AGREEMENT BETWEEN

COMMUNITY UNIT SCHOOL DISTRICT NO. 3
BOARD OF EDUCATION

AND

UNIT THREE EDUCATION ASSOCIATION

2024 - 2025

2025 - 2026

2026 – 2027

INDEX

ARTICLE I — RECOGNITION AND NEGOTIATION

Page

1.1 **Recognition** 7
1.1.1 Part-time teachers included in bargaining unit. 7
1.2 **Negotiations Procedures** 7
1.2.1 Commence bargaining between February 1 and May 1 7
1.2.2 Agree to good faith negotiations 7
1.2.3 Confer necessary power upon representatives 7
1.2.4 Board shall furnish copy of financial report and budget 7
1.2.5 Each party selects own representatives, not to exceed seven 7
1.2.6 Meetings scheduled by mutual consent 7
1.2.7 Meeting location mutually agreeable 7
1.2.8 Meetings closed to public 7
1.2.9 FMCS used if impasse occurs 7
1.2.10 Joint presentation of agreement. 8
1.3 **The Agreement** 8
1.3.1 Agreement online 8
1.3.2 Mutually satisfactory change shall be in writing and signed 8

ARTICLE II — GRIEVANCE PROCEDURE

2.1 **Definitions** 9
2.1.1 Definition of grievance 9
2.1.2 Time limits 9
2.2 **Procedure** 9
2.2.1 Step I 9
2.2.2 Step II 9
2.2.3 Step III 9
2.3 **Arbitration** 10
2.3.1 No new grounds or evidence 10
2.3.2 Arbitrator has no power to alter Agreement 10
2.3.3 Each party bears own costs 10
2.3.4 Arbitrator's cost shared equally 10
2.3.5 Cost of court reporter 10
2.3.6 Cost of postponement 10
2.4 **Bypass** 10
2.5 **Class Grievance** 10
2.6 **Grievance Withdrawal** 10
2.7 **No Reprisals Clause** 10
2.8 **Precedent** 10
2.9 **Grievance/Arbitration Attendance** 10

ARTICLE III GENERAL ASSOCIATION RIGHTS

3.1 **Board Agenda** 11
3.2 **Board Minutes** 11
3.3 **New Hires** 11
3.4 **Association Leave** 11
3.5 **Use of Facilities** 11
3.5.1 School buildings 11
3.5.2 Rental costs 11
3.5.3 Employee mailboxes and designated bulletin Boards 11
3.5.4 **Copiers** and other equipment 11
3.6 **Association Business** 12
3.7 **Dues Deduction** 12
3.7.1 Authorization for dues deduction 12
3.7.2 Remit monthly 12

ARTICLE IV WORKING CONDITIONS

4.1 **Teacher Work Year** 13
4.1.1 Work year is 180 days 13
4.1.2 New teachers – include two days before regular work year 13
4.2 **Teacher Work Day** 13
4.2.1 Work Day--7 hours and 45 minutes 13
4.2.2 Principal can extend work day 13
4.2.3 Day for Extra Duty is extended 13
4.2.4 Doctor and dentist appointments 13
4.2.5 Extra-curricular early dismissal 13
4.2.6 End of week dismissal 14
4.2.7 Parent/Teacher Conference 14
4.3 **Duty Free Lunch Period** 14
4.4 **Conference/Preparation Time** 14
4.4.1 Full-time, grades 5-12 equal to one period Less than full-time, pro-rata, if requested 14
4.4.2 Full-time, elementary grades, 40 minutes per day. Less than full-time, pro-rata if requested 14
4.4.3 Supervision may be assigned if needed in K-5 14
4.5 **Substitution Duties Pay** 14
4.6 **Equalized Classes** 14
4.7 **Teacher Assignments** 14
4.8 **Teacher Transfers** 15
4.8.1 Transfer requests to Superintendent in writing 15
4.8.2 Board has authority to assign and reassign teachers 15

ARTICLE V **TEACHER EVALUATION**

5.1 **Evaluation Plan** 16
5.2 **Teacher Personnel File** 16
5.3 **Tenured teachers** — at least once every three years
Non-tenured teachers – once each year 16

ARTICLE VI **EMPLOYEE DISCIPLINE**

6.1 **Board Responsibility** 17
6.2 **Written Notice to Appear** 17
6.2.1 Association Leave Representation 17

ARTICLE VII **LEAVES OF ABSENCE**

7.1 **Sick Leave/Courtesy Coverage** 18
7.1.1 Number of sick days 18
7.1.2 Unused sick day accumulation 18
7.1.3 Absences in excess of 3 days 18
7.1.4 Courtesy Leave 18
7.2 **Sick Leave Donation Plan** 18
7.3 **Bereavement Leave** 19
7.4 **Personal Leaves** 20
7.4.1 48 hours prior approval 20
7.4.2 Increments of half-days 20
7.4.3 Limit of four teachers per attendance center 20
7.4.4 Unused personal leave accumulate up to 5 days, additional leave added to sick leave 20
7.5 **Unpaid Extended Leave/Dock Day** 20
7.5.1 Teachers may apply purposes 20
Child Care
Study
Personal or Immediate Family Illness
7.5.2 Shall not interrupt tenure. Leaves more than 45 days not counted toward seniority for salary increment 20
7.5.3 Dock day requests 20
Disciplinary Procedures
7.6 **Birth of a Child/Adoption Leave** 21
FMLA requirements 21
7.7 **Jury Duty/Subpoena** 21

ARTICLE VIII **JOB SECURITY**

8.1 **Seniority Defined** 22
8.1.1 Seniority does not accrue during unpaid leave 22
8.1.2 Seniority not interrupted by excused absence or illness 22
8.2 **Promotions and Transfers** 22
8.3 **Tie Breakers** 22

ARTICLE IX **SALARY, INSURANCE AND MILEAGE**

9.1 **Salary Schedules**
9.1.1 Teacher Salary Schedule/Appendix A 23
9.1.2 Extra-Duty Schedule/Stipends/Appendix B & C 23
9.1.3 Admissions 23
9.1.4 Compensation for Specialist Degrees 23
9.2 **Professional Growth** 23
9.2.1 Graduate Credit Continuing Education 23
9.2.2 Non-Graduate Credit Continuing Education 24
9.3 **Annual Increment** 25
9.4 **Payment for Graduate Hours** 25
9.5 **Salary Option** 25
9.6 **Medical and Hospitalization Insurance** 26
9.6.1 Board Payment- 88% 26
9.6.2 Spouse may apply Board payment to dependent coverage 26
9.6.3 Coverage with non-renewal/RIF/resignation/retirement 26
9.6.4 Life Insurance-$20,000 26
9.6.5 Health Insurance Committee 26
9.7 **Flexible 125 Benefit Plan** 26
9.8 **Mileage Reimbursement** 27
9.8.1 Reimbursement for use of private vehicle for official school business 27
9.8.2 Reimbursement between schools 27
9.8.3 Reimbursement: State reimbursement rate 27
9.9 **Payment of Individual Teacher TRS Contribution/THIS** 27
9.10 **Retirement/Sick Day/Compensation Limitations** 27

ARTICLE X **BOARD AUTHORITY AND MANAGEMENT RIGHTS**

10.1 **Board decisions are final** 29
10.2 **Board actions shall not violate Agreement** 29

ARTICLE XI **LABOR MANAGEMENT COMMITTEE** 30

ARTICLE XII **EFFECT OF AGREEMENT**

12.1 **Complete Understanding** 31
12.2 **Individual Contracts** 31
12.3 **Savings Clause** 31
12.4 **No Strike** 31
12.5 **Duration of Agreement** 32

APPENDIX A **SALARY SCHEDULES**

2024-2025 33-34
2025-2026 35-36
2026-2027 37-38

APPENDIX B **ATHELETIC/NON-ATHELETIC/SPONSOR STIPENDS**

2024-2027 39-41

APPENDIX C **MISCELLANEOUS STIPENDS**

2024-2027 42

ARTICLE I

RECOGNITION AND NEGOTIATIONS

1.1 Recognition

The Board of Education of Community Unit District No. 3, Adams County, Camp Point, Illinois, hereinafter referred to as the "Board," hereby recognizes the Unit 3 Education Association, IEA-NEA, hereinafter referred to as the "Association," as the exclusive and sole negotiations agent for all full-time and regularly scheduled part-time licensed personnel (PEL), hereinafter referred to as "teachers," excluding the Superintendent, Business Manager, full and part-time Principals, and Athletic Director.

1.1.1 Regularly employed part-time teachers shall be included in the bargaining unit, but their salaries and benefits shall be based on their fractionalized employment status.

1.2 Negotiations Procedures

1.2.1 The parties shall commence bargaining for a successor agreement on the written request of either party no earlier than February 1 nor later than May 1 of the final year of this agreement. Bargaining may begin at any time during the final year of the contract if both sides mutually agree.

1.2.2 The Board and the Association agree to participate in good faith negotiations. Good faith, for the purpose of this Agreement is defined as the willingness of both parties to meet, discuss the issues, and make proposals and counterproposals in an effort to reach an agreement. It does not imply acquiescence or concession to either party's demands in whole or in part.

1.2.3 Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counter-proposals, and to seek tentative agreement. Tentative agreements shall be reduced to writing and initialed by the spokesperson of the respective teams at the meeting the tentative agreement is reached. Upon final agreement the entire Agreement shall be submitted to the Association for ratification and subsequently to the Board for adoption.

1.2.4 The Board shall furnish to the Association, without cost, one (1) copy of the annual financial report (Form 5035A) and one (1) copy of the adopted budget (Form 5035B).

1.2.5 Each party shall select its own representatives, not to exceed seven (7) in number at any given session. Each party shall select its own spokesperson.

1.2.6 Meeting dates shall be determined by mutual consent of the parties. Meetings will be scheduled for three (3) hours. Either party may adjourn a meeting earlier if progress is not being made. The parties may mutually agree to extend a meeting.

1.2.7 Meetings shall take place in a location mutually agreeable to the parties.

1.2.8 Meetings shall be closed to the public.

1.2.9 If impasse occurs, the Federal Mediation and Conciliation Service shall be used for mediation purposes and the Illinois Educational Labor Relations Board shall be notified.

1.2.10 Joint presentation of agreement

The Board and the Association will jointly present the tentative agreements between the parties at a mutually agreeable time and place. At such meeting all members of the bargaining unit and the Board of Education will be invited.

1.3 The Agreement

1.3.1 A copy of this Agreement shall be posted on the district website at www.cusd3.com. Individuals may request a hard copy of the contract by the contacting the Board of Education office. The cost of materials shall be paid by the Board.

1.3.2 Mutually satisfactory changes to this Agreement may be made at any time. Such changes shall be reduced to writing and signed by the parties.

ARTICLE II

GRIEVANCE PROCEDURE

2.1 Definitions

A Grievance shall be:

2.1.1 Any claim by the Association, a teacher, or group of teachers that there has been an alleged violation, misrepresentation, or misapplication of any of the specific provisions of this Agreement.

2.1.2 All time limits shall consist of school days. Except when a grievance is submitted fewer than ten (10) days before the close of the current school term then time limits shall consist of all week days. Timeliness may be extended by mutual written consent.

2.2 Procedure

The parties acknowledge that a teacher and an Administrator may resolve problems through free and informal communications. The informal disposition of problems in no way prohibits the Association from filing a grievance nor does it establish a precedent. However, a grievance shall be processed as follows:

2.2.1 **STEP I** - The grievant shall present the grievance in writing, signed, dated and specifying the remedy sought, to immediately involved administrator within ten (10) days of the occurrence, or date the grievant had knowledge of the occurrence, whichever is later, stating the Article and Section of the Agreement alleged to have been violated. The administrator will arrange for a meeting to take place within ten (10) days of receipt of the grievance. The Association's representative, the grievant (optional attendance), and the immediately involved administrator shall be present for the meeting. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the administrator's written response, including the reasons for the decision.

2.2.2 **STEP II** - If the grievance is not resolved at Step I, then the Association shall refer the grievance to the Superintendent or the Superintendent's official designee within ten (10) days after receipt of the Step I answer.

The Superintendent shall arrange with the Association representative for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent's written response, including the reasons for the decision.

2.2.3 **STEP III** - If the Association is not satisfied with the disposition of the grievance at Step II, Association may submit the grievance to final and binding arbitration with the American Arbitration Association which shall act as the administrator of the proceedings.

If a demand for arbitration is not filed with the Board within thirty (30) days of the date for the Step II answer, then the grievance shall be deemed withdrawn.

2.3 Arbitration

2.3.1 Neither the Board nor the grievant shall be permitted to assert any grounds or evidence before the arbitrator that has not previously been disclosed to the other party.

2.3.2 The arbitrator shall have no power to alter the terms of this Agreement.

2.3.3 Each party shall bear the full costs for its representation in the grievance procedure.

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

2.3.5 If only one (1) party requests the presence of a court reporter, that party shall bear the cost of the reporter. If both parties request a court reporter, they shall share the costs.

2.3.6 If only one (1) party requests the postponement of an arbitration hearing, that party shall bear the cost of such postponement.

2.4 Bypass

By mutual agreement, any step of the grievance procedure may be bypassed.

2.5 Class Grievance

Class grievances involving one (1) or more teachers or one (1) or more supervisors, and grievances involving an administrator above the building level may be initially filed by the Association at Step II.

2.6 Grievance Withdrawal

A grievance may be withdrawn at any level without establishing precedent.

2.7 No Reprisals Clause

No reprisals shall be taken against by any teacher because of the teacher's participation in a grievance.

2.8 Precedent

By mutual agreement, a grievance may be settled at any step without establishing precedent.

2.9 Grievance/Arbitration Attendance

An Association member required to attend either a formal grievance or arbitration meeting which must be held during school hours shall be released without loss of pay or benefits.

ARTICLE III

GENERAL ASSOCIATION RIGHTS

3.1 Board Agenda/Information

A copy of the agenda of all regular and special Board meetings shall be available to the Association in the District Office during regular working hours the day after the agendas are made available to Board members.

Any information which would be subject to a FOIA request by a member of the public shall be made available to the Association upon simple written request and shall be deemed delivered when placed in the Association President's mailbox.

3.2 Board Minutes

A copy of the approved Board minutes and Briefs shall be sent out via e-mail to all certified staff in the district after board approval.

3.3 New Hires

Name, position, building, employment status, and salary schedule placement of new employees shall be communicated in writing to the Association President within five (5) days of written request by the Association President.

3.4 Association Leave

Teachers who are delegates to State or National Association conferences or meetings shall be excused to attend without loss of salary. Written notice shall be submitted to the Association President(s) at least two (2) weeks in advance. The Association President(s) shall present such request to the Superintendent for approval. Such leave shall be limited to a total of six (6) days per year. The Association shall reimburse the District for the cost of the substitutes.

3.5 Use of Facilities

The local Association shall have the use of the following as long as the teachers are not on strike:

3.5.1 The use of school buildings for meetings as long as it does not conflict with school activities and with the written permission of the building administrators.

3.5.2 Meetings limited primarily to local members and to one (1) room shall be at no charge. Other meetings shall be charged per established rates.

3.5.3 The use of employee mailboxes, and designated teachers' room bulletin boards, for Association information.

3.5.4 The Association shall have the rights to use copiers, fax, and computers normally available in teachers' workrooms and lounges.

3.6 Association Business

Duly authorized representatives of the Association and its respective affiliates shall be permitted to transact official Association business on school property in areas designated by the building administrator. Such business shall be conducted only after the student day or during duty-free lunch periods. Such representatives shall use designated sign-in procedures.

3.7 Dues Deduction

3.7.1 The Board shall deduct from each teacher's pay the current dues of the Association, provided that the Board has an employee-executed authorization for dues deduction, the amount of which shall annually be certified by the Association. Such dues shall be deducted in equal payments beginning in October, or from date of membership in the Association.

3.7.2 The Board shall remit said deducted dues on a monthly basis.

ARTICLE IV

WORKING CONDITIONS

4.1 Teacher Work Year

4.1.1 The regular work year shall consist of one hundred eighty (180) attendance days. The Board may require any or all teachers to work beyond the regular work year. If the Board of Education requires a teacher to work beyond the regular work year, the teacher shall be reimbursed 1/180th of his/her salary schedule amount for each day worked. If the Board is required to extend the work year the following conditions are applicable:

A. The extended work year shall not exceed five (5) days;

B. Advance notice will be given to those affected employees; and

C. Any days used to extend the regular work year will be contiguous to the school year (before or after the regular work year).

4.1.2 The regular work year for teachers new to the District will include two (2) days before the regular school year. In such case those affected teachers will be reimbursed 2/180th of their salary schedule amount.

4.2 Teacher Work Day

4.2.1 The work day for teachers shall consist of seven (7) hours and forty-five (45) minutes (less a thirty (30) minute duty-free lunch period). The Administration may vary the start and end of the work day from building to building. The Superintendent may shorten the teacher work day as the occasion warrants.

4.2.2 The Principal shall have the authority to extend the work day for faculty meetings, parent-teacher meetings, workshops, committee meetings, Open House, and emergencies as the Principal may deem necessary. Any scheduled meetings will be targeted to end by 4:30 pm but not limited to in certain situations. Teachers shall first be permitted to volunteer for a committee of their choice before involuntary committee assignments are made. Remaining committee assignments shall be assigned equitably by the principal.

4.2.3 The work day for teachers engaged in Extra Duty (See Appendix B) shall extend beyond the regular school day.

4.2.4 Provided approval is granted by the Building Principal, teachers may be allowed to leave the building by dismissal time for scheduled doctor/dentist appointments and scheduled children parent teacher conferences. If the appointment time does not necessitate the teacher leaving prior to the end of the regular work day, such request shall be denied.

4.2.5 Teachers who sponsor extra-curricular activities or have school related responsibilities on a given school night shall be allowed to leave school after the last bus has safely departed the school grounds. Practices for extra-curricular athletics or performances are not subject to leaving after the final bus has departed.

4.2.6 On the last teaching day of the week, teachers will be allowed to leave the building fifteen (15) minutes early, if all supervision duties have been completed.

4.2.7 Teachers who have children shall be allowed to attend their child's Parent/Teacher conference as long as no conflict arises between the teacher's responsibility and his/her child's conference. The teachers' duties take precedent.

4.3 Duty-Free Lunch Period

During each work day, teachers will be entitled to a duty-free, uninterrupted lunch period of no less than thirty (30) minutes. All teachers will receive free school prepared meals, on student attendance days when available.

4.4 Conference/Preparation Time

4.4.1 Full-time teachers in grades 5-12, who have classroom teaching responsibilities, shall have a daily conference/preparation time of not less than forty-seven (47) consecutive minutes. Teachers who work less than full-time shall receive conference/preparation time on a prorated basis, if requested by the teacher.

4.4.2 Full-time elementary teachers shall have cumulative conference/preparation time of not less than forty (40) minutes per day. Teachers who work less than full-time shall receive conference/preparation time on a prorated basis, if requested by the teacher.

4.4.3 Lunch or recess supervision responsibilities occasionally may be assigned in emergency situations to fulltime teachers, but will not be a scheduled duty in grades K-4, as long as a thirty (30) minute duty free lunch and a forty (40) minute cumulative preparation time have been provided on a daily basis.

4.5 Substitution Duties/Pay

Any teacher requested to perform substitution duties during his/her regularly assigned planning period by an administrator shall be compensated at the rate of $30.00 per period if the teacher has documented the request via an online payment request form. The teacher has the option to decline such a request.

4.6 Equalized Classes

Classes shall be equalized within each building at the beginning of the school year, wherever possible, as determined by the Board. Inequalities caused by student selection and/or other student priorities shall not be deemed cause for class size adjustment.

4.7 Teacher Assignments

All regularly employed teachers shall be given written notice of their tentative teaching assignments for the forthcoming year not later than the last day of school. In the event changes in such assignments are proposed after the last day of school, the teacher affected shall be notified in writing. In the event such tentative assignments are made, the teacher shall be allowed to resign without prejudice if such change is not acceptable to him/her. Certified staff cannot be assigned a position that is outside the

scope of their teaching certificate that requires additional education. However, a certified staff member may elect to take a position outside of their scope.

4.8 Teacher Transfers

4.8.1 Teachers desiring transfers may submit a letter to the Superintendent stating their preference at any time. A vacancy with the Bargaining Unit shall be posted within two (2) days after the superintendent receives the transfer, resignation, or retirement at each attendance center within the District and emailed to the Association President(s). Current employees will be given consideration if highly qualified for the position.

4.8.2 It is expressly understood that the Board has the authority to assign and reassign teachers within the District in the best interests of the students and the educational program as determined by the Board. Every effort will be made to notify affected teachers prior to the transfer or reassignment.

ARTICLE V

TEACHER EVALUATION

5.1 Evaluation Plan

Teacher evaluation shall be in accord with the law current at the time of the evaluation.

The superintendent will consult with the Teacher Evaluation Review Committee should the Board or the Association find that the evaluation plan needs revised. The Teacher Evaluation Review Committee shall consist of three (3) representatives named by the Association and three (3) representatives named by the Board. Additional non-voting members may attend at the discretion of the Committee. The Committee will help develop and/or revise the Teacher Evaluation Instrument for implementation once approved by the Board and the Association. Until an agreed upon evaluation instrument can be developed and approved, the current evaluation instrument will be used for staff evaluation. The Review Committee may make recommendations to the Board. Teacher evaluations, per se, shall not be subject to the grievance procedure.

5.2 Teacher Personnel File

Copies of any material of an evaluative nature shall be provided to the teacher prior to placement in the teacher's Personnel Record on file in the District Office. The teacher shall sign the file copy and be permitted to write reactions to said material. Teachers shall have the right three (3) times a year to examine their personnel file during regular District Office hours in the presence of the Superintendent or his/her designee. Letters of reference, tests, and other exempt materials shall be exempt from teacher view.

5.3 Tenured teachers shall be evaluated at least once every three (3) years. Generally, one-half (1/2) of the tenured staff will be evaluated in one (1) year and the other one-half (1/2) will be evaluated in the following year. This does not restrict the administration from evaluating any teacher at any time. Non-tenured teachers shall be evaluated at least once each year.

ARTICLE VI

EMPLOYEE DISCIPLINE

6.1 Board Responsibility

The Board shall have the right and responsibility to take appropriate action for cause whenever work performance is deficient, improper, or unsatisfactory. Such actions shall be in accordance with then existing Board policies.

6.2 Written Notice to Appear

When a teacher is required to appear before the Board on any disciplinary matter, the teacher shall have seventy-two (72) hours written notice, specifying the reason, and be entitled to representation.

6.2.1 When an employee is required to appear and respond before an administrator, supervisor, or Employee Committee concerning any matter which is disciplinary in nature, or which could adversely affect their terms of employment; it is the intention of the parties that the employee not be required to respond in any manner whatsoever without first being afforded the opportunity to have an Association representative present.

ARTICLE VII

LEAVES OF ABSENCE

7.1 Sick Leave/Courtesy Coverage

Sick leave shall mean personal illness (including physical, mental, or behavioral health), quarantine at home or serious illness or death in the immediate family. Immediate family shall include spouse/domestic partner, children (including step and in-law), parents (including step and in-law), grandparents (including step and in-law), grandchildren (including step and in-law), and siblings (including step and in-law). All sick day provisions, including the Sick Leave Bank provisions, are subject to the limitation of Section 9.10. Sick days may be used for childcare provider illnesses. Sick leave may be used in cases of emergency.

7.1.1 The Board will grant twelve (12) days of sick leave per year to each full-time teacher. Part-time or Full time teachers hired for the second semester shall receive sick leave on a prorated basis. Teachers using three (3) or less sick days each year will be granted one additional sick day for every two unused sick days. Days will be added to their cumulative sick leave balance prior to the start of the following school year.

7.1.2 Unused sick leave shall be accumulative to a maximum of three hundred forty (340) days.

7.1.3 The school board may require a certificate from a physician licensed in Illinois to practice medicine and surgery in all its branches, a mental health professional licensed in Illinois providing ongoing care or treatment to the teacher or employee, a chiropractic physician licensed under the Medical Practice Act of 1987, a licensed advanced practice registered nurse, a licensed physician assistant, or, if the treatment is by prayer or spiritual means, a spiritual adviser or practitioner of the teacher's or employee's faith as a basis for pay during leave after an absence of three (3) days for personal illness or as the school board may deem necessary in other cases.

7.1.4 **Courtesy Coverage**

Teachers may cover for each other for partial day absences to meet appointments or for personal business. Such Courtesy Coverage shall be made with the full approval of the building administrator. Certified staff providing coverage for each other will not be compensated, as this is a provision of the Courtesy Clause. If no provision for a "swap" has been made with another teacher, the employee shall take a minimum of a half (1/2) day as a personal or sick day (whichever applies). Courtesy Coverage is limited to five (5) hours per school year. Courtesy Coverage may be used in five (5) minute increments with a minimum of fifteen (15) minutes and maximum of ninety (90) minutes per absence. Teachers are responsible for finding someone to cover their absence. Absences after 3:00 do not apply to courtesy coverage.

7.2 Sick Leave Donation Plan

A. The Board along with the Camp Point Education Association and the Unit Three Educational Support Association hereby agree to the following sick leave donation plan. This plan's purpose is to allow any employee the ability to donate their sick days to another employee who has suffered a catastrophic event, life threatening illness, or life threatening injury. It is not the

purpose of this plan to provide additional days to staff who have exhausted their accumulated sick leave and are applying for additional sick days.

B. Any employee desiring to use the sick leave donation plan should contact the Association President of their respective union. The Association President and the Superintendent shall make arrangements to convene the sick bank committee to determine if the request qualifies for the sick bank donation plan.

C. Any employee wishing to donate days **must** complete and submit an online donation form to ensure the equal distribution of donated days. Any employee wishing to donate must make the donation within thirty (30) days of the request for donated days.

D. A committee will be established to act as the governing body for the administration of the Sick Leave Donation Plan. The committee shall consist of one (1) member from each bargaining unit and one (1) person named by the Superintendent.

The following are minimal criteria for use of sick day leaves:

1. Must have a catastrophic event, life threatening illness, or life threatening injury.
2. Must have doctor's statement.
3. The employee is not required to exhaust his/her accumulated sick leave or anticipated leave of absence prior to using days from the sick leave donation plan.
4. Must give the Sick Leave Donation Committee a written request for the estimated number of days required.

E. Beginning with the third consecutive day of absence, an employee may be eligible to use the Plan. If the employee is eligible, the Plan coverage shall be retroactive to include the first day of absence for coverage. The consecutive day rule does not apply to dialysis, cancer treatment, and other intermittent absences due to life threatening occurrences.

F. An employee is only eligible for the number of days donated not to exceed 60 (sixty) days in one school year and a maximum of one hundred eighty days (180) during his/her employment with the District. The maximum numbers of days that can be allocated in a one (1) year period to all employees of the District is three hundred (300) days. An employee must notify the Association President and Superintendent at least five (5) working days before returning to work.

7.3 Bereavement Leave

A. Employees may use up to three (3) Bereavement Leave days per incident for leave connected with attending funerals for your or your spouse's/domestic partner's family members that shall include:
   - *Spouse/domestic partner, children (including step and in-law), parents (including step and in-law), grandparents (including step and in-law), grandchildren (including step and in-law), siblings (including step and in-law), uncle/aunt, niece/nephew, and first cousin*

B. This bereavement leave will not be deducted from either sick or personal leave days. Bereavement Leave requests for funerals not defined as family members will require the individual to use his/her sick days, not to exceed four (4) per year. Request for such leave shall be in writing and given to the Building Principal/Supervisor at least twenty-four (24) hours prior to the intended day of the leave. In the case of an emergency, the Building Principal/Supervisor or his/her designee may waive the twenty-four (24) hour notice and written request.

C. The death of a child (including step and in-law), spouse/domestic partner, sibling (including step and in-law) or parent (including step and in-law) will be given an additional seven (7) days of bereavement.
   - Domestic Partners must have on file an *Affidavit of Domestic Partnership* with the Board of Education office in order to be eligible for Bereavement Leave to be used.
   - Current employees who are currently in a domestic partnership must have the *Affidavit of Domestic Partnership* on file with the Board of Education office by September 1 of the current school year.
   - Employees who enter into a domestic partnership must have the *Affidavit of Domestic Partnership* on file with the Board of Education office within five school days of entering into that relationship.
   - The Child Bereavement Act provides that an employee will receive six weeks of leave for the death of more than one (1) child in a twelve (12)-month period. The first ten (10) days of child bereavement leave shall be paid bereavement leave as provided herein. Additional paid leave can be used, if available.

7.4 Personal Leaves

Personal leave days will be granted per year to each teacher based on their years of service in the district following the below listed schedule, subject to the restrictions listed in 7.4.1 – 7.4.4:

Years	# of Days
0 – 9	2
10 – 19	3
20+	4

7.4.1 At least forty-eight (48) hours prior written notice must be given the Building Principal. In the case of an emergency, the forty-eight (48) hour notice requirement may be waived by the Building Principal. The employee need not give reasons for such use.

7.4.2 Personal leave may be used in increments of half days.

7.4.3 No more than four (4) teachers from each attendance center may utilize personal leave on the same day. The day will be granted on a first come first serve basis.

7.4.4 Unused personal leave shall be accumulated up to five (5) days. After five (5) accumulated personal days, any additional personal leave will be added to unused sick leave.

Staff may use up to three (3) consecutive personal days at a time, with the exception of Christmas, Thanksgiving, and Easter break. Staff will still be allowed to use two (2) consecutive days in conjunction with these holidays.

7.5 Unpaid Extended Leave/Dock Day

7.5.1 Teachers may apply to the Board for unpaid leave, not to exceed one (1) school year for purposes such as the following:

Child Care;
Study; and
Personal or Immediate Family Illness.

Written requests must be submitted to the Board at least two (2) weeks prior to the regularly scheduled Board meeting prior to the requested leave dates. Such request shall contain the reason for the unpaid leave and the dates of the unpaid leave. The Board will respond in writing to the request of the teacher within one (1) calendar week of the Board meeting.

7.5.2 The granting of such leave will not interrupt seniority or tenure. However, an unpaid leave of more than forty-five (45) days will not count toward seniority.

7.5.3 Dock days are only to be used once an employee's sick days or personal days, depending on the situation, have been depleted. The employee should submit the absence request stating the reason (sick or personal). After three (3) Dock days have been used in a school year, any additional Dock days are considered disciplinary in nature and disciplinary procedures stated below will be followed. This does not include FMLA leaves of absence.

- Verbal Warning with written documentation by supervising administrator
- Written Warning placed in file by supervising administrator
- Five (5) day suspension without pay
- Thirty (30) day suspension without pay

7.6 Birth of a Child/Adoption Leave

The district will be in compliance with all FMLA (Family Medical Leave Act) rules regarding birth of a child and adoption leave. Teachers may use accumulated sick days for FMLA Leave.

7.7 Jury Duty and/or Subpoenas

An employee will be compensated for jury duty if they provide evidence of a subpoena or writ of the circuit clerk. The employee will keep any jury duty compensation from the circuit clerk.

ARTICLE VIII

JOB SECURITY

8.1 Seniority Defined

"Seniority" shall be defined as the length of a teacher's continuous service within the District. Said service shall be computed from the first day of contractual continued service within the District. The "first day" shall be defined as the day upon which duties are first performed.

8.1.1 Seniority will not accrue during any leave of absence without pay of forty-five (45) days or more in duration. A teacher who is granted an unpaid leave of absence of forty-four (44) days or less in a school year will earn one year of seniority.

8.1.2 Seniority will not be interrupted due to excused absences or illness.

8.2 Promotions and Transfers

Teachers who are promoted or transferred out of the bargaining unit and subsequently returned to the bargaining unit without a break in service shall have their seniority computed from their first day of contractual continued service.

8.3 Tie Breakers

In the event District seniority is equal between teachers, the following procedures shall be utilized as tie breakers: certification, qualification, date hired by the Board and date contract was signed.

ARTICLE IX

SALARY, INSURANCE AND MILEAGE

9.1 Salary Schedule

9.1.1 The salary schedule for all teachers shall be set forth in Appendix A, which is attached to and incorporated in this Agreement. New hires to the district will be placed on the salary schedule commensurate with their years of education service and education.

9.1.2 Additional duties/roles such as coaching, sponsors, etc. that occur or are fulfilled outside of the contractual day/year are compensated based on Appendices B and C - STIPENDS.

9.1.3 The payment for admissions shall be set forth in Appendix C, which is incorporated in this agreement. Admissions will be available to all district staff for the opportunity to volunteer for two weeks before being offered to other individuals or organizations.

9.1.4 Compensation for Specialist Degrees

All certified District employees who receive a Specialist Degree that exceeds the thirty-two (32) hour requirement of a typical Master's degree will be given credit for the extra hours when hired for a position requiring the degree. Specialist degree programs include Master's degrees in Counseling, Psychology, Social Worker, and Speech Therapy. This is only applicable to an approved and completed Specialist's Degree Program.

9.2 Professional Growth

Teachers who have completed two (2) years of teaching experience may earn credit for professional growth. **New teachers entering the profession for the first time are not eligible for tuition reimbursement or horizontal advancement on the salary scale until they have completed two years of service**. Horizontal advancement on the salary schedule will be granted if the following requirements have been met:

9.2.1 Graduate Credit Continuing Education

A. The graduate degree courses must be directly related to teaching content areas or courses required for teacher certificate renewal.

Graduate credit or classes toward an Administrative Degree program for a Principal Endorsement License are no longer eligible for tuition reimbursement on the salary scale. Horizontal movement on the salary scale will be allowed.

B. The teacher shall present a request for course subject or an entire degree program to the Principal/Superintendent in advance of registering for the course or enrolling in the graduate degree program;

C. The Principal/Superintendent may accept or reject a course for any or all of the following reasons:

1. Its pertinence to the area of education; and

2. Its relevance to subject(s) taught.

D. When a request for course subject approval is submitted to the Principal/Superintendent, said request shall be granted or rejected within twenty (20) days of its submission. If the request is rejected, the Superintendent shall notify the teacher in writing of the reasons for the rejection.

E. The acceptance or rejection of a course shall not be subject to the Grievance Procedure. However, if a course is rejected by the Superintendent, that rejection may be appealed to a committee consisting of one (1) administrator, two (2) Board members selected by the Board of Education and two (2) Association members within ten (10) days of the date the rejection is received. Failure to appeal within ten (10) days shall bar any further appeal.

F. Once advance approval for the course is given and the course is completed, the following conditions must be met prior to the teacher receiving the appropriate salary schedule placement.

All hours must be earned from an accredited institution of higher learning.

Satisfactory completion of a course must be demonstrated by either a grade card or other writing bearing the course instructor's signature submitted to the Superintendent by September 5.

An official transcript from the institution demonstrating successful completion of a Master's Degree must be on file in the District's Administrative Office as soon as it becomes available.

G. Teachers shall be advanced at the appropriate earned step on the salary schedule only at the beginning of the academic year.

9.2.2 Non-Graduate Credit Continuing Education

A. CEU (Continuing Education Units) Credit for In-Services
On any school improvement activities that qualify for CEU credit, the building administrator will to attempt to secure CEUs.

B. District Sponsored Professional Development
Professional Development workshops/in-services that are required by the district, attendance is mandatory, and that occur during the scheduled work day are not eligible for graduate credit reimbursement or advancement on the salary scale.

C. Coaches Professional Clinic and State Tournament Leave
CUSD #3 coaches of grades 6-12 school sponsored sports shall be granted two (2) professional leave days to attend a clinic in the sport they coach or the state tournament for the building level in which they coach. Specifically, coaches could attend two clinics or one clinic and one state tournament each school year. Coaches will not be granted

leave days to attend a state tournament for a level in which they do not coach. (Jr. High coaches may not attend the high school tournament and vice versa.)

D. Professional Development Day
Each teacher may request two (2) professional development day during a school year. A Professional development day shall be approved at the discretion of the building's principal, and shall not be used for Association business. The teacher planning to use a professional development day shall make the request to his/her principal at least one week in advance of the professional development activity. Teachers may be granted additional days with discretionary approval of the building principal.

9.3 Annual Increment

Each teacher shall be granted one (1) increment, or vertical step, on the salary schedule for each year of service until the maximum for his/her educational classification is reached. In a teacher's initial employment year, one (1) year's credit will be awarded if the teacher begins employment prior to November 1 of the school year and is employed for the remainder of the year on a full-time basis. An employee who is at the bottom of a vertical column with no more steps available and completes semester hours to move horizontally the following year will only move one (1) vertical step.

9.4 Payment for Graduate Hours

The Board will pay up to Two Hundred Dollars ($200) per semester hour of approved courses that qualify under Section 9.2, or courses required for certificate renewal. Courses must have the Superintendent's approval and earn a grade of "A" or "B" or receive a "Pass" in the event such courses are only evaluated on a Pass/Fail basis. Graduate workshop reimbursement will require submission of the final grade of an "A" or "B" and the completion of Form 6-03 *Written Summary of In-service Activity*. The Board of Education shall only pay for up to nine (9) semester hours per year, and up to sixty-six (66) semester hours of approved class work during the employment of the teacher for Central CUSD No 3.

Payment for non-graduate hours required by the district in order to fulfill a teaching assignment transfer will be paid 100% by the District.

9.5 Salary Option

9.5.1 Teachers shall have the option of receiving their annual salaries in twenty (20) or twenty-four (24) installments. Teachers will be paid on the 15th and 30th of each month unless the pay date falls on a weekend or holiday. In such case, the District will pay the teacher on the previous day prior to the weekend or holiday.

9.5.2 A coach or sponsor of an extra-curricular activity will receive his/her stipend for the pay period immediately following the conclusion of their season in a separate check from the regular payroll. It is understood that all duties attached to the coaching or sponsorship shall be completed and cleared by the A.D. before such payments are made.

9.5.3 Provided the School Code does not change the current school year length (currently one hundred-eighty (180) teacher responsibility days) teachers required by the administration to work beyond the one hundred-eighty (180) day school year will be paid their per diem rate of pay for each day beyond one hundred-eighty (180) days.

9.5.4 Teachers who work at least ninety (90) days in a given school year will be granted one vertical step salary increment.

9.5.5 Internal substitution reimbursement will be paid to the individual teacher at the end of the following pay period.

9.6 Medical and Hospitalization Insurance

9.6.1 Major medical hospitalization will be made available to teachers. The board shall pay 88% of a single member premium and the teacher shall pay 12% of the single member premium.

9.6.2 If both husband and wife are employees of the District, one (1) spouse may elect to have the sum of money equal to the insurance coverage applied to the dependent coverage.

9.6.3 The coverage of any employee who leaves employment with the District as a result of a non-renewal or reduction in force shall automatically cease on the last day of their contractual work year. The coverage of any employee who leaves employment with the District as a result of voluntary resignation shall automatically cease on the last day worked. If an employee who voluntarily resigns at the end of the contractual year provides proof of employment from another school district, coverage will continue up to first scheduled day of the next following Academic Year of the employer, or the date the employee is eligible for that district's insurance, whichever comes first. The coverage of any employee who leaves employment with the District as a result of retirement will cease on their effective retirement date.

9.6.4 The Board will pay for $20,000 worth of life insurance per employee.

9.6.5 A committee consisting of no more than three (3) members of the Association and no more than three (3) members of the Administration/Board will be formed to review the current plans and make advisory recommendations to the Board of Education for changes in the insurance plan and benefits. Such input is advisory only. The Board of Education retains the final authority to determine any change in the current plan or current benefits.

9.7 Flexible 125 Benefit Plan

Effective January 1, 1994, teachers who elect to participate in the Section 125 Flexible Benefit may do so by completing the appropriate election form provided by the District.

The teacher agrees to follow all the rules and regulations of the Internal Revenue Code regarding the sheltering of such contributions. The Board of Education shall not be responsible for the failure of the above Plan to meet the writing, enforceability, etc., as determined by the Internal Revenue Code. Should any of the above be declared improper by an Internal Revenue ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent it violates the ruling or opinion.

The initial cost of writing the 125 Plan will be paid for by the Board of Education. Any subsequent administrative fees associated with the administration of the Plan will be borne by the individual teacher through payroll deduction.

9.8 Mileage Reimbursement

9.8.1 Teachers/Coaches will be reimbursed for use of their private vehicle when used for official school business with prior administrative approval if school transportation is not available to them. Scouting mileage is not reimbursable by the district.

9.8.2 Teachers assigned to more than one (1) school shall be reimbursed for the distance between their first school and their last school.

9.8.3 Mileage reimbursement shall be the same as the rate used by the State of Illinois.

9.9 Payment of Individual Teacher TRS Contribution and Teacher Health Insurance Security Fund.

The board shall contribute the statutory required rate for THIS (health insurance) by payment to TRS, on behalf of all eligible members. The board will contribute the statutory required TRS rate on behalf of all eligible members.

9.10 Retirement/Sick Day/Compensation Limitations

Eligibility

To be eligible for any of the following Plans, an employee must meet the following requirements:

1. Be at least sixty (60) years of age with ten (10) or more years of service within the District by the last day of service in the District; or
2. Be at least fifty-five (55) years of age with thirty-five (35) years of service **with a Professional Educator License (PEL)** by the last day of service in the District.

The District may require proof of eligibility.

Definitions

For purposes of this Article, TRS creditable compensation (earnings) shall be defined by TRS Rules and include:

- Salary for regular contractual teaching duties
- Earnings for extra duties performed in Appendix B

Retirement Plan

Employees may submit an irrevocable letter of retirement one (1), two (2), or three (3) years prior to retiring and receive this retirement incentive. Upon delivery of an irrevocable letter of intent to retire to the Board of Education by March 1, the employee's TRS creditable earnings shall be increased by **5%** over the previous year's earnings for the subsequent year, and for a period that does not exceed more than four (4) 6% increases in the ten (10) years prior to retirement.

Example

The employee's current TRS creditable earnings are $40,000. The employee submits an irrevocable letter of intent to retire to the Board of Education prior to March 1. The employee's TRS creditable earnings will be $42,000 ($40,000 x **1.05%**) the following year, and an additional **5%** (compounded) for every year thereafter, for a period that does not exceed more than four (4), 6% increases in the ten (10) years prior to retirement.

Miscellaneous

- Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra-duties or TRS reportable duties not currently being performed without the consent of the employee.
- If after submitting an irrevocable letter of retirement, the employee resigns from or is removed for cause from duties for which the employee was compensated the previous year (i.e., Appendix B, extended contract and/or stipends), the employee's TRS creditable earnings will be adjusted accordingly.

Example: The employee's TRS creditable earnings are $43,000.00, of which $3,000 is compensation for coaching basketball. Under the employee's retirement plan he/she would be scheduled to receive **$45,150.00** TRS creditable earnings for the following school year (i.e., $43,000.00 x **1.05** = $**45,150.00**). However, the employee resigns from his/her coaching position before the start of the following school year. The employee's TRS creditable earnings for the following school year will be $**42,000.00 (i.e., $40,000.00 x 1.05 = $42,000.00) rather than $45,150.00**.

In the event an employee has submitted his/her timely irrevocable letter of retirement but fails to meet the eligibility requirement because of illness or life changing circumstances, or resigns mid-year prior to the original date of intent to retire, the Board, in its sole discretion, may allow the employee to rescind his/her letter of retirement, provided the employee returns to the Board any TRS creditable earnings paid to the employee in excess of the amount the employee would otherwise have received under the salary schedule for such year(s) in which the creditable earnings were paid.

If legislation is enacted and/or administrative rules are adopted during the life of this agreement that result in a greater cost to the District than the costs generated by this agreement, including any legislation that could potentially shift all or part of the state's "on-behalf" pension payments to the local school district, the parties agree to reopen this provision of the contract for purposes of bargaining the impact of the change.

No retirement incentive will be offered to any individual or group of individual's subject to this agreement, without the agreement of the other party.

ARTICLE X

BOARD AUTHORITY AND MANAGEMENT RIGHTS

10.1 The parties agree that the determination and administration of school policy, the operation and management of the schools and the direction of employees are vested exclusively in the Board. It is the duty of all employees to carry out the policies and regulations as stipulated by the Board. The decision of the Board of Education in matters pertinent to the determination and administration of school policy, the operation and management of the schools and the direction of employees shall be final.

10.2 It is expressly understood and agreed that all functions, rights, powers or authority of the Administration of the School District and the Board of Education which are not specifically limited by the express 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 XI

LABOR MANAGEMENT COMMITTEE

The Committee is established for the purpose of fostering an ongoing harmonious working relationship between the Board and the Association in order to facilitate the delivery of high quality educational services to the children of the district. While the authority of the Committee is limited to what is given to it by the Board and Association action jointly, there is no intention to limit the subject matter of issues which may be addressed by the Committee.

The Committee shall consist of: a) two (2) members of the Board of Education appointed by the Board of Education President, b) two (2) members of the Association appointed by the President of the Association, and c) the Superintendent.

The Committee shall address issues as from time to time suggested by the Board of Education, the Association and the members of the Committee.

ARTICLE XII

EFFECT OF AGREEMENT

12.1 Complete Understanding

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. The understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through written mutual consent of the parties.

12.2 Individual Contracts

Individual contracts or employment agreements shall reflect the terms and conditions of this Agreement.

12.3 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 and clauses shall remain in full force and effect.

12.4 No Strike

During the term of this Agreement, the Association agrees that the teachers shall not participate in a strike in whole or in part. Strike means a teacher's refusal in concerted action with others to report for duty, or his/her willful absence from his/her position, or his or her stoppage of work, or his/her absence in whole or in part from the full, faithful or proper performance of his/her duties of employment, for the purpose of inducing, influencing or coercing a change in the conditions, compensation, rights, privileges or obligations of public employment.

12.5 Duration of Agreement

This Agreement shall be effective as of August 1, 2024, and shall continue in effect until the 1st day of August 2027. This Agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties or is replaced by a successor Agreement.

This Agreement is signed this _____ day of_____, 2024.

In witness thereof:

FOR THE UNIT 3 EDUCATION ASSOCIATION, IEA/NEA

_____
President

_____
Secretary

FOR THE BOARD OF EDUCATION, SCHOOL DISTRICT NO. 3

_____
President

_____
Secretary

APPENDIX A

Disclaimer Language for Salary Schedule of 24-25 on - In the event the Consumer Price Index for All Urban Consumers (CPI) causes the Illinois required minimum teachers' salary to exceed the negotiated starting salary, the parties agree that the applicable salary schedule and all future salary schedules contained herein will be increased in a manner that results in the starting salary matching or exceeding the required minimum salary. Furthermore, the parties agree each cell of the salary schedule will be increased by the same percentage that was negotiated to satisfy the required minimum.

Steps	2024-2025 BA	2024-2025 BA+8	2024-2025 BA+16	2024-2025 BA+24	2024-2025 MA	2024-2025 MA+8	2024-2025 MA+16	2024-2025 MA+24	2024-2025 MA+30
Base 0	$ 37,492	$ 37,539	$ 37,586	$ 37,633	$ 37,679	$ 38,146	$ 39,100	$ 40,077	$ 41,079
Board Pd TRS	$ 3,708	$ 3,713	$ 3,717	$ 3,722	$ 3,727	$ 3,773	$ 3,867	$ 3,964	$ 4,063
Creditable Earnings	$ 41,200	$ 41,252	$ 41,303	$ 41,354	$ 41,406	$ 41,919	$ 42,967	$ 44,041	$ 45,142
1	$ 37,539	$ 37,586	$ 37,633	$ 37,679	$ 37,960	$ 38,909	$ 39,882	$ 40,879	$ 41,901
	$ 3,713	$ 3,717	$ 3,722	$ 3,727	$ 3,754	$ 3,848	$ 3,944	$ 4,043	$ 4,144
	$ 41,252	$ 41,303	$ 41,355	$ 41,406	$ 41,714	$ 42,757	$ 43,826	$ 44,921	$ 46,045
2	$ 37,586	$ 37,633	$ 37,679	$ 37,727	$ 38,719	$ 39,687	$ 40,679	$ 41,696	$ 42,739
	$ 3,717	$ 3,722	$ 3,727	$ 3,731	$ 3,829	$ 3,925	$ 4,023	$ 4,124	$ 4,227
	$ 41,303	$ 41,355	$ 41,406	$ 41,458	$ 42,548	$ 43,612	$ 44,702	$ 45,820	$ 46,965
3	$ 37,633	$ 37,679	$ 37,727	$ 38,530	$ 39,493	$ 40,481	$ 41,493	$ 42,530	$ 43,593
	$ 3,722	$ 3,727	$ 3,731	$ 3,811	$ 3,906	$ 4,004	$ 4,104	$ 4,206	$ 4,311
	$ 41,355	$ 41,406	$ 41,458	$ 42,341	$ 43,399	$ 44,484	$ 45,596	$ 46,736	$ 47,905
4	$ 37,679	$ 37,727	$ 38,342	$ 39,301	$ 40,283	$ 41,290	$ 42,323	$ 43,381	$ 44,465
	$ 3,727	$ 3,731	$ 3,792	$ 3,887	$ 3,984	$ 4,084	$ 4,186	$ 4,290	$ 4,398
	$ 41,406	$ 41,458	$ 42,134	$ 43,187	$ 44,267	$ 45,374	$ 46,508	$ 47,671	$ 48,863
5	$ 37,727	$ 38,155	$ 39,109	$ 40,087	$ 41,089	$ 42,116	$ 43,169	$ 44,248	$ 45,354
	$ 3,731	$ 3,774	$ 3,868	$ 3,965	$ 4,064	$ 4,165	$ 4,269	$ 4,376	$ 4,486
	$ 41,458	$ 41,929	$ 42,977	$ 44,051	$ 45,153	$ 46,281	$ 47,438	$ 48,624	$ 49,840
6	$ 37,969	$ 38,918	$ 39,891	$ 40,888	$ 41,911	$ 42,958	$ 44,032	$ 45,133	$ 46,262
	$ 3,755	$ 3,849	$ 3,945	$ 4,044	$ 4,145	$ 4,249	$ 4,355	$ 4,464	$ 4,575
	$ 41,724	$ 42,767	$ 43,836	$ 44,932	$ 46,056	$ 47,207	$ 48,387	$ 49,597	$ 50,837
7	$ 38,728	$ 39,696	$ 40,689	$ 41,706	$ 42,749	$ 43,818	$ 44,913	$ 46,036	$ 47,187
	$ 3,830	$ 3,926	$ 4,024	$ 4,125	$ 4,228	$ 4,334	$ 4,442	$ 4,553	$ 4,667
	$ 42,559	$ 43,622	$ 44,713	$ 45,831	$ 46,977	$ 48,151	$ 49,355	$ 50,589	$ 51,854
8	$ 39,503	$ 40,490	$ 41,503	$ 42,540	$ 43,604	$ 44,694	$ 45,811	$ 46,957	$ 48,131
	$ 3,907	$ 4,005	$ 4,105	$ 4,207	$ 4,312	$ 4,420	$ 4,531	$ 4,644	$ 4,760
	$ 43,410	$ 44,495	$ 45,607	$ 46,748	$ 47,916	$ 49,114	$ 50,342	$ 51,601	$ 52,891
9	$ 40,293	$ 41,300	$ 42,333	$ 43,391	$ 44,476	$ 45,588	$ 46,728	$ 47,896	$ 49,093
	$ 3,985	$ 4,085	$ 4,187	$ 4,291	$ 4,399	$ 4,509	$ 4,621	$ 4,737	$ 4,855
	$ 44,278	$ 45,385	$ 46,519	$ 47,682	$ 48,875	$ 50,097	$ 51,349	$ 52,633	$ 53,948
10	$ 41,099	$ 42,126	$ 43,179	$ 44,259	$ 45,365	$ 46,500	$ 47,662	$ 48,854	$ 50,075
	$ 4,065	$ 4,166	$ 4,270	$ 4,377	$ 4,487	$ 4,599	$ 4,714	$ 4,832	$ 4,952
	$ 45,164	$ 46,293	$ 47,450	$ 48,636	$ 49,852	$ 51,098	$ 52,376	$ 53,685	$ 55,027
11	$ 41,921	$ 42,969	$ 44,043	$ 45,144	$ 46,273	$ 47,430	$ 48,615	$ 49,831	$ 51,076
	$ 4,146	$ 4,250	$ 4,356	$ 4,465	$ 4,576	$ 4,691	$ 4,808	$ 4,928	$ 5,052
	$ 46,067	$ 47,218	$ 48,399	$ 49,609	$ 50,849	$ 52,120	$ 53,423	$ 54,759	$ 56,128
12	$ 42,759	$ 43,828	$ 44,924	$ 46,047	$ 47,198	$ 48,378	$ 49,588	$ 50,827	$ 52,098
	$ 4,229	$ 4,335	$ 4,443	$ 4,554	$ 4,668	$ 4,785	$ 4,904	$ 5,027	$ 5,153
	$ 46,988	$ 48,163	$ 49,367	$ 50,601	$ 51,866	$ 53,163	$ 54,492	$ 55,854	$ 57,251

Base	13	$ 43,614	$ 44,705	$ 45,822	$ 46,968	$ 48,142	$ 49,346	$ 50,579	$ 51,844	$ 53,140
Board Pd TRS		$ 4,314	$ 4,421	$ 4,532	$ 4,645	$ 4,761	$ 4,880	$ 5,002	$ 5,127	$ 5,256
Creditable Earnings		$ 47,928	$ 49,126	$ 50,354	$ 51,613	$ 52,904	$ 54,226	$ 55,582	$ 56,971	$ 58,396
	14	$ 44,487	$ 45,599	$ 46,739	$ 47,907	$ 49,105	$ 50,333	$ 51,591	$ 52,881	$ 54,203
		$ 4,400	$ 4,510	$ 4,623	$ 4,738	$ 4,857	$ 4,978	$ 5,102	$ 5,230	$ 5,361
		$ 48,887	$ 50,109	$ 51,361	$ 52,645	$ 53,962	$ 55,311	$ 56,693	$ 58,111	$ 59,563
	15	$ 45,376	$ 46,511	$ 47,673	$ 48,865	$ 50,087	$ 51,339	$ 52,623	$ 53,938	$ 55,287
		$ 4,488	$ 4,600	$ 4,715	$ 4,833	$ 4,954	$ 5,078	$ 5,204	$ 5,335	$ 5,468
		$ 49,864	$ 51,111	$ 52,388	$ 53,698	$ 55,041	$ 56,417	$ 57,827	$ 59,273	$ 60,755
	16	$ 46,284	$ 47,441	$ 48,627	$ 49,843	$ 51,089	$ 52,366	$ 53,675	$ 55,017	$ 56,393
		$ 4,578	$ 4,692	$ 4,809	$ 4,929	$ 5,053	$ 5,179	$ 5,309	$ 5,441	$ 5,577
		$ 50,862	$ 52,133	$ 53,436	$ 54,772	$ 56,142	$ 57,545	$ 58,984	$ 60,458	$ 61,970
	17	$ 47,210	$ 48,390	$ 49,599	$ 50,840	$ 52,111	$ 53,413	$ 54,749	$ 56,117	$ 57,520
		$ 4,669	$ 4,786	$ 4,905	$ 5,028	$ 5,154	$ 5,283	$ 5,415	$ 5,550	$ 5,689
		$ 51,879	$ 53,176	$ 54,505	$ 55,868	$ 57,264	$ 58,696	$ 60,163	$ 61,668	$ 63,209
	18	$ 48,154	$ 49,358	$ 50,591	$ 51,856	$ 53,153	$ 54,482	$ 55,844	$ 57,240	$ 58,671
		$ 4,762	$ 4,882	$ 5,004	$ 5,129	$ 5,257	$ 5,388	$ 5,523	$ 5,661	$ 5,803
		$ 52,916	$ 54,239	$ 55,595	$ 56,985	$ 58,410	$ 59,870	$ 61,367	$ 62,901	$ 64,473
	19	$ 49,117	$ 50,345	$ 51,603	$ 52,893	$ 54,216	$ 55,571	$ 56,961	$ 58,385	$ 59,844
		$ 4,858	$ 4,979	$ 5,104	$ 5,231	$ 5,362	$ 5,496	$ 5,633	$ 5,774	$ 5,919
		$ 53,975	$ 55,324	$ 56,707	$ 58,125	$ 59,578	$ 61,067	$ 62,594	$ 64,159	$ 65,763
	20	$ 50,099	$ 51,352	$ 52,635	$ 53,951	$ 55,300	$ 56,683	$ 58,100	$ 59,552	$ 61,041
		$ 4,955	$ 5,079	$ 5,206	$ 5,336	$ 5,469	$ 5,606	$ 5,746	$ 5,890	$ 6,037
		$ 55,054	$ 56,430	$ 57,841	$ 59,287	$ 60,770	$ 62,289	$ 63,846	$ 65,442	$ 67,078
	21		$ 52,379	$ 53,688	$ 55,030	$ 56,406	$ 57,816	$ 59,262	$ 60,743	$ 62,262
			$ 5,180	$ 5,310	$ 5,443	$ 5,579	$ 5,718	$ 5,861	$ 6,008	$ 6,158
			$ 57,559	$ 58,998	$ 60,473	$ 61,985	$ 63,535	$ 65,123	$ 66,751	$ 68,420
	22			$ 54,762	$ 56,131	$ 57,534	$ 58,973	$ 60,447	$ 61,958	$ 63,507
				$ 5,416	$ 5,551	$ 5,690	$ 5,832	$ 5,978	$ 6,128	$ 6,281
				$ 60,178	$ 61,682	$ 63,225	$ 64,805	$ 66,425	$ 68,086	$ 69,788
	23				$ 57,254	$ 58,685	$ 60,152	$ 61,656	$ 63,197	$ 64,777
					$ 5,662	$ 5,804	$ 5,949	$ 6,098	$ 6,250	$ 6,407
					$ 62,916	$ 64,489	$ 66,101	$ 67,754	$ 69,448	$ 71,184
	24					$ 59,859	$ 61,355	$ 62,889	$ 64,461	$ 66,073
						$ 5,920	$ 6,068	$ 6,220	$ 6,375	$ 6,535
						$ 65,779	$ 67,423	$ 69,109	$ 70,837	$ 72,608
	25						$ 62,582	$ 64,147	$ 65,751	$ 67,394
							$ 6,189	$ 6,344	$ 6,503	$ 6,665
							$ 68,772	$ 70,491	$ 72,253	$ 74,060
	26							$ 65,430	$ 67,066	$ 68,742
								$ 6,471	$ 6,633	$ 6,799
								$ 71,901	$ 73,698	$ 75,541
	27								$ 68,407	$ 70,117
									$ 6,766	$ 6,935
									$ 75,172	$ 77,052
	28									$ 71,519
										$ 7,073
										$ 78,593

Salary Schedule of 25-26

Steps	2025-2026 BA	2025-2026 BA+8	2025-2026 BA+16	2025-2026 BA+24	2025-2026 MA	2025-2026 MA+8	2025-2026 MA+16	2025-2026 MA+24	2025-2026 MA+30
Base 0	$ 38,594	$38,643	$38,690	$38,739	$38,787	$39,267	$ 40,249	$ 41,256	$ 42,287
Board Pd TRS	$ 3,817	$ 3,822	$ 3,826	$ 3,831	$ 3,836	$ 3,884	$ 3,981	$ 4,080	$ 4,182
Creditable Earnings	$ 42,411	$42,465	$ 42,516	$42,570	$42,623	$ 43,151	$ 44,230	$45,336	$ 46,469
1	$ 38,643	$38,690	$38,740	$38,787	$39,075	$40,053	$ 41,054	$42,080	$ 43,132
	$ 3,822	$ 3,826	$ 3,831	$ 3,836	$ 3,865	$ 3,961	$ 4,060	$ 4,162	$ 4,266
	$ 42,465	$ 42,516	$ 42,571	$42,623	$42,940	$ 44,014	$ 45,114	$46,242	$ 47,398
2	$ 38,690	$38,739	$38,787	$38,836	$39,857	$40,854	$ 41,875	$42,922	$ 43,995
	$ 3,827	$ 3,831	$ 3,836	$ 3,841	$ 3,942	$ 4,041	$ 4,141	$ 4,245	$ 4,351
	$ 42,517	$ 42,571	$42,623	$42,677	$43,798	$44,895	$ 46,017	$ 47,167	$ 48,346
3	$ 38,740	$38,787	$38,836	$39,663	$40,654	$ 41,671	$ 42,713	$43,780	$ 44,875
	$ 3,831	$ 3,836	$ 3,841	$ 3,923	$ 4,021	$ 4,121	$ 4,224	$ 4,330	$ 4,438
	$ 42,571	$42,623	$42,677	$43,586	$44,674	$45,792	$ 46,937	$ 48,110	$ 49,313
4	$ 38,787	$38,836	$39,469	$40,456	$ 41,467	$42,505	$ 43,567	$44,656	$ 45,772
	$ 3,836	$ 3,841	$ 3,904	$ 4,001	$ 4,101	$ 4,204	$ 4,309	$ 4,416	$ 4,527
	$ 42,623	$42,677	$43,373	$44,457	$45,568	$46,708	$ 47,876	$49,072	$ 50,299
5	$ 38,836	$39,276	$40,258	$ 41,265	$42,296	$43,355	$ 44,438	$45,549	$ 46,687
	$ 3,841	$ 3,884	$ 3,982	$ 4,081	$ 4,183	$ 4,288	$ 4,395	$ 4,505	$ 4,617
	$ 42,677	$ 43,160	$44,240	$45,347	$46,479	$47,642	$ 48,833	$50,054	$ 51,305
6	$ 39,085	$40,062	$ 41,064	$ 42,091	$ 43,142	$44,222	$ 45,327	$46,460	$ 47,621
	$ 3,866	$ 3,962	$ 4,061	$ 4,163	$ 4,267	$ 4,374	$ 4,483	$ 4,595	$ 4,710
	$ 42,951	$44,024	$ 45,125	$46,254	$47,409	$48,595	$ 49,810	$ 51,055	$ 52,331
7	$ 39,867	$40,863	$ 41,885	$42,933	$44,005	$ 45,106	$ 46,233	$47,389	$ 48,574
	$ 3,943	$ 4,041	$ 4,142	$ 4,246	$ 4,352	$ 4,461	$ 4,573	$ 4,687	$ 4,804
	$ 43,810	$44,904	$46,027	$ 47,179	$48,357	$49,567	$ 50,806	$52,076	$ 53,378
8	$ 40,664	$ 41,680	$42,723	$ 43,791	$44,885	$46,008	$ 47,158	$48,337	$ 49,545
	$ 4,022	$ 4,122	$ 4,225	$ 4,331	$ 4,439	$ 4,550	$ 4,664	$ 4,781	$ 4,900
	$ 44,686	$45,802	$46,948	$ 48,122	$49,324	$50,559	$ 51,822	$ 53,117	$ 54,445
9	$ 41,477	$ 42,514	$43,577	$44,667	$45,783	$46,928	$ 48,101	$49,303	$ 50,536
	$ 4,102	$ 4,205	$ 4,310	$ 4,418	$ 4,528	$ 4,641	$ 4,757	$ 4,876	$ 4,998
	$ 45,579	$ 46,718	$47,887	$49,085	$ 50,311	$ 51,570	$ 52,859	$ 54,180	$ 55,534
10	$ 42,307	$43,364	$44,449	$45,560	$46,698	$47,867	$ 49,063	$50,289	$ 51,547
	$ 4,184	$ 4,289	$ 4,396	$ 4,506	$ 4,619	$ 4,734	$ 4,852	$ 4,974	$ 5,098
	$ 46,491	$47,653	$48,845	$50,066	$ 51,317	$ 52,601	$ 53,916	$55,263	$ 56,645
11	$ 43,153	$ 44,231	$45,337	$46,472	$47,632	$48,824	$ 50,045	$ 51,295	$ 52,578
	$ 4,268	$ 4,375	$ 4,484	$ 4,596	$ 4,711	$ 4,829	$ 4,949	$ 5,073	$ 5,200
	$ 47,421	$48,606	$ 49,821	$ 51,068	$52,343	$53,653	$ 54,994	$56,368	$ 57,778
12	$ 44,016	$ 45,116	$46,244	$ 47,401	$48,585	$ 49,801	$ 51,045	$ 52,321	$ 53,629
	$ 4,353	$ 4,462	$ 4,574	$ 4,688	$ 4,805	$ 4,925	$ 5,048	$ 5,175	$ 5,304
	$ 48,369	$49,578	$ 50,818	$52,089	$53,390	$54,726	$ 56,094	$57,496	$ 58,933

Base	13	$ 44,836	$ 46,018	$ 47,169	$ 48,349	$ 49,557	$ 50,797	$ 52,066	$ 53,368	$ 54,702
Board Pd TRS		$ 4,440	$ 4,551	$ 4,665	$ 4,782	$ 4,901	$ 5,024	$ 5,149	$ 5,278	$ 5,410
Creditable Earnings		$ 49,337	$ 50,569	$ 51,834	$ 53,131	$ 54,458	$ 55,821	$ 57,216	$ 58,646	$ 60,112
	14	$ 45,794	$ 46,938	$ 48,112	$ 49,316	$ 50,548	$ 51,813	$ 53,108	$ 54,435	$ 55,796
		$ 4,529	$ 4,642	$ 4,758	$ 4,877	$ 4,999	$ 5,124	$ 5,252	$ 5,384	$ 5,518
		$ 50,323	$ 51,581	$ 52,871	$ 54,193	$ 55,547	$ 56,937	$ 58,360	$ 59,819	$ 61,314
	15	$ 46,710	$ 47,877	$ 49,075	$ 50,302	$ 51,559	$ 52,849	$ 54,170	$ 55,524	$ 56,912
		$ 4,620	$ 4,735	$ 4,854	$ 4,975	$ 5,099	$ 5,227	$ 5,357	$ 5,491	$ 5,629
		$ 51,330	$ 52,612	$ 53,928	$ 55,277	$ 56,658	$ 58,076	$ 59,527	$ 61,015	$ 62,540
	16	$ 47,644	$ 48,835	$ 50,056	$ 51,308	$ 52,590	$ 53,906	$ 55,253	$ 56,634	$ 58,050
		$ 4,712	$ 4,830	$ 4,951	$ 5,074	$ 5,201	$ 5,331	$ 5,465	$ 5,601	$ 5,741
		$ 52,356	$ 53,665	$ 55,007	$ 56,383	$ 57,791	$ 59,237	$ 60,718	$ 62,235	$ 63,791
	17	$ 48,597	$ 49,811	$ 51,057	$ 52,334	$ 53,642	$ 54,984	$ 56,358	$ 57,767	$ 59,211
		$ 4,806	$ 4,926	$ 5,050	$ 5,176	$ 5,305	$ 5,438	$ 5,574	$ 5,713	$ 5,856
		$ 53,404	$ 54,738	$ 56,107	$ 57,510	$ 58,947	$ 60,422	$ 61,932	$ 63,480	$ 65,067
	18	$ 49,569	$ 50,808	$ 52,079	$ 53,381	$ 54,714	$ 56,084	$ 57,486	$ 58,922	$ 60,395
		$ 4,902	$ 5,025	$ 5,151	$ 5,279	$ 5,411	$ 5,547	$ 5,685	$ 5,827	$ 5,973
		$ 54,472	$ 55,833	$ 57,229	$ 58,661	$ 60,126	$ 61,631	$ 63,171	$ 64,750	$ 66,368
	19	$ 50,561	$ 51,824	$ 53,120	$ 54,449	$ 55,809	$ 57,206	$ 58,635	$ 60,101	$ 61,603
		$ 5,000	$ 5,125	$ 5,254	$ 5,385	$ 5,520	$ 5,658	$ 5,799	$ 5,944	$ 6,093
		$ 55,561	$ 56,949	$ 58,374	$ 59,834	$ 61,328	$ 62,863	$ 64,434	$ 66,045	$ 67,696
	20	$ 51,572	$ 52,860	$ 54,182	$ 55,538	$ 56,925	$ 58,350	$ 59,808	$ 61,303	$ 62,835
		$ 5,101	$ 5,228	$ 5,359	$ 5,493	$ 5,630	$ 5,771	$ 5,915	$ 6,063	$ 6,214
		$ 56,672	$ 58,088	$ 59,541	$ 61,031	$ 62,555	$ 64,120	$ 65,723	$ 67,366	$ 69,050
	21		$ 53,318	$ 55,266	$ 56,649	$ 58,063	$ 59,517	$ 61,004	$ 62,529	$ 64,092
			$ 5,333	$ 5,466	$ 5,603	$ 5,743	$ 5,886	$ 6,033	$ 6,184	$ 6,339
			$ 59,250	$ 60,732	$ 62,251	$ 63,806	$ 65,403	$ 67,037	$ 68,713	$ 70,431
	22			$ 56,371	$ 57,782	$ 59,225	$ 60,707	$ 62,224	$ 63,779	$ 65,374
				$ 5,575	$ 5,715	$ 5,857	$ 6,004	$ 6,154	$ 6,308	$ 6,466
				$ 61,947	$ 63,496	$ 65,082	$ 66,711	$ 68,378	$ 70,087	$ 71,839
	23				$ 58,937	$ 60,409	$ 61,921	$ 63,469	$ 65,055	$ 66,681
					$ 5,823	$ 5,975	$ 6,124	$ 6,277	$ 6,434	$ 6,595
					$ 64,766	$ 66,384	$ 68,045	$ 69,746	$ 71,489	$ 73,276
	24					$ 61,617	$ 63,160	$ 64,738	$ 66,356	$ 68,015
						$ 6,094	$ 6,247	$ 6,403	$ 6,563	$ 6,727
						$ 67,711	$ 69,406	$ 71,141	$ 72,919	$ 74,742
	25						$ 64,423	$ 66,033	$ 67,683	$ 69,375
							$ 6,371	$ 6,531	$ 6,694	$ 6,861
							$ 70,794	$ 72,563	$ 74,377	$ 76,236
	26							$ 67,353	$ 69,037	$ 70,763
								$ 6,661	$ 6,828	$ 6,999
								$ 74,015	$ 75,864	$ 77,761
	27								$ 70,417	$ 72,178
									$ 6,964	$ 7,138
									$ 77,382	$ 79,316
	28									$ 73,621
										$ 7,281
										$ 80,903

Salary Schedule of 26-27

Steps	2026-2027 BA	2026-2027 BA+8	2026-2027 BA+16	2026-2027 BA+24	2026-2027 MA	2026-2027 MA+8	2026-2027 MA+16	2026-2027 MA+24	2026-2027 MA+30
Base 0	$39,559	$ 39,610	$39,658	$39,708	$39,757	$40,249	$ 41,255	$42,287	$43,344
Board Pd TPS	$ 3,912	$ 3,917	$ 3,922	$ 3,927	$ 3,932	$ 3,981	$ 4,080	$ 4,182	$ 4,287
Creditable Earnings	$ 43,471	$43,527	$43,580	$43,635	$43,689	$44,230	$45,335	$46,469	$ 47,631
1	$ 39,610	$39,658	$39,708	$39,757	$40,053	$ 41,055	$42,080	$ 43,132	$ 44,211
	$ 3,917	$ 3,922	$ 3,927	$ 3,932	$ 3,961	$ 4,060	$ 4,162	$ 4,266	$ 4,373
	$43,527	$43,580	$43,635	$43,689	$ 44,014	$ 45,115	$46,242	$47,398	$48,584
2	$37,586	$37,633	$37,679	$37,727	$40,854	$ 41,876	$42,922	$43,995	$45,095
	$ 3,717	$ 3,722	$ 3,727	$ 3,731	$ 4,041	$ 4,142	$ 4,245	$ 4,351	$ 4,460
	$ 41,303	$ 41,355	$ 41,406	$ 41,458	$44,895	$ 46,018	$ 47,167	$48,346	$49,555
3	$37,633	$37,679	$37,727	$38,530	$ 41,671	$ 42,714	$43,780	$44,875	$45,997
	$ 3,722	$ 3,727	$ 3,731	$ 3,811	$ 4,121	$ 4,224	$ 4,330	$ 4,438	$ 4,549
	$ 41,355	$ 41,406	$ 41,458	$ 42,341	$45,792	$46,938	$ 48,110	$ 49,313	$50,546
4	$37,679	$37,727	$38,342	$ 39,301	$42,505	$43,568	$44,656	$45,772	$ 46,917
	$ 3,727	$ 3,731	$ 3,792	$ 3,887	$ 4,204	$ 4,309	$ 4,416	$ 4,527	$ 4,640
	$ 41,406	$ 41,458	$ 42,134	$ 43,187	$46,708	$47,877	$49,072	$50,299	$ 51,557
5	$37,727	$ 38,155	$ 39,109	$40,087	$43,355	$44,439	$45,543	$46,687	$47,855
	$ 3,731	$ 3,774	$ 3,868	$ 3,965	$ 4,288	$ 4,395	$ 4,505	$ 4,617	$ 4,733
	$ 41,458	$ 41,929	$42,977	$ 44,051	$47,642	$48,834	$50,054	$ 51,305	$52,588
6	$37,969	$ 38,918	$ 39,891	$40,888	$44,222	$45,328	$46,460	$ 47,621	$ 48,813
	$ 3,755	$ 3,849	$ 3,945	$ 4,044	$ 4,374	$ 4,483	$ 4,595	$ 4,710	$ 4,828
	$ 41,724	$42,767	$43,836	$44,932	$48,595	$ 49,811	$ 51,055	$ 52,331	$53,640
7	$38,728	$39,696	$40,689	$ 41,706	$ 45,106	$46,235	$47,389	$48,574	$49,789
	$ 3,830	$ 3,926	$ 4,024	$ 4,125	$ 4,461	$ 4,573	$ 4,687	$ 4,804	$ 4,924
	$42,559	$43,622	$ 44,713	$ 45,831	$49,567	$50,807	$52,076	$53,378	$ 54,713
8	$39,503	$40,490	$ 41,503	$42,540	$46,008	$ 47,159	$48,337	$49,545	$50,785
	$ 3,907	$ 4,005	$ 4,105	$ 4,207	$ 4,550	$ 4,664	$ 4,781	$ 4,900	$ 5,023
	$ 43,410	$44,495	$45,607	$46,748	$50,559	$ 51,823	$ 53,117	$54,445	$55,807
9	$40,293	$ 41,300	$42,333	$ 43,391	$46,928	$ 48,102	$49,303	$50,536	$ 51,800
	$ 3,985	$ 4,085	$ 4,187	$ 4,291	$ 4,641	$ 4,757	$ 4,876	$ 4,998	$ 5,123
	$44,278	$45,385	$ 46,519	$47,682	$ 51,570	$52,860	$ 54,180	$55,534	$56,923
10	$ 41,099	$ 42,126	$ 43,179	$44,259	$47,867	$49,065	$50,289	$ 51,547	$52,836
	$ 4,065	$ 4,166	$ 4,270	$ 4,377	$ 4,734	$ 4,853	$ 4,974	$ 5,098	$ 5,226
	$ 45,164	$46,293	$47,450	$48,636	$ 52,601	$ 53,917	$55,263	$56,645	$58,062
11	$ 41,921	$42,969	$44,043	$ 45,144	$48,824	$50,046	$ 51,295	$52,578	$53,893
	$ 4,146	$ 4,250	$ 4,356	$ 4,465	$ 4,829	$ 4,950	$ 5,073	$ 5,200	$ 5,330
	$46,067	$ 47,218	$48,399	$49,609	$53,653	$54,995	$56,368	$57,778	$59,223
12	$42,759	$43,828	$44,924	$46,047	$ 49,801	$ 51,047	$ 52,321	$53,629	$ 54,971
	$ 4,229	$ 4,335	$ 4,443	$ 4,554	$ 4,925	$ 5,049	$ 5,175	$ 5,304	$ 5,437
	$46,988	$ 48,163	$49,367	$ 50,601	$54,726	$56,095	$57,496	$58,933	$60,407

Base	13	$ 43,614	$ 44,705	$ 45,822	$ 46,968	$ 50,797	$ 52,068	$ 53,368	$ 54,702	$ 56,070
Board Pd TRS		$ 4,314	$ 4,421	$ 4,532	$ 4,645	$ 5,024	$ 5,150	$ 5,278	$ 5,410	$ 5,545
Creditable Earnings		$ 47,928	$ 49,126	$ 50,354	$ 51,613	$ 55,821	$ 57,217	$ 58,646	$ 60,112	$ 61,616
	14	$ 44,487	$ 45,599	$ 46,739	$ 47,907	$ 51,813	$ 53,109	$ 54,435	$ 55,796	$ 57,192
		$ 4,400	$ 4,510	$ 4,623	$ 4,738	$ 5,124	$ 5,253	$ 5,384	$ 5,518	$ 5,656
		$ 48,887	$ 50,109	$ 51,361	$ 52,645	$ 56,937	$ 58,362	$ 59,819	$ 61,314	$ 62,848
	15	$ 45,376	$ 46,511	$ 47,673	$ 48,865	$ 52,849	$ 54,171	$ 55,524	$ 56,912	$ 58,335
		$ 4,488	$ 4,600	$ 4,715	$ 4,833	$ 5,227	$ 5,358	$ 5,491	$ 5,629	$ 5,769
		$ 49,864	$ 51,111	$ 52,388	$ 53,698	$ 58,076	$ 59,529	$ 61,015	$ 62,540	$ 64,105
	16	$ 46,284	$ 47,441	$ 48,627	$ 49,843	$ 53,906	$ 55,255	$ 56,634	$ 58,050	$ 59,502
		$ 4,578	$ 4,692	$ 4,809	$ 4,929	$ 5,331	$ 5,465	$ 5,601	$ 5,741	$ 5,885
		$ 50,862	$ 52,133	$ 53,436	$ 54,772	$ 59,237	$ 60,719	$ 62,235	$ 63,791	$ 65,387
	17	$ 47,210	$ 48,390	$ 49,599	$ 50,840	$ 54,984	$ 56,360	$ 57,767	$ 59,211	$ 60,692
		$ 4,669	$ 4,786	$ 4,905	$ 5,028	$ 5,438	$ 5,574	$ 5,713	$ 5,856	$ 6,003
		$ 51,879	$ 53,176	$ 54,505	$ 55,868	$ 60,422	$ 61,934	$ 63,480	$ 65,067	$ 66,695
	18	$ 48,154	$ 49,358	$ 50,591	$ 51,856	$ 56,084	$ 57,487	$ 58,922	$ 60,395	$ 61,906
		$ 4,762	$ 4,882	$ 5,004	$ 5,129	$ 5,547	$ 5,686	$ 5,827	$ 5,973	$ 6,123
		$ 52,916	$ 54,239	$ 55,595	$ 56,985	$ 61,631	$ 63,172	$ 64,750	$ 66,368	$ 68,029
	19	$ 49,117	$ 50,345	$ 51,603	$ 52,893	$ 57,206	$ 58,637	$ 60,101	$ 61,603	$ 63,144
		$ 4,858	$ 4,979	$ 5,104	$ 5,231	$ 5,658	$ 5,799	$ 5,944	$ 6,093	$ 6,245
		$ 53,975	$ 55,324	$ 56,707	$ 58,125	$ 62,863	$ 64,436	$ 66,045	$ 67,696	$ 69,389
	20	$ 50,099	$ 51,352	$ 52,635	$ 53,951	$ 58,350	$ 59,809	$ 61,303	$ 62,835	$ 64,407
		$ 4,955	$ 5,079	$ 5,206	$ 5,336	$ 5,771	$ 5,915	$ 6,063	$ 6,214	$ 6,370
		$ 55,054	$ 56,430	$ 57,841	$ 59,287	$ 64,120	$ 65,725	$ 67,366	$ 69,050	$ 70,777
	21		$ 52,379	$ 53,688	$ 55,030	$ 59,517	$ 61,006	$ 62,529	$ 64,092	$ 65,695
			$ 5,180	$ 5,310	$ 5,443	$ 5,886	$ 6,034	$ 6,184	$ 6,339	$ 6,497
			$ 57,559	$ 58,998	$ 60,473	$ 65,403	$ 67,039	$ 68,713	$ 70,431	$ 72,193
	22			$ 54,762	$ 56,131	$ 60,707	$ 62,226	$ 63,779	$ 65,374	$ 67,009
				$ 5,416	$ 5,551	$ 6,004	$ 6,154	$ 6,308	$ 6,466	$ 6,627
				$ 60,178	$ 61,682	$ 66,711	$ 68,380	$ 70,087	$ 71,839	$ 73,636
	23				$ 57,254	$ 61,921	$ 63,470	$ 65,055	$ 66,681	$ 68,349
					$ 5,662	$ 6,124	$ 6,277	$ 6,434	$ 6,595	$ 6,760
					$ 62,916	$ 68,045	$ 69,747	$ 71,489	$ 73,276	$ 75,109
	24					$ 63,160	$ 64,740	$ 66,356	$ 68,015	$ 69,716
						$ 6,247	$ 6,403	$ 6,563	$ 6,727	$ 6,895
						$ 69,406	$ 71,142	$ 72,919	$ 74,742	$ 76,611
	25						$ 66,034	$ 67,683	$ 69,375	$ 71,111
							$ 6,531	$ 6,694	$ 6,861	$ 7,033
							$ 72,565	$ 74,377	$ 76,236	$ 78,144
	26							$ 69,037	$ 70,763	$ 72,533
								$ 6,828	$ 6,999	$ 7,174
								$ 75,864	$ 77,761	$ 79,706
	27								$ 72,178	$ 73,983
									$ 7,138	$ 7,317
									$ 79,316	$ 81,301
	28									$ 75,463
										$ 7,463
										$ 82,927

APPENDIX B

CHS Athletic Stipends

Head Coach	24-25	25-26	26-27
Boys Basketball1	$7,938	$8,097	$8,259
Girls Basketball1	$7,938	$8,097	$8,259
Baseball2	$5,878	$5,996	$6,115
Softball2	$5,878	$5,996	$6,115
Wrestling2	$6,702	$6,836	$6,973
Volleyball1	$7,114	$7,256	$7,401
Football1	$7,114	$7,256	$7,401
G Golf3	$4,643	$4,736	$4,831
B Golf3	$4,643	$4,736	$4,831
G Track2	$5,878	$5,996	$6,115
B Track2	$5,878	$5,996	$6,115
F Cheer3	$4,643	$4,736	$4,831
BB Cheer3	$5,466	$5,575	$5,687
Summer Conditioning3	$4,643	$4,736	$4,831
Summer Conditioning3	$4,643	$4,736	$4,831

Assistant #1	24-25	25-26	26-27
Boys Basketball1	$5,878	$5,996	$6,115
Girls Basketball1	$5,878	$5,996	$6,115
Baseball2	$3,819	$3,895	$3,973
Softball2	$3,819	$3,895	$3,973
Wrestling2	$4,643	$4,736	$4,831
Volleyball1	$5,054	$5,155	$5,258
Football1	$5,054	$5,155	$5,258
G Golf3	$2,583	$2,635	$2,687
B Golf3	$2,583	$2,635	$2,687
G Track2	$3,819	$3,895	$3,973
B Track2	$3,819	$3,895	$3,973

Assistant #2	24-25	25-26	26-27
Boys Basketball1	$4,643	$4,736	$4,831
Girls Basketball1	$4,643	$4,736	$4,831
Baseball2	$2,583	$2,635	$2,687
Softball2	$2,583	$2,635	$2,687
Wrestling2	$3,140	$3,204	$3,267
Volleyball1	$3,819	$3,895	$3,973
Football1	$3,819	$3,895	$3,973

Assistant #3	24-25	25-26	26-27
Football1	$2,883	$2,941	$2,999

Post Season Pay Per Week*

Tiers	1	2	3
Head	$700	$600	$500
Assistant #1	$500	$400	$300
Assistant #2	$350	$300	$250
Assistant #3	$300		

***Post season pay is based on each week of the following:**
- playoffs for football/cheer
- sectionals + for baseball, basketball/cheer, golf, softball, volleyball, and wrestling
- state for track

Longevity Bonus**

	3-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21+ yrs
Head	$50	$75	$125	$250	$500
Assistants	$30	$45	$75	$150	$300

****Based on total years coaching in same sport (JH and HS). The bonus will be rewarded each year during the span provided. "Longevity" shall be defined as the length of a coach's continuous service in same/like position (JH and HS). "Longevity" will neither accrue nor be interrupted due to excused absences or illness, such as maternity leave or FMLA.**

APPENDIX B cont.

CJHS Athletic Stipends

Head Coach	24-25	25-26	26-27
Boys Basketball1	$4,643	$4,736	$4,831
Girls Basketball1	$3,919	$3,997	$4,077
Baseball2	$3,707	$3,781	$3,857
Softball2	$3,707	$3,781	$3,857
Wrestling2	$3,919	$3,997	$4,077
Volleyball1	$4,643	$4,736	$4,831
Football1	$3,919	$3,997	$4,077
Track2	$3,707	$3,781	$3,857
Cheer3	$3,707	$3,781	$3,857
Cross Country2	$3,707	$3,781	$3,857

Assistant	24-25	25-26	26-27
Boys Basketball1	$3,407	$3,475	$3,545
Girls Basketball1	$2,683	$2,737	$2,791
Baseball2	$2,365	$2,412	$2,461
Softball2	$2,365	$2,412	$2,461
Wrestling2	$2,683	$2,737	$2,791
Volleyball1	$3,407	$3,475	$3,545
Football1	$2,683	$2,737	$2,791
Track2	$2,365	$2,412	$2,461

Post Season Pay Per Week*

Tiers	1	2	3
Head	$500	$400	$300
Assistant	$350	$300	$250

***Post season pay is based on each week of the following:**
- playoffs for football
- sectionals + for baseball, basketball/cheer, softball, volleyball, and wrestling
- state for track

Longevity Bonus**

	3-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21+ yrs
Head	$50	$75	$125	$250	$500
Assistants	$30	$45	$75	$150	$300

****Based on total years coaching in same sport (JH and HS). The bonus will be rewarded each year during the span provided. "Longevity" shall be defined as the length of a coach's continuous service in same/like position (JH and HS). "Longevity" will neither accrue nor be interrupted due to excused absences or illness, such as maternity leave or FMLA.**

APPENDIX B cont.

Non-Athletic/Sponsor Stipends

Position	24-25	25-26	26-27
Freshman Sponsor	$607	$619	$632
Sophomore Sponsor	$607	$619	$632
Junior Sponsor	$1,615	$1,647	$1,680
Senior Sponsor	$1,615	$1,647	$1,680
FFA	$4,440	$4,529	$4,619
FFA (2)	$4,440	$4,529	$4,619
Art Club	$1,348	$1,375	$1,402
HS Yearbook	$1,036	$1,057	$1,078
Drama Club & Play	$1,818	$1,854	$1,891
Student Council	$1,036	$1,057	$1,078
Spanish Club	$1,036	$1,057	$1,078
HS Scholastic Bowl	$1,859	$1,896	$1,934
NHS	$645	$658	$671
FBLA	$1,859	$1,896	$1,934
Band Director	$4,231	$4,316	$4,402
Vocal Director (7-12)	$1,859	$1,896	$1,934
JH Scholastic Bowl	$1,211	$1,235	$1,260
JH Yearbook	$618	$630	$643
Habitat	$1,615	$1,647	$1,680
Vocal Director (K-6)	$1,211	$1,235	$1,260
Mentor	$618	$630	$643
Color Guard	---	$880	$898

Longevity Bonus**

	3-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21+ yrs
Head Sponsor	$30	$45	$75	$150	$300

****Based on total years in same/like position (JH & HS). The bonus will be rewarded each year during the span provided. "Longevity" shall be defined as the length of a coach's continuous service in same/like position (JH and HS). "Longevity" will neither accrue nor be interrupted due to excused absences or illness, such as maternity leave or FMLA.**

APPENDIX C

Miscellaneous Stipends

	24-25	25-26	26-27	
Supervision	$25/hr	$25/hr	$25/hr	
Tutoring	$30/hr	$30/hr	$30/hr	
Summer Conditioning Helpers*	$20/hr	$20/hr	$20/hr	***Not to exceed three (3) people per day.**
Admissions	$50	$50	$50	

Central Community Unit School District #3

2110 Hwy 94 North • Camp Point, IL 62320 • Telephone 217.593.7116 • Fax 217.593.7026

To: Jesse Jones, Unit 3 Education Association President
From: Erica Smith, Superintendent of Schools
Re: Memorandum of Understanding Regarding Appendices A and B
Date: November 21, 2024

This Memorandum of Understanding is made and entered into by and between the Board of Education of Central CUSD #3 and the Unit Three Education Association. The signatures below indicate a mutual understanding that Appendices A and B in the 2024 - 2027 contract will be adjusted as stated below until the next contract is negotiated.

Effective July 1, 2025, the salary schedule for the 2025 – 2026 school year is adjusted based on the disclaimer in Appendix A of the 2024 – 2027 Collective Bargaining Agreement to meet CPI and minimum teacher salary requirements. As per the Agreement, the salary schedule for 2026 – 2027 has been adjusted accordingly. See attached.

A position added, 2nd Assistant Wrestling Coach, with a stipend of $3,140, $3,204, and $3,267 for 2024 - 2025, 2025 - 2026, and 2026 - 2027, respectively.

Effective July 1, 2025, "Longevity" shall be defined as the length of a coach's continuous service in same/like position (JH & HS). "Longevity" will neither accrue nor be interrupted due to excused absences or illness, such as maternity leave or FMLA.

The Unit 3 Education Association has agreed to these adjustments to Appendices A & B.

This Memorandum of Understanding shall be effective until the next contract takes effect unless superseded by a subsequent memorandum.

signature and date BOE President	signature and date Unit #3 Education Association President	signature and date Superintendent

Erica Smith
Superintendent

Kindel Kestner
Board President

Jason Cooley
Board Vice President

McKenzi Wilkey
Board Secretary

Central Community Unit School District #3

2110 Hwy 94 North • Camp Point, IL 62320 • Telephone 217.593.7116 • Fax 217.593.7026

To: Jesse Jones, Unit 3 Education Association President
From: Erica Smith, Superintendent of Schools
Re: Memorandum of Understanding Regarding 4.2.1 of Teacher Work Day and Appendix B
Date: April 17, 2025

This Memorandum of Understanding is made and entered into by and between the Board of Education of Central CUSD #3 and the Unit Three Education Association. The signatures below indicate a mutual understanding that 4.2.1 of the Teacher Work Day section and Appendix B in the 2024 - 2027 contract will be adjusted as stated below until the next contract is negotiated.

Effective July 1, 2025, 4.2.1 The work day for teachers shall consist of seven (7) hours and twenty-five (25) minutes (less a thirty (30) minute duty-free lunch period).

Effective July 1, 2025, a position is added to Appendix B, Color Guard Sponsor, with a stipend of $880 for the 2025 – 2026 school year and $898 for the 2026 – 2027 school year.

The Unit 3 Education Association has agreed to these adjustments to 4.2.1 of the Teacher Work Year section and Appendix B.

This Memorandum of Understanding shall be effective until the next contract takes effect unless superseded by a subsequent memorandum.

signature and date	signature and date	signature and date Erica Smith 5/1/25
BOE President	Unit #3 Education Association President	Superintendent

---

Erica Smith
Superintendent

Kindel Kestner
Board President

Jason Cooley
Board Vice President

McKenzi Wilkey
Board Secretary

Central Community Unit School District #3

2110 Hwy 94 North • Camp Point, IL 62320 • Telephone 217.593.7116 • Fax 217.593.7026

To: Jesse Jones, Unit 3 Education Association President
From: Erica Smith, Superintendent of Schools
Re: Memorandum of Understanding Regarding 9.5.2 and Appendix A
Date: October 15, 2025

This Memorandum of Understanding is made and entered into by and between the Board of Education of Central CUSD #3 and the Unit Three Education Association. The signatures below indicate a mutual understanding that Section 9.5.2 and Appendix A in the 2024 - 2027 contract will be adjusted as stated below until the next contract is negotiated.

Effective July 1, 2026, the salary schedule for the 2026 – 2027 school year is adjusted based on the disclaimer in Appendix A of the 2024 – 2027 Collective Bargaining Agreement to meet CPI and minimum teacher salary requirements. See attached.

Effective immediately, section 9.5.2 will read:
9.5.2 Full-time staff who receive Athletic Stipends shall have the option of receiving their stipend in one lump sum the pay period immediately following the conclusion of their season in a separate check from the regular payroll **or** in twenty-four installments with their annual salary. Any longevity and/or post season pay will be paid at the end of the season. It is understood that all duties attached to the coaching or sponsorship shall be completed and cleared by the A.D. before longevity and/or post season payments are made. Coaches who otherwise are not on staff will receive their stipend in one lump sum at the end of their season. Non-Athletic/Sponsor Stipends will be paid in one lump sum at the same time as the March 30 payroll in a separate check. When electing to have the stipend paid in twenty-four installments, the staff member will sign an agreement outlining repayment of a prorated portion of the stipend, should they not fulfill their duties through the end of the season due to resignation or termination.
If the staff member is terminated/resigns prior to the conclusion of the season:

a. prior to the official/IHSA beginning of the season and practices, entitled to 10% of the stipend,
b. during the regular season but prior to beginning of postseason, entitled to 50%,
c. after completion of regular season but before completion of any postseason play, entitled to 75% of the stipend
d. complete whole season [regular and postseason] entitled to 100%.

The repayment is tied to any portion of the stipend that has been paid that is above the percentage amount as set forth above. That amount shall be repaid by the employee and the employee consents to sign any necessary paperwork to authorize and consent to the payback being through withholding any amounts due in future paychecks.

The Unit 3 Education Association has agreed to these adjustments.

This Memorandum of Understanding shall be effective until the next contract takes effect unless superseded by a subsequent memorandum.

signature and date BOE President	signature and date Unit #3 Education Association President	signature and date Superintendent

Erica Smith
Superintendent

Andrew Dearwester
Board President

Holly Veach
Board Vice President

Andrea Foss
Board Secretary

Central Community Unit School District #3

2110 Hwy 94 North • Camp Point, IL 62320 • Telephone 217.593.7116 • Fax 217.593.7026

To: Jesse Jones, Unit 3 Education Association President
From: Erica Smith, Superintendent of Schools
Re: Memorandum of Understanding Regarding Appendix B
Date: July 8, 2026

This Memorandum of Understanding is made and entered into by and between the Board of Education of Central CUSD #3 and the Unit Three Education Association. The signatures below indicate a mutual understanding Appendix B in the 2024 - 2027 contract will be adjusted as stated below until the next contract is negotiated.

Effective immediately, a position is added to Appendix B CHS Athletic Stipends, 4th Assistant Football Coach with a stipend of $2,264 for the 2026 – 2027 school year.

The Unit 3 Education Association has agreed to these adjustments.

This Memorandum of Understanding shall be effective until the next contract takes effect unless superseded by a subsequent memorandum.

BOE President	Unit #3 Educ. Assoc. President	Superintendent
7/15/2026	7-8-26	July 8, 2026
Date	Date	Date

Erica Smith
Superintendent

Andrew Dearwester
Board President

Holly Veach
Board Vice President

Andrea Foss
Board Secretary