

AGREEMENT BETWEEN

THE BOARD OF EDUCATION

SALEM COMMUNITY HIGH SCHOOL DISTRICT #600

AND

SALEM COMMUNITY HIGH SCHOOL EDUCATION ASSOCIATION,

IEA/NEA

2026 – 2030

TABLE OF CONTENTS

Article I

Recognition	5
Salem Community High School Education Association, IEA/NEA.....	5
Agreement not to negotiate with other teachers' organization	5

Article II

Suspension Without Pay	6
------------------------------	---

Article III

Evaluation.....	8
-----------------	---

Article IV

Grievance Procedure (for Contract concerns).....	9
Definition of a Grievance.....	9
Time Limits for Filing.....	9
Procedure.....	9
Bypass to Arbitration	10
Association Participation.....	10
Representation	10
Class Grievances.....	10
No Reprisals.....	10
Released Time.....	10
Filing Materials.....	10
Grievance Withdrawal.....	10

Article V

Non-Contract Concerns (Procedure for Resolving)	11
---	----

Article VI

Reduction in Force	12
Teachers Reduced to Part-Time.....	12
Criteria for Breaking Tie	13
Responsibility of Teacher Subject to Recall.....	13
Recall	13

Article VII

Teacher Assignments	14
Vacancies and Reassignments	14
Curriculum Development.....	14
School Calendar.....	14
Work Day	14
Daily Schedule.....	15

Article VIII

Leaves.....	16
Professional Leave.....	16
Association Leave	16
Sick Leave	16
Attendance Incentive.....	16
Sick Leave Bank.....	17
Personal Leave.....	18
Counselor Leave	19
Other Leave	19
Educational Leaves of Absences	19

Article IX

Dues Deduction.....	21
---------------------	----

Article X

Fringe Benefits.....	22
Health Insurance.....	22
Retirement Pay	23

Article XI

Salary	27
Placement on Salary Schedule	27
Overload Classes	28
Tuition Reimbursement.....	28
National Board.....	28
Dual Credit Stipends.....	28
Part Time Teacher	29
Substitute Pay	29
Salary Schedule Notation.....	29
Extra Pay Schedule Notation	29
Deduction of Salary Paid to Retirement.....	30
Early Retirement Incentive.....	30

Article XII

Effect of Agreement.....	31
Printing of Contract.....	31
Legal Disposition of Terms	31
Waiver	31
No Strike.....	31
Management Rights	31
Appendix I Salary Schedule 2026 – 2027	33
Appendix II Salary Schedule 2027 – 2028	34
Appendix III Salary Schedule 2028 – 2029	35
Appendix IV Salary Schedule 2029 – 2030	36
Appendix III Extra Pay Schedule 2026 – 2030	37

ARTICLE I - RECOGNITION

The Board of Education of Salem Community High School District 600, Salem, Marion County, Illinois, hereafter "Board", recognizes the Salem Community High School Education Association IEA/NEA, hereafter "Association", as the sole and exclusive negotiating agent for all full- and part-time certificated personnel, hereafter "Teachers", with the exception of the Superintendent, Principal(s), Assistant Principal(s), Athletic Director, substitute teachers, temporary teachers (defined as those employed for less than one (1) year), nurses (unless certified under Article 21, School Code), and supervisors as the same are defined in the Illinois Educational Labor Relations Act (IELRA), and also excluding those persons who may be certified, but are not required to be certified in order to perform job requirements. Media center personnel who are certified under Article 21 shall be included in the bargaining unit.

The Board agrees not to negotiate with any other teachers' organization with regard to items contained in this Agreement, unless an election (pursuant to the IELRA) results in the certification of a different negotiation body.

ARTICLE II – SUSPENSION WITHOUT PAY

Rules and regulations governing teacher conduct shall not be inconsistent with this Contract. Enforcement of this Article shall be for just cause.

Teachers are expected to comply with the policies and regulations of the Board and the administration and will receive in writing or in electronic format, applicable policies, rules and faculty handbooks prior to any enforcement of such policies and rules. Additional copies of Board policies, administrative rules and faculty handbooks will be made available in electronic format to the Association.

In the event a teacher must be disciplined, the following course of action will be followed, except as noted below:

Oral Warning (first offense)

A written confirmation of the oral warning will be issued to the teacher to ensure that both parties know that warning has been given. In the event the Principal issuing the oral warning does not have personal knowledge of the infraction, the Principal will specify from whom the information came.

Written Warning (second offense for the same infraction)

In the event the Principal issuing the written warning does not have personal knowledge of the infraction, the Principal will specify from whom the information came.

Suspension without pay, limited to one (1) school day, except as noted below.

Prior to suspension without pay being implemented, the Principal will conduct any investigation deemed necessary and will advise the teacher of the alleged infraction in writing within twenty-four (24) hours after completing the investigation.

The teacher will have the opportunity to respond to the charge in writing within five (5) school days in case legal advice is deemed necessary.

If the teacher chooses not to challenge the suspension, it shall be imposed immediately.

If the teacher chooses to challenge the suspension or length of same, there shall be a review by the Board if the teacher notifies the Principal in writing within five (5) school days of receiving written notice of the alleged infraction and intention to suspend.

The hearing shall be held within twenty (20) calendar days of receipt of the teacher's written request for a hearing.

The Board shall conduct the hearing in closed session to the extent permitted by law. The Board may appoint a hearing officer to assist it in hearing the case, but the Board shall not delegate the final decision to the hearing officer.

At the hearing, the teacher has the right to be represented, to cross examine witnesses and to present evidence on his/her own behalf.

If, following the hearing, the Board decides to suspend a teacher without pay; the teacher may appeal the decision to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. If no appeal is made within ten (10) calendar days of the Board's decision to suspend, then the right to an appeal shall be waived. Costs of the arbitrator shall be divided by the parties.

Suspension up to ten (10) days without oral or written warning may be imposed for infraction of rules concerning corporal punishment, infractions which cause or pose a danger of injury to persons or damage to property, sexual harassment or misconduct, dishonesty in respect to money, accounts or property belonging to the District, students, parents or other teachers, or falsifying information concerning the right to employee benefits.

The Board may conduct a post suspension review in any case where the administration makes a finding in writing that for reasons of safety or security a teacher must be immediately removed. However, the teacher shall suffer no loss of pay until after the review is held, in compliance with E. above. This does not preclude the Board from making non-disciplinary suspensions with pay.

The Association President will be advised in writing whenever discipline is imposed on a teacher under this Article.

This Article has no affect on teacher dismissal or non-renewal of probationary employees.

This Article has no affect upon other discipline which the Board may impose or seek under existing law, including by example, and not in any way limitation, letters of remediation and tenured dismissal, including suspension pending review.

ARTICLE III – EVALUATION

The parties agree that the Evaluation Plan will govern employee performance evaluations. The Board shall comply with the Illinois School Code and all applicable ISBE regulations regarding employee evaluation.

Prior to any observation, the evaluator shall acquaint the teacher with the general areas of observation and the instrument to be utilized. This may be done at the pre-evaluation conference or the day of the evaluation. An evaluation instrument committee will be made up of an equal number of teachers, selected by the teachers' association, and administrators/Board of Education members. The Joint Committee will reach consensus on any change to the evaluation instrument. Guidance counselors, and other certified employees that are not classroom instructors, will be evaluated by instruments agreed to by the Salem Community High School Education Association.

A pre observation conference will be held before the observation.

No evaluation observations will be made during the first ten (10) or the last ten (10) regular school days.

A copy of the written evaluation shall be given to the teacher at the post conference review, which shall be held within ten (10) school days unless due to absence, illness, etc., the post conference review cannot be scheduled conveniently. In any case, post conference reviews shall not be unnecessarily delayed.

If the evaluator or the Superintendent determines that more than one (1) evaluation is necessary, the teacher may request that a different evaluator be used from the person who completed the first evaluation.

This Article does not allow grievance of substantive decisions of the evaluator, but is limited to the procedures set forth herein.

A teacher may make written reaction or response to the evaluation, and such reaction or response shall be permanently attached to the evaluation.

This Article does not prevent the administration from utilizing informal observations; however, such observations will not be conducted through use of the intercom.

If informal observation will be utilized in the teacher's evaluation, an anecdotal report will be written, and a copy given to the teacher.

ARTICLE IV – GRIEVANCE PROCEDURE

Grievance

Any claim by any teacher or the Association that there has been a violation, misinterpretation or misapplication of the terms of this Agreement shall be a grievance.

Time Limits

All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) days before the close of the current school term or during the summer, time limits shall double and shall consist of all weekdays.

Procedure

Nothing contained herein shall be construed as limiting the right of any teacher having a complaint to discuss the matter informally with any appropriate member of the administration. When requested by the teacher, a member of the bargaining unit may accompany the teacher to assist in the informal resolution of the complaint. If, however, the informal process fails to satisfy the teacher or the Association, a grievance may be processed as follows:

STEP 1

In the event a problem cannot be resolved informally, the grievant may file a grievance within sixty (60) days of the event giving rise to the grievance, or the grievant's knowledge of same, whichever is later, with the District Superintendent. The Superintendent shall arrange for a meeting to take place with the grievant within ten (10) days of receipt of the grievance. The Superintendent shall issue his/her written response within twenty two (22) days of the STEP 1 meeting. The failure of a teacher or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step.

STEP 2

If the Association is not satisfied with the disposition of the grievance at STEP 1, it may within thirty five (35) days of the STEP 1 response submit the grievance to final and binding arbitration. The arbitration proceedings shall be conducted under the voluntary labor arbitration rules of the American Arbitration Association.

The arbitrator shall have no power to alter the terms of this Agreement.

Should either party desire a transcript, it shall pay the cost. Should both parties desire a transcript, the cost shall be shared equally.

Bypass to Arbitration

If the Board or its agent and the Association agree, a grievance may be submitted directly to arbitration.

Association Participation

Where the grievant(s) is not represented by the Association, the Board acknowledges the right of an Association's grievance representative to be present, beginning at STEP 1, at each step of the grievance. Resolution of such grievance(s) shall not be inconsistent with the Agreement.

Representation

The grievant shall have the right to such representation as the grievant may desire, provided, however, the grievant shall bear the cost of such assistance. The Board shall bear the cost of any representation it may desire.

Class Grievances

Class grievances involving one or more teachers shall be initially filed by the Association.

No Reprisals Clause

No reprisals shall be taken by the Board or the Administration against any teacher because of his/her participation in a grievance.

Released Time

Should the Board or the arbitrator require any teacher to attend hearings or meetings attendant to grievance processing, such teachers shall be excused without loss of pay or benefits.

Filing of Materials

All records related to a grievance shall be filed separately from the personnel file of the teacher.

Grievance Withdrawal

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

ARTICLE V – NONCONTRACTUAL CONCERNS

Should a teacher have any concern that is not specifically covered by this Agreement, the teacher may bring the issue to the attention of the Superintendent in a meeting. Upon request, the teacher may be accompanied by a local Association representative.

Should the meeting with the Superintendent fail to resolve the concern; the teacher will be entitled to bring the issue to the Board of Education at its next regularly scheduled meeting. Upon request, the teacher may be accompanied by an Association representative from the local or state level. The Board may, if it deems necessary, limit the presentation to reasonable time constraints. The Board will notify the teacher of its decision.

ARTICLE VI – REDUCTION IN FORCE

Any reduction in force or recall of certified staff shall be pursuant to the procedures and requirements of Section 24-12 of the Illinois School Code.

The following provisions shall be deemed to supplement Section 24-12 of the Illinois School Code.

- A. A teacher shall be credited with continuing service dated from the teacher's first day of full-time, continuous, uninterrupted service to the District which shall be measured from the first day the teacher actually reported for work at the beginning of the period of full-time, continuous, uninterrupted service to the District.

In the case of a non-tenured teacher, an interruption in service shall be defined as a break in continuous employment which interrupts the required probationary period, consistent with the requirements of Section 24-11(e) of the Illinois School Code. In addition to the requirements of Section 24-11(e), any of the following events shall constitute a break in service:

1. any absence from full-time employment, whether approved by the Board of Education or not, except use of Board-paid sick leave or Board-paid personal days (if applicable), save that the Board shall comply with the provisions of Chapter 122, Section 24-6 with respect to the granting of sick leave;
2. any reduction from full-time service to the District during the running of the probationary period, whether occasioned by the teacher's request and Board approval or by the Board's unilateral action;
3. any unauthorized absence from duty.

- B. A teacher shall acquire one year of continuing service for each complete year of full-time employment in the District. A teacher working less than a complete school year shall acquire fractional continuing service calculated by dividing the number of days worked by the number of workdays in the school calendar. For purposes of this section, "days worked" shall be defined as days for which the teacher receives regular salary from the District. Days for which the teacher does not receive regular salary shall not result in continuing service credit. No teacher shall receive credit for more than a full year's continuing service in any given school year.

- C. A teacher reduced by teacher request and Board approval where there has been no break in service or by Board-initiated reduction in force to part-time employment shall acquire continuing service subject to the following:

1. If the teacher's regular part-time schedule involves teaching each day part-time, the teacher shall acquire a fraction of a year's continuing service for each

year the teacher has actually reported for work one hundred twenty (120) or more days, except that the Board-paid sick days and Board-paid personal days (if applicable) shall be treated as days the teacher reported for work for purposes of this subsection. Fractional continuing service under this section shall be computed by use of the following equation:

The number of periods the teacher is required to be in school divided by five (5) periods.

2. If the teacher's regular part-time schedule involves teaching whole days, but not whole weeks, the teacher shall acquire a fraction of a year's continuing service for each day the teacher actually reports for work, except that if the teacher fails to report for work at least one-half ($1/2$) of the days called for in his/her part-time schedule, no continuing service shall accrue, except that Board-paid sick days and Board-paid personal days (if applicable) shall be treated as days the teacher reported for work for purposes of this subsection. Fractional continuing service under this section shall be computed by use of the following equation:

The number of days the teacher reported for work divided by the number of days in a full-time work year.

- D. If two or more teachers have equal continuing service, the following criteria in the following order shall be used to rank teachers until the tie is broken:
 1. previous experience credit inside and outside the District which is allowed for credit on the salary schedule;
 2. education beyond the Bachelor's degree which is allowed as credit on the salary schedule;
 3. any further ties to be determined by drawing of lots.
- E. It shall be the responsibility of each teacher subject to recall to notify the Board in writing of his/her mailing address at the time of layoff and of each mailing address change during the recall period. The Board's obligation to recall shall be met when it sends by certified mail an offer of recall to a teacher on layoff, posted to the teacher at the last mailing address the teacher has provided the Board. The teacher shall have twenty (20) days from the postmark date on the recall offer to respond to such offer. If the Board does not receive a response before the twenty (20) day period has elapsed, the teacher will be presumed to have rejected that offer.
- F. The Association will be notified and will be provided the time and opportunity to make recommendations regarding any reduction in force prior to the Board taking any action.

ARTICLE VII – TEACHER RIGHTS

Teacher Assignments

Each teacher shall be given written notice of his/her tentative teaching assignment by the last teacher work day of the school year. If any change is necessary, the teacher(s) affected shall be notified within five (5) working days of the decision. Should the change not be satisfactory to the teacher, the teacher may resign with no penalties.

Vacancies and Reassignments

The Superintendent, or designee, shall provide the certified staff members with a copy of all official, certified staff vacancies in the District. Such notification will be via email and posted in the District Office.

A teacher may request changes in assignment when a vacancy exists. The request shall be reviewed by the Superintendent, and the applicant shall be notified in writing of the decision within five (5) days of the decision.

Curriculum Development

A department coordinator and/or teacher shall submit requests for curriculum changes for the forthcoming year to the Administration. If suggested revisions are unacceptable, the Administration shall notify the person requesting the change and provide a written rationale for the denial within ten (10) days of the request. Failure to provide a rationale in writing shall be grievable; however, the sufficiency of the rationale or the reasoning thereof shall not be grievable.

School Calendar

There shall be no more than one hundred eighty (180) teacher responsibility days, and eight (8) emergency days. Except in an emergency, once the calendar has been established, the Association will be notified of any changes by the Superintendent and be provided the opportunity to discuss such changes with the Superintendent. The proposed school calendar will be given to the Association President at least seven (7) days before adoption by the school board.

Work Day

The teachers' work day will begin at 7:50 a.m. and end at 3:25 p.m. unless an earlier departure time has been approved by the Superintendent or his designee. Employees must have reported to their 1st hour work area prior to 7:50.

If the day prior to the Thanksgiving holiday period falls on a Wednesday, students will be dismissed no later than 2:15 p.m.

If students are released early for reasons other than a teachers' meeting, teachers will be released five (5) minutes after the students' dismissal time.

Teachers are required to attend one graduation and one open house per year. A second open house may be added by the administration, but the hours for the two open houses will be banked as parent teacher conference hours in the school calendar for a compensation day in the school calendar on the Wednesday before Thanksgiving, or other mutually agreeable date between the administration and SCHSEA. On those days the school day for students and teachers will last no longer than the state required five (5) classroom hours. Teachers may request to miss graduation through the use of ½ personal leave day. Not more than five (5) requests will be approved on a first come basis. Teachers will not be charged personal time to attend the graduation of a dependent or spouse, nor considered one of the five requests. The open house day may occur on the evening prior to the first day of teacher institute.

The Board reserves the right to request teachers to attend parent/student/teacher conferences which may occur after the teachers' normal day with twenty-four (24) hour notice.

Faculty meetings and any additional non-voluntary committee meetings scheduled outside the normal work day will require approval of the teacher's Association president.

Daily Schedules

Assigned classes shall begin no earlier than 8:00 a.m. and end no later than 3:15 p.m. The Board reserves the right to close campus during the lunch period and to schedule multiple lunch periods. The Board shall not implement a "block" schedule for the duration of this Contract. There shall be no change to the daily student schedule after the start of the school year without the mutual consent of the Board and Association. Full time teachers will have five (5) daily teaching assignments, and supervise a home room in an eight (8) period day. They will facilitate a home room four days each week. The teacher will be provided with all activities and a master copy of handouts they may need. The teacher will need to make copies as needed. A teacher may choose to complete a different but related activity. Teachers shall not be assigned any supervisory duties during either of their two (2) planning/conference periods unless it is considered an extra scheduled class. Any extra scheduled class or supervisory period that is to be assigned shall first be posted.

ARTICLE VIII - LEAVES

Professional Leave

Professional leave without loss of pay may, at the discretion of the administration, be permitted in order to attend conferences, workshops, school related business and school visitations. The administration shall make arrangements for substitute teachers.

Association Leave

The Association shall be allowed six (6) teacher days District wide each school term for the IEA convention or other Association business, without a salary deduction. The Association shall reimburse the School District for a substitute if one is needed for each day of Association leave in excess of two (2). The Administration shall make arrangements for substitute teachers.

Sick Leave

Each school year, each teacher shall be granted:

Fourteen (14) sick leave days if 0-14 years of service at SCHS

Twenty (20) sick leave days if 15-19 years of service at SCHS

Twenty-five (25) sick leave days if 20-24 years of service at SCHS

Thirty (30) sick leave days if 25 or more years of service to SCHS

Sick leave shall be allowed to accumulate. A maximum of 340 days will be reported to TRS. A teacher shall be granted the use of sick leave days to attend the funeral of someone other than an immediate family member. Sick leave time may be taken in increments of a minimum of one period.

Employees are entitled to use up to 30 days of paid sick leave because of the birth of a child that is not dependent on the need to recover from childbirth per IL School Code.

A doctor's note may be required in cases of three missed consecutive days or in cases of excessive absenteeism.

Sick Leave Adjacent to Holidays and Scheduled Leave

The District recognizes that legitimate illness may occur at any time, including immediately before or after holidays or scheduled leave periods. However, patterns of sick leave usage that occur immediately before or after holidays, vacation periods, or personal leave may be subject to review.

The District reserves the right to require medical documentation for sick leave used on workdays immediately preceding or following:

A District-recognized holiday

A scheduled vacation or recess period

An approved personal day

Where documentation is not provided upon request, the leave may be unpaid and/or subject to disciplinary review. Abuse or misuse of sick leave, including the use of sick leave for non-qualifying purposes, may result in corrective action. Nothing in this section shall limit employee rights under FMLA, ADA, state law, or any applicable collective bargaining agreement.

Attendance Incentive

A full-time teacher will receive the following bonus in a separate check, as a stipend, in June, as an incentive for good attendance.

0-2 days of sick/personal leave	\$250
2.125-4.0 days of sick/personal leave	\$150

Sick Leave Bank

The Sick Leave Bank shall provide paid sick leave for employees who have exhausted their accumulated sick and personal leave in a school year and are unable to return to work. Only active members of the Sick Leave Bank shall be allowed to withdraw days from the Bank. Employees may choose to participate as an active member when hired or during open enrollment from August 20th- October 1st. To become an active member of the Bank, the employee will donate one day of his/her unused sick leave to the Sick Leave Bank. The employee will remain an active member until asked to donate another day based on the guidelines listed below.

Donated days are non-returnable and will be recorded as a used sick day in the employee's file. All donated days will remain in the Bank until they are needed. The Board shall not be liable for any days transferred and shall not contribute any days to the Sick Leave Bank.

Bank Investment.

The president of SCHSEA or their designee shall maintain a list of active members and the number of days donated by each. If the number of days drops below 50, days will be requested of members to bolster the bank starting with the next school year. To remain active at that time, teachers will be asked to donate one day yearly, according to the following guidelines, until the total number of days in the bank reaches at least 70 days.

- 1st - All employees that have given 0 days
- 2nd - All employees that have given 1 day
- 3rd - All employees that have given 2 days
- 4th - All employees that have given 3 days
- 5th - All employees that have given 4 days

If an employee elects not to donate when asked, he/she will not be an active member.

Usage and Limits

Maximum Withdrawal: Members can withdraw up to 14 days per request or a total of 28 days over a two-year period.

Day Value: One contributed day is equal to one work day of the employee withdrawing it (i.e., a "day is a day").

Carryover: Any authorized days that are not used by the employee during the school year remain in the bank.

Withdrawal Procedures

Application: Once all sick and personal leave for the current contract year has been exhausted, the employee or his/her designee (family member, association representative or administrator) submits a written request to the Sick Leave Bank Committee. The Sick Leave Bank Committee will consist of two members of the association and two members of the administration. The request should state the number of days needed and include a physician's written statement specifying the duration of absence. A majority vote by the Sick Leave Committee will be required to approve the applicant's request. In the event of a tie vote by the Sick Leave Bank Committee, the applicant's request will be denied.

Review: The Committee reviews the request and must notify the applicant of its decision within five school days.

Finality: All decisions made by the Committee regarding withdrawal requests are final and are not subject to the contractual grievance procedure.

Retirement Donation Provision: Anyone with banked sick days that will not be used for their retirement may donate those days to the sick bank.

Personal Leave

Each teacher shall be granted three (3) personal leave days without loss of pay each school year for personal reasons. An explanation for the use of these three days will not be required. A written request must be given at least two (2) days in advance to the Superintendent or his designee. Personal leave time may be taken in increments of a minimum of one period. Personal leave days may not be taken immediately before or after school holidays, or in conjunction with any other leave including mental health leave, nor may they be taken the first or last week of the school year. In case of emergency, these restrictions may be waived by the Superintendent or his designee.

Unused personal leave days will be transferred to the teacher's accumulated unused sick leave. At the end of the school year, prior to employee checkout, partial days of sick and personal leave will be added together. If one, two, or three total periods are used then a half day will be charged. If four, five, six, or seven periods are used, a full day will be charged.

Counselors Leave

The counselors that work the FAFSA/Scholarship night will receive 2 hours of comp time. They will receive 3 hours of comp time for each night of Freshman Registration or 6 hours if all sessions are held in the same evening. This comp time may be redeemed any time after being earned in accordance with personal leave requirements listed above and may be used during extra days of their contract year after the last student attendance day, by turning in the required notification. This time may not be turned into the employee's sick bank at the end of the year. Comp time will not carry over or accumulate. Counselors may not earn more than 8 hours of comp time (1 day of comp time).

Other Leave

Leaves of absence may be granted by the Board of Education for periods not to exceed one (1) year.

Educational Leaves of Absence

Educational leaves of absence without pay may be granted to tenured employees with five (5) years of service to the District, who have rendered satisfactory service to the District, and who desire to return to employment in a similar capacity at a time mutually agreeable to the teacher and to the Board.

Each approved educational leave of absence shall be of the shortest possible duration required to meet the purpose for the leave consistent with a reasonable continuity of instruction for students. Educational leaves of absence without pay, for not more than one (1) year, may be granted teachers according to the following conditions. Extensions of the leave will be considered on the same basis:

Written requests for educational leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the Board.

Dates of departure and return must be acceptable to the administration and determined prior to initiating the request.

Leaves of less than one (1) month, if acceptable to and approved by the administration, will not require Board approval nor three (3) months' notice.

Leaves may be granted for:

- B. Advanced study leading to a degree in an approved university;
- C. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program;
- D. Other reasons acceptable to the Board which will improve the educational program in the District.

Employees on such leave may continue insurance benefits if they reimburse the District for any prorata costs of benefits for which they apply.

Employees will not advance on the salary schedule while on any approved educational leave of absence unless working at least one hundred (100) days of the school year in which the leave was granted.

ARTICLE IX – DUES DEDUCTION

The Board shall deduct from each employee's pay the current dues of the Association provided the Board has received an authorized form from the Association. All dues deduction authorizations or revocations are processed solely by the Association, and the Association shall timely provide the Board with proof of dues deduction authorizations or revocations.

Pursuant to such authorization, the Board shall start deductions with the September paycheck, and deduct substantially equal amounts monthly. For employees newly hired after the start of the school year, dues shall be deducted over the remaining paychecks scheduled for the year for that employee.

The Board shall remit said deducted dues to the Association within ten (10) days following the pay period deduction.

In no event shall the Board of Education be liable under this Section "Dues Deduction" for unpaid dues in arrears caused by insufficient earnings, resulting from, but not limited to:

1. Termination of employment;
2. Resignation;
3. Leave of absence;
4. Exhaustion of sick leave or other leave benefits;
5. Garnishment of earnings or other legal process directing withholding or payments or earnings to others.

In the event of any legal action or unfair labor practice charge against the Board, brought in a court or before the IELRB, by the reason of any action taken by the Board in complying with the provisions of this article (Deduction of Dues), the Association agrees to indemnify and hold harmless the Board from any liability, including attorney's fees, provided such liability did not arise from willful misconduct.

The Board agrees to give the Association timely notice of any legal action specified in this section. The Board will cooperate with the Association and its counsel in making relevant information available to said parties, if legal action occurs against the Association.

ARTICLE X – FRINGE BENEFITS

A. Health Insurance

2026-2030

The Board shall pay:

\$1,050 per month in 2026-27
\$1,125 per month in 2027-28
\$1,200 per month in 2028-29
\$1,275 per month in 2029-30

for Single Health Insurance and Dental Insurance.

The Board shall pay:

\$1,400 per month in 2026-27
\$1,500 per month in 2027-28
\$1,600 per month in 2028-29
\$1,700 per month in 2029-30

for the Family, employee + spouse or child, or employee + children towards Health Insurance and Family Dental plans.

If a full-time teacher elects to take single coverage, or no coverage, they will receive \$1,300.

Monthly health insurance plan premiums exceeding the Board paid amount shall be deducted from the employees' salary each month.

Married couples, both of whom are employed by the District, each would not be eligible for full family coverage. If any coverage other than single is selected by either spouse, the other spouse will be covered by Single health insurance. Any full-time teacher that is reduced to part-time status will be eligible for health insurance benefits as defined below. Any teacher initially hired for a part-time position will not be eligible for health insurance benefits unless at some future time he/she is hired for a full-time position. The District paid portion of health insurance benefits for an eligible part-time teacher will be prorated based on his/her fractionalized employment status, e.g. the District will pay 5/7 of the District paid portion of health insurance benefits for a teacher who has been reduced to 5/7 of the work day. Eligibility in the insurance program will be determined by the insurance plan as reviewed by the Insurance Committee and approved by the Board.

It is understood that both the Board of Education and the Teacher's Association must approve any change in carriers. It is understood that \$1300 is reportable to the Teachers Retirement System as creditable earnings. It will be the responsibility of each teacher to make the required TRS contribution on the \$1300 amount reported as creditable earnings.

B. Retirement Pay

1. Article X - Retirement Pay Re-Opener Clause

Should this additional compensation provided in this Article X - Retirement Pay be determined by TRS to be included in creditable earnings for any year, such that an TRS contribution is due thereon, a Board payment to TRS is required as a result, or that it causes any teacher's compensation to exceed the TRS limit for compensation without penalty, not to exceed 6%, for any year used by TRS in calculating the teacher's TRS annuity, then this Article X - Retirement Pay shall be void and never to have been in effect. The parties shall then convene at their first convenience, and negotiate a successor provision. During any such negotiations, the status quo shall be that no payment described in this Article X - Retirement Pay is due.

The content of Article X - Retirement Pay will be dependent on changes currently being reviewed by the Illinois State Board of Education, the Illinois General Assembly, and the Teacher's Retirement System. The Association and the Board understand and agree that Article X - Retirement Pay may be reopened for negotiations anytime it becomes clear that the content of the section is in variance with laws and rules of Illinois Teachers' Retirement System as they pertain to retirement.

2. Notice of Intent to Retire and Additional Compensation

A teacher may give the Board notice of intent to retire up to four years in advance of their actual retirement school year which concludes in the completion of a full school year. Said notice shall be delivered to the superintendent in writing, or electronically, and be addressed to the Board, shall be irrevocable, except as the Board permits in writing. The letter will be delivered on or before September 10th for the 6% to take effect that year.

The following scenarios are addressed:

Retirement with (4) four years notice
Retirement with (3) three years notice
Retirement with (2) two years notice
Retirement with (1) year of notice

In exchange for said notice, and irrespective of what the salary schedule or any other provision of this contract states, and subject to the limitations of paragraphs ***Like Pay for Like Work*** and ***Absolute Cap of 6% Increase***, the Board will apply the following options:

Four Year Notice:

The teacher's creditable earnings shall be adjusted so that the teacher shall receive, in the current school year and each of the other three remaining years of employment, an increase of 6.0% percent over the total creditable earnings the teacher received in the prior school year.

Example: The teacher submits a letter on September 10th of 2026. Their creditable earnings from the 2025-2026 school year total ... \$80,000.

4 Year Example		2025 -2026 Earnings = \$70,000	Total Pay with Retirement 6%
Year 1	2026- 2027	$\$80,000 \times 1.06$	\$84,800
Year 2	2027 - 2028	$\$84,800 \times 1.06$	\$89,888
Year 3	2028- 2029	$\$89,888 \times 1.06$	\$95,281
Year 4	2029- 20230	$\$95,281 \times 1.06$	\$100,998

Three Year Notice:

The teacher's creditable earnings shall be adjusted so that the teacher shall receive in the current school year and each of the other two remaining years of employment an increase of 6.0% percent over the total creditable earnings the teacher received in the prior school year.

Two Year Notice:

The teacher's creditable earnings shall be adjusted so that the teacher shall receive in the current school year and the one remaining school year of employment an increase of 6.0% over the total creditable earnings the teacher received in the prior school year.

One Year Notice:

The teacher's creditable earnings shall be adjusted so that the teacher shall receive in the current school year an increase of 6.0% over the total creditable earnings the teacher received in the prior school year.

"Total creditable earnings" means all compensation received by the teacher from the Board, which is recognized by TRS as "creditable earnings" such as salary increase, retirement contributions, supplemental duty pay (schedule B), cash for insurance, step, and lane increase, etc.

3. Like Pay for Like Work

This text and all examples are drafted assuming that all teachers are employed full time, and that their percentage of employment and work will remain full time during the periods following notice of intent to retire. If a teacher's percentage of work decreases, salary will be decreased commensurate with the reduced work percentage.

Example A: Teacher AB suffers a serious automobile accident, and as a result does not have stamina to work the entire day. She requests and is granted by the Board an accommodation to work 2/3 time. Her salaries, including any raise herein specified, is reduced proportionately to 66.66% of what it would have been if AB had continued to work full time.

Example B: At the time of notice of retirement, Teacher CD serves as an assistant basketball coach. Following the second year in the retirement incentive period, Teacher CD ceases to serve as an assistant basketball coach. For the remaining retirement incentive years, Teacher CD's earnings will be reduced by the amount of the basketball coaching stipend.

These examples are meant to be illustrations and are not intended to be exhaustive of all possible work decreases. (i.e. teaching overloads, extra duty positions)

4. Absolute cap of 6% Increase

Nothing in this Article X- Retirement Pay or any other provision in this agreement requires the Superintendent or Board to assign any teacher to duties such that their creditable earnings for any year will increase by more than 6% as compared to any prior year, if that teacher has submitted an irrevocable letter of retirement under this Article.

5. Good Faith

This provision is intended to replace a benefit which would have caused the Board to pay substantial penalties to TRS. For this replacement benefit to function as intended, the work performed by the teacher and the compensation therefore shall not be altered except as agreed by the Board and Association. After a notice of intent to retire has been given, if a teacher fails or refuses to perform work upon which a prior year's creditable earnings total was based, then that teacher's subsequent year's creditable earnings shall be calculated as if the teacher had not performed the same work in the prior year. Similarly, the Board shall not remove work from a teacher necessary to achieve the intended levels of compensation absent good cause.

6. Availability

Due to the substantial costs payable by the Board under the Early Retirement Option of TRS (modified), the benefits of this Article X - Retirement Pay are not available to teachers who retire under the Early Retirement Option.

7. Rescinding Notice of Intent to Retire

If a teacher has a change in life circumstances due to divorce or death of a spouse, the teacher may rescind the letter of resignation. The additional sums received by the teacher as a result of this Article X - Retirement Pay shall be repaid by the teacher. Should it be necessary to file suit to collect said amounts, the teacher shall be responsible for paying the District's costs of suit, including reasonable attorney's fees.

The teacher and superintendent shall reach a schedule for repayment by payroll deduction as a condition of the teacher's right to rescind. The teacher may apply to the Board of Education to rescind a letter of resignation under this Article X - Retirement Pay, which the Board may grant in its discretion and the denial application to rescind shall not be grievable under this Agreement.

ARTICLE XI – SALARY

Placement on Salary Schedule

The Superintendent, with the Board, shall determine the classification of each teacher as to experience, training, and placement on the schedule according to the following criteria:

Hours or training acquired after the date of receiving a Bachelor's degree must be a part of an accepted program of study leading to a Master's degree and recognized as such by an institution of higher education; or

If no Master's degree is pursued, a teacher may be credited up to a BA + 16 with eight (8) semester hours in his/her certified teaching area and eight (8) semester hours in general education. General education courses shall be defined as courses within the Education Department or courses in Technology with direct application to his/her current teaching assignment. All courses must be at the graduate level. This qualification may be waived if a teacher is requested to enroll in undergraduate courses which specifically enhance technical training for specific teaching skills.

Hours of training acquired after a Master's degree must be a part of an organized program of study leading to one of the following:

A second Master's degree; (The degree would have to have thirty-two (32) semester hours or more to qualify for the last column of the salary schedule.)

An advanced certificate;

A Doctor's degree.

or

If a teacher does not wish to pursue a degree beyond a Master's, he/she may acquire a Master's + 16 with eight (8) semester hours in his/her certified teaching area and eight (8) semester hours in general education as defined above.

Prior written approval is needed for all items under "3" before the initial class meeting.

If more than one program for a degree is pursued beyond a Bachelor's degree, at least one of these degrees must include a major emphasis in the field for which the teacher is qualified.

When, by reason of additional education, a teacher is eligible to advance on the salary schedule, written application for such advancement must be made by September 1 of each year with official transcripts supporting such application on file by October 1 of the same year.

Teaching experience consisting of one half (1/2) or more of a school year shall count as one (1) full year of experience. No experience credit shall be allowed for less than one half

(1/2) of a school year. Beginning on June 1, 2022, all teaching experience in accredited schools shall be granted.

Experience credit for military service is limited to a maximum of two (2) years, and the teacher must have been employed as a teacher prior to military service.

Overload Classes

Any teacher whose normal teaching assignment would require five (5) scheduled classes, but who is assigned on a permanent basis to an extra scheduled class, in place of a preparation period, shall receive the salary adjustment based on 1/5 of the base salary for a beginning teacher. Payment for overload class will be on the October, December, March, and May pay periods. Seniority will be considered when making assignments. Media/guidance, etc., who teach a regular classroom of at least one (1) semester will receive 1/5 of the beginning salary per semester.

Tuition Reimbursement

Any teacher with two (2) years or more of full time SCHS teaching experience taking college level courses shall be reimbursed for the cost of tuition up to \$200 per semester credit hour. If the desired master's degree will result in an instructor being eligible to teach Dual-Credit classes, or if in the current content teaching area, then the reimbursement rate will be \$300 per semester hour. A maximum of fifteen (15) semester hours shall be reimbursed per contract year when credit is earned with a grade of "B" or better in college level courses appropriate to the teacher's current teaching assignment and having prior approval of the administration. Prior approval shall be interpreted to mean that the teacher has made written application (using the appropriate form) to the Superintendent, with approval having been made before the initial meeting of the courses involved. The Superintendent shall have the authority to waive any of the above restrictions. When by reason of completed course work, a teacher believes he/she is eligible for reimbursement hereunder; he/she shall file written notice of entitlement with the Superintendent. A certified transcript or official report card supporting such notice of entitlement shall accompany the notice provided that, if a report card is used, a certified transcript will be provided as soon as it is available. Reimbursement shall be made by the Board no later than thirty (30) days following the receipt by the Superintendent of the notice of entitlement and certified transcript.

National Board Certification

Any teacher that receives National Board for Professional Teaching Standards certification will receive a one-time stipend of \$1000.

Dual Credit

Any teacher that teaches an approved Dual Credit class will receive a \$200 stipend, regardless of the number of preps or hours taught. Stipends will be paid with May paychecks.

Part Time Teachers

Classroom instruction:

1/7th of salary schedule per class

3 or 4 classes, add one prep period at 1/7th

5 classes equal full time

Media, Guidance, etc., 1/7th salary schedule for each period worked.

Substitute Pay

Substitute pay for covering another teacher's class shall be paid at 1/5 of the full day substitute teacher's pay. With pre-approved absences of at least 24 hours, the administration shall make every reasonable attempt to find a substitute before assigning a regularly employed teacher to said duties. The teacher shall not be responsible for arranging for his or her own substitute but may provide a list of substitutes to the administration.

Salary Schedules (Appendices I, II, III, IV)

Extra Pay Schedule (Appendix V)

When a position on the extra duty schedule becomes vacant, the certified staff shall be notified and have the opportunity to apply for the position before procedures for hiring someone from outside the staff will be initiated.

The amount paid for a position on the extra duty schedule will be determined by multiplying the percent by the beginning salary (BA/BS 0 yrs. experience) from the salary schedule. This amount will be used for all positions held for (0--4) years.

The five (5) year experience increment will take effect at the beginning of the sixth year of service.

When an individual has met the requirements to move to the experience column his salary will be increased an additional five percent (5%) and will be calculated by the following formula: (0 4 year amount for that position) X 1.05.

Experience will be determined in this manner:

Years' experience in the same capacity in another school will not apply in this school.

Years' experience already accumulated in this capacity will apply for placement on the schedule.

If, following a break in continuous service, a person returns to a position, he will receive credit for the previous years' experience.

A person moving from a head coaching position to an assistant coaching position in the same sport will be credited with previous years' experience. (Example: 3 years head football coach following by 1 year assistant football coach = 4 yrs. assistant football coaching experience).

The Board of Education reserves the decision whether to fill any extra duty position. The listing of an extra duty position does not indicate that such position will be filled.

Illinois Teacher Retirement Contribution

In addition to their salary, the Board shall pay the teacher's contribution to the State of Illinois Retirement System in the amount of:

- 1.5% for the 2026-2027 School Year
- 3.0% for the 2027-2028 School Year
- 4.5% for the 2028-2029 School Year
- 6.0% for the 2029-2030 School Year

In accordance with Section 414(h)(2) of the Internal Revenue Code, and so as to shelter the employee contribution to the Teacher's Retirement System (TRS), the Board of Education agrees to "pick up" the TRS employee contribution in the remaining amount of nine percent (9%) from each bargaining unit member's gross salary and compensation (including extra duty pay) the same being, 1.098901 times each bargaining unit member's total Internal Revenue Service compensation. Should the Teacher's Retirement System or the Internal Revenue Service by rulings change the above conditions, that clause or portion so affected will be amended in consultation with the President of the Association to conform to the changes. Should TRS contributions be increased, the Board and the Association shall take all reasonable steps to permit the Board of Education to "pick up" the additional contribution so required, such as making new TRS salary or compensation schedules.

The intent of this provision is to provide the greatest I.R.S. shelter permitted by law, and to limit the Board's expenditure obligation to no more than the TRS salary amounts agreed to by the parties in this agreement.

The Board shall meet with the Association to negotiate any retirement incentives to be offered by the Board under an early retirement program from the Teacher's Retirement System during the life of this Contract.

ARTICLE XII – EFFECT OF AGREEMENT

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

The Board shall provide in written or electronic form a copy of the Agreement to the Association within a reasonable time after adoption by the Board and ratification by the Association.

Should any part of this Agreement be declared illegal by a body of competent jurisdiction, all the remainder of this Agreement shall remain in full force and effect.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties in the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives any right which might otherwise exist under law, practice, or custom to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in, this Agreement.

During the term of this Agreement the Association will not instigate or encourage a strike or concerted effort to render less than full and complete service in an attempt to coerce a change in working conditions.

It is expressly understood and agreed that all functions, rights, powers or authority of the administration of the School District and the Board of Education which are not specifically limited by express language of this Agreement are retained by the Board of Education, provided, however, that no such rights shall be exercised so as to violate any of the specific provisions of this Agreement.

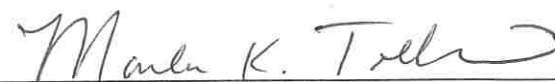
This Agreement shall be in effect during the four 4-year period beginning July 1, 2026 and ending August 15, 2030.

This Agreement is signed this 22nd day of June, 2026

For the Board of Education, Salem Community High School District #600



President

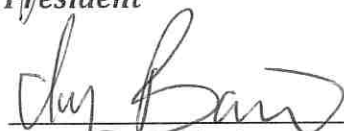


Vice-President

For the Salem Community High School Education Association, IEA/NEA

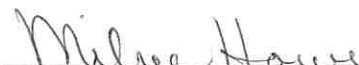


President



Negotiation Chairman

Attest:



Secretary

APPENDIX I
2026-2027
SALARY SCHEDULE

Salary Schedule 2026-27						Step= 1125		Education= 825	
Step	BS/BA	BS/BA +8	BS/BA +16	BS/BA +24	MS/MA	MS/MA + 8	MS/MA + 16	MS/MA + 24	MS/MA + 32
0	49300	50125	50950	51775	52600	53425	54250	55075	55900
1	50425	51250	52075	52900	53725	54550	55375	56200	57025
2	51550	52375	53200	54025	54850	55675	56500	57325	58150
3	52675	53500	54325	55150	55975	56800	57625	58450	59275
4	53800	54625	55450	56275	57100	57925	58750	59575	60400
5	54925	55750	56575	57400	58225	59050	59875	60700	61525
6	56050	56875	57700	58525	59350	60175	61000	61825	62650
7	57175	58000	58825	59650	60475	61300	62125	62950	63775
8	58300	59125	59950	60775	61600	62425	63250	64075	64900
9	59425	60250	61075	61900	62725	63550	64375	65200	66025
10	60550	61375	62200	63025	63850	64675	65500	66325	67150
11	61675	62500	63325	64150	64975	65800	66625	67450	68275
12	62800	63625	64450	65275	66100	66925	67750	68575	69400
13	63925	64750	65575	66400	67225	68050	68875	69700	70525
14	65050	65875	66700	67525	68350	69175	70000	70825	71650
15	66175	67000	67825	68650	69475	70300	71125	71950	72775
16	67300	68125	68950	69775	70600	71425	72250	73075	73900
17	68425	69250	70075	70900	71725	72550	73375	74200	75025
18	69550	70375	71200	72025	72850	73675	74500	75325	76150
19	70675	71500	72325	73150	73975	74800	75625	76450	77275
20	71800	72625	73450	74275	75100	75925	76750	77575	78400
21	72925	73750	74575	75400	76225	77050	77875	78700	79525
22	74050	74875	75700	76525	77350	78175	79000	79825	80650
23	75175	76000	76825	77650	78475	79300	80125	80950	81775
24	76300	77125	77950	78775	79600	80425	81250	82075	82900
25	77425	78250	79075	79900	80725	81550	82375	83200	84025
26	78550	79375	80200	81025	81850	82675	83500	84325	85150
27	79675	80500	81325	82150	82975	83800	84625	85450	86275
28	80800	81625	82450	83275	84100	84925	85750	86575	87400
29	81925	82750	83575	84400	85225	86050	86875	87700	88525
30	83050	83875	84700	85525	86350	87175	88000	88825	89650

APPENDIX II
2027-2028
SALARY SCHEDULE

Salary Schedule 2027-28						Step=	1150	Education=	850
Step	BS/BA	BS/BA +8	BS/BA +16	BS/BA +24	MS/MA	MS/MA + 8	MS/MA + 16	MS/MA + 24	MS/MA + 32
0	50300	51150	52000	52850	53700	54550	55400	56250	57100
1	51450	52300	53150	54000	54850	55700	56550	57400	58250
2	52600	53450	54300	55150	56000	56850	57700	58550	59400
3	53750	54600	55450	56300	57150	58000	58850	59700	60550
4	54900	55750	56600	57450	58300	59150	60000	60850	61700
5	56050	56900	57750	58600	59450	60300	61150	62000	62850
6	57200	58050	58900	59750	60600	61450	62300	63150	64000
7	58350	59200	60050	60900	61750	62600	63450	64300	65150
8	59500	60350	61200	62050	62900	63750	64600	65450	66300
9	60650	61500	62350	63200	64050	64900	65750	66600	67450
10	61800	62650	63500	64350	65200	66050	66900	67750	68600
11	62950	63800	64650	65500	66350	67200	68050	68900	69750
12	64100	64950	65800	66650	67500	68350	69200	70050	70900
13	65250	66100	66950	67800	68650	69500	70350	71200	72050
14	66400	67250	68100	68950	69800	70650	71500	72350	73200
15	67550	68400	69250	70100	70950	71800	72650	73500	74350
16	68700	69550	70400	71250	72100	72950	73800	74650	75500
17	69850	70700	71550	72400	73250	74100	74950	75800	76650
18	71000	71850	72700	73550	74400	75250	76100	76950	77800
19	72150	73000	73850	74700	75550	76400	77250	78100	78950
20	73300	74150	75000	75850	76700	77550	78400	79250	80100
21	74450	75300	76150	77000	77850	78700	79550	80400	81250
22	75600	76450	77300	78150	79000	79850	80700	81550	82400
23	76750	77600	78450	79300	80150	81000	81850	82700	83550
24	77900	78750	79600	80450	81300	82150	83000	83850	84700
25	79050	79900	80750	81600	82450	83300	84150	85000	85850
26	80200	81050	81900	82750	83600	84450	85300	86150	87000
27	81350	82200	83050	83900	84750	85600	86450	87300	88150
28	82500	83350	84200	85050	85900	86750	87600	88450	89300
29	83650	84500	85350	86200	87050	87900	88750	89600	90450
30	84800	85650	86500	87350	88200	89050	89900	90750	91600

**APPENDIX III
2028-2029
SALARY SCHEDULE**

Salary Schedule 2028-29						Step= 1200		Education= 875	
Step	BS/BA	BS/BA +8	BS/BA +16	BS/BA +24	MS/MA	MS/MA + 8	MS/MA + 16	MS/MA + 24	MS/MA + 32
0	51300	52175	53050	53925	54800	55675	56550	57425	58300
1	52500	53375	54250	55125	56000	56875	57750	58625	59500
2	53700	54575	55450	56325	57200	58075	58950	59825	60700
3	54900	55775	56650	57525	58400	59275	60150	61025	61900
4	56100	56975	57850	58725	59600	60475	61350	62225	63100
5	57300	58175	59050	59925	60800	61675	62550	63425	64300
6	58500	59375	60250	61125	62000	62875	63750	64625	65500
7	59700	60575	61450	62325	63200	64075	64950	65825	66700
8	60900	61775	62650	63525	64400	65275	66150	67025	67900
9	62100	62975	63850	64725	65600	66475	67350	68225	69100
10	63300	64175	65050	65925	66800	67675	68550	69425	70300
11	64500	65375	66250	67125	68000	68875	69750	70625	71500
12	65700	66575	67450	68325	69200	70075	70950	71825	72700
13	66900	67775	68650	69525	70400	71275	72150	73025	73900
14	68100	68975	69850	70725	71600	72475	73350	74225	75100
15	69300	70175	71050	71925	72800	73675	74550	75425	76300
16	70500	71375	72250	73125	74000	74875	75750	76625	77500
17	71700	72575	73450	74325	75200	76075	76950	77825	78700
18	72900	73775	74650	75525	76400	77275	78150	79025	79900
19	74100	74975	75850	76725	77600	78475	79350	80225	81100
20	75300	76175	77050	77925	78800	79675	80550	81425	82300
21	76500	77375	78250	79125	80000	80875	81750	82625	83500
22	77700	78575	79450	80325	81200	82075	82950	83825	84700
23	78900	79775	80650	81525	82400	83275	84150	85025	85900
24	80100	80975	81850	82725	83600	84475	85350	86225	87100
25	81300	82175	83050	83925	84800	85675	86550	87425	88300
26	82500	83375	84250	85125	86000	86875	87750	88625	89500
27	83700	84575	85450	86325	87200	88075	88950	89825	90700
28	84900	85775	86650	87525	88400	89275	90150	91025	91900
29	86100	86975	87850	88725	89600	90475	91350	92225	93100
30	87300	88175	89050	89925	90800	91675	92550	93425	94300

APPENDIX IV
2029-2030
SALARY SCHEDULE

Salary Schedule 2029-30						Step= 1250	Education= 900		
Step	BS/BA	BS/BA +8	BS/BA +16	BS/BA +24	MS/MA	MS/MA + 8	MS/MA + 16	MS/MA + 24	MS/MA + 32
0	52300	53200	54100	55000	55900	56800	57700	58600	59500
1	53550	54450	55350	56250	57150	58050	58950	59850	60750
2	54800	55700	56600	57500	58400	59300	60200	61100	62000
3	56050	56950	57850	58750	59650	60550	61450	62350	63250
4	57300	58200	59100	60000	60900	61800	62700	63600	64500
5	58550	59450	60350	61250	62150	63050	63950	64850	65750
6	59800	60700	61600	62500	63400	64300	65200	66100	67000
7	61050	61950	62850	63750	64650	65550	66450	67350	68250
8	62300	63200	64100	65000	65900	66800	67700	68600	69500
9	63550	64450	65350	66250	67150	68050	68950	69850	70750
10	64800	65700	66600	67500	68400	69300	70200	71100	72000
11	66050	66950	67850	68750	69650	70550	71450	72350	73250
12	67300	68200	69100	70000	70900	71800	72700	73600	74500
13	68550	69450	70350	71250	72150	73050	73950	74850	75750
14	69800	70700	71600	72500	73400	74300	75200	76100	77000
15	71050	71950	72850	73750	74650	75550	76450	77350	78250
16	72300	73200	74100	75000	75900	76800	77700	78600	79500
17	73550	74450	75350	76250	77150	78050	78950	79850	80750
18	74800	75700	76600	77500	78400	79300	80200	81100	82000
19	76050	76950	77850	78750	79650	80550	81450	82350	83250
20	77300	78200	79100	80000	80900	81800	82700	83600	84500
21	78550	79450	80350	81250	82150	83050	83950	84850	85750
22	79800	80700	81600	82500	83400	84300	85200	86100	87000
23	81050	81950	82850	83750	84650	85550	86450	87350	88250
24	82300	83200	84100	85000	85900	86800	87700	88600	89500
25	83550	84450	85350	86250	87150	88050	88950	89850	90750
26	84800	85700	86600	87500	88400	89300	90200	91100	92000
27	86050	86950	87850	88750	89650	90550	91450	92350	93250
28	87300	88200	89100	90000	90900	91800	92700	93600	94500
29	88550	89450	90350	91250	92150	93050	93950	94850	95750
30	89800	90700	91600	92500	93400	94300	95200	96100	97000

**APPENDIX V – EXTRA PAY SCHEDULE
2026-2030**

Base Pay:		
Position		Percentage
Baseball		
	Head	10
	Assistant	5.5
Boys Basketball		
	Head	15.5
	Assistant	9
	Assistant	9
	Assistant	9
Girls Basketball		
	Head	15.5
	Assistant	9
	Assistant	9
	Assistant	9
Football		
	Head	15.5
	Assistant	9
	Assistant	9
	Assistant	9
	Assistant	9
	Assistant	9
Boys and Girls CC		
	Head	10
	Assistant	5.5
Boys Golf		10
Girls Golf		10
Boys Tennis		10
Girls Tennis		10
Boys Soccer		10
Girls Soccer		10
Esports		10
Boys Track		
	Head	10
	Assistant	5.5
Girls Track		
	Head	10
	Assistant	5.5
Volleyball		
	Head	10
	Assistant	5.5
Softball		
	Head	10
	Assistant	5.5

Bowling		
	Head	10
	Assistant	5.5
Wrestling		
	Head	10
	Assistant	5.5
Other		
Athletic Trainer (certified and licensed)		24
Cheerleading		12
Dance Team		7.5
Weight training		4
Academic Challenge		6
FFA (+Summer hourly rate not to exceed 1/9 of salary)		
Band (+10/9)		9
Vocal		9
Student Council		9
Thoughtwell		3
Department Head		4
Fall Play Director		7.5
Fall Play Assistant Director		2.5
Spring Play Director		7.5
Spring Play Assistant Director		2.5
Ticket Manager		3
Foreign Language Club		3
Art Club		3
Social Studies Club (if no Mock Trial)		3
Scholastic Bowl		9
Math Team		6
Mock Trial (if no SS club)		6
FBLA		3
Bass Fishing		3
Prom Committee		
Prom Booklets	per hour	0.06
Prom Coronation		1.1
Prom Coronation		1.1
Prom Decoration		2
Prom Decoration		2
Prom Decoration		2
Prom Ticket Sales		0.7
Retirement Dinner		
#Program		\$50
#Dinner Coordinator		\$175
#Dinner Coordinator		\$175
Peer Helper		3
National Honor Society		2
Driver Education Scheduler		2
Summer School	per hour	0.085
Driver Ed (Driving)	per hour	0.07

Media Specialist	per hour	0.06
#Ticket Sellers & Takers **	per event	0.09
#Scorer and Timer **	per event	0.1
#Announcer **	per event	0.09
#Testing Monitors		0.3
#Mileage		IRS Rate

* If two or more people serve this duty, the amount will be divided equally

** Regular season only

Position does not receive 5% experience increment

