

Collective Bargaining Agreement

between the

Putnam County Education Association, IEA-NEA

and the

Board of Education

Putnam County Community Unit District #535



2023 - 2026

Table of Contents

Article	Section	Page #
I.	RECOGNITION	
	1.1 Recognition	1
	1.2 Exclusivity	1
II.	ASSOCIATION RIGHTS	
	2.1 Use of Equipment	1
	2.2 Use of Designated Bulletin Boards	1
	2.3 Use of School Mail Services	2
	2.4 Use of School Building	2
	2.5 Information to the Association	2
	2.6 Reserved	2
	2.7 New Employees	2
	Teachers	2
	ESPs	2
	2.8 Association Business Leave	2-3
	2.9 Association Meetings	3
	2.10 Association Presidents Meeting Time	3
	2.11 Solicitations	3
	2.12 Outside Employment	3
	ESPs	3
	2.13 Notification of Resignation	3
	Teachers	3
	ESPs	3
	2.14 Dues Deduction	3-4
III.	BOARD'S RIGHTS	
	3.1 Management Rights	4
	3.2 Subcontracting	4
	ESPs	4
IV.	WORKING CONDITIONS	
	4.1 Parent Complaints	4-5
	4.2 Employee Discipline	5
	Teachers	5
	ESPs	5
	4.3 Lunch Period	5
	Teachers	5
	ESPs	5
	4.4 Preparation Periods	6
	Teachers	6
	4.5 School Calendar	6
	Teachers	6
	ESPs	7

Article	Section	Page #
4.6	Personnel File	7
4.7	Internal Communications	8
4.8	Reduction in Force	8
	Teachers	8
4.9	Employee Work Day	8-9
	Teachers	8-9
	ESPs	9
4.10	Internal Substitution	9
	Teachers	9
4.11	High School Teacher Responsibilities	9-10
	Teachers	9-10
4.12	K-8 Instructional Day	10
	Teachers	10
4.13	Teacher Evaluation	10
	Teachers	10
	ESPs	10
4.14	Holidays	10
	ESPs	10
4.15	Vacations	10-11
	ESPs	10-11
4.16	Conferences	11
	ESPs	11
4.17	Fitness Examinations	11
	ESPs	11
4.18	New Classifications	11-12
	ESPs	11-12
4.19	Classifications Not Guaranteed	12
	ESPs	12
4.20	License/Permit	12
	ESPs	12
4.21	Medications	12
	ESPs	14
V.	LEAVES	
5.1	Sick Leave	12-14
	Teachers	12-13
	ESPs	13-14
5.2	Bereavement Leave	14
	ESPs	14
5.3	Personal Leave	14
5.4	Family Medical Leave	14-15
5.5	Jury Duty	15
5.6	Professional Leave	15
5.7	Other Leaves of Absence	15

Article	Section		Page #
VI	FRINGE BENEFITS		
	6.1	Insurance Benefits	16-18
		Teachers	16
		ESPs	16-17
		Benefits Applicable to All Employees	17-18
	6.2	Retirement Contribution	18
		Teachers	18
		ESPs	18
	6.3	Early Retirement Incentive	18-20
		Teachers	18-20
	6.4	Flexible Benefit Plan	20
		Teachers	20
		ESPs	20
VII	SALARY		
	7.1	Salary Schedule	20-22
		Teachers	20-21
		ESPs	21-22
	7.2	Career Increment	22
		ESPs	22
	7.3	Extracurricular Pay	22
		Teachers	22
	7.4	Payroll Distributions	22-23
	7.5	Direct Deposit	23
	7.6	Part Time Credit	23
		Teachers	23
	7.7	Part Time Pay	23
		Teachers	23
	7.8	Horizontal Movement	23-24
		Teachers	23-24
	7.9	National Board Certification	24
	7.10	Payroll Option	24
		Teachers	24
	7.11	Mileage	24-25
	7.12	Probation Period	25
		ESPs	25
	7.13	Temporary Assignment	26
		ESPs	26
	7.14	Hiring Bonus	26
		Teachers	26
		ESPs	26
VIII	SENIORITY		
	8.1	Seniority	26-27
		ESPs	26-27

<u>Article</u>	<u>Section</u>	<u>Page #</u>
8.2	Accumulation of Seniority ESP	27 27
8.3	Termination of Seniority ESP	27 27
8.4	Maintaining and Posting of Seniority List Teachers ESP	27-28 27 28
8.5	Posting of Vacancies	28
8.6	Recall Rights and Procedures ESP	28 28
8.7	Employee's Obligation to Respond to Recall ESP	28-29 28-29
IX	GRIEVANCE PROCEDURE	
9.1	Definition	29
9.2	Procedure	29-30
9.3	Disclosure	30
9.4	Grievance Withdrawal	30-31
X	TRANSFER PROCEDURES	31
XI	TECHNICAL CLAUSES	
11.1	Management Rights	31
11.2	No Strike	31-32
11.3	Savings Clause	32
11.4	Contract Distribution	32
11.5	Complete Understanding	32
11.6	Duration	32
11.7	Execution	32-33
APPENDIX		
A	Reserved	
B	Retirement Award Agreement	
C	Teacher Salary Schedule – 2023-2026	
D	ESP Salary Schedule – 2023-2026	
E	Extra-Curricular High School – 2023-2026	
F	Extra-Curricular Junior High – 2023-2026	
G	Extra Duty Salary – 2023-2026	

ARTICLE I

RECOGNITION

1.1 Recognition

The Board of Education of Putnam County Community Unit District #535 (hereinafter referred to as the "Board"), recognizes the Putnam County Education Association-IEA-NEA (hereinafter referred to as the "Association") as the sole and exclusive bargaining representative with regard to wages, hours and terms and conditions of employment but not with regard for those matters of inherent managerial policy for all regularly employed personnel, which include but not limited to, all full and part-time regularly employed certified classroom teaching personnel and Para-Professional(s), Technology Aide(s), Media Aide(s), Elementary Media/Tech Aide(s), Bus Driver(s), Cook(s), Chief Cook/Head Cook(s), Custodian I, Secretary(s), Substitute Coordinator, Nurse(s), Transliterator(s), and Parent Coordinator.

Excluded from the definition of Association are: all supervisory, short term, managerial, and confidential employees, including but not limited to Secretary to the Superintendent, Finance Secretary, Maintenance Supervisor, and Pupil Personnel Assistant, substitute teachers, and non-certified staff hired to serve at facilities outside the school district.

For purposes of defining portions of this Agreement, all regularly employed personnel which include but is not limited to all full and part-time regularly employed certified classroom teaching personnel, Technology Coordinator, Coop Coordinator, Dean of Students, (hereinafter referred to as "Teachers"), and Para-Professional(s), Technology Aide(s), Media Aide(s), Elementary Media/Tech Aide(s) (6-12), Technology Aide(s), Media Aide(s), Elementary Media/Tech Aide(s), Bus Driver(s), Cook(s), Chief Cook/Head Cook(s), Custodian I, Secretary(s), Substitute Coordinator, Nurse(s), Transliterator(s), and Parent Coordinator, (hereinafter referred to as "ESPs").

1.2 Exclusivity

The Board agrees not to negotiate with any other association, individual member, or group of members with regard to hours, wages, and working conditions.

ARTICLE II

ASSOCIATION RIGHTS

2.1 Use of Equipment

The Association shall have the use of District equipment provided that the Association supplies its own paper and reimburses the district at the mutually agreed upon cost, and provided that such use does not interfere with other teachers wishing to use the equipment for instructional purposes and other staff for School District purposes. Only Association members shall provide the service. This use shall occur only outside teaching and preparation time.

2.2 Use of Designated Bulletin Boards

The Association shall have the right to post notices of its activities and matters of Association concern on designated bulletin boards in staff work rooms. The building

Principal will be provided with such copy. Association notices shall be restricted to these bulletin boards unless otherwise approved by the Building Principal. Posted material shall not be obscene, vulgar, profane, defamatory, religious, or partisan political in nature.

2.3 Use of School Mail Services

The Association may have the right to use the District mailboxes established for the teachers in each building for a reasonable volume of appropriate announcements relating to Association business, provided such use does not interfere with normal District mail operations. The Association shall not use the District mail system to disseminate information advocating planned or actual strikes, work stoppages or slowdowns in this District.

A copy of all materials disseminated to the general membership through the District mail system will be given to the Superintendent and Principals concurrently with the membership.

2.4 Use of School Building

The Association shall have the right, upon approval of the Building Principal or Superintendent, to use the school buildings for meetings at a time when school is not in session, provided that such meetings do not interfere with instructional and/or extracurricular programs.

Whenever custodial service is required, the Board may make a reasonable charge for this service.

2.5 Information to the Association

The Board shall make available to the Association: Board meeting agendas, minutes of such meetings (after they've been approved), the Budget and Annual Financial Report on a timely basis.

2.6 Reserved.

2.7 New Employees

Teachers

Names and addresses of all newly hired teachers will be forwarded to the Association within two (2) days after their contracts have been approved by the Board. The grievance procedure shall not apply to Article II, Section 2.7.

ESPs

Names and addresses of all newly hired support personnel shall be forwarded to the Association within ten (10) days after their employment has been approved by the Board. The provisions of this section are not subject to a grievance under this contract. The grievance procedure shall not apply to Article II, Section 2.7.

2.8 Association Business Leave

The Association shall have a maximum of three (3) days in aggregate within the school year to send representatives to attend Association business. The employee(s) so attending shall be designated by the Association President, who shall send written notice of intention to utilize such day(s) to the Superintendent five (5) school days in advance of such usage stating the employee(s) name and usage date(s). The Association shall reimburse the

District for the cost of the substitute employee(s). However, when internal substitution must be used, the Association will pay the substituting employee the District substitute rate.

2.9 Association Meetings

The Association shall be permitted to hold one (1) meeting per month up to nine (9) meetings per year with employees being allowed to leave their building at 3:30 p.m. Second (2nd) shift employees will be allowed to work an extended day on meeting days to allow attendance of meetings. The Association President/Co-President shall clear the date with the Superintendent and each Building Principal.

2.10 Association Presidents Meeting Time

The Association President/Co-President, with the approval of the Superintendent or his designee, shall be granted time after the students' dismissal time, to meet with employees in individual buildings.

2.11 Solicitations

The Association or representative designee, regardless if such a person is an employee, shall not solicit employees during their working hours while on duty and must restrict such Association related activity to a time when school is not in session or when school related activities are not being conducted.

2.12 Outside Employment

ESPs

Full-time employees shall file and keep current with the Principal a primary telephone number where they can be contacted when off duty, if necessary, including telephone numbers of other employers. Full-time employees shall treat their work at Putnam County Community School District 535 as their primary employment.

2.13 Notification of Resignation

Teachers

All resignations will be handled according to *The School Code*.

ESPs

An ESP may resign with a minimum of two (2) weeks written notice.

2.14 Dues Deduction

1. The Association shall annually certify the amount of its dues to the Employer pursuant to Section 11 of the Illinois Educational Labor Relations Act. 115 ILCS 5/11.
2. Each bargaining unit member wishing to join the Association shall annually execute a dues deduction authorization form by September 1 of each year and shall provide a copy to both the Association and the District. The District shall automatically deduct payments from those bargaining unit members who are obligated to pay dues as outlined in the dues authorization form.
3. Upon appropriate written authorization from the member, the Board shall deduct from the salary of the Association member and make appropriate remittance for the

Association dues. The authorization for Association dues shall remain in effect from year to year, except that the member may revoke it in the authorized manner upon written request to the Board and the President of the Association between the first day of school and September 15 of any year. Upon receipt of a revocation, the Board shall notify the Association in writing of the same. All dues deducted by the Board shall be remitted to the Association no later than ten (10) calendar days after such deductions are made.

4. In the event of any legal action against the Employer brought in a court or administrative agency because of its attempt to comply with this Section, the Association at its own expense shall defend and hold harmless the School District through its own counsel against any and all claims, demands, suits, reasonable attorney's fees or other forms of liability that may arise out of the District's attempt to comply with this Section, including any liability for damages and cost imposed by a final judgment.

ARTICLE III

BOARD'S RIGHTS

3.1 Management Rights

It is expressly understood and agreed that the Board of Education reserves unto itself and its agents all rights, functions, powers, authority and responsibility to the full extent of the law and provisions of this Agreement. This section shall not abrogate Association or employees' rights under law, or this Agreement, not the Board's authority over inherent managerial policy which shall include the following areas of discretion or policy:

1. The functions of the Board;
2. Standards of service;
3. The Board's overall budget;
4. Selection of new employees;
5. Direction of employees.

3.2 Subcontracting

ESPs

General Policy. The District reserves the right to contract out work it deems appropriate in the exercise of its best judgment and consistent with the District's lawful authority under Illinois statutes. If the district desires to subcontract a position, the district shall negotiate in good faith with the Association and the Association shall have the opportunity to match the bid, prior to the implementation of the decision.

ARTICLE IV

WORKING CONDITIONS

4.1 Parent Complaints

When a complaint by a parent/guardian of a student is made about an employee to an administrator, the matter will be brought to the attention of the employee as soon as

possible if, in the opinion of the administrator, such action is warranted. The administrator will encourage communication between the parent/guardian and the employee involved if, in the opinion of the administrator, action is warranted.

4.2 Employee Discipline

Teachers

Any question or criticism by the employer of a teacher's performance shall be made in confidence and not in the presence of students, other teachers, parents or other gatherings. Should the teacher be required to meet with the Principal, Superintendent or the Board regarding a matter which may result in disciplinary action, he/she shall be notified of the reasons for the meeting. The teacher may request an Association representative be present; however, no such meeting shall be postponed due to the inability of the Association representative to be present.

For remedial offenses, the District shall follow the practice of corrective progressive discipline. However, cruelty or immorality involving students may or may not be considered remedial and as such the District may or may not follow the practice of progressive corrective discipline. Depending upon the severity of the infraction, the tenets of corrective progressive discipline may be bypassed. The tenets of corrective progressive discipline shall only apply to teachers' regular employment and shall not apply to extracurricular assignments.

ESPs

Should an employee be required to meet with the Principal, Superintendent, or the Board regarding a matter which may result in disciplinary action, he/she shall be notified of the reasons for the meeting. The employee may request an association representative to be present. However, where there is an emergency situation requiring immediate attention to the discipline issue, the meeting with the employee shall not be postponed due to the inability of the association representative to be present. No non-probationary employee shall be suspended or terminated without just cause.

4.3 Lunch Period

Teachers

Unless otherwise agreed to by the teacher and the administration, each teacher shall be entitled to a duty-free lunch period of not less than thirty (30) consecutive minutes. Principals may approve teachers' requests to be absent from the building during the lunch period.

ESPs

The administration shall make reasonable efforts to allow each full time employee a duty-free lunch period of not less than thirty (30) minutes. If such employee is required to work during their normal lunch period, then said employee will either be paid at the employee's hourly rate of pay, or receive comparable time for lunch, as determined by the building Principal. The Principal shall approve the employee leaving the building unless there is a school situation requiring the employee to remain on the school premises. If a custodian is approved to leave the building, he or she shall leave the number or numbers of the places they will be during the lunch hour so that he/she can be contacted in an emergency situation.

4.4 Preparation Periods

Teachers

A junior high school teacher and a high school teacher shall be permitted one preparation period during the student day equivalent to one instructional period.

An elementary teacher shall have a daily preparation period of thirty (30) minutes.

A resource teacher in the instructional areas of Art, Music, Physical Education, Exploratory shall be permitted a preparation period no less than the length of the teacher's shortest instructional period.

A resource teacher in the instructional areas of Special Education, Title I shall be permitted a preparation period equal to that of a regular classroom teacher, but not to exceed thirty (30) minutes in length.

4.5 School Calendar

Teachers

- A. The annual school calendar shall consist of one hundred eighty-five (185) work days of which one hundred seventy-six (176) are pupil attendance days, four (4) are institute days, and five (5) are emergency days. This calendar shall be established by the Board each year for the following year, and may be adjusted with Board approval. Unused emergency days shall not become work days. The Association, through their officers, shall provide advisory input in the development of the calendar; however, the Board shall reserve the right to adopt the school calendar.
- B. During the life of this Agreement, the Board will offer extended contracts to full-time counselors employed by the District. The respective contract shall be extended up to 15 days. Compensation will be calculated on the basis of 1/180th of the corresponding salary position on the salary schedule.

The extended contract days would cover the following responsibilities:

- 5 days prior to the start of the school year for scheduling and new student enrollment.
- 5 days at the end of the school year for records processing and finalization of transcripts.
- 1 day of registration.
- 0.5 to 1 day total for transition-based events (e.g., FAFSA Night).
- 2 days total for incoming freshman parent meetings.
- 1 day total for summer transcript processing.

The counselor's extended schedule will be established by the building Principal, developed in collaboration with the counselor. The schedule must be submitted to the Superintendent for final approval. Any days beyond the school calendar not used will result in no stipend for those days. If it is determined that days beyond the allocated 15 are needed, the Superintendent has authority to approve additional days.

ESPs

- A. Twelve Month Employees – Twelve-month employees will work as assigned by the Building Principal (generally Monday through Friday, except school legal holidays and earned vacation time barring extenuating circumstances). Employees in this category are Custodian I.
- B. Secretaries - All secretaries will work not more than two hundred twenty (220) days, and not less than one hundred ninety (190) days, annually as assigned by the building Principal (generally Monday through Friday, except school legal holidays, winter break and spring break barring extenuating circumstances).
- C. School Year Employees – School year employees are employed in the following categories of employment: Special Education IEP Aide(s), Special Education Program Aide(s), Reading Improvement Aide(s), Speech Language Aide(s), High School Aide(s)/High School Study Hall Monitor(s), Classroom Instructional Aide(s) (PreK-5), Classroom Instructional Aide(s) (6-12), Technology Aide(s), Media Aide(s), Elementary Media/Tech Aide(s), High School Study Skills Coordinator(s), Bus Driver(s), Cook(s), Chief Cook/Head Cook(s), Nurse(s), Dishwasher(s)/Ticket Taker(s), Transliterator(s), and Parent Coordinator.
- D. Because of the work demand, the District may require the cooks to work one hundred eighty (180) days, and may require the media aides and high school technology aide to work two hundred (200) days.
- E. The Association, through their officers, shall provide advisory input in the development of the calendar; however, the Board shall reserve the right to adopt the school calendar.

4.6 Personnel File

Employees shall be permitted to review the contents of their personnel files during the regular office hours and in the presence of office personnel. No materials, positive or negative, pertaining to evaluation or disciplinary matters, shall be placed in the file without the employee having been informed. Pre-employment information such as reference checks and responses, or information provided the administration with the specific request that it remain confidential, shall not be subject to such inspection or copying.

For the purposes of the employee's inspection of his/her file, it is understood as follows:

- 1. "Office personnel" is defined as persons regularly employed to work in the Superintendent's Office;
- 2. The employee is not required to give prior notice of his/her request to inspect his/her personnel file, but will give said notice absent an emergency situation;
- 3. The District Office will respond to the request on the same day it is made unless the request is made when is not manned by regular school personnel or when the request is made when the District office is occupied with such things (but not limited to) as the school budget, the tax levy, and the filing of reports with the State Board of Education, but not less than forty-eight (48) hours.

4.7 Internal Communications

The Association shall designate a representative from each building to meet annually, with the Superintendent and the Association President at up to four (4) mutually agreed times during the school year for the purpose of discussing District-wide issues. Board members and building administrators shall be invited to attend each meeting in a timely manner by the Superintendent.

4.8 Reduction in Force

Teachers

When the Board decides it is necessary to reduce the number of employees in the District because of decreased enrollment, lack of funds, or other appropriate reasons, the Association shall be notified within three (3) days following official Board of Education approval. The Association President/Co-President shall be informed of the number of employees not to be reemployed and the particular positions to be eliminated. *The School Code* shall be followed in the event of a teacher reduction-in-force.

A tie-breaking procedure will be used in cases of teachers having the same number of years of service in the District when seniority is to be a determining factor under *The School Code*. Such procedure will use the following criteria in the order listed.

1. Total teaching service full-time in District No. 535.
2. Experience in the field of position being considered.
3. Academic hours in the field of position being considered.
4. Total teaching service in and out of District No. 535.
5. Total teaching service in District No. 535 full and part-time. (Total time under contract.)
6. If 1-5 above are not sufficient, ties shall be broken by lot.

Seniority shall not be deemed interrupted by a period of Board authorized leave of absence, but any unpaid leave of absence of one year shall not be included in the computation of seniority.

4.9 Employee Work Day

Teachers

Teachers will work an eight (8) hour day as designated by the Board. The teachers' day, at all schools, will start at 7:45 and end at 3:45. Teachers with no assignments (faculty meetings, institutes, bus duties, conferences, or other regularly scheduled assigned duties and emergencies as defined by the administration) may leave the building fifteen (15) minutes after the close of the pupil school day on days preceding Thanksgiving, winter and spring breaks. On Fridays, teachers with no assignments may leave the building fifteen minutes prior to the close of the regular teacher work day. Teachers taking courses which have been pre-approved shall be permitted to leave the building when students have been dismissed for the day.

Faculty or staff members who are assigned duties prior to 7:45 a.m. or after 3:45 p.m. shall receive equal flex time on the same week of the assigned duty. Five (5) class assignments and one (1) supervision shall be deemed as full-time employment.

Flex time will be a consideration in exchange for teacher participation in planned school activities such as the Fine Arts Program or other events new to the calendar that occur outside the normal school day. The use of flex time will be cleared with the Building Principal or designee.

ESPs

- A. All full-time employees, whether school year, ten-month, eleven-month, or twelve-month employees, may be required to work up to forty (40) hours per week, with the individual time schedule developed by the supervisor and subject to individual building needs.
- B. On days when school sessions are canceled due to emergency situations and certified personnel are not required to report to work, employees covered by this Agreement may not be required to work, as determined by the Supervisor and subject to individual building needs. If employee work for those days is canceled, the employee will not be compensated for those days. On emergency release days, the employee will be compensated for their full day. However, the employee may be required to remain at work to assist with student supervision if necessary.
- C. On early dismissal days for Institute/planning it is expected that ESPs will stay the full length of their contract time. If ESPs choose, and are given permission to leave at the time the students depart, then ESPs will be docked that time on their paychecks.
- D. All full-time employees shall be given a morning and afternoon break of fifteen (15) minutes. Employees must work more than six (6) hours a day to be entitled to the second fifteen (15) minute break. All part-time employees who work at least four (4) hours shall receive one fifteen (15) minute break.
- E. Part-time employees shall work the number of hours as determined necessary by the Board.

4.10 Internal Substitution

Teachers

If a teacher is requested to cover a class in the event of no substitute, that instructor will be reimbursed at the Board determined EPIC rate per minute of substitution.

4.11 High School Teacher Responsibilities

Teachers

For the duration of this Agreement, the number of high school class periods shall remain at nine (9). The length of the student day and teacher day will remain unchanged.

A full time high school teacher may be assigned seven (7) responsibilities in one semester; however, a high school teacher with at least six (6) assignments will be paid at the full time employee rate. The Board of Education may assign a teacher seven (7) classes for which

that teacher will be compensated at a rate not less than one-sixth (1/6) of the current base salary per semester.

An employee having seven (7) responsibilities will not be assigned before- or after-school supervision with the exception of after-school detention.

A teacher who is assigned seven (7) responsibilities in one semester will not have more than six (6) course preparations.

High School teachers may volunteer to teach seven (7) classes per day as opposed to six (6) classes and one (1) supervision with administrative approval on a year to year basis.

4.12 K-8 Instructional Day

Teachers

The K-8 instructional day will be determined by the Principal of each school but shall begin no sooner than 10 minutes after the beginning of the teacher work day. The end of the student day will remain unchanged.

4.13 Teacher Evaluation

Teachers

Teachers shall be evaluated in accordance with Article 24A as cited in *The School Code* for the State of Illinois, as amended by Senate Bill 315 and Public Act 96-861, pursuant to an evaluation plan developed in cooperation with the Association and reviewed annually. A teacher shall not have the right to grieve his or her evaluative rating.

ESPs

1. A written evaluation, consisting of an assessment of work performance, shall be done of each Education Support Professional (ESP) by the Administration or its designated representative, at least once a year. The Administration will share the evaluation instrument with the Association for review and comment.

4.14 Holidays

ESPs

All twelve-month full-time employees will receive legal holidays as required by State and Federal statute, subject to any waivers received by the school from the State of Illinois. Additionally, those employees shall receive Christmas Eve if it falls on a weekday and Good Friday as paid time off. The building Principals shall have the right to assign custodians to provide minimum-security functions and emergency work for holidays and weekends. A custodian asked to work the weekend or holiday, who works greater than forty (40) hours that week, shall be paid at a time and a half rate for those hours above forty (40).

4.15 Vacations

ESPs

After a year of continuous satisfactory employment, all twelve-month full-time employees shall be eligible for vacation time. Such employees who have been employed more than one (1) year, but less than ten (10) years, shall be eligible for ten (10) days paid vacation per year. Employees who have been employed more than ten (10) years shall receive fifteen (15) paid vacation days. Vacation days earned must be taken in the twelve (12) month

period for which they are received. Any vacation days not taken by the end of the twelve-month period for which they are received shall not carry over into the next year.

Vacations shall be scheduled insofar as practicable at times desired by each employee, provided however, it does not affect the Employer's operating needs and services to the public. With administration approval, an employee may take up to five (5) vacation days during the school year. A written request for vacation shall be submitted thirty days in advance to the administrator to whom the employee is responsible and is subject to approval by the Superintendent. Where two or more employees seek the same vacation period, preference shall be given to the most senior employee where operating circumstances permit. The Superintendent may grant exceptions to these limitations on a case-by-case basis when the use of vacation leave will not interfere with the operational needs of the School District.

4.16 Conferences

ESPs

Employees may be allowed to attend occupational development conferences within a three hundred twenty-five (325) mile radius of the School District when approved by the Superintendent and be reimbursed for reasonable expenses for food, lodging and travel. Employees may be involved in more than one conference, pending approval of the Superintendent.

4.17 Fitness Examinations

ESPs

Where the employee has had a medical examination requested or required by the Board, the Board shall pay for the examination. Furthermore, where the employee has had a medical examination in relation to his or her employment status, the employee shall consent in writing to the release of medical information and reports reflecting information pertinent to the employee's medical condition requiring him or her to be absent from work.

4.18 New Classifications

ESPs

The Employer shall promptly notify the Association of its need to implement any new classifications pertaining to work of a nature performed by employees in the bargaining unit. If the new classification is a successor title to a classification covered by the Agreement and the job duties are not significantly altered or changed, the new classification shall automatically become a part of this Agreement.

If the new classification contains a significant part of the work now being done by any of the classifications covered by this Agreement, or whose functions are similar to employees in this Association, and the Association notifies the Employer of a desire to meet within ten (10) working days (i.e., days the Board's administrative offices are open) of its receipt of the Employer's notice, the parties will then meet to review the proposed classification and if unable to reach agreement as to its inclusion or exclusion from the unit, the Employer shall be free to implement its decision and the Association shall be free to challenge that decision before the Illinois Educational Labor Relations Board. If the inclusion of the proposed classification is agreed to by the parties or found appropriate under the Illinois Educational Labor Relations Act, the parties shall then negotiate as to the proper pay grade

for the classification, with the Board free to assign a temporary rate pending resolution of negotiations. Article XI (No Strike) shall continue in effect during these negotiations.

4.19 Classifications Not Guaranteed

ESPs

The classifications or job titles used in this contract are not a guarantee that these classifications will continue to be utilized by the employer. The intent of this language is to allow the employer to not fill jobs if they are not needed.

4.20 License/Permit

ESPs

All employees required by the District to obtain or renew whatever license/permit fees the District requires after beginning employment with the School District shall have the license/permit fee paid for by the District.

4.21 Medications

ESPs

Under no circumstances shall employees be required to administer medications to students. This shall not prohibit employees from providing emergency assistance to students.

ARTICLE V

LEAVES

5.1 Sick Leave

Teachers

Each teacher shall be entitled to sick leave each school term according to the following schedule:

Probationary teacher through twenty-four (24) years of District service – fifteen (15) days; twenty-five (25) years, or more, of District service – eighteen (18) days.

In the event the Teacher's Retirement System were to ever determine that this provision constitutes a grant of sick leave in excess of the annual allocation requiring the School District to pay a contribution or other monies to TRS constituting a surcharge, then this provision shall become void and the parties will immediately re-open this Agreement to begin negotiations over replacement language.

Sick leave shall be allowed to accumulate to three hundred forty (340) days, exclusive of the current year's allocation. If the maximum level has been accumulated, the days will be maintained at three hundred forty (340) days until the current year's sick days have been exhausted.

Sick leave shall be interpreted to mean leave for serious illness or death in the immediate family, birth, adoption, or placement for adoption. Immediate family shall mean parents, spouse, brothers, sisters, children, step-children, foster children, aunts, uncles, nieces, nephews, grandparents, grandchildren, parents-in-law, step-parents, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, grandparents-in-law, legal guardians and legal dependents. Serious illness shall mean illness requiring consultation with a physician or hospital care. Sick leave for birth, adoption or placement for adoption may not exceed

thirty (30) days per occurrence. and shall comply with Section 24-6 of the School Code in conformance with all judicial decisions interpreting same.

ESPs

Each Employee, during his or her current employment, shall be entitled to sick leave each year according to the following schedule:

Employee Status	Number of Days
-Probationary	
9, 10, or 11 month contract	10
12 month contract	10
-Non-Probationary	
9, 10, or 11 month contract	12
12 month contract	15

The Board will agree to accumulate sick leave days to two hundred forty (240) days. An employee accumulates sick leave according to the percentage of time worked (if the employee works a half-time position, then that employee will only accumulate half of the possible sick time for that year). For instance, one sick day for a person who works only four hours per day shall be four hours in length. Likewise, a person working a full day, but only working three days per week (3/5ths time), shall only be entitled to 3/5ths of the number of sick days, which a full-time daily employee would receive.

Sick leave shall be interpreted to mean leave for serious illness or death in the immediate family, birth, adoption, or placement for adoption. Immediate family shall mean parents, spouse, brothers, sisters, children, step-children, aunts, uncles, grandparents, grandchildren, parents-in-law, step-parents, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, grandparents-in-law, legal guardians and legal dependents. Serious illness shall mean illness requiring consultation with a physician or hospital care. Sick leave for birth, adoption or placement for adoption may not exceed thirty (30) days per occurrence. and shall comply with Section 24-6 of the School Code in conformance with all judicial decisions interpreting same.

Teachers and ESPs

The Board reserves the right to request that a physician certify the Employee as incapacitated and, therefore, unable to perform his or her usual or ordinary duties. Receipt of such a certificate is a precondition to use of accumulated sick days by the Employee, if so requested. If an employee is absent from work three (3) or more consecutive days, the employee may be required to provide a doctor's statement, at his or her own expense, stating that the employee is able to return to work and perform his or her usual and customary duties.

In cases of prolonged illness, the Board may have to fill a position with another employee. That replacement may, at the discretion of the Administration, become permanently employed, thereby replacing the ill Employee, if the ill Employee fails to return to work after the expiration of all sick leave, earned vacation days, and earned personal leave days of that ill Employee, and after compliance with the Family Medical Leave Act. Sick leave, vacation and personal leave days are to be used concurrent with FMLA leave. Any terminated Employee currently enrolled in the insurance program will be allowed to continue the insurance coverage, as called for under COBRA. If a vacancy occurs within

one (1) year following termination of the ill Employee, the Board will attempt to assign the terminated ill Employee to the position previously held by the Employee, if the Employee is certified by a licensed physician as able to return to work and the Administration determines that the individual still qualifies for that position.

5.2 Bereavement Leave

Teachers and ESPs

Each employee shall be allowed up to three days total per contract year of paid bereavement leave to attend funerals of members of the immediate family. Immediate family shall mean parents, spouse, domestic partner, brothers, sisters, children, step-children, aunts, uncles, nieces, nephews, grandparents, grandchildren, parents-in-law, step-parents, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, **grandparents-in-law**, legal guardians and legal dependents. For bereavement absences in excess of three days, no employee may be allowed to use a day of sick leave pursuant to Section 5.1, unless that Employee has used all available personal days. In the event the employee has exhausted all available paid sick and personal leave days, bereavement leave shall be unpaid up to the total maximum of ten (10) bereavement days per year under state law.

5.3 Personal Leave

Each employee shall be granted three (3) personal days subject to the conditions set forth below:

- A. A written request shall be submitted to the Building Principal at least three (3) school days prior to the date requested.
- B. Personal leave days shall not be scheduled immediately prior to or following a vacation or holiday period nor during the first five (5) days nor the last five (5) days of the school year. The Superintendent may, however, in his sole discretion and subject to the limitations set forth in this section, grant not to exceed one (1) of the three (3) personal leave days for unusual, non-reoccurring types of situations on days preceding or following vacations or holidays or during the first five (5) or last five (5) days of the school year. Unusual and non-reoccurring situations shall be determined within the framework each school year, so that each school year staffs a new cycle.
- C. No more than two (2) teachers and one (1) ESP per building may use personal leave on a given day.
- D. In the event of an emergency, the Superintendent may waive the above conditions. It shall be up to the Superintendent to determine if an emergency exists.
- E. Unused personal leave days shall be accumulated as sick leave days.

5.4 Family Medical Leave

Family medical leave shall be granted in accordance with the Family Medical Leave Act. (Board Policy 5.185)

Members of this bargaining unit will not be considered "key" employees as defined by FMLA.

Use of paid benefit leave rather than unpaid leave will run concurrent with FMLA leave with the maximum use to twelve (12) work weeks.

5.5 Jury Duty

Payment in full by the Board shall be made to an employee on jury duty provided such employee refunds to the Board the amount received as payment for such service, assuming that pay for duty is less than the employee's regular pay. Daily rates received for such duties shall be reimbursed to the Board only for those working days when the employee was absent and do not include any compensation received for food or travel.

5.6 Professional Leave

Employees may be allowed to attend professional conferences within a three hundred twenty-five (325) mile radius of the School District when approved by the Superintendent and be reimbursed for reasonable expenses for food, lodging and travel. Employees involved in more than one teaching area may attend more than one professional conference, pending approval of the Superintendent.

5.7 Other Leaves of Absence

Upon the recommendation of the Superintendent and/or his/her designee, leave of absence for an extended period of time may be granted by the Board. Any employee desiring a leave of absence without pay must submit to the Superintendent an application, in writing, at least seventy-five (75) calendar days before the desired date of the commencement of the leave. In emergency cases, the Superintendent may waive the seventy-five (75) calendar days if, in his judgment, the employee submits in writing an explanation with proper verification and/or documentation indicating the events, occasions or occurrences beyond the control of the employee who requested that the seventy-five (75) day period be waived.

Under this policy, no leave shall exceed one (1) school year unless an extension thereof is requested by the employee in writing and recommended by the Superintendent and approved by the Board of Education. Any request for an extension must be submitted to the Superintendent no later than ninety (90) calendar days prior to the end of the school year during which the employee is on leave.

Employees returning from an unpaid leave of absence shall be placed on the salary schedule at the same place they occupied at the beginning of the leave unless they shall have completed at least ninety (90) days of the current year. In the latter case, employees shall be granted a full year's credit on the salary schedule if the partial year of service started before the commencement of the leave. Employees returning from an unpaid leave of absence shall resume their duties only at the beginning of the school year unless otherwise recommended by the superintendent and approved by the Board. Prior to the approval of any leave request pursuant to this clause, the Superintendent and/or the Board may require that the employee submit proper documentation, such as statement of a physician, admission in an institution of higher learning, or approval by the proper agency of adoption.

Upon expiration of the leave and upon presentation of evidence satisfactory to the Board of Education manifesting compliance with the conditions of the leave, the employee shall be returned to a position within the School District, however, not necessarily at the same building and/or position formerly occupied.

ARTICLE VI

FRINGE BENEFITS

6.1 Insurance Benefits

The Putnam County Insurance program consists of health and major medical, optional dental and fifty thousand dollars (\$50,000) term life insurance for certified staff and twenty-five thousand dollars (\$25,000) term life for support staff. Contributions for term life insurance for all employees under such program shall be paid by the Board.

Teachers

For full-time employees the Board will pay up to \$7,500.00 toward the monthly premium of single enrollments for the 2023-2024 school year. For employees who participate in the single plus spouse enrollment, the Board will contribute up to \$7,500.00, plus an additional \$3,500.00 annually. For employees who participate in the single plus children enrollment, the Board will contribute up to \$7,500.00, plus an additional \$2,500.00 annually. The Board will contribute up to \$7,500.00, plus an additional \$5,500.00 annually for those employees who participate in the family enrollment. The Board will continue to pay sixty-five percent (65%) of the premiums for the optional dental plan and vision plan, as indicated below.

During the 2024-2025 and 2025-2026 school years, the District shall pay one-half of the amount of any increase in premiums of a single-employee plan for any employee enrolling in the Preferred Provider Organization (PPO) plan charging the lowest premium. For example, if the single member PPO plan increases by \$500.00, the Board's contribution will go up to \$7,750.00 for that year for any employee enrolling in the PPO option.

In the event that an employee chooses a Health Savings Account plan offered by the Board, the Board shall contribute an amount equal to \$7,500.00 less any mandatory contributions paid by the employee.

The spouse of an employee that is eligible for health insurance coverage through his or her own employer shall be ineligible to enroll in the School District sponsored plan, except that the employee's spouse may enroll in the District sponsored plan as secondary coverage, if permitted by the provider, by making the appropriate required contributions as set forth herein.

ESPs

The Board of Education shall pay up to \$7,500.00 for full time nine, ten, eleven and twelve month employees toward the single premiums for the for the 2023-2024 school year. For ten, eleven and twelve month employees who participate in the single plus spouse enrollment, the Board will contribute up to \$7,500.00, plus an additional \$3,500.00 annually. For ten, eleven and twelve month employees who participate in the single plus children enrollment, the Board will contribute up to \$7,500.00, plus an additional \$2,500.00 annually. The Board will contribute up to \$7,500.00, plus an additional \$5,500.00 annually for ten, eleven and twelve month employees who participate in the family enrollment.

The spouse of an employee that is eligible for health insurance coverage through his or her own employer shall be ineligible to enroll in the School District sponsored plan, except

that the employee's spouse may enroll in the District sponsored plan as secondary coverage, if permitted by the provider, by making the appropriate required contributions as set forth herein.

During the 2024-2025 and 2025-2026 school years, the District shall pay one-half of the amount of any increase in premiums of a single-employee plan for any employee enrolling in the Preferred Provider Organization (PPO) plan charging the lowest premium. For example, if the single member PPO plan increases by \$500.00, the Board's contribution will go up to \$7,750.00 for that year for any employee enrolling in the PPO option.

In the event that an employee chooses a Health Savings Account plan offered by the Board, the Board shall contribute an amount equal to \$7,500.00 less any mandatory contributions paid by the employee.

Benefits Applicable to All Employees

The Putnam County insurance program consists of health and major medical to which is attached as an option a dental plan and twenty-five thousand dollars (\$25,000) term life insurance coverage. The Board will continue to pay sixty-five percent (65%) of the premiums for the optional dental plan and vision plan.

Current employees who are receiving Board paid health insurance who would not in the future qualify for that benefit under the language contained in the previous paragraph shall continue to be eligible for Board paid health insurance (upon the applicable policy terms and conditions at that time) for the duration of their employment with the District at his/her own expense. The RIF and recall of an employee shall not disqualify an employee from receiving this grandfathered insurance benefit.

Part-time teachers and ESPs who work an average of thirty (30) hours per week who do not qualify for the board contributions toward health insurance will still be allowed to participate in the District health insurance program at their own expense.

It is agreed that a new medical insurance plan may be put in effect, through the cooperative effort of the parties. Only majority recommendations of the insurance committee (made up of two (2) board members, two (2) teacher association members, one (1) ESP association member, one (1) non-union employee, such as the district bookkeeper, and the Superintendent) will be adopted by the Board.

The Committee shall meet at least quarterly that school is in session, or more frequently if necessary, unless the Superintendent and the Association designee agree to cancel the regularly scheduled meeting. The Health Insurance Committee shall generally and on a continuing basis analyze and monitor the District's health insurance plan. The Committee shall meet with carrier representatives, insurance agents, third party administrator representatives and consultants as the Committee deems helpful and appropriate.

Patient Protection and Affordable Care Act.

If at any time during the term of this Agreement, a change in federal or state laws or regulations becomes effective which affects the cost or availability of the employee health insurance benefits offered under this section, or the health insurance benefits offered under this section are determined not to be in compliance with either federal or state laws

affecting health insurance, the parties hereto agree to reopen the Agreement for the express limited purpose of renegotiating the affected provisions.

6.2 Retirement Contribution

Teachers

The Board agrees to pay to the State of Illinois Teachers' Retirement System (TRS) the teachers' 9.0% TRS contribution to TRS in lieu of the teachers making these contributions. These amounts shall include the additional THIS contribution that teachers must make to TRS. The contributions by the Board shall be based on both the teacher's salary and any amounts paid for working extracurricular activities. These contributions to TRS are in addition to the salaries shown in the Appendices to this contract.

In the event any law or regulation is passed that causes the Board's own contribution (currently established at .58%) to increase, then the Board shall be entitled to reopen this agreement mid-term for the sole exclusive purpose of negotiating its "pick up" or payment of the teachers' TRS contribution.

ESPs

According to the authority granted by the Pension Reform Act of 1974, Section 414(h)(2) of the Internal Revenue Code and Public Act 81-5136, Illinois Revised statutes (1981), Chapter 108 ½, Par. 7-173.2, the Board of Education agrees to pay, , four and one-half (4 ½ %) of his/her wages and remit said amount to the Illinois Municipal Retirement Fund (IMRF) on behalf of each employee as a tax-sheltered, direct contribution. Should any of the above be declared improper by an IRS ruling or opinion or by a court of competent jurisdiction, that clause or portion thereof shall be deleted to the extent that it violates the ruling or opinion.

6.3 Early Retirement Incentive

Teachers

A. The Board shall recognize the service of full-time teachers, employed as of September 1, 2013, or other full-time employees with teaching certification serving in positions requiring certification who are in good standing and who have rendered at least fifteen (15) years of service in and for the Putnam County School District and who are eligible to receive and intend to retire and receive regular pension benefits through the Teacher Retirement System of the State of Illinois.

B. Eligibility

To be eligible, the teacher must have served satisfactorily in the Putnam County School District for a minimum of fifteen (15) full-time years immediately preceding his/her retirement. The teacher must be able to retire and receive a non-discounted annuity upon his or her last day of service to the District and will not retire causing the District to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System. Additionally, to be eligible to receive the retirement incentive the teacher must retire the first year that the teacher can retire without discount to his or her retirement annuity.

C. Description

If a full-time teacher who has at least fifteen (15) years of service to the District submits a timely irrevocable letter of intent to retire as established in subsection D below, then the teacher shall receive the following retirement incentive:

The teacher shall be removed from the negotiated salary schedule and guaranteed a salary increase of 5% above the teacher's previous year's TRS credible earnings for each year of notice, up to four years (i.e., four-year notice - 5% each year for four years; three year notice - 5% each year for three years; two years notice - 5% for two year; and one year notice – 5%). At no time during the retirement incentive period shall an employee receive more than 105% of the previous year's creditable earnings. For purposes of calculating the 5% increase, TRS contributions shall be deducted from the previous year's creditable earnings prior to calculating the increase.

If a teacher has an extra duty obligation for which he or she is paid to perform at the commencement of the retirement incentive program, the teacher shall continue to perform the obligation. However, in the event the teacher would cease to perform any such obligation during the retirement incentive program period, the calculation of the teacher's five percent (5%) increase would also reflect a reduction in creditable earnings equivalent to the extra duty compensation.

D. Notices

The Association and Board of Education recommend that retiring employees provide written notification of retirement to the Board of Education no less than thirty (30) days prior to the last employee attendance day of the current school year.

To be eligible for the retirement incentive plan, the teacher shall provide an irrevocable notice in writing to the superintendent of his or her intent to retire no later than March 1st of the calendar year prior to the start of the retirement incentive package.

E. Waiver of formalities

The Board may waive any formalities (including but not limited to timelines and notice provisions) with consultation with the Association.

F. Modifications

The Board and the teacher agree to execute a Retirement Award Agreement similar in format to the agreement attached hereto as Appendix J that governs the payment of the retirement award. If a teacher fails to complete the pre-retirement period, leaves the District prior to the designated retirement date or otherwise retires causing the District to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System, the District shall be entitled to damages for breach of contract against the Teacher in an amount equal to the retirement award payment received by Teacher. In the event an employee submits a notice hereunder but before retirement is perfected and the employee experiences a major life-altering event, the parties may agree to alter the terms of the provision to accommodate the employee's changed condition.

G. New Legislation

In the event the retirement award provided for in this article would cause the District to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System, or would conflict with any state statute or final rule or regulation promulgated by the Teachers' Retirement System, the provisions of

this section shall become void and the parties agree to reopen this agreement and attempt to midterm bargain changes necessary to correct any defect created by this incentive.

6.4 Flexible Benefit Plan

Teachers

A flexible benefits plan will be available which will permit employees to purchase, via salary reduction, those benefits which are “qualified benefits” pursuant to the terms of Section 125 of the Internal Revenue Code. If a plan is established through a private company or servicing organization, the Board of Education will pay the initial charge or enrollment fee.

It is understood that there is a separate monthly service charge for each different item the employee chooses to include in this plan. The individual employee shall pay the monthly service charge except if the item selected is being sheltered through a payroll deduction in place at the time this provision was added to the contract in August 1993. If so, said deduction shall continue at no monthly charge to the employee.

Should any benefits under this plan be negated by a change in the law, the Board of Education is not liable for any loss suffered by an employee.

ESPs

The employer will establish a premium only flexible benefits plan (Cafeteria Benefit Plan) for payment of single or family health/major medical insurance premium, for full-time twelve-month employees, consistent with the terms contained in the section of this Agreement specifying the employer’s contribution toward that premium payment. Current employees who are receiving Board paid health insurance who would not in the future qualify for that benefit under the language of this Agreement, shall be eligible to participate in this Flexible Benefit Plan so long as they continue to participate in the District provided group health/major medical insurance plan.

ARTICLE VII

SALARY

7.1 Salary Schedule

Teachers

The salary schedules effective for the 2023-2024 through the 2025-2026 school years shall be as set forth in Appendix C, attached hereto and made a part hereof for informational purposes.

During the Term of this Agreement, each certified bargaining unit member shall receive increases based on the following changes to the salary schedule, the respective bargaining unit member’s Longevity and Educational attainment and any additional compensation described below:

2023-2024 School Year: Increase all base salaries of the prior school year’s salary schedule by 3.5% and, after such adjustment, increase all base salaries by \$1,000.00. All teachers shall receive adjustments for Longevity (step) and

Educational (lane) movement on the enhanced salary schedule. Those full-time teachers “off schedule” and not eligible for step movement shall receive a 3.5% increase to their current salary in addition to a \$1,000.00 increase.

2024-2025 and 2025-2026 School Years: Increase to all base salaries of the preceding school year’s salary schedule by 3.5% and adjust all teachers’ salaries for Longevity (step) and Educational (lane) movement. Those full-time teachers “off schedule” and not eligible for step movement shall receive a 3.5% base salary increase.

Longevity:

Year 5: Additional \$500

Year 10: Additional \$1,000

Year 15: Additional \$1,500

Year 20: Additional \$2,000

Year 25: Additional \$2,500

Year 30: Additional \$3,000

Increase will impact those years following until the next five (5) year increment of longevity.

Part-time teachers’ salaries will be pro-rated.

In no event will a teacher who is less than four (4) years from retirement eligibility receive an increase in total, reportable as TRS creditable earnings, in excess of six percent (6%) of the prior year’s total reportable TRS creditable earnings, unless any of the statutory exceptions enacted by P.A. 94-1057 to the Illinois Pension Code become applicable. Any amount exceeding six percent (6%) that a teacher would have otherwise been entitled to as a result of this Article VII will be paid to the teacher as a post-retirement bonus after issuance of the teacher’s final payroll check.

ESPs

The salary schedule shall be set forth in Appendix D attached hereto and made a part hereof for information purposes. In determining paraprofessionals’ starting salary in accordance with the salary schedule, newly hired paraprofessionals may receive up to ten (10) years of experience credit for prior employment as a paraprofessional in an Illinois public school.

For each year of this Agreement (2023-2026) the salary increase will reflect the following based on years of service:

Years 1-4: \$0.10

Years 5-9: \$0.15

Years 10-14: \$0.20

Years 15-19: \$0.25

Years 20-24: \$0.30

Years 25-29: \$0.40

Part-time ESPs’ salaries will be pro-rated.

In no event will an employee who is less than four (4) years from retirement eligibility receive an increase in reported earnings in excess of six percent (6%) of the prior year's reported earnings, or 1.5 times the annual increase in the Consumer Price Index-U as established by the United States Department of Labor for the preceding September, whichever is greater, unless any of the enacted statutory exceptions under Public Act 97-0609 (Senate Bill 1831) exempt such reported earnings from the payment of additional Employer contributions to the Illinois Municipal Retirement Fund.

7.2 Career Increment

ESPs

Each non-certified bargaining unit member shall receive the following career increment or longevity increase: At the beginning of each new school year, each non-certified staff member, that is returning to the district, will receive a fifteen cent (\$.15) per/hour increase for their career increment.

7.3 Extracurricular Pay

Teachers

The pay for extracurricular assignments shall be set forth in Appendix G, attached hereto and made a part hereof for informational purposes.

- A. When a coaching assignment for which funds have been budgeted is assigned to one or more teachers who already assume coaching duties, the stipend shall be proportionately paid to the person(s) assuming those additional duties.
- B. Extracurricular pay shall be allowed only for those job assignments listed on the extracurricular schedule. It is understood that the Board is not required to assign individuals to fill said assignments.
- C. When a teacher has been assigned an extracurricular duty involuntarily, they may request a replacement be sought after serving in the position for two (2) years and the administration shall attempt to secure such.
- D. The high school athletic director will have an additional planning period. Instead of the required one (1) planning period for all high school teachers, the high school athletic director will have two (2).
- E. When determining the extracurricular pay for newly hired staff from outside the District, the District shall grant prior experience for coaching, provided the new staff member has coached the sport for which such extracurricular pay shall be awarded within five (5) years of beginning employment with the District.
- F. If a new extracurricular activity is approved by the District, extracurricular pay for such activity shall be equitable to the extracurricular pay agreed upon for activities of the same duration and number of events required by a calendar approved by IESA or IHSA in accordance with their bylaws.

7.4 Payroll Distribution

Payroll checks shall be regularly issued on the first (1) and sixteenth (16) of each month. If the first (1) or sixteenth (16) falls on a weekend or banking holiday, then payroll checks will be issued on the next following banking day. The second pay check shall reflect non-

contracted salary compensation for the previous month. During the summer period, checks shall be mailed to the designated address of the employee two days prior to pay day. An employee has the option of receiving his/her pay in twenty (20) or twenty-four (24) equal payments. The employee must exercise this option before the first employment day of each work year; the request is irrevocable and remains in effect for the current school year, and subsequent school years unless revoked prior thereto. Stipends for extracurricular duties will be paid over the duration of the season. In the event the sport of activity is discontinued before the completion of the season or activity for whatever reason, the stipend shall be prorated based upon the percentage of the season completed using the IESA or IHSA calendar for the sport. It shall be the responsibility of the employee to keep the Superintendent's office informed of his/her current address.

7.5 Direct Deposit

The District will provide direct deposit of an employee's paycheck into a bank, savings and loan association, or credit union designated by the employee which accepts direct deposit and will provide the employee with an electronic copy of his or her paystub. Direct deposit shall be mandatory for all employees new to the District. Paychecks will be deposited into a member's account on designated paydays. Direct deposit will occur on the payday regardless of whether or not school is in session.

7.6 Part Time Credit

Teachers

Half-time or greater teachers will have full movement on the salary schedule.

7.7 Part Time Pay

Teachers

K-8 Part-time compensation shall be based on three hundred sixty (360) minutes of contact time. A part-time teacher's salary shall be determined by dividing the number of actual minutes of instructional/supervision by three hundred sixty (360) minutes.

High school part-time compensation shall be based on seven periods of contact time. A part-time teacher's salary shall be determined by dividing the number of actual periods assigned by seven (7).

7.8 Horizontal Movement

Teachers

A teacher shall qualify for horizontal movement on the salary schedule by taking graduate credit hours in a program directly related to the teacher's teaching responsibilities at an accredited institution of higher learning approved by the superintendent or the Board of Education. For those who choose to do so, the following guidelines will apply:

- A. A teacher with a bachelor's degree need not be enrolled in a graduate degree program to receive approval for the first twenty-four (24) hours of credit beyond the bachelor's degree. Such coursework, however, is subject to, approval by the Superintendent.
- B. To qualify for placement beyond the B.S. +24 level of the salary schedule, a teacher must have on file in the Superintendent's office a statement from a qualified university official certifying that the teacher is enrolled in a master's degree program in Elementary or Secondary Education. Courses submitted for approval

must be included in the teacher's master's degree program.

- C. A teacher who has earned a master's degree may qualify for approval of additional coursework subject to the approval of the Superintendent.
- D. Credits earned during the summer or the previous school year must be reported on an official transcript filed in the Superintendent's office by October 1 if horizontal and/or vertical advancement is to be granted that school year.
- E. Coursework in a teacher's extra-duty assignment may qualify for horizontal movement on the salary schedule provided such coursework is approved by the Superintendent.
- F. All coursework relating to the teacher's teaching responsibilities shall be reimbursed at a rate equal to the teacher-paid tuition rate, but not to exceed two-hundred dollars (\$200) per hour to a maximum of eighteen (18) credit hours per year. Graduate work on campus and by extension service will be reimbursed, provided the coursework is equivalent in class attendance length to a full semester as required of residential students. Paraprofessionals will continue to be entitled to receive tuition reimbursement for the duration of the 2023-2026 collective bargaining agreement.
- G. In the cases of Paragraphs A, C and E above, if coursework is denied the reasons will be given in writing, but the decision of the Superintendent is final.
- H. The payment for coursework as outlined in the above paragraphs will also apply to teachers who are completing recertification (in the event of a change of certification requirements by the Illinois State Board of Education).

7.9 National Board Certification

The District will pay up to \$500 for the initial fee and the balance of the assessment fee for each teacher if grant money is not available for this purpose. The District will pay a \$500 stipend each year to each teacher who maintains National Board Certification as represented by the Illinois Master Teacher Certificate.

7.10 Payroll Option

Teachers

Any balance in a teacher's contractual salary, due to a teacher not returning to the District by reasons of retirement or whose employment is terminated at the option of the Board, shall be paid on the next pay period following last regular duty day, provided the teacher has requested such pay in writing not later than May 1. Said teacher shall be guaranteed his/her existing insurance coverage through August 31 of that year, subject to the conditions of the insurance carrier.

7.11 Mileage

All travel for employees shall be subject to Board policy implementing the Illinois Travel Expense Control Act. Any employee who must use his/her personal automobile or otherwise provide his/her own transportation in the course of his/her regular teaching assignment, or when on school business which has been approved by the Superintendent or his designee, shall be reimbursed at a rate set by the Board of Education. Reimbursed travel will be covered at

that rate for every mile traveled by that employee based on the following formula:

$$\frac{(\text{miles incurred from home-to-home}) - (\text{home-to-home base round trip miles})}{\text{miles}} = \text{miles reimbursed}$$

Home base shall be established as the school where the employee begins his/her -normal teaching assignment. Employees will set up their schedules with approval by their respective administrator(s). Employees will submit a monthly report the first school day of the following month, to be paid following the approval at the regular monthly Board meeting.

7.12 Probation Period

ESPs

All employees hired after June 1, 1993, assigned to a particular job of the District shall serve a sixty (60) work day probationary period. During that period of time, the employee may be terminated for any reason. The employee need not be given reasons for the termination and the termination shall not be subject to Article IX – Grievance Procedure.

After successful completion of the probationary period, the employee shall advance to the First-Step (non-probationary step) of the schedule. During the first sixty (60) work days, while on the First-Step (non-probationary step), the employee may be terminated for any reason. However, the employee must be given reasons for the termination. Nothing in this document shall be construed as requiring the Board to provide a just cause termination or progressive discipline to an employee located on the First-Step (non-probationary step) and the termination shall not be subject to Article IX – Grievance Procedure.

After successful completion of the first sixty (60) work days on the First-Step (non-probationary step), the employee shall be subject to the disciplinary provisions found elsewhere in this Agreement.

Notwithstanding any other provisions, a recalled First-Step employee shall not be required to serve a second First-Step probationary period if recalled to the same category of position.

If an employee is voluntarily or involuntarily transferred to a new category of position during the school year, or to start a new school year, and the employee has successfully completed a sixty (60) work day probation period in another category of employment, and has been with the district for more than two years, the employees shall not have to serve another probationary period. If the employee has not been in the district for two years, but has served the initial sixty (60) work day probationary period, the employee shall have only a twenty (20) work day probationary period in the new category.

If an employee voluntarily transfers to a new category of employment the employee shall be paid the rate of pay provided in the salary schedule for the new position. If an employee is involuntarily transferred to a new category of position, he or she will receive for the remainder of the school year the higher rate of pay when comparing the new position with his or her previous position. However, if the employee returns to the last position to begin a new fiscal or school year, he or she shall be paid the rate of pay provided for in the salary schedule for said position.

7.13 Temporary Assignment

ESPs

Employees temporarily assigned to work in another position for ten (10) consecutive days shall receive the greater of their current rate of pay or the rate of pay for an employee on the probationary step of the position to which they are temporarily assigned.

7.14 Hiring Bonus

Teachers

All new teachers shall be eligible to receive a hiring bonus of up to \$2,000.00, paid during the first two years of employment with the District. During each of the first two years following the start of a teacher's employment with the District, each new teacher shall be paid a bonus of \$500.00 during the first payroll period after the start of each school year and \$500.00 during the last payroll period before Christmas break in each school year.

ESPs

All employees shall be eligible to receive a hiring bonus of up to \$1,000.00, paid during the first two years of employment with the District. During each of the first two years following the start of an employee's employment with the District, each new employee shall be paid a bonus of \$500.00 during the last payroll period before Christmas break in each school year.

ARTICLE VIII

SENIORITY

8.1 Seniority

ESPs

Definition. Seniority, as contemplated in this Agreement, shall be defined as the length of full-time continuous service within a category of position as listed herein below, with the number of hours per day necessary to qualify as full-time listed next to each category.

For the purposes of this Agreement, all Bargaining Unit Members shall be placed in one of the following classifications based on their current assignments:

- A. Para-Professional(s) (7 hours)
- B. Technology Aide(s) (7 hours)
- C. Media Aide(s) (7 hours)
- D. Elementary Media/Tech Aide(s) (7 hours)
- E. Bus Driver(s) (Not Applicable)
- F. Cook(s) (6 hours)
- G. Chief Cook/Head Cook(s) (6 hours)
- H. Custodian I (8 hours)
- I. Secretary(s) (8 hours)
- J. Substitute Coordinator (8 hours)
- K. Nurse (7 hours)
- L. Transliterator(s) (7 hours)

M. Parent Coordinator (7 hours)

A listing of a position in this section does not require the Board to necessarily fill said position. It has been agreed upon in negotiations related to this contract that the Board of Education has the discretion to fill, or not fill, the high school aide/study hall position.

Accumulation of seniority shall begin from the employee's first working day of his/her current duration of employment. In the event that more than one employee has the same starting date of work, position on the seniority list shall be determined by the first date of signing the employment contract. If this date is the same, the employee with the most previous work experience within that category of position with the District will be considered Senior. If previous work experience in that category is the same, a flip of a coin will determine placement. Employees on layoff shall not continue to accrue seniority during the period of such layoff. However, upon recall, an employee shall regain all seniority, sick leave, and salary step rights that he/she had at the time of layoff.

8.2 Accumulation of Seniority

ESPs

All current employees, who were also continuously employed by this District prior to July 1, 2007, shall retain all seniority accumulated, within their category of position, prior to July 1, 2007, with the District.

8.3 Termination of Seniority

ESPs

Seniority shall be terminated when an employee:

- A. Resigns or otherwise quits;
- B. Is discharged for cause, (however, if such discharge is reversed through the grievance procedure, the issue of seniority is subject to the remedy attained within grievance procedure);
- C. Retires;
- D. Does not return to work from layoff consistent with the procedure set forth in section 5 of this Article, except when such failure to return to work is due to circumstances beyond the employee's control and the Employer was notified prior to the tolling of the notification period of Section 5.7;
- E. Has been absent from work three (3) consecutive days without notifying the Employer, except when the failure to notify is due to circumstances beyond employee's control.
- F. Has not been recalled for a period of one (1) year from the date of the start of school in the fall following the date of the layoff.

8.4 Maintaining and Posting of Seniority Lists

Teachers

The Board shall prepare and maintain a seniority list and shall annually provide a copy of the seniority list to the Association no later than 75 calendar days before the end of the school year.

ESPs

The Board shall prepare, maintain and post the seniority list. The initial seniority list shall be prepared and posted conspicuously in all buildings of the district on or before February 1, with revisions and updates prepared and posted annually thereafter. A copy of the seniority list and subsequent revisions shall be furnished to the Association. Any employee disagreeing with their seniority placement shall respond, in writing, to the Superintendent and the Association President/Co-President within ten (10) work days after the effective date of the posting.

8.5 Posting of Vacancies

Positions created or becoming vacant during the school year may be temporarily filled to avoid undue disruption of the educational program. Vacancy notices for any position within the district shall be publicized to the staff by posting in each school employee workroom and the District website, through employee e-mail, and to the Association President/Co-President. Additionally, employees who notify the Superintendent of a desire to be contacted in writing in the event of one or more specific positions becoming available during the summer shall receive notice of the opening sent in writing to the employee. Except in cases of emergency, a vacancy will not be filled until ten (10) days following a notice posted and a waiver may be given by the Association President/Co-President. Internal applicants who satisfy all of the stated qualifications for the position will be given the opportunity to interview for vacant or newly created positions before the District employs individuals from outside of the bargaining unit.

8.6 Recall Rights and Procedures

ESPs

In no case shall a new employee in a designated category be employed by the employer while there are laid off employees qualified to perform work in that category, provided that those laid off employees still maintain recall rights with the District. Laid off employees shall be recalled to any ESP category for which they are qualified to perform work in order of seniority, with the most senior being recalled first. Said recall is further subject to the employee continuing to be legally qualified to serve in that position, as determined by the appropriate governmental agency responsible for evaluating or recognizing the program in which the employee serves, or recognizing the District in general. Notices of recall shall be sent by certified or registered mail to the last known address as shown on the employer's records. The recall notice shall state the position, rate of pay, and the number of days and hours that the work is to be performed. The notice shall also include the time and date on which the employee is to report to work.

Each employee's length of recall rights shall be for a period of one (1) year from the date of the start of school in the fall following the date of layoff.

8.7 Employee's Obligation to Respond to Recall

ESPs

It shall be the employee's responsibility to keep the employer notified as to his/her current mailing address. A recalled employee shall have ten (10) days from receipt of notice, excluding Saturday, Sunday and holidays, to accept the position.

Following acceptance of the position, the employee shall report to work within seven (7) calendar days unless an alternative working date is mutually agreed to between the employee and the supervisor. An alternative date, allowing two (2) weeks to report to work

shall be allowed in the event the recalled employee is employed on a full-time basis elsewhere at the time of recall.

An Employee who declines recall to work for which the combination of days, hours per day, and rate of pay resulting in an annual payroll which is equal to or greater than that at the time of layoff shall forfeit his/her recall rights. Once forfeited, the employee will lose any and all recall rights previously stated in this Agreement.

ARTICLE IX

GRIEVANCE PROCEDURE

9.1 Definitions

Any claim made by a grievant that there has been an alleged dispute or disagreement of the terms of this Agreement shall constitute a grievance, except for those Sections of the Agreement specifically excluded from the grievance procedure.

Any grievance must be filed at the First Step within twenty (20) days of when the grievant knew or should reasonably have known of the event which gave rise to the grievance.

All time limits contained herein consist of school days, except that when a grievance is submitted less than fifteen (15) days before the close of the school term, the time limits shall be doubled, with "days" constituting days that the unit office is opened. The failure of a grievant to act within the time limits set forth herein shall deny any further appeal. The failure of an administrator to render a decision or to meet within the time limits set forth shall permit the grievant to proceed to the next step. Time limits can be extended by written mutual consent. School days as used in this Section shall mean days of scheduled attendance for all pupils.

To constitute an effective filing, at Step I a signed written grievance must contain the following information:

1. A description of the occurrence giving rise to the grievance, including names, dates, and places necessary for a complete understanding of the grievance.
2. A listing of the specific provision of this Agreement alleged to have been in dispute or disagreement.
3. State the remedy required to resolve the grievance.

9.2 Procedure

A. The parties acknowledge that it is usually most desirable for a grievant and his/her immediately involved supervisor to resolve problems through free and informal communication. However, if such informal processes fail to satisfy the grievant, a grievance may be processed as follows:

1. **Step One:** The grievant shall present the grievance in writing to the Building Principal who will arrange for a meeting to take place within twenty (20) days of the receipt of the written grievance. Within twenty (20) days of the

meeting, the Principal shall provide the grievant with a written decision.

2. Step Two: In the event the grievance is not satisfactorily resolved at Step One, the grievant may file a grievance with the Superintendent or his/her official designee within twenty (20) days of the receipt of the Step One answer. Upon receipt of the grievance, the Superintendent shall arrange for a meeting with the grievant to take place within twenty (20) days. Within twenty (20) days of the Step Two meeting, the Superintendent shall provide the grievant with a written decision.
3. Step Three: If the grievance is not resolved at Step Two, the Association may submit the grievance to final and binding arbitration. If a demand for arbitration is not filed within twenty (20) days of the date for the Step Two decision, the grievance shall be deemed withdrawn.
4. The parties shall jointly request the Federal Mediation and Conciliation Service (FMCS) to submit to them a list of arbitrators' names and qualifications and shall follow FMCS' rules in the selection of an arbitrator. Either party has the right to reject one list of arbitrators presented by FMCS.
5. Arbitration is limited solely and simply to interpretation and implementation of the terms of this Agreement. The arbitrator shall not have the power to add to, subtract from, alter or modify in any way, any of the terms or conditions of the Agreement.

B. The arbitrator shall not have the power to do any of the following:

1. The placing of non-tenured employees on probation.
2. Any matter involving employee evaluation.

C. Each party shall bear the full costs for its representation in the arbitration. The costs of the arbitrator shall be divided equally between the parties. If either party requests a transcript of the proceedings, that party shall bear the full cost for that transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally between the parties.

9.3 Disclosure

Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party, with the exception of rebuttal evidence or rebuttal witnesses.

9.4 Grievance Withdrawal

A grievance may be withdrawn at any level without establishing precedent, but if withdrawn shall not be reinstated during the term of this Agreement. Nothing in the grievance procedure shall limit the rights or representation of the grievant in the proceedings.

Failure by the District to communicate its response to a grievance within the time limits specified herein shall permit the lodging of the grievance at the next step in the grievance

process. Failure by the Association to advance the grievance to the next step in the grievance process within the time limits specified herein shall constitute the withdrawal of the grievance.

ARTICLE X

TRANSFER PROCEDURES

In order to give all employees an opportunity to apply for a transfer, any teaching position open as a result of resignation, termination, or new position shall be posted in the event the Board of Education determines to fill the open position. Postings shall occur by a written notice placed in a prominent location in each building or by way of written notice to all employees and to the Association President/Co-President.

An employee who desires a transfer shall file a written statement to that effect with the Superintendent, the employee's current Principal, the Principal of the new assignment and the Board of Education.

ARTICLE XI

TECHNICAL CLAUSES

11.1 Management Rights

It is expressly understood and agreed that the Board of Education reserves unto itself and its agents all rights, functions, powers, authority and responsibility to the full extent of the law and provisions of this Agreement. This section shall not abrogate Association or employees' rights under law, or this Agreement, nor the Board's authority over inherent managerial policy which shall include the following areas of discretion or policy:

1. The functions of the Board;
2. Standards of service;
3. The Board's overall budget;
4. Selection of new employees;
5. Direction of employees.

11.2 No Strike

It is agreed and understood that there will be no strike, work stoppage, slowdown or other conceded action or refusal or failure to fully and faithfully perform job functions and responsibilities or other interference with the operations of the District by the Association or by its officers, agents or members during the term of this Agreement, including compliance with the request of other labor organizations to engage in such activity.

In the case of any strike, slowdown or other suspension of work not authorized by the Association, its officers or agents, and not called in compliance with the terms and provisions of this Agreement, the District agrees that such violation of this Agreement shall

not cause the Association, its officers or agents to be liable for damage provided that the Association complies fully with the following:

- A. The Association's obligation to take action shall commence upon receipt of notice from the District that a violation has occurred.
- B. Upon receipt of such notice, the responsible Association representative shall notify those employees responsible for participating in the violation that the appropriate remedy is the grievance procedure; the employee's action is in violation of the agreement subjecting the employee to discharge, and the Association has not authorized the strike or suspension of work and does not approve or condone it.

It is understood that in the event that this Article is violated, the District shall be entitled to withdraw any rights, privileges or services provided for in this Agreement, District policy, or the education code of any employee or the Association.

11.3 Savings Clause

Should any Article, Section or Clause of this Agreement be declared illegal by a court of competent jurisdiction, then that part shall be deleted from this Agreement only to the extent that it is found to violate the law. All remaining Articles, Sections and Clauses shall remain in full force and effect.

11.4 Contract Distribution

Within thirty (30) days of ratification of this Agreement, the Board shall have sufficient copies prepared and delivered to the Association for its distribution to each employee. The Association and Board shall share the cost of duplicating the Agreement.

11.5 Complete Understanding

This Agreement constitutes the full and complete Agreement of the parties and may be altered, changed or modified only through the voluntary, mutual consent of the parties in a written signed amendment to this Agreement.

11.6 Duration

This Agreement will not be considered binding until the Association has formally notified the Board, in writing, of official acceptance of this document by the membership and subsequent approval by formal Board of Education action at a public meeting.

The effective date of this Agreement shall be August 15, 2023, except for those matters which by the terms of this Agreement necessarily require a later starting date. This would include, for example, the new insurance plan under Section 6.1

This contract shall expire on August 15, 2026.

11.7 Execution

In witness whereof, the parties have executed this Agreement by their duly authorized representatives.

Dated the 10th of June, 2023.

THE PUTNAM COUNTY
EDUCATION ASSOCIATION
IEA/NEA

Natalie Hulstrom

Co-President

FOR THE BOARD OF EDUCATION
PUTNAM COUNTY COMMUNITY
UNIT SCHOOL DISTRICT NO. 535

Michael Boni

President

Co-President

APPENDIX A – Reserved.

APPENDIX B

RETIREMENT AWARD AGREEMENT

This Agreement is entered into on this _____ day of _____, 201__, by and between Putnam County Community Unit School District 535 (hereinafter "Employer" or "District") and [insert teacher's name] (hereinafter "Teacher") to establish the rights of Teacher to a retirement award payment from the Employer. It is expressly understood that this Agreement confirms the rights given to Teacher under the current collective bargaining agreement between the Putnam County Education Association and the Employer. This Agreement does not alter in any way Teacher's right to any other benefits provided by the Employer via the collective bargaining agreement or other agreements. Such benefits may include, but are not limited to, medical insurance, dental insurance, health insurance, life insurance or a deferred compensation contribution.

1. The Teacher shall receive a retirement award payment upon submission of his/her notice of intent to retire. Payment of the award is to be made pursuant to the terms of the Employer's collective bargaining agreement with the Putnam County Education Association.
2. In accordance with article 6.4 of the Collective Bargaining Agreement between the Putnam County Board of Education and the Putnam County Education Association of the current collective bargaining agreement, the Teacher's retirement award will consist of: **[detail the amount of benefits and how the benefits will be paid]**.
3. Upon the intended date of retirement, the Teacher must have served satisfactorily in the Putnam County School District for a minimum of fifteen (15) full-time years immediately preceding his/her retirement. The teacher shall be at least sixty (60) years of age or will have at least thirty-five (35) years of creditable service upon his or her last day of service to the District and will not retire causing the District to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System. Additionally, to be eligible to receive the retirement incentive award the teacher must retire the first year that the teacher can retire without discount to his or her retirement annuity.
4. The retirement award payment referenced herein is offered only as an incentive or bonus for retirement and does not represent compensation for services rendered by Teacher during his or her tenure with the District.
5. All payments made under the Teacher's retirement award will be made and paid following all applicable Federal and Illinois statutes, laws, and regulations.
6. Teacher shall not borrow against or assign the right to receive payments under this contract.
7. In the event an employee submits a notice hereunder but before retirement is perfected and the employee experiences a major life-altering event, the parties may agree to alter the terms of the provision to accommodate the employee's changed condition.
8. The laws of Illinois will apply to any disputes that arise under this contract.

For the Employer

Teacher

Date

Date

Putnam County CUSD No. - District 535
3-Year Salary Schedule (no TRS)

Step	Year		BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
1	2023-2024	Salary	\$39,916	\$40,641	\$41,365	\$42,090	\$43,125	\$43,849	\$44,574	\$45,298	\$46,023
	2024-2025	Salary	\$41,313	\$42,063	\$42,813	\$43,563	\$44,634	\$45,384	\$46,134	\$46,883	\$47,634
	2025-2026	Salary	\$42,759	\$43,535	\$44,311	\$45,088	\$46,196	\$46,972	\$47,749	\$48,524	\$49,301
2	2023-2024	Salary	\$40,744	\$41,469	\$42,193	\$42,918	\$43,953	\$44,677	\$45,402	\$46,126	\$46,851
	2024-2025	Salary	\$42,170	\$42,920	\$43,670	\$44,420	\$45,491	\$46,241	\$46,991	\$47,740	\$48,491
	2025-2026	Salary	\$43,646	\$44,422	\$45,198	\$45,975	\$47,083	\$47,859	\$48,636	\$49,411	\$50,188
3	2023-2024	Salary	\$41,572	\$42,297	\$43,021	\$43,746	\$44,781	\$45,505	\$46,230	\$46,954	\$47,679
	2024-2025	Salary	\$43,027	\$43,777	\$44,527	\$45,277	\$46,348	\$47,098	\$47,848	\$48,597	\$49,348
	2025-2026	Salary	\$44,533	\$45,309	\$46,085	\$46,862	\$47,970	\$48,746	\$49,523	\$50,298	\$51,075
4	2023-2024	Salary	\$42,400	\$43,125	\$43,849	\$44,574	\$45,609	\$46,333	\$47,058	\$47,782	\$48,507
	2024-2025	Salary	\$43,884	\$44,634	\$45,384	\$46,134	\$47,205	\$47,955	\$48,705	\$49,454	\$50,205
	2025-2026	Salary	\$45,420	\$46,196	\$46,972	\$47,749	\$48,857	\$49,633	\$50,410	\$51,185	\$51,962

Putnam County CUSD No. - District 535
3-Year Salary Schedule (no TRS)

Step	Year		BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
5	2023-2024	Salary	\$43,746	\$44,470	\$45,195	\$45,919	\$46,954	\$47,679	\$48,403	\$49,128	\$49,852
	2024-2025	Salary	\$45,277	\$46,026	\$46,777	\$47,526	\$48,597	\$49,348	\$50,097	\$50,847	\$51,597
	2025-2026	Salary	\$46,862	\$47,637	\$48,414	\$49,189	\$50,298	\$51,075	\$51,850	\$52,627	\$53,403
6	2023-2024	Salary	\$44,574	\$45,298	\$46,023	\$46,747	\$47,782	\$48,507	\$49,231	\$49,956	\$50,680
	2024-2025	Salary	\$46,134	\$46,883	\$47,634	\$48,383	\$49,454	\$50,205	\$50,954	\$51,704	\$52,454
	2025-2026	Salary	\$47,749	\$48,524	\$49,301	\$50,076	\$51,185	\$51,962	\$52,737	\$53,514	\$54,290
7	2023-2024	Salary	\$45,402	\$46,126	\$46,851	\$47,575	\$48,610	\$49,335	\$50,059	\$50,784	\$51,508
	2024-2025	Salary	\$46,991	\$47,740	\$48,491	\$49,240	\$50,311	\$51,062	\$51,811	\$52,561	\$53,311
	2025-2026	Salary	\$48,636	\$49,411	\$50,188	\$50,963	\$52,072	\$52,849	\$53,624	\$54,401	\$55,177
8	2023-2024	Salary	\$46,230	\$46,954	\$47,679	\$48,403	\$49,438	\$50,163	\$50,887	\$51,612	\$52,336
	2024-2025	Salary	\$47,848	\$48,597	\$49,348	\$50,097	\$51,168	\$51,919	\$52,668	\$53,418	\$54,168
	2025-2026	Salary	\$49,523	\$50,298	\$51,075	\$51,850	\$52,959	\$53,736	\$54,511	\$55,288	\$56,064

Putnam County CUSD No. - District 535
3-Year Salary Schedule (no TRS)

Step	Year		BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
9	2023-2024	Salary	\$47,058	\$47,782	\$48,507	\$49,231	\$50,266	\$50,991	\$51,715	\$52,440	\$53,164
	2024-2025	Salary	\$48,705	\$49,454	\$50,205	\$50,954	\$52,025	\$52,776	\$53,525	\$54,275	\$55,025
	2025-2026	Salary	\$50,410	\$51,185	\$51,962	\$52,737	\$53,846	\$54,623	\$55,398	\$56,175	\$56,951
10	2023-2024	Salary	\$48,921	\$49,645	\$50,370	\$51,094	\$52,129	\$52,854	\$53,578	\$54,303	\$55,027
	2024-2025	Salary	\$50,633	\$51,383	\$52,133	\$52,882	\$53,954	\$54,704	\$55,453	\$56,204	\$56,953
	2025-2026	Salary	\$52,405	\$53,181	\$53,958	\$54,733	\$55,842	\$56,619	\$57,394	\$58,171	\$58,946
11	2023-2024	Salary	\$49,749	\$50,473	\$51,198	\$51,922	\$52,957	\$53,682	\$54,406	\$55,131	\$55,855
	2024-2025	Salary	\$51,490	\$52,240	\$52,990	\$53,739	\$54,810	\$55,561	\$56,310	\$57,061	\$57,810
	2025-2026	Salary	\$53,292	\$54,068	\$54,845	\$55,620	\$56,728	\$57,506	\$58,281	\$59,058	\$59,833
12	2023-2024	Salary	\$50,577	\$51,301	\$52,026	\$52,750	\$53,785	\$54,510	\$55,234	\$55,959	\$56,683
	2024-2025	Salary	\$52,347	\$53,097	\$53,847	\$54,596	\$55,667	\$56,418	\$57,167	\$57,918	\$58,667
	2025-2026	Salary	\$54,179	\$54,955	\$55,732	\$56,507	\$57,615	\$58,393	\$59,168	\$59,945	\$60,720

Putnam County CUSD No. - District 535
3-Year Salary Schedule (no TRS)

Step	Year		BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
13	2023-2024	Salary	\$51,405	\$52,129	\$52,854	\$53,578	\$54,613	\$55,338	\$56,062	\$56,787	\$57,511
	2024-2025	Salary	\$53,204	\$53,954	\$54,704	\$55,453	\$56,524	\$57,275	\$58,024	\$58,775	\$59,524
	2025-2026	Salary	\$55,066	\$55,842	\$56,619	\$57,394	\$58,502	\$59,280	\$60,055	\$60,832	\$61,607
14	2023-2024	Salary	\$52,233	\$52,957	\$53,682	\$54,406	\$55,441	\$56,166	\$56,890	\$57,615	\$58,339
	2024-2025	Salary	\$54,061	\$54,810	\$55,561	\$56,310	\$57,381	\$58,132	\$58,881	\$59,632	\$60,381
	2025-2026	Salary	\$55,953	\$56,728	\$57,506	\$58,281	\$59,389	\$60,167	\$60,942	\$61,719	\$62,494
15	2023-2024	Salary	\$54,613	\$55,338	\$56,062	\$56,787	\$57,822	\$58,546	\$59,271	\$59,995	\$60,720
	2024-2025	Salary	\$56,524	\$57,275	\$58,024	\$58,775	\$59,846	\$60,595	\$61,345	\$62,095	\$62,845
	2025-2026	Salary	\$58,502	\$59,280	\$60,055	\$60,832	\$61,941	\$62,716	\$63,492	\$64,268	\$65,045
16	2023-2024	Salary	\$55,441	\$56,166	\$56,890	\$57,615	\$58,650	\$59,374	\$60,099	\$60,823	\$61,548
	2024-2025	Salary	\$57,381	\$58,132	\$58,881	\$59,632	\$60,703	\$61,452	\$62,202	\$62,952	\$63,702
	2025-2026	Salary	\$59,389	\$60,167	\$60,942	\$61,719	\$62,828	\$63,603	\$64,379	\$65,155	\$65,932

Putnam County CUSD No. - District 535
3-Year Salary Schedule (no TRS)

Step	Year		BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
17	2023-2024	Salary	\$56,269	\$56,994	\$57,718	\$58,443	\$59,478	\$60,202	\$60,927	\$61,651	\$62,376
	2024-2025	Salary	\$58,238	\$58,989	\$59,738	\$60,489	\$61,560	\$62,309	\$63,059	\$63,809	\$64,559
	2025-2026	Salary	\$60,276	\$61,054	\$61,829	\$62,606	\$63,715	\$64,490	\$65,266	\$66,042	\$66,819
18	2023-2024	Salary	\$57,097	\$57,822	\$58,546	\$59,271	\$60,306	\$61,030	\$61,755	\$62,479	\$63,204
	2024-2025	Salary	\$59,095	\$59,846	\$60,595	\$61,345	\$62,417	\$63,166	\$63,916	\$64,666	\$65,416
	2025-2026	Salary	\$61,163	\$61,941	\$62,716	\$63,492	\$64,602	\$65,377	\$66,153	\$66,929	\$67,706
19	2023-2024	Salary	\$57,925	\$58,650	\$59,374	\$60,099	\$61,134	\$61,858	\$62,583	\$63,307	\$64,032
	2024-2025	Salary	\$59,952	\$60,703	\$61,452	\$62,202	\$63,274	\$64,023	\$64,773	\$65,523	\$66,273
	2025-2026	Salary	\$62,050	\$62,828	\$63,603	\$64,379	\$65,489	\$66,264	\$67,040	\$67,816	\$68,593
20	2023-2024	Salary	\$60,823	\$61,548	\$62,272	\$62,997	\$64,032	\$64,756	\$65,481	\$66,205	\$66,930
	2024-2025	Salary	\$62,952	\$63,702	\$64,452	\$65,202	\$66,273	\$67,022	\$67,773	\$68,522	\$69,273
	2025-2026	Salary	\$65,155	\$65,932	\$66,708	\$67,484	\$68,593	\$69,368	\$70,145	\$70,920	\$71,698

Putnam County CUSD No. - District 535
3-Year Salary Schedule (no TRS)

Step	Year		BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
21	2023-2024	Salary	\$61,651	\$62,376	\$63,100	\$63,825	\$64,860	\$65,584	\$66,309	\$67,033	\$68,758
	2024-2025	Salary	\$63,809	\$64,559	\$65,309	\$66,059	\$67,130	\$67,879	\$68,630	\$69,379	\$70,130
	2025-2026	Salary	\$66,042	\$66,819	\$67,595	\$68,371	\$69,480	\$70,255	\$71,032	\$71,807	\$72,585
22	2023-2024	Salary	\$62,479	\$63,204	\$63,928	\$64,653	\$65,688	\$66,412	\$67,137	\$67,861	\$68,586
	2024-2025	Salary	\$64,666	\$65,416	\$66,165	\$66,916	\$67,987	\$68,736	\$69,487	\$70,236	\$70,987
	2025-2026	Salary	\$66,929	\$67,706	\$68,481	\$69,258	\$70,367	\$71,142	\$71,919	\$72,694	\$73,472
23	2023-2024	Salary	\$63,307	\$64,032	\$64,756	\$65,481	\$66,516	\$67,240	\$67,965	\$68,689	\$69,414
	2024-2025	Salary	\$65,523	\$66,273	\$67,022	\$67,773	\$68,844	\$69,593	\$70,344	\$71,093	\$71,843
	2025-2026	Salary	\$67,816	\$68,593	\$69,368	\$70,145	\$71,254	\$72,029	\$72,806	\$73,581	\$74,358
24	2023-2024	Salary	\$64,135	\$64,860	\$65,584	\$66,309	\$67,344	\$68,068	\$68,793	\$69,517	\$70,242
	2024-2025	Salary	\$66,380	\$67,130	\$67,879	\$68,630	\$69,701	\$70,450	\$71,201	\$71,950	\$72,700
	2025-2026	Salary	\$68,703	\$69,480	\$70,255	\$71,032	\$72,141	\$72,916	\$73,693	\$74,468	\$75,245

Putnam County CUSD No. - District 535
3-Year Salary Schedule (no TRS)

Step	Year		BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
25	2023-2024	Salary	\$67,551	\$68,275	\$69,000	\$69,724	\$70,759	\$71,484	\$72,208	\$72,933	\$73,657
	2024-2025	Salary	\$69,915	\$70,665	\$71,415	\$72,164	\$73,236	\$73,986	\$74,735	\$75,486	\$76,235
	2025-2026	Salary	\$72,362	\$73,138	\$73,915	\$74,690	\$75,799	\$76,576	\$77,351	\$78,128	\$78,903
26	2023-2024	Salary	\$68,379	\$69,103	\$69,828	\$70,552	\$71,587	\$72,312	\$73,036	\$73,761	\$74,485
	2024-2025	Salary	\$70,772	\$71,522	\$72,272	\$73,021	\$74,093	\$74,843	\$75,592	\$76,343	\$77,092
	2025-2026	Salary	\$73,249	\$74,025	\$74,802	\$75,577	\$76,686	\$77,463	\$78,238	\$79,015	\$79,790
27	2023-2024	Salary	\$69,207	\$69,931	\$70,656	\$71,380	\$72,415	\$73,140	\$73,864	\$74,589	\$75,313
	2024-2025	Salary	\$71,629	\$72,379	\$73,129	\$73,878	\$74,950	\$75,700	\$76,449	\$77,200	\$77,949
	2025-2026	Salary	\$74,136	\$74,912	\$75,689	\$76,464	\$77,573	\$78,350	\$79,125	\$79,902	\$80,677
28	2023-2024	Salary	\$70,035	\$70,759	\$71,484	\$72,208	\$73,243	\$73,968	\$74,692	\$75,417	\$76,141
	2024-2025	Salary	\$72,486	\$73,236	\$73,986	\$74,735	\$75,807	\$76,557	\$77,306	\$78,057	\$78,806
	2025-2026	Salary	\$75,023	\$75,799	\$76,576	\$77,351	\$78,460	\$79,236	\$80,012	\$80,789	\$81,564

Putnam County CUSD No. - District 535
3-Year Salary Schedule (no TRS)

Step	Year		BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
29	2023-2024	Salary	\$70,863	\$71,587	\$72,312	\$73,036	\$74,071	\$74,796	\$75,520	\$76,245	\$76,969
	2024-2025	Salary	\$73,343	\$74,093	\$74,843	\$75,592	\$76,663	\$77,414	\$78,163	\$78,914	\$79,663
	2025-2026	Salary	\$75,910	\$76,686	\$77,463	\$78,238	\$79,346	\$80,123	\$80,899	\$81,676	\$82,451
30	2023-2024	Salary	\$74,796	\$75,520	\$76,245	\$76,969	\$78,004	\$78,729	\$79,453	\$80,178	\$80,902
	2024-2025	Salary	\$77,414	\$78,163	\$78,914	\$79,663	\$80,734	\$81,485	\$82,234	\$82,984	\$83,734
	2025-2026	Salary	\$80,123	\$80,899	\$81,676	\$82,451	\$83,560	\$84,337	\$85,112	\$85,888	\$86,665
31	2023-2024	Salary	\$75,624	\$76,348	\$77,073	\$77,797	\$78,832	\$79,557	\$80,281	\$81,006	\$81,730
	2024-2025	Salary	\$78,271	\$79,020	\$79,771	\$80,520	\$81,591	\$82,341	\$83,091	\$83,841	\$84,591
	2025-2026	Salary	\$81,010	\$81,786	\$82,563	\$83,338	\$84,447	\$85,223	\$85,999	\$86,775	\$87,552
32	2023-2024	Salary	\$76,452	\$77,176	\$77,901	\$78,625	\$79,660	\$80,385	\$81,109	\$81,834	\$82,558
	2024-2025	Salary	\$79,128	\$79,877	\$80,628	\$81,377	\$82,448	\$83,198	\$83,948	\$84,698	\$85,448
	2025-2026	Salary	\$81,897	\$82,673	\$83,450	\$84,225	\$85,334	\$86,110	\$86,886	\$87,662	\$88,439
33	2023-2024	Salary	\$77,280	\$78,004	\$78,729	\$79,453	\$80,488	\$81,213	\$81,937	\$82,662	\$83,386
	2024-2025	Salary	\$79,985	\$80,734	\$81,485	\$82,234	\$83,305	\$84,055	\$84,805	\$85,555	\$86,305
	2025-2026	Salary	\$82,784	\$83,560	\$84,337	\$85,112	\$86,221	\$86,997	\$87,773	\$88,549	\$89,326
34	2023-2024	Salary	\$78,108	\$78,832	\$79,557	\$80,281	\$81,316	\$82,041	\$82,765	\$83,490	\$84,214
	2024-2025	Salary	\$80,842	\$81,591	\$82,341	\$83,091	\$84,162	\$84,912	\$85,662	\$86,412	\$87,161
	2025-2026	Salary	\$83,671	\$84,447	\$85,223	\$85,999	\$87,108	\$87,884	\$88,660	\$89,436	\$90,212

Putnam County CUSD No. - District 535
3-Year Salary Schedule (no TRS)

Step	Year	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	
35	2023-2024	Salary	\$78,936	\$79,660	\$80,385	\$81,109	\$82,144	\$82,869	\$83,593	\$84,318	\$85,042
	2024-2025	Salary	\$81,699	\$82,448	\$83,198	\$83,948	\$85,019	\$85,769	\$86,519	\$87,269	\$88,018
	2025-2026	Salary	\$84,558	\$85,334	\$86,110	\$86,886	\$87,995	\$88,771	\$89,547	\$90,323	\$91,099
36	2023-2024	Salary	\$79,971	\$80,695	\$81,420	\$82,144	\$83,179	\$83,904	\$84,628	\$85,353	\$86,077
	2024-2025	Salary	\$82,770	\$83,519	\$84,270	\$85,019	\$86,090	\$86,841	\$87,590	\$88,340	\$89,090
	2025-2026	Salary	\$85,667	\$86,442	\$87,219	\$87,995	\$89,103	\$89,880	\$90,656	\$91,432	\$92,208
37	2023-2024	Salary	\$81,006	\$81,730	\$82,455	\$83,179	\$84,214	\$84,939	\$85,663	\$86,388	\$87,112
	2024-2025	Salary	\$83,841	\$84,591	\$85,341	\$86,090	\$87,161	\$87,912	\$88,661	\$89,412	\$90,161
	2025-2026	Salary	\$86,775	\$87,552	\$88,328	\$89,103	\$90,212	\$90,989	\$91,764	\$92,541	\$93,317
38	2023-2024	Salary	\$82,041	\$82,765	\$83,490	\$84,214	\$85,249	\$85,974	\$86,698	\$87,423	\$88,147
	2024-2025	Salary	\$84,912	\$85,662	\$86,412	\$87,161	\$88,233	\$88,983	\$89,732	\$90,483	\$91,232
	2025-2026	Salary	\$87,884	\$88,660	\$89,436	\$90,212	\$91,321	\$92,097	\$92,873	\$93,650	\$94,425
39	2023-2024	Salary	\$83,076	\$83,800	\$84,525	\$85,249	\$86,284	\$87,009	\$87,733	\$88,458	\$89,182
	2024-2025	Salary	\$85,984	\$86,733	\$87,483	\$88,233	\$89,304	\$90,054	\$90,804	\$91,554	\$92,303
	2025-2026	Salary	\$88,993	\$89,769	\$90,545	\$91,321	\$92,430	\$93,206	\$93,982	\$94,758	\$95,534
40	2023-2024	Salary	\$84,111	\$84,835	\$85,560	\$86,284	\$87,319	\$88,044	\$88,768	\$89,493	\$90,217

Putnam County CUSD No. - District 535
3-Year Salary Schedule (no TRS)

Step	Year	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	
	2024-2025	Salary	\$87,055	\$87,804	\$88,555	\$89,304	\$90,375	\$91,126	\$91,875	\$92,625	\$93,375
	2025-2026	Salary	\$90,102	\$90,877	\$91,654	\$92,430	\$93,538	\$94,315	\$95,091	\$95,867	\$96,643
41	2023-2024	Salary	\$85,146	\$85,870	\$86,595	\$87,319	\$88,354	\$89,079	\$89,803	\$90,528	\$91,252
	2024-2025	Salary	\$88,126	\$88,875	\$89,626	\$90,375	\$91,446	\$92,197	\$92,946	\$93,696	\$94,446
	2025-2026	Salary	\$91,210	\$91,986	\$92,763	\$93,538	\$94,647	\$95,424	\$96,199	\$96,975	\$97,752
42	2023-2024	Salary	\$86,181	\$86,905	\$87,630	\$88,354	\$89,389	\$90,114	\$90,838	\$91,563	\$92,287
	2024-2025	Salary	\$89,197	\$89,947	\$90,697	\$91,446	\$92,518	\$93,268	\$94,017	\$94,766	\$95,517
	2025-2026	Salary	\$92,319	\$93,095	\$93,871	\$94,647	\$95,756	\$96,532	\$97,308	\$98,085	\$98,860
43	2023-2024	Salary	\$87,216	\$87,940	\$88,665	\$89,389	\$90,424	\$91,149	\$91,873	\$92,598	\$93,322
	2024-2025	Salary	\$90,269	\$91,018	\$91,768	\$92,518	\$93,589	\$94,339	\$95,089	\$95,839	\$96,588
	2025-2026	Salary	\$93,428	\$94,204	\$94,980	\$95,756	\$96,865	\$97,641	\$98,417	\$99,193	\$99,969
44	2023-2024	Salary	\$88,251	\$88,975	\$89,700	\$90,424	\$91,459	\$92,184	\$92,908	\$93,633	\$94,357
	2024-2025	Salary	\$91,340	\$92,089	\$92,840	\$93,589	\$94,660	\$95,410	\$96,160	\$96,910	\$97,659
	2025-2026	Salary	\$94,537	\$95,312	\$96,089	\$96,865	\$97,973	\$98,749	\$99,526	\$100,302	\$101,077
45	2023-2024	Salary	\$89,286	\$90,010	\$90,735	\$91,459	\$92,494	\$93,219	\$93,943	\$94,668	\$95,392
	2024-2025	Salary	\$92,411	\$93,160	\$93,911	\$94,660	\$95,731	\$96,482	\$97,231	\$97,981	\$98,731
	2025-2026	Salary	\$95,645	\$96,421	\$97,198	\$97,973	\$99,082	\$99,859	\$100,634	\$101,410	\$102,187

APPENDIX D – ESP SALARY SCHEDULES 2023-2026

2023-2024

	P-1.1	P-1.2	Tech Aide	Media Aide	Elem Tech Media	Chief Cook	Head Cook	Cook	Custodian	Secretary	Nurse	Transferrator	Parent Coor
1	\$18.25	\$19.25	\$19.25	\$19.25	\$19.25	\$21.25	\$21.25	\$18.25	\$21.75	\$21.75	\$31.00	\$18.25	\$17.25
2	\$18.35	\$19.35	\$19.35	\$19.35	\$19.35	\$21.35	\$21.35	\$18.35	\$21.85	\$21.85	\$31.10	\$18.35	\$17.35
3	\$18.45	\$19.45	\$19.45	\$19.45	\$19.45	\$21.45	\$21.45	\$18.45	\$21.95	\$21.95	\$31.20	\$18.45	\$17.45
4	\$18.55	\$19.55	\$19.55	\$19.55	\$19.55	\$21.55	\$21.55	\$18.55	\$22.05	\$22.05	\$31.30	\$18.55	\$17.55
5	\$18.70	\$19.70	\$19.70	\$19.70	\$19.70	\$21.70	\$21.70	\$18.70	\$22.20	\$22.20	\$31.45	\$18.70	\$17.70
6	\$18.85	\$19.85	\$19.85	\$19.85	\$19.85	\$21.85	\$21.85	\$18.85	\$22.35	\$22.35	\$31.60	\$18.85	\$17.85
7	\$19.00	\$20.00	\$20.00	\$20.00	\$20.00	\$22.00	\$22.00	\$19.00	\$22.50	\$22.50	\$31.75	\$19.00	\$18.00
8	\$19.15	\$20.15	\$20.15	\$20.15	\$20.15	\$22.15	\$22.15	\$19.15	\$22.65	\$22.65	\$31.90	\$19.15	\$18.15
9	\$19.30	\$20.30	\$20.30	\$20.30	\$20.30	\$22.30	\$22.30	\$19.30	\$22.80	\$22.80	\$32.05	\$19.30	\$18.30
10	\$19.50	\$20.50	\$20.50	\$20.50	\$20.50	\$22.50	\$22.50	\$19.50	\$23.00	\$23.00	\$32.25	\$19.50	\$18.50
11	\$19.70	\$20.70	\$20.70	\$20.70	\$20.70	\$22.70	\$22.70	\$19.70	\$23.20	\$23.20	\$32.45	\$19.70	\$18.70
12	\$19.90	\$20.90	\$20.90	\$20.90	\$20.90	\$22.90	\$22.90	\$19.90	\$23.40	\$23.40	\$32.65	\$19.90	\$18.90
13	\$20.10	\$21.10	\$21.10	\$21.10	\$21.10	\$23.10	\$23.10	\$20.10	\$23.60	\$23.60	\$32.85	\$20.10	\$19.10
14	\$20.30	\$21.30	\$21.30	\$21.30	\$21.30	\$23.30	\$23.30	\$20.30	\$23.80	\$23.80	\$33.05	\$20.30	\$19.30
15	\$20.55	\$21.55	\$21.55	\$21.55	\$21.55	\$23.55	\$23.55	\$20.55	\$24.05	\$24.05	\$33.30	\$20.55	\$19.55
16	\$20.80	\$21.80	\$21.80	\$21.80	\$21.80	\$23.80	\$23.80	\$20.80	\$24.30	\$24.30	\$33.55	\$20.80	\$19.80
17	\$21.05	\$22.05	\$22.05	\$22.05	\$22.05	\$24.05	\$24.05	\$21.05	\$24.55	\$24.55	\$33.80	\$21.05	\$20.05
18	\$21.30	\$22.30	\$22.30	\$22.30	\$22.30	\$24.30	\$24.30	\$21.30	\$24.80	\$24.80	\$34.05	\$21.30	\$20.30
19	\$21.55	\$22.55	\$22.55	\$22.55	\$22.55	\$24.55	\$24.55	\$21.55	\$25.05	\$25.05	\$34.30	\$21.55	\$20.55
20	\$21.85	\$22.85	\$22.85	\$22.85	\$22.85	\$24.85	\$24.85	\$21.85	\$25.35	\$25.35	\$34.60	\$21.85	\$20.85
21	\$22.15	\$23.15	\$23.15	\$23.15	\$23.15	\$25.15	\$25.15	\$22.15	\$25.65	\$25.65	\$34.90	\$22.15	\$21.15
22	\$22.45	\$23.45	\$23.45	\$23.45	\$23.45	\$25.45	\$25.45	\$22.45	\$25.95	\$25.95	\$35.20	\$22.45	\$21.45
23	\$22.75	\$23.75	\$23.75	\$23.75	\$23.75	\$25.75	\$25.75	\$22.75	\$26.25	\$26.25	\$35.50	\$22.75	\$21.75
24	\$23.05	\$24.05	\$24.05	\$24.05	\$24.05	\$26.05	\$26.05	\$23.05	\$26.55	\$26.55	\$35.80	\$23.05	\$22.05
25	\$23.45	\$24.45	\$24.45	\$24.45	\$24.45	\$26.45	\$26.45	\$23.45	\$26.95	\$26.95	\$36.20	\$23.45	\$22.45
26	\$23.85	\$24.85	\$24.85	\$24.85	\$24.85	\$26.85	\$26.85	\$23.85	\$27.35	\$27.35	\$36.60	\$23.85	\$22.85
27	\$24.25	\$25.25	\$25.25	\$25.25	\$25.25	\$27.25	\$27.25	\$24.25	\$27.75	\$27.75	\$37.00	\$24.25	\$23.25
28	\$24.65	\$25.65	\$25.65	\$25.65	\$25.65	\$27.65	\$27.65	\$24.65	\$28.15	\$28.15	\$37.40	\$24.65	\$23.65
29	\$25.05	\$26.05	\$26.05	\$26.05	\$26.05	\$28.05	\$28.05	\$25.05	\$28.55	\$28.55	\$37.80	\$25.05	\$24.05
30	\$25.55	\$26.55	\$26.55	\$26.55	\$26.55	\$28.55	\$28.55	\$25.55	\$29.05	\$29.05	\$38.30	\$25.55	\$24.55

2024-2025

	P-L1	P-L2	Tech Aide	Media Aide	Elem Tech Media	Chief Cook	Head Cook	Cook	Custodian	Secretary	Nurse	Transliterator	Parent Coor
1	\$19.00	\$20.00	\$20.00	\$20.00	\$20.00	\$22.00	\$22.00	\$19.00	\$22.50	\$22.50	\$31.75	\$19.00	\$18.00
2	\$19.10	\$20.10	\$20.10	\$20.10	\$20.10	\$22.10	\$22.10	\$19.10	\$22.60	\$22.60	\$31.85	\$19.10	\$18.10
3	\$19.20	\$20.20	\$20.20	\$20.20	\$20.20	\$22.20	\$22.20	\$19.20	\$22.70	\$22.70	\$31.95	\$19.20	\$18.20
4	\$19.30	\$20.30	\$20.30	\$20.30	\$20.30	\$22.30	\$22.30	\$19.30	\$22.80	\$22.80	\$32.05	\$19.30	\$18.30
5	\$19.45	\$20.45	\$20.45	\$20.45	\$20.45	\$22.45	\$22.45	\$19.45	\$22.95	\$22.95	\$32.20	\$19.45	\$18.45
6	\$19.60	\$20.60	\$20.60	\$20.60	\$20.60	\$22.60	\$22.60	\$19.60	\$23.10	\$23.10	\$32.35	\$19.60	\$18.60
7	\$19.75	\$20.75	\$20.75	\$20.75	\$20.75	\$22.75	\$22.75	\$19.75	\$23.25	\$23.25	\$32.50	\$19.75	\$18.75
8	\$19.90	\$20.90	\$20.90	\$20.90	\$20.90	\$22.90	\$22.90	\$19.90	\$23.40	\$23.40	\$32.65	\$19.90	\$18.90
9	\$20.05	\$21.05	\$21.05	\$21.05	\$21.05	\$23.05	\$23.05	\$20.05	\$23.55	\$23.55	\$32.80	\$20.05	\$19.05
10	\$20.25	\$21.25	\$21.25	\$21.25	\$21.25	\$23.25	\$23.25	\$20.25	\$23.75	\$23.75	\$33.00	\$20.25	\$19.25
11	\$20.45	\$21.45	\$21.45	\$21.45	\$21.45	\$23.45	\$23.45	\$20.45	\$23.95	\$23.95	\$33.20	\$20.45	\$19.45
12	\$20.65	\$21.65	\$21.65	\$21.65	\$21.65	\$23.65	\$23.65	\$20.65	\$24.15	\$24.15	\$33.40	\$20.65	\$19.65
13	\$20.85	\$21.85	\$21.85	\$21.85	\$21.85	\$23.85	\$23.85	\$20.85	\$24.35	\$24.35	\$33.60	\$20.85	\$19.85
14	\$21.05	\$22.05	\$22.05	\$22.05	\$22.05	\$24.05	\$24.05	\$21.05	\$24.55	\$24.55	\$33.80	\$21.05	\$20.05
15	\$21.30	\$22.30	\$22.30	\$22.30	\$22.30	\$24.30	\$24.30	\$21.30	\$24.80	\$24.80	\$34.05	\$21.30	\$20.30
16	\$21.55	\$22.55	\$22.55	\$22.55	\$22.55	\$24.55	\$24.55	\$21.55	\$25.05	\$25.05	\$34.30	\$21.55	\$20.55
17	\$21.80	\$22.80	\$22.80	\$22.80	\$22.80	\$24.80	\$24.80	\$21.80	\$25.30	\$25.30	\$34.55	\$21.80	\$20.80
18	\$22.05	\$23.05	\$23.05	\$23.05	\$23.05	\$25.05	\$25.05	\$22.05	\$25.55	\$25.55	\$34.80	\$22.05	\$21.05
19	\$22.30	\$23.30	\$23.30	\$23.30	\$23.30	\$25.30	\$25.30	\$22.30	\$25.80	\$25.80	\$35.05	\$22.30	\$21.30
20	\$22.60	\$23.60	\$23.60	\$23.60	\$23.60	\$25.60	\$25.60	\$22.60	\$26.10	\$26.10	\$35.35	\$22.60	\$21.60
21	\$22.90	\$23.90	\$23.90	\$23.90	\$23.90	\$25.90	\$25.90	\$22.90	\$26.40	\$26.40	\$35.65	\$22.90	\$21.90
22	\$23.20	\$24.20	\$24.20	\$24.20	\$24.20	\$26.20	\$26.20	\$23.20	\$26.70	\$26.70	\$35.95	\$23.20	\$22.20
23	\$23.50	\$24.50	\$24.50	\$24.50	\$24.50	\$26.50	\$26.50	\$23.50	\$27.00	\$27.00	\$36.25	\$23.50	\$22.50
24	\$23.80	\$24.80	\$24.80	\$24.80	\$24.80	\$26.80	\$26.80	\$23.80	\$27.30	\$27.30	\$36.55	\$23.80	\$22.80
25	\$24.20	\$25.20	\$25.20	\$25.20	\$25.20	\$27.20	\$27.20	\$24.20	\$27.70	\$27.70	\$36.95	\$24.20	\$23.20
26	\$24.60	\$25.60	\$25.60	\$25.60	\$25.60	\$27.60	\$27.60	\$24.60	\$28.10	\$28.10	\$37.35	\$24.60	\$23.60
27	\$25.00	\$26.00	\$26.00	\$26.00	\$26.00	\$28.00	\$28.00	\$25.00	\$28.50	\$28.50	\$37.75	\$25.00	\$24.00
28	\$25.40	\$26.40	\$26.40	\$26.40	\$26.40	\$28.40	\$28.40	\$25.40	\$28.90	\$28.90	\$38.15	\$25.40	\$24.40
29	\$25.80	\$26.80	\$26.80	\$26.80	\$26.80	\$28.80	\$28.80	\$25.80	\$29.30	\$29.30	\$38.55	\$25.80	\$24.80
30	\$26.30	\$27.30	\$27.30	\$27.30	\$27.30	\$29.30	\$29.30	\$26.30	\$29.80	\$29.80	\$39.05	\$26.30	\$25.30

2025-2026

	P-L1	P-L2	Tech Aide	Media Aide	Elem Tech Media	Chief Cook	Head Cook	Cook	Custodian	Secretary	Nurse	Transfilitorator	Parent Coor
1	\$19.75	\$20.75	\$20.75	\$20.75	\$20.75	\$22.75	\$22.75	\$19.75	\$23.25	\$23.25	\$32.50	\$19.75	\$18.75
2	\$19.85	\$20.85	\$20.85	\$20.85	\$20.85	\$22.85	\$22.85	\$19.85	\$23.35	\$23.35	\$32.60	\$19.85	\$18.85
3	\$19.95	\$20.95	\$20.95	\$20.95	\$20.95	\$22.95	\$22.95	\$19.95	\$23.45	\$23.45	\$32.70	\$19.95	\$18.95
4	\$20.05	\$21.05	\$21.05	\$21.05	\$21.05	\$23.05	\$23.05	\$20.05	\$23.55	\$23.55	\$32.80	\$20.05	\$19.05
5	\$20.20	\$21.20	\$21.20	\$21.20	\$21.20	\$23.20	\$23.20	\$20.20	\$23.70	\$23.70	\$32.95	\$20.20	\$19.20
6	\$20.35	\$21.35	\$21.35	\$21.35	\$21.35	\$23.35	\$23.35	\$20.35	\$23.85	\$23.85	\$33.10	\$20.35	\$19.35
7	\$20.50	\$21.50	\$21.50	\$21.50	\$21.50	\$23.50	\$23.50	\$20.50	\$24.00	\$24.00	\$33.25	\$20.50	\$19.50
8	\$20.65	\$21.65	\$21.65	\$21.65	\$21.65	\$23.65	\$23.65	\$20.65	\$24.15	\$24.15	\$33.40	\$20.65	\$19.65
9	\$20.80	\$21.80	\$21.80	\$21.80	\$21.80	\$23.80	\$23.80	\$20.80	\$24.30	\$24.30	\$33.55	\$20.80	\$19.80
10	\$21.00	\$22.00	\$22.00	\$22.00	\$22.00	\$24.00	\$24.00	\$21.00	\$24.50	\$24.50	\$33.75	\$21.00	\$20.00
11	\$21.20	\$22.20	\$22.20	\$22.20	\$22.20	\$24.20	\$24.20	\$21.20	\$24.70	\$24.70	\$33.95	\$21.20	\$20.20
12	\$21.40	\$22.40	\$22.40	\$22.40	\$22.40	\$24.40	\$24.40	\$21.40	\$24.90	\$24.90	\$34.15	\$21.40	\$20.40
13	\$21.60	\$22.60	\$22.60	\$22.60	\$22.60	\$24.60	\$24.60	\$21.60	\$25.10	\$25.10	\$34.35	\$21.60	\$20.60
14	\$21.80	\$22.80	\$22.80	\$22.80	\$22.80	\$24.80	\$24.80	\$21.80	\$25.30	\$25.30	\$34.55	\$21.80	\$20.80
15	\$22.05	\$23.05	\$23.05	\$23.05	\$23.05	\$25.05	\$25.05	\$22.05	\$25.65	\$25.65	\$34.80	\$22.05	\$21.05
16	\$22.30	\$23.30	\$23.30	\$23.30	\$23.30	\$25.30	\$25.30	\$22.30	\$25.80	\$25.80	\$35.05	\$22.30	\$21.30
17	\$22.55	\$23.55	\$23.55	\$23.55	\$23.55	\$25.55	\$25.55	\$22.55	\$26.05	\$26.05	\$35.30	\$22.55	\$21.55
18	\$22.80	\$23.80	\$23.80	\$23.80	\$23.80	\$25.80	\$25.80	\$22.80	\$26.30	\$26.30	\$35.55	\$22.80	\$21.80
19	\$23.05	\$24.05	\$24.05	\$24.05	\$24.05	\$26.05	\$26.05	\$23.05	\$26.55	\$26.55	\$35.80	\$23.05	\$22.05
20	\$23.35	\$24.35	\$24.35	\$24.35	\$24.35	\$26.35	\$26.35	\$23.35	\$26.85	\$26.85	\$36.10	\$23.35	\$22.35
21	\$23.65	\$24.65	\$24.65	\$24.65	\$24.65	\$26.65	\$26.65	\$23.65	\$27.15	\$27.15	\$36.40	\$23.65	\$22.65
22	\$23.95	\$24.95	\$24.95	\$24.95	\$24.95	\$26.95	\$26.95	\$23.95	\$27.45	\$27.45	\$36.70	\$23.95	\$22.95
23	\$24.25	\$25.25	\$25.25	\$25.25	\$25.25	\$27.25	\$27.25	\$24.25	\$27.75	\$27.75	\$37.00	\$24.25	\$23.25
24	\$24.55	\$25.55	\$25.55	\$25.55	\$25.55	\$27.55	\$27.55	\$24.55	\$28.05	\$28.05	\$37.30	\$24.55	\$23.55
25	\$24.95	\$25.95	\$25.95	\$25.95	\$25.95	\$27.95	\$27.95	\$24.95	\$28.45	\$28.45	\$37.70	\$24.95	\$23.95
26	\$25.35	\$26.35	\$26.35	\$26.35	\$26.35	\$28.35	\$28.35	\$25.35	\$28.85	\$28.85	\$38.10	\$25.35	\$24.35
27	\$25.75	\$26.75	\$26.75	\$26.75	\$26.75	\$28.75	\$28.75	\$25.75	\$29.25	\$29.25	\$38.50	\$25.75	\$24.75
28	\$26.15	\$27.15	\$27.15	\$27.15	\$27.15	\$29.15	\$29.15	\$26.15	\$29.65	\$29.65	\$38.90	\$26.15	\$25.15
29	\$26.55	\$27.55	\$27.55	\$27.55	\$27.55	\$29.55	\$29.55	\$26.55	\$30.05	\$30.05	\$39.30	\$26.55	\$25.55
30	\$27.05	\$28.05	\$28.05	\$28.05	\$28.05	\$30.05	\$30.05	\$27.05	\$30.55	\$30.55	\$39.80	\$27.05	\$26.05

Extra-Curricular High School – 2023-2026

Extra-Curricular High School 2023-2026

Title	Year 1 & 2	3	4	5	6	7	8	9	10
Baseball - Varsity	\$4,700.00	\$4,800.00	\$4,900.00	\$5,000.00	\$5,100.00	\$5,200.00	\$5,300.00	\$5,400.00	\$5,500.00
Baseball - Asst.	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00	\$4,100.00	\$4,200.00	\$4,300.00	\$4,400.00	\$4,500.00
Baseball - F/S	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00	\$4,100.00	\$4,200.00	\$4,300.00	\$4,400.00	\$4,500.00
Baseball - Fall Varsity	\$1,000.00								
Baseball - Fall Asst.	\$750.00								
Basketball - Boys Varsity	\$5,700.00	\$5,800.00	\$5,900.00	\$6,000.00	\$6,100.00	\$6,200.00	\$6,300.00	\$6,400.00	\$6,500.00
Basketball - Boys Asst.	\$4,450.00	\$4,550.00	\$4,650.00	\$4,750.00	\$4,850.00	\$4,950.00	\$5,050.00	\$5,150.00	\$5,250.00
Basketball - Freshman Boys	\$3,200.00	\$3,300.00	\$3,400.00	\$3,500.00	\$3,600.00	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00
Basketball - Freshman Girls	\$3,200.00	\$3,300.00	\$3,400.00	\$3,500.00	\$3,600.00	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00
Basketball - Girls Varsity	\$5,700.00	\$5,800.00	\$5,900.00	\$6,000.00	\$6,100.00	\$6,200.00	\$6,300.00	\$6,400.00	\$6,500.00
Basketball - Girls Asst.	\$4,450.00	\$4,550.00	\$4,650.00	\$4,750.00	\$4,850.00	\$4,950.00	\$5,050.00	\$5,150.00	\$5,250.00
Cheerleading	\$4,450.00	\$4,550.00	\$4,650.00	\$4,750.00	\$4,850.00	\$4,950.00	\$5,050.00	\$5,150.00	\$5,250.00
Cross-Country - Varsity	\$3,200.00	\$3,300.00	\$3,400.00	\$3,500.00	\$3,600.00	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00
Golf Coach - Boys	\$3,200.00	\$3,300.00	\$3,400.00	\$3,500.00	\$3,600.00	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00
Golf Coach - Girls	\$3,200.00	\$3,300.00	\$3,400.00	\$3,500.00	\$3,600.00	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00
Panteras	\$3,200.00	\$3,300.00	\$3,400.00	\$3,500.00	\$3,600.00	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00
Softball - Varsity	\$4,700.00	\$4,800.00	\$4,900.00	\$5,000.00	\$5,100.00	\$5,200.00	\$5,300.00	\$5,400.00	\$5,500.00
Softball - Asst.	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00	\$4,100.00	\$4,200.00	\$4,300.00	\$4,400.00	\$4,500.00
Softball - F/S	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00	\$4,100.00	\$4,200.00	\$4,300.00	\$4,400.00	\$4,500.00
Track Coach - Varsity Boys	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00	\$4,100.00	\$4,200.00	\$4,300.00	\$4,400.00	\$4,500.00
Track Coach - Varsity Girls	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00	\$4,100.00	\$4,200.00	\$4,300.00	\$4,400.00	\$4,500.00
Volleyball - Varsity	\$4,700.00	\$4,800.00	\$4,900.00	\$5,000.00	\$5,100.00	\$5,200.00	\$5,300.00	\$5,400.00	\$5,500.00
Volleyball - Asst.	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00	\$4,100.00	\$4,200.00	\$4,300.00	\$4,400.00	\$4,500.00
Volleyball - Freshman	\$3,200.00	\$3,300.00	\$3,400.00	\$3,500.00	\$3,600.00	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00
Wrestling - Head Coach	\$4,700.00	\$4,800.00	\$4,900.00	\$5,000.00	\$5,100.00	\$5,200.00	\$5,300.00	\$5,400.00	\$5,500.00
Wrestling - Asst. Coach	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00	\$4,100.00	\$4,200.00	\$4,300.00	\$4,400.00	\$4,500.00

Every year after the 10th year, an increase of \$250 will be provided every year of service thereafter.

In addition to the displayed salary amounts, the Board of Education will pay 9.0% towards TRS and the teacher's full THIS.

*Coaching an individual for IHSA or IESA stipend of \$500

**If a team for a new IHSA/IESA activity a stipend of no less than a 1st year head coach of sport in the same season will be offered.

Stipends provided for under Appendix E shall be paid over the duration of the season or activity, instead of over the entire school year. In the event the sport or activity is discontinued before the completion of the season or activity for whatever reason, the stipend shall be prorated based upon the percentage of the season or activity completed using the IHSA calendar.

**Extra-Curricular Junior High –
2023-2026**

Extra-Curricular Junior High 2023-2026

Title	Year 1 & 2	3	4	5	6	7	8	9	10
Baseball - Head	\$2,300.00	\$2,400.00	\$2,500.00	\$2,600.00	\$2,700.00	\$2,800.00	\$2,900.00	\$3,000.00	\$3,100.00
Baseball - Asst.	\$1,800.00	\$1,900.00	\$2,000.00	\$2,100.00	\$2,200.00	\$2,300.00	\$2,400.00	\$2,500.00	\$2,600.00
Basketball - 8th grade Head Boys	\$3,200.00	\$3,300.00	\$3,400.00	\$3,500.00	\$3,600.00	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00
Basketball - 7th grade Head Boys	\$3,200.00	\$3,300.00	\$3,400.00	\$3,500.00	\$3,600.00	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00
Basketball - 8th grade Girls	\$3,200.00	\$3,300.00	\$3,400.00	\$3,500.00	\$3,600.00	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00
Basketball - 7th grade Girls	\$3,200.00	\$3,300.00	\$3,400.00	\$3,500.00	\$3,600.00	\$3,700.00	\$3,800.00	\$3,900.00	\$4,000.00
Basketball - Head 5/6 (boys/girls)	\$1,500.00	\$1,600.00	\$1,700.00	\$1,800.00	\$1,900.00	\$2,000.00	\$2,100.00	\$2,200.00	\$2,300.00
Basketball - Asst. 5/6 (boys/girls)	\$1,300.00	\$1,400.00	\$1,500.00	\$1,600.00	\$1,700.00	\$1,800.00	\$1,900.00	\$2,000.00	\$2,100.00
Cheerleading	\$1,500.00	\$1,600.00	\$1,700.00	\$1,800.00	\$1,900.00	\$2,000.00	\$2,100.00	\$2,200.00	\$2,300.00
Cross Country	\$1,300.00	\$1,400.00	\$1,500.00	\$1,600.00	\$1,700.00	\$1,800.00	\$1,900.00	\$2,000.00	\$2,100.00
Golf	\$1,300.00	\$1,400.00	\$1,500.00	\$1,600.00	\$1,700.00	\$1,800.00	\$1,900.00	\$2,000.00	\$2,100.00
Pom Pom	\$1,300.00	\$1,400.00	\$1,500.00	\$1,600.00	\$1,700.00	\$1,800.00	\$1,900.00	\$2,000.00	\$2,100.00
Softball - Head	\$2,300.00	\$2,400.00	\$2,500.00	\$2,600.00	\$2,700.00	\$2,800.00	\$2,900.00	\$3,000.00	\$3,100.00
Softball - Asst.	\$1,800.00	\$1,900.00	\$2,000.00	\$2,100.00	\$2,200.00	\$2,300.00	\$2,400.00	\$2,500.00	\$2,600.00
Track - Head Boys	\$2,300.00	\$2,400.00	\$2,500.00	\$2,600.00	\$2,700.00	\$2,800.00	\$2,900.00	\$3,000.00	\$3,100.00
Track - Head Girls	\$2,300.00	\$2,400.00	\$2,500.00	\$2,600.00	\$2,700.00	\$2,800.00	\$2,900.00	\$3,000.00	\$3,100.00
Volleyball - 8th grade	\$2,300.00	\$2,400.00	\$2,500.00	\$2,600.00	\$2,700.00	\$2,800.00	\$2,900.00	\$3,000.00	\$3,100.00
Volleyball - 7th grade	\$1,800.00	\$1,900.00	\$2,000.00	\$2,100.00	\$2,200.00	\$2,300.00	\$2,400.00	\$2,500.00	\$2,600.00
Volleyball - 6th	\$1,300.00	\$1,400.00	\$1,500.00	\$1,600.00	\$1,700.00	\$1,800.00	\$1,900.00	\$2,000.00	\$2,100.00

Every year after the 10th year, an increase of \$250 per year of service thereafter.

In addition to the displayed salary amounts, the Board of Education will pay 9.0% towards TRS and the teacher's full THIS.

*Coaching an individual for IHSA or IESA stipend of \$500

**If a team for a new IHSA/IESA activity a stipend of no less than a 1st year head coach of sport in the same season will be offered.

Stipends provided for under Appendix F shall be paid over the duration of the season or activity, instead of over the entire school year. In the event the sport or activity is discontinued before the completion of the season or activity for whatever reason, the stipend shall be prorated based upon the percentage of the season or activity completed using the IESA calendar.

Duty	Extra-Duty Salary 2023-26									
	Year 1 & 2****	3	4	5	6	7	8	9	10	
Agriculture	\$4,000.00	\$4,100.00	\$4,200.00	\$4,300.00	\$4,400.00	\$4,500.00	\$4,600.00	\$4,700.00	\$4,800.00	
Agriculture	\$4,000.00	\$4,100.00	\$4,200.00	\$4,300.00	\$4,400.00	\$4,500.00	\$4,600.00	\$4,700.00	\$4,800.00	
Band HS	\$2,250.00	\$2,325.00	\$2,400.00	\$2,475.00	\$2,550.00	\$2,625.00	\$2,700.00	\$2,775.00	\$2,850.00	
Band JH	\$1,350.00	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	\$1,650.00	\$1,700.00	\$1,750.00	
ECE Coordinator	\$3,000.00	\$3,050.00	\$3,100.00	\$3,150.00	\$3,200.00	\$3,250.00	\$3,300.00	\$3,350.00	\$3,400.00	
EPIC Co-Chair	\$3,100.00	\$3,150.00	\$3,200.00	\$3,250.00	\$3,300.00	\$3,350.00	\$3,400.00	\$3,450.00	\$3,500.00	
EPIC Co-Chair	\$3,100.00	\$3,150.00	\$3,200.00	\$3,250.00	\$3,300.00	\$3,350.00	\$3,400.00	\$3,450.00	\$3,500.00	
Extra Concert for HS Music	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	\$1,650.00	\$1,700.00	\$1,750.00	\$1,800.00	
Extra Concert for Jr. High Music	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	\$1,650.00	\$1,700.00	\$1,750.00	\$1,800.00	
Extra Concert for Elementary/Primary Music	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	\$1,650.00	\$1,700.00	\$1,750.00	\$1,800.00	
Fall Play Director	\$1,700.00	\$1,750.00	\$1,800.00	\$1,850.00	\$1,900.00	\$1,950.00	\$2,000.00	\$2,050.00	\$2,100.00	
Freshman Class Sponsor(s)	\$800.00	\$850.00	\$900.00	\$950.00	\$1,000.00	\$1,050.00	\$1,100.00	\$1,150.00	\$1,200.00	
H.S. Accompanist - Choir	\$1,350.00	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	\$1,650.00	\$1,700.00	\$1,750.00	
Interact Sponsor (Rotary) HS and JH	\$1,100.00	\$1,150.00	\$1,200.00	\$1,250.00	\$1,300.00	\$1,350.00	\$1,400.00	\$1,450.00	\$1,500.00	
Journalism Club	\$1,275.00	\$1,325.00	\$1,375.00	\$1,425.00	\$1,475.00	\$1,525.00	\$1,575.00	\$1,625.00	\$1,675.00	
Junior Class Sponsor(s)	\$1,275.00	\$1,325.00	\$1,375.00	\$1,425.00	\$1,475.00	\$1,525.00	\$1,575.00	\$1,625.00	\$1,675.00	
Junior High Accompanist	\$1,350.00	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	\$1,650.00	\$1,700.00	\$1,750.00	
Junior High Science Fair	\$1,350.00	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	\$1,650.00	\$1,700.00	\$1,750.00	
Kindness Club	\$1,350.00	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	\$1,650.00	\$1,700.00	\$1,750.00	
Mentor Coach	\$3,100.00	\$3,150.00	\$3,200.00	\$3,250.00	\$3,300.00	\$3,350.00	\$3,400.00	\$3,450.00	\$3,500.00	
National Honor Society	\$800.00	\$850.00	\$900.00	\$950.00	\$1,000.00	\$1,050.00	\$1,100.00	\$1,150.00	\$1,200.00	
Puma Crew 1	\$1,200.00	\$1,250.00	\$1,300.00	\$1,350.00	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	
Puma Crew 2	\$1,200.00	\$1,250.00	\$1,300.00	\$1,350.00	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	
Registrar for IL Virtual School	\$1,000.00									
Rtl Coach - PCES	\$3,100.00	\$3,150.00	\$3,200.00	\$3,250.00	\$3,300.00	\$3,350.00	\$3,400.00	\$3,450.00	\$3,500.00	
Rtl Coach - PCHS	\$3,100.00	\$3,150.00	\$3,200.00	\$3,250.00	\$3,300.00	\$3,350.00	\$3,400.00	\$3,450.00	\$3,500.00	
Rtl Coach - PCJH	\$3,100.00	\$3,150.00	\$3,200.00	\$3,250.00	\$3,300.00	\$3,350.00	\$3,400.00	\$3,450.00	\$3,500.00	
Rtl Coach - PCPS	\$3,100.00	\$3,150.00	\$3,200.00	\$3,250.00	\$3,300.00	\$3,350.00	\$3,400.00	\$3,450.00	\$3,500.00	
Scholastic Bowl HS	\$1,600.00	\$1,650.00	\$1,700.00	\$1,750.00	\$1,800.00	\$1,850.00	\$1,900.00	\$1,950.00	\$2,000.00	
Scholastic Bowl JH	\$1,350.00	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	\$1,650.00	\$1,700.00	\$1,750.00	
Senior Class Sponsor(s)	\$800.00	\$850.00	\$900.00	\$950.00	\$1,000.00	\$1,050.00	\$1,100.00	\$1,150.00	\$1,200.00	
Sophomore Class Sponsor(s)	\$800.00	\$850.00	\$900.00	\$950.00	\$1,000.00	\$1,050.00	\$1,100.00	\$1,150.00	\$1,200.00	
Special Olympics Coach(es)	\$1,300.00	\$1,350.00	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	\$1,650.00	\$1,700.00	
Spring Musical Assistant	\$1,350.00	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	\$1,650.00	\$1,700.00	\$1,750.00	
Spring Musical Director	\$2,400.00	\$2,450.00	\$2,500.00	\$2,550.00	\$2,600.00	\$2,650.00	\$2,700.00	\$2,750.00	\$2,800.00	
Student Council HS	\$1,200.00	\$1,250.00	\$1,300.00	\$1,350.00	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	
Student Council JH	\$1,350.00	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	\$1,650.00	\$1,700.00	\$1,750.00	
Thespians	\$1,400.00	\$1,450.00	\$1,500.00	\$1,550.00	\$1,600.00	\$1,650.00	\$1,700.00	\$1,750.00	\$1,800.00	
Write On	\$1,050.00	\$1,100.00	\$1,150.00	\$1,200.00	\$1,250.00	\$1,300.00	\$1,350.00	\$1,400.00	\$1,450.00	
Driver Ed	\$30.00	per hour								
Epic *	\$30.00	per hour								
Security	\$30.00	per hour								
Mini Bus Driver*	\$30.00	per trip less than 75 miles round trip		\$50 per trip 76 miles plus round trip						
Saturday Detention **	\$30.00	per hour								
*Shall not apply to school-day based activities (e.g., transportation of students from building to building for interdisciplinary purposes)										
** Position may be filled by certified or non-certified staff										
***Interpreter (certified or non-certified) - EPIC rate for services performed by individuals who have appropriate certification										
****Coach of New Sport - Equitable to first-year head coach stipend of sport or extracurricular activity of same season length and similar amounts of contests and travels according to IESA or IHSA calendar and bylaws										
*****Notwithstanding the above schedule, the coach of an individual athlete shall receive an Extra-Duty Salary of \$500.00 per year.										
Every year after the 10th year, an increase of \$250 per year of service thereafter.										
In addition to the displayed salary amounts, the Board of Education will pay 9.0% towards TRS and the teacher's full THIS.										

**Appendix H
Extra Duty Pay (2023-2026)**

Fall Sports			
Volleyball		Cross Country	
Scoreboard	\$40	Timer	\$30
Book	\$40	Place/Tags	\$30
Libero Tracker	\$40		
Announcer	\$30	Golf	
Ticket Seller	\$30	Manger	\$30
Ticket Tacker	\$30	Scorer/Worker	\$30
Winter Sports			
Basketball		Wrestling	
Scoreboard	\$40	Scorer	\$40
Book	\$40	Timer	\$40
Timer	\$40	Announcer	\$30
Announcer	\$30	Ticker Seller	\$30
Ticket Seller	\$30	Ticket Taker	\$30
Ticket Taker	\$30		
Spring Sports			
Baseball		Track	
Scoreboard	\$40	Fat Timers (3)	\$40
Scorebook	\$40	Course Clerk/Announcer	\$40
Announcer	\$30	Finish Line Judge	\$40
Pitch Counter	\$30	Timers (6)	\$40
Softball		Field Workers (7)	\$40
Scoreboard	\$40	Manager	\$40
Scorebook	\$40		
Announcer	\$30		

The amount listed above is per game/match.

All post-season events will pay at the approved IHSA/IESA rate.