

Master Contract

2024-2027

A Contract Between

Newark Community High School District #18

and the

Newark Community High School Education Association

May 2024

MASTER CONTRACT

2024-2025

2025-2026

2026-2027

Table of Contents

Article I – Recognition	2
Article II – Association Membership	2
Article III – Management Rights	4
Article IV – Grievance Procedure	5
Article V – Insurance	8
Article VI – Leaves of Absence	9
Article VII – Certified Staff Compensation	13
Article VIII – Retirement	21
Article IX – Standard Rights	21
Article X – Teacher Assignments	22
Article XI – Negotiations Procedure	23
Article XII – Separability	23
Article XIII – Agreements and Signatures	24
Appendix A – Salary Schedule 2024 – 2027	25
Appendix B – Stipend Schedule	28

Agreement

WHEREAS the parties of this Agreement are the BOARD OF EDUCATION OF NEWARK COMMUNITY HIGH SCHOOL DISTRICT #18, Newark, Illinois, hereinafter the "Board" and the NEWARK COMMUNITY HIGH SCHOOL EDUCATION ASSOCIATIONS IEA/NEA, hereinafter the "Association"; WHEREAS, said parties desire to execute their duties under the law:

NOW, THEREFORE, IT IS AGREED AS FOLLOWS:

Article I

Recognition

- 1.1 The Board hereby recognizes the Association as the exclusive representative for collective bargaining purposes of all regularly employed, certificated employees, hereinafter certified staff or certified staff, excepting those employees excluded by law from representation by the Association for said purposes.
- 1.2 Specifically included in Association representation are part-time certified staff and probationary certified staff, although certain of the subsequent terms of this Agreement shall apply only in limited extent, or not at all, to said part-time probationary employees. Substitute or temporary employees are neither represented by the Association nor covered by the terms of this Agreement.
- 1.3 The Board agrees not to negotiate with any certified staff organization other than the Association for the duration of this Agreement, except as may be provided by law. The Board agrees further not to negotiate with any individual certified staff member for the duration of this Agreement inconsistently with the provision of matters herein agreed upon.

Article II

Association Membership

- 2.1 Dues Deductions – Any certified staff, who is a member or has applied for membership in the Association by signing the membership authorization form provided by the Association, may sign and deliver to the Board an authorization for annual dues deduction. The appropriate deduction form shall be provided by the union. The authorization is continuous and shall remain in effect from year to year unless the certified staff member revokes said authorization in writing between September 1 and September 15 of any year or as otherwise allowed by law.

Fair Share - This article has been removed based on current law; in the event that fair share becomes legal, the language from the 2019-2024 contract shall be reinstated.

- 2.2 The Board shall deduct from each certified staff member's pay the current state and national dues of the Association, dollar amounts of which shall be certified by the Association to the Board five business days prior to the agreed upon payroll outlined in section 2.4 of this agreement, provided the Board has received an authorization form.

- A) Pursuant to such authorization, the Board shall deduct such dues from the regular salary check of the certified staff member for each month for ten (10) out of twenty (20) paychecks, beginning in September of each year.
- B) The Board shall remit said deducted dues to the Association within ten (10) days following the pay period deduction.
- C) 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 arise out of, or by reason of action taken by any claims, demands, actions, complaints, suits of other forms of liability arising out of claims that payroll deductions made under this Section were not authorized by an employee.

2.3 General Association Rights

- A) The president of the Association shall check the district website for a copy of the agenda for the board meeting which will be posted 48 hours before the scheduled time of the meeting. The president of the association will be notified of any special board meetings.
- B) One copy of all approved Board minutes, excluding minutes of executive sessions, shall be sent to the President of the Association within twenty-four (24) hours of approval of said minutes or of their completion in the case of correction. Said copies of minutes shall be in the same form and content as those copies in the hands of Board members at the time of the motion for approval.
- C) The Board agrees to furnish upon timely written request by the Association copies of any specific document in its hands containing information concerning the financial resources of the district.
- D) Names and addresses of newly hired certified staff member shall be provided to the Association within fourteen (14) days after their employment.
- E) Within thirty (30) days of ratification of the Agreement, the Board shall provide an electronic copy to the association for distribution to each certified staff member.
- F) The rights granted herein to the Association shall not be granted or extended to any competing certified staff organization, except as may be provided by law.

- G) The Association shall have the right to reasonable use of school buildings when said use does not interfere with the duties of employees, or with the rights of pupils, or with the normal conduct of school activities. Said use shall be prearranged with the school principal and shall require the approval of the superintendent or designee in advance. Any costs associated with use of building shall be paid to the Board by the Association before any subsequent use of buildings may be approved.
- H) Permission for the Association to use a photocopier and other office equipment may be given by the Superintendent or designee when said use does not interfere with the school's need for said equipment provided that.
 - a) Said use is to occur only before or after the regular work day for certified staff member; and
 - b) The cost of repair or replacement of any equipment which breaks down or is damaged during Association use shall be promptly reimbursed to the Board by the Association; and
 - c) No school equipment shall be removed by the Association or by any of its members from its normal location in the school property; and
 - d) In the case of photocopiers the Association and its members shall pay the same use rates as may be in effect from time to time for pupils and other citizens.
- I) The Association may use the district mail service and employee mailboxes for communication to certified staff members, provided that any postage or other costs attached to or arising from said use shall first be paid by the Association to the Board provided, further, that said use shall not interfere with the normal conduct of the school program.
- J) No Strike - The Association or any of its members shall not engage in a strike except under the conditions outlined in Section XIII of the Illinois Educational Labor Relations Act.

Article III

Management Rights

- 3.1 The Board retains and reserves the ultimate responsibility for proper management of the Newark Community High School District #18 conferred upon and vested in it by the statues and the Constitutions of the State of Illinois and the United States, including, but not limited to, the responsibility for the right:

- 3.1.1 To maintain executive management and administrative control of the Newark Community High School and its properties and facilities and the professional activities of its employees as related to the conduct of school affairs.
- 3.1.2 To hire all employees, subject to the provisions of the law and this Agreement, to determine their qualifications, and the conditions of their continued employment, or their dismissal or demotion, their assignment, and to promote and transfer all such employees.
- 3.1.3 To establish programs and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, as deemed necessary or advisable by the Board.
- 3.1.4 To delegate authority through recognized administrative channels for the development and organization of the means and methods of instruction according to current written Board Policy or as from time to time be amended, the selection of textbooks and other teaching materials, and the utilization of teaching aids of all kinds.
- 3.1.5 To determine the hours of instruction, duties, assignments, and other responsibilities of certified staff members and non-classroom assignments.
- 3.2 It is not the intent of this article to nullify any existing language found elsewhere in the Agreement.

Article IV

Grievance Procedure

4.1 Definitions – A grievance shall be:

- 4.1.1 A formal claim, in writing, as provided herein, by the Association or by any certified staff member, that there has been a violation of the terms of this Agreement; and
- 4.1.2 Reduced to writing by the aggrieved party on forms provided by the Superintendent or designee and shall specify the complete details of the alleged violation including the names of all persons involved and the nature of the involvement of each person: the time, date, place and nature of the violation and , the name of any know witnesses.
- 4.1.3 Submitted in writing to the Principal or designee not later than fifteen (15) days following the grievant's first knowledge of the alleged violation which is the

substance of the grievance not thus timely submitted or not otherwise satisfying the requirements of this Section shall not be processed.

- 4.1.4 All time limits consist of school days, except when a grievance is submitted fewer than fifteen (15) days before the close of the current school term, then time limits shall consist of all days in which the district office is open.

4.2 Procedures –

- 4.2.1 Step I: The parties hereto acknowledge that it is usually most desirable for an employee and the employee's principal or designee, or others involved in disputes, to resolve problems through free and informal communications. If, however the informal process fails to satisfy either party, a grievance may be processed as follows:
- 4.2.2 Step II: The certified staff member of the Association may present a grievance in writing to the Principal or designee within 20 days of the failure of the informal process. The principal or designee will arrange a meeting to take place within ten (10) days after the receipt of the grievance. The Association's representative, the grievant and the Principal or designee may be present for the meeting. A written response including reasons for the decision will be provided within ten (10) days.
- 4.2.3 Step III: If the grievance is not resolved at Step II, then the Association may refer the grievance to the Superintendent or designee within ten (10) days after receipt of the Step II answer; the Superintendent or designee shall arrange with the Association representative for a meeting to take place within ten (10) days of the Superintendent or designee's receipt of the appeal. Each party shall have the right to include in its representation counselors as it deems necessary. Within fifteen (15) days of the meeting, the Association will be provided with the Superintendent or designee's written response, including the reasons for the decision.
- 4.2.4 Step IV: If the grievance is not resolved at Step III within the time limits provided, the grievance may be heard by the Board at its option. The Association has ten (10) days from the time of the Superintendent or designee's decision to request the meeting with the Board. The Board shall arrange for a meeting to take place with representatives of the Association within twenty (20) days of the receipt of the appeal. Each part shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop pertinent facts to the grievance. Upon conclusion of the hearing, the Board shall have ten (10) days in which to provide a written decision to the grievant and the association.

- 4.2.5 Step V: If the Association is not satisfied with the disposition of the grievance at this point, it may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for the arbitration is not filed within ten (10) days of the date for the Step IV answer, then the grievance shall be deemed withdrawn.
- 4.3 Bypass to Superintendent or designee - If the Association and the Superintendent or designee agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.
- 4.4 Bypass to Arbitration - If the Superintendent or designee and the Association agree, a grievance may be submitted directly to arbitration.
- 4.5 Class Act Grievance - Class grievances involving one or more certified staff member may be initially filed by the Association at Step III.
- 4.6 Association Participation –Certified Staff Member Represented – The Board acknowledges the right of the Association’s grievance representative to be present at the adjustment of a grievance without intervening, save at the certified staff member’s request and no certified staff member shall be required to discuss any grievance if the Association’s representative is not present.
- 4.7 Association Participation - Employee Not Represented - When a certified staff member is not represented by the Association; the Association shall have the right to have its representative present at the adjustment of the grievance.
- 4.8 Cooperation - The Board and the Association must cooperate reasonably with each other in the investigation of any grievance
- 4.9 No Reprisals Clause - No unlawful reprisals shall be taken by the Board or the Administration against any certified staff member because of the certified staff member’s participation in a grievance.
- 4.10 Filing of Materials - The Board shall file grievance records separately from -certified staff member’s personnel files.
- 4.11 Grievance Withdrawal - A grievance may be withdrawn at any step without establishing precedent.
- 4.12 No Written Response - If no written decision has been rendered within the time limits indicated at any Step, then the grievance may be processed to the next Step.
- 4.13 Expenses of Arbitrator - The fees and the expenses of the arbitrator shall be shared equally by the parties.

- 4.14 Obtaining Transcripts - If either party requests a transcript of the proceedings, the cost will be paid according to the specific rules of the American Arbitration Association.
- 4.15 Introduction of Evidence - No evidence shall be adduced at arbitration which has not been presented fully at a prior Step in the Grievance procedure.
- 4.16 The Authority of the Arbitrator - shall be limited to rendering a decision based upon the terms of this Agreement, and shall not include the authority to change or modify any of the terms or conditions of this Agreement.
- 4.17 Probationary and Part-Time certified staff members -- Probationary, non-tenured or part-time certified staff members shall be entitled access to the grievance procedure except that no probationary, non-tenured or part-time certified staff member shall use the grievance procedure for grieving any change in employment status.

Article V

Insurance

- 5.1 On behalf of the certified staff member, the Board shall contract to purchase group health and life insurance from a duly licensed health care carrier. Furthermore, for all full-time certified staff member employed by the Board, the Board shall contribute an amount equal to 100% of the single premium of the HMO plan (year 2023-2024 rate), vision, dental and life insurance toward the cost of the insurance elected by the certified staff member for all three years of the contract. If health insurance rates increase more than 8% in any year of this contract, said employee will be responsible for the increase over 8%. For all employees who enroll in the health Insurance option, an additional \$500 per employee will be available for all 3 years of said contract to be used to pay for part of the insurance premium for coverage elected by the certified staff member that is greater than the amount of the District contribution stated.

Any part of the additional \$500 per employee per year of the contract that is not used to "buy up" to a different policy may be taken as a cash option payable in June.

If there is a decrease in the premium, the Board will retain the benefit.

- 5.2 In the event that dependent coverage is available through the group health and life insurance carrier, then the certified staff member shall have the opportunity to purchase said dependent coverage so long as the cost thereof is paid to the School District in advance or deducted from the certified staff members paycheck.
- 5.3 At the election of the certified staff members, the Board's contribution for the purchase of individual coverage under the School District's group health and life insurance may be

taken by said certified staff members either in insurance benefits or value for those certified staff member who elect to take the cash option. The Board shall pay in a cash option to those certified staff members eligible to elect the cash option \$1,750 (June payment only) in lieu of the health insurance premium as described in Section 5.1. Any election to be made hereunder shall be made on or before September 1 of each School Year on forms to be provided by the Superintendent or designee, which election shall be irrevocable for the remainder of that School Year. Said certified staff members shall sign a waiver stating they would remunerate to the District pro rata should they resign before the end of the contract. In the event the district changes insurance plans, certified staff members taking the cash option may elect to enroll in the new plan if an open enrollment window exists at the time a new plan is instituted. Any such enrollment shall be contingent upon terms of enrollment of the benefit provider. Any cash option value will be prorated based upon the time such election is made.

- 5.4 In the event that Board and the Association determine it to be in their respective interests to review the current group health insurance program or change the group health care and life carrier, then the parties will cooperate one with the other in order to maximize their respective mutual benefit.
- 5.5 The provisions of this Article V shall apply to "full time" employees as defined by the Patient Protection and Affordable Care Act of 2010 (the "Health Care Reform Law") provided, however, that the dollar amount herein before specified shall be reduced for part-time certified staff members by the same fraction which determines the salary of each part-time certified staff member in said fraction as applied to the salary schedule for full-time-certified staff members.

Article VI

Leave of Absence

- 6.1 Sick Leave - At the beginning of each school year, each full-time certified staff member shall be credited with fifteen (15) days of sick leave, the unused portion of which shall accumulate from year to year to a maximum of 360 days. Part-time certified staff members will be credited with prorated sick days per their contracted time. Example: Certified staff members who are employed at 50% of the contract would receive 7.5 sick days.

- A. Sick leave shall be interpreted to mean personal illness, quarantine at home, , serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. The Board may require a certificate from a healthcare provider as a basis for pay during leave after an absence of 3 days for personal illness or 30 days for birth or as the Board may deem necessary in

other cases. If the Board does require a certificate as a basis for pay during leave of less than 3 days for personal illness, the Board shall pay the expenses incurred by the certified staff member in obtaining the certificate.

- B. For purposes of this Section, "immediate family" shall include parents, spouse, domestic partner, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, nieces and nephews, and legal guardians.
- C. Deaths in the Immediate Family: Sick leave also may be used as death bereavement leave in connection with the death of a member of the certified staff member's immediate family as defined above, as well as with aunts, uncles, and cousins.
- D. Death Other than Immediate Family: The certified staff member may apply for the use of one (1) day of Personal Leave (See Section 6.3) per death to attend the funeral of any person.

6.2 The Board shall furnish each certified staff member with a written statement on each paystub setting forth the total sick leave credit accumulated.

6.3 Personal Leave: At the beginning of the school year each full-time certified staff member shall have available four (4) personal leave days. Except in emergency, said four days' leave or portions thereof may be granted by the Superintendent or designee upon his/her receipt of a written request from the certified staff member at least five (5) days in advance. This leave may be granted by the Superintendent or designee after the fact only in cases of emergency when the certified staff member has requested said leave as soon as possible after becoming aware of the emergency. Said leave may or may not be approved on any work day immediately preceding or following a vacation or holiday, or any day when more than two certified staff members will be or are on leave, nor during the last ten (10) days of the school year, nor during school improvement days, Parent/Teacher Conferences, Teacher Institute days, and graduation. Only two personal days may be used consecutively at one time. Use of additional consecutive personal days is subject to the discretion of the Superintendent or designee. Personal leave may be granted only in minimum segments of one-half day. Unused personal days will accumulate as sick leave at the end of each school year. Upon departure from the district, other than dismissal for cause, staff members shall be reimbursed for unused personal leave days in the final year of employment not to exceed current personal days available for that year at the current per diem pay rate for that certified staff member. Said payment should be paid after the last day of work and after receipt of their final paycheck to not be considered reportable to TRS.

6.4 Professional Leave: Each certified staff member may be granted leave without loss of pay to attend professional meetings related directly to said certified staff member

teaching /professional field and assigned teaching/professional field and assigned teaching/professional duties if said certified staff member applies in writing to the Superintendent or designee and if the Superintendent or designee approves. This professional leave may also be granted for visitation to another school when such visitation relates directly to said certified staff member's teaching /professional field and assigned teaching/professional duties if such visitation has been approved in advance by the principal of said other school. Application must be made by the certified staff member to the Superintendent or designee or his/her designee at least two weeks in advance of proposed leave.

- 6.5 Any certified staff member called for jury duty during working hours shall be paid his/her full salary for such time and suffer no loss of benefits or seniority, provided that all pay received by said certified staff member for jury duty except that covering mileage and expenses first has been signed over to the Board.
- 6.6 A leave of absence of up to one (1) year may be granted to any tenured certified staff member, upon approval by the Board, for the purpose of participating in exchange teaching programs in other school districts, states, territories, or countries: foreign or military teaching programs; the Peace Corps or a cultural travel or work program related to his/her professional responsibilities; or to serve as a consultant or director of a education service center. Not more than one (1) certified staff member may be granted said leave during the same period of time nor any part thereof. Applications in writing for said leave shall be presented to the Board not later than four (4) months prior to the proposed beginning of any such leave.
- 6.7 A leave of absence of up to one (1) year may, but need not, be granted to any tenured certified staff member for the purpose of engaging in study at an accredited college or university directly related to his/her professional responsibilities. Upon return from such leave a certified staff member shall be placed at the same position on the salary schedule as he/she would have been had he/she worked in the district during such period.
- 6.8 A leave of absence may, but need not, be granted to a certified staff member for the purpose of maternity/paternity leave. Said leave shall commence and end at times agreed upon by the Board and the certified staff member before said leave is approved. It is further provided that:
 - A. Upon return to duty from maternity/paternity leave reinstatement shall be to the certified staff member's former position, or to a similar position or to another position for which the certified staff member is qualified.

- B. The leave period may be for the duration of the school semester when leave was granted plus one (1) additional school semester but shall not exceed one year.
- C. Absence during maternity/paternity leave shall not interrupt seniority for tenured certified staff members. Probationary-certified staff members shall not acquire seniority until satisfactory completion of the probationary period of service on active duty and not including any period of time while on any leave.
- D. Continuation of insurance benefits, if any, for certified staff members on said leave will be provided during said leave period if:
 - 1) Said certified staff member or certified staff member(s) first have enrolled for the same coverage to be continued while on leave at the same time as other certified staff member s enrolled for said coverage: and
 - 2) The full payment for the premium for each month of the period of said leave has been paid in advance each month by the certified staff member to the Board.

6.9 Continuation of insurance benefits, if any, for certified staff members granted a leave of absence under the provisions of Item 6.7 (Exchange Teaching Programs); Item 6.8 (Sabbatical Leave), and Item 6.9 (Child Care Leave) will be continued by the Board of Education during the approved leave period subject to the following provisions:

- 1) Said certified staff member or certified staff members must be currently enrolled in the District #18 medical insurance program and wish to continue the same coverage during the period of leave;
- 2) Said certified staff member or certified staff members first enrolled for coverage at the same time as other certified staff members enrolled for said coverage;
- 3) Said certified staff member or certified staff members agree to pay the insurance premium, in full and in advance, for each month of the period of said leave. A full monthly insurance premium payment will be due from the certified staff member to the Board of Education on the first day of each month during the period of said leave: and
- 4) Said certified staff member or certified staff members will not be eligible for the "insurance cash option" in lieu of medical insurance during the period of leave.

- 6.10 Should the Association desire to send certified staff member representatives to local, state or national conferences or on other business pertinent to Association affairs, these representatives may request professional leave for said purposes according to the provisions of Article 6.3. The Association's Regional Counsel shall reimburse the district for the cost of substitute(s) needed. No more than two days of professional leave per school year shall be used for Association business.
- 6.11 Any provision or provisions of this Agreement notwithstanding, no probationary certified staff member shall receive credit for any period of time while on leave toward acquiring, or fulfilling the requirements of tenure.

Article VII

Certified Staff Compensation

- 7.1 Full Experience Credit - A certified staff member first employed after the effective date of this agreement may be awarded full credit for teaching/related professional experience outside the district at the discretion of the Board.
- 7.2 School Year - Salary Schedule: The salary schedule shall be as set forth in Appendix A, which is attached to and incorporated into this Agreement. The schedule shall be based on 180 workdays. In cases of part-time certified staff members, salary shall be prorated from the amount shown by the fraction of full-time employment for which a certified staff member is employed.
- 7.3 Payroll Installments: Certified staff members paychecks through direct deposit shall be issued in twenty- four (24) installments on the 1st and 15th of each month starting in September. Certified staff members will receive a non-negotiable copy of their direct deposit paycheck on or before the date of the designated deposit date.
- 7.4 Supplemental Jobs: The supplemental pay schedule shall be as set forth in Appendix B, which is attached to and incorporated into this Agreement. Supplemental jobs are defined as those regular assignments that are in addition to the normal work schedule and/or that exceed the normal workday. These assignments may be made only with the consent of the certified staff member. Nothing in this Agreement shall be construed so as to limit in any way the right of the Board to employ a person or persons in a part-time capacity for assignment to supplemental jobs. When a supplemental job is assigned to a part- time employee the definition of said supplemental job as set forth in this section shall not apply. When someone takes a supplemental job in Appendix B, it will be the responsibility of that employee to do the necessary public relations for that supplemental position, for example, newspaper articles, school publications, score reports, interviews, awards for excellence, recognition of prowess.

- 7.5 Any teacher with more than the normal teaching load (employee teaching more than 6 periods on the current 8 period schedule) the employee will be compensated \$5,300 for the school year for each period taught above and beyond 6 periods on the current 8 period blended schedule which equals 24 teaching periods per week.
- 7.6 Supplemental Jobs - Payroll Procedures: Supplemental pay shall be added to the certified staff members salary and shall be paid in the paycheck each pay period.
- 7.7 Attendance Incentive: Incentive for using less than 10 personal/sick days for full time certified staff in one school year. If a certified staff member is part time the amount of personal/sick leave will be reduced by the proportion of FTE for the part time certified staff member.
- 1) TRS Tier 1 Certified Staff Member - For any certified staff member that uses less than 10 personal/sick days per year will earn \$100 for every full day and \$50 for every half day not used under 10 in a post-retirement lump sum benefit. The benefit is paid in a lump sum 60 days after the certified staff member's final paycheck and shall not be considered as part of the certified staff member's final creditable earnings as reported to TRS.
 - 2) TRS Tier 2 Certified Staff Member - For any certified staff member that uses less than 10 personal/sick days the district will contribute \$100 dollars for every full day and \$50 for every half day not used under 10 to a 403B or TRS 457 account. This payment will be made in a lump sum at the end of the school year to the account of the certified staff's choosing. The district will not pay a lump sum to staff outside of a 403B or TRS 457 account for days not used. Ex. Certified staff member uses 6.5 personal/sick days during the 2024-2025 school year. The district will then contribute \$350 to a 403B or TRS 457 account of the staff members choosing.
 - 3) The Association and the Board agree to this for the 2024-2027 contract and will determine the effectiveness of this incentive. If either party does not agree that the incentive worked to increase certified staff member attendance then the provision will be removed from the next contract automatically.
- 7.8 Horizontal Movement on Salary Schedule: Horizontal movement on the Salary Schedule shall be based upon satisfactory completion of graduate courses from a college or

university approved by the North Central Association of Colleges and Secondary Schools (NCATE), or reciprocal accrediting agency.

- 1) Graduate credit earned will not be recognized unless the course for which the credit is earned has been approved by the Superintendent or designee and a grade of B or better is earned. Such course work shall be in the subject field(s) engaged in by the certified staff member in the School District or in the field of secondary education in accordance with an approved professional development plan. In order to avoid misunderstandings, certified staff members planning to engage in graduate study for horizontal movement on the Salary Schedule should submit a proposed plan of study to the Superintendent or designee for consideration and prior approval before the last day of school.
- 2) Upon completion of sufficient course work to move a certified staff member to the next horizontal step on the salary Schedule, an official transcript or statement must be sent to the Superintendent or designee on or before October 1 of the School Year in which the certified staff member seeks such movement. Transcripts received after October 1 will qualify the certified staff member for horizontal movement at the beginning of the next subsequent School Year.
- 3) Tuition reimbursement for approved graduate level courses will be paid upon completion of the course with a grade of B or better at the rate of \$250 per credit hour, up to a maximum of \$2,250 per year (maximum of 9 credit hours.) Reimbursement will be made in October and June upon receipt of official transcripts.
- 4) Reimbursement for tuition for degrees that lead to dual credit teaching certification or endorsement.
 - a. Reimbursement for approved graduate level courses leading to the ability to teach dual credit will be paid upon completion of the course with a grade of B or better at the rate of 75% of the current NIU rate for graduate level courses to a maximum of (\$5,250 per year based on the 2023-2024 rate). A certified staff member will be reimbursed for a maximum of 12 credit hours per year. The reimbursement rate will be set each year based on the current NIU graduate tuition rate.
 - b. A certified staff who applies for tuition reimbursement must agree to remain to a full time certified staff member at Newark Community High School District #18 for a minimum of three (3) complete school years after completion of the graduate program. If through his/her choice, employment is terminated

before completing three (3) years of services he/she will repay Newark Community High School District #18 for such reimbursement based on the chart below and sign a promissory note to that effect.

1) Year 1 – 100% repayment

2) Year 2 – 100% repayment

3) Year 3 – 60% repayment

- c. A certified staff member leaving the district before completion of the dual credit program and subject to the tuition payback provision may appeal payback requirements based upon a qualifying life event. The appeal must first be presented to the Superintendent or designee who will then make an administrative recommendation to the Board of Education. Such recommendation by the Superintendent and decision by the Board of Education are final and will not be viewed as precedent setting.

- 5) Hours granted for horizontal movement prior to the effective date of the Agreement, be they graduate or undergraduate hours, shall not be denied to certified staff members currently receiving credit therefore on the current Salary Schedule.

7.9 Vertical Movement on Salary Schedule

- 1) No certified staff member shall progress beyond the BS step 15, BS+8 step 18, BS+16 step 18, BS+ 24 step 18.
- 2) It is recognized that teaching or related roles (i.e. Nurse, school counselor etc...) is a profession and that the success of the educational program depends in large part upon the effectiveness of teaching. Although vertical advancement on the schedule shall normally be at the rate of one step each year, the Board reserves the right to withhold a vertical salary increment as to any certified staff member whose performance is unsatisfactory and/or receives a letter of remediation from the Board of Education. A certified staff member who has been rated unsatisfactory but subsequently completes his or her remediation period with a rating of proficient or better shall advance one vertical step on the schedule upon successful completion of his or her remediation, and shall be paid any salary that was withheld as a result

of a certified staff member being placed on remediation. In no case shall a certified staff member be entitled to more than one vertical step advancement in any school year.

7.10 Longevity Pay

Certified staff members with a salary schedule placement of MS or beyond will remain in step 24, and shall be paid 3.5% above their respective salary at step 24.

7.11 Contracts Greater Than Nine Months –

Certified staff members with a contract for longer than the regular school term shall be paid a salary that is proportional to the number of days worked. The salary is to be determined by dividing the annual salary for the regular school term by 180. Said per diem salary then shall be multiplied by the number of days in the contract term. The product then shall be added to the 180 day salary to determine the total salary. The Association shall be notified in the event of any proposed change in policy regarding extended contract positions. Upon written request of the Association, the impact of such change shall be discussed without re-opening the existing contract.

7.12 Certified Staff Member Retirement Incentive

Newark Community High School District No. 18 will provide to its certified staff members a retirement incentive that will include and be subject to the following provisions.

1) To be eligible

- a. The certified staff member shall have a minimum of fifteen (15) years of continuous full-time teaching service in the District by the intended date of retirement for either a one-year, two-year or three year retirement incentive; and
- b. The certified staff member shall be at least sixty (60) years of age on or before December 31 of the calendar year of retirement or will be at least fifty-five (55) years of age and will have at least thirty-five (35) years of creditable service. Additionally, no certified staff member may participate in this program if the District would or is determined to owe, in connection with said certified staff member, any payment or penalty to TRS under any other law, regulation or applicable rule; and
- c. For a one-year retirement at the end of any school year of this contract, the certified staff member shall submit an irrevocable notice of retirement by no later than the first day of school of said school year. For a certified staff member to take advantage of either the two-year retirement incentive, or three-year retirement

incentive, certified staff member shall submit an irrevocable notice of retirement by April 1 of any year within said contract. (EX. Said certified staff member wants to take advantage of the 3 year retirement incentive at the conclusion of the 2028-2029 school year, therefore they must submit their irrevocable notice by April 1, 2026.)

- d. In addition, and subject to meeting all other eligibility criteria for the retirement incentive noted above, certified staff members with 26 or more consecutive years of service in the District may elect a four-year retirement. For a four-year retirement incentive, the staff member shall submit an irrevocable notice of retirement by April 1 of any year within said contract. (EX. Said certified staff wants to take advantage of the 4-year retirement incentive at the conclusion of the 2028-2029 school year, therefore they must submit their irrevocable notice by April 1, 2025.)

2) If approved:

- a. The certified staff member shall be removed from the salary schedule and extra duty pay schedule; and
- b. For a one-year retirement incentive, certified staff members with 15 or more years of full-time service as a certified staff member at the District at the time of retirement, the certified staff member shall receive a six percent (6%) increase in his/her total creditable earnings over the prior year's total creditable earnings for the certified staff member's final year of employment. For a two-year retirement incentive, certified staff member with 15 or more years of full-time certified service at the District at the time of retirement, the certified staff member shall receive a six percent (6%) increase in his/her total creditable earnings over the prior year's total creditable earnings for the final two years of employment. For a three-year retirement incentive, certified staff member with 15 or more years of full-time certified staff member service at the District at the time of retirement, the certified staff member shall receive a six percent (6%) increase in his/her total creditable earnings over the prior year's total creditable earnings for the final three years of employment. For a four year retirement incentive, certified staff member with 26 or more consecutive years of full-time certified staff service at the District at the time of retirement, the certified staff member shall receive a six percent (6%) increase in his/her total creditable earnings over the prior year's total creditable earnings for the final four years of employment.

- c. The certified staff member shall continue to perform all duties performed in the year prior to the first year the incentive is paid for the duration of the retirement notice period. If a certified staff member voluntarily resigns or is removed by the Board from any extra duty assignment following notice of retirement, the calculation of the staff member six percent (6%) increase shall be reduced by the amount of the extra duty compensation that was being paid to the certified staff member. An employee shall not be removed from his/her extra duty position by the Board solely to reduce his/her creditable earnings. However, in the event the Board eliminates an extra duty position, the parties will agree on a mutually acceptable substitute assignment; and
 - d. A certified staff member who completes coursework or who otherwise would be entitled to movement on the salary schedule or extra duty pay schedule shall not receive additional compensation beyond the six percent (6%) increase provided by this retirement provision. Notwithstanding any other provision of this agreement or otherwise, a certified staff member approved for the retirement incentive shall not receive more than a six percent (6%) total increase in his/her total creditable earnings in any year during his/her participation in the retirement incentive; and
- 3) Restrictions/limitations:
- a. If approved, a certified staff member will not be assigned any additional extra duties or TRS reportable duties without the consent of the certified staff member; and
 - b. Any certified staff member who commences participation in this benefit, but does not comply with or satisfy the provisions herein, including but not limited to completion of his/her remaining year(s) of service following notice of retirement, shall reimburse the District for any increased salary benefit granted under this provision, including tax and pension withholdings. Upon complete reimbursement, the certified staff member shall be entitled to any general wage increase which would have been applicable to the certified staff member during the time period at issue. If an event occurs beyond an employee's control causing said employee to be unable to fulfill the contractual agreement, but without causing the District a penalty by including the previous years now applicable toward retirement, then the employee will not be held responsible for reimbursement to the District.

7.13 Creditable Earnings Contingency

This provision shall only apply to employees eligible to retire and qualified for a retirement annuity under TRS rules and regulations and to any employee that is within four years of becoming eligible to retire and qualified for a retirement annuity under TRS rules and regulations, and, in either case, regardless of whether the employee is actually retiring or submitting a notice of retirement. For purposes of convenience and this provision only, such employees shall be referred to as "Eligible Employees"

The current TRS rules and regulations provide that a Tier 1 certified staff member is eligible to retire and receive a retirement annuity if the following years of service and age criteria are met:

Years of Service	Age
5	62
10	60
20	55 (discounted)
35	55 (nondiscounted)

The parties agree that any TRS creditable compensation and/or benefit increases, whether under this contract or otherwise, shall not exceed the maximum amount which results in an employee's retirement annuity being fully funded by the Illinois Teacher Retirement System, without Board liability for any portion of the retirement annuity. This means that an Eligible Employee's TRS creditable earnings (including but not limited to vertical and horizontal salary schedule movement, stipends, salary increases and retirement incentives), whether under the contract or otherwise, shall not increase from one school year to the next by more than 6% or otherwise be increased so as to create Board liability for any portion of the retirement annuity or result in any Board-paid penalty to TRS. In no event will the compensation and/or benefit increases exceed the threshold amount which triggers any obligation for the Board to pay additional amounts (in the form of a one-time payment or payments over time) to cover all or part of an employee's retirement annuity or cover any Board-paid penalty to TRS. Notwithstanding any contrary or other provision of this contract, including but not limited to any salary schedules, in the event an Eligible Employee's TRS creditable earnings would increase by more than 6% in any given year of this contract, that employee shall only receive the maximum increase allowed under this provision.

Annually, by no later than February 1, the Board will provide to the Association a list of all Eligible Employees. The Board and the Association shall jointly confirm the accuracy of such list.

If the current law pertaining to the percentage of the retirement incentive changes, the Board of Education may open up Section 7.11 and Section 7.12 for negotiation upon the request of either party.

Article VII

Retirement

- 8.1 Teacher Retirement Sheltering: The Board shall pay on behalf of certified staff member the sum equal to and in satisfaction of the certified staff member's statutorily required member contribution to TRS (9.0%) applicable to the annual certified staff member annual salary. It is the intent of the parties by this Agreement to qualify these payments as "picked-up" contributions within the meaning of Section 414 (h) (2) of the Internal Revenue Code so as to be excludable from the gross income of all certified staff members.

The Board's contribution on behalf of each certified staff member to the Illinois Teachers' Retirement System is based on and in addition to the salary schedule, Appendix A. No certified staff member shall have a right or claim to funds so remitted, except as they may subsequently become available upon retirement or resignation from the State of Illinois Retirement System.

It is hereby agreed that the Association shall hold the Board harmless and indemnify the Board against all liabilities, loss and expense of whatever nature arising out of the Board's agreement to make payments on behalf of each certified staff member to the State of Illinois Teachers' Retirement System. It is further agreed that the Board may deduct from each certified staff member's paychecks on a pro rata and otherwise reasonable basis any amount, including penalties, which the Board is obligated to pay as a result of the improper or incorrect withholding of income or other taxes or contributions to the State of Illinois Teachers' Retirement System or the improper or incorrect reporting thereof arising out of the Board's agreement to make payments on behalf of each certified staff member to the State of Illinois Teachers' Retirement System. In such case, the Board will be relieved of all obligations to comply with this Section.

Both parties agree to open ONLY Section 8.1 if the state statute changes and adversely affects this benefit during the life of this contract.

- 8.2 Retired Certified Staff Member Insurance: Retiring certified staff members may continue medical coverage under the school's group plan as provided by applicable eligibility under the Federal Consolidated Omnibus Budget Reconciliation Act (COBRA).

Article IX

Standard Rights

- 9.1 Duration of Agreement: This agreement shall be effective as of July 1, 2024 and shall continue through June 30, 2027 at which time it will expire unless extended for a specific period or periods by mutual written agreement for the parties.
- 9.2 Any individual contract between the Board and an individual bargaining unit member shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- 9.3 Work Day and Work Hours:
- A.) The normal workday for certified staff members shall begin at 7:30 A.M. and shall end at 3: 15 P.M. Staff development sessions will be scheduled periodically throughout the school year utilizing an 11:30 a.m. or 1: 30 p.m. student dismissal schedule.
 - B) The normal weekly teaching load will not exceed twenty-four (24) teaching periods and eight (8) unassigned preparation periods based upon the current modified block teaching schedule. If a teacher agrees to take on a duty during his/her 87 minute block period, said teacher shall be compensated at the substitute rate per 87 minutes in said duty (\$45). If a teacher agrees to take on a duty during his/her 44 minute plan period, the teacher shall be compensated based on the substitute rate of \$30 for said 44 minute period.
 - C) All certified staff member shall be entitled to a thirty (30) minute duty-free lunch period, as required in Section 24-9 of the School Code;
 - D) Nothing in this Article shall require the Board to keep schools open in the event of severe inclement weather or otherwise prevented by an act of God;
 - E) The certified staff members may have input with the selection of the school calendar.

Article X

Teacher Assignments

- 10.1 All certified staff members shall be given written notice of their intended class and/or subject assignments, and room assignments for the forthcoming year not later than the last teacher workday of the school year. Nothing herein shall prevent changes in said assignment when, in

the sole judgment of the Superintendent or designee, said changes may be in the best interests of the schools.

- 10.2 Certified staff member who are assigned to more than one school shall have their schedules arranged so that travel time does not infringe upon the traveling certified staff member's lunch period. The Board and the Association will discuss individual prep periods for traveling certified staff member if a concern is identified by either party.

Article XI

Negotiations Procedures

- 11.1 Not later than March 1st of the last year of the present contract, the Board agrees to begin negotiations with the Association over a Successor Agreement. During negotiations, the Board and the Association shall present relevant data, exchange points of view and make proposals and counter proposals. Each party shall promptly make available to the other, upon request, information within its possession which is not privileged under law and which is relevant to the subject under discussion. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.
- 11.2 Each party shall select its own representatives. The parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals and make concessions in the course of negotiations.
- 11.3 When negotiations are conducted during regular work hours, released time shall be provided for the Association's negotiating committee members during said hours.
- 11.4 There shall be two signed copies of any final Agreement: One copy shall be retained by the Board and one by the Association.
- 11.5 This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

Article XII

Separability

- 12.1 If any provision of this Agreement or any application of this Agreement to any certified staff member or to any group of certified staff member is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

- 12.2 It is further agreed that within fifteen (15) days of receipt of notification of such findings by any court of competent jurisdiction, negotiations shall commence for the purpose of reaching agreement on the affected matter unless the parties are otherwise directed by said court.
- 12.3 All understanding, awards and/or agreements reached and ratified under this procedure shall be reduced to writing, signed by each party and made a part of the collective bargaining agreement.

Article XIII

Agreements and Signatures

- 13.1 The Association agrees that during the term of this Agreement, it shall not condone, engage in or assist in any strike or similar interruption of full and complete services to the Board and the pupils.
- 13.2 During the course of the negotiations which produced this agreement the parties have considered and have come to agreement upon all issues between them, whether or not said issues are addressed herein. Both parties hereby waive any claim or claims they may have upon each other, which shall be regarded as settled with their entrance into this Agreement.

IN WITNESS WHEREOF:

Newark Community High School

Board of Education

By 


Attest 

Date 5 / 16 / 2024

Newark Community High School

Education Association, IEA/NEA

By 

Attest 

Date 5 / 17 / 24

2024-2025 Without TRS

Year	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
1	\$38,838	\$40,003	\$41,168	\$42,333	\$43,886	\$45,440	\$46,993	\$48,742	\$50,489
2	\$39,750	\$40,943	\$42,135	\$43,328	\$44,918	\$46,508	\$48,098	\$49,887	\$51,675
3	\$40,684	\$41,876	\$43,069	\$44,261	\$45,851	\$47,441	\$49,031	\$50,821	\$52,609
4	\$41,619	\$42,811	\$44,004	\$45,196	\$46,786	\$48,376	\$49,966	\$51,755	\$53,544
5	\$42,553	\$43,745	\$44,938	\$46,130	\$47,720	\$49,310	\$50,900	\$52,688	\$54,478
6	\$43,487	\$44,679	\$45,872	\$47,064	\$48,654	\$50,244	\$51,834	\$53,623	\$55,412
7	\$44,420	\$45,613	\$46,805	\$47,998	\$49,588	\$51,178	\$52,768	\$54,557	\$56,345
8	\$45,355	\$46,548	\$47,740	\$48,933	\$50,523	\$52,113	\$53,703	\$55,491	\$57,280
9	\$46,289	\$47,482	\$48,674	\$49,867	\$51,457	\$53,047	\$54,637	\$56,425	\$58,214
10	\$47,223	\$48,416	\$49,608	\$50,801	\$52,391	\$53,981	\$55,571	\$57,360	\$59,148
11	\$48,157	\$49,349	\$50,542	\$51,734	\$53,324	\$54,914	\$56,504	\$58,294	\$60,082
12	\$49,092	\$50,284	\$51,477	\$52,669	\$54,259	\$55,849	\$57,439	\$59,228	\$61,017
13	\$50,026	\$51,218	\$52,411	\$53,603	\$55,193	\$56,783	\$58,373	\$60,161	\$61,951
14	\$50,960	\$52,152	\$53,345	\$54,537	\$56,127	\$57,717	\$59,307	\$61,096	\$62,885
15	\$51,893	\$53,086	\$54,278	\$55,471	\$57,061	\$58,651	\$60,241	\$62,030	\$63,818
16		\$54,021	\$55,213	\$56,406	\$57,996	\$59,586	\$61,176	\$62,964	\$64,753
17		\$54,955	\$56,147	\$57,340	\$58,930	\$60,520	\$62,110	\$63,898	\$65,687
18		\$55,889	\$57,081	\$58,274	\$59,864	\$61,263	\$63,044	\$64,833	\$66,621
19					\$60,797	\$62,387	\$63,977	\$65,767	\$67,555
20					\$61,732	\$63,322	\$64,912	\$66,701	\$68,490
21					\$62,626	\$64,256	\$65,846	\$67,634	\$69,424
22					\$64,860	\$65,190	\$66,780	\$68,569	\$70,358
23					\$65,796	\$66,124	\$67,714	\$69,503	\$71,291
24					\$66,733	\$67,059	\$68,649	\$70,437	\$72,226

2024-2025 With TRS 9.8901%

Year	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
1	\$42,679	\$43,959	\$45,239	\$46,520	\$48,227	\$49,934	\$51,641	\$53,562	\$55,482
2	\$43,681	\$44,992	\$46,302	\$47,613	\$49,360	\$51,107	\$52,854	\$54,821	\$56,786
3	\$44,708	\$46,018	\$47,328	\$48,639	\$50,386	\$52,133	\$53,881	\$55,847	\$57,812
4	\$45,735	\$47,045	\$48,356	\$49,666	\$51,413	\$53,161	\$54,908	\$56,873	\$58,839
5	\$46,761	\$48,072	\$49,382	\$50,692	\$52,440	\$54,187	\$55,934	\$57,899	\$59,866
6	\$47,787	\$49,098	\$50,408	\$51,719	\$53,466	\$55,213	\$56,960	\$58,927	\$60,892
7	\$48,814	\$50,124	\$51,434	\$52,745	\$54,492	\$56,239	\$57,987	\$59,953	\$61,918
8	\$49,841	\$51,151	\$52,462	\$53,772	\$55,520	\$57,267	\$59,014	\$60,979	\$62,945
9	\$50,867	\$52,178	\$53,488	\$54,799	\$56,546	\$58,293	\$60,040	\$62,005	\$63,972
10	\$51,893	\$53,204	\$54,514	\$55,825	\$57,572	\$59,319	\$61,066	\$63,033	\$64,998
11	\$52,920	\$54,230	\$55,541	\$56,851	\$58,598	\$60,345	\$62,093	\$64,059	\$66,024
12	\$53,947	\$55,257	\$56,568	\$57,878	\$59,626	\$61,373	\$63,120	\$65,085	\$67,051
13	\$54,973	\$56,284	\$57,594	\$58,905	\$60,652	\$62,399	\$64,146	\$66,111	\$68,078
14	\$55,999	\$57,310	\$58,620	\$59,931	\$61,678	\$63,425	\$65,173	\$67,139	\$69,104
15	\$57,026	\$58,336	\$59,647	\$60,957	\$62,704	\$64,451	\$66,199	\$68,165	\$70,130
16		\$59,363	\$60,674	\$61,984	\$63,732	\$65,479	\$67,226	\$69,191	\$71,157
17		\$60,390	\$61,700	\$63,011	\$64,758	\$66,505	\$68,252	\$70,217	\$72,184
18		\$61,416	\$62,726	\$64,037	\$65,784	\$67,322	\$69,279	\$71,245	\$73,210
19					\$66,810	\$68,558	\$70,305	\$72,271	\$74,236
20					\$67,838	\$69,585	\$71,332	\$73,297	\$75,263
21					\$68,820	\$70,611	\$72,358	\$74,323	\$76,290
22					\$71,274	\$71,637	\$73,385	\$75,351	\$77,316
23					\$72,303	\$72,664	\$74,411	\$76,377	\$78,342
24					\$73,333	\$73,691	\$75,438	\$77,403	\$79,370

2025-2026 Without TRS

Year	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
1	\$40,224	\$41,430	\$42,637	\$43,844	\$45,453	\$47,062	\$48,671	\$50,481	\$52,291
2	\$41,168	\$42,403	\$43,638	\$44,873	\$46,520	\$48,166	\$49,813	\$51,666	\$53,518
3	\$42,135	\$43,399	\$44,663	\$45,927	\$47,613	\$49,298	\$50,983	\$52,880	\$54,776
4	\$43,125	\$44,389	\$45,653	\$46,917	\$48,602	\$50,288	\$51,973	\$53,870	\$55,765
5	\$44,116	\$45,380	\$46,644	\$47,908	\$49,593	\$51,279	\$52,964	\$54,860	\$56,756
6	\$45,106	\$46,370	\$47,634	\$48,898	\$50,583	\$52,269	\$53,954	\$55,850	\$57,746
7	\$46,096	\$47,360	\$48,624	\$49,888	\$51,573	\$53,259	\$54,944	\$56,841	\$58,736
8	\$47,086	\$48,350	\$49,614	\$50,878	\$52,563	\$54,249	\$55,934	\$57,831	\$59,726
9	\$48,077	\$49,341	\$50,605	\$51,869	\$53,554	\$55,240	\$56,925	\$58,820	\$60,717
10	\$49,066	\$50,331	\$51,595	\$52,859	\$54,544	\$56,229	\$57,915	\$59,810	\$61,707
11	\$50,056	\$51,320	\$52,584	\$53,849	\$55,534	\$57,219	\$58,905	\$60,801	\$62,697
12	\$51,046	\$52,310	\$53,574	\$54,838	\$56,524	\$58,209	\$59,895	\$61,791	\$63,687
13	\$52,037	\$53,301	\$54,565	\$55,829	\$57,515	\$59,200	\$60,886	\$62,781	\$64,678
14	\$53,027	\$54,291	\$55,555	\$56,819	\$58,505	\$60,190	\$61,876	\$63,771	\$65,668
15	\$54,017	\$55,281	\$56,545	\$57,809	\$59,495	\$61,180	\$62,865	\$64,762	\$66,658
16		\$56,271	\$57,535	\$58,799	\$60,485	\$62,170	\$63,855	\$65,752	\$67,647
17		\$57,262	\$58,526	\$59,790	\$61,476	\$63,161	\$64,846	\$66,742	\$68,638
18		\$58,252	\$59,516	\$60,780	\$62,465	\$64,151	\$65,836	\$67,732	\$69,628
19					\$63,455	\$64,938	\$66,826	\$68,723	\$70,618
20					\$64,445	\$66,131	\$67,816	\$69,713	\$71,608
21					\$65,436	\$67,122	\$68,807	\$70,703	\$72,599
22					\$66,384	\$68,112	\$69,797	\$71,692	\$73,589
23					\$68,751	\$69,101	\$70,787	\$72,683	\$74,579
24					\$69,744	\$70,091	\$71,777	\$73,673	\$75,569

2025-2026 With TRS 9.98901%

Year	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
1	\$44,202	\$45,528	\$46,854	\$48,180	\$49,948	\$51,716	\$53,484	\$55,474	\$57,462
2	\$45,239	\$46,597	\$47,954	\$49,311	\$51,120	\$52,930	\$54,740	\$56,776	\$58,811
3	\$46,302	\$47,691	\$49,080	\$50,469	\$52,321	\$54,174	\$56,026	\$58,110	\$60,193
4	\$47,390	\$48,779	\$50,168	\$51,557	\$53,409	\$55,261	\$57,113	\$59,198	\$61,281
5	\$48,479	\$49,868	\$51,257	\$52,646	\$54,498	\$56,350	\$58,202	\$60,285	\$62,370
6	\$49,567	\$50,956	\$52,345	\$53,734	\$55,586	\$57,438	\$59,290	\$61,373	\$63,457
7	\$50,655	\$52,044	\$53,433	\$54,822	\$56,674	\$58,526	\$60,378	\$62,462	\$64,545
8	\$51,742	\$53,131	\$54,521	\$55,910	\$57,762	\$59,614	\$61,466	\$63,550	\$65,633
9	\$52,831	\$54,220	\$55,610	\$56,999	\$58,851	\$60,703	\$62,555	\$64,638	\$66,722
10	\$53,919	\$55,308	\$56,697	\$58,086	\$59,938	\$61,791	\$63,643	\$65,726	\$67,810
11	\$55,007	\$56,396	\$57,785	\$59,174	\$61,026	\$62,878	\$64,730	\$66,815	\$68,898
12	\$56,095	\$57,484	\$58,873	\$60,262	\$62,114	\$63,966	\$65,818	\$67,902	\$69,985
13	\$57,184	\$58,573	\$59,962	\$61,351	\$63,203	\$65,055	\$66,907	\$68,990	\$71,074
14	\$58,272	\$59,661	\$61,050	\$62,439	\$64,291	\$66,143	\$67,995	\$70,078	\$72,162
15	\$59,359	\$60,748	\$62,138	\$63,527	\$65,379	\$67,231	\$69,083	\$71,167	\$73,250
16		\$61,836	\$63,225	\$64,614	\$66,466	\$68,319	\$70,171	\$72,255	\$74,338
17		\$62,925	\$64,314	\$65,703	\$67,556	\$69,408	\$71,260	\$73,343	\$75,427
18		\$64,013	\$65,402	\$66,791	\$68,643	\$70,495	\$72,347	\$74,430	\$76,515
19					\$69,731	\$71,361	\$73,435	\$75,519	\$77,602
20					\$70,819	\$72,671	\$74,523	\$76,607	\$78,690
21					\$71,908	\$73,760	\$75,612	\$77,695	\$79,779
22					\$72,949	\$74,848	\$76,700	\$78,783	\$80,867
23					\$75,551	\$75,936	\$77,788	\$79,872	\$81,955
24					\$76,642	\$77,023	\$78,875	\$80,960	\$83,043

2026 - 2027 Without TRS

Year	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
1	\$41,632	\$42,880	\$44,129	\$45,378	\$47,044	\$48,709	\$50,374	\$52,248	\$54,121
2	\$42,436	\$43,709	\$44,982	\$46,255	\$47,953	\$49,650	\$51,348	\$53,258	\$55,167
3	\$43,432	\$44,735	\$46,038	\$47,341	\$49,078	\$50,816	\$52,553	\$54,508	\$56,462
4	\$44,452	\$45,786	\$47,120	\$48,453	\$50,231	\$52,009	\$53,787	\$55,788	\$57,788
5	\$45,497	\$46,830	\$48,164	\$49,497	\$51,276	\$53,054	\$54,832	\$56,833	\$58,832
6	\$46,542	\$47,876	\$49,209	\$50,543	\$52,321	\$54,099	\$55,877	\$57,877	\$59,878
7	\$47,587	\$48,920	\$50,254	\$51,587	\$53,365	\$55,144	\$56,922	\$58,921	\$60,922
8	\$48,631	\$49,965	\$51,298	\$52,632	\$54,410	\$56,188	\$57,966	\$59,967	\$61,967
9	\$49,675	\$51,009	\$52,342	\$53,676	\$55,454	\$57,232	\$59,010	\$61,011	\$63,011
10	\$50,721	\$52,054	\$53,388	\$54,722	\$56,500	\$58,278	\$60,056	\$62,056	\$64,057
11	\$51,765	\$53,099	\$54,432	\$55,766	\$57,544	\$59,322	\$61,100	\$63,100	\$65,101
12	\$52,809	\$54,143	\$55,477	\$56,810	\$58,588	\$60,366	\$62,144	\$64,145	\$66,145
13	\$53,854	\$55,187	\$56,521	\$57,855	\$59,633	\$61,411	\$63,189	\$65,190	\$67,190
14	\$54,899	\$56,233	\$57,566	\$58,900	\$60,678	\$62,456	\$64,234	\$66,234	\$68,235
15	\$55,944	\$57,277	\$58,611	\$59,944	\$61,722	\$63,501	\$65,279	\$67,278	\$69,279
16		\$58,322	\$59,655	\$60,989	\$62,767	\$64,545	\$66,323	\$68,324	\$70,324
17		\$59,366	\$60,699	\$62,033	\$63,811	\$65,589	\$67,367	\$69,368	\$71,368
18		\$60,411	\$61,745	\$63,079	\$64,857	\$66,635	\$68,413	\$70,413	\$72,414
19					\$65,901	\$67,679	\$69,457	\$71,457	\$73,458
20					\$66,945	\$68,510	\$70,502	\$72,502	\$74,502
21					\$67,990	\$69,768	\$71,546	\$73,547	\$75,547
22					\$69,035	\$70,813	\$72,591	\$74,591	\$76,592
23					\$70,035	\$71,858	\$73,636	\$75,636	\$77,636
24					\$72,533	\$72,902	\$74,680	\$76,681	\$78,681

2026-2027 With TRS 9.8901%

Year	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
1	\$45,749	\$47,121	\$48,494	\$49,866	\$51,696	\$53,526	\$55,356	\$57,416	\$59,474
2	\$46,633	\$48,032	\$49,431	\$50,830	\$52,695	\$54,561	\$56,426	\$58,525	\$60,623
3	\$47,728	\$49,159	\$50,591	\$52,023	\$53,932	\$55,841	\$57,750	\$59,899	\$62,046
4	\$48,849	\$50,314	\$51,780	\$53,245	\$55,199	\$57,153	\$59,107	\$61,306	\$63,503
5	\$49,996	\$51,462	\$52,927	\$54,393	\$56,347	\$58,301	\$60,255	\$62,454	\$64,651
6	\$51,145	\$52,611	\$54,076	\$55,542	\$57,496	\$59,450	\$61,404	\$63,601	\$65,800
7	\$52,293	\$53,758	\$55,224	\$56,689	\$58,643	\$60,597	\$62,551	\$64,749	\$66,948
8	\$53,441	\$54,906	\$56,372	\$57,837	\$59,791	\$61,745	\$63,699	\$65,898	\$68,095
9	\$54,588	\$56,054	\$57,519	\$58,985	\$60,939	\$62,893	\$64,846	\$67,045	\$69,243
10	\$55,737	\$57,203	\$58,668	\$60,134	\$62,087	\$64,041	\$65,995	\$68,193	\$70,392
11	\$56,885	\$58,350	\$59,816	\$61,281	\$63,235	\$65,189	\$67,143	\$69,341	\$71,539
12	\$58,032	\$59,498	\$60,963	\$62,429	\$64,383	\$66,337	\$68,291	\$70,489	\$72,687
13	\$59,180	\$60,645	\$62,111	\$63,576	\$65,530	\$67,484	\$69,438	\$71,637	\$73,835
14	\$60,329	\$61,794	\$63,260	\$64,725	\$66,679	\$68,633	\$70,587	\$72,785	\$74,984
15	\$61,477	\$62,942	\$64,407	\$65,873	\$67,827	\$69,781	\$71,735	\$73,932	\$76,131
16		\$64,090	\$65,555	\$67,021	\$68,975	\$70,928	\$72,882	\$75,081	\$77,279
17		\$65,237	\$66,703	\$68,168	\$70,122	\$72,076	\$74,030	\$76,229	\$78,426
18		\$66,386	\$67,852	\$69,317	\$71,271	\$73,225	\$75,179	\$77,377	\$79,575
19					\$72,419	\$74,373	\$76,327	\$78,524	\$80,723
20					\$73,566	\$75,286	\$77,474	\$79,673	\$81,871
21					\$74,714	\$76,668	\$78,622	\$80,821	\$83,018
22					\$75,863	\$77,817	\$79,771	\$81,968	\$84,167
23					\$76,961	\$78,964	\$80,918	\$83,116	\$85,315
24					\$79,706	\$80,112	\$82,066	\$84,265	\$86,462

Appendix B Stipend Schedule and Additional Duties

Tier	Position(s)	% of base	Amount per year of experience
0	Webmaster	11%	\$110
1	Boys Basketball – Head, Girls Basketball – Head	10%	\$100
2	Baseball – Head, Softball – Head, Volleyball – Head, Track – Head, Soccer – Head	9%	\$90
3	Boys Basketball – Assistant, Girls Basketball – Assistant	7%	\$70
4	Cheerleading- Head Baseball – Assistant, Soccer – Assistant, Softball – Assistant, Volleyball – Assistant/JV, Track Assistant, Spring Musical- Director, Student Council/Dances (2 positions), Cross Country – Head	5.5%	\$55
5	Bass Fishing Fall, Bass Fishing Spring, Golf – Head, Esports-Head, Music – Instrumental Director	5%	\$50
6	Volleyball – Freshman, Baseball – JV, , Class Advisor (4 positions)	4%	\$40
7	Yearbook, Director - Fall Play , FFA – Advisor, Spring Musical – Assistant Director, Sprig Musical – Music Director	3.5%	\$35
8	Music Choral – Director, Scholastic Bowl, Fall Play – Assistant Director	3%	\$30
9	Music – Pep Band (min. 6 events), National Honor Society, Fall Play – Technical Director, Spring Play Technical Director	2.5%	\$25
10	Graduation Coordinator	2%	\$20
11	WYSE, Fall Play – Stage Manager, Spring Musical – Choreographer, Spring Musical – Accompanist (2 positions), Spring Musical – Stage Manager	1%	\$10

If an employee is currently being paid more for a position than the corresponding schedule indicates that employee will receive a 3.5% increase and the experience amount per year as long as they remain in their current position. Once that employee vacates the position the new employee will be placed on the schedule at the appropriate spot. Current positions affected – Track – Head, Bass Fishing – Coach Fall, Bass Fishing – Coach Spring, WYSE, Spring Musical – Stage Manager, and Spring Musical – Accompanist.

2024-2025 Base - \$42,679

2025-2026 Base - \$44,202

2026-2027 Base - \$45,749

Detention Pay - \$30 per hour

