



AGREEMENT

BETWEEN THE BOARD OF EDUCATION FOR

WILMINGTON SCHOOL DISTRICT 209-U

WILL COUNTY, ILLINOIS

AND THE

WILMINGTON COUNCIL, AFT-LOCAL 604

AFT-IFT, AFL-CIO

2024-2025

2025-2026

2026-2027

2027-2028

TABLE OF CONTENTS

Article 1: Preamble-----	1
Article 2: Recognition and Scope-----	1
Article 3: Fair Representation -----	1
Article 4: Indemnity-----	2
Article 5: Conformity to Law-----	2
Article 6: No Strike Clause -----	2
Article 7: Management Rights-----	2
Article 8: Non-Discrimination-----	3
Article 9: Teacher-Administration-Board (TAB)-----	3
Article 10: Information, Communications, Use of Equipment -----	4
Article 11: School Calendar -----	4
Article 12: Workday -----	5
Article 13: Assignments, Vacancies, and Transfers-----	6
Article 14: Hourly Rate Duties -----	8
Article 15: Academic Freedom-----	8
Article 16: Grades -----	9
Article 17: Teacher Evaluation-----	10
Article 18: Grievance -----	10
Article 19: Seniority -----	12
Article 20: Personnel Files -----	12
Article 21: Leaves -----	13
21.1 Sick Leave -----	13
21.2 Bereavement Leave-----	14
21.3 Paid Personal Leave -----	14

21.4 Professional Meeting Leave-----	14
21.5 Parental Leave-----	14
21.6 Leaves of Absence-----	14
Article 22: Pay Schedules-----	16
Article 23: Mileage-----	17
Article 24: Dues, Check Off, and Other Deductions-----	17
Article 25: Placement on Salary Schedule-----	18
25.1 Reimbursement—Board Requested-----	18
25.2 Reimbursement—Teacher Requested-----	19
25.3 Vertical Movement-----	19
25.4 Newly Hired Teachers-----	20
25.5 Newly-Hired Professional Educator-----	20
25.6 MTSS Coordinator-----	20
25.7 Attendance Incentive-----	20
Article 26: Union/Superintendent Meetings-----	21
Article 27: Insurance Benefits-----	21
Article 28: Indemnify and Hold Harmless-----	22
Article 29: Salary-----	22
Article 30: Flexible Benefit Plan-----	22
Article 31: Retire Incentives-----	23
Article 32: National Board Certification-----	25
Article 33: Co-Curricular Assignments-----	26
Article 34: Duration-----	27
Appendix A: Salary-----	28-31
Appendix B: Club Stipends—Hourly-----	33
Appendix B: Club Stipends—Set Amount: High School-----	33-38
Appendix B: Club Stipends—Set Amount: Middle School-----	39-41
Appendix C: Coaching Stipends-----	42-46

ARTICLE 1 PREAMBLE

This Agreement is made and entered by and between the Board of Education of Wilmington District 209-U, Will County, Illinois, hereinafter referred to as the "Board" and the Wilmington Council, American Federation of Teachers - Local 604, AFT-IFT, AFL-CIO, hereinafter referred to as the "Union."

ARTICLE 2 RECOGNITION AND SCOPE

The Board of Education of 209-U, Wilmington, Will County, Illinois, hereby recognizes the Wilmington Council, AFT Local 604, AFT-IFT, AFL-CIO as the sole and exclusive bargaining agent with respect to wages, hours, and terms and conditions of employment for all full-time and part-time regularly employed certificated personnel, except the superintendent, building principals, district media services supervisor, assistant principals, curriculum director, teacher aides, paraprofessionals, substitutes, confidential employees, business manager, technology directors, non-certificated nurses, and any other personnel involved in teacher evaluation other than consulting teachers selected pursuant to Section 24A of the School Code.

Certificated personnel are defined as Professional Educators, certificated school nurse(s), librarian(s), school counselor(s), and vocational coordinator(s), hereinafter referred to as "Professional Educators."

The wages, hours and terms, and condition of employment for part-time Professional Educators shall be bargained at the time of employment except for Professional Educators who have not been employed prior to December 1, 1990. No benefits shall be provided in the form of paid leave, plan time or insurance if the full-time equivalency of their employment is less than two-thirds (2/3). Part-time Professional Educators, if full-time equivalency is at least one-half (1/2), may be eligible for a maximum of five (5) paid sick days per year, which shall be determined at the time of employment.

This contract supersedes all other contracts and past practices; however, past practice shall remain a consideration if not covered specifically in the contract.

ARTICLE 3 FAIR REPRESENTATION

The Union agrees to represent equally and without prejudice all members of the bargaining unit for purposes of negotiations with the Board concerning terms and conditions of their employment.

ARTICLE 4 INDEMNITY

The Union acknowledges that the terms contained in this Agreement are the result of full, frank, and arms-length negotiations between the parties. Accordingly, the Union assumes equal responsibility for the inclusion of each and every provision in this Agreement.

The Union agrees to co-indemnify the Board and its officers, agents, and employees against any and all claims, demands, suits and judgments (including the costs of defense associated with the same) arising from any claim that any of the provisions of this Agreement violate federal, state or local laws, rules, or regulations.

ARTICLE 5 CONFORMITY TO LAW

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction or an administrative agency or in the event that Congress, or the Legislature enacts a law, or an administrative agency renders a ruling in conflict with any article, section, or clause of this Agreement, said article, section or clause shall be automatically deleted from this Agreement to the extent that it violates said law or ruling, but the remaining articles, sections, or clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted article, section, or clause.

ARTICLE 6 NO STRIKE CLAUSE

The Union agrees that there shall be no strike, withholding of services, or other refusal to render full and complete service to the Board during the term of this Agreement.

ARTICLE 7 MANAGEMENT RIGHTS

The Board retains and reserves the ultimate responsibility for proper management of the School District conferred upon and vested in it by the statutes and Constitutions of the State of Illinois and the United States, including but not limited to the responsibility for and the right:

A. To maintain executive management and administrative control of the School District and its properties and facilities and the professional activities of its employees as related to the conduct of school affairs.

B. To hire all employees and, subject to the provisions of the law, to determine their qualifications, and the conditions of their continued employment, or their dismissal or demotion, their assignment, and to promote and transfer all such employees.

C. To establish programs and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary or advisable by the Board.

D. To delegate authority through recognized administrative channels for the development and organization of the means and methods of instruction according to current written Board Policy or as the same may from time to time be amended, the selection of textbooks and other teaching materials, and the utilization of teaching aids of all kinds.

E. To determine class schedules, the hours of instruction, and the duties, responsibilities and assignments of Professional Educators and other employees with respect thereto, and non-classroom assignments.

F. The Union and the Board waive any right to negotiate any term or condition of employment during the term of this Agreement except by mutual written consent. The exercise of the foregoing powers, rights, authorities, duties, and responsibilities by the Board shall be limited by the specific and express terms of this Agreement.

ARTICLE 8 NON-DISCRIMINATION

Neither the Union nor the Board shall discriminate against any member of the bargaining unit on the basis of race, creed, color, sex, marital status, ethnic background, geographic origin, or handicap. In the event any member of the bargaining unit commences a proceeding in any state or federal court or administrative agency against the Board or any of its members charging the Board or any of its members with the violation of any of the rights enumerated in this Section, such remedy shall be exclusive, and the said member shall be barred from invoking any other remedy which may be provided for in this Agreement.

ARTICLE 9 TEACHER-ADMINISTRATION-BOARD (TAB)

The Board shall recognize the Teacher - Administration - Board Committee.

The TAB Committee shall be comprised of a selected Professional Educator representative from each attendance center and two representatives at large recruited by the Union, (one of whom shall be the Union President), a board member, and all administrators.

The Committee shall meet at least four times during the year, and additionally as agreed upon, to discuss issues of mutual concern such as, but not limited to, curriculum, articulation, textbook selection, in-service training programs, work load, and any other topic which any of the parties

deem a fit subject for discussion. The agenda and meeting dates shall be mutually determined by the superintendent and Union President prior to these meetings.

Nothing in this Section shall be construed to permit the TAB Committee to consider items pertaining to negotiations. TAB Agendas may include discussion of contractual items for purposes of clarification, but not for purposes of negotiations.

ARTICLE 10

INFORMATION, COMMUNICATIONS, USE OF EQUIPMENT

A. The Board agrees to furnish in response to reasonable written requests all available public information already received, completed, or compiled concerning the District such as, but not limited to, annual financial reports and audits, annual budgets, agenda and official minutes of all Board meetings, the treasurer's reports, and updated Board Policy manuals, provided that any extraordinary costs of preparing such information shall be borne by the Union.

B. Names, addresses, and telephone numbers of newly hired Professional Educators who consent thereto shall be provided to the Union within fourteen (14) days of approval of their contracts by the Board.

C. Nothing in this Section shall be determined to require the disclosure of information which is prohibited by law or deemed privileged there under including, but not limited to, communications between the Board and legal counsel or confidential information regarding teachers.

D. The Union shall be permitted to post notices of its activities and matters of Union concern on teacher bulletin boards, at least one of which shall be available in each building for such purpose.

E. The Union shall be permitted to use school mailboxes and/or email for communications to teachers, provided no additional cost is incurred by the District.

F. The Union shall be permitted use of school buildings for Union meetings, provided that such meetings are scheduled through the building office and that when special services are required, the Board may make a reasonable charge. It is agreed that such meetings shall not interfere with or interrupt normal school operations.

G. The Union shall be permitted, upon advance reasonable request, to use the District copying equipment (District will provide operator), computers, typewriters, and audio-visual equipment provided that such use shall not interfere with the District's use thereof and provided further that the Union shall reimburse the District for actual cost thereof.

ARTICLE 11 SCHOOL CALENDAR

Annually, the Board agrees to adopt a school calendar which shall provide for a minimum number of days required by law; there shall be imposed no maximum on said adopted calendar by reason of this section. The Union agrees to submit recommendations relative to such calendar to the superintendent annually by February 1.

Professional Educators shall be paid for one hundred eighty (180) days of service. Should any teacher be required to work in addition to 180 days, he/she shall be paid a sum equal to 1/180 for each such day. Any docking of a Professional Educator's pay shall be computed by the same formula. For school counselors, the Board will determine how many days, if any, will be worked in the summer and who will work them. Then, the principal and counselors will agree to the specific seven-hour, thirty-minute days to be worked. Only if a Professional Educator/school counselor works seven hours and thirty minutes in a workday will he/she be paid at the per diem rate of pay for that day. For days less than seven hours, thirty minutes, the hourly rate listed in Appendix B will be used.

Nothing in this section shall be interpreted to require payment to any Professional Educator who works beyond the last day scheduled in the adopted calendar, so long as such work does not exceed an annual school term of 180 days.

The payment of additional compensation required hereunder shall not apply to any summer school offered by the Board for which teaching is voluntary. In such cases, pay, therefore, shall be set unilaterally by the Board.

Should the Board decide to adopt a calendar which requires work in excess of 180 days for all teachers, the Board and the Union shall negotiate the terms of the same.

ARTICLE 12 WORKDAY

A. The normal workday for Professional Educators shall consist of a maximum of seven and one-half (7-1/2) hours each school day inclusive of a duty-free lunch as required by law, except as provided herein.

B. Each Professional Educator shall be granted a minimum of one hundred fifty (150) minutes of unassigned time for planning, each week. Each Professional Educator shall be granted at least thirty (30) consecutive minutes of unassigned time for planning each school day unless prevented by special assemblies, field trips, shortened schedules, or other unavoidable and/or unforeseen events. The foregoing minimum planning time and maximum demand time may not be changed absent mutual, written consent of the parties.

C. Counselors shall schedule, with the approval of the building principal, their preparation time at the beginning of each semester. Thereafter, except in cases of emergency and provided the building principal consents, such planning time shall not be changed. Counselors shall not be

assigned to substitute teach other than during scheduled planning time and, in such event, shall be paid according to Article 14.

D. Any assignment of Professional Educators for extra-curricular activities shall be made pursuant to Article 37 and the Extra-Curricular Schedule, each such Professional Educator to receive the appropriate pay therefor.

E. Faculty meetings, school improvement meetings, department meetings, grade-level meetings, subject-area meetings or curriculum meetings shall be scheduled as needed but not to exceed four (4) per month and shall be no longer than one and one-half (1-1/2) hours. Meetings may be scheduled before or after the normal school day. Before school meetings will not begin earlier than 6:45 a.m. After school meetings will begin as soon as possible after student dismissal, but in no case will they begin later than 3:30 p.m.

When requested by parents, Professional Educators will be available before or after the normal workday for conferences with students/parents.

During the duration of this contract, should the Board receive notice from the State Board of Education of its intent to formally audit school improvement plan(s) for an attendance center, then during the school years prior to such formal audit, the number of mandatory meetings per month shall be increased for such school year to five (5) per month, cumulative.

F. Professional Educators may leave the building only during lunch periods unless permission is received from a building administrator.

G. Parent/Teacher Conferences: During the week immediately preceding and the week immediately following Parent/Teacher conference day, the principals at the elementary schools will have the flexibility to authorize Professional Educators to meet with parents before and after contractual time; this includes “swapping minutes” in the morning and afternoon. This practice will not result in permanent adjustments to the regular working day of any staff member as described in the current bargaining agreement.

H. Altered contractual day: If a Professional Educator has to have his/her contractual day altered to monitor the Breakfast Program or any other program as per the direction of the building Principal, the Professional Educator’s contractual day could be changed to accommodate monitoring the additional program.

I. Extension of Days: If members of the administration determine that additional days are needed by the librarians, certified school nurses, and/or social workers to complete the work critical to the functioning of the School District, the administration will make a recommendation to the Superintendent requesting the number of work days necessary to complete said work. If approved by the Superintendent, who shall have sole discretion subject to the Board’s approval, said employees shall work said extra days and will be compensated per hour as per Appendix B of the Contract. Timesheets shall be completed prior to the processing of payment.

ARTICLE 13 ASSIGNMENTS, VACANCIES, AND TRANSFERS

A. Assignments

1. A Professional Educator may request in writing to be assigned or not to be assigned to any position. Such applications shall be submitted to the superintendent or his/her designee, stating the reasons therefor.

2. Professional Educators shall be notified, in writing, by the last day of a school year of their building and teaching assignment including grade level and subject area for the coming year, except in cases of emergency.

Every effort shall be made to recruit qualified volunteers for extra-curricular activities prior to notification. When necessary to hire Professional Educators for extra-curricular activities, such hiring shall be filled in accordance with ARTICLE 33. The Superintendent or his/her designee shall attempt to hold a conference with the Professional Educator prior to a change in the assignment. The final decision in the matter shall be made by the superintendent, and he/she or his/her designee shall give said Professional Educator the decision in writing. If a Professional Educator is notified of a change in assignment after August 1, the Professional Educator may resign without penalty.

B. Vacancies

1. A vacancy is defined as an open position resulting from a resignation or termination from employment or a new job classification for a position within the bargaining unit.

2. The Superintendent shall make available a listing of vacancies that exist in the district as they occur. Such notification shall be made known through notices placed in a specifically designated location in each building and at one (1) specific location in the District Office. The Superintendent shall also provide to the Union president notice of all vacancies as they occur in all schools. No vacancy shall be filled, except in case of emergency or except on a temporary basis, until notice of such vacancy shall have been given to the Union president for at least ten (10) days. During summer vacations, any vacancy notices will be sent to Professional Educators by the Union president or his/her designee, and notices need not be posted in places other than the district offices.

3. Professional Educators may apply when a vacancy exists. Such application shall be in writing and shall be submitted along with current transcripts and teaching certificates to the superintendent or his/her designee.

4. Any bargaining unit member applying for a vacancy shall be interviewed for the position.

C. Transfers

1. General

a. A transfer is defined as a change in position from one building to another, from one area of certification to another, and at the elementary level from one grade level to another.

2. Voluntary Transfer

a. A teacher requesting a voluntary transfer in order to fill an existing vacancy shall make his/her request known in writing each year to the Principal and to the Superintendent's office. Such written requests should include the building, position desired, qualifications, reason, and any other information the teacher deems pertinent. These requests may be submitted at any time a vacancy occurs.

b. When filling vacant positions, it is acknowledged that the Board has the responsibility upon the recommendation of the Superintendent and the Principal of the Building to evaluate qualifications and to make final judgments. Criteria for evaluation shall include an individual's experience and education, as these relate to district needs, the quality of past teaching performance, and district seniority. When all other factors are judged to be equal, seniority shall be utilized as the final and determining factor by the administration in making recommendations for voluntary transfer.

3. Involuntary Transfer

a. The Administration will attempt to avoid involuntary transfers. In the event of involuntary transfer, upon the request of the Professional Educator, the Principal(s) involved, the Professional Educator and the Union President shall meet and discuss the reasons for such transfer. After that meeting, upon the request of the Professional Educator, the Superintendent, the Professional Educator, and the Union President shall meet and discuss the reason(s) for such transfer.

b. In the event it becomes necessary to make an involuntary transfer the least senior qualified Professional Educators(s) within the district shall be transferred.

D. Mentoring: Professional Educators assigned to mentor staff new to the District will receive a \$500 stipend. An effort will be made to ensure that a match is made with a tenured Professional who has a similar academic degree as the new hire. In addition, where possible, mentors will be assigned on a rotating basis.

ARTICLE 14 HOURLY RATE DUTIES

Every effort shall be made to secure qualified substitute Professional Educators to assume the duties of regularly employed teachers in their absence. Should it be necessary for a Professional Educator to substitute for an absent Professional Educator by surrendering his/her planning time, the rate of pay shall be \$35.00 a clock hour for the duration of this contract, prorated to the nearest tenth of an hour. All duties paid by an hourly rate, when receiving pre-approval from the Administration, Drivers Ed, Tutoring, A.C.T. Course, H.S. & M.S. Detention, Period Subs,

curriculum work, extended contracts, instructional leadership, etc. will be paid \$35.00 for the duration of this contract a clock hour.

ARTICLE 15 ACADEMIC FREEDOM

Historically, the Board has respected the role of the classroom Professional Educators and protected their right to carry out their duties. The Board has protected the educational program and the teacher from undue influence of any special-interest group to the end that the education of the youth of this community is based upon the free exchange of information which is, in turn, based upon factual knowledge.

In the event of adverse criticism of the School District of books, teaching methods, or materials used in the School District, and petitions for censorship, removal, or expurgation of content deemed by a critic to be offensive on moral, political, religious, or other grounds, the procedure for addressing the same shall be as follows:

A. Complainants should discuss said complaints in the following order.

1. Professional Educator
2. Professional Educator and Principal
3. Professional Educator, Principal, and Superintendent

B. Any such criticism shall be submitted to the Superintendent and shall be in writing and signed by the complainant. A copy of the written criticism shall be delivered to the Professional Educator involved.

C. The Professional Educator, with a representative of his/her choosing, shall meet with the author of any criticism and the Superintendent or his/her designee.

D. If not resolved by Steps A, B, & C and the Board wishes to review the criticism with the Professional Educator or the Professional Educator wishes to review the criticism with the Board, the Professional Educators and the Professional Educator's representative shall be present and be allowed to speak in defense at such review.

E. Unless a meeting takes place between the Professional Educator and the Principal or the Superintendent, no reference to any such criticism shall be entered in the Professional Educator's file and it shall have no weight in a Professional Educator's final written evaluation. Only the Superintendent and the Principal shall be allowed to add any such criticism to the Professional Educator's file.

ARTICLE 16 GRADES

Professional Educators shall have the responsibility of assigning grades to students. Should an Administrator determine, in his/her sole discretion, that a grade should be changed, the Administrator shall recommend the change to the Board or its designee for consideration.

The Professional Educator whose grade(s) is/are affected shall have the right to make a presentation to the Board or its designee prior to Board determination.

In the event of a grade change determined by the Board or its designee, notice shall be given to the parent that the grade was assigned by Board determination.

ARTICLE 17 TEACHER EVALUATION

The Professional Educator evaluation process will follow all rules and regulations as presented in the Performance Evaluation Reform Act (PERA) of 2010.

A district-wide, representative evaluation committee consisting of classroom Professional Educators, building administrators, district administrators, and local Union leadership will be developed to meet regularly throughout each school year to review, discuss, and make recommendations to the joint committee regarding issues related to all aspects of Article 17.

The evaluation form must be presented to the Professional Educator being evaluated at the beginning of the school year. A pre-conference must be held prior to the evaluation. The evaluation form must be provided to the Professional Educator prior to the post conference (no time limit). The District will continue to work toward an increased continuity among the buildings.

ARTICLE 18 GRIEVANCE

A grievance is defined as a complaint or claim by a Professional Educator or the Union that there has been a violation, misinterpretation, or misapplication of any provisions of this Agreement.

The Board acknowledges the right of the Union to assist a grievant at any level of the grievance procedure if it obtains the consent of the grievant, and the Union to receive assistance as desired in any step of the grievance procedure. Failure of any Employee or the Union to act on a grievance within the prescribed time limits will act as a bar to any further appeal and an Administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual consent. At any state of the grievance procedure, the grievant may be represented by an officer of the Union.

A grievance involving the act of any Administrator above the building level shall initially be filed at Step 3 of the grievance procedure after the grievant first having consulted the Administrator involved, but no later than twenty (20) business days after the occurrence giving rise to the claim.

Step 1: A complaint shall first be discussed with the object of resolving the matter informally. If the matter is resolved and a Union representative was present at the adjustment of the complaint, the Principal shall not inform the Union president of the adjustment.

Step 2: If the grievance cannot be resolved informally, the grievant shall present the grievance in writing to his/her immediate supervisor no later than twenty (20) business days after the occurrence of the claim or complaint. The Supervisor will arrange for a meeting to take place within five (5) business days after receipt of the grievance. The aggrieved party, the immediately involved supervisor and any person whose assistance they request, shall be present for the meeting. The Supervisor will then within five (5) business days after the meeting, provide the aggrieved party and the Superintendent with a written memorandum setting forth the disposition of the grievance. Such memorandum shall contain reasons upon which the disposition of the matter was based.

Step 3: If the grievant is not satisfied with the disposition of the grievance at Step 2, or if Step 2 time limits expire without the issuance of the Supervisor's memorandum, the grievant shall present the grievance in writing to the Superintendent within ten (10) business days. The Superintendent shall arrange for a meeting to take place within five (5) business days after receipt of the grievance. The Superintendent shall conduct the meeting with the same parties being present as were present in Step 2. Upon the conclusion of the hearing of the grievance, the Superintendent shall have ten (10) business days in which to provide his/her written decision to the grievant.

Step 4: If the grievant is not satisfied with the disposition of the grievance at Step 3, or if Step 3 time limits expire without the issuance of the Superintendent's decision, the grievant may refer the grievance within ten (10) business days to the Board of Education. Upon receipt of the request, the Board of Education shall schedule, within thirty (30) calendar days, a closed session hearing on the grievance, and shall promptly thereafter render its decision in writing.

Step 5: If the grievance is not resolved satisfactorily at Step 4, there shall be available an additional step of impartial, binding arbitration. The grievant may submit, in writing, a request to the Superintendent within ten (10) business days from receipt of the Step 4 answer. The arbitrator shall be selected from the American Arbitration Association in accordance with their voluntary labor tribunal rules.

Each party shall be entitled to representation and witnesses. The arbitrator shall have no power to amend, modify, ignore, add to or subtract from the terms of this Agreement, nor to make any award void or prohibited by law, statutory, or decisional.

The cost of the arbitrator shall be borne equally between the aggrieved party and the School District. Should either party request a transcript of the proceedings, that party will bear the cost of the transcript. The arbitrator's decision shall be final and binding upon the parties. His/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

A business day is defined as a day on which the School Administration Office is open for business, unless the Superintendent of Schools is absent for whole days for sickness, personal, professional, or vacation purposes, when such time limits shall abate.

Should the investigation of any grievance require, in the judgment of the Superintendent, that an employee be released from his/her regular assignment, he/she will be released without loss of pay or benefits.

The Board agrees not to take any reprisal against any person for his/her participation in the grievance process. The Union agrees to take no reprisals against any person because of his/her participation or refusal to participate in the grievance process.

Furthermore, should any member of the bargaining unit commence an action against the Board and/or any of its members individually or collectively, before any State or Federal Administrative Agency, Court, or Tribunal, charging the Board or any of its members as aforesaid with any alleged violation of any of the rights granted to or enumerated herein, said proceeding shall act as a bar to the commencement of further proceedings of any grievance filed herein which alleges as its subject matter any violation of any rights specifically enumerated herein.

The final determination of a grievance at any step shall be included in the interested Professional Educator's(s') official Board file.

ARTICLE 19

SENIORITY

If the Board of Education honorably dismisses Professional Educators, the dismissal shall follow the provisions of law in such reduction of staff.

In the development of the Seniority List, among Professional Educators in contractual continued service, length of service shall be computed by the date the Board approved employment or the date services began, whichever date is earlier.

Commencing with the 1984-85 school year, unpaid leaves of absence of one semester or longer shall not count for purposes of continuing seniority credit.

In the event of equal seniority in the district, ties shall be broken according to

- 1) length of service in education,
- 2) highest degree earned,
- 3) number of graduate hours attained,
- 4) the drawing of lots.

Recall rights shall be as required by law.

ARTICLE 20 PERSONNEL FILES

Professional Educators shall have access to their personnel files as may be provided by law. Such includes the following:

A. Official Board File: Only one official Board file shall be kept for each Professional Educator that relates to job performance. However, confidential medical records and medical information shall be kept in a separate file accessible only to the Superintendent or his/her designee who is accounts receivable/payroll clerk.

B. Timely Insertion: All material to be placed in the official Board file shall be inserted in a timely fashion.

C. Right of Access: Every Professional Educator shall have access to all material in his/her official files during normal working hours upon reasonable written request.

D. Right of Privacy: Neither a Professional Educator's file nor any of its contents shall be copied or otherwise made known to other persons without the Professional Educator's permission either during or after his/her service in the school district, provided, however, that such file shall be available to the Board, the Superintendent, and the Professional Educator's Principal to whom he/she is responsible and shall be otherwise disclosed pursuant to law.

E. Right of Copy: Every Professional Educator shall be given a copy of any material added to his/her official Board file in a timely fashion. Every Professional Educator shall have the right to be furnished a copy of any or all file material.

F. Right of Addition and Attachment: Every Professional Educator shall have the right to add any material to his/her official Board file and to attach dissenting or explanatory material to any document or other piece of material in the file.

G. Normal Working Hours: Defined as those hours when the School Administration office is open for business.

ARTICLE 21 LEAVES

21.1 Sick Leave

Each Professional Educator shall be granted fifteen (15) sick days to be used in conformance with the law. (If TRS allows under the new contract.)

Sick leave shall be used in cases of personal illness, quarantine at home, or serious illness or death of anyone residing in the household or immediate family, or birth, adoption, or placement for adoption. Immediate family is defined as spouse, children, parents, stepparent, brothers, sisters,

grandparents, grandchildren, great-grandparents, parents-in-law, brothers-in-law, sisters-in-law, legal guardian or anyone residing in the household.

Unused leave shall accumulate to four hundred forty (440) days.

At the beginning of each school term, each Professional Educator shall be notified of his/her accumulated sick leave.

When leaving the District, the District will pay a retiring Professional Educator \$25 per day for sick days accumulated which are not used for sick leave or retirement up to eighty-five (85) days after the Professional Educator's retirement so long as no TRS penalties are incurred by the District. The money will be paid on the first payroll date in October after the Professional Educator's last working day in District 209U.

If the employee leaves the District and returns, the original days will not be re-instated. These days are only days that are earned in the Wilmington School District during consecutive years.

21.2 Bereavement Leave

In the case of death of a member of the immediate family (as defined in 21.1 Sick Leave) Professional Educators may use a maximum of three (3) days of absence per year at full pay. One (1) of the three (3) days may be used for someone not included as immediate family.

21.3 Paid Personal Leave

All Professional Educators shall be granted a maximum of two (2) days of leave for personal business during each school year without loss of pay; unused personal days are added to accumulated sick leave. Upon request of the Professional Educator, one unused personal day may be rolled over to the following year with a cap of three (3) personal days per year.

Personal business is defined as business of a personal nature which cannot be conducted at a time not in conflict with the Professional Educator's regular school day or an emergency over which the Professional Educator has no control and which requires immediate attention. Except in cases of emergency, personal leave will be granted contingent upon the availability of substitute Teachers.

As a general rule, the intent of personal leave is not to extend vacation or holiday periods, but in emergency situations such request will be considered for approval by the Superintendent.

Notice of such leave shall be given as far in advance as possible. In giving notice of such leave or immediately upon return to school from the leave, if the leave was for an emergency, the Professional Educator shall complete the special leave request form.

21.4 Professional Meeting Leave

Professional Educators may apply in writing to the Principal for permission to attend professional meetings and workshops. Within budget constraints and in the sole determination of the Superintendent, together with the Principal's recommendation, permission to attend such meetings

may be approved either at no loss of pay and/or with reasonable reimbursement for the cost of the same.

The Union President or his/her designee shall be released without loss of pay for a maximum of six (6) days per school year in total, taken in no less than one-half day increments, in order to attend to Union business provided, however, the Superintendent is given at least one week notice (except in cases of emergency) and provided further that the Union shall reimburse the District for the actual cost of substitutes.

21.5 Parental Leave

Nothing in this article shall be inconsistent with the Family and Medical Leave Act. For the purpose of using sick days concurrently with an FMLA leave, pregnancy will be considered as the same as any other illness. Further, spouses will be accorded all rights due them under the Family and Medical Leave Act in regards to pregnancy, birth, or adoption of a child.

21.6 Leaves of Absence

A. The Board of Education may grant leave of absence for purposes other than specified herein. Such leave may be for the balance of the current school term and one (1) additional full school term and shall be without pay and benefits unless otherwise specified by the Board. All requests for leave shall be made on a form provided by the Administration sixty (60) calendar days prior to the anticipated leave. The Superintendent in his/her discretion may waive the sixty (60) day notice in emergency situations for good cause shown, and any such waivers shall not be precedential in any respect. Reasons for the Board considering such leaves may be as follows:

1. Exchange teaching programs in other states, territories, countries;
2. Formal approved education programs designed to acquire additional course credit that is related to a Professional Educator's current assignment as solely determined by the Superintendent;
3. Foreign, military, or governmental sponsored programs;
4. Cultural travel or work programs related to professional activities;
5. Campaigning for a public office to the extent necessary for such activities;
6. Serving in a public office;
7. Other good reasons as determined solely by the Board.

The Board of Education may grant leave of absence for health and hardship reasons. Such leave may be for the balance of the current school term and one (1) additional full school term and shall be without pay and benefits unless otherwise specified by the Board. All requests for leave shall be made on a form provided by the Administration. Notice of such leave shall be given as far in advance as possible.

Upon returning from leave to active employment, a Professional Educator will receive an available assignment suitable to his/her professional preparation, provided that leave status will not exempt a teacher from a Reduction in Force. Placement in his/her previous assignment is not guaranteed. Time on leave shall not count for advancement on the salary schedule, except that Professional Educator who has received approval for an educational program shall receive credit on the salary schedule for the year they are on leave.

1. When a Professional Educator applies for and is granted a leave pursuant to the provisions of the collective bargaining agreement, and said leave is unpaid, no matter for what reason, a Professional Educator who teaches ninety-three (93) days or more during any school year shall receive credit for that year for salary schedule advancement if all other preconditions for advancement have been met.

2. Should a Professional Educator not teach for ninety-three (93) days during said school year, such Professional Educator shall not advance until the year following the leave, provided that such year following the leave the Professional Educator teaches at least ninety-three (93) days.

Leaves which are approved by the Board shall be without loss of tenure for tenured Professional Educators, or without loss of length of service credit or accumulated sick leave in the case of any Professional Educator, but the time on leave shall not count toward continuous service or employment by the Board. Additional sick leave shall not accrue during the duration of the leave. Professional Educators on leave are responsible for making arrangements with the Teachers' Retirement System for pension credit, if allowed. Professional Educators on approved leaves of absence may participate in available District medical insurance programs, but at the expense of the teacher, subject to the consent of the insurance program.

B. Intent to Return: In all instances where a Professional Educator is granted an unpaid leave of eight (8) calendar months or more, as a condition thereof, the employee shall advise the superintendent in writing no later than March 1, prior to the termination of such leave, of his/her intent to return to employment. Failure to advise the Superintendent by said date of the intent to return as required, herein, shall be conclusively treated as an election not to return to employment and as an absolute resignation from the District, and no action shall lie against the Board therefor. If a Professional Educator submits resignation after delivering his/her written statement of intent to return, said resignation shall be considered as evidence of unprofessional conduct subjecting the Professional Educator to penalty under Section 21-23 of the Illinois School Code.

In cases of request for a leave, the Superintendent may designate an Administrator to act in his/her stead.

Any unpaid leave granted or extended after August 15, 1984, shall not be counted in determining the length of continuing service for purposes of seniority within the meaning of Section 24-12 of the School Code.

In the event any Professional Educator has utilized all sick leave benefits and requests an unpaid leave of absence for personal health reasons, such leave shall be granted for a maximum duration of one (1) school year next following the exhaustion of all sick leave benefits. If, at the conclusion

of such leave, the Professional Educator is unable to return to work, said Professional Educator shall conclusively be determined to be totally and permanently disabled, and his/her employment shall cease. In such case, the Board shall cooperate with the Professional Educator in assisting the Professional Educator with an Illinois Downstate Teachers' Retirement System for securing any disability benefits the Professional Educator may be entitled to receive.

The granting or denial of any such request shall not create a practice or precedent, and no action shall lie against the Board of Education therefore.

ARTICLE 22 PAY SCHEDULES

Each Professional Educator shall be paid on a twelve-month schedule. Payroll checks will be issued on the fifteenth and last day of the month. If the payday falls on a weekend, holiday payroll checks shall be issued on the last day of attendance.

ARTICLE 23 MILEAGE

Professional Educators who are required to use their personal vehicles in the course of their employment in authorized service to the District shall be reimbursed at the current IRS rate for business use of personally owned vehicles. Employees must provide proof of a valid Illinois Driver's License annually to be paid mileage. Mileage will not be paid if a district van is available.

ARTICLE 24 DUES, CHECK OFF, AND OTHER DEDUCTIONS

The District shall honor employees' individually authorized deduction forms and shall make such deductions in the amounts certified by the Union for union 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 deductions, the Union will notify the employer after the close of the revocation window.

The District agrees to remit these dues and/or fees to the Union twice each month that dues/fees are deducted. A list of Professional Educators for whom deductions have been made and the amount of each deduction shall accompany the first remission. Any changes in personnel from the list previously furnished shall be submitted to the Union within ten (10) workdays.

The District will make payroll deductions upon written request by the Professional Educator for a credit union, an annuity plan, union dues, the United Way, and health insurance. Insurance deductions from employee paychecks may include additional amounts for one insurance company insuring cancer related illness.

Written requests for adds, drops, or changes in the credit union, United Way, union dues, and health insurance can be submitted at any time throughout the year.

For tax-sheltered annuity payroll deductions only, the change request must be submitted to the payroll office at any time throughout the year.

There must be a minimum of five (5) participants for the 403b Program to be added as an option for employees. If the number of participants in a 403b Program falls below five (5) employees, that 403b Program will be available only to the employees currently having deductions as long as they are in the employment of the District. Once the last employee leaves the District, the 403b Program will be dropped from the plan.

The Superintendent, in his/her sole discretion, may waive the above-specified deadlines in cases of emergency for good cause shown, and any such waivers shall not be precedential in any respect.

This provision shall not become effective until the payroll of the month following execution of this agreement.

ARTICLE 25

PLACEMENT ON SALARY SCHEDULE

In order for any course work or programs of study to be applicable for horizontal movement/vertical movement on the Salary Schedule or for reimbursement, said work shall be submitted to and approved by the Building Principal, Assistant Superintendent, and Superintendent for approval prior to enrollment.

The following requirements are necessary:

- A. Said work or programs shall be completed within a CAEP-approved program (Council for the Accreditation of Educator Preparation), ISBE Accreditation or offered directly by a CAEP school.
- B. Said work or programs shall be either required by the Board of Education in writing or be pursuant to remediation, or be at undergraduate or graduate level that furthers the education mission of the School District and/or is congruent with the School Improvement Plan (SIP), or be in a field directly related to the Professional Educator's classroom assignment at the time said course is taken, or be applicable to co-curricular or to an extra-curricular program to which the Professional Educator participates as part of his/her employment, or be in a field of study related to a potential future assignment in the Wilmington School District, unless such requirements are waived and approved in writing by formal action of the Board of Education prior to enrollment. If a full graduate program is pre-approved by the Building Principal, Assistant Superintendent, and Superintendent, all required courses for the completion of the program will qualify for reimbursement if they meet the standards defined in 25.1 or 25.2.
- C. The Professional Educator receives a grade of "B" or better for any course.

25.1 Reimbursement—Board Requested

The Board shall reimburse any Professional Educator for tuition and course materials expenses (books and fees) upon receipt, incurred while pursuing additional course work at the special request of the Board and Superintendent in writing. Prior to enrollment, written approval of specific courses or course work (including the number of hours and total costs to be incurred) must be given by the Superintendent in such circumstances. The Professional Educator will not be reimbursed for any expenses if the Professional Educator does not receive a grade of “B” or better for the course.

25.2 Reimbursement—Professional Educator Requested

The following criteria are necessary and shall be applied for courses or programs of study that is not requested by the Board or Superintendent for which a Professional Educator is requesting tuition reimbursement:

- A. The course must be congruent with the School Improvement Plan (SIP), or the course must be a part of a Masters’ Degree Program in an individual’s teaching area (See item B above for other potentially applicable criteria);
- B. The Professional Educator must receive a grade of “B” or better’
- C. A claim for reimbursement cannot exceed fifteen (15) semester hours per fiscal year (July 1 through June 30);
- D. Additional hours earned beyond fifteen (15) semester hours per fiscal year (being paid at personal expense) are still to be credited for movement on the salary schedule if those courses have prior written approval from the Superintendent, Assistant Superintendent, and Principal;
- E. All courses or course work subject to tuition reimbursement must be from an CAEP (Council for the Accreditation of Educator Preparation) approved program detailed in Article 25 A;
- F. Professional Educators shall be reimbursed for tuition at the rate of up to \$225.00 per semester hour, but not more than the cost of the class if it is less than \$225.00 provided the above criteria is met; and
- G. Final approval of the Superintendent is required prior to enrollment in any individual courses or graduate programs of study. All requests are approved on a case-by-case basis. Approval of individual requests is not precedent-setting for other or future submitted requests.

The deadline for submitting evidence of college hours earned for movement on the salary schedule is the third day of Professional Educator attendance for the first semester and December 15th for the second semester with the new salary to begin September 15th and January 15th. In cases where summer course grade reports are not available by the third day of attendance, the Professional Educator may submit mutually agreed upon evidence for salary schedule purposes, with the grade report submitted within ten (10) days of receipt. It shall be the responsibility of the Teacher to notify the business office in all such instances. Hours credited for advancement beyond the master’s degree must be earned after the degree is conferred. All official transcripts must be received by September 30th and January 30th. If the official paperwork has not been received by the September 30th and January 30th deadlines, the Professional Educator will be placed back at the prior placement on the salary schedule. The additional pay received on the projected new step will be deducted from the Teacher’s salary.

25.3 Vertical Movement

Vertical placement and movement on the salary schedule is determined by years of teaching experience. Each year of satisfactory teaching service in the Wilmington public school system shall entitle a Professional Educator to advance one (1) step and only one (1) such step in any given year.

Any course work must be submitted to and approved by the Building Principal, Assistant Superintendent, and Superintendent for approval prior to enrollment.

25.4 Newly-Hired Professional Educator

Newly-hired Professional Educator will be given credit for prior full-time public-school teaching experience as follows:

- A. Full credit for up to five years of any such prior full-time public-school teaching experience; and
- B. Credit for any prior full-time public-school teaching experience beyond five years will be determined at the discretion of the Board of Education, without establishing a precedent or practice.

Notwithstanding the foregoing, the Board of Education shall have the right without review and without creating a past practice or precedent to grant newly-hired Professional Educators up to three (3) additional years credit as an incentive for hiring, irrespective of the existence of such experience. Thereafter, each such Professional Educator artificially placed shall progress on the salary schedule. No Professional Educator may move more than one (1) vertical step in any school year.

25.5 Overload

When a certified staff member is requested to give up his/her planning periods for a minimum of one quarter of the school year to teach an extra class, that certified staff member shall be paid at the per diem rate of pay for the time spent teaching the extra period. A Professional Educator overload is the Professional Educator's option. The Professional Educator will be allowed to teach only one year-long overload class.

25.6 MTSS Coordinator:

- A. Any Professional Educator serving as a full-time K-5 MTSS Coordinator will receive a \$3,750 stipend to be paid evenly over twenty-four (24) pay periods.
- B. Any Professional Educator serving as a full-time Intermediate School MTSS Coordinator will receive a \$1,750 stipend to be paid evenly over twenty-four (24) pay periods
- C. The full-time MTSS Coordinator will work an additional five (5) days before or after the school year per contract year to fulfill duties. This will be compensated at the employee's daily rate which is defined as 1/180th of the employee's salary.

The Board will consider ways to compensate the elementary school RTI coordinators for additional time worked.

25.7 Attendance Incentive:

Professional Educators will be awarded compensation on the following scale each year on the September 1st payroll of the following academic year:

- A. No Sick Leave, Bereavement Days, No Personal Days, and No Unpaid Absences: \$300.
- B. One Sick Leave, Bereavement Day, Personal Day, or Unpaid Absence: \$200

In order to qualify, a Professional Educator must return to the District the following school year. Professional Educators who have met the eligibility requirement to participate in this program, even though the incentive shall be given during a school year beyond the term of this agreement, whether or not this benefit is included in any successor agreement, shall be granted the incentive.

A professional educator who has submitted an intent to retire under Article 31 shall be deemed ineligible to receive this incentive should these monies raise them above the 6% limit.

ARTICLE 26 UNION/SUPERINTENDENT MEETINGS

The Superintendent shall meet with the President of the Union and his/her designee at times, places and for such durations as are mutually agreeable to discuss matters of mutual concern and implementation of this agreement, provided that the Superintendent shall not be required to meet more than one (1) time per calendar month, with the exception of August, June and those months that the TAB committee meets.

ARTICLE 27 INSURANCE BENEFITS

The Board of Education shall provide to each Professional Educator the following benefits for group medical and hospitalization coverage.

Each year, the Board and Union ratify, confirm, and approve that the premium insurance costs are to be paid 75% by the Board and 25% by the Employee on behalf of each employee with at least a 2/3 full-time equivalency of their employment. To the extent such premium insurance costs are not paid at such percentage levels, the Board and Union agree that any increases to premium costs passed to the District will be paid 75% by the Board and 25% by the Employee so that premium insurance cost will, ultimately, be paid 75% by the Board and 25% by the Employee. Any remaining balance in costs above these defined maximum contributions will be deducted from the Employee's pay.

The annual contribution to Employee's HSA accounts will be provided by the Board and deposited directly into an Employee's HSA bank of choice, not to exceed the following amounts:

- HSA (PPO): \$1,000 / per year – Employee Only; or \$2,000 / per year for Employee + Spouse, Employee + Child and Family plans.

The Board shall have the right to change insurance companies, method of funding (self-insured or pooled risk) or to co-insure or self-insure for benefits without negotiations with the Union.

Any other changes in benefits shall require negotiations and agreement with the Union prior to being effective.

In addition to the foregoing, the Board shall provide at its sole cost a \$50,000.00 term-life insurance policy for each Professional Educator.

The Board shall provide a Wellness Program in connection with the health benefits provided to the Professional Educators.

The Board shall provide an Employee Assistance Program.

ARTICLE 28 INDEMNIFY AND HOLD HARMLESS

A. The District will not begin to collect dues or cease collecting dues from a member of the bargaining unit unless directed to do so by the Union. The Union will notify the District of any new members who have agreed to dues authorization and will notify the District of any current members who choose to cease paying dues pursuant to the terms of their signed membership/dues authorization card.

B. The Union shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit, or assignment furnished by the Union under any such provisions.

ARTICLE 29 SALARY

Salary schedules, as mutually agreed to, will be attached as Appendix A. Clubs' stipends will be attached as Appendix B. Athletic Coaches stipends will be attached as Appendix C.

Professional Educators will receive a 5% raise in salary for the 2024-2025 school year, a 5% raise in salary for the 2025-2026 school year, 4% raise in salary for the 2026-2027, and a 3% raise in salary for the 2027-2028 school year. Professional Educators off the salary schedule will receive the same percent as those Professional Educators who are still on the schedule. This same percentage for the salaries shall apply to the stipend increases for the duration of this contract identified in Appendices B and C, except otherwise noted in Appendices B and C.

TRS contribution

The Professional Educators' salaries noted on the salary schedule shall be inclusive of TRS contributions, but the Board's total contribution shall be limited to 9% (creditable earnings add-on factor for a 9% contribution total 1.098901, per the TRS Employer Manual) for the total contribution percentage for the employer and employee portions. Any employee contributions required by TRS that exceed this percentage must be paid for by the Teacher.

ARTICLE 30 FLEXIBLE BENEFIT PLAN

A. The Board shall maintain a salary reduction plan which meets the requirements of Section 125 of the Internal Revenue Code and Treasury Regulations promulgated there under. If, at any time, Section 125 or related Regulations are amended, the parties shall promptly revise the plan to comply with the amendment.

B. A Professional Educator may annually elect to participate in the salary reduction plan by choosing to receive benefits described below. The amount selected shall be deducted from the Professional Educator's compensation. The Plan shall begin on September 1 and end on the last day of August of each school year. Prior to the beginning day of the plan year, each Professional Educator shall, in writing, designate the dollar amount(s) elected for that year for each of the following benefits:

1. Premiums for group medical insurance, single or dependent coverage, to the extent such premiums are not paid by the Board.

2. Premiums for AFLAC deductions.

C. The amounts designated may not be changed during the plan year unless there is a change in family status or other circumstances provided in Section 125 and/or Treasury Regulations promulgated there under. Any administrative costs relating to this plan shall be borne by the participants of the plan.

D. The dollar total of the designated benefits selected pursuant to the plan will be deducted in equal amounts from the Professional Educator's salary payments during the plan year.

E. The Board does not guarantee or, in any way, warrant that salary reductions are non-taxable, said determination to be made by each individual Professional Educator. However, the Board shall not report any amounts reduced from a Professional Educator's salary pursuant to this plan as taxable income to any federal agency.

ARTICLE 31 RETIREMENT INCENTIVES

A. QUALIFICATIONS

To be eligible to avail oneself of the incentives contained herein, the Professional Educator must have been in consecutive employment at District 209U for fifteen (15) consecutive years in a full-time capacity. However, the Board may waive any such qualifying conditions without establishing a precedent or practice.

B. NOTICE

When a Professional Educator is within four years of being eligible for retirement, a Professional

Educator may select a four-year, three-year, two-year, or one-year retirement plan. If the Professional Educator selects a retirement incentive, the Professional Educator's salary shall be in accordance with the following:

Professional Educators who meet the qualifications outlined in A. will be able to select a four-year, three-year, two-year, or one-year retirement plan with increases being 6%, 6%, 6%, and 6% as a retirement incentive.

Professional Educators must give notice by January 15 of the year preceding when their retirement plan is to begin.

The Board and Union agree that any TRS creditable compensation and/or benefit increases, whether under this Agreement or otherwise, shall not exceed the maximum amount which results in an employee's retirement annuity being fully funded by the Illinois Teacher Retirement System, without Board liability for any portion of the retirement annuity. This means that a Professional Educator's TRS creditable earnings (including, but not limited to, vertical and horizontal salary schedule movements, stipends, salary increases, and creditable retirement incentives), whether under this Agreement or otherwise, shall not increase from one school year to the next by more than 6% (except where Illinois statute allows a greater-than 6% increase) or otherwise be increased so as to create Board liability for any portion of the retirement annuity or result in any Board-paid penalty to TRS.

In the event the Professional Educator does not retire at the end of the stipulated year, the said Professional Educator will be required to reimburse the Board for the additional salary provided as a result of the aforementioned retirement incentives as described in paragraph two of Part B. The additional salary is the difference between what the Board and Union negotiated for that year(s) and the increase mentioned in paragraph two of Part B. In no event will the compensation and/or benefit increases exceed the threshold amount which triggers any obligation for the Board to pay additional amounts (in the form of a one-time payment or payments over time) to cover all or part of an employee's retirement annuity or cover any Board-paid penalty to TRS. Notwithstanding any other provision of this Agreement, including, but not limited to any salary schedules, sick leave bonuses, sick leave balloon, sick leave bank, retirement bonuses or other payments, bonuses or benefits, in the event a Professional Educator's TRS creditable earnings would increase by more than 6% in any given year of this Agreement, that Teacher shall only receive the maximum increase allowed under this Agreement.

C. INCENTIVE PAYMENTS

The percentage bumps, delineated in "B" above, shall be applied to the previous year's total reported earnings to TRS for the Professional Educator. In no event shall a Professional Educator receive more than the percentages stated in "B" for the following year(s).

In addition, the percentage bumps delineated in "B" above include any incremental movement, if applicable. Bumps delineated in "B" above shall replace the percentage and be in lieu of any and all other increases due the Professional Educators pursuant to the Professional Educators' contract

for the applicable year(s).

The District through amending Paragraph D could have money as long as four years for an employee. The Employee/Union understands that the money is in the school district budget and any interest earned on that money belongs to the school district.

Professional Educators in the retirement cycle understand and acknowledge that they will not receive any other compensation for any additional activities or participation on behalf of the District during the years in which the Professional Educator is receiving retirement compensation if said compensation would cause him/her to exceed a 6% increase. If a Professional Educator has been compensated by the District for fulfilling assigned coaching / club sponsor / other stipend positions, or any other hourly / events-based duties during the year prior to the commencement of the retirement compensation period and ceases to perform those services during the period, the calculation of the Professional Educator's retirement increase shall be reduced by the amount of the extra services compensation.

D. RETIREMENT CANCELLATION

In order to avail himself/herself of the benefits contained herein, the Professional Educator must be eligible for retirement under the provisions of the Illinois Teachers' Retirement System and file an irrevocable letter of resignation to retire on the date above specified. Any Professional Educator who qualifies for the benefits herein, who is approved for, and who is to receive such benefits, and who wishes to cancel participation in the retirement program prior to retirement, may do so only for such reasons as set forth in the United States Department of Treasury regulations defining "Immediate and Heavy Financial Need" I.401(k)-1(d), and upon such qualifications for cancellation shall be required to repay to the District any sums of money paid hereunder and to join with the District in notifying the Teachers Retirement System of such cancellation and repayment.

E. RETIREMENT INCENTIVES

Should any sum due to be paid be required to be paid by the district on the Professional Educator's behalf on account of his/her retirement which, hereafter, may be required by law, the provisions of these incentives shall have no force or effect and Article 35 shall be deemed void by the Board and Union. If any such sum is due and Article 35 is voided as provided herein, the Professional Educator shall reimburse the district the entire amount. In such an event, the obligation of the Professional Educator to repay the district shall remain despite Article 35 being voided.

ARTICLE 32 NATIONAL BOARD CERTIFICATION

Professional Educator deciding to complete the National Board Certified Teacher process will be eligible for either: 1. The District to cover registration fees, or 2. The payment of a one-time \$2500 bonus after the completion of all components and the provision of appropriate documentation to the Superintendent. If a Professional Educator chooses to request support from the district in covering registration fees, money will be provided by the district to cover registration and

enrollment fees for one component during the initial cycle (\$75 registration and \$475 enrollment fee). Professional Educator requesting the covering of fees must successfully pass the first component before being eligible for any coverage of fees for any of the three remaining components. If this completion occurs during the 6% pay cap, the \$2500 bonus will be paid October 15 after the employee's retirement as a post-retirement bonus. Successful completion of all components and the earning of National Board Certification will also result in the movement of one lane on the salary schedule unless the completion occurs during or leading into the retirement cycle. Any Professional Educator who is already on the MA +30 step of the salary schedule when he or she successfully completes all components of the NBC process will receive an additional \$1,000 in base salary for all years remaining after completion. There will be no horizontal movement or change in placement on the salary schedule.

For a current National Board Certified Professional Educator to recertify, the Professional Educator, upon completion of the recertification, will receive District reimbursement to cover registration fees. Verification of successful recertification completion must be submitted to the Human Resource Department before reimbursement for fees are paid.

ARTICLE 33

Co-CURRICULAR ASSIGNMENTS

The Article shall apply to all currently non-tenured Professional Educators in the Wilmington School District. Should the District be unable to staff the co-curricular program, the Board reserves the right to assign a Professional Educator to fill any vacant co-curricular position for any school year based on qualifications and seniority, starting with the least senior Professional Educator, not already meeting the co-curricular assignment requirements.

If the district has an open position for co-curricular/extra-curricular assignments after it has hired and assigned individuals to fill such assignments, it will first advertise to all high school and middle school Professional Educators; second, it will advertise to all K-5 Professional Educator; third, it will ask support staff employees, if appropriate. If any such positions are still not filled, the teacher will be assigned in accordance with this article. There will be no time frame for advertisement.

ARTICLE 34
DURATION

This Agreement shall be effective with the commencement of normal business on the day the last signatory executes this agreement and shall remain in full effect until the close of business on the 15th day of August, 2028, except as otherwise provided in Article 29.

No item agreed to shall be deemed capable of renegotiation to be effective during the terms of this Agreement, unless mutually agreed to in writing by the parties or as set forth in this contract.

Either party may request to extend this Agreement beyond its termination date by serving written notice of such request upon the other party, and in such an event, this Agreement shall be extended until the parties (or their successors) reach Agreement on a new contract.

President of the Board of
Education

President of the Wilmington
Council AFT, Local 604

Secretary of the Board of
Education

Secretary of the Wilmington
Council AFT, Local 604

Date: _____

Date: _____

Appendix A: Salary—2024-2025

5% Increase

STEP	B.A. (FY25)	B.A. (TRS)	B.A.+15 (FY25)	B.A.+15 (TRS)	M.A. (FY25)	M.A. (TRS)	M.A.+15 (FY25)	M.A.+15 (TRS)	M.A.+30 (FY25)	M.A.+30 (TRS)
1	40,429	44,427	42,553	46,761	45,539	50,043	47,629	52,339	49,708	54,624
2	40,618	44,635	42,752	46,980	45,752	50,277	47,851	52,584	49,940	54,879
3	40,807	44,843	42,951	47,198	45,965	50,511	48,074	52,829	50,172	55,135
4	41,386	45,479	43,477	47,777	46,428	51,020	48,491	53,287	50,547	55,546
5	42,270	46,450	44,364	48,751	47,324	52,004	49,393	54,278	51,455	56,544
6	43,173	47,443	45,269	49,746	48,236	53,007	50,311	55,287	52,379	57,560
7	44,096	48,457	46,192	50,760	49,166	54,029	51,246	56,315	53,319	58,592
8	45,039	49,493	47,133	51,795	50,114	55,071	52,200	57,362	54,276	59,643
9	45,999	50,549	48,097	52,854	51,083	56,135	53,170	58,428	55,251	60,715
10	46,981	51,628	49,079	53,933	52,068	57,218	54,159	59,515	56,242	61,805
11	47,982	52,727	50,081	55,034	53,073	58,322	55,167	60,623	57,251	62,913
12	49,006	53,852	51,104	56,158	54,097	59,447	56,192	61,749	58,279	64,043
13	50,050	55,000	52,148	57,306	55,141	60,594	57,238	62,898	59,325	65,192
14	51,095	56,148	53,191	58,452	56,183	61,740	58,282	64,047	60,372	66,343
15	52,141	57,298	54,237	59,601	57,229	62,889	59,325	65,192	61,417	67,491
16	53,188	58,448	55,278	60,745	58,276	64,040	60,371	66,342	62,463	68,641
17	54,235	59,598	56,327	61,898	59,321	65,188	61,415	67,488	63,507	69,788
18	55,278	60,745	57,369	63,043	60,369	66,339	62,461	68,639	64,551	70,935
19	56,325	61,896	58,417	64,194	61,412	67,486	63,503	69,783	65,599	72,087
20	57,368	63,042	59,459	65,340	62,459	68,637	64,549	70,933	66,640	73,231
21	58,417	64,194	60,506	66,490	63,503	69,783	65,597	72,084	67,687	74,382
22	59,455	65,335	61,552	67,640	64,550	70,934	66,641	73,232	68,733	75,531
23	60,506	66,490	62,593	68,783	65,598	72,085	67,686	74,380	69,776	76,677
24	61,553	67,641	63,645	69,939	66,640	73,231	68,732	75,530	70,826	77,830
25	62,595	68,785	64,689	71,087	67,687	74,382	69,776	76,677	71,870	78,978
26	63,644	69,938	65,735	72,237	68,732	75,530	70,826	77,830	72,913	80,124
27	64,692	71,090	66,781	73,386	69,776	76,677	71,867	78,975	73,956	81,270

Teachers off the salary schedule will receive the same percent as those Teachers who are still on the schedule.

Appendix A: Salary—2025-2026

5% Increase

STEP	B.A. (FY26)	B.A. (TRS)	B.A.+15 (FY26)	B.A.+15 (TRS)	M.A. (FY26)	M.A. (TRS)	M.A.+15 (FY26)	M.A.+15 (TRS)	M.A.+30 (FY26)	M.A.+30 (TRS)
1	42,253	46,432	44,473	48,871	47,594	52,301	49,778	54,701	51,951	57,089
2	42,450	46,649	44,680	49,099	47,816	52,545	50,010	54,956	52,193	57,355
3	42,649	46,867	44,889	49,329	48,040	52,791	50,244	55,213	52,437	57,623
4	42,847	47,085	45,098	49,558	48,263	53,036	50,478	55,470	52,681	57,891
5	43,455	47,753	45,651	50,166	48,749	53,571	50,916	55,951	53,074	58,323
6	44,383	48,773	46,582	51,189	49,690	54,604	51,863	56,992	54,028	59,371
7	45,331	49,815	47,532	52,233	50,648	55,657	52,826	58,051	54,998	60,438
8	46,301	50,880	48,501	53,298	51,625	56,730	53,809	59,130	55,985	61,522
9	47,291	51,968	49,490	54,385	52,620	57,824	54,810	60,230	56,989	62,626
10	48,299	53,076	50,502	55,497	53,637	58,941	55,828	61,350	58,014	63,751
11	49,330	54,209	51,533	56,630	54,672	60,079	56,867	62,491	59,054	64,895
12	50,381	55,364	52,585	57,786	55,727	61,238	57,925	63,654	60,114	66,059
13	51,456	56,545	53,659	58,966	56,802	62,420	59,001	64,837	61,193	67,245
14	52,553	57,750	54,756	60,171	57,898	63,624	60,099	66,043	62,291	68,452
15	53,650	58,956	55,850	61,374	58,993	64,827	61,196	67,249	63,390	69,660
16	54,748	60,163	56,949	62,581	60,091	66,034	62,291	68,452	64,487	70,865
17	55,847	61,370	58,042	63,783	61,190	67,242	63,389	69,659	65,587	72,073
18	56,946	62,578	59,144	64,993	62,287	68,447	64,485	70,863	66,683	73,277
19	58,042	63,783	60,237	66,195	63,387	69,656	65,584	72,071	67,778	74,482
20	59,141	64,991	61,338	67,404	64,483	70,860	66,678	73,273	68,879	75,691
21	60,236	66,194	62,432	68,607	65,582	72,068	67,776	74,479	69,972	76,893
22	61,338	67,404	63,532	69,815	66,678	73,273	68,876	75,688	71,072	78,101
23	62,428	68,602	64,630	71,022	67,777	74,481	69,973	76,894	72,170	79,307
24	63,532	69,815	65,722	72,222	68,878	75,690	71,070	78,099	73,264	80,510
25	64,631	71,023	66,827	73,436	69,972	76,893	72,169	79,306	74,367	81,722
26	65,724	72,225	67,924	74,642	71,072	78,101	73,264	80,510	75,464	82,927
27	66,826	73,435	69,022	75,848	72,169	79,306	74,367	81,722	76,559	84,130

Teachers off the salary schedule will receive the same percent as those Teachers who are still on the schedule.

Appendix A: Salary—2026-2027

4% Increase

STEP	B.A. (FY27)	B.A. (TRS)	B.A.+15 (FY27)	B.A.+15 (TRS)	M.A. (FY27)	M.A. (TRS)	M.A.+15 (FY27)	M.A.+15 (TRS)	M.A.+30 (FY27)	M.A.+30 (TRS)
1	43,739	48,064	46,036	50,589	49,267	54,140	51,528	56,624	53,777	59,096
2	43,943	48,289	46,252	50,826	49,498	54,393	51,769	56,889	54,029	59,372
3	44,148	48,515	46,468	51,063	49,729	54,647	52,011	57,155	54,281	59,649
4	44,355	48,741	46,685	51,302	49,961	54,902	52,254	57,422	54,535	59,928
5	44,561	48,968	46,902	51,541	50,194	55,158	52,497	57,689	54,788	60,207
6	45,193	49,663	47,477	52,173	50,699	55,713	52,952	58,189	55,197	60,656
7	46,159	50,724	48,445	53,236	51,677	56,788	53,937	59,272	56,189	61,746
8	47,145	51,807	49,433	54,322	52,674	57,883	54,939	60,373	57,198	62,855
9	48,153	52,915	50,441	55,430	53,690	58,999	55,961	61,496	58,224	63,983
10	49,182	54,046	51,470	56,560	54,725	60,137	57,002	62,640	59,269	65,131
11	50,231	55,199	52,522	57,717	55,782	61,299	58,062	63,804	60,334	66,301
12	51,303	56,377	53,594	58,895	56,859	62,482	59,142	64,991	61,416	67,491
13	52,396	57,578	54,688	60,097	57,956	63,688	60,242	66,200	62,518	68,701
14	53,514	58,807	55,805	61,324	59,074	64,916	61,361	67,430	63,641	69,935
15	54,655	60,060	56,946	62,578	60,214	66,169	62,503	68,685	64,783	71,190
16	55,796	61,314	58,084	63,829	61,352	67,420	63,644	69,939	65,926	72,446
17	56,938	62,569	59,226	65,084	62,494	68,675	64,783	71,190	67,067	73,700
18	58,081	63,825	60,364	66,334	63,637	69,931	65,925	72,445	68,210	74,956
19	59,224	65,082	61,509	67,593	64,778	71,185	67,065	73,697	69,350	76,209
20	60,364	66,334	62,647	68,843	65,923	72,442	68,208	74,954	70,490	77,461
21	61,507	67,590	63,791	70,100	67,062	73,695	69,345	76,204	71,634	78,718
22	62,646	68,841	64,930	71,351	68,206	74,951	70,487	77,458	72,771	79,968
23	63,791	70,100	66,073	72,607	69,345	76,204	71,632	78,716	73,914	81,225
24	64,925	71,346	67,215	73,862	70,488	77,460	72,772	79,970	75,056	82,480
25	66,073	72,607	68,351	75,111	71,633	78,717	73,913	81,223	76,195	83,731
26	67,216	73,864	69,500	76,374	72,771	79,968	75,055	82,478	77,342	84,991
27	68,353	75,114	70,641	77,627	73,914	81,225	76,195	83,731	78,482	86,244

Teachers off the salary schedule will receive the same percent as those Teachers who are still on the schedule.

Appendix A: Salary---2027-2028

3% Increase

STEP	B.A. (FY28)	B.A. (TRS)	B.A.+15 (FY28)	B.A.+15 (TRS)	M.A. (FY28)	M.A. (TRS)	M.A.+15 (FY28)	M.A.+15 (TRS)	M.A.+30 (FY28)	M.A.+3 (TRS)
1	44,841	49,276	47,197	51,865	50,509	55,505	53,074	58,323	55,133	60,586
2	45,051	49,506	47,418	52,107	50,745	55,764	53,322	58,596	55,391	60,869
3	45,261	49,738	47,639	52,351	50,982	56,025	53,571	58,869	55,649	61,153
4	45,473	49,970	47,862	52,595	51,221	56,286	53,821	59,144	55,909	61,439
5	45,685	50,204	48,085	52,841	51,460	56,549	54,072	59,420	56,171	61,726
6	45,898	50,437	48,309	53,087	51,699	56,812	54,541	59,935	56,432	62,013
7	46,549	51,153	48,902	53,738	52,220	57,385	55,555	61,050	56,853	62,476
8	47,543	52,246	49,898	54,833	53,228	58,492	56,588	62,184	57,875	63,599
9	48,559	53,362	50,916	55,952	54,254	59,620	57,640	63,340	58,914	64,741
10	49,597	54,502	51,954	57,093	55,300	60,769	58,712	64,519	59,971	65,902
11	50,658	55,668	53,014	58,257	56,367	61,941	59,803	65,718	61,047	67,085
12	51,738	56,855	54,098	59,448	57,456	63,138	60,916	66,941	62,144	68,290
13	52,843	58,069	55,202	60,662	58,565	64,357	62,050	68,186	63,259	69,515
14	53,968	59,306	56,329	61,900	59,695	65,599	63,202	69,453	64,394	70,763
15	55,120	60,571	57,479	63,164	60,846	66,864	64,379	70,746	65,550	72,033
16	56,295	61,862	58,654	64,455	62,020	68,154	65,554	72,037	66,726	73,326
17	57,470	63,154	59,827	65,744	63,193	69,443	66,726	73,326	67,904	74,620
18	58,646	64,446	61,003	67,037	64,369	70,735	67,903	74,618	69,079	75,911
19	59,823	65,740	62,175	68,324	65,547	72,029	69,077	75,908	70,256	77,205
20	61,001	67,034	63,355	69,620	66,722	73,320	70,254	77,202	71,430	78,495
21	62,175	68,324	64,526	70,908	67,900	74,616	71,426	78,490	72,604	79,785
22	63,352	69,618	65,705	72,203	69,074	75,906	72,602	79,782	73,783	81,080
23	64,525	70,907	66,878	73,492	70,252	77,200	73,780	81,077	74,954	82,367
24	65,705	72,203	68,055	74,786	71,426	78,490	74,956	82,369	76,132	83,661
25	66,873	73,487	69,231	76,078	72,603	79,783	76,131	83,660	77,308	84,954
26	68,055	74,786	70,402	77,364	73,782	81,079	77,307	84,953	78,481	86,243
27	69,232	76,080	71,585	78,665	74,954	82,367	78,481	86,243	79,662	87,540

Teachers off the salary schedule will receive the same percent as those Teachers who are still on the schedule.

Appendix B: Club Stipends—Hourly / Events

Position	2024-2028
All duties paid by an hourly rate: drivers' education, tutoring, ACT course, high school and middle school detention, period subs, curriculum work, extended contracts defined in Article 12 instructional leadership, etc.	\$35
Ticket Seller: high school football	\$44
Ticket Seller: basketball, volleyball, and wrestling	\$36
High school Scholastic Bowl Moderator 2	\$45
Middle school Scholastic Bowl Moderator 1	\$45
Time/Scorer: football, basketball, volleyball, wrestling, and track (2 games)	\$45
Time/Scorer: football, basketball, volleyball, and soccer (3 games)	\$67.50
Time/Scorer: basketball, volleyball, soccer (Single Game)	\$22.50
Time/Scorer: football (Single Game)	\$30
Crowd Control	\$45
Bus Chaperones	\$45
Concert / Event Musical Accompaniment (pre-approval required; possibility of one additional payment for 'prep' for individual concerts / events)	\$35 / hour
Summer Co-Curricular Camps (Upon request of head coach / lead sponsor; pre-approval and compliance with administrative procedures; funded by camp registration fees)	\$22 / hour

*All IHSA/IESA contests will be paid at the state association reimbursement rates

Appendix B: Club Stipends

POSITION HIGH SCHOOL

Math, LEAD, Color Guard, Interact, Spanish, Art, Fortitude, Tri-M, Awards Night	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$955	\$978	\$992	\$996
Step 2	\$980	\$1,003	\$1,017	\$1,022
Step 3	\$1,004	\$1,028	\$1,043	\$1,048
Step 4	\$1,030	\$1,055	\$1,070	\$1,074
Step 5	\$1,056	\$1,082	\$1,097	\$1,102
Step 6	\$1,083	\$1,109	\$1,125	\$1,130
Step 7	\$1,110	\$1,137	\$1,153	\$1,159
Step 8	\$1,137	\$1,166	\$1,183	\$1,188
Step 9	\$1,171	\$1,194	\$1,212	\$1,218
Step 10	\$1,206	\$1,229	\$1,241	\$1,249
Step 11	\$1,242	\$1,266	\$1,279	\$1,279
Step 12	\$1,280	\$1,304	\$1,317	\$1,317
Step 13	\$1,318	\$1,344	\$1,357	\$1,356

Scholastic Bowl, Speech Team	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$2,645	\$2,709	\$2,748	\$2,761
Step 2	\$2,712	\$2,777	\$2,817	\$2,830
Step 3	\$2,780	\$2,847	\$2,888	\$2,902
Step 4	\$2,850	\$2,919	\$2,961	\$2,975
Step 5	\$2,922	\$2,993	\$3,036	\$3,050
Step 6	\$2,996	\$3,068	\$3,112	\$3,127
Step 7	\$3,069	\$3,146	\$3,191	\$3,206
Step 8	\$3,147	\$3,223	\$3,271	\$3,287
Step 9	\$3,240	\$3,304	\$3,352	\$3,369
Step 10	\$3,337	\$3,402	\$3,436	\$3,452
Step 11	\$3,438	\$3,504	\$3,538	\$3,539
Step 12	\$3,541	\$3,610	\$3,644	\$3,644
Step 13	\$3,647	\$3,718	\$3,754	\$3,754

Musical, National Honors Society, Chorus	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$2,252	\$2,308	\$2,341	\$2,353
Step 2	\$2,309	\$2,365	\$2,400	\$2,412
Step 3	\$2,366	\$2,424	\$2,460	\$2,472
Step 4	\$2,425	\$2,485	\$2,521	\$2,533
Step 5	\$2,486	\$2,546	\$2,584	\$2,597
Step 6	\$2,548	\$2,610	\$2,648	\$2,661
Step 7	\$2,611	\$2,675	\$2,714	\$2,728
Step 8	\$2,676	\$2,741	\$2,782	\$2,796
Step 9	\$2,756	\$2,810	\$2,851	\$2,866
Step 10	\$2,839	\$2,894	\$2,923	\$2,937
Step 11	\$2,924	\$2,981	\$3,009	\$3,010
Step 12	\$3,012	\$3,071	\$3,100	\$3,100
Step 13	\$3,102	\$3,163	\$3,193	\$3,193

Junior Class, Student Council	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$2,533	\$2,594	\$2,632	\$2,645
Step 2	\$2,596	\$2,660	\$2,698	\$2,711
Step 3	\$2,662	\$2,726	\$2,766	\$2,779
Step 4	\$2,728	\$2,795	\$2,835	\$2,849
Step 5	\$2,797	\$2,865	\$2,906	\$2,920
Step 6	\$2,867	\$2,937	\$2,979	\$2,994
Step 7	\$2,938	\$3,010	\$3,054	\$3,069
Step 8	\$3,011	\$3,085	\$3,131	\$3,146
Step 9	\$3,101	\$3,161	\$3,209	\$3,225
Step 10	\$3,195	\$3,256	\$3,288	\$3,305
Step 11	\$3,291	\$3,354	\$3,386	\$3,387
Step 12	\$3,389	\$3,455	\$3,488	\$3,488
Step 13	\$3,491	\$3,558	\$3,593	\$3,593

Library Club	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$2,426	\$2,487	\$2,524	\$2,538
Step 2	\$2,486	\$2,547	\$2,586	\$2,600
Step 3	\$2,547	\$2,610	\$2,649	\$2,664
Step 4	\$2,609	\$2,674	\$2,714	\$2,729
Step 5	\$2,673	\$2,739	\$2,781	\$2,796
Step 6	\$2,738	\$2,807	\$2,849	\$2,864
Step 7	\$2,807	\$2,875	\$2,919	\$2,934
Step 8	\$2,876	\$2,948	\$2,990	\$3,006
Step 9	\$2,963	\$3,020	\$3,066	\$3,080
Step 10	\$3,052	\$3,111	\$3,141	\$3,158
Step 11	\$3,143	\$3,204	\$3,236	\$3,235
Step 12	\$3,238	\$3,300	\$3,333	\$3,333
Step 13	\$3,335	\$3,400	\$3,432	\$3,433

Fall Play	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$1,473	\$1,509	\$1,532	\$1,540
Step 2	\$1,509	\$1,546	\$1,570	\$1,578
Step 3	\$1,546	\$1,584	\$1,608	\$1,617
Step 4	\$1,584	\$1,623	\$1,648	\$1,656
Step 5	\$1,622	\$1,663	\$1,688	\$1,697
Step 6	\$1,662	\$1,704	\$1,729	\$1,739
Step 7	\$1,703	\$1,745	\$1,772	\$1,781
Step 8	\$1,746	\$1,788	\$1,815	\$1,825
Step 9	\$1,798	\$1,834	\$1,860	\$1,870
Step 10	\$1,853	\$1,888	\$1,907	\$1,916
Step 11	\$1,908	\$1,946	\$1,963	\$1,964
Step 12	\$1,965	\$2,003	\$2,023	\$2,022
Step 13	\$2,024	\$2,063	\$2,083	\$2,084

Senior Class Sponsor	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$2,763	\$2,831	\$2,874	\$2,889
Step 2	\$2,831	\$2,901	\$2,945	\$2,960
Step 3	\$2,900	\$2,972	\$3,017	\$3,033
Step 4	\$2,972	\$3,046	\$3,091	\$3,108
Step 5	\$3,045	\$3,120	\$3,167	\$3,184
Step 6	\$3,120	\$3,197	\$3,245	\$3,262
Step 7	\$3,198	\$3,276	\$3,325	\$3,343
Step 8	\$3,278	\$3,358	\$3,407	\$3,425
Step 9	\$3,376	\$3,442	\$3,492	\$3,509
Step 10	\$3,476	\$3,545	\$3,579	\$3,597
Step 11	\$3,582	\$3,650	\$3,686	\$3,687
Step 12	\$3,688	\$3,761	\$3,796	\$3,797
Step 13	\$3,799	\$3,873	\$3,911	\$3,910

Sophomore Class Sponsor	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$1,973	\$2,022	\$2,052	\$2,063
Step 2	\$2,022	\$2,072	\$2,103	\$2,114
Step 3	\$2,072	\$2,123	\$2,155	\$2,166
Step 4	\$2,123	\$2,176	\$2,208	\$2,219
Step 5	\$2,176	\$2,229	\$2,263	\$2,274
Step 6	\$2,230	\$2,285	\$2,319	\$2,330
Step 7	\$2,286	\$2,341	\$2,376	\$2,388
Step 8	\$2,342	\$2,400	\$2,435	\$2,447
Step 9	\$2,412	\$2,459	\$2,496	\$2,508
Step 10	\$2,485	\$2,533	\$2,557	\$2,571
Step 11	\$2,559	\$2,609	\$2,634	\$2,634
Step 12	\$2,635	\$2,687	\$2,713	\$2,713
Step 13	\$2,715	\$2,767	\$2,795	\$2,795

Freshman Class Sponsor	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$1,746	\$1,789	\$1,815	\$1,824
Step 2	\$1,790	\$1,833	\$1,860	\$1,870
Step 3	\$1,834	\$1,879	\$1,907	\$1,916
Step 4	\$1,880	\$1,926	\$1,954	\$1,964
Step 5	\$1,927	\$1,974	\$2,003	\$2,013
Step 6	\$1,975	\$2,023	\$2,053	\$2,063
Step 7	\$2,024	\$2,073	\$2,104	\$2,114
Step 8	\$2,074	\$2,125	\$2,156	\$2,167
Step 9	\$2,136	\$2,178	\$2,210	\$2,221
Step 10	\$2,200	\$2,243	\$2,265	\$2,276
Step 11	\$2,266	\$2,310	\$2,332	\$2,333
Step 12	\$2,334	\$2,379	\$2,403	\$2,402
Step 13	\$2,404	\$2,450	\$2,474	\$2,475

Band	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$4,341	\$4,448	\$4,514	\$4,538
Step 2	\$4,448	\$4,558	\$4,626	\$4,650
Step 3	\$4,558	\$4,670	\$4,740	\$4,765
Step 4	\$4,670	\$4,786	\$4,857	\$4,882
Step 5	\$4,785	\$4,904	\$4,977	\$5,003
Step 6	\$4,904	\$5,025	\$5,100	\$5,126
Step 7	\$5,026	\$5,149	\$5,226	\$5,253
Step 8	\$5,152	\$5,278	\$5,355	\$5,382
Step 9	\$5,306	\$5,409	\$5,489	\$5,515
Step 10	\$5,465	\$5,571	\$5,626	\$5,654
Step 11	\$5,629	\$5,738	\$5,794	\$5,794
Step 12	\$5,797	\$5,910	\$5,968	\$5,968
Step 13	\$5,972	\$6,087	\$6,147	\$6,147

HS Yearbook	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$2,860	\$2,930	\$2,973	\$2,988
Step 2	\$2,931	\$3,003	\$3,047	\$3,063
Step 3	\$3,004	\$3,077	\$3,123	\$3,139
Step 4	\$3,078	\$3,154	\$3,201	\$3,217
Step 5	\$3,155	\$3,232	\$3,280	\$3,297
Step 6	\$3,233	\$3,313	\$3,362	\$3,378
Step 7	\$3,313	\$3,395	\$3,445	\$3,462
Step 8	\$3,412	\$3,478	\$3,531	\$3,548
Step 9	\$3,515	\$3,583	\$3,618	\$3,637
Step 10	\$3,620	\$3,691	\$3,726	\$3,726
Step 11	\$3,729	\$3,801	\$3,838	\$3,838
Step 12	\$3,840	\$3,916	\$3,953	\$3,954
Step 13	\$3,956	\$4,032	\$4,072	\$4,072

POSITION MIDDLE SCHOOL

Aerospace, Science, Technology, Art	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$955	\$978	\$992	\$996
Step 2	\$980	\$1,003	\$1,017	\$1,022
Step 3	\$1,004	\$1,028	\$1,043	\$1,048
Step 4	\$1,030	\$1,055	\$1,070	\$1,074
Step 5	\$1,056	\$1,082	\$1,097	\$1,102
Step 6	\$1,083	\$1,109	\$1,125	\$1,130
Step 7	\$1,110	\$1,137	\$1,153	\$1,159
Step 8	\$1,137	\$1,166	\$1,183	\$1,188
Step 9	\$1,171	\$1,194	\$1,212	\$1,218
Step 10	\$1,206	\$1,229	\$1,242	\$1,249
Step 11	\$1,242	\$1,266	\$1,279	\$1,279
Step 12	\$1,280	\$1,304	\$1,317	\$1,317
Step 13	\$1,319	\$1,344	\$1,357	\$1,356

Yearbook, Scholastic Bowl	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$2,645	\$2,709	\$2,748	\$2,761
Step 2	\$2,712	\$2,777	\$2,817	\$2,830
Step 3	\$2,780	\$2,847	\$2,888	\$2,902
Step 4	\$2,850	\$2,919	\$2,961	\$2,975
Step 5	\$2,922	\$2,993	\$3,036	\$3,050
Step 6	\$2,996	\$3,068	\$3,112	\$3,127
Step 7	\$3,069	\$3,146	\$3,191	\$3,206
Step 8	\$3,147	\$3,223	\$3,271	\$3,287
Step 9	\$3,240	\$3,304	\$3,352	\$3,369
Step 10	\$3,337	\$3,402	\$3,436	\$3,452
Step 11	\$3,438	\$3,504	\$3,538	\$3,539
Step 12	\$3,541	\$3,610	\$3,644	\$3,644
Step 13	\$3,647	\$3,718	\$3,754	\$3,754

8th Grade Class Sponsor, Band, Choral, Speech	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$2,252	\$2,308	\$2,341	\$2,353
Step 2	\$2,309	\$2,365	\$2,400	\$2,412
Step 3	\$2,366	\$2,424	\$2,460	\$2,472
Step 4	\$2,425	\$2,485	\$2,521	\$2,533
Step 5	\$2,486	\$2,546	\$2,584	\$2,597
Step 6	\$2,548	\$2,610	\$2,648	\$2,661
Step 7	\$2,611	\$2,675	\$2,714	\$2,728
Step 8	\$2,676	\$2,741	\$2,782	\$2,796
Step 9	\$2,756	\$2,810	\$2,851	\$2,866
Step 10	\$2,839	\$2,894	\$2,923	\$2,937
Step 11	\$2,924	\$2,981	\$3,009	\$3,010
Step 12	\$3,012	\$3,071	\$3,100	\$3,100
Step 13	\$3,102	\$3,163	\$3,193	\$3,193

Math, Spelling	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$1,181	\$1,210	\$1,227	\$1,233
Step 2	\$1,211	\$1,240	\$1,258	\$1,264
Step 3	\$1,241	\$1,271	\$1,290	\$1,296
Step 4	\$1,272	\$1,303	\$1,322	\$1,328
Step 5	\$1,304	\$1,336	\$1,355	\$1,362
Step 6	\$1,337	\$1,369	\$1,389	\$1,396
Step 7	\$1,371	\$1,404	\$1,424	\$1,431
Step 8	\$1,405	\$1,439	\$1,460	\$1,467
Step 9	\$1,447	\$1,475	\$1,497	\$1,504
Step 10	\$1,490	\$1,519	\$1,534	\$1,542
Step 11	\$1,535	\$1,565	\$1,580	\$1,580
Step 12	\$1,580	\$1,611	\$1,627	\$1,628
Step 13	\$1,628	\$1,659	\$1,676	\$1,676

	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Student Council, Beta				
Step 1	\$2,474	\$2,534	\$2,570	\$2,582
Step 2	\$2,537	\$2,598	\$2,635	\$2,648
Step 3	\$2,601	\$2,664	\$2,702	\$2,714
Step 4	\$2,666	\$2,731	\$2,770	\$2,783
Step 5	\$2,734	\$2,800	\$2,840	\$2,853
Step 6	\$2,803	\$2,870	\$2,912	\$2,925
Step 7	\$2,872	\$2,943	\$2,985	\$2,999
Step 8	\$2,943	\$3,015	\$3,061	\$3,075
Step 9	\$3,032	\$3,090	\$3,136	\$3,152
Step 10	\$3,122	\$3,184	\$3,214	\$3,230
Step 11	\$3,217	\$3,278	\$3,311	\$3,310
Step 12	\$3,313	\$3,378	\$3,409	\$3,410
Step 13	\$3,412	\$3,478	\$3,513	\$3,512

	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Play				
Step 1	\$918	\$941	\$956	\$961
Step 2	\$940	\$964	\$979	\$984
Step 3	\$963	\$987	\$1,003	\$1,008
Step 4	\$987	\$1,011	\$1,027	\$1,033
Step 5	\$1,011	\$1,036	\$1,052	\$1,058
Step 6	\$1,035	\$1,061	\$1,077	\$1,083
Step 7	\$1,061	\$1,087	\$1,104	\$1,110
Step 8	\$1,088	\$1,114	\$1,130	\$1,137
Step 9	\$1,120	\$1,142	\$1,159	\$1,164
Step 10	\$1,154	\$1,176	\$1,188	\$1,193
Step 11	\$1,189	\$1,212	\$1,223	\$1,224
Step 12	\$1,224	\$1,248	\$1,260	\$1,260
Step 13	\$1,261	\$1,285	\$1,298	\$1,298

Appendix C: Coaching Stipends

Position	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
High School Athletic Coordinator	\$6,651	\$6,984	\$7,263	\$7,481.00
M.S. Athletic Coordinator: up to	\$3,283	\$3,448	\$3,585	\$3,692.98

Middle/High School Athletic Director - 99/00	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$4,790	\$4,909	\$4,982	\$5,009
Step 2	\$4,908	\$5,029	\$5,105	\$5,132
Step 3	\$5,028	\$5,153	\$5,231	\$5,258
Step 4	\$5,152	\$5,280	\$5,359	\$5,387
Step 5	\$5,279	\$5,410	\$5,491	\$5,520
Step 6	\$5,409	\$5,543	\$5,626	\$5,656
Step 7	\$5,542	\$5,679	\$5,765	\$5,795
Step 8	\$5,679	\$5,819	\$5,906	\$5,938
Step 9	\$5,822	\$5,963	\$6,052	\$6,083
Step 10	\$5,967	\$6,113	\$6,202	\$6,233
Step 11	\$6,130	\$6,266	\$6,358	\$6,388
Step 12	\$6,312	\$6,436	\$6,516	\$6,549
Step 13	\$6,535	\$6,627	\$6,694	\$6,712

High School Head Football, Basketball, Wrestling, Volleyball, Golf, Boys Soccer	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$4,337	\$4,461	\$4,545	\$4,585
Step 2	\$4,428	\$4,554	\$4,640	\$4,681
Step 3	\$4,520	\$4,649	\$4,736	\$4,779
Step 4	\$4,615	\$4,746	\$4,835	\$4,878
Step 5	\$4,710	\$4,845	\$4,936	\$4,980
Step 6	\$4,809	\$4,946	\$5,039	\$5,084
Step 7	\$4,910	\$5,049	\$5,144	\$5,190
Step 8	\$5,014	\$5,155	\$5,251	\$5,298
Step 9	\$5,121	\$5,264	\$5,362	\$5,409
Step 10	\$5,259	\$5,377	\$5,475	\$5,522
Step 11	\$5,413	\$5,522	\$5,592	\$5,639
Step 12	\$5,572	\$5,683	\$5,743	\$5,760
Step 13	\$5,794	\$5,851	\$5,911	\$5,916

Appendix C: Coaching Stipends

Position

High School Asst. Football, Basketball, Wrestling, Volleyball, Golf, Boys Soccer	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$3,107	\$3,184	\$3,233	\$3,250
Step 2	\$3,183	\$3,262	\$3,312	\$3,330
Step 3	\$3,260	\$3,342	\$3,393	\$3,411
Step 4	\$3,339	\$3,423	\$3,475	\$3,494
Step 5	\$3,420	\$3,506	\$3,560	\$3,580
Step 6	\$3,504	\$3,591	\$3,646	\$3,667
Step 7	\$3,589	\$3,679	\$3,734	\$3,756
Step 8	\$3,678	\$3,768	\$3,826	\$3,847
Step 9	\$3,767	\$3,862	\$3,919	\$3,941
Step 10	\$3,863	\$3,956	\$4,017	\$4,037
Step 11	\$3,968	\$4,056	\$4,114	\$4,137
Step 12	\$4,087	\$4,166	\$4,218	\$4,237
Step 13	\$4,308	\$4,291	\$4,333	\$4,345

HS Head Baseball, Softball, Track, Girls Soccer	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$4,337	\$4,461	\$4,545	\$4,585
Step 2	\$4,428	\$4,554	\$4,640	\$4,681
Step 3	\$4,520	\$4,649	\$4,736	\$4,779
Step 4	\$4,615	\$4,746	\$4,835	\$4,878
Step 5	\$4,710	\$4,845	\$4,936	\$4,980
Step 6	\$4,809	\$4,946	\$5,039	\$5,084
Step 7	\$4,910	\$5,049	\$5,144	\$5,190
Step 8	\$5,014	\$5,155	\$5,251	\$5,298
Step 9	\$5,121	\$5,264	\$5,362	\$5,409
Step 10	\$5,259	\$5,377	\$5,475	\$5,522
Step 11	\$5,413	\$5,522	\$5,592	\$5,639
Step 12	\$5,572	\$5,683	\$5,743	\$5,760
Step 13	\$5,794	\$5,851	\$5,911	\$5,916

Appendix C: Coaching Stipends

Position

High School Assistant Baseball, Softball, Track ,and Girls Soccer	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$3,107	\$3,184	\$3,233	\$3,250
Step 2	\$3,183	\$3,262	\$3,312	\$3,330
Step 3	\$3,260	\$3,342	\$3,393	\$3,411
Step 4	\$3,339	\$3,423	\$3,475	\$3,494
Step 5	\$3,420	\$3,506	\$3,560	\$3,580
Step 6	\$3,504	\$3,591	\$3,646	\$3,667
Step 7	\$3,589	\$3,679	\$3,734	\$3,756
Step 8	\$3,678	\$3,768	\$3,826	\$3,847
Step 9	\$3,767	\$3,862	\$3,919	\$3,941
Step 10	\$3,863	\$3,956	\$4,017	\$4,037
Step 11	\$3,968	\$4,056	\$4,114	\$4,137
Step 12	\$4,087	\$4,166	\$4,218	\$4,237
Step 13	\$4,308	\$4,291	\$4,333	\$4,345

High School Competitive Cheer	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$4,337	\$4,461	\$4,545	\$4,585
Step 2	\$4,428	\$4,554	\$4,640	\$4,681
Step 3	\$4,520	\$4,649	\$4,736	\$4,779
Step 4	\$4,615	\$4,746	\$4,835	\$4,878
Step 5	\$4,710	\$4,845	\$4,936	\$4,980
Step 6	\$4,809	\$4,946	\$5,039	\$5,084
Step 7	\$4,910	\$5,049	\$5,144	\$5,190
Step 8	\$5,014	\$5,155	\$5,251	\$5,298
Step 9	\$5,121	\$5,264	\$5,362	\$5,409
Step 10	\$5,259	\$5,377	\$5,475	\$5,522
Step 11	\$5,413	\$5,522	\$5,592	\$5,639
Step 12	\$5,572	\$5,683	\$5,743	\$5,760
Step 13	\$5,794	\$5,851	\$5,911	\$5,916

Appendix C: Coaching Stipends

Position

Cheer	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$1,442	\$1,470	\$1,485	\$1,485
Step 2	\$1,485	\$1,514	\$1,529	\$1,530
Step 3	\$1,529	\$1,559	\$1,575	\$1,575
Step 4	\$1,575	\$1,605	\$1,621	\$1,622
Step 5	\$1,622	\$1,654	\$1,669	\$1,670
Step 6	\$1,671	\$1,703	\$1,720	\$1,720
Step 7	\$1,721	\$1,754	\$1,771	\$1,771
Step 8	\$1,772	\$1,807	\$1,824	\$1,825
Step 9	\$1,826	\$1,861	\$1,879	\$1,879
Step 10	\$1,881	\$1,917	\$1,935	\$1,936
Step 11	\$1,936	\$1,975	\$1,994	\$1,994
Step 12	\$1,995	\$2,033	\$2,054	\$2,054
Step 13	\$2,055	\$2,095	\$2,114	\$2,115

Middle School Athletic Director	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$3,649	\$3,737	\$3,791	\$3,808
Step 2	\$3,741	\$3,831	\$3,887	\$3,904
Step 3	\$3,836	\$3,928	\$3,985	\$4,003
Step 4	\$3,933	\$4,027	\$4,085	\$4,104
Step 5	\$4,032	\$4,130	\$4,189	\$4,208
Step 6	\$4,134	\$4,234	\$4,295	\$4,314
Step 7	\$4,238	\$4,341	\$4,403	\$4,424
Step 8	\$4,343	\$4,450	\$4,514	\$4,535
Step 9	\$4,452	\$4,560	\$4,628	\$4,650
Step 10	\$4,562	\$4,675	\$4,742	\$4,767
Step 11	\$4,687	\$4,790	\$4,862	\$4,885
Step 12	\$4,827	\$4,922	\$4,982	\$5,007
Step 13	\$5,051	\$5,068	\$5,118	\$5,131

Middle School: 8th Grade Coach: Basketball, Wrestling, Volleyball, Baseball, Track, Softball, and Spirit Line	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$3,107	\$3,184	\$3,233	\$3,250
Step 2	\$3,183	\$3,262	\$3,312	\$3,330
Step 3	\$3,260	\$3,342	\$3,393	\$3,411
Step 4	\$3,339	\$3,423	\$3,475	\$3,494
Step 5	\$3,420	\$3,506	\$3,560	\$3,580
Step 6	\$3,504	\$3,591	\$3,646	\$3,667
Step 7	\$3,589	\$3,679	\$3,734	\$3,756
Step 8	\$3,678	\$3,768	\$3,826	\$3,847
Step 9	\$3,767	\$3,862	\$3,919	\$3,941
Step 10	\$3,863	\$3,956	\$4,017	\$4,037
Step 11	\$3,968	\$4,056	\$4,114	\$4,137
Step 12	\$4,087	\$4,166	\$4,218	\$4,237
Step 13	\$4,308	\$4,291	\$4,333	\$4,345

Middle School: 6th & 7th Grade Coach: Basketball, Wrestling, Volleyball, Baseball, Track, and Softball	2024-2025 5%	2025-2026 5%	2026-2027 4%	2027-2028 3%
Step 1	\$2,576	\$2,664	\$2,729	\$2,769
Step 2	\$2,616	\$2,705	\$2,771	\$2,811
Step 3	\$2,655	\$2,746	\$2,813	\$2,854
Step 4	\$2,723	\$2,788	\$2,856	\$2,898
Step 5	\$2,791	\$2,859	\$2,900	\$2,942
Step 6	\$2,861	\$2,930	\$2,973	\$2,987
Step 7	\$2,934	\$3,004	\$3,048	\$3,062
Step 8	\$3,007	\$3,080	\$3,124	\$3,139
Step 9	\$3,081	\$3,158	\$3,204	\$3,218
Step 10	\$3,158	\$3,235	\$3,284	\$3,300
Step 11	\$3,245	\$3,316	\$3,364	\$3,382
Step 12	\$3,341	\$3,407	\$3,449	\$3,465
Step 13	\$3,566	\$3,508	\$3,543	\$3,552

NOTE: If a coach moves from assistant to head coach, he/she will get the experience in that sport. Any employee off the top step schedule shall get the same increase as an employee on the schedule.