Contract Negotiations between the Roxana Board of Education and the Roxana Education Association

Questions and Answers

INTRODUCTION

The Board of Education values its teachers and staff and remains committed to reaching a fair agreement that supports employees, students, and the long-term financial stability of the District. The following questions and answers are intended to provide employees and community members with factual information regarding the current status of negotiations.

KEY TAKEAWAYS

- Negotiations remain ongoing between the Board and the Roxana Education Association.
- The Board has proposed approximately $1.5 million in additional compensation over three years, equating to an estimated average increase in compensation of 3.5% per year.
- Roxana teachers currently have the highest reported average teacher salary in Madison County.
- The Board estimates the Union's most recent proposal would cost more than $1.8 million and would lead to significant deficit spending over time.
- Significant economic and non-economic issues remain unresolved.
- No strike has been scheduled. The earliest possible strike date is September 3.

SECTION 1: CURRENT STATUS OF NEGOTATIONS

1. Who is currently involved in negotiating?

The Roxana School District Board of Education ("Board") is currently negotiating with the Roxana Education Association, an affiliate of the Illinois Education Association and the National Education Association. The Roxana Education Association ("Union") represents the District's teachers and certified staff members.

2. What is the status of negotiations?

Since March 2026, the parties have met 12 times, including 4 sessions with a federal mediator. The following timeline summarizes key developments in the negotiation process:

Date	Negotiation Milestone
March 9, 2026	Parties exchange initial offers
July 28, 2026	Union submitted its last, best, and final offer
August 4, 2026	Board submitted its final economic proposal
August 5, 2026	Union rejected the Board's proposal and authorized a strike
August 6, 2026	Union declared impasse and initiated statutory public posting
August 20, 2026	Public posting expected
September 3, 2026	Earliest possible strike date

It is important to note that neither the Union's strike authorization vote nor its declaration of impasse means a strike will necessarily occur. Both are steps in the collective bargaining process, and additional statutory procedures must be completed before any strike could take place.

3. What are the Board's guiding principles in negotiations with the Union?

Throughout the negotiations process, the Board's has been guided by the following principles:

- Providing academic and social-emotional programs that meet the needs of all students;
- Maintaining competitive salaries and benefits that attract and retain high-quality certified staff, in a fiscally sustainable manner; and
- Serving as responsible stewards of taxpayer resources.

These principles are intended to support student success, recognize and retain quality educators, and ensure the long-term financial stability of the District.

4. What economic items remain outstanding?

The outstanding economic items include:

- Salary;
- Health insurance;
- Hourly pay for internal substitution;
- Hourly pay for summer school, night school, homebound instruction, curriculum work, and other hourly rate activities;
- Payments for unused sick days upon retirement;
- Teacher Appreciation Longevity Stipend; and
- Employee pay periods.

The Board continues to negotiate these items as part of a complete compensation package designed to support and retain high-quality educators while remaining fiscally responsible.

5. What non-economic items remain outstanding?

The outstanding non-economic items include:

- Internal posting periods for vacant positions;
- Procedures for filling vacancies; and
- Circumstances under which a health care provider's certification may be required in connection with paid sick leave.

The Board continues to negotiate these items as they are directly related to meeting the needs of students.

6. What does the Board hope to achieve moving forward?

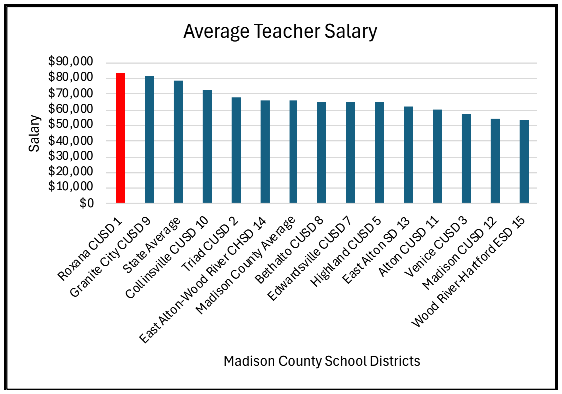
Although the parties do not currently have any future mediation sessions scheduled and the Union has declared impasse, the Board remains committed to the collective bargaining process and believes meaningful progress can still be achieved through continued dialogue and good-faith discussions. The Board's goal is to reach an agreement that supports and values employees, preserves strong educational opportunities for students, maintains fiscal responsibility, and serves the best interests of the entire Roxana community.

SECTION 2: TEACHER COMPENSATION COMPARISONS

1. Are Roxana teachers amongst the highest paid teachers in Madison County?

Yes. Based upon the most recent Illinois Interactive Report Card data (24-25 school year), Roxana teachers have the highest reported average teacher salary among Madison County school districts, with an average base salary of $83,146 per year. This exceeds the state average by $4,651 and the Madison County average by $17,468. The same conclusion was highlighted in a November 24, 2025 Belleville News Democrat article, titled, "Which Madison County, IL school districts pay teachers the most?" In addition, the District's internal data indicates that Roxana teachers currently receive an average salary and benefits package valued at $100,273 per year. The Board believes its current proposal is both fair and respectful. The Board remains committed to offering a competitive salary and benefits package and believes its August 4, 2026 proposal reflects that commitment, particularly in light of its teachers being amongst the highest compensated educators in the county.

Average Teacher Salary	
School District	**Salary**
Roxana CUSD 1	**$83,146**
Granite City CUSD 9	$81,396
State Average	$78,495
Collinsville CUSD 10	$72,812
Triad CUSD 2	$67,974
East Alton-Wood River CHSD 14	$66,247
Madison County Average	$65,678
Bethalto CUSD 8	$65,344
Edwardsville CUSD 7	$64,820
Highland CUSD 5	$64,763
East Alton SD 13	$62,111
Alton CUSD 11	$60,130
Venice CUSD 3	$57,543
Madison CUSD 12	$54,039
Wood River-Hartford ESD 15	$53,490
Source: Illinois Interactive Report Card 24-25	



2. Have other school districts surpassed Roxana in average teacher salaries?

No. While certain public statements have indicated that multiple other school districts have surpassed Roxana with respect to average teacher salaries, according to the most recent Illinois Interactive Report Card (24-25 school year), Roxana teachers have the highest reported average teacher salary amongst Madison County school districts, with an average base salary of $83,146 per year.

3. Have other area school districts provided increases between 5% and 6%?

Yes. However, it is important to consider that these 5-6% increases are on much lower existing salaries. The average teacher in Madison County makes a salary of $65,678 per year. For the average teacher in Madison County, a 6% raise each year for 3 years equates to a salary of $69,619 in year one, $73,796 in year 2, and $78,224 in year 3. With three years of 6% increases, the average Madison County teacher's salary still remains almost $5,000 below the current average Roxana teacher's existing salary of $83,146, without taking into account the Board's proposed increases over the next three years.

Furthermore, it is important to note that Roxana teachers have also seen past raises between 5% and 6%. For the past 4 years, Roxana teachers have seen an average raise of 5.7% each year, excluding the additional contributions to employee benefits.

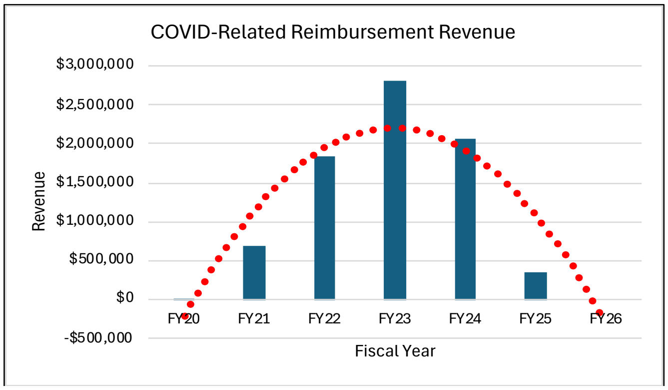
The Board's offer is an average 4.0% increase in salary and benefits in year 1, an average 3.4% increase in salary and benefits in year 2, and an average 3.2% increase in salary and benefits in year 3. Based upon the already existing higher average salaries of Roxana teachers, these increases will result in Roxana teachers remaining well above the Madison County average and well within the top two highest paying school districts in the county.

SECTION 3: DISTRICT FINANCES

1. What is the current state of the District's finances?

While the District's finances are currently stable, the Board has seen significant declines in several key revenue sources in recent years and remains concerned about the long-term sustainability of those trends. For example:

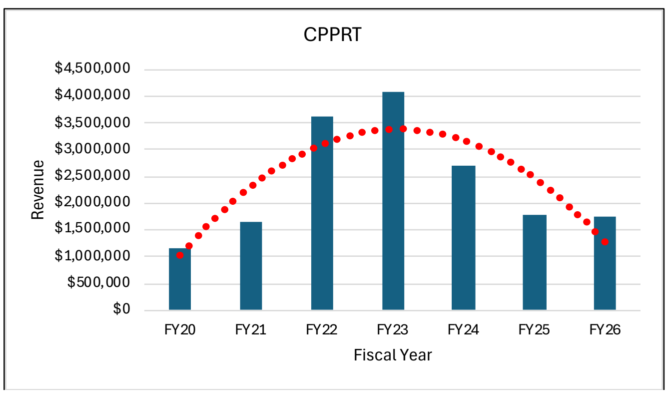
- COVID-related funding exceeded $2.8 million during the 2023-24 school year but was at $0 (a decrease of $2.8 million) for the 2025-26 school year.



COVID-Related Reimbursement Revenue			
Fiscal Year	Revenue*	Increase/(Decrease) $	Increase/(Decrease) %
FY20	$13,216		
FY21	$684,893	$671,677	5082.2%
FY22	$1,838,900	$1,154,007	168.5%
FY23	$2,816,233	$977,333	53.1%
FY24	$2,072,860	($743,373)	-26.4%
FY25	$362,105	($1,710,755)	-82.5%
FY26	$0	($362,105)	-100.0%

Source: ISBE Publication/Reports/Historical Archive and Local

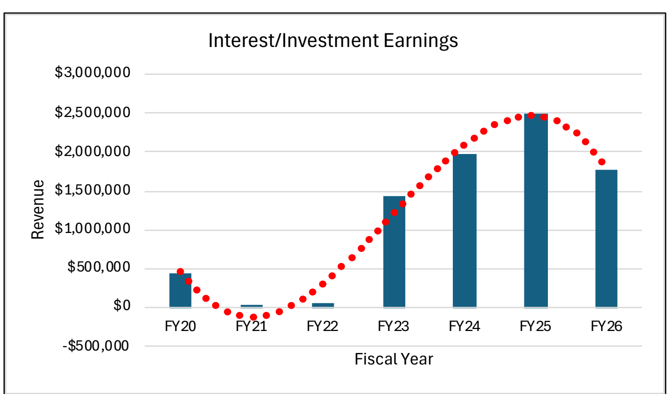
- Cooperate Personal Property Replacement Tax ("CPPRT") revenue reached nearly $4.1 million during the 2022-23 school year but was less than $1.8 million (a decrease of $2.3 million) for the 2025-26 school year.



CPPRT			
Fiscal Year	Revenue	Increase/(Decrease) $	Increase/(Decrease) %
FY20	$1,148,143		
FY21	$1,658,928	$510,785	44.5%
FY22	$3,616,032	$1,957,104	118.0%
FY23	$4,087,179	$471,147	13.0%
FY24	$2,692,121	($1,395,058)	-34.1%
FY25	$1,785,118	($907,003)	-33.7%
FY26	$1,746,102	($39,016)	-2.2%

Source: ISBE Publication/Reports/Historical Archive and Local

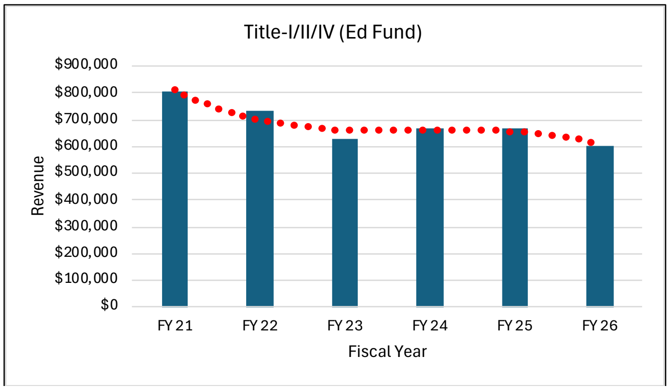
- Interest/Investment income exceeded $2.5 million during the 2024-25 school year but was less than $1.8 million (a decrease of $700,000) for the 2025-26 school year.



Interest/Investment Earnings			
Fiscal Year	Revenue	Increase/(Decrease) $	Increase/(Decrease) %
FY20	$435,535		
FY21	$26,367	($409,168)	-93.9%
FY22	$52,435	$26,068	98.9%
FY23	$1,445,461	$1,393,026	2656.7%
FY24	$1,978,269	$532,808	36.9%
FY25	$2,504,759	$526,490	26.6%
FY26	$1,777,243	($727,516)	-29.0%

Source: ISBE Publication/Reports/Historical Archive and Local

- Title-I/II/IV grant revenue in the Educational Fund exceeded $800,00 during the 2020-21 school year but was at just over $600,000 (a decrease of $200,000) for the 2025-26 school year.



Title-I/II/IV (Ed Fund)			
Fiscal Year	Revenue	Increase/(Decrease) $	Increase/(Decrease) %
FY 21	$803,774		
FY 22	$731,067	($72,707)	-9.0%
FY 23	$626,424	($104,643)	-14.3%
FY 24	$670,497	$44,073	7.0%
FY 25	$664,905	($5,592)	-0.8%
FY 26	$602,342	($62,563)	-9.4%

Source: ISBE Publication/Reports/Historical Archive and Local

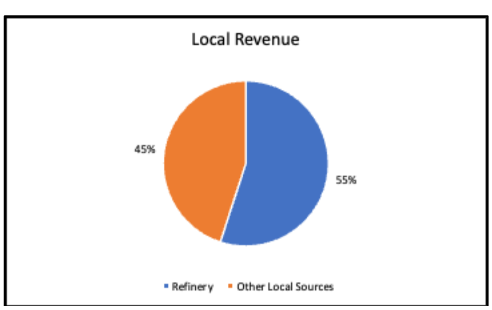
Taken together, these four revenue sources represent a reduction of approximately of $5.5 million in annual revenue from their highs just a few years ago. The Board's goal is to provide competitive compensation for employees while maintaining the District's financial stability and preserving the resources necessary to support student programs, instructional services, and academic improvement efforts in the years ahead.

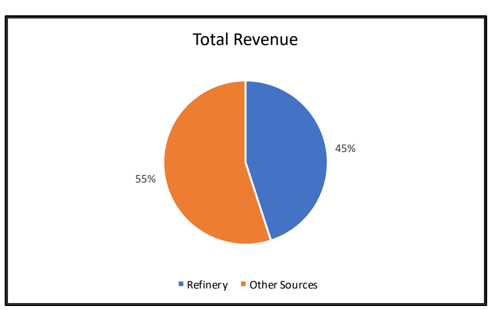
The Union's requests for increases in salaries and benefits beyond the Board's offer, coupled with its salary schedule model and the substantial decrease in revenue to the District, will result in significant deficit spending. Deficit spending will further decrease the District's revenue potential and will eventually lead to the need to increase class sizes and cut costs related to student programing and instruction, at a time that the District must be focused on taking the necessary steps to improve student achievement.

2. Does the District currently have two years of cash on hand?

No. During negotiations, the Union stated that the District has two years of cash on hand. However, according to the FY2025 (2024-2025 school year) independent audit, the District maintained just over 1 year (369.55 days) of cash on hand.

It is prudent for the District to maintain a strong fund balance because a significant portion of the District's revenue is tied to a single taxpayer, the Wood River Refinery. Approximately 55% of the District's local revenue and 45% of the District's total revenue are derived from this one source. Under the District's current agreement with the refinery, certain funding provisions could be detrimentally affected if refinery operations were disrupted by events such as a fire, natural disaster, or other significant operational change. Maintaining a healthy fund balance helps ensure the District can continue supporting students, staff, and educational programs in the event of an unforeseen loss or reduction in revenue. Preserving roughly one year of cash on hand is a responsible financial practice that supports the District's long-term stability.





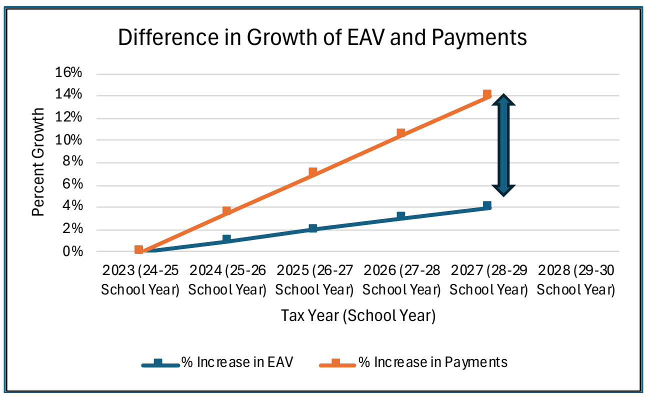
Source: Annual Financial Report, FY25

3. Does the Board have an agreement with the Wood River Refinery that provides for guaranteed annual funding increases?

Yes. The Board is grateful for its current agreement with the Wood River Refinery, which runs through the 2027 tax year (2028-2029 school year). For the next three years the increase in funding from the refinery is capped as such:

- $569,394 (3.5% increase) for the 2026-2027 school year
- $589,232 (3.5% increase) for the 2027-2028 school year
- $609,949 (3.5% increase) for the 2028-2029 school year

Notwithstanding the current agreement that increases funding by 3.5% annually, the refinery's Equalized Assessed Value ("EAV") is capped at only 1.0% growth per year. As a result, the District will likely experience significantly lower revenue in the 2029-2030 school year when payments are once again based upon EAV. This is a significant area of financial uncertainty for the District.



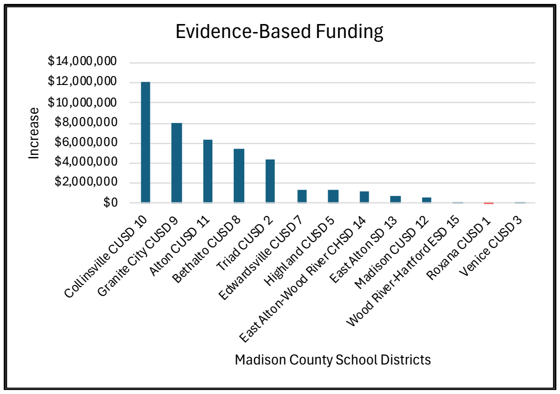
Tax Year (School Year)	% Increase in EAV	% Increase in Payments
2023 (24-25 School Year)		
2024 (25-26 School Year)	1.0%	3.5%
2025 (26-27 School Year)	2.0%	7.0%
2026 (27-28 School Year)	3.0%	10.5%
2027 (28-29 School Year)	4.0%	14.0%
2028 (29-30 School Year)		
Source: WRB Settlement Agreement		

In addition, as mentioned above, the District is experiencing declining revenues in several areas, including COVID-related funding, CPPRT revenue, interest and investment earnings, and federal Title program funding, while growth in other revenue sources remains limited.

The Board's current financial offer reflects the anticipated 3.5% annual increases from the Wood River Refinery agreement while also accounting for declined or limited growth in other revenue sources. The Union's proposal actually exceeds the total increase in revenue received through the refinery agreement.

4. Does the District receive a significant amount of additional revenue through the Evidence-Based Funding Formula?

No. Unlike many other school districts in Madison County that have received millions of dollars in additional state funding through the Evidence-Based Funding Formula ("EBF"), the Roxana School District has only received a $12,110 increase in EBF funding over the last nine years. As a result, Roxana has not benefited from the significant growth in state funding that many other districts have experienced. Instead, the District's revenue growth has largely depended on local revenue sources and other funding streams that are either non-recurring, unpredictable, or currently declining.

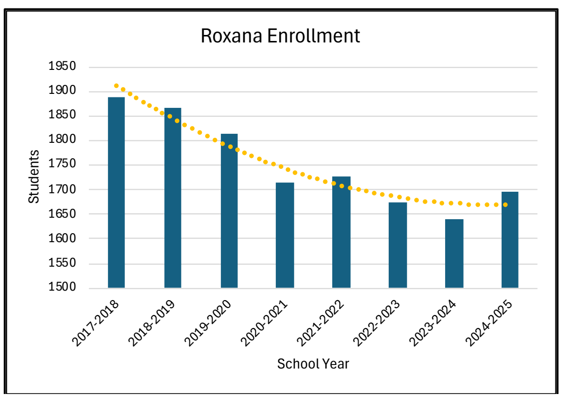


Evidence-Based Funding	
School District	**Increase**
Collinsville CUSD 10	$12,022,541
Granite City CUSD 9	$8,059,332
Alton CUSD 11	$6,366,989
Bethalto CUSD 8	$5,460,001
Triad CUSD 2	$4,438,759
Edwardsville CUSD 7	$1,377,254
Highland CUSD 5	$1,376,754
East Alton-Wood River CHSD 14	$1,132,887
East Alton SD 13	$794,206
Madison CUSD 12	$572,090
Wood River-Hartford ESD 15	$170,970
Roxana CUSD 1	**$12,110**
Venice CUSD 3	$678
Source: ISBE Evidence-Based Funding Distribution Calculation	

This limited increase in EBF funding is an important factor in the District's long-term financial planning. While some districts have been able to rely on substantial increases in state funding to support ongoing expenditures, Roxana has not received comparable revenue growth through the EBF formula. Consequently, the Board must carefully consider the sustainability of any long-term financial commitments in light of the District's revenue outlook.

5. Are there other factors that the Board has considered as part of the negotiation's process?

Yes. An additional factor that the Board continues to monitor is student enrollment. Based upon the most recent Illinois Interactive Report Card data, the District's enrollment has dropped by almost 200 students since the 2017-2018 school year.



Roxana Enrollment	
School Year	**Students**
2017-2018	1889
2018-2019	1867
2019-2020	1815
2020-2021	1714
2021-2022	1727
2022-2023	1675
2023-2024	1640
2024-2025	1695
Source: Illinois Interactive Report Card 24-25	

6. Has the Board offered opportunities to discuss District finances and related matters outside of the formal bargaining sessions?

Yes. Both prior to and throughout the negotiations process, the District's business manager has offered opportunities to discuss District finances, compensation structures, and salary schedules in greater detail. The Union has declined every offer to meet. The Board remains willing to provide information and answer questions regarding its proposals and the District's overall financial outlook.

SECTION 4: THE BOARD'S AUGUST 4, 2026 FINAL ECONOMIC PROPOSAL

1. What does the Board's economic proposal include?

The Board has offered a 3-year salary and benefits package totaling just under $1.5 million in additional compensation, including:

- More than $571,000 in new money in year 1 (26-27 school year):

    - An estimated average increase of $3,898 (4.0%) per teacher
    - An estimated average salary and benefits package of $104,171 per teacher

- Nearly $458,000 in new money in year 2 (27-28 school year):
    - An estimated average increase of $3,409 (3.4%) per teacher
    - An estimated average salary and benefits package of $107,580 per teacher

- Nearly $460,000 in new money in year 3 (28-29 school year):
    - An estimated average increase of $3,420 (3.3%) per teacher
    - An estimated average salary and benefits package of $111,000 per teacher

The salary and benefits package includes:

- Salary schedule enhancements, plus step increases, for teachers on a salary schedule;
- Salary schedule enhancements plus $2,000 ($2,750 combined) for teachers off schedule;
- Additional graduated annual stipends (between $250 to $750) for off-schedule teachers who are not receiving the 6% retirement increase;
- An increase to the Teacher Appreciation Longevity Stipend;
- Continued 100% Board-paid retirement contributions;
- An increase in Board-paid health insurance contributions towards both employee only and family coverage;
- Additional compensation for high school guidance counselors; and
- Increased hourly rates for internal substitution, summer school, night school, homebound instruction, curriculum work, and other hourly rate activities.

The Board has encouraged the Union to compare the Board's offer and salary schedules to other area school districts across Madison County.

2. Does the Board's proposal devalue its experienced educators?

No. The Board's proposal continues to recognize and reward experienced educators. Under the proposal, salaries for both new and veteran teachers increase each year.

In the final year of the three-year contract proposal, brand new teachers will have a minimum starting salary and benefits package of $67,446, while its most experienced teachers will have a salary and benefits package of up to $136,382. This represents a difference of $68,936 between the compensation package offered to a beginning teacher and that offered to the District's most experienced educators.

3. Has the Board agreed to any contract items that advance the Union's interests?

Yes. The Board has tentatively agreed to several items that benefit teachers and address priorities advanced by the Union, including, but not limited to:

- Providing a Union representative with an opportunity to address the Board at each regular Board meeting before Board action is taken;
- Adding an updated stipend table that increases stipend amounts, at a cost of approximately $33,900;
- Establishing a joint special education staff workload committee;
- Compensating high school guidance counselors for 10 additional workdays at their individual daily rate, at an annual cost of approximately $6,640;
- Agreeing to the updating of the Union's class size recommendations within the contract (the District currently has some of the lowest class sizes in the county); and

- Adding contract language addressing serious school-related incidents and injuries to provide additional support for staff members.

4. Would any teachers see a decrease in take-home pay under the Board's proposal?

No. Some public statements have suggested that certain employees could experience a reduction in take-home pay under the Board's proposal. Based on the Board's analysis, no teachers would experience a reduction in take-home pay as a result of the proposal.

SECTION 5: THE REA's July 28 Last, Best, and Final Offer

1. Why does the Board believe the Union's salary and benefits proposal is not sustainable?

The Board estimates that the Union's most recent proposal would cost over $1.8 million in new money. To date, the Board has not received information demonstrating how the Union calculated their proposal or how their proposal could be funded without creating ongoing budget deficits or placing financial pressure on resources that support student programs, services, and instruction. In addition, the Union's current salary schedule model provides the largest salary increases to the highest-paid teachers, while offering comparatively smaller increases to teachers at lower salary levels. The Board believes a compensation model should balance competitiveness, fairness, and long-term financial responsibility.

2. Are the Union's calculations accurate?

No. For example, the Union provided the following salary and TRS retirement information as part of their public posting:

	26/27	27/28	28/29
Salary	$11,544,749	$11,934,167	$12,410,735
Retirement	$1,109,667	$1,175,776	$1,211,780

Even if the Union's salary calculations were accurate, the TRS retirement calculations are incorrect. Using the Union's salary calculations, the correct TRS retirement calculations would actually be as follows:

	26/27	27/28	28/29
Retirement	$1,141,787	$1,180,301	$1,227,434
Difference	-$32,120	-$4,525	-$15,654

Based on the above, the Union undercalculated the TRS retirement costs of their salary proposal by over $52,000. In fact, it appears that the Union simply copied the Board's retirement figures (along with other figures) from the Board's final economic proposal (which were based on different salaries and hourly rates).

Additionally, the Union's salary calculations do not match the Board's calculations of the Union's proposal:

Salary	26/27	27/28	28/29
REA Calculation	$11,544,749	$11,934,167	$12,410,735
BOE Calculation	$11,618,254	$12,041,196	$12,536,334
Difference	-$73,505	-$107,029	-$125,599

Based on the above, the Union undercalculated their actual salary costs by over $306,000. The Board has attempted to determine how the Union calculated their salary costs but has been unsuccessful.

3. What is the actual cost of the Union's proposal?

The Union has requested a 3-year salary and benefits package totaling over $1.8 million in additional compensation, including:

- More than $626,000 in new money in year 1 (26-27 school year):
  - An estimated average increase of $4,677 (4.8%) per teacher
  - An estimated average salary and benefits package of $104,949 per teacher

- More than $520,000 in new money in year 2 (27-28 school year):
  - An estimated average increase of $3,883 (3.9%) per teacher
  - An estimated average salary and benefits package of $108,833 per teacher

- More than $602,000 in new money in year 3 (28-29 school year):
  - An estimated average increase of $4,495 (4.3%) per teacher
  - An estimated average salary and benefits package of $113,328 per teacher

The Board calculates the Union's proposal at just over $1.8 million dollars in additional money, with their request averaging a 4.3%, $4,352, increase per teacher, per year. This is following the average 5.7% raises in salary alone each year of the past 4 years.

4. Will the Union's request lead to deficit spending?

As mentioned previously, the district has seen a $5.5 million decrease in revenue across several sources over the past several years. The increased local funding it is receiving from the Wood River Refinery, the District's primary source of local revenue, is increasing by just over $1.75 million over the next 3 years. This means that the Union's request of more than $1.8 million will alone exhaust every dollar of additional revenue the District will receive from its primary source of local revenue. With the decline of other revenue sources and still other revenue sources remaining stagnant, this paints a solid picture of future deficit spending.

SECTION 6: OTHER ISSUES BEING DISCUSSED DURING NEGOTIATIONS

1. Why are there still outstanding non-economic items?

While the outstanding non-economic items do not necessarily directly affect compensation, they remain important topics in the parties' efforts to reach a comprehensive agreement. Essentially, the Board's key interests with respect to these non-economic items include:

- Being able to attract the most qualified candidates (both internal and external) to fill vacant teaching positions in a timely manner; and
- Decreasing staff absences while increasing student-teacher contact time.

2. Why has the Board proposed changes to the contract language regarding the filling of vacancies?

The current contract language should be clarified to avoid future disputes regarding the District's hiring process. During negotiations, the Union solidified its position that the District must first determine that no interested internal applicant possesses the required license or certification before posting a position externally and considering outside candidates.

The Board disagrees with that interpretation. Administrators should have the flexibility to consider all qualified candidates when filling open positions, both internal and external, and recommend the best possible candidates for open positions. While internal candidates are valued and may receive preference when qualifications are otherwise equal, students are best served when hiring decisions are based on the full range of relevant qualifications, experience, skills, and overall fit for the position.

Hiring decisions are a core management responsibility and the Board has a responsibility to seek out the best possible candidates for all open positions. The Board has proposed contract language intended to clarify the hiring process while addressing concerns raised by the Union and respecting teachers with existing service to the District. To date, the Union rejected all proposals.

3. Why is the Board seeking changes to the current sick leave and personal leave provisions in the collective bargaining agreement?

Based on the Board's analysis of teacher attendance data, 45% of teachers were absent for more than 10 cumulative workdays during the 2024-2025 school year. Frequent staff absences can reduce instructional continuity for students and place additional demands on colleagues who may need to supervise students, cover classes, or forgo planning time to support school operations.

To address these concerns and increase student-teacher contact time, the Board proposed:

- Allowing the District to request verification of sick leave through a health care provider's note for absences of three or more consecutive days;
- Allowing the District to request verification of sick leave through a health care provider's note of less than four (4) consecutive working days provided that the Board will reimburse the teacher the cost of their copay;
- Restricting the use of personal leave immediately before or after holidays unless a qualified substitute is available; and
- Reducing the number of additional sick days granted upon notification of retirement.

The Union has not agreed to these proposals and has proposed additional leave-related benefits. As a result, this item remains outstanding.

4. What concerns does the Board have regarding its ability to adjust school schedules to support student learning and operational needs?

The current contract language limits the ability of District administrators to adjust school schedules in ways that could maximize instructional time and improve operational efficiency. For example, at the junior high school, regular classroom teachers only spend approximately 65% of the school day providing direct instruction to students and receive more 10 hours of preparation time per week. Additionally, many elementary students must wait 15-30 minutes at the end of the school day to be picked up by bus transportation because the District cannot make corresponding adjustments to school schedules and bus transportation routes without negotiating changes to the contract.

The Board proposed new language that would provide the District administration with greater scheduling flexibility to maximize instructional time, address overlapping transportation schedules, and respond more effectively to operational needs. The Union rejected the Board's proposals, but it has agreed to allow the contract to be reopened for further negotiation in the future.

5. Where have the parties disagreed on facts or interpretations during negotiations?

The Board has tremendous respect for its teachers and appreciates the professionalism that has generally characterized the bargaining process. Nevertheless, the Board disagrees with some of the Union's representations regarding certain facts, interpretations, and proposals, including:

- References to legal requirements that are not reflected in the applicable law;
- Reliance on proposed legislation that was never actually enacted;
- Changes to tentative agreements after preliminary verbal agreement had been expressed;
- Statements regarding retirement estimate calculations that did not accurately reflect the information provided by the District's business office;
- Assertions regarding salary schedules in other districts that were inaccurate or incomplete;
- Statements regarding the District's financial condition that were inaccurate or incomplete;
- Requests concerning compensation timing and reporting that would create significant compliance concerns under applicable Teachers' Retirement System ("TRS") and IRS rules; and
- Proposals that increased overall costs from one bargaining session to the next.

The Board remains committed to negotiating in good faith, carefully reviewing and verifying information, and working toward an agreement that supports employees while maintaining the District's long-term financial stability and educational mission.

CONCLUSION

The Board believes that both the public and its teachers should have complete and factual information regarding the current negotiations. The Board understands that Union members voted to reject the Board's final economic proposal and authorize a strike without having been provided the Board's complete proposal, receiving only 6 of its 19 pages. Informed decision making is best supported by access to complete and accurate information, and the Board remains committed to providing that information to its teachers and the community.

The Board is committed to continuing its practice of providing a competitive salary and benefit package to its teachers. The District is well-respected, not only for the academic and extra-curricular opportunities it provides to students, but for the work environment and overall salary and benefits it provides to employees. The District does not experience issues with employee turnover related to salary and benefits.

The Board also recognizes its responsibility to be a good steward of the District and of the financial resources entrusted to it by the community. Therefore, the Board must ensure that the collective bargaining agreement is sustainable and that the District's long-term financial readiness remains solid without imposing greater and greater burdens on our taxpayers.

The Board believes its final economic proposal on August 4, 2026, continues its tradition of providing a competitive salary and benefit package to its teachers, while also balancing the interests of employees, students, taxpayers, and the Roxana community.

The Board desires a full and uninterrupted school year for students and staff.

Document prepared by the Roxana Board of Education

BOE Final Economic Proposal - Total Salary and Benefits by Employee by School Year

Last Name	First Name	Position	Contracted Days	2025-2026 Total Salary and Benefits	2026-2027 Total Salary and Benefits	2027-2028 Total Salary and Benefits	2028-2029 Total Salary and Benefits	$ Total Increase	% Total Increase	$ Avg. Inc. per Year	% Avg. Inc. per Year
Bryant	Christy	Spch Lang Path	180	$124,483	$128,782	$132,570	$136,382	$11,899	9.6%	$3,966	3.2%
Conness	Karen	Sch Psych	180	$124,483	$128,782	$132,570	$136,382	$11,899	9.6%	$3,966	3.2%
Fears	Kristen	Teacher	180	$124,483	$128,782	$132,570	$136,382	$11,899	9.6%	$3,966	3.2%
Jones	Kim	Teacher	180	$124,483	$128,782	$132,570	$136,382	$11,899	9.6%	$3,966	3.2%
Lish-Vaquez	Mamie	Teacher	180	$124,483	$128,782	$132,570	$136,382	$11,899	9.6%	$3,966	3.2%
Stahlhut	Scott	Teacher	180	$124,483	$128,782	$132,570	$136,382	$11,899	9.6%	$3,966	3.2%
Berardi	Mike	Teacher	180	$123,913	$128,032	$131,820	$135,632	$11,719	9.5%	$3,906	3.2%
Edwards	Scott	Teacher	180	$123,913	$128,032	$131,820	$135,632	$11,719	9.5%	$3,906	3.2%
Fleming	Julie	Teacher	180	$123,913	$128,032	$131,820	$135,632	$11,719	9.5%	$3,906	3.2%
Hanneken	Amie	Teacher	180	$123,913	$128,032	$131,820	$135,632	$11,719	9.5%	$3,906	3.2%
Hester	Courtney	Teacher	180	$123,913	$128,032	$131,820	$135,632	$11,719	9.5%	$3,906	3.2%
Moellering	Missey	Teacher	180	$123,913	$128,032	$131,820	$135,632	$11,719	9.5%	$3,906	3.2%
Stosky	John	Teacher	180	$123,913	$128,032	$131,820	$135,632	$11,719	9.5%	$3,906	3.2%
Toner	Kristen	Teacher	180	$123,913	$128,032	$131,820	$135,632	$11,719	9.5%	$3,906	3.2%
Wooden	Laura	Teacher	180	$123,913	$128,032	$131,820	$135,632	$11,719	9.5%	$3,906	3.2%
Yates	Lori	Teacher	180	$123,913	$128,032	$131,820	$135,632	$11,719	9.5%	$3,906	3.2%
Schaab	Beth	Teacher	180	$123,468	$127,587	$131,376	$135,187	$11,719	9.5%	$3,906	3.2%
Marshall	Valarie	Teacher	180	$122,273	$126,391	$130,180	$133,992	$11,719	9.6%	$3,906	3.2%
Gress	Dana	Teacher	180	$121,427	$125,114	$129,178	$132,989	$11,562	9.5%	$3,854	3.2%
Evers	Kara	Teacher	180	$120,642	$124,760	$128,549	$132,361	$11,719	9.7%	$3,906	3.2%
Phelan	Jessica	Teacher	180	$119,573	$123,871	$127,660	$131,472	$11,899	10.0%	$3,966	3.3%
Edwards	Marsha	Teacher	180	$119,571	$123,869	$127,658	$131,470	$11,899	10.0%	$3,966	3.3%
Meeks	Jessica	Teacher	180	$119,276	$123,824	$127,312	$131,360	$12,085	10.1%	$4,028	3.4%
DeVries	Wade	Teacher	180	$119,145	$123,443	$127,232	$131,044	$11,899	10.0%	$3,966	3.3%
Wilhelm	Kristen	Teacher	180	$119,003	$123,121	$126,910	$130,722	$11,719	9.8%	$3,906	3.3%
Bullock	Stephanie	Teacher	180	$119,001	$123,119	$126,908	$130,720	$11,719	9.8%	$3,906	3.3%
Eberlin	Mercedes	Teacher	180	$117,082	$121,440	$124,909	$128,962	$11,880	10.1%	$3,960	3.4%
Turley	Kara	Teacher	180	$116,566	$121,102	$125,140	$128,520	$11,954	10.3%	$3,985	3.4%
Garrison	Jennifer	Sch Guid Couns	180	$116,298	$120,597	$124,386	$128,197	$11,899	10.2%	$3,966	3.4%
Miles	Nathan	Teacher	180	$116,298	$120,597	$124,386	$128,197	$11,899	10.2%	$3,966	3.4%
Helling	Christopher	Teacher	180	$115,886	$120,184	$123,973	$127,785	$11,899	10.3%	$3,966	3.4%
Dettmers	Mike	Teacher	180	$115,447	$119,814	$123,171	$127,532	$12,085	10.5%	$4,028	3.5%
Eberlin	Kelly	Teacher	180	$115,728	$119,847	$123,636	$127,447	$11,719	10.1%	$3,906	3.4%
Forsythe	Shelley	Teacher	180	$115,728	$119,847	$123,636	$127,447	$11,719	10.1%	$3,906	3.4%
Roentz	Jessica	Teacher	180	$115,728	$119,847	$123,636	$127,447	$11,719	10.1%	$3,906	3.4%
Bratten	Lisa	Teacher	180	$114,667	$118,966	$122,755	$126,567	$11,899	10.4%	$3,966	3.5%
Johnson	Jenny	Teacher	180	$114,667	$118,966	$122,755	$126,567	$11,899	10.4%	$3,966	3.5%
Pitchford	Janna	Teacher	180	$114,667	$118,966	$122,755	$126,567	$11,899	10.4%	$3,966	3.5%
Russell	Jennifer	Teacher	180	$114,667	$118,966	$122,755	$126,567	$11,899	10.4%	$3,966	3.5%
Sasser	Brittany	Teacher	180	$114,667	$118,966	$122,755	$126,567	$11,899	10.4%	$3,966	3.5%
Netemeyer	Ryan	Teacher	180	$114,260	$118,559	$122,348	$126,159	$11,899	10.4%	$3,966	3.5%
Sanchez	Jessica	Teacher	180	$114,097	$118,216	$122,005	$125,817	$11,719	10.3%	$3,906	3.4%
Schrewe	Kristin	Sch Librarian	180	$114,097	$118,216	$122,005	$125,817	$11,719	10.3%	$3,906	3.4%
Clark	Michelle	Teacher	180	$113,691	$117,810	$121,599	$125,410	$11,719	10.3%	$3,906	3.4%
Robins	Amber	Teacher	180	$113,691	$117,810	$121,599	$125,410	$11,719	10.3%	$3,906	3.4%
Stark	Craig	Teacher	180	$113,690	$117,809	$121,598	$125,409	$11,719	10.3%	$3,906	3.4%
Gegen	Christy	Sch Soc Work	180	$115,219	$118,516	$121,812	$125,109	$9,890	8.6%	$3,297	2.9%
Heffren	Beth	Teacher	180	$115,219	$118,516	$121,812	$125,109	$9,890	8.6%	$3,297	2.9%
Lucas	Michelle	Teacher	180	$115,219	$118,516	$121,812	$125,109	$9,890	8.6%	$3,297	2.9%
Palen	Stephanie	Teacher	180	$115,219	$118,516	$121,812	$125,109	$9,890	8.6%	$3,297	2.9%
Trask	Jennifer	Teacher	180	$115,219	$118,516	$121,812	$125,109	$9,890	8.6%	$3,297	2.9%
Holbrook	Tara	Teacher	180	$115,207	$118,504	$121,801	$125,097	$9,890	8.6%	$3,297	2.9%

Last Name	First Name	Position	Contracted Days	2025-2026 Total Salary and Benefits	2026-2027 Total Salary and Benefits	2027-2028 Total Salary and Benefits	2028-2029 Total Salary and Benefits	$ Total Increase	% Total Increase	$ Avg. Inc. per Year	% Avg. Inc. per Year
Bentley	Tracey	Teacher	180	$112,852	$116,721	$120,307	$124,141	$11,288	10.0%	$3,763	3.3%
Sachs	Amy	Spch Lang Path	180	$112,221	$116,087	$120,151	$123,963	$11,742	10.5%	$3,914	3.5%
Hazelwood-Rogers	Leslie	Sch Soc Work	180	$113,140	$116,436	$119,733	$123,030	$9,890	8.7%	$3,297	2.9%
Wheaton	Jerry	Teacher	180	$108,938	$113,297	$116,623	$120,720	$11,782	10.8%	$3,927	3.6%
Ogle	Jeff	Teacher	180	$109,508	$114,046	$116,411	$119,904	$10,396	9.5%	$3,465	3.2%
Milazzo	Rob	Teacher	180	$108,105	$112,223	$116,012	$119,824	$11,719	10.8%	$3,906	3.6%
Sears	Danielle	Spch Lang Path	180	$109,474	$112,339	$115,910	$119,207	$9,733	8.9%	$3,244	3.0%
Willett	Cathy	Teacher	180	$106,219	$110,585	$114,771	$118,759	$12,540	11.8%	$4,180	3.9%
Wilson	Minette	Sch Nurse	180	$106,789	$111,335	$115,363	$118,743	$11,954	11.2%	$3,985	3.7%
Harris	Trixy	Teacher	180	$106,463	$110,582	$114,371	$118,183	$11,719	11.0%	$3,906	3.7%
Rea-Rothe	Julia	Teacher	180	$105,560	$109,296	$112,925	$116,797	$11,237	10.6%	$3,746	3.5%
Paulfrey	Erica	Teacher	180	$104,046	$108,413	$112,557	$116,171	$12,125	11.7%	$4,042	3.9%
Perigo	Kristi	Teacher	180	$104,078	$108,615	$111,823	$115,586	$11,508	11.1%	$3,836	3.7%
Bearley	Meghan	Teacher	180	$105,403	$108,700	$111,997	$115,294	$9,890	9.4%	$3,297	3.1%
Berry	Jamie	Teacher	180	$105,403	$108,700	$111,997	$115,294	$9,890	9.4%	$3,297	3.1%
Dickerson	Stacey	Teacher	180	$105,809	$109,120	$112,145	$115,231	$9,422	8.9%	$3,141	3.0%
Beck	Kristin	Teacher	180	$103,508	$107,865	$111,073	$114,836	$11,328	10.9%	$3,776	3.6%
Roberts	Nichole	Teacher	180	$102,421	$106,778	$110,903	$114,522	$12,102	11.8%	$4,034	3.9%
Keller	Andrea	Teacher	180	$104,722	$108,216	$111,241	$114,333	$9,611	9.2%	$3,204	3.1%
Brueckner	Jessica	Teacher	180	$102,111	$106,229	$110,018	$113,830	$11,719	11.5%	$3,906	3.8%
Briggs	Mark	Teacher	180	$101,038	$105,337	$109,126	$112,938	$11,899	11.8%	$3,966	3.9%
Snider	Katie	Teacher	180	$101,038	$105,337	$109,126	$112,938	$11,899	11.8%	$3,966	3.9%
Hill	Tom	Teacher	180	$100,787	$105,154	$109,222	$112,874	$12,087	12.0%	$4,029	4.0%
Meneses	Amy	Teacher	180	$100,787	$105,154	$109,222	$112,874	$12,087	12.0%	$4,029	4.0%
Minogue	Breanna	Teacher	180	$100,787	$105,154	$109,222	$112,874	$12,087	12.0%	$4,029	4.0%
Lawrence	Jon	Teacher	180	$100,468	$104,587	$108,376	$112,188	$11,719	11.7%	$3,906	3.9%
Gibson	Suze	Teacher	180	$100,962	$104,191	$107,128	$110,132	$9,171	9.1%	$3,057	3.0%
Scamihorn	Ben	Teacher	180	$99,711	$104,067	$107,128	$110,132	$10,421	10.5%	$3,474	3.5%
Son	Martin	Teacher	180	$100,962	$104,191	$107,128	$110,132	$9,171	9.1%	$3,057	3.0%
Gowin	Andrew	Teacher	180	$102,321	$104,147	$107,153	$109,305	$6,985	6.8%	$2,328	2.3%
Falloon	Erin	Teacher	180	$97,525	$101,069	$104,763	$108,236	$10,711	11.0%	$3,570	3.7%
Pluester	Britain	Teacher	180	$95,806	$99,142	$102,189	$105,303	$9,497	9.9%	$3,166	3.3%
Wiest	Christiann	Teacher	180	$95,806	$99,142	$102,189	$105,303	$9,497	9.9%	$3,166	3.3%
Dresch	Dave	Teacher	180	$94,749	$98,243	$101,274	$104,366	$9,617	10.1%	$3,206	3.4%
Dresch	Jessica	Teacher	180	$94,179	$97,493	$100,524	$103,616	$9,437	10.0%	$3,146	3.3%
Good	Jackie	Teacher	180	$94,179	$97,493	$100,524	$103,616	$9,437	10.0%	$3,146	3.3%
Powers	Amanda	Teacher	180	$94,396	$97,680	$100,496	$103,462	$9,066	9.6%	$3,022	3.2%
Mitchell	Ashley	Teacher	180	$92,093	$95,638	$99,173	$102,717	$10,624	11.5%	$3,541	3.8%
Morrison	Krista	Teacher	180	$93,832	$96,307	$98,818	$101,373	$7,541	8.0%	$2,514	2.7%
Taylor	Diana	Teacher	180	$87,223	$91,579	$95,606	$99,666	$12,443	14.3%	$4,148	4.8%
Ridenour	Logan	Teacher	180	$92,237	$94,664	$97,137	$99,648	$7,411	8.0%	$2,470	2.7%
Newton	Katie	Sch Nurse	180	$85,619	$90,157	$94,184	$98,244	$12,624	14.7%	$4,208	4.9%
Toolen	Michael	Teacher	180	$87,793	$92,329	$94,752	$97,849	$10,056	11.5%	$3,352	3.8%
Hubecky	Kara	Teacher	180	$87,793	$92,329	$94,609	$97,619	$9,825	11.2%	$3,275	3.7%
Hellmann	Quinn	Teacher	180	$87,760	$92,118	$94,266	$97,022	$9,262	10.6%	$3,087	3.5%
Jablonski	Emily	Teacher	180	$84,502	$88,869	$92,365	$95,413	$10,910	12.9%	$3,637	4.3%
Sears	Katie	Sch Psych	180	$87,390	$89,917	$92,307	$94,549	$7,159	8.2%	$2,386	2.7%
Guss	Shea	Spch Lang Path	180	$83,964	$88,046	$91,090	$94,006	$10,042	12.0%	$3,347	4.0%
Logan	Kayla	Teacher	180	$84,443	$87,900	$90,892	$93,770	$9,327	11.0%	$3,109	3.7%
Pyle	Abigail	Teacher	180	$84,776	$88,869	$90,892	$93,770	$8,994	10.6%	$2,998	3.5%
Revelle	Krista	Teacher	180	$84,776	$88,869	$90,892	$93,770	$8,994	10.6%	$2,998	3.5%
Miller	Kristen	Teacher	180	$83,750	$87,002	$89,834	$92,789	$9,039	10.8%	$3,013	3.6%
Charlesworth	Kristin	Sch Soc Work	180	$81,958	$86,178	$89,560	$92,641	$10,683	13.0%	$3,561	4.3%
Lasbury	Leah	Teacher	180	$81,212	$84,807	$87,930	$90,945	$9,733	12.0%	$3,244	4.0%

Last Name	First Name	Position	Contracted Days	2025-2026 Total Salary and Benefits	2026-2027 Total Salary and Benefits	2027-2028 Total Salary and Benefits	2028-2029 Total Salary and Benefits	$ Total Increase	% Total Increase	$ Avg. Inc. per Year	% Avg. Inc. per Year
Hansen	Kayla	Sch Guid Couns	180	$80,166	$84,007	$87,202	$90,283	$10,118	12.6%	$3,373	4.2%
Wamboldt	Taylor	Teacher	180	$79,596	$83,257	$86,452	$89,533	$9,938	12.5%	$3,313	4.2%
Brannon	Patrick	Teacher	180	$80,777	$83,974	$86,571	$89,377	$8,600	10.6%	$2,867	3.5%
Oldendorph	Katherina	Teacher	180	$79,070	$83,437	$85,810	$88,665	$9,595	12.1%	$3,198	4.0%
Caldwell	Chloe	Teacher	180	$77,980	$81,708	$84,969	$88,121	$10,141	13.0%	$3,380	4.3%
Zimmer	Christine	Teacher	180	$78,549	$81,570	$84,167	$86,978	$8,429	10.7%	$2,810	3.6%
Crank	Olivia	Teacher	180	$76,416	$80,466	$83,859	$86,945	$10,529	13.8%	$3,510	4.6%
Kesler	Allison	Teacher	180	$76,365	$80,252	$83,491	$86,709	$10,344	13.5%	$3,448	4.5%
Riddle	Paige	Teacher	180	$78,529	$82,063	$83,851	$86,346	$7,816	10.0%	$2,605	3.3%
Hart	Brandy	Sch Psych	180	$77,633	$80,681	$83,406	$86,076	$8,443	10.9%	$2,814	3.6%
Marcuzzo	Emilee	Teacher	180	$74,749	$78,796	$82,194	$85,297	$10,548	14.1%	$3,516	4.7%
Wicks	John	Teacher	180	$77,007	$80,070	$82,711	$85,292	$8,285	10.8%	$2,762	3.6%
Buhs	Sydney	Teacher	180	$73,703	$78,090	$81,648	$84,910	$11,207	15.2%	$3,736	5.1%
Bergman	Alec	Teacher	180	$73,133	$77,340	$80,898	$84,160	$11,027	15.1%	$3,676	5.0%
Buhmann	Beth	Teacher	180	$73,133	$77,340	$80,898	$84,160	$11,027	15.1%	$3,676	5.0%
Eveans	Lea	Teacher	180	$74,034	$77,224	$79,996	$82,704	$8,670	11.7%	$2,890	3.9%
Rahn	Robert	Teacher	180	$69,229	$73,886	$77,801	$81,498	$12,268	17.7%	$4,089	5.9%
Kreutztrager	Sara	Spch Lang Path	180	$68,659	$73,136	$77,051	$80,748	$12,088	17.6%	$4,029	5.9%
McDonald	Julie	Teacher	180	$67,862	$71,411	$74,354	$77,055	$9,194	13.5%	$3,065	4.5%
Snyder	Brooke	Teacher	180	$64,660	$68,345	$71,431	$74,270	$9,609	14.9%	$3,203	5.0%
Morris	Justin	Teacher	180	$63,232	$66,939	$70,161	$73,132	$9,900	15.7%	$3,300	5.2%
Allen	Catherine	Teacher	180	$60,374	$64,274	$67,650	$70,858	$10,484	17.4%	$3,495	5.8%
Dietrich	Samantha	Teacher	180	$60,374	$64,274	$67,650	$70,858	$10,484	17.4%	$3,495	5.8%
Kamp	Stephanie	Sch Soc Work	180	$60,374	$64,274	$67,650	$70,858	$10,484	17.4%	$3,495	5.8%
Bushur	Hannah	Spch Lang Path	180	$59,965	$63,620	$67,043	$70,225	$10,259	17.1%	$3,420	5.7%
Englar	Mackenzie	Teacher	180	$57,625	$60,483	$63,076	$65,395	$7,770	13.5%	$2,590	4.5%
Laws	Kennedy	Teacher	180	$54,538	$57,423	$60,153	$62,609	$8,071	14.8%	$2,690	4.9%
Baum	Grace	Teacher	180	$53,109	$56,093	$58,879	$61,472	$8,363	15.7%	$2,788	5.2%

Total Salary and Benefits includes: base salary, off-schedule stipends, Board-paid retirement contributions, and Board-paid health insurance contributions

*Document provided for modeling/projection/estimation purposes only

Appendix A: BOE Final Economic Proposal - Salary and Benefits Summary by Schedule*

All Employees	2025-26	2026-27	2027-28	2028-29	3-Year Avg
Avg. Salary + Benefits	$100,273	$104,171	$107,580	$111,000	$107,584
Avg. $ Increase		$3,898	$3,409	$3,420	$3,576
Avg. % Increase		4.0%	3.4%	3.2%	3.5%

New Schedule	2025-26	2026-27	2027-28	2028-29	3-Year Avg
Avg. Salary + Benefits	$80,401	$83,925	$93,153	$96,279	$91,119
Avg. $ Increase		$3,524	$3,107	$3,126	$3,252
Avg. % Increase		4.6%	3.6%	3.4%	3.9%

Old Schedule	2025-26	2026-27	2027-28	2028-29	3-Year Avg
Avg. Salary + Benefits	$100,447	$103,627	$108,773	$109,578	$107,326
Avg. $ Increase		$4,148	$3,835	$3,685	$3,889
Avg. % Increase		4.2%	3.7%	3.6%	3.8%

Off Schedule	2025-26	2026-27	2027-28	2028-29	3-Year Avg
Avg. Salary + Benefits	$116,720	$120,760	$124,331	$128,047	$124,379
Avg. $ Increase		$4,051	$3,719	$3,735	$3,835
Avg. % Increase		3.5%	3.1%	3.0%	3.2%

Total Cost

Items	2025-26	2026-27	2027-28	2028-29
Base Salary	$11,138,910	$11,509,311	$11,858,914	$12,207,455
Stipend	$0	$14,000	$29,500	$45,000
Retirement	$1,101,649	$1,139,667	$1,175,776	$1,211,780
Insurance	$1,196,004	$1,295,910	$1,351,506	$1,409,701
Total Above	$13,436,564	$13,958,888	$14,415,696	$14,873,937
	Increase	$522,325	$456,808	$458,240

Additional	2026-27	2027-28	2028-29
Stipend Sch	$33,900	$?	$?
HS Guid Couns	$6,097	$277	$266
Longevity	$4,500	$?	$?
Sum Sch, Etc.	$2,961	$846	$846
Internal Sub	$1,530	$0	$340
Total	$48,988	$1,123	$1,452

Grand Total	2026-27	2027-28	2028-29	3-Year Inc.
Increase	$571,313	$457,931	$459,692	$1,488,935

*Document provided for modeling/projection/estimation purposes only.

Roxana Community Unit School District No. 1 Board of Education - Final Economic Proposal (Packaged)
presented to the
Roxana Education Association, IEA-NEA
8/4/2026

Three-Year Contract Proposal

Packaged Items

These are packaged items that are being presented as a complete package. Items are not included as independent proposals. Items are listed in the order they presently appear in the contract.

U6/REA1) Article IV - Teaching Hours and Assignment, Letter G - Internal Substitution (pgs. 7-8)

G. Internal Substitution

If there is a lack of a substitute teacher, the building principals will first use any substitute teacher available in the building who is free for the necessary period, prior to requesting a permanent staff to take a class. After exhausting all substitutes and permanent staff available on the premises, the building principal will have the right to require any certified staff to cover the absence by absorbing the students into their classroom, or to use their preparation time to cover the absences. This requirement to sub shall be done on a rotating basis. Any teacher who accepts or is required to forfeit his/her preparation period to cover another certified staff member's absence shall be compensated at the current hourly rate with the following divisions:

Per 60 minute block
~~$31.50~~ $34.20 for 2026-27, $34.20 for 2027-28, $34.80 for 2028-29

Per 50 minute block
~~$26.25~~ $28.50 for 2026-27, $28.50 for 2027-28, $29.00 for 2028-29 (5/6 of current hourly rate)

per 40 minute block
~~$21.00~~ $22.80 for 2026-27, $22.80 for 2027-28, $23.20 for 2028-29 (2/3 of current hourly rate)

per 30 minute block
~~$15.75~~ $17.10 for 2026-27, $17.10 for 2027-28, $17.40 for 2028-29 (1/2 of current hourly rate)

In the event an employee ~~is required to~~ covers more than the blocked time, but less than the next blocked time, the higher rate will be paid.

All certified employees in non-teaching positions (e.g., social worker, guidance counselor) can be required to substitute for a maximum of one class period per day.

Building principals will make reasonable efforts to secure substitute teachers. Additionally, at the start of every school year, building principals will meet with members of the school leadership teams to discuss ways to decrease the need for internal substitution and to equitably implement internal substitution when it is necessary, such as a rotation or tally system, as feasible.

~~If it is necessary to cover~~ When an absence is covered by absorbing ~~the~~ extra students and/or combining classes, the teacher ~~assigned~~ covering this duty will be paid $120.00 per day for the additional student caseload for that day, at increments of 6 hours for a day. The compensation will be divided pro rata among other teacher(s) who are ~~assigned~~ covering for the supervision of those students based on a portion of the 6-hours day increments.

Any teacher who is assigned supervision duty by an administrator during the teacher work day, but beyond the Pupil School Day, shall be compensated at the rate listed above. Elementary teachers who do not receive the preparation time assigned to them, as well as teachers who perform additional duties during the teacher work day, but outside of the Pupil attendance day~~, as defined in Section A above,~~ shall be compensated at the rate listed above. Teachers are not required to have daily bus duties, but any teacher who is called on to serve in this capacity will be paid at the above rate.

In situations of an absence of a co-teacher, if a certified substitute is unable to be found, the administration will make reasonable efforts to place a substitute aide in the classroom to replace the absent co-teacher. Furthermore, in cases where a classroom aide is absent, the administration will make reasonable efforts to find a substitute aide for that position.

U8) Article VI - Vacancies and Transfers, Letter C - Vacancies – Posting Period (pg. 15)

C. Vacancies – Posting Period

Any vacancy that occurs after the first two (2) weeks of a school year may be filled for the remainder of the year with a temporary assignment, and that vacancy will then be posted for the following school year. Vacancies shall require an internal posting of three (3) school-business days during the school year and ten (10) school-business days during the summer, after which they will be posted publicly. ~~Upon the closing of said posting, administration shall have five (5) to seven (7) school-business days to review, determine the acceptability, and notify the internal applicant(s) of the decision.~~

~~After the internal posting period, vacancies will be posted publicly.~~

If at any time, administration deems that any of the time periods listed in Section C above needs to be adjusted, administration shall contact the REA President to discuss such adjustment.

U9) Article VI - Vacancies and Transfers, Letter D - Vacancies – Filling Of (pg. 16)

D. Vacancies – Filling Of

If a vacancy occurs, the position shall be filled according to the recall requirements of Section 5/24-12 of the Illinois School Code or the requirements of ~~and~~ 5/24-1.5 of the Illinois School Code if there are no qualified teachers with recall rights.

To ensure the best possible candidate for open positions, ~~T~~the following factors are to be considered by the administration and Board of Education in the District's selection of a candidate to fill a vacancy: qualifications, certifications, merit and ability (including teacher evaluations, if available), and relevant experience, including without limitation the following criteria:

- Teaching area needs of the District;

- Teaching skills appropriate for the assignment;
- Relevant prior experience in the teaching field;
- Professional growth (e.g., advanced degree, additional academic credits in subject);
- Professional skills (e.g., communication, organization, leadership);
- Knowledge / Experience (e.g., RtI, technology, Special Education, subject matter); and
- Service to the Roxana School District.

In filling of vacancies with internal candidates, if all other factors are equal, seniority will be considered. ~~The District reserves the right to select and to employ persons from outside the District when acceptable applicants are not available from within the District.~~

Internal candidates who apply for positions and meet licensure requirements are guaranteed an interview and consideration for positions. Upon completion of interviews, if all other criteria are equal, preference will be given to internal candidates.

Upon request, any internal candidate denied a position shall be provided a written explanation within four (4) school-business days.

U10) Article VII - Leave, Letter A - Sick Leave (pg. 18)

A. Sick Leave

Sick leave is used for personal illness, mental and behavioral health complications, quarantine at home, illness or death in the immediate family or household, or birth, adoption, or placement for adoption/fostering. For purposes of this section, “immediate family” includes parents, stepparents, spouses, domestic partners, brothers, sisters, children, stepchildren, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

For the purpose of ensuring the appropriate use of sick leave, ~~T~~the school board may require a certificate from a physician or other health care provider as a basis for pay during leave after an absence of (4) consecutive working days for personal illness, or as it may deem necessary in other cases, or 30 days for birth as the Board of Education or administration may deem necessary in a specific circumstance. When a certificate from a physician or other health care provider is requested for an absence of less than four (4) consecutive working days for personal illness, the District will reimburse the employee the cost of the visit (i.e. copay), following receipt of such documentation. Unlimited accumulation of sick leave, at the rate of ten (10) days per year will be permitted. During an extended illness, a physician’s progress report will be required after approximately thirty (30) days. For paid leave for adoption or placement for adoption/fostering, the school board may require that the teacher or other employee provide evidence that the formal adoption/fostering process is underway, and such leave is limited to 30 days. Sick leave may be used in clock hour amounts. Partial sick leave days will be calculated in six clock hour increments. A total of six (6) hours used individually shall constitute one (1) full day of sick leave.

~~At the end of a school year, a teacher who has taken a total of two (2.0) or less sick days in the school year shall be compensated with a $300 end-of-year stipend; and a teacher who takes more than two (2.0) but no more than three (3.0) sick leave days in the school year shall be compensated with a $150 end-of-year stipend. The stipend will be paid on the first pay date after the end of the school year. Any bargaining unit member who has submitted his or her irrevocable letter to retire and is receiving the 6% retirement incentive cannot take advantage of the unused sick day monetary stipend. In any event, the amount of this incentive is limited to the portion of such payment which avoids an overall increase in~~

~~creditable earnings to the employee of more than 6% of the preceding year and which avoids any TRS penalty to be paid by the District.~~

P1/REA6) Article XIII - Salary and Fringe Benefits, Letter B - Health Insurance, (pg. 35)

B. Health Insurance

A major medical health, dental, life, and hospital insurance ("health insurance") plan will be made available by the Board. The BOE shall pay up to the following amounts toward the annual premiums for such coverage as set forth below.

Single Employee Medical Coverage -

*Board-Paid Single not to exceed the following amounts ~~$9,000 for 2022-2023, $9,360 for 2023-2024, $9,732 for 2024-2025, and $10,122 for 2025-2026~~: $10,944 for 2026-2027, $11,436 for 2027-2028, and $11,951 for 2028-2029.

[equals 95% Board-paid employee coverage for 2026-27 and a 4.5% increase in the coverage amounts in both 2027-28 and 2028-29]

Family Medical Coverage -

*Board-Paid Family not to exceed the following amounts ~~$10,074 for 2022-2023, $10,272 for 2023-2024, $10,482 for 2024-2025, and $10,692 for 2025-2026~~: $11,694 for 2026-2027, $12,186 for 2027-2028, and $12,701 for 2028-2029.

[equals the single coverage above plus an additional $750 contribution towards family coverage]

For any teacher who does not participate in the District's health insurance plan, the Board of Education shall contribute $119.00 per month in salary (plus Board-paid TRS contribution, as this contribution represents TRS creditable earnings for all employees in the bargaining unit) for each year of this Agreement. *Board-Paid TSA not to exceed $1,428 for ~~2022-2026~~ 2026-2029.

It is the intention of the Board of Education and Association that such monthly contribution be used to purchase an approved 403(B) tax sheltered annuity. The parties mutually understand and acknowledge that the monthly contribution will be paid as salary, and, therefore, in the event the employee chooses to contribute the monthly contribution to a 403(b) account, such contribution will be treated as an elective deferral.

The parties agree that such contributions by the Board of Education will be made in accordance with applicable IRS and TRS requirements.

In the event there are legislative or rule changes affecting the TRS 6% rule contained in Public Act 94-0004, or the District is required to pay TRS penalty or contribution for increases in creditable earnings of over 6%, this provision shall be reopened for reconsideration upon written demand by either party. Such negotiations shall be for the purpose of negotiating appropriate revisions to assure that retiring employees in future similar situations shall receive to the maximum extent possible, the full value of the benefits provided under this Agreement, while avoiding TRS penalties to the District that may arise due to the payment of such benefit to the employee.

P2) Article XIII - Salary and Fringe Benefits, Letter H - Pay Periods, (pgs. 37-38)

H. Pay Periods

Effective July 1, 2027, ~~T~~teacher pay~~days~~ will be either:

1. ~~Every other Friday beginning on the first Friday~~ Twenty-four (24) pays, paid on the 14th and 28th of the month, starting on the 14th of September ~~over a fifty-two (52) week period~~, or;

2. ~~The first Friday of each month that corresponds to the bi-weekly schedule in option 1,~~ Eighteen (18) pays, paid on the 14th and 28th of the month, starting on the 14th of September ~~over nine (9) months~~.

The teacher must notify the administration by August 1 of ~~each year by which schedule he/she is to be paid except that any employee who begins teaching after the beginning of the school year shall have fifteen (15) days to make the choice~~ of the school year if he/she elects to be paid over nine (9) months. Failure to so notify the administration shall result in the selection of option 1 for the duration of the school year.

All salary payments shall be made through an electronic direct deposit program directly into the employee's designated checking or savings account. Individual teachers may opt out of the direct deposit program and receive paper paychecks instead.

P3) Article XIII - Salary and Fringe Benefits, Letter K - Salary Summary, (pgs. 38-39)

K. Salary Summary

~~Base: (M+0, Step CC) $, (w/o TRS)~~
~~Entry Level Salary (B+0, Step A) $, (w/o TRS)~~

The salary schedule should only reflect steps, not years of service. Once individuals have been placed onto an appropriate step, they shall advance to the next step on the salary schedule unless other arrangements have been bargained.

~~2022-2023: For all teachers on the schedule: 3.50% (plus step)~~

~~2023-2024: For all teachers on the schedule: 3.25% (plus step)~~

~~2024-2025: For all teachers on the schedule: 3.25% (plus step)~~

~~2025-2026: For all teachers on the schedule: 3.50% (plus step)~~

2026-2027: For all teachers on a schedule: salary schedule enhancements + step
[estimated average 4.0% increase in salary, excludes additional benefit increases]
2027-2028: For all teachers on a schedule: salary schedule enhancements + step
[estimated average 3.5% increase in salary, excludes additional benefit increases]
2028-2029: For all teachers on a schedule: salary schedule enhancements + step
[estimated average 3.3% increase in salary, excludes additional benefit increases]

[see Appendix A - BOE Final Economic Proposal - Salary and Benefits Summary by Schedule and Appendix B - BOE Final Economic Proposal - Salary and Benefits by Employee]

All off scheduled staff will receive the ~~percentage~~ increase indicated for each year of the contract~~.~~:

2026-2027: salary schedule enhancements + $2,000 (equals $2,750 for 26-27)
[$3,000 increase to base salary, with the additional stipend below]
2027-2028: salary schedule enhancements + $2,000 (equals $2,750 for 27-28)
[$3,250 increase to base salary, with the additional stipend below]
2028-2029: salary schedule enhancements + $2,000 (equals $2,750 for 28-29)
[$3,500 increase to base salary, with the additional stipend below]
In addition to the above and through the 2028-2029 school year, all off schedule staff (except those receiving the 6% retirement increase) will receive an additional one-time $250 off schedule stipend in the 2026-2027 school year, an additional one-time $500 off schedule stipend in the 2027-2028 school year, and an additional one-time $750 off schedule stipend in the 2028-2029 school year.

[see Appendix A - BOE Final Economic Proposal - Salary and Benefits Summary by Schedule and Appendix B - BOE Final Economic Proposal - Salary and Benefits by Employee]

REA7) Article XIII - Salary and Fringe Benefits, Letter J - Summer School, Night School, Homebound, Other Hourly Salaries, (pg. 38)

The hourly salary for summer school, night school, homebound teaching, curriculum work (on approval basis) and extracurricular work (non-athletic and on approval basis) shall be ~~$31.50~~ $34.20 for the 2026-27 school year, $34.20 for the 2027-28 school year, and $34.80 for the 2028-29 school year ~~for each year covered by this contract~~.

Bargaining unit members who perform case study evaluations of Roxana Community Unit School District No. 1 students during the summer at the direction of Roxana Community School District No. 1 shall be paid at the rate ~~$31.50~~ $34.20 for the 2026-27 school year, $34.20 for the 2027-28 school year, and $34.80 for the 2028-29 school year ~~for each year covered by this contract~~.

Summer curriculum work (on an approved basis) shall be paid at the rate of ~~$31.50~~ $34.20 for the 2026-27 school year, $34.20 for the 2027-28 school year, and $34.80 for the 2028-29 school year ~~for each year covered by this contract~~.

Note: REA's proposal #10 with edits:
REA10a) Appendix - Letter E - 6% Salary Increase and Unused Sick Day Option (pgs. 43-45)

E. Retirement Incentive – 6% Salary Increase ~~and Unused Sick Day Option~~

This incentive is meant to encourage retirement at the earliest possible opportunity based on the employee's first eligibility under Teachers' Retirement System (TRS) rules (current district practice). To qualify for ~~this~~ the retirement incentive under this ~~P~~provision, the employee must submit ~~their~~ his/her irrevocable written retirement letter to the District ~~prior to the first day of the school year~~ by June 30th at least one (1) school year but no more than three (3) school years, before which he/she intends to retire.

The date of retirement must be effective upon the conclusion of the school year in which the employee first becomes eligible to retire, as indicated above. As such, the employee shall be responsible for providing and sharing information with the District regarding his/her TRS creditable service and any related service credit and is encouraged to verify incentive eligibility with the District prior to the submission of his/her letter.

~~For any certified staff member~~ An employee who meets the eligibility requirements ~~set forth above and submits the required irrevocable letter of retirement to the District up to three (3) years prior to their final school year,~~ shall be removed from the regular salary schedule and shall receive an annual 6% increase ~~(for a maximum of 3 years)~~ over the previous year's total creditable earnings (adjusted to reflect any changes in coaching or other extracurricular stipends).

~~Payment for unused leave shall be paid to the employee in a separate, one-time, non-TRS payment, to avoid triggering any TRS penalties that the District may acquire. This payment shall be made automatically thirty (30) days after the teacher receives their final regular paycheck. Said payment shall be mailed to the address the District has on file.~~

~~Any unused sick or personal leave days the employee has on record at the close of the final school year, shall be paid out to the employee at the rate of $50 per day.~~

Should an ~~certified staff member~~ employee seek a larger retirement incentive than set forth above, ~~they~~ he/she shall request the Association to negotiate with the Board. This request must be channeled through the Association, which shall then formally request bargaining via the Superintendent. The parties expect to negotiate such agreements periodically for employees with special retirement circumstances.

This provision will be re-opened for negotiation upon written demand if legislative or rule changes affect the TRS 6% rule (Public Act 94-0004), or if the District faces a TRS penalty or increased contribution for creditable earnings over 6%. Negotiations shall focus on revising the agreement to assure future retiring employees shall receive, to the maximum extent possible, the full value of the benefits while simultaneously ensuring the District avoids TRS penalties.

[As part of implementing the new collective bargaining agreement, the Board will enter into an MOU with the REA to provide a one-time extension and extend the date from June 30, 2026, to the day prior to the first day of teacher attendance for the 2026-2027 school year, August 14, 2026.]

Note: REA's proposal #10 with edits:

P4/REA10b) Appendix - Letter F - Retirement Incentive – Sick Leave Grant, (pgs. 45-46)

F. Retirement Incentive – Sick Leave Grant and Unused Sick Day Payment

This incentive is meant to encourage retirement at the earliest possible opportunity based on the employee's first eligibility under Teachers' Retirement System (TRS) rules (current district practice). To qualify for ~~this~~ the retirement incentive under this ~~P~~provision, the employee must submit ~~their~~ his/her irrevocable written retirement letter ~~effective at the close of the school year of their first TRs-defined retirement eligibility, to the District prior to the first day of the school year~~ by June 30th five (5) school years before which he/she intends to retire and have one hundred (100) accumulated sick days on record.

The date of retirement must be effective upon the conclusion of the school year in which the employee first becomes eligible to retire, as indicated above. As such, the employee shall be responsible for providing and sharing information with the District regarding his/her TRS creditable service and any related service credit and is encouraged to verify incentive eligibility with the District prior to the submission of his/her letter.

~~For any certified staff member~~ An employee who meets the eligibility requirement set forth above ~~and submits the required irrevocable letter of retirement to the District five (5) years prior to their retirement, the District~~ shall receive an increase in sick leave. ~~To qualify, the employee must submit a written, irrevocable letter of retirement to the District before the first day of the school year five(5) years prior to their retirement and must have at least 90 accumulated sick/personal days on record.~~ The District shall verify the number of sick days the employee has on record with the District and TRS and add two hundred forty (240) days less the number of days on record with TRS. The employee shall continue to receive the regular sick leave allotment during the last five (5) years of employment.

Any unused sick or personal leave days the employee has on record at the close of the final school year, shall be paid out to the employee at the rate of $50 per day. The employee must notify the district via a district provided form, by the last day of teacher attendance of their final year, the specific number of days the employee requests be submitted to TRS and those for which the employee desires payment. If the employee fails to submit such form, all days will be submitted to TRS. Payment for unused leave shall be paid to the employee in a separate, one-time, non-TRS payment, to avoid triggering any TRS penalties that the District may acquire. This payment shall be made within sixty (60) days after the teacher receives their final regular paycheck. Said payment shall be mailed to the address the District has on file.

~~The District shall calculate the additional sick leave to be added by taking three hundred fifty (350) days and subtracting ninety (90) unused accumulated sick days, as well as any banked sick days the employee may have on record with TRS.~~

~~Teachers who receive the Sick Leave Grant provided in this Section shall also be eligible for the 6% retirement incentive (as provided in Appendix F) for their final three years.~~ An employee eligible for this provision and the 6% Salary Increase (Appendix E), need not submit a separate retirement letter for each provision.

This provision will be re-opened for negotiation upon written demand if legislative or rule changes affect the TRS sick leave day rule (Public Act 94-0004), or if the District faces a TRS penalty or increased contribution for increases in sick leave days. Negotiations shall focus on revising the agreement to assure future retiring employees shall receive, to the maximum extent possible, the full value of the benefits while simultaneously ensuring the District avoids TRS penalties.

[As part of implementing the new collective bargaining agreement, the Board will enter into an MOU with the REA to provide a one-time extension and extend the date from June 30, 2026, to the day prior to the first day of teacher attendance for the 2026-2027 school year, August 14, 2026. Additionally, the Board will enter into an MOU with the REA that through the 2028-2029 school year, those employees with at least ninety (90) days, but less than one hundred (100) days are eligible for the provisions above, but will be granted two hundred thirty (230) days.]

The Board resubmits its proposal and accepts the REA's proposal, as follows:
P5/REA11) Appendix - Letter H - Teacher Appreciation Longevity Stipend (pgs. 47-48)

H. Teacher Appreciation Longevity Stipend

~~The~~ In appreciation for years of service to the Roxana School District, the Board ~~agrees to add~~ will provide a Teacher Appreciation Longevity Stipend at the rate of ~~$250.00~~ $500 at the beginning of the twenty-fifth (25th) year ~~through the twenty-ninth (29th) year and $500.00 at the beginning of the thirtieth (30th) year~~ and every year thereafter ~~starting at year 2014-2015~~. In the event there are legislative or rule changes affecting the TRS 6% rule contained in Public Act 94-0004, or the District is required to pay TRS penalty or contribution for increases in creditable earnings of over 6%, this provision shall be reopened for reconsideration upon written demand by either party. Such negotiations shall be for the purpose of negotiating appropriate revisions to assure that retiring employees in future similar situations shall receive to the maximum extent possible, the full value of the benefits provided under this Agreement, while avoiding TRS penalties to the District that may arise due to the payment of such benefit to the employee. All employees who are currently receiving a longevity stipend will continue to receive the stipend for total years of teaching experience.

P6/REA13) Appendix - Letter K - Salary Schedule (pgs. 51-59)

K. Salary Schedule

~~2022-2023: For all teachers on the schedule: 3.50% (plus step)~~

~~2023-2024: For all teachers on the schedule: 3.25% (plus step)~~

~~2024-2025: For all teachers on the schedule: 3.25% (plus step)~~

~~2025-2026: For all teachers on the schedule: 3.50% (plus step)~~

2026-2027: For all teachers on a schedule: salary schedule enhancements + step
[estimated average 4.0% increase in salary, excludes additional benefit increases]
2027-2028: For all teachers on a schedule: salary schedule enhancements + step
[estimated average 3.5% increase in salary, excludes additional benefit increases]
2028-2029: For all teachers on a schedule: salary schedule enhancements + step
[estimated average 3.3% increase in salary, excludes additional benefit increases]

[see Appendix A - BOE Final Economic Proposal - Salary and Benefits Summary by Schedule and Appendix B - BOE Final Economic Proposal - Salary and Benefits by Employee]

Current Tier 2 staff as of the 2020-21 school year will stay on the current schedule for a total of 5 steps starting with the 2022-23 school year. They will move to the new 28 step schedule after they have moved 5 steps on the 15 step schedule. At that time, they will move to a cell on the new schedule in the same ~~E~~educational ~~L~~lane that is closest to the cell but not less than the cell they were at and then move from that point based on the contract language for that particular school year.

Tier 1 staff hired for the 2021-22 school year will stay on the current 15 step schedule. Tier I staff who were hired into ESSER positions and moved to the new 28 step schedule stating the 2022-23 school year, will move back to the 15 step schedule starting with the 2026-27 school year.

Tier 2 staff hired for the 2021-22 will stay on the current schedule for a total of 5 steps starting with the 2022-23 school year. They will move to the new 28 step schedule after they have moved 5 steps on the 15 step schedule. At that time, they will move to a cell on the new schedule in the same ~~E~~educational ~~L~~lane that is closest to the cell but not less than the cell they were at and then move from that point based on the contract language for that particular school year.

All new hires starting the 2022-23 school year will be put on the new 28 step schedule.

Once the last Tier 1 staff moves to the top step in their ~~E~~educational ~~L~~lane – the following year the employee will move to a cell on the new schedule that is closest to the cell but not less than the cell they were at and then move from that point. At this point the old schedule will be retired.

ESSER positions – staff hired for ESSER positions for the 2021-22 school year will move to the new 28 step schedule beginning with the 2022-23 school year. They will move to a cell on the new schedule that is closest to the cell but not less than the cell they were at and then move from that point based on the contract language for that particular school year.

All off schedule~~d~~ staff will receive the ~~percentage~~ increase indicated for each year of the contract~~.~~:

2026-2027: salary schedule enhancements + $2,000 (equals $2,750 for 26-27)
[$3,000 increase to base salary, with the additional stipend below]
2027-2028: salary schedule enhancements + $2,000 (equals $2,750 for 27-28)
[$3,250 increase to base salary, with the additional stipend below]
2028-2029: salary schedule enhancements + $2,000 (equals $2,750 for 28-29)
[$3,500 increase to base salary, with the additional stipend below]
In addition to the above and through the 2028-2029 school year, all off schedule staff (except those receiving the 6% retirement increase) will receive an additional one-time $250 off schedule stipend in the 2026-2027 school year, an additional one-time $500 off schedule stipend in the 2027-2028 school year, and an additional one-time $750 off schedule stipend in the 2028-2029 school year.

[see Appendix A - BOE Final Economic Proposal - Salary and Benefits Summary by Schedule and Appendix B - BOE Final Economic Proposal - Salary and Benefits by Employee]

The District will provide a list of off scheduled staff and their salaries each year to the R.E.A.

Creditable Earnings Contingency
In the event there are legislative or rule changes affecting the TRS 6% rule contained in Public Act 04-0004, or the District is required to pay TRS penalty or contribution for increases in creditable earnings of over 6% this provision shall be reopened for reconsideration upon written demand by either party. Such negotiations shall be for the purpose of negotiating appropriate revisions to assure that retiring employees in future similar situations shall receive to the maximum extent possible, the full value of the benefits provided under this Agreement, while avoiding TRS penalties to the District that may arise due to the payment of such benefit to the employee.

The Board proposes that members of the Association still on a salary schedule receive those raises included through providing salary schedule enhancements plus both step and lane movement.

The Board proposes to add additional money to the existing 15-step salary schedules, as presented below.

The Board proposes to update and add additional money to the existing 28 step salary schedules as presented below, in such manner as to:

- *create a more equitable, dollar-based, salary schedule;*
- *maintain solid, regionally competitive, compensation for certified staff;*
- *attract and retain excellent certified staff; and*

- *ensure, as much as possible, the sustainability of the schedules.*

The additional total new money allotted to the salary schedules is contingent to its placement on the salary schedules. Under no circumstances should the additional total new money be considered independent of its placement. In other words, the total new money goes "hand in hand" with its placement.

2026-2027 Old Salary Schedule without Board-Paid Retirement (Traditional View)												
Step	**B**	**B+8**	**B+16**	**B+24**	**B+32**	**M**	**M+8**	**M+16**	**M+24**	**M+32**	**M+40**	**M+48**
0	$52,747	$54,226	$55,713	$57,192	$58,679	$60,158	$61,635	$63,123	$64,601	$66,089	$67,567	$69,055
1	$54,605	$56,083	$57,570	$59,048	$60,536	$62,014	$63,493	$64,980	$66,458	$67,946	$69,424	$70,912
2	$56,831	$58,309	$59,788	$61,275	$62,754	$64,241	$65,719	$67,206	$68,685	$70,163	$71,651	$73,129
3	$59,048	$60,536	$62,014	$63,493	$64,980	$66,458	$67,946	$69,424	$70,912	$72,390	$73,868	$75,355
4	$61,275	$62,754	$64,241	$65,719	$67,206	$68,685	$70,163	$71,651	$73,129	$74,617	$76,094	$77,582
5	$63,493	$64,980	$66,458	$67,946	$69,424	$70,912	$72,390	$73,868	$75,355	$76,834	$78,321	$79,800
6	$65,969	$67,447	$68,934	$70,412	$71,900	$73,378	$74,857	$76,344	$77,822	$79,309	$80,788	$82,276
7	$68,436	$69,923	$71,401	$72,879	$74,367	$75,845	$77,333	$78,811	$80,299	$81,776	$83,255	$84,742
8	$70,912	$72,390	$73,868	$75,355	$76,834	$78,321	$79,800	$81,287	$82,766	$84,243	$85,731	$87,209
9	$73,378	$74,857	$76,344	$77,822	$79,309	$80,788	$82,276	$83,754	$85,232	$86,720	$88,198	$89,685
10	$75,845	$77,333	$78,811	$80,299	$81,776	$83,255	$84,742	$86,221	$87,708	$89,187	$90,673	$92,152
11	$78,321	$79,800	$81,287	$82,766	$84,243	$85,731	$87,209	$88,697	$90,175	$91,663	$93,140	$94,619
12	$80,788	$82,276	$83,754	$85,232	$86,720	$88,198	$89,685	$91,164	$92,651	$94,130	$95,607	$97,095
13	$82,645	$84,132	$86,221	$87,708	$89,187	$90,673	$92,152	$93,630	$95,118	$96,596	$98,084	$99,561
14			$88,078	$89,565	$91,663	$93,141	$94,619	$96,106	$97,585	$99,072	$100,551	$102,038
15					$93,520	$94,998	$96,476	$97,963	$99,442	$100,929	$102,408	$103,895

2026-2027 Old Salary Schedule with Board-Paid Retirement (Traditional View)												
Step	**B**	**B+8**	**B+16**	**B+24**	**B+32**	**M**	**M+8**	**M+16**	**M+24**	**M+32**	**M+40**	**M+48**
0	$57,964	$59,589	$61,223	$62,848	$64,482	$66,107	$67,731	$69,366	$70,990	$72,625	$74,249	$75,884
1	$60,005	$61,629	$63,264	$64,888	$66,523	$68,147	$69,772	$71,406	$73,031	$74,666	$76,290	$77,925
2	$62,452	$64,076	$65,701	$67,335	$68,960	$70,594	$72,219	$73,853	$75,478	$77,102	$78,737	$80,361
3	$64,888	$66,523	$68,147	$69,772	$71,406	$73,031	$74,666	$76,290	$77,925	$79,549	$81,173	$82,808
4	$67,335	$68,960	$70,594	$72,219	$73,853	$75,478	$77,102	$78,737	$80,361	$81,996	$83,620	$85,255
5	$69,772	$71,406	$73,031	$74,666	$76,290	$77,925	$79,549	$81,173	$82,808	$84,433	$86,067	$87,692
6	$72,493	$74,117	$75,752	$77,376	$79,011	$80,635	$82,260	$83,894	$85,519	$87,153	$88,778	$90,413
7	$75,204	$76,838	$78,463	$80,087	$81,722	$83,346	$84,981	$86,605	$88,240	$89,864	$91,489	$93,123
8	$77,925	$79,549	$81,173	$82,808	$84,433	$86,067	$87,692	$89,326	$90,951	$92,575	$94,210	$95,834
9	$80,635	$82,260	$83,894	$85,519	$87,153	$88,778	$90,413	$92,037	$93,661	$95,296	$96,921	$98,555
10	$83,346	$84,981	$86,605	$88,240	$89,864	$91,489	$93,123	$94,748	$96,382	$98,007	$99,641	$101,266
11	$86,067	$87,692	$89,326	$90,951	$92,575	$94,210	$95,834	$97,469	$99,093	$100,728	$102,352	$103,977
12	$88,778	$90,413	$92,037	$93,661	$95,296	$96,921	$98,555	$100,180	$101,814	$103,439	$105,063	$106,698
13	$90,819	$92,453	$94,748	$96,382	$98,007	$99,641	$101,266	$102,890	$104,525	$106,149	$107,784	$109,408
14			$96,789	$98,423	$100,728	$102,352	$103,977	$105,611	$107,236	$108,870	$110,495	$112,129
15					$102,769	$104,393	$106,017	$107,652	$109,277	$110,911	$112,536	$114,170

2026-2027 New Salary Schedule without Board-Paid Retirement (Traditional View)												
Step/Lane	B	B+8	B+16	B+24	B+32	M	M+8	M+16	M+24	M+32	M+40	M+48
A (0)	$47,320	$48,825	$50,330	$51,835	$53,340	$55,345	$56,850	$58,355	$59,860	$61,365	$62,875	$64,380
B (1)	$48,530	$50,035	$51,560	$53,065	$54,590	$56,595	$58,100	$59,605	$61,110	$62,615	$64,120	$65,630
C (2)	$49,745	$51,250	$52,790	$54,295	$55,840	$57,845	$59,350	$60,855	$62,360	$63,865	$65,370	$66,875
D (3)	$50,955	$52,460	$54,025	$55,530	$57,090	$59,095	$60,600	$62,105	$63,610	$65,115	$66,620	$68,125
E (4)	$52,235	$53,740	$55,330	$56,835	$58,420	$60,420	$61,930	$63,435	$64,945	$66,450	$67,955	$69,460
F (5)	$53,520	$55,025	$56,635	$58,140	$59,755	$61,745	$63,265	$64,770	$66,275	$67,780	$69,285	$70,790
G (6)	$54,800	$56,305	$57,940	$59,445	$61,085	$63,070	$64,595	$66,100	$67,605	$69,110	$70,615	$72,120
H (7)	$56,080	$57,585	$59,250	$60,755	$62,415	$64,395	$65,925	$67,430	$68,935	$70,440	$71,950	$73,455
I (8)	$57,445	$58,950	$60,640	$62,145	$63,830	$65,805	$67,340	$68,845	$70,350	$71,855	$73,365	$74,870
J (9)	$58,810	$60,315	$62,030	$63,535	$65,245	$67,215	$68,755	$70,260	$71,765	$73,270	$74,775	$76,280
K (10)	$60,175	$61,680	$63,415	$64,925	$66,660	$68,620	$70,170	$71,675	$73,180	$74,685	$76,190	$77,695
L (11)	$61,540	$63,045	$64,805	$66,310	$68,075	$70,030	$71,585	$73,090	$74,595	$76,100	$77,605	$79,110
M (12)	$62,905	$64,410	$66,195	$67,700	$69,490	$71,440	$73,000	$74,505	$76,010	$77,515	$79,020	$80,525
N (13)	$64,270	$65,775	$67,585	$69,090	$70,905	$72,855	$74,415	$75,920	$77,425	$78,930	$80,435	$81,940
O (14)	$65,630	$67,135	$68,975	$70,480	$72,320	$74,270	$75,830	$77,335	$78,840	$80,345	$81,850	$83,355
P (15)	$67,080	$68,585	$70,450	$71,955	$73,820	$75,765	$77,330	$78,835	$80,340	$81,845	$83,350	$84,855
Q (16)	$68,530	$70,035	$71,920	$73,425	$75,315	$77,265	$78,825	$80,330	$81,835	$83,340	$84,845	$86,355
R (17)	$69,975	$71,480	$73,395	$74,900	$76,815	$78,760	$80,325	$81,830	$83,335	$84,840	$86,345	$87,850
S (18)	$71,425	$72,930	$74,870	$76,375	$78,310	$80,260	$81,825	$83,330	$84,835	$86,340	$87,845	$89,350
T (19)	$72,870	$74,375	$76,340	$77,845	$79,810	$81,760	$83,320	$84,825	$86,330	$87,835	$89,340	$90,845
U (20)	$74,320	$75,825	$77,815	$79,320	$81,310	$83,255	$84,820	$86,325	$87,830	$89,335	$90,840	$92,345
V (21)	$75,765	$77,270	$79,285	$80,790	$82,805	$84,755	$86,315	$87,820	$89,330	$90,835	$92,340	$93,845
W (22)	$77,300	$78,805	$80,845	$82,350	$84,390	$86,335	$87,900	$89,405	$90,910	$92,415	$93,920	$95,425
X (23)	$78,830	$80,335	$82,400	$83,905	$85,970	$87,920	$89,480	$90,985	$92,490	$93,995	$95,500	$97,005
Y (24)	$80,360	$81,865	$83,955	$85,460	$87,550	$89,500	$91,060	$92,565	$94,070	$95,575	$97,085	$98,590
Z (25)	$81,890	$83,395	$85,510	$87,020	$89,130	$91,080	$92,645	$94,150	$95,655	$97,160	$98,665	$100,170
AA (26)	$83,425	$84,930	$87,070	$88,575	$90,715	$92,665	$94,225	$95,730	$97,235	$98,740	$100,245	$101,750
BB (27)			$88,625	$90,130	$92,295	$94,245	$95,805	$97,310	$98,815	$100,320	$101,825	$103,330
CC (28)					$93,875	$95,825	$97,385	$98,895	$100,400	$101,905	$103,410	$104,915

2026-2027 New Salary Schedule with Board-Paid Retirement (Traditional View)												
Step/Lane	B	B+8	B+16	B+24	B+32	M	M+8	M+16	M+24	M+32	M+40	M+48
A (0)	$52,000	$53,654	$55,308	$56,962	$58,615	$60,819	$62,473	$64,126	$65,780	$67,434	$69,093	$70,747
B (1)	$53,330	$54,984	$56,659	$58,313	$59,989	$62,192	$63,846	$65,500	$67,154	$68,808	$70,462	$72,121
C (2)	$54,665	$56,319	$58,011	$59,665	$61,363	$63,566	$65,220	$66,874	$68,527	$70,181	$71,835	$73,489
D (3)	$55,995	$57,648	$59,368	$61,022	$62,736	$64,940	$66,593	$68,247	$69,901	$71,555	$73,209	$74,863
E (4)	$57,401	$59,055	$60,802	$62,456	$64,198	$66,396	$68,055	$69,709	$71,368	$73,022	$74,676	$76,330
F (5)	$58,813	$60,467	$62,236	$63,890	$65,665	$67,852	$69,522	$71,176	$72,830	$74,484	$76,137	$77,791
G (6)	$60,220	$61,874	$63,670	$65,324	$67,126	$69,308	$70,984	$72,637	$74,291	$75,945	$77,599	$79,253
H (7)	$61,626	$63,280	$65,110	$66,764	$68,588	$70,764	$72,445	$74,099	$75,753	$77,407	$79,066	$80,720
I (8)	$63,126	$64,780	$66,637	$68,291	$70,143	$72,313	$74,000	$75,654	$77,308	$78,962	$80,621	$82,275
J (9)	$64,626	$66,280	$68,165	$69,819	$71,698	$73,863	$75,555	$77,209	$78,863	$80,516	$82,170	$83,824
K (10)	$66,126	$67,780	$69,687	$71,346	$73,253	$75,407	$77,110	$78,764	$80,418	$82,071	$83,725	$85,379
L (11)	$67,626	$69,280	$71,214	$72,868	$74,808	$76,956	$78,665	$80,319	$81,973	$83,626	$85,280	$86,934
M (12)	$69,126	$70,780	$72,742	$74,396	$76,363	$78,505	$80,220	$81,874	$83,527	$85,181	$86,835	$88,489
N (13)	$70,626	$72,280	$74,269	$75,923	$77,918	$80,060	$81,775	$83,429	$85,082	$86,736	$88,390	$90,044
O (14)	$72,121	$73,775	$75,797	$77,451	$79,473	$81,615	$83,330	$84,984	$86,637	$88,291	$89,945	$91,599
P (15)	$73,714	$75,368	$77,418	$79,071	$81,121	$83,258	$84,978	$86,632	$88,286	$89,940	$91,593	$93,247
Q (16)	$75,308	$76,962	$79,033	$80,687	$82,764	$84,907	$86,621	$88,275	$89,929	$91,582	$93,236	$94,896
R (17)	$76,896	$78,549	$80,654	$82,308	$84,412	$86,549	$88,269	$89,923	$91,577	$93,231	$94,885	$96,538
S (18)	$78,489	$80,143	$82,275	$83,929	$86,055	$88,198	$89,918	$91,571	$93,225	$94,879	$96,533	$98,187
T (19)	$80,077	$81,731	$83,890	$85,544	$87,703	$89,846	$91,560	$93,214	$94,868	$96,522	$98,176	$99,830
U (20)	$81,670	$83,324	$85,511	$87,165	$89,352	$91,489	$93,209	$94,863	$96,516	$98,170	$99,824	$101,478
V (21)	$83,258	$84,912	$87,126	$88,780	$90,994	$93,137	$94,852	$96,505	$98,165	$99,819	$101,473	$103,126
W (22)	$84,945	$86,599	$88,841	$90,494	$92,736	$94,874	$96,593	$98,247	$99,901	$101,555	$103,209	$104,863
X (23)	$86,626	$88,280	$90,549	$92,203	$94,473	$96,615	$98,330	$99,984	$101,637	$103,291	$104,945	$106,599
Y (24)	$88,308	$89,962	$92,258	$93,912	$96,209	$98,352	$100,066	$101,720	$103,374	$105,027	$106,687	$108,341
Z (25)	$89,989	$91,643	$93,967	$95,626	$97,945	$100,088	$101,808	$103,462	$105,115	$106,769	$108,423	$110,077
AA (26)	$91,676	$93,330	$95,681	$97,335	$99,687	$101,830	$103,544	$105,198	$106,852	$108,505	$110,159	$111,813
BB (27)			$97,390	$99,044	$101,423	$103,566	$105,280	$106,934	$108,588	$110,242	$111,896	$113,549
CC (28)					$103,159	$105,302	$107,016	$108,676	$110,330	$111,984	$113,637	$115,291

2027-2028 Old Salary Schedule without Board-Paid Retirement (Traditional View)												
Step	B	B+8	B+16	B+24	B+32	M	M+8	M+16	M+24	M+32	M+40	M+48
0	$53,497	$54,976	$56,463	$57,942	$59,429	$60,908	$62,385	$63,873	$65,351	$66,839	$68,317	$69,805
1	$55,355	$56,833	$58,320	$59,798	$61,286	$62,764	$64,243	$65,730	$67,208	$68,696	$70,174	$71,662
2	$57,581	$59,059	$60,538	$62,025	$63,504	$64,991	$66,469	$67,956	$69,435	$70,913	$72,401	$73,879
3	$59,798	$61,286	$62,764	$64,243	$65,730	$67,208	$68,696	$70,174	$71,662	$73,140	$74,618	$76,105
4	$62,025	$63,504	$64,991	$66,469	$67,956	$69,435	$70,913	$72,401	$73,879	$75,367	$76,844	$78,332
5	$64,243	$65,730	$67,208	$68,696	$70,174	$71,662	$73,140	$74,618	$76,105	$77,584	$79,071	$80,550
6	$66,719	$68,197	$69,684	$71,162	$72,650	$74,128	$75,607	$77,094	$78,572	$80,059	$81,538	$83,026
7	$69,186	$70,673	$72,151	$73,629	$75,117	$76,595	$78,083	$79,561	$81,049	$82,526	$84,005	$85,492
8	$71,662	$73,140	$74,618	$76,105	$77,584	$79,071	$80,550	$82,037	$83,516	$84,993	$86,481	$87,959
9	$74,128	$75,607	$77,094	$78,572	$80,059	$81,538	$83,026	$84,504	$85,982	$87,470	$88,948	$90,435
10	$76,595	$78,083	$79,561	$81,049	$82,526	$84,005	$85,492	$86,971	$88,458	$89,937	$91,423	$92,902
11	$79,071	$80,550	$82,037	$83,516	$84,993	$86,481	$87,959	$89,447	$90,925	$92,413	$93,890	$95,369
12	$81,538	$83,026	$84,504	$85,982	$87,470	$88,948	$90,435	$91,914	$93,401	$94,880	$96,357	$97,845
13	$83,395	$84,882	$86,971	$88,458	$89,937	$91,423	$92,902	$94,380	$95,868	$97,346	$98,834	$100,311
14			$88,828	$90,315	$92,413	$93,891	$95,369	$96,856	$98,335	$99,822	$101,301	$102,788
15					$94,270	$95,748	$97,226	$98,713	$100,192	$101,679	$103,158	$104,645

2027-2028 Old Salary Schedule with Board-Paid Retirement (Traditional View)												
Step	B	B+8	B+16	B+24	B+32	M	M+8	M+16	M+24	M+32	M+40	M+48
0	$58,788	$60,413	$62,047	$63,672	$65,306	$66,931	$68,555	$70,190	$71,814	$73,449	$75,073	$76,708
1	$60,829	$62,453	$64,088	$65,712	$67,347	$68,971	$70,596	$72,230	$73,855	$75,490	$77,114	$78,749
2	$63,276	$64,900	$66,525	$68,159	$69,784	$71,418	$73,043	$74,677	$76,302	$77,926	$79,561	$81,185
3	$65,712	$67,347	$68,971	$70,596	$72,230	$73,855	$75,490	$77,114	$78,749	$80,373	$81,997	$83,632
4	$68,159	$69,784	$71,418	$73,043	$74,677	$76,302	$77,926	$79,561	$81,185	$82,820	$84,444	$86,079
5	$70,596	$72,230	$73,855	$75,490	$77,114	$78,749	$80,373	$81,997	$83,632	$85,257	$86,891	$88,516
6	$73,317	$74,941	$76,576	$78,200	$79,835	$81,459	$83,084	$84,718	$86,343	$87,977	$89,602	$91,237
7	$76,028	$77,662	$79,287	$80,911	$82,546	$84,170	$85,805	$87,429	$89,064	$90,688	$92,313	$93,947
8	$78,749	$80,373	$81,997	$83,632	$85,257	$86,891	$88,516	$90,150	$91,775	$93,399	$95,034	$96,658
9	$81,459	$83,084	$84,718	$86,343	$87,977	$89,602	$91,237	$92,861	$94,485	$96,120	$97,745	$99,379
10	$84,170	$85,805	$87,429	$89,064	$90,688	$92,313	$93,947	$95,572	$97,206	$98,831	$100,465	$102,090
11	$86,891	$88,516	$90,150	$91,775	$93,399	$95,034	$96,658	$98,293	$99,917	$101,552	$103,176	$104,801
12	$89,602	$91,237	$92,861	$94,485	$96,120	$97,745	$99,379	$101,004	$102,638	$104,263	$105,887	$107,522
13	$91,643	$93,277	$95,572	$97,206	$98,831	$100,465	$102,090	$103,714	$105,349	$106,973	$108,608	$110,232
14			$97,613	$99,247	$101,552	$103,177	$104,801	$106,435	$108,060	$109,694	$111,319	$112,953
15					$103,593	$105,217	$106,841	$108,476	$110,101	$111,735	$113,360	$114,994

2027-2028 New Salary Schedule without Board-Paid Retirement (Traditional View)

Step/Lane	B	B+8	B+16	B+24	B+32	M	M+8	M+16	M+24	M+32	M+40	M+48
A (0)	$48,910	$50,410	$51,915	$53,420	$54,920	$57,425	$58,925	$60,430	$61,930	$63,435	$64,935	$66,440
B (1)	$50,035	$51,535	$53,050	$54,550	$56,065	$58,565	$60,070	$61,570	$63,075	$64,575	$66,080	$67,580
C (2)	$51,155	$52,660	$54,180	$55,685	$57,205	$59,710	$61,210	$62,715	$64,215	$65,720	$67,220	$68,725
D (3)	$52,280	$53,785	$55,315	$56,815	$58,350	$60,850	$62,355	$63,855	$65,360	$66,860	$68,365	$69,865
E (4)	$53,440	$54,940	$56,485	$57,985	$59,530	$62,030	$63,535	$65,040	$66,540	$68,045	$69,545	$71,050
F (5)	$54,595	$56,100	$57,655	$59,160	$60,715	$63,210	$64,720	$66,220	$67,725	$69,225	$70,730	$72,235
G (6)	$55,755	$57,255	$58,825	$60,330	$61,895	$64,390	$65,905	$67,405	$68,910	$70,410	$71,915	$73,415
H (7)	$56,915	$58,415	$59,995	$61,500	$63,080	$65,570	$67,085	$68,590	$70,090	$71,595	$73,095	$74,600
I (8)	$58,235	$59,740	$61,335	$62,835	$64,430	$66,915	$68,435	$69,940	$71,440	$72,945	$74,445	$75,950
J (9)	$59,560	$61,065	$62,670	$64,175	$65,780	$68,265	$69,785	$71,290	$72,790	$74,295	$75,795	$77,300
K (10)	$60,885	$62,390	$64,010	$65,510	$67,130	$69,610	$71,135	$72,640	$74,140	$75,645	$77,145	$78,650
L (11)	$62,210	$63,715	$65,345	$66,850	$68,480	$70,960	$72,485	$73,990	$75,490	$76,995	$78,495	$80,000
M (12)	$63,535	$65,040	$66,685	$68,185	$69,830	$72,305	$73,835	$75,340	$76,840	$78,345	$79,845	$81,350
N (13)	$64,860	$66,365	$68,020	$69,525	$71,180	$73,655	$75,185	$76,690	$78,190	$79,695	$81,195	$82,700
O (14)	$66,185	$67,690	$69,360	$70,860	$72,530	$75,005	$76,535	$78,040	$79,540	$81,045	$82,545	$84,050
P (15)	$67,680	$69,180	$70,860	$72,365	$74,045	$76,520	$78,050	$79,555	$81,055	$82,560	$84,060	$85,565
Q (16)	$69,170	$70,670	$72,365	$73,870	$75,565	$78,035	$79,570	$81,070	$82,575	$84,075	$85,580	$87,080
R (17)	$70,660	$72,165	$73,870	$75,375	$77,080	$79,555	$81,085	$82,585	$84,090	$85,595	$87,095	$88,600
S (18)	$72,150	$73,655	$75,375	$76,875	$78,595	$81,070	$82,600	$84,105	$85,605	$87,110	$88,610	$90,115
T (19)	$73,645	$75,145	$76,880	$78,380	$80,115	$82,585	$84,120	$85,620	$87,125	$88,625	$90,130	$91,630
U (20)	$75,135	$76,635	$78,380	$79,885	$81,630	$84,105	$85,635	$87,135	$88,640	$90,140	$91,645	$93,150
V (21)	$76,625	$78,130	$79,885	$81,390	$83,145	$85,620	$87,150	$88,655	$90,155	$91,660	$93,160	$94,665
W (22)	$78,285	$79,785	$81,555	$83,060	$84,830	$87,305	$88,835	$90,335	$91,840	$93,340	$94,845	$96,345
X (23)	$79,940	$81,445	$83,225	$84,730	$86,510	$88,985	$90,515	$92,020	$93,525	$95,025	$96,530	$98,030
Y (24)	$81,600	$83,105	$84,900	$86,400	$88,195	$90,670	$92,200	$93,705	$95,205	$96,710	$98,210	$99,715
Z (25)	$83,260	$84,760	$86,570	$88,070	$89,880	$92,355	$93,885	$95,385	$96,890	$98,390	$99,895	$101,395
AA (26)	$84,915	$86,420	$88,240	$89,740	$91,560	$94,035	$95,565	$97,070	$98,570	$100,075	$101,580	$103,080
BB (27)			$89,910	$91,415	$93,245	$95,720	$97,250	$98,755	$100,255	$101,760	$103,260	$104,765
CC (28)					$94,930	$97,405	$98,935	$100,435	$101,940	$103,440	$104,945	$106,445

2027-2028 New Salary Schedule with Board-Paid Retirement (Traditional View)

Step/Lane	B	B+8	B+16	B+24	B+32	M	M+8	M+16	M+24	M+32	M+40	M+48
A (0)	$53,747	$55,396	$57,049	$58,703	$60,352	$63,104	$64,753	$66,407	$68,055	$69,709	$71,357	$73,011
B (1)	$54,984	$56,632	$58,297	$59,945	$61,610	$64,357	$66,011	$67,659	$69,313	$70,962	$72,615	$74,264
C (2)	$56,214	$57,868	$59,538	$61,192	$62,863	$65,615	$67,264	$68,918	$70,566	$72,220	$73,868	$75,522
D (3)	$57,451	$59,104	$60,786	$62,434	$64,121	$66,868	$68,522	$70,170	$71,824	$73,473	$75,126	$76,775
E (4)	$58,725	$60,374	$62,071	$63,720	$65,418	$68,165	$69,819	$71,473	$73,121	$74,775	$76,423	$78,077
F (5)	$59,995	$61,648	$63,357	$65,011	$66,720	$69,462	$71,121	$72,769	$74,423	$76,071	$77,725	$79,379
G (6)	$61,269	$62,918	$64,643	$66,297	$68,016	$70,758	$72,423	$74,071	$75,725	$77,374	$79,027	$80,676
H (7)	$62,544	$64,192	$65,929	$67,582	$69,319	$72,055	$73,720	$75,374	$77,022	$78,676	$80,324	$81,978
I (8)	$63,994	$65,648	$67,401	$69,049	$70,802	$73,533	$75,203	$76,857	$78,505	$80,159	$81,808	$83,462
J (9)	$65,451	$67,104	$68,868	$70,522	$72,286	$75,016	$76,687	$78,341	$79,989	$81,643	$83,291	$84,945
K (10)	$66,907	$68,560	$70,341	$71,989	$73,769	$76,494	$78,170	$79,824	$81,473	$83,126	$84,775	$86,429
L (11)	$68,363	$70,016	$71,808	$73,462	$75,253	$77,978	$79,654	$81,308	$82,956	$84,610	$86,258	$87,912
M (12)	$69,819	$71,473	$73,280	$74,929	$76,736	$79,456	$81,137	$82,791	$84,440	$86,093	$87,742	$89,396
N (13)	$71,275	$72,929	$74,747	$76,401	$78,220	$80,940	$82,621	$84,275	$85,923	$87,577	$89,225	$90,879
O (14)	$72,731	$74,385	$76,220	$77,868	$79,703	$82,423	$84,104	$85,758	$87,407	$89,060	$90,709	$92,363
P (15)	$74,374	$76,022	$77,868	$79,522	$81,368	$84,088	$85,769	$87,423	$89,071	$90,725	$92,374	$94,027
Q (16)	$76,011	$77,659	$79,522	$81,176	$83,038	$85,753	$87,440	$89,088	$90,742	$92,390	$94,044	$95,692
R (17)	$77,648	$79,302	$81,176	$82,830	$84,703	$87,423	$89,104	$90,753	$92,407	$94,060	$95,709	$97,363
S (18)	$79,286	$80,940	$82,830	$84,478	$86,368	$89,088	$90,769	$92,423	$94,071	$95,725	$97,374	$99,027
T (19)	$80,929	$82,577	$84,484	$86,132	$88,038	$90,753	$92,440	$94,088	$95,742	$97,390	$99,044	$100,692
U (20)	$82,566	$84,214	$86,132	$87,786	$89,703	$92,423	$94,104	$95,753	$97,407	$99,055	$100,709	$102,363
V (21)	$84,203	$85,857	$87,786	$89,440	$91,368	$94,088	$95,769	$97,423	$99,071	$100,725	$102,374	$104,027
W (22)	$86,027	$87,676	$89,621	$91,275	$93,220	$95,940	$97,621	$99,269	$100,923	$102,571	$104,225	$105,874
X (23)	$87,846	$89,500	$91,456	$93,110	$95,066	$97,786	$99,467	$101,121	$102,775	$104,423	$106,077	$107,725
Y (24)	$89,670	$91,324	$93,297	$94,945	$96,918	$99,637	$101,319	$102,973	$104,621	$106,275	$107,923	$109,577
Z (25)	$91,494	$93,143	$95,132	$96,780	$98,769	$101,489	$103,170	$104,819	$106,473	$108,121	$109,775	$111,423
AA (26)	$93,313	$94,967	$96,967	$98,615	$100,615	$103,335	$105,016	$106,670	$108,319	$109,973	$111,626	$113,275
BB (27)			$98,802	$100,456	$102,467	$105,187	$106,868	$108,522	$110,170	$111,824	$113,473	$115,126
CC (28)					$104,319	$107,038	$108,720	$110,368	$112,022	$113,670	$115,324	$116,973

2028-2029 Old Salary Schedule without Board-Paid Retirement (Traditional View)												
Step	B	B+8	B+16	B+24	B+32	M	M+8	M+16	M+24	M+32	M+40	M+48
0	$54,247	$55,726	$57,213	$58,692	$60,179	$61,658	$63,135	$64,623	$66,101	$67,589	$69,067	$70,555
1	$56,105	$57,583	$59,070	$60,548	$62,036	$63,514	$64,993	$66,480	$67,958	$69,446	$70,924	$72,412
2	$58,331	$59,809	$61,288	$62,775	$64,254	$65,741	$67,219	$68,706	$70,185	$71,663	$73,151	$74,629
3	$60,548	$62,036	$63,514	$64,993	$66,480	$67,958	$69,446	$70,924	$72,412	$73,890	$75,368	$76,855
4	$62,775	$64,254	$65,741	$67,219	$68,706	$70,185	$71,663	$73,151	$74,629	$76,117	$77,594	$79,082
5	$64,993	$66,480	$67,958	$69,446	$70,924	$72,412	$73,890	$75,368	$76,855	$78,334	$79,821	$81,300
6	$67,469	$68,947	$70,434	$71,912	$73,400	$74,878	$76,357	$77,844	$79,322	$80,809	$82,288	$83,776
7	$69,936	$71,423	$72,901	$74,379	$75,867	$77,345	$78,833	$80,311	$81,799	$83,276	$84,755	$86,242
8	$72,412	$73,890	$75,368	$76,855	$78,334	$79,821	$81,300	$82,787	$84,266	$85,743	$87,231	$88,709
9	$74,878	$76,357	$77,844	$79,322	$80,809	$82,288	$83,776	$85,254	$86,732	$88,220	$89,698	$91,185
10	$77,345	$78,833	$80,311	$81,799	$83,276	$84,755	$86,242	$87,721	$89,208	$90,687	$92,173	$93,652
11	$79,821	$81,300	$82,787	$84,266	$85,743	$87,231	$88,709	$90,197	$91,675	$93,163	$94,640	$96,119
12	$82,288	$83,776	$85,254	$86,732	$88,220	$89,698	$91,185	$92,664	$94,151	$95,630	$97,107	$98,595
13	$84,145	$85,632	$87,721	$89,208	$90,687	$92,173	$93,652	$95,130	$96,618	$98,096	$99,584	$101,061
14			$89,578	$91,065	$93,163	$94,641	$96,119	$97,606	$99,085	$100,572	$102,051	$103,538
15					$95,020	$96,498	$97,976	$99,463	$100,942	$102,429	$103,908	$105,395

2028-2029 Old Salary Schedule with Board-Paid Retirement (Traditional View)												
Step	B	B+8	B+16	B+24	B+32	M	M+8	M+16	M+24	M+32	M+40	M+48
0	$59,613	$61,238	$62,872	$64,497	$66,131	$67,756	$69,380	$71,015	$72,639	$74,274	$75,898	$77,533
1	$61,654	$63,278	$64,913	$66,537	$68,172	$69,796	$71,421	$73,055	$74,680	$76,315	$77,939	$79,574
2	$64,101	$65,725	$67,350	$68,984	$70,609	$72,243	$73,868	$75,502	$77,127	$78,751	$80,386	$82,010
3	$66,537	$68,172	$69,796	$71,421	$73,055	$74,680	$76,315	$77,939	$79,574	$81,198	$82,822	$84,457
4	$68,984	$70,609	$72,243	$73,868	$75,502	$77,127	$78,751	$80,386	$82,010	$83,645	$85,269	$86,904
5	$71,421	$73,055	$74,680	$76,315	$77,939	$79,574	$81,198	$82,822	$84,457	$86,082	$87,716	$89,341
6	$74,142	$75,766	$77,401	$79,025	$80,660	$82,284	$83,909	$85,543	$87,168	$88,802	$90,427	$92,062
7	$76,853	$78,487	$80,112	$81,736	$83,371	$84,995	$86,630	$88,254	$89,889	$91,513	$93,138	$94,772
8	$79,574	$81,198	$82,822	$84,457	$86,082	$87,716	$89,341	$90,975	$92,600	$94,224	$95,859	$97,483
9	$82,284	$83,909	$85,543	$87,168	$88,802	$90,427	$92,062	$93,686	$95,310	$96,945	$98,570	$100,204
10	$84,995	$86,630	$88,254	$89,889	$91,513	$93,138	$94,772	$96,397	$98,031	$99,656	$101,290	$102,915
11	$87,716	$89,341	$90,975	$92,600	$94,224	$95,859	$97,483	$99,118	$100,742	$102,377	$104,001	$105,626
12	$90,427	$92,062	$93,686	$95,310	$96,945	$98,570	$100,204	$101,829	$103,463	$105,088	$106,712	$108,347
13	$92,468	$94,102	$96,397	$98,031	$99,656	$101,290	$102,915	$104,539	$106,174	$107,798	$109,433	$111,057
14			$98,438	$100,072	$102,377	$104,001	$105,626	$107,260	$108,885	$110,519	$112,144	$113,778
15					$104,418	$106,042	$107,666	$109,301	$110,926	$112,560	$114,185	$115,819

2028-2029 New Salary Schedule without Board-Paid Retirement (Traditional View)												
Step/Lane	**B**	**B+8**	**B+16**	**B+24**	**B+32**	**M**	**M+8**	**M+16**	**M+24**	**M+32**	**M+40**	**M+48**
A (0)	$50,500	$52,000	$53,500	$55,000	$56,500	$59,500	$61,000	$62,500	$64,000	$65,500	$67,000	$68,500
B (1)	$51,535	$53,035	$54,535	$56,035	$57,535	$60,535	$62,035	$63,535	$65,035	$66,535	$68,035	$69,535
C (2)	$52,570	$54,070	$55,570	$57,070	$58,570	$61,570	$63,070	$64,570	$66,070	$67,570	$69,070	$70,570
D (3)	$53,605	$55,105	$56,605	$58,105	$59,605	$62,605	$64,105	$65,605	$67,105	$68,605	$70,105	$71,605
E (4)	$54,640	$56,140	$57,640	$59,140	$60,640	$63,640	$65,140	$66,640	$68,140	$69,640	$71,140	$72,640
F (5)	$55,675	$57,175	$58,675	$60,175	$61,675	$64,675	$66,175	$67,675	$69,175	$70,675	$72,175	$73,675
G (6)	$56,710	$58,210	$59,710	$61,210	$62,710	$65,710	$67,210	$68,710	$70,210	$71,710	$73,210	$74,710
H (7)	$57,745	$59,245	$60,745	$62,245	$63,745	$66,745	$68,245	$69,745	$71,245	$72,745	$74,245	$75,745
I (8)	$59,030	$60,530	$62,030	$63,530	$65,030	$68,030	$69,530	$71,030	$72,530	$74,030	$75,530	$77,030
J (9)	$60,315	$61,815	$63,315	$64,815	$66,315	$69,315	$70,815	$72,315	$73,815	$75,315	$76,815	$78,315
K (10)	$61,600	$63,100	$64,600	$66,100	$67,600	$70,600	$72,100	$73,600	$75,100	$76,600	$78,100	$79,600
L (11)	$62,885	$64,385	$65,885	$67,385	$68,885	$71,885	$73,385	$74,885	$76,385	$77,885	$79,385	$80,885
M (12)	$64,170	$65,670	$67,170	$68,670	$70,170	$73,170	$74,670	$76,170	$77,670	$79,170	$80,670	$82,170
N (13)	$65,455	$66,955	$68,455	$69,955	$71,455	$74,455	$75,955	$77,455	$78,955	$80,455	$81,955	$83,455
O (14)	$66,740	$68,240	$69,740	$71,240	$72,740	$75,740	$77,240	$78,740	$80,240	$81,740	$83,240	$84,740
P (15)	$68,275	$69,775	$71,275	$72,775	$74,275	$77,275	$78,775	$80,275	$81,775	$83,275	$84,775	$86,275
Q (16)	$69,810	$71,310	$72,810	$74,310	$75,810	$78,810	$80,310	$81,810	$83,310	$84,810	$86,310	$87,810
R (17)	$71,345	$72,845	$74,345	$75,845	$77,345	$80,345	$81,845	$83,345	$84,845	$86,345	$87,845	$89,345
S (18)	$72,880	$74,380	$75,880	$77,380	$78,880	$81,880	$83,380	$84,880	$86,380	$87,880	$89,380	$90,880
T (19)	$74,415	$75,915	$77,415	$78,915	$80,415	$83,415	$84,915	$86,415	$87,915	$89,415	$90,915	$92,415
U (20)	$75,950	$77,450	$78,950	$80,450	$81,950	$84,950	$86,450	$87,950	$89,450	$90,950	$92,450	$93,950
V (21)	$77,485	$78,985	$80,485	$81,985	$83,485	$86,485	$87,985	$89,485	$90,985	$92,485	$93,985	$95,485
W (22)	$79,270	$80,770	$82,270	$83,770	$85,270	$88,270	$89,770	$91,270	$92,770	$94,270	$95,770	$97,270
X (23)	$81,055	$82,555	$84,055	$85,555	$87,055	$90,055	$91,555	$93,055	$94,555	$96,055	$97,555	$99,055
Y (24)	$82,840	$84,340	$85,840	$87,340	$88,840	$91,840	$93,340	$94,840	$96,340	$97,840	$99,340	$100,840
Z (25)	$84,625	$86,125	$87,625	$89,125	$90,625	$93,625	$95,125	$96,625	$98,125	$99,625	$101,125	$102,625
AA (26)	$86,410	$87,910	$89,410	$90,910	$92,410	$95,410	$96,910	$98,410	$99,910	$101,410	$102,910	$104,410
BB (27)			$91,195	$92,695	$94,195	$97,195	$98,695	$100,195	$101,695	$103,195	$104,695	$106,195
CC (28)					$95,980	$98,980	$100,480	$101,980	$103,480	$104,980	$106,480	$107,980

2028-2029 New Salary Schedule with Board-Paid Retirement (Traditional View)												
Step/Lane	**B**	**B+8**	**B+16**	**B+24**	**B+32**	**M**	**M+8**	**M+16**	**M+24**	**M+32**	**M+40**	**M+48**
A (0)	$55,495	$57,143	$58,791	$60,440	$62,088	$65,385	$67,033	$68,681	$70,330	$71,978	$73,626	$75,275
B (1)	$56,632	$58,280	$59,929	$61,577	$63,225	$66,522	$68,170	$69,819	$71,467	$73,115	$74,764	$76,412
C (2)	$57,769	$59,418	$61,066	$62,714	$64,363	$67,659	$69,308	$70,956	$72,604	$74,253	$75,901	$77,549
D (3)	$58,907	$60,555	$62,203	$63,852	$65,500	$68,797	$70,445	$72,093	$73,742	$75,390	$77,038	$78,687
E (4)	$60,044	$61,692	$63,341	$64,989	$66,637	$69,934	$71,582	$73,231	$74,879	$76,527	$78,176	$79,824
F (5)	$61,181	$62,830	$64,478	$66,126	$67,775	$71,071	$72,720	$74,368	$76,016	$77,665	$79,313	$80,962
G (6)	$62,319	$63,967	$65,615	$67,264	$68,912	$72,209	$73,857	$75,505	$77,154	$78,802	$80,451	$82,099
H (7)	$63,456	$65,104	$66,753	$68,401	$70,049	$73,346	$74,994	$76,643	$78,291	$79,940	$81,588	$83,236
I (8)	$64,868	$66,516	$68,165	$69,813	$71,462	$74,758	$76,407	$78,055	$79,703	$81,352	$83,000	$84,648
J (9)	$66,280	$67,929	$69,577	$71,225	$72,874	$76,170	$77,819	$79,467	$81,115	$82,764	$84,412	$86,060
K (10)	$67,692	$69,341	$70,989	$72,637	$74,286	$77,582	$79,231	$80,879	$82,527	$84,176	$85,824	$87,473
L (11)	$69,104	$70,753	$72,401	$74,049	$75,698	$78,994	$80,643	$82,291	$83,940	$85,588	$87,236	$88,885
M (12)	$70,516	$72,165	$73,813	$75,462	$77,110	$80,407	$82,055	$83,703	$85,352	$87,000	$88,648	$90,297
N (13)	$71,929	$73,577	$75,225	$76,874	$78,522	$81,819	$83,467	$85,115	$86,764	$88,412	$90,060	$91,709
O (14)	$73,341	$74,989	$76,637	$78,286	$79,934	$83,231	$84,879	$86,527	$88,176	$89,824	$91,473	$93,121
P (15)	$75,027	$76,676	$78,324	$79,973	$81,621	$84,918	$86,566	$88,214	$89,863	$91,511	$93,159	$94,808
Q (16)	$76,714	$78,363	$80,011	$81,659	$83,308	$86,604	$88,253	$89,901	$91,549	$93,198	$94,846	$96,494
R (17)	$78,401	$80,049	$81,698	$83,346	$84,994	$88,291	$89,940	$91,588	$93,236	$94,885	$96,533	$98,181
S (18)	$80,088	$81,736	$83,385	$85,033	$86,681	$89,978	$91,626	$93,275	$94,923	$96,571	$98,220	$99,868
T (19)	$81,775	$83,423	$85,071	$86,720	$88,368	$91,665	$93,313	$94,962	$96,610	$98,258	$99,907	$101,555
U (20)	$83,462	$85,110	$86,758	$88,407	$90,055	$93,352	$95,000	$96,648	$98,297	$99,945	$101,593	$103,242
V (21)	$85,148	$86,797	$88,445	$90,093	$91,742	$95,038	$96,687	$98,335	$99,984	$101,632	$103,280	$104,929
W (22)	$87,110	$88,758	$90,407	$92,055	$93,703	$97,000	$98,648	$100,297	$101,945	$103,593	$105,242	$106,890
X (23)	$89,071	$90,720	$92,368	$94,016	$95,665	$98,962	$100,610	$102,258	$103,907	$105,555	$107,203	$108,852
Y (24)	$91,033	$92,681	$94,330	$95,978	$97,626	$100,923	$102,571	$104,220	$105,868	$107,516	$109,165	$110,813
Z (25)	$92,994	$94,643	$96,291	$97,940	$99,588	$102,885	$104,533	$106,181	$107,830	$109,478	$111,126	$112,775
AA (26)	$94,956	$96,604	$98,253	$99,901	$101,549	$104,846	$106,494	$108,143	$109,791	$111,440	$113,088	$114,736
BB (27)			$100,214	$101,863	$103,511	$106,808	$108,456	$110,104	$111,753	$113,401	$115,049	$116,698
CC (28)					$105,473	$108,769	$110,418	$112,066	$113,714	$115,363	$117,011	$118,659

End of Packaged Items

Appendix A: BOE Final Economic Proposal - Salary and Benefits Summary by Schedule*

All Employees	2025-26	2026-27	2027-28	2028-29	3-Year Avg
Avg. Salary + Benefits	$100,273	$104,171	$107,580	$111,000	$107,584
Avg. $ Increase		$3,898	$3,409	$3,420	$3,576
Avg. % Increase		4.0%	3.4%	3.2%	3.5%

New Schedule	2025-26	2026-27	2027-28	2028-29	3-Year Avg
Avg. Salary + Benefits	$80,401	$83,925	$93,153	$96,279	$91,119
Avg. $ Increase		$3,524	$3,107	$3,126	$3,252
Avg. % Increase		4.6%	3.6%	3.4%	3.9%

Old Schedule	2025-26	2026-27	2027-28	2028-29	3-Year Avg
Avg. Salary + Benefits	$100,447	$103,627	$108,773	$109,578	$107,326
Avg. $ Increase		$4,148	$3,835	$3,685	$3,889
Avg. % Increase		4.2%	3.7%	3.6%	3.8%

Off Schedule	2025-26	2026-27	2027-28	2028-29	3-Year Avg
Avg. Salary + Benefits	$116,720	$120,760	$124,331	$128,047	$124,379
Avg. $ Increase		$4,051	$3,719	$3,735	$3,835
Avg. % Increase		3.5%	3.1%	3.0%	3.2%

Total Cost

Items	2025-26	2026-27	2027-28	2028-29
Base Salary	$11,138,910	$11,509,311	$11,858,914	$12,207,455
Stipend	$0	$14,000	$29,500	$45,000
Retirement	$1,101,649	$1,139,667	$1,175,776	$1,211,780
Insurance	$1,196,004	$1,295,910	$1,351,506	$1,409,701
Total Above	$13,436,564	$13,958,888	$14,415,696	$14,873,937
	Increase	$522,325	$456,808	$458,240

Additional	2026-27	2027-28	2028-29
Stipend Sch	$33,900	$?	$?
HS Guid Couns	$6,097	$277	$266
Longevity	$4,500	$?	$?
Sum Sch, Etc.	$2,961	$846	$846
Internal Sub	$1,530	$0	$340
Total	$48,988	$1,123	$1,452

Grand Total	2026-27	2027-28	2028-29	3-Year Inc.
Increase	$571,313	$457,931	$459,692	$1,488,935

*Document provided for modeling/projection/estimation purposes only.

Appendix B: BOE Final Economic Proposal - Salary and Benefits by Employee*

2025-2026 School Year

Last Name	First Name	Position	Days	TRS Tier	Schedule	Step	Lane	Base Salary	Stipend	Retirement	Insurance	Total
Allen	Catherine	Teacher	180	2	New	0	B	$45,729		$4,523	$10,122	$60,374
Baum	Grace	Teacher	180	2	New	1	B	$47,030		$4,651	$1,428	$53,109
Bearley	Meghan	Teacher	180	1	Old	22	M	$94,618		$9,358	$1,428	$105,403
Beck	Kristin	Teacher	180	2	Old	11	M	$84,981		$8,405	$10,122	$103,508
Bentley	Tracey	Teacher	180	1	New	23	M+32	$92,966		$9,194	$10,692	$112,852
Berardi	Mike	Teacher	180	1	Old	20	M+48	$103,550		$10,241	$10,122	$123,913
Bergman	Alec	Teacher	180	2	New	3	M	$57,340		$5,671	$10,122	$73,133
Berry	Jamie	Teacher	180	1	Old	18	M	$94,618		$9,358	$1,428	$105,403
Brannon	Patrick	Teacher	180	2	New	12	B+8	$63,777		$6,308	$10,692	$80,777
Bratten	Lisa	Teacher	180	1	Old	23	M	$94,618		$9,358	$10,692	$114,667
Briggs	Mark	Teacher	180	1	Old	24	B	$82,215		$8,131	$10,692	$101,038
Brueckner	Jessica	Teacher	180	1	Old	19	B+8	$83,710		$8,279	$10,122	$102,111
Bryant	Christy	Spch Lang Path	180	1	Old	25	M+48	$103,550		$10,241	$10,692	$124,483
Buhmann	Beth	Teacher	180	2	New	3	M	$57,340		$5,671	$10,122	$73,133
Buhs	Sydney	Teacher	180	2	New	3	M	$57,340		$5,671	$10,692	$73,703
Bullock	Stephanie	Teacher	180	1	Old	19	M+24	$99,080		$9,799	$10,122	$119,001
Bushur	Hannah	Spch Lang Path	180	2	New	0	M	$53,269		$5,268	$1,428	$59,965
Caldwell	Chloe	Teacher	180	2	New	6	M	$61,751		$6,107	$10,122	$77,980
Charlesworth	Kristin	Sch Soc Work	180	1	New	4	M+32	$64,852		$6,414	$10,692	$81,958
Clark	Michelle	Teacher	180	1	Old	16	M	$94,248		$9,321	$10,122	$113,691
Conness	Karen	Sch Psych	180	1	Old	26	M+48	$103,550		$10,241	$10,692	$124,483
Crank	Olivia	Teacher	180	2	New	4	M+8	$60,328		$5,966	$10,122	$76,416
Dettmers	Mike	Teacher	180	1	Old	13	M+32	$95,846		$9,479	$10,122	$115,447
DeVries	Wade	Teacher	180	1	Old	15	M+24	$98,692		$9,761	$10,692	$119,145
Dickerson	Stacey	Teacher	180	1	New	18	M+40	$87,075		$8,612	$10,122	$105,809
Dietrich	Samantha	Teacher	180	2	New	0	B	$45,729		$4,523	$10,122	$60,374
Dresch	Dave	Teacher	180	1	New	16	M	$76,492		$7,565	$10,692	$94,749
Dresch	Jessica	Teacher	180	1	New	16	M	$76,492		$7,565	$10,122	$94,179
Eberlin	Kelly	Teacher	180	1	Old	24	M+8	$96,102		$9,505	$10,122	$115,728
Eberlin	Mercedes	Teacher	180	2	Old	13	M+40	$97,334		$9,626	$10,122	$117,082
Edwards	Marsha	Teacher	180	1	Old	27	M+24	$99,080		$9,799	$10,692	$119,571
Edwards	Scott	Teacher	180	1	Old	25	M+48	$103,550		$10,241	$10,122	$123,913
Englar	Mackenzie	Teacher	180	2	New	3	B+8	$51,139		$5,058	$1,428	$57,625
Eveans	Lea	Teacher	180	2	New	8	B+8	$58,160		$5,752	$10,122	$74,034
Evers	Kara	Teacher	180	1	Old	20	M+32	$100,573		$9,947	$10,122	$120,642
Falloon	Erin	Teacher	180	2	Old	12	M	$87,448		$8,649	$1,428	$97,525
Fears	Kristen	Teacher	180	1	Old	21.5	M+48	$103,550		$10,241	$10,692	$124,483
Fleming	Julie	Teacher	180	1	Old	25	M+48	$103,550		$10,241	$10,122	$123,913
Forsythe	Shelley	Teacher	180	1	Old	22	M+8	$96,102		$9,505	$10,122	$115,728
Garrison	Jennifer	Sch Guid Couns	180	1	Old	21	M+8	$96,102		$9,505	$10,692	$116,298
Gegen	Christy	Sch Soc Work	180	1	Old	24	M+48	$103,550		$10,241	$1,428	$115,219
Gibson	Suze	Teacher	180	1	New	14	M+48	$82,664		$8,176	$10,122	$100,962
Good	Jackie	Teacher	180	1	New	16	M	$76,492		$7,565	$10,122	$94,179
Gowin	Andrew	Teacher	180	2	Old	13	B+8	$83,382		$8,247	$10,692	$102,321
Gress	Dana	Teacher	180	1	Old	14	M+48	$101,288		$10,017	$10,122	$121,427
Guss	Shea	Spch Lang Path	180	2	Old	3	M+8	$67,196		$6,646	$10,122	$83,964
Hanneken	Amie	Teacher	180	1	Old	21	M+48	$103,550		$10,241	$10,122	$123,913
Hansen	Kayla	Sch Guid Couns	180	1	New	7	M	$63,221		$6,253	$10,692	$80,166
Harris	Trixy	Teacher	180	1	Old	21	B+16	$87,671		$8,671	$10,122	$106,463
Hart	Brandy	Sch Psych	180	2	New	5	M+48	$69,347		$6,858	$1,428	$77,633
Hazelwood-Rogers	Leslie	Sch Soc Work	180	1	Old	16	M+40	$101,658		$10,054	$1,428	$113,140
Heffren	Beth	Teacher	180	1	Old	27	M+48	$103,550		$10,241	$1,428	$115,219
Helling	Christopher	Teacher	180	1	Old	17.5	M+8	$95,726		$9,467	$10,692	$115,886
Hellmann	Quinn	Teacher	180	2	Old	7	B+16	$70,651		$6,987	$10,122	$87,760
Hester	Courtney	Teacher	180	1	Old	24	M+48	$103,550		$10,241	$10,122	$123,913
Hill	Tom	Teacher	180	2	Old	10	M	$82,505		$8,160	$10,122	$100,787
Holbrook	Tara	Teacher	180	1	Old	20.5	M+48	$103,539		$10,240	$1,428	$115,207
Hubecky	Kara	Teacher	180	2	Old	5	M	$70,162		$6,939	$10,692	$87,793
Jablonski	Emily	Teacher	180	2	Old	7	B	$67,686		$6,694	$10,122	$84,502
Johnson	Jenny	Teacher	180	1	Old	21	M	$94,618		$9,358	$10,692	$114,667
Jones	Kim	Teacher	180	1	Old	27	M+48	$103,550		$10,241	$10,692	$124,483
Kamp	Stephanie	Sch Soc Work	180	2	New	0	B	$45,729		$4,523	$10,122	$60,374
Keller	Andrea	Teacher	180	1	New	18	M+32	$85,567		$8,463	$10,692	$104,722
Kesler	Allison	Teacher	180	2	New	5	M	$60,281		$5,962	$10,122	$76,365
Kreutztrager	Sara	Spch Lang Path	180	2	New	0	M	$53,269		$5,268	$10,122	$68,659
Lasbury	Leah	Teacher	180	2	New	8	M	$64,692		$6,398	$10,122	$81,212
Lawrence	Jon	Teacher	180	1	Old	16	B	$82,215		$8,131	$10,122	$100,468
Laws	Kennedy	Teacher	180	2	New	2	B	$48,330		$4,780	$1,428	$54,538
Lish-Vaquez	Mamie	Teacher	180	1	Old	27	M+48	$103,550		$10,241	$10,692	$124,483
Logan	Kayla	Teacher	180	1	New	10	M	$67,632		$6,689	$10,122	$84,443

2026-2027 School Year

Last Name	First Name	Schedule	Step	Lane	Base Salary	Stipend	Retirement	Insurance	Total
Allen	Catherine	New	1	B	$48,530		$4,800	$10,944	$64,274
Baum	Grace	New	2	B	$49,745		$4,920	$1,428	$56,093
Bearley	Meghan	Old	23	M	$97,368	$250	$9,654	$1,428	$108,700
Beck	Kristin	Old	12	M	$88,198		$8,723	$10,944	$107,865
Bentley	Tracey	New	24	M+32	$95,575		$9,452	$11,694	$116,721
Berardi	Mike	Old	21	M+48	$106,300	$250	$10,538	$10,944	$128,032
Bergman	Alec	New	4	M	$60,420		$5,976	$10,944	$77,340
Berry	Jamie	Old	19	M	$97,368	$250	$9,654	$1,428	$108,700
Brannon	Patrick	New	13	B+8	$65,775		$6,505	$11,694	$83,974
Bratten	Lisa	Old	24	M	$97,368	$250	$9,654	$11,694	$118,966
Briggs	Mark	Old	25	B	$84,965	$250	$8,428	$11,694	$105,337
Brueckner	Jessica	Old	20	B+8	$86,460	$250	$8,576	$10,944	$106,229
Bryant	Christy	Old	26	M+48	$106,300	$250	$10,538	$11,694	$128,782
Buhmann	Beth	New	4	M	$60,420		$5,976	$10,944	$77,340
Buhs	Sydney	New	4	M	$60,420		$5,976	$11,694	$78,090
Bullock	Stephanie	Old	20	M+24	$101,830	$250	$10,096	$10,944	$123,119
Bushur	Hannah	New	1	M	$56,595		$5,597	$1,428	$63,620
Caldwell	Chloe	New	7	M	$64,395		$6,369	$10,944	$81,708
Charlesworth	Kristin	New	5	M+32	$67,780		$6,704	$11,694	$86,178
Clark	Michelle	Old	17	M	$96,998	$250	$9,618	$10,944	$117,810
Conness	Karen	Old	27	M+48	$106,300	$250	$10,538	$11,694	$128,782
Crank	Olivia	New	5	M+8	$63,265		$6,257	$10,944	$80,466
Dettmers	Mike	Old	14	M+32	$99,072		$9,798	$10,944	$119,814
DeVries	Wade	Old	16	M+24	$101,442	$250	$10,057	$11,694	$123,443
Dickerson	Stacey	New	19	M+40	$89,340		$8,836	$10,944	$109,120
Dietrich	Samantha	New	1	B	$48,530		$4,800	$10,944	$64,274
Dresch	Dave	New	17	M	$78,760		$7,789	$11,694	$98,243
Dresch	Jessica	New	17	M	$78,760		$7,789	$10,944	$97,493
Eberlin	Kelly	Old	25	M+8	$98,852	$250	$9,801	$10,944	$119,847
Eberlin	Mercedes	Old	14	M+40	$100,551		$9,945	$10,944	$121,440
Edwards	Marsha	Old	28	M+24	$101,830	$250	$10,096	$11,694	$123,869
Edwards	Scott	Old	26	M+48	$106,300	$250	$10,538	$10,944	$128,032
Englar	Mackenzie	New	4	B+8	$53,740		$5,315	$1,428	$60,483
Eveans	Lea	New	9	B+8	$60,315		$5,965	$10,944	$77,224
Evers	Kara	Old	21	M+32	$103,323	$250	$10,243	$10,944	$124,760
Falloon	Erin	Old	13	M	$90,673		$8,968	$1,428	$101,069
Fears	Kristen	Old	22.5	M+48	$106,300	$250	$10,538	$11,694	$128,782
Fleming	Julie	Old	26	M+48	$106,300	$250	$10,538	$10,944	$128,032
Forsythe	Shelley	Old	23	M+8	$98,852	$250	$9,801	$10,944	$119,847
Garrison	Jennifer	Old	22	M+8	$98,852	$250	$9,801	$11,694	$120,597
Gegen	Christy	Old	25	M+48	$106,300	$250	$10,538	$1,428	$118,516
Gibson	Suze	New	15	M+48	$84,855		$8,392	$10,944	$104,191
Good	Jackie	New	17	M	$78,760		$7,789	$10,944	$97,493
Gowin	Andrew	Old	14	B+8	$84,132		$8,321	$11,694	$104,147
Gress	Dana	Old	15	M+48	$103,895		$10,275	$10,944	$125,114
Guss	Shea	Old	4	M+8	$70,163		$6,939	$10,944	$88,046
Hanneken	Amie	Old	22	M+48	$106,300	$250	$10,538	$10,944	$128,032
Hansen	Kayla	New	8	M	$65,805		$6,508	$11,694	$84,007
Harris	Trixy	Old	22	B+16	$90,421	$250	$8,967	$10,944	$110,582
Hart	Brandy	New	6	M+48	$72,120		$7,133	$1,428	$80,681
Hazelwood-Rogers	Leslie	Old	17	M+40	$104,408	$250	$10,351	$1,428	$116,436
Heffren	Beth	Old	28	M+48	$106,300	$250	$10,538	$1,428	$118,516
Helling	Christopher	Old	18.5	M+8	$98,476	$250	$9,764	$11,694	$120,184
Hellmann	Quinn	Old	8	B+16	$73,868		$7,306	$10,944	$92,118
Hester	Courtney	Old	25	M+48	$106,300	$250	$10,538	$10,944	$128,032
Hill	Tom	Old	11	M	$85,731		$8,479	$10,944	$105,154
Holbrook	Tara	Old	21.5	M+48	$106,289	$250	$10,537	$1,428	$118,504
Hubecky	Kara	Old	6	M	$73,378		$7,257	$11,694	$92,329
Jablonski	Emily	Old	8	B	$70,912		$7,013	$10,944	$88,869
Johnson	Jenny	Old	22	M	$97,368	$250	$9,654	$11,694	$118,966
Jones	Kim	Old	28	M+48	$106,300	$250	$10,538	$11,694	$128,782
Kamp	Stephanie	New	1	B	$48,530		$4,800	$10,944	$64,274
Keller	Andrea	New	19	M+32	$87,835		$8,687	$11,694	$108,216
Kesler	Allison	New	6	M	$63,070		$6,238	$10,944	$80,252
Kreutztrager	Sara	New	1	M	$56,595		$5,597	$10,944	$73,136
Lasbury	Leah	New	9	M	$67,215		$6,648	$10,944	$84,807
Lawrence	Jon	Old	17	B	$84,965	$250	$8,428	$10,944	$104,587
Laws	Kennedy	New	3	B	$50,955		$5,040	$1,428	$57,423
Lish-Vaquez	Mamie	Old	28	M+48	$106,300	$250	$10,538	$11,694	$128,782
Logan	Kayla	New	11	M	$70,030		$6,926	$10,944	$87,900

2027-2028 School Year

Last Name	First Name	Schedule	Step	Lane	Base Salary	Stipend	Retirement	Insurance	Total
Allen	Catherine	New	2	B	$51,155		$5,059	$11,436	$67,650
Baum	Grace	New	3	B	$52,280		$5,171	$1,428	$58,879
Bearley	Meghan	Old	24	M	$100,118	$500	$9,951	$1,428	$111,997
Beck	Kristin	New	24	M	$90,670		$8,967	$11,436	$111,073
Bentley	Tracey	New	25	M+32	$98,390		$9,731	$12,186	$120,307
Berardi	Mike	Old	22	M+48	$109,050	$500	$10,835	$11,436	$131,820
Bergman	Alec	New	5	M	$63,210		$6,252	$11,436	$80,898
Berry	Jamie	Old	20	M	$100,118	$500	$9,951	$1,428	$111,997
Brannon	Patrick	New	14	B+8	$67,690		$6,695	$12,186	$86,571
Bratten	Lisa	Old	25	M	$100,118	$500	$9,951	$12,186	$122,755
Briggs	Mark	Old	26	B	$87,715	$500	$8,725	$12,186	$109,126
Brueckner	Jessica	Old	21	B+8	$89,210	$500	$8,872	$11,436	$110,018
Bryant	Christy	Old	27	M+48	$109,050	$500	$10,835	$12,186	$132,570
Buhmann	Beth	New	5	M	$63,210		$6,252	$11,436	$80,898
Buhs	Sydney	New	5	M	$63,210		$6,252	$12,186	$81,648
Bullock	Stephanie	Old	21	M+24	$104,580	$500	$10,392	$11,436	$126,908
Bushur	Hannah	New	2	M	$59,710		$5,905	$1,428	$67,043
Caldwell	Chloe	New	8	M	$66,915		$6,618	$11,436	$84,969
Charlesworth	Kristin	New	6	M+32	$70,410		$6,964	$12,186	$89,560
Clark	Michelle	Old	18	M	$99,748	$500	$9,915	$11,436	$121,599
Conness	Karen	Old	28	M+48	$109,050	$500	$10,835	$12,186	$132,570
Crank	Olivia	New	6	M+8	$65,905		$6,518	$11,436	$83,859
Dettmers	Mike	Old	15	M+32	$101,679		$10,056	$11,436	$123,171
DeVries	Wade	Old	17	M+24	$104,192	$500	$10,354	$12,186	$127,232
Dickerson	Stacey	New	20	M+40	$91,645		$9,064	$11,436	$112,145
Dietrich	Samantha	New	2	B	$51,155		$5,059	$11,436	$67,650
Dresch	Dave	New	18	M	$81,070		$8,018	$12,186	$101,274
Dresch	Jessica	New	18	M	$81,070		$8,018	$11,436	$100,524
Eberlin	Kelly	Old	26	M+8	$101,602	$500	$10,098	$11,436	$123,636
Eberlin	Mercedes	New	27	M+40	$103,260		$10,213	$11,436	$124,909
Edwards	Marsha	Old	29	M+24	$104,580	$500	$10,392	$12,186	$127,658
Edwards	Scott	Old	27	M+48	$109,050	$500	$10,835	$11,436	$131,820
Englar	Mackenzie	New	5	B+8	$56,100		$5,548	$1,428	$63,076
Eveans	Lea	New	10	B+8	$62,390		$6,170	$11,436	$79,996
Evers	Kara	Old	22	M+32	$106,073	$500	$10,540	$11,436	$128,549
Falloon	Erin	New	26	M	$94,035		$9,300	$1,428	$104,763
Fears	Kristen	Old	23.5	M+48	$109,050	$500	$10,835	$12,186	$132,570
Fleming	Julie	Old	27	M+48	$109,050	$500	$10,835	$11,436	$131,820
Forsythe	Shelley	Old	24	M+8	$101,602	$500	$10,098	$11,436	$123,636
Garrison	Jennifer	Old	23	M+8	$101,602	$500	$10,098	$12,186	$124,386
Gegen	Christy	Old	26	M+48	$109,050	$500	$10,835	$1,428	$121,812
Gibson	Suze	New	16	M+48	$87,080		$8,612	$11,436	$107,128
Good	Jackie	New	18	M	$81,070		$8,018	$11,436	$100,524
Gowin	Andrew	New	26	B+8	$86,420		$8,547	$12,186	$107,153
Gress	Dana	Old	16	M+48	$106,645	$500	$10,597	$11,436	$129,178
Guss	Shea	New	11	M+8	$72,485		$7,169	$11,436	$91,090
Hanneken	Amie	Old	23	M+48	$109,050	$500	$10,835	$11,436	$131,820
Hansen	Kayla	New	9	M	$68,265		$6,751	$12,186	$87,202
Harris	Trixy	Old	23	B+16	$93,171	$500	$9,264	$11,436	$114,371
Hart	Brandy	New	7	M+48	$74,600		$7,378	$1,428	$83,406
Hazelwood-Rogers	Leslie	Old	18	M+40	$107,158	$500	$10,647	$1,428	$119,733
Heffren	Beth	Old	29	M+48	$109,050	$500	$10,835	$1,428	$121,812
Helling	Christopher	Old	19.5	M+8	$101,226	$500	$10,061	$12,186	$123,973
Hellmann	Quinn	New	18	B+16	$75,375		$7,455	$11,436	$94,266
Hester	Courtney	Old	26	M+48	$109,050	$500	$10,835	$11,436	$131,820
Hill	Tom	New	23	M	$88,985		$8,801	$11,436	$109,222
Holbrook	Tara	Old	22.5	M+48	$109,039	$500	$10,834	$1,428	$121,801
Hubecky	Kara	New	14	M	$75,005		$7,418	$12,186	$94,609
Jablonski	Emily	New	19	B	$73,645		$7,284	$11,436	$92,365
Johnson	Jenny	Old	23	M	$100,118	$500	$9,951	$12,186	$122,755
Jones	Kim	Old	29	M+48	$109,050	$500	$10,835	$12,186	$132,570
Kamp	Stephanie	New	2	B	$51,155		$5,059	$11,436	$67,650
Keller	Andrea	New	20	M+32	$90,140		$8,915	$12,186	$111,241
Kesler	Allison	New	7	M	$65,570		$6,485	$11,436	$83,491
Kreutztrager	Sara	New	2	M	$59,710		$5,905	$11,436	$77,051
Lasbury	Leah	New	10	M	$69,610		$6,884	$11,436	$87,930
Lawrence	Jon	Old	18	B	$87,715	$500	$8,725	$11,436	$108,376
Laws	Kennedy	New	4	B	$53,440		$5,285	$1,428	$60,153
Lish-Vaquez	Mamie	Old	29	M+48	$109,050	$500	$10,835	$12,186	$132,570
Logan	Kayla	New	12	M	$72,305		$7,151	$11,436	$90,892

2028-2029 School Year

Last Name	First Name	Schedule	Step	Lane	Base Salary	Stipend	Retirement	Insurance	Total
Allen	Catherine	New	3	B	$53,605		$5,302	$11,951	$70,858
Baum	Grace	New	4	B	$54,640		$5,404	$1,428	$61,472
Bearley	Meghan	Old	25	M	$102,868	$750	$10,248	$1,428	$115,294
Beck	Kristin	New	25	M	$93,625		$9,260	$11,951	$114,836
Bentley	Tracey	New	26	M+32	$101,410		$10,030	$12,701	$124,141
Berardi	Mike	Old	23	M+48	$111,800	$750	$11,131	$11,951	$135,632
Bergman	Alec	New	6	M	$65,710		$6,499	$11,951	$84,160
Berry	Jamie	Old	21	M	$102,868	$750	$10,248	$1,428	$115,294
Brannon	Patrick	New	15	B+8	$69,775		$6,901	$12,701	$89,377
Bratten	Lisa	Old	26	M	$102,868	$750	$10,248	$12,701	$126,567
Briggs	Mark	Old	27	B	$90,465	$750	$9,021	$12,701	$112,938
Brueckner	Jessica	Old	22	B+8	$91,960	$750	$9,169	$11,951	$113,830
Bryant	Christy	Old	28	M+48	$111,800	$750	$11,131	$12,701	$136,382
Buhmann	Beth	New	6	M	$65,710		$6,499	$11,951	$84,160
Buhs	Sydney	New	6	M	$65,710		$6,499	$12,701	$84,910
Bullock	Stephanie	Old	22	M+24	$107,330	$750	$10,689	$11,951	$130,720
Bushur	Hannah	New	3	M	$62,605		$6,192	$1,428	$70,225
Caldwell	Chloe	New	9	M	$69,315		$6,855	$11,951	$88,121
Charlesworth	Kristin	New	7	M+32	$72,745		$7,195	$12,701	$92,641
Clark	Michelle	Old	19	M	$102,498	$750	$10,211	$11,951	$125,410
Conness	Karen	Old	29	M+48	$111,800	$750	$11,131	$12,701	$136,382
Crank	Olivia	New	7	M+8	$68,245		$6,749	$11,951	$86,945
Dettmers	Mike	Old	16	M+32	$104,429	$750	$10,402	$11,951	$127,532
DeVries	Wade	Old	18	M+24	$106,942	$750	$10,651	$12,701	$131,044
Dickerson	Stacey	New	21	M+40	$93,985		$9,295	$11,951	$115,231
Dietrich	Samantha	New	3	B	$53,605		$5,302	$11,951	$70,858
Dresch	Dave	New	19	M	$83,415		$8,250	$12,701	$104,366
Dresch	Jessica	New	19	M	$83,415		$8,250	$11,951	$103,616
Eberlin	Kelly	Old	27	M+8	$104,352	$750	$10,395	$11,951	$127,447
Eberlin	Mercedes	New	28	M+40	$106,480		$10,531	$11,951	$128,962
Edwards	Marsha	Old	30	M+24	$107,330	$750	$10,689	$12,701	$131,470
Edwards	Scott	Old	28	M+48	$111,800	$750	$11,131	$11,951	$135,632
Englar	Mackenzie	New	6	B+8	$58,210		$5,757	$1,428	$65,395
Eveans	Lea	New	11	B+8	$64,385		$6,368	$11,951	$82,704
Evers	Kara	Old	23	M+32	$108,823	$750	$10,837	$11,951	$132,361
Falloon	Erin	New	27	M	$97,195		$9,613	$1,428	$108,236
Fears	Kristen	Old	24.5	M+48	$111,800	$750	$11,131	$12,701	$136,382
Fleming	Julie	Old	28	M+48	$111,800	$750	$11,131	$11,951	$135,632
Forsythe	Shelley	Old	25	M+8	$104,352	$750	$10,395	$11,951	$127,447
Garrison	Jennifer	Old	24	M+8	$104,352	$750	$10,395	$12,701	$128,197
Gegen	Christy	Old	27	M+48	$111,800	$750	$11,131	$1,428	$125,109
Gibson	Suze	New	17	M+48	$89,345		$8,836	$11,951	$110,132
Good	Jackie	New	19	M	$83,415		$8,250	$11,951	$103,616
Gowin	Andrew	New	27	B+8	$87,910		$8,694	$12,701	$109,305
Gress	Dana	Old	17	M+48	$109,395	$750	$10,893	$11,951	$132,989
Guss	Shea	New	12	M+8	$74,670		$7,385	$11,951	$94,006
Hanneken	Amie	Old	24	M+48	$111,800	$750	$11,131	$11,951	$135,632
Hansen	Kayla	New	10	M	$70,600		$6,982	$12,701	$90,283
Harris	Trixy	Old	24	B+16	$95,921	$750	$9,561	$11,951	$118,183
Hart	Brandy	New	8	M+48	$77,030		$7,618	$1,428	$86,076
Hazelwood-Rogers	Leslie	Old	19	M+40	$109,908	$750	$10,944	$1,428	$123,030
Heffren	Beth	Old	30	M+48	$111,800	$750	$11,131	$1,428	$125,109
Helling	Christopher	Old	20.5	M+8	$103,976	$750	$10,358	$12,701	$127,785
Hellmann	Quinn	New	19	B+16	$77,415		$7,656	$11,951	$97,022
Hester	Courtney	Old	27	M+48	$111,800	$750	$11,131	$11,951	$135,632
Hill	Tom	New	24	M	$91,840		$9,083	$11,951	$112,874
Holbrook	Tara	Old	23.5	M+48	$111,789	$750	$11,130	$1,428	$125,097
Hubecky	Kara	New	15	M	$77,275		$7,643	$12,701	$97,619
Jablonski	Emily	New	20	B	$75,950		$7,512	$11,951	$95,413
Johnson	Jenny	Old	24	M	$102,868	$750	$10,248	$12,701	$126,567
Jones	Kim	Old	30	M+48	$111,800	$750	$11,131	$12,701	$136,382
Kamp	Stephanie	New	3	B	$53,605		$5,302	$11,951	$70,858
Keller	Andrea	New	21	M+32	$92,485		$9,147	$12,701	$114,333
Kesler	Allison	New	8	M	$68,030		$6,728	$11,951	$86,709
Kreutztrager	Sara	New	3	M	$62,605		$6,192	$11,951	$80,748
Lasbury	Leah	New	11	M	$71,885		$7,109	$11,951	$90,945
Lawrence	Jon	Old	19	B	$90,465	$750	$9,021	$11,951	$112,188
Laws	Kennedy	New	5	B	$55,675		$5,506	$1,428	$62,609
Lish-Vaquez	Mamie	Old	30	M+48	$111,800	$750	$11,131	$12,701	$136,382
Logan	Kayla	New	13	M	$74,455		$7,364	$11,951	$93,770

2025-2026 School Year

Last Name	First Name	Position	Days	TRS Tier	Schedule	Step	Lane	Base Salary	Stipend	Retirement	Insurance	Total
Lucas	Michelle	Teacher	180	1	Old	25	M+48	$103,550		$10,241	$1,428	$115,219
Marcuzzo	Emilee	Teacher	180	2	New	4	M	$58,811		$5,816	$10,122	$74,749
Marshall	Valarie	Teacher	180	1	Old	24	M+40	$102,057		$10,094	$10,122	$122,273
McDonald	Julie	Teacher	180	1	New	4	B+8	$52,543		$5,197	$10,122	$67,862
Meeks	Jessica	Teacher	180	2	Old	13	M+48	$98,811		$9,773	$10,692	$119,276
Meneses	Amy	Teacher	180	2	Old	10	M	$82,505		$8,160	$10,122	$100,787
Milazzo	Rob	Teacher	180	1	Old	19	B+24	$89,164		$8,818	$10,122	$108,105
Miles	Nathan	Teacher	180	1	Old	21	M+8	$96,102		$9,505	$10,692	$116,298
Miller	Kristen	Teacher	180	1	New	15	B	$66,483		$6,575	$10,692	$83,750
Minogue	Breanna	Teacher	180	2	Old	10	M	$82,505		$8,160	$10,122	$100,787
Mitchell	Ashley	Teacher	180	1	Old	10	M	$82,505		$8,160	$1,428	$92,093
Moellering	Missey	Teacher	180	1	Old	19	M+48	$103,550		$10,241	$10,122	$123,913
Morris	Justin	Teacher	180	2	New	2	B	$48,330		$4,780	$10,122	$63,232
Morrison	Krista	Teacher	180	2	New	17	M+32	$84,088		$8,316	$1,428	$93,832
Netemeyer	Ryan	Teacher	180	1	Old	17	M	$94,247		$9,321	$10,692	$114,260
Newton	Katie	Sch Nurse	180	1	Old	6	B+16	$68,184		$6,743	$10,692	$85,619
Ogle	Jeff	Teacher	180	2	Old	10	M+40	$89,923		$8,893	$10,692	$109,508
Oldendorph	Katherina	Teacher	180	2	Old	5	B	$62,743		$6,205	$10,122	$79,070
Palen	Stephanie	Teacher	180	1	Old	26	M+48	$103,550		$10,241	$1,428	$115,219
Paulfrey	Erica	Teacher	180	2	Old	10	M+16	$85,471		$8,453	$10,122	$104,046
Perigo	Kristi	Teacher	180	2	Old	11	M	$84,981		$8,405	$10,692	$104,078
Phelan	Jessica	Teacher	180	1	Old	19	M+24	$99,081		$9,799	$10,692	$119,573
Pitchford	Janna	Teacher	180	1	Old	23	M	$94,618		$9,358	$10,692	$114,667
Pluester	Britain	Teacher	180	2	New	17	M	$77,972		$7,712	$10,122	$95,806
Powers	Amanda	Teacher	180	1	New	12	M+32	$76,689		$7,585	$10,122	$94,396
Pyle	Abigail	Teacher	180	2	Old	4	M	$67,935		$6,719	$10,122	$84,776
Rahn	Robert	Teacher	180	2	New	0	M	$53,269		$5,268	$10,692	$69,229
Rea-Rothe	Julia	Teacher	180	1	New	23	M	$86,849		$8,589	$10,122	$105,560
Revelle	Krista	Teacher	180	2	Old	4	M	$67,935		$6,719	$10,122	$84,776
Riddle	Paige	Teacher	180	2	Old	5	M	$70,162		$6,939	$1,428	$78,529
Ridenour	Logan	Teacher	180	1	New	15	M+40	$82,636		$8,173	$1,428	$92,237
Roberts	Nichole	Teacher	180	2	Old	10	M+8	$83,992		$8,307	$10,122	$102,421
Robins	Amber	Teacher	180	1	Old	15	M	$94,248		$9,321	$10,122	$113,691
Roentz	Jessica	Teacher	180	1	Old	18	M+8	$96,102		$9,505	$10,122	$115,728
Russell	Jennifer	Teacher	180	1	Old	25	M	$94,618		$9,358	$10,692	$114,667
Sachs	Amy	Spch Lang Path	180	1	Old	14	M	$92,391		$9,138	$10,692	$112,221
Sanchez	Jessica	Teacher	180	1	Old	22	M	$94,618		$9,358	$10,122	$114,097
Sasser	Brittany	Teacher	180	1	Old	18	M	$94,618		$9,358	$10,692	$114,667
Scamihorn	Ben	Teacher	180	2	Old	6	M+48	$81,526		$8,063	$10,122	$99,711
Schaab	Beth	Teacher	180	1	Old	16	M+48	$103,145		$10,201	$10,122	$123,468
Schrewe	Kristin	Sch Librarian	180	1	Old	24	M	$94,618		$9,358	$10,122	$114,097
Sears	Danielle	Spch Lang Path	180	1	Old	14	M+32	$98,322		$9,724	$1,428	$109,474
Sears	Katie	Sch Psych	180	2	New	11	M+48	$78,225		$7,737	$1,428	$87,390
Snider	Katie	Teacher	180	1	Old	25	B	$82,215		$8,131	$10,692	$101,038
Snyder	Brooke	Teacher	180	2	New	3	B	$49,630		$4,908	$10,122	$64,660
Son	Martin	Teacher	180	2	New	14	M+48	$82,664		$8,176	$10,122	$100,962
Stahlhut	Scott	Teacher	180	1	Old	19	M+48	$103,550		$10,241	$10,692	$124,483
Stark	Craig	Teacher	180	1	Old	17	M	$94,247		$9,321	$10,122	$113,690
Stosky	John	Teacher	180	1	Old	19	M+48	$103,550		$10,241	$10,122	$123,913
Taylor	Diana	Teacher	180	1	Old	5	M	$70,162		$6,939	$10,122	$87,223
Toner	Kristen	Teacher	180	1	Old	18	M+48	$103,550		$10,241	$10,122	$123,913
Toolen	Michael	Teacher	180	2	Old	8	B	$70,162		$6,939	$10,692	$87,793
Trask	Jennifer	Teacher	180	1	Old	25	M+48	$103,550		$10,241	$1,428	$115,219
Turley	Kara	Teacher	180	1	Old	12	M+48	$96,345		$9,529	$10,692	$116,566
Wamboldt	Taylor	Teacher	180	2	New	7	M	$63,221		$6,253	$10,122	$79,596
Wheaton	Jerry	Teacher	180	2	Old	13	M	$89,923		$8,893	$10,122	$108,938
Wicks	John	Teacher	180	1	New	11	B	$60,865		$6,020	$10,122	$77,007
Wiest	Christiann	Teacher	180	1	New	17	M	$77,972		$7,712	$10,122	$95,806
Wilhelm	Kristen	Teacher	180	1	Old	19	M+24	$99,081		$9,799	$10,122	$119,003
Willett	Cathy	Teacher	180	2	Old	12	M	$87,448		$8,649	$10,122	$106,219
Wilson	Minette	Sch Nurse	180	1	Old	12	M	$87,448		$8,649	$10,692	$106,789
Wooden	Laura	Teacher	180	1	Old	21	M+48	$103,550		$10,241	$10,122	$123,913
Yates	Lori	Teacher	180	1	Old	23	M+48	$103,550		$10,241	$10,122	$123,913
Zimmer	Christine	Teacher	180	1	New	12	B	$62,269		$6,158	$10,122	$78,549

2026-2027 School Year

Last Name	Schedule	Step	Lane	Base Salary	Stipend	Retirement	Insurance	Total
Lucas	Old	26	M+48	$106,300	$250	$10,538	$1,428	$118,516
Marcuzzo	New	5	M	$61,745		$6,107	$10,944	$78,796
Marshall	Old	25	M+40	$104,807	$250	$10,390	$10,944	$126,391
McDonald	New	5	B+8	$55,025		$5,442	$10,944	$71,411
Meeks	Old	14	M+48	$102,038		$10,092	$11,694	$123,824
Meneses	Old	11	M	$85,731		$8,479	$10,944	$105,154
Milazzo	Old	20	B+24	$91,914	$250	$9,115	$10,944	$112,223
Miles	Old	22	M+8	$98,852	$250	$9,801	$11,694	$120,597
Miller	New	16	B	$68,530		$6,778	$11,694	$87,002
Minogue	Old	11	M	$85,731		$8,479	$10,944	$105,154
Mitchell	Old	11	M	$85,731		$8,479	$1,428	$95,638
Moellering	Old	20	M+48	$106,300	$250	$10,538	$10,944	$128,032
Morris	New	3	B	$50,955		$5,040	$10,944	$66,939
Morrison	New	18	M+32	$86,340		$8,539	$1,428	$96,307
Netemeyer	Old	18	M	$96,997	$250	$9,618	$11,694	$118,559
Newton	Old	7	B+16	$71,401		$7,062	$11,694	$90,157
Ogle	Old	11	M+40	$93,140		$9,212	$11,694	$114,046
Oldendorph	Old	6	B	$65,969		$6,524	$10,944	$83,437
Palen	Old	27	M+48	$106,300	$250	$10,538	$1,428	$118,516
Paulfrey	Old	11	M+16	$88,697		$8,772	$10,944	$108,413
Perigo	Old	12	M	$88,198		$8,723	$11,694	$108,615
Phelan	Old	20	M+24	$101,831	$250	$10,096	$11,694	$123,871
Pitchford	Old	24	M	$97,368	$250	$9,654	$11,694	$118,966
Pluester	New	18	M	$80,260		$7,938	$10,944	$99,142
Powers	New	13	M+32	$78,930		$7,806	$10,944	$97,680
Pyle	Old	5	M	$70,912		$7,013	$10,944	$88,869
Rahn	New	1	M	$56,595		$5,597	$11,694	$73,886
Rea-Rothe	New	24	M	$89,500		$8,852	$10,944	$109,296
Revelle	Old	5	M	$70,912		$7,013	$10,944	$88,869
Riddle	Old	6	M	$73,378		$7,257	$1,428	$82,063
Ridenour	New	16	M+40	$84,845		$8,391	$1,428	$94,664
Roberts	Old	11	M+8	$87,209		$8,625	$10,944	$106,778
Robins	Old	16	M	$96,998	$250	$9,618	$10,944	$117,810
Roentz	Old	19	M+8	$98,852	$250	$9,801	$10,944	$119,847
Russell	Old	26	M	$97,368	$250	$9,654	$11,694	$118,966
Sachs	Old	15	M	$94,998		$9,395	$11,694	$116,087
Sanchez	Old	23	M	$97,368	$250	$9,654	$10,944	$118,216
Sasser	Old	19	M	$97,368	$250	$9,654	$11,694	$118,966
Scamihorn	Old	7	M+48	$84,742		$8,381	$10,944	$104,067
Schaab	Old	17	M+48	$105,895	$250	$10,498	$10,944	$127,587
Schrewe	Old	25	M	$97,368	$250	$9,654	$10,944	$118,216
Sears	Old	15	M+32	$100,929		$9,982	$1,428	$112,339
Sears	New	12	M+48	$80,525		$7,964	$1,428	$89,917
Snider	Old	26	B	$84,965	$250	$8,428	$11,694	$105,337
Snyder	New	4	B	$52,235		$5,166	$10,944	$68,345
Son	New	15	M+48	$84,855		$8,392	$10,944	$104,191
Stahlhut	Old	20	M+48	$106,300	$250	$10,538	$11,694	$128,782
Stark	Old	18	M	$96,997	$250	$9,618	$10,944	$117,809
Stosky	Old	20	M+48	$106,300	$250	$10,538	$10,944	$128,032
Taylor	Old	6	M	$73,378		$7,257	$10,944	$91,579
Toner	Old	19	M+48	$106,300	$250	$10,538	$10,944	$128,032
Toolen	Old	9	B	$73,378		$7,257	$11,694	$92,329
Trask	Old	26	M+48	$106,300	$250	$10,538	$1,428	$118,516
Turley	Old	13	M+48	$99,561		$9,847	$11,694	$121,102
Wamboldt	New	8	M	$65,805		$6,508	$10,944	$83,257
Wheaton	Old	14	M	$93,141		$9,212	$10,944	$113,297
Wicks	New	12	B	$62,905		$6,221	$10,944	$80,070
Wiest	New	18	M	$80,260		$7,938	$10,944	$99,142
Wilhelm	Old	20	M+24	$101,831	$250	$10,096	$10,944	$123,121
Willett	Old	13	M	$90,673		$8,968	$10,944	$110,585
Wilson	Old	13	M	$90,673		$8,968	$11,694	$111,335
Wooden	Old	22	M+48	$106,300	$250	$10,538	$10,944	$128,032
Yates	Old	24	M+48	$106,300	$250	$10,538	$10,944	$128,032
Zimmer	New	13	B	$64,270		$6,356	$10,944	$81,570

2027-2028 School Year

Last Name	Schedule	Step	Lane	Base Salary	Stipend	Retirement	Insurance	Total
Lucas	Old	27	M+48	$109,050	$500	$10,835	$1,428	$121,812
Marcuzzo	New	6	M	$64,390		$6,368	$11,436	$82,194
Marshall	Old	26	M+40	$107,557	$500	$10,687	$11,436	$130,180
McDonald	New	6	B+8	$57,255		$5,663	$11,436	$74,354
Meeks	New	27	M+48	$104,765		$10,361	$12,186	$127,312
Meneses	New	23	M	$88,985		$8,801	$11,436	$109,222
Milazzo	Old	21	B+24	$94,664	$500	$9,412	$11,436	$116,012
Miles	Old	23	M+8	$101,602	$500	$10,098	$12,186	$124,386
Miller	New	17	B	$70,660		$6,988	$12,186	$89,834
Minogue	New	23	M	$88,985		$8,801	$11,436	$109,222
Mitchell	Old	12	M	$88,948		$8,797	$1,428	$99,173
Moellering	Old	21	M+48	$109,050	$500	$10,835	$11,436	$131,820
Morris	New	4	B	$53,440		$5,285	$11,436	$70,161
Morrison	New	19	M+32	$88,625		$8,765	$1,428	$98,818
Netemeyer	Old	19	M	$99,747	$500	$9,915	$12,186	$122,348
Newton	Old	8	B+16	$74,618		$7,380	$12,186	$94,184
Ogle	New	22	M+40	$94,845		$9,380	$12,186	$116,411
Oldendorph	New	15	B	$67,680		$6,694	$11,436	$85,810
Palen	Old	28	M+48	$109,050	$500	$10,835	$1,428	$121,812
Paulfrey	New	23	M+16	$92,020		$9,101	$11,436	$112,557
Perigo	New	24	M	$90,670		$8,967	$12,186	$111,823
Phelan	Old	21	M+24	$104,581	$500	$10,393	$12,186	$127,660
Pitchford	Old	25	M	$100,118	$500	$9,951	$12,186	$122,755
Pluester	New	19	M	$82,585		$8,168	$11,436	$102,189
Powers	New	14	M+32	$81,045		$8,015	$11,436	$100,496
Pyle	New	12	M	$72,305		$7,151	$11,436	$90,892
Rahn	New	2	M	$59,710		$5,905	$12,186	$77,801
Rea-Rothe	New	25	M	$92,355		$9,134	$11,436	$112,925
Revelle	New	12	M	$72,305		$7,151	$11,436	$90,892
Riddle	New	14	M	$75,005		$7,418	$1,428	$83,851
Ridenour	New	17	M+40	$87,095		$8,614	$1,428	$97,137
Roberts	New	23	M+8	$90,515		$8,952	$11,436	$110,903
Robins	Old	17	M	$99,748	$500	$9,915	$11,436	$121,599
Roentz	Old	20	M+8	$101,602	$500	$10,098	$11,436	$123,636
Russell	Old	27	M	$100,118	$500	$9,951	$12,186	$122,755
Sachs	Old	16	M	$97,748	$500	$9,717	$12,186	$120,151
Sanchez	Old	24	M	$100,118	$500	$9,951	$11,436	$122,005
Sasser	Old	20	M	$100,118	$500	$9,951	$12,186	$122,755
Scamihorn	New	16	M+48	$87,080		$8,612	$11,436	$107,128
Schaab	Old	18	M+48	$108,645	$500	$10,795	$11,436	$131,376
Schrewe	Old	26	M	$100,118	$500	$9,951	$11,436	$122,005
Sears	Old	16	M+32	$103,679	$500	$10,303	$1,428	$115,910
Sears	New	13	M+48	$82,700		$8,179	$1,428	$92,307
Snider	Old	27	B	$87,715	$500	$8,725	$12,186	$109,126
Snyder	New	5	B	$54,595		$5,400	$11,436	$71,431
Son	New	16	M+48	$87,080		$8,612	$11,436	$107,128
Stahlhut	Old	21	M+48	$109,050	$500	$10,835	$12,186	$132,570
Stark	Old	19	M	$99,747	$500	$9,915	$11,436	$121,598
Stosky	Old	21	M+48	$109,050	$500	$10,835	$11,436	$131,820
Taylor	Old	7	M	$76,595		$7,575	$11,436	$95,606
Toner	Old	20	M+48	$109,050	$500	$10,835	$11,436	$131,820
Toolen	New	20	B	$75,135		$7,431	$12,186	$94,752
Trask	Old	27	M+48	$109,050	$500	$10,835	$1,428	$121,812
Turley	Old	14	M+48	$102,788		$10,166	$12,186	$125,140
Wamboldt	New	9	M	$68,265		$6,751	$11,436	$86,452
Wheaton	New	27	M	$95,720		$9,467	$11,436	$116,623
Wicks	New	13	B	$64,860		$6,415	$11,436	$82,711
Wiest	New	19	M	$82,585		$8,168	$11,436	$102,189
Wilhelm	Old	21	M+24	$104,581	$500	$10,393	$11,436	$126,910
Willett	New	26	M	$94,035		$9,300	$11,436	$114,771
Wilson	Old	14	M	$93,891		$9,286	$12,186	$115,363
Wooden	Old	23	M+48	$109,050	$500	$10,835	$11,436	$131,820
Yates	Old	25	M+48	$109,050	$500	$10,835	$11,436	$131,820
Zimmer	New	14	B	$66,185		$6,546	$11,436	$84,167

2028-2029 School Year

Last Name	Schedule	Step	Lane	Base Salary	Stipend	Retirement	Insurance	Total
Lucas	Old	28	M+48	$111,800	$750	$11,131	$1,428	$125,109
Marcuzzo	New	7	M	$66,745		$6,601	$11,951	$85,297
Marshall	Old	27	M+40	$110,307	$750	$10,984	$11,951	$133,992
McDonald	New	7	B+8	$59,245		$5,859	$11,951	$77,055
Meeks	New	28	M+48	$107,980		$10,679	$12,701	$131,360
Meneses	New	24	M	$91,840		$9,083	$11,951	$112,874
Milazzo	Old	22	B+24	$97,414	$750	$9,709	$11,951	$119,824
Miles	Old	24	M+8	$104,352	$750	$10,395	$12,701	$128,197
Miller	New	18	B	$72,880		$7,208	$12,701	$92,789
Minogue	New	24	M	$91,840		$9,083	$11,951	$112,874
Mitchell	Old	13	M	$92,173		$9,116	$1,428	$102,717
Moellering	Old	22	M+48	$111,800	$750	$11,131	$11,951	$135,632
Morris	New	5	B	$55,675		$5,506	$11,951	$73,132
Morrison	New	20	M+32	$90,950		$8,995	$1,428	$101,373
Netemeyer	Old	20	M	$102,497	$750	$10,211	$12,701	$126,159
Newton	Old	9	B+16	$77,844		$7,699	$12,701	$98,244
Ogle	New	23	M+40	$97,555		$9,648	$12,701	$119,904
Oldendorph	New	16	B	$69,810		$6,904	$11,951	$88,665
Palen	Old	29	M+48	$111,800	$750	$11,131	$1,428	$125,109
Paulfrey	New	24	M+16	$94,840		$9,380	$11,951	$116,171
Perigo	New	25	M	$93,625		$9,260	$12,701	$115,586
Phelan	Old	22	M+24	$107,331	$750	$10,689	$12,701	$131,472
Pitchford	Old	26	M	$102,868	$750	$10,248	$12,701	$126,567
Pluester	New	20	M	$84,950		$8,402	$11,951	$105,303
Powers	New	15	M+32	$83,275		$8,236	$11,951	$103,462
Pyle	New	13	M	$74,455		$7,364	$11,951	$93,770
Rahn	New	3	M	$62,605		$6,192	$12,701	$81,498
Rea-Rothe	New	26	M	$95,410		$9,436	$11,951	$116,797
Revelle	New	13	M	$74,455		$7,364	$11,951	$93,770
Riddle	New	15	M	$77,275		$7,643	$1,428	$86,346
Ridenour	New	18	M+40	$89,380		$8,840	$1,428	$99,648
Roberts	New	24	M+8	$93,340		$9,231	$11,951	$114,522
Robins	Old	18	M	$102,498	$750	$10,211	$11,951	$125,410
Roentz	Old	21	M+8	$104,352	$750	$10,395	$11,951	$127,447
Russell	Old	28	M	$102,868	$750	$10,248	$12,701	$126,567
Sachs	Old	17	M	$100,498	$750	$10,014	$12,701	$123,963
Sanchez	Old	25	M	$102,868	$750	$10,248	$11,951	$125,817
Sasser	Old	21	M	$102,868	$750	$10,248	$12,701	$126,567
Scamihorn	New	17	M+48	$89,345		$8,836	$11,951	$110,132
Schaab	Old	19	M+48	$111,395	$750	$11,091	$11,951	$135,187
Schrewe	Old	27	M	$102,868	$750	$10,248	$11,951	$125,817
Sears	Old	17	M+32	$106,429	$750	$10,600	$1,428	$119,207
Sears	New	14	M+48	$84,740		$8,381	$1,428	$94,549
Snider	Old	28	B	$90,465	$750	$9,021	$12,701	$112,938
Snyder	New	6	B	$56,710		$5,609	$11,951	$74,270
Son	New	17	M+48	$89,345		$8,836	$11,951	$110,132
Stahlhut	Old	22	M+48	$111,800	$750	$11,131	$12,701	$136,382
Stark	Old	20	M	$102,497	$750	$10,211	$11,951	$125,409
Stosky	Old	22	M+48	$111,800	$750	$11,131	$11,951	$135,632
Taylor	Old	8	M	$79,821		$7,894	$11,951	$99,666
Toner	Old	21	M+48	$111,800	$750	$11,131	$11,951	$135,632
Toolen	New	21	B	$77,485		$7,663	$12,701	$97,849
Trask	Old	28	M+48	$111,800	$750	$11,131	$1,428	$125,109
Turley	Old	15	M+48	$105,395		$10,424	$12,701	$128,520
Wamboldt	New	10	M	$70,600		$6,982	$11,951	$89,533
Wheaton	New	28	M	$98,980		$9,789	$11,951	$120,720
Wicks	New	14	B	$66,740		$6,601	$11,951	$85,292
Wiest	New	20	M	$84,950		$8,402	$11,951	$105,303
Wilhelm	Old	22	M+24	$107,331	$750	$10,689	$11,951	$130,722
Willett	New	27	M	$97,195		$9,613	$11,951	$118,759
Wilson	Old	15	M	$96,498		$9,544	$12,701	$118,743
Wooden	Old	24	M+48	$111,800	$750	$11,131	$11,951	$135,632
Yates	Old	26	M+48	$111,800	$750	$11,131	$11,951	$135,632
Zimmer	New	15	B	$68,275		$6,752	$11,951	$86,978

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