

Lincoln School Council

Teacher Contract

Local #604

IFT, AFT, AFL-CIO

and

Will County Regional Office of Education

2022-2027 Contract

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Article I
Recognition

The Regional Office of Education – Will County, Illinois, hereby recognizes the Lincoln School Council of AFT Local 604 as the sole and exclusive bargaining agent for all full-time and part-time certified personnel employed by the Will County Regional Office of Education. Excluded are non-certified personnel and all administrators as defined by the Illinois Education Labor Relations Act.

Heretofore, the Lincoln School Council shall be referred to as the “Union” and the Regional Office of Education – Will County, Illinois, shall be referred to as “ROE.” The term “teacher” shall refer to any full-time or part-time licensed personnel staff member of the Union.

Article II
Scope

It is the intention of this Agreement to provide for an effective and continuing means of communicating between the employees represented by the Union and the ROE, as well as to provide for wages, hours, and terms and conditions of employment as well as the impact thereon.

This Agreement and its provisions shall terminate and supersede any and all prior agreements, practices, rules, and regulations concerning subjects covered herein. Board policy shall not unilaterally void or alter any existing clause of this Agreement.

In the event that any provision of this Agreement is or shall be contrary to statutory law, all other provisions of this Agreement shall continue in effect. The provision in question then shall be performed or enforced only to the extent permitted by law and any subsequent action shall be subject to negotiations with the Union.

Any appendices as noted are integral parts of this Agreement and by this reference are incorporated herein.

No changes in working conditions not provided for herein – and within the scope of negotiations under Illinois law, - shall be made except after negotiations and agreement with the Union.

Article III
General Union Rights

- A. The Union and its representative shall have the right to use the school building for membership meetings upon approval by the Principal of the scheduled time for such use. Such use shall be only before the beginning of the school day or after the close of the school day.
- B. The Union shall have reasonable use of office equipment consistent with policies adopted by the ROE governing such use, and such use shall not interfere with school functions or scheduling.
- C. The Principal shall be available to meet at least once a month with the Union president to discuss school operations and the implementation of this Agreement.
- D. The Union Executive Board and the ROE will meet on a quarterly basis and will collaborate on a mutually agreed upon meeting schedule.
- E. The ROE will make Union Dues payroll deductions upon written request by the employee on the form provided by the Union. This form will be provided to the ROE by the Union. The ROE shall honor employees' individually authorized deduction forms and shall make such deductions in the amount certified by the Union for dues, assessments, or fees. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions. Dues revocations are processed by the Union. In the event that an employee revokes his or her dues in accordance with the terms in which he or she authorized the dues deduction, the Union will notify the employer after the close of the revocation window. This request must be made at least ten (10) calendar days prior to the first deduction.

The ROE agrees to remit these dues and/or fees to the Union twice each month that dues/fees are deducted. A list of all employees within the bargaining unit and any deductions that have been made and the amount of each deduction shall accompany each remission. Any changes in personnel from the list previously furnished shall be submitted to the Union within ten (10) working days.

- F. The Union shall have bulletin board space in the school for the posting of Union notices and information.
- G. A copy of the Annual Regional Safe Schools Grant Program, consisting of the annual grant application, the audit, and state aide figures, shall be made available to the Union upon request.

Article IV
Working Conditions

- A. The workday shall be seven hours and thirty minutes in length.
- B. All employees covered by this Agreement shall be granted a minimum of one block of twenty (20) minutes of duty-free plan time daily at the start of the work day or, at an alternative time when necessitated by qualified building needs. When the employee loses his/her plan time for a qualified reason, the time shall be rescheduled by administration as time permits.
- C. Each employee covered by this Agreement shall be granted a minimum one (1) block of thirty (30) minutes for a duty-free lunch period.
- D. Each employee covered by this Agreement shall be granted a 15-minute break during the instructional day.
- E. Mandatory meetings will occur on a weekly basis and will begin after the scheduled employee plan time. Emergencies and/or exceptions to this will be communicated and addressed on a situational basis.
- F. Class Size Thresholds & Compensation

The parties acknowledge that while the Board may exercise its authority to set the size of classes, there exists a definite relationship between the size of a class and the needs of the students in it. Current efforts to limit class size at the elementary level and student load at the middle and high school levels will be continued, realizing that limitations in financing and facilities must be to a degree a governing factor. Every effort will be made to keep the number of students who utilize lab/workstations to the number of stations available in the room.

Building administration will level class sizes as quickly as possible in the beginning of each semester. As growth occurs during the school year the following guidelines will be utilized:

- a. TAEOP Class(es) - An additional class of a given course will be formed by splitting existing sections when each section of this course type contains 30 students and the 31st student arrives. If this is not possible, a per semester prorated stipend of \$1,500 will be paid to the teacher taking on the student overage.
- b. RSSP Class(es) - An additional class of a given course will be formed by splitting existing sections when each section of this course type contains 15 students and the 16th student arrives. If this is not possible, a per semester

prorated stipend of \$1,500 will be paid to the teacher taking on the student overage.

When class size exceeds more than twelve (12) students, a full-time paraprofessional will be assigned in the classroom when the principal is able to find a suitable candidate who is highly qualified and possesses the characteristics and skills requisite for success in the position. A mutually agreed upon union representative will be involved in the interview process. It is understood that paraprofessionals may be utilized for other responsibilities associated with the fulfilling terms of the collective bargaining agreement and the safe and orderly operation of Lincoln School.

- G. Incidents of battery and theft committed against employees shall be reported by the Principal or designee to the local/county law enforcement agency no later than three (3) days after the occurrence of the incident, or within such time as may be required by law whichever is less. It is the responsibility of the employee to notify the Principal or designee in writing of the incident as close to the time of the incident as possible but within the three (3) day time frame.
- H. The school calendar shall consist of 180 working days. Counselors will work an additional six (6) days at the per diem rate of \$250.00.
- I. Seniority shall be defined as the length of service to the ROE in Lincoln School. Seniority shall be determined as follows:
 - The number of years of full-time service in the ROE,
 - Service starts on the day that the employee starts full-time work,
 - Seniority does not accrue during any leave without pay that is 90 days or more.
- J. The ROE shall provide the Union with a seniority list of all employees by February 1 of each calendar year.
- K. All employees shall have safe, clean and sanitary working conditions.
- L. All employees covered by this Agreement shall have access to an employee lounge other than the kitchen.
- M. All employees covered by this Agreement shall be given a lockable space for personal belongings within their work space.
- N. All changes in policy, curriculum, and school procedures are to be put in writing and given to each teacher.

- O. Each teacher will be provided a laptop for school use. This laptop may be taken to and from the school grounds for work purposes.

Article V
Grievance Procedures

Definition. A grievance for the purpose of this Agreement shall be defined as a complaint that there has been a violation, misinterpretation, or misapplication of any provision of this Agreement.

Procedures. Any teacher or group of teachers may at any time present grievances to the ROE without intervention of the Union as long as the decision is not inconsistent with the terms of this Agreement provided that the Union has been given the opportunity to be present at all meetings.

The failure of a teacher or the Union to act within the limits will act as a bar to any further appeal and an administrator's failure to render a decision or meet within the time limits set forth shall permit the teacher(s) or Union to proceed to the next step. Time limits may be extended only by mutual agreement.

Hearings and conferences held under this procedure shall be conducted by mutual agreement, at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend.

Before a grievance is filed, a sincere attempt should be made to resolve any differences informally between the aggrieved and the Administration or whoever the grievance is against. At this meeting the Union is entitled to be present, if requested by the employee(s).

First Stage.

The written filing of the grievance at the first stage must be within ten (10) school days of either the occurrence of the grievance, or the Union becoming aware of the grievance. In no case, shall a grievance be initiated after twelve (12) months from the incident that would cause the alleged grievance. A meeting with the principal will take place within ten (10) school days of the receipt of the written grievance. The principal shall make a decision and communicate it in writing within ten (10) schooldays after the meeting to the Employee and the Union President.

Second Stage.

If the grievance cannot be settled at the first stage, the grievance shall be submitted to the Regional Superintendent to be considered. The aggrieved and the Union grievance committee shall present a written brief to the Director before they present the case orally.

The decision of the Regional Superintendent shall be issued in writing to the aggrieved and the Union President within four (4) school days following the next regularly scheduled meeting.

Third Stage.

If the grievance is not resolved satisfactorily after the hearing before the Regional Superintendent, there shall be a third step of impartial arbitration. The Union may submit in writing, within ten (10) days of the Regional Superintendent hearing and/or decision, a request to enter into such arbitration.

The parties shall jointly request arbitration from the American Arbitration Association. The selection of the arbitrator shall follow the standard operating procedures set forth by the American Arbitration Association.

All expenses incurred shall be shared equally by the Regional Superintendent and Union. It is understood that such expenses will be limited to the arbitrator's fees. Any legal expense incurred should be paid for by the party engaging the legal counsel.

Insofar as such arbitration is limited solely and simply to interpretation and implementation of the terms of this contract, both parties agree to abide by the results of the findings of the arbitrator.

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 this Agreement.

Time Limits

The time limits set forth in this Article for the filing and processing of grievances through arbitration are of the essence and may be extended only by mutual written consent of the parties. Consequently, if a grievance is not presented by the Union within the time limits set forth above, it shall be considered waived and may not be further pursued. If a grievance is not appealed to the next step within the specified time limit or any mutually agreed to extension thereof, it shall be considered settled on the basis of the Employer's last answer or action. If the employer does not answer a grievance or an appeal thereof within the specified time limits or does not hold an anticipated meeting pursuant to this provision, the grievance shall be treated as if it had been denied by the Employer and it may be advanced to the next step in the grievance procedure.

Article VI
Leaves

A. Sick Leave

1. Those employees with 0-3 years of service covered by this Agreement will be granted twelve (12) sick leave days each school year. Those employees with 4+ years of service covered by this Agreement will be granted fifteen (15) sick leave days each school year. When hired during the course of the school year, sick days will be prorated without loss of pay.
2. Sick leave not used in the year of service for which it was granted shall accumulate to a maximum of three hundred forty (340) days. The ROE shall notify employees at the beginning of the school year of the total sick days accumulated.
3. Sick leave shall mean absence due to personal illness, quarantine at home, serious illness or death in the immediate family. The ROE may require a physician's certificate, or if the treatment is by prayer or spiritual means, a certificate from a spiritual advisor or practitioner or such a person's faith, as a basis for pay after an absence of three (3) successive days for personal illness. If the Administration believes there is a violation or abuse of the definition of sick leave in this paragraph, the Administration may ask for a physician's certificate.
4. Employees who will be absent for illness will advise the Principal or designee by telephone by 8:00 am if possible.

B. Personal Leave

1. All employees covered by this Agreement shall be entitled to use three (3) days per year for personal leave without loss of pay. At least twenty-four (24) hours' notice shall be provided to the Principal or designee in advance of the leave whenever possible. The Principal or designee must approve all such leave provided the required notice is given provided that the absence does not impact the safe and orderly operation of the school.
2. At the end of the school year all remaining personal days will roll over into accumulated sick leave.

C. Bereavement Leave

All employees covered by this agreement shall be entitled to three (3) bereavement leave days per event per year without loss of pay to attend funerals of immediate family members. Immediate family shall mean parents, spouse, brothers, sisters, children grandchildren, grandparents, parents-in-law, brothers/sisters-in-law, and legal guardians.

D. Child Care Leave

Child care leave shall be defined as a leave granted for maternity, paternity, or adoptive parenthood. Adoptive parenthood will apply only to children under the age of ten (10).

Persons covered by this agreement shall be granted a child care leave for up to twelve (12) weeks under FMLA. Such leave can be extended by mutual agreement between the employee and the ROE.

Employees granted child care leave shall be returned to the same or similar position they held prior to the leave upon returning.

Child care leave is unpaid unless sick leave is used; however, the employee may remain on the employer's health insurance plan by making timely payments to the ROE office.

Commencement and return times from child care leaves are established by mutual agreement between the ROE and employee.

E. Civic Duty Leave

Any Teacher shall be paid the Teacher's regular salary for the period of any absences for performing civic duties. Civic duty will not be counted as a personal or sick leave day.

Licensed school employees who receive a subpoena to appear as a witness in a school-related trial, or give a deposition in any school-related matter or case involving their role as a mandated reporter in court, shall make such an appearance without a loss in salary.

Article VII

Personnel Files

The ROE shall maintain one official personnel file for each employee.

All documents to be placed in an employee's personnel file shall be inserted in a timely fashion with a copy provided to the employee. The employee shall sign all documents which does not necessarily mean agreement with the content but acknowledges he/she has seen the document.

Employees shall be allowed to inspect their official personnel file as soon as possible upon written request. All such inspection shall be conducted in the presence of the Principal or designee.

Employees may request copies of documents in their files.

Employees shall have the right to add documents or written statements to their personnel files.

Article VIII

Evaluations

The ROE and the Union will collaborate to develop and follow an evaluation plan consistent with the requirement of Illinois Law.

Seniority, evaluations, and program needs will determine teacher employment on a yearly basis. All evaluations will have been scheduled and completed by April 1 of the school year. Also by April 1 of the school year, the ROE will notify those employees who will be returning for the following school year and those employees who will not be offered employment for the following school year. If all areas are equal, seniority will prevail.

Article IX

Professional Growth

Licensed teachers and counselors shall be entitled to six (6) hours of release time to attend approved professional development hosted by an approved Illinois Professional Development provider. This professional learning will be in addition to that which is provided for all Lincoln School staff. Fees and associated costs for this approved professional development will be assumed by the Regional Office.

Article X

Insurance

All employees shall be offered single health insurance. The ROE will pay 100% of the cost of the HMO premium and of the PPO premium.

Article XI

Retirement Provisions

11.1 Retirement Incentive Program

The ROE Lincoln School Retirement Incentive Program is designed to recognize the professional contributions made to the ROE by eligible, full-time teachers. Teachers will be eligible for retirement per TRS stipulations and guidelines.

Teachers wishing to access the benefits of this article shall have completed a minimum of ten (10) consecutive years of service in a licensed position with the ROE immediately prior to retirement. All retirements must occur before June 30 of the summer of the last year of teaching in the ROE. Appropriate deductions for income taxes, FICA, and TRS contributions shall be made from all payments made to the participating teacher.

Once given and accepted by the Regional Superintendent, a teacher's notification of intent to retire may not be rescinded. If an employee ends his/her employment prior to the Board approved date of retirement, the employee will not be entitled to any additional benefits from the Regional Office.

Credible earnings paid during the retirement notice period shall be inclusive of approved extra-duty compensation. A teacher who takes on a new extra-duty assignment during the notice period shall receive no additional compensation. If during the notice period the Regional Superintendent discontinues an extra duty position filled by a teacher who gave a five, four, three or two year retirement notice, no deduction shall be made from the specified annual increases. If, however, a teacher voluntarily discontinues such as assignment, or if the teacher is removed from the assignment for just cause, compensation for the position will be deducted from the total credible earnings received for that year.

Teachers may receive as many as four 6% pay raises inclusive of all extra-duty responsibilities within this incentive program. An eligible teacher must notify the Regional Superintendent of his/her intent, in writing, no later than September 1 of the fifth year prior to retirement to receive full post retirement benefits as described in this section. Example: A teacher retiring at the end of the 2026-27 school year must notify the Regional Office by September 1, 2022 to be eligible for four 6% increases. A one, two or three year notice may also be given with the corresponding amount of notice.

11.2 Retirement Recognition Payment

In recognition for service, upon retirement, an additional benefit shall be paid at the rate of twenty-five dollars (\$25) per day for each unused accumulated sick leave day up to and including 255 days that are not used for experience credit in the certified staff member's pension program. To be eligible, the teacher shall have completed ten (10) years of continuous service with the ROE and shall qualify under the TRS stipulations and guidelines. Persons who have lost

sick days due to maximization can use their lost sick leave days for this provision. Retirement must be under the conditions set forth in the certified staff member's pension program. The retiree is eligible to receive this reward payment only once. This payment shall be paid no later than 60 days after commencement of retirement and shall not be pensionable.

Article XII

Compensation Provisions

- A. In the event that a substitute teacher is not available and the absent teacher's class is combined with another teacher's class, that teacher shall be paid at the rate per day according to the chart below. This rate of pay is in addition to the regular salary paid to teachers.

2022-2023	\$109.00 per day
2023-2024	\$116.00 per day
2024-2025	\$123.00 per day
2025-2026	\$130.00 per day
2026-2027	\$137.00 per day

- B. Mentors, the Lead Member of the Staff Advisory Committee, ~~and~~ members of the Staff Advisory Committee, and the Student Council Coordinator who are appointed by the administration shall receive a stipend per semester per position to be paid at the end of each semester according to the chart below. The ROE and Union will collaborate to create job descriptions for the Lead Member of the Staff Advisory Committee and the Student Council Coordinator and any subsequent committee created by administration for which compensation would be provided.

Summer school teachers who are appointed by the administration shall receive a stipend per session to be paid at the end of each session according to the chart below.

Stipend Position	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
Mentor	\$546.00	\$579.00	\$614.00	\$645.00	\$678.00

Lead Member of Staff Advisory	\$265.00	\$281.00	\$298.00	\$313.00	\$329.00
Each Member of Staff Advisory	\$546.00	\$579.00	\$614.00	\$645.00	\$678.00
Student Council Coordinator	\$546.00	\$579.00	\$614.00	\$645.00	\$678.00
Summer School Session (per session rate)	\$1,900.00	\$1,900.00	\$1,900.00	\$1,996.00	\$2,097.00

- C. The salary schedules for the 2022-2023, 2023-2024, 2024-2025, 2025-2026, and 2026-2027 school years are contained in Appendix A. The ROE will pay the full portion of the employee contribution to TRS.
- D. Paydays shall be twice a month on the 15th and the 30th. When paydays as scheduled fall on a weekend, holiday or the end of February, salary checks shall be issued on the last work day.
- E. Tax Sheltered Annuity Payroll Deduction Plans
The ROE will identify a vendor during the 2022-23 school year for Lincoln employees to utilize in establishing optional 403b plans.

Article XIII

Opener

If any provisions of this Agreement are, or shall be at any time contrary to statutory law or decisions of the courts, or adversely affect the payment of federal, state, or local funds to the Lincoln Alternative Program, the Union and the ROE agree to meet and discuss such matters.

Article XIV

Duration of the Agreement

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed and adopted this _____, as evidenced by the signature of their respective officers affixed below. This Agreement shall become effective on July 1, 2022 and shall continue in effect through June 30, 2027.

Megan McLaughlin 6/14/22
Lincoln School Council of Teachers / Date

Shawn Walker 6/17/2022
Will County Regional Office of Education / Date

APPENDIX A

2022-2023 School Year

Salary Schedule

2022-2023	Salary Schedule		6% total increase		
	BA	BA+15	MA	MA+15	MA+30
0	\$42,864.00	\$43,807.00	\$44,771.00	\$45,756.00	\$46,763.00
1	\$44,150.00	\$45,121.00	\$46,114.00	\$47,129.00	\$48,166.00
2	\$45,475.00	\$46,475.00	\$47,497.00	\$48,543.00	\$49,611.00
3	\$46,839.00	\$47,869.00	\$48,922.00	\$49,999.00	\$51,099.00
4	\$48,244.00	\$49,305.00	\$50,390.00	\$51,499.00	\$52,632.00
5	\$49,691.00	\$50,784.00	\$51,902.00	\$53,044.00	\$54,211.00
6	\$51,182.00	\$52,308.00	\$53,459.00	\$54,635.00	\$55,837.00
7	\$52,717.00	\$53,877.00	\$55,063.00	\$56,274.00	\$57,512.00
8	\$54,299.00	\$55,493.00	\$56,715.00	\$57,962.00	\$59,237.00
9	\$55,928.00	\$57,158.00	\$58,416.00	\$59,701.00	\$61,014.00
10	\$57,606.00	\$58,873.00	\$60,168.00	\$61,492.00	\$62,844.00
11	\$59,334.00	\$60,639.00	\$61,973.00	\$63,337.00	\$64,729.00
12	\$61,114.00	\$62,458.00	\$63,832.00	\$65,237.00	\$66,671.00
13			\$65,747.00	\$67,194.00	\$68,671.00
14			\$67,719.00	\$69,210.00	\$70,731.00
15			\$69,751.00	\$71,286.00	\$72,853.00

2023-2024 School Year

Salary Schedule

2023-2024	Salary Schedule		6%		
	BA	BA+15	MA	MA+15	MA+30
0	\$44,150.00	\$45,121.00	\$46,114.00	\$47,129.00	\$48,166.00
1	\$45,475.00	\$46,475.00	\$47,497.00	\$48,543.00	\$49,611.00
2	\$46,839.00	\$47,869.00	\$48,922.00	\$49,999.00	\$51,099.00
3	\$48,244.00	\$49,305.00	\$50,390.00	\$51,499.00	\$52,632.00
4	\$49,691.00	\$50,784.00	\$51,902.00	\$53,044.00	\$54,211.00
5	\$51,182.00	\$52,308.00	\$53,459.00	\$54,635.00	\$55,837.00
6	\$52,717.00	\$53,877.00	\$55,063.00	\$56,274.00	\$57,512.00
7	\$54,299.00	\$55,493.00	\$56,715.00	\$57,962.00	\$59,237.00
8	\$55,928.00	\$57,158.00	\$58,416.00	\$59,701.00	\$61,014.00
9	\$57,606.00	\$58,873.00	\$60,168.00	\$61,492.00	\$62,844.00
10	\$59,334.00	\$60,639.00	\$61,973.00	\$63,337.00	\$64,729.00
11	\$61,114.00	\$62,458.00	\$63,832.00	\$65,237.00	\$66,671.00
12	\$62,947.00	\$64,332.00	\$65,747.00	\$67,194.00	\$68,671.00
13			\$67,719.00	\$69,210.00	\$70,731.00
14			\$69,751.00	\$71,286.00	\$72,853.00
15			\$71,844.00	\$73,425.00	\$75,039.00

2024-2025 School Year

Salary Schedule

2024-2025	Salary Schedule		6%		
Step	BA	BA+15	MA	MA+15	MA+30
0	\$45,475.00	\$46,475.00	\$47,497.00	\$48,543.00	\$49,611.00
1	\$46,839.00	\$47,869.00	\$48,922.00	\$49,999.00	\$51,099.00
2	\$48,244.00	\$49,305.00	\$50,390.00	\$51,499.00	\$52,632.00
3	\$49,691.00	\$50,784.00	\$51,902.00	\$53,044.00	\$54,211.00
4	\$51,182.00	\$52,308.00	\$53,459.00	\$54,635.00	\$55,837.00
5	\$52,717.00	\$53,877.00	\$55,063.00	\$56,274.00	\$57,512.00
6	\$54,299.00	\$55,493.00	\$56,715.00	\$57,962.00	\$59,237.00
7	\$55,928.00	\$57,158.00	\$58,416.00	\$59,701.00	\$61,014.00
8	\$57,606.00	\$58,873.00	\$60,168.00	\$61,492.00	\$62,844.00
9	\$59,334.00	\$60,639.00	\$61,973.00	\$63,337.00	\$64,729.00
10	\$61,114.00	\$62,458.00	\$63,832.00	\$65,237.00	\$66,671.00
11	\$62,947.00	\$64,332.00	\$65,747.00	\$67,194.00	\$68,671.00
12	\$64,835.00	\$66,262.00	\$67,719.00	\$69,210.00	\$70,731.00
13			\$69,751.00	\$71,286.00	\$72,853.00
14			\$71,844.00	\$73,425.00	\$75,039.00
15			\$73,999.00	\$75,628.00	\$77,290.00

2025-2026 School Year

Salary Schedule

2025-2026	Salary Schedule		5%		
	BA	BA+15	MA	MA+15	MA+30
0	\$46,385.00	\$47,405.00	\$48,447.00	\$49,514.00	\$50,603.00
1	\$47,777.00	\$48,827.00	\$49,900.00	\$50,999.00	\$52,121.00
2	\$49,210.00	\$50,292.00	\$51,397.00	\$52,529.00	\$53,685.00
3	\$50,686.00	\$51,801.00	\$52,939.00	\$54,105.00	\$55,296.00
4	\$52,207.00	\$53,355.00	\$54,527.00	\$55,728.00	\$56,955.00
5	\$53,773.00	\$54,956.00	\$56,163.00	\$57,400.00	\$58,664.00
6	\$55,386.00	\$56,605.00	\$57,848.00	\$59,122.00	\$60,424.00
7	\$57,048.00	\$58,303.00	\$59,583.00	\$60,896.00	\$62,237.00
8	\$58,759.00	\$60,052.00	\$61,370.00	\$62,723.00	\$64,104.00
9	\$60,522.00	\$61,854.00	\$63,211.00	\$64,605.00	\$66,027.00
10	\$62,338.00	\$63,710.00	\$65,107.00	\$66,543.00	\$68,008.00
11	\$64,208.00	\$65,621.00	\$67,060.00	\$68,539.00	\$70,048.00
12	\$66,134.00	\$67,590.00	\$69,072.00	\$70,595.00	\$72,149.00
13			\$71,144.00	\$72,713.00	\$74,313.00
14			\$73,278.00	\$74,894.00	\$76,542.00
15			\$75,476.00	\$77,141.00	\$78,838.00

2026-2027 School Year

Salary Schedule

2026-2027	Salary Schedule		5%		
Step	BA	BA+15	MA	MA+15	MA+30
0	\$47,313.00	\$48,353.00	\$49,416.00	\$50,504.00	\$51,615.00
1	\$48,732.00	\$49,804.00	\$50,898.00	\$52,019.00	\$53,163.00
2	\$50,194.00	\$51,298.00	\$52,425.00	\$53,580.00	\$54,758.00
3	\$51,700.00	\$52,837.00	\$53,998.00	\$55,187.00	\$56,401.00
4	\$53,251.00	\$54,422.00	\$55,618.00	\$56,843.00	\$58,093.00
5	\$54,849.00	\$56,055.00	\$57,287.00	\$58,548.00	\$59,836.00
6	\$56,494.00	\$57,737.00	\$59,006.00	\$60,304.00	\$61,631.00
7	\$58,189.00	\$59,469.00	\$60,776.00	\$62,113.00	\$63,480.00
8	\$59,935.00	\$61,253.00	\$62,599.00	\$63,976.00	\$65,384.00
9	\$61,733.00	\$63,091.00	\$64,477.00	\$65,895.00	\$67,346.00
10	\$63,585.00	\$64,984.00	\$66,411.00	\$67,872.00	\$69,366.00
11	\$65,493.00	\$66,934.00	\$68,403.00	\$69,908.00	\$71,447.00
12	\$67,458.00	\$68,942.00	\$70,455.00	\$72,005.00	\$73,590.00
13			\$72,569.00	\$74,165.00	\$75,798.00
14			\$74,746.00	\$76,390.00	\$78,072.00
15			\$76,988.00	\$78,682.00	\$80,414.00