

**AGREEMENT**

**BETWEEN**

**THE BOARD OF EDUCATION  
WHITESIDE SCHOOL DISTRICT NO. 115**

**AND**

**WHITESIDE FEDERATION OF TEACHERS,  
LOCAL #4130, IFT/AFT, AFL-CIO**

**2024-2029**

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**PREAMBLE**

This agreement between the Board of Education of Whiteside School District No. 115, St. Clair County, Illinois, and the Federation of Teachers, Local 4130, incorporates a number of understandings which derive from the parties' recognition that the ultimate aim of public schools is to provide the best education possible for the children and youth in the District and that the attainment of these educational goals is a joint responsibility of the Board of Education, the administrative staff and the teaching personnel.

The parties further recognize that the attainment of these educational goals requires mutual understanding and cooperation between the Board, the administrative and supervisory staff and the teaching personnel. To this end, free and open exchange of views is desirable and necessary. Accordingly, the Union and the Board agree to continue to work affirmatively in implementing their mutual objectives according to terms of this Agreement.

**ARTICLE I**

**PARTIES TO THE AGREEMENT**

This Agreement is made and entered into this \_\_\_\_ day of July, 2024 by and between the Board of Education of Whiteside School District No. 115, St. Clair County, Illinois, hereinafter referred to as the "Board" or "Employer," and the Whiteside Federation of Teachers, Local 4130, Illinois Federation of Teachers, American Federation of Teachers, AFL-CIO, hereinafter referred to as the "Union" or "Federation."

**ARTICLE II**

**RECOGNITION, JURISDICTION AND SCOPE**

**2.1** The Board recognizes the Federation as the sole and exclusive negotiating agent with respect to wages, hours and other terms and conditions of employment for all regularly employed full-time and part-time certificated classroom teachers except for the Superintendent, Principals, administrators, school nurse, short-term employees, teacher aides and certificated staff members assigned to the District but who are not employees of District No. 115.

**2.2** If any section, paragraph, sentence or clause of this Agreement is held invalid or unconstitutional, such decision shall not affect the remaining portion of this Agreement or any section or part thereof.

**2.3** **Waiver of Additional Bargaining**

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties that covers the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. The parties mutually agree that this Agreement may be altered, changed, added to, deleted from or modified only through the ratification of both parties.

### ARTICLE III

#### MANAGEMENT RIGHTS

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

### ARTICLE IV

#### TEACHER AND UNION RIGHTS

- 4.1 The Union President, by agreement with the Superintendent, shall be allowed one (1) additional leave day in the school year to take care of matters that are mutually beneficial to the District and the Union. The expense of the substitute, if any, shall be borne by the Union. A summary report of the mutually beneficial matter shall be presented to the Board for review.
- 4.2 The Union agrees to represent equally and without prejudice all members of the Bargaining unit for purposes of negotiations with the Board concerning wages, hours, terms and conditions of their employment and the settlement of grievances.
- 4.3 Regular, contractual certified teaching employees of the District shall have the right to form, join or assist employees' organizations and to participate in collective bargaining with the Board through representatives of their own choosing. Teaching employees shall also have the right to refrain from any or all of such activities.
- 4.4 The Board shall grant the Union the right to use faculty mailboxes for a reasonable volume of appropriate announcements relating to the conduct of the Union's business provided the Superintendent, or his/her designee, is notified prior to the dissemination of any material through said mailboxes.
- 4.5 The Board shall grant the Union the right to hold meetings on school property provided:
  - .1 Arrangements for facilities for such meetings are approved in advance by the Superintendent or his/her designee;
  - .2 Such meetings in no way interfere with any aspect of the instructional program;
  - .3 The Board may make a reasonable charge when custodial service is required for meetings; and
  - .4 Such meetings are scheduled outside regular teachers' hours.
- 4.6 The Board shall grant the Union bulletin board space in each school provided:
  - .1 Only authorized representatives of the Union are permitted to post Union announcements on said bulletin boards;
  - .2 Said bulletin board space shall not be located in an area which is readily accessible to students; and
  - .3 The Superintendent, or his/her designee, is notified in advance.

- 4.7 With the Superintendent's approval, the Union shall be granted the right to use the copier provided the Union reimburses the District a fee which is mutually agreed upon.
- 4.8 The Board shall post a copy of the Board meeting minutes on the District's website no later than 10 calendar days after they have been legally approved by the Board action.
- 4.9 The Board shall provide the Union with a copy of the public agenda and all public supplemental information to the Union representative at the monthly Board meeting.
- 4.10 The Board shall recognize the Union President, or his/her designee, as the official representative of the Union.
- 4.11 The Superintendent, or his/her designee, shall meet periodically (though not more than once per month except by mutual agreement) at the request of the Union to discuss matters relating to the educational programs which are beyond the scope of this Agreement.
- 4.12 An employee shall have the right to inspect and to copy records in his/her personnel file during the regular working hours in the presence of the Superintendent or the Superintendent's designee. The District may charge a reasonable fee for copying records in an employee's personnel file.
- 4.13 An employee may review all materials in his/her file except confidential letters of recommendation or credentials from placement agencies. An employee may also give written consent to permit review of his/her file by a third party. The right to access by an employee, or his/her designee, includes the right to make written objection to any information contained in the file, and such objection shall become part of the personnel file.
- 4.14 All personnel records shall be confidential unless released under state or federal law, subpoena, or court order. The Superintendent shall have the overall responsibility for maintaining personnel files and for preserving their confidentiality. The Superintendent may, however, designate others to assist him/her in carrying out this responsibility.

**ARTICLE V**

**WORKING CONDITIONS**

**5.1 Work Day**

All teachers' work day shall be 7 ½ hours, including the duty-free lunch period.

**5.2** Teachers are free to leave the school premises during their duty-free lunch period and/or planning period. Teachers must be present before and after school to cover required duties. Whenever leaving school premises, teachers shall sign in and out in the appropriate office.

**5.3 Classroom Substitutions**

.1 Persons substituting at the request of the administration for teachers who are absent shall be compensated in accordance with the following scale:

1-15 minutes	--	No compensation
Over 15 minutes	--	\$30 per period

- .2 These payments shall be made in cases where a teacher doubles up to handle his/her own classes as well as the class of the absent teacher. If the class of the absent teacher is divided among two or more teachers, the payment shall be on a proportionate basis among the teachers involved.
- .3 Teachers performing "Grant Work" during time outside the regular teacher work day shall be compensated at the rate of \$20 per hour.
- .4 Payment earned shall be paid on the next applicable pay check.

#### 5.4 Extracurricular Duty

- .1 Extracurricular pay shall be made in accordance with the stipend salary table. (See Appendix.)
- .2 If a teacher is desirous of sponsoring an extra-curricular position for the forthcoming school year, said teacher shall submit a request in writing to the Board through the Superintendent stating such desire no later than May 15<sup>th</sup> of the current year. The Board of Education shall notify teachers submitting requests to sponsor an extra-curricular position for the forthcoming school year of their appointment on or before ten (10) days after the June Board meeting.
  - a. Once a teacher has been appointed an extracurricular position, said teacher shall retain that position unless one of the following occurs:
    1. When a teacher no longer desires to sponsor their appointed extracurricular position for the forthcoming school year, said teacher shall submit a request in writing to the Board through the Superintendent no later than May 15 of the current school year to be released from that position.
    2. The Board, through the Superintendent, shall notify any teacher holding an extra-curricular position when said teacher shall no longer be appointed to a particular extra-curricular position. This notification shall be in writing and be on or before ten (10) calendar days after the June Board meeting.
    3. Any new stipend position not on the master list will use the following protocol:
      1. The district will identify a need through suggestions from all district stakeholders.
      2. The superintendent of appointed representatives will draft a needs assessment for the proposed position.
      3. The needs assessment/survey will then be conducted to the identified group of students that it will affect.
      4. The data will be collected and reviewed by both the superintendent and union.
      5. In addition, the district will review items such as activity cost and long-term support.
      6. Both parties will then present the data to the board of education. This includes the number of students participating and cost. Cost will also include items such as transportation.
      7. The board of education and the union will then negotiate the stipend position and proposed stipend amount.

8. New stipend positions will be added to the master stipend list through a memorandum of understanding until the parties negotiate a successor agreement.

#### **5.5 Job Assignment**

Teachers shall be notified in writing by not later than ten (10) calendar days after the July meeting of the Board of Education of any tentative change in their teaching assignment for the forthcoming school year. In the event of a subsequent change in teaching assignment the affected teacher(s) will be promptly notified. Non-classroom teaching duties given in lieu of classroom teaching assignments shall be limited to one-year increments. The second year and subsequent years of non-classroom teaching duties given in lieu of classroom teaching assignments shall require mutual consent of the teacher and the Board or its representative.

#### **5.6 Travel Between School Buildings**

Teachers traveling from building to building as a part of their District required job assignment shall be paid mileage at the Internal Revenue Service rate that is in effect on the first day of the school year. A mileage log shall be maintained on a form developed by the Board and the Union. Logs shall be submitted within ten (10) calendar days following the end of each month and an employee shall forfeit their (any) reimbursement if he/she fails to submit the mileage log within this time limit. Payment shall be made within ten days following the receipt of the mileage log.

#### **5.7 Home/Hospital Instruction**

Teachers who provide home-based or hospital-based instruction to students at the request of the district shall be paid \$50 per hour. Mileage will be paid at the Federal IRS standard rate. Requests for applicable mileage reimbursement shall be submitted to the superintendent's office on a monthly basis.

#### **5.8 Salary Schedule Credit for Prior Experience**

The parties recognize that the Board of Education has an established policy of granting year for year credit on the salary schedule for newly employed teachers with previous in-state (Illinois) or out-of-state public school district experience, as well as private/parochial school experience. The maximum amount of credit that a teacher can acquire is seven (7) years, with placement then at Step 8 on the negotiated salary schedule. If in the future the Board should decide to modify or discontinue this policy, it will provide prior notice to the Union and will bargain the impact of its decision if requested by the Union. Moreover, the Board of Education hereinafter agrees to provide the Federation with an "Experience Verification Form" for each newly hired teacher.

As of May 2024, current staff will be given back half their years of service up through ten years. For example, if an employee with ten years of previous experience was hired in at step four, they would receive four steps during the life of this contract as proposed below in years two (½) and three (½) as applicable. If an employee with seven years of service was hired in at step four, they would receive two step credit as outlined below. This would cease at the end of the current contract and the above would apply going forward.

#### **5.9 Safety**

The union will appoint a safety liaison, who will participate on the school's Threat Assessment Team, which will meet at least yearly (see 105 ILCS 128/45). In addition, the board and union will devise a simple electronic reporting mechanism that will be shared with administration and be reviewed monthly at school board meetings.

## ARTICLE VI

### LEAVES OF ABSENCE

#### 6.1 Sick Leave, Funeral Leave, and Personal Leave

- .1 Each teacher with up to 15 years of service with the district shall be entitled to fourteen (14) sick days per year. Teachers with 16-24 years of service with the district shall be entitled to 19 sick days per year. Teachers with 25+ years of service with the district shall be entitled to 24 sick days per year. Unused sick leave will accumulate to a total of 360 days. All teachers shall be given their annual allotment of sick days at the beginning of each school year, even if they exceed the 360 day cumulative maximum. However, the maximum number of days that will be allowed to roll over to the next school year is 360 days. Part-time teachers will be entitled to a pro rata share of the sick days based upon their individual work schedule as compared with a full-time teacher.

A teacher who accumulates ninety (90) days of sick leave at the end of any school year shall be credited with a one-time additional fifty (50) days of sick leave at the beginning of the next school year. A teacher who accumulates one hundred eighty (180) days of sick leave at the end of any school year shall be credited with a one-time additional fifty-five (55) days of sick leave at the beginning of the next school year. A teacher who accumulates two hundred seventy (270) days of sick leave at the end of any school year shall be credited with a one-time additional sixty (60) days of sick leave at the beginning of the next school year.

If, during the term of this contract, any law or TRS ruling is enacted that results in a greater cost to the BOARD/DISTRICT for a teacher who receives the above sick leave bonus (including costs imposed by a legislatively enacted early retirement program or TRS penalties), then the cost in effect as of this date this contract is entered into, this article becomes null and void.

- .2 Teachers shall be able to use 5 sick days at their sole discretion. These days are not subject to administrative approval or review, but no more than 3 of these 5 days may be taken consecutively except in emergency situations as approved by the Superintendent. Days taken at the sole discretion of the teacher may be used during the first two weeks of the school term only with the permission of the Superintendent, except if used for funeral leave.

In the event of the death in the immediate family, as defined in 6.1.2.1, employees shall be granted a maximum of two days funeral leave. If additional time is needed, accumulated sick leave days may be used. This provision is in effect for each occurrence of an immediate family member's death.

Immediate family shall include wife, husband, son, daughter, father, mother, brother, sister, grandchildren, grandfather, grandmother, corresponding in-laws, step-parents, step-children, step-siblings, and a party to a civil union pursuant to the Illinois Religious Freedom Protection and Civil Union Act, accumulated sick leave may be used upon approval of the Superintendent or designee.

- .3 Full-time teachers who have no more than 1 day absent each semester will receive \$500 each semester (December and May). This bonus will not be considered payment for unused sick days for retirement purposes.



- .4 In the event an employee is injured within the scope of employment due to a work related injury related to physical aggression/violence, the employee will be granted paid administrative leave and the District will not charge the employee sick leave time for up to the first three days of absence. This benefit will not be provided if the District's worker's compensation insurance company provides worker's compensation benefits for the first three days of absences from work.

## **6.2 Leave Without Pay**

- .1 Leaves of absence without pay may be granted to tenured employees who have received at least a satisfactory rating on their most recent performance evaluation. Those who desire shall return to employment in a similar capacity.
- .2 Each approved leave of absence shall be of the shortest possible duration required to meet the purpose for the leave consistent with a reasonable continuity of instruction for the students. Leaves of absence without pay for not more than one (1) year may be granted to tenured teachers according to the following conditions:
  - a. Written requests for leaves of absence without pay shall be made at least three (3) months before the leave is desired, subject to approval by the Board.
  - b. Dates of departure and return must be acceptable to the administration and determined prior to initiating the request.
  - c. Leave may be granted for:
    - i. Advanced study leading to a degree in an approved university;
    - ii. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program;
    - iii. Other reasons acceptable to the Board but at the Board's sole discretion.
  - d. Employees on such leave may continue insurance benefits if they reimburse the District for any pro rata costs of benefits for which they apply.
  - e. Employees will not advance on the salary schedule while on any approved leave of absence without pay unless working at least one hundred (100) days of the school year in which the leave was granted.

## **6.3 Military Leave**

Employees shall be eligible for military leave consistent with federal and state law.

## **6.4 Family Medical Leave Act**

Employees shall be eligible for FMLA leave consistent with federal law.

## **6.5 Sick Leave Bank**

- .1 Participation in the Sick Leave Bank shall be on a voluntary basis and only those members of the bargaining unit who contribute sick leave days to the bank will be eligible to participate in the program.

- .2 Each year participating employees shall contribute one day of their accumulated sick leave into the Sick Leave Bank. By no later than September 1 of the current school term the Union will provide the Superintendent with a listing of those members who have authorized the transfer of their sick leave days to the Sick Leave Bank. Contributions shall not be required for any school term in which the accumulated number of unused days in the sick leave bank on the first day of the school term equals or exceeds one hundred eighty (180) days. Any participant, who has contributed less than the minimum withdrawal requirements, shall be permitted to contribute one day.
- .3 To be eligible for a withdrawal from the Sick Leave Bank a participating staff member must have exhausted his/her personal sick, funeral and personal leave days. The maximum number of sick leave days a staff member may withdraw from the Sick Leave Bank is 30 (30) days per year.
- .4 Administration of the Sick Leave Bank will be by a Union appointed committee comprised of not less than three (3) members of the bargaining unit who are participating in the Sick Leave Bank. The Committee shall establish guidelines for handling requests for withdrawals from the Sick Leave Bank. Decisions of the Committee relative to withdrawal requests are final and not subject to the grievance procedure.
- .5 Upon receipt from the Committee of a written approval of a withdrawal from the Sick Leave Bank the Superintendent will cause the approved days added to the accumulated sick leave of the staff member who requested the withdrawal.
- .6 Annually the District will provide the Committee with a report setting forth the beginning balance in the Sick Leave Bank, the number of days added to the bank during the year, the number of days withdrawn from the bank during the year, and the number of days remaining in the bank as of the end of the period.
- .7 A staff member's contribution to the Sick Leave Bank will not be considered as an absence and will not affect the staff member's right to the perfect attendance options available in provision 6.1.3 of this Agreement.
- .8 Requests for withdrawal from the Sick Leave Bank shall also include days needed resulting from a natural disaster.

## ARTICLE VII

### **GRIEVANCE PROCEDURE**

#### **7.1 Definition**

A grievance shall mean a complaint that there has been an alleged violation, misinterpretation or inequitable application of the provisions of this Agreement or established policy.

#### **7.2 General Provisions**

- .1 Every teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures, with or without representation. Nothing contained in this article or elsewhere in this Agreement shall be construed to prevent any teacher from discussing a problem with the administration and having it adjusted without intervention or representation of organization representatives.

- .2 A teacher who participates in these grievance procedures shall not be subjected to discipline or reprisal because of such participation.
- .3 The failure of a teacher to act on any grievance within the prescribed time limits will act as a bar to further appeal and the administration's failure to give a decision within the time limits shall permit the teacher to proceed to the next step. The time limits, however, may be extended by mutual agreement.
- .4 Any teacher, administrator and the Board has a right to be represented in the grievance procedure. The teacher shall be present at any grievance discussions. Advance notice of at least forty-eight (48) hours of the date and time of the hearing shall be given. However, expenses incurred by each party's legal representative or representatives shall be assessed to the respective parties.
- .5 Hearings under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all involved parties to attend and will be held after regular school hours.
- .6 It is agreed that any investigation conducted as a result of this grievance procedure shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff.

### **Adjustment Procedure**

#### First Step

An attempt shall be made to resolve any grievance in informal, verbal discussion between the teacher and his/her immediate superior.

#### Second Step

If the grievance cannot be resolved informally, the teacher shall file, in writing, the grievance with the Principal and a mutually agreeable time shall be set to discuss the grievance. The written grievance shall state the nature of the grievance, list the specific clause or section of the Agreement allegedly violated and state the remedy requested. The filing of the written grievance must be within fifteen (15) school days from the date of the occurrence of the event giving rise to the grievance. The Principal shall make a decision and communicate it in writing to the teacher and Superintendent within fifteen (15) school days of filing the written grievance.

#### Third Step

In the event a grievance has not been resolved at the Second Step the teacher shall file, within five (5) school days of the Principal's written response to the Second Step, a copy of the written grievance with the Superintendent. Within ten (10) school days after such written grievance is filed the teacher, the Principal and the Superintendent shall meet to resolve the grievance. The Superintendent shall file a written answer within ten (10) school days of the Third Step meeting with the teacher and the Principal.

#### Fourth Step

If the grievance cannot be settled at the Third Step, the teacher shall file, within five (5) school days of the written response in the Third Step, a copy of the written grievance with the Board of Education. Within twenty (20) days after such written grievance is

filed, the Board shall meet to consider said grievance or conduct a hearing. Within thirty (30) days after the hearing, the Board shall communicate its decision in writing citing reasons and support thereof to the Union and the grievant.

#### Fifth Step

Within thirty (30) school days after receiving the decision of the Board, the Union may submit the grievance to binding arbitration under the voluntary Labor Arbitration Rules of the American Arbitration Association (AAA). The arbitrator shall follow the standard rules of the AAA and his/her decision shall be binding on all parties. Expenses for the arbitration services shall be borne equally by the Board and the Union.

### **ARTICLE VIII**

#### **NEGOTIATION PROCEDURES**

##### **8.1 Committee Membership**

- .1 The joint Negotiating Committee of the Board and the Union shall be comprised of not more than five (5) members, including alternates, appointed by the Union and not more than five (5) members, including alternates, appointed by the Board.
- .2 The parties agree that their negotiating teams shall be duly authorized representatives and shall negotiate in good faith with respect to the provisions of this Agreement. Each party shall select its own representatives.
- .3 In the event a designated representative(s) is unable to attend, an alternate(s) may attend provided that the alternate(s) chosen by the Union must be a member of the bargaining unit, the alternate(s) chosen by the Board must be Board Members, and the alternate(s) must be so designated at the beginning of each meeting.

##### **8.2 Meetings**

- .1 If negotiations are requested by either party on negotiable matters, such negotiations shall begin no later than June 1<sup>st</sup>, with meetings to be held as necessary at times and places to be agreed upon by the parties.
- .2 All items of negotiations shall be submitted by the parties at the first meeting. Additional items may be submitted prior to a cut-off date by mutual consent. Subsequent negotiating meetings shall be held bi-monthly unless altered by mutual consent.
- .3 Facts, opinions and proposals will be exchanged freely during the meeting or meetings in an effort to reach mutual understanding and agreement on matters defined as negotiable.
- .4 Meetings shall be held at the Whiteside School unless another location is mutually agreed upon.
- .5 As a guideline, meetings of the Joint Negotiating Committee, including time spent in caucuses, shall not exceed two (2) hours in length except by mutual agreement of the parties.
- .6 Upon request, either party shall be granted permission to caucus.
- .7 All meetings of the Joint Negotiating Committee shall be closed to the public.

- .8 The last order of business at each meeting of the Joint Negotiating Committee shall be the mutual establishment of future meeting date(s) and a tentative agenda.

### **8.3 Tentative Agreements**

- .1 Meeting summaries, including tentative agreements, may be shared with the Union membership and the Board.
- .2 Tentative agreements shall be reduced to writing and signed by the Chairperson of each Negotiating Committee.
- .3 Tentative agreements are subject to ratification by members of the Union and the Board in accordance with the Agreement.

### **8.4 Requests for Assistance**

- .1 Either party may use consultants or resource persons during negotiations.
- .2 Both parties agree to continue negotiations until an agreement is reached or either party declares an impasse in writing to the other party.
- .3 Upon either party declaring an impasse in writing, the Federal Mediation and Conciliation Service shall be requested in writing by both parties to appoint a mediator from their staff. The mediator shall meet with the negotiating teams as soon as possible to begin the process of mediation. The mediator shall control the negotiations in terms of meeting dates and times, structure of said meeting and agenda of each meeting until the parties resolve their differences and effect a mutually acceptable agreement. The mediator shall not have the power to impose a resolution of differences.

### **8.5 Communication**

- .1 Communication with the Board shall be through the Board's designated representative.
- .2 Communication with the Union shall be through the President of the Union or the Union's designated representative.

### **8.6 Information**

- .1 Upon written request, the Board shall make available any information, statistics and records normally available and open to the public, in compliance with the Illinois Freedom of Information Act. Nothing herein shall require the administrative staff to research and assemble information for the Union.
- .2 Upon written request, the Union shall furnish copies of pertinent information as reasonably requested by the Board. Nothing herein shall require the Union to research and assemble information for the Board.

### **8.7 Agreement and Appendices**

- .1 When tentative agreement is reached on all matters being negotiated, a written tentative agreement shall be submitted to the Union membership and the Board for ratification. Such document, if ratified by both parties, shall become a part of the official minutes of

the Board. When necessary, provisions in the Agreement shall be reflected in the individual teacher's contract.

- .2 The terms and conditions set forth in the Agreement shall represent the full and complete understanding between the parties for the stated term of the Agreement. Said Agreement shall not be open to modification unless agreed to by both parties in writing and ratified by the members of both parties.
- .3 The Agreement shall not discriminate against certificated teaching employee regardless of membership or non-membership in any Union organization.

#### **8.8 Changes in Negotiations Procedures**

The negotiations procedures set forth in this Article are the procedures that will generally govern negotiations between the parties. However, the parties agree that in the event the negotiations teams representing the Whiteside Federation of Teachers and the Whiteside Board of Education mutually agree to modify these procedures they may do so in writing without formally amending this Agreement, but with the further understanding that such modifications are applicable only to those specified negotiations and are not to be considered as a formal modification of the terms of this Agreement.

### **ARTICLE IX**

#### **SENIORITY/REDUCTION-IN-FORCE**

- 9.1 Seniority/Reduction-In-Force as required by the Performance Evaluation Reform Act (commonly known as S.B. 7) will be implemented in accordance with the Illinois School Code (5 ILCS 10/24A-5) and ISBE rules and regulations, as determined by the District's Performance Evaluation Reform Act Joint Committee. As required by the Act, a Sequence of Honorable Dismissal List shall be distributed to the union at least 75 calendar days prior to the end of the school term.
- 9.2 If a teacher in contractual continued service is removed or dismissed as a result of a decision of the Board to decrease the number of teachers employed by the Board or to discontinue some particular type of teaching service, written notice shall be given the teacher by certified mail no later than April 15th, together with a statement of honorable dismissal and the reason therefore.
- 9.3 If the Board has any vacancies or newly created positions for the following school term or within one (1) calendar year from the beginning of the following school term, the selection of a candidate for the new or vacant position must be based upon the consideration of factors that include without limitation certifications, qualifications, merit and ability (including performance evaluations if available) and relevant experience, provided that the length of continuing service with the school district [ie. seniority with the school district] must not be considered as a factor, unless all other factors are determined by the school district to be equal. (105 ILCS 5/24-1.5)

### **ARTICLE X**

#### **NO STRIKE/COLLECTIVE BARGAINING GUARANTEES**

- 10.1 The Union and the Board agree that there shall be no strike or withholding of services during the term this Agreement is in full force and effect.

- 10.2 The Union and the Board agree to follow fair practices in bargaining and continue to negotiate until all issues are clarified and settled.
- 10.3 The Union shall require its members to refrain from discussing the Union's views on matters relating to supervisor-teacher, administrator-teacher or Board-teacher relationships in the presence of students.

## ARTICLE XI

### FRINGE BENEFITS

#### 11.1 Insurance

##### .1 Coverage

- a. The Board shall provide health and life insurance coverage for all full-time teachers and, where applicable, the teachers' dependents under the terms set forth below.
- b. For full-time teachers, the District shall contribute 100% of the single coverage premium for health insurance for the duration of the contract. For the duration of the contract, the District shall provide \$25,00 term life insurance plan for all full-time teachers.
- c. The District shall contribute \$200 per month toward the family premium for those employees electing family coverage.
- d. Teachers shall be included in an insured group under the "School Board Legal Liability Insurance Policy" (Broad form).

##### .2 Changes in Coverage and Carrier

Teachers shall be notified within a reasonable time prior to any changes or to any Board action taken in regard to coverage and carrier of insurance.

- ##### .3
- Employees that forego all District paid health insurance benefits under Article XI, Section 11.1 shall receive a cash payment in the amount of \$175 per month in lieu of said health insurance benefits. The cash option provided hereunder shall be subject to federal, state, and/or local income tax withholdings.

Employees shall be entitled to elect either health insurance coverage or a cash option between November 1 and January 1 each calendar year. An employee's election is final and may not be changed except during the specified "opt out" period (November 1 – January 1). However, the District, in its sole discretion, may allow an employee to change his/her election at anytime during the calendar year and the District's decision shall be final and not subject to the grievance and arbitration provisions of the parties' contract.

If at any time less than 3 employees elect to forego health insurance coverage under this provision, the District shall not be obligated to provide employees an annuity or cash option in lieu of insurance.

**11.2 Tuition Reimbursement**

- .1 The Board may, at its sole discretion, reimburse teachers for courses taken by them at accredited colleges and universities Two Thousand Dollars (\$2,000) per year for tuition and fees.
- .2 These courses must be approved in advance by the Board. If approval is denied, the teacher shall receive a written explanation of refusal.
- .3 Payment shall be made upon successful completion of the course(s) and a minimum grade of B is earned in each course approved.
- .4 The total amount of tuition reimbursement by the School District shall be limited to \$25,000 for each year of the contract. Reimbursement shall be on a pro rata basis so that all requests are funded at the same percentage rate.
- .5 Application for tuition reimbursement shall be made by not later than September 30<sup>th</sup> for courses completed during the prior twelve months (September through August). Reimbursement shall be made in October to members of the bargaining unit.

**11.3 Retirement Incentive**

- A. An employee who submits an irrevocable letter of resignation in conformance with the following conditions shall be eligible for a retirement incentive during his/her final three (3) years of teaching. To be eligible, the employee must:
  1. Must be eligible to retire with TRS on the effective date of retirement. The District may require the employee to submit evidence of eligibility to retire from TRS.
  2. Completed fifteen (15) years of continuous full-time employment in Whiteside School District (be in the 16th year) at time he/she submits an irrevocable letter of resignation on or before April 1 of the year the incentive is to commence.
- B. The irrevocable letter of resignation for retirement must be filed on or before April 1 in the year in which the pre-retirement benefit is to commence. The pre-retirement period may be up to three (3) years in duration depending upon when the irrevocable letter of resignation is received and the specified effective date of retirement. For example, employees indicating retirement in 2025 will have a pre-retirement period of 1 year. Employees indicating retirement in 2026 will have a pre-retirement period of 2 years. Employees indicating retirement in 2027 will have a pre-retirement period of 3 years. Nothing in this program is intended to limit an employee's contractual ability to earn more than 6.0% above the previous year's TRS creditable earnings.
- C. Aspects of the Plan  

The employee will remain on the salary schedule and will be paid according to the negotiated contract. In June, at the end of each year an employee is in the retirement plan, the District will compare the teacher's TRS creditable earnings to his/her previous year's creditable earnings. The District will pay all the employee receiving a retirement benefit an amount to ensure the employee's TRS creditable earnings increases 6.0% over his/her previous year's TRS creditable earnings, based on the number of days the employee worked or received paid leave from one year to the next year (periods of unpaid leave will be removed from the calculation when determining the retirement benefit).



For example, a teacher enters the retirement plan for three years with a retirement date at the end of the 2027-2028 school year. Each June, the District will compare the teacher's previous year's TRS creditable earnings to his/her current TRS creditable earnings. The District will increase the teacher's creditable earnings in an amount to ensure it increases 6.0% above his/her previous year's creditable earnings.

**EXAMPLE:**

**TRS Creditable Earnings in the year prior to entering:**

Salary:	\$50,000
Coaching Stipend:	\$3,000
Total TRS Earnings:	\$53,000

**TRS Creditable Earning First Year:**

Salary:	\$51,000
Coaching Stipend:	\$3,100
Retirement Benefit:	\$2,080
Total TRS Earnings:	\$56,180

(Reflects 6.0% increase over previous year's earnings)

**TRS Creditable Earning Second Year:**

Salary:	\$52,000
Coaching Stipend:	\$3,200
Retirement Benefit:	\$4,351
Total TRS Earnings:	\$59,551

If an employee has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the employee's 6.0% increase shall be reduced by the amount of the extra duty compensation.

**TRS Creditable Earnings in the year prior to entering:**

Salary:	\$50,000
Coaching Stipend:	\$3,000
Total TRS Earnings:	\$53,000

**TRS Creditable Earning First Year:**

Salary:	\$51,000
Coaching Stipend:	\$0
Retirement Benefit:	\$2,000
Total TRS Earnings:	\$53,000

(Reflects 6.0% increase over previous year's earnings after removing the stipend work that is no longer performed. The 6.0% calculation is based on \$50,000 and not \$53,000.)

**TRS Creditable Earnings Second Year:**

Salary:	\$52,000
Coaching Stipend:	\$0
Retirement Benefit:	\$4,180
Total TRS Earnings:	\$56,180

**D. MISCELLANEOUS**

The parties agree that if the legislature lowers the 6.0% allowable rate to a lower rate and this contract is not grandfathered and exempt from that change; the allowable rate for the retirement benefit under this contract shall be reduced from 6.0% to the allowable rate that is permissible which does not result in the District paying any additional pension costs to TRS.

#### **11.4 Professional Compensation**

Speech Pathologists shall be reimbursed for the cost of their ASHA and IDFPR licenses/certifications not to exceed \$350. The reimbursement shall be issued within 30 days of the presentation of the paid receipt.

### **ARTICLE XII**

#### **SALARY/SALARY SCHEDULE**

#### **12.1 Salary Schedule**

.1 The salary schedules as set forth in the Appendices will be attached to and incorporated into this Agreement, shall be the basis of payment for all District employees covered by this Agreement. This does not pertain to those who have already submitted or will submit their retirement letters during the course of this contract.

2024-2025: 0% increase to the schedule, plus step movement if applicable  
3.0% increase for those off of the schedule  
2% of the teachers' TRS employee cost

2025-2026: 0% increase to the schedule, plus step movement if applicable  
Movement up to 2 steps, for those who were not given full credit for prior experience\*  
3.0% increase for those off of the schedule  
5% of the teachers' TRS employee cost

2026-2027: 1.00% increase to the schedule, plus step movement if applicable  
Movement up to 2 steps, for those who were not given full credit for prior experience\*  
3.0% increase for those off of the schedule  
9.0% of the teachers' TRS employee cost

2027-2028: 1.75% increase to the schedule, plus step movement if applicable  
3.0% increase for those off of the schedule  
9.0% of the teachers' TRS employee cost

2028-2029: 1.75% increase to the schedule, plus step movement if applicable  
3.0% increase for those off of the schedule  
9.0% of the teachers' TRS employee cost

.2 Extracurricular pay shall be made in accordance with the stipend salary table. (See Appendix).

#### **12.2 Educational Placement**

.1 Credits earned prior to September 1<sup>st</sup> and January 1<sup>st</sup>, or the termination of the summer or fall session, will be used to determine salary for ensuing semesters. Any credits to be considered under this salary table must be submitted by September 15<sup>th</sup> and January 15<sup>th</sup> of each semester.

- .2 Hours toward advanced placement on the salary table must be approved by the Superintendent in advance and certified by the registrar of the college or university.
- .3 Due to the additional required credit hours involved in their academic program Speech Pathologists who have completed a Master's degree requiring more than 40 credit hours will be credited on the salary schedule for those additional (40+) graduate level hours. Beginning in the 2024-2025 academic year, this language shall apply to all current and future employees.

### **12.3 Payroll**

- .1 Teachers will be paid two times per month in twenty-four (24) installments on the 12<sup>th</sup> and 27<sup>th</sup> of the month. In the event the regular pay day falls on a designated school holiday, Saturday or Sunday, payment will be made on the last preceding regular weekday.
- .2 For the duration of this contract, a teacher's gross salary shall be set forth in the Appendices attached to this Agreement. The District shall withhold from this gross salary the teacher's required contribution to the Teacher Health Insurance Security Fund (THIS) up to 1.4%.
- .3 The Board of Education agrees to take reasonable action to make tax-sheltered annuities available to the personnel members after written permission for payroll deduction has been given by those personnel members desiring to participate in such program. It is understood that the Board's obligation will extend only to the clerical costs of the program, and only to the different companies elected.

### **12.4 Deductions**

- .1 The Board will withhold Union dues from the salaries of teachers who make such a request, and who further sign duplicate cards authorizing the Board to make such a deduction. The signed authorization allowing dues deductions must be made by the individual teachers before the 7<sup>th</sup> day of September each year.
- .2 Union dues so withheld will be deducted monthly each year, and the Board will pay the dues so withheld to the Treasurer of the Union.

## **ARTICLE XIII**

### **POSTING OF VACANCIES**

All job opportunities requiring teacher certification, including both vacant and newly created positions, and all stipends/extracurricular positions, shall be posted in the teachers' lounges for the teacher access.

During summer months when school is not in session, a notice of open positions will also be sent to the president of the Union.

ARTICLE XIV

**EFFECT OF AGREEMENT**

**14.1 Term of Agreement**

This Agreement shall be effective July 1, 2024 and shall continue in effect through June 30, 2029.

**14.2 Continuing Agreement**

This Agreement shall remain in force from year to year after June 30, 2029 unless written notice is given prior to February 1, 2029 or prior to February 1<sup>st</sup> of any subsequent year, by either party, of its desire to terminate, amend or modify this Agreement. Upon receipt of such notice, negotiations shall begin no later than June 1<sup>st</sup> with meetings to be held as necessary at times and places to be mutually agreed upon by the parties.

**14.3 Savings Clause**

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections or clauses shall remain in full force and effect.

**14.4 Acceptance**

This Agreement has been ratified and is signed and adopted this \_\_\_\_ day of August, 2024.

**IN WITNESS THEREOF:**

For the Union, Whiteside  
Federation of Teachers Local 4130

Jill Rau Blein 9/5/24  
President Date

Raelene Krause  
Secretary Date 9/5/24

For the Board of Education  
Whiteside District #115

[Signature] 9/5/24  
President Date

[Signature] 9/5/24  
Secretary Date

## GLOSSARY

### Definitions

As used in this Agreement, the following definitions will apply:

- a. The term “unit” or “employee unit” will mean the bargaining unit as defined in Article II of this Agreement.
- b. The terms “teacher,” “staff member,” “member,” “employee” and “teaching personnel” will all mean the members of the bargaining unit unless otherwise specified.
- c. The title “Superintendent” will mean the Superintendent of Schools, or his/her designee, unless otherwise specified.
- d. The term “days” will mean calendar days unless otherwise specified.

**APPENDIX A**

<b>2024-2025</b>										
<i>*Board Paid TRS: 2%; Employee Paid TRS: 7%</i>										
<b>STEP</b>	<b>BACH</b>	<b>BACH+8</b>	<b>BACH+16</b>	<b>BACH+24</b>	<b>BACH+32</b>	<b>MASTERS</b>	<b>MAST+8</b>	<b>MAST+16</b>	<b>MAST+24</b>	<b>MAST+32</b>
<b>Step 1</b>	<b>41536</b>	<b>42017</b>	<b>42498</b>	<b>42979</b>	<b>43460</b>	<b>43942</b>	<b>44423</b>	<b>44904</b>	<b>45385</b>	<b>45867</b>
2% Board Paid TRS	831	840	850	860	869	879	888	898	908	917
Gross after 7% Employee Paid TRS	38628	39076	39523	39970	40418	40866	41313	41761	42208	42656
<b>Step 2</b>	<b>42069</b>	<b>42551</b>	<b>43032</b>	<b>43512</b>	<b>43992</b>	<b>44473</b>	<b>44955</b>	<b>45436</b>	<b>45921</b>	<b>46399</b>
2% B TRS	841	851	861	870	880	889	899	909	918	928
Sal - 7% E TRS	39124	39572	40020	40466	40913	41360	41808	42255	42707	43151
<b>Step 3</b>	<b>43550</b>	<b>44030</b>	<b>44510</b>	<b>44990</b>	<b>45471</b>	<b>45953</b>	<b>46437</b>	<b>46913</b>	<b>47398</b>	<b>47879</b>
2% B TRS	871	881	890	900	909	919	929	938	948	958
Sal - 7% E TRS	40502	40948	41394	41841	42288	42736	43186	43629	44080	44527
<b>Step 4</b>	<b>45028</b>	<b>45505</b>	<b>45988</b>	<b>46473</b>	<b>46950</b>	<b>47434</b>	<b>47916</b>	<b>48396</b>	<b>48874</b>	<b>49360</b>
2% B TRS	901	910	920	929	939	949	958	968	977	987
Sal - 7% E TRS	41876	42320	42769	43220	43664	44114	44562	45008	45453	45905
<b>Step 5</b>	<b>46503</b>	<b>46986</b>	<b>47469</b>	<b>47951</b>	<b>48432</b>	<b>48911</b>	<b>49390</b>	<b>49872</b>	<b>50355</b>	<b>50835</b>
2% B TRS	930	940	949	959	969	978	988	997	1007	1017
Sal - 7% E TRS	43248	43697	44146	44594	45042	45487	45933	46381	46830	47277
<b>Step 6</b>	<b>47982</b>	<b>48464</b>	<b>48943</b>	<b>49424</b>	<b>49908</b>	<b>50386</b>	<b>50870</b>	<b>51348</b>	<b>51830</b>	<b>52314</b>
2% B TRS	960	969	979	988	998	1008	1017	1027	1037	1046
Sal - 7% E TRS	44623	45072	45517	45964	46414	46859	47309	47754	48202	48652
<b>Step 7</b>	<b>49462</b>	<b>49944</b>	<b>50423</b>	<b>50906</b>	<b>51384</b>	<b>51863</b>	<b>52349</b>	<b>52829</b>	<b>53309</b>	<b>53792</b>
2% B TRS	989	999	1008	1018	1028	1037	1047	1057	1066	1076
Sal - 7% E TRS	46000	46448	46893	47343	47787	48233	48685	49131	49577	50027
<b>Step 8</b>	<b>50938</b>	<b>51422</b>	<b>51902</b>	<b>52383</b>	<b>52865</b>	<b>53347</b>	<b>53827</b>	<b>54310</b>	<b>54791</b>	<b>55271</b>
2% B TRS	1019	1028	1038	1048	1057	1067	1077	1086	1096	1105
Sal - 7% E TRS	47372	47822	48269	48716	49164	49613	50059	50508	50956	51402
<b>Step 9</b>	<b>52416</b>	<b>52897</b>	<b>53379</b>	<b>53861</b>	<b>54339</b>	<b>54822</b>	<b>55303</b>	<b>55784</b>	<b>56264</b>	<b>56749</b>
2% B TRS	1048	1058	1068	1077	1087	1096	1106	1116	1125	1135
Sal - 7% E TRS	48747	49194	49642	50091	50535	50984	51432	51879	52326	52777
<b>Step 10</b>	<b>53891</b>	<b>54374</b>	<b>54858</b>	<b>55339</b>	<b>55820</b>	<b>56302</b>	<b>56780</b>	<b>57264</b>	<b>57746</b>	<b>58221</b>
2% B TRS	1078	1087	1097	1107	1116	1126	1136	1145	1155	1164
Sal - 7% E TRS	50119	50568	51018	51465	51913	52361	52805	53256	53704	54146
<b>Step 11</b>	<b>55373</b>	<b>55855</b>	<b>56336</b>	<b>56817</b>	<b>57299</b>	<b>57781</b>	<b>58264</b>	<b>58742</b>	<b>59224</b>	<b>59705</b>
2% B TRS	1107	1117	1127	1136	1146	1156	1165	1175	1184	1194
Sal - 7% E TRS	51497	51945	52392	52840	53288	53736	54186	54630	55078	55526
<b>Step 12</b>	<b>57093</b>	<b>57575</b>	<b>58054</b>	<b>58536</b>	<b>59029</b>	<b>59498</b>	<b>59978</b>	<b>60463</b>	<b>60941</b>	<b>61422</b>
2% B TRS	1142	1152	1161	1171	1181	1190	1200	1209	1219	1228
Sal - 7% E TRS	53096	53545	53990	54438	54897	55333	55780	56231	56675	57122

STEP	BACH	BACH+8	BACH+16	BACH+24	BACH+32	MASTERS	MAST+8	MAST+16	MAST+24	MAST+32
<b>Step 13</b>	<b>58810</b>	<b>59292</b>	<b>59772</b>	<b>60254</b>	<b>60735</b>	<b>61215</b>	<b>61699</b>	<b>62178</b>	<b>62661</b>	<b>63141</b>
2% B TRS	1176	1186	1195	1205	1215	1224	1234	1244	1253	1263
Sal - 7% E TRS	54693	55142	55588	56036	56484	56930	57380	57826	58275	58721
<b>Step 14</b>	<b>59910</b>	<b>60391</b>	<b>61491</b>	<b>61973</b>	<b>62456</b>	<b>62935</b>	<b>63418</b>	<b>63900</b>	<b>64380</b>	<b>64865</b>
2% B TRS	1198	1208	1230	1239	1249	1259	1268	1278	1288	1297
Sal - 7% E TRS	55716	56164	57187	57635	58084	58530	58979	59427	59873	60324
<b>Step 15</b>	---	---	<b>63214</b>	<b>63692</b>	<b>64175</b>	<b>64656</b>	<b>65138</b>	<b>65621</b>	<b>66099</b>	<b>66579</b>
2% B TRS			1264	1274	1284	1293	1303	1312	1322	1332
Sal - 7% E TRS			58789	59234	59683	60130	60578	61028	61472	61918
<b>Step 16</b>	---	---	<b>64769</b>	<b>65260</b>	<b>65893</b>	<b>66374</b>	<b>66854</b>	<b>67337</b>	<b>67817</b>	<b>68301</b>
2% B TRS			1295	1305	1318	1327	1337	1347	1356	1366
Sal - 7% E TRS			60235	60692	61280	61728	62174	62623	63070	63520
<b>Step 17</b>	---	---	<b>65886</b>	<b>66384</b>	<b>67612</b>	<b>68090</b>	<b>68572</b>	<b>69055</b>	<b>69534</b>	<b>70015</b>
2% B TRS			1318	1328	1352	1362	1371	1381	1391	1400
Sal - 7% E TRS			61274	61737	62879	63324	63772	64221	64667	65114
<b>Step 18</b>	---	---	<b>67183</b>	<b>67691</b>	<b>70190</b>	<b>70673</b>	<b>71152</b>	<b>71634</b>	<b>72116</b>	<b>72595</b>
2% B TRS			1344	1354	1404	1413	1423	1433	1442	1452
Sal - 7% E TRS			62480	62953	65277	65726	66171	66620	67068	67513
<b>Step 19</b>	---	---	<b>68283</b>	<b>68790</b>	<b>71920</b>	<b>72416</b>	<b>72905</b>	<b>74214</b>	<b>74694</b>	<b>75174</b>
2% B TRS			1366	1376	1438	1448	1458	1484	1494	1503
Sal - 7% E TRS			63503	63975	66886	67347	67802	69019	69465	69912
<b>Step 20</b>	---	---	---	---	<b>73161</b>	<b>73666</b>	<b>74163</b>	<b>76520</b>	<b>77002</b>	<b>77484</b>
2% B TRS					1463	1473	1483	1530	1540	1550
Sal - 7% E TRS					68040	68509	68972	71164	71612	72060
<b>Step 21</b>	---	---	---	---	<b>74603</b>	<b>75120</b>	<b>75627</b>	<b>78409</b>	<b>78720</b>	<b>79200</b>
2% B TRS					1492	1502	1513	1568	1574	1584
Sal - 7% E TRS					69381	69862	70333	72920	73210	73656
<b>Step 22</b>	---	---	---	---	<b>75703</b>	<b>76218</b>	<b>76726</b>	<b>79764</b>	<b>80664</b>	<b>81156</b>
2% B TRS					1514	1524	1535	1595	1613	1623
Sal - 7% E TRS					70404	70883	71355	74181	75018	75475
<b>Step 23</b>	---	---	---	---	---	---	---	<b>82966</b>	<b>83699</b>	<b>84209</b>
2% B TRS								1659	1674	1684
Sal - 7% E TRS								77158	77840	78314
<b>Step 24</b>	---	---	---	---	---	---	---	<b>84086</b>	<b>85354</b>	<b>85874</b>
2% B TRS								1682	1707	1717
Sal - 7% E TRS								78200	79379	79863
<b>Step 25</b>	---	---	---	---	---	---	---	---	<b>86474</b>	<b>86994</b>
2% B TRS									1729	1740
Sal - 7% E TRS									80421	80904

Each year of the contract, all bargaining unit employees that are not eligible to receive an experience step will receive a 3% longevity salary increase over their previous year's salary.

**APPENDIX B**

<b>2025-2026</b>										
<i>Board Paid TRS: 5%; Employee Paid TRS: 4%</i>										
<b>STEP</b>	<b>BACH</b>	<b>BACH+8</b>	<b>BACH+16</b>	<b>BACH+24</b>	<b>BACH+32</b>	<b>MASTERS</b>	<b>MAST+8</b>	<b>MAST+16</b>	<b>MAST+24</b>	<b>MAST+32</b>
<b>Step 1</b>	<b>41536</b>	<b>42017</b>	<b>42498</b>	<b>42979</b>	<b>43460</b>	<b>43942</b>	<b>44423</b>	<b>44904</b>	<b>45385</b>	<b>45867</b>
5% Board Paid TRS	2077	2101	2125	2149	2173	2197	2221	2245	2269	2293
Gross after 4% Employee Paid TRS	39875	40336	40798	41260	41722	42184	42646	43108	43570	44032
<b>Step 2</b>	<b>42069</b>	<b>42551</b>	<b>43032</b>	<b>43512</b>	<b>43992</b>	<b>44473</b>	<b>44955</b>	<b>45436</b>	<b>45921</b>	<b>46399</b>
5% B TRS	2103	2128	2152	2176	2200	2224	2248	2272	2296	2320
Sal - 4% E TRS	40386	40849	41311	41772	42232	42694	43157	43619	44084	44543
<b>Step 3</b>	<b>43550</b>	<b>44030</b>	<b>44510</b>	<b>44990</b>	<b>45471</b>	<b>45953</b>	<b>46437</b>	<b>46913</b>	<b>47398</b>	<b>47879</b>
5% B TRS	2178	2202	2226	2250	2274	2298	2322	2346	2370	2394
Sal - 4% E TRS	41808	42269	42730	43190	43652	44115	44580	45036	45502	45964
<b>Step 4</b>	<b>45028</b>	<b>45505</b>	<b>45988</b>	<b>46473</b>	<b>46950</b>	<b>47434</b>	<b>47916</b>	<b>48396</b>	<b>48874</b>	<b>49360</b>
5% B TRS	2251	2275	2299	2324	2348	2372	2396	2420	2444	2468
Sal - 4% E TRS	43227	43685	44148	44614	45072	45537	45999	46460	46919	47386
<b>Step 5</b>	<b>46503</b>	<b>46986</b>	<b>47469</b>	<b>47951</b>	<b>48432</b>	<b>48911</b>	<b>49390</b>	<b>49872</b>	<b>50355</b>	<b>50835</b>
5% B TRS	2325	2349	2373	2398	2422	2446	2470	2494	2518	2542
Sal - 4% E TRS	44643	45107	45570	46033	46495	46955	47414	47877	48341	48802
<b>Step 6</b>	<b>47982</b>	<b>48464</b>	<b>48943</b>	<b>49424</b>	<b>49908</b>	<b>50386</b>	<b>50870</b>	<b>51348</b>	<b>51830</b>	<b>52314</b>
5% B TRS	2399	2423	2447	2471	2495	2519	2544	2567	2592	2616
Sal - 4% E TRS	46063	46525	46985	47447	47912	48371	48835	49294	49757	50221
<b>Step 7</b>	<b>49462</b>	<b>49944</b>	<b>50423</b>	<b>50906</b>	<b>51384</b>	<b>51863</b>	<b>52349</b>	<b>52829</b>	<b>53309</b>	<b>53792</b>
5% B TRS	2473	2497	2521	2545	2569	2593	2617	2641	2665	2690
Sal - 4% E TRS	47484	47946	48406	48870	49329	49788	50255	50716	51177	51640
<b>Step 8</b>	<b>50938</b>	<b>51422</b>	<b>51902</b>	<b>52383</b>	<b>52865</b>	<b>53347</b>	<b>53827</b>	<b>54310</b>	<b>54791</b>	<b>55271</b>
5% B TRS	2547	2571	2595	2619	2643	2667	2691	2716	2740	2764
Sal - 4% E TRS	48900	49365	49826	50288	50750	51213	51674	52138	52599	53060
<b>Step 9</b>	<b>52416</b>	<b>52897</b>	<b>53379</b>	<b>53861</b>	<b>54339</b>	<b>54822</b>	<b>55303</b>	<b>55784</b>	<b>56264</b>	<b>56749</b>
5% B TRS	2621	2645	2669	2693	2717	2741	2765	2789	2813	2837
Sal - 4% E TRS	50319	50781	51244	51707	52165	52629	53091	53553	54013	54479
<b>Step 10</b>	<b>53891</b>	<b>54374</b>	<b>54858</b>	<b>55339</b>	<b>55820</b>	<b>56302</b>	<b>56780</b>	<b>57264</b>	<b>57746</b>	<b>58221</b>
5% B TRS	2695	2719	2743	2767	2791	2815	2839	2863	2887	2911
Sal - 4% E TRS	51735	52199	52664	53125	53587	54050	54509	54973	55436	55892
<b>Step 11</b>	<b>55373</b>	<b>55855</b>	<b>56336</b>	<b>56817</b>	<b>57299</b>	<b>57781</b>	<b>58264</b>	<b>58742</b>	<b>59224</b>	<b>59705</b>
5% B TRS	2769	2793	2817	2841	2865	2889	2913	2937	2961	2985
Sal - 4% E TRS	53158	53621	54083	54544	55007	55470	55933	56392	56855	57317
<b>Step 12</b>	<b>57093</b>	<b>57575</b>	<b>58054</b>	<b>58536</b>	<b>59029</b>	<b>59498</b>	<b>59978</b>	<b>60463</b>	<b>60941</b>	<b>61422</b>
5% B TRS	2855	2879	2903	2927	2951	2975	2999	3023	3047	3071
Sal - 4% E TRS	54809	55272	55732	56195	56668	57118	57579	58044	58503	58965



STEP	BACH	BACH+8	BACH+16	BACH+24	BACH+32	MASTERS	MAST+8	MAST+16	MAST+24	MAST+32
<b>Step 13</b>	<b>58810</b>	<b>59292</b>	<b>59772</b>	<b>60254</b>	<b>60735</b>	<b>61215</b>	<b>61699</b>	<b>62178</b>	<b>62661</b>	<b>63141</b>
5% B TRS	2941	2965	2989	3013	3037	3061	3085	3109	3133	3157
Sal - 4% E TRS	56458	56920	57381	57844	58306	58766	59231	59691	60155	60615
<b>Step 14</b>	<b>59910</b>	<b>60391</b>	<b>61491</b>	<b>61973</b>	<b>62456</b>	<b>62935</b>	<b>63418</b>	<b>63900</b>	<b>64380</b>	<b>64865</b>
5% B TRS	2996	3020	3075	3099	3123	3147	3171	3195	3219	3243
Sal - 4% E TRS	57514	57975	59031	59494	59958	60418	60881	61344	61805	62270
<b>Step 15</b>	---	---	<b>63214</b>	<b>63692</b>	<b>64175</b>	<b>64656</b>	<b>65138</b>	<b>65621</b>	<b>66099</b>	<b>66579</b>
5% B TRS			3161	3185	3209	3233	3257	3281	3305	3329
Sal - 4% E TRS			60685	61144	61608	62070	62532	62996	63455	63916
<b>Step 16</b>	---	---	<b>64769</b>	<b>65260</b>	<b>65893</b>	<b>66374</b>	<b>66854</b>	<b>67337</b>	<b>67817</b>	<b>68301</b>
5% B TRS			3238	3263	3295	3319	3343	3367	3391	3415
Sal - 4% E TRS			62178	62650	63257	63719	64180	64644	65104	65569
<b>Step 17</b>	---	---	<b>65886</b>	<b>66384</b>	<b>67612</b>	<b>68090</b>	<b>68572</b>	<b>69055</b>	<b>69534</b>	<b>70015</b>
5% B TRS			3294	3319	3381	3405	3429	3453	3477	3501
Sal - 4% E TRS			63251	63729	64908	65366	65829	66293	66753	67214
<b>Step 18</b>	---	---	<b>67183</b>	<b>67691</b>	<b>70190</b>	<b>70673</b>	<b>71152</b>	<b>71634</b>	<b>72116</b>	<b>72595</b>
5% B TRS			3359	3385	3510	3534	3558	3582	3606	3630
Sal - 4% E TRS			64496	64983	67382	67846	68306	68769	69231	69691
<b>Step 19</b>	---	---	<b>68283</b>	<b>68790</b>	<b>71920</b>	<b>72416</b>	<b>72905</b>	<b>74214</b>	<b>74694</b>	<b>75174</b>
5% B TRS			3414	3440	3596	3621	3645	3711	3735	3759
Sal - 4% E TRS			65552	66038	69043	69519	69989	71245	71706	72167
<b>Step 20</b>	---	---	---	---	<b>73161</b>	<b>73666</b>	<b>74163</b>	<b>76520</b>	<b>77002</b>	<b>77484</b>
5% B TRS					3658	3683	3708	3826	3850	3874
Sal - 4% E TRS					70235	70719	71196	73459	73922	74385
<b>Step 21</b>	---	---	---	---	<b>74603</b>	<b>75120</b>	<b>75627</b>	<b>78409</b>	<b>78720</b>	<b>79200</b>
5% B TRS					3730	3756	3781	3920	3936	3960
Sal - 4% E TRS					71619	72115	72602	75273	75571	76032
<b>Step 22</b>	---	---	---	---	<b>75703</b>	<b>76218</b>	<b>76726</b>	<b>79764</b>	<b>80664</b>	<b>81156</b>
5% B TRS					3785	3811	3836	3988	4033	4058
Sal - 4% E TRS					72675	73169	73657	76573	77437	77910
<b>Step 23</b>	---	---	---	---	---	---	---	<b>82966</b>	<b>83699</b>	<b>84209</b>
5% B TRS								4148	4185	4210
Sal - 4% E TRS								79647	80351	80841
<b>Step 24</b>	---	---	---	---	---	---	---	<b>84086</b>	<b>85354</b>	<b>85874</b>
5% B TRS								4204	4268	4294
Sal - 4% E TRS								80723	81940	82439
<b>Step 25</b>	---	---	---	---	---	---	---	---	<b>86474</b>	<b>86994</b>
5% B TRS									4324	4350
Sal - 4% E TRS									83015	83514

Each year of the contract, all bargaining unit employees that are not eligible to receive an experience step will receive a 3% longevity salary increase over their previous year's salary.

**APPENDIX C**

<b>2026-2027</b>										
<i>Board Paid TRS: 9%; Employee Paid TRS: 0%</i>										
<b>STEP</b>	<b>BACH</b>	<b>BACH+8</b>	<b>BACH+16</b>	<b>BACH+24</b>	<b>BACH+32</b>	<b>MASTERS</b>	<b>MAST+8</b>	<b>MAST+16</b>	<b>MAST+24</b>	<b>MAST+32</b>
<b>Step 1</b>	<b>41951</b>	<b>42437</b>	<b>42923</b>	<b>43409</b>	<b>43895</b>	<b>44381</b>	<b>44867</b>	<b>45353</b>	<b>45839</b>	<b>46326</b>
9% Board Paid TRS	3776	3819	3863	3907	3951	3994	4038	4082	4126	4169
<b>Step 2</b>	<b>42490</b>	<b>42977</b>	<b>43462</b>	<b>43947</b>	<b>44432</b>	<b>44918</b>	<b>45405</b>	<b>45890</b>	<b>46380</b>	<b>46863</b>
9% B TRS	3824	3868	3912	3955	3999	4043	4086	4130	4174	4218
<b>Step 3</b>	<b>43986</b>	<b>44470</b>	<b>44955</b>	<b>45440</b>	<b>45926</b>	<b>46413</b>	<b>46901</b>	<b>47382</b>	<b>47872</b>	<b>48358</b>
9% B TRS	3959	4002	4046	4090	4133	4177	4221	4264	4308	4352
<b>Step 4</b>	<b>45478</b>	<b>45960</b>	<b>46448</b>	<b>46938</b>	<b>47420</b>	<b>47908</b>	<b>48395</b>	<b>48880</b>	<b>49363</b>	<b>49854</b>
9% B TRS	4093	4136	4180	4224	4268	4312	4356	4399	4443	4487
<b>Step 5</b>	<b>46968</b>	<b>47456</b>	<b>47944</b>	<b>48431</b>	<b>48916</b>	<b>49400</b>	<b>49884</b>	<b>50371</b>	<b>50859</b>	<b>51343</b>
9% B TRS	4227	4271	4315	4359	4402	4446	4490	4533	4577	4621
<b>Step 6</b>	<b>48462</b>	<b>48949</b>	<b>49432</b>	<b>49918</b>	<b>50407</b>	<b>50890</b>	<b>51379</b>	<b>51861</b>	<b>52348</b>	<b>52837</b>
9% B TRS	4362	4405	4449	4493	4537	4580	4624	4667	4711	4755
<b>Step 7</b>	<b>49957</b>	<b>50443</b>	<b>50927</b>	<b>51415</b>	<b>51898</b>	<b>52382</b>	<b>52872</b>	<b>53357</b>	<b>53842</b>	<b>54330</b>
9% B TRS	4496	4540	4583	4627	4671	4714	4758	4802	4846	4890
<b>Step 8</b>	<b>51447</b>	<b>51936</b>	<b>52421</b>	<b>52907</b>	<b>53394</b>	<b>53880</b>	<b>54365</b>	<b>54853</b>	<b>55339</b>	<b>55824</b>
9% B TRS	4630	4674	4718	4762	4805	4849	4893	4937	4981	5024
<b>Step 9</b>	<b>52940</b>	<b>53426</b>	<b>53913</b>	<b>54400</b>	<b>54882</b>	<b>55370</b>	<b>55856</b>	<b>56342</b>	<b>56827</b>	<b>57316</b>
9% B TRS	4765	4808	4852	4896	4939	4983	5027	5071	5114	5158
<b>Step 10</b>	<b>54430</b>	<b>54918</b>	<b>55407</b>	<b>55892</b>	<b>56378</b>	<b>56865</b>	<b>57348</b>	<b>57837</b>	<b>58323</b>	<b>58803</b>
9% B TRS	4899	4943	4987	5030	5074	5118	5161	5205	5249	5292
<b>Step 11</b>	<b>55927</b>	<b>56414</b>	<b>56899</b>	<b>57385</b>	<b>57872</b>	<b>58359</b>	<b>58847</b>	<b>59329</b>	<b>59816</b>	<b>60302</b>
9% B TRS	5033	5077	5121	5165	5208	5252	5296	5340	5383	5427
<b>Step 12</b>	<b>57664</b>	<b>58151</b>	<b>58635</b>	<b>59121</b>	<b>59619</b>	<b>60093</b>	<b>60578</b>	<b>61068</b>	<b>61550</b>	<b>62036</b>
9% B TRS	5190	5234	5277	5321	5366	5408	5452	5496	5540	5583
<b>Step 13</b>	<b>59398</b>	<b>59885</b>	<b>60370</b>	<b>60857</b>	<b>61342</b>	<b>61827</b>	<b>62316</b>	<b>62800</b>	<b>63288</b>	<b>63772</b>
9% B TRS	5346	5390	5433	5477	5521	5564	5608	5652	5696	5739
<b>Step 14</b>	<b>60509</b>	<b>60995</b>	<b>62106</b>	<b>62593</b>	<b>63081</b>	<b>63564</b>	<b>64052</b>	<b>64539</b>	<b>65024</b>	<b>65514</b>
9% B TRS	5446	5490	5590	5633	5677	5721	5765	5809	5852	5896
<b>Step 15</b>	<b>---</b>	<b>---</b>	<b>63846</b>	<b>64329</b>	<b>64817</b>	<b>65303</b>	<b>65789</b>	<b>66277</b>	<b>66760</b>	<b>67245</b>
9% B TRS			5746	5790	5834	5877	5921	5965	6008	6052
<b>Step 16</b>	<b>---</b>	<b>---</b>	<b>65417</b>	<b>65913</b>	<b>66552</b>	<b>67038</b>	<b>67523</b>	<b>68010</b>	<b>68495</b>	<b>68984</b>
9% B TRS			5888	5932	5990	6033	6077	6121	6165	6209
<b>Step 17</b>	<b>---</b>	<b>---</b>	<b>66545</b>	<b>67048</b>	<b>68288</b>	<b>68771</b>	<b>69258</b>	<b>69746</b>	<b>70229</b>	<b>70715</b>
9% B TRS			5989	6034	6146	6189	6233	6277	6321	6364
<b>Step 18</b>	<b>---</b>	<b>---</b>	<b>67855</b>	<b>68368</b>	<b>70892</b>	<b>71380</b>	<b>71864</b>	<b>72350</b>	<b>72837</b>	<b>73321</b>
9% B TRS			6107	6153	6380	6424	6468	6512	6555	6599

STEP	BACH	BACH+8	BACH+16	BACH+24	BACH+32	MASTERS	MAST+8	MAST+16	MAST+24	MAST+32
<b>Step 19</b>	---	---	<b>68966</b>	<b>69478</b>	<b>72639</b>	<b>73140</b>	<b>73634</b>	<b>74956</b>	<b>75441</b>	<b>75926</b>
9% B TRS			6207	6253	6538	6583	6627	6746	6790	6833
<b>Step 20</b>	---	---	---	---	<b>73893</b>	<b>74403</b>	<b>74905</b>	<b>77285</b>	<b>77772</b>	<b>78259</b>
9% B TRS					6650	6696	6741	6956	6999	7043
<b>Step 21</b>	---	---	---	---	<b>75349</b>	<b>75871</b>	<b>76383</b>	<b>79193</b>	<b>79507</b>	<b>79992</b>
9% B TRS					6781	6828	6874	7127	7156	7199
<b>Step 22</b>	---	---	---	---	<b>76460</b>	<b>76980</b>	<b>77493</b>	<b>80562</b>	<b>81471</b>	<b>81968</b>
9% B TRS					6881	6928	6974	7251	7332	7377
<b>Step 23</b>	---	---	---	---	---	---	---	<b>83796</b>	<b>84536</b>	<b>85051</b>
9% B TRS								7542	7608	7655
<b>Step 24</b>	---	---	---	---	---	---	---	<b>84927</b>	<b>86208</b>	<b>86733</b>
9% B TRS								7643	7759	7806
<b>Step 25</b>	---	---	---	---	---	---	---	---	<b>87339</b>	<b>87864</b>
9% B TRS									7861	7908

Each year of the contract, all bargaining unit employees that are not eligible to receive an experience step will receive a 3% longevity salary increase over their previous year's salary.

**APPENDIX D**

<b>2027-2028</b>										
<i>Board Paid TRS: 9%; Employee Paid TRS: 0%</i>										
<b>STEP</b>	<b>BACH</b>	<b>BACH+8</b>	<b>BACH+16</b>	<b>BACH+24</b>	<b>BACH+32</b>	<b>MASTERS</b>	<b>MAST+8</b>	<b>MAST+16</b>	<b>MAST+24</b>	<b>MAST+32</b>
<b>Step 1</b>	<b>42685</b>	<b>43180</b>	<b>43674</b>	<b>44169</b>	<b>44663</b>	<b>45158</b>	<b>45652</b>	<b>46147</b>	<b>46641</b>	<b>47137</b>
9% Board Paid TRS	3842	3886	3931	3975	4020	4064	4109	4153	4198	4242
<b>Step 2</b>	<b>43234</b>	<b>43729</b>	<b>44223</b>	<b>44716</b>	<b>45210</b>	<b>45704</b>	<b>46200</b>	<b>46693</b>	<b>47192</b>	<b>47683</b>
9% B TRS	3891	3936	3980	4024	4069	4113	4158	4202	4247	4291
<b>Step 3</b>	<b>44756</b>	<b>45248</b>	<b>45742</b>	<b>46235</b>	<b>46730</b>	<b>47225</b>	<b>47722</b>	<b>48211</b>	<b>48710</b>	<b>49204</b>
9% B TRS	4028	4072	4117	4161	4206	4250	4295	4339	4384	4428
<b>Step 4</b>	<b>46274</b>	<b>46764</b>	<b>47261</b>	<b>47759</b>	<b>48250</b>	<b>48746</b>	<b>49242</b>	<b>49735</b>	<b>50227</b>	<b>50726</b>
9% B TRS	4165	4209	4253	4298	4343	4387	4432	4476	4520	4565
<b>Step 5</b>	<b>47790</b>	<b>48286</b>	<b>48783</b>	<b>49279</b>	<b>49772</b>	<b>50265</b>	<b>50757</b>	<b>51252</b>	<b>51749</b>	<b>52242</b>
9% B TRS	4301	4346	4390	4435	4479	4524	4568	4613	4657	4702
<b>Step 6</b>	<b>49310</b>	<b>49806</b>	<b>50297</b>	<b>50792</b>	<b>51289</b>	<b>51781</b>	<b>52278</b>	<b>52769</b>	<b>53264</b>	<b>53762</b>
9% B TRS	4438	4483	4527	4571	4616	4660	4705	4749	4794	4839
<b>Step 7</b>	<b>50831</b>	<b>51326</b>	<b>51818</b>	<b>52315</b>	<b>52806</b>	<b>53299</b>	<b>53797</b>	<b>54291</b>	<b>54784</b>	<b>55281</b>
9% B TRS	4575	4619	4664	4708	4753	4797	4842	4886	4931	4975
<b>Step 8</b>	<b>52347</b>	<b>52845</b>	<b>53338</b>	<b>53833</b>	<b>54328</b>	<b>54823</b>	<b>55316</b>	<b>55813</b>	<b>56307</b>	<b>56801</b>
9% B TRS	4711	4756	4800	4845	4890	4934	4978	5023	5068	5112
<b>Step 9</b>	<b>53866</b>	<b>54361</b>	<b>54856</b>	<b>55352</b>	<b>55842</b>	<b>56339</b>	<b>56833</b>	<b>57328</b>	<b>57821</b>	<b>58319</b>
9% B TRS	4848	4892	4937	4982	5026	5071	5115	5160	5204	5249
<b>Step 10</b>	<b>55383</b>	<b>55879</b>	<b>56377</b>	<b>56870</b>	<b>57365</b>	<b>57860</b>	<b>58352</b>	<b>58849</b>	<b>59344</b>	<b>59832</b>
9% B TRS	4984	5029	5074	5118	5163	5207	5252	5296	5341	5385
<b>Step 11</b>	<b>56906</b>	<b>57401</b>	<b>57895</b>	<b>58389</b>	<b>58885</b>	<b>59380</b>	<b>59877</b>	<b>60367</b>	<b>60863</b>	<b>61357</b>
9% B TRS	5122	5166	5211	5255	5300	5344	5389	5433	5478	5522
<b>Step 12</b>	<b>58673</b>	<b>59169</b>	<b>59661</b>	<b>60156</b>	<b>60662</b>	<b>61145</b>	<b>61638</b>	<b>62137</b>	<b>62627</b>	<b>63122</b>
9% B TRS	5281	5325	5369	5414	5460	5503	5547	5592	5636	5681
<b>Step 13</b>	<b>60437</b>	<b>60933</b>	<b>61426</b>	<b>61922</b>	<b>62415</b>	<b>62909</b>	<b>63407</b>	<b>63899</b>	<b>64396</b>	<b>64888</b>
9% B TRS	5439	5484	5528	5573	5617	5662	5707	5751	5796	5840
<b>Step 14</b>	<b>61568</b>	<b>62062</b>	<b>63193</b>	<b>63688</b>	<b>64185</b>	<b>64676</b>	<b>65173</b>	<b>65668</b>	<b>66162</b>	<b>66660</b>
9% B TRS	5541	5586	5687	5732	5777	5821	5866	5910	5955	5999
<b>Step 15</b>	<b>---</b>	<b>---</b>	<b>64963</b>	<b>65455</b>	<b>65951</b>	<b>66446</b>	<b>66940</b>	<b>67437</b>	<b>67928</b>	<b>68422</b>
9% B TRS			5847	5891	5936	5980	6025	6069	6114	6158
<b>Step 16</b>	<b>---</b>	<b>---</b>	<b>66562</b>	<b>67066</b>	<b>67717</b>	<b>68211</b>	<b>68705</b>	<b>69200</b>	<b>69694</b>	<b>70191</b>
9% B TRS			5991	6036	6095	6139	6183	6228	6272	6317
<b>Step 17</b>	<b>---</b>	<b>---</b>	<b>67710</b>	<b>68221</b>	<b>69483</b>	<b>69974</b>	<b>70470</b>	<b>70967</b>	<b>71458</b>	<b>71953</b>
9% B TRS			6094	6140	6253	6298	6342	6387	6431	6476
<b>Step 18</b>	<b>---</b>	<b>---</b>	<b>69042</b>	<b>69564</b>	<b>72133</b>	<b>72629</b>	<b>73122</b>	<b>73616</b>	<b>74112</b>	<b>74604</b>
9% B TRS			6214	6261	6492	6537	6581	6625	6670	6714

STEP	BACH	BACH+8	BACH+16	BACH+24	BACH+32	MASTERS	MAST+8	MAST+16	MAST+24	MAST+32
<b>Step 19</b>	---	---	<b>70173</b>	<b>70694</b>	<b>73910</b>	<b>74420</b>	<b>74923</b>	<b>76268</b>	<b>76761</b>	<b>77255</b>
9% B TRS			6316	6362	6652	6698	6743	6864	6908	6953
<b>Step 20</b>	---	---	---	---	<b>75186</b>	<b>75705</b>	<b>76216</b>	<b>78637</b>	<b>79133</b>	<b>79629</b>
9% B TRS					6767	6813	6859	7077	7122	7167
<b>Step 21</b>	---	---	---	---	<b>76668</b>	<b>77199</b>	<b>77720</b>	<b>80579</b>	<b>80898</b>	<b>81392</b>
9% B TRS					6900	6948	6995	7252	7281	7325
<b>Step 22</b>	---	---	---	---	<b>77798</b>	<b>78327</b>	<b>78849</b>	<b>81972</b>	<b>82897</b>	<b>83402</b>
9% B TRS					7002	7049	7096	7377	7461	7506
<b>Step 23</b>	---	---	---	---	---	---	---	<b>85262</b>	<b>86015</b>	<b>86539</b>
9% B TRS								7674	7741	7789
<b>Step 24</b>	---	---	---	---	---	---	---	<b>86413</b>	<b>87717</b>	<b>88251</b>
9% B TRS								7777	7895	7943
<b>Step 25</b>	---	---	---	---	---	---	---	---	<b>88867</b>	<b>89402</b>
9% B TRS									7998	8046

Each year of the contract, all bargaining unit employees that are not eligible to receive an experience step will receive a 3% longevity salary increase over their previous year's salary.

**APPENDIX E**

<b>2028-2029</b>										
<i>Board Paid TRS: 9%; Employee Paid TRS: 0%</i>										
STEP	BACH	BACH+8	BACH+16	BACH+24	BACH+32	MASTERS	MAST+8	MAST+16	MAST+24	MAST+32
<b>Step 1</b>	<b>43432</b>	<b>43936</b>	<b>44438</b>	<b>44942</b>	<b>45445</b>	<b>45948</b>	<b>46451</b>	<b>46955</b>	<b>47457</b>	<b>47962</b>
9% Board Paid TRS	3909	3954	3999	4045	4090	4135	4181	4226	4271	4317
<b>Step 2</b>	<b>43991</b>	<b>44494</b>	<b>44997</b>	<b>45499</b>	<b>46001</b>	<b>46504</b>	<b>47009</b>	<b>47510</b>	<b>48018</b>	<b>48517</b>
9% B TRS	3959	4004	4050	4095	4140	4185	4231	4276	4322	4367
<b>Step 3</b>	<b>45539</b>	<b>46040</b>	<b>46542</b>	<b>47044</b>	<b>47548</b>	<b>48051</b>	<b>48557</b>	<b>49055</b>	<b>49562</b>	<b>50065</b>
9% B TRS	4099	4144	4189	4234	4279	4325	4370	4415	4461	4506
<b>Step 4</b>	<b>47084</b>	<b>47582</b>	<b>48088</b>	<b>48595</b>	<b>49094</b>	<b>49599</b>	<b>50104</b>	<b>50605</b>	<b>51106</b>	<b>51614</b>
9% B TRS	4238	4282	4328	4374	4418	4464	4509	4554	4600	4645
<b>Step 5</b>	<b>48626</b>	<b>49131</b>	<b>49637</b>	<b>50141</b>	<b>50643</b>	<b>51145</b>	<b>51645</b>	<b>52149</b>	<b>52655</b>	<b>53156</b>
9% B TRS	4376	4422	4467	4513	4558	4603	4648	4693	4739	4784
<b>Step 6</b>	<b>50173</b>	<b>50678</b>	<b>51177</b>	<b>51681</b>	<b>52187</b>	<b>52687</b>	<b>53193</b>	<b>53692</b>	<b>54196</b>	<b>54703</b>
9% B TRS	4516	4561	4606	4651	4697	4742	4787	4832	4878	4923
<b>Step 7</b>	<b>51721</b>	<b>52224</b>	<b>52725</b>	<b>53231</b>	<b>53730</b>	<b>54232</b>	<b>54738</b>	<b>55241</b>	<b>55743</b>	<b>56248</b>
9% B TRS	4655	4700	4745	4791	4836	4881	4926	4972	5017	5062
<b>Step 8</b>	<b>53263</b>	<b>53770</b>	<b>54271</b>	<b>54775</b>	<b>55279</b>	<b>55782</b>	<b>56284</b>	<b>56790</b>	<b>57292</b>	<b>57795</b>
9% B TRS	4794	4839	4884	4930	4975	5020	5066	5111	5156	5202
<b>Step 9</b>	<b>54809</b>	<b>55312</b>	<b>55816</b>	<b>56321</b>	<b>56819</b>	<b>57325</b>	<b>57828</b>	<b>58331</b>	<b>58833</b>	<b>59340</b>
9% B TRS	4933	4978	5023	5069	5114	5159	5205	5250	5295	5341
<b>Step 10</b>	<b>56352</b>	<b>56857</b>	<b>57364</b>	<b>57865</b>	<b>58369</b>	<b>58873</b>	<b>59373</b>	<b>59879</b>	<b>60383</b>	<b>60879</b>
9% B TRS	5072	5117	5163	5208	5253	5299	5344	5389	5434	5479
<b>Step 11</b>	<b>57902</b>	<b>58406</b>	<b>58908</b>	<b>59411</b>	<b>59915</b>	<b>60419</b>	<b>60925</b>	<b>61423</b>	<b>61928</b>	<b>62431</b>
9% B TRS	5211	5257	5302	5347	5392	5438	5483	5528	5574	5619
<b>Step 12</b>	<b>59700</b>	<b>60204</b>	<b>60705</b>	<b>61209</b>	<b>61724</b>	<b>62215</b>	<b>62717</b>	<b>63224</b>	<b>63723</b>	<b>64227</b>
9% B TRS	5373	5418	5463	5509	5555	5599	5645	5690	5735	5780
<b>Step 13</b>	<b>61495</b>	<b>61999</b>	<b>62501</b>	<b>63006</b>	<b>63507</b>	<b>64010</b>	<b>64517</b>	<b>65017</b>	<b>65523</b>	<b>66024</b>
9% B TRS	5535	5580	5625	5671	5716	5761	5807	5852	5897	5942
<b>Step 14</b>	<b>62645</b>	<b>63148</b>	<b>64299</b>	<b>64803</b>	<b>65308</b>	<b>65808</b>	<b>66314</b>	<b>66817</b>	<b>67320</b>	<b>67827</b>
9% B TRS	5638	5683	5787	5832	5878	5923	5968	6014	6059	6104
<b>Step 15</b>	---	---	<b>66100</b>	<b>66600</b>	<b>67105</b>	<b>67609</b>	<b>68111</b>	<b>68617</b>	<b>69117</b>	<b>69619</b>
9% B TRS			5949	5994	6039	6085	6130	6176	6221	6266
<b>Step 16</b>	---	---	<b>67727</b>	<b>68240</b>	<b>68902</b>	<b>69405</b>	<b>69907</b>	<b>70411</b>	<b>70914</b>	<b>71419</b>
9% B TRS			6095	6142	6201	6246	6292	6337	6382	6428
<b>Step 17</b>	---	---	<b>68895</b>	<b>69415</b>	<b>70699</b>	<b>71199</b>	<b>71703</b>	<b>72209</b>	<b>72709</b>	<b>73212</b>
9% B TRS			6201	6247	6363	6408	6453	6499	6544	6589
<b>Step 18</b>	---	---	<b>70250</b>	<b>70781</b>	<b>73395</b>	<b>73900</b>	<b>74402</b>	<b>74904</b>	<b>75409</b>	<b>75910</b>
9% B TRS			6323	6370	6606	6651	6696	6741	6787	6832

STEP	BACH	BACH+8	BACH+16	BACH+24	BACH+32	MASTERS	MAST+8	MAST+16	MAST+24	MAST+32
<b>Step 19</b>	---	---	<b>71401</b>	<b>71931</b>	<b>75203</b>	<b>75722</b>	<b>76234</b>	<b>77603</b>	<b>78104</b>	<b>78607</b>
9% B TRS			6426	6474	6768	6815	6861	6984	7029	7075
<b>Step 20</b>	---	---	---	---	<b>76502</b>	<b>77030</b>	<b>77550</b>	<b>80013</b>	<b>80518</b>	<b>81023</b>
9% B TRS					6885	6933	6980	7201	7247	7292
<b>Step 21</b>	---	---	---	---	<b>78010</b>	<b>78550</b>	<b>79080</b>	<b>81989</b>	<b>82314</b>	<b>82816</b>
9% B TRS					7021	7070	7117	7379	7408	7453
<b>Step 22</b>	---	---	---	---	<b>79159</b>	<b>79698</b>	<b>80229</b>	<b>83407</b>	<b>84348</b>	<b>84862</b>
9% B TRS					7124	7173	7221	7507	7591	7638
<b>Step 23</b>	---	---	---	---	---	---	---	<b>86754</b>	<b>87520</b>	<b>88053</b>
9% B TRS								7808	7877	7925
<b>Step 24</b>	---	---	---	---	---	---	---	<b>87925</b>	<b>89252</b>	<b>89795</b>
9% B TRS								7913	8033	8082
<b>Step 25</b>	---	---	---	---	---	---	---	---	<b>90422</b>	<b>90967</b>
9% B TRS									8138	8187

Each year of the contract, all bargaining unit employees that are not eligible to receive an experience step will receive a 3% longevity salary increase over their previous year's salary.

**APPENDIX F**  
**Extracurricular Activity Stipend Schedule**

<b>Activity</b>			<b>Stipend</b>		
Activity Director (middle school)			\$2,875		
Activity Director (elementary school)			\$1,200		
Cheerleader Sponsor			\$2,375		
Boys A Basketball			\$2,725		
Girls A Basketball			\$2,725		
Boys B Basketball			\$2,425		
Girls B Basketball			\$2,425		
Boys C Basketball					
6th Grade			\$1,150		
5th Grade			\$1,050		
Girls C Basketball					
6th Grade			\$1,150		
5th Grade			\$1,050		
Girls A Volleyball (8th Grade)			\$2,725		
Girls B Volleyball (7th Grade)			\$975		
Girls C Volleyball					
6th Grade			\$1,150		
5th Grade			\$1,050		
Boys Volleyball			\$2,725		
Boys Track			\$1,875		
Girls Track			\$1,875		
Track Assistant			\$950		
Cross Country			\$1,000		
Softball			\$2,125		
Baseball			\$2,125		
Soccer			\$2,125		
Bowling			\$1,625		
Drama			\$1,875		
Drama Tech			\$975		
Student Council			\$1,600		
Instrumental Music			\$1,875		
Glee Club			\$1,200		
Middle School Book Club			\$975		
Scholar Bowl			\$1,175		
Science Club			\$975		
Math Club			\$1,100		
Chess Club			\$1,150		
National Junior Honor Society			\$1,425		
Elementary Yearbook			\$950		
Middle School Yearbook			\$950		



Photo Club			\$1,100		
NOTE: Coaches are expected to fulfill obligations of Belle-Fair Conference and participate in all state series.					
SIJHSAA Bonus: A coach receives \$100 bonus for participation in state competitions.					