

COLLECTIVE BARGAINING AGREEMENT
BETWEEN

THE PIKELAND COMMUNITY UNIT SCHOOL DISTRICT #10
BOARD OF EDUCATION
AND
THE UNIT TEN TEACHERS ASSOCIATION #3906

August 1, 2026 - July 31, 2028

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ARTICLE 1 - RECOGNITION

PREAMBLE

The following is an agreement between the Pikeland Community Unit School District #10 Board of Education, hereafter referred to as "The Board" and the Unit Ten Teachers Association 3906 affiliated with the Illinois Federation of Teachers, American Federation of Teachers, AFL-CIO, hereinafter referred to as "The Union".

1.1 RECOGNITION

For the purpose of collective bargaining, with regard to wages, hours and working conditions, the Board recognizes the Unit #10 Teachers' Association, hereinafter referred to as the "Union" as the sole and exclusive representative for all regular certified teaching personnel (full and part-time). The Superintendent, Assistant Superintendent, Principals, Assistant Principals, and Deans are excluded from the Unit.

ARTICLE 2 - RIGHTS OF THE BOARD AND THE UNION

2.1 BOARD RIGHTS

The Board retains and reserves unto itself all powers, rights, duties and responsibilities conferred upon and vested in it by the statute of the State of Illinois. The Board shall not be required to bargain over inherent managerial policy which shall include the following areas of discretion or policy.

1. The Functions of the Board
2. Standards of Service
3. The Board's Overall Budget
4. Selection of New Employees
5. Direction of All Employees
6. Goals and Objectives of the District

2.2 UNION RIGHTS

The Union agrees to represent equally and without prejudice all members of the bargaining unit for the purposes of negotiations with the Board concerning wages, hours and working conditions, and the settlement of grievances in the formal stage (Article 6.3, steps 2 through 5).

2.3 BUILDING USAGE

The Union shall have the right to hold meetings on school district property, subject to facility availability. However, it is understood that the Superintendent or his/her designee reserves the right to change the location of the meeting if he/she deems it necessary.

2.4 PUBLICATIONS

The Board shall e-mail the following items to the staff and Union President.

1. Board Agenda
2. Board Meeting Summaries
3. District Policy Manuals

4. District Licensed Seniority List by February 1

Every effort shall be made to provide these materials in a timely fashion.

2.5 MENTOR PROGRAM

If in the judgment of the administration, a mentor is needed to assist and train the newly hired in a benchmark group, then the mentor's responsibility will be developed in consultation with the Principal. Mentors will be reimbursed at the internal sub rate for mutually agreed upon time spent beyond the school day.

2.6 CALENDAR COMMITTEE

A volunteer committee of administrators, teachers, and non-certified employees will meet each Spring for the purposes of developing school calendar options, which will then be presented and voted upon by the employees of the District for the adoption by the Board.

2.7 PROGRESSIVE DISCIPLINE

The Union and District subscribe to the concept of progressive corrective discipline. Steps of progressive discipline are (1) verbal warning, (2) written warning, (3) suspension with or without pay, and (4) discharge. Disciplinary action will be administered in a manner so as not to cause unnecessary embarrassment to the staff member.

The above steps in the progressive disciplinary procedure may not be strictly followed depending upon the severity of the employee's conduct. Evaluations, unsatisfactory performance ratings, and nonrenewal of probationary employees is not considered disciplinary.

2.8 CONSULTATION COMMITTEE

In order to promote the free flow of information between the Union, the District, and the Board, the Union and the District agree to establish a Consultation Committee composed of three representatives of the Union selected by the Union and three appointed by the Board. The Consultation Committee shall meet upon the request of either party, but not more than four (4) times per year, to discuss matters of mutual concern.

2.9 PERSONNEL FILE

Only one official Board file shall be kept for each teacher. The employee has the right to examine his/her personnel file upon request. This will occur during normal business hours as long as it does not interfere with District operations.

Upon receiving a written request from a teacher, the Superintendent shall, within five working days of said request, provide a copy of said requested materials to the teacher.

All material placed in a teacher's file by an administrator will be respected by the teacher and administrator as confidential as pertaining to students and the general public except as may be required by

the Union or the teacher for purposes of representation of the teacher in the implementation of this Agreement, or by the Board in bringing charges.

In the event any file materials are determined to be in error by legal or grievance proceedings, such portions of materials will be removed from the teacher's file.

Matters pertaining to the grievance procedure shall not be included in the teacher's personnel file. All matters pertaining to a grievance shall be treated as confidential.

ARTICLE 3 - WORKING CONDITIONS

3.1 WORKDAY

With regard to instructional responsibilities, the teacher workday shall not exceed 7 $\frac{3}{4}$ clock hours, including the duty-free lunch period. However, it is understood that teachers may be required to exceed this 7 $\frac{3}{4}$ hour limit to accommodate faculty meetings, emergencies, as determined by the administration. The actual teacher workday will be from 8:00 a.m. through 3:45 p.m..

3.2 EARLY DISMISSAL

During the first calendar week (full or partial) of student attendance, classes will be dismissed at 1:30 p.m. daily. Further early dismissals will be made at the discretion of the superintendent.

On days preceding district holidays, students will be dismissed at 2:45 p.m. and teachers will be dismissed at 3:00 p.m. On weather-related early dismissals, teachers may be dismissed 15 minutes after students.

3.2 PREPARATION TIME

Preparation periods equivalent to one regular class period per day shall be granted to teachers in high school and departmental assignments. Teachers in self-contained assignments shall be granted preparation time throughout the entire school year when their students receive scheduled music and library time, unless the Superintendent designates otherwise, as a result of special circumstances which alter the daily schedule. Recognizing that preparation is a key to successful teaching and learning, every effort will be made to provide teachers with the appropriate preparation periods. For weeks that are not a full five-day work week, planning time is reduced proportionately.

High School faculty on an A/B block schedule shall have no more than six of the eight total preparations. Preparations shall be defined as the number of scheduled classes taught, excluding special education. If a teacher agrees to an extra preparation, this is permitted if the teacher is compensated at the hourly rate of pay.

3.3 DUTY FREE LUNCH

Teachers shall have a duty-free lunch of no less than the students' lunch period or thirty (30) minutes, whichever is greater. Reference Board Policy: 5-200

3.4 WORK SPACE

In order to promote and facilitate an optimum learning environment, the administration will provide a healthy workspace and access to a computer for teacher use. On any weather-related early release days, staff will be allowed to go home early or provided the opportunity to move to a properly heated and/or cooled facility.

3.5 VOLUNTARY TRANSFER AND REASSIGNMENT

1. In the event of a transfer due to an opening or a newly created position in the bargaining unit, teachers in the bargaining unit who have made a written application shall be considered before outside applicants are sought or involuntary transfers are made.
2. If a reassignment is necessary, those teachers willing to be reassigned will be given consideration before involuntary assignments are made.
3. Transfer is defined as relocation to another building or site.
4. Reassignment is defined as relocation to another department or grade level within the same building. However, circumstances may require a reassignment from another building or grade level.

3.6 NEW HIRES

New hires shall receive credit on the placement schedule for all prior teaching experience.

3.7 INTERVIEWS

Bargaining unit members shall be granted upon request an interview for any position open in the district requiring interviews.

3.8 DISTRICT LUNCH/RECESS DUTIES

All buildings shall be provided with or will use current support personnel to supervise lunch and recess duties. Recess are those duties directly before or after the lunch period depending on the building schedule.

3.9 LUNCHROOM SUPERVISION

Teachers who elect to give up their lunch period and volunteer to supervise students during the student cafeteria lunch period shall be compensated at the rate of twenty-five dollars (\$25) per lunch period.

3.10 CLASS SIZE

The Board shall make every effort to limit class size to numbers designed to affect the best possible educational program for District #10 students. Ongoing monitoring of class size will continue. The district will staff buildings to best account for changes in class size.

3.11 ASSIGNMENTS

Teachers shall be notified in writing no later than July 1 of their tentative teaching assignment for the following school term, as to grade level, school and/or subject area. Should a change become necessary after July 1, affected staff members shall be notified as soon as possible.

Salary information will be provided to teachers during the teacher institute days and returned to the board office by September 1. A benefits report will be distributed by August 15 or the first day of insurance enrollment and returned by September 15 or the last day of insurance enrollment. If a teacher is unable to afford insurance, they will have the opportunity to discuss the issue with the Superintendent.

3.12 VACANCIES

The Superintendent shall post in each attendance center a notice of all certified vacancies for ten (10) days prior to permanently filling the vacancies. During the summer, such notices shall be e-mailed to the homes of certified staff. For staff members who do not have email access during the summer months the district will mail notices provided the staff notifies the district at the end of the school year.

ARTICLE 4 - TEACHER EVALUATION

4.1 TEACHER EVALUATION

The District and Union shall establish a Joint Committee to create and implement a performance evaluation system as per Public Act 96-0861 (Performance Evaluation Reform Act). This committee will meet at least annually to review evaluation procedures.

Formal evaluations shall be in accordance with the following procedure:

1. An explanation and discussion of the evaluation process will take place at a scheduled faculty meeting before any evaluations are administered.
2. Non-tenured teachers shall receive one formal evaluation each year based on at least 4 classroom visits.
3. All evaluations shall be conducted openly and with the full knowledge of the teacher.
4. Tenure teachers shall be evaluated at least once every three (3) years unless statutory requirements require more frequent evaluations.
5. Each teacher shall have a consultation concerning their first observation to note any problems.
6. Within ten (10) days following their last observation, the teacher shall receive their written evaluation. If a teacher requests a conference regarding the evaluation, the principal shall hold the conference within ten (10) school days of the request.
7. If the District fails to complete the required summative evaluation, the bargaining unit member shall be presumed to have received a summative rating of Proficient solely for purposes of contractual and statutory rights, including tenure acquisition, evaluation cycle placement, and continued employment.

If the teacher feels the formal evaluation of the classroom teaching performance was incomplete or inaccurate, the teacher may attach written objections to the evaluation form.

4.2 APPEAL PROCESS

Members shall have the right to utilize the appeals process for "unsatisfactory" ratings under Section 24A-5, pursuant to Section 24A-5.5 of the School Code, and in accord with the process developed by the PERA Joint Committee.

While the PERA Joint Committee shall select and agree to who serves on the panel of qualified evaluators ("Panel"), the Panel shall be composed of five members, of which, at a minimum, one member shall be a union member, who is a qualified evaluator. The PERA Joint Committee will review and may make changes to the composition of the panel each year.

If there are no members from the bargaining unit who are qualified, the union will select a member(s) and pay for the evaluator prequalification and retraining fees.

4.3 BUILDING COMMITTEES

Committees established by a building administrator shall be composed solely of voluntary teacher participants. Teachers may be invited to volunteer; however, participation shall not be required.

ARTICLE 5 - REDUCTION IN FORCES (RIF)

5.1 SENIORITY

Effective with the beginning of the 1987-88 school year, District seniority is defined as the length of continuous service as a tenured teacher in District #10, beginning with the first day of service after said teacher has achieved tenure. No teacher hired prior to 1987-88 shall lose any previously accrued seniority. Accrued seniority per the District seniority list dated February 15, 1985 will be grandfathered. Effective June 1, 1985, teachers hired after that date shall have their seniority accrue in proportion to the part of the school day which they work. In no instance, however, shall a teacher be eligible to accrue seniority beyond the regular school year or to accrue more than one year of seniority during said school year period.

5.1a TieBreakers within a Group

If two or more teachers share the same placement in a group (and same average, where applicable), the following apply in order:

1. District seniority;
2. Total Illinois teaching service;
3. Greatest number of college credit hours (those used to determine placement on the salary schedule) beyond the Bachelor's degree;
4. Drawing by lots.

5.2 ROUTINE REDUCTION PLAN

In accordance with Section 10-20 2b of the School Code of Illinois, the following routine task reduction plan is being submitted on behalf of the Unit Ten Teachers Association and the Pikeland #10 Board of Education.

In an attempt to reduce the amount of paperwork and other routine tasks assigned to certified staff, the Board has put in place or will make every effort to put in place.

- a. An elementary reading series that does not require as much duplicated material.
- b. An elementary volunteer assistance program, thus providing a pool of labor to perform various tasks.

- c. Quality reproductive equipment to shorten the amount of time needed to duplicate classroom materials.
- d. A volunteer assistance program to be set up at Pikeland Community School and Pittsfield High School to perform routine tasks.
- e. Computer equipment at the secondary level, so as to simplify and shorten routine tasks.

5.3 RIGHTS OF RIF'ED EMPLOYEES

5.3a Procedures for Staff Reduction

If the number of positions must be reduced, the Employees who are subject to removal shall receive notice by registered mail by April 15th to comply with law together with a statement of honorable dismissal and the reason therefore.

5.3b Dismissal by Seniority

The District and Union will maintain a Joint Committee as per Public Act 97-0008/SB7. Employees to be laid off shall be dismissed within Group 1 first, then Group 2, then Group 3, and then Group 4, according to the law.

5.3c Rights of RIF'ed Employees

An Employee who is dismissed due to reduction in force and who becomes certified and qualified for additional position(s), shall gain his/her district seniority in any additional position for which they become certified and/or qualified. Such employee's additional certification shall be added to the seniority list of RIF'ed employees. The employees shall have the responsibility of keeping the Employer informed of any additional certification. Such additional certification shall not be added to the seniority list until verification has been supplied by the Employee to the Employer prior to July 1 of the year of recall.

5.3d Exceptions to Seniority

An employee subject to removal may bump a less senior employee provided they are certified and legally qualified for that position.

5.3e Employee on Leave of Absence

Employees who are on Board approved extended leave of absence are subject to this article. Employees will be able to continue health insurance while on unpaid leave, at their expense.

5.4f Re-Employment Procedure After Layoff

Any employee who has been dismissed under these procedures shall have recall rights as follows:

5.4f. 1 Recall Rights

Recall rights for tenured teachers in Pikeland shall be in effect from the date of termination through two (2) calendar years from the beginning of the next school term following the date of the notice of dismissal.

5.4f. 2 Recall by Reverse Seniority

The Employer shall offer available positions to the most senior Employee on layoff who is certified for the available position.

5.4f. 3 Notification of Recall

The employer is responsible for sending notice to the most senior employee who is properly certified for the available position. Notice will be sent to the last address on file with the Employer. A copy of this article will be enclosed with the Employer's notice. The Employee must give a written response to the Employer within ten (10) days of the date the recall notice was sent.

5.4f. 4 Employee's Obligation to Respond to Notice

Any employee who fails to respond to a proper notice of a vacancy will be placed at the bottom of the recall list as it exists at the time of such failure to respond. However, an employee may elect to be passed over in which case the employee retains his/her position on the recall list, and the Employer will offer the available position to the next most senior qualified employee. Each employee on layoff may elect to be passed over by giving written notice to the employer within ten (10) days of the notice being sent.

5.4f. 5 Change of Address

Employees are responsible for informing the Office of the Superintendent of any changes of residence.

5.4f. 6 Temporary or Part-Time Positions

Temporary or part-time positions will first be offered to employees with recall rights in the same order as for permanent positions. Acceptance or refusal of a temporary or part-time position will not affect the recall rights of an employee.

5.4f. 7 Fringe Benefits/RIF'ed Employees

RIF'ed Bargaining Unit Members have the right to Cobra Insurance only.

ARTICLE 6 - GRIEVANCE

6.1 GRIEVANCE

A grievance shall be defined as a complaint of an alleged violation of any provision of the Agreement during the term of the Agreement.

6.2 GRIEVANCE PROVISIONS

1. In all formal steps of the Grievance Procedure, the grievant shall meet with the administration representatives and may bring a teacher representative or Union representative to said meetings if he/she so desire.
2. In all steps of the Grievance Procedure except Step 5, conferences relating to said grievance shall be held after school hours at the convenience of the administration.
3. A grievance may be initiated by a teacher on his/her own behalf.

4. Except where an arbitrator might require, conferences under this procedure shall be conducted after regular teaching hours.
5. All references to days shall mean school days.
6. All time limits may be extended by mutual agreement between the parties.
7. Materials related to a grievance shall not be in the teacher's personnel file.

6.3 PROCEDURES

Step 1

It is the responsibility of the teacher initiating the conversation to inform said administrator that the informal first step in the grievance process has in fact taken place. Without this clarification, subsequent grievance procedure steps cannot be taken by the employee or Union.

Step 2

In the event the grievance is not resolved at Step 1, the grievant shall present a written statement of the alleged violation and supporting data to the building principal within ten (10) days of the Step 1 meeting. The principal shall, within ten (10) days of the receipt of said material, confer in private with the grievant in an attempt to resolve the grievance. Within ten (10) school days after the completion of the conference, the building principal shall give his written decision.

Step 3

In the event that the grievance is not settled at Step 2, the teacher may file a written appeal within ten (10) days with the Superintendent or his designee. Within ten (10) days of the receipt of the written appeal, the Superintendent or his designee shall confer with the grievant in an effort to resolve the grievance. The Superintendent or his designee, within ten (10) days following the conference, shall file his/her written decision with the grievant and the Board.

Step 4

In the event the grievance is not resolved at Step 3, the teacher may submit a written appeal to the Board of Education. Such an appeal shall be made within ten (10) days after receipt of the Superintendent's decision. No later than ten (10) days after receiving the appeal, the Board shall communicate its decision in writing to the grievant.

Step 5

Within ten (10) days after receiving the decision of the Board, the parties, if dissatisfied at Step 4, may, by mutual agreement, submit the grievance to grievance mediation. Grievance mediation is non-binding to both parties. If the grievance is not resolved at grievance mediation, either Party may submit the grievance to final and binding arbitration through the American Arbitration Association (AAA), which shall act as the administrator for the proceeding. The Voluntary Labor Arbitration Rules of the AAA shall be used.

6.4 ARBITRATOR FEES

The fees and expenses of the arbitrator shall be shared equally by the parties.

ARTICLE 7 - SALARY AND FRINGE BENEFITS

7.1 SALARY AND TRS

New teachers shall be paid according to the attached placement schedules. Horizontal movement on the schedules shall not be restricted to hours leading to a higher degree. Subject to the Superintendent's approval, hours relating to a teacher's assigned duties may also result in horizontal movement.

If, for any reason, the flat percent increase is not satisfactory, and the UTTA desires to return to a salary schedule, a joint committee between the board and the UTTA will create a new salary schedule and that salary schedule may be implemented in future contracts. Such a schedule would reflect all salary increases through the 2027-2028 school year.

Teacher TRS contribution: The District will continue to pay the statutory required rate up to maximum of 9.0%; if statutory amount is less than 9.0%, the difference will be paid to teachers as salary/wages.

In 2026-2027, salaries will increase by 4%. In 2027-2028, salaries will increase by 4%. The placement schedule will increase by 3% each year for new hires.

No new hire will make more than a current employee with the same education and/or years of experience.

Any staff who has a PEL renewal between August 1, 2026 - July 31, 2028, will be reimbursed up to fifty-five dollars (\$55) towards the renewal fee. If the teacher leaves between August 1, 2026 - July 31, 2028, and receives a reimbursement, the reimbursement must be paid back to the district.

7.1a Academic Advancement and Lane Movement

	26-27	27-28		26-27	27-28		26-27	27-28
BS to BS+6	\$350	\$375	MS/MA to MS+6	\$350	\$375	MS+30 to MS+36	\$350	\$375
BS+6 to BS+12	\$350	\$375	MS+6 to MS+12	\$350	\$375	MS+36 to MS+42	\$350	\$375
BS+12 to BS+18	\$350	\$375	MS+12 to MS+18	\$350	\$375	MS+42 to MS+48	\$350	\$375
BS+18 to BS+24	\$350	\$375	MS+18 to MS+24	\$350	\$375	MS+48 to ADV	\$1100	\$1200
BS+24 to MS /MA	\$1100	\$1200	MS+24 to MS+30	\$350	\$375			

7.3 OVERLOAD

Teachers who are assigned full time to PCS D-POD, excluding PE, Band, Music, and Chorus, will receive an additional stipend of \$2640 (\$15 for 45 minutes x 176 days) each year to account for an overload.

These certified teachers have the greatest number of students, the greatest amount of daily instruction time, and the least amount of preparation time of any group in the district. There is no way to adjust the preparation time to account for the requirements of the current schedule, so they will be compensated for the additional instructional time. If at any time the overload situation changes, the union and the Superintendent shall meet to create an MOU.

7.4 ATHLETICS/EXTRACURRICULARS

Any person covered under this CBA will receive an interview for an athletic/extracurricular position.

All coaches and extracurricular sponsors may be automatically rehired for the next year based upon the recommendation of the Athletic Director and/or building principal. Before an evaluation, the evaluation tool will be discussed with the person who holds any athletic/coaching/extracurricular position.

If a current athletic/coaching/extracurricular position is held by a community member and a person covered under this CBA has interest in the position, he/she shall submit a letter of interest to the Athletic Director or building principal within thirty (30) days of the IESA, IHSA, or final event for the activity of interest. Interviews will then be conducted with the person and the current community member that is filling the position. Pikeland Administration, which may include the Athletic Director, will make a recommendation to the Board of Education based on the results of the interview.

The athletic/extracurricular schedule, as attached, shall be used based on the following amounts:

2026-2027: \$41,874

2027-2028: \$43,130

Years for longevity on the athletic/extracurricular stipend schedule must be consecutive and all previous years of consecutive service in the district will be recognized.

7.5 ACTIVITY PASS

Each teacher will be provided with an All-District, All-Activity pass that covers both the employee and their immediate family.

7.6 INSURANCE

A representative from the insurance administration shall be asked to meet annually with the membership to discuss and address insurance concerns.

Single Insurance Premium will be paid at 100% by the Board.

When two married employees or eligible domestic partners are both employed by the District and elect to enroll in a District sponsored Family Health Insurance Plan, the District shall contribute an amount equal to two (2) single plan premiums toward the total cost of the family premium. In no instance shall the combined District contribution exceed the total cost of the family premium.

Any one district employee electing family coverage under the district's insurance with Blue Cross Blue Shield IL (BCBSIL) employed during this CBA will receive a \$230 monthly benefit to offset the increase of family insurance. If there are two district employees electing family coverage under the district's insurance with BCBSIL who are employed during this collective bargaining agreement, they will receive a \$265 monthly benefit to offset the increase of family insurance.

Example: One employee taking family coverage in 25-26 (\$2148.67 total premium)

Step One	Calculate district premium	\$2148.67
Step Two	Subtract single benefit	-\$768.92
Step Three	Subtract additional benefit(s)	-\$230
Total Cost to Employee		\$1149.75/month

Example: Two employees taking family coverage in 25-26 (\$2148.67 total premium)

Step One	Calculate district premium	\$2148.67
Step Two	Subtract single benefit x2	-\$1537.84
Step Three	Subtract additional benefit(s)	-\$265
Total Cost to Employee		\$345.83/month

If the district were to change insurance carriers, the Union and the District shall meet to discuss the impact of the change.

7.7 SUMMER SCHOOL

When the District sponsors summer school, teachers shall be paid thirty (\$30) per hour, with up to an additional \$1.50 per hour stipend depending upon the balance of state monies available at the end of the program.

7.8 INTERNAL SUBSTITUTION

In the event a building principal requests a bargaining unit member to cover a classroom during his/her preparation period, the sum of thirty dollars (\$30) per clock hour shall be paid to that bargaining unit member. Any time in excess of or less than one hour shall be prorated. Proration shall be in fifteen (15) minute intervals. Every fraction of a fifteen (15) minute interval shall count as a full fifteen (15) minute interval.

7.9 TUITION REIMBURSEMENT

To assist teachers in adding to professional growth, the following tuition reimbursement plan is established:

1. Only tenured teachers are eligible for tuition reimbursement.

2. The Board of Education will reimburse tuition costs of eligible teachers as provided in this section. The maximum reimbursement of \$350.00 per credit hour, up to a maximum of twelve (12) credit hours per year (July 1-June 30th) to the district.
3. Tuition reimbursement is available only for college or university credit courses taken through an accredited educational institution that directly relates to the teacher's current assignment or that leads to a higher degree in education or related field. In order to be eligible to receive reimbursement, the course must be approved prior to enrollment by the Superintendent.
4. A teacher will receive reimbursement only where the course is satisfactorily completed and college or university credit received from the college or university within thirty (30) days after satisfactory completion of a course. Proof thereof shall be submitted to the Superintendent as may be required by the Superintendent.

7.10 TRAVEL REIMBURSEMENT

Bargaining unit members who are required to use their vehicles in the course of their employment or otherwise use their vehicles in authorized service to the school district shall be reimbursed at the IRS rate established each January.

7.11 TICKET TAKING

The administration will assign teachers to take tickets. The assigned teacher has the option of finding a teacher substitute and to notify the administration of his/her replacement. The teacher responsible for the assignment shall receive a thirty \$30 stipend per ticket taking event.

7.12 DETENTION DUTY

Teachers shall receive thirty dollars (\$30) per hour for detention duty on Saturdays and/or assigned detention duty during the week that is beyond the regular workday. Teachers shall also receive thirty dollars (\$30) per hour for providing homebound instruction.

7.13 SPECIAL ED. STAFFINGS

The district shall comply with IDEA regulations regarding notices to teachers of staffings. Teachers covering for those teachers involved in the staffings shall be notified at the same time of those participating in the staffing, so they can make adequate preparations.

All bargaining unit members required to attend special education staffing beyond the normal workday shall receive thirty dollars (\$30) per hour for attendance at the meetings. Additionally, all teachers (including special education teachers) who lose preparation time due to attending staffings will be compensated at thirty dollars (\$30) per hour.

7.14 CLASSROOM SUPPLIES

All certified staff that fall under this CBA will, by the last student attendance day, be provided with a Purchase Order for approved vendors and may spend up to \$125 on classroom materials. All purchase orders must be turned into building principals for approval. Any money not spent of the \$125 goes back to

the district and does not roll over or accumulate. All materials purchased remain the property of the District.

7.15 SPECIALISTS

The Board will pay specialist certification for Speech/Language Pathologists (SLP), Social Workers (SW), and Nurses as it pertains to their position and/or license for licensed staff required by the district.

All Speech/Language Pathologists (SLP), Social Workers (SW), and Nurses, who are fully licensed and certified, will be placed in the specialist column on the placement schedule.

7.16 ATHLETIC DIRECTOR

The Athletic Director (AD) position shall be certified and fall within this CBA, unless the Athletic Director holds a Type 75 license and is an administrator at the Pikeland District. The Athletic Director will report directly to the Superintendent, and shall be evaluated by the Superintendent every year separate from his or her professional duties evaluation. The Athletic Director will receive an extended contract up to 20 days.

Any person who holds a head athletic/coaching position will be evaluated by the Athletic Director using the athletic/extracurricular evaluation tool found in the district coaching handbook. Any person who holds any other extracurricular position will be evaluated by the building principal.

If the AD is on the coaching staff for a particular sport, he/she shall not evaluate the head coach involved in that particular sport. The Superintendent will assign the designee for the evaluation. The AD will submit his/her report to the Superintendent or designee along with recommendations for athletic positions. The Superintendent or designee has the authority to add recommendations and documentation to the AD's report.

ARTICLE 8 - LEAVES

8.1 SICK LEAVE

Sick leave shall be granted for the following levels of years served in the district:

In years 0-10: 14 days per year

In years 11-20: 16 days per year

In years 21-29: 18 days per year

In years 30+: 22 days per year

Sick days in excess of those used for TRS credit shall be transferred into the Sick Leave Bank. There will be no cap on the number of sick leave days teachers can accumulate.

Teachers using three (3) or less days each year will be granted one additional sick day for every two (2) unused sick days. Days will be added to their cumulative sick leave balance prior to the start of the following school year.

Sick leave may be used as specified in the Illinois Employee Sick Leave Act (Public Act 99- 0841) and IL School Code. Sick leave can be used in quarter, half, and full day increments. A doctor's note may be required after 3 days of absence or in the case of excessive absenteeism in reference to Board Policy 5:250.

8.2 SICK LEAVE BANK

The Board agrees to allow the Union to establish and operate a Sick Leave Bank for certified teachers of the District.

The purpose of the Sick Leave Bank shall be to provide extended sick leave for teachers who have exhausted their personally accumulated sick leave and, due to personal or immediate family catastrophic illness or injury, are unable to return to work.

Participation in the Sick Leave Bank shall be voluntary. Each teacher shall be given an authorization form the beginning of each school year. Any teacher desiring to participate shall sign the authorization and return it to his/her building representative. No teacher, who is regularly certified and submits application within time limits specified below, shall be denied membership. In the first year of operation and in subsequent years, if the number of days in the Bank falls below 200 days, each participating teacher shall contribute two days to the Bank. If the number of accumulated days in the Bank falls between 200 to 300 days, each participating teacher shall contribute one day to the Bank. Copies of new authorizations from each participating teacher shall be submitted to the Superintendent. Upon receipt of copies of authorizations, the Superintendent shall be empowered, on behalf of the Board, to deduct either 1 or 2 days from each applicant's personally accumulated sick leave and add the difference subtracted to the total in the Sick Leave Bank.

New employees in the District who become participants in the Sick Leave Bank shall contribute two days. Employees already in the District, who become participants in the Bank, shall contribute four days, plus any additional assessments during said employee's tenure.

The number of days transferred for each applicant shall be determined by the Sick Leave Bank Committee to be appointed by the Union from its membership. The number of days contributed shall not exceed two days per applicant per year. The Committee shall inform the Superintendent of the number of days to be transferred per applicant no later than two weeks following the first day of school. No new memberships shall be allowed after that date. The School Board will not be held liable for any days transferred except as provided for below and will not contribute additional days to the Bank.

Only members of the Sick Leave Bank shall be allowed to withdraw days from it. No member shall be allowed to withdraw more than forty-five (45) days during one school year. If a member does withdraw forty to forty-five (40-45) days during one school year, they must deposit four (4) days back into the Sick Leave Bank at the beginning of the next school year in order to be considered a member of the Bank. Days deposited shall not be withdrawn when a teacher ceases to be a member of the Bank. The number of days accumulated at the end of one year shall carry over to the following year. Should the total of days

withdrawn from the Bank equal the balance at any time, the Bank will cease operations until it can be replenished at the start of the next school year.

8.2a Operational Guidelines

The Sick Leave Bank Committee shall govern the operation of the Sick Leave Bank. It shall consist of three members appointed by the Union. A teacher who has exhausted his/her personally accumulated sick leave may make a written application to the Committee for withdrawal of days from the Bank. Should the teacher be unable to make an application, he/she shall state the reason for the inability to work and the number of days requested from the Bank. Before granting the request, the Committee must elicit affirmative answers to the following:

1. Is the teacher listed as a current member of the Sick Leave Bank?
2. Has the teacher exhausted his/her personally accumulated sick leave?
3. Is the absence from work due to prolonged illness or injury to the teacher or a member of his/her immediate family? (Examples would include, but not be limited to, heart attack, cancer, car accident, major surgery, etc. This program would not be used for short term illness).

The Committee shall be able to affect such other operational guidelines as necessary to carry out the intent of this article.

Upon approval of the Sick Leave Bank Committee, the School Board agrees to pay full teaching salary at the teacher's regular rate of pay for all days granted from the Sick Leave Bank. The number of days paid shall be subtracted from the balance in the Sick Leave Bank.

8.3 FAMILY MEDICAL LEAVE BANK

The Board agrees to allow the Union to establish and operate a Family Leave Bank for certified teachers of the District.

The purpose of the Family Leave Bank shall be to provide extended leave to teachers for the following reasons: the birth of a child, placement with the employee of a child for adoption or foster care, or birth as a result of a surrogacy. To utilize this bank to add paid days to maternity leave, in order that they may have some mechanism to retain some of their accumulated sick leave at the time of the leave. This bank does not infringe upon, nor replace, the current agreed upon Sick Leave Bank.

Participation in the Family Leave Bank shall be voluntary. Each teacher shall be given an authorization form the beginning of each school year. Any teacher desiring to participate shall sign the authorization and return it to his/her building representative. No teacher, who is regularly certified and submits application within time limits specified below, shall be denied membership. Teachers who have an excess of unused sick leave, who cannot apply it to TRS contributions, will be able to donate days to this bank by completing an authorization form. In the first year of operation and in subsequent years, if the number of days in the Bank falls below five (5) days, no additional leave will be granted for the year. When a new member joins, copies of new authorizations from each participating teacher shall be submitted to the Superintendent. Upon receipt of copies of authorizations, the Superintendent shall be empowered, on

behalf of the Board, to deduct either 1 or 2 days from each applicant's personally accumulated sick leave and add the difference subtracted to the total in the Family Leave Bank.

If, at any time, a member wishes to withdraw from the Family Leave Bank, they are required to notify the UTTA President, in writing, resigning from the Bank. The President will then notify the Superintendent. No days will be refunded to this member upon their resignation.

New employees in the District who become participants in the Family Leave Bank shall contribute two days. Employees already in the District, who become participants in the Bank, shall also contribute two days, plus any additional assessments during said employee's tenure.

The number of days transferred for each applicant shall be determined by the Sick Leave Bank Committee to be appointed by the Union from its membership. The number of days contributed shall not exceed two (2) days per applicant per year. The Committee shall inform the Superintendent of the number of days to be transferred per applicant no later than two (2) weeks following the first day of school. No new memberships shall be allowed after that date. The School Board will not be held liable for any days transferred except as provided for below and will not contribute additional days to the Bank.

Only members of the Family Leave Bank shall be allowed to withdraw days from it. No member shall be allowed to withdraw more than five (5) days during one school year, on a first-come/first-served basis, and as long as the bank has days available. These days are to be used for the first five (5) days of a Family Medical Leave. These days do not extend a district approved FMLA leave. If a member does withdraw five (5) days from the Bank, said member must deposit two days into the Family Leave Bank at the beginning of the next school year in order to be considered a member of the Bank. Days deposited shall not be withdrawn when a teacher ceases to be a member of the Bank. The number of days accumulated at the end of one year shall carry over to the following year. Should the total of days withdrawn from the Bank equal the balance at any time, the Bank will cease operations until it can be replenished at the start of the next school year.

8.4 PROFESSIONAL LEAVE

Employees may be granted professional leave during the year without loss of pay. Such days may be used to attend workshops, seminars, conventions, or other educational forums related to the employee's educational duties. The use of such days is subject to prior approval by the Superintendent or his/her designee.

8.5 COURTESY COVERAGE

Teachers may cover for each other for partial day absences to meet appointments or for personal business. Such Courtesy Coverage shall be made with the full approval of the building administrator, and certified staff providing coverage for each other will not be compensated, as this is a provision of the Courtesy Clause. If no provision for a "swap" has been made with another teacher, the employee shall take a minimum of one-half (1/2) day as a personal or sick day (whichever applies). Courtesy Coverage is limited to four (4)-times per school year for each employee and shall not exceed ninety (90) minutes per occurrence.

8.6 UNION LEAVE

The Union, from its total membership, shall be allowed an aggregate maximum of two (2) days leave without loss of pay to attend meetings pertinent to Union matters. A written request for such leave shall be submitted to the Superintendent at least five (5) days prior to the requested absence.

8.7 SUBPOENA

No teacher shall suffer loss of pay due to answering a subpoena to testify in a court of law in a school related matter. In all other subpoena situations, the Superintendent will decide if the teacher can participate without loss of pay. If the teacher is monetarily compensated for such a court appearance, the teacher shall surrender any monies received to the District.

8.8 BEREAVEMENT LEAVE

Employees may use up to four (4) days per year for bereavement. Teachers reserve the right to use sick leave for the death of individuals covered by statute, allowing them to retain bereavement leave for individuals not covered by the statute.

8.9 PERSONAL LEAVE

Employees shall receive three (3) personal days per year for the purpose of personal leave according to the following definition: No less than 1/2-day increments without loss of pay. Twenty-four hours of advanced notice to the superintendent is required, except in emergency instances. These days may not be used during the first or last week of school or immediately before or after a holiday without the approval of the Superintendent or his/her designee for emergency situations. No more than five teacher days may be used on any given day, district- wide except in emergency situations.

8.10 PROFESSIONAL ACADEMIC OBSERVATION DAYS

Up to nine (9) teachers per year in the district shall be permitted one (1) day each to visit, observe, and report on academic, educational programs in other schools. The purpose of such visitation shall be to gather information on innovative programs which might, if adopted, benefit the educational process in Pikeland School District. This would be upon administrator approval and completion of the district professional development form.

ARTICLE 9 - RETIREMENT

9.1 RETIREMENT

Should legislation change that affects the ability of the veteran certified staff that have already signed an "irrevocable" letter of resignation in good faith under this Article, the district will not enforce the irrevocable letter and will not force them to retire. Certified staff members affected by legislative changes will notify the District before the March Board meeting if their retirement status has changed. Teachers will be granted a four percent (4%) salary increase for three (3) years or the negotiated percentage, whichever is greater.

If an employee gives the Board an irrevocable notice of retirement by April 1st, three (3) years prior to the year of the retirement, the Board shall pay him/her a four percent (4%) retirement incentive, inclusive of any other increases in compensation for each year of his/her remaining three years of service.

If an employee gives the Board an irrevocable notice of retirement by April 1st, two (2) years prior to the year of the retirement, the Board shall pay him/her a four percent (4%) retirement incentive, inclusive of any other increases in compensation for each year of his/her remaining two years of service.

If an employee gives the Board an irrevocable notice of retirement by April 1st, one (1) year prior to the year of the retirement, the Board shall pay him/her a four percent (4%) retirement incentive, inclusive of any other increases in compensation for each year of his/her remaining one year of service.

Once an employee submits an irrevocable notice of retirement by April 1st, that employee shall be removed from the salary schedules contained in the Appendices of the Agreement. All calculations for salary increases will be based on the Teachers Retirement System (TRS) creditable earnings in the year in which the irrevocable notice of retirement is submitted. Once the employee submits an irrevocable notice of retirement, in no case will the employee's TRS creditable earnings increase exceed six percent (6%) of the previous year.

If, after submitting an irrevocable notice of retirement by April 1st the employee resigns from or is dismissed from activities covered in the extra-curricular Appendix of this Agreement, the retirement incentive for that employee will be recalculated accordingly.

To be eligible, an employee must submit an irrevocable Letter of resignation by April 1st, which must be accompanied by a (TRS) member requested "Personal Statement of Benefits" and a "Benefits Estimate" combination of total years of service. In addition, an employee is considered to be eligible for the retirement incentive by meeting either (a) or (b) below along with (c):

- a. The employee becomes sixty (60) years of age by July 1 of a school year and has five years TRS creditable service.
- b. The employee qualifies to receive a full pension annuity by reason of being at least fifty-five (55) years of age and having attained thirty-five (35) years of upgraded TRS creditable service.

Must have served satisfactorily in the district for a minimum of five (5) full-time years immediately preceding his/her retirement.

If any TRS rules or regulations governing the 6% cap for eligible retirees are adjusted or changed during the length of this contract, this Retirement Incentive will be opened for impact bargaining to protect the individual and the district.

ARTICLE 10 - EFFECT OF AGREEMENT

10.1 TERM OF AGREEMENT

The terms and conditions of the agreement are in effect as of August 1, 2026 to July 31, 2028.

10.2 SAVINGS CLAUSE

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections or clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted article, section or clause.

10.3 NO STRIKE

During the term of this Agreement, employees shall not participate in a strike in whole or in part. Strike means an employee's refusal in concerted action with others to report for duty, or his or her willful absence from his or her position, or his or her stoppage of work, or his or her absence in whole or in part from the full, faithful or proper performance of his or her duties of employment, for the purpose of including, influencing or coercing a change in the conditions, compensation, rights, privileges or obligations of public employment.

10.4 COMPLETE UNDERSTANDING

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

Authorizing Signatures:



Jacklyn Feldpausch, President
UTTA #3906



Tara Bradshaw, President
Pikeland #10 Board of Education

2026-2027 SALARY PLACEMENT SCHEDULE

Level	BA/ BS	B+6	B+12	B+18	B+24	MA/ MS	M+6	M+12	M+18	M+24	M+30	M+36	M+42	M+48	ADV	SPEC
0	41874	42208	42543	42878	43213	44243	44577	44912	45247	45582	45916	46251	46586	46921	47951	51764
9% TRS	3769	3799	3829	3859	3889	3982	4012	4042	4072	4102	4132	4163	4193	4223	4316	4659
Total	45642	46007	46372	46737	47102	48224	48589	48954	49319	49684	50049	50414	50779	51143	52266	56423
1	42104	42439	42774	43109	43443	44473	44808	45143	45478	45812	46147	46482	46817	47151	48181	52034
9% TRS	3789	3820	3850	3880	3910	4003	4033	4063	4093	4123	4153	4183	4213	4244	4336	4683
Total	45894	46259	46623	46988	47353	48476	48841	49206	49571	49935	50300	50665	51030	51395	52518	56717
2	42302	42637	42972	43306	43641	44671	45006	45341	45675	46010	46345	46680	47014	47349	48379	52265
9% TRS	3807	3837	3867	3898	3928	4020	4051	4081	4111	4141	4171	4201	4231	4261	4354	4704
Total	46109	46474	46839	47204	47569	48691	49056	49421	49786	50151	50516	50881	51246	51611	52733	56969
3	42498	42833	43167	43502	43837	44867	45202	45536	45871	46206	46541	46875	47210	47545	48575	52494
9% TRS	3825	3855	3885	3915	3945	4038	4068	4098	4128	4159	4189	4219	4249	4279	4372	4724
Total	46323	46687	47052	47417	47782	48905	49270	49635	49999	50364	50729	51094	51459	51824	52947	57219
4	42695	43029	43364	43699	44034	45064	45398	45733	46068	46403	46737	47072	47407	47742	48772	52724
9% TRS	3843	3873	3903	3933	3963	4056	4086	4116	4146	4176	4206	4236	4267	4297	4389	4745
Total	46537	46902	47267	47632	47997	49119	49484	49849	50214	50579	50944	51309	51673	52038	53161	57470
5	43249	43583	43918	44253	44588	45618	45952	46287	46622	46957	47291	47626	47961	48296	49326	53373
9% TRS	3892	3923	3953	3983	4013	4106	4136	4166	4196	4226	4256	4286	4316	4347	4439	4804
Total	47141	47506	47871	48236	48601	49723	50088	50453	50818	51183	51548	51913	52277	52642	53765	58176
6	43516	43851	44186	44521	44855	45885	46220	46555	46890	47224	47559	47894	48229	48563	49593	53686
9% TRS	3916	3947	3977	4007	4037	4130	4160	4190	4220	4250	4280	4310	4341	4371	4463	4832
Total	47433	47798	48163	48528	48892	50015	50380	50745	51110	51475	51840	52204	52569	52934	54057	58518

7	43785	44120	44455	44790	45124	46154	46489	46824	47159	47493	47828	48163	48498	48832	49862	54001
9% TRS	3941	3971	4001	4031	4061	4154	4184	4214	4244	4274	4305	4335	4365	4395	4488	4860
Total	47726	48091	48456	48821	49185	50308	50673	51038	51403	51768	52133	52497	52862	53227	54350	58861
8	44013	44348	44682	45017	45352	46382	46717	47051	47386	47721	48056	48390	48725	49060	50090	54267
9% TRS	3961	3991	4021	4052	4082	4174	4205	4235	4265	4295	4325	4355	4385	4415	4508	4884
Total	47974	48339	48704	49069	49434	50556	50921	51286	51651	52016	52381	52746	53110	53475	54598	59151
9	44772	45107	45442	45776	46111	47141	47476	47811	48145	48480	48815	49150	49484	49819	50849	55155
9% TRS	4029	4060	4090	4120	4150	4243	4273	4303	4333	4363	4393	4423	4454	4484	4576	4964
Total	48802	49166	49531	49896	50261	51384	51749	52113	52478	52843	53208	53573	53938	54303	55425	60119
10	45531	45866	46201	46535	46870	47900	48235	48570	48904	49239	49574	49909	50243	50578	51608	56043
9% TRS	4098	4128	4158	4188	4218	4311	4341	4371	4401	4432	4462	4492	4522	4552	4645	5044
Total	49629	49994	50359	50724	51088	52211	52576	52941	53306	53671	54036	54400	54765	55130	56253	61087
11	46290	46625	46960	47295	47629	48659	48994	49329	49664	49998	50333	50668	51003	51337	52367	56931
9% TRS	4166	4196	4226	4257	4287	4379	4409	4440	4470	4500	4530	4560	4590	4620	4713	5124
Total	50456	50821	51186	51551	51916	53039	53403	53768	54133	54498	54863	55228	55593	55958	57080	62055
12	47050	47385	47720	48055	48389	49419	49754	50089	50424	50758	51093	51428	51763	52097	53127	57821
9% TRS	4235	4265	4295	4325	4355	4448	4478	4508	4538	4568	4598	4629	4659	4689	4781	5204
Total	51285	51650	52015	52380	52744	53867	54232	54597	54962	55327	55692	56056	56421	56786	57909	63025
13	47812	48146	48481	48816	49151	50181	50515	50850	51185	51520	51854	52189	52524	52859	53889	58711
9% TRS	4303	4333	4363	4393	4424	4516	4546	4577	4607	4637	4667	4697	4727	4757	4850	5284
Total	52115	52479	52844	53209	53574	54697	55062	55427	55791	56156	56521	56886	57251	57616	58739	63995
14	48573	48907	49242	49577	49912	50942	51276	51611	51946	52281	52615	52950	53285	53620	54650	59602
9% TRS	4372	4402	4432	4462	4492	4585	4615	4645	4675	4705	4735	4766	4796	4826	4918	5364
Total	52944	53309	53674	54039	54404	55526	55891	56256	56621	56986	57351	57716	58081	58446	59568	64966

15	49338	49673	50008	50342	50677	51707	52042	52377	52711	53046	53381	53716	54050	54385	55415	60497
9% TRS	4440	4471	4501	4531	4561	4654	4684	4714	4744	4774	4804	4834	4865	4895	4987	5445
Total	53778	54143	54508	54873	55238	56361	56726	57090	57455	57820	58185	58550	58915	59280	60402	65942
16	50098	50433	50768	51102	51437	52467	52802	53137	53471	53806	54141	54476	54810	55145	56175	61387
9% TRS	4509	4539	4569	4599	4629	4722	4752	4782	4812	4843	4873	4903	4933	4963	5056	5525
Total	54607	54972	55337	55702	56067	57189	57554	57919	58284	58649	59014	59378	59743	60108	61231	66911
17	50861	51196	51531	51866	52200	53230	53565	53900	54235	54569	54904	55239	55574	55908	56938	62280
9% TRS	4578	4608	4638	4668	4698	4791	4821	4851	4881	4911	4941	4972	5002	5032	5124	5605
Total	55439	55804	56169	56534	56898	58021	58386	58751	59116	59481	59846	60210	60575	60940	62063	67885
18	51627	51961	52296	52631	52966	53996	54330	54665	55000	55335	55669	56004	56339	56674	57704	63175
9% TRS	4646	4677	4707	4737	4767	4860	4890	4920	4950	4980	5010	5040	5071	5101	5193	5686
Total	56273	56638	57003	57368	57733	58855	59220	59585	59950	60315	60680	61045	61409	61774	62897	68861
19	52388	52723	53057	53392	53727	54757	55092	55426	55761	56096	56431	56765	57100	57435	58465	64066
9% TRS	4715	4745	4775	4805	4835	4928	4958	4988	5018	5049	5079	5109	5139	5169	5262	5766
Total	57103	57468	57833	58197	58562	59685	60050	60415	60780	61144	61509	61874	62239	62604	63727	69831
20	53155	53490	53825	54159	54494	55524	55859	56194	56528	56863	57198	57533	57867	58202	59232	64963
9% TRS	4784	4814	4844	4874	4904	4997	5027	5057	5088	5118	5148	5178	5208	5238	5331	5847
Total	57939	58304	58669	59034	59399	60521	60886	61251	61616	61981	62346	62711	63076	63440	64563	70810
21	53919	54254	54589	54924	55258	56288	56623	56958	57293	57627	57962	58297	58632	58966	59996	65858
9% TRS	4853	4883	4913	4943	4973	5066	5096	5126	5156	5186	5217	5247	5277	5307	5400	5927
Total	58772	59137	59502	59867	60232	61354	61719	62084	62449	62814	63179	63544	63909	64273	65396	71785
22	54684	55018	55353	55688	56023	57053	57387	57722	58057	58392	58726	59061	59396	59731	60761	66752
9% TRS	4922	4952	4982	5012	5042	5135	5165	5195	5225	5255	5285	5316	5346	5376	5468	6008
Total	59605	59970	60335	60700	61065	62187	62552	62917	63282	63647	64012	64377	64742	65106	66229	72759

23	55448	55783	56117	56452	56787	57817	58152	58486	58821	59156	59491	59825	60160	60495	61525	67646
9% TRS	4990	5020	5051	5081	5111	5204	5234	5264	5294	5324	5354	5384	5414	5445	5537	6088
Total	60438	60803	61168	61533	61898	63021	63385	63750	64115	64480	64845	65210	65575	65940	67062	73734
24	56207	56542	56877	57211	57546	58576	58911	59246	59580	59915	60250	60585	60919	61254	62284	68534
9% TRS	5059	5089	5119	5149	5179	5272	5302	5332	5362	5392	5422	5453	5483	5513	5606	6168
Total	61266	61631	61995	62360	62725	63848	64213	64578	64943	65307	65672	66037	66402	66767	67890	74702
25	57040	57375	57710	58045	58379	59409	59744	60079	60414	60748	61083	61418	61753	62087	63117	69509
9% TRS	5134	5164	5194	5224	5254	5347	5377	5407	5437	5467	5497	5528	5558	5588	5681	6256
Total	62174	62539	62904	63269	63634	64756	65121	65486	65851	66216	66581	66945	67310	67675	68798	75765
26	57865	58200	58535	58870	59204	60234	60569	60904	61239	61573	61908	62243	62578	62912	63942	70474
9% TRS	5208	5238	5268	5298	5328	5421	5451	5481	5511	5542	5572	5602	5632	5662	5755	6343
Total	63073	63438	63803	64168	64533	65655	66020	66385	66750	67115	67480	67845	68210	68575	69697	76817
27	58694	59028	59363	59698	60033	61063	61397	61732	62067	62402	62736	63071	63406	63741	64771	71443
9% TRS	5282	5313	5343	5373	5403	5496	5526	5556	5586	5616	5646	5676	5707	5737	5829	6430
Total	63976	64341	64706	65071	65435	66558	66923	67288	67653	68018	68383	68747	69112	69477	70600	77873
28	59520	59854	60189	60524	60859	61889	62223	62558	62893	63228	63562	63897	64232	64567	65597	72410
9% TRS	5357	5387	5417	5447	5477	5570	5600	5630	5660	5690	5721	5751	5781	5811	5904	6517
Total	64876	65241	65606	65971	66336	67459	67823	68188	68553	68918	69283	69648	70013	70378	71500	78927
29	60342	60676	61011	61346	61681	62711	63045	63380	63715	64050	64384	64719	65054	65389	66419	73371
9% TRS	5431	5461	5491	5521	5551	5644	5674	5704	5734	5764	5795	5825	5855	5885	5978	6603
Total	65772	66137	66502	66867	67232	68354	68719	69084	69449	69814	70179	70544	70909	71273	72396	79975
30	61177	61512	61846	62181	62516	63546	63881	64215	64550	64885	65220	65554	65889	66224	67254	74349
9% TRS	5506	5536	5566	5596	5626	5719	5749	5779	5810	5840	5870	5900	5930	5960	6053	6691
Total	66683	67048	67413	67777	68142	69265	69630	69995	70360	70724	71089	71454	71819	72184	73307	81040

2027-2028 SALARY PLACEMENT SCHEDULE (3% INCREASE FROM 26-27)

Level	BA/ BS	B+6	B+12	B+18	B+24	MA/ MS	M+6	M+12	M+18	M+24	M+30	M+36	M+42	M+48	ADV	SPEC
0	43130	43475	43819	44164	44509	45570	45915	46259	46604	46949	47294	47639	47983	48328	49389	53317
9% TRS	3882	3913	3944	3975	4006	4101	4132	4163	4194	4225	4256	4287	4319	4350	4445	4799
Total	47012	47387	47763	48139	48515	49671	50047	50423	50799	51174	51550	51926	52302	52678	53834	58115
1	43367	43712	44057	44402	44747	45808	46152	46497	46842	47187	47532	47876	48221	48566	49627	53595
9% TRS	3903	3934	3965	3996	4027	4123	4154	4185	4216	4247	4278	4309	4340	4371	4466	4824
Total	47271	47646	48022	48398	48774	49930	50306	50682	51058	51434	51809	52185	52561	52937	54093	58418
2	43571	43916	44261	44606	44950	46011	46356	46701	47046	47390	47735	48080	48425	48770	49830	53833
9% TRS	3921	3952	3983	4014	4046	4141	4172	4203	4234	4265	4296	4327	4358	4389	4485	4845
Total	47493	47868	48244	48620	48996	50152	50528	50904	51280	51656	52031	52407	52783	53159	54315	58678
3	43773	44118	44462	44807	45152	46213	46558	46902	47247	47592	47937	48282	48626	48971	50032	54069
9% TRS	3940	3971	4002	4033	4064	4159	4190	4221	4252	4283	4314	4345	4376	4407	4503	4866
Total	47712	48088	48464	48840	49216	50372	50748	51124	51499	51875	52251	52627	53003	53379	54535	58935
4	43975	44320	44665	45010	45355	46415	46760	47105	47450	47795	48139	48484	48829	49174	50235	54306
9% TRS	3958	3989	4020	4051	4082	4177	4208	4239	4270	4302	4333	4364	4395	4426	4521	4888
Total	47933	48309	48685	49061	49436	50593	50969	51344	51720	52096	52472	52848	53224	53599	54756	59194
5	44546	44891	45236	45581	45925	46986	47331	47676	48021	48365	48710	49055	49400	49745	50805	54974
9% TRS	4009	4040	4071	4102	4133	4229	4260	4291	4322	4353	4384	4415	4446	4477	4572	4948
Total	48555	48931	49307	49683	50059	51215	51591	51967	52342	52718	53094	53470	53846	54222	55378	59922
6	44822	45167	45512	45856	46201	47262	47607	47952	48296	48641	48986	49331	49676	50020	51081	55297
9% TRS	4034	4065	4096	4127	4158	4254	4285	4316	4347	4378	4409	4440	4471	4502	4597	4977
Total	48856	49232	49608	49983	50359	51516	51891	52267	52643	53019	53395	53771	54146	54522	55679	60273

7	45099	45444	45788	46133	46478	47539	47884	48229	48573	48918	49263	49608	49952	50297	51358	55621
9% TRS	4059	4090	4121	4152	4183	4279	4310	4341	4372	4403	4434	4465	4496	4527	4622	5006
Total	49158	49534	49909	50285	50661	51817	52193	52569	52945	53321	53697	54072	54448	54824	55980	60626
8	45333	45678	46023	46368	46712	47773	48118	48463	48808	49153	49497	49842	50187	50532	51593	55895
9% TRS	4080	4111	4142	4173	4204	4300	4331	4362	4393	4424	4455	4486	4517	4548	4643	5031
Total	49413	49789	50165	50541	50917	52073	52449	52825	53200	53576	53952	54328	54704	55080	56236	60925
9	46115	46460	46805	47150	47494	48555	48900	49245	49590	49934	50279	50624	50969	51314	52375	56810
9% TRS	4150	4181	4212	4243	4274	4370	4401	4432	4463	4494	4525	4556	4587	4618	4714	5113
Total	50266	50641	51017	51393	51769	52925	53301	53677	54053	54429	54804	55180	55556	55932	57088	61923
10	46897	47242	47587	47931	48276	49337	49682	50027	50372	50716	51061	51406	51751	52095	53156	57724
9% TRS	4221	4252	4283	4314	4345	4440	4471	4502	4533	4564	4596	4627	4658	4689	4784	5195
Total	51118	51494	51869	52245	52621	53777	54153	54529	54905	55281	55657	56032	56408	56784	57940	62920
11	47679	48024	48369	48713	49058	50119	50464	50809	51153	51498	51843	52188	52533	52877	53938	58639
9% TRS	4291	4322	4353	4384	4415	4511	4542	4573	4604	4635	4666	4697	4728	4759	4854	5278
Total	51970	52346	52722	53098	53473	54630	55006	55381	55757	56133	56509	56885	57261	57636	58793	63917
12	48462	48807	49151	49496	49841	50902	51247	51592	51936	52281	52626	52971	53316	53660	54721	59555
9% TRS	4362	4393	4424	4455	4486	4581	4612	4643	4674	4705	4736	4767	4798	4829	4925	5360
Total	52823	53199	53575	53951	54327	55483	55859	56235	56611	56986	57362	57738	58114	58490	59646	64915
13	49246	49591	49936	50280	50625	51686	52031	52376	52720	53065	53410	53755	54100	54444	55505	60473
9% TRS	4432	4463	4494	4525	4556	4652	4683	4714	4745	4776	4807	4838	4869	4900	4995	5443
Total	53678	54054	54430	54806	55181	56338	56714	57089	57465	57841	58217	58593	58968	59344	60501	65915
14	50030	50375	50720	51064	51409	52470	52815	53160	53504	53849	54194	54539	54884	55228	56289	61390
9% TRS	4503	4534	4565	4596	4627	4722	4753	4784	4815	4846	4877	4908	4940	4971	5066	5525
Total	54533	54908	55284	55660	56036	57192	57568	57944	58320	58696	59071	59447	59823	60199	61355	66915

15	50818	51163	51508	51853	52197	53258	53603	53948	54293	54637	54982	55327	55672	56017	57077	62312
9% TRS	4574	4605	4636	4667	4698	4793	4824	4855	4886	4917	4948	4979	5010	5041	5137	5608
Total	55392	55768	56143	56519	56895	58051	58427	58803	59179	59555	59931	60306	60682	61058	62214	67920
16	51601	51946	52291	52635	52980	54041	54386	54731	55076	55420	55765	56110	56455	56800	57860	63228
9% TRS	4644	4675	4706	4737	4768	4864	4895	4926	4957	4988	5019	5050	5081	5112	5207	5691
Total	56245	56621	56997	57373	57749	58905	59281	59657	60032	60408	60784	61160	61536	61911	63068	68919
17	52387	52732	53077	53422	53766	54827	55172	55517	55862	56206	56551	56896	57241	57586	58647	64148
9% TRS	4715	4746	4777	4808	4839	4934	4965	4997	5028	5059	5090	5121	5152	5183	5278	5773
Total	57102	57478	57854	58230	58605	59762	60138	60513	60889	61265	61641	62017	62393	62768	63925	69921
18	53175	53520	53865	54210	54555	55616	55960	56305	56650	56995	57340	57684	58029	58374	59435	65070
9% TRS	4786	4817	4848	4879	4910	5005	5036	5067	5098	5130	5161	5192	5223	5254	5349	5856
Total	57961	58337	58713	59089	59465	60621	60997	61373	61748	62124	62500	62876	63252	63628	64784	70927
19	53959	54304	54649	54994	55339	56400	56744	57089	57434	57779	58124	58468	58813	59158	60219	65987
9% TRS	4856	4887	4918	4949	4980	5076	5107	5138	5169	5200	5231	5262	5293	5324	5420	5939
Total	58816	59192	59567	59943	60319	61476	61851	62227	62603	62979	63355	63730	64106	64482	65638	71926
20	54750	55095	55439	55784	56129	57190	57535	57880	58224	58569	58914	59259	59603	59948	61009	66912
9% TRS	4927	4959	4990	5021	5052	5147	5178	5209	5240	5271	5302	5333	5364	5395	5491	6022
Total	59677	60053	60429	60805	61181	62337	62713	63089	63465	63840	64216	64592	64968	65344	66500	72934
21	55537	55882	56227	56571	56916	57977	58322	58667	59012	59356	59701	60046	60391	60735	61796	67833
9% TRS	4998	5029	5060	5091	5122	5218	5249	5280	5311	5342	5373	5404	5435	5466	5562	6105
Total	60535	60911	61287	61663	62039	63195	63571	63947	64323	64698	65074	65450	65826	66202	67358	73938
22	56324	56669	57014	57359	57703	58764	59109	59454	59799	60143	60488	60833	61178	61523	62584	68754
9% TRS	5069	5100	5131	5162	5193	5289	5320	5351	5382	5413	5444	5475	5506	5537	5633	6188
Total	61393	61769	62145	62521	62897	64053	64429	64805	65181	65556	65932	66308	66684	67060	68216	74942

23	57111	57456	57801	58146	58491	59551	59896	60241	60586	60931	61275	61620	61965	62310	63371	69675
9% TRS	5140	5171	5202	5233	5264	5360	5391	5422	5453	5484	5515	5546	5577	5608	5703	6271
Total	62251	62627	63003	63379	63755	64911	65287	65663	66039	66414	66790	67166	67542	67918	69074	75946
24	57893	58238	58583	58928	59272	60333	60678	61023	61368	61713	62057	62402	62747	63092	64153	70590
9% TRS	5210	5241	5272	5303	5335	5430	5461	5492	5523	5554	5585	5616	5647	5678	5774	6353
Total	63104	63480	63855	64231	64607	65763	66139	66515	66891	67267	67643	68018	68394	68770	69926	76943
25	58752	59096	59441	59786	60131	61192	61536	61881	62226	62571	62916	63260	63605	63950	65011	71594
9% TRS	5288	5319	5350	5381	5412	5507	5538	5569	5600	5631	5662	5693	5724	5755	5851	6443
Total	64039	64415	64791	65167	65543	66699	67075	67451	67826	68202	68578	68954	69330	69705	70862	78038
26	59601	59946	60291	60636	60981	62041	62386	62731	63076	63421	63765	64110	64455	64800	65861	72588
9% TRS	5364	5395	5426	5457	5488	5584	5615	5646	5677	5708	5739	5770	5801	5832	5927	6533
Total	64965	65341	65717	66093	66469	67625	68001	68377	68753	69128	69504	69880	70256	70632	71788	79121
27	60454	60799	61144	61489	61833	62894	63239	63584	63929	64274	64618	64963	65308	65653	66714	73586
9% TRS	5441	5472	5503	5534	5565	5660	5692	5723	5754	5785	5816	5847	5878	5909	6004	6623
Total	65895	66271	66647	67023	67399	68555	68931	69307	69682	70058	70434	70810	71186	71561	72718	80209
28	61305	61650	61995	62340	62684	63745	64090	64435	64780	65124	65469	65814	66159	66504	67564	74582
9% TRS	5517	5548	5580	5611	5642	5737	5768	5799	5830	5861	5892	5923	5954	5985	6081	6712
Total	66823	67198	67574	67950	68326	69482	69858	70234	70610	70986	71361	71737	72113	72489	73645	81294
29	62152	62497	62841	63186	63531	64592	64937	65281	65626	65971	66316	66661	67005	67350	68411	75572
9% TRS	5594	5625	5656	5687	5718	5813	5844	5875	5906	5937	5968	5999	6030	6062	6157	6802
Total	67745	68121	68497	68873	69249	70405	70781	71157	71533	71908	72284	72660	73036	73412	74568	82374
30	63012	63357	63702	64047	64391	65452	65797	66142	66487	66831	67176	67521	67866	68211	69271	76579
9% TRS	5671	5702	5733	5764	5795	5891	5922	5953	5984	6015	6046	6077	6108	6139	6234	6892
Total	68683	69059	69435	69811	70187	71343	71719	72095	72470	72846	73222	73598	73974	74350	75506	83471

PHS/PCS ATHLETIC AND EXTRACURRICULAR STIPENDS

	1-4 years	5-7 years	8+ years
DISTRICT ATHLETIC DIRECTOR	17%	18%	20%
PHS VARSITY FOOTBALL	14%	15%	17%
PHS ASSISTANT FOOTBALL (4 positions)	9% each	10% each	12% each
PHS VARSITY BASKETBALL	14%	15%	17%
PHS J.V. BASKETBALL	9%	10%	12%
PHS FRESHMAN BASKETBALL	9%	10%	12%
PHS GIRLS BASKETBALL	14%	15%	17%
PHS ASSISTANT GIRLS BASKETBALL (2 positions)	9% each	10% each	12% each
PHS BOYS TRACK	10%	11%	13%
PHS ASSISTANT BOYS TRACK	6%	7%	9%
PHS GIRLS TRACK	10%	11%	13%
PHS ASSISTANT GIRLS TRACK	6%	7%	9%
PHS WRESTLING COACH	11%	12%	14%
PHS ASSISTANT WRESTLING COACH	7%	8%	10%
PHS GIRLS VOLLEYBALL	11%	12%	14%
PHS ASSISTANT GIRLS' VOLLEYBALL.	7%	8%	10%
PHS BASEBALL	11%	12%	14%
PHS ASSISTANT BASEBALL.	8%	9%	11%
PHS BOYS GOLF	9%	10%	12%
PHS GIRLS GOLF (IF PARTICIPATION IS ABOVE 5 ATHLETES)	9%	10%	12%
PHS ASSISTANT GOLF	6%	7%	9%

PHS GIRLS SOFTBALL	11%	12%	14%
PHS ASSISTANT GIRLS SOFTBALL	8%	9%	11%
PHS CROSS COUNTRY COACH	8%	9%	11%
PHS BASS FISHING	6%	7%	9%
PCS BOYS BASKETBALL	9%	10%	12%
PCS ASSISTANT BOYS BASKETBALL	7.5%	8%	10%
PCS GIRLS BASKETBALL.	9%	10%	12%
PCS ASSISTANT GIRLS BASKETBALL	7.5%	8%	10%
PCS BOYS TRACK	7%	8%	10%
PCS ASSISTANT BOYS TRACK	4%	5%	7%
PCS GIRLS TRACK	7%	8%	10%
PCS ASSISTANT GIRLS TRACK	4%	5%	7%
PCS GIRLS VOLLEYBALL	7%	8%	10%
PCS ASSISTANT GIRLS VOLLEYBALL	5%	6%	8%
PCS BOYS BASEBALL	7%	8%	10%
PCS ASSISTANT BOYS BASEBALL	4%	5%	7%
PCS WRESTLING	7%	8%	10%
PCS WRESTLING ASSISTANT	4%	5%	7%
PCS GIRLS SOFTBALL	7%	8%	10%
PCS ASSISTANT GIRLS SOFTBALL	4%	5%	7%

	1-4 years	5-7 years	8+ years
PHS SAUKETTES	8%	9%	11%

PHS CHEERLEADING	8%	9%	11%
PHS SWING CHOIR	5%	6%	8%
PHS VOCAL CONTESTS	2.5%	3%	5%
PHS DRAMATICS	2.5%	3%	5%
PHS DRAMATICS ASSISTANT	1.5%	2.5%	3.5%
PHS BAND CONTESTS	2.5%	3%	5%
PHS MARCHING BAND	2.5%	3%	5%
PHS JAZZ BAND	2.5%	3%	5%
PHS PEP BAND	2%	3%	5%
PHS SPEECH CONTESTS	3.5%	4%	6%
PHS ANNUAL STAFF	5%	6%	8%
PHS SENIOR CLASS SPONSOR	5.5%	6%	8%
PHS JUNIOR CLASS SPONSOR	7.5%	8%	10%
PHS SOPHOMORE CLASS SPONSOR	2.5%	3%	5%
PHS FRESHMAN CLASS SPONSOR	2.5%	3%	5%
PHS STUDENT COUNCIL (2)	5.5% each	6% each	8% each
PHS QUIZ BOWL	3.5%	4%	6%
PHS MATH TEAM	2.5%	3%	5%
PHS NATIONAL HONOR SOCIETY (2)	2% each	3% each	5% each
PCS POMS	2%	3%	5%
PCS CHEERLEADING	5%	6%	8%
PCS SPEECH CONTESTS	3%	4%	6%
PCS VOCAL CONTESTS	2%	3%	5%

PCS MARCHING BAND	2%	3%	5%
PCS BAND CONTESTS	2.5%	3%	5%
PCS JAZZ BAND	2.5%	3%	5%
PCS STUDENT COUNCIL (2)	3% each	4% each	6% each
PCS QUIZ BOWL	2.5%	3%	5%
NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS	\$1,500 ONE TIME STIPEND TO NEW RECIPIENTS		

- Athletic and Extracurricular salaries will be based on Article 7.4.