

MEMORANDUM OF AGREEMENT

The Board of Education of Freeport School District 145, Stephenson County, Illinois (Board) and the Freeport Education Association, IEA/NEA (FEA) are presently parties to a 2023-2028 Contract (Contract). Article VIII (C) of the Contract required the parties to reconvene negotiations to negotiate all compensation and fringe benefit items for the 2026-2027 school year. On May 26, 2026, the parties reached agreement on the following items:

The following provisions relate to and apply to the 2026-2027 school year:

1. ARTICLE IV - SALARY AND FRINGE BENEFITS

- a. The starting teacher salary on the salary schedule for 2026-2027 will be \$47,000 TRS (\$4,230).
- b. Teachers shall be paid the relevant salary listed in Appendix A of this Agreement
- c. Salaries are rounded to the nearest dollar. The Teacher Retirement System contribution is in parentheses next to each listed salary and shall be 9% of the combined salary and TRS.
- d. Teachers entitled to a vertical "step" on the salary schedule will be advanced one step annually and paid accordingly

2. ARTICLE IV – EDUCATIONAL ASSISTANCE AND LANE CHANGES

Teachers who attain a salary schedule lane change will be moved to their new lane and paid accordingly if their classes have been approved by June 15, 2026. No other lane changes will occur during the 2026-2027 school year. Per Section E. Educational Assistance Educators may continue to use their education assistance for course approvals after June 15, 2026, but no lane movement will occur until the 2027-2028 school year.

3. ARTICLE IV – SALARY SCHEDULE GROUP

The Board and FEA will convene a study group to review the structure and cost of the then-current salary schedule model. The number and selection of group participants will be determined by the Superintendent or designee and the FEA President. Among topics to be considered is the investigation of a new salary model. The group may avail itself of additional resource people to assist the group in performing its work. The Group will convene starting in September, 2026. Group recommendations, if any, will be submitted to the Board and FEA bargaining teams for consideration no later than December 1, 2026.

4. DIFFERENTIALS

Teachers assigned the positions found on the Contract Differentials schedule will be paid at same amounts paid for each such duty during the 2025-2026 school year. The Differentials Committee will audit the current differentials list and compensation starting in September, 2026 and will have a presentation ready for the Board and FEA by December 1, 2026.

The Assistant Superintendent of Human resources will follow the same timeline for auditing the utilization and duration of extended calendars noted in FEA recognized job descriptions.

5. ARTICLE IV – INSURANCE

The Board will contribute 80% of the cost of the individual “Gold Plan” toward the cost of the insurance coverage chosen by the teacher.

6. RETIREMENT

See attached MOU.

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6/16/26