

J. Sterling Morton High School District 201



# Come Run With Us

## Join Our Morton Team!

### EMPOWERED TO EDUCATE

- 1st & 2nd Year Mentoring Program
- Instructional and Biliteracy Coaches Available
- Teacher-Led Professional Development/Instructional Showcase
- Professional Learning Community with All Teachers Engages in a PLT (Professional Learning Team)

### EQUIPPED FOR SUCCESS

- 1:1 Laptops for Staff and Students
- Interactive Promethean Boards in Every Classroom
- Over 50 Instructional Innovation Platforms to Create Diverse, Differentiated, and Engaging Learning Experiences
- Microsoft Showcase School

### COMPENSATION & FRINGE BENEFITS

- Full-time position covered by the Morton Council Teachers Union
- BA starting salary: \$59,041
- MA starting salary: \$62,482
- Experience Credit: up to 17 Years
- Bonus Hard To Fill Positions: \$2,866
- Tuition Reimbursement: \$900 per year, \$1,600 for EL & SPED
- 403B Match Up to 1% (once tenured)
- Competitive Health Insurance (\$1,000 bonus for selecting HMO, \$2,500 annual payment for those who do not enroll)
- Attendance Incentives: \$400 per semester up to \$2,000 for perfect attendance
- A Positive & Engaging Culture
- Diverse, Hard Working, and Amazing Students



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@MortonHires  
#MortonPride  
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## ARTICLE 11

### Salary and Rates of Pay

- 11.1. The entire "compensation program" proposal for District 201 teachers shall be contingent upon no increase in teacher attendance days beyond those provided by the calendar or upon proper remuneration as pro-rated upon the basis of the new salary schedule at the rate of 1/185 for each additional day. The calendar adopted shall allow for 181 student attendance days and four (4) days which may be used as institute days, with five (5) of the student attendance days declared special holidays at the close of school provided there are sufficient student attendance days to meet state requirements. Any days allowed for a teachers' institute but not used as such shall increase the minimum term by the school days not so used.

In addition to the above, each guidance counselor may work up to the equivalent of an additional three (3) days which shall be scheduled in consultation with the building principal and paid at the counselor's per diem rate of pay.

- 11.2. **Salary Schedule Purpose:** It is the intent and purpose of a stepped salary schedule with provision for horizontal movement to attract and retain the highest-quality teacher and to provide incentive for all staff to continue their professional growth and development so that they may improve their ability to contribute to the educational growth and development of the students for whom they have responsibility.

Consistent with this intent and purpose:

- A. A teacher shall qualify for horizontal movement on the salary schedule by completion of courses in fully accredited institutions of higher learning provided the teacher shall satisfactorily complete such courses by attaining a grade of "B", or better or "pass" if a pass/fail system is utilized. Lane movement is limited to one (1) lane per school year.
- 1) Degree programs leading to a Masters or Doctorate or individual courses must be pre-approved electronically through the District-approved program to receive lane credit.
  - 2) Official transcripts must be submitted to Human Resources within one calendar year of completion to receive lane credit.

- 3) All certified staff requesting credit for lane changes must submit official transcripts to Human Resources by October 1<sup>st</sup>, or the work day immediately following an October 1<sup>st</sup> falling on a non-work day, of the school year. Transcripts submitted after October 1<sup>st</sup> will be considered for salary adjustment in the following school year.
- 4) Human Resources will send written confirmation of receipt of pre-approval forms or transcripts. The pre-approval form cannot contain any limitations that do not appear in the MCTU contract.

- B. All earned semester hours of credit applied to this schedule beyond the bachelor's degree are to be credits applying toward a master's degree or general courses in the area of instruction in which the teacher presently teaches or an area of instruction in which the teacher is attempting to qualify to teach in the District, or in such courses as counseling, psychology, curriculum and instruction, supervision, or internship. Other courses may be approved at the discretion of the Superintendent or his/her designee.
- C. The Superintendent may grant credit on the salary schedule for courses completed at technical institutes, workshops, massive open online courses (MOOCs) and seminars.
- D. The maximum number of undergraduate hours to be applied for credit on the salary schedule after the completion of the MA with pre-approval accumulates as follows:  
  
MA + 15 - 5 hours  
MA + 30 - 10 hours  
MA + 45 - 15 hours
- E. MA is defined as a Master's degree requiring thirty (30) graduate hours. Any clinical hours in excess of thirty (30) graduate hours which are required to earn a Master's degree shall be credited as additional hours toward placement on the appropriate lane of the salary schedule.

11.3. The salary schedule shall be included in Appendix I of this Agreement.

Staff hired by the Board, other than regular full time staff, who have less than five assignments, will be paid a pro rata amount of their salary schedule step based on 0.1 per semester for each classroom teaching assignment.

**TRS and THIS Contributions:** All employees covered by this Agreement shall have the legally required member contributions deducted from their annual gross salary and contributed by the Board directly to the State of Illinois Teacher Retirement System and Teachers Health Insurance Security Fund, respectively.

11.4. A listing of the existing flat rate jobs available to all staff together with the rate of pay is included as an Appendix to this Agreement.

11.5 **Club Activities:**

- A. The sponsors of club activities shall complete the club semester report during November and May. The semester report will allow for the Director of Student Activities to communicate the impact of co-curricular clubs and activities to the Board of Education each January and June. The stipend/compensation for activities is determined by multiplying the BA, Step 1 salary amount on the teacher salary schedule by the number corresponding to the appropriate

stipend category and step as identified by the Coaching and Co-Curricular Activity Stipends Chart listed in Article XI, Section 16. The stipend category is determined by the estimated number of student contact hours each semester:

|            |                                |
|------------|--------------------------------|
| Category F | 100+ student contact hours     |
| Category G | 75 – 100 student contact hours |
| Category H | 40 – 74 student contact hours  |

No activity shall be discontinued during a semester by an advisor or the director of student activities unless by mutual agreement. If any club or activity is to be discontinued, prior notice shall be given that discontinuance will occur at the end of the semester.

- B. The assistant principal and director of student activities shall post in the principal's office during the month of September but no later than November 1, a list of all activities that shall remain posted for the entire school year. The list shall include the classification of activities. If there are changes in this list, in accordance with the provisions of this Agreement, such changes shall be made immediately on the posted lists.
- C. Additional activities will be permitted following submission of a charter outlining the purpose and activities of the new organization to the Principal and approved by the Board of Education.

11.6. **Experience Credit Policy:**

- A. A teacher beginning under contract at Morton High School District 201 will be allowed a maximum of ten (10) years with a bachelor's degree and seventeen (17) years with a master's degree for previous experience.
- B. The ten (10) or seventeen (17) years must be in the public high schools, with the following exceptions:
  - 1) Elementary and junior high school experience will be evaluated on the basis of the subjects and grades taught.
  - 2) Private or charter school experience may be considered. The teacher must have held a professional educator's license (PEL) to earn experience credit for private or charter school experience.
  - 3) College teaching experience may be accepted if approved by the Superintendent.
- C. A maximum of three (3) years of substitute teaching may be applied as experience credit toward the seven or ten years on the salary schedule. Substitute teaching is interpreted to mean full-time and continuous teaching of a given program for not less than a complete year at any one time and in the field for which the teacher is hired at Morton High School District 201.
- D. Summer school and night school teaching shall not be counted toward experience on the salary schedule.
- E. For teachers whose certification is based on professional experience, the District will grant one (1) year of experience credit for every one thousand six hundred (1,600) hours of field

experience in the content area they will be teaching, up to ten (10) years. This will apply to teachers hired starting with the 2021-2022 school year. Teachers with accredited industry licensure or certification in the subject they teach will be granted up to seventeen (17) years of experience and will be placed in the MA lane on the salary schedule.

- F. The District may offer a one-time lump sum signing bonus up to five percent (5%) of the base salary (BA Step 1) for hard to fill positions, starting with the 2021-2022 school year. Hard to fill positions are determined by the annual ISBE survey results. The signing bonus shall be paid at fifty percent (50%) upon completion of the first semester and fifty percent (50%) upon completion of the second semester.

11.7. **Military Service Experience Credit:** All staff members of District 201 employed in the future shall receive one (1) year of military experience credit for every year of full-time honorable active service in the Armed Forces of the United States not to exceed four (4) years total. The District 201 employment application shall include a request for full-time years of active honorable military service. Dishonorable military discharge renders a teacher ineligible for military service experience credit. This credit is to be granted regardless of whether the military service took place prior to or after said staff member embarked on a teaching career. This credit shall be granted at the time of the first employment contract offer and will be final.

11.8. Upon becoming a contractual member of the teaching staff, any person having substituted on a full-time basis shall be given full accumulated credit, provided no credit is allowed for time of less than one (1) year in length.

11.9. **Hiring practices:** Every new staff member, prior to being hired by District 201, shall be provided (in writing) with a description of the conditions of the staff member's employment at Morton which shall specify:

- A. The number of years of experience credit being extended and the rationale for arriving at the number of years.
- B. The staff member's teaching area, including department(s), tentative schedule and any co-curricular and extra-curricular activities that will be assigned to the staff member. A teacher cannot be required to supervise an extra-duty activity without remuneration.

11.10. Teachers may not advance beyond the sixteenth (16) step on the salary schedule without the Master's degree except for those previously advanced or frozen at the eighteenth (18) step.

A teacher who has been frozen on the salary schedule by virtue of this policy will be placed at the MA step seventeenth (17) on the salary schedule when the Master's degree has been obtained.

11.11. A regularly employed certificated staff member, upon submission of a letter to the Board prior to the end of the school year indicating the staff member's intent to retire at the end of that school year, shall become eligible for retirement pay. Such retirement pay is to be at the rate of one hundred dollars (\$100) for each year of recognized experience credit. This increment will apply only to service at Morton. This shall be paid in such a way that the amount can be credited to the staff member's salary reported to the retirement system. THIS PARAGRAPH ONLY APPLIES TO THOSE INDIVIDUALS WHO ARE NOT ELIGIBLE UNDER THE RETIREMENT PROGRAM IN ARTICLE XI, SECTION 17.

A person who presents evidence of having filed for a pension from the Illinois Teacher's Retirement System shall be defined as having retired; or on the present basis by which the Board recognizes retirement (which is twenty-five (25) years of service at Morton).

- 11.12. A regularly certificated staff member who retires for reasons of health under the disability provisions of the Illinois Teachers' Retirement System shall be eligible for retirement pay at the rate of one hundred dollars (\$100) for each year of recognized experience credit. The increment will apply only to service at Morton.
- 11.13. Regular staff members shall receive a receipt signed by their Assistant Principal each time the teacher substitutes. Payment for such service shall be made to the teacher no later than the second pay date after notification is received by the Business Office.
- 11.14. A teacher who is asked to cover for two (2) classes running concurrently shall receive substitute's pay for the second class. This includes areas of the school where teachers do not have a regularly assigned class load; for example, the library.
- 11.15. Full-time staff that is required to travel between buildings due to a split academic schedule shall be reimbursed \$200 per semester for travel.
- 11.16. **Coaching and Co-Curricular Activities Stipends Chart:** Each percent in the Coaching and Co-Curricular Activities Stipend Chart below shall be multiplied by step 3, lane 1 of the Base Salary to determine the stipend. Stipends will be paid in equal payments throughout the season for coaches and per semester for co-curricular activities, unless otherwise stated.

|    | <u>A/AA</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E/EE</u> | <u>F/FF</u> | <u>G</u> | <u>H</u> | <u>I</u> | <u>J</u> |
|----|-------------|----------|----------|----------|-------------|-------------|----------|----------|----------|----------|
| 1  | 0.125       | 0.114    | 0.104    | 0.094    | 0.073       | 0.0156      | 0.010    | 0.0078   | 0.005    | 0.021    |
| 2  | 0.125       | 0.114    | 0.104    | 0.094    | 0.073       | 0.0156      | 0.010    | 0.0078   | 0.005    | 0.021    |
| 3  | 0.125       | 0.114    | 0.104    | 0.094    | 0.073       | 0.0156      | 0.010    | 0.0078   | 0.005    | 0.021    |
| 4  | 0.156       | 0.141    | 0.130    | 0.118    | 0.089       | 0.0196      | 0.014    | 0.0094   | 0.006    | 0.026    |
| 5  | 0.156       | 0.141    | 0.130    | 0.118    | 0.089       | 0.0196      | 0.014    | 0.0094   | 0.006    | 0.026    |
| 6  | 0.156       | 0.141    | 0.130    | 0.118    | 0.089       | 0.0196      | 0.014    | 0.0094   | 0.006    | 0.026    |
| 7  | 0.156       | 0.141    | 0.130    | 0.118    | 0.089       | 0.0196      | 0.014    | 0.0094   | 0.006    | 0.026    |
| 8  | 0.168       | 0.153    | 0.140    | 0.127    | 0.097       | 0.0208      | 0.015    | 0.0104   | 0.007    | 0.028    |
| 9  | 0.168       | 0.153    | 0.140    | 0.127    | 0.097       | 0.0208      | 0.015    | 0.0104   | 0.007    | 0.028    |
| 10 | 0.187       | 0.170    | 0.156    | 0.140    | 0.107       | 0.0229      | 0.017    | 0.0114   | 0.008    | 0.031    |
| 11 | 0.187       | 0.170    | 0.156    | 0.140    | 0.107       | 0.0229      | 0.017    | 0.0114   | 0.008    | 0.031    |
| 12 | 0.212       | 0.194    | 0.177    | 0.159    | 0.124       | 0.0265      | 0.018    | 0.0133   | 0.0088   | 0.035    |

| Seasonal Stipends |                                                     |
|-------------------|-----------------------------------------------------|
| A                 | Boys/Girls Track (Indoor & Outdoor); B/G Basketball |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| B                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Football; Wrestling; Baseball; Softball                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| C                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | B/G Soccer; B/G Swimming; B/G Volleyball; B/G Rugby; Water Polo; Gymnastics; B/G Cross Country; B/G Tennis; B/G Bowling                                                                                                                                                                                                                                                                                                                                                                                       |
| D                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Badminton; B/G Golf; Cheerleading                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| E                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Band Director Assistant; Math Team; Chess Team; Color Guard Assistant; Drum Line Assistant; Speech Team; Pom Poms, Bass Fishing, E-Sports; Special Olympics Coordinator, Flag Football                                                                                                                                                                                                                                                                                                                        |
| <b>Semester Stipends</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| F                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Level 1 Co-Curricular Activities; Homecoming Director; Special Olympics Coaches and Scholastic Bowl<br><br>(Scholastic Bowl: In the case of actual preparation for competitive meets that require additional coaching, the advisors will receive an additional stipend of \$186 per event. Inasmuch as both advisors have equal status and responsibilities the \$186 stipend will be split equally. The status of this activity should be reviewed at the end of the year to examine any projected changes.) |
| G                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Level 2 Co-Curricular Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| H                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Level 3 Co-curricular Activities; Assemblies per semester; Senior Awards Night                                                                                                                                                                                                                                                                                                                                                                                                                                |
| I                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Level 4 Co-Curricular Activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| J                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Literary Magazine<br>Head Librarian                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| AA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | (This is a yearly stipend.)<br>Band – <i>1 release period &amp; A level stipend</i>                                                                                                                                                                                                                                                                                                                                                                                                                           |
| EE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | (Semester stipend)<br>Choir<br>Orchestra                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| FF                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | (Semester stipend)<br>Guitar                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Pay for Varsity Head Coach 100% of the lane pay.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Pay for Head Coach other levels, Assistant Varsity Coaches and Assistants for Performing Arts - 85% of the lane pay.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| Pay for Lower Level Assistant Coaches 75% of the lane pay. (Any coach who would receive a lesser compensation based on this contractual language would remain at their current compensation level until the salary schedule meets or exceeds what they are currently making).                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <p>Post Season Pay: Weekly compensation for post season pay would be based on an index in relation to new coaching salary, the number of weeks in the IHSA season would be used for the computation. Assistant coaches (A-E) would receive 75% of the lane pay. If teams or clubs advance in post-season competition, or teams, clubs, or classes attend a required event and are required to stay overnight with their team(s), club(s), or class(es), coaches/sponsors/teachers will receive the following stipend:</p> <p>Head Coach/Sponsor(s)/Teacher(s): \$175 per day</p> <p>Assistant Coaches: \$125 per day</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

\*The Superintendent may grant overnight pay for non-required events at their discretion on non-precedential basis.

Per Hour Rate of thirty dollars (\$30) for the following: Chaperone, Intramural Director, Co-Curricular Assignments, and Miscellaneous Approved.

Per Hour Rate of thirty-three dollars (\$33) or the following: Chaperone Supervisor.

- A. Each activity shall be required to maintain an average regular attendance of at least ten (10) students across the school year. If the club's members do not meet the average of ten (10) students, the club may be disbanded at the discretion of the Board for the following school year.
- B. Each activity shall have no more than one (1) paid sponsor unless there are more than thirty (30) students in average attendance across the school year or, in the alternative, if the Student Activities Director recommends an additional position based upon the need for additional paid sponsors.
- C. Each activity sponsor shall be required to maintain attendance logs of the activity meetings to demonstrate regular attendance. Regular attendance logs must be submitted by the last Friday of the month.
- D. Each activity shall be required to meet at least an average of two (2) times per month during the period between September and May.
- E. At the conclusion of the school year, the Activities Committee shall meet to discuss the continuation and/or discontinuation of current activities approved by the Board. The Activities Committee shall consist of the Superintendent (or designee), Athletic Director, Student Activities Director, all Building Principals (or designee), Union President (or designee), and a Union representative from each building. The District shall maintain its management right to determine the number of activities which are approved by the District.
- F. All activities shall be approved for the following school year no later than June 30<sup>th</sup> of each year. If an activity is approved without a sponsor, a sponsor may be approved upon a qualified applicant being chosen. Activity sponsors shall apply for the position upon each activity position being posted. Additionally, each new activity shall be considered and either approved or denied pursuant to this Agreement.
- G. Any squad that fulfills an interscholastic schedule must be supervised by a coach paid according to the Union-Board Agreement. No coach shall supervise two squads simultaneously without remuneration for both positions with the exception of cross country, tennis, gymnastics, badminton, water polo, track and golf.
- H. Student council advisors' recommendation may be weighted at 1.5 x the classifications with the approval of both the assistant principal and the director of student activities.
- I. Math Club advisors will receive club pay when not involved in preparing for special events (the off season time) as determined by prescribed contractual guidelines. In the case of preparing for events that require additional coaching, the head mathematics coach would receive a stipend of \$128 per event and \$64 per event not requiring coaching Assistant math

coaches will be paid at a rate of \$77 per each event requiring coaching. Examples of events requiring coaching are ICTM, West Suburban Gold Conference Math Contest and Morton Invitational. Those events not requiring coaching are the Illinois Math League Contest and the University of Illinois College Preparatory Test.

- J. Lifesaving/Lifeguarding Coaching teachers, in addition to their five instructional classroom assignments, shall provide up to six (6) hours of lifeguard student oversight. Duties shall include entering daily attendance, assigning semester grades and coordination with cooperating teachers who oversee lifeguard students during the up to four (4) week lifeguard instructional units. The annual stipend for these duties will be two thousand seven hundred dollars (\$2,700.00).

**K. Coaches - Language Governing**

- 1) Coaching contracts will be for one fiscal year.
- 2) Beginning placement on the salary schedule may include out-of-district experience as negotiated with the Assistant Superintendent-HR/PR.
- 3) Longevity on the salary schedule includes any and all accrued coaching experience earned in the District, except that starting with the 2017-2018 school year teachers with no in-District coaching experience or teachers who coach a new sport for the first time in the District shall receive one (1) year for each year of prior in-District coaching experience not to exceed a maximum of ten (10) years.
- 4) All coaches will be paid according to the salary schedule, which is a percentage of BA Step 3 of the Salary Schedule.
- 5) Qualifications for open coaching will be posted. Qualified Morton employees will be given preference in filling these positions.
- 6) Open coaching positions will be filled through a process that includes posting, interview, and final action by the Board of Education.
- 7) Coaches will be given a written summary of their duties and the evaluation instrument to be used. Coaches will know who their evaluator will be at the start of the contract.
- 8) Coaches will be evaluated in writing no later than forty-five (45) calendar days after the end of the official IHSA season. Evaluations will be confidential.
- 9) In the event that the School Board decides not to renew a coaching contract, the coach must be given written notification of this decision within sixty (60) calendar days of the official IHSA end of the season. Any reasons for non-renewal of a coaching contract will be confidential.
- 10) Head Coaches, when in season, shall develop a rotation for one coach to leave their building/classroom after their last student contact in order to travel to their game or practice areas to prepare for games and practices. The rotation schedule shall be

submitted to the Athletic Director no later than three (3) days after the start of the season.

- 11) Coaches who drive students to athletic games/events, exclusive of practices, that do not require a CDL license will be compensated at a rate of \$25 per event.

L. **Orientation of New Staff:**

The Board and the Union recognize the need to provide new teachers with an orientation of the unique requirements of the J. Sterling Morton High Schools:

- 1) To provide for orientation of new teachers a workshop prior to the opening of school for the fall semester;
- 2) All first (1<sup>st</sup>) year teachers shall be required to attend an orientation workshop of up to four (days) to be held prior to the open of school for the fall semester and shall be compensated at the rate of one hundred twenty-five dollars (\$125) per day;
- 3) All first (1<sup>st</sup>) year teachers must participate in eight (8) hours of additional professional development throughout their first (1<sup>st</sup>) school year of employment to be paid at the hourly curriculum rate with each session no less than two (2) hours in length and occurring at the conclusion of no more than four (4) workdays (not weekends or holidays) with the specific dates scheduled and announced to these teachers no later than the first student attendance day of the school year;
- 4) The Union may provide input in the Administration's planning of the orientation program, and will take the leadership role in mentoring teachers;
- 5) The Union shall have time allotted for its part of the workshop which will include explanation of rights and responsibilities of staff members under this Collective Bargaining Agreement and orientation to the school and community;
- 6) All second year teachers shall attend three (3) days of professional development prior to the start of the school year and shall be compensated at the rate of one hundred twenty-five dollars (\$125) per day.
- 7) Mentors for first year teachers shall receive one thousand five hundred (\$1,500) for fifty (50) hours of mentoring. Mentors for second year teachers shall receive seven hundred fifty dollars (\$750) for twenty-five (25) hours of mentoring. The one mentor coordinator who coordinates the second year of the program shall receive one thousand seven hundred fifty dollars (\$1,750). Payment will be made annually by the last paycheck of the school year.

The three (3) building mentor coordinators (East, West and Freshman Center) shall each receive the following stipends:

1-15 new teachers: \$2,750

16-30 new teachers: \$3,250

31+ new teachers: additional coordinator will be hired

- 8) Information and specific data regarding mentors, mentees and their activities will be shared between the mentor committee and the Superintendent or his/her designee at least monthly.

11.17. **Retirement Program for Morton High Schools:**

- A. 403(b) Matching Plan: Beginning with the year a teacher becomes tenured in the District, the Board will match each teacher's 403(b) contributions up to one percent (1%) of the teacher's annual base salary. District contributions will be paid on or before June 30<sup>th</sup> of each school year. In order to administer the 403(b) Matching Plan, the Board may employ the services of a third party.

B. **Retirement Contract:**

1. **Eligibility:**

- a. A retiree must have twenty (20) years full-time continuous employment in District 201 in a position requiring a teaching certificate (i.e. teacher, administrator, director, etc.) with at least three (3) consecutive years in District 201 immediately preceding retirement.
- b. A retiree must be eligible to retire at the end of the Morton Retirement Contract with a minimum of twenty (20) years of service credit at the age of fifty-five (55).
- c. The Retirement Contract is contingent upon the retiree's retirement not resulting in District 201 responsibility for any payment obligation (excess sick leave or salary increases in excess of six percent [6%], for example) to the Teachers' Retirement System.

2. **Terms:**

- a. Prior to January 1<sup>st</sup> of the school year, the retiree will notify the Superintendent in writing of his/her intent to retire at the end of that school year or in any of the subsequent three (3) school year-ends, constituting a one (1) to four (4) year retirement contract. The retiree will sign an irrevocable agreement to retire in June of the specified year.
- b. The Board will guarantee a six percent (6%) increase in base salary per year for the duration of the retirement contract, provided that if the retiree voluntarily quits a stipend position or is removed for cause, an appropriate adjustment may be made.
- c. The Board will pay the following benefits after receipt by the teacher of the final regular paycheck and last day of work.
  - i. Service bonus of \$750.00 per year of Morton service.

- ii. Accumulated sick days NOT used for service reimbursed at \$85 per day to a maximum of \$5,000.
  - iii. The Board will pay forty-five percent (45%) of any single or dependent insurance coverage through the Illinois Teacher's Retirement Insurance Program (TRIP) for five (5) years or until Medicare eligible, whichever first occurs. If the retiree has a dependent plan and the retiree dies before the five (5) years expire, the Board payment will continue for the full five (5) years for the spouse and any children under the age of twenty-six (26) covered under the TRIP plan at the time of the retiree's death. Board payment will be made on an annual basis after June 30 of each calendar year once proof of payment to TRIP is provided by the retiree to the District.
- d. For the duration of the retirement contract, the retiree agrees not to accept any extra pay or stipend positions that would increase their total TRS Creditable Earnings beyond the six percent (6%) cap or any future cap which would trigger a Board-paid penalty to TRS. To the extent that TRS allows exemptions to the six percent (6%) cap or any future cap which would trigger a Board-paid penalty to TRS the teacher will not be restrained from accepting such assignments. The retiree will not apply for a lane change for the duration of the retirement contract if that lane change would result in an employer penalty to TRS for excess salary increases. Retirees may accept additional stipends or extra pay assignments as long as the additional pay does not result in total TRS Creditable Earnings in excess of six percent (6%) or any future cap which would trigger a Board-paid penalty to TRS above the prior year's TRS Creditable Earnings.
  - e. For the duration of the retirement contract, the Board agrees not to assign the retiree to substitute or perform other duties requiring extra pay beyond the six percent (6%) cap on increases in TRS Creditable Earnings, or the maximum permitted by TRS.
  - f. For the duration of the retirement contract, all employees retiring under this retirement contract shall be capped and receive no more than a six percent (6%) salary increase, or the maximum amount permitted by TRS.
  - g. The Union and Board agree that the intent for adding the 403(b) Matching Plan to the retirement provision is to replace some or all of the end of career retirement payouts. The intent is that in successor agreements to this collective bargaining agreement, as the 403(b) Matching Plan increases the end of career payouts will decrease.

## ARTICLE 12

### Fringe Benefits

Except as otherwise qualified herein, all full time contractual teachers who are regularly assigned a minimum of four classroom teaching assignments a day shall receive the fringe benefits described herein.

All insurance is effective to August 31, except as follows:

- 12.1 Teachers resigning effective at the end of the school year will have premiums paid by the District for their health and dental participation through August of said year.
- 12.2 All other terminating teachers will be covered to the expiration date of the current payment as of their last day of work.

- A. **Tuition Reimbursement:** The Board shall reimburse each certified faculty member for documented costs of professional growth including costs to meet Illinois School Code re-certification requirements and lane change. The Superintendent or his/her designee must first approve such course and costs, but such approval may not be withheld except in cases where the documentation is incomplete, or the class(es) do not provide professional growth, re-certification needs or lane movement. Reimbursements will not exceed a total of nine hundred dollars (\$900) except in the case where reimbursement is toward classes to be applied toward an EL or Special Education endorsement, or toward a Master's degree in the Teacher's subject area, in which case the maximum reimbursement shall be increased to one thousand six hundred dollars (\$1,600) per year for the term of the Agreement. Upon evidence of completion and registration with ISBE of the EL or Special Education endorsement, or completion of Master's degree in the teacher's subject area, a Teacher shall receive an additional stipend of four hundred dollars (\$400) each year. Teachers who receive tuition reimbursement for an EL or Special Education endorsement must voluntarily remain in District 201 for a minimum of four (4) years after completion of the endorsement or reimburse the District for any tuition and stipends earned under this Article. A teacher will not need to reimburse the District for any tuition reimbursement if the teacher involuntarily leaves the District for any reason. Reimbursement requests may be submitted once per school year. Requests for reimbursement shall not be considered without receipt of evidence of satisfactory completion of the course(s). Any request for reimbursement must be submitted no later than the 20<sup>th</sup> day of the month for remuneration to be issued within three (3) days of the next regularly scheduled meeting of the Board.
- B. The Board agrees to provide teachers at Morton term life insurance and accidental death and dismemberment insurance in an amount equal to one times their base contractual salary rounded to the nearest \$1,000 with a minimum of \$20,000 and a maximum of \$50,000. Upon the attainment of age sixty-six (66) the face value of the policy is reduced thirty-five (35) per cent to age seventy (70) and fifty (50) percent at age seventy.

All life insurance terminates on the final day of employment at Morton or after one (1) year on disability.

All employees shall be given the opportunity to purchase additional amounts of insurance on a payroll deduction plan through Morton's group life carrier.

- 12.3. The Board shall provide teachers who have taught at least four (4) years at Morton with long term disability protection (salary continuation to age sixty-five (65) which will amount to benefits of sixty-five (65) per cent of the teacher's current gross salary coordinated with any other benefits (Illinois Teacher's Retirement System, Workman's Compensation, Social Security, etc.). An included feature of this coverage is a 90-day waiting period. Those faculty members over fifty-five (55) eligible to retire shall be excluded.

The Long Term Disability Insurance Plan, which features benefits of sixty-five (65) per cent of the teacher's current gross salaries, is subject to a maximum monthly indemnity benefit of \$3,000.

The parties hereto recognize the importance of the District's obligations to persons with disabilities under the Americans with Disabilities Act. To that extent, nothing in this agreement shall limit or otherwise interfere with actions by the District that are either taken to accommodate disabled employees as required by, or otherwise intended to comply with the ADA.

- 12.4. The Board will provide an employee with option 12.4.A or 12.4.B for Comprehensive Hospitalization Benefits.

A. **Comprehensive Hospitalization Benefits:** The Board will provide hospitalization, medical, and major medical coverage for the staff as follows:

- A. Ninety-four percent (94%) payment for single plan PPO BCO coverage.
- B. Eighty-nine percent (89%) payment for family plan PPO BCO coverage.
- C. Dependent child will retain coverage until they reach their 26th birthday (end of 25th year per contract cap).
- D. The employee's out of pocket expense for prescriptions is limited to \$10.00 per generic prescription, \$40 for formulary brand drugs, and \$60 for non-formulary brand drugs. Mail order copayment structure is \$20 for generic, \$80 for formulary brands and \$120 for non-formulary medications.

This coverage is to include:

Comprehensive PPO hospital benefits:

| <b><u>PPO</u></b>                           | <b><u>Tier 1</u></b> | <b><u>Tier 2</u></b> | <b><u>Tier 3</u></b>       |
|---------------------------------------------|----------------------|----------------------|----------------------------|
| Coinsurance                                 | 90%                  | 70%                  | 50%                        |
| Deductible: (Single / Family)               | \$500/\$1,500        | \$1,000/\$3,000      | \$2,000/\$6,000            |
| Total Out of Pocket: (Including Deductible) | \$1,500/\$4,500      | \$3,000/\$9,000      | \$6,000/\$18,000           |
| Copays Apply to the Out of Pocket           | Yes                  | Yes                  | Yes                        |
| Office Visit Copay:                         | \$25/\$50            | \$50/\$100           | Deductible, 50%            |
| Telehealth                                  | \$25                 | \$25                 | \$25                       |
| ER Copay:                                   | Deductible, 90%      | Deductible, 70%      | Deductible, 50%            |
| Inpatient Hospital                          | Deductible, 90%      | Deductible, 70%      | \$0 copay, Deductible, 50% |
| Outpatient Surgery:                         | Deductible, 90%      | Deductible, 70%      | Deductible, 50%            |

**B. Comprehensive Hospitalization Benefits:** The Board will provide hospitalization, medical, and major medical coverage for the staff as follows (options 3 and 4 available to teachers employed on or before July 1, 2024, only):

- 1) Ninety-eight percent (98%) payment for single plan HMO coverage.
- 2) Ninety-three percent (93%) payment of premium for HMO family insurance plan coverage.
- 3) Eighty-six percent (86%) payment for single plan PPO coverage.
- 4) Eighty-three percent (83%) payment for family plan PPO coverage.
- 5) Any employees enrolled in traditional PPO coverage after June 30, 2024 who switch to HMO or BCO may not return to traditional PPO coverage.
- 6) Dependent child will retain coverage until they reach their 26<sup>th</sup> birthday (end of 25<sup>th</sup> year per contract cap).
- 7) The employee's out of pocket expense for prescriptions is limited to \$10.00 per generic prescription, \$40 for formulary brand drugs and \$60 for non-formulary brand drugs. Mail order copayment structure is \$20 for generic, \$80 for formulary brands and \$120 for non-formulary medications.

Teachers employed on or before July 1, 2024 who switch from single PPO or BCO PPO to HMO health insurance coverage in any year of this Agreement shall receive a two thousand five hundred dollar (\$2,500) one-time payment by the second pay date in February of that school year, and a five-hundred dollar (\$500) one-time payment by the second pay date in February of the subsequent year.

Teachers employed on or before July 1, 2024 who switch from family PPO or BCO PPO to HMO health insurance coverage in any year of this Agreement shall receive a four thousand five hundred dollar (\$4,500) one-time payment by the second pay date in February of that school year, and a five-hundred dollar (\$500) one-time payment by the second pay date of the subsequent year.

Teachers employed on or before July 1, 2024 who switch from single PPO to BCO PPO health insurance coverage in any year of this Agreement shall receive a one thousand seven hundred fifty dollar (\$1,750) one-time payment by the second pay date in February of that school year.

Teachers employed on or before July 1, 2024 who switch from family PPO to BCO PPO health insurance coverage in any year of this Agreement shall receive a two thousand five hundred (\$2,500) one-time payment by the second pay date in February of that school year.

Teachers newly hired on or after July 1, 2024 who select HMO health insurance coverage in any year of this Agreement shall receive a one thousand dollar (\$1,000) one-time payment by the second pay date in February of that school year.

Teachers employed after July 1, 2024 who do not enroll in the district's health insurance, or current staff members who disenroll or are not enrolled in the district's health insurance will receive a two thousand five hundred dollar (\$2,500) annual payment.

One-time payments shall sunset effective June 30, 2027.

This coverage is to include:

**Comprehensive PPO hospital benefits:** Common semi-private room allowance (C.S.P.), (See letter A on page 60) under the family plan, and in- and out-patient diagnostic services, and pre-admission services and \$250 deductible per day for up to three (3) days for each inpatient hospital admission to a maximum of \$1,500 annually for an individual covered under PPO.

Any emergency room visit by an individual covered under either plan, PPO and HMO, shall require a payment of \$250 per visit.

**Surgical benefits:** Payment of all the usual and customary charges, and in- and out-patient diagnostic services.

**Maximum for hospitalization and doctor expenses:** maximum employee out of pocket expense of \$1,750; \$750 calendar year deductible per person (maximum three deductibles per family per year); 100% co-insurance for hospital; 80% co-insurance for medical and surgical; dependents covered until they reach their 26<sup>th</sup> birthday under the family plan.

Non-PPO hospital benefits are reduced by 20% and a higher out of pocket expense will apply.

All claims shall be subject to the right of reimbursement.

If a teacher dies, the spouse will be provided family plan coverage with Morton's health carrier, at no cost to the Board, for one year.

Any change in health insurance carrier requires that the coverage remains equivalent. The Union will be consulted prior to bid acceptance to verify that coverage remains equivalent.

The Board of Education and the MCU shall participate in an Insurance Committee. The Insurance Committee shall investigate proposed changes in insurance, monitor implementation, review cost containment and potential policies for possible consideration. The Insurance Committee is an advisory committee to the Board of Education. The Insurance Committee will be composed of equal numbers of MCU members appointed by the Union President and Board of Education representatives appointed by the Superintendent. The Insurance Committee will meet quarterly to make recommendations, if any, to the Board.

12.5. Prior to June 30, 2015, a teacher retiring before age sixty-five (65) who is not eligible under the Morton Retirement Plan has the option until the age of sixty-five (65) of retaining health insurance under the Morton Group Plan, at no cost to the Board. Premiums shall be paid one (1) year in advance.

12.6. The Board will provide dental benefit coverage as follows:

- A. One hundred (100) per cent payment for single plan coverage.
- B. One hundred (100) percent payment for family plan coverage less \$5 per month employee contribution.
- C. The terms of this coverage shall be as follows:

Deductible (annually)

\$50

|                                                                |         |
|----------------------------------------------------------------|---------|
| Maximum per year (annually)                                    | \$1,500 |
| Preventive (no deductible; part of maximum per year)           | 100%    |
| Primary (included in maximum per year)                         | 80%     |
| Major (included in maximum per year; dental implants included) | 50%     |
| Ortho Maximum (lifetime per family member)                     | \$1,500 |

**APPENDIX 1****2024-2025 SALARY SCHEDULE**

Teachers who are off the salary schedule or who have moved from Step 32 to off schedule status, but who are not in the retirement incentive, shall receive the same percentage annual increases as listed above for those on the Salary Schedule.

|           | <b>BA</b> | <b>BA+15</b> | <b>MA</b> | <b>MA+15</b> | <b>MA+30</b> | <b>MA+45</b> | <b>MA+60</b> |
|-----------|-----------|--------------|-----------|--------------|--------------|--------------|--------------|
|           | <b>1</b>  | <b>2</b>     | <b>3</b>  | <b>4</b>     | <b>5</b>     | <b>6</b>     | <b>7</b>     |
| <b>1</b>  | \$56,033  | \$57,237     | \$59,298  | \$61,255     | \$62,970     | \$64,934     | \$66,804     |
| <b>2</b>  | \$57,665  | \$58,904     | \$61,025  | \$63,039     | \$64,804     | \$66,826     | \$68,749     |
| <b>3</b>  | \$58,793  | \$60,056     | \$62,219  | \$64,272     | \$66,071     | \$68,133     | \$70,095     |
| <b>4</b>  | \$59,942  | \$61,232     | \$63,436  | \$65,529     | \$67,364     | \$69,465     | \$71,465     |
| <b>5</b>  | \$61,115  | \$62,429     | \$64,677  | \$66,811     | \$68,682     | \$70,824     | \$72,863     |
| <b>6</b>  | \$61,989  | \$63,321     | \$65,601  | \$67,766     | \$69,663     | \$71,836     | \$73,905     |
| <b>7</b>  | \$63,204  | \$64,564     | \$66,887  | \$69,095     | \$71,028     | \$73,245     | \$75,354     |
| <b>8</b>  | \$64,443  | \$65,829     | \$68,199  | \$70,450     | \$72,421     | \$74,680     | \$76,832     |
| <b>9</b>  | \$65,706  | \$67,120     | \$69,536  | \$71,831     | \$73,842     | \$76,145     | \$78,338     |
| <b>10</b> | \$67,525  | \$68,977     | \$71,460  | \$73,818     | \$75,884     | \$78,251     | \$80,506     |
| <b>11</b> | \$68,726  | \$70,204     | \$72,731  | \$75,132     | \$77,235     | \$79,643     | \$81,937     |
| <b>12</b> | \$72,273  | \$73,828     | \$76,492  | \$79,029     | \$81,248     | \$83,787     | \$86,208     |
| <b>13</b> | \$74,441  | \$75,305     | \$78,787  | \$81,400     | \$83,686     | \$86,300     | \$88,795     |
| <b>14</b> | \$76,674  | \$77,563     | \$79,578  | \$82,191     | \$84,477     | \$87,092     | \$89,586     |
| <b>15</b> | \$78,974  | \$79,890     | \$83,140  | \$85,754     | \$88,038     | \$90,654     | \$93,148     |
| <b>16</b> | \$81,343  | \$82,287     | \$84,441  | \$87,058     | \$89,673     | \$92,280     | \$94,889     |
| <b>17</b> |           |              | \$85,754  | \$88,365     | \$91,299     | \$93,916     | \$96,634     |
| <b>18</b> |           |              | \$87,058  | \$89,673     | \$92,931     | \$95,547     | \$98,374     |
| <b>19</b> |           |              | \$90,539  | \$93,148     | \$95,547     | \$99,677     | \$102,293    |
| <b>20</b> |           |              | \$94,025  | \$97,067     | \$99,677     | \$103,816    | \$106,642    |
| <b>21</b> |           |              | \$97,505  | \$100,988    | \$103,816    | \$107,939    | \$110,990    |
| <b>22</b> |           |              | \$100,988 | \$104,901    | \$107,939    | \$112,087    | \$115,349    |
| <b>23</b> |           |              | \$104,471 | \$108,823    | \$112,087    | \$116,213    | \$119,699    |
| <b>24</b> |           |              | \$107,939 | \$112,735    | \$116,213    | \$120,327    | \$124,048    |
| <b>25</b> |           |              | \$111,866 | \$116,654    | \$120,327    | \$124,484    | \$128,407    |
| <b>26</b> |           |              | \$115,788 | \$120,576    | \$124,484    | \$128,616    | \$132,534    |
| <b>27</b> |           |              | \$119,699 | \$124,484    | \$128,616    | \$132,755    | \$136,675    |
| <b>28</b> |           |              | \$124,475 | \$129,451    | \$133,748    | \$138,052    | \$142,129    |
| <b>29</b> |           |              | \$127,530 | \$132,324    | \$136,892    | \$141,023    | \$145,383    |
| <b>30</b> |           |              | \$131,451 | \$136,239    | \$141,023    | \$145,155    | \$149,514    |
| <b>31</b> |           |              | \$134,927 | \$140,157    | \$145,154    | \$149,295    | \$153,642    |
| <b>32</b> |           |              | \$139,281 | \$144,507    | \$149,295    | \$153,430    | \$157,784    |

## 2025-2026 SALARY SCHEDULE

In the 2025-2026 school year, only, by the second pay date of second semester, a one-time payment of \$950 to each bargaining unit employee who is employed by the district for the 2025-2026 school year and was employed by the district during the 2024-2025 school year.

|           | <b>BA</b> | <b>BA+15</b> | <b>MA</b> | <b>MA+15</b> | <b>MA+30</b> | <b>MA+45</b> | <b>MA+60</b> |
|-----------|-----------|--------------|-----------|--------------|--------------|--------------|--------------|
|           | <b>1</b>  | <b>2</b>     | <b>3</b>  | <b>4</b>     | <b>5</b>     | <b>6</b>     | <b>7</b>     |
| <b>1</b>  | \$57,322  | \$58,554     | \$60,662  | \$62,664     | \$64,418     | \$66,428     | \$68,340     |
| <b>2</b>  | \$58,611  | \$59,870     | \$62,026  | \$64,073     | \$65,867     | \$67,921     | \$69,877     |
| <b>3</b>  | \$60,318  | \$61,614     | \$63,832  | \$65,939     | \$67,785     | \$69,900     | \$71,912     |
| <b>4</b>  | \$61,497  | \$62,819     | \$65,081  | \$67,229     | \$69,110     | \$71,267     | \$73,319     |
| <b>5</b>  | \$62,699  | \$64,049     | \$66,354  | \$68,544     | \$70,463     | \$72,660     | \$74,753     |
| <b>6</b>  | \$63,927  | \$65,300     | \$67,652  | \$69,884     | \$71,841     | \$74,082     | \$76,215     |
| <b>7</b>  | \$64,840  | \$66,234     | \$68,619  | \$70,883     | \$72,868     | \$75,141     | \$77,305     |
| <b>8</b>  | \$66,111  | \$67,533     | \$69,964  | \$72,273     | \$74,296     | \$76,614     | \$78,821     |
| <b>9</b>  | \$67,407  | \$68,857     | \$71,337  | \$73,690     | \$75,753     | \$78,115     | \$80,366     |
| <b>10</b> | \$68,729  | \$70,208     | \$72,735  | \$75,135     | \$77,238     | \$79,648     | \$81,942     |
| <b>11</b> | \$70,631  | \$72,150     | \$74,747  | \$77,214     | \$79,375     | \$81,851     | \$84,209     |
| <b>12</b> | \$71,888  | \$73,433     | \$76,076  | \$78,588     | \$80,788     | \$83,307     | \$85,706     |
| <b>13</b> | \$75,597  | \$77,224     | \$80,010  | \$82,665     | \$84,985     | \$87,641     | \$90,173     |
| <b>14</b> | \$77,865  | \$78,769     | \$82,411  | \$85,144     | \$87,535     | \$90,270     | \$92,880     |
| <b>15</b> | \$80,201  | \$81,131     | \$83,239  | \$85,972     | \$88,363     | \$91,098     | \$93,707     |
| <b>16</b> | \$82,607  | \$83,565     | \$86,964  | \$89,699     | \$92,088     | \$94,824     | \$97,432     |
| <b>17</b> |           |              | \$88,325  | \$91,062     | \$93,798     | \$96,525     | \$99,254     |
| <b>18</b> |           |              | \$89,699  | \$92,430     | \$95,499     | \$98,236     | \$101,079    |
| <b>19</b> |           |              | \$91,062  | \$93,798     | \$97,206     | \$99,943     | \$102,900    |
| <b>20</b> |           |              | \$94,704  | \$97,432     | \$99,943     | \$104,262    | \$106,999    |
| <b>21</b> |           |              | \$98,350  | \$101,532    | \$104,262    | \$108,592    | \$111,548    |
| <b>22</b> |           |              | \$101,990 | \$105,634    | \$108,592    | \$112,904    | \$116,096    |
| <b>23</b> |           |              | \$105,634 | \$109,726    | \$112,904    | \$117,242    | \$120,655    |
| <b>24</b> |           |              | \$109,277 | \$113,829    | \$117,242    | \$121,559    | \$125,206    |
| <b>25</b> |           |              | \$112,904 | \$117,921    | \$121,559    | \$125,862    | \$129,754    |
| <b>26</b> |           |              | \$117,012 | \$122,020    | \$125,862    | \$130,211    | \$134,314    |
| <b>27</b> |           |              | \$121,114 | \$126,123    | \$130,211    | \$134,533    | \$138,630    |
| <b>28</b> |           |              | \$125,206 | \$130,211    | \$134,533    | \$138,862    | \$142,962    |
| <b>29</b> |           |              | \$130,201 | \$135,406    | \$139,900    | \$144,403    | \$148,667    |
| <b>30</b> |           |              | \$133,396 | \$138,411    | \$143,189    | \$147,511    | \$152,071    |
| <b>31</b> |           |              | \$137,497 | \$142,506    | \$147,511    | \$151,832    | \$156,392    |
| <b>32</b> |           |              | \$141,134 | \$146,605    | \$151,831    | \$156,162    | \$160,709    |

### 2026-2027 SALARY SCHEDULE

|           | <b>BA</b> | <b>BA+15</b> | <b>MA</b> | <b>MA+15</b> | <b>MA+30</b> | <b>MA+45</b> | <b>MA+60</b> |
|-----------|-----------|--------------|-----------|--------------|--------------|--------------|--------------|
|           | <b>1</b>  | <b>2</b>     | <b>3</b>  | <b>4</b>     | <b>5</b>     | <b>6</b>     | <b>7</b>     |
| <b>1</b>  | \$59,041  | \$60,310     | \$62,482  | \$64,544     | \$66,351     | \$68,421     | \$70,390     |
| <b>2</b>  | \$60,761  | \$62,067     | \$64,302  | \$66,424     | \$68,283     | \$70,413     | \$72,441     |
| <b>3</b>  | \$62,127  | \$63,462     | \$65,747  | \$67,917     | \$69,819     | \$71,997     | \$74,069     |
| <b>4</b>  | \$63,937  | \$65,311     | \$67,662  | \$69,895     | \$71,852     | \$74,094     | \$76,227     |
| <b>5</b>  | \$65,187  | \$66,588     | \$68,986  | \$71,262     | \$73,257     | \$75,543     | \$77,718     |
| <b>6</b>  | \$66,461  | \$67,892     | \$70,335  | \$72,656     | \$74,691     | \$77,020     | \$79,238     |
| <b>7</b>  | \$67,762  | \$69,218     | \$71,711  | \$74,077     | \$76,151     | \$78,527     | \$80,788     |
| <b>8</b>  | \$68,731  | \$70,208     | \$72,736  | \$75,136     | \$77,240     | \$79,649     | \$81,943     |
| <b>9</b>  | \$70,078  | \$71,585     | \$74,162  | \$76,610     | \$78,754     | \$81,211     | \$83,550     |
| <b>10</b> | \$71,451  | \$72,989     | \$75,617  | \$78,112     | \$80,298     | \$82,802     | \$85,188     |
| <b>11</b> | \$72,852  | \$74,420     | \$77,099  | \$79,643     | \$81,873     | \$84,427     | \$86,858     |
| <b>12</b> | \$74,869  | \$76,479     | \$79,232  | \$81,847     | \$84,138     | \$86,762     | \$89,262     |
| <b>13</b> | \$76,201  | \$77,839     | \$80,641  | \$83,303     | \$85,635     | \$88,305     | \$90,848     |
| <b>14</b> | \$80,133  | \$81,857     | \$84,811  | \$87,625     | \$90,084     | \$92,899     | \$95,584     |
| <b>15</b> | \$82,537  | \$83,495     | \$87,355  | \$90,253     | \$92,788     | \$95,686     | \$98,452     |
| <b>16</b> | \$85,013  | \$85,999     | \$88,233  | \$91,130     | \$93,664     | \$96,564     | \$99,329     |
| <b>17</b> |           |              | \$92,182  | \$95,081     | \$97,613     | \$100,514    | \$103,278    |
| <b>18</b> |           |              | \$93,624  | \$96,526     | \$99,426     | \$102,317    | \$105,209    |
| <b>19</b> |           |              | \$95,081  | \$97,975     | \$101,229    | \$104,130    | \$107,144    |
| <b>20</b> |           |              | \$96,526  | \$99,426     | \$103,038    | \$105,939    | \$109,074    |
| <b>21</b> |           |              | \$100,386 | \$103,278    | \$105,939    | \$110,518    | \$113,419    |
| <b>22</b> |           |              | \$104,251 | \$107,624    | \$110,518    | \$115,107    | \$118,241    |
| <b>23</b> |           |              | \$108,110 | \$111,972    | \$115,107    | \$119,678    | \$123,062    |
| <b>24</b> |           |              | \$111,972 | \$116,310    | \$119,678    | \$124,277    | \$127,895    |
| <b>25</b> |           |              | \$115,834 | \$120,658    | \$124,277    | \$128,852    | \$132,718    |
| <b>26</b> |           |              | \$119,678 | \$124,996    | \$128,852    | \$133,414    | \$137,539    |
| <b>27</b> |           |              | \$124,033 | \$129,341    | \$133,414    | \$138,023    | \$142,373    |
| <b>28</b> |           |              | \$128,381 | \$133,690    | \$138,023    | \$142,604    | \$146,948    |
| <b>29</b> |           |              | \$132,718 | \$138,023    | \$142,604    | \$147,194    | \$151,540    |
| <b>30</b> |           |              | \$138,013 | \$143,530    | \$148,294    | \$153,067    | \$157,587    |
| <b>31</b> |           |              | \$141,400 | \$146,716    | \$151,780    | \$156,361    | \$161,195    |
| <b>32</b> |           |              | \$145,747 | \$151,056    | \$156,361    | \$160,942    | \$165,775    |

**APPENDIX 2**  
**HOURLY RATE JOB**  
**SCHEDULE**  
**\$23/HOUR**

|                                                       |
|-------------------------------------------------------|
|                                                       |
| Ticket Sellers                                        |
| Ticket Takers                                         |
| Pass Gate Attendant                                   |
| Timekeeper/Scorekeeper/Announcer                      |
| Starter/Judges/Clerks                                 |
| Downers Marker Operator                               |
| Faculty Supervision (home)                            |
| Faculty Supervision (away)                            |
| Supervisor of Workers                                 |
| Scouting                                              |
| Photographer (home/1 game)                            |
| Photographer (away/1 game)                            |
| Combination Ticket Seller/Ticket Taker                |
| Invitational (all workers, morning & afternoon)       |
| Invitational (all workers, morning or afternoon only) |

|                                                  |                                                                                  |
|--------------------------------------------------|----------------------------------------------------------------------------------|
| *Above flat rate job schedule applies by sport - |                                                                                  |
| PER GAME:                                        | Football, Boys & Girls Soccer, Boys & Girls Basketball, Baseball, Softball       |
| PER MATCH:                                       | Golf, Boys & Girls Tennis                                                        |
| PER MEET (PER LEVEL):                            | Boys & Girls Volleyball, Girls Bowling, Girls Badminton, Boys & Girls Water Polo |
| PER MATCH/MEET/TOURNAMENT:                       | Wrestling                                                                        |
| PER COMPETITION:                                 | Cheerleading, Pom Poms                                                           |
| PER INVITATIONAL:                                | Boys & Girls Track                                                               |

**ADDITIONAL SEMESTER REMUNERATIONS**

|                                                                                                                                               |                                    |                  |                  |
|-----------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|------------------|------------------|
| Stipends, unless otherwise indicated, will increase by the same base percentage increase as salaries each year for the term of this contract. |                                    |                  |                  |
| Yearbook Advisor                                                                                                                              | 1/6th overload or 1 release period |                  |                  |
| Newspaper Advisor                                                                                                                             | 1/6th overload or 1 release period |                  |                  |
|                                                                                                                                               |                                    |                  |                  |
| <b>PER ASSIGNMENT:</b>                                                                                                                        | <b>2024-2025</b>                   | <b>2025-2026</b> | <b>2026-2027</b> |
| Auditorium Manager/Tech Director                                                                                                              | 1 release period                   |                  |                  |
| IHSA Play Director/Winter Production                                                                                                          | \$3,526.40                         | \$3,688.61       | \$3,909.93       |
| IHSA Play Tech Director/Winter Production                                                                                                     | \$2,911.22                         | \$3,045.13       | \$3,227.84       |
| IHSA Reader's Theater Director/Winter Production                                                                                              | \$3,526.39                         | \$3,688.60       | \$3,909.92       |
| Musical Production Director                                                                                                                   | \$3,806.80                         | \$3,981.91       | \$4,220.83       |
| Musical Production Tech Director                                                                                                              | \$3,135.52                         | \$3,279.76       | \$3,476.54       |
| Properties Manager                                                                                                                            | \$2,958                            | \$3,094.07       | 3,279.71         |
| Review Production Director                                                                                                                    | \$3,358.12                         | \$3,512.60       | \$3,723.35       |
| Review Production Tech Director                                                                                                               | \$2,799.03                         | \$2,927.78       | \$3,103.45       |
| Student Handbook Advisor                                                                                                                      | \$234.87                           | \$245.68         | \$260.42         |
| Tech Director                                                                                                                                 | \$2,799.03                         | \$2,927.78       | \$3,103.45       |

|                                                         |                                |                   |                   |
|---------------------------------------------------------|--------------------------------|-------------------|-------------------|
| Print Production (per semester)                         | \$2,292.55                     | \$2,398.00        | \$2,541.88        |
|                                                         |                                |                   |                   |
| <b>PER HOUR:</b>                                        | <b>2024 - 2025</b>             | <b>2025- 2026</b> | <b>2026- 2027</b> |
| Class Substitution                                      | \$38.56                        | \$40.34           | \$42.76           |
| Curriculum Work                                         | \$30.89                        | \$32.31           | \$34.25           |
| Driver's Education                                      | \$43.21                        | \$45.19           | \$47.90           |
| Guidance                                                | 1/1,138 times salary schedule  |                   |                   |
| Homebound Instructor                                    | \$38.56                        | \$40.34           | \$42.76           |
| LAPDC                                                   | \$30.89                        | \$32.31           | \$34.25           |
| SIP - 1500 hrs/building (major campus) or<br>20% CSR gr | \$30.89                        | \$32.31           | \$34.25           |
| Registration                                            | \$18.24                        | \$19.08           | \$20.23           |
| Saturday Supervision                                    | \$35.51                        | \$37.14           | \$39.37           |
| Test Monitor                                            | \$35.51                        | \$37.14           | \$39.37           |
| Theater Manager - Outside Activities                    | 1 and 1/2 times substitute pay |                   |                   |
| Theater Production Manager                              | \$38.56                        | \$40.34           | \$42.76           |
| Theater Production Manager Assistant                    | \$38.56                        | \$40.34           | \$42.76           |
| Work Study Coordinator                                  | 1/1,138 times salary schedule  |                   |                   |

|                                                                                                                                              |                                       |                                       |                                       |
|----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| Interpreting during meeting (IEP meetings, parent meetings, assemblies, etc)-rounded up to the nearest half hour                             | 1/185 of salary divided by 6 per hour | 1/185 of salary divided by 6 per hour | 1/185 of salary divided by 6 per hour |
| Summer Camp                                                                                                                                  | \$34.14                               | \$35.71                               | \$37.86                               |
| Summer Camp Supervisor (1 coach per 15 paid students, after 45 students the head coach or designee will be paid at a supervisor higher rate) | \$37.08                               | \$38.78                               | \$41.11                               |
|                                                                                                                                              |                                       |                                       |                                       |
| <b>SUMMER SCHOOL/NIGHT SCHOOL (60 HOURS EACH):</b>                                                                                           |                                       |                                       |                                       |
| Night School (per course)                                                                                                                    | \$2,546.92                            | \$2,664.07                            | \$2,823.92                            |
| Summer School (per session)                                                                                                                  | \$2,546.92                            | \$2,664.07                            | \$2,823.92                            |