



COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE GERMANTOWN HILLS SCHOOL DIST. #69
BOARD OF EDUCATION

AND

THE GERMANTOWN HILLS
TEACHERS ASSOCIATION

2023-2024
2024-2025
2025-2026
2026-2027

ARTICLE I: RECOGNITION

1.1 RECOGNITION

The Board of Education of Germantown Hills School District No. 69 (hereinafter referred to as the ("Board")), recognizes the Germantown Hills Teachers' Association, (hereinafter referred to as the ("GHTA")) as the sole and exclusive bargaining agent for all regularly employed/salaried full-time and part-time personnel with a Professional Educators License (PEL), who are employed at least fifty (50%) percent of the work day (hereinafter referred to as "Teacher(s)"), except for the Superintendent, Principals and any other "supervisor", as defined in the Illinois Educational Labor Relations Act.

The Board agrees not to negotiate with any other Teachers' organization or group of Teachers with regard to salaries, fringe benefits and other terms and conditions of employment contained in this Agreement for the duration of this Agreement.

ARTICLE II: ASSOCIATION RIGHTS

2.1 FAIR SHARE

The Board shall deduct from each Teacher's pay the current dues of the Association, provided that the Board has an employee-executed authorization for continuing dues deduction, the amount of which shall be annually certified by the GHTA. The authorization shall remain in effect from year to year in perpetuity, except that the Teacher may revoke it by submitting a written request to the Board between September 1st and September 15th of any year. All dues deducted by the Board shall be remitted to the GHTA no later than ten (10) days after such deductions are made. The Board agrees to notify the GHTA of any revocation upon the first remittance of dues following such revocation.

2.2 SCHOOL FACILITIES

The Association may use school equipment, e.g., computers and duplicating machines subject to reasonable regulation and the District's right to reimbursement for any costs.

2.3 COMMUNICATION

The Association shall have use of Teacher mailboxes, District email and the bulletin boards in the Teachers' lounges for the purpose of internal communication. The Administration reserves the right to remove inflammatory, negative or other inappropriate statements and will inform GHTA officials in a timely manner as to the reasons for removal.

2.4 DISTRICT MEETINGS

A copy of all Board meeting minutes shall be made available via the school website to Teachers once they have been approved. Such information as is made available to the press will also be made available to the GHTA, as soon as practical. The GHTA will be informed of any changes in Board meeting dates, as well as, the date and time of any special Board of Education meetings at least 48 hours prior to the meeting. The GHTA will be provided two copies of the monthly Board packet at the Board meetings.

2.5 TEACHER CONCERNS

Teachers wishing to express a contractual concern must bring it to the attention of GHTA first. This may be done at any time during the year. Within 30 days of the start of each school year, a schedule of monthly meetings between the GHTA Executive Committee and the Administration will be made jointly. The purpose of the meetings will be to discuss contractual concerns or school/district-wide general concerns brought forth by the GHTA or Administration. Either party may request the attendance of members of the Board, concerned teachers or others for the meeting(s). Each party will inform the other of the issues to be discussed at least one school day in advance of the meeting. Monthly meetings may be cancelled by mutual consent of the GHTA and Administration if there are no concerns to address.

ARTICLE III: WORKING CONDITIONS

3.1 WORK YEAR

The Teacher work year shall consist of one hundred eighty (180) Teacher attendance days.

3.2 WORK DAY

The teacher work day will be eight (8) hours long inclusive of the student day. In the event of a change in the work day from the previous year, teachers will be notified of their exact start and end times at least twenty (20) days prior to the school year. Teachers are expected to make themselves available before the start of the work day for professional obligations when necessary. Further, Teachers may be required to stay beyond the end of the work day or return to school after the end of the work day for meetings and assignments not inconsistent with their professional standing or past practice. Attendance at the annual 8th grade promotion ceremony will be required for all Teachers unless excused by Administration.

On the last work day of the week or the day before holidays, the Teachers' workday will end after the pupils and/or buses have departed. This does not apply to days in which school improvement activities have been planned (SIP days) or if Administration deems a Teacher's attendance at a meeting is required. On any day when a school sponsored activity is scheduled during the evening hours, personnel directly participating in that activity shall be permitted to leave school following the last class period of the day.

3.3 TEACHER PREPARATION TIME

Teachers will be given a minimum of 375 minutes of preparation time a week. All preparation time will occur during the work day and will be free of student contact and/or any other additional duties.

3.4 PARENT/STUDENT COMPLAINTS

When complaints or concerns about a Teacher or Teachers are brought to an Administrator's attention from a parent and/or student, the Teacher or Teachers will be notified of the concerns in a timely manner. The Teacher's or Teachers' input will be considered as to how the problem may best be solved if a solution has not been reached between the parent and/or student and the Administrator. If any complaint is filed in a Teacher's personnel file, the teacher will be notified within twenty-four (24) hours.

3.5 INVOLUNTARY TRANSFER

An involuntary transfer is a change in teaching assignment in which a Teacher is moved from one building to another or from one grade level to another or one subject area to another without the Teacher's consent. Teachers in grades 6-8 may be assigned one (1) core subject class outside of his/her endorsed subject area. This does not include non-core subjects such as Exploratory or Activity Periods.

A Teacher will be notified of any change in assignment within ten (10) days of official determination by the Administration or at least thirty (30) days prior to the beginning of the next academic school year, whichever occurs first. It is understood that all notifications of assignments are tentative, and if the Administration finds it necessary for an additional change in assignment, a Teacher shall be notified in writing, and consulted as soon as possible.

3.6 VACANCY AND TRANSFER PROCEDURES

A vacancy shall be defined as a position, which the Administration deems necessary to fill, that has been newly created or one that becomes vacant because the person holding that position has been transferred within the District or left the District. The terms vacancy or transfer shall not include an involuntary transfer of staff due to a reduction in force. An opening created by a leave of absence shall not be considered a vacancy unless it exceeds one (1) year.

When a position becomes vacant, an email notification will be sent by the Superintendent or his/her designee to all Teachers. The posting will remain open for ten (10) school days. If a position becomes vacant during the summer, Teachers will be notified via email by the Superintendent or his/her designee, and the posting will remain open for ten (10) calendar days.

Any qualified Teacher who is interested in applying for a specific vacancy may do so in writing within ten (10) days of the initial posting of the vacancy. Additionally, any eligible Teacher may submit to the Superintendent or his/her designee a letter of interest indicating that he/she wishes to be considered for any vacant position that may occur and for which he/she is qualified. Any such letters shall be kept on file for one (1) year. The Superintendent or his/her designee shall acknowledge receipt of the application for transfer within four (4) working days.

Qualified District 69 applicants will be given careful consideration before anyone outside the district may be hired to fill the vacancy; however, the final decision on filling vacancies will be made by the Administration based on the needs of the District. The Association President or his/her designee may waive the posting period requirements if requested to do so by the Board or Administration.

3.7 TEACHER EVALUATION

The Administration shall comply with the Performance Evaluation Reform Act (PERA) of the Illinois School Code and the Germantown Hills Teacher Evaluation Plan. A joint committee with equal representation of GHATA District members and Administrators will annually review the District's evaluation plan. Neither the ratings nor the comments within the evaluation shall be subject to the grievance procedure. Both parties agree to renegotiate the terms of this provision in the event of any changes in the law.

At the conclusion of the summative evaluation conference, the Teacher will sign the evaluation report. In no case shall the Teacher's signature be construed to mean he/she necessarily agrees with the contents of the evaluation.

A Teacher may submit additional written comments to the written, summative evaluation within 30 days of receipt of the written, summative evaluation if he/she desires. All written, summative evaluations and the Teacher's written comments shall be placed in the Teacher's personnel file.

3.8 DISCIPLINE

Disciplinary action or official reprimands against any teacher shall be exercised in a fair and reasonable manner. No teacher shall be suspended without pay or issued a written reprimand without just cause. Disciplinary action will be progressive, as follows, except when conduct warrants bypassing progressive discipline: (1) Verbal warning, (2) Written reprimand/warning, (3) Suspension without pay, (4) Discharge. A teacher may have present an Association representative when receiving an official reprimand, a disciplinary conference or at any other meeting that the teacher reasonably believes may lead to discipline. Administration will address disciplinary concerns with Teachers at the end of the day, if at all possible.

3.9 RIGHT OF REPRESENTATION

A teacher may have an Association representative present any time they are asked to meet with administration including, but not limited to, disciplinary actions and elements of the teacher evaluation.

3.10 REDUCTION IN FORCE

When the Board of Education decides it is necessary to reduce the number of Teachers in the District because of enrollment, lack of funds, or other reasons, the GHATA will be notified in advance of any public announcement. The GHATA shall be given an opportunity to present to the Board of Education on the number of employees not to be re-employed and alternatives to such reduction in force.

If an employee is removed or dismissed from employment with the District at the end of a particular school year because of a decrease in the number of employees employed by the District, or because of the discontinuance of a particular type of service, then Section 24.12 of the School Code will be followed.

Teachers, who are Honorably Dismissed due to a Reduction in Force, shall have the right to a position held by an instructional aide with lesser service time with the District as determined by Administration.

ARTICLE IV: LEAVES

4.1 SICK/PERSONAL LEAVE

All full-time Teachers who are members of the Teachers Retirement System of the state of Illinois (TRS) shall be granted not less than twelve (12) days sick leave each school year with additional days of sick leave for added years of service in the District to a maximum of 22 days sick leave each school year:

Service Year 1-5	12 days sick leave annually
Service Year 6-11	15 days sick leave annually
Service Year 12-17	18 days sick leave annually
Service Year 18-24	20 days sick leave annually
Service Year 25+	22 days sick leave annually

The District will allow an accumulation of a maximum of 390 sick leave days.

In accordance with Illinois School Code, sick leave may be used for personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. A total of two (2) days per year of sick leave may be used as personal leave days. Personal leave is defined as leave taken in at least half-day increments for unstated personal reasons for non-emergency situations. Teachers will give notice of leave forty-eight (48) hours before taking such leave. The Administration reserves the right to deny such leave if it determines it creates undue hardship on the District. Personal leave days may be taken the day immediately preceding or immediately following a vacation except for the Christmas and Easter holidays.

All Teachers in service year six (6) or higher in District 69 have the option of converting one sick leave day as an additional third personal day. Use of this day of leave will be counted against his/her sick leave balance.

Unused personal leave days may be cashed in at current substitute pay or accumulate as sick leave; however, Teachers may not request the optional third personal day to be reimbursed if not used.

4.2 EMERGENCY SICK LEAVE BANK

At the beginning of each school year, each Teacher will be permitted to donate one (1) sick day into the Emergency Sick Leave Bank, hereafter referred to as "Bank". Teachers can use this Bank in extreme circumstances, which require them to take a leave longer than their sick days allow. For this to be granted, the Teacher will have to write the GHTA Executive Committee a letter and meet with them. Each Teacher

is eligible to receive up to 30 days per school year; however, the total number of days that may be drawn from the Bank in one school year will not exceed 60 days per year. Each leave will need the approval of a majority of the GHTA Executive Committee along with consent/approval of the Superintendent. The number of days that this Bank can accumulate will be no more than 120. After this number of sick days has been accumulated into the Bank, then no more days will be donated in following years until the number of days falls below 90. After this minimum has been reached, donations will resume each year until the figure of 120 is met.

4.3 MATERNITY/PATERNITY LEAVE

Employees are eligible for maternity/paternity leave in accordance to the Family Medical Leave Act. Teachers may use up to 30 paid sick days, as long as the Teacher has this amount of sick leave accumulated, as part of any maternity/paternity leave. All requests must be submitted in writing to the Superintendent in a timely fashion.

4.4 BEREAVEMENT LEAVE

Each Teacher will be allowed six (6) bereavement days per school year without using personal or sick leave days. A maximum of three bereavement days may be used per incident. These days may only be used for immediate family (teacher's or spouse's father, mother, siblings, wife/husband, son, daughter, grandmother, grandfather, grandchildren, step-grandchildren, step-parents, step-children, sons and daughters -in-law, aunts, uncles, guardian who raised the teacher and great grandparents). Any additional bereavement leave needed for the aforementioned immediate family will require the use of sick or personal days. At the discretion of the Superintendent, one (1) bereavement day of the six (6) allotted days may be used for a non-relative. The Teacher requesting a bereavement day for a non-relative will provide a written explanation of the relationship and the need for the bereavement day.

4.5 SABBATICAL LEAVE

Teachers may, at the absolute discretion of the Board, be granted sabbatical leave in accordance with the Illinois School Code. All requests must be submitted in writing to the Board in a timely fashion.

4.6 UNPAID LEAVE

An unpaid leave of absence of short duration may be granted by the Board. If the Teacher makes a timely request to be heard, the Member's viewpoints will be heard prior to final approval or disapproval. All requests must be submitted in writing to the Board.

4.7 LEAVE OF ABSENCE

A leave of absence of up to one year without pay may be granted to a Teacher who, in the judgment of the Board, has reasonable need for such leave. If the GHTA Member makes a timely request to be heard, the Teacher's viewpoints will be heard prior to final approval or disapproval. All requests must be submitted in writing to the Board.

The Teacher shall have the option of continuing the Teacher's insurance coverage, subject to approval by the carrier and payment to the District of the total cost of said insurance.

4.8 OPEN

4.9 STATUS OF TEACHER TAKING LEAVE

While on approved leave, a Teacher's tenure status and seniority will not be diminished or affected, and the Teacher will be reinstated to a Teaching position for which the Teacher is qualified, providing the Teacher's seniority allows such reinstatement, and the Administration finds no educational reason to assign the Teacher to a different position.

4.10 PROFESSIONAL LEAVE

For the duration of this contract, Teachers shall be granted one (1) professional conference or workshop day per school year. The conference or workshop registration will be paid for by the School District. If the conference or workshop is located 60 miles or more from Germantown Hills, the District will provide the attendee \$50 as an expense reimbursement. All other expenses incurred will be the Teacher's responsibility. If the conference is located less than 60 miles from Germantown Hills, no expense reimbursement will be provided. Attendance at this event shall be at the discretion of the Superintendent, and consistent with the educational needs of the District.

4.11 RELEASE TIME

The President of the GHTA or his/her designee will be granted sixteen (16) hours release time during non-contract years and twenty-four (24) hours release time during contract years, to conduct GHTA business. These hours will be taken in either four (4) or eight (8) hour blocks of time. The GHTA agrees to pay for substitute teaching time, at the District's substitute teacher's rate, during these release times. These hours will be arranged by mutual agreement of the GHTA President and the Superintendent.

4.12 COURT APPEARANCES

Teachers who are subpoenaed for student related court services or jury duty shall be released to do so. They shall receive their regular salary. There shall be no loss of sick or personal leave.

ARTICLE V: GRIEVANCE PROCEDURE

5.1 DEFINITIONS

A Grievance is any claim by the GHTA or any Teacher that there has been a violation, of the expressed terms of this Agreement.

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

5.2 PROCEDURES

The parties hereto acknowledge that it is usually most desirable for a Teacher and the Teacher's immediately involved supervisor to resolve problems through free and informal communications. When requested by the Teacher, a GHTA representative may accompany the Teacher to assist in the informal process resolution of the grievance. If, however, the informal process fails to satisfy the Teacher or GHTA, a grievance may be processed as follows:

Step 1 – A grievance must be presented within twenty (20) days after the parties become aware of the occurrence that gives rise to the grievance. The Teacher may present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within five (5) days after receipt of the grievance. The GHTA's representative, the grievant and the immediately involved supervisor shall be present for the meeting. Within three (3) days of the meeting, the grievant and the GHTA shall be provided with the supervisor's written response, including the reasons for the decision.

Step 2 – If the grievance is not resolved at Step 1, then the GHTA may refer the grievance to the Superintendent or the Superintendent's official designee within fifteen (15) days after receipt of the Step 1 answer. The Superintendent shall arrange with the GHTA representative for a meeting to take place within five (5) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within five (5) days of the meeting, the GHTA shall be provided with the Superintendent's written response, including the reasons for the decision.

Step 3 – If the grievance is not resolved at Step 2, then the GHTA may refer the grievance to the Board. The Board shall consider this item at their next regular meeting after notification from the GHTA that the Step 2 answer is unacceptable and the reason therefore. This meeting shall be conducted in executive session and each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within five (5) days of the meeting, the GHTA shall be provided with the Board's written response, including the reasons for the decision.

Step 4 – If the GHTA is not satisfied with the disposition of the grievance at Step 3, the GHTA may submit the grievance to final and binding arbitration through the Federal Mediation and Conciliation Service, which shall act as the Administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the Step 3 answer, then the grievance shall be deemed withdrawn.

- a. Neither the Board nor the GHTA shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.
- b. The arbitrator shall have no power to alter the terms of this Agreement.

5.3 CLASS GRIEVANCE

A class grievance involving more than one Teacher may be initially filed by the GHTA at Step 2.

5.4 DISTRICT-ADMINISTRATION COOPERATION

The Board and the Administration shall share information with the GHTA in the investigation of any grievance.

5.5 NO REPRISALS CLAUSE

No reprisals shall be taken by the Board or the Administration against any Teacher because of the Teacher's participation in a grievance.

5.6 ARBITRATOR FEES/EXPENSES

The fees and the expenses of the arbitrator shall be shared equally by the parties.

ARTICLE VI: COMPENSATION

6.1 SALARY

Teachers shall be paid pursuant to the current negotiated salary schedules. These will be attached as an appendix. Teachers new to the District will not be placed at a step on the salary schedule that would result in those Teachers making more than what their teaching experience and educational level would indicate unless the position cannot be adequately staffed under the salary schedule. The GHTA President shall be given the rationale for this action. The Board is not required to grant to new hires full credit for all prior teaching experience. Teachers hired prior to July 1, 2023, who were not granted full years of prior public and/or private school teaching service upon hire, will, upon achieving tenure, be credited an additional year of service for a year of full-time (1.0FTE) prior service. In addition, those Teachers will receive credit for an additional year of full-time (1.0FTE) prior service after every two years of service thereafter until they have accumulated their full years of full-time (1.0FTE) service as reported by TRS or verified by private schools and mutually agreed upon by the superintendent and teacher.

6.2 EARLY RETIREMENT INCENTIVE

Eligibility Teachers with fifteen (15) or more years of service in the District are eligible to receive additional benefits under the terms of this Early Retirement Incentive (ERI). A teacher may receive this ERI if he or she retires at the end of any school year (July 1 – June 30) during the following window period:

1. Starting with the end of the school year in which the teacher becomes eligible to receive any retirement pension from TRS; and
2. Ending at the first of the following to occur:
 - (a) The end of the school year (July 1 – June 30) in which he or she first accumulates at least thirty-five years of creditable service in the Teachers Retirement System (TRS); or
 - (b) at the end of the school year in which the teacher reaches age 60.

The incentive is not available unless the teacher can retire without obligating the teacher or the District to pay a penalty or any other payment to TRS. In determining these dates, teachers must consider and utilize all of their available sick leave for creditable service purposes in TRS as well as any available service credit obtained from other pension systems.

Required Notice In order to receive the additional compensation available under this Early Retirement Incentive, eligible employees must deliver a non-revocable letter of resignation without contingency to the Superintendent no earlier than 60 months prior to retirement and no later than June 30th of the school year which is either 36, 24 or 12 months prior to retirement. The letter of resignation must reference an intent to retire under this Early Retirement Incentive and be accompanied by the TRS member requested "Personal Statement of Benefits" and a "Benefit Estimate" indicating total years of service.

Monetary Benefit Teachers who elect to receive this Early Retirement Incentive by submitting a timely resignation shall be entitled to an increase in salary during the final year(s) of employment. Such teachers will be removed from the salary schedule and extra-curricular salary schedule during their final years of employment and will be paid as follows: Following receipt of the resignation by the prior June 30, the teacher's TRS Creditable Salary for up to the last three years of employment shall equal 106 percent of the TRS Creditable Salary for the immediately preceding prior year(s). The District shall endeavor to spread the increase throughout the school year. However, the District retains the right to make necessary adjustments to monthly pay at any time in the final three years of employment following delivery of the teacher's retirement letter to insure that the total received by the teacher is consistent with this Section. For purposes of this Section, a teacher's "TRS Creditable Salary" means the teacher's base salary together with all other amounts from all sources which are creditable earnings under TRS rules.

Teachers who discontinue an extra-duty assignment in any year that the retirement incentive is paid shall have their yearly increase for that year reduced by the amount of pay for the extra duty assignment.

Postponement of Retirement In the event that a Teacher's resignation date contemplates the use of sick leave benefits for creditable service purposes and the teacher subsequently uses all or a portion of his or her available sick leave days and does not have enough remaining sick leave days to qualify for a retirement pension from TRS on the contemplated retirement date, the teacher's resignation shall be postponed and the teacher shall, subject to his or her health condition, continue employment at the same salary until the end of the first school year in which he or she is eligible receive a retirement pension from TRS which will become the revised resignation date.

Savings Clause. In the event the Illinois Pension Code, regulations promulgated by TRS, or TRS interpretations are made, changed or modified during the effective period of this Agreement and such interpretations or modifications have the effect of requiring employer or member contributions under this ERI, this incentive shall be null and void and the parties shall engage in mid-term bargaining to amend this ERI in such a way that no employer or member costs shall be incurred.

6.3 ADDITIONAL SICK LEAVE INCENTIVE

Teachers who exercise the Early Retirement Incentive set forth in Section 6.2 may be eligible for an additional allocation of sick leave days. Specifically, eligible teachers who have accumulated no less than two hundred forty (240) unused sick leave days as reported by TRS and provide the requisite non-revocable resignation no less than four but no more than five years prior to their retirement date, shall receive a special allocation of sick leave from the Board. The additional days shall be allocated upon receipt of the resignation from the eligible Teacher and be equal to amount sufficient to raise the Teacher's accumulated sick leave to a total of three hundred and ten (310) days.

6.4 OPEN

6.5 RETIREE HEALTH INSURANCE PLAN

The Board will, on behalf of any Teacher who meets LOCAL ERI eligibility requirements, make individual health insurance premium payments (Managed Care Plan option) to TRS for a period of three (3) years following the date of retirement.

6.6 TUITION REIMBURSEMENT

For the duration of this contract, the Board will reimburse up to six (6) credit hours per fiscal year (July 1 - June 30) for tuition for approved college hours for those persons who return for additional education. There will be no minimum on the number of hours that can be taken. The courses must be applied toward the Teacher's area of instruction. All courses taken must be approved in writing by the Superintendent prior to enrolling in the course or program. All college courses are reimbursed according to Illinois State University's graduate tuition rate. The District will have a maximum reimbursement of \$40,000 a year for tuition reimbursement including those in the Master's Degree program (see 6.7).

To collect the stipend for courses taken, the Teacher must turn in a copy of the official grade (C or better) from the University and a copy of the amount of tuition paid.

6.7 MASTER'S DEGREE PROGRAM

At any one time, there will be no more than four (4) Tenured Teachers enrolled in an accredited Master's Program. This benefit is available only to Tenured Teachers.

In addition, Teachers enrolled in an approved Master's Degree program in the field of Education may receive reimbursement for additional semester hours during a calendar year at Illinois State University's graduate tuition rate. Teachers will complete the program in accordance with the University's timeline.

Teachers wishing to begin a Master's Program of study (that follow the guidelines of the Master's Degree) will need to submit their request by July 1 of each year; however, once you have submitted your request, you will not be required to do so each year. By July 15, you will be notified via email or written communication whether or not you are one of the Teachers chosen to begin their Program of study in the fall.

If more Tenured Teachers request to begin the Master's Program, those who are not granted approval will be put on a Wait List. Teachers on this Wait List will be ranked first by year requested approval and then by seniority. Once a spot becomes available, the Superintendent will notify the next Teacher on the Wait List. This Teacher will have ten (10) days to reply as to whether s/he will be taking the open spot. If a Teacher declines, then s/he will have to resubmit their name will be placed on the List accordingly.

As long as the Program of study has been approved by the Superintendent, Teachers may begin a Master's Program of study on their own before they have been selected to be one of the four (4) entitled with the understanding that s/he will not be reimbursed past the allotted six (6) hours and will not be paid retroactively.

When a Teacher enters a Master's Program, s/he can accumulate hours up to BS +24. The movement of accumulating hours then freezes until the Master's Degree has been completed. Credit for completion of the Master's Degree will take place at the beginning of the next school year. Once a Teacher completes a Master's Degree, or for Teachers who have already completed a Master's Degree program or have a Master's Equivalency, subsequent additional hours will be credited according to the pay schedule.

Teachers would be required to work in the District for a period of at least five (5) school years following either attaining a District paid degree or dropping from the program. Should the employee not complete the program or voluntarily leave the District prior to the fulfillment of this 5 year commitment, the District will be reimbursed on a prorated scale for the tuition paid for all hours taken beyond the six (6) in any calendar year the employee received financial support. The scale is as follows:

- 80% reimbursement after one year
- 60% reimbursement after two years
- 40% reimbursement after three years
- 20% reimbursement after four years

6.8 MASTER'S EQUIVALENT

Teachers with a Master's Equivalency (39 hours), prior to the 2009-2010 contract year, will be grandfathered into the current contract's salary schedule.

It is mutually agreed that teachers who were in pursuit of a Master's Equivalency prior to September 1, 2009, and will not hold a Master's Degree prior to September 1, 2016, will be subject to the conditions of the Master's Equivalency as stated within the 2005-2009 Collective Bargaining Agreement. A Memorandum of Understanding will define which teachers were in pursuit of their Master's Equivalency prior to September 1, 2009.

6.9 INTERNAL SUBSTITUTES

Teachers, who forfeit daily preparation time in order to substitute for another teacher, either through an Administration initiated volunteer system or by direct request by Administration, will be compensated at a rate of \$15 for up to 30 minutes and \$30 for 31-60 minutes. This compensation will include elementary Teachers who are required to keep their students during regularly scheduled specials periods.

If a Teacher substitutes for an administrator, he/she will be compensated \$50 per day.

6.10 EXTRA-CURRICULAR SUPERVISION

Teachers supervising extra-curricular activities, taking money, keeping the clock or keeping the official score book at basketball and volleyball games will be paid \$17.50 per game. For extended activities such as tournaments, extra compensation will be considered.

6.11 DUTY FREE LUNCH

All Teachers will be given a duty-free lunch equal in length to the student lunch period. Any certified staff giving up their duty-free lunch to supervise students will be paid \$15 and receive a free school lunch.

6.12 EXTRA-CURRICULAR DUTIES AND COMPENSATION

Teachers with extra-curricular duties will be compensated according to the "Extra-Curricular Pay Schedule", which may be found in the Appendices. The District will also pay the full employee contribution to TRS for all extra-curricular salary.

Coaches will also receive a longevity bonus as follows:

Cumulative Years Coaching in Same Sport for Germantown Hills*	Longevity Bonus
Coaching Years 3-4	Additional .5% of the base
Coaching Years 5-6	Additional .75% of the base
Coaching Years 7-8	Additional 1.0% of the base
Coaching Years 9-10	Additional 1.25% of the base
Coaching Years 11-12	Additional 1.5% of the base
Coaching Years 13-14	Additional 1.75% of the base
Coaching Years 15+	Additional 2.0% of the base

*If an individual takes a year off coaching a sport due to a District approved leave of absence, this will not be considered a cessation of cumulative years of coaching.

Current head coaches of 7th/8th grade boys' basketball, 7th/8th grade girls' basketball, and 7th/8th grade girls' volleyball may continue, at their discretion, to coach both teams and receive both stipends through the conclusion of the 2021-2022 school year. At the conclusion of said school year, the creation of two head coaches for each activity will be enforced in accordance to the terms and conditions of the Collective Bargaining Agreement.

Upon agreement of both coaches involved, the duties of coaching may be divided up into "Head Coach" and "Assistant Coach." The total overall stipend will not change i.e. 8% 7th grade Head Coach and 8% 8th grade Head Coach. However, the values may be assigned as follows: Head Coach 12% Assistant Coach 4%

The assistant coach job duties would be limited to attendance at all games and tournaments and a limited number of practices.

New activities and possible compensation not included in the contract may be instituted upon GHSA, Administration, and District agreement.

6.13 CURRICULUM ENHANCEMENT INCENTIVE PROGRAM

The curriculum enhancement bonus will remain in effect for the duration of this contract. Teachers will not be required to participate in the Incentive Program. Teachers choosing to participate will be paid \$100 per activity. Activities may include, but are not limited to, additional training days during the summer or school year and/or special workshops or training specific to the teacher, grade level, or curriculum recommended by the Administration. The maximum amount will be \$200 for voluntary participation; however, the amount will not be limited if the Administration asks a Teacher to participate in an additional training or workshop where the Teacher will be compensated for his/her time at \$100 per activity/full day. All activities are to be approved by the Administration prior to the activity taking place or there will be no reimbursement.

6.14 CREDITABLE EARNINGS AND TRS CONTRIBUTION

Creditable earnings reported to the Illinois Teacher's Retirement System (TRS) shall include all compensation except any reimbursement of Teacher expense. The Board will pay the employee's share of TRS (currently 9% of creditable earnings)

6.15 INSURANCE

The will Board allocate the following monthly defined contributions toward monthly health and vision insurance premium costs for individuals that are employed at least 75% or more.

HEALTH INSURANCE

	FY24	FY25	FY26	FY27
Individual	\$598.02	\$627.92	\$659.31	\$692.28
Emp + Spouse	\$984.97	\$1,034.22	\$1,085.93	\$1,140.23
Emp + Child	\$984.97	\$1,034.22	\$1,085.93	\$1,140.23
Family	\$1,266.38	\$1,329.70	\$1,396.19	\$1,466.00

VISION INSURANCE

	FY24	FY25	FY26	FY27
Individual	\$7.29	\$7.65	\$8.03	\$8.44
Emp + Spouse	\$12.16	\$12.77	\$13.41	\$14.08
Emp + Child	\$12.16	\$12.77	\$13.41	\$14.08
Family	\$14.58	\$15.31	\$16.08	\$16.88

For the duration of this contract, for those individuals not participating in the health insurance program, the Board will contribute \$120.00 per month into a Tax Sheltered Annuity in the name of the individual. This annuity will be counted as creditable earnings thus receiving the TRS benefit as well.

All teachers working over 75% are provided with a \$15,000 term life insurance policy paid for by the Board.

An Insurance Committee will be formed that shall consist of seven members and shall include the Superintendent, two Board members, and four GHTA members to be selected by the GHTA. The GHTA appointees and the Board appointees shall each select a co-chairperson. All members of the committee shall have equal standing to address insurance concerns and to make recommendations for modification of the insurance plan. Within the first 30 calendar days of the insurance renewal date, the committee will meet to review the insurance plan, receive updates on insurance law, and review the roles and responsibilities of committee members. Further meetings shall be called by both/either of the co-chairs who will cooperatively develop the agenda.

Modification of the insurance benefit package shall require five (5) votes of the Insurance Committee. There must be an official quorum of the committee present in order to vote on changes. Any recommendations for change must be taken to the Board and the GHTA Executive Committee. Both groups need to approve the recommendation in total or the status quo will be maintained.

The Board will no longer provide a defined contribution toward a health insurance premium to cover an employee's spouse if the spouse is eligible for health insurance through his/her employer.

6.16 MENTORING

Induction and Mentoring Program—these documents are located in the Administration office.

ARTICLE VII: MISCELLANEOUS

7.1 NATURE OF AGREEMENT

This Agreement is negotiated pursuant to the Illinois Educational Labor Relations Act, to establish the terms and conditions of employment for the members of the bargaining unit herein defined. Any previously adopted policy, rule or regulation of the parties which is in direct conflict with a provision of this Agreement shall be superseded and replaced by this Agreement.

7.2 OPEN

7.3 SAVINGS CLAUSE

If any provision of this Agreement or any application of this Agreement to any bargaining unit member or members is held to be contrary to law, then such provision or application shall not be deemed valid and

subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

7.4 STATUTORY RIGHTS

Whenever any rights or benefits accorded Teachers under the School Code of the State of Illinois or under other laws and regulations exceed the benefits accorded Teachers elsewhere in this Agreement, then such rights and benefits shall be incorporated into and become part of this Agreement upon enactment of such laws and regulations. Notwithstanding the foregoing, however, if the law or regulation which establishes the benefit provides that such benefit may be waived or modified through the collective bargaining process, then and in that event the rights or benefits accorded Teacher hereunder shall govern and the Teachers shall not be entitled to the rights or benefits set forth in such law or regulation. Furthermore, this Section is expressly exempted from the Grievance Procedure.

7.5 COPIES OF AGREEMENT

Within thirty (30) calendar days after ratification by both parties, the District shall provide a digital copy of the Agreement and Salary Schedules for each Teacher. The Administration or designee will send a digital copy of the Collective Bargaining Agreement, on a yearly basis to all Teachers within one month of the start of the school year. Administration will notify the GHATA President when new teachers are hired in order to provide an open communication between both parties.

Salary Schedule 2023-2024											
STEP	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32	MS+40	MS+48
1	38,241	39,388	40,535	41,683	42,830	43,977	45,507	47,036	48,566	50,096	51,243
INCL TRS	42,023	43,284	44,544	45,805	47,066	48,327	50,007	51,688	53,369	55,050	56,311
2	39,006	40,153	41,300	42,448	43,595	44,742	46,272	47,801	49,331	50,861	52,008
INCL TRS	42,864	44,124	45,385	46,646	47,906	49,167	50,848	52,529	54,210	55,891	57,151
3	39,771	40,918	42,065	43,212	44,360	45,507	47,036	48,566	50,096	51,625	52,773
INCL TRS	43,704	44,965	46,225	47,486	48,747	50,007	51,688	53,369	55,050	56,731	57,992
4	40,535	41,683	42,830	43,977	45,124	46,272	47,801	49,331	50,861	52,390	53,537
INCL TRS	44,544	45,805	47,066	48,327	49,587	50,848	52,529	54,210	55,891	57,572	58,832
5	41,300	42,448	43,595	44,742	45,889	47,036	48,566	50,096	51,625	53,155	54,302
INCL TRS	45,385	46,646	47,906	49,167	50,428	51,688	53,369	55,050	56,731	58,412	59,673
6	42,065	43,212	44,360	45,507	46,654	47,801	49,331	50,861	52,390	53,920	55,067
INCL TRS	46,225	47,486	48,747	50,007	51,268	52,529	54,210	55,891	57,572	59,253	60,513
7	42,830	43,977	45,124	46,272	47,419	48,566	50,096	51,625	53,155	54,685	55,832
INCL TRS	47,066	48,327	49,587	50,848	52,109	53,369	55,050	56,731	58,412	60,093	61,354
8	43,595	44,742	45,889	47,036	48,184	49,331	50,861	52,390	53,920	55,449	56,597
INCL TRS	47,906	49,167	50,428	51,688	52,949	54,210	55,891	57,572	59,253	60,933	62,194
9	44,360	45,507	46,654	47,801	48,948	50,096	51,625	53,155	54,685	56,214	57,362
INCL TRS	48,747	50,007	51,268	52,529	53,790	55,050	56,731	58,412	60,093	61,774	63,035
10	45,124	46,272	47,419	48,566	49,713	50,861	52,390	53,920	55,449	56,979	58,126
INCL TRS	49,587	50,848	52,109	53,369	54,630	55,891	57,572	59,253	60,933	62,614	63,875
11	45,889	47,036	48,184	49,331	50,478	51,625	53,155	54,685	56,214	57,744	58,891
INCL TRS	50,428	51,688	52,949	54,210	55,470	56,731	58,412	60,093	61,774	63,455	64,716
12	46,654	47,801	48,948	50,096	51,243	52,390	53,920	55,449	56,979	58,509	59,656
INCL TRS	51,268	52,529	53,790	55,050	56,311	57,572	59,253	60,933	62,614	64,295	65,556
13	47,419	48,566	49,713	50,861	52,008	53,155	54,685	56,214	57,744	59,274	60,421
INCL TRS	52,109	53,36									

STEP	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32	MS+40	MS+48
1	38,241	39,388	40,535	41,683	42,830	43,977	45,507	47,036	48,566	50,096	51,243
INCL TRS	42,023	43,284	44,544	45,805	47,066	48,327	50,007	51,688	53,369	55,050	56,311
2	39,006	40,153	41,300	42,448	43,595	44,742	46,272	47,801	49,331	50,861	52,008
INCL TRS	42,864	44,124	45,385	46,646	47,906	49,167	50,848	52,529	54,210	55,891	57,151
3	39,771	40,918	42,065	43,212	44,360	45,507	47,036	48,566	50,096	51,625	52,773
INCL TRS	43,704	44,965	46,225	47,486	48,747	50,007	51,688	53,369	55,050	56,731	57,992
4	40,535	41,683	42,830	43,977	45,124	46,272	47,801	49,331	50,861	52,390	53,537
INCL TRS	44,544	45,805	47,066	48,327	49,587	50,848	52,529	54,210	55,891	57,572	58,832
5	41,300	42,448	43,595	44,742	45,889	47,036	48,566	50,096	51,625	53,155	54,302
INCL TRS	45,385	46,646	47,906	49,167	50,428	51,688	53,369	55,050	56,731	58,412	59,673
6	42,065	43,212	44,360	45,507	46,654	47,801	49,331	50,861	52,390	53,920	55,067
INCL TRS	46,225	47,486	48,747	50,007	51,268	52,529	54,210	55,891	57,572	59,253	60,513
7	42,830	43,977	45,124	46,272	47,419	48,566	50,096	51,625	53,155	54,685	55,832
INCL TRS	47,066	48,327	49,587	50,848	52,109	53,369	55,050	56,731	58,412	60,093	61,354
8	43,595	44,742	45,889	47,036	48,184	49,331	50,861	52,390	53,920	55,449	56,597
INCL TRS	47,906	49,167	50,428	51,688	52,949	54,210	55,891	57,572	59,253	60,933	62,194
9	44,360	45,507	46,654	47,801	48,948	50,096	51,625	53,155	54,685	56,214	57,362
INCL TRS	48,747	50,007	51,268	52,529	53,790	55,050	56,731	58,412	60,093	61,774	63,035
10	45,124	46,272	47,419	48,566	49,713	50,861	52,390	53,920	55,449	56,979	58,126
INCL TRS	49,587	50,848	52,109	53,369	54,630	55,891	57,572	59,253	60,933	62,614	63,875
11	45,889	47,036	48,184	49,331	50,478	51,625	53,155	54,685	56,214	57,744	58,891
INCL TRS	50,428	51,688	52,949	54,210	55,470	56,731	58,412	60,093	61,774	63,455	64,716
12	46,654	47,801	48,948	50,096	51,243	52,390	53,920	55,449	56,979	58,509	59,656
INCL TRS	51,268	52,529	53,790	55,050	56,311	57,572	59,253	60,933	62,614	64,295	65,556
13	47,419	48,566	49,713	50,861	52,008	53,155	54,685	56,214	57,744	59,274	60,421
INCL TRS	52,109	53,369	54,630	55,891	57,151	58,412	60,093	61,774	63,455	65,136	66,396
14	48,184	49,331	50,478	51,625	52,773	53,920	55,449	56,979	58,509	60,038	61,186
INCL TRS	52,949	54,210	55,470	56,731	57,992	59,253	60,933	62,614	64,295	65,976	67,237
15	48,948	50,096	51,243	52,390	53,537	54,685	56,214	57,744	59,274	60,803	61,950
INCL TRS	53,790	55,050	56,311	57,572	58,832	60,093	61,774	63,455	65,136	66,817	68,077

16	49,713	50,861	52,008	53,155	54,302	55,449	56,979	58,509	60,038	61,568	62,715
INCL TRS	54,630	55,891	57,151	58,412	59,673	60,933	62,614	64,295	65,976	67,657	68,918
17			52,773	53,920	55,067	56,214	57,744	59,274	60,803	62,333	63,480
INCL TRS			57,992	59,253	60,513	61,774	63,455	65,136	66,817	68,498	69,758
18			53,537	54,685	55,832	56,979	58,509	60,038	61,568	63,098	64,245
INCL TRS			58,832	60,093	61,354	62,614	64,295	65,976	67,657	69,338	70,599
19			54,302	55,449	56,597	57,744	59,274	60,803	62,333	63,862	65,010
INCL TRS			59,673	60,933	62,194	63,455	65,136	66,817	68,498	70,179	71,439
20			55,067	56,214	57,362	58,509	60,038	61,568	63,098	64,627	65,775
INCL TRS			60,513	61,774	63,035	64,295	65,976	67,657	69,338	71,019	72,280
21			55,832	56,979	58,126	59,274	60,803	62,333	63,862	65,392	66,539
INCL TRS			61,354	62,614	63,875	65,136	66,817	68,498	70,179	71,859	73,120
22			56,597	57,744	58,891	60,038	61,568	63,098	64,627	66,157	67,304
INCL TRS			62,194	63,455	64,716	65,976	67,657	69,338	71,019	72,700	73,961
23			57,362	58,509	59,656	60,803	62,333	63,862	65,392	66,922	68,069
INCL TRS			63,035	64,295	65,556	66,817	68,498	70,179	71,859	73,540	74,801
24			58,126	59,274	60,421	61,568	63,098	64,627	66,157	67,687	68,834
INCL TRS			63,875	65,136	66,396	67,657	69,338	71,019	72,700	74,381	75,642
25			58,891	60,038	61,186	62,333	63,862	65,392	66,922	68,451	69,599
INCL TRS			64,716	65,976	67,237	68,498	70,179	71,859	73,540	75,221	76,482
26			59,656	60,803	61,950	63,098	64,627	66,157	67,687	69,216	70,363
INCL TRS			65,556	66,817	68,077	69,338	71,019	72,700	74,381	76,062	77,322
27					62,715	63,862	65,392	66,922	68,451	69,981	71,128
INCL TRS					68,918	70,179	71,859	73,540	75,221	76,902	78,163
28					63,480	64,627	66,157	67,687	69,216	70,746	71,893
INCL TRS					69,758	71,019	72,700	74,381	76,062	77,743	79,003
29					64,245	65,392	66,922	68,451	69,981	71,511	72,658
INCL TRS					70,599	71,859	73,540	75,221	76,902	78,583	79,844
30					65,010	66,157	67,687	69,216	70,746	72,275	73,423
INCL TRS					71,439	72,700	74,381	76,062	77,743	79,424	80,684
31					65,775	66,922	68,451	69,981	71,511	73,040	74,188
INCL TRS					72,280	73,540	75,221	76,902	78,583	80,264	81,525

32					66,539	67,687	69,216	70,746	72,275	73,805	74,952
INCL TRS					73,120	74,381	76,062	77,743	79,424	81,105	82,365
33					67,304	68,451	69,981	71,511	73,040	74,570	75,717
INCL TRS					73,961	75,221	76,902	78,583	80,264	81,945	83,206
34						69,216	70,746	72,275	73,805	75,335	76,482
INCL TRS						76,062	77,743	79,424	81,105	82,785	84,046
35						69,981	71,511	73,040	74,570	76,100	77,247
INCL TRS						76,902	78,583	80,264	81,945	83,626	84,887
36							72,275	73,805	75,335	76,864	78,012
INCL TRS							79,424	81,105	82,785	84,466	85,727
37							73,040	74,570	76,100	77,629	78,776
INCL TRS							80,264	81,945	83,626	85,307	86,568
38							73,805	75,335	76,864	78,394	79,541
INCL TRS							81,105	82,785	84,466	86,147	87,408
39							74,570	76,100	77,629	79,159	80,306
INCL TRS							81,945	83,626	85,307	86,988	88,248

Salary Schedule 2024-2025											
STEP	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32	MS+40	MS+48
1	39,389	40,571	41,752	42,934	44,116	45,297	46,873	48,448	50,024	51,600	52,781
INCL TRS	43,285	44,583	45,882	47,180	48,479	49,777	51,509	53,240	54,971	56,703	58,001
2	40,177	41,358	42,540	43,722	44,903	46,085	47,661	49,236	50,812	52,387	53,569
INCL TRS	44,150	45,449	46,747	48,046	49,344	50,643	52,374	54,106	55,837	57,569	58,867
3	40,965	42,146	43,328	44,510	45,691	46,873	48,448	50,024	51,600	53,175	54,357
INCL TRS	45,016	46,315	47,613	48,912	50,210	51,509	53,240	54,971	56,703	58,434	59,733
4	41,752	42,934	44,116	45,297	46,479	47,661	49,236	50,812	52,387	53,963	55,145
INCL TRS	45,882	47,180	48,479	49,777	51,076	52,374	54,106	55,837	57,569	59,300	60,598
5	42,540	43,722	44,903	46,085	47,267	48,448	50,024	51,600	53,175	54,751	55,932
INCL TRS	46,747	48,046	49,344	50,643	51,942	53,240	54,971	56,703	58,434	60,166	61,464
6	43,328	44,510	45,691	46,873	48,055	49,236	50,812	52,387	53,963	55,538	56,720
INCL TRS	47,613	48,912	50,210	51,509	52,807	54,106	55,837	57,569	59,300	61,031	62,330
7	44,116	45,297	46,479	47,661	48,842	50,024	51,600	53,175	54,751	56,326	57,508
INCL TRS	48,479	49,777	51,076	52,374	53,673	54,971	56,703	58,434	60,166	61,897	63,196
8	44,903	46,085	47,267	48,448	49,630	50,812	52,387	53,963	55,538	57,114	58,296
INCL TRS	49,344	50,643	51,942	53,240	54,539	55,837	57,569	59,300	61,031	62,763	64,061
9	45,691	46,873	48,055	49,236	50,418	51,600	53,175	54,751	56,326	57,902	59,084
INCL TRS	50,210	51,509	52,807	54,106	55,404	56,703	58,434	60,166	61,897	63,628	64,927
10	46,479	47,661	48,842	50,024	51,206	52,387	53,963	55,538	57,114	58,690	59,871
INCL TRS	51,076	52,374	53,673	54,971	56,270	57,569	59,300	61,031	62,763	64,494	65,793
11	47,267	48,448	49,630	50,812	51,993	53,175	54,751	56,326	57,902	59,477	60,659
INCL TRS	51,942	53,240	54,539	55,837	57,136	58,434	60,166	61,897	63,628	65,360	66,658
12	48,055	49,236	50,418	51,600	52,781	53,963	55,538	57,114	58,690	60,265	61,447
INCL TRS	52,807	54,106	55,404	56,703	58,001	59,300	61,031	62,763	64,494	66,225	67,524
13	48,842	50,024	51,206	52,387	53,569	54,751	56,326	57,902	59,477	61,053	62,235
INCL TRS	53,673	54,97									

STEP	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32	MS+40	MS+48
1	39,389	40,571	41,752	42,934	44,116	45,297	46,873	48,448	50,024	51,600	52,781
INCL TRS	43,285	44,583	45,882	47,180	48,479	49,777	51,509	53,240	54,971	56,703	58,001
2	40,177	41,358	42,540	43,722	44,903	46,085	47,661	49,236	50,812	52,387	53,569
INCL TRS	44,150	45,449	46,747	48,046	49,344	50,643	52,374	54,106	55,837	57,569	58,867
3	40,965	42,146	43,328	44,510	45,691	46,873	48,448	50,024	51,600	53,175	54,357
INCL TRS	45,016	46,315	47,613	48,912	50,210	51,509	53,240	54,971	56,703	58,434	59,733
4	41,752	42,934	44,116	45,297	46,479	47,661	49,236	50,812	52,387	53,963	55,145
INCL TRS	45,882	47,180	48,479	49,777	51,076	52,374	54,106	55,837	57,569	59,300	60,598
5	42,540	43,722	44,903	46,085	47,267	48,448	50,024	51,600	53,175	54,751	55,932
INCL TRS	46,747	48,046	49,344	50,643	51,942	53,240	54,971	56,703	58,434	60,166	61,464
6	43,328	44,510	45,691	46,873	48,055	49,236	50,812	52,387	53,963	55,538	56,720
INCL TRS	47,613	48,912	50,210	51,509	52,807	54,106	55,837	57,569	59,300	61,031	62,330
7	44,116	45,297	46,479	47,661	48,842	50,024	51,600	53,175	54,751	56,326	57,508
INCL TRS	48,479	49,777	51,076	52,374	53,673	54,971	56,703	58,434	60,166	61,897	63,196
8	44,903	46,085	47,267	48,448	49,630	50,812	52,387	53,963	55,538	57,114	58,296
INCL TRS	49,344	50,643	51,942	53,240	54,539	55,837	57,569	59,300	61,031	62,763	64,061
9	45,691	46,873	48,055	49,236	50,418	51,600	53,175	54,751	56,326	57,902	59,084
INCL TRS	50,210	51,509	52,807	54,106	55,404	56,703	58,434	60,166	61,897	63,628	64,927
10	46,479	47,661	48,842	50,024	51,206	52,387	53,963	55,538	57,114	58,690	59,871
INCL TRS	51,076	52,374	53,673	54,971	56,270	57,569	59,300	61,031	62,763	64,494	65,793
11	47,267	48,448	49,630	50,812	51,993	53,175	54,751	56,326	57,902	59,477	60,659
INCL TRS	51,942	53,240	54,539	55,837	57,136	58,434	60,166	61,897	63,628	65,360	66,658
12	48,055	49,236	50,418	51,600	52,781	53,963	55,538	57,114	58,690	60,265	61,447
INCL TRS	52,807	54,106	55,404	56,703	58,001	59,300	61,031	62,763	64,494	66,225	67,524
13	48,842	50,024	51,206	52,387	53,569	54,751	56,326	57,902	59,477	61,053	62,235
INCL TRS	53,673	54,971	56,270	57,569	58,867	60,166	61,897	63,628	65,360	67,091	68,390
14	49,630	50,812	51,993	53,175	54,357	55,538	57,114	58,690	60,265	61,841	63,022
INCL TRS	54,539	55,837	57,136	58,434	59,733	61,031	62,763	64,494	66,225	67,957	69,255
15	50,418	51,600	52,781	53,963	55,145	56,326	57,902	59,477	61,053	62,629	63,810
INCL TRS	55,404	56,703	58,001	59,300	60,598	61,897	63,628	65,360	67,091	68,823	70,121

16	51,206	52,387	53,569	54,751	55,932	57,114	58,690	60,265	61,841	63,416	64,598
INCL TRS	56,270	57,569	58,867	60,166	61,464	62,763	64,494	66,225	67,957	69,688	70,987
17			54,357	55,538	56,720	57,902	59,477	61,053	62,629	64,204	65,386
INCL TRS			59,733	61,031	62,330	63,628	65,360	67,091	68,823	70,554	71,852
18			55,145	56,326	57,508	58,690	60,265	61,841	63,416	64,992	66,174
INCL TRS			60,598	61,897	63,196	64,494	66,225	67,957	69,688	71,420	72,718
19			55,932	57,114	58,296	59,477	61,053	62,629	64,204	65,780	66,961
INCL TRS			61,464	62,763	64,061	65,360	67,091	68,823	70,554	72,285	73,584
20			56,720	57,902	59,084	60,265	61,841	63,416	64,992	66,567	67,749
INCL TRS			62,330	63,628	64,927	66,225	67,957	69,688	71,420	73,151	74,450
21			57,508	58,690	59,871	61,053	62,629	64,204	65,780	67,355	68,537
INCL TRS			63,196	64,494	65,793	67,091	68,823	70,554	72,285	74,017	75,315
22			58,296	59,477	60,659	61,841	63,416	64,992	66,567	68,143	69,325
INCL TRS			64,061	65,360	66,658	67,957	69,688	71,420	73,151	74,882	76,181
23			59,084	60,265	61,447	62,629	64,204	65,780	67,355	68,931	70,112
INCL TRS			64,927	66,225	67,524	68,823	70,554	72,285	74,017	75,748	77,047
24			59,871	61,053	62,235	63,416	64,992	66,567	68,143	69,719	70,900
INCL TRS			65,793	67,091	68,390	69,688	71,420	73,151	74,882	76,614	77,912
25			60,659	61,841	63,022	64,204	65,780	67,355	68,931	70,506	71,688
INCL TRS			66,658	67,957	69,255	70,554	72,285	74,017	75,748	77,479	78,778
26			61,447	62,629	63,810	64,992	66,567	68,143	69,719	71,294	72,476
INCL TRS			67,524	68,823	70,121	71,420	73,151	74,882	76,614	78,345	79,644
27					64,598	65,780	67,355	68,931	70,506	72,082	73,264
INCL TRS					70,987	72,285	74,017	75,748	77,479	79,211	80,509
28					65,386	66,567	68,143	69,719	71,294	72,870	74,051
INCL TRS					71,852	73,151	74,882	76,614	78,345	80,077	81,375
29					66,174	67,355	68,931	70,506	72,082	73,657	74,839
INCL TRS					72,718	74,017	75,748	77,479	79,211	80,942	82,241
30					66,961	68,143	69,719	71,294	72,870	74,445	75,627
INCL TRS					73,584	74,882	76,614	78,345	80,077	81,808	83,106
31					67,749	68,931	70,506	72,082	73,657	75,233	76,415
INCL TRS					74,450	75,748	77,479	79,211	80,942	82,674	83,972

32					68,537	69,719	71,294	72,870	74,445	76,021	77,202
INCL TRS					75,315	76,614	78,345	80,077	81,808	83,539	84,838
33					69,325	70,506	72,082	73,657	75,233	76,809	77,990
INCL TRS					76,181	77,479	79,211	80,942	82,674	84,405	85,704
34						71,294	72,870	74,445	76,021	77,596	78,778
INCL TRS						78,345	80,077	81,808	83,539	85,271	86,569
35						72,082	73,657	75,233	76,809	78,384	79,566
INCL TRS						79,211	80,942	82,674	84,405	86,136	87,435
36							74,445	76,021	77,596	79,172	80,354
INCL TRS							81,808	83,539	85,271	87,002	88,301
37							75,233	76,809	78,384	79,960	81,141
INCL TRS							82,674	84,405	86,136	87,868	89,166
38							76,021	77,596	79,172	80,747	81,929
INCL TRS							83,539	85,271	87,002	88,733	90,032
39							76,809	78,384	79,960	81,535	82,717
INCL TRS							84,405	86,136	87,868	89,599	90,898

Salary Schedule 2025-2026

STEP	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32	MS+40	MS+48
1	40,669	41,889	43,109	44,329	45,549	46,769	48,396	50,023	51,650	53,276	54,496
INCL TRS	44,691	46,032	47,373	48,713	50,054	51,395	53,183	54,970	56,758	58,545	59,886
2	41,482	42,702	43,923	45,143	46,363	47,583	49,209	50,836	52,463	54,090	55,310
INCL TRS	45,585	46,926	48,267	49,607	50,948	52,289	54,076	55,864	57,652	59,439	60,780
3	42,296	43,516	44,736	45,956	47,176	48,396	50,023	51,650	53,276	54,903	56,123
INCL TRS	46,479	47,820	49,160	50,501	51,842	53,183	54,970	56,758	58,545	60,333	61,674
4	43,109	44,329	45,549	46,769	47,989	49,209	50,836	52,463	54,090	55,717	56,937
INCL TRS	47,373	48,713	50,054	51,395	52,736	54,076	55,864	57,652	59,439	61,227	62,568
5	43,923	45,143	46,363	47,583	48,803	50,023	51,650	53,276	54,903	56,530	57,750
INCL TRS	48,267	49,607	50,948	52,289	53,629	54,970	56,758	58,545	60,333	62,121	63,462
6	44,736	45,956	47,176	48,396	49,616	50,836	52,463	54,090	55,717	57,343	58,563
INCL TRS	49,160	50,501	51,842	53,183	54,523	55,864	57,652	59,439	61,227	63,015	64,355
7	45,549	46,769	47,989	49,209	50,430	51,650	53,276	54,903	56,530	58,157	59,377
INCL TRS	50,054	51,395	52,736	54,076	55,417	56,758	58,545	60,333	62,121	63,908	65,249
8	46,363	47,583	48,803	50,023	51,243	52,463	54,090	55,717	57,343	58,970	60,190
INCL TRS	50,948	52,289	53,629	54,970	56,311	57,652	59,439	61,227	63,015	64,802	66,143
9	47,176	48,396	49,616	50,836	52,056	53,276	54,903	56,530	58,157	59,783	61,004
INCL TRS	51,842	53,183	54,523	55,864	57,205	58,545	60,333	62,121	63,908	65,696	67,037
10	47,989	49,209	50,430	51,650	52,870	54,090	55,717	57,343	58,970	60,597	61,817
INCL TRS	52,736	54,076	55,417	56,758	58,099	59,439	61,227	63,015	64,802	66,590	67,931
11	48,803	50,023	51,243	52,463	53,683	54,903	56,530	58,157	59,783	61,410	62,630
INCL TRS	53,629	54,970	56,311	57,652	58,992	60,333	62,121	63,908	65,696	67,484	68,824
12	49,616	50,836	52,056	53,276	54,496	55,717	57,343	58,970	60,597	62,224	63,444
INCL TRS	54,523	55,864	57,205	58,545	59,886	61,227	63,015	64,802	66,590	68,378	69,718
13	50,430	51,650	52,870	54,090	55,310	56,530	58,157	59,783	61,410	63,037	64,257
INCL TRS	55,417	56,758	58,099	59,439	60,780	62,121	63,908	65,696	67,484	69,271	70,612
14	51,243	52,463	53,683	54,903	56,123	57,343	58,970	60,597	62,224	63,850	65,070
INCL TRS	56,311	57,652	58,992	60,333	61,674	63,015	64,802	66,590	68,378	70,165	71,506
15	52,056	53,276	54,496	55,717	56,937	58,157	59,783	61,410	63,037	64,664	65,884
INCL TRS	57,205	58,545	59,886	61,227	62,568	63,908	65,696	67,484	69,271	71,059	72,400

16	52,870	54,090	55,310	56,530	57,750	58,970	60,597	62,224	63,850	65,477	66,697
INCL TRS	58,099	59,439	60,780	62,121	63,462	64,802	66,590	68,378	70,165	71,953	73,294
17			56,123	57,343	58,563	59,783	61,410	63,037	64,664	66,290	67,511
INCL TRS			61,674	63,015	64,355	65,696	67,484	69,271	71,059	72,847	74,187
18			56,937	58,157	59,377	60,597	62,224	63,850	65,477	67,104	68,324
INCL TRS			62,568	63,908	65,249	66,590	68,378	70,165	71,953	73,740	75,081
19			57,750	58,970	60,190	61,410	63,037	64,664	66,290	67,917	69,137
INCL TRS			63,462	64,802	66,143	67,484	69,271	71,059	72,847	74,634	75,975
20			58,563	59,783	61,004	62,224	63,850	65,477	67,104	68,731	69,951
INCL TRS			64,355	65,696	67,037	68,378	70,165	71,953	73,740	75,528	76,869
21			59,377	60,597	61,817	63,037	64,664	66,290	67,917	69,544	70,764
INCL TRS			65,249	66,590	67,931	69,271	71,059	72,847	74,634	76,422	77,763
22			60,190	61,410	62,630	63,850	65,477	67,104	68,731	70,357	71,577
INCL TRS			66,143	67,484	68,824	70,165	71,953	73,740	75,528	77,316	78,657
23			61,004	62,224	63,444	64,664	66,290	67,917	69,544	71,171	72,391
INCL TRS			67,037	68,378	69,718	71,059	72,847	74,634	76,422	78,210	79,550
24			61,817	63,037	64,257	65,477	67,104	68,731	70,357	71,984	73,204
INCL TRS			67,931	69,271	70,612	71,953	73,740	75,528	77,316	79,103	80,444
25			62,630	63,850	65,070	66,290	67,917	69,544	71,171	72,798	74,018
INCL TRS			68,824	70,165	71,506	72,847	74,634	76,422	78,210	79,997	81,338
26			63,444	64,664	65,884	67,104	68,731	70,357	71,984	73,611	74,831
INCL TRS			69,718	71,059	72,400	73,740	75,528	77,316	79,103	80,891	82,232
27					66,697	67,917	69,544	71,171	72,798	74,424	75,644
INCL TRS					73,294	74,634	76,422	78,210	79,997	81,785	83,126
28					67,511	68,731	70,357	71,984	73,611	75,238	76,458
INCL TRS					74,187	75,528	77,316	79,103	80,891	82,679	84,019
29					68,324	69,544	71,171	72,798	74,424	76,051	77,271
INCL TRS					75,081	76,422	78,210	79,997	81,785	83,573	84,913
30					69,137	70,357	71,984	73,611	75,238	76,864	78,084
INCL TRS					75,975	77,316	79,103	80,891	82,679	84,466	85,807
31					69,951	71,171	72,798	74,424	76,051	77,678	78,898
INCL TRS					76,869	78,210	79,997	81,785	83,573	85,360	86,701

32					70,764	71,984	73,611	75,238	76,864	78,491	79,711
INCL TRS					77,763	79,103	80,891	82,679	84,466	86,254	87,595
33					71,577	72,798	74,424	76,051	77,678	79,305	80,525
INCL TRS					78,657	79,997	81,785	83,573	85,360	87,148	88,489
34						73,611	75,238	76,864	78,491	80,118	81,338
INCL TRS						80,891	82,679	84,466	86,254	88,042	89,382
35						74,424	76,051	77,678	79,305	80,931	82,151
INCL TRS						81,785	83,573	85,360	87,148	88,935	90,276
36							76,864	78,491	80,118	81,745	82,965
INCL TRS							84,466	86,254	88,042	89,829	91,170
37							77,678	79,305	80,931	82,558	83,778
INCL TRS							85,360	87,148	88,935	90,723	92,064
38							78,491	80,118	81,745	83,371	84,592
INCL TRS							86,254	88,042	89,829	91,617	92,958
39							79,305	80,931	82,558	84,185	85,405
INCL TRS							87,148	88,935	90,723	92,511	93,852

Salary Schedule 2026-2027

STEP	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32	MS+40	MS+48
1	41,990	43,250	44,509	45,769	47,029	48,289	49,968	51,648	53,327	55,007	56,267
INCL TRS	46,143	47,527	48,911	50,296	51,680	53,064	54,910	56,756	58,601	60,447	61,831
2	42,830	44,090	45,349	46,609	47,869	49,128	50,808	52,488	54,167	55,847	57,106
INCL TRS	47,066	48,450	49,834	51,219	52,603	53,987	55,833	57,679	59,524	61,370	62,754
3	43,670	44,929	46,189	47,449	48,708	49,968	51,648	53,327	55,007	56,687	57,946
INCL TRS	47,989	49,373	50,757	52,141	53,526	54,910	56,756	58,601	60,447	62,293	63,677
4	44,509	45,769	47,029	48,289	49,548	50,808	52,488	54,167	55,847	57,526	58,786
INCL TRS	48,911	50,296	51,680	53,064	54,449	55,833	57,679	59,524	61,370	63,216	64,600
5	45,349	46,609	47,869	49,128	50,388	51,648	53,327	55,007	56,687	58,366	59,626
INCL TRS	49,834	51,219	52,603	53,987	55,371	56,756	58,601	60,447	62,293	64,139	65,523
6	46,189	47,449	48,708	49,968	51,228	52,488	54,167	55,847	57,526	59,206	60,466
INCL TRS	50,757	52,141	53,526	54,910	56,294	57,679	59,524	61,370	63,216	65,061	66,446
7	47,029	48,289	49,548	50,808	52,068	53,327	55,007	56,687	58,366	60,046	61,305
INCL TRS	51,680	53,064	54,449	55,833	57,217	58,601	60,447	62,293	64,139	65,984	67,369
8	47,869	49,128	50,388	51,648	52,907	54,167	55,847	57,526	59,206	60,886	62,145
INCL TRS	52,603	53,987	55,371	56,756	58,140	59,524	61,370	63,216	65,061	66,907	68,291
9	48,708	49,968	51,228	52,488	53,747	55,007	56,687	58,366	60,046	61,725	62,985
INCL TRS	53,526	54,910	56,294	57,679	59,063	60,447	62,293	64,139	65,984	67,830	69,214
10	49,548	50,808	52,068	53,327	54,587	55,847	57,526	59,206	60,886	62,565	63,825
INCL TRS	54,449	55,833	57,217	58,601	59,986	61,370	63,216	65,061	66,907	68,753	70,137
11	50,388	51,648	52,907	54,167	55,427	56,687	58,366	60,046	61,725	63,405	64,665
INCL TRS	55,371	56,756	58,140	59,524	60,909	62,293	64,139	65,984	67,830	69,676	71,060
12	51,228	52,488	53,747	55,007	56,267	57,526	59,206	60,886	62,565	64,245	65,504
INCL TRS	56,294	57,679	59,063	60,447	61,831	63,216	65,061	66,907	68,753	70,599	71,983
13	52,068	53,327	54,587	55,847	57,106	58,366	60,046	61,725	63,405	65,085	66,344
INCL TRS	57,217	58,601	59,986	61,370	62,754	64,139	65,984	67,830	69,676	71,521	72,906
14	52,907	54,167	55,427	56,687	57,946	59,206	60,886	62,565	64,245	65,924	67,184
INCL TRS	58,140	59,524	60,909	62,293	63,677	65,061	66,907	68,753	70,599	72,444	73,829
15	53,747	55,007	56,267	57,526	58,786	60,046	61,725	63,405	65,085	66,764	68,024
INCL TRS	59,063	60,447	61,831	63,216	64,600	65,984	67,830	69,676	71,521	73,367	74,751

16	54,587	55,847	57,106	58,366	59,626	60,886	62,565	64,245	65,924	67,604	68,864
INCL TRS	59,986	61,370	62,754	64,139	65,523	66,907	68,753	70,599	72,444	74,290	75,674
17			57,946	59,206	60,466	61,725	63,405	65,085	66,764	68,444	69,703
INCL TRS			63,677	65,061	66,446	67,830	69,676	71,521	73,367	75,213	76,597
18			58,786	60,046	61,305	62,565	64,245	65,924	67,604	69,284	70,543
INCL TRS			64,600	65,984	67,369	68,753	70,599	72,444	74,290	76,136	77,520
19			59,626	60,886	62,145	63,405	65,085	66,764	68,444	70,123	71,383
INCL TRS			65,523	66,907	68,291	69,676	71,521	73,367	75,213	77,059	78,443
20			60,466	61,725	62,985	64,245	65,924	67,604	69,284	70,963	72,223
INCL TRS			66,446	67,830	69,214	70,599	72,444	74,290	76,136	77,981	79,366
21			61,305	62,565	63,825	65,085	66,764	68,444	70,123	71,803	73,063
INCL TRS			67,369	68,753	70,137	71,521	73,367	75,213	77,059	78,904	80,289
22			62,145	63,405	64,665	65,924	67,604	69,284	70,963	72,643	73,902
INCL TRS			68,291	69,676	71,060	72,444	74,290	76,136	77,981	79,827	81,211
23			62,985	64,245	65,504	66,764	68,444	70,123	71,803	73,483	74,742
INCL TRS			69,214	70,599	71,983	73,367	75,213	77,059	78,904	80,750	82,134
24			63,825	65,085	66,344	67,604	69,284	70,963	72,643	74,322	75,582
INCL TRS			70,137	71,521	72,906	74,290	76,136	77,981	79,827	81,673	83,057
25			64,665	65,924	67,184	68,444	70,123	71,803	73,483	75,162	76,422
INCL TRS			71,060	72,444	73,829	75,213	77,059	78,904	80,750	82,596	83,980
26			65,504	66,764	68,024	69,284	70,963	72,643	74,322	76,002	77,262
INCL TRS			71,983	73,367	74,751	76,136	77,981	79,827	81,673	83,519	84,903
27					68,864	70,123	71,803	73,483	75,162	76,842	78,101
INCL TRS					75,674	77,059	78,904	80,750	82,596	84,441	85,826
28					69,703	70,963	72,643	74,322	76,002	77,682	78,941
INCL TRS					76,597	77,981	79,827	81,673	83,519	85,364	86,749
29					70,543	71,803	73,483	75,162	76,842	78,521	79,781
INCL TRS					77,520	78,904	80,750	82,596	84,441	86,287	87,671
30					71,383	72,643	74,322	76,002	77,682	79,361	80,621
INCL TRS					78,443	79,827	81,673	83,519	85,364	87,210	88,594
31					72,223	73,483	75,162	76,842	78,521	80,201	81,461
INCL TRS					79,366	80,750	82,596	84,441	86,287	88,133	89,517

32					73,063	74,322	76,002	77,682	79,361	81,041	82,300
INCL TRS					80,289	81,673	83,519	85,364	87,210	89,056	90,440
33					73,902	75,162	76,842	78,521	80,201	81,881	83,140
INCL TRS					81,211	82,596	84,441	86,287	88,133	89,979	91,363
34						76,002	77,682	79,361	81,041	82,720	83,980
INCL TRS						83,519	85,364	87,210	89,056	90,901	92,286
35						76,842	78,521	80,201	81,881	83,560	84,820
INCL TRS						84,441	86,287	88,133	89,979	91,824	93,209
36							79,361	81,041	82,720	84,400	85,660
INCL TRS							87,210	89,056	90,901	92,747	94,131
37							80,201	81,881	83,560	85,240	86,499
INCL TRS							88,133	89,979	91,824	93,670	95,054
38							81,041	82,720	84,400	86,080	87,339
INCL TRS							89,056	90,901	92,747	94,593	95,977
39							81,881	83,560	85,240	86,919	88,179
INCL TRS							89,979	91,824	93,670	95,516	96,900

Extra Curricular Stipends

Sport or Activity	% of Base	2023-2024	2024-2025	2025-2026	2026-2027
Art Club	3.0%	\$1,147	\$1,182	\$1,220	\$1,260
Band	3.5%	\$1,338	\$1,379	\$1,423	\$1,470
Baseball	6.0%	\$2,294	\$2,363	\$2,440	\$2,519
Baseball Asst.	3.0%	\$1,147	\$1,182	\$1,220	\$1,260
8th BBB	8.0%	\$3,059	\$3,151	\$3,254	\$3,359
7th BBB	8.0%	\$3,059	\$3,151	\$3,254	\$3,359
6th BBB	4.0%	\$1,530	\$1,576	\$1,627	\$1,680
Cheerleading	6.0%	\$2,294	\$2,363	\$2,440	\$2,519
Chess Club	2.5%	\$956	\$985	\$1,017	\$1,050
5-8 Chorus	3.5%	\$1,338	\$1,379	\$1,423	\$1,470
K-4 Musical	3.5%	\$1,338	\$1,379	\$1,423	\$1,470
K-4 Art Show	1.5%	\$574	\$591	\$610	\$630
5-8 Art Show	1.5%	\$574	\$591	\$610	\$630
Jr. High Play/Musical	1.5%	\$574	\$591	\$610	\$630
Cross Country	6.0%	\$2,294	\$2,363	\$2,440	\$2,519
Cross Country Asst.	3.0%	\$1,147	\$1,182	\$1,220	\$1,260
8th Grade Sponsor	2.0%	\$765	\$788	\$813	\$840
8th Grade GBB	8.0%	\$3,059	\$3,151	\$3,254	\$3,359
7th Grade GBB	8.0%	\$3,059	\$3,151	\$3,254	\$3,359
Speech Team	4.5%	\$1,721	\$1,773	\$1,830	\$1,890
Newsletter Coord.	5.0%	\$1,912	\$1,969	\$2,033	\$2,100
Dance Team	6.0%	\$2,294	\$2,363	\$2,440	\$2,519
Scholastic Bowl	6.0%	\$2,294	\$2,363	\$2,440	\$2,519
Softball	6.0%	\$2,294	\$2,363	\$2,440	\$2,519
Asst. Softball	3.0%	\$1,147	\$1,182	\$1,220	\$1,260
Athletic Director	25.0%	\$9,560	\$9,847	\$10,167	\$10,498
Student Council	5.0%	\$1,912	\$1,969	\$2,033	\$2,100
Boy's Head Track	6.0%	\$2,294	\$2,363	\$2,440	\$2,519
Girl's Head Track	6.0%	\$2,294	\$2,363	\$2,440	\$2,519
Boy's Track Asst.	4.0%	\$1,530	\$1,576	\$1,627	\$1,680
Girl's Track Asst.	4.0%	\$1,530	\$1,576	\$1,627	\$1,680
8th Grade Volleyball	8.0%	\$3,059	\$3,151	\$3,254	\$3,359
7th Grade Volleyball	8.0%	\$3,059	\$3,151	\$3,254	\$3,359
6th Grade Volleyball	3.5%	\$1,338	\$1,379	\$1,423	\$1,470
Web Page Admin.	8.0%	\$3,059	\$3,151	\$3,254	\$3,359
Yearbook	3.5%	\$1,338	\$1,379	\$1,423	\$1,470
Intramural Coord.	1.5%	\$574	\$591	\$610	\$630
Odyssey of the Mind	4.5%	\$1,721	\$1,773	\$1,830	\$1,890
Base Pay		\$38,241	\$39,389	\$40,669	\$41,990

Length of Agreement

This agreement will be in effect from 12:00 a.m., July 1, 2023, through 11:59 p.m., June 30, 2027

FOR THE GERMANTOWN HILLS TEACHERS
ASSOCIATION

President *Joy Whisker*

President *Sarah Light*

Negotiating Committee Member
Bethany A. Stungell

Negotiating Committee Member
Bere M. Green

Negotiating Committee Member
R. D. D.

Negotiating Committee Member
Kelly Kauffman

FOR THE DISTRICT OF EDUCATION
GERMANTOWN HILLS SCHOOL DISTRICT #69

Superintendent *D. M.*

President *R. A.*

Vice President
M. M.

Secretary *Mina W.*