



**AN AGREEMENT BETWEEN
THE DISTRICT 125 BOARD OF EDUCATION &
THE PATRIOT FACULTY ASSOCIATION**

2026 - 2031

Table of Contents

I. Recognition	4
A. Definition	4
B. Part-Time Employees	4
II. Successor Agreement	4
A. Parties' Representatives	4
B. Negotiation Procedure	4
C. Impasse Procedures	4
III. Leaves	5
A. Personal Leave	5
B. Sick Leave	5
C. Parental Leave	7
D. Child-Rearing Leave	8
E. Religious Leave	9
F. Family and Medical Leave Act (FMLA)	9
G. Professional Leave	12
H. Association Leave	13
IV. General Working Conditions	13
A. School Year	13
B. School Day	14
C. Daily Load	15
D. Assignments, Vacancies, and Transfers	17
E. Evaluation	17
V. Employee and Association Rights and Responsibilities	18
A. Dues Deduction	18
B. Association Business	18
C. Personnel File	19
D. Staff Development Training	20
E. Faculty Meetings	20
F. Complaints Against Faculty and Administrative Discipline	20
VI. Calendar	23
VII. Employee Benefits	23
A. Board Paid Life and Disability	23
B. Section 125 Cafeteria Plan (FSA Plan)	23
C. Health Insurance Cost Sharing	24

D. Additional Courses/Advanced Training	26
E. Organization Dues	28
F. Internal Substitution	28
G. Compensation for Additional Class Assignments	28
H. Chaperone Assignments	29
I. Compensatory Time	29
J. Reimbursable Expenses for Approved Professional Travel	29
VIII. Salary and Related Matters	30
A. Compensation Schedule	30
B. Salary Multiplier	31
C. Salary Schedule: TRS Tier I Members	31
D. Salary Schedule: TRS Tier II Members	32
E. Transition for Tier 2 employees	33
F. Salary Schedule: Master Teacher Lane	34
G. Tax-Sheltered Annuity/403b Plan Contribution	34
H. Co-Curricular Stipends/Assignments	35
I. Retirement Incentive Plan	36
IX. Grievance Procedure	38
A. Definitions	38
B. Informal Procedure	38
C. Formal Procedure	38
D. General Provision	39
X. No Strike	40
XI. Effect of Agreement	40
XII. Updated Market Basket - Basis of Comparison Data	40
XIII. Separability	41
XIV. Duration	42
APPENDIX A: Part-Time Employees	43
A. General Principle	43
B. Salaries of All Part-Time Employees	43
C. Leaves	43
D. Other Responsibilities	44
E. Process for Part-Time Teaching Request	44
F. Combined Duties	45
APPENDIX B: Salary Schedule Multiplier Table	46
APPENDIX C: 2026-2027 Salary Tables	48

APPENDIX D: Activity Categories	51
APPENDIX E: Activity Stipend Multiplier Table	53
APPENDIX F: Activity Stipend Table for 2026/27	54
APPENDIX G: Athletic Categories	55
APPENDIX H: Athletic Multiplier Table	56
APPENDIX I: Athletic Stipend Table for 2026/2027	57

I. Recognition

A. Definition

The Board of Education of School District No. 125, Lake County, Illinois, hereinafter referred to as the “Board,” recognizes the Adlai E. Stevenson High School Education Association, affiliated with IEA/NEA, hereinafter referred to as the “Association” as the sole and exclusive bargaining representative for all ISBE-licensed personnel assigned to the salary schedule, except supervisors, managerial employees, confidential employees, and short-term employees as such excluded employees are defined in Section 2 of the Illinois Educational Labor Relations Act.

B. Part-Time Employees

Part-time ISBE-licensed personnel assigned to the salary schedule will receive all protection and benefits of this Agreement except as modified by Appendix A attached hereto.

II. Successor Agreement

A. Parties’ Representatives

The Board and the Association agree that their duly designated representatives will negotiate in good faith with respect to terms and conditions of employment.

B. Negotiation Procedure

The administration will furnish to the Association data pertinent to the negotiations.

Negotiations will commence on or before the first Wednesday in February of the calendar year in which this Agreement terminates, unless the parties will otherwise mutually agree or unless law will prescribe some other timetable.

When the parties have reached a tentative agreement, the matters agreed upon will be reduced to writing and presented to the memberships of the Association and the Board of Education. When ratified by those separate memberships, the matters agreed upon will be incorporated into a revised edition of the agreement.

C. Impasse Procedures

Impasse procedures will be conducted in accordance with Section 115 ILCS 5/12 a-5 of the Illinois School Code.

III. Leaves

A. Personal Leave

1. Faculty will be given four (4) days of leave annually which can be used for personal business. Personal leave may be used only for matters which cannot be handled during non-school days or hours. Personal leave should be requested via the method designated by the Human Resources Office (i.e. Red Rover) at least the day before such leave is to take place. Personal leave days will be used in no less than full one (1)-hour increments (i.e. 1 hour, 2 hours, 3 hours).
2. The first five (5) and the last five (5) faculty employment days of the school year and the day immediately preceding or following a legal holiday, vacation or school recess will not be available for personal business leave except in the case of an emergency or other non-discretionary extenuating circumstances approved by the Administration. No charge(s) will be made against a faculty member's personal leave allotment for day(s) when school is officially closed due to weather, emergencies, etc.
3. Personal leave days will be accumulated to a total of four. Personal leave days in excess of four will be rolled over into sick day accumulation.
4. Faculty shall not take personal leave for part of a class. Therefore, faculty shall not leave or arrive during a class period unless an emergency exists (i.e., sudden illness).

B. Sick Leave

1. Faculty are entitled to fourteen (14)) sick leave days per year. Post-Secondary Counselors are entitled to fifteen (15) sick leave days per year.
2. Sick leave may be utilized for personal illness; quarantine at home; or serious illness or death in the immediate family or household or birth, adoption, or placement for adoption of a child. Per the Illinois School Code, "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, sisters-in-law, brothers-in-law, and legal guardians.
3. The Administration may require a physician's certificate, or if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay

during leave after an absence of three (3) consecutive days for personal illness, an absence of sixty (60) consecutive days for birth, or if there appears to have been abuse of sick leave. For paid leave for adoption or placement, the Administration may require that the faculty member provide evidence that the formal adoption process is underway. Faculty who have exhausted their sick leave due to an extended illness may request the Administration to review possible options to reinstate loss of income. No charge(s) will be made against a faculty member's sick leave allotment on day(s) when school is officially closed due to weather, emergencies, etc.

4. Sick leave days will be used in no less than full one (1) hour increments. (i.e. 1 hour, 2 hours, 3 hours) Faculty shall not take sick leave for part of a class. Therefore, faculty shall not leave or arrive during a class period unless an emergency exists (i.e., sudden illness).

5. Service-Related Sick Day Allocation:

a) Fifteen-Year Anniversary:

After fifteen (15) years in a faculty position with the District, the District shall match the faculty member's accrued sick leave to a maximum of 50 days.

b) Twenty-Year Anniversary:

After twenty (20) years in a faculty position with the District, the District shall match the faculty member's accrued sick leave to a maximum of 50 days

c) Twenty-Five-Year Anniversary:

After twenty-five (25) years in a faculty position with the District, the District shall match the faculty member's accrued sick leave to a maximum of 50 days.

Faculty members with 15 - 19 years of service as of July 1, 2026 shall be eligible for a District match up to 50 sick days for the 26/27 school year. They shall then be eligible for b. and c. above upon reaching those anniversaries.

Faculty members with 20 - 24 years of service as of July 1, 2026 shall be eligible for a District match up to 100 sick days for the 26/27 school year. They shall then be eligible for c. above upon reaching that anniversary.

Faculty members with 25 or more years of service as of July 1, 2026 shall be eligible for a District match of to 150 sick days for the 26/27 school year.

For example, if, at the conclusion of the faculty member's 10th/15th/20th year, they have 42 sick days, the District shall provide an additional 42 sick days. If, at the conclusion of the faculty member's 10th/15th/20th year, they have 75 sick days, the District shall provide an additional 50 sick days.

No additional sick days will be granted to any faculty member for whom it would result in a TRS penalty for the District (those faculty who are in the final 4 years of their retirement pipeline).

C. Parental Leave

1. A faculty member delivering a child, adopting a child, or who is the non-birth parent of a child (spouse or domestic partner of the mother) may request to exercise leave as per provisions of the Illinois School Code and Federal Family and Medical Leave Act (if applicable, see Section III.F).
2. The faculty member may utilize up to sixty (60) days of accrued sick leave, should he/she have adequate sick leave days accrued, immediately following the birth or adoption of the child. Pursuant to Public Act 102-0275, thirty (30) of these days must be used contiguous to the birth or adoption and thirty (30) of these days may be utilized not contiguous to the birth or adoption, but must be utilized within 12 months from the date of the birth or adoption. In the event that the faculty member does not have adequate sick leave days accrued, the balance of their leave will be unpaid to a maximum total of 60 days of FMLA leave for a total of 60 days of leave. During the 60-day FMLA leave, the District will continue to pay its portion of the faculty member's flex benefits.

3. In the event that the birth or adoption of the child occurs fewer than 60 days before the end of the school year, the faculty member may utilize the remainder of the 60 days at the start of the subsequent school year. In the event that the birth or adoption of the child occurs during the summer recess, the faculty member may utilize up to 60 days of sick/unpaid leave at the start of the subsequent school year.
4. The request for parental leave will be made via the District-determined process and will be accompanied by certification of the pregnancy and due date, or adoption date, by a physician. Said request will be made at least 120 calendar days prior to the leave.
5. In extraordinary circumstances, such as travel abroad in order to take custody of the child, the Superintendent or designee may allow the exercise of additional days of available sick leave on a non-precedent-setting basis.

D. Child-Rearing Leave

1. A tenured faculty member will be eligible for child rearing leave without pay or other benefits. Child-rearing leave will immediately follow parental leave and will not exceed the balance of the school year in which it commences and two additional school years. If birth or adoption occurs during a summer recess, leave may not exceed the following two school years. Every effort will be made on the part of the faculty member to have such leave terminate immediately prior to the start of a new semester.
2. Leaves requested for first semester or an entire school year will be requested by February 15 of the spring prior. The faculty member on a full-year leave of absence will advise the Superintendent or designee in writing no later than March 1 of the termination of such leave and that he/she intends to return to employment for the upcoming school year. Failure to timely advise the Superintendent or designee of intent to return (as required by the preceding sentence) will be treated as an election not to return to employment and as a resignation from the District.
3. Sick leave will not accumulate during the unpaid child rearing leave. Any accumulated sick leave available at the commencement of the leave will be available to the faculty member upon return to employment in the District.

4. With the consent of the carrier, the faculty member may maintain health insurance benefits during the child rearing leave by making timely payments of all premiums, which may be due to the District's Business Office, or elsewhere as directed by the Administration.

E. Religious Leave

1. Faculty will be eligible for up to two (2) days of religious leave annually to be deducted from Sick Leave, should they have sick leave days available. If the faculty member has insufficient accumulated sick leave available, the religious leave will be on an unpaid basis. Available personal leave may be used for additional religious leave days or such leave will be unpaid. Religious leave days will be used in no less than full one (1) hour increments (i.e. 1 hour, 2 hours, 3 hours). Faculty shall not take religious leave for part of a class. Therefore, faculty shall not leave or arrive during a class period unless an emergency exists (i.e., sudden illness).
2. Religious leave should be requested via the method designated by the Human Resources Office (i.e. Red Rover) at least the day before such leave is to take place.

F. Family and Medical Leave Act (FMLA)

1. Board Paid FMLA Leave
 - a) Faculty members who received sick days under the November 2024 MOU Change in Sick/Personal Days, Early Career Sick Days are eligible for one (1) continuous, paid leave of absence under the Family and Medical Leave Act, subject to its provisions (e.g., qualified reason, more than 12 months apart, etc.). The faculty member shall not need to use their own accrued sick leave for this one (1) continuous FMLA leave.

The Board-Paid FMLA Leave noted in this section must be continuous; intermittent FMLA shall not be considered under this provision.

The faculty member shall have the option to utilize the Board-paid FMLA or utilize their own sick leave for any FMLA.

- b) In the event that the faculty member's Board-paid FMLA is fewer than the legal maximum of sixty (60) days, they shall not be provided another Board-paid FMLA or the opportunity to utilize the remaining days in another fashion.
- c) For faculty members who did not receive sick days under the November 2024 MOU Change in Sick/Personal Days, Early Career Sick Days, upon completion of two years of at least 0.6 FTE each year (3 classes plus a supervision) in a faculty position at Stevenson, a faculty member will be eligible for two (2) continuous, paid leaves of absence under the Family and Medical Leave Act, subject to its provisions (e.g., qualified reason, more than 12 months apart, etc.).

The faculty member shall not need to use their own accrued sick leave for these two continuous FMLA leaves.

The Board-Paid FMLA Leave noted in this section must be continuous; intermittent FMLA shall not be considered under this provision.

The faculty member shall have the option to utilize the Board-paid FMLA or utilize their own sick leave for any FMLA.

In the event that the faculty member's Board-paid FMLA is fewer than the legal maximum of sixty (60) days, they shall not be provided another Board-paid FMLA or the opportunity to utilize the remaining days in another fashion.

The Board and Association agree to comply with the provisions of the Family and Medical Leave Act (FMLA), and in all cases, federal law supersedes contractual language.

2. Eligibility: the faculty member must have been employed for at least twelve (12) months and have worked at least 1,000 hours in the previous twelve (12) month period preceding the request for leave.

3. Availability: FMLA leave will be limited to a total of sixty (60) days in a twelve (12)-month period. FMLA leave will be available to a faculty member for the following purposes:
 - a) Birth/adoption of a child (See Section III.C).
 - b) The faculty member's own serious medical condition.
 - c) The serious medical condition of a family member's spouse, parent, child, or domestic partner (as defined in Section VII.C.3).
4. Usage: Faculty members are permitted to utilize accumulated sick leave or personal leave during an FMLA leave. FMLA leaves may be concurrent or intermittent, as allowed by federal law.
5. Benefits: A faculty member on a Board-approved FMLA leave will continue to be covered by the District's group health, dental, vision, life, and disability insurance plans as elected by the faculty member. With the consent of the carrier, the faculty member may maintain health insurance benefits during the FMLA leave by making timely payments of all premiums, which may be due to the District's Business Office, or elsewhere as directed by the Administration. Benefits other than the group health insurance coverage (e.g. sick leave, personal leave, seniority) will not continue to accrue during FMLA leave. No faculty member who takes a leave under this provision will lose any employment benefit that accrued before the date the leave began. A Family and Medical Leave will not be considered a break in service.
6. If the FMLA leave starts or continues on the first day of the new school year, the faculty member will receive their annual allotment of sick, personal, etc. days when he/she returns to work.
7. Application Procedures: Faculty members wishing to apply for an FMLA leave should contact the Human Resources Office. The faculty member will provide the District with certification from the faculty member's health care provider which includes, at minimum, the reason for the FMLA leave (medical diagnosis) and the expected duration of the FMLA leave. The Board may require the faculty member to obtain, at the Board's expense, a second opinion by a health care provider selected by the Board. If this opinion differs from the faculty member's health care provider's opinion, the Board may require the faculty member to obtain certification from a third health care provider at the Board's

expense. The Board may also require periodic reports on the faculty member's status and intent to return to work.

8. Limitations: The following limitations are designed to reduce disruption to the educational process:
 - a) If the faculty member requests an intermittent leave which results in an absence in excess of 20% of the work days during that period, he/she may be required to either (1) take a concurrent leave of absence or (2) transfer to an available alternative position for which he/she is qualified with comparable salary and benefits.
 - b) If the faculty member takes a leave of at least three (3) weeks in duration and would return to work with three (3) or fewer weeks remaining in the semester, he/she may be required to remain on leave until the end of the semester.
9. Return to Work: The faculty member will provide a "return to work" certification from their healthcare provider allowing the faculty member to resume their regular duties with or without reasonable accommodation.
10. A faculty member will be reinstated to their previous position, if it is available. If the previous position is not available, he/she will be reinstated to an equivalent position with equivalent pay, benefits, and other terms and conditions of employment.
11. Employees who do not return to work following the expiration of an FMLA leave will reimburse the Board for any group health plan benefits and any non-health insurance premiums paid by the Board during the employee's FMLA leave.
12. Grievances: the Board and Association agree that an arbitrator has no authority to interpret FMLA rules and regulations.

G. Professional Leave

1. Eligibility: All faculty members are eligible to apply to attend local, state, or national meetings, or school visitations. Prior approval is required before attendance at all meetings.
2. Procedure: Faculty members anticipating approved travel request approval via the District-determined process (i.e. SchoolStream form). A requisition form for registration fees may be attached.

3. Meeting Reports: Maximum benefits accrue to the District when reports on discerned trends and research in education are made available to interested faculty members. Such reports will be made to the individual's immediate supervisor, who will determine their further dissemination.

H. Association Leave

The Association will be granted up to three days per year to allow representatives of the Association to engage in activities directly tied to initiatives of the state, local, and national chapters of the Illinois Education Association

IV. General Working Conditions

A. School Year

1. Work Year: Faculty members with the exception of post-secondary counselors will work 182 days. This includes four institute days scheduled on non-student attendance days. Faculty members will be released at 1:30 p.m. on each institute day:
 - a) The institute day on the second day of the start of the faculty school year. No mandatory meetings will be scheduled after 10:30 am on this day.
 - b) The institute day at the end of the first semester. Mandatory meetings will not be more than a combined two hours on this day.
 - c) An institute day for either consortium or school-based professional development.
 - d) The institute day at the end of the second semester.

While no mandatory division or faculty meetings will be scheduled on the two work days, faculty members may use this time to meet with collaborative teams.

Post-secondary counselors: Post-secondary counselors will work 197 days per year, including fifteen (15) work days immediately following the conclusion of the regular school year. The Administration may require post-secondary counselors to work up to six (6) non-school days during the school year. If so required, post-secondary counselors' work will be compensated at their per diem rate. The specific dates of each non-school day

shall be mutually agreed upon by the Administration and the Post-Secondary Counselor.

2. Teacher Plan Late Arrival Days: Four late arrival days will be included in the school calendar to allow time for faculty members to work individually in order to complete work directly related to their primary role and responsibilities. Collaborative team meetings will meet during their normal meeting times immediately prior to the start of the late arrival day.
3. Collaborative Team Meetings :
 - a) Faculty members will work in collaborative teams up to twice a week from 7:30 to 8:15 a.m. and will provide plans to their directors as to how this meeting time will be spent. The final decision regarding the use of this time will be made collaboratively by the curriculum directors and faculty within each division. The Calendar Committee will determine the Collaborative Work Day Schedule for the school year.
 - b) Members of the Student Support Teams may use this time for individual and small-group meetings with students.
4. Counselor Work Year: The Administration may require general (non-post-secondary) counselors to work up to three days before and three days after the work year. If so required, general counselors' work will be compensated at their per diem salary. Administration may require post-secondary counselors to work up to six (6) non-school days during the school year. If so required, post-secondary counselors' work will be compensated at their per diem rate. The specific dates of each non-school day shall be mutually agreed upon by the Administration and the Post-Secondary Counselor.
5. Individual Faculty Work Day: Faculty members will be provided up to one day per year for the completion of work directly related to their primary role and responsibilities. Work will be selected by the faculty member. Individual Faculty Work Days must be completed on campus and will be taken in one day increments.

B. School Day

The daily schedule for faculty members' on-campus roles and responsibilities will be established by the Board of Education and will not exceed eight (8) consecutive hours including the time required to

be in attendance before and after the normal school day for students. On-campus responsibilities for faculty members will begin at 7:30 am and conclude at 3:30 pm. Faculty members who leave campus during their lunch period will inform their Director's Administrative Assistant.

C. Daily Load

1. Normal Load: A normal daily load will consist of six assignments, no more than five of which will be class assignments. The normal daily load for Driver Education will consist of six class assignments. Driver Education faculty will not be assigned a supervision nor will they qualify for additional compensation (as per Section VIII.F).
2. Lunch and Preparation Period: A faculty member will be assigned one 30-minute duty-free lunch period and one preparation period.
3. Distinct Preparations: Every effort will be made to maintain equity in the number of distinct preparations within a subject area, and to keep that number of distinct preparations as low as possible.
4. Office Hours: Each faculty member will conduct Office Hours until 8:20 am on each day on which a collaborative team meeting is not assigned (see Section I.A.3). The expectation is for faculty members to be available for student assistance during Office Hours. When not spent assisting students, Office Hours may be used for preparation work.
5. Supervisory Assignments:
 - a) A faculty member may be assigned to supervisory responsibilities during the school day as outlined below. The following types of activities, and other assignments as mutually agreed upon between the faculty member and the Administration, can fulfill supervisory assignment:
 - (1) Core Leader
 - (2) Team Leader
 - (3) Study Hall
 - (4) LOP supervision
 - (5) Lab maintenance/open labs

- (6) Learning centers (as mutually agreed-upon by the faculty member and their supervisor)
 - (7) Freshman advisory/Freshman Mentor Program
 - (8) Other assignments as mutually agreed-upon by the faculty member and their division director and approved by the Principal
- b) The supervisory assignment will not exceed one period per day.
 - c) If the number of faculty members exceeds the number of assignments available in a category, then the director responsible for that category will choose the assignment.
 - d) Faculty members having four or more distinct preparations in a semester will be relieved of all supervisory responsibilities during that semester.
 - e) Faculty members who assume a sixth assignment during any semester will be relieved of all supervisory responsibilities during that semester (as per Section VII.G).
 - f) Faculty members will be released from supervision for one period per week if, at the beginning of the semester, they:
 - (1) are assigned 25 or more students who have been identified as participants in the Special Education, or Multilingual Learner programs,
 - (2) teach five or more classes,
 - (3) have two or more preparations, and
 - (4) are assigned to a study hall supervision.

Students assigned to physical education classes will not be included in the calculation of students for this purpose.

- g) Faculty members will be released from supervision for two periods per week if, at the beginning of the semester, they:
 - (1) are assigned 35 or more students who have been identified as participants in the Special Education, or Multilingual Learner programs.

- h) Teachers will be released from no more than one period of supervision per calendar week starting no earlier than the 6th day of class and no later than the 10th each semester.
- i) A faculty member who assumes a sixth assignment and is also assigned to four or more distinct preparations will, in addition to being relieved of all supervisory assignments, receive a per diem rate based on 5 percent of the annual base salary.
- j) The Association President will be released from all supervision during their term of office.

D. Assignments, Vacancies, and Transfers

1. The Administration will notify faculty members of their classroom assignments for the coming year as soon as the determination of assignments has been made. Faculty members will be notified immediately of any changes in their assignments which are made after the close of the previous school year.
2. Notice of newly created positions and vacancies in licensed positions created by resignation, retirement, leave, reduction in force, reassignment, and/or dismissal will be forwarded to the Association at large by the Human Resources Office.

E. Evaluation

1. The primary purpose of the faculty evaluation process is to continually improve the quality of instruction. The evaluation process should be consistent with this objective. Faculty members will be acquainted with the evaluation process outlined in the Faculty Evaluation Plan annually prior to any faculty member being evaluated.
2. The evaluation will be written by the evaluator. The faculty member may include a statement in response, if so desired. The final copy will be signed by both parties and filed in the personnel file of the faculty member. Electronic signatures are acceptable via a District-purchased evaluation software program. The faculty member will receive a copy of the completed evaluation or have access to said evaluation via the evaluation software program.
3. The Unsatisfactory Appeals Process is documented in the Faculty Evaluation Plan.

4. Prior to any substantive changes in the Evaluation Plan, mutual discussions between the Association and Administration will take place.

V. Employee and Association Rights and Responsibilities

A. Dues Deduction

The Board agrees to deduct from each faculty member's pay the dues of the Association provided that the faculty member has previously executed an authorization for such deduction or has not revoked such authorization, and provided further that such deductions will not vary in amount from paycheck to paycheck during any single school year. The Association agrees to hold harmless from any claims the Board of Education of District 125, its employees, and/or agents due to any errors or omission or commission in deducting or transmitting monies to the Association. It is expressly understood that this hold 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 negligent execution of the obligations imposed upon it by this section. Each bargaining unit member, as a condition of employment, within thirty (30) days of the effective date of this agreement or within thirty (30) days of employment, whichever is longer, will join the Association or pay a fee to the Association for services rendered as per Section XI of the IELRA. If such fee is not paid within the above mentioned time, said fee will be deducted from the unit member's salary as per the "dues deduction" procedure listed above.

B. Association Business

1. The Association may post notices on the bulletin board in the Faculty and Staff Dining Room, use mailboxes, and / or e-mail to distribute Association information and materials, and may have the use of school facilities for pre- or post-school hour meetings (provided a proper scheduling request is completed).
2. The Association will have the right to conduct a monthly business meeting that ends prior to 7:45 A.M. or begins no earlier than 3:30 P.M. Association business meetings will occur on days on which no collaborative team meetings are scheduled.

C. Personnel File

1. Personnel File - Only one (1) official personnel file will be kept for every faculty member. This file will be maintained in the Human Resources Office.
2. Right of Access - Each faculty member will have the right, during normal office hours, to review the contents of their personnel file on request to and in the presence of the person(s) responsible for the files.
3. Rights Concerning File
 - a) A faculty member may submit to the Superintendent or designee through the Principal and appropriate Director, material for placement in their file. Such material will be placed in the file if pertinent to the faculty member's professional competence.
 - b) A faculty member's name will be placed as a "copy to" on any item which is placed in their file. The faculty member will also receive a copy of that item. Faculty members will be permitted to have dissenting or explanatory material attached to any document on file.
4. Privacy of Material on File - Neither a faculty member's file nor any of its contents will be copied or otherwise made known to anyone without the faculty member's permission except that the file and its contents may be examined or otherwise made known as follows:
5. Access to File - Without the faculty member's permission, no portion of a faculty member's file may be viewed by anyone except as specified below:
 - a) By the Superintendent.
 - b) By the Human Resources Administrator.
 - c) By members of the Board of Education, if the Superintendent deems such a viewing desirable, meeting in a duly convened executive session.
 - d) By the attorney for the Board of Education.
 - e) By the Principal and/or by the immediate administrative supervisor.

- f) By members of the Human Resources Office as necessary for routine maintenance, information, and updating, not to include faculty evaluation comments.
- 6. Duplication of File - No portion of a faculty member's file may be duplicated for any purpose without the faculty member's permission except when a copy may be required by the attorney for the Board in pursuance of a bona fide legal purpose.
- 7. Final Disposition of File - Upon termination of employment within the District, the following portion of the file will be retained indefinitely:
 - a) Original application
 - b) College credentials
 - c) College transcripts
 - d) Health records
 - e) Employment and salary records

D. Staff Development Training

The Administration will consult with the faculty concerning the selection of topics and presentations for staff development training. The decision of the Administration is final.

E. Faculty Meetings

All required general faculty and divisional meetings will be held during the hours of the normal school day for faculty members. Provided that at least 48 hours advance notice is given to faculty members, division and / or department meetings, not to exceed two per semester for no more than one hour duration, may be scheduled after the normal school day.

F. Complaints Against Faculty and Administrative Discipline

- 1. Complaint Process
 - a) The parties hereto acknowledge that it is usually most desirable for individuals to resolve problems through free and informal communications. If a complaint is received by the administration, the administrative recipient will refer the complainant to speak with the faculty member regarding the nature of the complaint. If the complainant

is unwilling to speak directly with the faculty member, then the administrator will offer to help facilitate informal resolution utilizing universally accepted conflict resolution skills. In the event a mutually agreed-upon resolution is reached, no additional action will be taken unless the administration identifies a need to investigate potential instances of faculty disobedience and misconduct following the procedures outlined in this section. If the complainant or the faculty member is not satisfied with the informal discussion the matter may move to an administrative investigation following the procedures outlined in this section. In cases where the complainant is a student, that student's parent or legal guardian may accompany the student at any step of the process.

- b) If the administrative investigation concludes that the complaint allegations cannot be substantiated, then the appropriate Administrative Team member, upon request from the faculty member, will provide a written confirmation to the faculty member that the complaint against the faculty member was not substantiated and no disciplinary action was imposed.

2. Involving Sexual Harassment, Unlawful Harassment, or Unlawful Activity

In allegations of sexual or any other forms of unlawful harassment or conduct which could be construed as unlawful harassment or discrimination, threat of physical harm, or allegations of physical harm, or in the case of alleged unlawful activity, the complainant is not required to discuss the matter with the faculty member involved, or place the complaint in writing. After the faculty member is notified of the complaint by the appropriate administrator, the procedures in Board Policy 5:20 (Sexual Harassment, Anti-Harassment, and Non-Retaliation) and Board Policy 5:240 (Discipline), or any other applicable Personnel related Board Policies will be followed to resolve those complaints.

3. Administrative Discipline

- a) The parties hereto acknowledge that while it is usually most desirable for faculty members to resolve concerns through free and informal communications, the administration maintains an inherent managerial right and responsibility to investigate concerns regarding potential faculty

disobedience and misconduct. In the event the administration determines that a faculty member's conduct may warrant discipline, the administration may conduct an investigation. An administrator will notify the faculty member of the impending investigation through a notice that will:

- (1) state the purpose of the meeting to all parties attending,
 - (2) indicate a place and time for the meeting,
 - (3) inform the faculty member that the possibility of disciplinary action exists,
 - (4) inform the faculty member that he/she may have a representative of the Association present at the meeting,
 - (5) hold the meeting no less than 24 hours from notification except as noted in Section V.2 involving sexual harassment, unlawful harassment, or unlawful activity.
- b) After the investigation and prior to the imposition of any disciplinary action which would adversely affect the faculty member's compensation:
- (1) The Superintendent or the Director of Human Resources will prepare a written basis for his or her determination,
 - (2) The Superintendent or the Director of Human Resources will issue a letter to the faculty member that specifies the disciplinary action to be taken,
 - (3) A copy of the letter of discipline will be placed in the faculty member's personnel file. The faculty member may elect to have a dissenting statement attached to the disciplinary letter in their file.
- c) A summary of investigation notes will be made available to the faculty member upon a written request to the Superintendent or the Director of Human Resources.
4. Faculty members will not be subject to suspension without pay or discharge without just cause.

VI. Calendar

Prior to submitting their recommendations to the Board, the Superintendent and / or Principal will consult with the Calendar Committee. It is the responsibility of the Board of Education to make decisions and approve the school calendar.

VII. Employee Benefits

If at any time during the duration of this collective bargaining agreement, a change in federal or state laws or regulations becomes effective which affects the cost or availability of any of the employee benefits (including state pension program) offered under this agreement, the Parties agree to re-open the contract to renegotiate the affected provisions.

During the term of this Agreement, the Board will assure the continual availability of the District's PPO and HMO plans. The District will also maintain life, disability, and optional dental and vision insurance, supplemental accident, death or dismemberment (AD&D) as well as life insurance coverages for spouses, domestic partners and dependent children as reviewed annually by the employee benefits committee.

A. Board Paid Life and Disability

1. Board Paid Life: The Board will carry \$50,000 term life insurance for each faculty member.
2. Board Paid Disability: Disability insurance will be provided by the Board for each faculty member which will supplement TRS disability to 60% of their base salary for the term of the disability. In addition, Accidental Death and Dismemberment (AD&D) will be provided by the Board.

B. Section 125 Cafeteria Plan (FSA Plan)

The Board will maintain a "cafeteria plan" which meets the requirements of Section 125 of the Internal Revenue Code. Faculty will allocate the amounts they desire to be deducted from among the following benefits:

1. Premiums for life insurance in excess of \$50,000 of coverage.
2. Premiums for single or family health, dental, vision, and/or disability insurance whether such is provided on a group basis by the Board or otherwise for the faculty member, the faculty member's spouse, and/or the faculty member's dependents as defined under federal law.

3. Reimbursement for the cost of medical care, as defined in Section 213(d) of the Internal Revenue Code, to the extent not covered by insurance, and incurred by the faculty member, the faculty member's spouse, and/or the faculty member's dependents as defined under federal law.
4. Employee dependent child care up to the maximum allowable (as defined in Section 213(e) of the Internal Revenue Code).

The amounts so allocated will accrue prorated during the twelve-month period and be payable upon the submission by the faculty member of receipts demonstrating the payments of such amounts. Any amounts so allocated for which reimbursement cannot be demonstrated on a timely basis will be forfeited and not otherwise paid to the faculty member.

C. Health Insurance Cost Sharing

1. The Board's contribution to the cost of the faculty member's elected health insurance coverage will use the following cost sharing formulas for the duration of the contract.

a) Single Coverage

Cost of Single Health, Dental, and Vision Insurance

	<u>Employer Paid</u>	<u>Employee Paid</u>
PPO 500	90%	10%
PPO 750	95%	5%
HDHP PPO 2500	100%	0%
HMO	100%	0%

b) Family Coverage

Cost of Family Health, Dental, and Vision Insurance

	<u>Employer Paid</u>	<u>Employee Paid</u>
PPO 500	85%	15%
PPO 750	90%	10%
HDHP PPO 2500	100%	0%
HMO	100%	0%

2. Special Conditions

- a) No insurance election will receive a \$2,500 cash flexible benefit.
- b) A High-Deductible Plan single or family election will receive a \$2,000 contribution to the employee's Health Spending Account (HSA).
- c) A HMO single or family election will receive a \$1,000 cash flexible benefit.
- d) The PPO 500 plan will be considered the District's standard plan.

3. Dependent Coverage

Dependent coverage will include spouse, children, other dependents as defined within the insurance plan, or domestic partner. Eligible domestic partner means an individual who is not related to the employee by blood or marriage, with whom the employee:

- a) has cohabitated for at least twelve (12) consecutive months.
- b) shares a close monogamous relationship similar to the relationship between married individuals.
- c) has shared financial obligations and responsibilities, as indicated by at least two of the following:
 - (1) a joint mortgage or lease;
 - (2) designation of the eligible domestic partner as the primary beneficiary of a will; or
 - (3) joint ownership of a car or bank account.

This coverage may apply to only one domestic partner at one time.

4. PPO Plan

The NIHIP PPO 500 plan will be the District's Standard Medical plan. The provisions listed in the Annual NIHIP Benefits Summary for Adlai E. Stevenson High School District 125 will set forth the specific benefits associated with the PPO 500 plan. The District will provide access to the Annual Benefit Summary by continually

posting the information for faculty within the District's online information.

It is understood that benefit changes may occur to the NIHIP PPO 500 plan during the course of this agreement. The District will ensure that for the duration of this agreement, an insurance option will remain in place that has the same deductibles, co-insurance and out-of-pocket maximums as presently offered by the NIHIP PPO 500 plan. Further, in no case will the cost of co-pays to employees in the NIHIP PPO 500 plan increase by more than 50% in any one year or more than 200% over the duration of this agreement. Lastly, in no case will the cost of non-formulary brand prescription co-pays to employees in the NIHIP PPO 500 plan increase by more than 100% over the duration of this agreement.

D. Additional Courses/Advanced Training

The Board of Education will compensate faculty members for tuition and mandatory fees at a rate up to \$430.00 per semester hour, for a maximum of 12 (twelve) semester hours annually. Said annual year will begin with the fall semester. Approved courses for advancement or reimbursement must be offered by a fully accredited college or university. Coursework for advancement or reimbursement will be evaluated based on the following two categories:

1. Category I: Course(s) of study that receive advancement and reimbursement.
 - a) Master's degree program in educational leadership, educational administration, curriculum and instruction, or other educationally related field.
 - b) Master's degree program in education.
 - c) Master's degree program in your current content area (i.e.: Science, Math, Applied Arts, Special Education, Social Studies, World Languages, Communication Arts, Fine Arts, Student Services, and Physical Welfare).
 - d) *Doctor of Philosophy (Ph.D.) program in education or related field.
 - e) *Doctor of Education (Ed.D.) degree program.
 - f) *Doctor of Philosophy (Ph.D.) in faculty member's current content area.

- g) Graduate-level coursework which is part of a professional development plan in your content area (i.e.: Science, Math, Applied Arts, Special Education, Social Studies, World Languages, Communication Arts, Fine Arts, Student Services, and Physical Welfare).
- h) Any course required by the administration, or mutually agreed upon, as appropriate for present or future teaching assignments.

*Faculty members completing their doctoral degree from an administratively approved program will receive an annual stipend of \$7,500 per year.

- 2. Category II: Course(s) of study eligible for reimbursement, but not advancement.
 - a) Undergraduate-level courses for development of skills and knowledge included in the faculty member's Stevenson Professional Development Plan.

All courses must be approved by the Director and Superintendent or designee prior to the course's start date. A faculty member may appeal the decision to deny a course for tuition reimbursement to the Director of Human Resources.

Courses taken after the date on which the faculty member's Master's Degree is conferred will be considered for movement into the MA+15, MA+30, etc. lanes.

In the event of an appeal, the Director of Human Resources will review the request for reimbursement based upon the educational goals of the district, professional development plans of the staff member, and precedents regarding similar course requests. Appeals must be initiated prior to the completion of the course.

Faculty members who receive reimbursement for courses and resign from employment will reimburse the District for advanced training courses taken within 12 months of separation. Repayment will be withheld from the final paycheck/s. In order to receive reimbursement, the faculty member must be currently employed at the time of payment.

The Board and / or administration may require any faculty member(s) to pursue further course(s) of study if, in the opinion of the Board and / or administration such courses are considered

appropriate for present or future teaching assignments, or for the general development of the faculty member. The faculty member will complete such courses within a reasonable period of time. In the event a faculty member is so required, the Board will fully reimburse for tuition expenses, books, and mileage for each course approved by the Board, provided the faculty member successfully completes the course for which reimbursement is provided. Evidence of successful completion of a course will be by an official transcript of the educational institution previously approved by the Board.

E. Organization Dues

The Board of Education will pay the cost of membership for each faculty member to one national and one state organization in their teaching field, as determined and approved by the Administration, and not including NEA, IEA, or AESHSEA.

F. Internal Substitution

The Administration will generate a list of faculty members who are willing to volunteer as internal substitute(s) and will attempt to arrange for substitutes from this list. If the Administration is unable to secure a substitute within the division from the list of volunteers, it may assign a faculty member to no more than one period of internal substitution per semester. Internal substitute pay will be \$50.00 per class period.

G. Compensation for Additional Class Assignments

1. Any faculty member who voluntarily agrees to accept assignments beyond the normal load will be compensated at a per diem rate based on 20% of their annual salary and will not have a supervision assignment.
2. A faculty member who assumes a sixth assignment and is also assigned to four or more distinct preparations will, in addition to being relieved of all supervisory assignments, receive a per diem rate based on 5 percent of the annual base salary.
3. Faculty members serving in a long-term substitute assignment in a faculty position shall be paid the associated compensation for said assignment if they are out of the classroom during that period due to an approved absence (sick leave, personal leave, field trip, team release day, etc.). Compensation shall not be paid if the entire absence is otherwise unpaid (e.g., an unpaid sick day).

4. In the event that a Related Service Professional Faculty Member (Counselor, Psychologist, Social Worker, or Speech Language Pathologist) is absent on a long-term leave of more than ten (10) days, and an external substitute cannot be secured, and a Stevenson Related Service Professional Faculty Member is assigned work equivalent to a twenty percent (20%) increase to their caseload to assist in covering everyday of this absence, the Related Service Professional Faculty Member shall be paid as a long-term substitute for the equivalent of one-fifth of their salary for the duration of the long-term substitute assignment.

H. Chaperone Assignments

All faculty members will assume supervision of a maximum of one (1) non-remunerative chaperone duty assigned by the Administration. Any assignments necessary on a non-school day will be on a voluntary basis. A list of available activities will be distributed to each faculty member who will then be asked to choose three (3) activities they are willing to supervise in order of preference. The Administration shall attempt to honor these preferences in determining supervisory assignments.

I. Compensatory Time

When faculty members are required by the Administration to attend functions outside of normal school hours for purposes other than chaperone assignments or activities related to co-curricular stipends, they will be entitled to equivalent released time. Utilization of equivalent released time will require approval of the Director.

J. Reimbursable Expenses for Approved Professional Travel

1. Faculty members will be reimbursed for approved professional travel expenses at the following rates:
 - a) Conference registration -- 100%.
 - b) Transportation or mileage -- 100% up to a \$500.00 maximum.
 - c) Meals -- \$75.00 per day. \$15.00 breakfast, \$25.00 lunch, and \$35.00 dinner. Fees for luncheons, banquets, etc. paid by the district as part of the registration costs will be deducted from the daily meal allowance.
 - d) Meal allowances will be prorated on the day of travel to and from destination.

- e) Lodging -- lowest reasonable rates up to \$250.00 per person per day or the conference rate for lodging, whichever is less
- f) Miscellaneous expenses directly related to professional travel (cab, rideshare, tips, etc.) -- 100%.

2. General Provisions

- a) Mileage -- when appropriate, staff members are asked to form car pools. Reimbursement will be to the driver at the current I.R.S. mileage rate. Mileage will be computed via the most direct route to the meeting and return. Parking and toll charges are reimbursable.
- b) Miscellaneous -- miscellaneous expenses as defined above will be reimbursed upon documentation through Travel Expense Voucher and receipts, if available.
- c) Documentation -- the Travel Expense Voucher must be used following all travel to document expenses. Receipts must be attached for reimbursement.

VIII. Salary and Related Matters

A. Compensation Schedule

All faculty members will receive their regular salary on a twelve (12) month basis. A faculty member may elect either to have co-curricular and coaching stipends added to the base salary and paid out over the twelve (12) month salary or to receive the entire stipend as a lump sum at the conclusion of the season or activity. In the case of a sport or activity whose "season" exceeds a semester, the faculty member may also elect to have the stipend paid in two lump sums: at the semester and at the end of the year. All extra duties will be paid on the next special monthly payroll run following submission of the appropriate documentation (i.e. timesheet). Only those extra duties determined to be "creditable" by TRS will be figured into retirement. Co-curriculars and coaching assignments not determined by the beginning of each school year will be paid following the completion of duties on the next special monthly run.

For the purpose of advancement of full-time faculty on the compensation schedule, a full-time faculty member who is compensated for more than eighty percent (80%) of the faculty calendar work days will move a step at the beginning of the following school year. Compensated days shall include worked days or paid leave

days (i.e., sick days and personal leave days). For example, if the faculty calendar is 182 work days, then the faculty member must be compensated for more than 145.6 days in order to move a step the following school year. If the Post-Secondary Counselor calendar is 197 work days, then the Post-Secondary Counselor must be compensated for more than 157.6 days in order to move a step the following school year.

A full-time faculty member compensated for less than or equal to 80% of the faculty calendar days shall accrue pro-rated step advancement, rounded up to the nearest percentage in 20% intervals (i.e., 20%, 40%, 60%, or 80%). For example, if the faculty calendar is 182 days and the faculty member works 100 days, that would be 54.9% of the year and would be recorded as 60%. The faculty member would need to work a subsequent year at 40% or more in order to advance a step.

Part-time faculty member step advancement is defined in Appendix A, 2. B.

For the purpose of this section, unpaid sick leave days taken during a Board-approved leave of absence under the federal Family and Medical Leave Act shall be counted as compensated days for step advancement. The faculty member must exhaust all available paid sick leave in order to have unpaid sick leave under FMLA counted as compensated days for step advancement.

B. Salary Multiplier

The Tier 1 and Tier 2 multiplier tables to be used in the calculation of salaries for the duration of the contract is attached (Appendix B).

C. Salary Schedule: TRS Tier I Members

Those faculty members enrolled in Tier 1 will be compensated according to a salary schedule created utilizing the following:

1. 2026-27: The 2026-27 base salary will be determined by adding 100% of CPI for the PTELL calculation established 12/31/2025 to the 2025-26 base salary. Said increase will be a minimum of 1.25% and a maximum of 2.75%. In addition, the District agrees to add an additional .75% to the base salary increase over CPI.
2. 2027-28: The 2027-28 base salary will be determined by adding 100% of CPI for the PTELL calculation established 12/31/2026 to the 2026-27 base salary. Said increase will be a minimum of 1.25% and

a maximum of 2.75%.

3. 2028-29: The 2028-29 base salary will be determined by adding 100% of CPI for the PTELL calculation established 12/31/2027 to the 2027-28 base salary. Said increase will be a minimum of 1.25% and a maximum of 2.75%.
4. 2029-30: The 2029-30 base salary will be determined by adding 100% of CPI for the PTELL calculation established 12/31/2028 to the 2028-29 base salary. Said increase will be a minimum of 1.25% and a maximum of 2.75%.
5. 2030-31: The 2030-31 base salary will be determined by adding 100% of CPI for the PTELL calculation established 12/31/2029 to the 2030-31 base salary. Said increase will be a minimum of 1.25% and a maximum of 2.75%

Complete salary schedules will be determined upon notification of the PTELL CPI rate that applies for each contract year pursuant this section of the contract.

Post-secondary counselors will be paid an adjusted salary to reflect their 197 day calendar. The daily rate for the appropriate step/lane of the Salary Schedule will be calculated by dividing that number by 182. Then, the new salary will be calculated by multiplying the daily rate by 197 days.

D. Salary Schedule: TRS Tier II Members

Beginning with the 2026-27 school year, the District will transition to a new salary table for all Faculty members designated as Tier 2 by TRS, included as Appendix C. This salary table accounts for new multipliers and increases to the base salary. Faculty members will be placed on the new table as outlined in Section VIII E. Increases for the duration of the contract will be determined as follows:

1. 2026-27: The 2026-27 base salary will be determined by adding 100% of CPI for the PTELL calculation established 12/31/2025 to the 2025-26 base salary. Said increase will be a minimum of 1.25% and a maximum of 2.75%. In addition, the District agrees to add an additional .75% to the base salary increase over CPI.
2. 2027-28: The 2027-28 base salary will be determined by adding 100% of CPI for the PTELL calculation established 12/31/2026 to the

2026-27 base salary. Said increase will be a minimum of 1.25% and a maximum of 2.75%.

3. 2028-29: The 2028-29 base salary will be determined by adding 100% of CPI for the PTELL calculation established 12/31/2027 to the 2027-28 base salary. Said increase will be a minimum of 1.25% and a maximum of 2.75%.
4. 2029-30: The 2029-30 base salary will be determined by adding 100% of CPI for the PTELL calculation established 12/31/2028 to the 2028-29 base salary. Said increase will be a minimum of 1.25% and a maximum of 2.75%.
5. 2030-31: The 2030-31 base salary will be determined by adding 100% of CPI for the PTELL calculation established 12/31/2029 to the 2030-31 base salary. Said increase will be a minimum of 1.25% and a maximum of 2.75%.

Complete salary schedules will be determined upon notification of the PTELL CPI rate that applies for each contract year pursuant to this section of the contract.

Post-secondary counselors will be paid an adjusted salary to reflect their 197 day calendar. The daily rate for the appropriate step/lane of the Salary Schedule will be calculated by dividing that number by 182. Then, the new salary will be calculated by multiplying the daily rate by 197 days.

E. Transition for Tier 2 employees

- A. Both parties shall create a 2025-26 transition salary table (see Appendix C for salary tables)
- B. Each Tier 2 employee's current salary, keeping the same level of education, shall be compared to the newly created 2025-26 transition salary schedule. The employee shall be placed in the same lane (educational column) in the cell with a salary equal to or greater than the employee's current salary, ensuring that no employee's salary is reduced as a result of this placement. This placement shall establish the employee's new salary cell (lane and step)
- C. After placement on the Tier 2 Transition Table described above, each Tier 2 employee shall advance one step vertically (unless the employee doesn't qualify for a full step advancement outlined in Article VIII, Section A) on the new 2026-2027 Tier 2 salary schedule

within the same lane. The resulting cell shall become the employee's salary placement for the 2026-2027 school year.

- D. Under no circumstances shall a Tier 2 employee's salary be reduced as a result of this transition to the new salary schedule.

F. Salary Schedule: Master Teacher Lane

Once a faculty member achieves a Master's Degree, the faculty member may qualify for the Master Teacher Lane by following one of two options:

1. Complete a second Master's Degree Program pursuant to Section VII of Board/Faculty Agreement; or
2. Complete 45 graduate-level credits beyond the Master's Degree pursuant to Section VII of Board/Faculty Agreement.

G. Tax-Sheltered Annuity/403b Plan Contribution

1. TRS Tier I
 - a) For those faculty members enrolled in TRS as a Tier I member who annually contribute at least \$1,000.00 in a District-sponsored tax-deferred account, the District shall also contribute \$2,750 annually to that same Sponsored Tax-Deferred account. No prorated contributions shall be made.
2. TRS Tier II
 - a) For those faculty members with 1 - 4 years of service at Stevenson and enrolled in TRS as a Tier II member, the Board of Education shall annually contribute \$1,000 to a Tax Sheltered Annuity/403 (b) Plan. In addition, for those Tier II faculty members who annually contribute at least \$1,000.00 in a District Sponsored Tax-Deferred account, the District shall also contribute \$2,500 annually to that same District Sponsored Tax-Deferred account.
 - b) For those Tier II faculty members with five (5) or more years of service at Stevenson, who annually contribute at least \$1,000.00 in a District Sponsored Tax-Deferred account, the District shall also contribute \$4,500 annually to that same account District Sponsored Tax-Deferred account. No prorated contributions shall be made.

All payments will be made on a bi-weekly basis beginning with the first pay date of the 2026/27 school year. Faculty members will enroll in a District-approved TSA/403b plan prior to any such payments being made. Faculty members who enroll in a TSA/403b plan after September 1, 2026 will not receive any payments missed but will receive payments after the date on which they establish said account. Faculty members who do not enroll in a TSA/403b plan forfeit all payments described in this section. Part-time faculty members will receive a prorated contribution based upon their FTE percentage.

H. Co-Curricular Stipends/Assignments

1. The table of multipliers to be used in the calculation of stipends for the duration of the contractual agreement is attached in the following Appendices. The base cell for the multiplier table will be the MA, Step 1 cell of the Tier 1 Salary Table.
 - a) Appendix D: Activity Categories
 - b) Appendix E: Activity Multiplier Table
 - c) Appendix F: Activity Stipend Table for 2021/22
 - d) Appendix G: Athletic Categories
 - e) Appendix H: Athletic Multiplier Table
 - f) Appendix I: Athletic Stipend Table for 2021/22
2. Placement:
 - a) Athletic Coaches shall receive credit for all years of paid, verified Middle School or High School athletic coaching experience without limit on the Athletic Stipend Table. Experience need not be in the same sport.
 - b) Activity Sponsors shall receive credit for all years of paid, verified Middle School or High School activity sponsor experience without limit on the Activity Stipend Table. Experience need not be in the same activity.
3. Staff members who assume responsibilities for positions not currently listed in this agreement, or who experience dramatic changes in the responsibilities of their assignment, may petition the Principal for review of placement on this schedule. The decision of the Principal will be final.

4. Athletic and Activity categories are subject to review and change on an annual basis.

I. Retirement Incentive Plan

The Board of Education of District 125 offers its licensed employees a voluntary retirement incentive program. This plan coordinates with and supplements early retirement provisions of the Illinois Teachers' Retirement System.

1. Eligibility: To be eligible, the licensed employee must have completed at least ten (10) years of full-time employment in District 125. If the employee elects to participate in the retirement incentive plan, they must notify the Superintendent's Office five years prior to the date of their retirement. If the employee elects to participate less than five years prior to the date of retirement, the employee may receive program benefits, provided they qualify within the 6% increase limitation of TRS's final four-years of employment retirement window.
2. Retirement Incentives

The Board of Education of District 125 will provide, based upon the employee's age, service credit with TRS, and service credit in District 125, the following incentives:

- a) Salary: Upon announcement of a licensed employee's intent to retire, the District will provide the following increase in the employee's last five years of employment:
 - (1) Fifth to last year of employment: 5% increase
 - (2) Fourth to last year of employment: 5% increase
 - (3) Third to last year of employment: 5% increase
 - (4) Second to last year of employment: 4% increase
 - (5) Last year of employment: 4% increase
- b) Annual increases (for TRS reporting purposes) are limited by the then current Illinois State Pension Code. A list of payouts that qualify for TRS creditable earnings will be coordinated by the Assistant Superintendent for Business.
- c) Changes in assignment or discontinued addenda are not included in the increase computation.

3. Post-Retirement Incentives

- a) 2.2 Upgrade Credit: The District will pay upgrade charges as calculated by the Teacher Retirement System to enable the employee to use the 2.2% formula when applying for the TRS retirement annuity.
- b) The District will provide a post-retirement health care stipend to a retiring faculty member who declares with TRS. The amount of the stipend is equal to the number of months from retirement to age 65 multiplied by the monthly rate established by the Teachers Health Insurance Program (TRIP) Managed Care, for a single individual. Health insurance stipends will be paid annually in September until age 65 following retirement from the District.

The faculty member will be insured on their employee health insurance through August 31. Stipends will begin being paid starting in September, following the June 30 retirement date.

- c) Dental coverage is available through the Illinois Retired Teachers Association and vision coverage is not available for retired employees.

4. Payment of Post-Retirement Incentives

Once the post-retirement incentive package has been established, an employee may elect to contribute to the following post-retirement benefits packages:

- a) Health Reimbursement Account (HRA) - Established to provide post-retirement health care - funds can only be used for health care expenses that would normally be deductible for income tax reporting purposes.
- b) Post-Retirement 403(b) Contribution - Established to provide investment options for those employees. Contribution limited by IRS regulation.

- 5. Maximum Participation: The Board of Education reserves the right to establish the maximum number of people eligible to participate in any given year.

IX. Grievance Procedure

A. Definitions

1. Any claim by the Association or a faculty member that there has been a violation, misinterpretation or misapplication of the terms of this Agreement will be a grievance.
2. As used herein, the term “days” will mean school days, except when a grievance is submitted fewer than ten (10) days before the close of the current school year, then time limits will consist of all week days.

B. Informal Procedure

The parties hereto acknowledge that it is usually most desirable for a faculty member and the faculty member’s immediately involved supervisor to resolve problems through free and informal communications. If the informal process fails to satisfy the faculty member or the Association, a grievance may be processed as follows:

C. Formal Procedure

1. Step One: The faculty member or the Association may present the grievance in writing to the immediately involved supervisor within fifteen (15) days of the occurrence of the grievance or when such occurrence should reasonably have been known. Within seven (7) days after receipt of the grievance, the immediately involved supervisor will arrange for a meeting to take place. Within seven (7) days of the meeting, the faculty member and the Association will be provided with the supervisor’s written response, with reason(s).
2. Step Two: If the grievance is not resolved at Step One, then the faculty member or the Association may refer the grievance in writing to the Superintendent or designee within five (5) days after receipt of the Step One answer. The Superintendent or designee will arrange for a meeting to take place within seven (7) days of receipt of the appeal. Within seven (7) days of the meeting, the faculty member or the Association will be provided with the written response of the Superintendent or designee with reason(s).
3. Step Three: If the Association is not satisfied with the disposition of the grievance at Step Two or the time limits expire without the issuance of the Superintendent’s written reply, the Association

may submit the grievance to binding arbitration. The American Arbitration Association will act as the administrator of the proceedings. If a written demand for arbitration is not filed within ten (10) days of the date for the Step Two answer, then the grievance will be deemed withdrawn.

4. Each party will have the right to present in the arbitration hearing such witnesses and documents as deemed necessary to develop facts pertinent to the grievance.

D. General Provision

1. If either party requests a transcript of the proceedings, that party will bear the full costs for that transcript. If both parties order a transcript, the cost of the transcripts will be divided equally between the Board and the faculty member or the Association.
2. Faculty member is allowed Association representation of their choosing at any step of the process.
3. If a faculty member is required by the Board to be involved in the processing of a grievance during school hours, he/she will be excused for such purposes without loss of pay and/or benefits. When a faculty member is not represented by the Association, the Association may be present as an observer in all hearings and will, upon request, receive copies of the grievance and decision.
4. The time limits specified in this procedure may be extended in any specific instance by mutual agreement in writing.
5. A grievance may be withdrawn at any level without establishing precedent and, if withdrawn, will be treated as though never having been filed.
6. The failure of the faculty member or Association to act within the time limits set forth will preclude further appeal of the grievance. Upon failure of the Board to meet the time limits prescribed in this procedure, the grievance will be advanced to the next highest level.
7. If the Association and Superintendent agree, any step of the grievance procedure may be bypassed and the grievance brought directly to any successive level.
8. The Association has the right to be present at any level of the formal grievance process.

9. The Association will be notified of decisions at every level of the formal grievance process.

X. No Strike

The Association and its members will not authorize or take part in any strike against the Board during the term of this Agreement.

XI. Effect of Agreement

Any individual contract between the Board and an individual bargaining unit member heretofore and hereafter executed, will not be inconsistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, will be controlling.

XII. Updated Market Basket - Basis of Comparison Data

The Board and the Association shall create a Total Compensation Comparison Committee to examine the relative standing of Stevenson Faculty compared to other districts in the Market Basket. The Committee shall convene by September 1, 2026, and shall submit a final report by February 1, 2027. Should the parties reach an agreement, it may be formalized via a Memorandum of Understanding. If the parties cannot reach an agreement or an extension by February 1, 2027, then the parties agree to the comparison model highlighted below.

The parties agree that if, during the 2028-29 and/or the 2029-30 school year, the District's annual basis of comparison should fall out of the top third of the agreed-upon comparable districts, they will, within thirty days of such determination, reopen negotiations in a mid-term bargaining format with discussions limited to adjustment in compensation.

The parties shall bargain in good faith and shall adjust compensation to guarantee that District 125 remains in the top third of comparable districts. The parties agree that the basis for comparison shall be calculated by adding the following three figures and comparing the result to our market basket.

- A. Salary - The average of the entire BA, MA, and last lane (as defined by each school's contract, including PhD lane/stipend).
- B. Insurance - Total amount of money spent by the District on Health, Dental, and Vision premiums divided by that year's Faculty FTE.

- C. Tax-Deferred Compensation - Total amount of money spent by the District on Tax-Deferred retirement accounts as defined by the Internal Revenue Service (403b, 457, etc.) and divided by that year's Faculty FTE.

For Section XII, the market basket shall include:

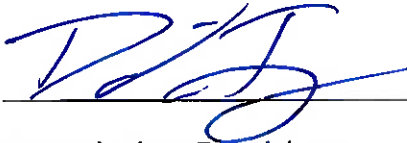
1. Deerfield/Highland Park HSD 113
2. Evanston Twp HSD 202
3. Glenbrook HSD 225
4. Hinsdale Twp HSD 86
5. Lake Forest CHSD 115
6. Libertyville/Vernon Hills CHSD 128
7. Maine Twp HSD 207
8. New Trier Twp HSD 203
9. Niles Twp HSD 219
10. Township HSD 211
11. Township HSD 214

XIII. Separability

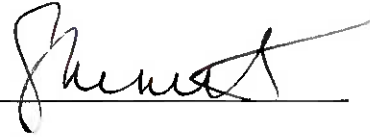
If any provision of this Agreement is held to be contrary to law, then such provision or application will not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions will continue to full force provision.

XIV. Duration

This Agreement will be effective at 12:01 am on July 1, 2026 and will continue in effect until 11:59 pm on June 30, 2031. Executed on the 15th Day of June, in the year 2026.



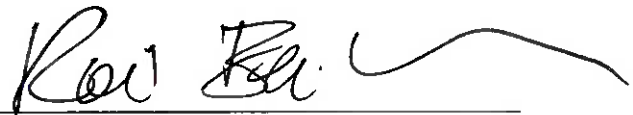
Association President



Board President



Association Secretary



Board Secretary

APPENDIX A: Part-Time Employees

A. General Principle

1. Employees who have a part-time faculty assignment of less than six-tenths will neither receive benefits nor assume the supervisory responsibility of a full-time employee.
2. Employees who have a part-time faculty assignment of six-tenths or more and no supervision assignment will receive no benefits.
3. Employees who have a part-time faculty assignment of six-tenths or more and a supervision assignment will receive pro-rated benefits. Pro-rated benefits include: health, dental, vision, disability and life insurance.
4. The district's benefit committee will meet to discuss any changes to national/state benefits legislation or statutes.

B. Salaries of All Part-Time Employees

1. Part-time employees' salaries will be prorated according to their assigned percentage of full-time employment.
2. Advancement on the salary schedule will proceed according to the fraction of the teaching assignment. Thus, a part-time assignment does not advance the faculty member on the salary schedule until successive part-time assignments equal the equivalent of a full-time assignment (i.e. 10/10ths). Placement on the salary schedule will be determined at the start of each school year and will remain in effect for that school year.

C. Leaves

1. Sick Leave: Part-time employees are entitled to fourteen (14) sick days per year, pro-rated according to their assigned hours. For example, a part-time teacher who is assigned 0.5 FTE would receive seven (7) sick days per year.

Sick leave days will be used in no less than full one (1) hour increments. (i.e. 1 hour, 2 hours, 3 hours) Faculty shall not take sick leave for part of a class. Therefore, faculty shall not leave or arrive during a class period unless an emergency exists (i.e., sudden illness).
2. Personal Leave: Part-Time employees are entitled to four (4) sick days per year, pro-rated according to their assignment. For example, a part-time teacher who is assigned 0.5 FTE would receive two (2)

personal days per year.

Personal leave days will be used in no less than full one (1)-hour increments (i.e. 1 hour, 2 hours, 3 hours). Faculty shall not take personal leave for part of a class. Therefore, faculty shall not leave or arrive during a class period unless an emergency exists (i.e., sudden illness).

3. Religious Leave: All part-time employees are eligible for up to two (2) religious leave days per year pro-rated according to their assignment to be deducted from Sick Leave, should they have sick leave days available. If the faculty member has insufficient accumulated sick leave available, the religious leave will be on an unpaid basis. For example, a part-time teacher who is assigned 0.5 FTE would receive two (2) religious leave days per year. Religious leave days will be used in no less than full one (1) hour increments (i.e. 1 hour, 2 hours, 3 hours). Faculty shall not take religious leave for part of a class. Therefore, faculty shall not leave or arrive during a class period unless an emergency exists (i.e., sudden illness). For each hour of religious leave, one hour will be deducted from the faculty member's accumulated sick leave. If the faculty member has insufficient accumulated sick leave available, the religious leave will be on an unpaid basis. Available personal business leave may be used for additional religious leave days or such leave will be unpaid.

D. Other Responsibilities

1. All part-time employees will be responsible for:
 - i. A preparation period;
 - ii. Chaperone assignment;
 - iii. Attendance at department meetings, faculty meetings, collaborative team meetings, and Parent Open House;
 - iv. Attendance on special schedule days as defined by administrative guidelines mutually developed by a joint administrative/faculty committee. These guidelines will be listed in the Faculty Manual or on the Human Resources website.
2. On a normal school day schedule, part-time employees will work an additional 40 minutes outside of their teaching/preparation schedule.

E. Process for Part-Time Teaching Request

Any employee electing to request a part-time position for the following school year must do so by February 15th of the current school year. This request must be submitted to their immediate supervisor or Director

electronically in writing via the District-designated form (i.e. SchoolStream form). This request is subject to annual review, and if granted, only applies for the following school year. If more than one request is made within a division, consideration is based on availability of sections, seniority of faculty member(s) making part time requests, and schedule preference. The employee's immediate supervisor or Director will make every attempt to notify the employee regarding the status of the request within a reasonable time frame after building the master schedule. Upon completion of the master schedule, the director will notify the requesting employee of their assignment. The employee then must accept or deny the part-time offer within 7 calendar days of notification. An employee may appeal a part-time teaching assignment request decision to the Superintendent or designee. In the event of an appeal, the Superintendent or designee will review the request based upon the educational goals of the district and the availability of the course sections to accommodate the request. Appeals must be initiated prior to the end of the current school year. The decision of the Superintendent or designee is final and not subject to the grievance procedure pursuant to Section IX of this Agreement.

F. Combined Duties

Employees with less than six-tenths teaching assignment who are also assigned to non-licensed duties, which bring their total assignment to at least thirty hours per week will receive benefits. Pro-rated benefits include: health, dental, vision, disability, and life insurances.

APPENDIX B: Salary Schedule Multiplier Table

2026 - 2031

Salary Multipliers Tier 1 (2026-31)						
	BA	BA+15	MA	MA+15	MA+30	MA+45
1	1.0000	1.0550	1.1200	1.1800	1.2300	1.2700
2	1.0485	1.1035	1.1685	1.2285	1.2785	1.3185
3	1.1020	1.1570	1.2270	1.2870	1.3370	1.3770
4	1.1555	1.2105	1.2855	1.3455	1.3955	1.4355
5	1.2090	1.2640	1.3440	1.4040	1.4540	1.4940
6	1.2625	1.3175	1.4025	1.4625	1.5125	1.5525
7	1.3160	1.3710	1.4610	1.5210	1.5710	1.6110
8	1.3695	1.4245	1.5195	1.5795	1.6295	1.6695
9	1.3695	1.4780	1.5780	1.6380	1.6880	1.7280
10	1.3695	1.5315	1.6365	1.6965	1.7465	1.7865
11	1.3695	1.5850	1.6950	1.7550	1.8050	1.8450
12	1.3695	1.6385	1.7535	1.8135	1.8635	1.9035
13	1.3695	1.6385	1.8120	1.8720	1.9220	1.9620
14	1.3695	1.6385	1.8705	1.9305	1.9805	2.0205
15	1.3695	1.6385	1.9290	1.9890	2.0390	2.0790
16	1.3695	1.6385	1.9740	2.0340	2.0840	2.1240
17	1.3695	1.6385	2.0190	2.0790	2.1290	2.1690
18	1.3695	1.6385	2.0640	2.1240	2.1740	2.2140
19	1.3695	1.6385	2.1090	2.1690	2.2190	2.2590
20	1.3695	1.6385	2.1540	2.2140	2.2640	2.3040
21	1.3695	1.6385	2.1990	2.2590	2.3090	2.3490
22	1.3695	1.6385	2.2155	2.2759	2.3263	2.3666
23	1.3695	1.6385	2.2321	2.2930	2.3437	2.3843
24	1.3695	1.6385	2.2488	2.3102	2.3613	2.4022
25	1.3695	1.6385	2.2657	2.3275	2.3790	2.4202
26	1.3695	1.6385	2.2770	2.3391	2.3909	2.4323
27	1.3695	1.6385	2.2884	2.3508	2.4029	2.4445
28	1.3695	1.6385	2.2998	2.3626	2.4149	2.4567
29	1.3695	1.6385	2.3113	2.3744	2.4270	2.4690
30	1.3695	1.6385	2.3229	2.3863	2.4391	2.4813

Salary Multipliers Tier 2 (2026-31)						
Step	BA	BA+15	MA	MA+15	MA+30	MA+45
A -1	1.0000	1.0500	1.1600	1.2000	1.2500	1.2800
B -2	1.0250	1.0763	1.1890	1.2300	1.2813	1.3120
C -3	1.0506	1.1032	1.2187	1.2608	1.3133	1.3448
D -4	1.0769	1.1307	1.2492	1.2923	1.3461	1.3784
E -5	1.1038	1.1590	1.2804	1.3246	1.3798	1.4129
F -6	1.1314	1.1880	1.3124	1.3577	1.4143	1.4482
G -7	1.1597	1.2177	1.3452	1.3916	1.4496	1.4844
H -8	1.1887	1.2481	1.3789	1.4264	1.4859	1.5215
I -9	1.2154	1.2762	1.4099	1.4585	1.5193	1.5558
J -10	1.2154	1.3049	1.4416	1.4913	1.5535	1.5908
K -11	1.2154	1.3343	1.4741	1.5249	1.5884	1.6266
L -12	1.2154	1.3643	1.5072	1.5592	1.6242	1.6632
M -13	1.2154	1.3950	1.5411	1.5943	1.6607	1.7006
N -14	1.2154	1.4264	1.5758	1.6302	1.6981	1.7388
O -15	1.2154	1.4585	1.6113	1.6668	1.7363	1.7780
P -16	1.2154	1.4913	1.6475	1.7043	1.7754	1.8180
Q -17	1.2154	1.4913	1.6805	1.7384	1.8109	1.8543
R -18	1.2154	1.4913	1.7141	1.7732	1.8471	1.8914
S -19	1.2154	1.4913	1.7484	1.8087	1.8840	1.9292
T -20	1.2154	1.4913	1.7833	1.8448	1.9217	1.9678
U -21	1.2154	1.4913	1.8190	1.8817	1.9601	2.0072
V -22	1.2154	1.4913	1.8554	1.9194	1.9993	2.0473
W -23	1.2154	1.4913	1.8925	1.9578	2.0393	2.0883
X -24	1.2154	1.4913	1.9303	1.9969	2.0801	2.1300
Y -25	1.2154	1.4913	1.9593	2.0269	2.1113	2.1620
Z -26	1.2154	1.4913	1.9887	2.0573	2.1430	2.1944
AA -27	1.2154	1.4913	2.0185	2.0881	2.1751	2.2273
BB -28	1.2154	1.4913	2.0488	2.1194	2.2078	2.2607
CC -29	1.2154	1.4913	2.0795	2.1512	2.2409	2.2947
DD -30	1.2154	1.4913	2.1107	2.1835	2.2745	2.3291
EE -31	1.2154	1.4913	2.1424	2.2163	2.3086	2.3640
FF -32	1.2154	1.4913	2.1638	2.2384	2.3317	2.3876
GG -33	1.2154	1.4913	2.1854	2.2608	2.3550	2.4115
HH -34	1.2154	1.4913	2.2073	2.2834	2.3786	2.4356
II -35	1.2154	1.4913	2.2294	2.3062	2.4023	2.4600

APPENDIX C: 2026-2027 Salary Tables

2026-27 Tier 1 Salary Table						
		Base Salary	66,602		Base Increase	3.450%
Yr.	BA	BA+15	MA	MA+15	MA+30	MA+45
1	66,602	70,265	74,594	78,591	81,921	84,585
2	69,832	73,495	77,825	81,821	85,151	87,815
3	73,396	77,059	81,721	85,717	89,047	91,711
4	76,959	80,622	85,617	89,613	92,943	95,607
5	80,522	84,185	89,513	93,509	96,840	99,504
6	84,085	87,748	93,410	97,406	100,736	103,400
7	87,648	91,312	97,306	101,302	104,632	107,296
8	91,212	94,875	101,202	105,198	108,528	111,192
9	91,212	98,438	105,098	109,094	112,424	115,089
10	91,212	102,001	108,994	112,991	116,321	118,985
11	91,212	105,564	112,891	116,887	120,217	122,881
12	91,212	109,128	116,787	120,783	124,113	126,777
13	91,212	109,128	120,683	124,679	128,009	130,673
14	91,212	109,128	124,579	128,575	131,906	134,570
15	91,212	109,128	128,476	132,472	135,802	138,466
16	91,212	109,128	131,473	135,469	138,799	141,463
17	91,212	109,128	134,470	138,466	141,796	144,460
18	91,212	109,128	137,467	141,463	144,793	147,457
19	91,212	109,128	140,464	144,460	147,790	150,454
20	91,212	109,128	143,461	147,457	150,787	153,451
21	91,212	109,128	146,458	150,454	153,784	156,448
22	91,212	109,128	147,557	151,580	154,937	157,621
23	91,212	109,128	148,663	152,719	156,095	158,799
24	91,212	109,128	149,775	153,864	157,268	159,992
25	91,212	109,128	150,900	155,016	158,447	161,191
26	91,212	109,128	151,653	155,789	159,239	161,996
27	91,212	109,128	152,412	156,568	160,038	162,809
28	91,212	109,128	153,172	157,354	160,838	163,621
29	91,212	109,128	153,938	158,140	161,643	164,441
30	91,212	109,128	154,710	158,933	162,449	165,260

2026-27 Tier 2 Salary Table						
		Base Salary	70,799		Base Increase	3.450%
Yr.	BA	BA+15	MA	MA+15	MA+30	MA+45
A -1	70,799	74,339	82,127	84,959	88,499	90,623
B -2	72,569	76,198	84,180	87,083	90,712	92,889
C -3	74,383	78,103	86,285	89,260	92,980	95,211
D -4	76,243	80,055	88,442	91,492	95,304	97,591
E -5	78,149	82,057	90,653	93,779	97,687	100,031
F -6	80,103	84,108	92,919	96,124	100,129	102,532
G -7	82,105	86,211	95,242	98,527	102,632	105,095
H -8	84,158	88,366	97,623	100,990	105,198	107,723
I -9	86,051	90,354	99,820	103,262	107,565	110,146
J -10	86,051	92,387	102,066	105,586	109,985	112,625
K -11	86,051	94,466	104,362	107,961	112,460	115,159
L -12	86,051	96,591	106,710	110,390	114,990	117,750
M -13	86,051	98,765	109,111	112,874	117,577	120,399
N -14	86,051	100,987	111,566	115,414	120,223	123,108
O -15	86,051	103,259	114,076	118,011	122,928	125,878
P -16	86,051	105,582	116,643	120,666	125,694	128,710
Q -17	86,051	105,582	118,976	123,079	128,208	131,284
R -18	86,051	105,582	121,355	125,541	130,772	133,910
S - 19	86,051	105,582	123,783	128,052	133,387	136,588
T -20	86,051	105,582	126,258	130,613	136,055	139,320
U -21	86,051	105,582	128,783	133,225	138,776	142,107
V -22	86,051	105,582	131,359	135,889	141,552	144,949
W -23	86,051	105,582	133,986	138,607	144,383	147,848
X -24	86,051	105,582	136,666	141,379	147,270	150,805
Y -25	86,051	105,582	138,716	143,500	149,479	153,067
Z - 26	86,051	105,582	140,797	145,653	151,722	155,363
AA -27	86,051	105,582	142,909	147,837	153,997	157,693
BB - 28	86,051	105,582	145,052	150,055	156,307	160,058
CC -29	86,051	105,582	147,228	152,306	158,652	162,459
DD - 30	86,051	105,582	149,436	154,590	161,032	164,896
EE - 31	86,051	105,582	151,678	156,909	163,447	167,370
FF - 32	86,051	105,582	153,195	158,478	165,082	169,043
GG -33	86,051	105,582	154,727	160,063	166,733	170,734
HH - 34	86,051	105,582	156,274	161,664	168,400	172,441
II -35	86,051	105,582	157,837	163,280	170,084	174,166

2025-26 Tier 2 Salary Table (Transition)

		Base Salary	68,438		Base Increase	2.500%
Yr.	BA	BA+15	MA	MA+15	MA+30	MA+45
A -1	68,438	71,860	79,388	82,126	85,548	87,601
B -2	70,149	73,657	81,373	84,179	87,687	89,791
C -3	71,903	75,498	83,407	86,284	89,879	92,036
D -4	73,700	77,385	85,492	88,441	92,126	94,337
E -5	75,543	79,320	87,629	90,652	94,429	96,695
F -6	77,431	81,303	89,820	92,918	96,790	99,112
G -7	79,367	83,336	92,066	95,241	99,209	101,590
H -8	81,351	85,419	94,367	97,622	101,690	104,130
I -9	83,182	87,341	96,491	99,819	103,978	106,473
J -10	83,182	89,306	98,662	102,064	106,317	108,869
K -11	83,182	91,315	100,882	104,361	108,709	111,318
L -12	83,182	93,370	103,151	106,709	111,155	113,823
M -13	83,182	95,471	105,472	109,110	113,656	116,384
N -14	83,182	97,619	107,845	111,565	116,214	119,002
O -15	83,182	99,815	110,272	114,075	118,828	121,680
P -16	83,182	102,061	112,753	116,642	121,502	124,418
Q -17	83,182	102,061	115,008	118,975	123,932	126,906
R -18	83,182	102,061	117,308	121,354	126,411	129,444
S -19	83,182	102,061	119,654	123,781	128,939	132,033
T -20	83,182	102,061	122,048	126,257	131,518	134,674
U -21	83,182	102,061	124,489	128,782	134,148	137,367
V -22	83,182	102,061	126,978	131,358	136,831	140,115
W -23	83,182	102,061	129,518	133,985	139,568	142,917
X -24	83,182	102,061	132,108	136,664	142,359	145,775
Y -25	83,182	102,061	134,090	138,714	144,494	147,962
Z -26	83,182	102,061	136,101	140,795	146,662	150,181
AA -27	83,182	102,061	138,143	142,907	148,862	152,434
BB -28	83,182	102,061	140,215	145,051	151,095	154,721
CC -29	83,182	102,061	142,318	147,226	153,361	157,041
DD -30	83,182	102,061	144,453	149,435	155,661	159,397
EE -31	83,182	102,061	146,620	151,676	157,996	161,788
FF -32	83,182	102,061	148,086	153,193	159,576	163,406
GG -33	83,182	102,061	149,567	154,725	161,172	165,040
HH -34	83,182	102,061	151,062	156,272	162,784	166,690
II -35	83,182	102,061	152,573	157,835	164,412	168,357

APPENDIX D: Activity Categories

CATEGORY I

Ambassador - Yearbook Head
Band Director
Band Director
Debate Team - Head
Math Club - Head
National Honor Society - Head
Science Olympiad
SPARK
Statesman - Newspaper
Student Council - Head
WAES-FM Radio Station - Head

CATEGORY II

Ambassador - Yearbook Assistant
Band Director - Assistant
Class Board - Head
Debate Team
Math Club - Assistant
National Honor Society - Assistant
Science REACH
SHS TV
Stevenson Network News (SNN)
Student Council - Assistant
Vex Robotics Club
WAES-FM Radio Station - Assistant

CATEGORY III

Archery Club Head
Class Board - Assistant
Drum & Percussion
Ensemble
E-Sports Club
FBLA
Jazz Band Director
Marching Band Director
Model United Nations - Head
Musical - Director
Science REACH Assistant
Winter Guard - Head

CATEGORY IV

Archery Club Assistant
Bass Fishing - Head
Chess Club - Head Coach
Children's Play Director
Diversity Council - Head
DJ Club
Fall Play - Director
FCCLA - Head
Frosh/Soph Play - Director
Law Club & Mock Trial
Marching Band - Assistant
Melange Dance Co. (Fall)
Melange Dance Co. (Spring)
Model United Nations - Assistant
Musical - Pit Conductor
Musical - Vocal Director
One Acts - Director
One Acts - Production Assistant
Poster Design Club
Repertory Dance Co. (Fall)
Repertory Dance Co. (Spring)
Scholastic Bowl - Head Coach
Stage Crafters-Musical
TBA: Playwrights' Club
Winter Guard - Assistant
Winter Play - Director
Wit/Half Wit - Head
WYSE/TEAMS
Youth & Government - Judicial

CATEGORY V

Archery Club S3DA
Auto Club
Bass Fishing - Assistant
Best Buddies - Head
Choral Director Head - Special Events
Color Guard Marching Season - Head
Diversity Council - Assistant
Fall Play - Production Assistant
FCCLA-Assistant

Frosh/Soph Play - Production Assistant
History Bowl
Improv Troupe
Jazz Etc.
Just the Guys
Key Club
Lady Jazz
Latin Club
Madrigal Singers
Musical - Choreographer
Musical - Costumer
Musical - Pit Director Assistant
Operation Snowball - Fall Session
Orchestra Director
Peer Helpers
Pep Band - Gold
Pep Band - Green
SHS TV (Assistant)
Stage Crafters-Winter Play
Stevenson Peer Theater
Tri-M Music Honor Society
Winter Play - Production Assistant
Wit/Half Wit - Assistant

CATEGORY VI

Archery Club S3DA Assistant
Art Club
Baroque Ensemble - Head
Best Buddies - Assistant
Best Buddies Transition - Head
Boys Badminton
Choral Director Assistant - Special Events
Color Guard - Assistant
E-Sports Club
Film Club/Film Making Club
Gay Straight Alliance - Head
Guitar Club
History Fair
HOSA - Head
Interactive Gamers
International Thespian Society
Jazz Band-Assistant Director

Odyssey Student Volunteer
Coordinator
Orchestra - Assistant
Print Media
Stage Crafters-Frosh/Soph
Play
Stevenson Styler & Fashion
Club

CATEGORY VII

Animal Welfare
Anime Club
Architecture & Engineering
Club
Art From The Heart
Asian American Student
Association
Baroque Ensemble -
Assistant
Best Buddies Transition -
Assistant
Black Association of
Stevenson Students
Business Professionals of
America - Head
Business Professionals of
America-Assistant
Calligraphy Club
Catalyst
Chemistry Club
Chess Club - Assistant Coach
Chinese Club
Choreography Club
Club Israel
Computer Science
Economics Club
Figure Skating Club
Filipino American Student
Association
Flute Choir
Food Revolution Club

French Club
Future Doctors of America
Future Educators of America
Future Public Health
Educators
Gay Straight Alliance -
Assistant
Geography Club
German Club
Girls in STEAM
Guitar Director
Horticulture Club
HOSA - Assistant
In the Loop (Knitting)
Indian Student Association
Interactive Gamers -
Assistant
Japan Club
Jazz Band-Assistant Director
Kiva Club Korean Club
Latino Hispanic Student
Association (LHSA)
MIT Launch Club
Mock Trial
Musical - Sound Engineer
Pep Club
Russian Club
Spanish Club
Spanish Honors Society
Stage Crafters-Fall Play
Stevenson Student
Ambassadors Strings Board
Students Helping Soldiers
Table Tennis
Video Game Club
Winter Play - Assistant
Production Assistant
Write Club
Zumba

HOURLY

American Sign Language
Club (ASL)
Aviation Club
Biology Olympiad
Catalyst
Cultural Cuisine Club
Entrepreneurship Club
Ethics Bowl
Free The Children
French Honor Society
German Honor Society
Green Team
Hebrew National Honor
Society
Interactive Gamers -
Assistant
Lean In
Mind Your Mind
National Art Honor Society
National Chinese Honor
Society
National Dance Honor
Society
Pass On The Beat
Philosophy Club
Physics Club
Polish Club
Political Action Club
Project Pen Pal
Psychology Club
Science Bowl
SNN Film Festival
SPINS
Spoken Word
Sports Analytics
Stevenson Live
Table Tennis - Advanced
Visual Communications
Club

APPENDIX E: Activity Stipend Multiplier Table

Yr.	I	II	III	IV	V	VI	VII
1	0.1070	0.0800	0.0620	0.0470	0.0410	0.0350	0.0270
2-3	0.1250	0.0980	0.0800	0.0620	0.0530	0.0460	0.0380
4-5	0.1330	0.1070	0.0900	0.0710	0.0590	0.0530	0.0450
6-7	0.1440	0.1160	0.0980	0.0800	0.0710	0.0590	0.0520
8-9	0.1510	0.1250	0.1070	0.0900	0.0820	0.0660	0.0580
10 +	0.1600	0.1330	0.1160	0.0980	0.0890	0.0720	0.0650

The base cell for the multiplier table will be the MA, Step 1 cell of the Tier 1 Salary Table (Appendix C).

APPENDIX F: Activity Stipend Table for 2026/27

2026-27 Activity Table							
		MA, Step 1	74,594				
Yr.	I	II	III	IV	V	VI	VII
1	7,982	5,968	4,625	3,506	3,058	2,611	2,014
2 - 3	9,324	7,310	5,968	4,625	3,954	3,431	2,835
4 - 5	9,921	7,982	6,713	5,296	4,401	3,954	3,357
6 - 7	10,742	8,653	7,310	5,968	5,296	4,401	3,879
8 - 9	11,264	9,324	7,982	6,713	6,117	4,923	4,326
10 +	11,935	9,921	8,653	7,310	6,639	5,371	4,849

APPENDIX G: Athletic Categories

CATEGORY I

Assistant Athletic Director
Athletic Trainer (per season [Fall and/or Spring])
Head Basketball - Boys'/Girls'
Head Football - Boys'
Head Track - Boys'/Girls'

CATEGORY II

Head Badminton - Girls'
Head Baseball - Boys'
Head Bowling - Boys'/Girls'
Head Cheerleading /Patriettes (per season [Fall & Winter])
Head Cross Country - Boys' & Girls'
Head Golf - Boys' & Girls'
Head Fencing - Boys' & Girls'
Head Field Hockey - Girls'
Head Gymnastics - Boys'/Girls'
Head Ice Hockey - Boys' (per season [Fall & Winter])
Head Lacrosse - Boys'/Girls'
Head Soccer - Boys'/Girls'/Unified
Head Softball - Girls'
Head Swimming - Boys'/Girls'
Head Tennis - Boys'/Girls'
Head Volleyball - Boys'/Girls'
Head Water Polo - Boys'/Girls'

Head Wrestling - Boys'

CATEGORY III

Assistant Basketball Boys'/Girls'
Assistant Boys' Football
Assistant Track Boys'/Girls'

CATEGORY IV

Assistant Badminton - Girls'
Assistant Baseball - Boys'
Assistant Bowling - Boys'/Girls'
Assistant Cheerleading or Patriettes (per season [Fall & Winter])
Assistant Cross Country - Boys' & Girls'
Assistant Fencing - Boys' & Girls'
Assistant Field Hockey - Girls'
Assistant Ice Hockey - Boys' (per season [Fall & Winter])
Assistant Golf - Boys' & Girls'
Assistant Gymnastics - Boys'/Girls'
Assistant Soccer - Boys'/Girls'
Assistant Softball - Girls'
Assistant Swimming - Boys'/Girls'
Assistant Lacrosse - Boys'/Girls'
Assistant Tennis - Boys'/Girls'
Assistant Volleyball - Boys'/Girls'
Assistant Water Polo - Boys'/Girls'
Assistant Wrestling – Boys

APPENDIX H: Athletic Multiplier Table

Yr.	I	II	III	IV
1	0.1400	0.1200	0.1000	0.0800
2	0.1500	0.1300	0.1100	0.0900
3	0.1600	0.1400	0.1200	0.1000
4	0.1700	0.1500	0.1300	0.1100
5	0.1800	0.1600	0.1400	0.1200
6	0.1900	0.1700	0.1500	0.1300
7	0.2000	0.1800	0.1600	0.1400
8	0.2100	0.1900	0.1700	0.1500
9	0.2150	0.1950	0.1750	0.1550

The base cell for the multiplier table will be the MA, Step 1 cell of the Tier 1 Salary Table (Appendix C).

APPENDIX I: Athletic Stipend Table for 2026/2027

2026-27 Athletic Table				
		MA, Step 1	74,594	
Yr.	I	II	III	IV
1	10,443	8,951	7,459	5,968
2	11,189	9,697	8,205	6,713
3	11,935	10,443	8,951	7,459
4	12,681	11,189	9,697	8,205
5	13,427	11,935	10,443	8,951
6	14,173	12,681	11,189	9,697
7	14,919	13,427	11,935	10,443
8	15,665	14,173	12,681	11,189
9	16,038	14,546	13,054	11,562
10	16,063	14,571	13,079	11,587
11	16,088	14,596	13,104	11,612
12	16,113	14,621	13,129	11,637
13	16,138	14,646	13,154	11,662
14	16,163	14,671	13,179	11,687
15	16,188	14,696	13,204	11,712
16	16,213	14,721	13,229	11,737
17	16,238	14,746	13,254	11,762
18	16,263	14,771	13,279	11,787
19	16,288	14,796	13,304	11,812
20	16,313	14,821	13,329	11,837
21	16,338	14,846	13,354	11,862
22	16,363	14,871	13,379	11,887
23	16,388	14,896	13,404	11,912
24	16,413	14,921	13,429	11,937
25	16,438	14,946	13,454	11,962
26	16,463	14,971	13,479	11,987
27	16,488	14,996	13,504	12,012
28	16,513	15,021	13,529	12,037
29	16,538	15,046	13,554	12,062
30	16,563	15,071	13,579	12,087

In-House coaches with continuous service will be eligible for the Athletic Table Service Year Recognition Bonus of \$25/year after Step 9.