Metamora Township High School

2026-2027
2027-2028
2028-2029

ARTICLE I General Conditions

Sec. 1.1 Additional Education

A. Teachers will move across the salary schedule upon proof of completion of graduate or undergraduate Superintendent approved classes. The proof must be either a transcript or an official grade for the class. It is the teacher's responsibility to have the university forward an official transcript to the District. Only coursework completed by the first day of school will result in movement on the salary schedule for that school year. It is the responsibility of the staff member to notify the District Business Manager of any possible salary movement by August 1st – even if the transcript or final grade will not be available until a later date.

B. The District will reimburse teachers for taking Superintendent approved graduate or undergraduate classes using the following guidelines:

The District will reimburse at ISU graduate rates for Superintendent-approved classes for one class a year not in the teacher's teaching area, two classes a year if the teacher is working towards a master's degree in an administrator-approved program, and three classes a year if the teacher is working towards a master's degree in their teaching field. If a teacher has a master's degree, the District would pay up to two classes a year for approved graduate classes, or three classes a year for graduate work towards a doctorate in their teaching field. All course work to be reimbursed must be approved by the Superintendent in advance.

If a teacher receives reimbursement from the School District under the provisions above for a course and leaves the employment of the School District within a two-year period after completing that course, then the Teacher shall pay the school district back for the cost of such course in an amount equal to the reimbursement received by the Teacher from the School District for such course. The provision shall only apply to courses completed within the two-year period preceding the Teacher's departure from the School District. This "pay-back" provision shall not apply to a Teacher who is retiring from the School District or who is dismissed or not renewed by the School District. Any "pay-back" provision due the School District pursuant to this provision shall be payable by such Teacher in full to the School District within 30 days after such Teacher submits a notice of resignation to the School District or otherwise departs employment with the School District (whichever is sooner).

Sec. 1.2 Teacher Preparations

Class size and number of preparations per teacher is an administrative decision. When making decisions on class size and number of preparations, the Board will keep in mind the total educational program and financial constraints. The administration will discuss class size and teacher assignment with the department chairs.

Sec. 1.3 Copy of Agreement

The District shall provide each teacher with a copy of this agreement within 10 working days of the Board adoption.

Sec. 1.4 Student Contact Periods

If a teacher is assigned more than 12 semester contact periods for a year, the teacher shall be paid 1/12 of his/her step on the salary schedule for each semester contact period over 12. A normal load for a full time teacher will be 12 semester student contact periods. If the total number of periods in a day is reduced, the number of student contact periods will also be reduced at the rate of one semester for each period the day is reduced. For every period reduced, the student contact period will be reduced by one semester. For example, if we went to a 7 period day, the teacher would have 5 ½ student contact periods.

Sec. 1.5 In-House Substitute Pay

The BOE agrees to pay in house-subs $30 per class period.

Sec. 1.6 Extra Duties

Extra duties shall be paid on a percentage of a modified base that is 95% of the certified staff base salary.

2026-2027: $53,200
2027-2028: $54,397
2028-2029: $55,621

The percentages are listed in Appendix B of this document. The Board of Education reserves the right to review the percentages paid for extra-curricular assignments. Any and all changes would be made based on a methodology acceptable to both the Board and the SEA. The Board reserves the right to add or drop a program. The Board retains the right to adjust the percentages for individual positions within the same activity as long as the total percent does not increase or decrease. For example, four track coaches can split the three stipends as long as the sum of the stipends remains at the total amount listed for track.

The Board of Education affirms that the Extra-Curricular pay schedule reflects the compensation associated with each position for all duties performed throughout the calendar year including pre-season, season, post-season, and summer work and responsibilities.

ARTICLE II Compensation and Benefits

Sec. 2.1 Sick Leave, Bereavement, Personal, and Professional Days

Sick Leave

A. Sick leave includes personal illness, or as may be deemed necessary in other cases, quarantine at home, or serious illness, or death in the immediate family. The Superintendent and/or designee shall monitor the use of sick leave. The "immediate family" shall be considered spouses and domestic partners, as well as natural, adopted, step, foster, and in-law parents, grandparents, children, grandchildren, and siblings. Employees are expected to use the Family and Medical Leave Act for any time, other than their own personal illness, past the three days per incident.

B. All certified staff (both tenured and non-tenured) will be granted 15 sick days per year accumulative to 340 sick days. The accumulated 340 sick days are not available for use as sick days until the said 340 days are available for TRS purposes, i.e., for those retiring in 2005 or thereafter.

C. Any teacher who has accumulated 340 sick days shall be granted 30 sick days per year. Any unused sick days totaling in excess of 340 shall not be carried over the following year.

D. After 3 days of absence of personal illness the employee may be required to furnish a physician's certificate of illness as a basis for pay. If such a certificate is required, the District shall pay reasonable expenses incurred in securing it.

Bereavement/Funeral Leave

A. In the case of death in the immediate family, three (3) days of absence per death will be allowed with no debit to sick leave. The "immediate family" shall be considered spouses and domestic partners, as well as natural, adopted, step, foster, and in-law parents, grandparents, children, grandchildren, and siblings. The use of bereavement days does not preclude the use of sick days in the case of death in the immediate family. In the case of death in the extended family, one (1) day of absence per death will be allowed with no debit to sick leave. One sick day may be used for bereavement purposes in the case of death of someone not in the immediate or extended family with advanced approval of the Superintendent.

B. Teachers asked to participate in a funeral service (pallbearer, singer, musician, etc.) may use sick leave to do so if they are not already entitled to do so in the paragraph above. In such cases, the teacher must obtain prior approval from the Superintendent.

C. The Superintendent reserves the right to cap the number of teachers using bereavement/funeral leave on any given day.

Personal Days

A. Sick leave is granted for all certified staff (both tenure and non-tenure) at a rate of 15 days per year accumulative to 340 days as stated above. Three sick days per year may be designated as personal days which will be counted against the teacher's accumulated sick leave. No more than two full days may be used in consecutive order. Unused personal days do not

accumulate from year to year, but will be added to the employees accumulated sick days.

B. Except in cases of emergency or unavoidable situations, a personal leave request should be submitted to the Assistant Principal three days before the request date.

C. No personal leave day may be used immediately before or immediately after a holiday, or during the first and/or last 5 days of the school year, unless the administration grants prior approval.

D. Personal leave may not be used in increments of less than one-quarter day.

E. Personal leave is subject to any necessary replacement's availability.

F. Personal leave may not be used on an in-service training day, unless the administration grants prior approval.

G. Personal leave may not be used when the employee's absence would create an undue hardship.

Professional Days

All professional days must be approved by the Assistant Principal. Professional days may be granted to a teacher within the area of their classroom assignment. In addition, one professional day, every other year, may be granted for the purpose of attending a clinic or conference related to their extra duty assignment.

Sec. 2.2 Retirement

A. The Board shall pay a retirement incentive bonus to any faculty member who has attained the minimum retirement requirements set forth by TRS which allows for maximum retirement benefits. The member must be either over 60 years old with 34 years (including unpaid sick leave maximum of 340 days) or under 60 years old with 35 years in the TRS system. The intent is that the District will not have to pay a penalty to TRS. The member must also offer his/her resignation between January 5 and March 1 of the year he/she plans to retire to be eligible for the retirement incentive. The bonus will be paid as salary until a teacher's total salary increase over the previous year's salary reaches 6%. The remainder of the retirement will be paid as a one-time bonus (non-salary) after the last payment of the contract of the year he/she retires if TRS allows such a bonus.

B. The retirement incentive is 22.5% of the base pay (the salary of a beginning teacher with a bachelor's degree). In the event that TRS rules change regarding this matter, this section of the contract becomes null and void. The Board shall pay any faculty member who has a minimum of 20 years of service to the District, and who has reached the minimum age at which TRS will pay retirement benefits (over 60 with

34 years including unpaid sick leave maximum of 340 days or under 60 with 35 years in the TRS system), the following bonus: One third (1/3) of the accumulated sick days at MTHS, limited to 180 accumulated days, compensation for sixty (60) days maximum. The dollars will be paid at substitute teacher pay rate as a one-time non-salaried stipend after the last payment of the contract of the year they retire.

Sec. 2.3 Off Schedule Salaries

If a certified staff member has an education + experience combination that is not on the matrix, they will be paid the "off schedule" salary for their education level. The off-schedule value for each column is 1.75% higher than the bottom salary of that column.

(ex) A certified staff member has a Master's degree (with no additional credit hours) with 20 years of experience. In year 1 of the contract, they would be paid $93,997 which is 1.75% higher than $92,380 (the max salary of the MS column).

(ex) A certified staff member has a Master's degree with 40 additional credit hours and 30 years of experience. In year 1 of the contract, they would be paid $106,928 which is 1.75% higher than $105,089 (the max salary of the MS + 32 column). No additional compensation or merit pay will be given for exceeding 32 additional credit hours.

Sec. 2.4 Performance Improvement

The Board of Education and the SEA agree that all teachers share responsibility in preparing students for the English, mathematics, reading, and science portion of state approved assessment(s). Regardless of content area, all teachers will provide instruction on critical thinking, writing, and communication skills related to their subject areas. Teachers are expected to use the four domains of the Danielson framework to guide professional practice and align instruction to the appropriate learning standards (e.g. Illinois State Learning Standards, College Board frameworks, ICC learning outcomes). Instructors will also teach and model effective strategies to help students develop proper study skills related to their subject matter.

Sec. 2.5 Department Chairs

Department chairs will be paid $1,500.00 per year. After four years as department chair, the stipend will increase by $150 and will increase an additional $150 every completed fourth year thereafter. The maximum number of increases is five.

Sec. 2.6 Health Insurance

The District shall pay 80% and the Employee 20% of their health insurance premiums. The District offers both a Traditional PPO Plan and High-Deductible Health Plan. Please see district health plan documents for more information. In addition, in the event that the health insurance account balance falls precipitously over a short period of time so as to cause concern on the part of the superintendent or SEA representatives, an additional meeting of a committee of the Board, with representatives of the SEA present, shall be held to review health insurance costs, benefits, rates, and premiums. Changes to the plan may be made in either event, though it is not the Board's intention to change the health plan benefits unless conditions necessitate a change.

Sec. 2.7 Life Insurance

The District will guarantee the designated beneficiary of the employee $15,000.00 in case of the death of the employee. The District may purchase life insurance or self-insure the amount. Employees may purchase additional life insurance beyond the district provided coverage for themselves, their spouse, and child(ren).

Sec. 2.8 Flexible Spending

The district will make available a flexible spending account program.

Sec. 2.9 Extra Curricular Schedule

The SEA Salary Committee will have input whenever a new position is added to the extra-curricular schedule. The input will be regarding the amount of stipend attached to the position, not the actual creation of the position. The Administration will consult with the Salary Committee, but the Administration will make the final recommendation to the Board of Education.

Sec. 2.10 Annual Meeting

The SEA and the MTHS School Board will hold an annual, informal meeting each fall (usually October or November) unless extenuating circumstances require the meeting to be moved to another mutually agreed upon date.

Salary Schedule for 2026-2027
This agreement calls for the creation of a new salary schedule in year one of the contract that includes the addition of a step (row) at the bottom of each column and the creation of an off-schedule step.

Salary Schedule for 2027-2028
This agreement calls for a 2.25% increase, in addition to any vertical and horizontal movement that an employee may be eligible for, for each step on the 2026-27 salary schedule and the addition of a step (row) at the bottom of each column.

Salary Schedule for 2028-2029
This agreement calls for a 2.25% increase, in addition to any vertical and horizontal movement that an employee may be eligible for, for each step on the 2027-2028 salary schedule and the addition of a step (row) at the bottom of each column.

Athletic Stipends

Boys Basketball - Head	19%
Boys Basketball - Assistant	13%
Boys Basketball - Assistant	13%
Boys Basketball - Assistant	13%
Football - Head	19%
Football - Assistant	13%
Football - Assistant	13%
Football - Assistant	11%
Football - Assistant	11%
Football - Assistant	10%
Football - Assistant	10%
Football - Assistant	8%
Girls Basketball - Head	19%
Girls Basketball - Assistant	13%
Girls Basketball - Assistant	13%
Girls Basketball - Assistant	13%
Boys Track - Head	16%
Boys Track - Assistant	11%
Boys Track - Assistant	11%
Girls Track - Head	16%
Girls Track - Assistant	11%
Girls Track - Assistant	11%
Wrestling - Head	16%
Wrestling - Assistant	11%
Wrestling - Assistant	11%

Baseball - Head	13%
Baseball - Assistant	9%
Baseball - Assistant	9%
Baseball - Assistant	9%
Softball - Head	13%
Softball - Assistant	9%
Softball - Assistant	9%
Softball - Assistant	9%
Boys Tennis - Head	13%
Boys Tennis - Assistant	9%
Girls Tennis - Head	13%
Girls Tennis - Assistant	9%
Boys Soccer - Head	13%
Boys Soccer - Assistant	9%
Boys Soccer - Assistant	9%
Girls Soccer - Head	13%
Girls Soccer - Assistant	9%
Girls Soccer - Assistant	9%
Volleyball - Head	13%
Volleyball - Assistant	9%
Volleyball - Assistant	9%
Volleyball - Assistant	9%
Cross Country - Head	13%
Cross Country - Assistant	9%
Cross Country - Assistant	9%
Boys Swim - Head	13%
Girls Swim - Head	13%
Boys Golf - Head	9%
Girls Golf - Head	9%

Activity Stipends

Tier 1 Activities (2%)
Art Club
Dungeons and Dragons
German Club
LAN Club - Assistant
Medical Careers Club
National Honor Society
Spanish Club
Writing Club

Tier 2 Activities (3.5%)
Academic Challenge
Archery
Chamber Singers
Chess Club
Educators Rising
Intramurals - per sport
Key Club
LAN - Head Coach
Math Team
Scholastic Bowl Assistant
Skills USA
Student Council - Assistant

Tier 3 Activities (6%)
Bass Fishing
Cheerleading - Assistant
Homecoming Committee
Marching Band Assistant (percussion)
Marching Band Assistant (color guard)
Musical - Assistant
Musical - Assistant
Prom Committee
Robotics - Assistant
Snowball Committee
Unified Redbirds
Yearbook - Assistant

Tier 4 Activities (9%)
Dance - Head
Fall Play
FFA
Madrigals
Scholastic Bowl - Head
Speech
Student Council - Head

Tier 5 Activities (14%)
Cheerleading - Head
Musical Director - Head
Robotics - Head

Tier 6 Activities (16%)
Band Director
Band Director
Yearbook - Head

Table I: Stipends with 5 or more %

- 0-4 Years 0%
- 5-8 Years 1%
- 9-12 Years 2%
- 13-16 Years 3%
- 17-20 Years 4%
- 21+ Years & Beyond 5%

Table II: Stipends with under 5%

- 0-4 Years 0%
- 5-8 Years 0.5%
- 9-12 Years 1%
- 13-16 Years 1.5%
- 17-20 Years 2%
- 21+ Years & Beyond 2.5%

Salary Schedule 2026-27

			2.00%			6.00%	2.00%			
		BA	BA +8	BA +16	BA +24	BA +36 or MS	MS + 8	MS +16	MS +24	MS +32
	0	$56,000	$57,120	$58,262	$59,428	$62,993	$64,253	$65,538	$66,849	$68,186
3.00%	1	$57,680	$58,834	$60,010	$61,210	$64,883	$66,181	$67,504	$68,854	$70,232
3.00%	2	$59,410	$60,599	$61,811	$63,047	$66,830	$68,166	$69,530	$70,920	$72,339
3.00%	3	$61,193	$62,417	$63,665	$64,938	$68,834	$70,211	$71,615	$73,048	$74,509
3.00%	4	$63,028	$64,289	$65,575	$66,886	$70,900	$72,318	$73,764	$75,239	$76,744
2.75%	5	$64,762	$66,057	$67,378	$68,726	$72,849	$74,306	$75,792	$77,308	$78,854
2.75%	6	$66,543	$67,874	$69,231	$70,616	$74,853	$76,350	$77,877	$79,434	$81,023
2.50%	7	$68,206	$69,570	$70,962	$72,381	$76,724	$78,258	$79,824	$81,420	$83,048
2.50%	8	$69,911	$71,310	$72,736	$74,191	$78,642	$80,215	$81,819	$83,456	$85,125
2.25%	9	$71,484	$72,914	$74,372	$75,860	$80,411	$82,020	$83,660	$85,333	$87,040
2.25%	10	$73,093	$74,555	$76,046	$77,567	$82,221	$83,865	$85,542	$87,253	$88,998
2.00%	11	$74,555	$76,046	$77,567	$79,118	$83,865	$85,542	$87,253	$88,998	$90,778
2.00%	12	$76,046	$77,567	$79,118	$80,700	$85,542	$87,253	$88,998	$90,778	$92,594
1.75%	13	$77,377	$78,924	$80,503	$82,113	$87,039	$88,780	$90,556	$92,367	$94,214
1.75%	14		$80,305	$81,911	$83,550	$88,563	$90,334	$92,141	$93,983	$95,863
1.50%	15			$83,140	$84,803	$89,891	$91,689	$93,523	$95,393	$97,301
1.50%	16				$86,075	$91,239	$93,064	$94,926	$96,824	$98,761
1.25%	17					$92,380	$94,228	$96,112	$98,034	$99,995
1.25%	18						$95,405	$97,313	$99,260	$101,245
1.25%	19							$98,530	$100,500	$102,511
1.25%	20								$101,757	$103,792
1.25%	21									$105,089
Off Schedule		$78,731	$81,711	$84,595	$87,581	$93,997	$97,075	$100,254	$103,537	$106,928

Salary Schedule 2027-28

			2.00%			6.00%	2.00%			
		BA	BA +8	BA +16	BA +24	BA +36 or MS	MS + 8	MS +16	MS +24	MS +32
	0	$57,260	$58,405	$59,573	$60,765	$64,411	$65,699	$67,013	$68,353	$69,720
3.00%	1	$58,978	$60,157	$61,361	$62,588	$66,343	$67,670	$69,023	$70,404	$71,812
3.00%	2	$60,747	$61,962	$63,201	$64,465	$68,333	$69,700	$71,094	$72,516	$73,966
3.00%	3	$62,570	$63,821	$65,097	$66,399	$70,383	$71,791	$73,227	$74,691	$76,185
3.00%	4	$64,447	$65,736	$67,050	$68,391	$72,495	$73,945	$75,424	$76,932	$78,471
2.75%	5	$66,219	$67,543	$68,894	$70,272	$74,488	$75,978	$77,498	$79,048	$80,629
2.75%	6	$68,040	$69,401	$70,789	$72,205	$76,537	$78,068	$79,629	$81,221	$82,846
2.50%	7	$69,741	$71,136	$72,558	$74,010	$78,450	$80,019	$81,620	$83,252	$84,917
2.50%	8	$71,484	$72,914	$74,372	$75,860	$80,411	$82,020	$83,660	$85,333	$87,040
2.25%	9	$73,093	$74,555	$76,046	$77,567	$82,221	$83,865	$85,542	$87,253	$88,998
2.25%	10	$74,737	$76,232	$77,757	$79,312	$84,071	$85,752	$87,467	$89,216	$91,001
2.00%	11	$76,232	$77,757	$79,312	$80,898	$85,752	$87,467	$89,216	$91,001	$92,821
2.00%	12	$77,757	$79,312	$80,898	$82,516	$87,467	$89,216	$91,001	$92,821	$94,677
1.75%	13	$79,118	$80,700	$82,314	$83,960	$88,998	$90,778	$92,593	$94,445	$96,334
1.75%	14	$80,502	$82,112	$83,754	$85,430	$90,555	$92,366	$94,214	$96,098	$98,020
1.50%	15		$83,344	$85,011	$86,711	$91,914	$93,752	$95,627	$97,539	$99,490
1.50%	16			$86,286	$88,012	$93,292	$95,158	$97,061	$99,003	$100,983
1.25%	17				$89,112	$94,458	$96,348	$98,275	$100,240	$102,245
1.25%	18					$95,639	$97,552	$99,503	$101,493	$103,523
1.25%	19						$98,771	$100,747	$102,762	$104,817
1.25%	20							$102,006	$104,046	$106,127
1.25%	21								$105,347	$107,454
1.25%	22									$108,797
Off Schedule		$81,911	$84,802	$87,796	$90,671	$97,313	$100,500	$103,791	$107,190	$110,701

Salary Schedule 2028-29

			2.00%			6.00%	2.00%			
		BA	BA +8	BA +16	BA +24	BA +36 or MS	MS + 8	MS +16	MS +24	MS +32
	0	$58,548	$59,719	$60,914	$62,132	$65,860	$67,177	$68,521	$69,891	$71,289
3.00%	1	$60,305	$61,511	$62,741	$63,996	$67,836	$69,192	$70,576	$71,988	$73,428
3.00%	2	$62,114	$63,356	$64,623	$65,916	$69,871	$71,268	$72,694	$74,147	$75,630
3.00%	3	$63,977	$65,257	$66,562	$67,893	$71,967	$73,406	$74,874	$76,372	$77,899
3.00%	4	$65,897	$67,215	$68,559	$69,930	$74,126	$75,608	$77,121	$78,663	$80,236
2.75%	5	$67,709	$69,063	$70,444	$71,853	$76,164	$77,688	$79,241	$80,826	$82,443
2.75%	6	$69,571	$70,962	$72,381	$73,829	$78,259	$79,824	$81,421	$83,049	$84,710
2.50%	7	$71,310	$72,736	$74,191	$75,675	$80,215	$81,820	$83,456	$85,125	$86,828
2.50%	8	$73,093	$74,555	$76,046	$77,567	$82,221	$83,865	$85,542	$87,253	$88,998
2.25%	9	$74,737	$76,232	$77,757	$79,312	$84,071	$85,752	$87,467	$89,216	$91,001
2.25%	10	$76,419	$77,947	$79,506	$81,096	$85,962	$87,682	$89,435	$91,224	$93,048
2.00%	11	$77,947	$79,506	$81,096	$82,718	$87,682	$89,435	$91,224	$93,048	$94,909
2.00%	12	$79,506	$81,096	$82,718	$84,373	$89,435	$91,224	$93,048	$94,909	$96,807
1.75%	13	$80,898	$82,516	$84,166	$85,849	$91,000	$92,820	$94,677	$96,570	$98,502
1.75%	14	$82,313	$83,960	$85,639	$87,352	$92,593	$94,445	$96,334	$98,260	$100,225
1.50%	15	$83,548	$85,219	$86,923	$88,662	$93,982	$95,861	$97,779	$99,734	$101,729
1.50%	16		$86,497	$88,227	$89,992	$95,391	$97,299	$99,245	$101,230	$103,255
1.25%	17			$89,330	$91,117	$96,584	$98,515	$100,486	$102,495	$104,545
1.25%	18				$92,256	$97,791	$99,747	$101,742	$103,777	$105,852
1.25%	19					$99,013	$100,994	$103,014	$105,074	$107,175
1.25%	20						$102,256	$104,301	$106,387	$108,515
1.25%	21							$105,605	$107,717	$109,872
1.25%	22								$109,064	$111,245
1.25%	23									$112,635
Off Schedule		$85,010	$88,011	$90,893	$93,870	$100,746	$104,046	$107,453	$110,972	$114,607