free benefits under an educational assistance program are limited to \$5,250 per employee per year, and any assistance provided above that level is taxable as wages.
3. Without admitting any liability on such Grievance, the District agrees to pay the following Union members the corresponding amount over \$5,250 for tuition reimbursement for 2023, subject to all tax withholdings applicable to wages:
 - Yolanda Miller - \$2,916.00
 - Brian Riley - \$4,811.40
 - Jerry Southward - \$4,542.00
 - Mona Tedder - \$8,583.90
 - Christopher Thompson - \$12,019.20
 - Jovonda Winters - \$8,190.00
4. The Union hereby withdraws and dismisses with prejudice the Grievance attached hereto as Exhibit A.
5. This Memorandum of Understanding and Settlement shall not be deemed an admission, shall not have a precedential effect and shall not be deemed a "past practice" in any future matters between the District and the Union and its members.
6. This Memorandum of Understanding and Settlement is the full and complete agreement of the parties relative to the matters referenced herein, all statements and terms herein are contractual and not a mere recital, and this Memorandum of Understanding may only be modified through the voluntary written agreement of the Union and the District.
7. This Memorandum of Understanding and Settlement shall become effective and binding upon its approval by the District Board of Education and District Financial Oversight Panel, and full execution below.

Executed on this 14th day of August, 2024.

**EAST ST. LOUIS SCHOOL
DISTRICT NO. 189**

By: 
Arthur Culver
Superintendent

**EAST ST. LOUIS FEDERATION OF
TEACHERS, LOCAL 1220**

By: 
Terry Tuttle
President