AGREEMENT BETWEEN THE
BOARD OF EDUCATION OF
SCHOOL DISTRICT 81 AND
THE
SCHILLER PARK EDUCATION ASSOCIATION

2026-2027 THROUGH 2030-2031 SCHOOL YEARS

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ARTICLE I - RECOGNITION

100 - Parties to the Agreement.

This Agreement made and entered into by and between the Board of Education of School District 81, Cook County, State of Illinois (hereinafter referred to as the "Board"), Party of the First Part and the Schiller Park Education Association, affiliate of the Illinois Education Association and the National Education Association (hereinafter referred to as the "Association"), Party of the Second Part.

101 - Preamble.

It is the desire of the parties to this Agreement to continue to work together harmoniously and to promote and maintain relations between the Board and the Association which will serve the best interests of all concerned. THEREFORE, the parties hereto agree as follows:

102 - Definition of Unit.

102.1 The Board hereby recognizes the Association as the sole and exclusive bargaining representative for all regularly employed certified teaching personnel, including social workers, speech pathologists, and psychologists, in the District excluding all other employees, including non professional instructional personnel, the Superintendent, Assistant Superintendent, Business Manager, Curriculum Directors, Principals, Assistant Principals, Substitute Teachers and other supervisory, managerial and confidential employees as defined under the Illinois Educational Labor Relations Act.

102.2 The term "teacher" when used hereinafter in this Agreement shall refer to all employees in the unit as defined in Paragraph 102.1.

103 - Board Rights.

103.1 Except as otherwise specifically provided in this Agreement, the determination of educational policy, the operation and management of the schools, and the control, supervision and direction of all certified and non-certified staff are vested exclusively with the Board.

103.2 No provision of the Agreement shall abrogate the constitutional and statutory rights, duties and responsibilities of the Board. The Board also reserves its right to delegate to its administrators the responsibility for the day-to-day management of the School District in its charge.

ARTICLE II - NEGOTIATIONS

200 - Negotiable Items.

The parties agree that the following items shall be considered negotiable:

A. Salaries
B. Fringe Benefits
C. Grievance Procedures and Adjustments
D. Negotiating Procedures
E. Working Conditions

201 - Negotiation Procedures.

201.1 Each party to the negotiations shall select its negotiating representatives provided that the Board shall not select a teacher, as herein defined. as its representative.

201.2 During negotiations, agreed upon materials shall be prepared for the negotiating teams of the Board and the Association and signed prior to the adjournment of the meetings at which such tentative agreement was reached.

201.3 When the Association and the Board reach tentative agreement on all matters being negotiated, the items will be reduced to writing and shall be submitted to the membership of the Association for ratification and to the Board for official approval.

201.4 The Association shall be furnished on request all regularly and routinely prepared information concerning the financial condition of the School District, including annual financial statement, tentative budget and adopted budget. In addition, the Board and the administration will grant reasonable requests for any other readily available and pertinent information which is relevant to negotiations. Nothing herein shall require the administrative staff to research and assemble information.

201.5 The Association will furnish copies of any pertinent information reasonably required by the Board representatives.

ARTICLE III - NO STRIKE PROVISION

300 - No Strike Provision.

The Association and teachers hereby agree not to strike or to engage in or support or encourage any concerted refusal to render full and complete service to the School District as outlined.

ARTICLE IV - GRIEVANCE PROCEDURE

400 - General Policy.

400.1 The Board of Education recognizes that in the interests of effective personnel management, a procedure is necessary whereby its teachers can be assured of prompt, impartial and fair hearing on their grievances. Such procedure shall be available to all regularly employed teachers, and no action of any kind shall be taken against any teacher for initiating or participating in a grievance procedure.

400.2 It is agreed that no grievance shall be presented hereunder which occurred prior to the effective date of the Agreement.

400.3 A grievance is defined to be a complaint by any teacher within the bargaining unit based on an event or condition which is claimed or considered to be a violation, misinterpretation, or misapplication of the terms of this Agreement.

400.4 Class grievances are defined as grievances which must be resolved above the building level and involve more than one teacher. The Association may initially file these grievances at Step 3.

400.5 Hiring and/or retention of teachers shall not be subject to the grievance procedure.

400.6 Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the Administration and having the grievance adjusted without intervention of the Association, provided the adjustment is not inconsistent with the terms of this Agreement and that the Association has been given a reasonable opportunity to be present at such an adjustment.

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

400.8 Investigation or processing of any grievance shall be normally carried out on the teacher's own time, after school hours. However, with the approval of the Superintendent, affected personnel may investigate or process grievances on school time.

400.9 The parties hereto acknowledge that it is usually most desirable for a teacher and his/her immediately involved superior to resolve problems through free and informal communications. When requested by the teacher, the Association representative may accompany the teacher to assist in the resolution of the grievance.

400.10 If the grievant and the Superintendent agree, Step 1 and/or Step 2 of the Grievance Procedure may be bypassed and the grievance brought directly to the next step.

401 - Procedure for Grievance.

It is the intent of the parties to this Agreement that any and all disputes and differences concerning the application or interpretation of this Agreement shall be settled in the manner hereinafter set forth.

402 - Step 1.

A teacher who has a grievance should discuss it with the Building Principal with the objective of resolving the matter informally. The grievant may have a representative of the Association present.

403 Step 2.

If a satisfactory solution cannot be reached through Step 1, the grievance shall be submitted in writing and signed by the complaining teacher on the School District grievance form to the Building Principal within thirty (30) working days from the date of the incident giving rise to the grievance(s) or the date when the grievant might reasonably be expected to have knowledge of the incident. The Building Principal shall within five (5) working days thereafter render a decision in writing

404 Step 3.

403.1 If a satisfactory solution has not been reached, or if no decision has been rendered within five (5) working days, the written grievance as submitted in Step 2 may within five (5) working days be submitted to the Superintendent.

403.2 Within ten (10) working days thereafter the Superintendent shall meet simultaneously with the grievant and an Association representative for the purpose of resolving the grievance. A record of such meeting shall be kept.

403.3 Within thirty (30) working days of such meeting the Superintendent shall render a written decision with copies to the grievant and the Association.

405 Step 4.

403.4 If the decision at Step 3 is not satisfactory or if no decision is rendered within the time limit in Step 3, the Association may, within thirty (30) working days of the decision or the expiration of the time limit, submit the grievance to binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association which may act as the administrator of the proceedings.

403.5 Each party shall bear the full costs for its representative in the arbitration. The cost of the arbitrator and the American Arbitration Association will be divided equally between the parties.

The arbitrator in his/her decision shall not suggest amending, modifying, nullifying, ignoring, or adding to the provisions of the Agreement. His/her authority will be strictly limited to the issue or issues presented to him/her in writing by the Board and the Association and his/her decision must be based solely upon his/her interpretation of the meaning or application of the language of the Agreement.

ARTICLE V - ASSIGNMENTS AND MISCELLANEOUS

500 - Professional Assignment.

500.1 Each teacher is requested to notify the School District of his/her intent to return to the School District the next school year on or before March 1. Each teacher not complying with this Section will not be entitled to the statement as provided for in 500.2, but shall receive a written statement of position, grade level, building and subjects by July 1st.

500.2 By May 15, each teacher following the procedure in 500.1 will receive a written statement of position, grade level, building and subjects.

500.3 Ordinarily, notice of involuntary re-assignment for the coming school year shall be given to the teacher no later than June 1 by the Superintendent or the Building Principal under whom the teacher was assigned prior to his/her re-assignment. Changes in this schedule made after June 1, will be made after consultation with the teacher if he/she is available. The final decision for re-assignment will remain with the Superintendent and/or the Board. If re-assignment is made, the teacher can elect to resign within ten (10) calendar days after receiving such notice of re-assignment.

500.4 Prior to making an involuntary re-assignment during the school year, the Superintendent will discuss the re-assignment with the teacher. The final decision for such re-assignment will remain with the Superintendent and/or the Board.

501 - Involuntary Transfer.

501.1 When the Superintendent deems it essential or necessary to affect a transfer, he/she will reduce to writing the reasons and comments for the transfer. A copy shall go to the teacher and to the Association. Said teacher shall have ten (10) days to comment to the Principal and/or Superintendent and has the right to take the issue to the Board. The transfer shall be based on Good Faith and the best interest of the School District. This provision is non-grievable except for the procedures outlined above.

501.2. For two (2) years following the involuntary transfer, any teacher involuntarily transferred who applied for an opening according to the procedures in 502 below, shall be given an interview and if not selected for that position, shall be given the reasons upon request.

502 - Notification of Teaching Vacancies and Miscellaneous.

502.1 Presently employed teachers shall be allowed to apply for vacancies and new positions, both curricular and extra-curricular, that occur in the school system between the opening and closing of school. Applications shall be made in writing to the Superintendent with a copy to the Building Principal involved.

502.2 As positions become available between the opening day and closing day of school, they shall be publicized to the present teaching staff. Application must be made within seven (7) calendar days of such notice. Any vacancy will result in only one (1) position being advertised even though more than one (1) transfer or re-assignment may occur.

502.3 If positions become available after the close of the school in June and before the opening of the next school year, such positions shall be publicized by mail to each teacher who shall have filed his/her name and area of interest with the Superintendent requesting such notification. The teacher must confirm in writing his/her continued interest within ten (10) calendar days of the date of notification. Such notification shall also be posted in the District lobby for at least seven (7) calendar days.

502.4 During the school year there shall be no more than one (1) involuntary transfer occasioned by the opening of any one (1) position, except in the case of the opening of a new school.

502.5 The final decision on filling vacancies remains with the Superintendent and/or the Board.

503 - Mileage Allowance.

Automobile mileage will be reimbursed for approved travel or regular travel of teachers assigned to more than one building at the current maximum allowable Internal Revenue Service rate per mile under 15,000 miles.

504 - Faculty Rooms.

A facility for a teachers' room shall be provided at each of the schools.

505 - Use of Facilities.

Teachers will be permitted to use school facilities for Association meetings upon forty-eight (48) hours written notice to the Superintendent and based upon Superintendent approval and availability. Other provisions of Board Policy shall also control.

506 - Work Day.

Teachers shall be permitted to arrive and leave fifteen (15) minutes prior to the normal staff day schedule. The normal teacher workday shall be seven and one-half (7.5) hours. However, each teacher shall attend all meetings called by the Administration. Teachers shall also be expected to attend Open House and Parent-Teacher Conferences scheduled after the work day, and eighth-grade teachers shall be required to attend graduation. Any other events (excluding faculty meetings) shall be voluntary. A teacher who agrees to attend a school event scheduled after the workday and who provides instructional assistance and/or supervision during the event will be paid the supervisory rate, except for events sponsored by the SPEA. The number and qualifications of supervisors or teachers

who provide after-hours instructional assistance shall be determined exclusively by the Superintendent or his/her designee. A teacher who is assigned to more than one building will only be required to attend the events at his/her home school.

On days scheduled for early release (currently Wednesdays), no after school programs or practices may be scheduled, except athletic contests for which no alternative date is available. On such early release days, teachers shall be required to attend common plan meetings, either district wide or per individual school site. Teachers serving on District-wide committees should avoid, if possible, scheduling course work before 5:00 p.m. on the days that such committee meets.

507 - Duties.

Teachers will not be required to supervise bus students at the elementary buildings and playground and cafeteria students at all three (3) schools. Teachers may be assigned one of the above-listed duties during an emergency at the same rate of pay as supervisors. (See Appendix B.)

508 - Parent/Teacher Conferences.

Teaching responsibilities for the second Parent/Teacher Conference Day will be determined in accordance with Section 600 and each of its subparts of this Agreement.

509 -Team Leaders, English Language Coordinators, Mentors and Department Chairs.

The Superintendent or his/her designee shall designate, from those teachers who apply or volunteer, who shall serve as team leaders, and the Superintendent or his/her designee shall have the right to remove team leaders. Team leaders shall be expected to perform those functions assigned to them by the Superintendent from time to time. Team leaders at each school will each be compensated $1,500.00 per annum. Half of such compensation shall be paid in the December stipend payroll and the other half of such compensation shall be paid in the May stipend payroll. In addition, a team leader shall not be expected to perform any task regarding student lockers not otherwise historically required of another teacher, except for assigning lockers at the beginning of the school year; and shall not be required to count out individual class sets of materials in preparation for distribution to students, except for standardized tests.

The Superintendent or his/her designees shall designate, from those teachers who apply or volunteer, who shall serve as the English Language Learner Coordinator and the Superintendent or his/her designees shall have the right to remove the English Language Learner Coordinator. The English Language Learner Coordinators shall be expected to perform those functions assigned to them by the Superintendent or his/her designees. The English Language Learner Coordinators at each school will be compensated based on the number of identified English Language Learners within the building. 1-75 students shall be $700.00 per annum, 76-249 students shall be $950.00 per annum and 250+ students shall be $1,700.00 per annum.

The Superintendent or his/her designees shall designate, from those teachers who apply or volunteer, who shall serve as Department Chair, and the Superintendent or his/her designee shall have the right to remove Department Chairs. Department Chairs shall be expected to perform those to them by the Superintendent or his/her designee from time to time. Department Chairs at each school will be compensated $1500.00 per annum.

The Superintendent or his/her designees shall designate, from those teachers who apply or volunteer, who shall serve as mentors, and the Superintendent or his/her designee shall have the right to remove mentors. Mentors shall be expected to perform those functions assigned to them by the Superintendent or his/her designee from time to time. Mentors at each school will be compensated $1,200.00 per annum and $500.00 for each additional teacher mentored.

510 - Part-time Teachers.

A part-time teacher shall be compensated for a four (4) hour workday which shall not be required to contain a planning period, and shall be compensated at a rate of 6/10ths the rate of a full time teacher in the same lane and step. In no event shall a part-time teacher at Lincoln be assigned more than four (4) teaching periods and a supervisory duty.

511 - Class Size.

The Board's goal is to maintain grade level average pupil ratios of not more than 21 to 1 in grades kindergarten, first and second; 25-26 to 1 in grades third through fifth; and 23-26 to 1 in grades sixth through eighth. If an individual class size exceeds the gra assign a Paraprofessional during instructional minutes. In the event a teacher feels the size or composition of the class does not meet the best interests of the students' educational needs, the Superintendent and the Principal involved will meet and confer with the teacher(s) involved and a representative from the SPEA, to discuss possible alternatives and to explore possible solutions. All reasonable efforts will be made to keep the paraprofessional in his/her assigned classroom in the event a certified sub for another classroom cannot be secured.

512 - Special Education

Workload Plan. Pursuant to administrative regulations promulgated by the Illinois State Board of Education in 2007 (23 Illinois Administrative Code 226.735), the District is required to adopt a plan to address the workload of its special educators. In accordance with the ISBE regulations, the District shall develop the workload plan in cooperation with SPEA representatives. The committee shall annually review the workload plan.

513 -Title I, ESL and Bilingual Teachers' Clerical Duties.

No classroom teachers shall be required to perform clerical duties previously assigned to the Title 1 teachers or to ESL teachers or to bilingual teachers. Such clerical duties shall be performed by teachers designated as ESL, bilingual, and/or Title I teachers.

514 - District Policies.

A packet containing an agenda and a copy of any Board of Education Policy to be acted upon by the Board of Education shall be made available to the Association President on the day of each Board of Education meeting.

515- Staff Development Workshops.

In furtherance of the District's goal to target professional development in the District so that it is linked to school improvement plans, the District shall reimburse teachers who attend out-of district workshops at the request of the District, provided such attendance has been approved in advance by the Superintendent or his/her designee. Such reimbursement shall be linked to the cost of such workshop. A teacher may initiate a request to attend an out-of-district workshop, subject to advanced approval by the Superintendent or his/her designee and shall be reimbursed as specified above.

516 - Definition of School Year.

For purposes of this Agreement, the term "school year" shall mean the period beginning with the first day of school, and ending the day preceding the next first day of school.

ARTICLE VI - CALENDAR

600 - Calendar Committee.

600.1 The representatives of the Association and the Administration shall meet to establish the proposed school calendar. This meeting can be conducted electronically unless the parties mutually agree that an in-person meeting is necessary. Prior to such meeting, the Association shall survey the membership. The results shall be provided to the Committee and may be used to assist in the decision-making process.

600.2 The committee shall be known as the Calendar Committee and shall consist of up to seven (7) representatives selected by the Association, two (2) from each building plus the Association President, and up to four (4) representatives from the District, to include the Superintendent, who shall act as Chairperson. A representative of the Association shall act as Secretary

600.3 The Committee shall submit a proposed school calendar to the Board and the Executive Committee of the Association for approval, prior to the March meeting of the Board.

600.4 If an agreement cannot be reached by the Committee prior to the March meeting, the Administration shall submit a recommended calendar to the Board which shall include a report covering the areas of disagreement between the Association and the Administration.

600.5 The Board has the final responsibility for establishing the school calendar.

601 - School Closings.

When schools are officially closed, leave and personal business days approved for a teacher shall not be deducted.

ARTICLE VII-PAYROLL DEDUCTIONS, PROCEDURES AND BARGAINING UNIT ROSTER

700 - Deductions.

700.1 The Board shall make available to teachers payroll deduction privileges for tax sheltered annuity programs, hospitalization for dependents, and Association dues. Dues are to be remitted to the Schiller Park Education Association.

700.2 The Association shall annually submit a list of names of those teachers wishing payroll deductions for dues by October 1 of each year. Additional names will be submitted as they become available. The Association and the Business Office shall agree on the number and amount of the payroll deductions.

700.3 Dues deduction shall automatically be suspended during any concerted activity against and/or refusal to render full and complete services to the District.

700.4 All payroll deductions shall be requested in writing and the request may be revoked in writing by the individual at any time.

701 - Pay Periods.

Teachers shall receive payment of salaries on a twenty-four (24) payment basis.

702 - Dues Deduction.

702.1 Each bargaining unit member may join the Association.

702.2 In the event any of the above does not pay his/her membership fee directly to the Association by a certain date as established by the Association, the Association shall provide written notification to the District and the Board shall deduct the membership fee from the wages of the individual.

702.3 The Association agrees that it will indemnify and hold harmless the Board from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Board's compliance with this provision.

702.4 It is expressly understood that this hold harmless provision will not apply to any claim, demand, suit, or other form of liability which arises as a result of willful misconduct by the Board.

702.5 The Board agrees to contact the Association in a timely manner and to cooperate with the Association in regard to this provision. The Association agrees to provide its own counsel in regard to defending this matter.

703 - Bargaining Unit Roster

The District shall provide the Association President(s) and Membership Chairperson(s), in an electronically editable format, all bargaining unit members' employee information as specified under 115 ILCS 5/3(c)(2) and (d). The Association shall receive this information by October 1st each school year and monthly thereafter if the bargaining roster changes.

ARTICLE VIII - LEAVES

800 - Sick Leave.

800.1 Full-time certified teachers shall have ten (10) days sick leave per school year for personal illness, quarantine at home, serious illness or death in the immediate family or household, birth, adoption, placement for adoption or the acceptance of a child in need of foster care , as provided in 105 ILCS 5/24-6, as amended. These sick days shall accumulate without limit. Unused business days will accumulate as a part of sick leave accumulation. However, teachers upon reaching the tenth year of service in the District shall be given a total of thirteen (13) days per year and upon reaching the fifteenth year of service in the District shall be given a total of fifteen (15) days per year. Additional sick leave days shall be granted as follows:

Beginning in year 10	13 days of sick leave per year
Beginning in year 15	15 days of sick leave per year
Beginning in year 20	17 days of sick leave per year
Beginning in year 25	20 days of sick leave per year
Beginning in year 30	25 days of sick leave per year

A teacher may use up to two (2) sick days per year for observance of religious holiday(s), subject to the procedures and criteria for requesting the use of personal business leave.

At the end of each school year, teacher(s) who use two (2) or fewer sick days per school year shall be awarded one additional (1) sick leave day, which shall be immediately available for use, no later than June 30th of the given school year.

800.2 Immediate family shall be defined as spouse, party to a civil union (as defined in 750 ILCS 75/10), parents, grandparents, children, step-children, brothers, sisters, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, legal guardian and grandchildren.

800.3 The provisions of the federal Family and Medical Leave Act (29 USC 2601 et seq.) shall be extended to bargaining unit members with the following modifications: All teachers in the bargaining unit shall be eligible for twelve (12) weeks of Family and Medical Leave. This leave shall be calculated from the first day of each school year, with twelve (12) weeks available commencing that date. Employees who are married to other employees shall each be eligible for the twelve (12) weeks leave.

Prior to utilizing FMLA leave, a teacher must use paid sick leave until he/she has exhausted all but five (5) days of his/her accumulated sick leave or until he/she has used a total of thirty (30) days of accumulated sick leave, whichever occurs first. Upon the exhaustion of all but five (5) days of the accumulated sick leave or the thirty (30) days of sick leave, the teacher shall have the option of using his/her FMLA leave. A teacher may utilize any additional accumulated sick leave as part of any FMLA leave, at the teacher's option, but such use of additional sick leave shall run concurrently with such FMLA leave (i.e. one sick day used = one FMLA day used).

800.4 FMLA: Maternity, Newborn Child Bonding or Adoption or Foster Care Leaves. A teacher who is granted FMLA leave for the birth of a child, or to bond with or care for such newborn child, or for the placement of a child with the teacher for adoption or foster care, shall be required to return to work at the conclusion of the FMLA leave, unless additional Parental Leave is granted, pursuant to Section 811 of this Agreement.

In addition, such types of FMLA leave shall be subject to the provisions of 29 C.F.R. $ 825.602 and 29 C.F.R. $ 825.603.

801 - Bereavement Leave

If needed, in each school year, up to three (3) additional days shall be granted for each death in the immediate family.

Pursuant to the Illinois Family Bereavement Leave Act, teachers are allowed up to ten (10) unpaid bereavement leave days when there has been a death in the immediate family as defined in Section 800.2. A teacher may substitute up to the above three (3) days of paid bereavement leave for a portion of these ten (10) unpaid bereavement leave days. Such paid leave shall be without deduction from available sick or personal leave when there has been a death in the immediate family (as defined above), miscarriage, an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure; (iii) a failed adoption match or an adoption that is not finalized because it is contested by another party; (iv) a failed surrogacy agreement; (v) a diagnosis that negatively impacts pregnancy or fertility; or (vi) a stillbirth. Additionally, a teacher may substitute up to seven (7) paid sick leave days for all or a portion of the remaining unpaid bereavement leave days when there has been a death in the immediate family (as defined above), miscarriage, an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure; (iii) a failed adoption match or an adoption that is not finalized because it is contested by another party; (iv) a failed surrogacy agreement; (v) a diagnosis that negatively impacts pregnancy or fertility; or (vi) a stillbirth.

Such leave must be taken within 60 days of the triggering event.

Any paid bereavement days not used during the school year granted shall be forfeited and shall not be converted to sick leave.

802 - Death in Non-Immediate Family Leave.

801.2 Such leave shall be granted to a maximum of one (1) day per death. If needed, additional days shall be deducted from accumulated sick leave.

802.2 Non-immediate family shall be defined as grandparents-in-law, guardians of the employee's spouse, step-grandchildren, uncles, aunts, nieces, nephews and first cousins.

803 - Business Day Leave.

Each full-time certified teacher shall be eligible for up to three (3) days leave per school year, non-cumulative without deduction in pay. These days shall be for the purpose of transacting or attending to legal, business, household, medical, religious or family matters, which require absence during school hours and which cannot be attended to at any other time (before or after school,

weekends, vacations, etc.). Except in emergencies, the certified teacher shall give his/her Building Principal a written request and his/her reason by category, to take such leave at least three (3) days in advance of the day he/she proposes to be absent. Leave is subject to the final approval of the Superintendent or his/her designated representative. Except by permission of the Superintendent, business days may not be taken the day before or the day after a holiday or vacation.

804 - Sabbatical Leave.

804.1 Qualified teachers shall be eligible to apply for sabbatical leave. Application must be received by February 1 with the recommendations of the Superintendent made to the Board at the March Board meeting. The Board will normally give its decision at the March meeting.

804.2 Each year during the budgetary preparation period, the Board will consider the feasibility of providing funds for this leave.

805 - Educational Leave.

A tenured teacher may be granted leave without pay for no more than one (1) school year for advanced study with approval of the Board.

806 - Government and Professional Service Leave.

A tenured teacher shall be granted leave without pay for an elective or appointive office in government, or in a state or national professional organization. Such leaves shall be for the term of the office. Upon returning, the teacher will be placed on the salary schedule at the next step above the step he/she held prior to the leave.

807 - Military Leave.

A tenured teacher who shall enter into military service shall be granted a leave without pay for the duration of the service. Teachers returning from military service leave shall resume duty only at the beginning of a regular school year, unless a position is open at another time. Upon returning, the teacher shall be placed on the salary schedule at the next step above the step held prior to the leave if the teacher returns in a year subsequent to the year in which the teacher left for military service.

808 - Jury Duty Leave.

The Board will pay full salary during the period of jury duty. The teacher will remit to the District remuneration received from the court for the school days involved minus transportation allowance granted by the court.

809 - Association Leave.

The Board shall provide, at no cost to the Association or individual teacher, five (5) days per school year of release time for handling of Association business.

810 - Conference Leave.

A teacher may be granted time without loss of pay to attend educational meetings. Prior approval must be secured from the Building Principal and the Superintendent.

811 - Parental Leave.

A tenured teacher may be granted a parental leave without pay for a period up to one (1) year with the approval of the Board. A non-tenured teacher who has worked in the District at least two (2) school years shall be eligible for such leave under the same conditions listed above, provided that the term of such leave shall not be considered in computing full-time employment under Section 24 11 of The School Code for purposes of continuous employment necessary to attain contractual continued service status, except that any portions of such parental leave that also qualify under the Federal Family Medical Leave Act that the teacher is required to take until the end of the school term shall be considered days of teaching or participation in the District's educational program. A school term that is not counted toward attainment of contractual continued service shall not be considered a break in service for purposes of determining whether a teacher has been employed for four (4) consecutive school terms, provided that the teacher actually teaches or is otherwise present and participating in the District's educational program in the following school term. In general, such additional Parental Leave shall need to extend either through the end of winter break or through the end of the academic year in which the most recent FMLA leave was commenced.

812 - Other Leaves.

A tenured teacher may be granted leave without pay for extended illness or emergencies of the home. Approval must be granted by the Building Principal and the Superintendent with final action 'to be taken by the Board. The maximum term shall be two (2) school years, unless extended by the approval of the Board.

813 - Leaves: General Conditions.

813.1 Upon reinstatement at the beginning of a school year, a teacher shall be returned to his/her former position or a comparable position wherever possible.

813.2 The Board has the power to grant leaves other than those listed above.

813.4 Teachers wishing to return to work, prior to the start or expiration date of their Board-granted leave, may file such a request with the office of the Superintendent. Requests will be considered in filling vacancies.

814 -Accident or Injury Leave.

Absence due to injury or accident incurred in the course of the teacher's employment shall be charged one-third (1/3) day against the teacher's sick leave days. The Board shall continue the teacher's wages and benefits in full until Workers' Compensation payments begin.. The Employer shall pay to such employee the difference between his/her contractual salary and all benefits received under the Illinois Workers' Compensation Act for the duration of such absence.

815 -Compensatory Days.

Teachers earning compensatory days pursuant to this Agreement shall be required to use such compensatory days in the semester in which they are earned. No compensatory days may be accumulated from semester to semester or from academic year to academic year. Except in emergencies, the certified teacher shall provide his/her Building Principal a written request to use a compensatory day pursuant to this section at least three (3) days in advance of the day he/she proposes to be absent.

ARTICLE IX - INSURANCE

900.1 All full-time teachers shall be covered by a twelve (12) month comprehensive preferred provider hospitalization, surgical, major medical plan, vision and dental plan(s). Both commence September 1, annually. The Board will pay the entire cost of the premiums for individual teacher coverage in the PPO plan, vision and dental plan during this period. A schedule of benefits will be provided electronically each year.

The Board will make a Section 125 cafeteria plan available to all full-time and part-time teachers in the bargaining unit who work thirty (30) hours a week. The PPO plan shall have benefits as outlined on the Schedule of Benefits or as reviewed by the Insurance Committee in Section 900.7.

900.2 The Board of Education will contribute thirty-seven and one-half percent (37.5%) of the difference between the individual and family premium for full-time teachers employed and enrolled in the District's dependent vision, health and medical insurance PPO program (i.e. the District pays full single vision, health, medical insurance PPO program and the District pays 37.5% of the District's dependent, vision, health and medical insurance PPO program after the full single vision, health, medical insurance PPO premium is deducted). The Board of Education will make available to all full time teachers a dependent dental plan with premiums paid by the teacher.

900.3 Teachers on leave may remain in the group by paying the entire cost of the premium if approved by the carrier.

900.4 Teachers who retire from the District shall be eligible to remain in the District comprehensive hospitalization, surgical, major medical plan, dental, and vision plan(s) by paying the entire cost of the premium, so long as the teacher remains eligible pursuant to COBRA, not to exceed eighteen (18) months after the date of retirement. Teachers who retire from the District shall be eligible to remain in the District dental and/or vision plan(s) by paying the entire cost of the premium.

900.5 Replacement teachers rehired as of June 30 as a full-time teacher for the fall term will be provided with insurance during July and August preceding that fall term. This will be the same insurance coverage provided for all full-time teachers as outlined in 900.1.

900.6 The District will schedule an annual meeting during non-work hours with a representative from the health insurance carrier, for teachers to attend on a voluntary basis.

900.7 Insurance Committee: The Board and the Association shall maintain a District Insurance Committee composed of three (3) Association members to be appointed by the Association President and three (3) District representatives to be appointed by the Superintendent. The committee .shall meet at least twice a school year and be charged with the following duties: 1) review documents necessary to monitor the health insurance plan and to review health insurance costs (such as renewal rate projections, benefits, and plan design); 2) consider options for monetary savings; and 3) make recommendations to the Board regarding coverage, service, and benefits.

The Insurance Committee shall establish its own protocols. The Board and Teachers shall be provided with notices and agendas prior to Insurance Committee meetings and shall also be informed of the Committee's discussions.

900.8 The parties agree that the Board may take actions to comply with or exempt itself from the provisions of the Health Insurance Portability and Accountability Act (HIPAA).

ARTICLE X - COMPENSATION

1000 - Tuition Reimbursement.

The Board shall pay one-half (1/2) of tuition costs up to a maximum reimbursement of Two Thousand Five Hundred Thousand ($2,500) Dollars with a minimum base of One Hundred ($100.00) Dollars per credit hour per year for course work, under the following conditions:

A. Course work is taken at an accredited college or university and has the prior approval of the Superintendent of schools. In the event the course work is toward achieving a degree in administration, the teacher shall meet with the Superintendent prior to the Superintendent determining whether to approve or deny the request for tuition reimbursement.

B. Course work is toward the next higher degree and/or job related to the education of elementary school children.

C. Course work beyond the requirements for a Master's Degree to be awarded shall be reimbursed at 50% of the regular reimbursement rate, unless such course work is toward obtaining an additional Master's Degree or additional endorsements, then the regular reimbursement rate would apply.

D. Once any advanced degree is obtained, unless course work is for the purpose of obtaining additional endorsement(s) or to comply with State mandates, all further credits for horizontal movement on the salary schedule must be at least at the Graduate level.

E. This tuition reimbursement is not for student fees, book costs and/or other technology fees/equipment needed for approved coursework.

Should the cost per credit hour be less than One Hundred ($100.00) Dollars, the employee shall be reimbursed in an amount equal to that cost per credit hour.

Reimbursement will be made within sixty (60) days after the submission of official transcripts showing a grade of A or B or better and the completion of the District form for tuition reimbursement. For teachers who complete National Board certification, and for classes which are pre-approved as part of a course of study for an advanced degree, documentation of successful completion of courses offered on a pass/fail basis shall be sufficient for reimbursement. Teachers receiving reimbursement for over six (6) credit hours per contract year must teach in the School District the following year for a complete school year or reimburse the District in the amount received for that contract year.

Any employee who leaves the District voluntarily, will be responsible for reimbursement to the District as follows:

A. 100% of all tuition paid by the District if the Teacher leaves within the first year after receipt of tuition reimbursement;

B. 66% of all tuition paid by the District if the Teacher leaves within the second year after receipt of tuition reimbursement; and

C. 33% of all of tuition paid by the District if the Teacher leaves within the third year after receipt of tuition reimbursement.

If a Teacher has paychecks remaining at the time of resignation, the District reserves the right to discuss and arrange a payment plan with the Teacher.

1001 - Summer Workshop.

Teachers new in the District shall be required to attend no more than four (4) workshop days to be held at the last week prior to the opening of school. All teachers shall have the major part of one (1) day for classroom preparation. The salary herein set forth includes full pay for the days of pre-school workshop that precede the first day of pupil attendance. Teachers shall be paid at the hourly curriculum rate for all days in excess of the above-mentioned pre-school workshop days.

1002 - Extended School Year.

Extended school year classes will be held at the discretion of the Board of Education. Teachers employed by the Board of Education shall receive the higher of the curriculum rate or the teacher's hourly rate for the extended school year program. Teachers will normally work a four (4) hour day during summer school. Leaves and grievance procedures are not in effect during the summer school program.

1003 - Retirement Fund Contributions.

The Board shall pick-up and pay the teachers' contribution to the State of Illinois Teachers' Retirement System (not to exceed a factor of .098901).

1004- Extra-Curricular and other Differentials.

A. Extra-Curricular Rates: *See Appendix B*

1. For the 2026-2027 school year only, stipends shall be increased by five percent (5%). For the 2027-2028, 2028-2029, 2029-2030 and 2030-2031 school years, the stipends and rates contained in Appendix B shall remain at the same rate as provided in the 2026-2027 school year.

2. Each contract year, the District shall, in consultation with the Association, review the hours allotted and positions to determine positions and hours needed for the next school year.

B. Other Certified Extra Hourly Rates

1. Internal Sub Work Rate shall be $45.00 per hour and shall remain the same rate for each school year of this Agreement.

2. Curriculum Rate shall be $50.00 per hour and shall remain the same rate for each school year of this Agreement.

3. Supervision Rate shall be $30.00 per hour and shall remain the same rate for each school year of this Agreement.

1005 - Determining Compensation.

1005.1 Salary Schedules. The salary schedules attached hereto as "Appendix A" shall only apply to teachers in the BA lane having six (6) years or less experience, to those teachers in the BA+15 lane having eight (8) or less years' experience and to those teachers in all MA lanes having twenty-five (25) or less years' experience.

Total new salary, inclusive of step, for each year of the Agreement shall be as follows:

2026-2027: 5.0%

2027-2028: 5.0%

2028-2029: 4.75%

2029-2030: 4.50%

2030-2031: 4.50%

1005.2 Teachers Off the Salary Schedule.

A. No horizontal lane movement for teachers off the salary schedule. Teachers off the salary schedule shall be defined as those teachers who are beyond Step 6 in the BA lane, beyond Step 8 in the BA+15 lane, or beyond Step 25 in either of the MA, MA+15 or MA+30 lanes. Teachers off the salary schedule cannot move to another lane except as outlined in subsection (C). Only teachers who have a Master's Degree can move to the MA+15 or MA+30 lane. As of the 2009-2010 school year, no additional teachers may be designated "off the salary schedule"; rather, teachers shall remain in Step 6 in the BA lane, Step 8 in the BA+15 lane, or Step 25 in either the MA, MA+15 or MA+30 lane, as applicable.

B. Compensation when no lane movement is made. Teachers who are off the salary schedule, and who have not made a horizontal lane movement shall receive the yearly contractual increase stated in Section 1005.1.

C. Discretionary three (3) year extension for teachers who have made progress. The Board of Education may grant an additional three (3) years to move horizontally across the salary schedule to teachers who are in their last step on the salary schedule, based upon the recommendation of the Superintendent and the Board of Education finding that exigent circumstances have prevented the teacher from making the horizontal lane movement within the time specified in Paragraph (A) herein, and further provided that such teacher has completed at least one half (2) of the required credit hours necessary for such lane movement.

D. Teachers who can be placed on salary schedule after a lane change. Teachers who are off the salary schedule but who make a lane change pursuant to Paragraph (C) above shall be placed upon the appropriate lane and step consistent with their experience.

E. Teachers on the MA+30 lane. Teachers on or off the salary schedule in the MA+30 lane will receive an annual salary enhancement of Five Hundred ($500.00) Dollars for each fifteen (15) credit hours earned in excess of the thirty (30) credit hours which entitled such teacher to entry onto the MA+30 lane.

F. Advanced degrees or certificates. Any teacher who earns a C.A.S. or equivalent degree or who earns National Board Certification will receive an annual salary enhancement of One Thousand ($1,000.00) Dollars. Any teacher who earns a PhD or equivalent degree will receive an annual salary enhancement of Two Thousand ($2,000.00) Dollars. Teachers earning compensation under this paragraph shall not be entitled to any compensation under Paragraph (E) above.

G. Lane Movement Certification. Any coursework taken prior to the conferment of a Master's degree will not apply towards any Master's lane changes.

1005.3 New Teachers.

All new teachers shall receive a salary as approved by the Board of Education. Such salary shall not exceed the amount provided on the salary schedule according to actual years of teaching service and credit hours.

1006 - Retirement.

1006.1 Salary Bonus.

Teachers who retire through the Illinois Teacher's Retirement System (TRS) and who have a minimum of fifteen (15) years of teaching service in the District and who will be at least fifty-five (55) years of age at the date of retirement and who submit a letter of retirement year by May 15 of the year which is not more than four (4) years and not less than one (1) year in advance of retirement shall be provided a six percent (6%) increase over the teacher's TRS creditable earnings for the previous school year in each of the last year(s) of employment after such notice has been provided

(not more than four (4) years and not less than one (1) year). Such increases shall be inclusive of step and lane movements, compensation for no lane movements, salary enhancements, and any other compensation which is deemed as salary by TRS for pension calculations for those years. In consideration of such salary increases, the teacher shall continue to perform such extra-duties and any additional extra-duties performed by the teacher after submission of the retirement notice, unless the Superintendent approves the teacher's discontinuation of the extra-duty for good cause shown. If the teacher does not work the extracurricular duty then it will no longer be part of the teacher's creditable earnings.

1006.2 Post Retirement Insurance.

Retirement Benefits After 15 Years of Service in District 81

Upon retirement from the District, the Board will pay up to One Thousand Eight Hundred Dollars ($1,800.00) per year for up to five (5) consecutive years to the Illinois Teachers Retirement System for TRS post-retirement health insurance. To be eligible for said post-retirement payment to TRS for TRS health and/or vision/dental insurance, the teacher must (1) retire from the District with the Illinois Teacher's Retirement System (TRS), (2) have a minimum of fifteen (15) years of teaching service in the District and be at least fifty-five (55) years of age at the date of retirement, (3) enroll in the TRS health and/or vision/dental insurance immediately upon retirement and (4) be not otherwise Medicare eligible. If a teacher elects TRS coverage that is less than One Thousand Eight Hundred Dollars ($1,800.00) per year, the District shall only be required to pay the lesser amount. If the coverage selected is more than One Thousand Eight Hundred Dollars ($1,800.00) a year, the District shall only be required to pay TRS up to One Thousand Eight Hundred Dollars ($1,800.00) per year. Said payment shall be made directly to TRS. The District shall provide payment upon receipt of teacher notification and proof of election.

Retirement Benefits After 30 years of Service in District 81

Upon retirement from the District after 30 consecutive years of service in District 81 and retirement age eligible, the Board will submit insurance premiums to the Illinois Teachers' Retirement System for TRS post-retirement health insurance on the Retiree's behalf of a coverage tier not to exceed what the Retiree elected for the past five (5) consecutive years. The District will cease this benefit upon the Retiree's Medicare eligibility. In the event of divorce, premium payment will cease for the Spouse; upon death of the Retiree, premium payment for covered Dependents will continue up to three (3) months. This Retirement Benefit refers to premiums only; all benefits, terms and conditions of the TRS Health Plans are controlled by TRS.

ARTICLE XI-EVALUATION

1100 -Teacher Evaluation.

1100.1 The teacher evaluation plan shall be consistent with the School Code and all applicable regulations. The Evaluation Committee shall study and make recommendation(s) as it may deem necessary to insure District compliance with the appropriate provisions of the School Code of Illinois and applicable regulations as it pertains to teacher evaluation.

1100.2 The Evaluation Committee shall make its recommendation(s) to the Superintendent and the Association Bargaining Committee. The Superintendent will then submit the recommendation(s) to the Board of Education for action at the next Board meeting.

1100.3 During the month of January, the Association or the Administration may notify the other party in writing that they wish to consider making changes in the Teacher Evaluation Procedure and Document. Upon receiving the written notice, the Evaluation Committee shall commence a meeting within forty-five (45) calendar days. The Committee shall be composed of no more than four (4) representatives selected by the Association and no more than four (4) members selected by the Superintendent, shall have co-chairpersons; one (1) person from the Association and one (1) person from the Administration. The Association team shall have one
(1) vote and the Superintendent's team shall have one (1) vote. It shall be required that both teams cast their one (1) vote in favor of all proposed changes in the plan before the plan is considered approved by the Committee.

The Committee's recommendation will be submitted to the Superintendent. The Superintendent shall then submit the Committee's recommendations to the Board of Education for consideration and approval. After the plan is approved by the Board it shall not be used to evaluate teachers until the start of the next school year.

If the Board does not approve the Committee's recommendations, they will return the plan to the Committee with a note regarding their concerns.

Teachers on remediation will not be subject to a change in evaluation instruments during the period of remediation,

1100.4 In order to be included in a teacher's evaluation, parental complaints must comply with the provisions set forth in Section 1101 of this Agreement.

1101 - Parental Complaints.

All written parental complaints shall be dealt with in the following manner.

1101.1 The parent(s) must meet with the teacher unless the parent(s) refuse(s).

1101.2 If a satisfactory solution is not reached then the parent(s) may meet with the teacher and the immediate supervisor.

1101.3 If further consideration is necessary, the parent(s) may meet with the teacher, the immediate supervisor and the Superintendent.

1101.4 Parental complaints which are acted upon as a basis for disciplinary action will be presented in writing to the involved teacher. The involved teacher will be given a reasonable opportunity to respond to the alleged charges.

1102 - Pupil Discipline.

1102.1 Pupil discipline procedures and guidelines in each building shall be reviewed annually by the Building Principal in consultation with his/her teaching staff.

1102.2 Copies of written complaints from parents will be given to teachers.

1102.3 Suggested changes in guidelines will be forwarded to the Superintendent.

1102.4 Teachers will receive copies of the rules governing discipline for their building.

1103 - Teacher Assaults.

A case of assault upon a teacher while on duty for the school system shall be promptly reported to the Superintendent or his designee.

ARTICLE XII - EFFECT OF AGREEMENT

1200 - Effect of Agreement.

The parties mutually agree that the terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties.

ARTICLE XIII - DURATION OF THE AGREEMENT AND SAVINGS CLAUSE

1300 - Duration of Agreement

This Agreement shall be effective for the 2026-2027 school year upon signing and shall remain in effect until the last day before the first day of the 2031-2032 school year.

1301 - Savings Clause

Should any Article, Section or Clause of this Agreement be declared illegal by a court of competent jurisdiction, said Article, Section or Clause shall be automatically deleted from this Agreement to the extent that it violates the law.

1302 - Signatures

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals this 20th day of May, 2026.

SCHILLER PARK EDUCATION ASSOCIATION, IEA-NEA

PRESIDENT

THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 81

BOARD PRESIDENT

BOARD SECRETARY

Appendix A - Salary Schedules - FY 27

FY 27	BA	BA+15	MA	MA+15	MA+30
Step 1	49,211	50,790	53,604	55,359	57,123
Step 2	50,417	52,035	54,919	56,717	58,522
Step 3	51,652	53,310	56,263	58,106	59,956
Step 4	52,917	54,615	57,643	59,529	61,423
Step 5	54,214	55,954	59,054	60,987	62,928
Step 6	55,542	57,324	60,501	62,483	64,470
Step 7		58,729	61,983	64,013	66,047
Step 8		60,167	63,502	65,580	67,666
Step 9			65,057	67,186	69,324
Step 10			66,651	68,834	71,023
Step 11			68,284	70,520	72,762
Step 12			69,957	72,249	74,545
Step 13			71,670	74,015	76,372
Step 14			73,426	75,830	78,240
Step 15			75,225	77,689	80,159
Step 16			77,069	79,591	82,122
Step 17			78,958	81,542	84,135
Step 18			80,889	83,539	86,196
Step 19			82,872	85,585	88,307
Step 20			84,900	87,683	90,471
Step 21			86,982	89,830	92,686
Step 22			89,112	92,030	94,959
Step 23			91,293	94,284	97,285
Step 24			93,532	96,595	99,667
Step 25			95,825	98,964	102,110

FY 27 TRS	BA	BA+15	MA	MA+15	MA+30
Step 1	54,078.02	55,813.18	58,905.49	60,834.06	62,772.52
Step 2	55,403.29	57,181.31	60,350.54	62,326.37	64,309.88
Step 3	56,760.43	58,582.41	61,827.47	63,852.74	65,885.71
Step 4	58,150.54	60,016.48	63,343.95	65,416.48	67,497.80
Step 5	59,575.82	61,487.91	64,894.50	67,018.68	69,151.64
Step 6	61,035.16	62,993.40	66,484.61	68,662.63	70,846.15
Step 7		64,537.36	68,113.18	70,343.95	72,579.11
Step 8		66,117.58	69,782.41	72,065.93	74,358.24
Step 9			71,491.20	73,830.76	76,180.21
Step 10			73,242.85	75,641.75	78,047.25
Step 11			75,037.36	77,494.50	79,958.23
Step 12			76,875.82	79,394.50	81,917.58
Step 13			78,758.23	81,335.16	83,925.27
Step 14			80,687.90	83,329.66	85,978.01
Step 15			82,664.83	85,372.52	88,086.81
Step 16			84,691.20	87,462.63	90,243.95
Step 17			86,767.03	89,606.59	92,456.04
Step 18			88,889.00	91,801.09	94,720.87
Step 19			91,068.12	94,049.44	97,040.65
Step 20			93,296.69	96,354.94	99,418.67
Step 21			95,584.61	98,714.28	101,852.74
Step 22			97,925.27	101,131.86	104,350.54
Step 23			100,321.97	103,608.78	106,906.58
Step 24			102,782.41	106,148.34	109,524.17
Step 25			105,302.19	108,751.64	112,208.78

Appendix A - Salary Schedules - FY 28

FY 28	BA	BA+15	MA	MA+15	MA+30
Step 1	50,436	52,055	54,939	56,738	58,546
Step 2	51,673	53,330	56,286	58,130	59,979
Step 3	52,939	54,637	57,664	59,553	61,449
Step 4	54,235	55,975	59,078	61,011	62,952
Step 5	55,564	57,347	60,525	62,506	64,495
Step 6	56,925	58,752	62,008	64,038	66,075
Step 7		60,192	63,527	65,607	67,692
Step 8		61,665	65,083	67,213	69,351
Step 9			66,677	68,859	71,050
Step 10			68,310	70,548	72,791
Step 11			69,985	72,276	74,574
Step 12			71,699	74,048	76,401
Step 13			73,454	75,858	78,274
Step 14			75,255	77,718	80,189
Step 15			77,098	79,623	82,155
Step 16			78,988	81,573	84,166
Step 17			80,924	83,572	86,229
Step 18			82,903	85,619	88,342
Step 19			84,935	87,716	90,506
Step 20			87,014	89,866	92,724
Step 21			89,148	92,067	94,994
Step 22			91,331	94,322	97,323
Step 23			93,567	96,632	99,707
Step 24			95,861	99,000	102,149
Step 25			98,211	101,428	104,653

FY 28 TRS	BA	BA+15	MA	MA+15	MA+30
Step 1	55,424.17	57,203.29	60,372.52	62,349.44	64,336.26
Step 2	56,783.51	58,604.39	61,852.74	63,879.12	65,910.98
Step 3	58,174.72	60,040.65	63,367.03	65,442.85	67,526.37
Step 4	59,598.90	61,510.98	64,920.87	67,045.05	69,178.02
Step 5	61,059.34	63,018.68	66,510.98	68,687.91	70,873.62
Step 6	62,554.94	64,562.63	68,140.65	70,371.42	72,609.88
Step 7		66,145.05	69,809.88	72,095.60	74,386.81
Step 8		67,763.73	71,519.77	73,860.43	76,209.88
Step 9			73,271.42	75,669.22	78,076.92
Step 10			75,065.93	77,525.27	79,990.10
Step 11			76,906.59	79,424.17	81,949.44
Step 12			78,790.10	81,371.42	83,957.14
Step 13			80,718.67	83,360.43	86,015.38
Step 14			82,697.79	85,404.39	88,119.77
Step 15			84,723.07	87,497.79	90,280.21
Step 16			86,799.99	89,640.65	92,490.10
Step 17			88,927.46	91,837.35	94,757.13
Step 18			91,102.19	94,086.80	97,079.11
Step 19			93,335.16	96,391.20	99,457.13
Step 20			95,619.77	98,753.84	101,894.50
Step 21			97,964.83	101,172.52	104,389.00
Step 22			100,363.73	103,650.54	106,948.34
Step 23			102,820.87	106,189.00	109,568.12
Step 24			105,341.75	108,791.20	112,251.64
Step 25			107,924.17	111,459.33	115,003.29

Appendix A - Salary Schedules - FY 29

FY 29	BA	BA+15	MA	MA+15	MA+30
Step 1	51,571	53,226	56,175	58,014	59,863
Step 2	52,835	54,530	57,553	59,438	61,329
Step 3	54,130	55,866	58,962	60,893	62,832
Step 4	55,455	57,235	60,407	62,384	64,369
Step 5	56,814	58,637	61,886	63,912	65,946
Step 6	58,206	60,073	63,403	65,479	67,562
Step 7		61,546	64,956	67,083	69,215
Step 8		63,053	66,548	68,725	70,912
Step 9			68,177	70,408	72,648
Step 10			69,847	72,135	74,429
Step 11			71,559	73,902	76,252
Step 12			73,312	75,714	78,120
Step 13			75,107	77,564	80,035
Step 14			76,948	79,467	81,993
Step 15			78,833	81,415	84,003
Step 16			80,765	83,408	86,060
Step 17			82,745	85,452	88,170
Step 18			84,768	87,546	90,330
Step 19			86,846	89,689	92,542
Step 20			88,972	91,888	94,811
Step 21			91,153	94,138	97,132
Step 22			93,386	96,444	99,513
Step 23			95,672	98,806	101,951
Step 24			98,018	101,228	104,447
Step 25			100,420	103,710	107,007

FY 29 TRS	BA	BA+15	MA	MA+15	MA+30
Step 1	56,671.42	58,490.10	61,730.76	63,751.64	65,783.51
Step 2	58,060.43	59,923.07	63,245.05	65,316.48	67,394.50
Step 3	59,483.51	61,391.20	64,793.40	66,915.38	69,046.15
Step 4	60,939.55	62,895.60	66,381.31	68,553.84	70,735.16
Step 5	62,432.96	64,436.26	68,006.59	70,232.96	72,468.13
Step 6	63,962.63	66,014.28	69,673.62	71,954.94	74,243.95
Step 7		67,632.96	71,380.21	73,717.58	76,060.43
Step 8		69,289.00	73,129.66	75,521.97	77,925.27
Step 9			74,919.77	77,371.42	79,832.96
Step 10			76,754.94	79,269.22	81,790.10
Step 11			78,636.26	81,210.98	83,793.40
Step 12			80,562.63	83,202.19	85,846.15
Step 13			82,535.16	85,235.16	87,950.54
Step 14			84,558.23	87,326.37	90,102.19
Step 15			86,629.66	89,467.02	92,310.98
Step 16			88,752.74	91,657.13	94,571.42
Step 17			90,928.56	93,903.29	96,890.10
Step 18			93,151.64	96,204.39	99,263.73
Step 19			95,435.16	98,559.33	101,694.50
Step 20			97,771.42	100,975.82	104,187.90
Step 21			100,168.12	103,448.34	106,738.45
Step 22			102,621.97	105,982.41	109,354.94
Step 23			105,134.06	108,578.01	112,034.06
Step 24			107,712.08	111,239.55	114,776.91
Step 25			110,351.64	113,967.02	117,590.10

Appendix A - Salary Schedules - FY 30

FY 30	BA	BA+15	MA	MA+15	MA+30
Step 1	52,603	54,291	57,298	59,175	61,060
Step 2	53,892	55,621	58,704	60,626	62,556
Step 3	55,212	56,984	60,141	62,111	64,088
Step 4	56,564	58,379	61,616	63,631	65,656
Step 5	57,950	59,810	63,124	65,190	67,265
Step 6	59,370	61,275	64,671	66,789	68,913
Step 7		62,777	66,255	68,424	70,599
Step 8		64,314	67,879	70,099	72,330
Step 9			69,541	71,816	74,101
Step 10			71,244	73,578	75,918
Step 11			72,991	75,380	77,777
Step 12			74,778	77,228	79,682
Step 13			76,609	79,116	81,635
Step 14			78,487	81,056	83,633
Step 15			80,410	83,043	85,683
Step 16			82,380	85,077	87,781
Step 17			84,399	87,161	89,933
Step 18			86,463	89,297	92,136
Step 19			88,583	91,483	94,393
Step 20			90,751	93,726	96,707
Step 21			92,976	96,021	99,074
Step 22			95,254	98,373	101,503
Step 23			97,585	100,782	103,990
Step 24			99,978	103,253	106,536
Step 25			102,429	105,784	109,148

FY 30 TRS	BA	BA+15	MA	MA+15	MA+30
Step 1	57,805.49	59,660.43	62,964.83	65,027.47	67,098.90
Step 2	59,221.97	61,121.97	64,509.88	66,621.97	68,742.85
Step 3	60,672.52	62,619.77	66,089.01	68,253.84	70,426.37
Step 4	62,158.24	64,152.74	67,709.88	69,924.17	72,149.44
Step 5	63,681.31	65,725.27	69,367.03	71,637.36	73,917.58
Step 6	65,241.75	67,335.16	71,067.03	73,394.50	75,728.56
Step 7		68,985.71	72,807.69	75,191.20	77,581.31
Step 8		70,674.72	74,592.30	77,031.86	79,483.51
Step 9			76,418.67	78,918.67	81,429.66
Step 10			78,290.10	80,854.94	83,426.37
Step 11			80,209.88	82,835.16	85,469.22
Step 12			82,173.62	84,865.93	87,562.63
Step 13			84,185.71	86,940.65	89,708.78
Step 14			86,249.44	89,072.52	91,904.39
Step 15			88,362.63	91,256.04	94,157.13
Step 16			90,527.46	93,491.20	96,462.63
Step 17			92,746.15	95,781.31	98,827.46
Step 18			95,014.28	98,128.56	101,248.34
Step 19			97,343.95	100,530.76	103,728.56
Step 20			99,726.36	102,995.60	106,271.42
Step 21			102,171.42	105,517.57	108,872.52
Step 22			104,674.72	108,102.19	111,541.75
Step 23			107,236.25	110,749.44	114,274.71
Step 24			109,865.92	113,464.82	117,072.52
Step 25			112,559.33	116,246.14	119,942.85

Appendix A - Salary Schedules - FY 31

FY 31	BA	BA+15	MA	MA+15	MA+30
Step 1	53,655	55,377	58,444	60,358	62,281
Step 2	54,970	56,733	59,878	61,839	63,807
Step 3	56,316	58,123	61,344	63,353	65,370
Step 4	57,695	59,547	62,848	64,904	66,969
Step 5	59,109	61,006	64,387	66,494	68,611
Step 6	60,557	62,500	65,964	68,124	70,291
Step 7		64,032	67,580	69,793	72,011
Step 8		65,600	69,236	71,501	73,777
Step 9			70,932	73,252	75,583
Step 10			72,669	75,049	77,436
Step 11			74,450	76,888	79,332
Step 12			76,274	78,773	81,276
Step 13			78,141	80,698	83,268
Step 14			80,057	82,677	85,305
Step 15			82,018	84,704	87,397
Step 16			84,028	86,778	89,537
Step 17			86,087	88,905	91,732
Step 18			88,193	91,082	93,979
Step 19			90,355	93,313	96,281
Step 20			92,566	95,600	98,641
Step 21			94,836	97,941	101,056
Step 22			97,159	100,340	103,533
Step 23			99,537	102,798	106,070
Step 24			101,978	105,318	108,667
Step 25			104,477	107,900	111,331

FY 31 TRS	BA	BA+15	MA	MA+15	MA+30
Step 1	58,961.53	60,853.84	64,224.17	66,327.47	68,440.65
Step 2	60,406.59	62,343.95	65,799.99	67,954.94	70,117.58
Step 3	61,885.71	63,871.42	67,410.98	69,618.68	71,835.16
Step 4	63,401.09	65,436.26	69,063.73	71,323.07	73,592.30
Step 5	64,954.94	67,039.55	70,754.94	73,070.32	75,396.70
Step 6	66,546.15	68,681.31	72,487.91	74,861.53	77,242.85
Step 7		70,364.83	74,263.73	76,695.60	79,132.96
Step 8		72,087.91	76,083.51	78,572.52	81,073.62
Step 9			77,947.25	80,496.70	83,058.23
Step 10			79,856.04	82,471.42	85,094.50
Step 11			81,813.18	84,492.30	87,178.01
Step 12			83,817.57	86,563.73	89,314.28
Step 13			85,869.22	88,679.11	91,503.29
Step 14			87,974.72	90,853.84	93,741.75
Step 15			90,129.66	93,081.31	96,040.65
Step 16			92,338.45	95,360.43	98,392.30
Step 17			94,601.09	97,697.79	100,804.39
Step 18			96,915.38	100,090.10	103,273.62
Step 19			99,291.20	102,541.75	105,803.29
Step 20			101,720.87	105,054.94	108,396.69
Step 21			104,215.38	107,627.46	111,050.54
Step 22			106,768.12	110,263.73	113,772.52
Step 23			109,381.31	112,964.82	116,560.43
Step 24			112,063.73	115,734.06	119,414.27
Step 25			114,809.88	118,571.42	122,341.75

Appendix B
Sport/Activity Assignments FY2027 - FY2031

Sport/Activity	Coach/Sponsor	Season	December Stipend - PPD1101	May Stipend - PPD2101	Total
Lincoln Middle School					
Curriculum Facilitator	-	All Year	$1,200.00	$1,200.00	$2,400.00
Athletic Director (1)	-	All Year	$1,446.50	$1,446.50	$2,893.00
Athletic Director (2)	-	All Year	$1,446.50	$1,446.50	$2,893.00
Intramurals Coach (1)	-	All Year	$1,422.00	$1,422.00	$2,844.00
Intramurals Coach (2)	-	All Year	$1,422.00	$1,422.00	$2,844.00
Lincoln Leaders (1)	-	All Year	$1,438.50	$1,438.50	$2,877.00
Lincoln Leaders (2)	-	All Year	$1,438.50	$1,438.50	$2,877.00
Lincoln Chorus Director	-	All Year	$2,008.00	$2,008.00	$4,016.00
Lincoln 6th Grade Band/Concert	-	All Year	$2,008.00	$2,008.00	$4,016.00
Lincoln Symphonic Band	-	All Year	$2,008.00	$2,008.00	$4,016.00
Lincoln Jazz Band	-	All Year	$1,204.50	$1,204.50	$2,409.00
Washington Beginning Band	-	All Year	$1,204.50	$1,204.50	$2,409.00
BACH	-	All Year	$286.00	$286.00	$572.00
Newspaper Sponsor	-	All Year	$1,216.00	$1,216.00	$2,432.00
Yearbook Sponsor	-	All Year	$1,190.50	$1,190.50	$2,381.00
Full Year Club Sponsor (Art)*	-	All Year	$1,010.00	$1,010.00	$2,020.00
Full Year Club Sponsor (Culinary)*	-	All Year	$1,010.00	$1,010.00	$2,020.00
Full Year Club Sponsor (Gaming)*	-	All Year	$1,010.00	$1,010.00	$2,020.00
Full Year Club Sponsor (Lego Robotics)*	-	All Year	$1,010.00	$1,010.00	$2,020.00
Full Year Club Sponsor (Sewing)*	-	All Year	$1,010.00	$1,010.00	$2,020.00
Boys Softball Head Coach	-	Fall	$3,373.00		$3,373.00
Boys Softball Assistant Coach	-	Fall	$2,048.00		$2,048.00
Cross Country Coach	-	Fall	$1,974.00		$1,974.00
Girls Softball Head Coach	-	Fall	$3,373.00		$3,373.00
Girls Softball Assistant Coach	-	Fall	$2,048.00		$2,048.00
Girls Volleyball Head Coach	-	Fall	$4,829.00		$4,829.00
Girls Volleyball Assistant Coach	-	Fall	$2,048.00		$2,048.00
Boys Soccer Head Coach	-	Fall	$3,373.00		$3,373.00
Boys Soccer Assistant Coach	-	Fall	$2,048.00		$2,048.00
Boys Basketball Head Coach	-	Winter	$2,501.00	$2,501.00	$5,002.00
Boys Basketball Assistant Coach	-	Winter	$1,024.00	$1,024.00	$2,048.00
Cheerleading (1)	-	Winter	$1,340.50	$1,340.50	$2,681.00
Cheerleading (2)	-	Winter	$1,340.50	$1,340.50	$2,681.00
Girls Basketball Head Coach	-	Winter/Spring		$5,002.00	$5,002.00
Girls Basketball Assistant Coach	-	Winter/Spring		$2,048.00	$2,048.00
Scholastic Bowl Coach (1)	-	Winter/Spring		$2,940.00	$2,940.00
Scholastic Bowl Coach (2)	-	Winter/Spring		$2,940.00	$2,940.00
Girls Soccer Head Coach	-	Spring		$3,373.00	$3,373.00
Girls Soccer Assistant Coach	-	Spring		$2,048.00	$2,048.00
Lincoln Drama Director	-	Spring		$2,920.00	$2,920.00
Lincoln Musical Director	-	Spring		$2,920.00	$2,920.00
Lincoln Musical Choreographer	-	Spring		$2,920.00	$2,920.00
Lincoln Musical Lighting/Sound	-	Spring		$1,050.00	$1,050.00
Boys Volleyball Head Coach	-	Spring		$4,829.00	$4,829.00
Boys Volleyball Assistant Coach	-	Spring		$2,048.00	$2,048.00
Career Fair Sponsor (1)**	-	Spring		$617.00	$617.00
Career Fair Sponsor (2)**	-	Spring		$617.00	$617.00
Washington					
Curriculum Facilitator	-	All Year	$1,200.00	$1,200.00	$2,400.00
Washington Singers (Chorus)	-	All Year	$1,204.50	$1,204.50	$2,409.00
Washington Drama Director	-	Winter	$1,460.00	$1,460.00	$2,920.00
Washington Musical Director	-	Winter	$1,460.00	$1,460.00	$2,920.00
Washington Musical Choreographer	-	Winter	$1,460.00	$1,460.00	$2,920.00
Washington Musical Lighting/Sound	-	Winter	$525.00	$525.00	$1,050.00
Kennedy					
Curriculum Facilitator	-	All Year	$1,200.00	$1,200.00	$2,400.00
Kennedy Singers (Chorus)	-	All Year	$1,204.50	$1,204.50	$2,409.00

Footnotes:

*Area of club interest can vary based on Stipend Commitee recommendation.

**Career Fair stipend amount is determined by CTEI Grant allocation.

IMSA will be paid at the curriculum rate on the next regular pay period.

After school clubs (Kennedy/Washington) will be paid at the supervisory rate on the next regular pay period.