MT PULASKI

Community Unit School District 23

COLLECTIVE BARGAINING AGREEMENT BETWEEN THE BOARD OF EDUCATION, MOUNT PULASKI COMMUNITY UNIT SCHOOL DISTRICT #23 AND THE MOUNT PULASKI EDUCATION ASSOCIATION

August 2026 – July 2029

TABLE OF CONTENTS

PREAMBLE 3
DEFINITIONS 3
PART I 4
- Article 1 - Recognition 4
- Article 2 - Negotiation Procedures 4
- Article 3 - Grievance Procedures 5
- Article 4 - Employee and Association Rights 7
- Article 5 - Employment Conditions 8
- Article 6 - Evaluation 11

PART II 11
- Article 7 - Compensation 11
- Article 8 - Extra Duty Salary 13
- Article 9 - Insurance 13
- Article 10 - Teacher Retirement 14
- Article 11 - Leave 15
- Article 12 - Mileage 18
- Article 13 - Terms of Agreement 18

Appendix I - Course Reimbursement Form 19
Appendix II - 2026-2027 Placement Schedule 20
Appendix III - 2027-2028 Placement Schedule 21
Appendix IV - 2028-2029 Placement Schedule 22
Appendix V - 2026-2027 Extra Duty Salary Schedule 23
Appendix VI - 2027-2028 Extra Duty Salary Schedule 25
Appendix VII - 2028-2029 Extra Duty Salary Schedule 27

PREAMBLE

This Agreement between the Board of Education of Mount Pulaski Community Unit District #23 and the Mount Pulaski Education Association incorporates a number of understandings which recognize that the ultimate aim of public schools is to provide for the best education possible to the children and youth of the school district. The desired goal of the Board, its administrators, and its teachers shall be the attainment of this recognized objective.

DEFINITIONS

Administration - The administrators hired by the Board of Education to oversee the educational buildings of MPCUSD#23, namely the Superintendent and Building Principals

Agreement - The Collective Bargaining Agreement

Association - The Mount Pulaski Education Association/IEA/NEA

Board - The Board of Education for Mount Pulaski Community Unit School District #23, Logan County, Mount Pulaski, Illinois

Board Policy - The policies and guidelines established by the Board of Education in conjunction with the Illinois Association of School Board's Policy Reference Education Subscription Service (PRESS)

District - The Mount Pulaski Community Unit School District #23 (MPCUSD#23) and its authorities

IELRB - The Illinois Education Labor Relations Board

IRS - The Internal Revenue Service

Licensed - Those holding a license which qualifies them to teach in Illinois. (Professional Educator License, Provisional Education License, etc.)

RIF - Reduction in Force

TRS - The Teacher Retirement System

PART I

Article 1 - Recognition

1-1 The Board of Education of Mount Pulaski Community Unit School District #23, Logan County, Mount Pulaski, Illinois, hereinafter referred to as the "Board", recognizes the Mount Pulaski Education Association/IEA/NEA, hereinafter referred to as the "Association", as the sole and exclusive bargaining representative for all regularly employed licensed personnel except for the Superintendent and the building Principals and other designated supervisory personnel. Also excluded are teacher aides, substitute teachers, and instructional coaches. Licensed employees, employed on a part-time basis, on a yearly contract, in a classroom capacity, shall be included in the bargaining unit; and if the employee qualifies and desires medical coverage, shall have the medical benefits prorated, based on work-time.

1-2 The Board agrees not to bargain with any individual licensed employee or group of licensed employees with regard to negotiated items listed in Part II, during the Terms of Agreement as listed in Article 13.

Article 2 - Negotiation Procedures

2-1 When either the Board or the Association notifies the other by letter on any date upon agreement by both parties of the termination year of the Agreement that it desires to re-negotiate or terminate the terms of the Agreement for the coming school year, the representatives of the Board and the Association shall meet within 30 calendar days of the notification date to address any proposals.

2-2 The Board and the Association shall designate up to seven members apiece to constitute the bargaining committee. Each party shall select its own representatives. The committee is restricted to members of the Board, Administrators, and licensed members of the bargaining unit. During negotiations, only two members from each party will give voice to the conversation and the other members of the party will be observers. These "speakers" may be changed between sessions. Each party is entitled to have legal representation (attorney, UniServ representative, etc.) present for negotiations should they desire.

2-3 Negotiating or bargaining sessions shall be set at mutually agreed upon times prior to the start of negotiations and at a designated meeting place. Meetings are closed except to members of the committee. The date, time, and place shall be scheduled at the close of the current session for any additional meetings. The committee may mutually agree to change the rules of this paragraph.

2-4 Either team may caucus for a reasonable time or times during the current session.

2-5 All tentative agreements shall be reduced to writing and initialed by the chief negotiators with the date the Agreement was reached. Scanned copies of the signed document shall be given to each team member. After all tentative agreements have been reached on all items negotiated, the Final Agreement shall be submitted to the Association for ratification and subsequently, to the Board for adoption.

2-6 A mutual sharing of information available shall be the general policy under which the negotiators operate. Time shall be allowed to examine and study any information presented.

2-7 If settlement is not reached 90 days prior to the start of the next school year, notification concerning the status of negotiations will be sent to the IELRB. If settlement has not been reached 45 days prior to the start of the start of school, either party may petition the IELRB to initiate mediation. The cost of fact-finding and mediation will be shared equally between the Board and Association.

2-8 Board Policy shall take precedence in matters not covered in the Agreement between the Board of Education, Mount Pulaski Community Unit School District #23 and the Mount Pulaski Education Association. Board policy is not grievable.

Article 3 - Grievance Procedures

3-1 Any claim by a teacher, group of teachers, or the parties of this Agreement that there has been a violation, misinterpretation, or misapplication of the terms of their Agreement, shall constitute a grievance. Nothing within this Agreement prevents a licensed employee from requesting an audience before the Board, providing the individual has not bypassed the chain of authority or command.

3-2 The general principles regarding a grievance shall be as follows:

a. All teachers have a right to grieve.
    1. All grievances must be reduced to writing and signed by the grievant and the Association President.
    2. Informal discussion between the parties of grievance may occur throughout the grievance time limitations with a solution available at any time by mutual consent.
    3. Teachers are assured of no reprisals.
    4. Documents of grievance shall be separated from employment files and shall hold extreme confidentiality.
    5. Meeting times for settlement shall be mutually acceptable.
    6. Time limits may be extended by mutual agreement. However, any manner of expediting the process is encouraged.
    7. All time limits consist of calendar days, except during the summer, when days shall be defined as days when the building offices are open.
    8. For events occurring during the summer months, employees shall have until fifteen (15) days after the opening of school to submit the grievance in writing.
    9. Teachers who grieve individually may have an Association representative present at any meeting related to the grievance.

b. The Association may grieve according to the same procedure listed individually.

3-3 This Agreement encourages any grievant to consider all avenues of resolution available to the grievant and his/her supervisor before the filing of a grievance. The following is a step-by-step process for formal grievance.

Step 1 The employee or the Association shall present the grievance in writing to the immediate supervisor within fifteen (15) days after the event causing the grievance. The written grievance shall state the nature of the grievance, shall note the clause allegedly violated, and shall state the remedy requested. The immediate supervisor shall arrange a meeting to take place within five (5) days after receipt of the written grievance. The aggrieved and the Association's representative, if the aggrieved desires, and the immediate supervisor shall provide a written answer to the aggrieved and the Association, if the aggrieved desires, and to the Superintendent within five (5) days after the meeting. The answer shall include reasons for the decision reached.

Step 2 If the grievance has not been satisfactorily resolved at Step 1, or the Step 1 time limit expires without the issuance of a written answer, the grievant or the Association shall file a copy of the written grievance with the Superintendent or his/her official designee within five (5) days after the receipt of the Step 1 answer. The Superintendent shall arrange a meeting with the aggrieved and the Association's representative, if the aggrieved desires, and the immediate supervisor, to take place within five (5) days of receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop facts necessary to the grievance. The Superintendent shall provide the grievant and the Association, if the aggrieved desires, with his/her written answer, including reasons for the decision, within five (5) days of the meeting.

Step 3 If the Association is not satisfied with the disposition of the grievance in Step 2, or the Step 2 time limits expire without the issuance of the Superintendent's written answer, the Association may request a Board hearing at the next regular Board meeting. Each party shall bear the full cost of representation in the Board hearing. If either party requests a transcript of the proceedings, that party shall bear the cost of the transcripts. If both parties desire a transcript, the cost of the two transcripts shall be shared equally. The aggrieved and the Association, if the aggrieved desires, shall be provided written notice of the disposition of the grievance, including reasons for the decision, within five (5) days of the Board's meeting. This disposition shall not be in conflict with any of the terms or conditions of the Agreement.

Step 4 If the Association is not satisfied with the disposition of the grievance in Step 3, or the Step 3 time limits expire without the assurance of the Board's written answer, the Association may request final and binding arbitration to the American Arbitration Association, provided five (5) days have lapsed from receipt of the Step 3 answer, or expiration of the Step 3 time limits. The fees and expenses of the arbitrator, if any, shall be shared equally by both parties.

3-4 If the grievant, or the Association if involved, and the Superintendent agree, Step 1 and/or Step 2 of the grievance procedure may be bypassed, and the grievance brought directly to the next step.

3-5 A grievance, may be withdrawn at any level without establishing precedent, and if withdrawn, shall be treated as though it had never been filed.

Article 4 - Employee and Association Rights

4-1 Licensed employees shall have the right to organize, join and assist the Association in the professional negotiation with the Board. The licensed employees also have the right to refrain from any such activities. Neither the Board nor the Association shall discriminate against any licensed employee for reason of membership or non-membership in the Association, participation in negotiations with the Board, or the institution of any grievance, complaint or proceeding rendered in this Agreement.

4-2 When an employee is required to appear before the Board or administrative personnel in reference to matters which might lead to his/her dismissal, the employee shall be entitled to a representative present to advise, counsel, or speak for the employee, if the employee feels it is necessary. When an employee is required to appear before the Board, the employee shall be advised of the reasons for the requirement at least 48 hours prior to the appearance. The 48 hour time limit may be mutually waived.

4-3 Employees shall be made aware of any complaint prior to the complaint becoming a part of the employee's personnel file. If the complaint is to become part of the personnel file, the employee's written response shall be part of said record.

4-4 Each employee shall have the right, upon 24 hours written notice, and during regular business hours, to review the contents of his/her personnel file, and to place therein, written reaction to its content. An administrator shall be present during the review of the personnel file.

4-5 Written notification of educational positions, other than summer, which become available within the District, shall be posted in the prominent places within the District. (Example: each school office; outside the Unit Office.) A copy will be sent via email to all licensed staff. Applications shall be made in writing to the Superintendent. During the summer, notification of a vacancy will be sent via email to all licensed staff. If a vacancy occurs during June or July, a fifteen (15) day posting is standard procedure. If a vacancy occurs in August, a seven (7) day posting will be used. District staff, who apply for posted positions will be given consideration for an interview.

4-6 Summer educational positions, such as summer school instructors/proctors, which become available within the District will be posted, as described above, at least sixty (60) days before the position(s) commences. Applications for the position(s) will be due two (2) weeks after the job has been posted and the announcement of the personnel selected to fill such position(s) will be announced at least thirty (30) days prior to the commencement of the position(s). Selection criteria and compensation will be presented at the time that the position is posted.

4-7 The Board retains the right to vary from the posting and/or announcements of educational positions available within the District as discussed in Sections 4-5 and 4-6 of the Agreement, under conditions to include, but not limited to, death, illness, or other reasons deemed unforeseeable, but rather emergency in nature, as mutually agreed upon by the Administration and the Executive Committee of the Association, and will reduce the posting requirement to a minimum of seventy-two (72) hours, with notification in writing to all licensed staff.

4-8 Whenever any rights or benefits accorded employees in the School Code of the State of Illinois or under other laws and regulation exceed the benefit accorded employees elsewhere in the Agreement, then such rights and benefits shall be incorporated into and become a part of this Agreement.

4-9 The Board agrees that the Association may use the facilities of District #23 for Association activities provided such use does not interfere with the regular school operation, and if space is available at the time asked. The use of such facilities shall be subject to all rules, conditions and fees governing the use of such facilities. Facilities for the sake of this section include buildings, copy machines, computer equipment, employee mailboxes, and bulletin boards in teacher lounges.

4-10 Association owned equipment listed on an inventory sheet on file in the Unit Office shall be stored in the Mt. Pulaski Elementary workroom, with the officers of the Association having access at any reasonable time.

4-11 The membership of the Association shall receive notification of, and an agenda, for each regular and special Board meeting, at least twenty-four (24) hours prior to the meeting. Each building will receive at least two (2) copies of the Board's actions within four (4) days after the conclusion of the meeting via email or posting to the District website.

4-12 In the event that the Association desires to have any employee granted leave for Association purposes, the employee shall be excused, without loss of salary. A maximum of two (2) days on a district-wide basis shall be granted for this purpose.

4-13 Within fifteen (15) working days of the signing of this Agreement, the Board shall have copies of the Agreement prepared and delivered via email to all licensed employees.

4-14 Licensed employees shall have the right to enroll their children in the District schools on a tuition and required registration free basis if authorized by law or the District has in place a current state waiver authorizing such enrollment.

Article 5 - Employment Conditions

5-1 The length of the teacher work day will be from 7:50 am-3:20 pm. Each teacher shall be present in their assigned room or assigned area (in their respective building) during that time. Normal school days may be extended by administration for emergency situations, faculty meetings, or reasons allowed under the School Code of the State of Illinois. The student attendance day shall be 7 hours and 10 minutes.

a. Each teacher will cover one unpaid detention duty each semester, in the building in which they work, that extends for 30 minutes beyond the end of the teacher work day.

b. Morning duty for teachers arriving at 7:35am will be paid as a stipend as established in the Extra Duty Salary Schedule. The established pool of money will be divided equitably amongst the number of staff that sign up to serve in that role, not to exceed five (5) people at one time.

5-2 To assist meeting the requirements of Teacher Certification and School Improvement, there will be at least (4) early dismissals. At least four (4) full institute days will be scheduled, including the first and last teacher contract days. School shall be dismissed one hour early for Thanksgiving, Christmas, and spring break. Teachers shall work with the administration in developing workshops and institute day programs. When school is dismissed early due to hazardous weather or an "interrupted day", teachers may leave the building after the buses and students have left the school. The normal teacher work year is 180 days, with the exception of Section 5-7.

5-3 Parent/Teacher conferences will be held once a year. The Wednesday and Thursday schedules will have a 2:00 dismissal - with Parent Teacher conferences from 3:00pm-7:00pm of the same day and no school on Friday. The schedule for conferences may be altered by mutual agreement of the Board and Association.

5-4 The school calendar shall be created by Administration. The Association shall be presented the proposed school calendar at least four weeks prior to the Board meeting in which it will be approved. Representatives of the Association will then give feedback to the Administration about concerns that members have about the proposed calendar.

5-5 Teachers shall be responsible for the care, discipline, and instruction of their pupils, during school hours, and shall be responsible for assignments on the playground and in the halls, as shall be made by the Superintendent or building Principal. The Board recognizes the responsibility of Administration to assist the teacher in the maintenance of control, discipline, and the well being of students in the classroom.

5-6 Certified coaches shall conduct practice sessions that shall follow the guidelines as set forth in the Board Policy. All athletes should be instructed in their respective sports in an environment conducive to a competitive atmosphere, to include, but not limited to physical fitness and strategic instruction.

5-7 A series of seniority lists and RIF shall be developed by the Superintendent. Tenured teachers shall be placed on the appropriate seniority list in the department(s) they are currently teaching. To achieve placement on other department lists, is shall be the responsibility of the tenured teacher to apply and show proof of qualifications no later than November 15th that the teacher meets the following criteria, to wit:

a. The teacher meets the licensing and qualification requirements of the Illinois School Code and the Illinois Program for Evaluation, Supervision and Recognition of Schools (formerly the State Board of Education Document number 1): and

b. Seniority lists shall be posted by the Superintendent by December 15 and tenured teachers shall have twenty (20) school days from the date the lists are posted to notify the Superintendent of any suspected errors and to provide documentation supporting the same. Failure to make such timely objection will be deemed acceptance of the seniority ranking, and the teacher cannot thereafter challenge his/her ranking for the school term. Final seniority lists shall be posted by the Superintendent not later than February 1. No list can be changed after this date. Reduction -in-force (RIF) shall be based upon the annual RIF list created in accordance with Section 5/24-12 of the Illinois School Code.

c. Reduction in Force (RIF) shall be based upon the annual RIF list created in accordance with Section 5-24-12 of the Illinois School Code. RIF of licensed staff will group staff with ratings of either 3 or 4 as the same, with deference given to seniority in the specified subject area provided, however groups 3 and 4 shall be merged with teachers placed in order of seniority. In the event two or more teachers subject to RIF have equal overall seniority, the teacher with the least seniority in the specified subject area shall be RIF'd first. Recall shall be governed by the school code.

5-8 The District will schedule a minimum of thirty (30) minutes duty-free lunch in accordance with the Illinois School Code Statutes.

5-9 New licensed staff to the District will be given one additional day on their contract, paid at the teacher's hourly rate, to attend an "orientation" day prior to the beginning of school, presented by the Administrators. New licensed staff will be provided a copy of the current contract agreement. New staff members will be employed at their current education level. The Board may grant full or partial experience credit on the salary schedule for the new staff members with prior years of public or private school teaching experience. In no event shall the amount of experience credit granted to a new staff member exceed the actual number of years of prior teaching experience.

5-10 New licensed staff will be assigned a mentor teacher to help guide them through their first year at MPCUSD#23. The mentor will be selected on a voluntary, one-to-one basis by the building principal and will be paid according to the extra duty salary schedule. The mentor will be responsible for meeting regularly with the new staff member to answer questions, periodically checking in on how the new staff member is adjusting, and relaying pertinent information about how MPCUSD#23 operates. Guidelines for the mentorship program will be developed in conjunction between the Association, Board and Superintendent.

5-11 The District will schedule a teacher planning period for full time licensed employees, not less than the length of one class period each day (not less than 30 contiguous minutes on regular schedule days), to be used for the planning and preparation of classes and classroom related activities. During this planning time, the employee shall not be required to participate in any other activity, but may upon their consent.

5-12 Full time licensed teaching staff may be given planning time above and beyond their negotiated planning period to complete work related to additional duties other than teaching. This additional planning time must be mutually agreed upon by the staff member, Association, and Board.

5-13 Tentative school course schedules and teaching assignments will be posted to the teachers by no later than the end of the current school year.

5-14 The last weekday prior to the first contractual workday will be provided as an optional workday for teachers to prepare their classrooms for the school year. This day will be paid to the teachers who utilize it at their individual daily rate, calculated by taking their individual base salary divided by 180 to determine their daily rate. The hours for this day will follow the typical established teacher work day in Section 5-1. Teachers utilizing this time must attend during contractual hours and sign in and out in their building office.

Article 6 - Evaluation

6-1 Evaluation of Teachers shall be conducted in accordance with the Section 5/24A-5 of the Illinois School Code and the District Evaluation Plan.

PART II

Article 7 - Compensation

7-1 The base salary shall be $44,082.26 for the 2026-2027 school year; $45,845.55 for the 2027-2028 school year; and $47,679.37 for the 2028-2029 school year.

All current teachers will receive compounded raises to their current salary of 4.75% for the 2026-2027 school year, 4.75% for the 2027-2028 school year, and 4.75% for the 2028-2029 school year. Calculation: (previous year's base salary) x 1.0475 = (current year's base salary).

7-2 The Salary Schedule shall be as indicated in the attached Appendices II-IV and will be used for placement of new hires only. All current teachers, as well as all new hires in the years following their placement, will receive raises as outlined in Section 7-1..

7-3 Teachers increasing their educational experience from their current level of education will receive an additional 3% compounded raise for each eight (8) credit hour increment of experience. Increments of experience will include B+8, B+16, B+24, M, M+8, M+16, M+24, and M+32. Calculation: (current base salary) x 1.03 = (new base salary). New hires coming in at M+16 (regardless of any prior hours of educational experience obtained) will need to increase their educational experience while employed by the District to receive additional compensation. Existing teachers who are part of the way toward earning an experience increment raise will have the hours they have earned honored, provided that their hours were earned while in the District. This pay increase will be reflected on the teacher's next pay period following the receipt of their updated transcripts. Coursework that counts for this increase will be in alignment with the policies laid out in Section 7-12.

7-4 The District will provide an allowance to all licensed staff members of $1,500.00 for non-creditable expenses such as travel, housing, utilities, etc. for each year of the contract.

7-5 Salary will be paid once a month on the 16th through direct deposit.

7-6 An employee who is currently receiving longevity pay will retain the percentage amount they are currently receiving. This amount is frozen until an employee retires from the district. In no event shall the District be obligated to pay any retirement incentive or longevity percentage if such a payment would subject the District to a penalty payable to TRS.

7-7 Teachers who would have been entitled to placement in the MS+24 or MS+32 columns of the salary schedule at the beginning of the 2016-2017 school year shall be credited with three additional year's experience and will be placed in the MS+16 column. As these teachers have already been compensated for the initial reduction in columns (from the 2016-2017 school year), they will not be eligible for additional compensation for continuing education as outlined in Section 7-3.

7-8 In-school subbing at a rate of $25.00 per class period, not to be less than the external sub rate. In-school sub pay will be paid to any licensed staff member who substitutes for another licensed staff member's class period during the regular school day. Licensed teachers will only be requested to cover a class if they are on their planning period.

7-9 Stipends paid to licensed staff which are not covered by the Extra Duty Salary Schedule will be based upon a $30.00 per hour rate. Specific Administrative approval is required for any stipend paid. Stipends must be paid through the "payroll process" due to proper accounting procedures.

Stipends paid to licensed staff for education-related duties outside of their contractual hours will be paid according to the individual staff member's hourly rate calculated by taking their salary divided by 180 to determine their daily rate and then dividing that number by seven to determine their hourly rate.

7-10 Teachers who agree to offer an overload class for the District during their planning period or before or after school will receive overload pay. If the overload is taught for an entire year, the overload pay shall be equal to one-eighth (⅛) of the teacher's contracted salary. If the overload is taught for a single semester, the overload pay shall be equal to one-sixteenth (1/16) of the teacher's contracted salary.

7-11 Priority for teaching dual credit courses will be offered to staff members certified to teach them based on seniority in the district according to the District Seniority List. Teachers who teach dual credit coursework will receive an additional yearly stipend of $500 per semester to cover the work time that they invest outside of their regular contractual time.

7-12 Graduate course approval and reimbursement for licensed faculty who pursue graduate credit in their major, minor, or specific future area of instruction.

a. A graduate course reimbursement/approval form is to be submitted to the Superintendent when registering for the course and before the course begins.

b. The course grade and transcript must be submitted to the Superintendent by September 15th of each school year along with proof of payment of tuition.

c. Salary schedule placement and/or course reimbursement will only be approved for graduate level courses and an education/training included in subsection f of this section. Courses that qualify for educational experience pay raises per Section 7-3 must be of a type that increase the qualifications of the teacher in a way that will benefit the District and the students they instruct (or may instruct while employed by the District). Education/training outlined in Section 7-12-f are included in this.

d. The reimbursement total expenditure for this program will not exceed $15,000 per school year for section e.

e. The Board will reimburse a teacher $250 per semester credit hour per contract year for any non-specific program of study.

f. If the Board or Administration requests teachers to undertake study to address needs of the District, the District shall reimburse the full cost of completed classes and the amount expended shall not be applied to the limit set forth in section d. above. Teachers may request that this section f be applied to courses proposed to be taken by the teacher. Some examples may include dual credit, LBS 1, Reading Specialist, Special Education, etc.

7-13 In the event of death of an employee, the beneficiary of the employee, as determined by Teacher Retirement records, shall be reimbursed for unused accumulated sick leave days, above the number which may be used for TRS. Payment shall be determined by multiplying $50.00 times the number of allowable sick days, to a maximum of $5,000.00. In no event shall the District be obligated to pay any retirement incentive, including unused, accumulated sick leave days if such payment would subject the District to a penalty payable to TRS.

Article 8 - Extra Duty Salary

8-1 Extra duty pay schedules shall be as indicated in the attached Appendices V-VII.

8-2 Extra duty pay schedules will be in effect at all times.

8-3 Extra duty pay schedules will be fixed for the duration of this Agreement. No changes/additions will be made by the Board without the consent of the Association.

8-4 When acting as a bus driver, coaches/sponsors will be paid the bus driver rate while in transit.

8-5 Coaches and extracurricular sponsors shall be credited with all prior experience coaching or sponsoring a particular sport or activity, including experience at prior districts, for purposes of placement on the Extra Duty Salary Schedule.

Article 9 - Insurance

9-1 All employees covered by this Agreement shall receive medical insurance in the following package.

a. The Board shall pay the employee's insurance cost at 100% of the cost of the monthly premium for an individual on the lowest cost plan agreed to by the insurance committee. This amount may be applied to the cost of any other available plans as made available by the insurance committee. In the event that an employee chooses not to participate in the insurance, $700.00 annually, will be paid to the individual employee's health savings account (HSA) or flexible savings account (FSA).

b. The Board agrees not to change the insurance coverage without the agreement of the Association.

c. An insurance committee consisting of three (3) MPEA members, one (1) support staff member, and two (2) District Representatives will work together beginning on April 1st. The committee will discuss health care issues including, but not limited to, potential brokers, the bidding process and results, provider and coverage, and benefit options. The committee shall determine health insurance selections and submit plan books to members for plan selection at least thirty (30) days in advance of the enrollment deadline.

d. Life insurance coverage in the amount of $20,000.00 paid for by the School Board will be provided to all licensed teaching staff.

e. No staff member electing to participate in the district insurance plan will have their contribution double deducted at the beginning of their employment. Should a monthly premium need to be made prior to their first paycheck, it will be divided equally across all the pay periods of the entire school year.

Article 10 - Teacher Retirement

10-1 In addition to the amount listed in the salary schedule, the Board shall also pay each teacher's required 9% member contribution (9.8901% compounded) to the Teachers Retirement System (TRS).

10-2 The Board shall pay each teacher's required member THIS contribution to TRS.

10-3 Subject to Section 10-6 below, licensed employees participating in TRS may elect to receive the early retirement incentive provided in the Article by submitting a non-revocable written notice of retirement to the Superintendent on or before August 15th of the school year in which their retirement will occur. Such employees retiring from Mount Pulaski CUSD #23 must meet the following conditions for eligibility purposes:

a. Be eligible for a TRS retirement annuity at the time of retirement.

b. Have at least ten (10) years of service in Mount Pulaski Community Unit District #23 as per the approved Seniority List.

10-4 Licensed teachers meeting the above requirements (10-3) will be eligible for the following retirement incentives, subject to TRS limit.

a. If a licensed teacher gives the Board a notice of retirement letter by August 15th four (4) years prior to the school year the employee plans to retire, the Board shall pay the teacher a retirement incentive as high as the legally allowable limit (up to 6%) inclusive of any and all other increases in compensation for each of the remaining four (4) school years of service.

b. If a licensed teacher gives the Board a notice of retirement letter by August 15th three (3) years prior to the school year the employee plans to retire, the Board shall pay the teacher a retirement incentive as high as the legally allowable limit (up to 6%) inclusive of any and all other increases in compensation for each of the remaining three (3) school years of service.

c. If a licensed teacher gives the Board a notice of retirement letter by August 15th two (2) years prior to the school year the employee plans to retire, the Board shall pay the teacher a retirement incentive as high as the legally allowable limit (up to 6%) inclusive of any and all other increases in compensation for each of the remaining two (2) school years of service.

d. If a licensed teacher gives the Board a notice of retirement letter by August 15th of the school year in which the retirement will occur, the Board shall pay the teacher a retirement incentive as high as the legally allowable limit (up to 6%) inclusive of any and all other increases in compensation for the last school year of service.

e. There will be no additional amount computed on any extra-curricular differential paid to the teacher.

f. In no event shall the District be obligated to pay any retirement incentive if such payment would subject the District to a penalty to TRS.

10-5 All payments under this Article shall be made in equal payments, during the remaining pay periods.

10-6 The number of licensed employees considered for retirement benefits as set forth in this policy shall be three (3) eligible employees retiring in the same school year. Any additional requests for retirement shall be at Board discretion.

10-7 Upon retirement, while in good standing, any teacher with fifteen (15) or more years of teaching in the District shall be reimbursed for unused accumulated sick leave days up to a maximum of fifteen (15) days. Payment will be $100.00 per day; payable after July 1 following the year of retirement.

10-8 In no event shall the District be obligated to pay any retirement incentive (including unused accumulated sick days) if such payment would subject the District to a penalty payable to TRS.

10-9 If TRS laws affecting retirement should change, the contract may be reopened. This does not include the TRS amount (9.8901%) paid by the Board of Education.

10-10 If a teacher becomes disabled and cannot teach after giving notice of early retirement and qualifies for the early retirement incentive, the teacher would not have to repay the early retirement incentive for the years they do not teach.

Article 11 - Leave

11-1 The Board shall grant sick leave based upon the following schedule:

- 0-10 years of teaching experience = 15 sick leave days per year
- 10+ years of teaching experience = 20 sick leave days per year

Sick leave shall be allowed to accumulate with a cap of 400 total days. An employee may treat pregnancy or parenting as a temporary disability under this benefit, or may apply for a leave of absence without pay. Up to five (5) sick days may be used each year for bereavement. Each employee shall be notified in writing of his/her accumulated sick leave at the beginning of the school year on his/her contract.

11-2 The Board shall grant three (3) days per contract year for personal leave. No reduction in pay shall occur for the use of these days.

a. Two (2) unused personal days shall roll over to the following school year for a maximum of five (5) personal days.

b. Any additional unused personal leave days will be added to accumulated sick leave.

c. Any licensed employee desiring use of personal leave shall request the day's absence through the District's data system (SDS).

11-3 The Board will consider any licensed employee's written request for leave of absence for up to one year. A decision by the Board of Education will be made at the next regular meeting after the dated request. An employee granted leave may request, at his/her expense, continuation of group medical insurance, if permitted by the insurance carrier.

11-4 Any licensed employee serving on active jury duty or military reserve (2 week annual training) duty during their scheduled working hours shall receive their full compensation for time served. The employee shall surrender monies earned for serving as juror or as a military service person, or the cost of hiring a replacement substitute, whichever is less. Mileage, meals, or parking stipends do not have to be surrendered. When jury or military service is performed on days when school is not in session, pay need not be surrendered. All wage reimbursements shall be required to be payable within sixty (60) days of the days served. Should payment not be received after the 60th day, the total amount to be surrendered shall be deducted from the next regularly scheduled pay period(s) until reimbursement is satisfied.

11-5 Upon the discretion and approval of the Administration, employees shall be allowed to attend professional meetings, conferences, or workshops deemed necessary. The employee shall be reimbursed as follows:

a. Mileage limit of 400 miles round trip at Standard IRS published rate per mile for miles driven from the place of employment, or the employee's residence, whichever is less; at the District's option, employees may be required to utilize district vehicles in lieu of mileage reimbursement.

b. Registration fees will be paid for by the District.

c. The cost of actual lodging will be paid up to the cost of the conference site hotel/motel. If there is no conference site hotel, the cost of actual lodging will be paid to $50.00. Lodging over $50.00 will be paid with prior administration approval.

d. Meal expenses, included in registration fees, will be paid in full. Other meal expenses will not be reimbursed unless attendance is required (Example athletic conference meetings).

e. Other receipted legitimate expenses (toll, parking, etc.)

f. Total amounts to be spent above $500.00 require Board or Superintendent approval; and

g. Vouchers and/or receipts must be provided to receive reimbursement. Non-receipted expenses will be paid at the Board's discretion.

Any other conferences employees wish to attend that are not considered to be necessary will be negotiated on a case-by-case basis.

11-6 Professional, personal, and sick leave may be taken in ¼, ½, and full day increments.

11-7 The District (via the Sick Leave Bank Committee) will maintain a Sick Leave Bank as a depository for eligible and participating employees to donate up to two (2) sick leave days each school year. The purpose of the Sick Leave Bank is to alleviate the hardship caused by a serious, unforeseen health condition that forces an employee to take time away from work on approved leave. The Sick Leave Bank may also be used for employees on approved parental leave.

a. The Sick Leave Bank may be used by an employee for a family member's (spouse, domestic partner, child, or parent) serious health condition as stipulated under the Family Medical Leave Act (FMLA). The employee must have written certification from an attending physician that the medical condition is severe and catastrophic. The Sick Leave Bank may only be used for continuous leave, not intermittent leave. The Sick Leave Bank may also be used for employees on an approved Parental Leave.
b. The Sick Leave Bank is available only to those employees who have exhausted all of their accumulated sick leave, who are not receiving disability or temporary disability benefits, and are on approved leave from the District.
c. Eligibility for participation in the Sick Leave Bank for a school year begins upon the employee's original donation of at least one day of sick leave to the bank. Participation will continue from year to year, unless the employee does not meet the eligibility requirement (by not donating to the bank annually) or waives election for the bank during the annual enrollment period. Benefits from the Sick Leave Bank are only available in the school year donated and are not available retroactively.
d. Eligibility for participation in the Sick Leave Bank will discontinue upon termination of employment, death of the employee, or failure to donate on a yearly basis as noted above.
e. Once the benefits are donated, the benefit is forfeited and cannot be restored to the donating employee.
f. Use of benefits from the Sick Leave Bank is considered as time taken under the provisions of the Family Medical Leave Act (FMLA) and thus any use is included in the twelve weeks of leave provided under this Act, if applicable.
g. Employees may not designate a particular employee to receive their donated time.
h. A Sick Leave Bank Committee will be formed each year and will review each approved leave of absence that is submitted to them to determine eligibility and award the appropriate number of days as supported by a physician's statement (Parental Leave does not require a physician's statement).

i. The amount of sick leave granted for each request will be determined by the Sick Leave Bank Committee, but no employee may receive more than thirty (30) days in one school year. Any balance of days granted but not used will be retained by the Sick Day Bank.

j. In the event that an employee is denied benefits from the Sick Leave Bank, the employee may appeal the decision to the full Board of Education for review within five (5) days of their denial. A formal decision from the Board will be issued at the next regularly scheduled Board meeting. Ineligibility due to the employee not having donated sick leave is not cause for appeal.

k. The Sick Leave Bank will be funded with a one-time deposit of 125 days from the District in the 2026-2027 school year. Additional days will be added each year from the participating teachers. These days will rollover from year-to-year to accumulate without limit.

l. The Sick Leave Bank Committee will be composed of six (6) members with three (3) members representing Association and three (3) representing the District. The Committee will make decisions regarding the use of the Bank for employees requesting sick leave. Parental leave will be granted for any employee requesting it.

m. This policy will be reviewed annually for the length of the current contract agreement and may have changes made via memoranda of understanding mutually agreed upon by the District and Association.

Article 12 - Mileage

12-1 The Board shall pay all approved mileage reimbursements that are related or required for mileage driven incurred by demand from the Board at a rate of the Standard IRS published rate per mile. Reimbursement for mileage is subject to approval at monthly board meetings. At the District's option, employees may be required to utilize district vehicles in lieu of mileage reimbursement.

12-2 Staff who commute between buildings at the request of the District or in the performance of their District duties using their personal vehicles will have a stipend reimbursement of $175/year.

Article 13 - Terms of Agreement

13-1 All Articles and parts of this Agreement shall become effective August 2026 and shall continue in effect through the day before the first day of the 2029-2030 school year.

13-2 This agreement is signed and adopted on this MAY 20 2026.

In Witness Thereof:

For the Mount Pulaski Education Association:

Chief Negotiator

Chief Negotiator

For the Board of Education for MPCUSD#23

Chief Negotiator

Chief Negotiator

Appendix I - Course Reimbursement Form

COURSE APPROVAL/TUITION REIMBURSEMENT FORM

EMPLOYEE NAME_____ DATE_____

COURSE NAME_____

COURSE NUMBER_____ SEMESTER CREDIT HOURS_____

UNIVERSITY/COLLEGE_____

SEMESTER TAKEN_____ TUITION COST_____

_____ I WILL GO UP ON THE SALARY SCHEDULE DUE TO THIS COMPLETED COURSEWORK.

_____ I WILL NOT GO UP ON THE SALARY SCHEDULE DUE TO THIS COMPLETED COURSEWORK.

_____

SIGNATURE OF EMPLOYEE

(Submit proof of tuition payment and official transcript to the Superintendent's office by September 15th.)

35Appendix II - 2026-2027 Placement Schedule

2026–2027 Teacher Salary Schedule (Placement only)

Step	Bachelors	Bachelors +8	Bachelors +16	Bachelors +24	Masters	Masters +8	Masters +16
	~~$42,386.79~~	~~$43,658.39~~	~~$44,968.15~~	~~$46,317.19~~	~~$47,706.71~~	~~$49,137.91~~	~~$50,612.04~~
Base (1,2)	$44,082.26	$45,404.73	$46,766.87	$48,169.88	$49,614.97	$51,103.42	$52,636.53
3	$45,845.55	$47,220.92	$48,637.55	$50,096.67	$51,599.57	$53,147.56	$54,741.99
4	$47,679.37	$49,109.76	$50,583.05	$52,100.54	$53,663.56	$55,273.46	$56,931.67
5	$49,586.55	$51,074.15	$52,606.37	$54,184.56	$55,810.10	$57,484.40	$59,208.93
6	$51,074.15	$52,606.37	$54,184.56	$55,810.10	$57,484.40	$59,208.93	$60,985.20
7	$52,606.37	$54,184.56	$55,810.10	$57,484.40	$59,208.93	$60,985.20	$62,814.76
8	$54,184.56	$55,810.10	$57,484.40	$59,208.93	$60,985.20	$62,814.76	$64,699.20
9	$55,810.10	$57,484.40	$59,208.93	$60,985.20	$62,814.76	$64,699.20	$66,640.18
10	$57,484.40	$59,208.93	$60,985.20	$62,814.76	$64,699.20	$66,640.18	$68,639.38
11	$58,634.09	$60,393.11	$62,204.90	$64,071.05	$65,993.18	$67,972.98	$70,012.17
12	$59,806.77	$61,600.97	$63,449.00	$65,352.47	$67,313.05	$69,332.44	$71,412.41
13	$61,002.91	$62,832.99	$64,717.98	$66,659.52	$68,659.31	$70,719.09	$72,840.66
14	$62,222.96	$64,089.65	$66,012.34	$67,992.71	$70,032.49	$72,133.47	$74,297.47
15	$63,467.42	$65,371.45	$67,332.59	$69,352.57	$71,433.14	$73,576.14	$75,783.42
16	$64,102.10	$66,025.16	$68,005.92	$70,046.09	$72,147.48	$74,311.90	$76,541.26
17	$64,743.12	$66,685.41	$68,685.97	$70,746.55	$72,868.95	$75,055.02	$77,306.67
18	$65,390.55	$67,352.27	$69,372.83	$71,454.02	$73,597.64	$75,805.57	$78,079.74
19	$66,044.46	$68,025.79	$70,066.56	$72,168.56	$74,333.62	$76,563.62	$78,860.53
20	$66,704.90	$68,706.05	$70,767.23	$72,890.25	$75,076.95	$77,329.26	$79,649.14

Appendix III - 2027-2028 Placement Schedule

2027–2028 Teacher Salary Schedule (Placement only)

Step	Bachelors	Bachelors +8	Bachelors +16	Bachelors +24	Masters	Masters +8	Masters +16
	~~$42,386.79~~	~~$43,658.39~~	~~$44,968.15~~	~~$46,317.19~~	~~$47,706.71~~	~~$49,137.91~~	~~$50,612.04~~
	~~$44,082.26~~	~~$45,404.73~~	~~$46,766.87~~	~~$48,169.88~~	~~$49,614.97~~	~~$51,103.42~~	~~$52,636.53~~
Base (1–3)	$45,845.55	$47,220.92	$48,637.55	$50,096.67	$51,599.57	$53,147.56	$54,741.99
4	$47,679.37	$49,109.76	$50,583.05	$52,100.54	$53,663.56	$55,273.46	$56,931.67
5	$49,586.55	$51,074.15	$52,606.37	$54,184.56	$55,810.10	$57,484.40	$59,208.93
6	$51,074.15	$52,606.37	$54,184.56	$55,810.10	$57,484.40	$59,208.93	$60,985.20
7	$52,606.37	$54,184.56	$55,810.10	$57,484.40	$59,208.93	$60,985.20	$62,814.76
8	$54,184.56	$55,810.10	$57,484.40	$59,208.93	$60,985.20	$62,814.76	$64,699.20
9	$55,810.10	$57,484.40	$59,208.93	$60,985.20	$62,814.76	$64,699.20	$66,640.18
10	$57,484.40	$59,208.93	$60,985.20	$62,814.76	$64,699.20	$66,640.18	$68,639.38
11	$58,634.09	$60,393.11	$62,204.90	$64,071.05	$65,993.18	$67,972.98	$70,012.17
12	$59,806.77	$61,600.97	$63,449.00	$65,352.47	$67,313.05	$69,332.44	$71,412.41
13	$61,002.91	$62,832.99	$64,717.98	$66,659.52	$68,659.31	$70,719.09	$72,840.66
14	$62,222.96	$64,089.65	$66,012.34	$67,992.71	$70,032.49	$72,133.47	$74,297.47
15	$63,467.42	$65,371.45	$67,332.59	$69,352.57	$71,433.14	$73,576.14	$75,783.42
16	$64,102.10	$66,025.16	$68,005.92	$70,046.09	$72,147.48	$74,311.90	$76,541.26
17	$64,743.12	$66,685.41	$68,685.97	$70,746.55	$72,868.95	$75,055.02	$77,306.67
18	$65,390.55	$67,352.27	$69,372.83	$71,454.02	$73,597.64	$75,805.57	$78,079.74
19	$66,044.46	$68,025.79	$70,066.56	$72,168.56	$74,333.62	$76,563.62	$78,860.53
20	$66,704.90	$68,706.05	$70,767.23	$72,890.25	$75,076.95	$77,329.26	$79,649.14

Appendix IV - 2028-2029 Placement Schedule

2028–2029 Teacher Salary Schedule (Placement only)

Step	Bachelors	Bachelors +8	Bachelors +16	Bachelors +24	Masters	Masters +8	Masters +16
	~~$42,386.79~~	~~$43,658.39~~	~~$44,968.15~~	~~$46,317.19~~	~~$47,706.71~~	~~$49,137.91~~	~~$50,612.04~~
	~~$44,082.26~~	~~$45,404.73~~	~~$46,766.87~~	~~$48,169.88~~	~~$49,614.97~~	~~$51,103.42~~	~~$52,636.53~~
	~~$45,845.55~~	~~$47,220.92~~	~~$48,637.55~~	~~$50,096.67~~	~~$51,599.57~~	~~$53,147.56~~	~~$54,741.99~~
Base (1–4)	$47,679.37	$49,109.76	$50,583.05	$52,100.54	$53,663.56	$55,273.46	$56,931.67
5	$49,586.55	$51,074.15	$52,606.37	$54,184.56	$55,810.10	$57,484.40	$59,208.93
6	$51,074.15	$52,606.37	$54,184.56	$55,810.10	$57,484.40	$59,208.93	$60,985.20
7	$52,606.37	$54,184.56	$55,810.10	$57,484.40	$59,208.93	$60,985.20	$62,814.76
8	$54,184.56	$55,810.10	$57,484.40	$59,208.93	$60,985.20	$62,814.76	$64,699.20
9	$55,810.10	$57,484.40	$59,208.93	$60,985.20	$62,814.76	$64,699.20	$66,640.18
10	$57,484.40	$59,208.93	$60,985.20	$62,814.76	$64,699.20	$66,640.18	$68,639.38
11	$58,634.09	$60,393.11	$62,204.90	$64,071.05	$65,993.18	$67,972.98	$70,012.17
12	$59,806.77	$61,600.97	$63,449.00	$65,352.47	$67,313.05	$69,332.44	$71,412.41
13	$61,002.91	$62,832.99	$64,717.98	$66,659.52	$68,659.31	$70,719.09	$72,840.66
14	$62,222.96	$64,089.65	$66,012.34	$67,992.71	$70,032.49	$72,133.47	$74,297.47
15	$63,467.42	$65,371.45	$67,332.59	$69,352.57	$71,433.14	$73,576.14	$75,783.42
16	$64,102.10	$66,025.16	$68,005.92	$70,046.09	$72,147.48	$74,311.90	$76,541.26
17	$64,743.12	$66,685.41	$68,685.97	$70,746.55	$72,868.95	$75,055.02	$77,306.67
18	$65,390.55	$67,352.27	$69,372.83	$71,454.02	$73,597.64	$75,805.57	$78,079.74
19	$66,044.46	$68,025.79	$70,066.56	$72,168.56	$74,333.62	$76,563.62	$78,860.53
20	$66,704.90	$68,706.05	$70,767.23	$72,890.25	$75,076.95	$77,329.26	$79,649.14

Appendix V - 2026-2027 Extra Duty Salary Schedule

Base Salary: $44082.26

DUTY	Year 1		Year 3		Year 5		Year 7	
	%	Amount	%	Amount	%	Amount	%	Amount
BASKETBALL								
High School Varsity (4.5 mo)	13	$5730.69	14	$6171.52	15	$6612.34	16	$7053.16
Assistant High School	9	$3967.40	10	$4408.23	11	$4849.05	12	$5289.87
Junior High (5 mo)	11	$4849.05	12	$5289.87	13	$5730.69	14	$6171.52
Assistant Junior High	7	$3085.76	8	$3526.58	9	$3967.40	10	$4408.23
VOLLEYBALL								
High School (3.25 mo)	13	$5730.69	14	$6171.52	15	$6612.34	16	$7053.16
Assistant High School	9	$3967.40	10	$4408.23	11	$4849.05	12	$5289.87
Junior High (4.25 mo)	11	$4849.05	12	$5289.87	13	$5730.69	14	$6171.52
Assistant Junior High	7	$3085.76	8	$3526.58	9	$3967.40	10	$4408.23
BASEBALL								
High School (3.5 mo)	10	$4408.23	11	$4849.05	12	$5289.87	13	$5730.69
Assistant High School (JV)	7	$3085.76	8	$3526.58	9	$3967.40	10	$4408.23
Junior High (3 mo)	6	$2644.94	7	$3085.76	8	$3526.58	9	$3967.40
Assistant Jr. High	4	$1763.29	5	$2204.11	6	$2644.94	7	$3085.76
SOFTBALL								
High School (3.5 mo)	10	$4408.23	11	$4849.05	12	$5289.87	13	$5730.69
Assistant High School (JV)	5	$2204.11	6	$2644.94	7	$3085.76	8	$3526.58
Junior High (3 mo)	6	$2644.94	7	$3085.76	8	$3526.58	9	$3967.40
Assistant Jr. High	4	$1763.29	5	$2204.11	6	$2644.94	7	$3085.76
TRACK								
High School (4.5 mo)	10	$4408.23	11	$4849.05	12	$5289.87	13	$5730.69
Assistant High School	5	$2204.11	6	$2644.94	7	$3085.76	8	$3526.58
Junior High (3.5 mo)	7	$3085.76	8	$3526.58	9	$3967.40	10	$4408.23
Assistant Jr. High	4	$1763.29	5	$2204.11	6	$2644.94	7	$3085.76
CROSS COUNTRY								
High School	10	$4408.23	11	$4849.05	12	$5289.87	13	$5730.69
Junior High	7	$3085.76	8	$3526.58	9	$3967.40	10	$4408.23
GOLF								
High School (2.25 mo)	7	$3085.76	8	$3526.58	9	$3967.40	10	$4408.23
SOCCER								
High School (4 mo)	10	$4408.23	11	$4849.05	12	$5289.87	13	$5730.69
Assistant High School	5	$2204.11	6	$2644.94	7	$3085.76	8	$3526.58

DUTY	Year 1		Year 3		Year 5		Year 7	
	%	Amount	%	Amount	%	Amount	%	Amount
FOOTBALL								
Assistant High School (2.75 mo)	3	$1322.47	4	$1763.29	5	$2204.11	6	$2644.94
SHOOTING SPORTS								
Head Coach	13	$5730.69	14	$6171.52	15	$6612.34	16	$7053.16
Assistant Coach	9	$3967.40	10	$4408.23	11	$4849.05	12	$5289.87
BASS FISHING								
JH & HS Combined	10	$4408.23	11	$4849.05	12	$5289.87	13	$5730.69
SUMMER COACHING (minimum 10 contact days per IESA and IHSA)		$250.00		$250.00		$250.00		$250.00
5th/6th Grade Coaching Stipend		$1500.00		$1500.00		$1500.00		$1500.00
CHEERLEADERS (4.5 mo)								
High School (4.5 mo)	7	$3085.76	8	$3526.58	9	$3967.40	10	$4408.23
Junior High (5 mo)	7	$3085.76	8	$3526.58	9	$3967.40	10	$4408.23
YEARBOOK								
High School (9 mo)	3	$1322.47	4	$1763.29	5	$2204.11	6	$2644.94
Junior High	1	$440.82	2	$881.65	3	$1322.47	4	$1763.29
FFA (10 mo)	12	$5730.69	14	$6171.52	15	$6612.34	16	$7053.16
FCCLA (10 mo)	13	$5730.69	14	$6171.52	15	$6612.34	16	$7053.16
PLAY DIRECTOR (3 mo)	8	$3526.58	9	$3967.40	10	$4408.23	11	$4849.05
ASSISTANT PLAY DIRECTOR	4	$1763.29	5	$2204.11	6	$2644.94	7	$3085.76
PLAY CO-DIRECTORS (2)	6	$2644.94	7	$3085.76	8	$3526.58	9	$3967.40
STUDENT COUNCIL								
High School (9 mo)	5	$2204.11	6	$2644.94	7	$3085.76	8	$3526.58
Junior High	2	$881.65	3	$1322.47	4	$1763.29	5	$2204.11
SCHOLASTIC BOWL (3 mo)								
High School	3	$1322.47	4	$1763.29	5	$2204.11	6	$2644.94
Junior High	3	$1322.47	4	$1763.29	5	$2204.11	6	$2644.94

DUTY	Year 1		Year 3		Year 5		Year 7	
	%	Amount	%	Amount	%	Amount	%	Amount
E-SPORTS	3	$1322.47	4	$1763.29	5	$2204.11	6	$2644.94
NHS (9 mo)	1	$440.82	2	$881.65	3	$1322.47	4	$1763.29
PROM SPONSOR(S) (2 mo) (split if > one)	1	$440.82	2	$881.65	3	$1322.47	4	$1763.29
HS BAND/CHOIR DIR. (4.5 mo)	3	$1322.47	4	$1763.29	5	$2204.11	6	$2644.94
MUSIC CONTESTS								
Junior High (2 mo)	1	$440.82	2	$881.65	3	$1322.47	4	$1763.29
SPEECH CONTESTS (2 mo)	2	$881.65	3	$1322.47	4	$1763.29	5	$2204.11
SCIENCE OLYMPIAD (1.5 mo)	1	$440.82	2	$881.65	3	$1322.47	4	$1763.29
ACADEMIC CHALLENGE (1.5 mo)	1	$440.82	2	$881.65	3	$1322.47	4	$1763.29
MENTOR TEACHER (per mentor)	3	$1322.47	3	$1322.47	3	$1322.47	3	$1322.47
BLT/DLT (not to exceed 20 hours per year)		$500.00		$500.00		$500.00		$500.00
ART CLUB	1	$440.82	2	$881.65	3	$1322.47	4	$1763.29
SPANISH CLUB	1	$440.82	2	$881.65	3	$1322.47	4	$1763.29
SPIRIT SQUAD	1	$440.82	2	$881.65	3	$1322.47	4	$1763.29
FCA (Fellowship of Christian Athletes)	2	$881.65	3	$1322.47	4	$1763.29	5	$2204.11
PreK Parent/Education Coordinator		$1500.00		$1500.00		$1500.00		$1500.00
PreK Screening and Compliance Coordinator		$1500.00		$1500.00		$1500.00		$1500.00
Morning Duty (Split equally, not to exceed 5 people at a time)		$3,500.00 pool		$3,500.00 pool		$3,500.00 pool		$3,500.00 pool

Appendix VI - 2027-2028 Extra Duty Salary Schedule

Base Salary: $45845.56

DUTY	Year 1		Year 3		Year 5		Year 7	
	%	Amount	%	Amount	%	Amount	%	Amount
BASKETBALL								
High School Varsity (4.5 mo)	13	$5959.92	14	$6418.38	15	$6876.83	16	$7335.29
Assistant High School	9	$4126.10	10	$4584.56	11	$5043.01	12	$5501.47
Junior High (5 mo)	11	$5043.01	12	$5501.47	13	$5959.92	14	$6418.38
Assistant Junior High	7	$3209.19	8	$3667.64	9	$4126.10	10	$4584.56
VOLLEYBALL								
High School (3.25 mo)	13	$5959.92	14	$6418.38	15	$6876.83	16	$7335.29
Assistant High School	9	$4126.10	10	$4584.56	11	$5043.01	12	$5501.47
Junior High (4.25 mo)	11	$5043.01	12	$5501.47	13	$5959.92	14	$6418.38
Assistant Junior High	7	$3209.19	8	$3667.64	9	$4126.10	10	$4584.56
BASEBALL								
High School (3.5 mo)	10	$4584.56	11	$5043.01	12	$5501.47	13	$5959.92
Assistant High School (JV)	7	$3209.19	8	$3667.64	9	$4126.10	10	$4584.56
Junior High (3 mo)	6	$2750.73	7	$3209.19	8	$3667.64	9	$4126.10
Assistant Jr. High	4	$1833.82	5	$2292.28	6	$2750.73	7	$3209.19
SOFTBALL								
High School (3.5 mo)	10	$4584.56	11	$5043.01	12	$5501.47	13	$5959.92
Assistant High School (JV)	5	$2292.28	6	$2750.73	7	$3209.19	8	$3667.64
Junior High (3 mo)	6	$2750.73	7	$3209.19	8	$3667.64	9	$4126.10
Assistant Jr. High	4	$1833.82	5	$2292.28	6	$2750.73	7	$3209.19
TRACK								
High School (4.5 mo)	10	$4584.56	11	$5043.01	12	$5501.47	13	$5959.92
Assistant High School	5	$2292.28	6	$2750.73	7	$3209.19	8	$3667.64
Junior High (3.5 mo)	7	$3209.19	8	$3667.64	9	$4126.10	10	$4584.56
Assistant Jr. High	4	$1833.82	5	$2292.28	6	$2750.73	7	$3209.19
CROSS COUNTRY								
High School	10	$4584.56	11	$5043.01	12	$5501.47	13	$5959.92
Junior High	7	$3209.19	8	$3667.64	9	$4126.10	10	$4584.56
GOLF								
High School (2.25 mo)	7	$3209.19	8	$3667.64	9	$4126.10	10	$4584.56
SOCCER								
High School (4 mo)	10	$4584.56	11	$5043.01	12	$5501.47	13	$5959.92
Assistant High School	5	$2292.28	6	$2750.73	7	$3209.19	8	$3667.64

DUTY	Year 1		Year 3		Year 5		Year 7	
	%	Amount	%	Amount	%	Amount	%	Amount
FOOTBALL								
Assistant High School (2.75 mo)	3	$1375.37	4	$1833.82	5	$2292.28	6	$2750.73
SHOOTING SPORTS								
Head Coach	12	$5959.92	14	$6418.38	15	$6876.83	16	$7335.29
Assistant Coach	9	$4126.10	10	$4584.56	11	$5043.01	12	$5501.47
BASS FISHING								
JH & HS Combined	10	$4584.56	11	$5043.01	12	$5501.47	13	$5959.92
SUMMER COACHING (minimum 10 contact days per IESA and IHSA)		$250.00		$250.00		$250.00		$250.00
8th/8th Grade Coaching Stipend		$1500.00		$1500.00		$1500.00		$1500.00
CHEERLEADERS (4.5 mo)								
High School (4.5 mo)	7	$3209.19	8	$3667.64	9	$4126.10	10	$4584.56
Junior High (5 mo)	7	$3209.19	8	$3667.64	9	$4126.10	10	$4584.56
YEARBOOK								
High School (9 mo)	3	$1375.37	4	$1833.82	5	$2292.28	6	$2750.73
Junior High	1	$458.46	2	$916.91	3	$1375.37	4	$1833.82
FFA (10 mo)	12	$5959.92	14	$6418.38	15	$6876.83	16	$7335.29
FCCLA (10 mo)	13	$5959.92	14	$6418.38	15	$6876.83	16	$7335.29
PLAY DIRECTOR (3 mo)	8	$3667.64	9	$4126.10	10	$4584.56	11	$5043.01
ASSISTANT PLAY DIRECTOR	4	$1833.82	5	$2292.28	6	$2750.73	7	$3209.19
PLAY CO-DIRECTORS (2)	6	$2750.73	7	$3209.19	8	$3667.64	9	$4126.10
STUDENT COUNCIL								
High School (9 mo)	5	$2292.28	6	$2750.73	7	$3209.19	8	$3667.64
Junior High	2	$916.91	3	$1375.37	4	$1833.82	5	$2292.28
SCHOLASTIC BOWL (3 mo)								
High School	3	$1375.37	4	$1833.82	5	$2292.28	6	$2750.73
Junior High	3	$1375.37	4	$1833.82	5	$2292.28	6	$2750.73

DUTY	Year 1		Year 3		Year 5		Year 7	
	%	Amount	%	Amount	%	Amount	%	Amount
E-SPORTS	3	$1375.37	4	$1833.83	5	$2292.28	6	$2750.73
NHS (9 mo)	1	$458.46	2	$916.91	3	$1375.37	4	$1833.82
PROM SPONSOR(S) (2 mo) (split if > one)	1	$458.46	2	$916.91	3	$1375.37	4	$1833.82
HS BAND/CHOIR DIR. (4.5 mo)	3	$1375.37	4	$1833.82	5	$2292.28	6	$2750.73
MUSIC CONTESTS								
Junior High (2 mo)	1	$458.46	2	$916.91	3	$1375.37	4	$1832.82
SPEECH CONTESTS (2 mo)	2	$916.91	3	$1375.37	4	$1833.82	5	$2292.28
SCIENCE OLYMPIAD (1.5 mo)	1	$458.46	2	$916.91	3	$1375.37	4	$1833.82
ACADEMIC CHALLENGE (1.5 mo)	1	$458.46	2	$916.91	3	$1375.37	4	$1833.82
MENTOR TEACHER (per mentor)	3	$1375.37	3	$1375.37	3	$1375.37	3	$1375.37
BLT/DLT (not to exceed 20 hours per year)		$500.00		$500.00		$500.00		$500.00
ART CLUB	1	$458.46	2	$916.91	3	$1375.37	4	$1833.82
SPANISH CLUB	1	$458.46	2	$916.91	3	$1375.37	4	$1833.82
SPIRIT SQUAD	1	$458.46	2	$916.91	3	$1375.37	4	$1833.82
FCA (Fellowship of Christian Athletes)	2	$916.91	3	$1375.37	4	$1833.82	5	$2292.28
PreK Parent/Education Coordinator		$1500.00		$1500.00		$1500.00		$1500.00
PreK Screening and Compliance Coordinator		$1500.00		$1500.00		$1500.00		$1500.00
Morning Duty (Split equally, not to exceed 5 people at a time)		$3,500.00 pool		$3,500.00 pool		$3,500.00 pool		$3,500.00 pool

Appendix VII - 2028-2029 Extra Duty Salary Schedule

Base Salary: $47679.37

DUTY	Year 1		Year 3		Year 5		Year 7	
	%	Amount	%	Amount	%	Amount	%	Amount
BASKETBALL								
High School Varsity (4.5 mo)	13	$6198.32	14	$6675.11	15	$7151.91	16	$7628.70
Assistant High School	9	$4291.14	10	$4767.94	11	$5244.73	12	$5721.52
Junior High (5 mo)	11	$5244.73	12	$5721.52	13	$6198.32	14	$6675.11
Assistant Junior High	7	$3337.56	8	$3814.35	9	$4291.14	10	$4767.94
VOLLEYBALL								
High School (3.25 mo)	13	$6198.32	14	$6675.11	15	$7151.91	16	$7628.70
Assistant High School	9	$4291.14	10	$4767.94	11	$5244.73	12	$5721.52
Junior High (4.25 mo)	11	$5244.73	12	$5721.52	13	$6198.32	14	$6675.11
Assistant Junior High	7	$3337.56	8	$3814.35	9	$4291.14	10	$4767.94
BASEBALL								
High School (3.5 mo)	10	$4767.94	11	$5244.73	12	$5721.52	13	$6198.32
Assistant High School (JV)	7	$3337.56	8	$3814.35	9	$4291.14	10	$4767.94
Junior High (3 mo)	6	$2860.76	7	$3337.56	8	$3814.35	9	$4291.14
Assistant Jr. High	4	$1907.17	5	$2383.97	6	$2860.76	7	$3337.56
SOFTBALL								
High School (3.5 mo)	10	$4767.94	11	$5244.73	12	$5721.52	13	$6198.32
Assistant High School (JV)	5	$2383.97	6	$2860.76	7	$3337.56	8	$3814.35
Junior High (3 mo)	6	$2860.76	7	$3337.56	8	$3814.35	9	$4291.14
Assistant Jr. High	4	$1907.17	5	$2383.97	6	$2860.76	7	$3337.56
TRACK								
High School (4.5 mo)	10	$4767.94	11	$5244.73	12	$5721.52	13	$6198.32
Assistant High School	5	$2383.97	6	$2860.76	7	$3337.56	8	$3814.35
Junior High (3.5 mo)	7	$3337.56	8	$3814.35	9	$4291.14	10	$4767.94
Assistant Jr. High	4	$1907.17	5	$2383.97	6	$2860.76	7	$3337.56
CROSS COUNTRY								
High School	10	$4767.94	11	$5244.73	12	$5721.52	13	$6198.32
Junior High	7	$3337.56	8	$3814.35	9	$4291.14	10	$4767.94
GOLF								
High School (2.25 mo)	7	$3337.56	8	$3814.35	9	$4291.14	10	$4767.94
SOCCER								
High School (4 mo)	10	$4767.94	11	$5244.73	12	$5721.52	13	$6198.32
Assistant High School	5	$2383.97	6	$2860.76	7	$3337.56	8	$3814.35

DUTY	Year 1		Year 3		Year 5		Year 7	
	%	Amount	%	Amount	%	Amount	%	Amount
FOOTBALL								
Assistant High School (2.75 mo)	3	$1430.38	4	$1907.17	5	$2383.97	6	$2860.76
SHOOTING SPORTS								
Head Coach	13	$6198.32	14	$6675.11	15	$7151.91	16	$7628.70
Assistant Coach	9	$4291.14	10	$4767.94	11	$5244.73	12	$5721.52
BASS FISHING								
JH & HS Combined	10	$4767.94	11	$5244.73	12	$5721.52	13	$6198.32
SUMMER COACHING (minimum 10 contact days per IESA and IHSA)		$250.00		$250.00		$250.00		$250.00
5th/6th Grade Coaching Stipend		$1500.00		$1500.00		$1500.00		$1500.00
CHEERLEADERS (4.5 mo)								
High School (4.5 mo)	7	$3337.56	8	$3814.35	9	$4291.14	10	$4767.94
Junior High (5 mo)	7	$3337.56	8	$3814.35	9	$4291.14	10	$4767.94
YEARBOOK								
High School (9 mo)	3	$1430.38	4	$1907.17	5	$2383.97	6	$2860.76
Junior High	1	$476.79	2	$953.59	3	$1430.38	4	$1907.17
FFA (10 mo)	13	$6198.32	14	$6675.11	15	$7151.91	16	$7628.70
FCCLA (10 mo)	13	$6198.32	14	$6675.11	15	$7151.91	16	$7628.70
PLAY DIRECTOR (3 mo)	8	$3814.35	9	$4291.14	10	$4767.94	11	$5244.73
ASSISTANT PLAY DIRECTOR	4	$1907.17	5	$2383.97	6	$2860.76	7	$3337.56
PLAY CO-DIRECTORS (2)	6	$2860.76	7	$3337.56	8	$3814.35	9	$4291.14
STUDENT COUNCIL								
High School (9 mo)	5	$2383.97	6	$2860.76	7	$3337.56	8	$3814.35
Junior High	2	$953.59	3	$1430.38	4	$1907.17	5	$2383.97
SCHOLASTIC BOWL (3 mo)								
High School	3	$1430.38	4	$1907.17	5	$2383.97	6	$2860.76
Junior High	3	$1430.38	4	$1907.17	5	$2383.97	6	$2860.76

DUTY	Year 1		Year 3		Year 5		Year 7	
	%	Amount	%	Amount	%	Amount	%	Amount
E-SPORTS	3	$1430.38	4	$1907.17	5	$2383.97	6	$2860.76
NHS (9 mo)	1	$476.79	2	$953.59	3	$1430.38	4	$1907.17
PROM SPONSOR(S) (2 mo) (split if > one)	1	$476.79	2	$953.59	3	$1430.38	4	$1907.17
HS BAND/CHOIR DIR. (4.5 mo)	3	$1430.38	4	$1907.17	5	$2383.97	6	$2860.76
MUSIC CONTESTS								
Junior High (2 mo)	1	$476.79	2	$953.59	3	$1430.38	4	$1907.17
SPEECH CONTESTS (2 mo)	2	$953.59	3	$1430.38	4	$1907.17	5	$2383.97
SCIENCE OLYMPIAD (1.5 mo)	1	$476.79	2	$953.59	3	$1430.38	4	$1907.17
ACADEMIC CHALLENGE (1.5 mo)	1	$476.79	2	$953.59	3	$1430.38	4	$1907.17
MENTOR TEACHER (per mentor)	3	$1430.38	3	$1430.38	3	$1430.38	3	$1430.38
BLT/DLT (not to exceed 20 hours per year)		$500.00		$500.00		$500.00		$500.00
ART CLUB	1	$476.79	2	$953.59	3	$1430.38	4	$1907.17
SPANISH CLUB .	1	$476.79	2	$953.59	3	$1430.38	4	$1907.17
SPIRIT SQUAD	1	$476.79	2	$953.59	3	$1430.38	4	$1907.17
FCA (Fellowship of Christian Athletes)	2	$953.59	3	$1430.38	4	$1907.17	5	$2383.97
PreK Parent/Education Coordinator		$1500.00		$1500.00		$1500.00		$1500.00
PreK Screening and Compliance Coordinator		$1500.00		$1500.00		$1500.00		$1500.00
Morning Duty (Split equally, not to exceed 5 people at a time)		$3,500.00 pool		$3,500.00 pool		$3,500.00 pool		$3,500.00 pool