AGREEMENT BETWEEN

THE BOARD OF EDUCATION
O'FALLON TOWNSHIP HIGH SCHOOL DISTRICT 203

AND

O'FALLON FEDERATION OF TEACHERS
LOCAL 3939

FOR SCHOOL YEARS:
2026-2027
2027-2028
2028-2029

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PREAMBLE

This agreement between the Board of Education of O'Fallon Township High School District 203, St. Clair County, O'Fallon, Illinois, and the O'Fallon Federation of Teachers, Local 3939, incorporates a number of understandings that derive from the parties' mutual beliefs that each pupil is entitled to an education of the highest quality.

ARTICLE I
RECOGNITION

The Board of Education of O'Fallon Township High School District 203, St. Clair County, O'Fallon, Illinois, hereinafter referred to as "the Board," recognizes the O'Fallon Federation of Teachers, Local 3939, hereinafter referred to as "the Federation," as the sole and exclusive negotiating representative for all licensed teaching personnel, hereinafter referred to as "teachers," except for the Superintendent, the Director of Curriculum and Special Projects, the Director of Finance and Operations, the Principal, the Vice/Assistant Principals, the Athletic Director, the Director of Special Services, Director of Human Resources and Personnel, and any other positions that are considered supervisory, managerial, and/or confidential as defined by the *Illinois Educational Labor Relations Act*. Counselors, Department Chairpersons, Instructional Media Center Coordinators, Social Workers, School Psychologist, School Speech Language Pathologist, and the Assessment Coordinator are classified as teachers and are subject to this Agreement. The Board agrees not to negotiate with any teachers' organization other than the Federation for the duration of this Agreement, except as allowable by law.

ARTICLE II
FEDERATION AND TEACHER RIGHTS

(A) **Right to Organize** - Teachers shall have the right to organize, join, and assist the Federation, and to participate in professional negotiations with the Board through representatives of their own choosing, as per paragraph (a) of ARTICLE XIII-Negotiation Procedures for the purpose of establishing, maintaining, protecting, or improving conditions of professional service.

(B) **Board Meetings** - The President of the Federation, or his/her designee, shall be provided with electronic notice of any regular or special meetings of the Board, together with a copy of the agenda or statement of purpose of such meeting, at least twenty-four (24) hours prior to the scheduled time of such meeting.

(C) **Federation Announcements and Supplies Reimbursement** - Announcements of Federation business may be made via District email. The Federation shall reimburse the District for all supplies used for Federation business.

(D) **Federation's Views** - The Federation's views on matters relating to supervisor-teacher or Board- teacher, or Board-administrator relationships shall not be discussed in the presence of students.

(E) **Names and Addresses for New Hires** - Names, phone numbers, and addresses of newly hired teachers shall be provided to the Federation within ten (10) days after Board approval to hire the teachers.

(F) **Copies of the Agreement** - Within thirty (30) days of ratification of the Agreement, the Board or Board designee shall distribute the Agreement electronically to all members of the Federation.

(G) **Early Dismissal** - School shall be dismissed early for all in-service meetings, and said meetings shall not extend beyond the buildings' contract time. For full day institutes, Smiley contractual times will be utilized.

(H) **Free Admission** - All teachers shall be admitted free to athletic events sponsored by the school. Spouses and children of teachers shall also be admitted free to athletic events, but not relatives and friends. All teachers shall receive two (2) free tickets to non-athletic events sponsored by the school excluding Madrigals and the "O that Jazz" Concert.

(I) **Notice of Vacancies** - The Superintendent or designee shall post all vacancies on the website and shall send to all members of the Federation an electronic notice of all vacancies, including vacancies in promotional positions, within two business days of posting. Such notice shall be accompanied by a job description, a statement of minimum qualifications, and salary range.

(J) **Policy Recommendations** - A statement from any teacher containing recommendations for policy changes can be submitted to the Superintendent. The Superintendent shall present any recommended policy changes to the Board or the Board's Policy Committee at its next regularly scheduled meeting. Any additions, changes, or deletions to Board policy shall be listed on at least two Board meeting agendas (first listing as a consideration item, and second listing the following month as an action item) prior to being adopted. Receipt of the Board agendas shall constitute notice to the Federation of proposed changes in Board policies.

(K) **Dismissal Notices** - If there is a decision to decrease the number of FTE (full-time equivalents) of teachers employed, or to discontinue a particular type of teaching service, and the normal annual attrition of teachers does not produce the required decrease in FTE, dismissal notices shall be issued as outlined in the *Illinois School Code*.

(L) **Public Complaints About School Personnel** - Constructive criticism of the schools is welcomed when it is motivated by a sincere desire to improve the quality of the education program and to equip district schools to perform their task more effectively.

The Board places trust in its employees, and desires to support their actions in such a manner that employees are freed from unnecessary, spiteful, or negative criticism and complaints.

Whenever a complaint is made directly to the Board as a whole, or to a Board member as an individual, it shall be referred to the school administration. The individual employee involved shall be advised of the nature of the complaint and shall be given every opportunity for explanation, comment, and presentation of the facts as he or she sees them.

If it appears necessary, the administration, the person who made the complaint, or the employee involved, may request an executive session of the Board for the purpose of greater study and a decision. Generally, all parties involved, including the school administration, shall be asked to attend such a meeting for the purpose of presenting additional facts, providing further explanations, and clarifying the issues. Hearsay and rumor shall be discounted, as well as emotional feelings, except those directly related to the facts of the situation.

(M) **Seniority and Guidelines for Updating the Reduction in Force List** - A teacher's seniority shall begin to accumulate upon the hire date. Seniority of individuals hired in the same year shall be determined by the order of hire based on the job offer date as reflected in the minutes of the Board meeting. Part-time employees shall have their service credit accumulate on a prorated basis. If a person works full-time and then becomes a part time employee, he/she retains the seniority he/she accumulated and begins to accumulate years of seniority on a prorated basis. Full-time employees who take a leave of absence for a year shall retain the same number of years of seniority that he/she had when the leave of absence began. A full-time employee who takes greater than twenty (20) days of unpaid leave, of the One- hundred and eighty (180) contractual days, will have their seniority prorated.

(N) **Part-Time Teachers** - The administration will try to accommodate part-time teaching requests to the extent possible, and when the district or its' students would not be harmed by the part-time assignment. The Superintendent or his/her designee has the final determination whether a part-time request will be granted. Teachers who are granted a part-time assignment per their request shall not be able to "bump" other teachers from their teaching assignments should the teacher wish to increase their FTE in subsequent years. Part-time teachers may only increase FTE when additional class sections become available and cannot cause a reduction in FTE to other teachers. If more than one part-time teacher wishes to increase FTE when additional class sections become available, sections shall be offered first to the teacher with greatest seniority within the Reduction in Force category 4, followed by category 3.

ARTICLE III
WORKING CONDITIONS

(A) **School Calendar** - The Board shall form a Calendar Committee that shall include at least five (5) teachers and two (2) administrators as members to make a recommendation to the Superintendent concerning the school calendar. The Superintendent shall share such input with the Board. The Board shall make the final decision as to the school calendar.

(B) **Workday and Notification of Absence**

(1) **Workday-** Teachers are expected to arrive at school ten (10) minutes prior to the start of their assignment in the morning and to remain fifteen (15) minutes after the conclusion of their assignment. Specific starting and ending times will be based upon the schedule of the building to which a particular teacher is assigned. The contractual workday for a full-time teacher shall include six (6) hours and fifty (50) minutes of work plus a thirty (30) minute duty-free lunch. At all other times, the teachers shall be at the building, as their services are needed for proper supervision of the students. Except for the lunch period, teachers shall not leave their building without proper notice to the administration, and

in the event they are not able to perform their duties, they shall notify the Principal and/or designee as soon as possible.

(2) **Absences-** For absences that are not planned or known in advance, the teacher should notify the Principal and/or designee of any absence by 6:00 A.M. on the day of absence and should also provide information regarding their expected return to work.

(3) On final exam days at the end of each semester, teachers may shorten their workday and leave campus if their work is completed following exam periods and the annual end-of-year recognition luncheon. In exchange for this time, it is understood that teachers may be asked from time to time to be present beyond regular contractual time for purposes of assessment, parent meetings, student meetings, staff meetings, emergencies, etc. Under no circumstances will the additional time exceed twelve (12) hours annually.

(4) **Community Engagement Event (ex. Open House)** -In an effort to build relationships with OTHS students and families, the District may hold an in-person community engagement event.

(a) The event shall be posted on the district calendar by the end of the school year preceding the event.

(b) Teachers are required, as part of their job responsibilities, to attend this event. In return for attendance during this event, teachers shall be dismissed at 1:00 pm on the day of the homecoming assembly.

(c) Teachers who are unable to attend this event because they were absent during the normal work day due to illness will have one (1) sick leave day deducted for being absent during the normal workday and will have an additional two (2) hours of sick leave deducted for being absent from this event.

(d) If a teacher is present during the normal workday, but then is absent from this event, the teacher will have two (2) hours of personal leave time deducted regardless of the reason for the absence.

(C) **Student Discipline and Teacher Duties** - Teachers shall be responsible for the care, discipline, and instruction of their students, not only during class periods, but also during passing periods and before and after school. Teachers shall be responsible for such special assignments on the campus and in the hallways as shall be assigned by the administration. Each teacher shall be given a comparable teaching schedule and will be expected to do an equal share of routine school duties as assigned by the administration.

(D) **Volunteering on Committees** - Teachers may request professional development hours or an for time spent on committee work. If permissible from the Regional Office of Education and the Illinois State Board of Education, hours will be granted.

(E) **Mandated Training** - The district shall designate two (2) hours per school year exclusively for the completion of mandated trainings required by federal law, state law, school code or district policy.

ARTICLE IV
PROFESSIONAL PRACTICE EVALUATION

The procedures followed for professional practice evaluation at OTHS are found in the OTHS Evaluation Plan. For further clarification, refer to the OTHS Evaluation Plan document. The Evaluation Plan shall be available to employees through the employee section of the website.

ARTICLE V
CONTRACTUAL CONTINUED SERVICE

The Board and the teachers agree to abide by the *Illinois School Code* with respect to the attainment of tenure.

ARTICLE VI
DISCIPLINE

(A) **Suspension and Dismissal of Teachers** - The Superintendent or designee is vested with the authority to notify any teacher of charges brought forth for violation of Board Policy, or for violation of state law pertaining to public schools. The Superintendent or designee shall make charges when, in his/her judgment, the best interest of the school will be served. In such cases, the teacher shall be given an opportunity to defend and account for his/her actions, and to explain or rebut these charges, not only at a meeting with the Superintendent, but, also, at a hearing before the Board of Education. At the hearing before the Board of Education, the teacher may be represented by counsel and given the opportunity to present witnesses and proof. After said hearing, the Board shall determine whether the facts as presented at the hearing require suspension with or without pay or dismissal, and, if so, for how long, or no disciplinary action whatsoever.

Because of the nature of employment in the school system, and in addition to the reasons stated above, there are certain types of conduct, which will result in discipline, including suspension with or without pay or dismissal, by the Board of Education, following a hearing by the Board of Education.

(1) **Contagious/ Infectious Disease** - The Superintendent is authorized to send home any teacher who may have a contagious or infectious disease, which is dangerous to students or to other employees in the school. The teacher may be required to use sick leave or otherwise be segregated from the school population.

(2) **Insubordination** - Any teacher who fails to follow the reasonable instructions of an administrator shall be guilty of insubordination. An employee guilty of insubordination will have an official reprimand placed in his/her permanent record and will be subject to suspension or discharge for unprofessional conduct.

(B) **Right of Representation -** Teachers have the right to be represented by the Union when they are required to appear before the administration or Board of Education and when they reasonably believe that the meeting could result in disciplinary action. The District will comply with all current legal requirements related to the right of representation.

(C) **Dismissal and Reduction in Force** - The procedure for the dismissal or the reduction in force shall be outlined in the *School Code of Illinois*. ESS/AAC teachers do not have bumping rights into other certified positions covered under the CBA. Likewise, other certified positions covered under the CBA do not have bumping rights into ESS/AAC positions.

(D) **Fitness For Duty** - Fitness for Duty evaluations shall be conducted by a provider from the BJC, HSHS, or SSM systems whenever possible.

ARTICLE VII
FEDERATION DUES COLLECTION

(A) **Federation Deductions** - The employer shall honor employees' individually authorized deductions forms and shall make such deductions in the amounts certified by the union for union dues, assessments, or fees. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions. Dues revocations are processed by the union. In the event that an employee revokes their dues, the Union will notify the employer after the closing of the revocation window.

(B) The Board shall not be liable for any errors or omissions in complying with this article, except in the instance where the Board allows a union member to drop union membership outside of the revocation window as described on the Union's authorized dues deduction cards.

ARTICLE VIII
COMPENSATION

(A) **Salary Schedule** – Teachers shall be paid according to the salary schedule found at "Appendix A" of this Agreement. Teachers completing 1.0 FTE of service shall advance on the salary schedule according to Article VIII (d).

(B) **Extracurricular and Supplemental Pay** - Extracurricular and supplemental pay shall be paid according to the salary schedules found at Appendices B, C, and D of this agreement. Nothing in Appendices B, C, or D shall be interpreted so as to limit the right of the Board to create new positions involving extra pay for extra duty and to set the rates of pay therefore until the next round of negotiations is scheduled, or to discontinue any of the positions herein.

(C) **Teachers Retirement System** - In addition to salary, the Board shall pay to TRS the teacher's full contribution not to exceed 9.4% of the teacher's salary. In the event the teachers' required contribution to the Teachers' Retirement System is increased during the term of this Agreement, the Board shall pay to the Teachers' Retirement System on behalf of each teacher one-half of such increase. This additional payment, if any, by the Board will

not be reflected on the salary schedule until execution of a subsequent agreement. To the extent that the Board does not pay a portion of the teacher's required contribution to the TRS pension as a benefit, the Board shall pay from the teacher's salary the balance as a deduction. That portion of said required contribution to the TRS pension, which is paid from the teacher's salary, shall not be deemed to be part of the teacher's taxable wages, earnings and compensation in his or her current taxable year and thereafter under provisions of *Internal Revenue Code section 414(h)(2)*.

(D) **Salary Schedule Movement and Placement**

(1) **Vertical Movement on the Salary Schedule** - After the completion of a full year of service (1.0 FTE), teachers shall move one (1) step vertically on the salary schedule, regardless of column placement or whether they were subject to a column cap for several years. Except as specifically stated in Article VIII(a), under no circumstances shall a teacher move more than one Step per year. Moreover, step numbers have no correlation to years of service. The Board of Education still reserves its rights regarding salary schedule movement pursuant to Article VIII (G) of the Collective Bargaining Agreement.

(a) Teachers with longevity compensation who are approved to move horizontally across the salary schedule for the next school year shall retain their vertical placement in their current column and be granted a step for the next school year so long as they meet the requirements for vertical movement on the salary schedule. Teachers will not move more than one step when moving horizontally.

(b) Example (for illustrative purposes only): Teacher A was placed on BS+24 longevity step 4 in the 2026-2027 school year. Teacher A was approved for horizontal movement into the MS column for the 2027-2028 school year. For the 2027-2028 school year, Teacher A will be placed at MS step Y, longevity step 2.

(2) **Advancement Horizontally Across Salary Schedule** - Teachers who earn credits approved by the Superintendent or designee in advance may advance horizontally across the salary schedule. Upon securing sufficient credits to advance them to the next training column, the teacher shall move at the beginning of the next school year to their proper place on the salary schedule. Any salary increases due because of additional credits earned shall be recognized in full with the issuance of the contract or as of September first. No credits earned during a school year will be counted toward credit on the salary schedule until the following school year. Official transcripts showing credits earned prior to September first along with the required form requesting movement should be filed in the administration office no later than August 25th.

(3) **B.S. Plus 16** - Teachers shall be placed on Column Two of the schedule if they secure sixteen (16) semester hours of graduate work related to the high school curriculum or administration in courses approved in advance by the administration, provided such credit is accrued after they have secured their B.S. degree.

(4) **B.S. Plus 24** - Teachers shall be placed on Column Three of the schedule if they secure twenty- four (24) semester hours of graduate work related to the high school curriculum

or administration in courses approved in advance by the administration~~,~~ provided such credit is accrued after they have secured their B.S. degree.

(5) **MS** - Teachers shall be placed on Column Four of the schedule if they secure a M.S. degree related to the high school curriculum or administration in courses approved in advance by the administration.

(6) **M.S. Plus 16** - Teachers shall be placed in Column Five of the schedule if they secure sixteen (16) semester hours of graduate work related to the high school curriculum or administration in courses approved in advance by the administration, provided such credit is accrued after they have secured their M.S. degree. If the administration requests a certified staff member to take hours (graduate or undergraduate) prior to the earning of a master's degree, and outside the curriculum requirements of the degree, to meet instructional demands of OTHS, the hours shall be applied to both post bachelor's degree salary placement and to post master's degree salary placement.

(7) **M.S. Plus 32** - Teachers shall be placed in Column Six of the schedule if they secure thirty-two (32) semester hours of graduate work related to the high school curriculum or administration in courses approved in advance by the administration~~,~~ provided such credit is accrued after they have earned their M.S. degree. If the administration requests a certified staff member to take hours (graduate or undergraduate) prior to the earning of a master's degree, and outside the curriculum requirements of the degree, to meet instructional demands of OTHS, the hours shall be applied to both post bachelor's degree salary placement and to post master's degree salary placement.

(8) **PhD/EdD -** Teachers shall be placed in Column Seven of the schedule if they secure a PhD/EdD degree related to the high school curriculum or administration in courses approved in advance by the administration.

(9) **Credit for Prior Experience** – New hires entering positions covered by this CBA shall receive 1:1 credit for step up to year 5; credit for prior experience beyond year 5 will be considered for step placement. Prior experience shall be defined as full-time teaching service in a K-12 school. Part-time or partial year service will be prorated and calculated accordingly. For CTE positions requiring prior related work experience, credit shall be granted in the same manner as listed above for full-time work experience directly related to the employee's teaching assignment that contributes to the teacher's qualifications for CTE licensure.

(10) **Military Credit** - One (1) year of experience will be credited on the schedule to all who served six (6) months or more on active duty in the Armed Forces of the United States.

(11) **Specialized Instructional Support Personnel Placement at M.S. Plus 16** – Teachers in licensed positions that require a master's degree and that degree requires 54 hours of work beyond the bachelor's degree, if the employee is serving in that position, shall be placed on the salary schedule at the M.S. Plus 16 column. Licensed positions include the following: School Social Work, School Counselor, School Psychologist, School Speech Language Pathologist.

(E) **Longevity** - For those who have reached the top of the schedule in their classification, and have taught in District 203 for at least ten (10) years or the full-time equivalency (FTE) thereof, longevity shall be paid pursuant to the following 4-year schedule:

Year 1 off schedule: $1600 for remainder of service
Year 2 off schedule: $1600 for remainder of service
Year 3 off schedule: $1600 for remainder of service
Year 4 off schedule: $1600 for remainder of service

(F) **Extracurricular Responsibility** - All teachers are expected to assume a reasonable amount of extracurricular responsibility as assigned by the administration.

(G) **Withholding of Increment** - It shall be the prerogative of the Board of Education to withhold any increment for unsatisfactory work. Such holding on step shall be taken only upon specific determination by the Board that the teacher's performance during the previous school year was unacceptable. The teacher shall be given notice by the Superintendent of his intention to make a recommendation to hold on step, together with his reasons thereof, at least ten (10) working days prior to Board action. The teacher may appear before the Board at a closed meeting to discuss this recommendation.

(H) **Pay Dates and Terms** - Teachers shall be paid on the 5th and the 19th of each month. Teachers shall be paid over 24 pays beginning on September 5th and ending on August 19th. If the pay date falls on a holiday or weekend, the previous business day shall be used. Teachers shall enroll in the District's "Direct Deposit" program.

(1) **Voluntary Deductions** - All voluntary deductions, including but not limited to, annuity payments, insurance premium payments, child support payments, and Union dues shall have 50% deducted from each of the two monthly pay checks. Non-customary payments to teachers, including but not limited to substitute pay, drivers' education payments, and extra duty payments shall be paid pursuant to the payroll calendar and timesheet submission dates.

(2) **Payroll Errors** - The District shall notify a teacher in writing within 5 business days upon discovery of any error in compensation, payroll deductions, or retirement account payments. The notification shall include a description of the error as well as the timeline and method by which the correction shall be made.

(3) The District shall comply with all applicable requirements of the *Illinois Wage Payment and Collection Act*.

(4) If a non-customary payment is inadvertently missed during the pay schedule above, teachers should immediately notify the Business Office. The payment shall be made on the next regularly scheduled pay.

(I) **Retirement Incentive** - Those teachers providing their notice to retire during the term of this contract, who have taught full-time in the District for at least ten (10) years or the full-time equivalency (FTE) thereof and will reach 55 between July 1 and December 31 shall be eligible for the following option:

(1) **Irrevocable Letter-** Teachers must notify the Superintendent or Board of Education and provide an irrevocable letter of intent to retire in writing up to four (4) years prior to the year that will be the last of service. The annual deadline for submission of an irrevocable letter of intent is August 25th. After the Board's acceptance of the notice of the Teacher's irrevocable intent to retire, the following will apply:

(a) A Teacher who provides an irrevocable letter of intent to retire one year prior to retirement shall have their pay for the regular salary and co-curricular stipends they continue increased by 5.8% more than the teacher's credible earnings for that duty reported during the prior year. Hourly duties are not eligible for retirement incentive increases/payment.

(b) A Teacher who provides an irrevocable letter of intent to retire two years prior to retirement shall have their pay for the regular salary and co-curricular stipends they continue increased by 5.8% more than the teacher's credible earnings reported during the prior year for a two year period prior to retirement. Hourly duties are not eligible for retirement incentive increases/payment.

(c) A Teacher who provides an irrevocable letter of intent to retire three years prior to retirement shall have their pay for the regular salary and co-curricular stipends they continue increased by 5.8% more than the teacher's credible earnings reported during the prior year for a three year period prior to retirement. Hourly duties are not eligible for retirement incentive increases/payment.

(d) A Teacher who provides an irrevocable letter of intent to retire four years prior to retirement shall have their pay for the regular salary and co-curricular stipends they continue increased by 5.8% more than the teacher's credible earnings reported during the prior year for a four year period prior to retirement. Hourly duties are not eligible for retirement incentive increases/payment.

(2) The final year of this plan must be the contract/fiscal year in which the employee retires.

(3) To be eligible for this benefit, on the effective date of the teacher's retirement there shall be no financial and/or actuarial penalty to the District from TRS.

(4) **FY18-FY23 CBA Retirement Incentive Calculation** - Teachers who submitted an irrevocable letter of retirement under the contract that expired on August 31, 2023, which allowed six years notice and provided 3% increases each year over the notice period, shall have their retirement benefit recalculated. The District shall calculate the cost difference between the FY18-FY23 CBA retirement incentive calculation and the retirement incentive calculation had the employee remained on the salary schedule and retired on his/her retirement date under the FY24-FY26 CBA. The Teacher will be paid the difference to the employee over the Teacher's years remaining in the District. In the event the difference between the two benefits causes the Teacher to exceed a 6% increase in any given year, the amount over 6% shall be paid to the employee 60 calendar days after the Teacher's retirement as a post-retirement lump sum. The post-retirement lump sum payment will not be treated as TRS creditable earnings. In order to receive the retirement incentive recalculation, Teachers who submitted an irrevocable letter of intent to retire under the FY18-FY23 CBA must retire on the retirement date indicated in their original

letter of intent.

(J) **Pay While on Jury Duty** - In the event that a teacher receives a notice for jury duty and reports for such duty, the Board shall pay the individual the difference between his/her normal wage and the wages he/she receives for said jury duty. It shall be the obligation of the person serving on jury duty to submit to the Business Office written evidence of payments made to him/her for such service immediately upon receipt of such payment.

(K) **Unauthorized Absence** - Any teacher who is absent without obtaining authorized leave shall have his/her salary deducted by using the formula of days absent divided by days contracted, times annual salary.

(L) **Pay for Supplemental Duties** - It shall be the prerogative of the Board of Education to pay for additional duties or services, some of which are listed in "Appendix B", "Appendix C" or "Appendix D".

(M) **NBTC** - Teachers who formally enter the National Board Teacher Certification Program shall be eligible to receive the following incentives from the Board of Education:

(1) **Leave** - Two professional leave days for use during enrollment in the program. Leave cannot be used the day before or the day after a holiday unless granted by both the Principal and Superintendent.

(2) **Stipend** - An additional stipend of $1,500 each year for a maximum period of ten (10) years commencing the first full school year following the teacher's certification by the National Board so long as the teacher maintains active certification. The stipend shall be paid in a lump sum upon the official notification of completion of all the requirements for certification. Those seeking recertification after the initial ten (10) years shall be reimbursed applicable fees and shall continue to receive the stipend so long as the teacher maintains active certification.

(3) **Fee Subsidy** - Teachers planning to seek National Board Certification shall first apply for the "Illinois National Board Certification Candidate Fee Subsidy". Teachers applying for the NBPTS application fee shall pay $300 with the School Board paying the remaining balance after the "Illinois National Board Certification Candidate Fee Subsidy". In the event that the teacher does not receive the "Illinois National Board Certification Candidate Fee Subsidy", the Board shall pay the NBPTS application fee minus the $300 provided by the teacher applicant for up to ten (10) applicants. If there are more than ten (10) applicants, selection shall be based upon seniority.

(N) **Teachers Teaching Approved Independent Study Courses, Dual Credit and/or Advanced Placement (AP) Courses** - Teachers of approved independent study courses, dual credit courses and/or AP courses shall receive a stipend for the extra duties that result from teaching the approved independent study course, dual credit, course and/or AP class. The stipend amount is $125 per class section with students enrolled for approved independent study courses, dual credit courses, and/or AP courses. If a section qualifies as both dual credit and AP, the teacher will receive $250 ($125 for dual credit and $125 for AP).

(O) **Specialized Instructional Support Personnel National Certification Stipend -** A Social Worker holding a Licensed Certified Social Worker degree, a Counselor holding a Nationally Certified School Counselor certification, a Speech Language Pathologist holding a Certificate of Clinical Competence in Speech Language Pathology, or a School Psychologist holding a National Certified School Psychologist certification shall receive an annual stipend of one thousand five hundred ($1,500) for each full school year the certification is maintained. Proof of certification must be submitted annually. The stipend shall continue so long as the employee maintains active certification, is a full-time employee, and is employed for the entirety of school year.

ARTICLE IX
FRINGE BENEFITS

(A) **Eligibility for Benefits** - To be eligible for benefits under this Article, a teacher must be employed at least 0.75 FTE.

(B) **Health Insurance** - The Board of Education shall pay 80% of total health coverage costs at the selected tier of coverage (currently HRA + insurance company premium) for individual coverage under the hospitalization plan. The board shall pay 65% of the total health coverage costs at the selected tier of coverage (currently HRA + insurance company premium) for family coverage under the hospitalization plan. The Board of Education shall reimburse up to a total of one and one-half percent (1½%) of the base salary per contract year toward any combination of dental/vision insurance for individual, individual +spouse, individual + children, or family. In no event shall the amount exceed one and one-half percent (1½%) of the base salary during any contract year.

(1) **Insurance Committee** - A majority of the Insurance Committee formed by the Board of Education shall be made up of members from the Local 3939 units and shall meet each year at least one time prior to April 1 and as necessary thereafter. Prior notice of at least seven (7) days in advance of the annual meeting shall be given.

(2) **HSA Only Contribution** - Teachers who elect to enroll in the HSA Only option for health insurance shall receive a one-time contribution at the start of every insurance plan year in the amount of $300.00.

(C) **Life Insurance** - The Board of Education shall provide a $15,000 life insurance policy for each employee. This benefit is subject to any restrictions set forth by the carrier. Plan documents will be made available to employees on the District's website.

(D) **Insurance Upon Retirement** - Teachers retiring from O'Fallon Township High School following twenty (20) years of service to District 203 may remain in the group insurance plan. All premium costs for said insurance benefits shall be provided by the retired employee. No retired employee shall be allowed to participate in the group insurance plan past age 65 or at the earliest time at which a retired employee can buy into or otherwise be covered by Medicare. No retired teacher shall be extended the benefit of the group insurance provision of this contract should they be employed following retirement from District 203 in an organization that has health care insurance available for their employees. Teachers and their families shall have the opportunity for a temporary extension of health coverage as required by *COBRA*, as amended. This benefit is subject to any restrictions set forth by the carrier.

Plan documents will be made available to employees on the District's website.

(E) **Tuition Reimbursement** - **S**ubject to an annual maximum of $25,000 of district cost per fiscal year, full-time teachers with at least four years of teaching experience may qualify for tuition reimbursement in graduate level coursework towards a degree program up to 9 credit hours per fiscal year per the SIUE current tuition rate (not inclusive of fees). Approved graduate coursework in non-degree seeking courses shall be reimbursed in the amount of $150 per credit hour with a $1,200 per contractual year maximum if the following eligibility requirements and procedures are met:

(1) Coursework must be graduate level and demonstrate a benefit for OTHS as determined by the Superintendent;

(2) Coursework must be in the content area for which the teacher is employed, or educational administration;

(3) Coursework must be approved in advance by the Superintendent or designee;

(4) In order to qualify for the degree program reimbursement rate listed above, the teacher must start the degree program no later than the conclusion of their 15th year of creditable service in the Teacher Retirement System (TRS). The degree must be completed within six (6) years of the start of the program. The superintendent has the authority to extend this time period if there are extenuating circumstances. In order to receive reimbursement for non-degree seeking coursework, the teacher must complete the course no later than the conclusion of their 20th year of creditable service in the Teacher Retirement System;

(5) A grade receipt indicating an achieved grade of a C or better must be provided;

(6) The teacher must continue employment for five (5) years in the District after that school year in which they were paid tuition reimbursement. If a teacher voluntarily leaves the District before the end of this period, the District may seek a repayment of 20% of the total tuition reimbursement paid multiplied by the number of years early the teacher leaves after receiving the reimbursement(s). The District has the right to deduct any payback amount from the teacher's final paycheck(s);

- EXAMPLE: Teacher was paid $1,200 tuition reimbursement in 2023-2024, but then resigns at the end of 2025-2026. Since the teacher only worked 2 of the 5 years after the reimbursement was paid, the District may seek repayment of 60% of the $1,200, which is $720.

(7) A non-tenured teacher may start an approved program prior to attaining tenure but will only be able to seek reimbursement for classes taken the school year after reaching tenure status. All other eligibility provisions and procedures will apply;

(8) Annually the District, in its sole discretion, may create a "Needs List" with identified courses, programs or areas of education desired to fill specific teaching positions. For those interested in seeking reimbursement for courses/programs on the "Needs List", the eligibility requirements pursuant to this section may be waived by the Superintendent, allowing the teacher to receive the degree seeking rate. The Superintendent reserves the right to determine

how many and which teacher(s) would receive reimbursement due to successfully completing a course, program or area of education included on the "Needs List."

ARTICLE X
LEAVES

(A) **Sick Leave** – Sick leave may be taken as set forth in the *Illinois School Code* and *Illinois Sick Leave Act*. The teacher may also take sick leave for any person with whom the teacher makes his or her actual home. In no event shall a teacher be released from duty under these provisions for less than one-half of a class period of a school day for sick leave. All full-time teachers of School District No. 203 who are employed for nine (9) months shall receive sick leave with full pay based on the following plan:

(1) **Tier I-** Teachers with zero (0) to ten (10) years of TRS creditable service shall receive sick leave with full pay at the rate of eleven (11) days per year.

(2) **Tier 2** -Teachers with greater than ten (10) to twenty (20) years of TRS creditable service shall receive sick leave with full pay at the rate of twelve (12) days per year.

(3) **Tier 3 -** Teachers with greater than twenty (20) but less than twenty-five (25) or more years of TRS creditable service shall receive sick leave with full pay at the rate of thirteen (13) days per year.

(4) **Tier 4**-Teachers with twenty-five (25) or more years of TRS creditable service shall receive sick leave with full pay at the rate of thirty (30) days per year.

(5) **One Time 30 Day Allotment** - At the beginning of the school year in which a teacher has accumulated a sick leave balance of 150 or greater days as of the end of the prior school year, the teacher will receive a one-time allotment of 30 additional sick days.

(6) Part-time teachers will receive sick leave on a prorated basis at the appropriate tier. Full-time teachers who are employed for 12 months shall be granted sick leave pursuant to Tier 3 or, after completing twenty-five (25) or more years of TRS creditable service, pursuant to Tier 4.

(7) **Maximum** - All unused sick leave days shall accumulate to a maximum of 360 sick leave days; provided, however, that the teacher will receive his/her annual allotment of sick leave days on the first day of the school year even if such days cause the teacher to exceed the 360-day maximum accumulation limit and then such limit shall be applied at the end of the school year.

- EXAMPLE: A teacher eligible for Tier 4 who has 360 accumulated sick leave days at the end of the 2026-2027 school year shall be credited with an additional 30 sick

leave days at the start of the 2027-2028 school year bringing the total sick leave days available to 390. Teacher then uses 5 sick leave days during the 2027-2028 school year reducing the days available to 385. Once the 2027-2028 school year ends, the District will apply the 360-day maximum accumulation limit leaving the teacher with 360 accumulated days until he or she reports to work for the 2028-2029 school year at which time they will be credited with another 30 sick leave days.

(8) **Sick Day Retirement Incentive** - Teachers who are eligible for the retirement incentive shall receive a post-retirement, non-TRS lump sum payment of $50 for each full day of remaining sick leave that is not used toward TRS service credit at the time of their retirement. A maximum of 100 days may be utilized.

(9) At the beginning of each school year, the administration shall inform all teachers of their status relative to used and accumulated sick leave days as of the first day of school of the current year.

(10) **Sick Bank** - A sick leave bank will be established allowing an employee who has exhausted his/her sick leave due to an extended illness to borrow on his/her next year's sick leave up to ten (10) days without deduction from the current year's pay. If said employee shall terminate his/her employment before the sick leave extension has been repaid, the over-payment shall be deducted from his/her salary prior to the issuance of his/her final check.

(11) **Additional Sick Leave** - Additional sick leave can be accrued in the following ways:

(a) Teachers who substitute during their unassigned teaching time may elect to receive 1 hour of sick time in lieu of substitute pay. For example, if the teacher subs for 1 hour, he or she would receive 1 hour of sick time.

(b) Teachers who provide behind the wheel instruction may elect to receive 1 hour of sick time in lieu of pay. For example, if the teacher provides behind the wheel instruction for 1 hour, he or she would receive 1 hour of sick time.

(c) Sick time received in lieu of pay cannot be used toward TRS service credit.

(B) **Personal Leave** – When necessary, full-time teachers shall be granted personal leave. Personal needs shall be interpreted to mean urgent personal business. In general, this leave may be defined as such over which a person has no control, or the person's presence is of special significance. Guidelines for utilization are:

(1) The teacher has no control over setting the date.

(2) Presence of the teacher is required.

(3) Absence would not be covered under sick leave.

(4) A maximum of three (3) days may be granted each year. Days do not accumulate. If no days are used, three (3) days shall be added to the teacher's sick leave at the start of the following year. If only one (1) day is used, two (2) days will be added to the teacher's sick leave at the start of the following year. If two (2) days are used, one (1) day will be added to teacher's sick leave at the start of the following year. Only full days apply to this section; partial days do not roll over.

(5) Leave cannot be used the day before or the day after a holiday, unless granted by both the principal and the superintendent.

(6) A maximum of nine employees may be approved for personal day use on student attendance days.

(7) In no event shall a teacher be released from duty under these provisions for less than thirty minutes for personal leave.

(8) Part-time teachers shall be granted personal leave on a prorated basis.

(C) **Other Leaves of Absence** - Teachers on contractual continued service may apply for a leave of absence without pay for reasons other than those contained in this Agreement. Applications shall be addressed to the Board of Education. A teacher on any type of leave of absence shall notify the Board in writing prior to March 1 whether or not he or she intends to return to the District the following school term.

(1) **Benefits While on Leave** - All benefits available to a teacher under this Agreement shall be suspended during a leave of absence without pay. The teacher may continue participation in the District insurance program for employees, provided the teacher agrees to pay all premium costs during the leave period.

(2) **Service Status** - The contractual continued service status of a teacher shall not be affected by a leave of absence without pay as provided in this Agreement, but time served on said leave shall not count for experience purposes on the teacher's schedule.

(D) **Funeral Leave** – Any teacher of School District No. 203 may be excused for whatever number of days necessary for the funeral of anyone of his or her immediate family.

(1) Five (5) days of paid funeral leave shall be granted for the funeral/death of anyone inside the employee’s household.

(2) Three (3) days of paid funeral leave shall be granted for the funeral/death of anyone in the employee's immediate family.

(3) Any days in excess of granted days, but not to exceed twelve (12) total days of absence shall be paid and charged to sick leave. If time off is needed beyond twelve (12) days, the employee may take the time without pay.

(4) "Immediate Family" shall mean mother, father, stepparent, grandparent, grandchild, sister, brother, husband, wife, or child; and mother, father, stepparent, grandparent, grandchild, sister, or brother of husband or wife of teacher; or any extension thereof. This further applies to any person with whom the teacher makes his or her actual home.

(5) In case of the death of anyone of the immediate family of an employee of the School District, or a member of the Board of Education, a representative committee with no maximum number of members, and composed of those desiring to attend, may attend the funeral without loss of pay, and with time lost being deducted from the Emergency Leave granted by the Board of Education.

(6) Those wishing to attend the funeral of a close friend or relative not mentioned above may do so with the time lost being deducted from the teacher's personal leave or if personal leave is exhausted, from the teacher's sick leave.

(E) **Hardship Leave** - The Superintendent may grant up to ten (10) days leave per school year for personal or family hardship. The teacher must provide the Superintendent a written request, which includes evidence of the hardship. If granted, the first two days of the leave will be charged to any "Personal Leave" available at the time of the occurrence creating the hardship and the remaining days charged to any "Sick Leave" available at the time of the occurrence creating the hardship. The Superintendent's determination of whether or not a hardship exists that warrants a leave shall be final.

(F) **Assault While Performing Duties** – If a student physically assaults a teacher and the teacher requires medical attention, the District administration shall send the teacher home for the day without such time counting against the teacher's sick or personal leave.

(G) **Family Bereavement Leave Act (FBLA)** - The District shall comply with all applicable requirements of the *Family Bereavement Leave Act (FBLA*).

(H) **Union Leave** - When necessary, union officers and/or other union members with the approval of the union president and superintendent, shall be granted leave.

(1) Up to four (4) leave days may be used per year. Any unused days will not accumulate, and the following year will begin with the original bank of four (4) days.

(2) If union members wish to take additional leave for union business, the leave must be approved in advance by the Superintendent or designee. If additional leave is granted, the Federation will reimburse the district for the absent employee's salary and benefits for the absence at the employee's per diem rate.

(I) **Written Notice Regarding Leave Changes** - In the event the District alters, modifies or adjusts a teacher's accrued sick time, personal time or any other paid leave balance, the District shall provide a written update regarding the remaining leave balances to the affected teacher within five (5) business days.

ARTICLE XI
GRIEVANCE PROCEDURE

(A) **Definition** - A grievance shall mean a complaint that there has been an alleged violation, misinterpretation, or misapplication of any provision of the Agreement.

(B) **Statement of Basic Principles** - Every teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures, with or without representation. Nothing contained in this Article or elsewhere in this Agreement shall be construed to prevent any individual teacher from discussing a problem with the administration and having it adjusted without intervention or representation of the Federation.

(1) A teacher who participates in these grievance procedures shall not be subjected to discipline or reprisal because of such participation.

(2) The failure of a teacher or the Federation 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 time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by written mutual agreement.

(3) Any teacher has a right to be represented, and to be present, in the grievance procedure. The teacher shall be present at any grievance discussion when the administration and/or the Federation deems it necessary. When the presence of a teacher at a grievance hearing is requested by either party, illness, or other incapacity of the teacher shall be grounds for any necessary extension of grievance procedure time limits.

(4) In any instance where the Federation is not represented in the grievance procedure, the Federation shall be notified of the final disposition of the grievance, which disposition shall not be in conflict with any of the terms or conditions of this Agreement.

(5) Any final disposition of grievance alleged by the Federation to be in conflict with this Agreement shall be grievable by the Federation.

(6) Hearings and conferences under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend, and will be held, insofar as possible, after regular school hours.

(7) It is agreed that any investigation or other handling, or processing, of any grievance by the grieving teacher or Federation representatives, shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff. For the purpose of this article, “Working Days” shall

be defined as days teachers are required to be present at school.

(C) Procedures

(1) **First Step**: An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his immediate supervisor.

(2) **Second Step**: If grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing with a member of the Federation's grievance committee.

(a) The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the Agreement allegedly violated, and shall state the remedy requested.

(b) The filing of the grievance at the second step must be within twenty-five (25) working days from the date of the occurrence of the of the event giving rise to the grievance.

(c) The committee's decision shall be communicated in writing to the teacher and the principal within fifteen (15) working days.

(3) **Third Step**: In the event a grievance has not been resolved to the satisfaction of the aggrieved party at the second step, the aggrieved teacher shall file, within five (5) working days of the committee's written decision, or answer, at the second step, a copy of the grievance with the Principal. The Principal shall make such decision and communicate it in writing to the teacher and the Superintendent within ten (10) working days.

(4) **Fourth Step**: In the event a grievance has not been resolved to the satisfaction of the aggrieved party at the third step, the aggrieved teacher shall file, within five (5) working days of the Principal's written decision, or answer, at the third step, a copy of the grievance with the Superintendent. Within ten (10) working days after such written grievance is filed, the aggrieved, representative of the aggrieved as desired, the Principal, and the Superintendent, or his/her designee, shall meet to discuss the grievance. The Superintendent, or his/her designee, shall file an answer within ten (10) working days of the fourth step grievance meeting and communicate it in writing to the teacher, the Principal, and the Federation.

(5) **Fifth Step**: If the grievance is not resolved satisfactorily to the Federation within five (5) working days after Step No. 4 is completed, the Federation shall file a copy of the grievance with the Board, with grievance to be considered no later than the next regular meeting.

(a) Within five (5) working days after consideration by the Board, the Board shall file its answer with the Federation. If the Board's answer does not satisfy the grievance, the Federation may submit the grievance, in writing, to final and binding arbitration. The arbitration proceeding shall be conducted by an arbitrator to be mutually agreed upon by the two parties within seven (7) working days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven (7) working days, the American Arbitration Association shall be requested to provide a list of arbitrators for selection. The decision of the arbitrator shall be binding on the parties.

(b) Expenses for the arbitrator's services, and the expenses which are common to both parties to the arbitration, shall be borne equally by the Board and the Federation. Each party to an arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

(c) The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore, or add to the provisions of this Agreement. His/her authority shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the Board and the Federation, and his/her decision must be based solely upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

ARTICLE XII
HUMAN RESOURCES

(A) **Progressive Discipline** - When appropriate, discipline issued to Union members shall be progressive in nature. Progressive discipline steps include, but are not limited to, verbal reprimands, written reprimands, paid or unpaid suspension, and termination. Based on the nature and severity of the conduct warranting discipline, the District may determine to skip a step in progressive discipline.

(B) The District will comply with the *Personnel Records Review Act*.

ARTICLE XIII
NEGOTIATION PROCEDURES

(A) **General** - The Board and the Federation agree to participate in good faith negotiations with the duly designated representatives of the Federation and the Board.

(B) **Mutual Responsibility** - Both parties agree that it is their mutual responsibility to meet at reasonable times and negotiate in good faith with respect to salaries, fringe benefits, negotiation procedures, grievance procedures, and other matters the Federation and the Board have agreed to negotiate.

(C) **Seek Tentative Agreement** - The Board and the Federation agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counter-proposals in the course of negotiations, and to reach tentative agreements which shall be presented respectively to the Board and the Federation for ratification.

(D) **Commencement of Negotiations** - Negotiations shall begin no later than April 1, 2029, unless both parties agree to an alternate date. Meetings shall be held as necessary at times and places agreed to by both parties.

(E) **Reduced to Writing** - At the end of each negotiation session, a mutually acceptable list of agreed upon items shall be written, signed by representatives of both parties, and a copy shall be provided to both committees for their records.

(F) **Impasse Procedures -** Impasse procedures shall be followed as outlined in the *Illinois*

Educational Labor Relations Act.

(G) **No Strike -** The Federation agrees that it shall not, during the term of this Agreement, directly or indirectly, engage in or assist in a strike or any similar interruption of full and complete services to the Board and the students.

ARTICLE XIV
REOPENING OF NEGOTIATIONS

New Legislation Reopener - Notwithstanding any provision to the contrary in this Agreement, the parties agree to reopen negotiations of this Agreement, upon the written request of either party, provided such request is premised on the enactment legislation that imposes a financial hardship on either the Board or the Federation. In the unlikely event that the parties are unable to reach an agreement, the parties each reserve their procedural and substantive rights under the *Illinois Educational Labor Relations Act.*

ARTICLE XV
EFFECT OF AGREEMENT

(A) **Complete Understanding/Amendment** - The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified, only through the voluntary mutual consent of the parties in a written amendment executed according to the provisions of this Agreement.

(B) **Board Policies** - This Agreement and any subsequent changes shall be incorporated into the Board Policies of School District No. 203, of the State of Illinois, and shall be a part of the said policies during the duration of this Agreement.

(C) **Individual Contracts** - Individual contracts shall not be inconsistent with the terms and conditions of this Agreement.

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

(E) **Effective Date/Term** - This Agreement shall be effective from the date of execution and shall continue in effect until August 31, 2029. This Agreement shall expire on the date indicated at the hour of 12:00 P.M.

(F) **No Retroactive Application** - Unless specifically stated in the Agreement, no amendment, supplement, or modification to this Agreement shall be given retroactive effect. All revised terms and obligations shall apply exclusively to actions and events occurring on or after the date such amendment is fully executed by the parties.

The parties agree to enter into good faith negotiations over the sole topic of recertification

upon final issuance of the rules and regulations governing the process by the Illinois State Board of Education.

This Agreement is signed the _____day of _____, _____.

For the O'Fallon Federation
of Teachers:

_____

_____

_____

For the Board of Education
O'Fallon Township High School District 203

_____
President

_____

Secretary

APPENDIX A - SALARY SCHEDULE 2026-2027
Line 1: Base Salary
Line 2: Board Paid TRS at 9% of Creditable Earnings
Line 3: Total Compensation

STEP	BS	BS+16	BS+24	MS	MS+16	MS+32	PHD/EDD
A	$48,100.00	$49,543.00	$51,029.29	$53,070.46	$54,662.58	$56,302.45	$57,991.53
	$4,757.14	$4,899.85	$5,046.85	$5,248.72	$5,406.18	$5,568.37	$5,735.42
	$52,857.14	$54,442.85	$56,076.14	$58,319.18	$60,068.76	$61,870.82	$63,726.95
B	$49,398.70	$50,880.66	$52,407.08	$54,503.36	$56,138.46	$57,822.62	$59,557.30
	$4,885.58	$5,032.15	$5,183.11	$5,390.44	$5,552.15	$5,718.71	$5,890.28
	$54,284.28	$55,912.81	$57,590.19	$59,893.80	$61,690.62	$63,541.33	$65,447.57
C	$50,732.46	$52,254.44	$53,822.07	$55,974.95	$57,654.20	$59,383.83	$61,165.34
	$5,017.49	$5,168.02	$5,323.06	$5,535.98	$5,702.06	$5,873.12	$6,049.31
	$55,749.96	$57,422.46	$59,145.13	$61,510.93	$63,356.26	$65,256.95	$67,214.66
D	$52,102.24	$53,665.31	$55,275.27	$57,486.28	$59,210.87	$60,987.19	$62,816.81
	$5,152.96	$5,307.55	$5,466.78	$5,685.45	$5,856.01	$6,031.69	$6,212.65
	$57,255.21	$58,972.86	$60,742.05	$63,171.73	$65,066.88	$67,018.89	$69,029.45
E	$53,509.00	$55,114.27	$56,767.70	$59,038.41	$60,809.56	$62,633.85	$64,512.86
	$5,292.09	$5,450.86	$5,614.38	$5,838.96	$6,014.13	$6,194.55	$6,380.39
	$58,801.10	$60,565.13	$62,382.08	$64,877.37	$66,823.69	$68,828.40	$70,893.25
F	$54,953.75	$56,602.36	$58,300.43	$60,632.45	$62,451.42	$64,324.96	$66,254.71
	$5,434.98	$5,598.03	$5,765.97	$5,996.61	$6,176.51	$6,361.80	$6,552.66
	$60,388.73	$62,200.39	$64,066.40	$66,629.05	$68,627.93	$70,686.76	$72,807.37
G	$56,437.50	$58,130.62	$59,874.54	$62,269.52	$64,137.61	$66,061.74	$68,043.59
	$5,581.72	$5,749.18	$5,921.65	$6,158.52	$6,343.27	$6,533.57	$6,729.58
	$62,019.22	$63,879.80	$65,796.19	$68,428.04	$70,480.88	$72,595.31	$74,773.17
H	$57,961.31	$59,700.15	$61,491.15	$63,950.80	$65,869.32	$67,845.40	$69,880.76
	$5,732.43	$5,904.40	$6,081.54	$6,324.80	$6,514.54	$6,709.98	$6,911.28
	$63,693.74	$65,604.55	$67,572.69	$70,275.60	$72,383.86	$74,555.38	$76,792.04
I	$59,526.26	$61,312.05	$63,151.41	$65,677.47	$67,647.79	$69,677.23	$71,767.54
	$5,887.21	$6,063.82	$6,245.74	$6,495.57	$6,690.43	$6,891.15	$7,097.88
	$65,413.47	$67,375.88	$69,397.15	$72,173.04	$74,338.23	$76,568.38	$78,865.43
J	$61,133.47	$62,967.48	$64,856.50	$67,450.76	$69,474.28	$71,558.51	$73,705.27
	$6,046.16	$6,227.55	$6,414.37	$6,670.95	$6,871.08	$7,077.21	$7,289.52
	$67,179.63	$69,195.02	$71,270.87	$74,121.71	$76,345.36	$78,635.72	$80,994.79
K	$62,784.08	$64,667.60	$66,607.63	$69,271.93	$71,350.09	$73,490.59	$75,695.31
	$6,209.41	$6,395.69	$6,587.56	$6,851.06	$7,056.60	$7,268.29	$7,486.34
	$68,993.48	$71,063.29	$73,195.19	$76,123.00	$78,406.69	$80,758.89	$83,181.65
L	$64,479.25	$66,413.62	$68,406.03	$71,142.27	$73,276.54	$75,474.84	$77,739.08
	$6,377.06	$6,568.37	$6,765.43	$7,036.04	$7,247.12	$7,464.54	$7,688.47
	$70,856.31	$72,982.00	$75,171.46	$78,178.32	$80,523.67	$82,939.38	$85,427.56
M	$66,220.19	$68,206.79	$70,253.00	$73,063.12	$75,255.01	$77,512.66	$79,838.04
	$6,549.24	$6,745.72	$6,948.09	$7,226.02	$7,442.80	$7,666.08	$7,896.06
	$72,769.43	$74,952.51	$77,201.09	$80,289.13	$82,697.80	$85,178.74	$87,734.10
N	$68,008.13	$70,048.38	$72,149.83	$75,035.82	$77,286.89	$79,605.50	$81,993.67
	$6,726.07	$6,927.85	$7,135.69	$7,421.12	$7,643.75	$7,873.06	$8,109.26
	$74,734.20	$76,976.23	$79,285.52	$82,456.94	$84,930.65	$87,478.56	$90,102.92
O	$69,844.35	$71,939.68	$74,097.87	$77,061.79	$79,373.64	$81,754.85	$84,207.50
	$6,907.68	$7,114.91	$7,328.35	$7,621.49	$7,850.13	$8,085.64	$8,328.21
	$76,752.03	$79,054.59	$81,426.23	$84,683.27	$87,223.77	$89,840.49	$92,535.70

P	$71,730.15	$73,882.05	$76,098.51	$79,142.46	$81,516.73	$83,962.23	$86,481.10
	$7,094.18	$7,307.01	$7,526.22	$7,827.27	$8,062.09	$8,303.95	$8,553.07
	$78,824.33	$81,189.06	$83,624.73	$86,969.72	$89,578.81	$92,266.18	$95,034.16
Q	$73,666.86	$75,876.87	$78,153.17	$81,279.30	$83,717.68	$86,229.21	$88,816.09
	$7,285.73	$7,504.30	$7,729.43	$8,038.60	$8,279.76	$8,528.16	$8,784.00
	$80,952.59	$83,381.17	$85,882.60	$89,317.91	$91,997.44	$94,757.37	$97,600.09
R	$75,655.87	$77,925.54	$80,263.31	$83,473.84	$85,978.06	$88,557.40	$91,214.12
	$7,482.44	$7,706.91	$7,938.12	$8,255.65	$8,503.32	$8,758.42	$9,021.17
	$83,138.31	$85,632.46	$88,201.43	$91,729.49	$94,481.37	$97,315.82	$100,235.29
S	$77,698.58	$80,029.53	$82,430.42	$85,727.64	$88,299.47	$90,948.45	$93,676.90
	$7,684.47	$7,915.00	$8,152.45	$8,478.55	$8,732.91	$8,994.89	$9,264.74
	$85,383.04	$87,944.53	$90,582.87	$94,206.19	$97,032.37	$99,943.34	$102,941.64
T	$79,796.44	$82,190.33	$84,656.04	$88,042.28	$90,683.55	$93,404.06	$96,206.18
	$7,891.95	$8,128.71	$8,372.57	$8,707.47	$8,968.69	$9,237.75	$9,514.89
	$87,688.39	$90,319.04	$93,028.61	$96,749.75	$99,652.24	$102,641.81	$105,721.07
U	$81,950.94	$84,409.47	$86,941.75	$90,419.42	$93,132.01	$95,925.97	$98,803.75
	$8,105.03	$8,348.18	$8,598.63	$8,942.57	$9,210.85	$9,487.17	$9,771.79
	$90,055.97	$92,757.65	$95,540.38	$99,362.00	$102,342.86	$105,413.14	$108,575.54
V		$86,688.53	$89,289.18	$92,860.75	$95,646.57	$98,515.97	$101,471.45
		$8,573.58	$8,830.79	$9,184.02	$9,459.54	$9,743.33	$10,035.63
		$95,262.11	$98,119.97	$102,044.77	$105,106.11	$108,259.30	$111,507.07
W				$95,367.99	$98,229.03	$101,175.90	$104,211.18
				$9,431.99	$9,714.95	$10,006.40	$10,306.59
				$104,799.98	$107,943.98	$111,182.30	$114,517.77
X				$97,942.92	$100,881.21	$103,907.65	$107,024.88
				$9,686.65	$9,977.25	$10,276.57	$10,584.87
				$107,629.58	$110,858.47	$114,184.22	$117,609.75
Y				$100,587.38	$103,605.01	$106,713.16	$109,914.55
				$9,948.19	$10,246.64	$10,554.04	$10,870.66
				$110,535.58	$113,851.64	$117,267.19	$120,785.21
Z						$109,594.41	$112,882.24
						$10,839.00	$11,164.17
						$120,433.41	$124,046.41

APPENDIX A - SALARY SCHEDULE 2027-2028
Line 1: Base Salary
Line 2: Board Paid TRS at 9% of Creditable Earnings
Line 3: Total Compensation

STEP	BS	BS+16	BS+24	MS	MS+16	MS+32	PHD/EDD
A	$48,850.00	$50,315.50	$51,824.97	$53,897.96	$55,514.90	$57,180.35	$58,895.76
	$4,831.31	$4,976.25	$5,125.54	$5,330.56	$5,490.48	$5,655.19	$5,824.85
	$53,681.31	$55,291.75	$56,950.51	$59,228.53	$61,005.38	$62,835.54	$64,720.61
B	$50,168.95	$51,674.02	$53,224.24	$55,353.21	$57,013.80	$58,724.22	$60,485.95
	$4,961.76	$5,110.61	$5,263.93	$5,474.49	$5,638.72	$5,807.88	$5,982.12
	$55,130.71	$56,784.63	$58,488.17	$60,827.70	$62,652.53	$64,532.10	$66,468.07
C	$51,523.51	$53,069.22	$54,661.29	$56,847.75	$58,553.18	$60,309.77	$62,119.07
	$5,095.73	$5,248.60	$5,406.06	$5,622.30	$5,790.97	$5,964.70	$6,143.64
	$56,619.24	$58,317.82	$60,067.35	$62,470.04	$64,344.15	$66,274.47	$68,262.70
D	$52,914.65	$54,502.09	$56,137.15	$58,382.63	$60,134.11	$61,938.14	$63,796.28
	$5,233.31	$5,390.31	$5,552.02	$5,774.10	$5,947.32	$6,125.74	$6,309.52
	$58,147.96	$59,892.40	$61,689.17	$64,156.74	$66,081.44	$68,063.88	$70,105.80
E	$54,343.34	$55,973.64	$57,652.85	$59,958.97	$61,757.73	$63,610.47	$65,518.78
	$5,374.61	$5,535.85	$5,701.92	$5,930.00	$6,107.90	$6,291.14	$6,479.87
	$59,717.95	$61,509.49	$63,354.78	$65,888.97	$67,865.64	$69,901.61	$71,998.65
F	$55,810.61	$57,484.93	$59,209.48	$61,577.86	$63,425.19	$65,327.95	$67,287.79
	$5,519.73	$5,685.32	$5,855.88	$6,090.11	$6,272.82	$6,461.00	$6,654.83
	$61,330.34	$63,170.25	$65,065.36	$67,667.97	$69,698.01	$71,788.95	$73,942.62
G	$57,317.50	$59,037.02	$60,808.13	$63,240.46	$65,137.67	$67,091.80	$69,104.56
	$5,668.76	$5,838.82	$6,013.99	$6,254.54	$6,442.18	$6,635.45	$6,834.51
	$62,986.26	$64,875.84	$66,822.12	$69,495.00	$71,579.85	$73,727.25	$75,939.07
H	$58,865.07	$60,631.02	$62,449.95	$64,947.95	$66,896.39	$68,903.28	$70,970.38
	$5,821.81	$5,996.47	$6,176.36	$6,423.42	$6,616.12	$6,814.60	$7,019.04
	$64,686.89	$66,627.49	$68,626.32	$71,371.37	$73,512.51	$75,717.89	$77,989.42
I	$60,454.43	$62,268.06	$64,136.10	$66,701.55	$68,702.59	$70,763.67	$72,886.58
	$5,979.00	$6,158.37	$6,343.12	$6,596.85	$6,794.76	$6,998.60	$7,208.56
	$66,433.43	$68,426.43	$70,479.23	$73,298.40	$75,497.35	$77,762.27	$80,095.14
J	$62,086.70	$63,949.30	$65,867.78	$68,502.49	$70,557.56	$72,674.29	$74,854.52
	$6,140.44	$6,324.65	$6,514.39	$6,774.96	$6,978.21	$7,187.56	$7,403.19
	$68,227.13	$70,273.95	$72,382.17	$75,277.45	$77,535.78	$79,861.85	$82,257.71
K	$63,763.04	$65,675.93	$67,646.21	$70,352.06	$72,462.62	$74,636.50	$76,875.59
	$6,306.23	$6,495.42	$6,690.28	$6,957.89	$7,166.63	$7,381.62	$7,603.07
	$70,069.27	$72,171.34	$74,336.49	$77,309.94	$79,629.24	$82,018.12	$84,478.66
L	$65,484.64	$67,449.18	$69,472.66	$72,251.56	$74,419.11	$76,651.68	$78,951.23
	$6,476.50	$6,670.79	$6,870.92	$7,145.75	$7,360.12	$7,580.93	$7,808.36
	$71,961.14	$74,119.97	$76,343.57	$79,397.31	$81,779.23	$84,232.61	$86,759.59
M	$67,252.73	$69,270.31	$71,348.42	$74,202.35	$76,428.42	$78,721.28	$81,082.92
	$6,651.36	$6,850.90	$7,056.43	$7,338.69	$7,558.85	$7,785.61	$8,019.18
	$73,904.09	$76,121.21	$78,404.85	$81,541.04	$83,987.27	$86,506.89	$89,102.10
N	$69,068.55	$71,140.61	$73,274.82	$76,205.82	$78,491.99	$80,846.75	$83,272.15
	$6,830.95	$7,035.88	$7,246.95	$7,536.83	$7,762.94	$7,995.82	$8,235.70
	$75,899.50	$78,176.48	$80,521.78	$83,742.65	$86,254.93	$88,842.58	$91,507.85
O	$70,933.40	$73,061.40	$75,253.24	$78,263.37	$80,611.28	$83,029.61	$85,520.50
	$7,015.38	$7,225.85	$7,442.62	$7,740.33	$7,972.54	$8,211.71	$8,458.06
	$77,948.78	$80,287.25	$82,695.87	$86,003.70	$88,583.81	$91,241.33	$93,978.57

P	$72,848.60	$75,034.06	$77,285.08	$80,376.49	$82,787.78	$85,271.41	$87,829.56
	$7,204.80	$7,420.94	$7,643.57	$7,949.31	$8,187.79	$8,433.43	$8,686.43
	$80,053.40	$82,455.00	$84,928.65	$88,325.80	$90,975.57	$93,704.84	$96,515.99
Q	$74,815.51	$77,059.98	$79,371.78	$82,546.65	$85,023.05	$87,573.74	$90,200.95
	$7,399.33	$7,621.31	$7,849.95	$8,163.95	$8,408.86	$8,661.13	$8,920.96
	$82,214.84	$84,681.29	$87,221.73	$90,710.60	$93,431.91	$96,234.87	$99,121.92
R	$76,835.53	$79,140.60	$81,514.82	$84,775.41	$87,318.67	$89,938.23	$92,636.38
	$7,599.11	$7,827.08	$8,061.90	$8,384.37	$8,635.90	$8,894.98	$9,161.83
	$84,434.64	$86,967.68	$89,576.71	$93,159.78	$95,954.58	$98,833.21	$101,798.21
S	$78,910.09	$81,277.40	$83,715.72	$87,064.35	$89,676.28	$92,366.56	$95,137.56
	$7,804.29	$8,038.42	$8,279.57	$8,610.75	$8,869.07	$9,135.15	$9,409.20
	$86,714.38	$89,315.81	$91,995.29	$95,675.10	$98,545.35	$101,501.71	$104,546.76
T	$81,040.67	$83,471.89	$85,976.04	$89,415.08	$92,097.54	$94,860.46	$97,706.28
	$8,015.00	$8,255.45	$8,503.12	$8,843.24	$9,108.54	$9,381.79	$9,663.25
	$89,055.67	$91,727.34	$94,479.16	$98,258.32	$101,206.07	$104,242.26	$107,369.52
U	$83,228.76	$85,725.63	$88,297.39	$91,829.29	$94,584.17	$97,421.69	$100,344.35
	$8,231.41	$8,478.35	$8,732.70	$9,082.01	$9,354.47	$9,635.10	$9,924.16
	$91,460.17	$94,203.98	$97,030.10	$100,911.30	$103,938.64	$107,056.80	$110,268.50
V		$88,040.22	$90,681.42	$94,308.68	$97,137.94	$100,052.08	$103,053.64
		$8,707.27	$8,968.48	$9,327.22	$9,607.04	$9,895.25	$10,192.11
		$96,747.48	$99,649.91	$103,635.90	$106,744.98	$109,947.33	$113,245.75
W				$96,855.02	$99,760.67	$102,753.49	$105,836.09
				$9,579.06	$9,866.43	$10,162.42	$10,467.30
				$106,434.07	$109,627.10	$112,915.91	$116,303.39
X				$99,470.10	$102,454.20	$105,527.83	$108,693.67
				$9,837.69	$10,132.82	$10,436.81	$10,749.91
				$109,307.79	$112,587.03	$115,964.64	$119,443.58
Y				$102,155.79	$105,220.47	$108,377.08	$111,628.39
				$10,103.31	$10,406.41	$10,718.60	$11,040.16
				$112,259.10	$115,626.88	$119,095.68	$122,668.55
Z						$111,303.26	$114,642.36
						$11,008.00	$11,338.24
						$122,311.27	$125,980.60

APPENDIX A - SALARY SCHEDULE-2028-2029
Line 1: Base Salary
Line 2: Board Paid TRS at 9% of Creditable Earnings
Line 3: Total Compensation Line

STEP	BS	BS+16	BS+24	MS	MS+16	MS+32	PHD/EDD
A	$49,600.00	$51,088.00	$52,620.64	$54,725.47	$56,367.23	$58,058.25	$59,799.99
	$4,905.49	$5,052.65	$5,204.23	$5,412.40	$5,574.78	$5,742.02	$5,914.28
	$54,505.49	$56,140.65	$57,824.87	$60,137.87	$61,942.00	$63,800.27	$65,714.27
B	$50,939.20	$52,467.38	$54,041.40	$56,203.05	$57,889.14	$59,625.82	$61,414.59
	$5,037.94	$5,189.08	$5,344.75	$5,558.54	$5,725.29	$5,897.05	$6,073.96
	$55,977.14	$57,656.45	$59,386.15	$61,761.59	$63,614.44	$65,522.87	$67,488.56
C	$52,314.56	$53,884.00	$55,500.52	$57,720.54	$59,452.15	$61,235.72	$63,072.79
	$5,173.96	$5,329.18	$5,489.06	$5,708.62	$5,879.88	$6,056.27	$6,237.96
	$57,488.52	$59,213.18	$60,989.57	$63,429.15	$65,332.03	$67,291.99	$69,310.75
D	$53,727.05	$55,338.86	$56,999.03	$59,278.99	$61,057.36	$62,889.08	$64,775.75
	$5,313.66	$5,473.07	$5,637.26	$5,862.75	$6,038.63	$6,219.79	$6,406.39
	$59,040.71	$60,811.93	$62,636.29	$65,141.74	$67,095.99	$69,108.87	$71,182.14
E	$55,177.68	$56,833.01	$58,538.00	$60,879.52	$62,705.91	$64,587.09	$66,524.70
	$5,457.13	$5,620.84	$5,789.47	$6,021.05	$6,201.68	$6,387.73	$6,579.36
	$60,634.81	$62,453.85	$64,327.47	$66,900.57	$68,907.59	$70,974.81	$73,104.06
F	$56,667.48	$58,367.50	$60,118.53	$62,523.27	$64,398.97	$66,330.94	$68,320.87
	$5,604.47	$5,772.60	$5,945.78	$6,183.61	$6,369.12	$6,560.20	$6,757.00
	$62,271.95	$64,140.11	$66,064.31	$68,706.88	$70,768.09	$72,891.13	$75,077.87
G	$58,197.50	$59,943.43	$61,741.73	$64,211.40	$66,137.74	$68,121.87	$70,165.53
	$5,755.79	$5,928.46	$6,106.32	$6,350.57	$6,541.09	$6,737.32	$6,939.44
	$63,953.29	$65,871.89	$67,848.05	$70,561.97	$72,678.83	$74,859.19	$77,104.97
H	$59,768.83	$61,561.90	$63,408.76	$65,945.11	$67,923.46	$69,961.16	$72,060.00
	$5,911.20	$6,088.53	$6,271.19	$6,522.04	$6,717.70	$6,919.23	$7,126.81
	$65,680.03	$67,650.43	$69,679.95	$72,467.14	$74,641.16	$76,880.39	$79,186.80
I	$61,382.59	$63,224.07	$65,120.79	$67,725.62	$69,757.39	$71,850.11	$74,005.62
	$6,070.80	$6,252.92	$6,440.51	$6,698.13	$6,899.08	$7,106.05	$7,319.23
	$67,453.39	$69,476.99	$71,561.30	$74,423.76	$76,656.47	$78,956.16	$81,324.85
J	$63,039.92	$64,931.12	$66,879.05	$69,554.22	$71,640.84	$73,790.07	$76,003.77
	$6,234.71	$6,421.75	$6,614.41	$6,878.98	$7,085.35	$7,297.91	$7,516.85
	$69,274.63	$71,352.87	$73,493.46	$76,433.20	$78,726.19	$81,087.98	$83,520.62
K	$64,742.00	$66,684.26	$68,684.79	$71,432.18	$73,575.14	$75,782.40	$78,055.87
	$6,403.05	$6,595.14	$6,792.99	$7,064.71	$7,276.66	$7,494.96	$7,719.80
	$71,145.05	$73,279.40	$75,477.78	$78,496.89	$80,851.80	$83,277.35	$85,775.67
L	$66,490.03	$68,484.74	$70,539.28	$73,360.85	$75,561.67	$77,828.52	$80,163.38
	$6,575.93	$6,773.21	$6,976.41	$7,255.46	$7,473.13	$7,697.32	$7,928.24
	$73,065.97	$75,257.94	$77,515.68	$80,616.31	$83,034.80	$85,525.84	$88,091.62
M	$68,285.27	$70,333.82	$72,443.84	$75,341.59	$77,601.84	$79,929.89	$82,327.79
	$6,753.48	$6,956.09	$7,164.77	$7,451.36	$7,674.90	$7,905.15	$8,142.30
	$75,038.75	$77,289.91	$79,608.61	$82,792.95	$85,276.74	$87,835.04	$90,470.09
N	$70,128.97	$72,232.84	$74,399.82	$77,375.81	$79,697.09	$82,088.00	$84,550.64
	$6,935.82	$7,143.90	$7,358.22	$7,652.55	$7,882.12	$8,118.59	$8,362.14
	$77,064.79	$79,376.74	$81,758.04	$85,028.36	$87,579.21	$90,206.59	$92,912.78
O	$72,022.45	$74,183.12	$76,408.62	$79,464.96	$81,848.91	$84,304.38	$86,833.51
	$7,123.09	$7,336.79	$7,556.89	$7,859.16	$8,094.94	$8,337.79	$8,587.92
	$79,145.54	$81,519.91	$83,965.51	$87,324.13	$89,943.85	$92,642.16	$95,421.43

P	$73,967.06	$76,186.07	$78,471.65	$81,610.52	$84,058.83	$86,580.60	$89,178.01
	$7,315.42	$7,534.88	$7,760.92	$8,071.36	$8,313.50	$8,562.91	$8,819.79
	$81,282.47	$83,720.95	$86,232.57	$89,681.88	$92,372.33	$95,143.50	$97,997.81
Q	$75,964.17	$78,243.09	$80,590.38	$83,814.00	$86,328.42	$88,918.27	$91,585.82
	$7,512.93	$7,738.32	$7,970.47	$8,289.29	$8,537.97	$8,794.11	$9,057.93
	$83,477.10	$85,981.41	$88,560.85	$92,103.29	$94,866.39	$97,712.38	$100,643.75
R	$78,015.20	$80,355.65	$82,766.32	$86,076.98	$88,659.29	$91,319.06	$94,058.64
	$7,715.78	$7,947.25	$8,185.67	$8,513.10	$8,768.49	$9,031.55	$9,302.49
	$85,730.98	$88,302.91	$90,952.00	$94,590.08	$97,427.78	$100,350.61	$103,361.13
S	$80,121.61	$82,525.26	$85,001.01	$88,401.06	$91,053.09	$93,784.68	$96,598.22
	$7,924.11	$8,161.83	$8,406.69	$8,742.95	$9,005.24	$9,275.40	$9,553.66
	$88,045.72	$90,687.09	$93,407.70	$97,144.01	$100,058.33	$103,060.08	$106,151.88
T	$82,284.89	$84,753.44	$87,296.04	$90,787.88	$93,511.52	$96,316.87	$99,206.37
	$8,138.06	$8,382.20	$8,633.67	$8,979.01	$9,248.38	$9,525.83	$9,811.61
	$90,422.95	$93,135.64	$95,929.71	$99,766.90	$102,759.90	$105,842.70	$109,017.98
U	$84,506.58	$87,041.78	$89,653.04	$93,239.16	$96,036.33	$98,917.42	$101,884.94
	$8,357.79	$8,608.52	$8,866.77	$9,221.45	$9,498.09	$9,783.03	$10,076.52
	$92,864.37	$95,650.30	$98,519.81	$102,460.60	$105,534.42	$108,700.45	$111,961.47
V		$89,391.91	$92,073.67	$95,756.61	$98,629.31	$101,588.19	$104,635.84
		$8,840.95	$9,106.18	$9,470.42	$9,754.54	$10,047.17	$10,348.59
		$98,232.86	$101,179.85	$105,227.04	$108,383.85	$111,635.37	$114,984.43
W				$98,342.04	$101,292.30	$104,331.07	$107,461.01
				$9,726.13	$10,017.91	$10,318.45	$10,628.00
				$108,068.17	$111,310.21	$114,649.52	$118,089.01
X				$100,997.28	$104,027.20	$107,148.01	$110,362.45
				$9,988.73	$10,288.39	$10,597.05	$10,914.96
				$110,986.01	$114,315.59	$117,745.06	$121,277.41
Y				$103,724.20	$106,835.93	$110,041.01	$113,342.24
				$10,258.43	$10,566.18	$10,883.17	$11,209.66
				$113,982.63	$117,402.11	$120,924.17	$124,551.90
Z						$113,012.12	$116,402.48
						$11,177.01	$11,512.32
						$124,189.13	$127,914.80

APPENDIX B
EXTRACURRICULAR PAY
ATHLETICS
Pre-season summer contact days are strictly voluntary for all coaches.

Tier A
Assistant Athletic Director (at asst. coach rate, + release period and advisory release.)
Baseball
Basketball - Boys
Basketball - Girls
Cheerleading
Dance - Golden Girls
Football
Soccer - Boys
Soccer - Girls
Softball
Track - Boys
Track - Girls

Pay Schedule

Step	**% Base - Head Coach**	**% Base - Assistant Coach**
1	14%	9%
2	15%	10%
3	16%	11%
4	17%	12%
5	18%	13%
6 – 10	19%	14%
11 - 15	20%	15%
16 - 20+	21%	16%

Tier B
Bowling - Boys
Bowling - Girls
Cross Country - Boys
Cross Country - Girls
Golf - Boys
Golf - Girls
Lacrosse - Boys
Lacrosse - Girls
Swimming - Boys
Swimming - Girls
Tennis - Boys
Tennis - Girls
Volleyball - Boys
Volleyball - Girls
Wrestling

Step	**% Base – Head Coach**	**% Base – Assistant Coach**
1	12%	7%
2	13%	8%
3	14%	9%
4	15%	10%
5	16%	11%
6 – 10	17%	12%
11 - 15	18%	13%
16 - 20+	19%	14%

APPENDIX C
EXTRACURRICULAR PAY
ACADEMICS AND OTHER CLUBS AND ORGANIZATIONS

Tier A
Band Director

Pay Schedule	
Step	**% of Base**
1	16%
2	17%
3	18%
4	19%
5+	20%

Tier B
Assistant Band Director
Drivers' Education Coordinator (+ advisory release)
Head Speech
Head Student Council Sponsor (+ release period)
Head Vocal Director
Yearbook Sponsor (+ release period)

Step	**% of Base**
1	8%
2	9%
3	10%
4	11%
5+	12%

Tier C
Assistant Vocal Director
Fall Play Director
Spring Musical Director

Step	**% of Base**
1	5%
2	6%
3	7%
4	8%
5+	9%

Tier D
Assistant Speech
E-Sports
FBLA
Mock Trial
Model UN
Broadcast Coordinator (+release period)
Robotics
Scholar Bowl

Step	**% of Base**
1	4%
2	5%
3	6%
4	7%
5+	8%

Tier E
Assistant Student Council Sponsor
HOSA
Math Team
National Honors Society
Prom Sponsor
Science Olympiad
Show Choir/ A Capella Director

Step	% of Base
1	3%
2	4%
3	5%
4	6%
5+	7%

Tier F
Academic Challenge Team
Assistant Broadcast Coordinator
Assistant Spring Musical Director
Assistant Fall Play Director
Chemistry Team
Fall Play Art Director
February Frolics Director
Silver Creek CEO
Spring Musical Art Director

Step	% of Base
1	3.0%
2	3.5%
3	4.0%
4	4.5%
5+	5%

Tier G The following Club and Academic Team Sponsors shall receive a stipend of 2% of the base salary on Appendix A. Activity must involve a minimum of 20 hours of supervision. Note: A second sponsor can be added and receive a full stipend upon proof of substantial need and administrative approval.
Art Club
Asian Culture Club
Bass Fishing Club
Camera Club
Chemistry Club
Chess Club
Class Sponsor
Content Creators Club
Co-Op Club
Culture Mix
Endeavors
Environmental Club
FCA
Film Club

First Priority
FOR Club
French Club
Future Educators and Leaders Club
German Club
Gold Rush Club
HANDS Club
Hispanic Students Association
History Club
Interact Club
Investment Club
Key Club
Letters of Love
MLK Legacy
Morgan's Message Club
OTHS Book Club
Outdoor Club
Panther Connect
Pride (formerly GSA)
Science National Honor Society
Sign Language Club
Skills USA
Spanish Club
Sports Psychology Club
STEP
Student Investment Club
Tabletop Gaming Club
Thespian Troupe
Threads Club
Treat Yourself Club
Ultimate Frisbee
Weightlifting Club
Wellness Club
Writers Circle Club

(1) **Club Expectations** - Activity must involve a minimum of 20 hours of student contact time and should include a minimum of ten (10) students who regularly participate in scheduled activities. Sponsors are expected to maintain documentation of scheduled meetings as well as attendance records. Upon request, documentation supporting these requirements shall be provided to the administration.

(2) **Establishment of New Clubs and Sponsor Compensation** - New student clubs may be established during the term of this Agreement, subject to the approval of the Board of Education, in accordance with the following procedures:

(a) **Proposal Submission** - A teacher seeking to establish a new club shall submit a written proposal to the building Principal for review and recommendation. The proposal shall include a statement demonstrating the club's educational and/or extracurricular value to the OTHS community.

(b) **Operational Requirements** - Upon approval, the club must: a. Conduct a minimum of nine (9) meetings during each school year, with a minimum of at least ten (10) students in attendance at each of the nine (9) meetings; and b. Maintain a minimum active membership of ten (10) students. c. Upon request, sponsors must provide documentation of meeting dates/times for each school year as well as attendance records

(c) **Compensation** - In the event that a club satisfies the requirements set forth and is approved by the Board, the assigned club sponsor shall receive compensation for such sponsorship. Compensation shall be provided in the form of a lump sum payment, in an amount consistent with the provisions of Appendix C.

(d) **Subsequent years** - The newly-approved club sponsor shall be paid consistently with practices of the District and Appendix C. The meeting and attendance requirements set forth in the (1) Club Expectations section above must be maintained each year to qualify for sponsor compensation.

(e) **Added to the CBA** - The new club shall be added to the list of clubs in the next negotiated contract with the district.

APPENDIX D
OTHER SUPPLEMENTAL PAY

(A) **Per Hour Duties** - The following duties shall be reimbursed at the indicated rates per hour plus TRS, if TRS is allowable per TRS rules and regulations. Any TRS paid will be in accordance with Article VIII(c) of this agreement. TRS is paid when performed by a certified staff member.

(1) **Instructional duties will be paid at the rate of .08% of the base salary per hour**

(a) Homebound instruction (plus mileage pursuant to Appendix D, (l)) The classroom teacher shall be given 24 hours to refuse the homebound request prior to offering it to other staff members.

(b) Behind the wheel drivers' education

(c) Summer school – teachers will be compensated for each hour of teaching, plus 2.5 hours of prep time per course.

(d) Intramural director (maximum of five hours per sport)

(e) Professional services above and beyond a teaching load as assigned and approved by the administration in advance, including, but not limited to, the following: substitute teaching, assisting long-term substitutes with planning and grading, serving as a mentor teacher, quality review, staff development, school improvement plan, computer training, professional development instructor/trainer, etc. IMC Coordinator reporting before or after contract time when required to staff the IMC, AAC instruction outside of the contractual workday, etc.

(f) A Social Worker who stays after hours for emergent situations, approved in advance by administration.

(2) **Non-Instructional duties:**

(a) ACR Supervisor – $31 per hour

(b) Timers, announcers, and scorers – $30 per hour

(c) Ticket takers - $30 per game

(d) Supervision duties above and beyond a teaching load. Including but not limited to: dance chaperones, fan bus supervision (time on bus), intramural supervision. - $30 per hour

(B) **Sixth class assignment** (teacher has the option to accept or reject the assignment) - 10% of base salary on Appendix A per semester. Sixth class assignments are offered by seniority in content area.

(C) **Extra Advisory, Lunch Detention, Study Hall, or Other Supervisory Assignment** (as extra duty) - 5% of base salary on Appendix A per semester

(D) **Department Chairperson** - 1% of base salary on Appendix A per full-time teacher equivalents, with a minimum 3% stipend. The number of full-time teacher equivalents shall be determined by calculating the number of teaching sections in the department per year divided by ten (10). For the school counseling, IMC, and social work departments, the number of full-time teacher equivalents will be determined by the FTE assignment for each teacher within the department.

(E) **Department Chairpersons shall be certified as evaluators** and shall be eligible for release time based upon the number of full-time teacher equivalents as follows:

1 - 6 FTE	=	One release period per semester
7 - 12 FTE	=	One release period and one advisory release per semester
13 or more FTE	=	Two release periods per semester

(1) Department Chairs with one release period shall evaluate not more than five (5) teachers in any school year.

(2) Department Chairs with two release periods shall evaluate not more than seven (7) teachers in any school year.

(F) **CTE Coordinator & Director** - CTE Coordinator & Director - The CTE Coordinator & Director shall receive 1 release hour and an advisory release (1.5 total).

(G) **School Counselors** - For the term of this contract, School Counselors shall be compensated for an additional six (6) days beyond the defined school year at a daily per diem rate. Any days worked for summer registration and/or campus walk-through days shall be included in the six (6) days. Summer workdays must be scheduled prior to the end of the school year. Summer workdays must be coordinated with and approved by the Principal in advance. Any additional days must be approved by the Principal on an as-needed basis in advance. If approved, the additional days shall be compensated at a daily per diem rate. This section shall not be applicable to the Director of School Counseling.

(H) **Director of School Counseling** - For the term of this contract, the Director of School Counseling shall be compensated for an additional twenty days (beyond the defined school year) at a daily per diem rate. Days worked for summer registration shall be included in the twenty (20) days. Days worked must be coordinated with and approved by the Principal and scheduled prior to the end of the school year. Any additional days must be approved by the Principal on an as needed basis in advance. If approved, the additional days shall be compensated at a daily per diem rate.

(I) **Southwestern Illinois CTE System Director** - The Southwestern Illinois CTE System Director shall be compensated per the salary schedule in Appendix A for a 180-day contract per 1.0 FTE (or prorated for any part-time assignment.) FTE needs for this position shall be determined by the Board of Directors of the Southwestern Illinois CTE System. In addition, a minimum stipend of 1.0% of the Base Salary on Appendix A shall be paid per each high school represented in the Southwestern Illinois CTE System. Increases, if any, to this stipend shall be determined by the Board of the Southwestern Illinois CTE System on an annual basis. The 180-day contract may or may not align with the OTHS school calendar. Should the position require additional days to be worked beyond the 180 contractual days, the Southwestern Illinois CTE System Director shall be compensated for the extra days at a daily

per diem rate. Any extra days worked must be approved in advance by the Southwestern Illinois CTE System Board. (Note: This position is funded by the Southwestern Illinois CTE System #460.)

(J) **Assessment Coordinator** - The Assessment Coordinator shall be compensated per the salary schedule in Appendix A for a 180-day contract per 1.0 FTE (or prorated for any part-time assignment.) In addition, a stipend of 3.0% of the Base Salary on Appendix A shall be paid. The 180-day contract may or may not align with the OTHS school calendar. Should the position require additional days to be worked beyond the 180 contractual days, the Coordinator of Assessment shall be compensated for the extra days at a daily per diem rate. Any extra days worked must be approved in advance by the Administration.

(K) **Psychology Services Coordinator** - The Psychology Services Coordinator shall be compensated per the salary schedule in Appendix A for a 180-day contract per 1.0 FTE (or prorated for any part-time assignment.) In addition, the coordinator shall be compensated for a sixth-class assignment as outlined in Appendix D(B) for each school year and an additional stipend of 5% of the base salary in Appendix A.

(L) **Directors of Graduation and Honors Night Coordinators** – School counselors shall serve as Directors of Graduation and Honors Night Coordinators. Each school counselor shall receive 1% of the base for fulfilling the duties.

(M) **Mileage** (when school vehicle is not available) - Current IRS rate as of the first day of school

(N) **Advisory Coordinator** - 2% of base salary on Appendix A

(O) **Meal Reimbursement for Employees** - Meal Reimbursement for Employees - $50 full day (8 hours or more) / $25 partial day (less than 8 hours)

(P) **Seal of Biliteracy Coordinator** - 2% of base salary on Appendix A

(Q) **Website/Social Media Coordinator -** The OTHS Website/Social Media Coordinator shall be compensated at the rate of $260 per week for 52 weeks plus two release periods during the school year.

(R) **Academic Assistance Center -** One half (1/2) of the Sixth Class Assignment stipend in Appendix D(B)- for each half-period assignment over a regular five-period teaching assignment.

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is between the Board of Education of O'Fallon Township High School District No. 203 ("Board of Education") and the O'Fallon Federation of Teachers ("OFT") regarding Health Insurance benefits for the 2026-2027 School Year.

1. The Parties recognize there is a dispute over the interpretation of the language in Article IX (B) of the Collective Bargaining Agreement.

2. The Parties agree to engage in discussions concerning these issues prior to the expiration of this MOU. Such discussions are intended solely to facilitate the exchange of information and the exploration of potential resolutions.

3. For the entirety of the 2026-2027 Health Plan Year (includes health insurance coverage from July 2026 through June 2027), the Parties agree that the Board of Education will pay the following toward health coverage costs:

a. 80% of total health coverage costs of the Tier 1 level benefit amount (currently HRA + insurance company premium) for individual coverage under the hospitalization plan.
b. 65% of total health coverage costs of the Tier 1 level benefit amount (currently HRA + insurance company premium) for family coverage under the hospitalization plan.

4. The OFT agrees not to file a grievance regarding the 2026-2027 Health Plan Year. The Union's right to file a grievance regarding the Board's position on the Health Insurance language for subsequent years of the contract shall be tolled during the pendency of this MOU and the discussions set forth in Paragraph 2. If the Parties do not reach a resolution prior to open enrollment for the subsequent years, the grievance timeline for subsequent contract years will begin.

5. This Agreement shall not be precedential or used to interpret the meaning of any existing provisions of the collective bargaining agreement.

6. This agreement shall expire at the end of the 2026-2027 Health Plan Year.

Agreed to by:

On behalf of the Board of the Education of O'Fallon Township High School District No. 203

9/17/2026
Date

On behalf of the O'Fallon Federation of Teachers

9/23/2026
Date