AN AGREEMENT BETWEEN

THE VANDALIA UNIT TEACHERS ASSOCIATION

IEA/NEA

AND

THE VANDALIA COMMUNITY UNIT SCHOOL DISTRICT NO. 203

2025-2030

ARTICLE INDEX

ARTICLE 1
RECOGNITION

1.1 Attaining Objectives

Attainment of the educational objectives of the District requires mutual understanding and cooperation among the Board, administration and the teaching staff. To this end, free and open exchange of views among the Board, administration and the Association is desirable and necessary. This agreement establishes an orderly procedure for negotiating and resolving differences between the Board and the Association, and specifies the rights and responsibilities of both parties, including working conditions, fringe benefits and wages. Educational programs are not negotiable items and are not included in this Agreement.

1.2 Board of Education

It is recognized that the determination and administration of school policy, the operation and management of the schools and the direction of employees are vested exclusively in the Board. It is the duty of all employees to carry out the policies and regulations as stipulated by the Board. The decision of the Board in matters pertaining to the determination and administration of school policy, the operation and management of the schools and the direction of employees shall be final, as long as the decisions of the Board are not in violation of the laws of the State of Illinois, nor in violation of this Agreement.

1.3 Teaching Staff

It is recognized that teaching is a profession requiring specialized educational qualifications. To ensure the success of the educational program in the District, the teaching staff endorses, as evidence of its acceptance of the professional rights and responsibilities of teachers, the Uniform Code of Ethics of the Education Profession. The teaching staff also agrees to participate in good faith negotiations for the purpose of establishing, maintaining, protecting or improving conditions of professional service and other educational standards and to establish a Professional Negotiations Committee for the purpose of implementing the provisions of this Agreement.

1.4 Recognition

The Vandalia Unit Teachers Association, an affiliate of the Illinois Education Association and the National Education Association, having provided evidence that it represents a majority of the professional regularly employed teaching staff (professional teaching staff being defined as certified teachers, school nurses, counselors, librarians and such other positions similar in function and role, including teacher certification) is recognized by the Board as the representative of such personnel for the purpose of negotiation.

Administrators, substitute teachers, teacher aides and such other positions similar in function and role will not be part of the bargaining unit.

Regularly employed part-time teachers employed on a yearly contractual basis shall be in the bargaining unit but shall have their salaries and benefits prorated consistent with their fractionalized employment status; eligibility for individual employee insurance benefits shall be determined by the insurance carrier.

1.5 Exclusive Bargaining Agent

The Board agrees not to enter into contract negotiations with any individual, group or organization of teachers covered by this Agreement, other than the duly elected representatives of the Association, for the duration of this Agreement.

1.6 Equal Treatment

Both the Board and the Association recognize that each staff member has the right to join or not to join any organization for his/her professional or economic improvement. All benefits, rights and responsibilities provided by this Agreement shall apply equally to all members of the bargaining unit covered by this Agreement.

ARTICLE II
NEGOTIATIONS PROCEDURE

2.1 Authority

It is the mutual responsibility of both the Board and the Association to confer upon their designated representatives the necessary authority to make proposals, consider proposals, and make counter-proposals in the course of negotiations, and to reach tentative agreements which shall be presented respectively to the Board and the Association for ratification.

2.2 Representation

Each party to negotiations shall select its own representatives. Tentative agreements shall be signed by a representative of each party.

2.3 Initial Meeting

Negotiations shall begin during the initial meeting, ground rules shall be established.

2.4 Mediation Assistance

If mediation assistance is requested, it is agreed that the parties will jointly request the Federal Mediation and Conciliation Service (FMCS). If FMCS is unavailable for mediation services, the Illinois Educational Labor Relations Board (IELRB) shall be notified.

The cost of the mediator, if any, shall be equally shared by the Board and the Association.

ARTICLE III
EMPLOYMENT CONDITIONS

3.1 Reporting to Parents

The Board will determine the method of reporting to parents.

3.2 Class Clarification

Grades Pre-K thru 3rd	Elementary
Grades 4th thru 8th	Junior High School
Grades 9th thru 12th	High School

3.3 Teacher Work Day/Work Year

The teacher work day district wide will be from 8:00 AM to 3:30 PM.

Early dismissal time on days prior to Thanksgiving, Christmas, and Spring Break will be stated on the school calendar.

A committee shall be formed by the VUTA and the administration to develop and approve the school schedule and calendar.

3.4 Notification of Assignments

The Board, through the Superintendent and the Building Principal, will give written notice of changes in teaching assignments and/or regular supplemental positions for the following year.

Every reasonable effort will be made to provide all professional teaching employees with this information by the end of the current school year. In the event a change in assignment is necessary, the staff member will be notified by August 1st unless an emergency arises. If the change is not acceptable to the employee, the employee shall be allowed to request another assignment or resign in good standing if he/she so chooses.

3.5 Voluntary Transfers and Vacancies

Any teacher presently on tenure or eligible for continuing contractual status in the coming school term may apply for transfer to another teaching position for which the teacher is qualified if there is an existing vacancy. Such application shall be in writing to the Superintendent. If the administration denies the request for transfer, the reason for denial shall be put in writing at the written request of the teacher. The reasons for the denial of voluntary transfer shall not be grievable.

A vacancy shall be defined as a new position or an existing position that has become vacant due to the resignation, death, or retirement of a certified staff member. In the event a teaching or extracurricular position becomes vacant and the Board elects to fill the vacancy or the Board creates a new position, the Superintendent or his/her designee shall post in all school buildings a notice of all vacancies and newly created positions and send a school email notice to all members of the certified staff.

3.6 Signing In And Out

All staff members shall sign in and out of the building in the Principal's office when leaving the school premises during the student day except when going to or returning from lunch.

3.7 Right to Review Personnel File

A file of all materials related to an employee shall exist at the administration center. Each employee shall have the right to review his/her file while in the presence of an Association representative and the Superintendent or his designee during the regular business hours of the central office. Material which is derogatory to the employee shall not be placed in the file without the employee's signature. The signature does not indicate agreement with the content of the materials. The employee may not remove any materials from said file. Pre-employment material will not be subject to review, nor will it stand as evidence.

3.8 Preparation Periods

High school and Junior High teachers shall have at least a thirty (30) minute duty free lunch and at least forty-five (45) minutes of daily preparation.

Elementary teachers shall have a duty free thirty (30) minute lunch and 2 additional thirty (30) minute blocks of preparation time per day. District #203 will hire substitute teachers for all programs that our district offers (Art, Music, PE, Library, Character Ed, Technology).

No secondary teacher shall have more than five (5) different subject matter preparations daily. The teacher's schedule shall not exceed thirty-five (35) hours of pupil contact weekly. Assignment to a supervised study period shall be considered a teaching period for purposes of this Article.

Any teacher with more than the normal load as sets forth in the Agreement shall receive additional compensation at the rate of 1/1440 of his/her annual salary of each day in excess of such norms.

On days of early dismissal and teacher institute days, this Article shall be inapplicable.

For the purpose of this agreement preparation time must be between the beginning and the end of the student day.

3.9 Inventory of School Materials

An inventory of materials will be completed by the last day of the school year. Each certified employee will submit the required inventory to the building supervisor. This will aid in planning and will also aid the administration in purchasing items.

3.10 Payment for Preparation Periods

If the administration requires an employee to teach during his/her preparation period, the teacher shall be paid at the rates indicated in Appendix III - Internal Substitution.

3.11 Class Size

When class size in grades K-1-2 reaches twenty-four (24), it will be brought to the Board's attention by the Superintendent.

3.12 Waiver Notification

The Board shall provide notification to the president of the Association at least fourteen (14) calendar days prior to the day the Board adopts a resolution requesting a waiver application of the School Code.

3.13 IEP Preparation Time

Teachers that maintain an IEP case management list will be provided 2 release days per school year for IEP preparation. IEP preparation shall be in minimum blocks of one-half (1/2) days.

3.14 Teacher Evaluation

The district PERA joint evaluation committee shall be made up of an equal number of representatives from the Association and the District. The Association shall appoint its association representatives. The PERA joint committee will meet at least once each year to review the district's evaluation plan and process. Any modifications of the teacher evaluation plan will be made by the PERA committee by January 31 in accordance with

Article A of the Illinois School Code and 23 IL Administrative Code, Part 50 and related administrative rules.

3.15 Workload Analysis Committee

A Workload Analysis Committee of administrators and association members will be established. The committee will include a representative from each building and each special education professional discipline, including but not limited to: special education teacher, school psychologist, social worker, speech/language pathologist, occupational therapist, vision/hearing itinerant, and physical therapist. (While not identified as special education staff, a certified school nurse and school counselor may also be invited to participate on the committee.) The purpose of this committee shall be to collaboratively review the workload of special education staff. They will address staff concerns that have been brought forth as well as review the staff workload analysis. The committee will meet at a minimum semi-annually. The committee will review caseloads and workloads for the upcoming year, by building and program, and collaboratively work to determine potential shifts in staff allocation or additional staffing needs.

ARTICLE IV
REDUCTION IN FORCE

4.1 REDUCTION IN FORCE

The Board reserves the right to reduce the number of staff members when, in its judgment, the best interest of the District shall be served by such action. Certified staff members will be honorably dismissed according to the sequence of honorable dismissal list ("RIF list") developed annually for certified employees

Seniority shall be defined as the number of consecutive years of continuous service to the District while holding a teaching certificate.

A. Continuous service shall begin from the first day the teacher is paid for his/her duties;
B. Less than full-time consecutive years of employment shall be counted as continuous service on a prorated basis;
C. Approved leaves of absence (paid or unpaid) shall not interrupt the consecutive years of continuous service in the District; however, approved unpaid leaves of absence of ninety (90) consecutive school days or more shall not be counted when determining District seniority; and
D. If a teacher resigns and is subsequently reemployed by the District, consecutive years of continuous service shall begin upon the first day the teacher is paid following reemployment in the District.

If the District seniority is equal between two (2) or more teachers, as determined above, the following criteria shall be used:

A. If District seniority is equal between two (2) or more teachers, seniority shall be determined by the total number of years of teaching service to the District, regardless of whether or not the service is continuous. In determining total years of service to the District, factors concerning leaves of absence, less than full-time employment, and resignation shall be determined as in the case above;

B. If District seniority is equal between two (2) or more teachers and the total years of service to the District as determined above is equal, then seniority shall be determined by the teachers' approved positions on the salary schedule. The teacher with the highest salary (approved horizontal position) shall have the most District seniority; and

C. If District seniority is equal between two (2) or more teachers and the total years of service to the District and the approved horizontal position on the salary schedule are equal, District seniority shall be determined by a random lot selection conducted by the Board.

D. The parties shall form a Joint Committee for Honorable Dismissals. The Joint Committee shall have equal representation from the Board and the Association. The Association shall have the sole responsibility for appointing its members to the committee. The Joint Committee shall meet in accordance with the Illinois School Code. The Joint Committee will address the issues specified in the Illinois School Code. The Association shall be provided the sequence of honorable dismissal list by groupings (1-4) seventy-five calendar days prior to the end of the school year. Employees who disagree with their assignment to a particular group shall notify the Superintendent and Association President in writing within 5 days. If a revision is found necessary, a connected list shall be created, sent to the Association President, and posted in each attendance center. Any teacher subject to honorable dismissal or reduction in force shall be notified in writing by certified mail by or before April 15.

4.2 Recall

If a position(s) become available within one (1) school year from the beginning of the school term following the layoff, or if layoffs equal or exceed 15% of the number of full-time equivalent positions, within two (2) calendar years from the beginning of the following school term.:

A. Recall shall be in reverse order of lay-off among those certified teachers eligible for recall under the School Code (Group 4 is recalled first, then Group 3 is recalled), to any available position for which the eligible teacher is qualified.

B. Upon recall, teachers eligible for recall (Group 4 is recalled first, then Group 3 is recalled) will be placed in the first available position for which they are qualified; and

C. Failure to respond within twenty (20) calendar days after the mailing of the Board's letter to recall sent by certified mail to the teacher's address on file with the Board recalling such teacher, shall result in termination of the teacher's rights of recall hereunder.

ARTICLE V
GRIEVANCE PROCEDURE

5.1 Definitions

A. A grievance is a claim by the Association, teacher, or group of teachers involving an alleged violation, misinterpretation, or misapplication of the terms of this Agreement.

B. All time limits shall consist of school days. When a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of all weekdays.

C. Nothing contained herein shall be construed as limiting the right of any employee having a grievance to dismiss the matter informally with his/her supervisor and having the grievance adjusted, provided the adjustment is consistent with the terms of the Agreement.

5.2 Procedure

The parties hereto acknowledge that it is usually most desirable for an employee and the immediately involved supervisor to resolve problems through free and informal communications. If, however, such informal processes fail to satisfy the teacher, a grievance may be processed as follows:

A. The grievant or Association shall present to the supervisor immediately involved the grievance in writing within twenty (20) days of the occurrence of the event giving rise to the grievance, specifying the article and clause alleged to have been violated, and stating the remedy sought. The supervisor shall provide a written answer to the grievance of the aggrieved teacher within ten (10) days after the receipt of the grievance.

B. If the grievance is not resolved at Step 1, the aggrieved or the Association may refer the grievance to the Superintendent or official designee within ten (10) days after the receipt of the Step I answer. The Superintendent shall arrange for a meeting to take place within ten (10) days of his receipt of the appeal. Within ten (10) days of the meeting, the grievant shall be provided with the Superintendent's written response.

C. If the Association is not satisfied with the disposition of the grievance at Step 2 or the time limits expire without the issuance of the Superintendent's written reply, the Association may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within ten (10) days of the date for the Step 2 answer, then the grievance shall be deemed withdrawn.

1. The arbitrator, in his/her opinion, shall not amend, modify, ignore, or add to the provisions of the Agreement.
2. Each party shall bear the full costs for its representation in the grievance procedure.
3. If either party requests a transcript of the proceedings, that party shall bear the full cost for that transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally between the Board and the Association.
4. Each party shall share equally the cost of the arbitrator and the AAA.

5.3 Stipulations

A. Failure of a teacher or the Association to act on any grievance within the prescribed time limits will bar any further appeal. An administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. Time limits shall be extended by mutual consent.

B. Any investigation, handling or processing of any grievance by the grievant shall be conducted so that instructional programs and related work activities of the grievant or the teaching staff are not interrupted.

C. Step 1 of the grievance procedure may be bypassed and the grievance brought directly to Step 2, if mutually agreed upon by the employee and the Superintendent.

D. If the Superintendent and the Association mutually agree, a grievance may be submitted directly to arbitration.

E. Class grievances involving one (1) or more teachers or one (1) or more supervisors and grievances involving an administrator above the building level may be initially filed by the Association at Step 2.

F. The Board acknowledges the right of the teacher to have a local Association representative, if the grievant requests one, at the informal process or at Step 1 or Step 2 and an Association representative present at Step 3. No teacher shall be required to discuss a grievance if the Association representative is not present. If the grievance is resolved without the presence of the representative, the Association shall be informed of the decision of the administration.

G. No reprisals shall be taken by the Board or the administration against a teacher because of his/her participation in a grievance.

H. The grievant and the Association representative may be released from their regular assignments without loss of pay or benefits to attend the meetings specified in 5.2 A-C.

I. All records related to a grievance shall be filed separately from the personnel files of the teachers.

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

K. If the teacher or the Association files a grievance and seeks either administrative or judicial review while the grievance is being processed at any level, the Board shall follow the administrative or judicial decision. Nothing prevents the teacher or Association from appealing an arbitrator's decision through judicial review.

ARTICLE VI
ASSOCIATION RIGHTS

6.1 Bulletin Board

The local Association shall be provided a portion of the bulletin board in each school building's teacher lounge for Association announcements.

6.2 Campus Mail - School Email

The Association may use employee mailboxes/school email for communication to bargaining unit members.

6.3 Board Meeting Agenda

A copy of the agenda for all regular and special meetings shall be sent by campus mail/school email or placed in the Association President's mailbox within twenty-four (24) hours before the meeting. In emergency situations, the twenty- four (24) hour parameter may be waived by the Board.

6.4 Board Minutes

A copy of all open School Board minutes shall be sent by campus mail/school email or placed in the Association President's mailbox within ten (10) days after official adoption by the Board.

6.5 Copies of the Agreement

The School District shall post the Agreement on the District's website within thirty (30) days after the Board's adoption of the agreement.

6.6 Association Leave

Authorized Association representatives or delegates shall be granted time to attend state or national Association workshops, conferences, business meetings and other activities provided the total amount of time so taken does not exceed five (5) days per school year. This applies, providing the frequency of excused leave does not impair the quality of classroom instruction and that a written request for leave has been submitted to the Superintendent in advance of the leave. There shall be no deduction from salaries, provided the Association reimburses the District the cost of the substitute teachers.

6.7 Professional Dues

Payment of unified professional dues will be given to the Association's Treasurer by the 30th of each month.

6.8 No Reprisals Due to Work Stoppage

The Board of Education of the Vandalia C.U.S.D. 203 shall take no reprisals, including but not limited to, any adverse action or discrimination with respect to hiring, discharge, promotion, demotion, transfer, assignment, wages, fringe benefits (i.e. insurance), hours or any other terms or conditions of employment because of the employee's participation in activities on behalf of or other conduct related to the work stoppage. All notices, warning, or other documents concerning the work stoppage contained in personnel or other employee files shall be removed and the files expunged.

ARTICLE VII
LEAVE OF ABSENCE

7.1 Sick Leave

Each full-time member of the bargaining unit shall be entitled to twelve (12) days of sick leave per school year without loss of pay. If any such employee does not use the full amount of the annual sick leave allowed, the amount unused shall accumulate. At retirement, accumulated sick days not used for additional service credit shall not be compensated.

Sick leave shall include personal illness, maternity and pregnancy related disability, quarantine at home, or serious illness or death in the immediate family or household. Immediate family shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, domestic partner, and stepparents. The Board may require a physician's certificate as a basis of pay during leave after an absence of three (3) days for personal illness, or as it may deem necessary in other cases. Each employee is responsible for notifying the VCUSD #203 Attendance Software program as soon as possible whenever he/she is able to work.

The beginning and the termination dates of the sick leave used for maternity and pregnancy related disability shall be determined by the employee and the physician. An employee who returns from leave shall be reinstated to the employer's former position or its equivalent.

Employees may use up to thirty (30) days of paid sick leave for adoption in accordance with the Illinois School Code, 105 ILCS 5/24-6. Application for sick leave for adopted children shall be made to the Superintendent as soon as the parents are notified about the adoption date. Employees shall also be entitled to use up to twelve (12) weeks of unpaid Family Medical Leave for adoption.

The school district shall furnish each employee with a written statement before the start of each school year setting forth total accumulated sick leave credited said employee.

7.2 Sick Leave Bonus

An employee will be eligible (each year) for sick leave allotment if the following conditions have been met:

A. The employee is at least fifty (50) years of age by July I prior to the school year;

B. The employee has the equivalent of fifteen (15) years of full-time service to the District; and

C. The employee has accumulated at least the equivalent of one hundred twenty-five (125) sick leave days.

An employee meeting the above requirements who has used the equivalent of three (3) or less sick days during his/her employment year will have an additional ten (10) days added to his/her sick leave accumulation at the beginning of the following school year, subject to the limitation described immediately below:

Gifted sick leave must be available for use and will be subject to the TRS 3 step formula as set forth in the Illinois Administrative Code Section 1650.350:

1. As of the date additional sick leave is granted, determine how many paid days remain before termination or retirement.

2. Subtract the number of sick leave days already on the member's record.

3. The difference is the maximum number of days that could be granted and considered for available use.

7.3 Sick Leave Balloon

A teacher who provides the district with an irrevocable letter by March 1, of resignation for retirement effective in five years shall be eligible for a sick leave balloon benefit. Upon receipt of the employee's letter of resignation for retirement, the employer shall immediately increase the employee's accumulated sick leave so that the total of such leave available to the employee shall be three hundred and forty days for employees that have accumulated at least one hundred (100) sick leave days.

In the event of extenuating circumstances and the employee has not accumulated one hundred (100) sick days, a committee shall be formed consisting of the Superintendent, one (1) board member, two (2) members selected by the Association to review the case.

Any employee who has utilized 7.3 will not be allowed to receive sick leave bonus set forth in 7.2 in the final five years of employment.

If legislation is enacted and/or TRS rules and regulations are adopted during the life of this agreement that result in a greater cost to the District than the costs generated by this agreement, the provisions relating to such benefits may be open for discussion.

7.4 Bereavement Leave

Each full-time member of the bargaining unit shall be allowed five (5) days of absence per year without loss of pay bereaved by the death of members of the immediate family or household. Bereavement leave for part-time personnel shall be prorated. Immediate family includes parents, spouse, children, brothers and sisters, aunts and uncles, nieces and nephews, grandparents, grandchildren, brother or sister-in-law, daughter or son-in-law, legal guardians, domestic partner, stepparents, parent-in-law, grandparents-in-law.

7.5 Personal Leave

Each employee is entitled to three (3) days of personal leave without loss of pay, provided the following conditions are met:

A. The written request for a personal leave day shall be given to the Building Principal and Superintendent at least seventy-two (72) hours prior to the day of intended use. The seventy-two (72) hour notice may be waived by the Superintendent in the case of an emergency.

B. Personal leave cannot be used prior to or to extend a vacation period or immediately before or after a holiday. Personal leave days may not be granted during the first two (2) weeks or the last two (2) weeks of the school year.

C. No more than a total of six (6) employees in the District and no more than two (2) employees per building may use personal leave on the same day.

D. Except in an employee's last year of employment, unused paid personal leave shall be allowed to accumulate as sick leave up to the limit set forth in the Illinois Administrative Code 1650.30 (see final paragraph of 7.2 Sick Leave Bonus). If no personal leave is used in one year, one additional day of sick leave will be added to the employee's accumulated sick leave at the end of the school year.

E. Retiring employees in their last year of employment will be compensated at their daily rate of pay for unused personal days remaining in the employee's final year of employment. Payment for these days will be made as a severance payment within thirty (30) days after the teacher's receipt of his/her last regular check.

F. The above restrictions may be waived by the Superintendent of Schools at his/her discretion.

7.6 Leave of Absence - Benefits

The Board may grant a leave of absence without pay to any staff member for the following reasons:

A. Personal (Family, Parental, R&R, and Child Care Leave) - Unpaid child care leave may be granted upon board approval as an extension of sick leave to care for newborn or adopted children. Application for child care leave without pay as an extension of paid sick leave shall be made to the Superintendent at least thirty (30) days in advance.

B. Parental Leave - Effective with the ratification of the 2019-2020 collective bargaining agreement the use of paid sick leave for child rearing leave is not permitted.

C. Travel

D. Professional Growth and Study

7.7 Professional Conferences

Each teacher can request up to three (3) days of non-accumulative leave, with full pay and reasonable expenses, to attend professional conferences, meeting or workshops.

7.8 Sick Leave Bank

The purpose of the Sick Leave bank shall be to provide extended paid sick leave for employees who have exhausted their personally accumulated sick leave due to catastrophic illness or injury. Catastrophic illness or injury is defined as, but not limited to, a life-threatening condition or combination of conditions affecting the health of the employee, employee's spouse, employee's children, employee's parents, or employee's parents-in-law. The catastrophic illness or injury must require the ongoing services of a medical doctor while collecting from the Sick Leave Bank.

Participation in the Sick Leave Bank shall be voluntary. Each new teacher shall be given an application form at the beginning of the school year, and those who wish, will contribute one (1) day of his/her accumulated sick leave. An employee desiring to participate shall sign the application and return it to his/her building representative. Each year thereafter, each employee will donate one (l) day to the Bank as needed. Any days transferred by the employee shall remain in the Sick Leave Bank. The Board of Education shall not be liable for any days transferred and shall not contribute any days to the Sick Leave Bank. The total number of days to accumulate in the Bank will not exceed three hundred sixty (360). Once the total maximum of days has been reached, the Bank will be closed for membership, except any new employee who was not given an opportunity to donate shall be allowed to donate one (l) day. If it becomes necessary to seek additional days to maintain the Bank at its maximum level of three hundred sixty (360) days, additional days will be deducted from employees' personal accumulations on a rotating basis. The Sick Leave Bank Committee will conduct the random selection to determine who will transfer personal accumulated sick leave to the Sick Leave Bank.

By July 1st of each year, the president of the Association shall be provided with a list of employees participating in the Sick Leave Bank, the number of days each participant has contributed, the total number of days used during the previous year, and the total number of days remaining in the Bank.

Only teachers shall be allowed to withdraw days from the Bank. In order to remain an active member, an employee must contribute to the Bank when asked by the Sick Leave Bank Committee. Once the employee withdraws from the Bank or elects not to seek membership, he/she shall not be eligible to participate in the Sick Leave Bank. No member shall be allowed to draw more than one hundred eighty (180) days for personal illness and no more than a total of sixty (60) days for illness to the employee's spouse and children during his/her employment in the Vandalia C.U.S.D. No. 203. During the last year of a teacher's employment, the teacher may be allowed to use the Sick Leave Bank in lieu of his/her accumulated sick leave (to the extent the teacher maintains one hundred seventy (170) days of accumulated sick leave). In order for the teacher to receive this benefit, the teacher must be eligible for retirement benefits of the Illinois Teacher Retirement System, must submit his/her resignation to the Board of Education and must retire from the teaching profession. The balance of days accumulated at the end of one school year shall carry over to the following year. Should the total number of days withdrawn from the Bank equal the balance at any time the Bank will cease operations until it can be replenished at the start of the next school year.

A committee consisting of the Superintendent, one (I) Board member and two (2) members selected by the Association will be selected to govern the use of the Sick Leave Bank. Only teachers will be entitled to draw from the Bank, provided the employee has exhausted his/her personally accumulated sick leave and personal leave days and has made written application to the Committee for withdrawal of days from the Bank. Should the employee be unable to make application, his/her designee may do so on his/her behalf. The application shall state the reason for the inability to return to work along with a physician's statement specifying the nature of the employee's illness. The Committee may require the employee to be examined by a doctor selected by the Committee at no employee expense.

Before granting the request, the Committee must elicit affirmative answers to the following:

A. Is the employee listed as a current member of the Sick Leave Bank?
B. Has the employee exhausted his/her personally accumulated sick leave and personal leave?
C. Is the absence from work due to a catastrophic illness or injury?

Each request will be considered on a case-by-case basis, and shall not have bearing on future cases. The Sick Bank Committee may deny the request or grant any or all of the time requested. A majority vote of the Committee is required to grant the request.

The decision of the Committee granting or denying the request for use of the Sick Leave Bank is final and is not subject to the grievance procedure of this Agreement.

Absence due to injury incurred in the course of the employee's work day while assigned duties shall be treated as sick leave. However, once the employee has exhausted all of his/her sick leave and personal leave days, the employee may apply for the Sick Leave Bank benefit. If the Committee so approves, the Bank will supplement the difference between the gross salary of the employee and the money received by the employee from Workers' Compensation. In no case shall the employee receive more than one hundred percent (100%) of his/her gross salary.

Upon approval of the Sick Leave Bank Committee, the Operating Board of the Vandalia C.U.S.D. No. 203 agrees to pay full salary or a portion of the salary (see Workers' Compensation clause) at the employee's regular rate of pay for all days approved by the Sick Leave Bank Committee.

7.9 Family Medical Leave

All full-time employees shall be eligible for up to twelve weeks of family medical leave for any purpose allowed by the Family Medical Leave Act. During the family medical leave period, the employer shall continue to pay health insurance premium pursuant to this collective bargaining agreement. The employee shall have the option to make use of family medical leave or any other contractual leave. Employees shall not be required to use family medical leave prior to, instead of, or as a substitute for any accrued leave. At the employee's option, the employee may elect to use personal leave or sick leave during family medical leave. Where both the employee and a covered individual (e.g., spouse, parent, child, etc.) are employed by the Board, each will be entitled to 12 weeks of leave in a rolling twelve-month period. Following the leave period, employees shall be reinstated to his or her previous position, if it is available. If the employee's previous position is not available, the employee shall be reinstated to an equivalent position.

ARTICLE VIII
COMPENSATION AND BENEFITS

8.1 Compensation

The salary of all members of the bargaining unit covered by the Agreement will be in accordance with the salary schedule which is attached hereto and made a part hereof.

8.2 Experience Credit

A. New staff members shall be granted full credit for all outside certified teaching experience as accepted by the Illinois Retirement System. Partial years shall not be accepted.

B. OKAW new hires will receive credit up to and including ten (10) years of work experience in their field (not retroactive).

8.3 Pay Days

Monthly computer-generated data/payroll checks will be submitted to all personnel by the 20th day of each month. If a regular pay date during the school term falls on a day when school is not in session, all employees shall receive their computer-generated data/checks on the last working day prior to the 20th day of the month. All summer payroll computer generated data/checks must be prepared for mailing so that they will reach employees by the regular monthly pay date.

8.4 Salary Schedule

(See Salary Schedule)
The employee should notify the Superintendent's Office of intent to complete a course and move up on the salary schedule by September 1st. The raise would then become effective on the pay period beginning September 1st.

8.5 Horizontal Movement

Teachers who earn credit in graduate courses or other courses as approved by the Superintendent may advance horizontally on the salary schedule provided the following requirements have been met:

A. The teacher shall present a request for course subject approval to the Superintendent in advance;

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

a. Its pertinence to the area of education; and
b. Its relevance to subject(s) taught;

C. When a request for course subject approval is submitted to the Superintendent, said request shall be granted or rejected within ten (10) days of its submission. If the request is rejected, the Superintendent shall notify the teacher in writing of the reasons for the rejection;

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

E. Once advance approval for the course is given and the course is completed, the following conditions must be met prior to the teacher receiving the appropriate salary schedule placement:
All hours must be earned at an accredited institution of higher learning;
Satisfactory completion of a course must be demonstrated by either a grade card or other writing bearing the course instructor's signature submitted to the Superintendent by September 1st.
An official transcript from the institution demonstrating successful completion must be on file in the District's administrative office as soon as it becomes available;

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

G. Courses included in a Superintendent-approved master's degree program will be accepted for advancement on the salary schedule. The Superintendent may accept or reject a program based on the criteria set forth in Section 8.5-B.

8.6 Payment for Graduate/Undergraduate Hours

The Board will pay up to Seventy-Five Dollars ($75.00) per semester hour, for up to six (6) semester hours per year of approved course work taken and completed. Courses must have the Superintendent's approval and earn a grade of "A" or "B".

The Board shall only pay for up to thirty-two (32) semester hours of approved class work during the employment of the teacher in the Vandalia C.U.S.D.No.203.

Payment for professional growth shall not be retroactive. This contractual item is applicable for courses taken after June 1, 1994.

The Board will pay a one-time one thousand-dollar ($1,000.00) bonus upon the completion of a master's degree after July 31, 2003.

8.7 Supplemental Job

A. A supplemental pay scale will be in accordance with Appendix I, Appendix II and Appendix III. The pay is to be the same as it is now, or more if the position still exists in subsequent years.

B. Each employee has the right to refuse the supplemental job-including ticket taking at ball games, etc.

C. If a suitable replacement cannot be found, the resigning person will be required to fulfill the same role for one (1) more year. After that year has elapsed, and a suitable replacement cannot be found, the resigning person will be asked, but not forced, to fulfill that role.

8.8 Special Payroll Deduction

When an employee requests deduction for (1) annuities, (2) an employee credit union, (3) insurance programs, or (4) unified professional dues, a deduction program will be put into effect for that purpose.

8.9 Insurance

A. Amount of Board Contribution

   a. The Board of Education shall contribute $775 a month for the 2025-2026 school year, $875 a month for the 2026-2027 school year, $975 for the 2027-2028 school year, $1,075 for the 2028-2029 school year, and $1,175 for the 2029-2030 school year.
   b. Any premium cost in excess of the foregoing amount shall be deducted from the employee's salary computer generated data/checks.
   c. Any change in insurance carrier is subject to bargaining. Multiple benefit plan options will be available to all employees.

B. Eligibility

   a. Eligibility in the District's insurance program shall be determined by the insurance carrier.

C. Section 125 Plan

a. According to the authority granted under Section 125 of the Internal Revenue Code, teachers who elect to participate may do so by completing the appropriate election form provided by the District.
b. The teacher agrees to follow all the rules and regulations of the Internal Revenue Code regarding the sheltering of such contributions. The Board of Education shall not be responsible for the failure of the above plan to meet the writing, enforceability, etc., as determined by an Internal Revenue Code. Should any of the above be declared Improper by an Internal Revenue ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent it violates the ruling or opinion.
c. The Board of Education shall pay for the initial writing of the Section 125 plan. Any subsequent administrative fees shall be borne by the individual teachers who participate in the plan.

8.10 Travel Reimbursement

The board will provide transportation to any workshop recommended by the teacher's immediate supervisor and approved by the Superintendent. In the event that the district vehicle is unavailable, mileage will be paid as determined by the current I.R.S. rate. Use of personal vehicle is subject to preapproval by the Superintendent.

8.11 Retirement Bonus

Teachers who provide the district with an irrevocable letter of resignation for retirement effective in four years shall go off the salary schedule and shall receive a 6% salary increase over the previous year's creditable earnings for each of the final four years of employment.

Teachers who provide the district with an irrevocable letter of resignation for retirement effective in three years shall go off the salary schedule and shall receive a 6% salary increase over the previous year's creditable earnings for each of the final three years of employment.

Teachers who provide the district with an irrevocable letter of resignation for retirement effective in two years shall go off the salary schedule and shall receive a 6% salary increase over the previous year's creditable earnings for each of the final two years of employment.

Teachers who provide the district with an irrevocable letter of resignation for retirement effective in the current year shall go off the salary schedule and shall receive a 6% salary increase over the previous year's creditable earnings.

All irrevocable retirement letters must be submitted by March 1st of the year prior to the retirement letter taking effect, except in an emergency medical situation as determined by a committee consisting of the superintendent, one board member, and two members of the association. At no time will the retirement bonus be retroactive. Eligibility for the bonus shall be determined by TRS retirement guidelines.

8.12 Teacher Health Insurance Security Fund

In addition to the salary set forth in the salary schedule, the Board agrees to pay the employee contribution to the Teacher Health insurance Security fund up to and including 1.50%

8.13 Good Attendance

A full-time teacher will receive the following bonus amount in his/her June payroll check as a reward for good attendance during the school year. For the purpose of this section, sick leave shall only be counted.

0 days missed:	$300.00
1 day missed:	$200.00
2 days missed:	$100.00

The attendance bonus per eligible employee will be doubled if we reach 80% teacher attendance (fewer than 10 days missed).

8.14 Mentoring Program

The mentoring program shall be developed with input from the Association as board policy.

A mentee is a teacher new to the district. Mentees will be assigned to a mentor for a period of two years. If a mentor is assigned more than one mentee, the mentor will be paid for each mentee. Each mentee shall have only one mentor. Active mentors will be paid 3% of the TRS base salary. Each mentor will receive one professional day each semester. To receive payment, the mentor must complete documentation of hours before reimbursement will be made. All program paperwork must be completed and submitted by June I before the stipend will be paid - any paperwork submitted after June I will not be accepted for reimbursement.

ARTICLE IX
EFFECT OF AGREEMENT

9.1 Validity

If any section, paragraph, sentence, or clause of this Agreement is in violation of any law of the State of Illinois, that portion in disagreement shall be considered null and void; but such decision shall not affect the remaining portion of the Agreement or any other section or part thereof.

9.2 Individual Contracts

The terms and conditions of this Agreement shall be reflected in individual contracts or employment agreements.

9.3 No Strike

During the term of this Agreement, employees represented by the Association agree not to participate, encourage, or support in whole or in part any concerted activity which would disrupt the normal operations of the school.

9.4 Duration of Agreement

The parties hereby acknowledge that the terms and conditions included in this Agreement represent the full and complete understanding between the parties and may be altered, changed, added to, deleted from or modified only through the mutual consent of the parties in a written and signed amendment to this Agreement. The Board and the Association, for the life of this Agreement, each waives any obligation to bargain collectively with respect to any subject or matter that may or may not have been known to either or both of the parties at the time this Agreement was negotiated or signed. Any bargaining will be limited to a successor Agreement, unless there is a written, mutual consent of both parties. If there is a mutual consent of both parties, such matters may be discussed and the Agreement modified.

9.5 Duration

This agreement shall remain in force from August 1, 2025 through July 31, 2030.

BOARD MEMBERS OF THE
BOARD OF EDUCATION
VANDALIA COMMUNITY UNIT
SCHOOL DISTRICT NO. 203

President

Negotiation Team Member

Negotiation Team Member

Negotiation Team Member

VANDALIA UNIT TEACHERS
ASSOCIATION

President

Negotiation Team Member

Negotiation Team Member

Negotiation Team Member

APPENDIX I
COACHING EXPECTATIONS AND STIPENDS

When computing years, only years of experience as a coach in the Vandalia School District shall be counted. Beginning in the 1998-1999 school year, one-half of the number of years of previous out of district coaching experience shall count towards years of experience in determining initial longevity placement on the coaching salary schedule. In no case will more than five (5) years of previous experience be counted by the District.

Approved coaches who equally share the same assignment shall be paid one-half (½) of the stipend. Each coach will be given one full year of longevity experience credit on the Coaching Stipend Salary Schedule provided an approved coach attends scheduled practices and competitions. The schedule of attendance at scheduled practices and competitions must be approved by the Athletic Director.

If a coach changes coaching assignments, any previous years of experience as a coach in the Vandalia School District shall not be counted when computing the stipend. For example, an experience as a junior high (formerly middle school) coach shall not count when computing experience credit as the Boys' Varsity Basketball Coach. However, if a coach leaves a coaching position, and subsequently is rehired in that same position, any previous coaching experience in that same position will count when computing experience credit. For example, a head high school boys' basketball coach with five years of experience as head high school boys' basketball coach would retain five (5) years of experience in that positon if her were re-employed by the Board of Education as Head High School Boys' Basketball Coach.

All coaches will be given the expectations for their coaching position at an annual district coaches meeting to be held at the beginning of each school year or prior to their season. interested applicants will receive these expectations upon request. Adherence to these expectations will be factored into the season-end evaluation and retention of coaches. Any modifications to expectations for the subsequent season will be communicated prior to the start of the next season.

	% of Base	% of Base	% of Base
	1-2-3 Years	4-5-6 Years	7+ Years
<u>HIGH SCHOOL</u>			
Head Football	15%	16%	17%
Head Basketball(Boys)	15%	16%	17%
Head Basketball(Girls)	15%	16%	17%
Head Wrestling	15%	16%	17%
Head Volleyball	11%	12%	13%
Head Baseball	8%	9%	10%
Head Softball	8%	9%	10%
Assistant Football	8%	9%	10%
Assistant Basketball(Boys)	8%	9%	10%
Assistant Basketball(Girls)	8%	9%	10%
Head Golf(Boys)	7%	8%	9%
Head Golf(Girls)	7%	8%	9%
Head Tennis(Girls)	7%	8%	9%
Head Soccer(Boys)	7%	8%	9%
Head Track(Boys)	7%	8%	9%
Head Track(Girls)	7%	8%	9%
Assistant Wrestling(Boys)	7%	8%	9%
Assistant Wrestling(Girls)	7%	8%	9%
Assistant Volleyball	6%	7%	8%
Assistant Baseball	4%	5%	6%
Assistant Softball	4%	5%	6%
Head Cheerleading	4%	5%	6%
Assistant Cheerleading	4%	5%	6%
OR			
Football Cheerleading	3%	4%	5%
Basketball Cheerleading	5%	6%	7%

	% of Base	% of Base	% of Base
	1-2-3 Years	4-5-6 Years	7+ Years
<u>JUNIOR HIGH</u>			
7th Grade Basketball(Boys)	8%	9%	10%
8th Grade Basketball(Boys)	8%	9%	10%
7th Grade Basketball(Girls)	8%	9%	10%
8th Grade Basketball(Girls)	8%	9%	10%
7th Grade Volleyball	7%	8%	9%
8th Grade Volleyball	7%	8%	9%
Head Wrestling	7%	8%	9%
7th Grade Track(Boys)	6%	7%	8%
8th Grade Track(Boys)	6%	7%	8%
7th Grade Track(Girls)	6%	7%	8%
8th Grade Track(Girls)	6%	7%	8%
Head Baseball	4%	5%	6%
Head Softball	4%	5%	6%
Head Cheerleading	4%	5%	6%
Assistant Wrestling	3.5%	4%	4.5%
Assistant Wrestling	3.5%	4%	4.5%
6th Grade Basketball(Boys)	2.5%	3%	3.5%
6th Grade Basketball(Girls)	2.5%	3%	3.5%

APPENDIX II
SUPPLEMENTAL JOB PAY

	% of Base
Flag Corp	2.7%
Swing Choir	3.7%
Scholastic Bowl Coach	3.2%
Assistant Scholastic Bowl Coach	1.6%
District Band Director (5-12)	14%
District Chorus Director	12%

Homebound Instruction, Summer School Teaching, and SLP services over summer:

A. Hourly rate per hour of instruction (hourly rate is determined by dividing the teacher's salary on the TRS salary schedule by 1440)

High School

Student Council	4.2%
Health Careers	2.1%
Spanish	2.1%
FCCLA	3.2%
Theater Arts	2.1%
Yearbook	5.3%
Dramatics	3.2%
NHS	2.1%
FBLA	2.1%
Science Club	4.2%
Class Sponsor (16 people)*	1.0%*
Weight room	2.66%
Girl's Junior Pro	1.5%
Boy's Junior Pro	1.5%

*Per Individual

Junior High

Student Council	2.7%
Scholastic Bowl	3.2%
Camera/Yearbook	2.0%
Industrial Arts	1.4%
History Club	1.4%
Pep Club	1.4%
Computer Club	1.4%
Chess Club	1.4%
Just Say No	1.4%

Grade School

Honor Chorus Director	3.2%
Assistant Honor Chorus Director (maximum of 2)	1.0%
Club Sponsors - Just Say No (people)	1.4%
Partners in Reading (1 coordinator per building)	2.0%

The above stipends represent the total amount paid by the Board of Education regardless of the number of individuals who sponsor the activity. Also, the Board reserves the right to eliminate any of the above positions. Any new position not listed above must be approved by the Board.

Extended Contracts**

Building Trades Teacher	10 ½ months
Agriculture Teacher	11 months

-Agriculture Teacher positon will be a 12 month position for the life of the Three Circles Grant.

**(Hourly rate for the extension is determined by dividing the teacher's salary on the TRS salary schedule by 1440.)

School Support Professionals

Positions including additional work days:

- Social Worker - 185
- School Counselor - 185
- School Psychologist - 190
- School Nurse w/ PEL - 190
- Speech Language Pathologist - 185

For the purpose of initial placement on the salary schedule, social workers, school psychologists, and speech language pathologists will be considered as MA+32, with additional credit for experience and/or additional credit hours beyond the master's degree.

APPENDIX III
OTHER

School Improvement Stipend

Curriculum Development Stipend. The hourly rate is determined by dividing the base salary by 1440.

Retired Teachers

Salaries for retired teachers for returning to work will be based on 1/1440 of salary (based on the teacher's position on the salary schedule) per period of work.

Supervision

The hourly rate for supervision is $17.50.

During the week that a teacher supervises detention, his/her work day will be revised to reflect the detention schedule. If the teacher supervises morning detention, the work day will be 7:45 a.m. to 3:30 p.m. If the teacher supervises after school detention, the work day will be 8:15 a.m. to 4:00 p.m.

Ticker Taker

Ticker Taker hourly rate will be $15.00 for the contracted school year. Teachers will be paid a minimum of two (2) hours for each ticket taking session. The building Admin or AD will be responsible for recording hours of the employees.

Internal Substitution

Compensation will be an additional $17.50 per period/class for internal substitute duties.

Longevity Payment

Longevity Payment - For employees who are not participating in the Retirement Bonus specified in Section 8.11 but otherwise above the top step of the salary scale, they shall receive an increase on the contract anniversary date equivalent to the step-plus increases granted to bargaining unit members.

Salary Schedule 2025-2026

2025-26	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40	MA+48
1	$47,802	$48,830	$49,880	$50,952	$52,047	$53,166	$54,309	$55,477	$56,670	$57,888	$59,133
TRS 9%	$4,302	$4,395	$4,489	$4,586	$4,684	$4,785	$4,888	$4,993	$5,100	$5,210	$5,322
Salary	$43,500	$44,435	$45,391	$46,366	$47,363	$48,381	$49,421	$50,484	$51,570	$52,678	$53,811
2	$48,830	$49,880	$50,952	$52,047	$53,166	$54,309	$55,477	$56,670	$57,888	$59,133	$60,404
TRS 9%	$4,395	$4,489	$4,586	$4,684	$4,785	$4,888	$4,993	$5,100	$5,210	$5,322	$5,436
Salary	$44,435	$45,391	$46,366	$47,363	$48,381	$49,421	$50,484	$51,570	$52,678	$53,811	$54,968
3	$49,880	$50,952	$52,047	$53,166	$54,309	$55,477	$56,670	$57,888	$59,133	$60,404	$61,703
TRS 9%	$4,489	$4,586	$4,684	$4,785	$4,888	$4,993	$5,100	$5,210	$5,322	$5,436	$5,553
Salary	$45,391	$46,366	$47,363	$48,381	$49,421	$50,484	$51,570	$52,678	$53,811	$54,968	$56,150
4	$50,952	$52,047	$53,166	$54,309	$55,477	$56,670	$57,888	$59,133	$60,404	$61,703	$63,030
TRS 9%	$4,586	$4,684	$4,785	$4,888	$4,993	$5,100	$5,210	$5,322	$5,436	$5,553	$5,673
Salary	$46,366	$47,363	$48,381	$49,421	$50,484	$51,570	$52,678	$53,811	$54,968	$56,150	$57,357
5	$52,047	$53,166	$54,309	$55,477	$56,670	$57,888	$59,133	$60,404	$61,703	$63,030	$64,385
TRS 9%	$4,684	$4,785	$4,888	$4,993	$5,100	$5,210	$5,322	$5,436	$5,553	$5,673	$5,795
Salary	$47,363	$48,381	$49,421	$50,484	$51,570	$52,678	$53,811	$54,968	$56,150	$57,357	$58,590
6	$53,166	$54,309	$55,477	$56,670	$57,888	$59,133	$60,404	$61,703	$63,030	$64,385	$65,769
TRS 9%	$4,785	$4,888	$4,993	$5,100	$5,210	$5,322	$5,436	$5,553	$5,673	$5,795	$5,919
Salary	$48,381	$49,421	$50,484	$51,570	$52,678	$53,811	$54,968	$56,150	$57,357	$58,590	$59,850
7	$54,309	$55,477	$56,670	$57,888	$59,133	$60,404	$61,703	$63,030	$64,385	$65,769	$67,183
TRS 9%	$4,888	$4,993	$5,100	$5,210	$5,322	$5,436	$5,553	$5,673	$5,795	$5,919	$6,046
Salary	$49,421	$50,484	$51,570	$52,678	$53,811	$54,968	$56,150	$57,357	$58,590	$59,850	$61,137
8	$55,477	$56,670	$57,888	$59,133	$60,404	$61,703	$63,030	$64,385	$65,769	$67,183	$68,627
TRS 9%	$4,993	$5,100	$5,210	$5,322	$5,436	$5,553	$5,673	$5,795	$5,919	$6,046	$6,176
Salary	$50,484	$51,570	$52,678	$53,811	$54,968	$56,150	$57,357	$58,590	$59,850	$61,137	$62,451
9	$56,670	$57,888	$59,133	$60,404	$61,703	$63,030	$64,385	$65,769	$67,183	$68,627	$70,102
TRS 9%	$5,100	$5,210	$5,322	$5,436	$5,553	$5,673	$5,795	$5,919	$6,046	$6,176	$6,309
Salary	$51,570	$52,678	$53,811	$54,968	$56,150	$57,357	$58,590	$59,850	$61,137	$62,451	$63,793
10	$57,888	$59,133	$60,404	$61,703	$63,030	$64,385	$65,769	$67,183	$68,627	$70,102	$71,609
TRS 9%	$5,210	$5,322	$5,436	$5,553	$5,673	$5,795	$5,919	$6,046	$6,176	$6,309	$6,445
Salary	$52,678	$53,811	$54,968	$56,150	$57,357	$58,590	$59,850	$61,137	$62,451	$63,793	$65,164
11	$59,133	$60,404	$61,703	$63,030	$64,385	$65,769	$67,183	$68,627	$70,102	$71,609	$73,149
TRS 9%	$5,322	$5,436	$5,553	$5,673	$5,795	$5,919	$6,046	$6,176	$6,309	$6,445	$6,583
Salary	$53,811	$54,968	$56,150	$57,357	$58,590	$59,850	$61,137	$62,451	$63,793	$65,164	$66,566
12	$60,404	$61,703	$63,030	$64,385	$65,769	$67,183	$68,627	$70,102	$71,609	$73,149	$74,722
TRS 9%	$5,436	$5,553	$5,673	$5,795	$5,919	$6,046	$6,176	$6,309	$6,445	$6,583	$6,725
Salary	$54,968	$56,150	$57,357	$58,590	$59,850	$61,137	$62,451	$63,793	$65,164	$66,566	$67,997
13	$61,703	$63,030	$64,385	$65,769	$67,183	$68,627	$70,102	$71,609	$73,149	$74,722	$76,329
TRS 9%	$5,553	$5,673	$5,795	$5,919	$6,046	$6,176	$6,309	$6,445	$6,583	$6,725	$6,870
Salary	$56,150	$57,357	$58,590	$59,850	$61,137	$62,451	$63,793	$65,164	$66,566	$67,997	$69,459
14	$63,030	$64,385	$65,769	$67,183	$68,627	$70,102	$71,609	$73,149	$74,722	$76,329	$77,970
TRS 9%	$5,673	$5,795	$5,919	$6,046	$6,176	$6,309	$6,445	$6,583	$6,725	$6,870	$7,017
Salary	$57,357	$58,590	$59,850	$61,137	$62,451	$63,793	$65,164	$66,566	$67,997	$69,459	$70,953

Salary Schedule 2025-2026

15	$64,385	$65,769	$67,183	$68,627	$70,102	$71,609	$73,149	$74,722	$76,329	$77,970	$79,646
TRS 9%	$5,795	$5,919	$6,046	$6,176	$6,309	$6,445	$6,583	$6,725	$6,870	$7,017	$7,168
Salary	$58,590	$59,850	$61,137	$62,451	$63,793	$65,164	$66,566	$67,997	$69,459	$70,953	$72,478
16	$65,769	$67,183	$68,627	$70,102	$71,609	$73,149	$74,722	$76,329	$77,970	$79,646	$81,358
TRS 9%	$5,919	$6,046	$6,176	$6,309	$6,445	$6,583	$6,725	$6,870	$7,017	$7,168	$7,322
Salary	$59,850	$61,137	$62,451	$63,793	$65,164	$66,566	$67,997	$69,459	$70,953	$72,478	$74,036
17	$67,183	$68,627	$70,102	$71,609	$73,149	$74,722	$76,329	$77,970	$79,646	$81,358	$83,107
TRS 9%	$6,046	$6,176	$6,309	$6,445	$6,583	$6,725	$6,870	$7,017	$7,168	$7,322	$7,480
Salary	$61,137	$62,451	$63,793	$65,164	$66,566	$67,997	$69,459	$70,953	$72,478	$74,036	$75,627
18	$68,627	$70,102	$71,609	$73,149	$74,722	$76,329	$77,970	$79,646	$81,358	$83,107	$84,894
TRS 9%	$6,176	$6,309	$6,445	$6,583	$6,725	$6,870	$7,017	$7,168	$7,322	$7,480	$7,640
Salary	$62,451	$63,793	$65,164	$66,566	$67,997	$69,459	$70,953	$72,478	$74,036	$75,627	$77,254
19	$70,102	$71,609	$73,149	$74,722	$76,329	$77,970	$79,646	$81,358	$83,107	$84,894	$86,719
TRS 9%	$6,309	$6,445	$6,583	$6,725	$6,870	$7,017	$7,168	$7,322	$7,480	$7,640	$7,805
Salary	$63,793	$65,164	$66,566	$67,997	$69,459	$70,953	$72,478	$74,036	$75,627	$77,254	$78,914
20	$71,609	$73,149	$74,722	$76,329	$77,970	$79,646	$81,358	$83,107	$84,894	$86,719	$88,583
TRS 9%	$6,445	$6,583	$6,725	$6,870	$7,017	$7,168	$7,322	$7,480	$7,640	$7,805	$7,972
Salary	$65,164	$66,566	$67,997	$69,459	$70,953	$72,478	$74,036	$75,627	$77,254	$78,914	$80,611
21	$73,149	$74,722	$76,329	$77,970	$79,646	$81,358	$83,107	$84,894	$86,719	$88,583	$90,488
TRS 9%	$6,583	$6,725	$6,870	$7,017	$7,168	$7,322	$7,480	$7,640	$7,805	$7,972	$8,144
Salary	$66,566	$67,997	$69,459	$70,953	$72,478	$74,036	$75,627	$77,254	$78,914	$80,611	$82,344
22	$74,722	$76,329	$77,970	$79,646	$81,358	$83,107	$84,894	$86,719	$88,583	$90,488	$92,433
TRS 9%	$6,725	$6,870	$7,017	$7,168	$7,322	$7,480	$7,640	$7,805	$7,972	$8,144	$8,319
Salary	$67,997	$69,459	$70,953	$72,478	$74,036	$75,627	$77,254	$78,914	$80,611	$82,344	$84,114

Salary Schedule 2026-2027

2026-27	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40	MA+48
1	$48,686	$49,733	$50,802	$51,894	$53,010	$54,150	$55,314	$56,503	$57,718	$58,959	$60,227
TRS 9%	$4,382	$4,476	$4,572	$4,670	$4,771	$4,874	$4,978	$5,085	$5,195	$5,306	$5,420
Salary	$44,304	$45,257	$46,230	$47,224	$48,239	$49,276	$50,336	$51,418	$52,523	$53,653	$54,807
2	$49,733	$50,802	$51,894	$53,010	$54,150	$55,314	$56,503	$57,718	$58,959	$60,227	$61,522
TRS 9%	$4,476	$4,572	$4,670	$4,771	$4,874	$4,978	$5,085	$5,195	$5,306	$5,420	$5,537
Salary	$45,257	$46,230	$47,224	$48,239	$49,276	$50,336	$51,418	$52,523	$53,653	$54,807	$55,985
3	$50,802	$51,894	$53,010	$54,150	$55,314	$56,503	$57,718	$58,959	$60,227	$61,522	$62,845
TRS 9%	$4,572	$4,670	$4,771	$4,874	$4,978	$5,085	$5,195	$5,306	$5,420	$5,537	$5,656
Salary	$46,230	$47,224	$48,239	$49,276	$50,336	$51,418	$52,523	$53,653	$54,807	$55,985	$57,189
4	$51,894	$53,010	$54,150	$55,314	$56,503	$57,718	$58,959	$60,227	$61,522	$62,845	$64,196
TRS 9%	$4,670	$4,771	$4,874	$4,978	$5,085	$5,195	$5,306	$5,420	$5,537	$5,656	$5,778
Salary	$47,224	$48,239	$49,276	$50,336	$51,418	$52,523	$53,653	$54,807	$55,985	$57,189	$58,418
5	$53,010	$54,150	$55,314	$56,503	$57,718	$58,959	$60,227	$61,522	$62,845	$64,196	$65,576
TRS 9%	$4,771	$4,874	$4,978	$5,085	$5,195	$5,306	$5,420	$5,537	$5,656	$5,778	$5,902
Salary	$48,239	$49,276	$50,336	$51,418	$52,523	$53,653	$54,807	$55,985	$57,189	$58,418	$59,674
6	$54,150	$55,314	$56,503	$57,718	$58,959	$60,227	$61,522	$62,845	$64,196	$65,576	$66,986
TRS 9%	$4,874	$4,978	$5,085	$5,195	$5,306	$5,420	$5,537	$5,656	$5,778	$5,902	$6,029
Salary	$49,276	$50,336	$51,418	$52,523	$53,653	$54,807	$55,985	$57,189	$58,418	$59,674	$60,957
7	$55,314	$56,503	$57,718	$58,959	$60,227	$61,522	$62,845	$64,196	$65,576	$66,986	$68,426
TRS 9%	$4,978	$5,085	$5,195	$5,306	$5,420	$5,537	$5,656	$5,778	$5,902	$6,029	$6,158
Salary	$50,336	$51,418	$52,523	$53,653	$54,807	$55,985	$57,189	$58,418	$59,674	$60,957	$62,268
8	$56,503	$57,718	$58,959	$60,227	$61,522	$62,845	$64,196	$65,576	$66,986	$68,426	$69,897
TRS 9%	$5,085	$5,195	$5,306	$5,420	$5,537	$5,656	$5,778	$5,902	$6,029	$6,158	$6,291
Salary	$51,418	$52,523	$53,653	$54,807	$55,985	$57,189	$58,418	$59,674	$60,957	$62,268	$63,606
9	$57,718	$58,959	$60,227	$61,522	$62,845	$64,196	$65,576	$66,986	$68,426	$69,897	$71,400
TRS 9%	$5,195	$5,306	$5,420	$5,537	$5,656	$5,778	$5,902	$6,029	$6,158	$6,291	$6,426
Salary	$52,523	$53,653	$54,807	$55,985	$57,189	$58,418	$59,674	$60,957	$62,268	$63,606	$64,974
10	$58,959	$60,227	$61,522	$62,845	$64,196	$65,576	$66,986	$68,426	$69,897	$71,400	$72,935
TRS 9%	$5,306	$5,420	$5,537	$5,656	$5,778	$5,902	$6,029	$6,158	$6,291	$6,426	$6,564
Salary	$53,653	$54,807	$55,985	$57,189	$58,418	$59,674	$60,957	$62,268	$63,606	$64,974	$66,371
11	$60,227	$61,522	$62,845	$64,196	$65,576	$66,986	$68,426	$69,897	$71,400	$72,935	$74,503
TRS 9%	$5,420	$5,537	$5,656	$5,778	$5,902	$6,029	$6,158	$6,291	$6,426	$6,564	$6,705
Salary	$54,807	$55,985	$57,189	$58,418	$59,674	$60,957	$62,268	$63,606	$64,974	$66,371	$67,798
12	$61,522	$62,845	$64,196	$65,576	$66,986	$68,426	$69,897	$71,400	$72,935	$74,503	$76,105
TRS 9%	$5,537	$5,656	$5,778	$5,902	$6,029	$6,158	$6,291	$6,426	$6,564	$6,705	$6,849
Salary	$55,985	$57,189	$58,418	$59,674	$60,957	$62,268	$63,606	$64,974	$66,371	$67,798	$69,256
13	$62,845	$64,196	$65,576	$66,986	$68,426	$69,897	$71,400	$72,935	$74,503	$76,105	$77,741
TRS 9%	$5,656	$5,778	$5,902	$6,029	$6,158	$6,291	$6,426	$6,564	$6,705	$6,849	$6,997
Salary	$57,189	$58,418	$59,674	$60,957	$62,268	$63,606	$64,974	$66,371	$67,798	$69,256	$70,744
14	$64,196	$65,576	$66,986	$68,426	$69,897	$71,400	$72,935	$74,503	$76,105	$77,741	$79,412
TRS 9%	$5,778	$5,902	$6,029	$6,158	$6,291	$6,426	$6,564	$6,705	$6,849	$6,997	$7,147
Salary	$58,418	$59,674	$60,957	$62,268	$63,606	$64,974	$66,371	$67,798	$69,256	$70,744	$72,265

Salary Schedule 2026-2027

15	$65,576	$66,986	$68,426	$69,897	$71,400	$72,935	$74,503	$76,105	$77,741	$79,412	$81,119
TRS 9%	$5,902	$6,029	$6,158	$6,291	$6,426	$6,564	$6,705	$6,849	$6,997	$7,147	$7,301
Salary	$59,674	$60,957	$62,268	$63,606	$64,974	$66,371	$67,798	$69,256	$70,744	$72,265	$73,818
16	$66,986	$68,426	$69,897	$71,400	$72,935	$74,503	$76,105	$77,741	$79,412	$81,119	$82,863
TRS 9%	$6,029	$6,158	$6,291	$6,426	$6,564	$6,705	$6,849	$6,997	$7,147	$7,301	$7,458
Salary	$60,957	$62,268	$63,606	$64,974	$66,371	$67,798	$69,256	$70,744	$72,265	$73,818	$75,405
17	$68,426	$69,897	$71,400	$72,935	$74,503	$76,105	$77,741	$79,412	$81,119	$82,863	$84,645
TRS 9%	$6,158	$6,291	$6,426	$6,564	$6,705	$6,849	$6,997	$7,147	$7,301	$7,458	$7,618
Salary	$62,268	$63,606	$64,974	$66,371	$67,798	$69,256	$70,744	$72,265	$73,818	$75,405	$77,027
18	$69,897	$71,400	$72,935	$74,503	$76,105	$77,741	$79,412	$81,119	$82,863	$84,645	$86,465
TRS 9%	$6,291	$6,426	$6,564	$6,705	$6,849	$6,997	$7,147	$7,301	$7,458	$7,618	$7,782
Salary	$63,606	$64,974	$66,371	$67,798	$69,256	$70,744	$72,265	$73,818	$75,405	$77,027	$78,683
19	$71,400	$72,935	$74,503	$76,105	$77,741	$79,412	$81,119	$82,863	$84,645	$86,465	$88,324
TRS 9%	$6,426	$6,564	$6,705	$6,849	$6,997	$7,147	$7,301	$7,458	$7,618	$7,782	$7,949
Salary	$64,974	$66,371	$67,798	$69,256	$70,744	$72,265	$73,818	$75,405	$77,027	$78,683	$80,375
20	$72,935	$74,503	$76,105	$77,741	$79,412	$81,119	$82,863	$84,645	$86,465	$88,324	$90,223
TRS 9%	$6,564	$6,705	$6,849	$6,997	$7,147	$7,301	$7,458	$7,618	$7,782	$7,949	$8,120
Salary	$66,371	$67,798	$69,256	$70,744	$72,265	$73,818	$75,405	$77,027	$78,683	$80,375	$82,103
21	$74,503	$76,105	$77,741	$79,412	$81,119	$82,863	$84,645	$86,465	$88,324	$90,223	$92,163
TRS 9%	$6,705	$6,849	$6,997	$7,147	$7,301	$7,458	$7,618	$7,782	$7,949	$8,120	$8,295
Salary	$67,798	$69,256	$70,744	$72,265	$73,818	$75,405	$77,027	$78,683	$80,375	$82,103	$83,868
22	$76,105	$77,741	$79,412	$81,119	$82,863	$84,645	$86,465	$88,324	$90,223	$92,163	$94,145
TRS 9%	$6,849	$6,997	$7,147	$7,301	$7,458	$7,618	$7,782	$7,949	$8,120	$8,295	$8,473
Salary	$69,256	$70,744	$72,265	$73,818	$75,405	$77,027	$78,683	$80,375	$82,103	$83,868	$85,672

Salary Schedule 2027-2028

2027-28	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40	MA+48
1	$49,830	$50,901	$51,995	$53,113	$54,255	$55,421	$56,613	$57,830	$59,073	$60,343	$61,640
TRS 9%	$4,485	$4,581	$4,680	$4,780	$4,883	$4,988	$5,095	$5,205	$5,317	$5,431	$5,548
Salary	$45,345	$46,320	$47,315	$48,333	$49,372	$50,433	$51,518	$52,625	$53,756	$54,912	$56,092
2	$50,901	$51,995	$53,113	$54,255	$55,421	$56,613	$57,830	$59,073	$60,343	$61,640	$62,965
TRS 9%	$4,581	$4,680	$4,780	$4,883	$4,988	$5,095	$5,205	$5,317	$5,431	$5,548	$5,667
Salary	$46,320	$47,315	$48,333	$49,372	$50,433	$51,518	$52,625	$53,756	$54,912	$56,092	$57,298
3	$51,995	$53,113	$54,255	$55,421	$56,613	$57,830	$59,073	$60,343	$61,640	$62,965	$64,319
TRS 9%	$4,680	$4,780	$4,883	$4,988	$5,095	$5,205	$5,317	$5,431	$5,548	$5,667	$5,789
Salary	$47,315	$48,333	$49,372	$50,433	$51,518	$52,625	$53,756	$54,912	$56,092	$57,298	$58,530
4	$53,113	$54,255	$55,421	$56,613	$57,830	$59,073	$60,343	$61,640	$62,965	$64,319	$65,702
TRS 9%	$4,780	$4,883	$4,988	$5,095	$5,205	$5,317	$5,431	$5,548	$5,667	$5,789	$5,913
Salary	$48,333	$49,372	$50,433	$51,518	$52,625	$53,756	$54,912	$56,092	$57,298	$58,530	$59,789
5	$54,255	$55,421	$56,613	$57,830	$59,073	$60,343	$61,640	$62,965	$64,319	$65,702	$67,115
TRS 9%	$4,883	$4,988	$5,095	$5,205	$5,317	$5,431	$5,548	$5,667	$5,789	$5,913	$6,040
Salary	$49,372	$50,433	$51,518	$52,625	$53,756	$54,912	$56,092	$57,298	$58,530	$59,789	$61,075
6	$55,421	$56,613	$57,830	$59,073	$60,343	$61,640	$62,965	$64,319	$65,702	$67,115	$68,558
TRS 9%	$4,988	$5,095	$5,205	$5,317	$5,431	$5,548	$5,667	$5,789	$5,913	$6,040	$6,170
Salary	$50,433	$51,518	$52,625	$53,756	$54,912	$56,092	$57,298	$58,530	$59,789	$61,075	$62,388
7	$56,613	$57,830	$59,073	$60,343	$61,640	$62,965	$64,319	$65,702	$67,115	$68,558	$70,032
TRS 9%	$5,095	$5,205	$5,317	$5,431	$5,548	$5,667	$5,789	$5,913	$6,040	$6,170	$6,303
Salary	$51,518	$52,625	$53,756	$54,912	$56,092	$57,298	$58,530	$59,789	$61,075	$62,388	$63,729
8	$57,830	$59,073	$60,343	$61,640	$62,965	$64,319	$65,702	$67,115	$68,558	$70,032	$71,538
TRS 9%	$5,205	$5,317	$5,431	$5,548	$5,667	$5,789	$5,913	$6,040	$6,170	$6,303	$6,438
Salary	$52,625	$53,756	$54,912	$56,092	$57,298	$58,530	$59,789	$61,075	$62,388	$63,729	$65,100
9	$59,073	$60,343	$61,640	$62,965	$64,319	$65,702	$67,115	$68,558	$70,032	$71,538	$73,076
TRS 9%	$5,317	$5,431	$5,548	$5,667	$5,789	$5,913	$6,040	$6,170	$6,303	$6,438	$6,577
Salary	$53,756	$54,912	$56,092	$57,298	$58,530	$59,789	$61,075	$62,388	$63,729	$65,100	$66,499
10	$60,343	$61,640	$62,965	$64,319	$65,702	$67,115	$68,558	$70,032	$71,538	$73,076	$74,647
TRS 9%	$5,431	$5,548	$5,667	$5,789	$5,913	$6,040	$6,170	$6,303	$6,438	$6,577	$6,718
Salary	$54,912	$56,092	$57,298	$58,530	$59,789	$61,075	$62,388	$63,729	$65,100	$66,499	$67,929
11	$61,640	$62,965	$64,319	$65,702	$67,115	$68,558	$70,032	$71,538	$73,076	$74,647	$76,252
TRS 9%	$5,548	$5,667	$5,789	$5,913	$6,040	$6,170	$6,303	$6,438	$6,577	$6,718	$6,863
Salary	$56,092	$57,298	$58,530	$59,789	$61,075	$62,388	$63,729	$65,100	$66,499	$67,929	$69,389
12	$62,965	$64,319	$65,702	$67,115	$68,558	$70,032	$71,538	$73,076	$74,647	$76,252	$77,891
TRS 9%	$5,667	$5,789	$5,913	$6,040	$6,170	$6,303	$6,438	$6,577	$6,718	$6,863	$7,010
Salary	$57,298	$58,530	$59,789	$61,075	$62,388	$63,729	$65,100	$66,499	$67,929	$69,389	$70,881
13	$64,319	$65,702	$67,115	$68,558	$70,032	$71,538	$73,076	$74,647	$76,252	$77,891	$79,566
TRS 9%	$5,789	$5,913	$6,040	$6,170	$6,303	$6,438	$6,577	$6,718	$6,863	$7,010	$7,161
Salary	$58,530	$59,789	$61,075	$62,388	$63,729	$65,100	$66,499	$67,929	$69,389	$70,881	$72,405
14	$65,702	$67,115	$68,558	$70,032	$71,538	$73,076	$74,647	$76,252	$77,891	$79,566	$81,277
TRS 9%	$5,913	$6,040	$6,170	$6,303	$6,438	$6,577	$6,718	$6,863	$7,010	$7,161	$7,315
Salary	$59,789	$61,075	$62,388	$63,729	$65,100	$66,499	$67,929	$69,389	$70,881	$72,405	$73,962

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15	$67,115	$68,558	$70,032	$71,538	$73,076	$74,647	$76,252	$77,891	$79,566	$81,277	$83,024
TRS 9%	$6,040	$6,170	$6,303	$6,438	$6,577	$6,718	$6,863	$7,010	$7,161	$7,315	$7,472
Salary	$61,075	$62,388	$63,729	$65,100	$66,499	$67,929	$69,389	$70,881	$72,405	$73,962	$75,552
16	$68,558	$70,032	$71,538	$73,076	$74,647	$76,252	$77,891	$79,566	$81,277	$83,024	$84,809
TRS 9%	$6,170	$6,303	$6,438	$6,577	$6,718	$6,863	$7,010	$7,161	$7,315	$7,472	$7,633
Salary	$62,388	$63,729	$65,100	$66,499	$67,929	$69,389	$70,881	$72,405	$73,962	$75,552	$77,176
17	$70,032	$71,538	$73,076	$74,647	$76,252	$77,891	$79,566	$81,277	$83,024	$84,809	$86,632
TRS 9%	$6,303	$6,438	$6,577	$6,718	$6,863	$7,010	$7,161	$7,315	$7,472	$7,633	$7,797
Salary	$63,729	$65,100	$66,499	$67,929	$69,389	$70,881	$72,405	$73,962	$75,552	$77,176	$78,835
18	$71,538	$73,076	$74,647	$76,252	$77,891	$79,566	$81,277	$83,024	$84,809	$86,632	$88,495
TRS 9%	$6,438	$6,577	$6,718	$6,863	$7,010	$7,161	$7,315	$7,472	$7,633	$7,797	$7,965
Salary	$65,100	$66,499	$67,929	$69,389	$70,881	$72,405	$73,962	$75,552	$77,176	$78,835	$80,530
19	$73,076	$74,647	$76,252	$77,891	$79,566	$81,277	$83,024	$84,809	$86,632	$88,495	$90,398
TRS 9%	$6,577	$6,718	$6,863	$7,010	$7,161	$7,315	$7,472	$7,633	$7,797	$7,965	$8,136
Salary	$66,499	$67,929	$69,389	$70,881	$72,405	$73,962	$75,552	$77,176	$78,835	$80,530	$82,262
20	$74,647	$76,252	$77,891	$79,566	$81,277	$83,024	$84,809	$86,632	$88,495	$90,398	$92,342
TRS 9%	$6,718	$6,863	$7,010	$7,161	$7,315	$7,472	$7,633	$7,797	$7,965	$8,136	$8,311
Salary	$67,929	$69,389	$70,881	$72,405	$73,962	$75,552	$77,176	$78,835	$80,530	$82,262	$84,031
21	$76,252	$77,891	$79,566	$81,277	$83,024	$84,809	$86,632	$88,495	$90,398	$92,342	$94,327
TRS 9%	$6,863	$7,010	$7,161	$7,315	$7,472	$7,633	$7,797	$7,965	$8,136	$8,311	$8,489
Salary	$69,389	$70,881	$72,405	$73,962	$75,552	$77,176	$78,835	$80,530	$82,262	$84,031	$85,838
22	$77,891	$79,566	$81,277	$83,024	$84,809	$86,632	$88,495	$90,398	$92,342	$94,327	$96,355
TRS 9%	$7,010	$7,161	$7,315	$7,472	$7,633	$7,797	$7,965	$8,136	$8,311	$8,489	$8,672
Salary	$70,881	$72,405	$73,962	$75,552	$77,176	$78,835	$80,530	$82,262	$84,031	$85,838	$87,683

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2028-29	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40	MA+48
1	$50,752	$51,843	$52,958	$54,097	$55,260	$56,448	$57,662	$58,902	$60,168	$61,462	$62,783
TRS 9%	$4,568	$4,666	$4,766	$4,869	$4,973	$5,080	$5,190	$5,301	$5,415	$5,532	$5,650
Salary	$46,184	$47,177	$48,192	$49,228	$50,287	$51,368	$52,472	$53,601	$54,753	$55,930	$57,133
2	$51,843	$52,958	$54,097	$55,260	$56,448	$57,662	$58,902	$60,168	$61,462	$62,783	$64,133
TRS 9%	$4,666	$4,766	$4,869	$4,973	$5,080	$5,190	$5,301	$5,415	$5,532	$5,650	$5,772
Salary	$47,177	$48,192	$49,228	$50,287	$51,368	$52,472	$53,601	$54,753	$55,930	$57,133	$58,361
3	$52,958	$54,097	$55,260	$56,448	$57,662	$58,902	$60,168	$61,462	$62,783	$64,133	$65,512
TRS 9%	$4,766	$4,869	$4,973	$5,080	$5,190	$5,301	$5,415	$5,532	$5,650	$5,772	$5,896
Salary	$48,192	$49,228	$50,287	$51,368	$52,472	$53,601	$54,753	$55,930	$57,133	$58,361	$59,616
4	$54,097	$55,260	$56,448	$57,662	$58,902	$60,168	$61,462	$62,783	$64,133	$65,512	$66,921
TRS 9%	$4,869	$4,973	$5,080	$5,190	$5,301	$5,415	$5,532	$5,650	$5,772	$5,896	$6,023
Salary	$49,228	$50,287	$51,368	$52,472	$53,601	$54,753	$55,930	$57,133	$58,361	$59,616	$60,898
5	$55,260	$56,448	$57,662	$58,902	$60,168	$61,462	$62,783	$64,133	$65,512	$66,921	$68,360
TRS 9%	$4,973	$5,080	$5,190	$5,301	$5,415	$5,532	$5,650	$5,772	$5,896	$6,023	$6,152
Salary	$50,287	$51,368	$52,472	$53,601	$54,753	$55,930	$57,133	$58,361	$59,616	$60,898	$62,208
6	$56,448	$57,662	$58,902	$60,168	$61,462	$62,783	$64,133	$65,512	$66,921	$68,360	$69,830
TRS 9%	$5,080	$5,190	$5,301	$5,415	$5,532	$5,650	$5,772	$5,896	$6,023	$6,152	$6,285
Salary	$51,368	$52,472	$53,601	$54,753	$55,930	$57,133	$58,361	$59,616	$60,898	$62,208	$63,545
7	$57,662	$58,902	$60,168	$61,462	$62,783	$64,133	$65,512	$66,921	$68,360	$69,830	$71,331
TRS 9%	$5,190	$5,301	$5,415	$5,532	$5,650	$5,772	$5,896	$6,023	$6,152	$6,285	$6,420
Salary	$52,472	$53,601	$54,753	$55,930	$57,133	$58,361	$59,616	$60,898	$62,208	$63,545	$64,911
8	$58,902	$60,168	$61,462	$62,783	$64,133	$65,512	$66,921	$68,360	$69,830	$71,331	$72,865
TRS 9%	$5,301	$5,415	$5,532	$5,650	$5,772	$5,896	$6,023	$6,152	$6,285	$6,420	$6,558
Salary	$53,601	$54,753	$55,930	$57,133	$58,361	$59,616	$60,898	$62,208	$63,545	$64,911	$66,307
9	$60,168	$61,462	$62,783	$64,133	$65,512	$66,921	$68,360	$69,830	$71,331	$72,865	$74,432
TRS 9%	$5,415	$5,532	$5,650	$5,772	$5,896	$6,023	$6,152	$6,285	$6,420	$6,558	$6,699
Salary	$54,753	$55,930	$57,133	$58,361	$59,616	$60,898	$62,208	$63,545	$64,911	$66,307	$67,733
10	$61,462	$62,783	$64,133	$65,512	$66,921	$68,360	$69,830	$71,331	$72,865	$74,432	$76,032
TRS 9%	$5,532	$5,650	$5,772	$5,896	$6,023	$6,152	$6,285	$6,420	$6,558	$6,699	$6,843
Salary	$55,930	$57,133	$58,361	$59,616	$60,898	$62,208	$63,545	$64,911	$66,307	$67,733	$69,189
11	$62,783	$64,133	$65,512	$66,921	$68,360	$69,830	$71,331	$72,865	$74,432	$76,032	$77,667
TRS 9%	$5,650	$5,772	$5,896	$6,023	$6,152	$6,285	$6,420	$6,558	$6,699	$6,843	$6,990
Salary	$57,133	$58,361	$59,616	$60,898	$62,208	$63,545	$64,911	$66,307	$67,733	$69,189	$70,677
12	$64,133	$65,512	$66,921	$68,360	$69,830	$71,331	$72,865	$74,432	$76,032	$77,667	$79,337
TRS 9%	$5,772	$5,896	$6,023	$6,152	$6,285	$6,420	$6,558	$6,699	$6,843	$6,990	$7,140
Salary	$58,361	$59,616	$60,898	$62,208	$63,545	$64,911	$66,307	$67,733	$69,189	$70,677	$72,197
13	$65,512	$66,921	$68,360	$69,830	$71,331	$72,865	$74,432	$76,032	$77,667	$79,337	$81,043
TRS 9%	$5,896	$6,023	$6,152	$6,285	$6,420	$6,558	$6,699	$6,843	$6,990	$7,140	$7,294
Salary	$59,616	$60,898	$62,208	$63,545	$64,911	$66,307	$67,733	$69,189	$70,677	$72,197	$73,749
14	$66,921	$68,360	$69,830	$71,331	$72,865	$74,432	$76,032	$77,667	$79,337	$81,043	$82,785
TRS 9%	$6,023	$6,152	$6,285	$6,420	$6,558	$6,699	$6,843	$6,990	$7,140	$7,294	$7,451
Salary	$60,898	$62,208	$63,545	$64,911	$66,307	$67,733	$69,189	$70,677	$72,197	$73,749	$75,334

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15	$68,360	$69,830	$71,331	$72,865	$74,432	$76,032	$77,667	$79,337	$81,043	$82,785	$84,565
TRS 9%	$6,152	$6,285	$6,420	$6,558	$6,699	$6,843	$6,990	$7,140	$7,294	$7,451	$7,611
Salary	$62,208	$63,545	$64,911	$66,307	$67,733	$69,189	$70,677	$72,197	$73,749	$75,334	$76,954
16	$69,830	$71,331	$72,865	$74,432	$76,032	$77,667	$79,337	$81,043	$82,785	$84,565	$86,383
TRS 9%	$6,285	$6,420	$6,558	$6,699	$6,843	$6,990	$7,140	$7,294	$7,451	$7,611	$7,774
Salary	$63,545	$64,911	$66,307	$67,733	$69,189	$70,677	$72,197	$73,749	$75,334	$76,954	$78,609
17	$71,331	$72,865	$74,432	$76,032	$77,667	$79,337	$81,043	$82,785	$84,565	$86,383	$88,240
TRS 9%	$6,420	$6,558	$6,699	$6,843	$6,990	$7,140	$7,294	$7,451	$7,611	$7,774	$7,942
Salary	$64,911	$66,307	$67,733	$69,189	$70,677	$72,197	$73,749	$75,334	$76,954	$78,609	$80,298
18	$72,865	$74,432	$76,032	$77,667	$79,337	$81,043	$82,785	$84,565	$86,383	$88,240	$90,137
TRS 9%	$6,558	$6,699	$6,843	$6,990	$7,140	$7,294	$7,451	$7,611	$7,774	$7,942	$8,112
Salary	$66,307	$67,733	$69,189	$70,677	$72,197	$73,749	$75,334	$76,954	$78,609	$80,298	$82,025
19	$74,432	$76,032	$77,667	$79,337	$81,043	$82,785	$84,565	$86,383	$88,240	$90,137	$92,075
TRS 9%	$6,699	$6,843	$6,990	$7,140	$7,294	$7,451	$7,611	$7,774	$7,942	$8,112	$8,287
Salary	$67,733	$69,189	$70,677	$72,197	$73,749	$75,334	$76,954	$78,609	$80,298	$82,025	$83,788
20	$76,032	$77,667	$79,337	$81,043	$82,785	$84,565	$86,383	$88,240	$90,137	$92,075	$94,055
TRS 9%	$6,843	$6,990	$7,140	$7,294	$7,451	$7,611	$7,774	$7,942	$8,112	$8,287	$8,465
Salary	$69,189	$70,677	$72,197	$73,749	$75,334	$76,954	$78,609	$80,298	$82,025	$83,788	$85,590
21	$77,667	$79,337	$81,043	$82,785	$84,565	$86,383	$88,240	$90,137	$92,075	$94,055	$96,077
TRS 9%	$6,990	$7,140	$7,294	$7,451	$7,611	$7,774	$7,942	$8,112	$8,287	$8,465	$8,647
Salary	$70,677	$72,197	$73,749	$75,334	$76,954	$78,609	$80,298	$82,025	$83,788	$85,590	$87,430
22	$79,337	$81,043	$82,785	$84,565	$86,383	$88,240	$90,137	$92,075	$94,055	$96,077	$98,143
TRS 9%	$7,140	$7,294	$7,451	$7,611	$7,774	$7,942	$8,112	$8,287	$8,465	$8,647	$8,833
Salary	$72,197	$73,749	$75,334	$76,954	$78,609	$80,298	$82,025	$83,788	$85,590	$87,430	$89,310

Salary Schedule 2029-2030

2029-30	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40	MA+48
1	$52,706	$53,839	$54,997	$56,179	$57,387	$58,621	$59,881	$61,168	$62,483	$63,826	$65,198
TRS 9%	$4,744	$4,846	$4,950	$5,056	$5,165	$5,276	$5,389	$5,505	$5,623	$5,744	$5,868
Salary	$47,962	$48,993	$50,047	$51,123	$52,222	$53,345	$54,492	$55,663	$56,860	$58,082	$59,330
2	$53,839	$54,997	$56,179	$57,387	$58,621	$59,881	$61,168	$62,483	$63,826	$65,198	$66,600
TRS 9%	$4,846	$4,950	$5,056	$5,165	$5,276	$5,389	$5,505	$5,623	$5,744	$5,868	$5,994
Salary	$48,993	$50,047	$51,123	$52,222	$53,345	$54,492	$55,663	$56,860	$58,082	$59,330	$60,606
3	$54,997	$56,179	$57,387	$58,621	$59,881	$61,168	$62,483	$63,826	$65,198	$66,600	$68,032
TRS 9%	$4,950	$5,056	$5,165	$5,276	$5,389	$5,505	$5,623	$5,744	$5,868	$5,994	$6,123
Salary	$50,047	$51,123	$52,222	$53,345	$54,492	$55,663	$56,860	$58,082	$59,330	$60,606	$61,909
4	$56,179	$57,387	$58,621	$59,881	$61,168	$62,483	$63,826	$65,198	$66,600	$68,032	$69,495
TRS 9%	$5,056	$5,165	$5,276	$5,389	$5,505	$5,623	$5,744	$5,868	$5,994	$6,123	$6,255
Salary	$51,123	$52,222	$53,345	$54,492	$55,663	$56,860	$58,082	$59,330	$60,606	$61,909	$63,240
5	$57,387	$58,621	$59,881	$61,168	$62,483	$63,826	$65,198	$66,600	$68,032	$69,495	$70,989
TRS 9%	$5,165	$5,276	$5,389	$5,505	$5,623	$5,744	$5,868	$5,994	$6,123	$6,255	$6,389
Salary	$52,222	$53,345	$54,492	$55,663	$56,860	$58,082	$59,330	$60,606	$61,909	$63,240	$64,600
6	$58,621	$59,881	$61,168	$62,483	$63,826	$65,198	$66,600	$68,032	$69,495	$70,989	$72,515
TRS 9%	$5,276	$5,389	$5,505	$5,623	$5,744	$5,868	$5,994	$6,123	$6,255	$6,389	$6,526
Salary	$53,345	$54,492	$55,663	$56,860	$58,082	$59,330	$60,606	$61,909	$63,240	$64,600	$65,989
7	$59,881	$61,168	$62,483	$63,826	$65,198	$66,600	$68,032	$69,495	$70,989	$72,515	$74,074
TRS 9%	$5,389	$5,505	$5,623	$5,744	$5,868	$5,994	$6,123	$6,255	$6,389	$6,526	$6,667
Salary	$54,492	$55,663	$56,860	$58,082	$59,330	$60,606	$61,909	$63,240	$64,600	$65,989	$67,407
8	$61,168	$62,483	$63,826	$65,198	$66,600	$68,032	$69,495	$70,989	$72,515	$74,074	$75,667
TRS 9%	$5,505	$5,623	$5,744	$5,868	$5,994	$6,123	$6,255	$6,389	$6,526	$6,667	$6,810
Salary	$55,663	$56,860	$58,082	$59,330	$60,606	$61,909	$63,240	$64,600	$65,989	$67,407	$68,857
9	$62,483	$63,826	$65,198	$66,600	$68,032	$69,495	$70,989	$72,515	$74,074	$75,667	$77,294
TRS 9%	$5,623	$5,744	$5,868	$5,994	$6,123	$6,255	$6,389	$6,526	$6,667	$6,810	$6,956
Salary	$56,860	$58,082	$59,330	$60,606	$61,909	$63,240	$64,600	$65,989	$67,407	$68,857	$70,338
10	$63,826	$65,198	$66,600	$68,032	$69,495	$70,989	$72,515	$74,074	$75,667	$77,294	$78,956
TRS 9%	$5,744	$5,868	$5,994	$6,123	$6,255	$6,389	$6,526	$6,667	$6,810	$6,956	$7,106
Salary	$58,082	$59,330	$60,606	$61,909	$63,240	$64,600	$65,989	$67,407	$68,857	$70,338	$71,850
11	$65,198	$66,600	$68,032	$69,495	$70,989	$72,515	$74,074	$75,667	$77,294	$78,956	$80,654
TRS 9%	$5,868	$5,994	$6,123	$6,255	$6,389	$6,526	$6,667	$6,810	$6,956	$7,106	$7,259
Salary	$59,330	$60,606	$61,909	$63,240	$64,600	$65,989	$67,407	$68,857	$70,338	$71,850	$73,395
12	$66,600	$68,032	$69,495	$70,989	$72,515	$74,074	$75,667	$77,294	$78,956	$80,654	$82,388
TRS 9%	$5,994	$6,123	$6,255	$6,389	$6,526	$6,667	$6,810	$6,956	$7,106	$7,259	$7,415
Salary	$60,606	$61,909	$63,240	$64,600	$65,989	$67,407	$68,857	$70,338	$71,850	$73,395	$74,973
13	$68,032	$69,495	$70,989	$72,515	$74,074	$75,667	$77,294	$78,956	$80,654	$82,388	$84,159
TRS 9%	$6,123	$6,255	$6,389	$6,526	$6,667	$6,810	$6,956	$7,106	$7,259	$7,415	$7,574
Salary	$61,909	$63,240	$64,600	$65,989	$67,407	$68,857	$70,338	$71,850	$73,395	$74,973	$76,585
14	$69,495	$70,989	$72,515	$74,074	$75,667	$77,294	$78,956	$80,654	$82,388	$84,159	$85,968
TRS 9%	$6,255	$6,389	$6,526	$6,667	$6,810	$6,956	$7,106	$7,259	$7,415	$7,574	$7,737
Salary	$63,240	$64,600	$65,989	$67,407	$68,857	$70,338	$71,850	$73,395	$74,973	$76,585	$78,231

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15	$70,989	$72,515	$74,074	$75,667	$77,294	$78,956	$80,654	$82,388	$84,159	$85,968	$87,816
TRS 9%	$6,389	$6,526	$6,667	$6,810	$6,956	$7,106	$7,259	$7,415	$7,574	$7,737	$7,903
Salary	$64,600	$65,989	$67,407	$68,857	$70,338	$71,850	$73,395	$74,973	$76,585	$78,231	$79,913
16	$72,515	$74,074	$75,667	$77,294	$78,956	$80,654	$82,388	$84,159	$85,968	$87,816	$89,704
TRS 9%	$6,526	$6,667	$6,810	$6,956	$7,106	$7,259	$7,415	$7,574	$7,737	$7,903	$8,073
Salary	$65,989	$67,407	$68,857	$70,338	$71,850	$73,395	$74,973	$76,585	$78,231	$79,913	$81,631
17	$74,074	$75,667	$77,294	$78,956	$80,654	$82,388	$84,159	$85,968	$87,816	$89,704	$91,633
TRS 9%	$6,667	$6,810	$6,956	$7,106	$7,259	$7,415	$7,574	$7,737	$7,903	$8,073	$8,247
Salary	$67,407	$68,857	$70,338	$71,850	$73,395	$74,973	$76,585	$78,231	$79,913	$81,631	$83,386
18	$75,667	$77,294	$78,956	$80,654	$82,388	$84,159	$85,968	$87,816	$89,704	$91,633	$93,603
TRS 9%	$6,810	$6,956	$7,106	$7,259	$7,415	$7,574	$7,737	$7,903	$8,073	$8,247	$8,424
Salary	$68,857	$70,338	$71,850	$73,395	$74,973	$76,585	$78,231	$79,913	$81,631	$83,386	$85,179
19	$77,294	$78,956	$80,654	$82,388	$84,159	$85,968	$87,816	$89,704	$91,633	$93,603	$95,615
TRS 9%	$6,956	$7,106	$7,259	$7,415	$7,574	$7,737	$7,903	$8,073	$8,247	$8,424	$8,605
Salary	$70,338	$71,850	$73,395	$74,973	$76,585	$78,231	$79,913	$81,631	$83,386	$85,179	$87,010
20	$78,956	$80,654	$82,388	$84,159	$85,968	$87,816	$89,704	$91,633	$93,603	$95,615	$97,671
TRS 9%	$7,106	$7,259	$7,415	$7,574	$7,737	$7,903	$8,073	$8,247	$8,424	$8,605	$8,790
Salary	$71,850	$73,395	$74,973	$76,585	$78,231	$79,913	$81,631	$83,386	$85,179	$87,010	$88,881
21	$80,654	$82,388	$84,159	$85,968	$87,816	$89,704	$91,633	$93,603	$95,615	$97,671	$99,771
TRS 9%	$7,259	$7,415	$7,574	$7,737	$7,903	$8,073	$8,247	$8,424	$8,605	$8,790	$8,979
Salary	$73,395	$74,973	$76,585	$78,231	$79,913	$81,631	$83,386	$85,179	$87,010	$88,881	$90,792
22	$82,388	$84,159	$85,968	$87,816	$89,704	$91,633	$93,603	$95,615	$97,671	$99,771	$101,916
TRS 9%	$7,415	$7,574	$7,737	$7,903	$8,073	$8,247	$8,424	$8,605	$8,790	$8,979	$9,172
Salary	$74,973	$76,585	$78,231	$79,913	$81,631	$83,386	$85,179	$87,010	$88,881	$90,792	$92,744