

TENTATIVE AGREEMENT TEACHERS' CONTRACT 2025-2027

We are pleased to report that we have a proposed settlement with the Teachers of School District 742. The proposed contract, if adopted, would represent a total settlement cost within the budgeting parameters established by the School Board for settlement with this employee group.

In considering and comparing the cost of settlement packages in our various bargaining and employee groups, it is important to note that costing percentages are composed of the sum of lane improvement, longevity, step improvement, salary schedule improvement, insurance and retirement contributions. Further, in addition to board authorized monies for contract settlement, employee groups may realign existing monies within their contract to achieve a tentative agreement.

This bargaining unit represents 887.01 FTE and approximately 901 employees

Year One:

- Steps for Eligible Teachers (0-4.75% increase per teacher depending on current step and lane placement – 10 total steps)(19.1% of total year one allocation)
- 2.00% increase on the Regular Salary Schedule and on the High School Extracurricular Salary Schedules retroactive to September 1, 2025
- Increase District Insurance Contribution to Single Plans to \$640.00 per month effective October 1, 2025
- Caps on the Single EME Contribution (\$945.44/month) and the Family EME Contribution (\$2,181.90/month)
- Beginning January 1, 2026, add Paid Family and Medical Leave Statutory Contribution of .44% of wages
- Increase the hourly rate from \$40/Hour to \$42/Hour effective April 1, 2026
- Stipend rate for summer professional development work moves from \$140 per day and \$70 per half day to \$170/\$85 respectively effective April 1, 2026
- Realign PT positions to MA+40 Lane for those with MA degree or greater
- Add College in the School Stipends of \$250 per trimester

Year Two:

- Steps for Eligible Teachers (0-4.75% increase per teacher depending on current step and lane placement – 10 total steps)(21.7% of the total year two allocation)
- 1.50% increase on the Regular Salary Schedule and on the High School Extracurricular Salary Schedules
- Increase longevity from \$1,000 to \$1,250 (12-14 years), from \$3,000 to \$3,250 (15-19 years) and from \$6,000 to \$6,275 (20+ years)
- Increase District Insurance Contribution to Single Plans to \$660.00 per month effective October 1, 2026
- Increase District Insurance Contribution to Family Plans to \$1,193.00 per month effective October 1, 2026
- Add District Contribution to Single TMT to \$980.00 per month and to Family TMT to \$2,265.00 per month

Total 2-Year Cost: 8.82%

Scheduled for Board Approval: March 11, 2026