

MASTER CONTRACT

between

Bradley Elementary Education Association

Local 4419, IEA – NEA

and

Board of Education

Bradley Elementary School District No. 61

Kankakee County, Illinois

2026-2027 through 2028-2029

Bradley Elementary School District No. 61

ARTICLE I PREAMBLE

- 1.1 This Agreement, between the Board of Education of District No. 61, Kankakee County, Bradley, Illinois and the Bradley Elementary Education Association, IEA-NEA, incorporates a number of understandings which derive from the parties' mutual belief that each pupil is entitled to an education of the highest quality and that the parties, respectfully, have the public duty and professional responsibility to strive to further improve and enhance said principle.

ARTICLE II RECOGNITION

- 2.1 The Board of Education of District No. 61 recognizes the Bradley Elementary Education Association, IEA-NEA, as the sole and exclusive collective bargaining agent for the regularly employed, contractual, full and part time teaching personnel of the district (employee). This representation is exclusive of the Superintendent of the district, principals, assistant principals and any other administrative or supervisory personnel having the authority to hire, transfer, assign, promote, evaluate, discharge or discipline other employees of having the responsibility to make other recommendations thereon. Excluded also are substitute personnel.

ARTICLE III NEGOTIATIONS PROCEDURES

- 3.1 The Board of Education agrees to participate in good faith in negotiations with the duly designated representative of the Bradley Elementary Education Association, IEA-NEA.
- 3.2 Both parties agree to abide by the provisions of the Illinois Educational Labor Relations Act.
- 3.3 Good faith is defined as a mutual responsibility of the Board and the Association to deal with each other openly and fairly with the intent to reach agreement on negotiable items.
- 3.4 The Board will appoint a committee, no member of which shall be a member of the recognized bargaining unit, to meet with the Association representative.
- 3.5 The Association will also appoint a committee to meet with the Board committee.
- 3.6 Both parties agree to confer and commence negotiations no later than March 1 of the school year in which this contract terminates, to propose, discuss and negotiate in good faith by and through each appointed committee. If agreement is not reached on all items by August 1, either party may declare to the other in writing that an impasse exists. If an impasse is so declared, the parties may by mutual agreement, submit the matter to federal mediation through the Federal Mediation and Conciliation Service.
- 3.7 During negotiations, the agreed upon material shall be prepared for the Board and the Association and signed prior to the adjournment of the meeting at which agreement was reached.

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- 3.8 When the Association and the Board reach tentative agreement on all matters being negotiated, they will be reduced to writing and submitted for consideration to the Board of Education and the Bradley Elementary Education Association for ratification.
- 3.9 It is the mutual responsibility of the Board and the Association to confer upon the respective representatives the necessary power and authority to make proposals, consider proposals and make counter proposals in the course of negotiations and to attempt to reach tentative agreement for consideration of the Board of Education and the Bradley Elementary Education Association, IEA-NEA, for ratification.

ARTICLE IV ADMINISTRATION OF CONTRACT

- 4.1 Representatives of the Association and the Superintendent shall meet monthly to review the administration of the contract and to resolve any problems that may arise. These meetings are not intended to by-pass the grievance procedure. Should such a meeting result in a mutually acceptable amendment to the contract, the amendment shall be reduced to writing, ratified by the members of the Association and the Board of Education, signed and added to the contract.

ARTICLE V GRIEVANCE PROCEDURES

5.1 DEFINITIONS

- A. Any claim by the Association or an employee that there has been a violation or misapplication of the terms of this Agreement, or a violation, misrepresentation, or misapplication of written Board of Education Policies which are applicable to the Association or employee shall be a grievance.
- B. All the time limits consist of school days. Except when a grievance is submitted fewer than (10) days before the close of the current school term, then time limits shall consist of all weekdays. In order to be considered, a grievance must be filed within twenty (20) days of the occurrence being grieved or within twenty (20) days having reasonable knowledge thereof.

5.2 PROCEDURES

When requested by the employee, an Association representative (BEEA member) may accompany the employee to assist in the resolution of the grievance. The parties hereto acknowledge that it is most desirable for an employee and the employee's immediate supervisor to resolve problems through free and informal communication. If, however, the informal process fails to satisfy the grievant, a grievance may be processed as follows:

STEP 1: The grievant shall present the grievance in writing using the appropriate form to the immediately involved supervisor, who will arrange for a meeting to take place within four (4) days after the receipt of the grievance. The grievant and the immediately involved supervisor shall be present for the meeting, at the request of the grievant; an Association representative may be present. Within two (2) days of the meeting, the grievant shall be provided with the supervisor's written response, including reasons for the decision.

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STEP 2: If the grievance is not resolved at Step 1, then the grievant may refer the grievance to the Superintendent or his official designee within six (6) days after the receipt of the Step 1 answer or within eight (8) days after the Step 1 meeting, whichever is later. The Superintendent shall arrange with the grievant and/or the Association representative for a meeting to take place within five (5) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within four (4) days of the meeting, the grievant shall be provided with the Superintendent's written response, including reasons for the decision.

STEP 3: If the grievant is not satisfied with the grievance at Step 2, or the time limits expire without the issuance of the Superintendent's written reply, the grievance may be submitted to the Board of Education. The Board may hear the grievance to Step 4. In the event that the Board decides to hear the grievance, the President of the Board shall arrange for a meeting to take place with the grievant and/or Association representative within twenty (20) days of the receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to determine pertinent facts to the grievance. Upon conclusion of the hearing, the President of the Board shall have eight (8) days in which to provide the written decision of the Board with reasons to the grievant.

STEP 4: If the grievant is not satisfied with the disposition of the grievance at Step 3, or the time limits expire without issuance of the Board's written reply, or the Board chooses not to hear the grievance, the grievant and Association may submit the grievance to final and binding arbitration as provided in the ILLINOIS EDUCATIONAL LABOR RELATION ACT. If a demand for arbitration is not filed within thirty (30) days of the date for the Step 3 answer, then the grievance shall be deemed withdrawn. Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator, which was not previously disclosed to the other party. The arbitrator shall have no power to alter the terms of the Agreement.

5.3 BYPASS TO SUPERINTENDANT

If the grievant and the Superintendent agree, Step 1 of the grievance procedure may be bypassed and the grievance brought directly to Step 2.

5.4 CLASS GRIEVANCE

A class grievance involving one or more employees or one or more supervisors, and grievances involving an administrator above the building level may initially be filed by the Association at Step 2.

5.5 ASSOCIATION PARTICIPATION

The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any level at the request of the grievant, and no employee shall be required to discuss any grievance if the Association's representative is not present.

5.6 COOPERATION

The Board, administration and Association shall cooperate in the investigation of any grievance.

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5.7 NO REPRISALS CLAUSE

No reprisals shall be taken by the Board or administration against any employee because of the employee's participation in the grievance.

5.8 RELEASED TIME

Should the Board or administration require investigation or processing of any grievance which in turn requires that an employee or an Association representative be released from their regular assignment, the employee or Association representative shall be released from their regular assignment without loss of pay or benefits. This does not apply to disciplinary suspensions.

5.9 FILING OF MATERIALS

All records relating to a grievance shall be filed separately from the personnel files of the employee.

5.10 GRIEVANCE WITHDRAWAL

A grievance may be withdrawn at any level without establishing precedence.

ARTICLE VI ASSOCIATION RIGHTS

6.1 ASSOCIATION BUSINESS

Reasonable requests for access by Association representatives to work areas of professionals represented by the Association will be granted by the administration provided that no interference with the instructional program would be occasioned by the granting of such requests and provided all visitors notify the Superintendent's office of his/her designee before proceeding to their ultimate destinations. The Association may use faculty mailboxes for a reasonable volume of appropriate announcements relating to the conduct of the negotiating agent or business of the negotiating committee.

The Association may hold closed general membership business meetings on school district property provided such meetings in no way interfere with any aspect of the instructional program. The time and place for such meetings to be approved by the Superintendent and also provided that such meetings entail no additional maintenance or custodial expense to the district.

The Association may hold closed building membership meetings for respective building members and Association officers and representatives on school district property provided such meetings in no way interfere with any aspect of the instructional program. The time and place for such meetings to be approved by the respective building principal or the Superintendent and also provided that such meetings entail no additional maintenance or custodial expense to the district. Emergency meetings in addition to the aforementioned may in like manner be held on school district property during negotiation periods, subject to the approval of the Superintendent. Approval for such meetings shall not be unreasonably withheld.

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6.2 FAIR SHARE AGREEMENT

The parties agree that Article 6.2 is currently not in effect due to the U.S. Supreme Court decision in *Janus*. This Article shall remain unenforceable unless and until the *Janus* decision is reversed, and Fair Share becomes legal again in public sector contracts.

Each employee, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this agreement, whichever is later, shall join the Association or pay a fair share fee to the Association consisting of an amount equal to the dues uniformly required of members of the Association, including local, state and national dues.

- A. In the event that the employee does not pay his/her fair share directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share from the wages of the non-member. The deductions may be made as are those members as provided for elsewhere in this agreement.
- B. Such fees shall be paid to the Association by the Board no later than ten (10) days following the deduction.
- C. If said non-member files a formal religious objection, the withheld amount shall be donated to a mutually agreed upon charity, as provided by IEA-NEA guidelines.
- D. In the event of any legal action against the employer brought in court of law or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
 - a. The employer gives immediate notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires, and
 - b. The employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and appellate levels. The Association agrees that in any action so defended, it will indemnify and hold harmless the employer from any liability for damages and costs imposed by a final judgement of a court or administrative agency as a direct consequence of the employer's compliance with this Article. It is expressly understood that this save harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by the Article.

6.3 ASSOCIATION DUES

Any employee may sign and deliver to the Board an authorization deduction form for annual BEEA, and IEA/NEA dues deduction. The Association shall provide the District Bookkeeper, in writing, the total amount of annual and monthly dues on or about August 31. Such written authorization shall continue in effect unless cancelled.

6.3.A. DUES DEDUCTION – The Board will deduct local dues from each paycheck on September 15 and 30. IEA-NEA dues will be deducted from each paycheck in accordance with the initial membership enrollment.

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6.3.B. REMITTANCE – The Board shall remit at each pay period to IEA/NEA and a receipt of payment to the Membership Chair of the Association the total amount of money deducted for the month. Such remittance will be accompanied by a listing of the names of teachers from whose salary the dues were deducted.

6.3.C. INDEMNIFICATION – The Association agrees to indemnify and hold the Board harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the Board for the purpose of complying with any of the provisions of this Article.

6.4 ASSOCIATION LEAVE

Should the Association send representatives to local, state or national conferences, these representatives shall be excused without loss of salary providing that the Association reimburse the district for the cost of the substitute(s). A written notice for leave shall be submitted to the Superintendent by the President of the Association at least two weeks prior to such leave. Such leave is subject to availability of qualified substitutes. No more than two representatives may be excused at once and a total of eight (8) school days may be used by the Association during a given school term with the exception of conducting union business in the district during the school day.

6.5 DISTRICT CALENDAR

The Executive Committee of the Association shall meet with the Superintendent to comment on the proposed school calendar prior to the final action by the Board of Education.

6.6 PERSONNEL FILE

Employees have the right to inspect their personnel files which are located at the District Office. Such inspection is subject to current Illinois law.

- A. Right to Review – Each teacher shall have the right, upon reasonable advance notice, to review the contents of his/her permanent personnel file. However, such review shall not be inconsistent with the performance of his/her duties or inconsistent with regular business hours. Such inspection shall take place only in the presence of an Administrator or administrative designee. The teacher may be accompanied at such review by a representative of the Association. Nothing shall be permanently removed from the personnel file except with the mutual consent of the teacher and of the Board. The teacher will be notified in advance of such removal of item(s) from his/her personnel file.
- B. Access to Personnel File – Access to personnel files shall be limited to the teacher, to authorized administrative personnel, and authorized representatives of the Board. This does not preclude Board use of material from personnel files when the material is pertinent to any action taken or contemplated by the Board as determined by the Superintendent.
- C. Information to Association – Upon written request from the Association President or his/her designee, the Board shall make available to the Association information and reports which are prepared for public distribution. Nothing herein shall require the Board and/or the

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Administration to conduct any research and/or assemble special documents for the Association. In addition, the Board shall provide the Association President with on-line access and/or electronic copies of the approved minutes of all Board meetings as soon as they are posted (except minutes of closed meetings which have not been cleared for public display). The Board also agrees to furnish the Association available information concerning the financial resources of the District.

6.7 EMPLOYEE DISCIPLINE

Discharge, demotion, or other involuntary change in the employment status of a certified employee shall be for just cause or for reasons as stated in the *Illinois School Code*. The Board reserves the right to issue Notices to Remedy and/or to dismiss or non-renew certified employees in accordance with the *Illinois School Code* and applicable law. The Board's decision to issue a Notice to Remedy, and/or to dismiss or non-renew certified employees shall not be subject to the arbitration provisions of the grievance procedure. However, whether the Board complied with applicable procedural requirements in connection with such decisions shall be subject to the grievance-arbitration procedure.

ARTICLE VII LEAVES

7.1 SICK LEAVE

- A. Sick leave shall be used for personal illness, mental or behavioral health complications, the illness of family, connection with the birth, adoption, or placement for adoption of a child as provided in Section 24-6 of the School Code (105 ILCS 5/24-6). Unused sick days shall accumulate up to 340 days. Family is defined as including but not limited to: an employee's child, stepchild, spouse, domestic partner, siblings, parents, parent in law, grandchild, grandparent, stepparent, brother-in-law, sister-in-law, and a person under the employee's legal guardianship.
- B. At the beginning of each school year, each employee shall be credited with sick leave as follows:

Years 1-14 = 12 days and Years 15+ = 15 days

Employees hired on or before the first day of the 2000-2001 school year shall be credited with 20 sick leave days annually.

The Board shall calculate and maintain a record of the number of unused sick days each year beyond the above stated amount.

Consistent with Section 24-6 of The School Code, the District may require a medical note for an employee who utilizes three (3) or more consecutive sick leave days.

Temporary Disability – When illness would seem to eventually deplete the accumulated sick days, the employees should prepare such forms as needed to apply to T.R.S. for temporary/permanent disability three weeks prior to the use of the last sick day. Leave of absence from the school district should also be applied for at that time. These actions are to ensure disability benefits from T.R.S. to begin the day after the final sick day has been used. The approved leave will insure the employee of his/her position with the district during the duration of a temporary disability leave.

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7.2 PERSONAL LEAVE DAYS

In addition to the sick leave, each employee shall be credited with three (3) days of personal leave. No more than two (2) personal leave days may be used consecutively. If such personal days are not used during the school year, they may accumulate as sick leave days. Personal days are not accumulated.

- A. Three days may be taken without giving a reason.
- B. Personal leave days are used solely for personal matters that cannot reasonably be scheduled outside of the normal workday through no fault of the employee.
- C. Two days' notice is required when such leave is request in case of emergency.
- D. Request for personal leave days is to be made to the building principal.
- E. Personal leave days cannot be taken just before or after a holiday except in the case of emergency. In case of an extraordinary situation, an exception could be made at the discretion of the Superintendent. Such exceptions would not necessarily set precedence.

7.3 PROFESSIONAL LEAVE DAYS

Each employee may submit a request to attend professional conferences, meetings, or workshops. At least one week's notice, in writing, shall be given by the employee. If approved by the Superintendent, day(s) will be taken with full pay and approved reimbursement for expenses incurred will be paid by the district.

7.4 BEREAVEMENT DAYS

Any employee who suffers the loss of family member by death is entitled to use bereavement days in order to meet family obligations without loss of pay. No employee will be allowed to use more than five (5) paid bereavement days per incidence for a death of a family member.

Family member is defined as including but not limited to: an employee's child (including a miscarriage or stillbirth), stepchild, spouse, domestic partner, siblings, parents, parent-in-law, domestic partner of parent, grandchild, grandparent, stepparent, brother-in-law, sister-in-law, and a person under the employee's legal guardianship.

In the event of a death of the employee's grandparent-in-law, aunt, uncle, niece, or nephew, the employee shall be granted two (2) days off with pay.

If additional days are necessary to meet family obligations, the employee may use sick leave or personal leave days. These bereavement days will not be allowed to accumulate. No compensation will be given for unused bereavement days.

7.5 SABBATICAL LEAVE OF ABSENCE

Provided members apply, are qualified, and approved by the Board, sabbatical leaves shall be granted to employees in accordance with and subject to the provisions of Section 5/24-6.1 of the Illinois School Code.

7.6 FAMILY MEDICAL LEAVE ACT

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Nothing herein shall be construed to preclude eligible teachers from exercising their rights under the Family Medical Leave Act consistent with the policies adopted by the Board. A minimum of a thirty (30) day written notice to the Superintendent is required before a foreseeable FMLA leave is to begin.

Family and Medical Leave is available in one or more of the following instances:

1. the birth and first-year care of a child, provided the leave is completed no later than twelve (12) months after the birth of the child;
2. the adoption or foster placement of a child, provided the leave is completed no later than twelve (12) months after the placement of the child;
3. the serious health condition of a teacher's spouse, parent, or child; and
4. the teacher's own serious health condition that makes the teacher unable to perform the functions of the job.

The total FMLA leave cannot exceed twelve (12) weeks in any twelve (12) month period, as calculated under the rolling forward period measured from the date a teacher's first FMLA leave begins. The next twelve (12) month period for such teacher would begin the first time the FMLA leave is taken after completion of any previous twelve (12) month period.

Any teacher qualifying for FMLA leave will be required, when applicable, to concurrently use any accumulated sick leave. Any leave, whether paid or unpaid, taken for an FMLA qualifying reason, shall be deducted from a teacher's total FMLA leave.

7.7 JURY SERVICE

Teachers who are required to serve on jury duty during the school year shall receive full salary during the period of such service and shall reimburse the District for all compensation received from the court other than expenses.

7.8 MILITARY LEAVE

Military leave shall be granted pursuant to applicable law. Salary and benefits shall be provided as accorded by law.

ARTICLE VIII WORKING CONDITIONS

8.1 SCHOOL DAY

Employees shall maintain a 7.5-hour workday that includes a duty-free lunch period and preparation time as defined below:

1. Lunch – Employees shall have a duty-free lunch period of no less than thirty minutes on days that school is in session.
2. Preparation time is defined as regularly scheduled time during the school day for the purpose of preparing for daily responsibilities including, but not limited to, planning lessons, grading formative and summative assessments and assignments for the purpose of designing individual classroom instruction, and analyzing student data relevant to the teacher's classroom responsibilities. Employees

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shall not be directly involved with teaching classes, supervisory assignments, and PLC responsibilities during preparation time within the hours of student attendance.

- a. For grades Pre-K through 5: preparation time shall consist of no less than 225 minutes per week for a normal five-day work week. On regular full school days, at least one block of preparation time shall be 30 minutes during the hours of student attendance.
 - b. For grades 6-8: preparation time shall consist of no less than 225 minutes per week for a normal five-day work week. Employees shall receive planning time equal to a regular class period on days that school is in session.
3. Professional Learning Community (PLC) is defined as a regularly scheduled meeting with a SILT team leader and/or administration for the purpose of discussing items including, but not limited to, discussing student data, professional literature, developing curriculum and assessments, or working collaboratively to improve their teaching skills and the academic performance of their students. Collaborative groups may include, but are not limited to, team, grade level, subject area, department and instructional support.

Building administrators will endeavor to make an agenda available to participating members at least one (1) day prior to a PLC meeting. Building administrators will endeavor to publish a schedule of PLC meetings at least two (2) weeks prior to the start of each trimester. PLC meetings shall be scheduled within the contractual workday, but not during preparation time when students are in attendance. In the event a PLC meeting needs to be rescheduled, employees will be notified via e-mail as soon as practicable.

The District shall provide the Association with a tentative calendar for the PLC meetings at the start of each school year for input and discussion.

4. Support Service Meetings – Every effort will be made to not schedule Individualized Education Plan (IEP) and Problem-Solving Team (PST) meetings during lunch periods. If the scheduling conflict cannot be avoided, in regards to an employee's lunch time, the employee may fill out a timesheet to be compensated for the employee's missed lunch time.
5. IEP/504 WORKDAYS

Special education teachers with IEP and/or 504 caseloads may request an IEP/504 workday to complete paperwork in the district. IEP work days shall be requested at least five (5) working days in advance to both the special education administrative assistant and building administrative assistant to arrange for a substitute. All requests for use of an IEP/504 workday are subject to administrative approval.

IEP/504 workdays will be allotted annually per caseload numbers as follows:

- Up to one (1) paperwork day for a caseload with three (3) to ten (10)
 - Up to two (2) paperwork days for a caseload with eleven (11) or more
6. Internal subbing –Employees shall be provided compensation, as stated in the extra-duty schedule, for surrendering his/her preparation period, lunch period, reassignment of duties, or absorbing another class to provide internal substitution service based on the following guidelines:

East/West:

- Preparation or Lunch Period: Any employee surrendering a lunch and/or preparation period shall receive the internal substitute rate as stated in the extra-duty schedule.

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- Reassignment of Duties: Non-classroom teachers, including but not limited to, teachers providing Rtl, EL, and special education services who are reassigned from typical duties in order to fulfill the duties of a classroom teacher for at least half of the school day shall receive the equivalent of one (1) hour internal substitute rate as stated in the extra-duty schedule.
- Absorbing Classes: Employees shall receive substitute pay when absorbing students from another class into their assigned class. Classes should be split between teachers resulting in the splitting of the substitute pay. Only in extenuating circumstances may a classroom teacher absorb an entire class, which would result in payment of the entire substitute pay.

Central:

- Preparation or Lunch Period: Any employee surrendering a lunch and/or preparation period shall receive the internal substitute rate as stated in the extra-duty schedule.

8.2 CLASS SIZE

Taking into account fiscal and physical constraints, the Administration will make every effort to provide the optimum student/teacher ratio in District No. 61 classrooms. The Administration will distribute students as evenly as possible between the appropriate grades/groups taking into account fiscal and physical constraints and giving consideration to students' abilities, behavior, subjects being taught and facilities available. No individual teacher shall be intentionally assigned a disproportionate number of students with academic and/or behavioral needs.

A. If an employee believes their class size is inequitable, he or she shall have the right to:

1. Present their concerns to their building principal;
2. If not satisfied after discussing the issue with the principal, present their concerns to the Superintendent;
3. If not satisfied after discussing the issue with the Superintendent, present their concerns to the Board of Education.

B. Classes containing students with major handicaps who require special equipment and instruction will be smaller than other classes of the same subject/grade or assistance will be provided in the instruction of such children.

C. The district will form a committee of Association members and administration to set mutually agreed upon guidelines for special education caseloads/workloads. The committee will consist of Association representatives from all 3 buildings, as determined by the Association and administration. The committee will meet at least annually in the spring to review projections for the following school year. The committee's findings shall be presented to the Board.

8.3 SCHOOL YEAR

1. Room Preparation – All employees shall receive up to six (6) hours of pay at the Training rate outlined within the Extra Duty Schedule to prepare their classrooms before the start of the school year.
2. After School Community Events – All employees shall attend one (1) after school (i.e., after the regular workday) District community event annually, including, but not limited to, Family Engagement Night, Literacy, Community Stakeholder and/or Heritage Night. For purposes of this provision, after school community events do not include sporting events, concerts, or open houses. A minimum of five (5) dates for these events shall be made available by September 15, with the

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understanding that additional options may be provided throughout the year. Administration shall be responsible for organizing sign up for each event.

8.4 LUNCHROOM DUTY

When it is necessary for an employee to have a lunchroom duty, such duty shall not interfere with the employee's duty-free lunch period or preparation period. The supervising employee's lunch period will not take place during scheduled instructional time in his/her classroom. The supervising employee will receive the support necessary to avoid taking instructional time from lunchroom discipline.

8.5 TRAVELING EMPLOYEES

Teachers are allowed to claim mileage reimbursement in the performance of their duties when personal automobiles are used. Mileage reimbursement shall be at the rate established by the Internal Revenue Service. Employees will fill out a monthly time sheet and turn in for reimbursement. For District Insurance purposes, each employee will submit a valid driver's license and valid automobile insurance card to the Superintendent's office at the beginning of the school year.

8.6 PROFESSIONAL DEVELOPMENT AND SCHOOL IMPROVEMENT

Professional Development

Professional development will be provided, for each school in the district, for the school year. Employee attendance at professional development sessions scheduled on weekends or during vacations shall be voluntary. Approved professional development expenses shall be paid by District No. 61. This does not prohibit the Board of Education or Administration from holding additional meetings or programs as needed.

School Improvement Leadership Team (SILT)

The SILT shall focus on data driven decisions, stakeholder engagement, and fostering a continuous improvement to build capacity for implementing effective practices, ensuring equitable outcomes, and supporting teacher growth.

Employee participation on the SILT is voluntary, and participating employees will serve staggered two-year terms.

Each school will have a SILT, to act as a liaison between administration and employees to discuss items related to improving the school and shall consist of building administration and no more than seven employees, and directed by the District Curriculum Director or building administration. Each building grade level shall have one representative, along with the Instructional Coach and a teacher representative from the Special Education team, Support Service team (i.e., Rtl and EL teachers), and/or Non-Core Subject team (i.e., STEAM and P.E.). An administrator shall be present at each SILT meeting. If an administrator is unable to attend a meeting, the SILT may agree to reschedule the meeting. Building administrators will endeavor to make an agenda available to participating members at least one (1) day prior to a SILT meeting.

School Improvement Plan

The School Improvement Plan (SIP) will help employees keep informed of current trends and developments in education. This plan is designed to present educational objectives for the district ensuring equitable outcomes for all students. Included, but not limited to, are professional development opportunities to improve academic gaps. A copy of the SIP plan shall be provided to the BEEA, no later than the May school board meeting of the year prior to implementation.

8.7 VACANCIES

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A vacancy is defined as an open position resulting from a transfer, resignation, retirement, building reorganization or death. The Board retains final discretion to determine if a vacancy needs to be filled.

When a vacancy occurs during the school year, the Superintendent shall post the position via email if said position needs to be filled.

All applicants from within the school district will be considered provided they make application within five school days of the posting date on the vacancy notice and they are certified for said position.

If an application form within the district is not selected, the applicant may request a conference with the building administration to discuss the non-selection of the applicant.

8.8 No BEEA, IEA-NEA views on matters relating to supervisor – employee, Board – employee, Board – administrator, employee – student, administration – student relationships will be discussed in the presence of students.

8.9 STAFF TRANSFERS

The administration maintains the managerial right to assign staff and initiate transfers. The administration reserves the right to use discretion in the approval of transfers. Transfers will only be made when it is in the best interest of children and the district.

8.10 EVALUATION COMMITTEE/PERA COMMITTEE

The Board and Association shall establish an Evaluation Committee which shall consist of administrators appointed by the Superintendent and teachers appointed by the President of the BEEA. There will be an even number of people represented on both sides. Minutes of each meeting will be maintained by a member of the committee as appointed by the committee, with copies being posted to the evaluation committee. The evaluation plan will be consistent with PERA and SB7 and will be communicated with affected staff annually.

Both parties, District and BEEA, agree to work diligently to uphold all state requirements pursuant to teacher evaluation within the imposed time frame. The evaluation plan will be altered in accordance with statutory procedures recognizing respective rights and obligations of the Board of Education and the BEEA.

Article IX FRINGE BENEFITS

9.1 MEDICAL/HEALTH/LIFE and OTHER EXPENSE BENEFITS PLAN

The Board of Education shall maintain a District-wide Insurance Committee to monitor costs, investigate trends/options, and if necessary, make recommendations for changes, including recommendations regarding plan design and additional plans. The Association shall be allowed up to seven (7) members on the District-wide Committee as appointed by the President of the BEEA. The Committee shall meet as needed on dates agreed upon by the parties. The Board retains final discretion to approved any Committee recommendations.

The Board shall provide a Medical Expense Benefit Plan to provide hospital, surgical, major medical, dental and vision insurance for employees and their dependents and spouse who are unemployed or employed but not eligible for any other medical insurance coverage from any source other than the Board. If an

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employee's spouse is employed or eligible for other medical insurance, the spouse may enroll in the Board's plan as secondary insurance only. During the term of this agreement, the Board shall contribute toward the premium cost of said insurance in an amount to not exceed the following:

2026-2027: \$13,000

2027-2028: \$13,500

2028-2029: \$14,000

FLEXIBLE SPENDING ACCOUNT

The Board shall establish and make available to the employees a flexible spending account (FSA) plan in accordance with the IRS Code for such plans.

In addition to the above, during the term of the Agreement, if an eligible employee enrolls in a high deductible plan with a Health Savings Account (HSA), the Board shall pay a one-time contribution into the employee's HSA in an amount equal to the difference between the highest cost plan and the HSA plan for the coverage tier in which the employee is enrolled. This benefit is understood to be applicable during the summer months for all school employees scheduled to return to work in the fall. This benefit shall also continue for the months of June, July, and August immediately following retirement for all employees who retire at the end of the school year.

The Board reserves the right to implement cost-containment measures including but not necessarily limited to the following: change insurance carriers, benefit levels, deductibles (except for those expressly set forth herein), coverage, or to self-insure as it deems appropriate as long as the new basic coverage and basic benefits are substantially similar to those which immediately pre-dated the Agreement. The Board further reserves the right to add additional plans as options for employees, including but not limited to a High Deductible plan with a Health Savings Account ("HSA").

In the event implementing of state and federal laws causes any new taxes, fines or penalties against the District as a result of the plan the parties agree to reopen the contract solely on the issue of the insurance plan and to negotiate changes to the plan design in order to avoid such taxes, fines or penalties. If after good faith bargaining the parties are unable to reach agreement on plan changes that avoid such taxes, fines or penalties, then the Board reserves the right to make changes to the plan in the narrowest possible manner so as to avoid such taxes, fines or penalties.

9.2 LIFE INSURANCE

At no cost to the employee, the Board shall provide \$25,000 life insurance per employee plus accidental death and dismemberment coverage per employee subject to any restrictions set forth in the life insurance policy. The District will make electronically available to each member a copy of the life insurance policy plus the accidental death and dismemberment coverage.

9.3 HOSPITALIZATION PLAN AFTER RETIREMENT

Bradley Elementary School District No. 61

Employees retiring from District No. 61 will be allowed to continue with the District's Medical Expense Benefit Plan as long as they pay the required monthly premium and meet the conditions in the Medical Expense Benefit Plan. This plan will stay under COBRA guidelines for 18 months.

9.4 WELLNESS BENEFIT

The Board shall provide a fiscal year (July 1 to June 30) wellness benefit to each eligible employee. Upon receipt of proof of payment, each employee shall be eligible for up to \$150 each year as reimbursement for participation in approved wellness activities, including health clubs membership, weight loss programs, fitness equipment, wellness apps, or other health related activities approved by the Superintendent.

9.5 CONTINUING EDUCATION BENEFIT

- a. The Board shall reimburse employees for tuition paid advanced (masters and above) college level courses at a rate up to \$300 per semester hour with a maximum of \$1,800 per school year. In the event a demonstrable need for a bachelor's level course is established and is approved by the Superintendent, the employee shall receive reimbursement in the amount(s) above for that approved course;
- b. Reimbursement for tuition shall be received only if the credits are in the current specific teaching field, a teaching field requested by the District, or required credits in a master's program, certification endorsement, Certificate of Advanced Study (CAS), and/or doctorate (EdD. /PhD) and if prior approval of the Superintendent or his/her designee has been granted;
- c. If an employee has moved horizontally on the salary schedule as a result of this tuition reimbursement in full or in part and the employee leaves the employ of the District within two (2) years of receiving reimbursement, the employee shall repay the reimbursement to the District for the two years prior to departure, except that the Superintendent or his/her designee shall retain the privilege of waiving this requirement when extenuating circumstances exist, without setting precedence;
- d. Reimbursement shall be made to the employee within thirty (30) calendar days of the date that the District receives a copy of the paid receipt and an official transcript indicating the credit hours have been successfully complete; and
- e. Reimbursement shall only be made if the employee receives a grade of "A" or "B" (B minus (B-) shall be considered a B for this purpose) on the official transcript.

ARTICLE X SALARY

10.1 SALARY SCHEDULES

During the term of this Agreement, the Board shall pay its employees in accordance with the attached Salary Schedule. Percent increase calculation with TRS contributions as required by law.

2026-2027: 5.00% increase
2027-2028: 4.50% increase
2028-2029: 4.50% increase

Bradley Elementary School District No. 61

Effective 2020-2021: Employees that were in column BS9 will receive the same percentage increase specified above and move to column BS18 upon attaining the necessary credits.

10.2 Advancement from column to column on the salary schedule is not dependent upon enrollment in a degree program. Courses for advancement must have prior approval of the Superintendent. Bachelor's level courses that have been approved by the Superintendent shall count toward horizontal movement during their career at the District.

10.3 EMPLOYEE RETIREMENT CONTRIBUTIONS

The Board shall pay, in addition to each employee's salary, the employee's contribution to the Illinois Teachers' Retirement System up to a maximum of 9.0% excluding the contributions to the Teachers' Health Insurance System (THIS) Fund.

10.4 PAYCHECKS

The Board of Education agrees to pay each employee's salary in 20 or 24 payments due and payable on the 15th day and the last working day of each month. Should these dates fall on weekends these payments will be made on the last school day prior to these dates.

Employees shall have the option of using direct deposit. Employees must elect in writing, before the first teacher workday, the 20 pay or 24 pay schedule. Employees who fail to elect a pay schedule will automatically be placed on the 20 pay schedule.

10.5 EXTRA-CURRICULAR ACTIVITIES

An extra duty is defined as an activity that extends the student school experience outside of the school day. Employees shall have the opportunity to be interviewed for open positions. The Athletic Director will invite the Head Coach to join any interviews with assistant coaching candidates.

Extra duties shall only be performed before or after contracted school hours.

Any extra duties that include stipends or new proposals to the extra duty schedule that include stipends shall be bargained with the Association and approved by the Board and Superintendent.

A. EXTRA DUTY SCHEDULE

During the term of this Agreement, the Board shall pay employees of the Association in accordance with the attached Extra Duty Schedule based on a 3% increase between longevity periods. Percent increase will be calculated with TRS contribution as required by law.

B. LONGEVITY

Longevity is determined by years served in that position within the school district. Sports longevity is determined by years served within the sport and the district. The Board shall calculate and maintain a record of the number of years an employee is in a position on the extra duty schedule. The Board shall provide a copy of this report to the Association by July 1.

Bradley Elementary School District No. 61

C. STIPENDS

Coaching stipends are paid in two installments, based on a schedule aligned with the IESA calendar and/or building activities. Payments are issued approximately halfway through the season and at the end of the season. The District will provide an electronic copy of the payment schedule to the Association.

Game Workers:

Game workers will receive payment as outlined in the Extra Duty Schedule, paid to the game worker in the month following completion of the work. The Athletic Director will accurately record worked games using an electronic program to provide the district bookkeeper for payroll processing.

D. COACH'S MANUAL/EVALUATION TOOL

At least once every three years, the coach's manual and evaluation tool shall be updated in a collaborative manner with consultation and input from the Association. This contract shall control over any conflicting terms in the manual.

E. OPEN POSITIONS

1. Association members shall be given the first opportunity for open positions on the extra duty schedule. If an open position cannot be filled with an Association member, then that position shall be available to non-Association members.
2. Association members shall be given the first opportunity to sign up for extra duties at sporting events. Employees at Central will have the first opportunity to sign up, followed by employees at West and East.

10.6 RETIREMENT – LIMITATION ON EARNINGS

This provision shall only apply to employees eligible to retire and qualified for a retirement annuity under TRS rules and regulations and to any employee that is within four years of becoming eligible to retire and qualified for a retirement annuity under TRS rules and regulations, and in either case, regardless of whether the employee is actually retiring or submitting a notice of retirement. For purposes of convenience and this provision only, such employees shall be referred to as "Eligible Employees".

The current TRS rules and regulations provide that a teacher is eligible to retire and receive a retirement annuity if the following years of service and age criteria are met:

Years of Service	Age
5	62
10	60
20	55 (discounted)
35	55 (non-discounted)

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The parties agree that any TRS creditable compensation and/or benefit increases, whether under this contract or otherwise, shall not exceed the maximum amount which results in an employee's retirement annuity being fully funded by the Illinois Teacher Retirement System, without Board liability for any portion of the retirement annuity. This means that an Eligible Employee's TRS creditable earnings (including but not limited to vertical and horizontal salary schedule movement, stipends, salary increases and retirement incentives), whether under the contract or otherwise, shall not increase from one school year to the next by more than 6% or otherwise be increased so as to create Board liability for any portion of the retirement annuity or result in any Board-paid penalty to TRS. In no event will the compensation and/or benefit increases exceed the threshold amount which triggers any obligation for the Board to pay additional amounts (in the form of a one-time payment or payments over time) to cover all or part of an employee's retirement annuity or cover any Board-paid penalty to TRS. Notwithstanding any contrary or other provision of this contract, including but not limited to any salary schedules, in the event an Eligible Employee's TRS creditable earnings would increase by more than 6% in any given year of this contract, that employee shall only receive the maximum increase allowed under this provision.

Annually, by no later than February 1, the Board will provide to the Association a list of all Eligible Employees. The Board and the Association shall jointly confirm the accuracy of such list.

Notwithstanding the above, an Eligible Employee may receive increases in creditable earnings greater than six percent (6%) contingent upon and in consideration of the following:

- a. The employee must otherwise be eligible under the Agreement for an increase in excess of six percent (6%) (e.g., the employee obtained additional credits resulting in horizontal movement on the salary schedule, or the employee began performing a new extra duty position not previously performed).
- b. The employee executes a written agreement (attached as Appendix A not to retire within four years of receiving the increase in excess of the six percent (6%) and re-executes such an agreement at the beginning of each school year in which the employee elects to opt out of the creditable earnings cap otherwise imposed by this Section.
- c. The employee shall repay the District any amounts received in excess of six percent (6%) if he/she does not adhere to the terms of the agreement not to retire (i.e., he/she retires within four years of receiving an increase greater than 6%), and shall cooperate with the District in executing all necessary documents to reflect an adjustment in his/her creditable earnings for the year(s) in question. The employee acknowledges and agrees that the payment of any increase in excess of 6% is being made by the Board in reliance on and in consideration of the employee's agreement not to retire within four years of receiving such an increase and that, therefore, an adjustment in earnings is required if the employee does not retire within four years of receiving such an increase as it otherwise constitutes an unintentional overpayment to the employee.
- d. This provision is subject to compliance with TRS rules and regulations.

10.7 REOPENER

The parties acknowledge the ongoing uncertainty with respect to the State of Illinois and school funding. Possible legislative changes that may impact the parties include revisions to the State Aid Formula, property tax freeze, and a cost shift from the State to local school districts of the normal cost of

Bradley Elementary School District No. 61

TRS pension contributions. The parties further acknowledge that any of the aforementioned legislative changes could be significantly and materially adverse to the District's finances. In the event of a legislative or regulatory change that results in significant changes to school funding, including revisions to the Evidence Based Funding (EBF), a property tax freeze, or a cost shift from State to local funding of TRS pension contributions, either party shall have the right to reopen this Agreement with respect to wages and District TRS contributions. All other terms and conditions of this Agreement shall remain in full force and effect. The party desiring to reopen this Agreement pursuant to this clause shall provide written notice to the other party of its desire to reopen the Agreement, and identify the items to be negotiated (as limited above), and the parties shall in good faith meet to negotiate with respect to the items so identified.

ARTICLE XI EFFECT OF AGREEMENT

11.1 CHANGES IN AGREEMENT

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

11.2 SAVINGS CLAUSE

In the event that any of the terms or provisions of this Agreement are declared invalid or unenforceable by any Court of competent jurisdiction or any Federal or State Government Agency having jurisdiction over the subject matter of this Agreement, the remaining terms and provisions that are not affected thereby shall remain in full force and effect.

11.3 LEGALITY

Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section or clause as the case may be, shall be automatically deleted from this agreement to the extent that it violated the law, but the remaining articles, sections and clauses shall remain in full force and effect for the duration of the agreement, if not affected by the deleted section, article or clause.

11.4 NO STRIKE CLAUSE

The Association agrees that it will not, during the period of this agreement, directly or indirectly, engage in or assist in a strike unless the Board refuses to fully implement a grievance arbitration award issued in accordance with the agreement.

11.5 DURATION OF AGREEMENT

This agreement shall be effective upon its execution, and shall continue in effect until the first day of school for the year 2029-2030.

These agreements shall expire at such expiration dates unless extended for a specific period or periods by mutual written agreement of the parties or is replaced by a successor agreement.

Bradley Elementary School District No. 61

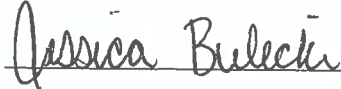
This agreement signed and adopted on April 16, 2026.

IN WITNESS THEREOF:

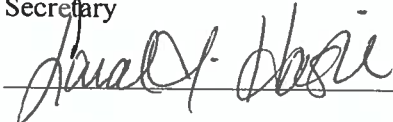
Bradley Elementary Education Association, IEA-NEA



President

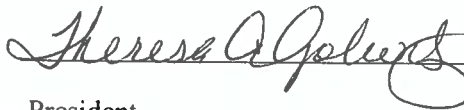


Secretary

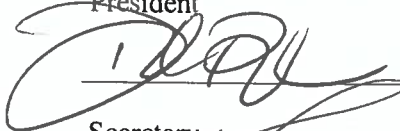


Negotiating Team Chairperson

Bradley Board of Education District No. 61



President



Secretary



Negotiation Team Member

SALARY									
2026-27	BS	BS18	BS27	BS36/MS	BS45/MS9	BS54/MS18	MS27		
1	41,951	44,214	45,346	51,340	52,512	53,684	54,820		
2	42,974	45,293	46,452	52,592	53,793	54,994	56,157		
3	43,868	46,235	47,418	53,687	54,912	56,138	57,326		
4	44,834	47,253	48,462	54,869	56,120	57,373	58,588		
5	45,875	48,349	49,586	56,142	57,421	58,702	59,946		
6	46,772	49,296	50,559	57,241	58,547	59,854	61,123		
7	47,577	50,147	51,429	58,227	59,555	60,883	62,174		
8	48,395	51,007	52,313	59,228	60,580	61,931	63,221		
9	49,217	51,819	53,125	60,039	61,392	62,742	64,031		
10	50,051	52,654	53,960	60,861	62,209	63,566	64,855		
11	50,903	53,505	54,809	61,725	63,076	64,423	65,712		
12	51,765	54,370	55,674	62,588	63,946	65,293	66,582		
13	52,641	55,246	56,553	63,467	64,824	66,173	67,464		
14	53,530	56,138	57,442	64,361	65,714	67,067	68,356		
15	54,434	57,044	58,346	65,267	66,620	67,973	69,262		
16	55,354	57,965	59,269	66,188	67,542	68,894	70,184		
17	56,292	58,899	60,206	67,127	68,478	69,829	71,120		
18	57,242	59,853	61,156	68,075	69,428	70,782	72,070		
19	58,210	60,819	62,126	69,046	70,396	71,751	73,041		
20	59,196	61,804	63,110	70,028	71,380	72,734	74,023		
21	60,197	62,807	64,112	71,030	72,381	73,734	75,023		
22	61,194	63,803	65,109	72,030	73,380	74,737	76,026		
23	62,198	64,806	66,112	73,028	74,382	75,734	77,025		
24	63,200	65,807	67,111	74,030	75,384	76,735	78,024		
25	64,196	66,805	68,109	75,029	76,385	77,737	79,027		
26	65,199	67,810	69,113	76,032	77,385	78,736	80,027		
27	66,197	68,810	70,113	77,032	78,383	79,739	81,029		
28	67,200	69,806	71,114	78,033	79,384	80,740	82,029		
29	68,694	71,304	72,609	79,531	80,882	82,235	83,524		
30	70,099	72,706	74,013	80,929	82,282	83,637	84,926		
31	71,497	74,106	75,410	82,332	83,683	85,036	86,326		
32	72,897	75,509	76,811	83,730	85,083	86,437	87,726		
33	74,299	76,909	78,217	85,133	86,484	87,840	89,129		
34	75,751	78,358	79,662	86,582	87,936	89,285	90,575		
35	77,148	79,757	81,061	87,982	89,331	90,689	91,977		
36	78,552	81,158	82,463	89,380	90,733	92,087	93,375		

SALARY PLUS TRS									
2026-27	BS	BS18	BS27	BS36/MS	BS45/MS9	BS54/MS18	MS27		
1	46,100	48,587	49,831	56,418	57,705	58,993	60,242		
2	47,224	49,773	51,046	57,793	59,113	60,433	61,711		
3	48,207	50,808	52,108	58,997	60,343	61,690	62,996		
4	49,268	51,926	53,255	60,296	61,670	63,047	64,382		
5	50,412	53,131	54,490	61,694	63,100	64,508	65,875		
6	51,398	54,171	55,559	62,902	64,337	65,774	67,168		
7	52,282	55,107	56,515	63,986	65,445	66,904	68,323		
8	53,181	56,052	57,487	65,086	66,571	68,056	69,474		
9	54,085	56,944	58,379	65,977	67,464	68,947	70,364		
10	55,001	57,862	59,297	66,880	68,362	69,853	71,269		
11	55,937	58,797	60,230	67,830	69,314	70,794	72,211		
12	56,885	59,747	61,180	68,778	70,270	71,751	73,167		
13	57,847	60,710	62,146	69,744	71,235	72,718	74,136		
14	58,824	61,690	63,123	70,726	72,213	73,700	75,116		
15	59,818	62,686	64,116	71,722	73,209	74,696	76,112		
16	60,829	63,698	65,131	72,734	74,222	75,708	77,125		
17	61,859	64,724	66,160	73,766	75,251	76,735	78,154		
18	62,903	65,773	67,204	74,808	76,294	77,782	79,198		
19	63,967	66,834	68,270	75,875	77,358	78,847	80,265		
20	65,051	67,916	69,352	76,954	78,440	79,927	81,344		
21	66,151	69,019	70,453	78,055	79,540	81,026	82,443		
22	67,246	70,113	71,548	79,154	80,637	82,129	83,545		
23	68,349	71,215	72,651	80,251	81,738	83,224	84,643		
24	69,451	72,315	73,748	81,352	82,840	84,324	85,741		
25	70,545	73,412	74,845	82,449	83,940	85,425	86,843		
26	71,647	74,516	75,948	83,552	85,038	86,523	87,942		
27	72,744	75,615	77,047	84,651	86,135	87,625	89,043		
28	73,846	76,710	78,147	85,751	87,235	88,725	90,142		
29	75,488	78,356	79,790	87,397	88,881	90,368	91,785		
30	77,032	79,897	81,333	88,933	90,420	91,909	93,325		
31	78,568	81,435	82,868	90,475	91,959	93,446	94,864		
32	80,107	82,977	84,408	92,011	93,498	94,986	96,402		
33	81,647	84,515	85,953	93,553	95,037	96,527	97,944		
34	83,243	86,108	87,541	95,145	96,633	98,115	99,533		
35	84,778	87,645	89,078	96,684	98,166	99,658	101,074		
36	86,321	89,185	90,619	98,220	99,707	101,194	102,610		

SALARY									
2027-28	BS	BS18	BS27	BS36/MS	BS45/MS9	BS54/MS18	MS27		
1	42,895	45,209	46,366	52,495	53,694	54,892	56,053		
2	43,839	46,204	47,387	53,650	54,875	56,100	57,287		
3	44,908	47,331	48,542	54,959	56,214	57,469	58,684		
4	45,842	48,316	49,552	56,103	57,383	58,664	59,906		
5	46,852	49,379	50,643	57,338	58,645	59,955	61,224		
6	47,939	50,525	51,817	58,668	60,005	61,344	62,644		
7	48,877	51,514	52,834	59,817	61,182	62,547	63,874		
8	49,718	52,404	53,743	60,847	62,235	63,623	64,972		
9	50,573	53,302	54,667	61,893	63,306	64,718	66,066		
10	51,432	54,151	55,516	62,741	64,155	65,565	66,912		
11	52,303	55,023	56,388	63,600	65,008	66,426	67,773		
12	53,194	55,913	57,275	64,503	65,914	67,322	68,669		
13	54,094	56,817	58,179	65,404	66,824	68,231	69,578		
14	55,010	57,732	59,098	66,323	67,741	69,151	70,500		
15	55,939	58,664	60,027	67,257	68,671	70,085	71,432		
16	56,884	59,611	60,972	68,204	69,618	71,032	72,379		
17	57,845	60,573	61,936	69,166	70,581	71,994	73,342		
18	58,825	61,549	62,915	70,148	71,560	72,971	74,320		
19	59,818	62,546	63,908	71,138	72,552	73,967	75,313		
20	60,829	63,556	64,922	72,153	73,564	74,980	76,328		
21	61,860	64,585	65,950	73,179	74,592	76,007	77,354		
22	62,906	65,633	66,997	74,226	75,638	77,052	78,399		
23	63,948	66,674	68,039	75,271	76,682	78,100	79,447		
24	64,997	67,722	69,087	76,314	77,729	79,142	80,491		
25	66,044	68,768	70,131	77,361	78,776	80,188	81,535		
26	67,085	69,811	71,174	78,405	79,822	81,235	82,583		
27	68,133	70,861	72,223	79,453	80,867	82,279	83,628		
28	69,176	71,906	73,268	80,498	81,910	83,327	84,675		
29	70,224	72,947	74,314	81,544	82,956	84,373	85,720		
30	71,785	74,513	75,876	83,110	84,522	85,936	87,283		
31	73,253	75,978	77,344	84,571	85,985	87,401	88,748		
32	74,714	77,441	78,803	86,037	87,449	88,863	90,211		
33	76,177	78,907	80,267	87,498	88,912	90,327	91,674		
34	77,642	80,370	81,737	88,964	90,376	91,793	93,140		
35	79,160	81,884	83,247	90,478	91,893	93,303	94,651		
36	80,620	83,346	84,709	91,941	93,351	94,770	96,116		

SALARY PLUS TRS									
2027-28	BS	BS18	BS27	BS36/MS	BS45/MS9	BS54/MS18	MS27		
1	47,137	49,680	50,952	57,687	59,004	60,321	61,597		
2	48,175	50,774	52,074	58,956	60,302	61,648	62,953		
3	49,349	52,012	53,343	60,395	61,774	63,153	64,488		
4	50,376	53,095	54,453	61,652	63,058	64,466	65,831		
5	51,486	54,263	55,652	63,009	64,445	65,885	67,279		
6	52,680	55,522	56,942	64,470	65,940	67,411	68,840		
7	53,711	56,609	58,059	65,733	67,233	68,733	70,191		
8	54,635	57,587	59,058	66,865	68,390	69,915	71,398		
9	55,575	58,574	60,074	68,014	69,567	71,119	72,600		
10	56,519	59,507	61,007	68,946	70,500	72,049	73,530		
11	57,476	60,465	61,965	69,890	71,437	72,996	74,476		
12	58,455	61,443	62,940	70,882	72,433	73,980	75,460		
13	59,444	62,436	63,933	71,873	73,433	74,979	76,459		
14	60,451	63,442	64,943	72,882	74,441	75,990	77,473		
15	61,471	64,466	65,964	73,909	75,463	77,016	78,497		
16	62,510	65,507	67,002	74,949	76,503	78,057	79,537		
17	63,566	66,564	68,062	76,007	77,562	79,114	80,596		
18	64,643	67,636	69,137	77,086	78,637	80,188	81,670		
19	65,734	68,732	70,229	78,174	79,727	81,282	82,762		
20	66,845	69,842	71,343	79,289	80,840	82,396	83,877		
21	67,978	70,973	72,473	80,416	81,969	83,524	85,004		
22	69,127	72,124	73,623	81,567	83,119	84,673	86,153		
23	70,273	73,268	74,768	82,715	84,266	85,824	87,304		
24	71,425	74,420	75,920	83,862	85,416	86,969	88,452		
25	72,576	75,569	77,067	85,012	86,567	88,119	89,599		
26	73,720	76,715	78,213	86,159	87,716	89,269	90,751		
27	74,871	77,869	79,366	87,311	88,865	90,416	91,899		
28	76,018	79,018	80,514	88,459	90,011	91,568	93,049		
29	77,169	80,162	81,664	89,609	91,160	92,718	94,198		
30	78,885	81,882	83,380	91,330	92,881	94,435	95,915		
31	80,498	83,492	84,993	92,935	94,489	96,045	97,525		
32	82,103	85,100	86,597	94,546	96,098	97,652	99,133		
33	83,711	86,711	88,205	96,152	97,705	99,260	100,741		
34	85,321	88,319	89,821	97,763	99,314	100,871	102,352		
35	86,989	89,982	91,480	99,426	100,981	102,531	104,012		
36	88,593	91,589	93,087	101,034	102,584	104,143	105,622		

SALARY									
2028-29	BS	BS18	BS27	BS36/MS	BS45/MS9	BS54/MS18	MS27		
1	43,860	46,226	47,409	53,676	54,902	56,127	57,314		
2	44,825	47,243	48,452	54,857	56,110	57,362	58,575		
3	45,812	48,283	49,519	56,064	57,344	58,625	59,865		
4	46,929	49,461	50,726	57,432	58,744	60,055	61,325		
5	47,905	50,490	51,782	58,628	59,965	61,304	62,602		
6	48,960	51,601	52,922	59,918	61,284	62,653	63,979		
7	50,096	52,799	54,149	61,308	62,705	64,104	65,463		
8	51,076	53,832	55,212	62,509	63,935	65,362	66,748		
9	51,955	54,762	56,161	63,585	65,036	66,486	67,896		
10	52,849	55,701	57,127	64,678	66,155	67,630	69,039		
11	53,746	56,588	58,014	65,564	67,042	68,515	69,923		
12	54,657	57,499	58,925	66,462	67,933	69,415	70,823		
13	55,588	58,429	59,852	67,406	68,880	70,351	71,759		
14	56,528	59,374	60,797	68,347	69,831	71,301	72,709		
15	57,485	60,330	61,757	69,308	70,789	72,263	73,673		
16	58,456	61,304	62,728	70,284	71,761	73,239	74,646		
17	59,444	62,293	63,716	71,273	72,751	74,228	75,636		
18	60,448	63,299	64,723	72,278	73,757	75,234	76,642		
19	61,472	64,319	65,746	73,305	74,780	76,255	77,664		
20	62,510	65,361	66,784	74,339	75,817	77,296	78,702		
21	63,566	66,416	67,843	75,400	76,874	78,354	79,763		
22	64,644	67,491	68,918	76,472	77,949	79,427	80,835		
23	65,737	68,586	70,012	77,566	79,042	80,519	81,927		
24	66,826	69,674	71,101	78,658	80,133	81,615	83,022		
25	67,922	70,769	72,196	79,748	81,227	82,703	84,113		
26	69,016	71,863	73,287	80,842	82,321	83,796	85,204		
27	70,104	72,952	74,377	81,933	83,414	84,891	86,299		
28	71,199	74,050	75,473	83,028	84,506	85,982	87,391		
29	72,289	75,142	76,565	84,120	85,596	87,077	88,485		
30	73,384	76,230	77,658	85,213	86,689	88,170	89,577		
31	75,015	77,866	79,290	86,850	88,325	89,803	91,211		
32	76,549	79,397	80,824	88,377	89,854	91,334	92,742		
33	78,076	80,926	82,349	89,909	91,384	92,862	94,270		
34	79,605	82,458	83,879	91,435	92,913	94,392	95,799		
35	81,136	83,987	85,415	92,967	94,443	95,924	97,331		
36	82,722	85,569	86,993	94,550	96,028	97,502	98,910		

SALARY PLUS TRS									
2028-29	BS	BS18	BS27	BS36/MS	BS45/MS9	BS54/MS18	MS27		
1	48,198	50,798	52,098	58,985	60,332	61,678	62,982		
2	49,258	51,915	53,244	60,282	61,659	63,035	64,368		
3	50,343	53,058	54,416	61,609	63,015	64,423	65,786		
4	51,570	54,353	55,743	63,112	64,554	65,994	67,390		
5	52,643	55,484	56,903	64,426	65,896	67,367	68,793		
6	53,802	56,704	58,156	65,844	67,345	68,849	70,307		
7	55,051	58,021	59,504	67,371	68,907	70,444	71,937		
8	56,127	59,156	60,673	68,691	70,258	71,826	73,349		
9	57,093	60,178	61,715	69,874	71,468	73,062	74,611		
10	58,076	61,210	62,777	71,075	72,698	74,319	75,867		
11	59,062	62,185	63,752	72,048	73,673	75,291	76,838		
12	60,063	63,186	64,753	73,035	74,652	76,280	77,827		
13	61,086	64,208	65,771	74,073	75,692	77,309	78,856		
14	62,119	65,246	66,810	75,107	76,737	78,353	79,900		
15	63,170	66,297	67,865	76,163	77,790	79,410	80,959		
16	64,237	67,367	68,932	77,235	78,858	80,482	82,029		
17	65,323	68,454	70,018	78,322	79,946	81,569	83,116		
18	66,426	69,559	71,124	79,426	81,052	82,675	84,222		
19	67,552	70,680	72,248	80,555	82,176	83,797	85,345		
20	68,692	71,825	73,389	81,691	83,315	84,941	86,486		
21	69,853	72,985	74,553	82,857	84,477	86,103	87,652		
22	71,037	74,166	75,734	84,035	85,658	87,282	88,830		
23	72,238	75,369	76,936	85,237	86,859	88,482	90,030		
24	73,435	76,565	78,133	86,437	88,058	89,687	91,233		
25	74,640	77,768	79,336	87,635	89,260	90,882	92,432		
26	75,842	78,970	80,535	88,837	90,463	92,084	93,631		
27	77,037	80,167	81,733	90,036	91,664	93,287	94,834		
28	78,241	81,374	82,937	91,240	92,864	94,486	96,034		
29	79,438	82,574	84,137	92,440	94,062	95,689	97,236		
30	80,642	83,769	85,338	93,641	95,263	96,890	98,436		
31	82,434	85,567	87,132	95,440	97,060	98,685	100,232		
32	84,120	87,249	88,818	97,118	98,741	100,367	101,914		
33	85,798	88,930	90,493	98,801	100,422	102,046	103,593		
34	87,478	90,613	92,175	100,478	102,102	103,727	105,274		
35	89,160	92,293	93,863	102,162	103,784	105,411	106,957		
36	90,903	94,032	95,597	103,901	105,525	107,145	108,692		

EXTRA DUTY SCHEDULE

	0 - 5 years		6-10 years		11 + years	
	Base	with TRS	Base	with TRS	Base	with TRS
IESA Sports & Activities						
Group A	3,918	4,305	4,036	4,435	4,157	4,568
Group B	3,683	4,047	3,793	4,169	3,907	4,294
Group C	3,121	3,430	3,215	3,533	3,311	3,639
Group D	2,500	2,747	2,575	2,830	2,652	2,915
Group E	1,452	1,596	1,496	1,643	1,540	1,693
Group F	1,017	1,118	1,048	1,151	1,079	1,186
Non-IESA Sports & Activities						
Drama Director (Central)	1,922	2,112	1,980	2,175	2,039	2,241
Asst. Drama Manager (Central)	920	1,011	948	1,041	976	1,073
Jazz Band (Central)	1,044	1,147	1,075	1,182	1,108	1,217
Band - 5th Grade	1,782	1,958	1,835	2,017	1,891	2,077
Student Council (Central)	1,200	1,319	1,236	1,358	1,273	1,399
Group G	800	879	824	905	849	933
Group H	550	604	567	623	583	641
Group I	400	440	412	453	424	466
District Initiated (Hourly)						
Summer School	35.54	39.05				
Internal Subbing, Tutoring, Homebound	32.00	35.16				
Trainings (After/Outside School Day)	25.00	27.47				
Bus Duty; Lunch Duty (Central); Detention	20.00	21.98				
Game Workers (per event)						
Scorebook/Clock/Camera Operator		50.00				
Tickets		40.00				

Group A Basketball Head Coach - Boys Basketball Head Coach - Girls Volleyball Head Coach - Grils Wrestling - Head Coach Track - Head Coach Cheerleading - Head Coach	Group B Basketball Asst Coach - Boys Basketball Asst Coach - Girls Volleyball Asst Coach - Grils Wrestling - Asst Coach Track - Asst Coach (2) Cheerleading - Asst Coach	Group C Baseball Coach (2) Softball Coach (2) Cross-Country Coach (2) Co-Ed Soccer Club Coach (2)
Group D Basketball Coach - 6th Boys Volleyball Coach - 6th Grils	Group E Band Contest Chorus Contest	Group F Scholastic Bowl (2) Speech Team (2 per Central/West)
Group G Yearbook (Central) Spelling Bee (Central) Band - Summer (1 per C/W) Music Ensemble (1 per Central/West) Student Council (West) Math Team (1 per grade @ Central) Chess Club (West) Coding Club (2 per West)	Group H Best Buddies (Central/West) Yearbook (1 each East/West) Student Incentive Coordinator (2 per bldg)	Group I Intramural Girls Basketball (West) Intramural Boys Basketball (West) Intramural Girls Volleyball (West) Co-Ed Running Club (West)