NEGOTIATIONS AGREEMENT

between

THE UNIT 76 EDUCATION ASSOCIATION

and

THE BOARD OF EDUCATION OF OAKWOOD COMMUNITY UNIT SCHOOL DISTRICT NO. 76

July 1, 2024 – June 30, 2027

TABLE OF CONTENTS

ARTICLE I	RECOGNITION	1
ARTICLE II	BARGAINING TEAMS AND PROCEDURES	2
ARTICLE III	PROHIBITION OF STRIKES	3
ARTICLE IV	GRIEVANCE PROCEDURES	3
ARTICLE V	LEAVES	5
ARTICLE VI	ASSOCIATION-BOARD OBLIGATIONS	11
ARTICLE VII	TEACHER RESPONSIBILITY	14
ARTICLE VIII	TEACHER ASSIGNMENT	14
ARTICLE IX	ESP ASSIGNMENT	15
ARTICLE X	VACANCIES, VOLUNTARY AND INVOLUNTARY	16
ARTICLE XI	REDUCTION IN FORCE - TEACHERS	17
ARTICLE XII	REDUCTION IN FORCE – ESP	17
ARTICLE XIII	SCHOOL CALENDAR	19
ARTICLE XIV	WORK DAYS AND WORK HOURS - TEACHERS	19
ARTICLE XV	WORK DAYS AND WORK HOURS - ESP	20
ARTICLE XVI	TEACHER AND ESP SENIORITY LISTS	23
ARTICLE XVII	CLASS SIZE	23
ARTICLE XVIII	TEACHER EVALUATION	25
ARTICLE XIX	ESP EVALUATION AND DISMISSAL	26
ARTICLE XX	INSURANCE	27
ARTICLE XXI	TEACHER SALARY AND ECONOMIC BENEFITS	28
ARTICLE XXII	ESP SALARY AND ECONOMIC BENEFITS	35
ARTICLE XXIII	NURSE SALARY AND ECONOMIC BENEFITS	37
ARTICLE XXIV	REPORTING OF WORKRELATED INJURIES AND DRUG TESTING	38
ARTICLE XXV:	DISTRICT ADVISORY COMMITTEES	38
ARTICLE XXVI:	DURATION OF THIS AGREEMENT	39
APPENDIX A:	TEACHERS' SALARY SCHEDULE, 2024-2027	40-42
APPENDIX B:	EXTRA-CURRICULAR SCHEDULE, 2024-2027	43-48
APPENDIX C:	ESP SALARY SCHEDULE, 2024-2027	49-51
APPENDIX D:	NURSE HOURLY RATE SCHEDULE, 2024-2027	52
APPENDIX E:	EXTRA-CURRICULAR CATEGORIES	53

NEGOTIATIONS AGREEMENT

between

THE UNIT 76 EDUCATION ASSOCIATION

and

THE BOARD OF EDUCATION OF OAKWOOD
COMMUNITY UNIT SCHOOL DISTRICT NO.76

2024-2027

ARTICLE I
RECOGNITION

A. Recognition

The Board of Education, Oakwood CUSD No. 76, agrees to participate in good faith negotiations with the Unit 76 Education Association, an affiliate of the IEA (Illinois Education Association) and the NEA (National Education Association), the duly designated representatives of all certificated, professional personnel and educational support professional, including cook, dishwasher, building secretary, teaching assistant, custodian/maintenance, custodian, nurse, library clerk, technology assistant and library assistant, with the exception of Superintendent, Principals, bookkeeper, treasurer/Board secretary/bookkeeper, Superintendent's secretary/courier, all supervisors, confidential employees, managerial employees and short-term employees as defined in the Illinois Educational Labor Relations Act.

B. Definition

Hereafter, the "Board" shall refer to the Board of Education, Community Unit No. 76; "Association" shall refer to the Unit 76 Education Association; "teacher" shall refer to certificated professional; "ESP" shall refer to educational support professional; and "employee" shall refer to teacher and ESP.

C. Scope of Bargaining

The Association recognizes that the management of the School District and the direction of all employees are fixed exclusively in the Board. The Association will recognize that the Board shall not be required to bargain over matters of inherent managerial policy and discretion, which shall include such areas as:

1. The functions of the employer, which shall include such actions as employment, dismissal, discipline, promotion, layoff, recall, classification, assignment of personnel

2. Standards of service

3. Its overall budget

4. The organizational structure

5. Direction of employees

The Board however, shall be required to bargain collectively with regard to the impact of all matters directly affecting wages, hours, and terms and conditions of employment upon request by Association representatives.

ARTICLE II
BARGAINING TEAMS AND PROCEDURES

A. Good Faith Bargaining

Both parties agree that it is their mutual responsibility to meet at reasonable times and negotiate in good faith.

B. Bargaining Teams

Each party shall select its own representatives. Board representatives may be Board members and/or consultants. Association representatives may be employees and/or consultants. Each team shall consist of no more than six (6) members. The members mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, counter proposals, and to reach tentative agreement in the course of negotiations.

C. Execution of Agreement

There shall be two (2) signed copies of any final Agreement. One (1) copy shall be retained by the Board and one (1) by the Association.

D. Copies of Agreement

Within thirty (30) days after the Agreement is signed, copies of the Agreement will be provided by each party, at each party's own expense, to its constituency.

E. Modification of Agreement

This Agreement shall not be modified in whole or in part by the parties during the duration of this Agreement except by an instrument in writing duly executed by both parties.

ARTICLE III
PROHIBITION OF STRIKES

A. The Association agrees not to strike during the duration of this Agreement.

ARTICLE IV
GRIEVANCE PROCEDURES

A. Definitions

A grievance shall mean a complaint by the Association or any of its members that there has been an alleged violation, misinterpretation or misapplication of any provision of this Agreement.

"Day" shall be all days that the Central Office is open for business.

B. Procedure

1. Step 1

Within fifteen (15) school days of an alleged violation, misinterpretation or misapplication of this Agreement, the employee and his/her immediately involved supervisor shall attempt to resolve the problem through free and informal communication. The employee or Association shall present the grievance orally, identifying the provision of the Agreement allegedly violated, the date of the alleged violation, all individuals involved in the alleged violation, and the remedy sought. Within five (5) days of receiving the grievance, the employee and/or the Association shall meet with the immediate supervisor. Within five (5) days of this meeting, the immediate supervisor shall respond to the grievance, in writing.

2. Step 2

If this does not resolve the grievance, it will be presented to the Superintendent or his/her designee in writing. The filing of the grievance at this second step must be within forty (40) calendar days from the date of the occurrence of the event that is the cause of the grievance. A meeting will be arranged within five (5) days after the receipt of the written appeal. The grievant and the Superintendent or his/her designee, will be present at the meeting. A written response, by the Superintendent or his/her designee, will be given to the grievant within five (5) days of the meeting.

3. Step 3

If the grievance is not resolved in the procedures as outlined in Steps 1 and 2, the Association or the employee may appeal the Step 2 decision to the Board of Education. The Board of Education will hear the Step 3 appeal at its next regularly-scheduled meeting. The Board of Education may, at its discretion, call a special meeting in order to hear the Step 3 appeal. The Step 3 hearing shall be conducted in closed session unless the Board and the Association or employee both consent to holding the hearing in open session. Within ten (10) days of the Step 3 hearing, the Board President shall provide a written response to the grievance.

4. Step 4

If the grievance is not resolved in the procedure as outlined in Steps 1, 2 and 3, the Association may submit the grievance to binding arbitration through the American Arbitration Association. The request for binding arbitration shall contain a copy of the grievant's written request to the AAA for arbitration. If a request for a hearing is not filed within thirty (30) calendar days of the Board's written decision or answer at the third step, then the grievance shall be deemed withdrawn.

The failure of a grievant or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step.

The arbitration shall take place in accordance with the rules and regulations of the American Arbitration Association.

The costs of the arbitration shall be borne equally by the Board and the Association.

The arbitrator shall not have the authority to add to, delete from or alter the terms of this Agreement, but shall only have the authority to interpret the terms of this Agreement, determine whether the Agreement has been violated, and determine whether the requested remedy is warranted upon a determination of a violation.

C. Association Representative

At the grievant's request, the Association President (or his/her designee) may be present at any Step meeting.

D. Grievance Withdrawal

A grievance may be withdrawn at any level without establishing precedent, upon written request for withdrawal by the grievant.

E. Time Limits

At the discretion of the grievant/Association, the time limits for filing a grievance will be held in abeyance during the months of June and July.

ARTICLE V
LEAVES

A. Leaves With Pay

1. Amount of Leave Compensation

An ESP entitled to leave shall receive compensation for sick leave, bereavement leave, personal leave, jury duty leave and vacation leave for each such day used in an amount equal to the number of hours an employee in such category of position is customarily scheduled to work multiplied by such employee's current hourly rate of pay.

2. "Immediate Family"

For purposes of this Article, "immediate family" shall include parents, stepparents, spouse, brothers, sisters, children, stepchildren, grandparents, grandparents-in-law, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians. "Immediate family" shall also include, where required by state or federal law, domestic partners, as defined by the applicable state or federal law.

3. Sick Leave

The normal annual allotment of each employee shall be fourteen (14) days of sick leave per school term without loss of pay or benefits, five (5) of which may be used for personal leave. If, during the school year any employee does not use the full amount of annual sick leave, the unused days shall accumulate without limit.

a. Sick leave shall be interpreted to mean personal illness, quarantine at home or serious illness or death in the immediate family or household. The School Board may require a physician's certificate, or if treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence of three (3) days for personal illness, or as it may deem necessary in other cases.

b. The administration may grant use of sick leave to an employee for the deployment or return of an immediate family member serving in an active duty status. Leave under this subsection shall run concurrently with the employee's accumulated vacation, personal, or sick leave, at the employee's discretion.

c. The Board may grant additional sick leave per year to any employee at such employee's written request.

d. Sick leave may be used to attend the employee's personal medical appointments or medical appointments of the employee's immediate family, as defined herein.

e. Sick leave shall be used in full day increments or half-day increments. However, if no external sub is needed, only actual time taken will be deducted from the employee's sick allotment.

4. Bereavement Leave

Each employee shall be entitled to bereavement leave during the school term as follows:

a. Three (3) days of bereavement leave per death. Any additional leave will be charged as sick leave.

b. Such leave may be used for deaths in the immediate family only. Immediate family shall also include events of an unexpected lack of parenthood as covered in the Family Bereavement Leave Act (IL SB 3120).

c. Such leave may be used to grieve, attend services, handle financial issues and must be used within 12 months of the date of death.

d. Employees may use one (1) day of bereavement leave to attend funerals of aunts and uncles. Maximum of three (3) days per year.

5. Personal Leave

Employees may use up to five (5) days of their allotted sick leave days per year for personal leave, without loss of pay or benefits, subject to the following provisions:

a. An employee planning to use personal leave shall request such leave from the building administrator, in writing, at least two (2) days in advance, except in the case of emergency.

b. Except in the case of emergency or for observation of a recognized religious holiday of such employee's faith, personal leave days shall not be used during the first or last week of any semester or the school days immediately prior to or following a legal holiday or vacation period. An employee cannot request to take more than two (2) consecutive personal leave days.

c. If an employee is employed after the school year begins, the personal leave will be prorated in the following manner: if employed during the first quarter, the employee will have two (2) personal leave days; if employed during the second or third quarter, the employee will have one (1) personal leave day; if employed during the fourth quarter, the employee will not receive any personal leave for the remainder of the school year.

Unused personal leave days will accumulate as sick days.

6. Association Leave

The president or his/her designee(s) shall be allowed time to attend State or National meetings or gatherings pertinent to Association matters without loss of salary, providing: the aggregate number of days in any school term not exceed six (6) days; the Association pays to the District the cost of substitute for each day taken as Association leave; and a written request is submitted, by the Association President to the Superintendent at least five (5) work days in advance of the absence stating the purpose of the meeting, the date of the meeting, and the name of the employee(s) who will attend the meeting.

7. Jury Duty Leave

Any employee called for jury duty during working hours or who is subpoenaed to testify on behalf of the District during working hours shall suffer no loss of benefits or contractual advantage and shall be paid his or her full salary, subject to Article V Section A.1 hereinabove, for the time served on the jury or appearance in the judicial proceedings. Monies received for service as juror or witness shall be reimbursed to the District only for those working days when the employee was absent, and the District shall not receive any compensation received for food or travel.

8. Vacation Leave

An ESP working twelve (12) months per year shall be entitled to annual vacation leave after completion of one or more full years of service to the district as specified below.

1st Year	5 Days
2nd - 10th Years	10 Days
11th - 20th Years	15 Days
21st Year and After	20 Days

a. Vacations shall be scheduled with the ESP immediate supervisor. Requests for vacation must be made in writing to and are subject to the approval of the immediate supervisor.

b. If during the school year an ESP does not use the full amount of annual vacation leave, the unused days may be carried over to the subsequent year. If the carried-over vacation is not used in that subsequent year, it is forfeited.

An ESP working eleven (11) months (240 days) per year shall be entitled to annual vacation leave of five (5) days, to be used during summer break. The five (5) days are included in the 240 days, not in addition to.

a. Vacations shall be scheduled with the ESP immediate supervisor. Requests for vacation must be made in writing to and are subject to the approval of the immediate supervisor.

b. If during the school year an ESP does not use the full amount of annual vacation leave, the unused days will be forfeited and WILL NOT carry over to the subsequent year.

9. Work Year Holidays

The following days shall be paid holidays for ESP employed ten (10), eleven (11) and twelve (12) months per year, provided that the day falls within the normal work year of such ESP:

½ day for New Year's Eve
New Year's Day
Good Friday
Memorial Day
Christmas Day
Martin Luther King Day
Casimir Pulaski Day
Presidents Day or Lincoln's Birthday
½ day for Christmas Eve
Fourth of July Day
Labor Day
Thanksgiving Day
Veteran's Day
Columbus Day
Juneteenth

a. When any of the above holidays fall on a weekend, ESP entitled to paid leave therefore will be granted either the preceding Friday or the following Monday, as selected by the District, as a paid holiday.

b. If any holiday becomes a regular student attendance day, the priority of replacement days will be 1) the day after Thanksgiving, 2) the day of the spring institute, 3) the day of the fall institute.

10. The following days shall be paid holidays for ESP employed nine (9) months per year. For 9-month ESPs, holidays occurring after the ESP's first day of employment and before the ESP's last day of work for the school year will be paid. Holidays occurring outside that time will not be paid.

New Year's Day
Martin Luther King Day
Lincoln's Birthday or President's Day
Good Friday
Labor Day
Christmas Day
Columbus Day
Veteran's Day
Casimir Pulaski Day
Memorial Day
Thanksgiving Day

a. If any holiday becomes a regular student attendance day, a substitute holiday shall be implemented, the priority of replacement days will be 1) the day after Thanksgiving, 2) the day of the Spring Institute, 3) the day of the Fall Institute.

B. Leave Without Pay

1. General Conditions

Leaves of absence may be granted without pay to employees. Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave. Leaves of absence without pay may be granted to employees according to the following conditions:

a. Written requests for leave of absence without pay should be made at least ninety (90) days before the leave is desired, except for Family Medical Leave Act (FMLA), and all such non-FMLA leaves are subject to final approval by the Board.

b. Dates of departure and return must be acceptable to the administration and determined prior to any final action on the request.

c. An employee on approved leave of absence, other than Family Medical Leave, may continue insurance benefits, should the insurance carrier deem it acceptable, and provided the employee pays their own health insurance premiums.

d. Should the employee's leave of absence be classified as Family Medical Leave, the employee's health insurance premium will be

paid by the district in compliance with the Family Medical Leave Act (FMLA).

e. Teachers shall not advance on the salary schedule while on the approved leave of absence without pay, but shall return to work on the step of the salary schedule that succeeds the one they were on before going on unpaid leave. ESP who return from an approved leave of absence without pay to the same category of position in which they were previously employed shall be paid the last hourly wage they earned prior to the leave.

f. For all non-FMLA protected leaves, an employee granted a leave of absence scheduled to end at the end of the school year must inform the Superintendent of his/her desire to return to work in a position for which he/she is qualified no later than February 15. Such employee granted a leave of absence scheduled to end at a time other than the end of the school year shall notify the Superintendent of his/her desire to return to work in a position for which he/she is qualified at least ninety (90) days prior to the scheduled ending date. Any employee granted such leave may be returned to employment in his/her former position at the discretion of the Board of Education.

g. At the end of a leave of absence, the employee may apply for an additional leave of absence.

2. Leaves of Not More Than One (1) Year

Leaves of absence for not more than one (1) year may be granted for:

a. advanced study leading to a degree in an approved university;

b. educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program;

3. Leaves of No More Than Two (2) Years

Leaves of absences of no more than two (2) years may be granted for:

a. maternity/paternity/child care leave/adoption leave;

b. illness of family member(s);

c. death of family member(s);

d. work program related to his/her professional responsibilities;

e. participation in exchange teaching programs in other school districts, states, territories, or countries;

f. foreign or military teaching programs;

g. the Peace Corps, Teacher Corps, or Job Corps, as full-time participant; National Guard leave of absence; and

h. other reasons deemed acceptable by the Board.

The granting of such leave will in no way interrupt seniority and rights attendant thereto as applied to tenured teachers.

ARTICLE VI
ASSOCIATION-BOARD OBLIGATIONS

A. Dues Deduction Authorization

Any employee who is a member or who has applied for membership in the Association may sign and deliver to the Association representatives an authorization for deductions for professional dues, which will, in turn, be submitted to the Unit Office.

B. Dues Deduction

Pursuant to the deduction of professional dues, the Board designee will deduct such dues from the regular paycheck of the employee in equal amounts for a period of eight (8) months, beginning in October of each year.

The Board shall honor employees' dues authorizations and shall make such deductions in equal installments as certified by the Association for union dues, assessments, or fees. As defined in Public Act 101-0620/IL SB 1784, dues authorizations and revocations are processed by the Union. All employee requests to authorize, revoke, cancel or change authorizations for union dues should be directed to the union. All dues deducted shall be remitted to the assigned representative of the Association no later than ten (10) calendar days after deductions are made.

The Association shall indemnify and hold harmless the Board, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall rise out of, or by reason of action taken by the Board for the purposes of complying with the above notice, certification, affidavit, or assignment furnished by the Association under any such provisions.

C. Board Minutes

Within five (5) school days of the Board's approval of Board minutes, the District shall make the approved open session minutes available on the District's website.

D. Personnel Information and Change Notification

As defined in Public Act 101-0620/IL SB 1784, within 10 calendar days from the beginning of each school year and then every 30 calendar days during the school year, the following information regarding all current employees, regardless of their union affiliation, must be sent to the Association President and Association Membership Chair in an Excel file or other mutually agreed upon editable digital format:

- Employee name
- Job title
- Date of hire
- Worksite location
- Work telephone numbers
- Work email address
- Home and personal phone numbers (on file)
- Personal email address (on file)

After the board hires an employee, the Association President and Association Membership Chair will be notified in writing of the name of the individual hired, certification, salary, the anticipated beginning date and other comparable information included in the Excel file within 10 calendar days.

After the board terminates an employee, the Association President and Association Membership Chair will be notified in writing of the name of the individual within 5 (five) work days.

E. Personnel File

The Board and the Association agree that employees' official personnel files, under the jurisdiction of the superintendent, shall be maintained under the following conditions:

1. An employee will be given a written copy of all items placed in his/her file prior to placement. Prior to the removal of any items in the personnel file, the employee will be given written notice and will be in agreement with the removal. Notification will be given to the Association President and Grievance Chair.

2. Only one official file and one copy shall be kept for each employee. No other files shall be kept pertaining to personnel unless the employee is given notification of such file, and is also given a copy of all material. Such records shall be open, readily accessible, and immediately available to each employee for review upon request of his/her own records.

3. All items in such a file shall be available to the employee for initialing to indicate his/her knowledge of their existence.

4. In the event that any portion of an employee's file is requested through the Freedom of Information Act, the employee shall be notified at least 48 hours prior to the release, via both verbal and written notification. Such notification shall include a phone call placed to the employee (and a voice mail if the employee does not answer the phone), an email or text message to the employee, and a copy of the requested information.

5. The employee shall have the right to include a written reaction, explanation, or personal statement into their file or be attached to a specific document in the file.

6. Any material not in the official personnel file shall not be used as evidence in any mediation or hearing that may arise.

F. Use of School Facilities

The Association may be permitted to use the school buildings for their meetings and be permitted the use of the District email, the Association's bulletin board within employees' lounges for posting notices. The Association may also be permitted the use of the employees' mailboxes and the District's email for the distribution of information. Use of the facilities herein shall be in accordance with Board policies on scheduling, content, time limitations, acceptable usage of technology and applicable usage fees.

G. Safe and Secure Working Environment

1. The Board commits to providing a clean, safe, well supplied working environment to achieve the most effect for the district.

2. Every employee will be provided with a place to lock and store their individual possessions upon the employee's request.

ARTICLE VII
TEACHER RESPONSIBILITIES

A. Attendance at Workshops

The district will provide every certified staff member with professional development opportunities. Such opportunities may take the form of in-service training or workshops in his/her major or teaching field in order to be more cognizant of changes and innovations within his/her major field or teaching assignment. Upon the written approval of the Superintendent, such attendance shall be at District expense and with release time, without loss of pay or benefits.

B. Availability to Students

Each teacher should make him or herself available to meet with students before and after school whenever possible.

ARTICLE VIII
TEACHER ASSIGNMENT

A. Notification

All teachers shall be notified in writing of their tentative assignments for the school year not later than forty-five (45) days prior to the opening day of school.

B. Teachers Assigned To More Than One School

Teachers who are assigned to more than one school should have their schedules arranged so that travel time is allowed in addition to the teacher's lunch period and preparation period.

C. New Teachers - Salary Schedule Placement

Any new teacher hired into the District will be placed on the salary schedule according to the following criteria:

1. The teacher will be given full credit for a maximum of twenty (20) years of full-time service in a public or accredited private school system and

2. The Board will only award placement in terms of full years.

D. Current Teachers - Salary Schedule Placement

Current teachers shall advance on the Appendix A Schedule for each year of service, provided the teacher has worked in the District for at least ninety (90) days of a given school year.

E. Filling Extra-Curricular Positions

The Board and Administration will first seek qualified teacher applicants to serve in open extra-curricular positions. If no teachers volunteer for such positions, the Board and Administration shall have the authority to assign the positions, with the consent of the teachers. If no teachers consent, the Board and Administration may seek volunteers from qualified ESP and/or qualified members of the community.

1. An employee filling an extra-curricular position may resign the position after one (1) year.

2. Any employee who desires to resign his or her extra-curricular assignment shall notify the building administrator in writing at least ninety (90) days prior to the proposed effective date of such resignation.

3. In the initial assignment to an extra-curricular position, no new employee shall be placed beyond the fifth step indicated on Appendix B (Extra-Curricular Schedule). A current district employee changing positions shall be given credit for each year of extra-curricular service in the district that is within the same category as shown in Appendix D (Extra-Curricular Categories).

ARTICLE IX
ESP ASSIGNMENT

A. Notification

All ESP shall be given written notice of their tentative assignments for the forthcoming year, including building and category of position, no later than forty-five (45) days preceding the first (1st) day of the new school year.

B. Salary Schedule Placement

Any newly-hired ESP shall be given credit for a maximum of twenty (20) years of full-time service in a public or accredited private school system in their category of position. The ESP shall advance on the Appendix C (ESP Salary Schedule) for each year of service thereafter no matter what the category/position, provided the ESP has been employed in the District for at least ninety (90) work days of a given work year.

ARTICLE X
VACANCIES, VOLUNTARY AND INVOLUNTARY TRANSFERS

A. Vacancies

At any time during the school year when a bargaining unit teaching or ESP vacancy occurs which the Board intends to fill, the administration shall post notice of the vacancy on employee bulletin boards and electronically at least five (5) working days prior to public posting. When a vacancy occurs other than during the school year, the administration shall mail such notice to Association members at the time of payroll delivery.

1. A vacancy shall exist when any of the following events occur:

   a. Upon the death of a member of the bargaining unit;

   b. Upon the retirement of a member of the bargaining unit;

   c. Upon the resignation of a member of the bargaining unit;

   d. Upon the termination of a member of the bargaining unit; and

   e. Upon the creation of a new bargaining unit position which would require an additional bargaining unit employee.

2. Nothing contained herein shall prohibit the Board from filling a vacancy on a temporary basis so as to avoid undue disruption of the educational program.

B. Voluntary Transfers

Qualified teachers may apply for transfers to another building, grade level or subject area or department provided vacancies therein exist. ESP may apply for transfers to another building or category of position, if qualified therefore, provided vacancies exist. Such applications shall be in writing and sent to the building principal where the vacancy exists. The principal has the sole discretion in granting or denying the transfer request.

C. Involuntary Transfers and Reassignments

The Board shall have the authority to transfer or reassign, provided the teacher is certified and qualified for the position and the ESP is qualified for and occupies the same category of position as the position to be filled.

ARTICLE XI
REDUCTION IN FORCE - TEACHERS

A. The Board shall comply with the procedures of reduction in force of Teachers as provided in the Illinois School Code.

B. The RIF Joint Committee formed by School District representatives and teachers (appointed by the OEA Executive Committee) must meet once a year, by December 1, to assess the rules of Reduction in Force. (This committee may or may not have different membership as the PERA Joint Committee.)

ARTICLE XII
REDUCTION IN FORCE - ESP

A. Seniority Definition

Seniority shall be defined as the number of consecutive years of continuous employment in the District beginning with the date the ESP is hired by the Board, subject to the following:

1. A full-time ESP shall accrue (1) year of seniority in a particular category of position for each year of service in the District in that category of position.

2. A less than full-time ESP shall accrue one-half (1/2) year of seniority in a particular category of position for each year of service in the District in that category of position.

3. For purposes of this Article, a "full-time ESP" is an ESP who satisfies the applicable hour, day and week/year requirements of a full-time ESP within the respective categories of position set forth in Article XV Section A of this Agreement and has been employed at least ninety (90) days of a given work year.

B. Seniority Lost

Seniority shall be lost upon resignation, dismissal, retirement and layoff when recall rights expire.

C. Seniority Accrual

1. Seniority shall neither accrue nor be lost during any unpaid leave of absence. Seniority shall accrue during any paid leave of absence, including an absence paid by worker compensation.

2. ESP shall accrue seniority in the category (s) he is currently employed and shall retain any previous accumulated seniority in any other category the employee has worked. Seniority shall accumulate in only the category in which the ESP is presently employed; provided however, that ESP employed as custodian/maintenance shall, during the term of such employment, accumulate seniority simultaneously in both the custodian/maintenance and custodian categories of position.

D. Layoff Procedure

If an ESP is removed or dismissed as a result of a decision of the Board to decrease the number of ESP or to discontinue some particular type of service, written notification shall be mailed to the ESP at least sixty (60) days before the end of the school term. In addition, notification shall be sent to the ESP by certified mail. The ESP with the least District seniority, within the respective category of position, shall be dismissed first.

E. Tie Breaker

If District seniority is equal between two (2) or more ESP as determined above, the following criteria shall be used in determining which ESP shall be dismissed by the Board:

1. The ESP with the most seniority in all categories of position shall be deemed to have the greater seniority. If a tie still results, then

2. Seniority shall be determined by lot.

F. Recall

If the Board has any vacancies for the following school term or within one (1) calendar year from the beginning of the following school term, the positions thereby becoming available within a specific category of position shall be tendered to the ESP so removed or dismissed from that category of position in reverse order of seniority, so far as they are qualified to hold such positions.

G. Waiver of Recall Rights

When an ESP is recalled the notice shall be sent by certified or registered mail to the ESP's last known address. The ESP shall respond in writing either accepting or rejecting the offer, postmarked within fourteen (14) days. Failure to respond within the designated time period shall be deemed rejection of the offer. Copies of recall notices shall be mailed to the Association President or his/her designee at the time the notice is sent to the ESP.

ARTICLE XIII
SCHOOL CALENDAR

A. The school year calendar shall consist of one hundred eighty-five (185) days, unless changed by the state legislature, and shall include one hundred eighty (180) teaching and/or institute days.

B. A school calendar will be proposed by the Superintendent and submitted to the Association for review and input by March 1 of each year.

The Board shall annually establish the regularly scheduled hours in a work year of ESP which shall remain in effect for such employees for that work year, except that the administration may change the regular schedule or work year when, in its sole discretion, the same is necessary or convenient due to special or changed circumstances.

ARTICLE XIV
WORK DAYS AND WORK HOURS - TEACHERS

A. Work Day

The building principal at each attendance center shall post a starting and ending time for the normal workday. All teachers shall be required to be present each pupil attendance day a maximum of seven hours and thirty minutes; provided, however, that the professional obligations of the teacher, including monthly staff meetings or parent/student meetings that cannot be scheduled during the work day because the parent cannot attend the meeting during the work day (either in person or by phone), or urgent or emergency situations may require the teacher to be present beyond the normal work day. When school is dismissed early because of inclement weather teachers may be allowed to leave thereafter; provided that their professional obligations have been met and there is no further need for student supervision.

B. Duty-Free Lunch

Every teacher shall be allowed a duty-free lunch hour during the pupil attendance day equal to that of the students' but not less than thirty (30) consecutive minutes.

1. Any teacher using his/her designated lunch period for any other tasks as mutually agreed will be compensated only if the teacher has no lunch period during said day.
2. Any employee who leaves campus during their duty-free lunch shall notify the Principal.

C. Preparation Period

1. During the pupil attendance day, all teachers shall have a daily duty-free preparation period not less in time than a normal class period (not less than forty (40) consecutive minutes in duration) within their respective buildings. All teachers must remain on campus during their preparation time unless leaving to perform a school-related activity, in which case the employee must notify the Principal of the need to leave campus. In the case of an emergency, a teacher may be asked to substitute for another teacher during his or her preparation period.

2. Special education teachers that co-teach at least one subject will be provided with one half day per month to meet with their general education co-teachers to plan instruction, discuss accommodations, review data collection, etc. with sub coverage provided for both teachers.

D. Illness

In the event of illness, teachers must notify the appropriate building administrator or his/her designee no later than 6:30 A. M. each day that they will be on sick leave.

ARTICLE XV
WORK DAYS AND WORK HOURS - ESP

A. Work Hours, Week and Year - Full-Time ESP

The normal work week shall be five (5) days. The normal work day, excluding lunch, for a full-time ESP, at a minimum, shall be:

Category	Hours/Day		Days or Weeks/Year
Cook	4		Student attendance days + 4 institute/in-service days (full days)
Dishwasher	4		Student attendance days + 4 institute/in-service days (full days)
Building secretary	8	Grade school	44 weeks/year
		Junior High	44 weeks/year
		High school	48 weeks/year
Teaching assistant	7		Student attendance days + 4 institute/in-service days (full days)
Custodian/Maintenance	8		52 weeks/year
Custodian	8		52 weeks/year
Nurse	7		9 1/2 mo./year
Library assistant	7		Student attendance days + 4 institute/in-service days (full days)
Technology Asst.	8		52 weeks/year

1. Part-time ESP hours of work, work week and work year will be established by the Administration.
2. Listing of a particular job title does not compel the District to fill a position, or prohibit or limit the right of the Board to determine to reduce force. The Board reserves the right to create new job titles and ESP positions.

C. ESP Scheduled Hours

The Board shall annually establish the regularly scheduled hours including start time and end time in a work year of ESP which shall remain in effect for such employees for that work year. This schedule should be submitted to the Association for review no later than June 15th for custodians and secretaries; and by August 1st for all other ESPs. The administration may change the regular schedule or work year when, in its sole discretion, the same in necessary or convenient to special or changed circumstances.

D. ESP Overtime

If an ESP is required to work more than the regularly scheduled hours, (s) he shall be paid his/her regular hourly rate, subject to the following:

1. If the number of hours in a work week exceeds forty (40), the ESP shall be compensated for the time worked in excess of forty (40) hours at a rate one and one-half (1 1/2) times his/her regular hourly rate of pay; and

2. ESP may be required by the Building Principal to work additional days, including Saturdays, Sundays, and holidays. ESP shall be compensated for any such weekend and/or holiday work at a rate one and one-half (1 1/2) times his/her regular hourly rate of pay.

D. Meal Period

An ESP who is to work six (6) continuous hours or longer in a day shall be entitled to an unpaid duty-free meal period of thirty (30) minutes. Any employee who leaves campus during their duty-free lunch shall notify the Principal.

E. Emergency Day

An "emergency" day is when school is not in session and teachers are not required to work during the official school calendar. Custodian/Maintenance, custodians and secretaries will be required to work on an "emergency" day, with the following exceptions:

1. If the Superintendent instructs the building administrators to tell custodian/maintenance, custodian and/or secretary not to come to work, (s) he will receive pay for the day.

2. In the event that a custodian/maintenance, custodian, or secretary is unable to get to work on an "emergency" day, (s) he may exercise one of the following options:

   a. receive no pay
   b. use a personal day
   c. use a vacation day

F. Early Dismissal

On early student dismissal days and late start days, teacher assistants may at his/her option work his/her regular number of hours. If the teacher assistant chooses to leave work, they will experience a reduction in pay proportionate to the length of time they did not work.

In the event of an unscheduled early dismissal the ESP workday may end at the same time as the teachers. ESP will suffer no loss of pay. Unscheduled Early dismissal shall be defined as an Early Dismissal not on the official School Calendar.

G. Teacher Workshop Day

On all teacher workshop days a custodian/maintenance, custodian, secretary, teaching assistant, and library assistant will work the same number of hours as the teachers and will suffer no loss of pay.

H. Illness

In the event of illness, ESP must notify the appropriate building administrator or his/her designee no later than the time established by the administrator.

ARTICLE XVI
TEACHER AND ESP SENIORITY LISTS

A. By February 1 of each year, a tentative seniority list shall be prepared and posted in appropriate locations in the District. If February 1st is a day that the Unit Office is not open, the deadline will be the next business day that the Unit Office is open after February 1. An employee shall have fifteen (15) calendar days from the date of the posting the tentative seniority list to file written objections with the Superintendent or his designee to information shown on the list, including the employee's ranking or areas of qualification. After the period for employee's objections has passed, the administration shall prepare and post a finalized seniority list. The failure of an employee or the Association to make a specific timely objection shall be deemed acceptance of the seniority ranking and shall prohibit subsequent challenges to ranking for periods prior to the posting.

ARTICLE XVII
CLASS SIZE

A. General Education Class Size

The parties agree that the teacher-pupil ratio is one important aspect in the total educational program. A committee composed of up to four (4) teachers selected by the Association President and up to four (4) administrators and/or Board members selected by the Superintendent will meet in May of the preceding school year for input regarding class size and teacher assistants. Subsequent meetings may occur as needed.

B. Assistants

The employment of teacher assistants will be considered upon written request by a teacher to his/her Building Principal.

1. Any third through eighth grade general education class period with 30% or more students with any combination of an IEP, 504 Plan, or any Intervention Plan where there are data collection expectations will have designated aide support.

   a. The Building Principal should meet with the teacher making the request within five (5) working days to consider the request.

   b. If the request is denied or is not resolved to the teacher's satisfaction, the teacher has the right to submit the request to the Superintendent within five (5) days. Within ten (10) working days of receipt of the request, the teacher, the Building Principal and the Superintendent shall meet to discuss said request.

E. Special Education Class Size

Class sizes for special education classes and students serviced by related service providers shall not exceed those set forth in Section 226.730 of the Illinois Administrative Code and Illinois State Code 105 ILCS 5/14-6.03."

100% Special Education Settings

Category of Classroom	Class size limit with teacher only	Class size with teacher and an aide
Early Childhood	5	10
Students with 20% or less Special Ed. Services	15	17
Students with 21-60% Special Ed. Services	10	15
Students with 61% or more Special Ed. Services	8	13

Related Service Providers

Speech-Language Pathologist	1:60

Special Education staffing and caseloads will be reviewed and addressed annually to ensure students with Individualized Education Plans are provided with the free, appropriate public education to which they are entitled, and are being provided at a requisite level of intensity. This annual review will include, but is not limited to:

1. A meeting in May (prior to the end of the school year) at each building where all special education case managers are invited to discuss and offer input on an equitable division of workloads before the year's caseloads are assigned by building or district administrators.

2. The division of workloads shall take the following into account:
   - number of students
   - number of minutes/subjects and instructional level per student
   - number of grade levels a case manager is expected to serve
   - scheduling
   - communication with general education teachers, related service providers, paraprofessionals, parents, administrators
   - projected number of re-evaluations in the upcoming school year

3. If any special education positions remain unfilled or if the workload is unevenly distributed, a discussion about options may include hiring additional staff or offering stipends to teachers who volunteer to take on more of the additional special education workload (paperwork, organizing data, progress monitoring, writing progress reports, scheduling and conducting meetings, etc.) beyond their share of the assigned duties.

ARTICLE XVIII
TEACHER EVALUATION

A. Procedure

The evaluation of certified staff shall follow the procedures required by the Illinois School Code and any applicable regulations by the Illinois State Board of Education.

Certified employees shall be evaluated according to the mutually agreed upon procedures set out in the District evaluation plan developed by a joint committee composed of an equal number of Board representatives and Association representatives, except to the extent the School Code and Administrative Rules and Regulations require otherwise.

B. Evaluation Instrument Review

The PERA Joint Committee formed by School District representatives and teachers (appointed by the OEA Executive Committee) shall jointly review the evaluation instrument every year and shall recommend changes, if any, to be made to the School Board and to the State Board of Education by the beginning of the third school year.

The evaluation plan will include the following components:

1. an evaluation plan, including a description of teacher duties, responsibilities and standards to which the teacher is to conform;

2. a definition of, and system for determining, "excellent," "proficient," "needs improvement," and "unsatisfactory;"

3. an unsatisfactory appeal;

4. a method of implementing remediation plans and determining procedures for selecting consulting teachers.

ARTICLE XIX
ESP EVALUATION AND DISMISSAL

A. Procedure

The work performance of the ESP shall be evaluated in writing by the building principal at least every other year. ESP shall be given a copy of the written evaluation in a conference within ten (10) school days after the evaluation and a copy shall be placed in the ESP personnel file.

B. Evaluation Instrument Review

The School District representatives and a committee of ESP mutually agreed upon by the Superintendent and the Association shall jointly review the evaluation instrument every two (2) years and shall recommend changes. Such review shall be completed by April 1 for implementation the following year.

The evaluation plan will include the following components:

1. an evaluation plan, including a description of ESP duties, responsibilities and standards to which the ESP is to conform;

2. a definition of, and system for determining, "excellent," "proficient," "needs improvement," and "unsatisfactory;" and

3. a method of implementing remediation plans.

C. Dismissal

ESP may be dismissed for cause.

ARTICLE XX
INSURANCE

A. ESP Definition

For purposes of this Article, an ESP is deemed to be a "full-time ESP" if (s)he is scheduled to work at least thirty (30) hours per week or was employed in the number of hours defined as minimal for a full-time ESP in each category as listed in Article XV, Section A, of this agreement prior to July 2014.

B. Health Insurance

1. The Board agrees to provide to teachers and full-time ESP, at such employees' election one of the following options:

   a. The Board agrees to pay up to $775 per month for the 2024-2025 school year, up to $800 per month for the 2025-2026 school year, and up to $825 per month for the 2026-2027 school year towards the individual employee monthly premium on behalf of the teacher and full-time ESP.

   b. $25,000 life insurance (in addition to that provided in Article XX Section C) for the teacher and/or full-time ESP who choose not to participate in option (1.a) above. The Board agrees to pay on behalf of the teacher and full-time ESP the individual employee monthly premium; provided, in no event shall the Board be required to pay a sum exceeding the current cost of the individual employee monthly premium paid in option (1.a) above.

C. Life Insurance

The Board shall provide without cost to the teacher or full-time ESP life insurance protection in the amount of $25,000.00.

1. The Board shall provide without cost, to the teacher or full-time ESP, life insurance protection in the amount of:
   $2,500 for spouse
   $2,500 for each unmarried dependent child of age 6 months and older
   $250 for each child under 6 months of age

D. Insurance Committee

When health and other insurance come up for review and/or rebidding, it shall be the responsibility of a committee. The committee shall be composed of up to four (4) teachers and/or ESP selected by the Association President and up to four (4) administrators and/or Board members selected by the Superintendent. This committee is to recommend to the Board the insurance(s) which the committee prefers.

1. No changes may be made in any insurance without the prior written consent of the Association representatives on the committee.

E. Health Savings Account (HSA)

Any employee electing to participate in the group health insurance plan sponsored by the District will have an option to enroll in an HSA. If the employee selects a policy option for which the premium payment is less than the cap, the employer will pay the difference between the policy premium selected and the cap into the employee's HSA monthly.

ARTICLE XXI
TEACHER SALARY AND ECONOMIC BENEFITS

A. Salary Schedule Incorporation

All teachers will be paid in accordance with Appendix A.

1. Teacher Leaving in Good Standing

   Teachers leaving in good standing (herein defined to include a teacher who separates from employment with an honorable discharge or voluntary resignation not in lieu of dismissal at the conclusion of the school year) from the school district after a minimum of ten (10) continuous years of teaching in District #76 shall receive a bonus of $ 27.00 per day for each accrued sick leave day.

2. Retirement Incentive

Eligibility

To be eligible for the retirement incentive, a teacher must meet the following requirements:

A. Be at least sixty (60) years of age during the calendar year of the last day of service in District #76, or
B. Be at least fifty-five (55) years of age during the calendar year of the last day of service, with thirty-five (35) years of creditable service as defined by the Illinois Retirement System by the last day of service in District #76; and
C. Have at least fifteen (15) years of full-time service in District #76.

The Board may require proof of eligibility.

Definitions:

For purposes of this Article, TRS creditable compensation (earnings) includes, but is not limited to:

- Salary for regular contractual teaching duties
- Wages for substitute teaching
- Wages for homebound teaching or tutoring
- Earnings for extra duties performed that relate to teaching or the supervision of students, and other assignments related to the academic program
- Earnings for Summer School
- Bonuses
- Employer contributions to qualified plan eligible for tax-deferral under the Internal Revenue Code, Sections 401(a), 403(b), and 457(b)
- Employer contributions to flexible benefits plans
- Salary or back wage payments resulting from contract buy-outs, labor litigation, and settlement agreements

ONE YEAR PLAN

If an eligible teacher gives the Board an irrevocable letter of retirement prior to May 1, stating that he or she shall retire at the end of the next school year, the teacher will be removed from Appendix A: Teacher's Salary Schedule and, for the final year of employment, the teacher's TRS creditable earnings shall be increased by 6% over the teacher's TRS creditable earnings for the prior year of employment.

Example: The teacher's prior-year TRS creditable earnings were $40,000. The teacher's final year TRS creditable earnings will be $42,400 (i.e., $40,000 x 1.06 = $42,400).

TWO YEAR PLAN

If an eligible teacher gives the Board an irrevocable letter of retirement prior to May 1 in the school year that is two (2) years prior to the year of retirement, the teacher shall be removed from Appendix A: Teacher's Salary Schedule and, for the final two (2) years of employment, the teacher's TRS creditable earnings shall be increased by 6% over the teacher's TRS creditable earnings for the prior years of employment respectively.

Example: The teacher submits his/her irrevocable letter of retirement prior to May 1, 2011, stating that she/he will retire on June 30, 2013. The teacher's creditable earnings for 2010-2011 were $40,000. The 2011-2012 TRS creditable earnings will be $42,400 ($40,000 x 1.06) and for 2012-2013 will be $44,944 ($42,400 x 1.06).

THREE YEAR PLAN

If an eligible teacher gives the Board an irrevocable letter of retirement prior to May 1 in the school year that is three (3) years prior to the year of retirement, the teacher shall be removed from Appendix A: Teacher's Salary Schedule and, for the final two (2) years of employment, the teacher's TRS creditable earnings shall be increased by 6% over the teacher's TRS creditable earnings for the prior years of employment respectively.

Example: The teacher submits his/her irrevocable letter of retirement prior to May 1, 2011, stating that she/he will retire on June 30, 2014. The teacher's creditable earnings for 2010-2011 were $40,000. The 2011-2012 TRS creditable earnings will be $42,400 ($40,000 x 1.06) and for 2012-2013 will be $44,944 ($42,400 x 1.06) and for 2013-14 will be $47,641 ($47641 x 1.06).

Miscellaneous

Once an irrevocable letter of retirement is submitted, the teacher will not be assigned any additional extra duties, or TRS-reportable duties currently not performed, without the consent of the teacher.

If, after submitting an irrevocable letter of retirement, the teacher resigns from or is removed from duties for which the teacher was compensated the previous year (i.e., Schedule B Extra-Curricular Schedule), the teacher's TRS creditable earnings will be adjusted accordingly.

Example: The teacher's TRS creditable earnings from 2010-2011 were $43,000, of which $3,000 was compensation for coaching basketball in 2010-2011. Under the District's retirement incentive, she/he would be scheduled to earn $45,580 in 2011-2012 ($43,000 x 1.06 = $45,580). However, the teacher resigns from his/her coaching position before the start of the 2011-2012 school year. The teacher's creditable earnings for the 2011-2012 school year will be $42,400 ($43,000 - $3,000 x 1.06 = $42,400), rather than $45,580.

In the event a teacher has submitted his or her timely irrevocable letter of retirement but fails to meet the eligibility requirements because of illness or life-changing circumstances, the Board may exercise its discretion and allow the teacher to rescind his/her letter of retirement, provided the teacher returns to the Board any TRS creditable earnings paid to the teacher in excess of the amount the teacher would otherwise have received under Appendix A: Teacher's Salary Schedule for such year(s) in which the creditable earnings were paid.

If legislation is enacted and/or administrative rules are adopted during the life of this agreement that result, by reason of the teacher retiring hereunder, in a greater cost to the district than the costs generated by this paragraph, the provisions of this paragraph shall be null and void.

Once an employee meets the threshold eligibility requirements as stated above, the employee must retire by the close of the school year that he/she first gains eligibility. The employee must submit his/her irrevocable letter of resignation/retirement to the Board of Education by May 1 of the school year prior to his/her retirement under the one (1) year plan, by May 1 two (2) years prior to his/her retirement under the two (2) year plan or by May 1 three (3) years prior to his/her retirement under the three (3) year plan. AN EMPLOYEE WHO BECOMES ELIGIBLE CANNOT DEFER ELIGIBILITY TO A FUTURE DATE. ELIGIBILITY OCCURS ONLY ONCE. Failure to retire at the close of the school year the employee first gains eligibility will forever foreclose the teacher from the benefits of this Retirement Incentive provision for the remainder of the employee's employment with the District.

Limitation on TRS Nonexempt Creditable Compensation

When an Employee has thirty (30) years of TRS creditable service, the Employee's nonexempt creditable TRS earnings, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, shall not exceed the amounts specified hereinafter.

No Employee's nonexempt creditable TRS earnings shall increase from one school year to the next by more than six percent (6%) or be otherwise increased so as to create liability on the part of the Board or District for any portion of an Employee's retirement annuity, or result in any District or Board-paid penalty or fee to TRS.

3. Head Teacher

Teachers may volunteer for the position of head teacher. If the Board hires a head teacher, that teacher will receive his/her regular salary plus the pay according to Appendix B. The head teacher shall assume responsibility for routine administrative matters in the absence of the building principal and other agreed upon duties. The head teacher shall not have the responsibility for discipline of school personnel.

4. Pay Distribution

Teachers shall have the option of 21 or 26 (27 in calendar years with 53 Fridays) pays to be issued on alternate Fridays commencing on August 30, 2024.

B. Extra-Curricular Schedule Incorporation

All extra-curricular pay will be paid in accordance with Appendix B.

For all employees employed prior to July 1, 2014, and who performed extra-curricular assignments in the 2013-2014 school year, extra-curricular schedule payment will be made over 21 or 26 (27 in calendar years with 53 Fridays) pays or by a check that is separate from the employee regular payroll check after completion of the extra-curricular duty. For all employees who begin extra-curricular assignments after July 1, 2014, such extra-curricular pay will be paid in one check at the completion of the extra-curricular assignment.

C. Mileage Reimbursement

Teachers who are required to use their own transportation in the performance of their duties and teachers who are assigned to more than one (1) school per day shall be reimbursed for all such travel at the Internal Revenue Service (IRS) allowable rate per mile for any miles accrued in the performance of said duties or for all driving done between arrival at the first location of the work day and arrival at the final location of the work day upon approval of the building administrator or Superintendent.

D. Substitute Pay

1. Any teacher asked to substitute for a class or go to a meeting during his/her preparation shall receive thirty-five and 00/100 Dollars ($35.00) per each prep period interrupted with the exception of evaluation meetings.
2. Any teacher asked to split or fully cover another teacher's class (while still being responsible for teaching their own class of students) for thirty (30) minutes or longer will receive a stipend (in addition to regular pay) of sixty and 00/100 dollars ($60.00) for up to a half day and one hundred twenty and 00/100 dollars ($120.00) for any amount of time over a half day. (This option will be added to the current inhouse sub pay form.)

E. Education Credit

Teachers will be paid $170.00 per unit or $42.50 per semester hour for the duration of the agreement. One (1) unit shall equal four (4) semester hours. Payment shall be made for each unit or semester hour beyond the B.S. and/or the M.S.

1. For purposes of salary schedule credit, all courses taken by teachers shall be part of a program leading to an approved higher education degree, teacher certification, or courses related to the teaching assignment. Prior to commencing the coursework, teachers will be required to provide a written rationale of how this course work will be beneficial to students or district educational programs. Teachers shall provide a program approval card from his/her college advisor if the teacher is seeking a higher education degree. Advanced approval by the Superintendent will be necessary before credit will be allowed on the salary schedule.

2. Contracts will be adjusted upon September 1st of each year following the filing by the teacher of an official transcript.

F. Tax Shelter

The Board shall pick up and pay on behalf of each teacher the 9% contribution due and the factor (.098901) to the Downstate Teacher Retirement System as included in each step of Appendix A.

The Board shall pick up and pay on behalf of each teacher the additional contribution for Teacher Retirement System health insurance as included in each step of Appendix A.

G. Overtime and Reduction in Pay

Any teacher required to perform services in excess of the days set in the adopted school year calendar shall be paid 1/180 of his/her total current salary for each additional day of service.

If it becomes necessary to reduce a teacher's compensation (due to unpaid leave of absence, separation during the term of employment or otherwise), the reduction will be calculated by deducting 1/185 of his/her total current salary for each day.

H. Homebound Instruction Pay

The Board will first seek volunteers from within the District to perform homebound instruction. If there are no such volunteers, the Board will seek volunteers from outside the District. If there are no such volunteers, the Board reserves the right to assign such duties to teachers legally certified and qualified to perform such duties. Teachers performing homebound instruction will be paid thirty and 00/100 dollars ($30.00) per hour for each hour of scheduled instruction time.

I. Special School Activity

Any staff member who sponsors a "Special School Activity" will be paid a stipend of $300, provided the event received prior administrative approval. The staff member will clearly communicate their intention to request this stipend when they request advance approval for the "Special School Event".

J. Detention Supervisor and Saturday School Supervisor

Any staff member who supervises any administratively assigned after-school or before-school detention shall be paid at a rate of $20.00 per hour for performing said supervision. Any staff member who supervises any administratively assigned Saturday School shall be paid at a rate of $25.00 per hour for performing said supervision.

K. Special Education Work Days

Special Education case managers will be given the option of either:

1. One day per quarter with sub coverage to complete legally required IEP paperwork and documentation (each day may be taken as two half days or one full day). This time must be scheduled with administrative approval.

OR

2. A stipend equal to one day of current sub pay per quarter to account for time spent outside of the contractual work day to complete legally required IEP paperwork and documentation.

L. Extra Expense Positions Stipend

In recognition of the additional time and/or expense in obtaining the following certifications, a yearly stipend of one thousand and 00/100 dollars ($1,000.00) will be awarded to:

1. Any teacher who becomes nationally certified and maintains such certification.

2. Any teacher who earns and is using in their current position the Learning behavior Specialist 1, Learning Behavior Specialist 2, Early Childhood Special Education, or equivalent special education certification.

3. Any social worker who is a licensed clinical social worker and/or holds an IDFPR license.

4. Any speech-language pathologist who holds a Certificate of Clinical Competence (CCC) and/or an IDFPR license.

5. Any school nurse who holds national certification or an IDFPR license.

This stipend will be paid in a lump sum on the 1st pay of the following school year to those teachers who remain in the district. Retiring teachers will receive this stipend within 30 days following the date TRS uses to calculate if any penalty should be assessed.

ARTICLE XXII
ESP SALARY AND ECONOMIC BENEFITS

A. Salary Schedule Incorporation

All ESP will be paid in accordance with Appendix C or D (ESP Schedule or Nurse Schedule).

1. ESP payroll checks will be issued on alternate Fridays each month during the employee work year.

2. ESP leaving in good standing (herein defined to include an ESP who separates from employment with an honorable discharge or voluntary resignation not in lieu of dismissal) from the school district after a minimum of ten (10) continuous years of service in District #76 shall receive a bonus of $27.00 per day for each accrued sick leave day. These monies shall be received no later than two (2) weeks after the date of the effective departure date.

3. Retirement Incentive

Eligibility

To be eligible for the following plan, an ESP must meet the following requirements:

a. Be at least sixty (60) years of age by the last day of service in District #76, or
b. Be at least fifty-five (55) years of age, with thirty-five (35) years of creditable service, as defined by the Illinois Municipal Retirement Fund (IMRF) by the last day of service in District #76, and
c. Have at least fifteen (15) years of full-time service in District #76.

The Board may require proof of eligibility.

ONE YEAR PLAN

The Board will provide a retirement benefit for ESP with a minimum of fifteen (15) years of service in District #76.

An ESP eligible to retire in the Illinois Municipal Retirement Fund (IMRF), who notifies the Board in writing on or before May 1 of their intention to retire at the end of the succeeding school year, shall have their last year's pay increased by six percent (6%) over their previous year's pay and will receive an additional one-time, lump-sum payment of $1500.

If an eligible ESP gives the Board an irrevocable letter of retirement on or before May 1, stating that she or he will retire at the end of the next school year, the ESP will be removed from Appendix C: ESP Salary Schedule, and, for the final year of employment, the ESP's creditable earnings shall be increased by 6% over the ESP's creditable earnings for the prior year of employment.

TWO YEAR PLAN

The Board will provide a retirement benefit for ESP with a minimum of fifteen (15) years of service in District #76.

An ESP eligible to retire in the Illinois Municipal Retirement Fund (IMRF), who notifies the Board in writing on or before May 1 in the school year that is two years prior to the year of retirement of their intention to retire two school years later, shall have their final two year's pay increased by six percent (6%) over their previous year's pay respectively and will receive an additional one-time, lump-sum payment of $1500.

If an eligible ESP gives the Board an irrevocable letter of retirement on or before May 1 in the school year that is two years prior to the year of retirement, stating that she or he will retire two school years later, the ESP will be removed from Appendix C: ESP Salary Schedule, and, for the final two years of employment, the ESP's creditable earnings shall be increased by 6% over the ESP's creditable earnings for the prior year of employment respectively.

If legislation is enacted and/or administrative rules are adopted during the life of this agreement that result, by reason of the employee retiring hereunder, in a greater cost to the district than the costs generated by this paragraph, the provisions of this paragraph shall be null and void.

Once an employee meets the threshold eligibility requirements as stated above, the employee must retire by the close of the school year that he/she first gains eligibility. The employee must submit his/her irrevocable letter of resignation/retirement to the Board of Education by May 1 of the school year prior to his/her retirement under the one (1) year plan or by May 1 of the school year two years prior to his/her retirement under the two (2) year plan. AN EMPLOYEE WHO BECOMES ELIGIBLE CANNOT DEFER ELIGIBILITY TO A FUTURE DATE. ELIGIBILITY OCCURS ONLY ONCE. Failure to retire at the close of the school year the employee first gains eligibility will forever foreclose the teacher from the benefits of this Retirement Incentive provision for the remainder of the employee's employment with the District.

<u>Limitation on IMRF Nonexempt Creditable Compensation</u>

When an Employee has thirty (30) years of IMRF creditable service, the Employee's nonexempt creditable TRS earnings, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, shall not exceed the amounts specified hereinafter.

No Employee's nonexempt creditable IMRF earnings shall increase from one school year to the next by more than six percent (6%) or be otherwise increased

so as to create liability on the part of the Board or District for any portion of an Employee's retirement annuity, or result in any District or Board-paid penalty or fee to IMRF.

4. ESP shall have the option of 21 or 26 (27 in calendar years with 53 Fridays) pays to be issued on alternate Fridays commencing on August 30, 2024.

B. Mileage Reimbursement

ESP who are required to use their own transportation in the performance of their duties and ESP who are assigned to more than one (1) school per day shall be reimbursed for all such travel at the Internal Revenue Service (IRS) allowable rate per mile for any miles accrued in the performance of said duties or for all driving done between arrival at the first location of the work day and arrival at the final location of the work day upon approval of the building administrator or Superintendent. Mileage fee requests shall be made on a form provided by the District and submitted for reimbursement to the employee's supervisor by the completion of the academic quarter. Mileage submitted after the completion of the academic quarter will not be reimbursed.

C. Substitute Pay

No teaching assistant, library assistant, or other ESP shall be required to substitute for a teacher. Only those ESPs who hold a valid teaching or sub certificate may be asked to serve as a substitute for a teacher in the case of an emergency. If this ESP agrees to substitute, he/she will be paid a stipend at either twenty dollars ($20.00) for any amount of time up to a half day or forty dollars ($40.00) for any amount of time over a half day.

ARTICLE XXIII
NURSE SALARY AND ECONOMIC BENEFITS

A. A nurse without school certification will be placed on the appropriate lane of Schedule C and will pay into IMRF. Economic benefits will follow the ESP benefits as outlined in Article XXII.

1. Once a nurse on the ESP Schedule reaches step 15, he/she will only receive an increase due to a base increase each year. Further increases can be achieved by moving from the Associate's Degree lane laterally to the Bachelor's Degree lane or by becoming school certified.

2. A nurse receiving school certification after being hired will make a lateral move from Schedule C to Schedule A.

B. A nurse will school certification will be placed on the appropriate lane of Schedule A and will pay into TRS. Economic benefits will follow the teacher benefits as outlined in Article XXI.

ARTICLE XXIV
REPORTING OF WORK-RELATED INJURIES AND DRUG TESTING

All employees who have allegedly suffered a workplace injury must report the injury to the employee's immediate supervisor by phone (including a voice mail if the immediate supervisor does not answer the phone), email, or text, within twenty-four (24) hours of the injury. Upon report of the injury, the employee may be required submit to drug testing protocols,

1. At the district's expense:
2. With a nationally certified lab;
3. With no loss of pay; and
4. Transportation provided by district employee (who is not the subject of the test) or medical personnel, at the district's discretion.

Any refusal to comply with the required drug testing protocol will be considered insubordination and the employee is subject to disciplinary actions, up to and including dismissal.

Any employee who is convicted of a federal or state drug offense is subject to dismissal. Further, any employee who enters a plea of nolo contendre to a drug charge, where the conduct giving rise to the charge has a nexus to the employee's duties, is also subject to dismissal.

ARTICLE XXV
DISTRICT ADVISORY COMMITTEES

A. A committee composed of up to four (4) association members selected by the Association President and up to four (4) administrators and board members will meet annually at the request of either side to discuss discipline policies.

B. A committee composed of up to four (4) association members selected by the Association President and up to four (4) administrators and board members will meet annually at the request of either side to negotiate employee handbook changes.

ARTICLE XXVI
DURATION OF THIS AGREEMENT

All items in this agreement shall be effective as of July 1, 2024, and shall continue in effect through June 30, 2027.

This Agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties or is replaced by a Successor Agreement.

Approved by a vote of the Association members on June 28, 2024.

Signatures of Association Committee:

Approved by a vote of the Board of Education members on July 24, 2024.

Signatures of the Board of Education:

Appendix A: Teachers' Salary Schedule **2024-2025**

Step	B.S. Salary	TRS	Sal/TRS	M.S. Salary	TRS	Sal/TRS
1	$39,129	$3,870	$42,999	$41,364	$4,091	$45,455
2	$39,779	$3,934	$43,713	$42,014	$4,155	$46,169
3	$40,417	$3,997	$44,414	$42,688	$4,222	$46,910
4	$41,068	$4,062	$45,130	$43,376	$4,290	$47,666
5	$41,730	$4,127	$45,857	$44,077	$4,359	$48,436
6	$42,404	$4,194	$46,598	$44,787	$4,429	$49,216
7	$43,090	$4,262	$47,352	$45,515	$4,501	$50,016
8	$43,787	$4,331	$48,118	$46,253	$4,574	$50,827
9	$44,498	$4,401	$48,899	$47,004	$4,649	$51,653
10	$45,222	$4,473	$49,695	$47,770	$4,725	$52,495
11	$45,959	$4,545	$50,504	$48,549	$4,802	$53,351
12	$46,696	$4,618	$51,314	$49,328	$4,879	$54,207
13	$47,447	$4,693	$52,140	$50,121	$4,957	$55,078
14	$48,211	$4,768	$52,979	$50,929	$5,037	$55,966
15	$48,967	$4,843	$53,810	$51,751	$5,118	$56,869
16	$49,779	$4,923	$54,702	$52,589	$5,201	$57,790
17	$50,585	$5,003	$55,588	$53,439	$5,285	$58,724
18	$51,403	$5,084	$56,487	$54,305	$5,371	$59,676
19	$52,237	$5,166	$57,403	$55,186	$5,458	$60,644
20	$53,087	$5,250	$58,337	$56,085	$5,547	$61,632
21	$53,950	$5,336	$59,286	$56,998	$5,637	$62,635
22	$54,824	$5,422	$60,246	$57,922	$5,729	$63,651
23	$55,714	$5,510	$61,224	$58,861	$5,821	$64,682
24	$56,618	$5,600	$62,218	$59,818	$5,916	$65,734
25	$57,540	$5,691	$63,231	$60,793	$6,012	$66,805
26	$58,477	$5,783	$64,260	$61,783	$6,110	$67,893
27	$59,429	$5,878	$65,307	$62,792	$6,210	$69,002
28	$60,401	$5,974	$66,375	$63,819	$6,312	$70,131
29	$61,388	$6,071	$67,459	$64,862	$6,415	$71,277
30	$62,393	$6,171	$68,564	$65,924	$6,520	$72,444
31	$63,416	$6,272	$69,688	$67,007	$6,627	$73,634
32	$64,456	$6,375	$70,831	$68,106	$6,736	$74,842
33	$65,515	$6,479	$71,994	$69,225	$6,846	$76,071
34	$66,592	$6,586	$73,178	$70,364	$6,959	$77,323

Appendix A: Teachers' Salary Schedule **2025-2026**

Step	B.S. Salary	TRS	Sal/TRS	M.S. Salary	TRS	Sal/TRS
1	$41,779	$4,132	$45,911	$44,214	$4,373	$48,587
2	$42,429	$4,196	$46,625	$44,864	$4,437	$49,301
3	$43,079	$4,261	$47,340	$45,514	$4,501	$50,015
4	$43,717	$4,324	$48,041	$46,188	$4,568	$50,756
5	$44,368	$4,388	$48,756	$46,876	$4,636	$51,512
6	$45,030	$4,454	$49,484	$47,577	$4,705	$52,282
7	$45,704	$4,520	$50,224	$48,287	$4,776	$53,063
8	$46,390	$4,588	$50,978	$49,015	$4,848	$53,863
9	$47,087	$4,657	$51,744	$49,753	$4,921	$54,674
10	$47,798	$4,727	$52,525	$50,504	$4,995	$55,499
11	$48,522	$4,799	$53,321	$51,270	$5,071	$56,341
12	$49,259	$4,872	$54,131	$52,049	$5,148	$57,197
13	$49,996	$4,945	$54,941	$52,828	$5,225	$58,053
14	$50,747	$5,019	$55,766	$53,621	$5,303	$58,924
15	$51,511	$5,094	$56,605	$54,429	$5,383	$59,812
16	$52,267	$5,169	$57,436	$55,251	$5,464	$60,715
17	$53,079	$5,250	$58,329	$56,089	$5,547	$61,636
18	$53,885	$5,329	$59,214	$56,939	$5,631	$62,570
19	$54,703	$5,410	$60,113	$57,805	$5,717	$63,522
20	$55,537	$5,493	$61,030	$58,686	$5,804	$64,490
21	$56,387	$5,577	$61,964	$59,585	$5,893	$65,478
22	$57,250	$5,662	$62,912	$60,498	$5,983	$66,481
23	$58,124	$5,749	$63,873	$61,422	$6,075	$67,497
24	$59,014	$5,837	$64,851	$62,361	$6,168	$68,529
25	$59,918	$5,926	$65,844	$63,318	$6,262	$69,580
26	$60,840	$6,017	$66,857	$64,293	$6,359	$70,652
27	$61,777	$6,110	$67,887	$65,283	$6,457	$71,740
28	$62,729	$6,204	$68,933	$66,292	$6,556	$72,848
29	$63,701	$6,300	$70,001	$67,319	$6,658	$73,977
30	$64,688	$6,398	$71,086	$68,362	$6,761	$75,123
31	$65,693	$6,497	$72,190	$69,424	$6,866	$76,290
32	$66,716	$6,598	$73,314	$70,507	$6,973	$77,480
33	$67,756	$6,701	$74,457	$71,606	$7,082	$78,688
34	$68,815	$6,806	$75,621	$72,725	$7,193	$79,918

Appendix A: Teachers' Salary Schedule **2026-2027**

Step	B.S. Salary	TRS	Sal/TRS	M.S. Salary	TRS	Sal/TRS
1	$44,529	$4,404	$48,933	$47,164	$4,665	$51,829
2	$45,179	$4,468	$49,647	$47,814	$4,729	$52,543
3	$45,829	$4,533	$50,362	$48,464	$4,793	$53,257
4	$46,479	$4,597	$51,076	$49,114	$4,857	$53,971
5	$47,117	$4,660	$51,777	$49,788	$4,924	$54,712
6	$47,768	$4,724	$52,492	$50,476	$4,992	$55,468
7	$48,430	$4,790	$53,220	$51,177	$5,061	$56,238
8	$49,104	$4,856	$53,960	$51,887	$5,132	$57,019
9	$49,790	$4,924	$54,714	$52,615	$5,204	$57,819
10	$50,487	$4,993	$55,480	$53,353	$5,277	$58,630
11	$51,198	$5,064	$56,262	$54,104	$5,351	$59,455
12	$51,922	$5,135	$57,057	$54,870	$5,427	$60,297
13	$52,659	$5,208	$57,867	$55,649	$5,504	$61,153
14	$53,396	$5,281	$58,677	$56,428	$5,581	$62,009
15	$54,147	$5,355	$59,502	$57,221	$5,659	$62,880
16	$54,911	$5,431	$60,342	$58,029	$5,739	$63,768
17	$55,667	$5,506	$61,173	$58,851	$5,820	$64,671
18	$56,479	$5,586	$62,065	$59,689	$5,903	$65,592
19	$57,285	$5,666	$62,951	$60,539	$5,987	$66,526
20	$58,103	$5,746	$63,849	$61,405	$6,073	$67,478
21	$58,937	$5,829	$64,766	$62,286	$6,160	$68,446
22	$59,787	$5,913	$65,700	$63,185	$6,249	$69,434
23	$60,650	$5,998	$66,648	$64,098	$6,339	$70,437
24	$61,524	$6,085	$67,609	$65,022	$6,431	$71,453
25	$62,414	$6,173	$68,587	$65,961	$6,524	$72,485
26	$63,318	$6,262	$69,580	$66,918	$6,618	$73,536
27	$64,240	$6,353	$70,593	$67,893	$6,715	$74,608
28	$65,177	$6,446	$71,623	$68,883	$6,813	$75,696
29	$66,129	$6,540	$72,669	$69,892	$6,912	$76,804
30	$67,101	$6,636	$73,737	$70,919	$7,014	$77,933
31	$68,088	$6,734	$74,822	$71,962	$7,117	$79,079
32	$69,093	$6,833	$75,926	$73,024	$7,222	$80,246
33	$70,116	$6,935	$77,051	$74,107	$7,329	$81,436
34	$71,156	$7,037	$78,193	$75,206	$7,438	$82,644

Appendix B: Extra-Curricular Schedule 2024-2025

Bldg.	% of Base Salary $39,129	1-3 Years Step %	1-3 Years Step $	4-7 Years Step %	4-7 Years Step $	8+ Years Step %	8+ Years Step $
HS	Head Football	12.00	$4,695	14.00	$5,478	16.00	$6,261
HS	Head Boys Basketball	12.00	$4,695	14.00	$5,478	16.00	$6,261
HS	Head Girls Basketball	12.00	$4,695	14.00	$5,478	16.00	$6,261
HS	Head Soccer	10.00	$3,913	12.00	$4,695	14.00	$5,478
HS	Head Volleyball	10.00	$3,913	12.00	$4,695	14.00	$5,478
HS	Head Wrestling	10.00	$3,913	12.00	$4,695	14.00	$5,478
HS	Head Baseball	10.00	$3,913	12.00	$4,695	14.00	$5,478
HS	Head Softball	10.00	$3,913	12.00	$4,695	14.00	$5,478
HS	Asst. Football (3)	8.00	$3,130	10.00	$3,913	12.00	$4,695
HS	Asst. Boys Basketball (2)	8.00	$3,130	10.00	$3,913	12.00	$4,695
HS	Asst. Girls Basketball	8.00	$3,130	10.00	$3,913	12.00	$4,695
HS	Head Cross Country	8.00	$3,130	10.00	$3,913	12.00	$4,695
HS	Head Boys Track	8.00	$3,130	10.00	$3,913	12.00	$4,695
HS	Head Girls Track	8.00	$3,130	10.00	$3,913	12.00	$4,695
HS	Head Golf	8.00	$3,130	10.00	$3,913	12.00	$4,695
HS	Student Council	7.00	$2,739	9.00	$3,522	11.00	$4,304
JH	Student Council	7.00	$2,739	9.00	$3,522	11.00	$4,304
JH	Boys Basketball (2)	7.00	$2,739	9.00	$3,522	11.00	$4,304
JH	Girls Basketball (2)	7.00	$2,739	9.00	$3,522	11.00	$4,304
JH	Volleyball (2)	7.00	$2,739	9.00	$3,522	11.00	$4,304
HS	Cheerleading (FB)	5.00	$1,956	7.00	$2,739	9.00	$3,522
HS	Cheerleading (BB)	5.00	$1,956	7.00	$2,739	9.00	$3,522
HS	Yearbook	5.00	$1,956	7.00	$2,739	9.00	$3,522
HS	Journalism	5.00	$1,956	7.00	$2,739	9.00	$3,522
JH	Head Baseball	5.00	$1,956	7.00	$2,739	9.00	$3,522
JH	Head Softball	5.00	$1,956	7.00	$2,739	9.00	$3,522
JH	Boys Track (2)*	5.00	$1,956	7.00	$2,739	9.00	$3,522
JH	Girls Track (2)*	5.00	$1,956	7.00	$2,739	9.00	$3,522
HS	Scholastic Bowl (2)	4.00	$1,565	6.00	$2,348	8.00	$3,130
HS	Assistant Baseball (2)*	4.00	$1,565	6.00	$2,348	8.00	$3,130
HS	Asst. Softball*	4.00	$1,565	6.00	$2,348	8.00	$3,130
HS	Asst. Volleyball	4.00	$1,565	6.00	$2,348	8.00	$3,130
HS	Asst. Student Council*	4.00	$1,565	6.00	$2,348	8.00	$3,130
HS	Asst. Soccer*	4.00	$1,565	6.00	$2,348	8.00	$3,130
HS	Asst. Cross Country*	4.00	$1,565	6.00	$2,348	8.00	$3,130
HS	Asst. Wrestling (2)*	4.00	$1,565	6.00	$2,348	8.00	$3,130
HS	Band	4.00	$1,565	5.00	$1,956	6.00	$2,348
HS	Pompettes	4.00	$1,565	5.00	$1,956	6.00	$2,348
JH	Cheerleading	4.00	$1,565	5.00	$1,956	6.00	$2,348
JH	Asst. Baseball*	4.00	$1,565	5.00	$1,956	6.00	$2,348
JH	Asst. Softball*	4.00	$1,565	5.00	$1,956	6.00	$2,348
GS	Head Boys Basketball 5&6	4.00	$1,565	5.00	$1,956	6.00	$2,348
GS	Head Girls Basketball 5&6	4.00	$1,565	5.00	$1,956	6.00	$2,348
HS	Head Teacher	4.00	$1,565	5.00	$1,956	6.00	$2,348
JH	Head Teacher	4.00	$1,565	5.00	$1,956	6.00	$2,348
GS	Head Teacher	4.00	$1,565	5.00	$1,956	6.00	$2,348
GS	Yearbook (2)	4.00	$1,565	5.00	$1,956	6.00	$2,348

Appendix B: Extra-Curricular Schedule 2024-2025

Bldg.	% of Base Salary $39,129	1-3 Years Step %	1-3 Years Step $	4-7 Years Step %	4-7 Years Step $	8+ Years Step %	8+ Years Step $
HS	Freshmen Class Sponsor	3.00	$1,174	4.00	$1,565	5.00	$1,956
HS	Sophomore Class Sponsor	3.00	$1,174	4.00	$1,565	5.00	$1,956
HS	Junior Class Sponsor	3.00	$1,174	4.00	$1,565	5.00	$1,956
HS	Senior Class Sponsor	3.00	$1,174	4.00	$1,565	5.00	$1,956
HS	Speech/Literary	2.00	$783	3.00	$1,174	4.00	$1,565
HS	Asst. Boys Track*	2.00	$783	3.00	$1,174	4.00	$1,565
HS	Asst. Girls Track*	2.00	$783	3.00	$1,174	4.00	$1,565
HS	FCCLA Sponsor	2.00	$783	3.00	$1,174	4.00	$1,565
JH	Scholastic Bowl	2.00	$783	3.00	$1,174	4.00	$1,565
GS	Scholastic Bowl	2.00	$783	3.00	$1,174	4.00	$1,565
GS	Asst. Boys Basketball 5&6	2.00	$783	3.00	$1,174	4.00	$1,565
GS	Asst. Boys Basketball 5&6	2.00	$783	3.00	$1,174	4.00	$1,565
HS	Art Club	2.00	$783	2.50	$978	3.00	$1,174
JH	8th Grade Class Sponsor (2)	2.00	$783	2.50	$978	3.00	$1,174
JH	Pompettes	2.00	$783	2.50	$978	3.00	$1,174
HS	Drama (per perf - 2)	2.00	$783	2.50	$978	3.00	$1,174
GS	Head Running Club	2.00	$783	2.50	$978	3.00	$1,174
HS	NHS	1.50	$587	2.00	$783	2.50	$978
HS	WYSE	1.50	$587	2.00	$783	2.50	$978
HS	Art Exhibition	1.50	$587	2.00	$783	2.50	$978
JH	Spelling	1.50	$587	2.00	$783	2.50	$978
JH	Speech/Literary	1.50	$587	2.00	$783	2.50	$978
GS	Speech/Literary	1.50	$587	2.00	$783	2.50	$978
GS	Art	1.50	$587	2.00	$783	2.50	$978
GS	Science	1.50	$587	2.00	$783	2.50	$978
HS	Asst. Drama (per perf - 2)	1.00	$391	1.50	$587	2.00	$783
GS	Asst. Running Club (3)	1.00	$391	1.50	$587	2.00	$783
GS	Play (per perf - 2)	0.75	$293	1.00	$391	1.25	$489
HS	Chorus (per perf - 3)	0.75	$293	1.00	$391	1.25	$489
JH	Chorus (per perf - 3)	0.75	$293	1.00	$391	1.25	$489
JH	Band (per perf - 3)	0.75	$293	1.00	$391	1.25	$489
GS	Chorus (per perf - 3)	0.75	$293	1.00	$391	1.25	$489
GS	Band (per perf - 3)*	0.75	$293	1.00	$391	1.25	$489

Limits per building and/or including contests per building are in parenthesis

*If determined necessary by the administration

Game workers - (Tickets, Timer, Book) for Basketball, Volleyball, Wrestling and Football per person per night is Minimum wage x 2 for Tickets and Minimum wage x 3 for Timer and Book.

Listing of a particular activity or position does not compel the Board to offer or fill the same or limit the right of the Board to eliminate the same. The Board reserves the right to create new positions and establish new activities.

Appendix B: Extra-Curricular Schedule 2025-2026

Bldg.	% of Base Salary $41,779	1-3 Years Step %	1-3 Years Step $	4-7 Years Step %	4-7 Years Step $	8+ Years Step %	8+ Years Step $
HS	Head Football	12.00	$5,013	14.00	$5,849	16.00	$6,685
HS	Head Boys Basketball	12.00	$5,013	14.00	$5,849	16.00	$6,685
HS	Head Girls Basketball	12.00	$5,013	14.00	$5,849	16.00	$6,685
HS	Head Soccer	10.00	$4,178	12.00	$5,013	14.00	$5,849
HS	Head Volleyball	10.00	$4,178	12.00	$5,013	14.00	$5,849
HS	Head Wrestling	10.00	$4,178	12.00	$5,013	14.00	$5,849
HS	Head Baseball	10.00	$4,178	12.00	$5,013	14.00	$5,849
HS	Head Softball	10.00	$4,178	12.00	$5,013	14.00	$5,849
HS	Asst. Football (3)	8.00	$3,342	10.00	$4,178	12.00	$5,013
HS	Asst. Boys Basketball (2)	8.00	$3,342	10.00	$4,178	12.00	$5,013
HS	Asst. Girls Basketball	8.00	$3,342	10.00	$4,178	12.00	$5,013
HS	Head Cross Country	8.00	$3,342	10.00	$4,178	12.00	$5,013
HS	Head Boys Track	8.00	$3,342	10.00	$4,178	12.00	$5,013
HS	Head Girls Track	8.00	$3,342	10.00	$4,178	12.00	$5,013
HS	Head Golf	8.00	$3,342	10.00	$4,178	12.00	$5,013
HS	Student Council	7.00	$2,925	9.00	$3,760	11.00	$4,596
JH	Student Council	7.00	$2,925	9.00	$3,760	11.00	$4,596
JH	Boys Basketball (2)	7.00	$2,925	9.00	$3,760	11.00	$4,596
JH	Girls Basketball (2)	7.00	$2,925	9.00	$3,760	11.00	$4,596
JH	Volleyball (2)	7.00	$2,925	9.00	$3,760	11.00	$4,596
HS	Cheerleading (FB)	5.00	$2,089	7.00	$2,925	9.00	$3,760
HS	Cheerleading (BB)	5.00	$2,089	7.00	$2,925	9.00	$3,760
HS	Yearbook	5.00	$2,089	7.00	$2,925	9.00	$3,760
HS	Journalism	5.00	$2,089	7.00	$2,925	9.00	$3,760
JH	Head Baseball	5.00	$2,089	7.00	$2,925	9.00	$3,760
JH	Head Softball	5.00	$2,089	7.00	$2,925	9.00	$3,760
JH	Boys Track (2)*	5.00	$2,089	7.00	$2,925	9.00	$3,760
JH	Girls Track (2)*	5.00	$2,089	7.00	$2,925	9.00	$3,760
HS	Scholastic Bowl (2)	4.00	$1,671	6.00	$2,507	8.00	$3,342
HS	Assistant Baseball (2)*	4.00	$1,671	6.00	$2,507	8.00	$3,342
HS	Asst. Softball*	4.00	$1,671	6.00	$2,507	8.00	$3,342
HS	Asst. Volleyball	4.00	$1,671	6.00	$2,507	8.00	$3,342
HS	Asst. Student Council*	4.00	$1,671	6.00	$2,507	8.00	$3,342
HS	Asst. Soccer*	4.00	$1,671	6.00	$2,507	8.00	$3,342
HS	Asst. Cross Country*	4.00	$1,671	6.00	$2,507	8.00	$3,342
HS	Asst. Wrestling (2)*	4.00	$1,671	6.00	$2,507	8.00	$3,342
HS	Band	4.00	$1,671	5.00	$2,089	6.00	$2,507
HS	Pompettes	4.00	$1,671	5.00	$2,089	6.00	$2,507
JH	Cheerleading	4.00	$1,671	5.00	$2,089	6.00	$2,507
JH	Asst. Baseball*	4.00	$1,671	5.00	$2,089	6.00	$2,507
JH	Asst. Softball*	4.00	$1,671	5.00	$2,089	6.00	$2,507
GS	Head Boys Basketball 5&6	4.00	$1,671	5.00	$2,089	6.00	$2,507
GS	Head Girls Basketball 5&6	4.00	$1,671	5.00	$2,089	6.00	$2,507
HS	Head Teacher	4.00	$1,671	5.00	$2,089	6.00	$2,507
JH	Head Teacher	4.00	$1,671	5.00	$2,089	6.00	$2,507
GS	Head Teacher	4.00	$1,671	5.00	$2,089	6.00	$2,507
GS	Yearbook (2)	4.00	$1,671	5.00	$2,089	6.00	$2,507

Appendix B: Extra-Curricular Schedule 2025-2026

Bldg.	% of Base Salary $41,779	1-3 Years Step %	1-3 Years Step $	4-7 Years Step %	4-7 Years Step $	8+ Years Step %	8+ Years Step $
HS	Freshmen Class Sponsor	3.00	$1,253	4.00	$1,671	5.00	$2,089
HS	Sophomore Class Sponsor	3.00	$1,253	4.00	$1,671	5.00	$2,089
HS	Junior Class Sponsor	3.00	$1,253	4.00	$1,671	5.00	$2,089
HS	Senior Class Sponsor	3.00	$1,253	4.00	$1,671	5.00	$2,089
HS	Speech/Literary	2.00	$836	3.00	$1,253	4.00	$1,671
HS	Asst. Boys Track*	2.00	$836	3.00	$1,253	4.00	$1,671
HS	Asst. Girls Track*	2.00	$836	3.00	$1,253	4.00	$1,671
HS	FCCLA Sponsor	2.00	$836	3.00	$1,253	4.00	$1,671
JH	Scholastic Bowl	2.00	$836	3.00	$1,253	4.00	$1,671
GS	Scholastic Bowl	2.00	$836	3.00	$1,253	4.00	$1,671
GS	Asst. Boys Basketball 5&6	2.00	$836	3.00	$1,253	4.00	$1,671
GS	Asst. Boys Basketball 5&6	2.00	$836	3.00	$1,253	4.00	$1,671
HS	Art Club	2.00	$836	2.50	$1,044	3.00	$1,253
JH	8th Grade Class Sponsor (2)	2.00	$836	2.50	$1,044	3.00	$1,253
JH	Pompettes	2.00	$836	2.50	$1,044	3.00	$1,253
HS	Drama (per perf - 2)	2.00	$836	2.50	$1,044	3.00	$1,253
GS	Head Running Club	2.00	$836	2.50	$1,044	3.00	$1,253
HS	NHS	1.50	$627	2.00	$836	2.50	$1,044
HS	WYSE	1.50	$627	2.00	$836	2.50	$1,044
HS	Art Exhibition	1.50	$627	2.00	$836	2.50	$1,044
JH	Spelling	1.50	$627	2.00	$836	2.50	$1,044
JH	Speech/Literary	1.50	$627	2.00	$836	2.50	$1,044
GS	Speech/Literary	1.50	$627	2.00	$836	2.50	$1,044
GS	Art	1.50	$627	2.00	$836	2.50	$1,044
GS	Science	1.50	$627	2.00	$836	2.50	$1,044
HS	Asst. Drama (per perf - 2)	1.00	$418	1.50	$627	2.00	$836
GS	Asst. Running Club (3)	1.00	$418	1.50	$627	2.00	$836
GS	Play (per perf - 2)	0.75	$313	1.00	$418	1.25	$522
HS	Chorus (per perf - 3)	0.75	$313	1.00	$418	1.25	$522
JH	Chorus (per perf - 3)	0.75	$313	1.00	$418	1.25	$522
JH	Band (per perf - 3)	0.75	$313	1.00	$418	1.25	$522
GS	Chorus (per perf - 3)	0.75	$313	1.00	$418	1.25	$522
GS	Band (per perf - 3)*	0.75	$313	1.00	$418	1.25	$522

Limits per building and/or including contests per building are in parenthesis

*If determined necessary by the administration

Game workers - (Tickets, Timer, Book) for Basketball, Volleyball, Wrestling and Football per person per night is Minimum wage x 2 for Tickets and Minimum wage x 3 for Timer and Book.

Listing of a particular activity or position does not compel the Board to offer or fill the same or limit the right of the Board to eliminate the same. The Board reserves the right to create new positions and establish new activities.

Appendix B: Extra-Curricular Schedule 2026-2027

Bldg.	% of Base Salary $44,529	1-3 Years Step %	1-3 Years Step $	4-7 Years Step %	4-7 Years Step $	8+ Years Step %	8+ Years Step $
HS	Head Football	12.00	$5,343	14.00	$6,234	16.00	$7,125
HS	Head Boys Basketball	12.00	$5,343	14.00	$6,234	16.00	$7,125
HS	Head Girls Basketball	12.00	$5,343	14.00	$6,234	16.00	$7,125
HS	Head Soccer	10.00	$4,453	12.00	$5,343	14.00	$6,234
HS	Head Volleyball	10.00	$4,453	12.00	$5,343	14.00	$6,234
HS	Head Wrestling	10.00	$4,453	12.00	$5,343	14.00	$6,234
HS	Head Baseball	10.00	$4,453	12.00	$5,343	14.00	$6,234
HS	Head Softball	10.00	$4,453	12.00	$5,343	14.00	$6,234
HS	Asst. Football (3)	8.00	$3,562	10.00	$4,453	12.00	$5,343
HS	Asst. Boys Basketball (2)	8.00	$3,562	10.00	$4,453	12.00	$5,343
HS	Asst. Girls Basketball	8.00	$3,562	10.00	$4,453	12.00	$5,343
HS	Head Cross Country	8.00	$3,562	10.00	$4,453	12.00	$5,343
HS	Head Boys Track	8.00	$3,562	10.00	$4,453	12.00	$5,343
HS	Head Girls Track	8.00	$3,562	10.00	$4,453	12.00	$5,343
HS	Head Golf	8.00	$3,562	10.00	$4,453	12.00	$5,343
HS	Student Council	7.00	$3,117	9.00	$4,008	11.00	$4,898
JH	Student Council	7.00	$3,117	9.00	$4,008	11.00	$4,898
JH	Boys Basketball (2)	7.00	$3,117	9.00	$4,008	11.00	$4,898
JH	Girls Basketball (2)	7.00	$3,117	9.00	$4,008	11.00	$4,898
JH	Volleyball (2)	7.00	$3,117	9.00	$4,008	11.00	$4,898
HS	Cheerleading (FB)	5.00	$2,226	7.00	$3,117	9.00	$4,008
HS	Cheerleading (BB)	5.00	$2,226	7.00	$3,117	9.00	$4,008
HS	Yearbook	5.00	$2,226	7.00	$3,117	9.00	$4,008
HS	Journalism	5.00	$2,226	7.00	$3,117	9.00	$4,008
JH	Head Baseball	5.00	$2,226	7.00	$3,117	9.00	$4,008
JH	Head Softball	5.00	$2,226	7.00	$3,117	9.00	$4,008
JH	Boys Track (2)*	5.00	$2,226	7.00	$3,117	9.00	$4,008
JH	Girls Track (2)*	5.00	$2,226	7.00	$3,117	9.00	$4,008
HS	Scholastic Bowl (2)	4.00	$1,781	6.00	$2,672	8.00	$3,562
HS	Assistant Baseball (2)*	4.00	$1,781	6.00	$2,672	8.00	$3,562
HS	Asst. Softball*	4.00	$1,781	6.00	$2,672	8.00	$3,562
HS	Asst. Volleyball	4.00	$1,781	6.00	$2,672	8.00	$3,562
HS	Asst. Student Council*	4.00	$1,781	6.00	$2,672	8.00	$3,562
HS	Asst. Soccer*	4.00	$1,781	6.00	$2,672	8.00	$3,562
HS	Asst. Cross Country*	4.00	$1,781	6.00	$2,672	8.00	$3,562
HS	Asst. Wrestling (2)*	4.00	$1,781	6.00	$2,672	8.00	$3,562
HS	Band	4.00	$1,781	5.00	$2,226	6.00	$2,672
HS	Pompettes	4.00	$1,781	5.00	$2,226	6.00	$2,672
JH	Cheerleading	4.00	$1,781	5.00	$2,226	6.00	$2,672
JH	Asst. Baseball*	4.00	$1,781	5.00	$2,226	6.00	$2,672
JH	Asst. Softball*	4.00	$1,781	5.00	$2,226	6.00	$2,672
GS	Head Boys Basketball 5&6	4.00	$1,781	5.00	$2,226	6.00	$2,672
GS	Head Girls Basketball 5&6	4.00	$1,781	5.00	$2,226	6.00	$2,672
HS	Head Teacher	4.00	$1,781	5.00	$2,226	6.00	$2,672
JH	Head Teacher	4.00	$1,781	5.00	$2,226	6.00	$2,672
GS	Head Teacher	4.00	$1,781	5.00	$2,226	6.00	$2,672
GS	Yearbook (2)	4.00	$1,781	5.00	$2,226	6.00	$2,672

Appendix B: Extra-Curricular Schedule 2026-2027

Bldg.	% of Base Salary $44,529	1-3 Years Step %	1-3 Years Step $	4-7 Years Step %	4-7 Years Step $	8+ Years Step %	8+ Years Step $
HS	Freshmen Class Sponsor	3.00	$1,336	4.00	$1,781	5.00	$2,226
HS	Sophomore Class Sponsor	3.00	$1,336	4.00	$1,781	5.00	$2,226
HS	Junior Class Sponsor	3.00	$1,336	4.00	$1,781	5.00	$2,226
HS	Senior Class Sponsor	3.00	$1,336	4.00	$1,781	5.00	$2,226
HS	Speech/Literary	2.00	$891	3.00	$1,336	4.00	$1,781
HS	Asst. Boys Track*	2.00	$891	3.00	$1,336	4.00	$1,781
HS	Asst. Girls Track*	2.00	$891	3.00	$1,336	4.00	$1,781
HS	FCCLA Sponsor	2.00	$891	3.00	$1,336	4.00	$1,781
JH	Scholastic Bowl	2.00	$891	3.00	$1,336	4.00	$1,781
GS	Scholastic Bowl	2.00	$891	3.00	$1,336	4.00	$1,781
GS	Asst. Boys Basketball 5&6	2.00	$891	3.00	$1,336	4.00	$1,781
GS	Asst. Boys Basketball 5&6	2.00	$891	3.00	$1,336	4.00	$1,781
HS	Art Club	2.00	$891	2.50	$1,113	3.00	$1,336
JH	8th Grade Class Sponsor (2)	2.00	$891	2.50	$1,113	3.00	$1,336
JH	Pompettes	2.00	$891	2.50	$1,113	3.00	$1,336
HS	Drama (per perf - 2)	2.00	$891	2.50	$1,113	3.00	$1,336
GS	Head Running Club	2.00	$891	2.50	$1,113	3.00	$1,336
HS	NHS	1.50	$668	2.00	$891	2.50	$1,113
HS	WYSE	1.50	$668	2.00	$891	2.50	$1,113
HS	Art Exhibition	1.50	$668	2.00	$891	2.50	$1,113
JH	Spelling	1.50	$668	2.00	$891	2.50	$1,113
JH	Speech/Literary	1.50	$668	2.00	$891	2.50	$1,113
GS	Speech/Literary	1.50	$668	2.00	$891	2.50	$1,113
GS	Art	1.50	$668	2.00	$891	2.50	$1,113
GS	Science	1.50	$668	2.00	$891	2.50	$1,113
HS	Asst. Drama (per perf - 2)	1.00	$445	1.50	$668	2.00	$891
GS	Asst. Running Club (3)	1.00	$445	1.50	$668	2.00	$891
GS	Play (per perf - 2)	0.75	$334	1.00	$445	1.25	$557
HS	Chorus (per perf - 3)	0.75	$334	1.00	$445	1.25	$557
JH	Chorus (per perf - 3)	0.75	$334	1.00	$445	1.25	$557
JH	Band (per perf - 3)	0.75	$334	1.00	$445	1.25	$557
GS	Chorus (per perf - 3)	0.75	$334	1.00	$445	1.25	$557
GS	Band (per perf - 3)*	0.75	$334	1.00	$445	1.25	$557

Limits per building and/or including contests per building are in parenthesis

*If determined necessary by the administration

Game workers - (Tickets, Timer, Book) for Basketball, Volleyball, Wrestling and Football per person per night is Minimum wage x 2 for Tickets and Minimum wage x 3 for Timer and Book.

Listing of a particular activity or position does not compel the Board to offer or fill the same or limit the right of the Board to eliminate the same. The Board reserves the right to create new positions and establish new activities.

Appendix C: ESP Salary Schedule 2024-2025

Step	Cook Dishwasher Per/Hr.	Bldg Secretary Teaching Assist. Library Assist. Per/Hr.	Custodian/ Maintenance Per/Hr.	Custodian Per/Hr.	Technology Salary
>1	15.01	15.93	15.22	18.36	18.57
>2	15.28	16.20	15.50	18.69	18.91
>3	15.55	16.50	15.77	19.03	19.24
>4	15.84	16.81	16.06	19.38	19.59
>5	16.11	17.12	16.35	19.72	19.95
>6	16.41	17.42	16.64	20.07	20.30
>7	16.71	17.73	16.94	20.44	20.67
>8	16.99	18.05	17.25	20.80	21.04
>9	17.30	18.36	17.55	21.19	21.42
>10	17.63	18.71	17.87	21.56	21.80
>11	17.91	19.04	18.19	21.94	22.20
>12	18.25	19.38	18.52	22.32	22.59
>13	18.57	19.71	18.84	22.73	22.98
>14	18.91	20.06	19.17	23.13	23.39
>15	19.23	20.42	19.51	23.54	23.81
>16	19.58	20.78	19.86	23.96	24.23
>17	19.92	21.15	20.20	24.38	24.66
>18	20.28	21.51	20.56	24.80	25.09
>19	20.63	21.90	20.93	25.25	25.54
>20	20.99	22.28	21.30	25.71	25.99
>21	21.36	22.68	21.68	26.16	26.45
>22	21.74	23.09	22.06	26.61	26.91
>23	22.12	23.49	22.44	27.08	27.38
>24	22.53	23.90	22.84	27.56	27.87
>25	22.92	24.33	23.24	28.04	28.36
>26	23.31	24.75	23.65	28.54	28.85
>27	23.71	25.19	24.07	29.02	29.36
>28	24.14	25.63	24.49	29.53	29.88
>29	24.57	26.08	24.92	30.07	30.41
>30	25.00	26.54	25.36	30.60	30.94
>31	25.44	27.01	25.81	31.13	31.48
>32	25.89	27.48	26.26	31.67	32.04
>33	26.34	27.96	26.72	32.25	32.61
>34	26.80	28.45	27.19	32.81	33.18
>35	27.27	28.95	27.67	33.38	33.76
>36	27.74	29.46	28.16	33.96	34.36
>37	28.25	29.98	28.65	34.57	34.96

Appendix C: ESP Salary Schedule 2025-2026

Step	Cook Dishwasher Per/Hr.	Bldg Secretary Teaching Assist. Library Assist. Per/Hr.	Custodian/ Maintenance Per/Hr.	Custodian Per/Hr.	Technology Salary
>1	15.01	15.93	15.22	18.36	18.57
>2	15.28	16.20	15.50	18.69	18.91
>3	15.55	16.50	15.77	19.03	19.24
>4	15.84	16.81	16.06	19.38	19.59
>5	16.11	17.12	16.35	19.72	19.95
>6	16.41	17.42	16.64	20.07	20.30
>7	16.71	17.73	16.94	20.44	20.67
>8	16.99	18.05	17.25	20.80	21.04
>9	17.30	18.36	17.55	21.19	21.42
>10	17.63	18.71	17.87	21.56	21.80
>11	17.91	19.04	18.19	21.94	22.20
>12	18.25	19.38	18.52	22.32	22.59
>13	18.57	19.71	18.84	22.73	22.98
>14	18.91	20.06	19.17	23.13	23.39
>15	19.23	20.42	19.51	23.54	23.81
>16	19.58	20.78	19.86	23.96	24.23
>17	19.92	21.15	20.20	24.38	24.66
>18	20.28	21.51	20.56	24.80	25.09
>19	20.63	21.90	20.93	25.25	25.54
>20	20.99	22.28	21.30	25.71	25.99
>21	21.36	22.68	21.68	26.16	26.45
>22	21.74	23.09	22.06	26.61	26.91
>23	22.12	23.49	22.44	27.08	27.38
>24	22.53	23.90	22.84	27.56	27.87
>25	22.92	24.33	23.24	28.04	28.36
>26	23.31	24.75	23.65	28.54	28.85
>27	23.71	25.19	24.07	29.02	29.36
>28	24.14	25.63	24.49	29.53	29.88
>29	24.57	26.08	24.92	30.07	30.41
>30	25.00	26.54	25.36	30.60	30.94
>31	25.44	27.01	25.81	31.13	31.48
>32	25.89	27.48	26.26	31.67	32.04
>33	26.34	27.96	26.72	32.25	32.61
>34	26.80	28.45	27.19	32.81	33.18
>35	27.27	28.95	27.67	33.38	33.76
>36	27.74	29.46	28.16	33.96	34.36
>37	28.25	29.98	28.65	34.57	34.96

Appendix C: ESP Salary Schedule 2026-2027

Step	Cook Dishwasher Per/Hr.	Bldg Secretary Teaching Assist. Library Assist. Per/Hr.	Custodian/ Maintenance Per/Hr.	Custodian Per/Hr.	Technology Salary
>1	15.91	16.89	15.22	19.46	19.69
>2	16.19	17.18	15.50	19.81	20.05
>3	16.48	17.49	15.77	20.17	20.41
>4	16.79	17.82	16.06	20.54	20.76
>5	17.08	18.15	16.35	20.90	21.15
>6	17.40	18.46	16.64	21.27	21.52
>7	17.71	18.80	16.94	21.66	21.91
>8	18.01	19.13	17.25	22.05	22.30
>9	18.34	19.46	17.55	22.46	22.71
>10	18.69	19.83	17.87	22.85	23.11
>11	18.99	20.18	18.19	23.26	23.53
>12	19.35	20.54	18.52	23.66	23.94
>13	19.68	20.89	18.84	24.09	24.36
>14	20.05	21.26	19.17	24.52	24.80
>15	20.38	21.64	19.51	24.95	25.24
>16	20.76	22.02	19.86	25.39	25.69
>17	21.12	22.42	20.20	25.84	26.14
>18	21.50	22.80	20.56	26.29	26.60
>19	21.87	23.21	20.93	26.76	27.07
>20	22.25	23.62	21.30	27.25	27.55
>21	22.64	24.05	21.68	27.73	28.03
>22	23.04	24.47	22.06	28.20	28.53
>23	23.45	24.90	22.44	28.71	29.02
>24	23.88	25.34	22.84	29.21	29.54
>25	24.30	25.79	23.24	29.72	30.06
>26	24.71	26.24	23.65	30.25	30.58
>27	25.13	26.70	24.07	30.76	31.12
>28	25.59	27.17	24.49	31.30	31.67
>29	26.04	27.64	24.92	31.88	32.24
>30	26.49	28.13	25.36	32.44	32.80
>31	26.97	28.63	25.81	33.00	33.37
>32	27.44	29.12	26.26	33.57	33.97
>33	27.92	29.64	26.72	34.18	34.56
>34	28.41	30.16	27.19	34.78	35.17
>35	28.91	30.69	27.67	35.38	35.79
>36	29.40	31.22	28.16	36.00	36.42
>37	29.95	31.78	28.65	36.64	37.06

Appendix D: Nurse Hourly Rate Schedule

Nurse w/ Associates

Step	2024-2025	2025-2026	2026-2027
>1	28.56	28.56	30.27
>2	29.06	29.06	30.80
>3	29.56	29.56	31.34
>4	30.07	30.07	31.88
>5	30.60	30.60	32.44
>6	31.13	31.13	33.00
>7	31.67	31.67	33.57
>8	32.22	32.22	34.16
>9	32.79	32.79	34.75
>10	33.36	33.36	35.36
>11	33.94	33.94	35.98
>12	34.52	34.52	36.60
>13	35.13	35.13	37.24
>14	35.74	35.74	37.89
>15	36.36	36.36	38.54

Nurse w/ Bachelors

Step	2024-2025	2025-2026	2026-2027
>1	30.14	30.14	31.95
>2	30.66	30.66	32.50
>3	31.20	31.20	33.07
>4	31.74	31.74	33.64
>5	32.29	32.29	34.22
>6	32.85	32.85	34.82
>7	33.42	33.42	35.43
>8	34.01	34.01	36.04
>9	34.60	34.60	36.68
>10	35.19	35.19	37.30
>11	35.81	35.81	37.96
>12	36.43	36.43	38.62
>13	37.07	37.07	39.29
>14	37.70	37.70	39.96
>15	38.36	38.36	40.66

Appendix E: Extra-Curricular Categories

Art Club/Art
HS
HS Exhibition
GS

Band/Chorus
HS Band
HS Chorus
JH Band
JH Chorus
GS Band
GS Chorus

Baseball/Softball
HS Head Baseball
HS Asst Baseball
HS Head Softball
HS Asst Softball
JH Head Baseball
JH Asst Baseball
JH Head Softball

Basketball
HS Head Boys
HS Asst Boys
HS Head Girls
HS Asst Girls
JH Boys
JH Girls
GS Boys
GS Asst Boys
GS Girls
GS Asst Girls

Cheer/Pompettes
HS BB Cheer
HS FB Cheer
HS Pompettes
JH Cheer
JH Pompettes

Class Sponsor
8th
9th
10th
11th
12th

Drama
HS Head
HS Asst
GS Play

FCCLA
HS Head

Football
HS Head
HS Asst

Golf
HS Head

Head Teacher
HS
JH
GS

Newspaper
HS

NHS
HS Head

Running Club
GS Head
GS Asst

Scho. Bowl/WYSE
HS Varsity
HS JV
JH Head
GS Head
HS WYSE

Science
GS Fair

Soccer
HS Head
HS Asst

Speech/Literary
HS
JH
GS

Spelling
JH Head

Student Council
HS Head
HS Asst
JH Head

Track/Cross Country
HS Head Boys
HS Asst Boys
HS Head Girls
HS Asst Girls
JH Boys
JH Girls
HS Cross Country

Volleyball
HS Head
HS Asst
JH Head

Wrestling
HS Head
HS Asst

Yearbook
HS
JH
GS