



JUN 24 2025

ILLINOIS EDUCATIONAL LABOR  
RELATIONS BOARD • CHICAGO

**Meridian CUSD No. 101 Board of Education  
Last, Best, Final Package Offer Presented to the  
Meridian Education Association provided on March 18,  
2025, and Resubmitted on June 12, 2025**

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The following proposals are included in the Board of Education last, best, final package proposal extended to the Meridan Education Association at the mediation session held March 18, 2025

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**Note: Association's Proposed additions are blue/underscored. The Boards contract language changes are in red.**

## **Board Response to Association's Language Proposals**

### **ASSOCIATION PROPOSAL:** Section 17.4A Certified Employee Leave Days

**RATIONLE:** The Association is proposing each employee receives four (4) personal days of leave a year, with the option to carry an additional day to the next year providing each employee could have five (5) personal days. The District is already facing short staffing and abuse of leave days. Allowing each individual five (5) personal leave days per year would increase the District's cost for substitute teachers. Also, it would hinder the students' learning environment by having their main teacher out of the classroom for additional days. The District is willing to agree to fifteen (15) days a year for sick leave and three (3) days of personal leave and allowing the employee to carry over one personal leave day for a total of four (4).

**COST/SAVINGS:** Unknown but could result in substantial costs to provide substitute teachers.

### **ASSOCIATION CONTRACT LANGUAGE MODIFICATIONS:**

#### **CERTIFIED EMPLOYEE LEAVE**

##### **SICK LEAVE**

Each full-time regularly employed certified staff covered by this Agreement shall receive the following sick leave:

1. The school Board shall grant each full-time certified employee fifteen 15 days of paid sick leave each school year. Unused sick leave shall accumulate to a maximum of three hundred and sixty (360) days.
2. Sick leave shall be charged in increments of no less than one hour.
3. Sick leave shall be interpreted to mean personal illness, mental or behavioral health complications, quarantine at home, or illness or death in the immediate family or household.

If the school Board does require a certificate from a physician, mental health professional, a chiropractic physician, a licensed advanced practice registered nurse, a licensed physician assistant, a spiritual advisor, or practitioner of the teacher's or employee's faith for absences of 3 consecutive days, the employee will be responsible for the cost of obtaining the certificate.

##### **PERSONAL LEAVE**

Each full-time certified employee shall be granted four (4) days of personal leave with pay per school year. Any of the four (4) unused personal leave days will be added to sick leave accumulation. Notification for personal leave shall be directed to the Superintendent.

Full-time certified employees may carry over one (1) personal day a year, up to a total of five (5) total personal leave days. For example: if an employee only used 1 personal day in the 2024-2025 school year, the employee would start the 2025-2026 school year with four (4) personal days.

## **BEREAVEMENT LEAVE**

If an employee is absent from work due to a death of an immediate family member, as defined by the School Code, the employee will be granted two bereavement days per death without loss of pay and will be charged sick leave for bereavement purposes for each day after the first two days.

Immediate family member, as defined in the School Code, include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

Employees who are eligible for leave pursuant to and consistent with the Illinois Family Bereavement Leave Act, 820 ILCS 154/1, effective January 1, 2023, shall have their use of paid bereavement leave and paid sick leave for the death in the immediate family count toward the number of unpaid leave days the employee is eligible to use under the Illinois Family Bereavement Leave Act.

## **BOARDS COUNTER LANAUGE MODIFICATIONS: (EFFECTIVE 2025-2026 SCHOOL YEAR)**

### **CERTIFIED EMPLOYEE LEAVE**

#### **SICK LEAVE**

Each full-time regularly employed certified staff covered by this Agreement shall receive the following sick leave:

1. The school Board shall grant each full-time certified employee fifteen (15) days of paid sick leave each school year. Unused sick leave shall accumulate to a maximum of three hundred and sixty (360) days.
2. Sick leave shall be charged in increments of no less than one hour.
3. Sick leave shall be interpreted to mean personal illness, mental or behavioral health complications, quarantine at home, or illness or death in the immediate family or household. The school board does require a physician's certificate, at the employee's own cost, as a basis for pay during leave after an absence of three (3) consecutive days. The District may, when it deems necessary, require an employee to submit a physician's statement for absences less than three (3) consecutive days as a basis for the employee to use paid sick leave, with the District paying for the cost of the employee's office visit.

## **PERSONAL LEAVE**

Each full-time certified employee shall be granted three (3) days of personal leave with pay per school year. The three (3) days of personal leave are not cumulative. Notification for personal leave shall be directed to the Superintendent. Personal leave is limited to a maximum of two (2) teachers per building. Approval shall be granted in order of requests. Unused, and non-carried over, personal leave will be converted to sick leave at the end of the year.

Full-time certified employees may carry over one (1) personal day a year, up to a total of five (5) total personal leave days. For example: if an employee only used 1 personal day in the 2024-2025 school year, the employee would start the 2025-2026 school year with four (4) personal days and the unused, and non-carried over, day would be converted to sick leave.

If an employee wishes to use more than three (3) personal days in consecutive days, they must receive prior approval from the Superintendent, or designee.

## **BEREAVEMENT LEAVE**

If an employee is absent from work due to a death of an immediate family member, as defined by the School Code, the employee will be granted two bereavement days per death without loss of pay and will be charged sick leave for bereavement purposes for each day after the first two days.

Immediate family member, as defined in the School Code, include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

Employees who are eligible for leave pursuant to and consistent with the Illinois Family Bereavement Leave Act, 820 ILCS 154/1, effective January 1, 2023, shall have their use of paid bereavement leave and paid sick leave for the death in the immediate family count toward the number of unpaid leave days the employee is eligible to use under the Illinois Family Bereavement Leave Act.

## **ASSOCIATION PROPOSAL: Section 17.4C Non-Certified Employee Leave Days**

**RATIONLE** The Association is proposing each employee receives 4 personal days of leave a year, with the option to carry an additional day to the next year providing each employee could have 5 personal days. The District is already facing short staffing and abuse of leave days. Allowing each individual 5 days of personal leave per year would increase the District cost for substitute teachers. The District is willing to agree to fifteen (15) days a year for sick leave and three (3) days of personal leave and allowing the employee to carry over one personal leave day for a total of four (4).

**COST/SAVINGS:** Unknown but could result in substantial costs to provide substitute teachers.

## **ASSOCIATION'S CONTRACT LANGUAGE MODIFICATIONS:**

### **SICK LEAVE**

Each full-time regularly employed certified staff covered by this Agreement shall receive the following sick leave:

1. The school Board shall grant each full-time certified employee fifteen (15) days of paid sick leave each school year. Unused sick leave shall accumulate to a maximum of three hundred and sixty (360) days.
2. Sick leave shall be charged in increments of no less than one hour.
3. Sick leave shall be interpreted to mean personal illness, mental or behavioral health complications, quarantine at home, or illness or death in the immediate family or household. If the school Board does require a certificate from a physician, mental health professional, a chiropractic physician, a licensed advanced practice registered nurse, a licensed physician assistant, a spiritual advisor, or practitioner of the teacher's or employee's faith for absences of three (3) consecutive days, the employee will be responsible for the cost of obtaining the certificate.

### **PERSONAL LEAVE**

Each full-time certified employee shall be granted four (4) days of personal leave with pay per school year. Any of the four (4) unused personal leave will be added to sick leave accumulation. Notification for personal leave shall be directed to the Superintendent.

Full-time certified employees may carry over one (1) personal day a year, up to a total of (5) total personal leave days. For example: if an employee only used 1 personal day in the 2024-2025 school year, the employee would start the 2025-2026 school year with four (4) personal days.

### **BEREAVEMENT LEAVE**

If an employee is absent from work due to a death of an immediate family member, as defined by the School Code, the employee will be granted two bereavement days per death without loss of pay and will be charged sick leave for bereavement purposes for each day after the first two days.

Immediate family member, as defined in the School Code, include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

Employees who are eligible for leave pursuant to and consistent with the Illinois Family Bereavement Leave Act, 820 ILCS 154/1, effective January 1, 2023, shall have their use of paid bereavement leave and paid sick leave for the death in the immediate family count toward the

number of unpaid leave days the employee is eligible to use under the Illinois Family Bereavement Leave Act.

**BOARDS COUNTER LANGUAGE MODIFICATIONS (EFFECTIVE 2025-2026 SCHOOL YEAR):**

**SICK LEAVE**

Each full-time regularly employed non-certified employee covered by this Agreement shall receive the following sick leave:

1. The school board shall grant each full-time certified employee ~~40~~fifteen (15) days of paid sick leave each school year. Unused sick leave shall accumulate to a maximum of two hundred forty (240) days.
2. Sick leave shall be charged in increments of no less than one hour.
3. Sick leave shall be interpreted to mean personal illness, mental or behavioral health complications, quarantine at home, or illness or death in the immediate family or household. The school board does require a physician's certificate, at the employee's own cost, as a basis for pay during leave after an absence of three (3) consecutive days. The District may, when it deems necessary, require an employee to submit a physician's statement for absences for less than three (3) consecutive days as a basis for the employee to use paid sick leave, with the District paying for the cost of the employee's office visit.

**PERSONAL LEAVE**

Each full-time non-certified employee shall be granted ~~two-three~~ (32) days of personal leave with pay per school year. The three (3) days of personal leave are not cumulative. Notification for personal leave shall be directed to the Superintendent. Personal leave is limited to a maximum of two (2) teachers per building. Approval shall be granted in order of requests. Unused, and non-carried over, personal leave will be converted to sick leave at the end of the year.

Full-time non-certified employees may carry over one (1) personal day a year, up to a total of five (5) total personal leave days. For example: if an employee only used 1 personal day in the 2024-2025 school year, the employee would start the 2025-2026 school year with four (4) personal days and the unused, and non-carried over, day would be converted to sick leave.

If an employee wishes to use more than three (3) personal days in consecutive days, they must receive prior approval from the Superintendent, or designee.

**BEREAVEMENT LEAVE**

If an employee is absent from work due to a death of an immediate family member, as defined by the School Code, the employee will be granted two bereavement days per death without loss

of pay and will be charged sick leave for bereavement purposes for each day after the first two days.

Immediate family member, as defined in the School Code, include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

Employees who are eligible for leave pursuant to and consistent with the Illinois Family Bereavement Leave Act, 820 ILCS 154/1, effective January 1, 2023, shall have their use of paid bereavement leave and paid sick leave for the death in the immediate family count toward the number of unpaid leave days the employee is eligible to use under the Illinois Family Bereavement Leave Act.

**ASSOCIATION PROPOSAL: Section 17.17 Planning Periods**

**RATIONLE** The Association proposes to increase plan time to 40 minutes. This would require the District to modify the schedule, and at times hire additional staff to be able to provide additional time. The District attempts to provide all teachers with 40 minutes, but with the schedule changes, it can not guarantee as much. The Board has rejected this language proposal.

**COST/SAVINGS:** Unknown but could result in substantial cost to hire additional staff and require modifying the school schedule.

**ASSOCIATION'S CONTRACT LANGUAGE MODIFICATIONS:**

All teachers district wide will receive equal planning periods. "Planning Period" is defined as duty-free uninterrupted plan time no less than 40 minutes time on a normal student attendance day for certified employees to plan, prepare, and fulfill position responsibilities. This does not include lunch, recess, or passing times.

**ASSOCIATION PROPOSAL: Section 17.17 Planning Periods**

**RATIONLE** The Association proposes to provide longevity language. Currently, this language would not apply to any teachers, as every teacher would receive a step.

**COST/SAVINGS:**

**ASSOCIATION'S CONTRACT LANGUAGE MODIFICATIONS:**

**LONGEVITY:**

Any teacher whose rate of pay does not increase as a result of his or her step movement will receive a percent raise equal to the raise of those advancing a step on the salary schedule.

**LONGEVITY:**

Any ESP whose rate of pay does not increase as a result of his or her step movement will receive a percent raise equal to the raise of those advancing a step on the salary schedule.





### **EXPERIENCE CREDIT/SALARY SCHEDULE PLACEMENT:**

For salary schedule purposes, a newly employed teacher who possesses a valid Illinois Teaching License will be awarded a full year of credit for all prior teaching experience earned at an accredited public school. For teaching experience to be awarded, said teacher must have held a valid Illinois Teaching License or a valid teaching license in another state at the time the teaching experience was earned.

For those years in which salary schedule credit is sought, the teacher must provide a written record of the service credit as listed with the Illinois Teachers' Retirement System (TRS) or an appropriate out-of-state accredited public education system by September 1.

Additionally, any TRS service credit equal to or greater than .5 shall be awarded a full year of service credit on the salary schedule.

### **SALARY**

#### **CERTIFIED SALARY PROPOSALS:**

##### **BOARD SALARY PROPOSAL**

The Board has proposed a new salary schedule. The new salary schedule would require placing all existing teachers on a new cell, which would provide every teacher with an increase. The new starting salary would be \$40,000.00 which \$2,721 increase. The average increases the teachers would receive in the first year is: [4%].

All teachers would receive a step movement and 1.5% increase, which equals a total of a 3.5% increase in the second year of this contract.

The Board's proposal represents a total of \$153,454.70 in new Certified salary cost for two years.

The Board is attaching the new salary schedule, along with what each teacher would make under this contract.

##### **ASSOCIATION SALARY PROPOSAL**

The Association proposes a new salary schedule as well. They have placed each individual employee on the new salary schedule, which would result in an average salary increase of 5.8% in year one.

The Association further demands an increase of 4.55% in year two.

Total, the Association demands a 10.35% increase in salary over two years. Which would require the District to pay an additional \$60,537.63 amount in new salary cost for two years.

The Board would agree to the following Association proposals if they would have agreed to the above language.

**ASSOCIATION PROPOSAL #9: SECTION 17.3 RETIREMENT (EFFECTIVE 2025-2026 SCHOOL YEAR)**

**IMRF: Non-Certified Employees**

~~The non-certified employee is responsible for paying 4.5% rate for IMRF or what the law requires.~~ The Meridian Board will pay the employee member contribution rate for IMRF.

**RATIONLE:** This is a substantial cost to the district. The Board is willing to pay the 4.5% IMRF contributions for all non-certified staff. This would allow the non-certified staff to keep an additional 4.5% of their pay check, which they currently must pay towards IMRF.

**ASSOCIATION PROPOSAL #11: SECTION 17.4B NON-CERTIFIED EMPLOYEE LEAVE DAYS**

During the first year of employment, non-certified employees will receive their days as follows:

- o After month one of employment, ~~three (3)~~ five (5) sick days will be credited and available for use.
- o After ~~two~~ three (3) months of employment ~~four (4)~~ five (5) additional sick days will be credited and available for use.
- o After ~~three~~ six (6) months of employment ~~six (6)~~ five (5) additional sick days will be credited and available for use.
- o Upon reaching the second year of employment, non-certified employees will receive ~~thirteen (13)~~ fifteen (15) sick days at the beginning of the fiscal year.

**RATIONLE:** The Board would agree to the above if the Association agreed to the number of leave days the non-certified employee receives. Currently the Association demands that each non-certified employee receives 4 personnel days a year.

**ASSOCIATION PROPOSAL #17: SECTION 17.8 INSURANCE CONTRIBUTION**

The Board contribution to medical, vision, and/or dental insurance shall be a maximum of the following amounts per employee per month:

2024-2025	\$700.00 per month
2025-2026	\$750.00 per month

**RATIONLE:** The board is willing to agree to the Association's proposed insurance contributions, which is an additional cost to the board. This is an increase from the current amount of \$645.



**ASSOCIATION PROPOSAL: Appendix E Extra-Curricular Schedule Increases based on Certified Salary Schedule 2024-2025, 2025-2026, 2026-2027**

**Add Stipends:**

- |                                     |              |
|-------------------------------------|--------------|
| a. Assistant Cheer Coach (Jr. High) | <u>4.00%</u> |
| b. Intramural Basketball Coach      | <u>2.5%</u>  |

Increase stipend for Substitute Caller to 2% per quarter.

**RATIONALE:** The Board is willing to agree to the Association's new stipend positions, which again would increase the overall cost.

**ASSOCIATION PROPOSAL: Non-Certified Salary:**

**The Board has agreed to the following new non-certified salary schedule. Which would increase the starting salary from \$14.00 to \$16.00.**

1	\$40,000	\$41,200	\$42,436	\$43,709	\$45,020
2	\$40,800	\$42,024	\$43,285	\$44,583	\$45,920
3	\$41,616	\$42,864	\$44,150	\$45,475	\$46,839
4	\$42,448	\$43,722	\$45,033	\$46,384	\$47,776
5	\$43,297	\$44,596	\$45,934	\$47,312	\$48,731
6	\$44,163	\$45,488	\$46,853	\$48,258	\$49,706
7	\$45,046	\$46,398	\$47,790	\$49,223	\$50,700
8	\$45,947	\$47,326	\$48,746	\$50,208	\$51,714
9	\$46,866	\$48,272	\$49,721	\$51,212	\$52,748
10	\$48,804	\$49,238	\$50,715	\$52,236	\$53,803
11	\$48,760	\$50,223	\$51,729	\$53,281	\$54,879
12	\$49,735	\$51,227	\$52,764	\$54,347	\$55,977
13	\$50,730	\$52,252	\$53,819	\$55,434	\$57,096
14	\$51,744	\$53,297	\$54,895	\$56,542	\$58,238
15	\$52,779	\$54,363	\$55,993	\$57,673	\$59,403
16	\$53,835	\$55,450	\$57,113	\$58,827	\$60,591
17	\$54,911	\$56,559	\$58,256	\$60,003	\$61,803
18	\$56,911	\$57,690	\$59,421	\$61,203	\$63,039
19	\$57,130	\$58,844	\$60,609	\$62,427	\$64,300
20	\$58,272	\$60,021	\$61,821	\$63,676	\$65,586
21	\$59,438	\$61,221	\$63,058	\$64,949	\$66,897
22	\$60,627	\$62,445	\$64,319	\$66,248	\$68,235
23	\$61,839	\$63,694	\$65,605	\$67,573	\$69,600
24	\$63,076	\$64,968	\$66,917	\$68,925	\$70,992
25	\$64,337	\$66,268	\$68,256	\$70,303	\$72,412
26	\$65,624	\$67,593	\$69,621	\$71,709	\$73,860
27	\$66,937	\$68,945	\$71,013	\$73,143	\$75,337
28	\$68,275	\$70,324	\$72,433	\$74,606	\$76,844
29	\$69,641	\$71,730	\$73,882	\$76,098	\$78,381
30	\$71,034	\$73,165	\$75,360	\$77,620	\$79,949
31	\$72,454	\$74,628	\$76,867	\$79,173	\$81,547
32	\$73,904	\$76,121	\$78,404	\$80,756	\$83,178
33	\$75,382	\$77,643	\$79,972	\$82,371	\$84,842
34	\$76,889	\$79,196	\$81,572	\$84,019	\$86,539
35	\$78,427	\$80,780	\$83,203	\$85,699	\$88,270

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					2024- 2025	2025- 2026	
1	Laverne	BARTLETT	BS	6	\$44,163	\$45,722	3.53%
2	Andrew	Boyce	MS+32	25	\$72,414	\$74,970	3.53%
3	Brian	Brandtner	BS+16	20	\$60,020	\$62,138	3.53%
4	Jennifer	BUSHUE	BS	3	\$41,616	\$43,085	3.53%
5	Cristyn	Farris	MS+32	1	\$45,020	\$46,609	3.53%
6	Jill	Burton	MS	27	\$46,157	\$47,786	3.53%
7	Janice	COUCH	MS+32	33	\$84,845	\$87,840	3.53%
8	Stacy	Deharpert	MS+32	33	\$84,845	\$87,840	3.53%
9	Audrianna	Green	BS	1	\$40,000	\$41,412	3.53%
10	Carol	GILLIAND	MS+16	16	\$58,827	\$60,904	3.53%
11	Nathan	Guined	BS	1	\$40,000	\$41,412	3.53%
12	Aaron	Hale	MS	5	\$45,935	\$47,557	3.53%
13	Regina	Harley	MS+32	4	\$47,775	\$49,462	3.53%
14	Lisa	HARRIS	MS+32	33	\$84,845	\$87,840	3.53%
15	Jeff	Green	MS+32	1	\$45,020	\$46,609	3.53%
16	Melissa	Hawkins	MS	10	\$50,716	\$52,506	3.53%
17	Catherine	Ilse	BS	2	\$40,800	\$42,240	3.53%
18	Denise	Jones	BS	2	\$40,800	\$42,240	3.53%
19	Kaylee	Justice	MS	9	\$49,722	\$51,477	3.53%
20	April	Kutak	BS	3	\$41,616	\$43,085	3.53%
21	Robyn	Mouser	BS	8	\$45,947	\$47,569	3.53%
22	Donisha	Patterson	BS	2	\$40,800	\$42,240	3.53%
23	Sarah	Penrod	BS	1	\$40,000	\$41,412	3.53%
24	Hiedi	Ruddick	BS	1	\$40,000	\$41,412	3.53%
25	Tim	Pearcy	MS	15	\$55,994	\$57,971	3.53%
26	Allen	Pearman	MS+32	15	\$59,404	\$61,501	3.53%
27	Ledillion	Powers	BS	29	\$69,641	\$72,100	3.53%
28	Erin	Ruiz	BS	4	\$42,448	\$43,946	3.53%
29	Catherine	Shemwell- Scott	MS+32	32	\$83,181	\$86,118	3.53%
30	Alice	Smith	MS	12	\$52,765	\$54,627	3.53%
31	Lisa	Thomas	MS+32	33	\$84,845	\$87,840	3.53%
32	Marleis	Trover	MS+32	27	\$53,491	\$55,379	3.53%
33	Robert	Trover	MS+32	27	\$53,491	\$55,379	3.53%
34	Lori	Vaughn	MS+16	17	\$60,004	\$62,122	3.53%
35	Alex	Washem	MS+32	3	\$46,838	\$48,492	3.53%
36	Michael	Waters	BS	1	\$40,000	\$41,412	3.53%
37	Michelle	Wiseman	BS	28	\$68,275	\$70,686	3.53%
38	Nijabia	Thomas	BS	1	\$40,000	\$41,412	3.53%
39	Jared	Zoelzer	BS	2	\$40,800	\$42,240	3.53%
40	Kim tucker		BS	21	\$59,439	\$61,536	3.53%