**CAHOKIA COMMUNITY UNIT SCHOOL DISTRICT NO. 187**

**PUBLIC NOTICE POSTING**

**July 7, 2026**

## Status of Negotiations:

- On June 2, 2026, the Board and Union, Cahokia Commonfields Federation of Teachers, Local 1272, reached a tentative agreement on salary for certified and non-certified staff and all language issues.
- On June 29, 2026, the Union notified the Board that the union membership failed to ratify and approve the tentative agreement.
- The Board and Union started bargaining in June 2025 and held multiple meetings and exchanged numerous proposals.
- On June 30, 2026, the Board notified the Union that the Board is declaring impasse and will be implementing is last, best and final language proposals and economic proposal submitted to the Union on June 2, 2026, for the 2025-2026 school year.
- Employees will be paid their backpay in July 2026 for the 2025-2026 school year, as well as a refund on health insurance based on the Board's additional contribution.
- The Board has asked the Union for dates to bargain the 2026-2027 contract year.

## Outstanding Contractual Issues

1. **Salary:** On June 2,2026**,** the Board offered fair and competitive salary increases, which are in line, if not higher, that most Metro East school district wage increases.

   **The proposed an average salary increase is $14,445 over four years, or an average wage increase of $3,611 in each of the four years. This is an average of 23.29% wage increase over four years. See attached wage proposal by each teacher's name.**

   **Teachers:**

   2025-2026: 5% on a base, plus step.
   2026-2027: 5% on base, plus step.
   2027-2028: 5% on base, plus step.
   2028-2029: 5% on base, plus step.

   **Secretaries:**

   2025-2026: 5% on base, plus step
   2026-2027: 5% on base, plus step
   2027-2028: 5% on base, plus step

2028-2029:  5% on base, plus step

**Service Workers:**

2025-2026:  5% on base, plus step
2026-2027:  5% on base, plus step
2027-2028:  5% on base, plus step
2028-2029:  5% on base, plus step

**Cost Analysis:  The Board's salary proposal will cost more than $3,000,000 over four years.**

2. **Health Insurance:** The Board proposed a $1,000 per year increase in Board paid single insurance coverage contributions.

**2024-2025:   District Pays:  $664.92 Employee Pays: $173.08**
**2025-2026:   District Pays: $748.25 Employee Pays: $105.75**
**2026-2027:   District Pays: $748.25 Employee Pays: $212.00**
**Note:  While the employee must pay an additional $106.25 per month in the 2026-2027 contract year ($1,275), the average wage increase of $3,611 more that covers that cost.**

**Cost Analysis:  The Board's proposal to increase its contribution toward employee's insurance coverage will cost approximately $387,000 in the 2025-2026 school year, or approximately $1,548,000 over four years.**

3. **Lesson Plans**:  The Board is proposing to add language to require teachers to prepare daily lesson plans.  The Union objected to lesson plan language.  However, after pulling teacher lesson plans, it is apparent that many teachers do not prepare proper lesson plans.

Lesson plans to serve as a roadmap that guarantees students achieve specific learning objectives. These blueprints organize instructional time, align daily activities with educational standards, and provide the critical structure necessary for both engaging instruction and substitute teachers.

ARTICLE 8 - MATERIALS AND CURRICULUM

All teachers shall present the required material and curriculum in accordance with the policy as established by the Board of Education. Questions which arise as to the adaptability and/or suitability of a particular learning activity/directive within the classroom may be raised by the teacher, supervisor, building principal, and Union representative. Teachers are only permitted to instruct and/or teach Board approved curriculum.  Further, teachers must prepare their classroom syllabus on or before the end of the first student attendance day.

Teachers must prepare their lesson plans on or before the last workday of each week for the following weeks lesson plans. Each lesson plan must include: (1) Lesson Title; (2) Learning Standards; (3) Materials; (4) Learning Objective (5) Direct Instruction (6) Guided Practice; and (7) Homework/Assessment. However, the Principal may, if deemed necessary, approve a change to a lesson plan. The teacher shall also maintain a "Substitute Folder" which includes the lesson plan, seating chart, classroom rules, and any additional information the substitute may need to provide instruction, and place the folder on his/her desk at the end each school day.

**Cost Analysis: There is no cost to the Board's proposal, but the impact on the qualify of educational services to students will be negatively impacted if teachers do not prepare lesson plans.**

4. **Teacher Vacancies:** The current language does not comply with state law and the Board has proposed to modify the language to bring it into compliance, nothing more and nothing less. The Union apposes any modification because they want to continue bidding on teaching jobs and dictate the criteria to select teaches for vacancies, including seniority. The Board proposed the following language, which brings the language into compliance with the statute:

ARTICLE 22 - JOB POSTINGS ~~AND BIDDING~~

~~All vacancies in existing or newly created teaching administrative, or guidance positions which occur during the school year are to be posted in teachers' lounges and offices of all buildings. All teachers are to be given the opportunity to bid on vacancies for a period of five (5) working days.~~

~~All persons interested in such vacancies shall submit a bid for each position desired. All bids shall be sealed until after the expiration of the posting period. Award of bids shall be based on order as determined as follows:~~

~~1. Proper certification for position being bid;~~
~~2. A "highly qualified" bid shall be considered before someone not "highly qualified" as defined by ISBE;~~
~~3. A bidder's group classification as determined by the Joint Committee Layoff List, i.e., a group 4 applicant shall be considered before a lower group applicant. A person's position within the group shall not be considered and a tie will go to step 4;~~
~~4. The applicant with more years teaching in the relevant grade level or subject matter. Grade levels shall be categorized as K-3, 4-6, and 7-8 (if not departmentalized); and~~
~~5. The applicant with more years teaching in the district.~~

~~If no bid is received, the position becomes an appointed position.~~

~~New positions created or any other vacancies which occur on or after the last day of teacher attendance of the current school year will be filled by a new appointee for the following school year and not subject to the bidding procedure until the end of that school year.~~

~~All positions filled by appointees during the school year will be posted for bid no later than May 1 and assigned no later than May 30 of the current school year.~~

~~B vacancies resulting from a successful bid shall be bid no later than the last day of student attendance and assigned within five (5) working days~~

~~A vacancy is defined as a bargaining unit position newly created or resulting from a promotion to administration, a successful bid, death, dismissal for cause, resignation or retirement.~~

A. As positions become vacant or are created by the Board, a vacancy notice shall be posted internally, and may at the same time be posted externally, for a minimum of five (5) calendar days, on the website, e-mailed to employees and All-Call if available.

Any employee may apply for the vacant position(s) within those five (5) days. The Board shall fill certified position vacancies in accordance with the Illinois School Code, 105 ILCS 5/24-1.5, which states that a school district's selection of a candidate for a new or vacant teaching position not otherwise required to be filled pursuant to Section 24-12 of this Code must be based upon the consideration of factors that include without limitation certifications, qualifications, merit and ability (including performance evaluations, if available), and relevant experience, provided that the length of continuing service with the school district must not be considered as a factor, unless all other factors are determined by the school district to be equal. A school district's decision to select a particular candidate to fill a new or vacant position is not subject to review under grievance resolution procedures adopted pursuant to subsection (c) of Section 10 of the Illinois Educational Labor Relations Act, provided that, in making such a decision, the district does not fail to adhere to procedural requirements in a collective bargaining agreement relating to the filling of new or vacant teaching positions.

B. A vacancy shall be defined as any opening in a newly created position or any opening in a bargaining unit position which occurs as a result of an employee's resignation, retirement, promotion, or termination which the Board decides to fill. Positions filled by a voluntary or involuntary transfer shall be to consider vacancies under this provision.

C. Vacancies occurring 30 calendar days prior to the start of the school year or during the school year need not be posted.

D. Any employee who has received discipline in the 12-month period prior to applying for a position may, in the District's sole discretion, be disqualified from consideration.

**Cost Analysis: There is no cost to the Board's proposal, but the current language infringes on the Board's statutory right to fill teacher vacancies consistent with the law.**

5. **Favored Nations Clause:** The Board proposes eliminating the Favored Nations Clause from the contract because it infringes and hinders the Board from establishing administrators' salaries. The District is unaware of any school district in the state with a Favored Nations Clause. The Union has the right to bargain wages for its members and the Board must comply with the negotiated salary schedule. The Union does not have the right to negotiate administrator salaries nor do they have the right to prevent the Board from implementing a performance based salary increase for administrators, which is exactly what the Favored Nations Clause does.

~~ARTICLE 56 - FAVORED NATIONS CLAUSE~~

~~If any other current certified employee in Cahokia Unit School District#187 receives a higher percentage increase in salary, excluding step increases, extended work years, and promotions, the members of the Cahokia Federation of Teachers, Local 1272, will receive that percentage increase.~~

~~The parties agree that the Favored Nations Clause shall not be applied in the case where a certified employee not in this bargaining unit receives a benefit under terms outlined in the Early Retirement Incentive, Article 49.~~

**Cost Analysis: There is no cost to the Board's proposal, but the language precludes the Board from implementing a performance-based salary schedule for administrators.**

## Cahokia CUSD No. - District 187
### 4-Year Contract Proposal by Employee

| | | |
|---|---|---|
| Minimum: | $10,387 | 11.43% |
| Maximum: | $16,911 | 31.71% |
| **Average:** | **$14,445** | **23.29%** |

**Salaries include Board paid TRS contributions.**

* Non Schedule Comp included

| # | Name | Degree | Step | Current Salary | 25-26 Salary | % | 26-27 Salary | % | 27-28 Salary | % | 28-29 Salary | % | 4-Year $ Inc | 4-Year % Inc |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | Stephanie Arendell | BA | 25 | $78,716 * | $81,126 * | 3.06% | $83,657 * | 3.12% | $86,314 * | 3.18% | $89,104 * | 3.23% | $10,388 | 13.20% |
| 2 | Joel Arnold | BA | 1 | $48,211 | $51,846 | 7.54% | $55,602 | 7.24% | $59,485 | 6.98% | $63,500 | 6.75% | $15,289 | 31.71% |
| 3 | Drake Augustine | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 4 | Ruthie Bean | MS + 32 | 12 | $70,308 | $74,128 | 5.43% | $78,070 | 5.32% | $82,138 | 5.21% | $86,339 | 5.11% | $16,031 | 22.80% |
| 5 | Andrea Beitz | MS | 8 | $61,083 | $64,849 | 6.17% | $68,736 | 5.99% | $72,749 | 5.84% | $76,896 | 5.70% | $15,813 | 25.89% |
| 6 | Anne Biffar | BA | 20 | $71,491 | $75,126 | 5.08% | $78,882 | 5.00% | $82,765 | 4.92% | $86,780 | 4.85% | $15,289 | 21.39% |
| 7 | Jennifer Blair | MS + 32 | 21 | $83,007 | $86,827 | 4.60% | $90,769 | 4.54% | $94,837 | 4.48% | $99,038 | 4.43% | $16,031 | 19.31% |
| 8 | Kelly Blunt | MS | 24 | $82,780 | $86,546 | 4.55% | $89,077 | 2.92% | $91,734 | 2.98% | $94,524 | 3.04% | $11,744 | 14.19% |
| 9 | Teron Bowman | MS | 10 | $63,796 | $67,561 | 5.90% | $71,448 | 5.75% | $75,461 | 5.62% | $79,608 | 5.50% | $15,812 | 24.79% |
| 10 | ED breuchaud | MS + 32 | 10 | $67,486 | $71,307 | 5.66% | $75,248 | 5.53% | $79,316 | 5.41% | $83,517 | 5.30% | $16,031 | 23.75% |
| 11 | Angela Brooks | BA +16 | 25 | $82,617 * | $85,027 * | 2.92% | $87,558 * | 2.98% | $90,215 * | 3.03% | $93,005 * | 3.09% | $10,388 | 12.57% |
| 12 | RUNAUGH JOSHUA | MS + 32 | 10 | $67,486 | $71,307 | 5.66% | $75,248 | 5.53% | $79,316 | 5.41% | $83,517 | 5.30% | $16,031 | 23.75% |
| 13 | BRYANT ROSALYN | MS | 5 | $57,015 | $60,781 | 6.61% | $64,668 | 6.40% | $68,681 | 6.21% | $72,827 | 6.04% | $15,812 | 27.73% |
| 14 | BULMAN KARLA | MS | 25 | $84,136 | $86,546 | 2.86% | $89,077 | 2.92% | $91,734 | 2.98% | $94,524 | 3.04% | $10,388 | 12.35% |
| 15 | BURTON AMY | MS | 18 | $74,644 | $78,410 | 5.05% | $82,297 | 4.96% | $86,310 | 4.88% | $90,456 | 4.80% | $15,812 | 21.18% |
| 16 | CARTY AMY | MS + 32 | 25 | $89,749 * | $92,159 * | 2.69% | $94,690 * | 2.75% | $97,347 * | 2.81% | $100,137 * | 2.87% | $10,388 | 11.57% |
| 17 | COLLINS VALARIE | MS | 9 | $62,439 | $66,205 | 6.03% | $70,092 | 5.87% | $74,105 | 5.73% | $78,252 | 5.60% | $15,813 | 25.33% |
| 18 | COLLNER JUSTIN | BA | 8 | $56,788 | $60,423 | 6.40% | $64,179 | 6.22% | $68,061 | 6.05% | $72,077 | 5.90% | $15,289 | 26.92% |
| 19 | CRADER REBECCA | MS | 25 | $85,235 * | $87,645 * | 2.83% | $90,176 * | 2.89% | $92,833 * | 2.95% | $95,623 * | 3.01% | $10,388 | 12.19% |
| 20 | RAWFORD SHAQUANDR | MS + 16 | 5 | $58,724 | $62,535 | 6.49% | $66,467 | 6.29% | $70,525 | 6.11% | $74,716 | 5.94% | $15,992 | 27.23% |
| 21 | CRUSER CHRISTOPHE | BA | 10 | $59,238 | $62,874 | 6.14% | $66,630 | 5.97% | $70,512 | 5.83% | $74,527 | 5.69% | $15,289 | 25.81% |
| 22 | NINGHAM SARAH | BA | 22 | $73,942 | $77,577 | 4.92% | $81,333 | 4.84% | $85,215 | 4.77% | $88,005 | 3.27% | $14,063 | 19.02% |
| 23 | DABLER NICHOLAS | MS | 16 | $71,932 | $75,698 | 5.24% | $79,585 | 5.13% | $83,598 | 5.04% | $87,744 | 4.96% | $15,812 | 21.98% |
| 24 | DANCY FREDDY | BA | 13 | $62,914 | $66,549 | 5.78% | $70,305 | 5.64% | $74,188 | 5.52% | $78,203 | 5.41% | $15,289 | 24.30% |
| 25 | DANIELS LAMYEIA | BA | 4 | $51,887 | $55,522 | 7.01% | $59,278 | 6.76% | $63,160 | 6.55% | $67,176 | 6.36% | $15,289 | 29.47% |
| 26 | DAVIS STEPHANIE | MS | 24 | $82,780 | $87,645 * | 5.88% | $90,176 * | 2.89% | $92,833 * | 2.95% | $95,623 * | 3.01% | $12,843 | 15.51% |
| 27 | DAWSON CHRISTINA | BA | 1 | $48,211 | $51,846 | 7.54% | $55,602 | 7.24% | $59,485 | 6.98% | $63,500 | 6.75% | $15,289 | 31.71% |
| 28 | DAWSON PEARLIE | MS + 32 | 10 | $67,486 | $71,307 | 5.66% | $75,248 | 5.53% | $79,316 | 5.41% | $83,517 | 5.30% | $16,031 | 23.75% |
| 29 | DEFELICE MATTHEW | MS | 2 | $52,947 | $56,713 | 7.11% | $60,600 | 6.85% | $64,613 | 6.62% | $68,759 | 6.42% | $15,812 | 29.86% |
| 30 | DILLARD AMBER | BA | 1 | $48,211 | $51,846 | 7.54% | $55,602 | 7.24% | $59,485 | 6.98% | $63,500 | 6.75% | $15,289 | 31.71% |
| 31 | DOCKINS CHRISTINA | BA | 8 | $56,788 | $60,423 | 6.40% | $64,179 | 6.22% | $68,061 | 6.05% | $72,077 | 5.90% | $15,289 | 26.92% |
| 32 | DORSEY MICHELLE | MS + 16 | 6 | $60,125 | $63,936 | 6.34% | $67,868 | 6.15% | $71,926 | 5.98% | $76,118 | 5.83% | $15,993 | 26.60% |
| 33 | DOUGLAS AMBREA | MS | 19 | $76,000 | $79,766 | 4.96% | $83,653 | 4.87% | $87,666 | 4.80% | $91,812 | 4.73% | $15,812 | 20.81% |
| 34 | DOWELL THOMAS | BA | 1 | $48,211 | $51,846 | 7.54% | $55,602 | 7.24% | $59,485 | 6.98% | $63,500 | 6.75% | $15,289 | 31.71% |
| 35 | DUNCAN SHERIDAN | MS + 16 | 25 | $87,845 * | $90,255 * | 2.74% | $92,786 * | 2.80% | $95,443 * | 2.86% | $98,233 * | 2.92% | $10,388 | 11.83% |
| 36 | FISCHER AMY | MS | 25 | $85,235 * | $87,645 * | 2.83% | $90,176 * | 2.89% | $92,833 * | 2.95% | $95,623 * | 3.01% | $10,388 | 12.19% |
| 37 | TZGERALD RICHARD | MS | 5 | $57,015 | $60,781 | 6.61% | $64,668 | 6.40% | $68,681 | 6.21% | $72,827 | 6.04% | $15,812 | 27.73% |
| 38 | FOUTS HEATHER | BA | 7 | $55,563 | $59,198 | 6.54% | $62,954 | 6.34% | $66,836 | 6.17% | $70,852 | 6.01% | $15,289 | 27.52% |
| 39 | FULTON JAMES | MS | 25 | $85,235 * | $87,645 * | 2.83% | $90,176 * | 2.89% | $92,833 * | 2.95% | $95,623 * | 3.01% | $10,388 | 12.19% |

## Cahokia CUSD No. - District 187
**4-Year Contract Proposal by Employee**

| | | |
|---|---|---|
| Minimum: | $10,387 | 11.43% |
| Maximum: | $16,911 | 31.71% |
| **Average:** | **$14,445** | **23.29%** |

**Salaries include Board paid TRS contributions.**

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| # | Name | Degree | Step | Current Salary | 25-26 Salary | % | 26-27 Salary | % | 27-28 Salary | % | 28-29 Salary | % | 4-Year $ Inc | 4-Year % Inc |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 40 | GAFFNER TRISHA | BA | 10 | $59,238 | $62,874 | 6.14% | $66,630 | 5.97% | $70,512 | 5.83% | $74,527 | 5.69% | $15,289 | 25.81% |
| 41 | GEE ASHLEY | BA | 11 | $60,464 | $64,099 | 6.01% | $67,855 | 5.86% | $71,737 | 5.72% | $75,753 | 5.60% | $15,289 | 25.29% |
| 42 | GILLILAND REBECCA | MS | 25 | $85,235 * | $87,645 * | 2.83% | $90,176 * | 2.89% | $92,833 * | 2.95% | $95,623 * | 3.01% | $10,388 | 12.19% |
| 43 | GLASPER VERNELL | BA | 10 | $59,238 | $62,874 | 6.14% | $66,630 | 5.97% | $70,512 | 5.83% | $74,527 | 5.69% | $15,289 | 25.81% |
| 44 | GREER CHERYL | BA | 24 | $76,392 | $81,126 * | 6.20% | $83,657 * | 3.12% | $86,314 * | 3.18% | $89,104 * | 3.23% | $12,712 | 16.64% |
| 45 | HALFORD KATHERINE | MS | 9 | $62,439 | $67,304 * | 7.79% | $71,191 * | 5.78% | $75,204 * | 5.64% | $79,350 * | 5.51% | $16,911 | 27.08% |
| 46 | HAMMERS LORI | BA | 9 | $58,013 | $61,648 | 6.27% | $65,404 | 6.09% | $69,287 | 5.94% | $73,302 | 5.79% | $15,289 | 26.35% |
| 47 | HAMPTON BRANDON | BA | 2 | $49,436 | $53,071 | 7.35% | $56,827 | 7.08% | $60,710 | 6.83% | $64,725 | 6.61% | $15,289 | 30.93% |
| 48 | NKAMMER JESSICA | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 49 | HARDER LESLIE | BA | 25 | $78,716 * | $81,126 * | 3.06% | $83,657 * | 3.12% | $86,314 * | 3.18% | $89,104 * | 3.23% | $10,388 | 13.20% |
| 50 | HARKEY JAMES | MS | 10 | $63,796 | $67,561 | 5.90% | $71,448 | 5.75% | $75,461 | 5.62% | $79,608 | 5.50% | $15,812 | 24.79% |
| 51 | HARRIS PATRICE | MS + 32 | 6 | $61,842 | $65,663 | 6.18% | $69,604 | 6.00% | $73,672 | 5.84% | $77,874 | 5.70% | $16,032 | 25.92% |
| 52 | HARRIS YOLANDA | MS | 9 | $62,439 | $66,205 | 6.03% | $70,092 | 5.87% | $74,105 | 5.73% | $78,252 | 5.60% | $15,813 | 25.33% |
| 53 | HEIMANN MEGHAN | MS | 5 | $57,015 | $60,781 | 6.61% | $64,668 | 6.40% | $68,681 | 6.21% | $72,827 | 6.04% | $15,812 | 27.73% |
| 54 | HESSE DAVID | MS | 8 | $61,083 | $64,849 | 6.17% | $68,736 | 5.99% | $72,749 | 5.84% | $76,896 | 5.70% | $15,813 | 25.89% |
| 55 | UBERGER MELISSA | MS | 10 | $63,796 | $67,561 | 5.90% | $71,448 | 5.75% | $75,461 | 5.62% | $79,608 | 5.50% | $15,812 | 24.79% |
| 56 | HILL MICHAEL | MS | 7 | $59,727 | $63,493 | 6.31% | $67,380 | 6.12% | $71,393 | 5.96% | $75,539 | 5.81% | $15,812 | 26.47% |
| 57 | HOWARD DANTE | BA | 3 | $50,661 | $54,297 | 7.18% | $58,053 | 6.92% | $61,935 | 6.69% | $65,950 | 6.48% | $15,289 | 30.18% |
| 58 | HUDSON GREGORY | BA +16 | 5 | $55,167 | $58,894 | 6.76% | $62,743 | 6.54% | $66,718 | 6.34% | $70,825 | 6.16% | $15,658 | 28.38% |
| 59 | INGRAM LA'TROY | MS | 10 | $63,796 | $67,561 | 5.90% | $71,448 | 5.75% | $75,461 | 5.62% | $79,608 | 5.50% | $15,812 | 24.79% |
| 60 | JOHNSON JADA | MS + 32 | 21 | $83,007 | $86,827 | 4.60% | $90,769 | 4.54% | $94,837 | 4.48% | $99,038 | 4.43% | $16,031 | 19.31% |
| 61 | JOHNSON MICHELLE | BA | 13 | $62,914 | $66,549 | 5.78% | $70,305 | 5.64% | $74,188 | 5.52% | $78,203 | 5.41% | $15,289 | 24.30% |
| 62 | OHNSTON ELIZABETH | BA | 9 | $58,013 | $61,648 | 6.27% | $65,404 | 6.09% | $69,287 | 5.94% | $73,302 | 5.79% | $15,289 | 26.35% |
| 63 | JONES JASON | BA +16 | 6 | $56,485 | $60,212 | 6.60% | $64,060 | 6.39% | $68,035 | 6.21% | $72,143 | 6.04% | $15,658 | 27.72% |
| 64 | KADELL JULIE | MS | 8 | $61,083 | $64,849 | 6.17% | $68,736 | 5.99% | $72,749 | 5.84% | $76,896 | 5.70% | $15,813 | 25.89% |
| 65 | KAISER ANGELA | BA +16 | 4 | $53,849 | $57,577 | 6.92% | $61,425 | 6.68% | $65,400 | 6.47% | $69,508 | 6.28% | $15,659 | 29.08% |
| 66 | KARWOSKI BRENDAN | MS | 5 | $57,015 | $60,781 | 6.61% | $64,668 | 6.40% | $68,681 | 6.21% | $72,827 | 6.04% | $15,812 | 27.73% |
| 67 | KELLER JENNIFER | MS | 16 | $71,932 | $75,698 | 5.24% | $79,585 | 5.13% | $83,598 | 5.04% | $87,744 | 4.96% | $15,812 | 21.98% |
| 68 | KENNEDY ANGELA | MS | 25 | $85,235 * | $87,645 * | 2.83% | $90,176 * | 2.89% | $92,833 * | 2.95% | $95,623 * | 3.01% | $10,388 | 12.19% |
| 69 | KILLIAN MEREDITH | MS + 32 | 21 | $83,007 | $86,827 | 4.60% | $90,769 | 4.54% | $94,837 | 4.48% | $99,038 | 4.43% | $16,031 | 19.31% |
| 70 | KING CHANDRA | MS | 8 | $61,083 | $64,849 | 6.17% | $68,736 | 5.99% | $72,749 | 5.84% | $76,896 | 5.70% | $15,813 | 25.89% |
| 71 | KINKEL BREANN | MS | 25 | $85,235 * | $87,645 * | 2.83% | $90,176 * | 2.89% | $92,833 * | 2.95% | $95,623 * | 3.01% | $10,388 | 12.19% |
| 72 | KLEIN LINDSAY | MS | 24 | $82,780 | $87,645 * | 5.88% | $90,176 * | 2.89% | $92,833 * | 2.95% | $95,623 * | 3.01% | $12,843 | 15.51% |
| 73 | RBOCKER MICHELE | MS | 25 | $85,235 * | $87,645 * | 2.83% | $90,176 * | 2.89% | $92,833 * | 2.95% | $95,623 * | 3.01% | $10,388 | 12.19% |
| 74 | KOGER CHANDRA | MS | 10 | $63,796 | $67,561 | 5.90% | $71,448 | 5.75% | $75,461 | 5.62% | $79,608 | 5.50% | $15,812 | 24.79% |
| 75 | KRUSE KEVIN | MS | 21 | $78,712 | $82,478 | 4.78% | $86,365 | 4.71% | $90,378 | 4.65% | $94,524 | 4.59% | $15,812 | 20.09% |
| 76 | KUTZ EMMA | BA | 1 | $48,211 | $51,846 | 7.54% | $55,602 | 7.24% | $59,485 | 6.98% | $63,500 | 6.75% | $15,289 | 31.71% |
| 77 | LEE CARRIE | BA | 8 | $56,788 | $60,423 | 6.40% | $64,179 | 6.22% | $68,061 | 6.05% | $72,077 | 5.90% | $15,289 | 26.92% |
| 78 | LEE DIANA | MS | 5 | $57,015 | $60,781 | 6.61% | $64,668 | 6.40% | $68,681 | 6.21% | $72,827 | 6.04% | $15,812 | 27.73% |

**Cahokia CUSD No. - District 187**
**4-Year Contract Proposal by Employee**

| | | |
|---|---|---|
| Minimum: | $10,387 | 11.43% |
| Maximum: | $16,911 | 31.71% |
| **Average:** | **$14,445** | **23.29%** |

**Salaries include Board paid TRS contributions.**

* Non Schedule Comp included

| No. | Name | Degree | Years | Current Salary | 25-26 Salary | % | 26-27 Salary | % | 27-28 Salary | % | 28-29 Salary | % | 4-Year $ Inc | 4-Year % Inc |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 79 | OCHMANN WENDY | BA | 24 | $76,392 | $81,126 * | 6.20% | $83,657 * | 3.12% | $86,314 * | 3.18% | $89,104 * | 3.23% | $12,712 | 16.64% |
| 80 | LOGAN TRINA | MS + 32 | 8 | $64,664 | $68,485 | 5.91% | $72,426 | 5.75% | $76,494 | 5.62% | $80,696 | 5.49% | $16,032 | 24.79% |
| 81 | MAMMEN JENNIFER | MS | 18 | $74,644 | $78,410 | 5.05% | $82,297 | 4.96% | $86,310 | 4.88% | $90,456 | 4.80% | $15,812 | 21.18% |
| 82 | MASON ALEXANDRIA | BA | 6 | $54,337 | $57,972 | 6.69% | $61,729 | 6.48% | $65,611 | 6.29% | $69,626 | 6.12% | $15,289 | 28.14% |
| 83 | YO-AIKEN ANGELA | MS | 18 | $74,644 | $78,410 | 5.05% | $82,297 | 4.96% | $86,310 | 4.88% | $90,456 | 4.80% | $15,812 | 21.18% |
| 84 | EHRMANN SAMANTHA | MS | 7 | $59,727 | $63,493 | 6.31% | $67,380 | 6.12% | $71,393 | 5.96% | $75,539 | 5.81% | $15,812 | 26.47% |
| 85 | MERCER DIANA | MS + 32 | 25 | $89,749 * | $92,159 * | 2.69% | $94,690 * | 2.75% | $97,347 * | 2.81% | $100,137 * | 2.87% | $10,388 | 11.57% |
| 86 | MILAZZO ANNETTE | BA +16 | 20 | $74,931 | $78,658 | 4.97% | $82,507 | 4.89% | $86,481 | 4.82% | $90,589 | 4.75% | $15,658 | 20.90% |
| 87 | MILLER HEATHER | MS | 5 | $57,015 | $60,781 | 6.61% | $64,668 | 6.40% | $68,681 | 6.21% | $72,827 | 6.04% | $15,812 | 27.73% |
| 88 | MILLER VICKY | BA | 25 | $78,716 * | $81,126 * | 3.06% | $83,657 * | 3.12% | $86,314 * | 3.18% | $89,104 * | 3.23% | $10,388 | 13.20% |
| 89 | MOORE KENDRA | BA | 2 | $49,436 | $53,071 | 7.35% | $56,827 | 7.08% | $60,710 | 6.83% | $64,725 | 6.61% | $15,289 | 30.93% |
| 90 | OORHEAD ERICA | BA | 7 | $55,563 | $59,198 | 6.54% | $62,954 | 6.34% | $66,836 | 6.17% | $70,852 | 6.01% | $15,289 | 27.52% |
| 91 | ORGANDO CARLA | MS | 21 | $78,712 | $82,478 | 4.78% | $86,365 | 4.71% | $90,378 | 4.65% | $94,524 | 4.59% | $15,812 | 20.09% |
| 92 | MUELLER MARCI | MS + 32 | 21 | $84,105 * | $87,926 * | 4.54% | $91,868 * | 4.48% | $95,936 * | 4.43% | $100,137 * | 4.38% | $16,032 | 19.06% |
| 93 | MUELLER MARY | BA | 25 | $78,716 * | $81,126 * | 3.06% | $83,657 * | 3.12% | $86,314 * | 3.18% | $89,104 * | 3.23% | $10,388 | 13.20% |
| 94 | MURPHY BRENT | MS | 25 | $84,136 | $86,546 | 2.86% | $89,077 | 2.92% | $91,734 | 2.98% | $94,524 | 3.04% | $10,388 | 12.35% |
| 95 | NEELY ARNOLD | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 96 | NEWMAN WILSON | BA +16 | 5 | $55,167 | $58,894 | 6.76% | $62,743 | 6.54% | $66,718 | 6.34% | $70,825 | 6.16% | $15,658 | 28.38% |
| 97 | NICHOLS ALEXIA | BA | 9 | $58,013 | $61,648 | 6.27% | $65,404 | 6.09% | $69,287 | 5.94% | $73,302 | 5.79% | $15,289 | 26.35% |
| 98 | NOSKI ERICA | DOC | 25 | $90,848 * | $93,258 * | 2.65% | $95,789 * | 2.71% | $98,446 * | 2.77% | $101,236 * | 2.83% | $10,388 | 11.43% |
| 99 | O'NEAL MARY | BA | 25 | $78,716 * | $81,126 * | 3.06% | $83,657 * | 3.12% | $86,314 * | 3.18% | $89,104 * | 3.23% | $10,388 | 13.20% |
| 100 | OLESON CHRISTIN | MS + 32 | 25 | $89,749 * | $92,159 * | 2.69% | $94,690 * | 2.75% | $97,347 * | 2.81% | $100,137 * | 2.87% | $10,388 | 11.57% |
| 101 | OSICK KATRINA | BA | 4 | $51,887 | $55,522 | 7.01% | $59,278 | 6.76% | $63,160 | 6.55% | $67,176 | 6.36% | $15,289 | 29.47% |
| 102 | PATTON JESSICA | MS | 25 | $85,235 * | $87,645 * | 2.83% | $90,176 * | 2.89% | $92,833 * | 2.95% | $95,623 * | 3.01% | $10,388 | 12.19% |
| 103 | ELLMANN SEAN | BA | 2 | $49,436 | $53,071 | 7.35% | $56,827 | 7.08% | $60,710 | 6.83% | $64,725 | 6.61% | $15,289 | 30.93% |
| 104 | S-LIDDELL AMBER | BA +16 | 23 | $78,883 | $82,611 | 4.73% | $86,459 | 4.66% | $89,116 | 3.07% | $91,907 | 3.13% | $13,024 | 16.51% |
| 105 | PRUDE PAUL | MS | 5 | $57,015 | $60,781 | 6.61% | $64,668 | 6.40% | $68,681 | 6.21% | $72,827 | 6.04% | $15,812 | 27.73% |
| 106 | QUILLING PRINCESS | MS + 16 | 6 | $60,125 | $63,936 | 6.34% | $67,868 | 6.15% | $71,926 | 5.98% | $76,118 | 5.83% | $15,993 | 26.60% |
| 107 | REEB ERIN | BA +16 | 13 | $65,708 | $69,435 | 5.67% | $73,283 | 5.54% | $77,258 | 5.42% | $81,366 | 5.32% | $15,658 | 23.83% |
| 108 | REED THOMAS | MS + 32 | 25 | $89,749 * | $92,159 * | 2.69% | $94,690 * | 2.75% | $97,347 * | 2.81% | $100,137 * | 2.87% | $10,388 | 11.57% |
| 109 | REICHERT RITA | MS | 7 | $59,727 | $63,493 | 6.31% | $67,380 | 6.12% | $71,393 | 5.96% | $75,539 | 5.81% | $15,812 | 26.47% |
| 110 | HARDSON JESSICA | MS + 16 | 21 | $81,142 | $84,953 | 4.70% | $88,885 | 4.63% | $92,943 | 4.57% | $97,134 | 4.51% | $15,992 | 19.71% |
| 111 | RICHTER CARLA | BA | 2 | $49,436 | $53,071 | 7.35% | $56,827 | 7.08% | $60,710 | 6.83% | $64,725 | 6.61% | $15,289 | 30.93% |
| 112 | RILEY CAREY | MS | 24 | $82,780 | $87,645 * | 5.88% | $90,176 * | 2.89% | $92,833 * | 2.95% | $95,623 * | 3.01% | $12,843 | 15.51% |
| 113 | ROBINSON HOPE | MS | 25 | $85,235 * | $87,645 * | 2.83% | $90,176 * | 2.89% | $92,833 * | 2.95% | $95,623 * | 3.01% | $10,388 | 12.19% |
| 114 | ODRIGUEZ LISBET | BA | 22 | $73,942 | $77,577 | 4.92% | $81,333 | 4.84% | $85,215 | 4.77% | $88,005 | 3.27% | $14,063 | 19.02% |
| 115 | ROUSTIO SALLY | MS | 18 | $74,644 | $78,410 | 5.05% | $82,297 | 4.96% | $86,310 | 4.88% | $90,456 | 4.80% | $15,812 | 21.18% |
| 116 | SABRAH SHAHD | BA | 1 | $48,211 | $51,846 | 7.54% | $55,602 | 7.24% | $59,485 | 6.98% | $63,500 | 6.75% | $15,289 | 31.71% |
| 117 | SAWYER LATORIA | MS | 3 | $54,303 | $58,069 | 6.94% | $61,956 | 6.69% | $65,969 | 6.48% | $70,115 | 6.28% | $15,812 | 29.12% |

**Cahokia CUSD No. - District 187**
**4-Year Contract Proposal by Employee**

| | | |
|---|---|---|
| Minimum: | $10,387 | 11.43% |
| Maximum: | $16,911 | 31.71% |
| **Average:** | **$14,445** | **23.29%** |

**Salaries include Board paid TRS contributions.**

* Non Schedule Comp included

| | | | | Current Salary | 25-26 Salary | | 26-27 Salary | | 27-28 Salary | | 28-29 Salary | | 4-Year $ Inc | 4-Year % Inc |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 118 | SCHAEFER LISA | MS | 25 | $85,235 * | $87,645 * | 2.83% | $90,176 * | 2.89% | $92,833 * | 2.95% | $95,623 * | 3.01% | $10,388 | 12.19% |
| 119 | SCHUBERT JESSICA | MS | 20 | $77,356 | $81,122 | 4.87% | $85,009 | 4.79% | $89,022 | 4.72% | $93,168 | 4.66% | $15,812 | 20.44% |
| 120 | UMACHER CHRISTINE | BA +16 | 25 | $82,617 * | $85,027 * | 2.92% | $87,558 * | 2.98% | $90,215 * | 3.03% | $93,005 * | 3.09% | $10,388 | 12.57% |
| 121 | SHANKS DURIEL | BA +16 | 11 | $63,072 | $66,800 | 5.91% | $70,648 | 5.76% | $74,623 | 5.63% | $78,731 | 5.51% | $15,659 | 24.83% |
| 122 | SHRUM KEVIN | BA | 2 | $49,436 | $53,071 | 7.35% | $56,827 | 7.08% | $60,710 | 6.83% | $64,725 | 6.61% | $15,289 | 30.93% |
| 123 | SIERRA SARA | MS | 19 | $76,000 | $79,766 | 4.96% | $83,653 | 4.87% | $87,666 | 4.80% | $91,812 | 4.73% | $15,812 | 20.81% |
| 124 | SKAGGS KIMBERLY | BA | 10 | $59,238 | $62,874 | 6.14% | $66,630 | 5.97% | $70,512 | 5.83% | $74,527 | 5.69% | $15,289 | 25.81% |
| 125 | SMITH NATASHA | BA | 6 | $54,337 | $57,972 | 6.69% | $61,729 | 6.48% | $65,611 | 6.29% | $69,626 | 6.12% | $15,289 | 28.14% |
| 126 | SNOW NAOMI | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 127 | TALLINGS MARION | BA | 10 | $59,238 | $62,874 | 6.14% | $66,630 | 5.97% | $70,512 | 5.83% | $74,527 | 5.69% | $15,289 | 25.81% |
| 128 | STEVENS ROBERT | MS | 25 | $85,235 * | $87,645 * | 2.83% | $90,176 * | 2.89% | $92,833 * | 2.95% | $95,623 * | 3.01% | $10,388 | 12.19% |
| 129 | SWITALA LAUREN | MS + 16 | 18 | $76,938 | $80,749 | 4.95% | $84,681 | 4.87% | $88,739 | 4.79% | $92,931 | 4.72% | $15,993 | 20.79% |
| 130 | TAYLOR SHERRI | BA | 7 | $55,563 | $59,198 | 6.54% | $62,954 | 6.34% | $66,836 | 6.17% | $70,852 | 6.01% | $15,289 | 27.52% |
| 131 | THIERRY MARY | BA +16 | 6 | $56,485 | $60,212 | 6.60% | $64,060 | 6.39% | $68,035 | 6.21% | $72,143 | 6.04% | $15,658 | 27.72% |
| 132 | THOMAS MELISSA | BA | 25 | $78,716 * | $81,126 * | 3.06% | $83,657 * | 3.12% | $86,314 * | 3.18% | $89,104 * | 3.23% | $10,388 | 13.20% |
| 133 | TILLER MICHAEL | MS + 16 | 25 | $87,845 * | $90,255 * | 2.74% | $92,786 * | 2.80% | $95,443 * | 2.86% | $98,233 * | 2.92% | $10,388 | 11.83% |
| 134 | TRAPP CRYSTAL | MS | 18 | $74,644 | $78,410 | 5.05% | $82,297 | 4.96% | $86,310 | 4.88% | $90,456 | 4.80% | $15,812 | 21.18% |
| 135 | DERWOOD MARY | BA | 25 | $78,716 * | $81,126 * | 3.06% | $83,657 * | 3.12% | $86,314 * | 3.18% | $89,104 * | 3.23% | $10,388 | 13.20% |
| 136 | VORCE TONI | BA | 9 | $58,013 | $61,648 | 6.27% | $65,404 | 6.09% | $69,287 | 5.94% | $73,302 | 5.79% | $15,289 | 26.35% |
| 137 | WEBB NICOLE | MS | 25 | $84,136 | $86,546 | 2.86% | $89,077 | 2.92% | $91,734 | 2.98% | $94,524 | 3.04% | $10,388 | 12.35% |
| 138 | WENGE TIFFANY | MS | 10 | $63,796 | $67,561 | 5.90% | $71,448 | 5.75% | $75,461 | 5.62% | $79,608 | 5.50% | $15,812 | 24.79% |
| 139 | WHALEY MICAH | MS | 9 | $62,439 | $66,205 | 6.03% | $70,092 | 5.87% | $74,105 | 5.73% | $78,252 | 5.60% | $15,813 | 25.33% |
| 140 | WHEETLEY CECILIA | BA | 25 | $77,618 | $80,027 | 3.10% | $82,558 | 3.16% | $85,215 | 3.22% | $88,005 | 3.27% | $10,387 | 13.38% |
| 141 | WHITE BLAKE | BA | 2 | $49,436 | $53,071 | 7.35% | $56,827 | 7.08% | $60,710 | 6.83% | $64,725 | 6.61% | $15,289 | 30.93% |
| 142 | WICKER DIANE | MS | 9 | $62,439 | $66,205 | 6.03% | $70,092 | 5.87% | $74,105 | 5.73% | $78,252 | 5.60% | $15,813 | 25.33% |
| 143 | WILLIAMS SHANIECE | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 144 | WILSON KYLE | MS | 3 | $54,303 | $58,069 | 6.94% | $61,956 | 6.69% | $65,969 | 6.48% | $70,115 | 6.28% | $15,812 | 29.12% |
| 145 | WINKLER REBECCA | BA +16 | 21 | $76,248 | $79,976 | 4.89% | $83,824 | 4.81% | $87,799 | 4.74% | $91,907 | 4.68% | $15,659 | 20.54% |
| 146 | TENBRINK KRISTIN | MS + 32 | 21 | $83,007 | $86,827 | 4.60% | $90,769 | 4.54% | $94,837 | 4.48% | $99,038 | 4.43% | $16,031 | 19.31% |
| 147 | ZARLINGO DEIRDRE | MS | 24 | $82,780 | $86,546 | 4.55% | $89,077 | 2.92% | $91,734 | 2.98% | $94,524 | 3.04% | $11,744 | 14.19% |
| 148 | Zarzeck Barbara | MS + 32 | 25 | $88,650 | $91,060 | 2.72% | $93,591 | 2.78% | $96,248 | 2.84% | $99,038 | 2.90% | $10,388 | 11.72% |
| 149 | Tracy Matthew | MS | 10 | $63,796 | $67,561 | 5.90% | $71,448 | 5.75% | $75,461 | 5.62% | $79,608 | 5.50% | $15,812 | 24.79% |
| 150 | Stith Jarian | BA | 10 | $59,238 | $62,874 | 6.14% | $66,630 | 5.97% | $70,512 | 5.83% | $74,527 | 5.69% | $15,289 | 25.81% |
| 151 | Seitrich Jason | BA +16 | 10 | $61,755 | $65,482 | 6.04% | $69,331 | 5.88% | $73,305 | 5.73% | $77,413 | 5.60% | $15,658 | 25.36% |
| 152 | Schertz Taryn | BA | 1 | $48,211 | $51,846 | 7.54% | $55,602 | 7.24% | $59,485 | 6.98% | $63,500 | 6.75% | $15,289 | 31.71% |
| 153 | Saputa Dominic | MS | 1 | $51,591 | $55,357 | 7.30% | $59,244 | 7.02% | $63,257 | 6.77% | $67,403 | 6.55% | $15,812 | 30.65% |
| 154 | rds-eppert Kara | BA | 10 | $59,238 | $62,874 | 6.14% | $66,630 | 5.97% | $70,512 | 5.83% | $74,527 | 5.69% | $15,289 | 25.81% |
| 155 | Reinger Rebecca | MS | 25 | $84,136 | $86,546 | 2.86% | $89,077 | 2.92% | $91,734 | 2.98% | $94,524 | 3.04% | $10,388 | 12.35% |
| 156 | Ramsey Karen | MS | 10 | $63,796 | $67,561 | 5.90% | $71,448 | 5.75% | $75,461 | 5.62% | $79,608 | 5.50% | $15,812 | 24.79% |

**Cahokia CUSD No. - District 187**
**4-Year Contract Proposal by Employee**

| | | |
|---|---|---|
| Minimum: | $10,387 | 11.43% |
| Maximum: | $16,911 | 31.71% |
| **Average:** | **$14,445** | **23.29%** |

**Salaries include Board paid TRS contributions.**

* Non Schedule Comp included

| | | | | Current Salary | 25-26 Salary | | 26-27 Salary | | 27-28 Salary | | 28-29 Salary | | 4-Year $ Inc | 4-Year % Inc |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 157 | Perry Angela | BA | 25 | $77,618 | $80,027 | 3.10% | $82,558 | 3.16% | $85,215 | 3.22% | $88,005 | 3.27% | $10,387 | 13.38% |
| 158 | Pelker Lynlea | MS | 15 | $70,576 | $74,342 | 5.34% | $78,228 | 5.23% | $82,242 | 5.13% | $86,388 | 5.04% | $15,812 | 22.40% |
| 159 | Mitchell Brenda | BA +16 | 25 | $81,519 | $83,928 | 2.96% | $86,459 | 3.02% | $89,116 | 3.07% | $91,907 | 3.13% | $10,388 | 12.74% |
| 160 | Miller Robin | BA | 10 | $59,238 | $62,874 | 6.14% | $66,630 | 5.97% | $70,512 | 5.83% | $74,527 | 5.69% | $15,289 | 25.81% |
| 161 | Miller Jessica | MS + 32 | 2 | $56,198 | $60,019 | 6.80% | $63,960 | 6.57% | $68,029 | 6.36% | $72,230 | 6.18% | $16,032 | 28.53% |
| 162 | Larson Barbara | MS + 32 | 25 | $88,650 | $91,060 | 2.72% | $93,591 | 2.78% | $96,248 | 2.84% | $99,038 | 2.90% | $10,388 | 11.72% |
| 163 | Jenkins Kenzie | BA | 6 | $54,337 | $57,972 | 6.69% | $61,729 | 6.48% | $65,611 | 6.29% | $69,626 | 6.12% | $15,289 | 28.14% |
| 164 | Huelsman Timothy | BA | 10 | $59,238 | $62,874 | 6.14% | $66,630 | 5.97% | $70,512 | 5.83% | $74,527 | 5.69% | $15,289 | 25.81% |
| 165 | Howard Terry | BA +16 | 10 | $61,755 | $65,482 | 6.04% | $69,331 | 5.88% | $73,305 | 5.73% | $77,413 | 5.60% | $15,658 | 25.36% |
| 166 | Hartwick Denise | MS | 25 | $84,136 | $86,546 | 2.86% | $89,077 | 2.92% | $91,734 | 2.98% | $94,524 | 3.04% | $10,388 | 12.35% |
| 167 | Harper Kenya | BA | 10 | $59,238 | $62,874 | 6.14% | $66,630 | 5.97% | $70,512 | 5.83% | $74,527 | 5.69% | $15,289 | 25.81% |
| 168 | Floyd Tracy | MS + 16 | 25 | $86,746 | $89,156 | 2.78% | $91,687 | 2.84% | $94,344 | 2.90% | $97,134 | 2.96% | $10,388 | 11.98% |
| 169 | Deriyah Reem | MS | 7 | $59,727 | $63,493 | 6.31% | $67,380 | 6.12% | $71,393 | 5.96% | $75,539 | 5.81% | $15,812 | 26.47% |
| 170 | ınningham Sarah | BA | 22 | $73,942 | $77,577 | 4.92% | $81,333 | 4.84% | $85,215 | 4.77% | $88,005 | 3.27% | $14,063 | 19.02% |
| 171 | Cook Michael | BA | 7 | $55,563 | $59,198 | 6.54% | $62,954 | 6.34% | $66,836 | 6.17% | $70,852 | 6.01% | $15,289 | 27.52% |
| 172 | Bowman Teron | MS | 10 | $63,796 | $67,561 | 5.90% | $71,448 | 5.75% | $75,461 | 5.62% | $79,608 | 5.50% | $15,812 | 24.79% |
| 173 | Border Megan | BA | 3 | $50,661 | $54,297 | 7.18% | $58,053 | 6.92% | $61,935 | 6.69% | $65,950 | 6.48% | $15,289 | 30.18% |
| 174 | Booth Madison | BA | 1 | $48,211 | $51,846 | 7.54% | $55,602 | 7.24% | $59,485 | 6.98% | $63,500 | 6.75% | $15,289 | 31.71% |
| 175 | Agyapong Francis | MS | 10 | $63,796 | $67,561 | 5.90% | $71,448 | 5.75% | $75,461 | 5.62% | $79,608 | 5.50% | $15,812 | 24.79% |
| 176 | New Teacher1 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 177 | New Teacher2 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 178 | New Teacher 3 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 179 | New Teacher 4 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 180 | New Teacher 5 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 181 | New Teacher 6 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 182 | New Teacher 7 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 183 | New Teacher 8 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 184 | New Teacher 9 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 185 | New Teacher 10 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 186 | New Teacher 11 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 187 | New Teacher 12 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 188 | New Teacher 13 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 189 | New Teacher 14 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 190 | New Teacher 15 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 191 | New Teacher 16 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 192 | New Teacher 17 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 193 | New Teacher 18 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 194 | New Teacher 19 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 195 | New Teacher 20 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |

**Cahokia CUSD No. - District 187**
**4-Year Contract Proposal by Employee**

| | | |
|---|---|---|
| Minimum: | $10,387 | 11.43% |
| Maximum: | $16,911 | 31.71% |
| **Average:** | **$14,445** | **23.29%** |

**Salaries include Board paid TRS contributions.**

* Non Schedule Comp included

| | | | | Current Salary | 25-26 Salary | | 26-27 Salary | | 27-28 Salary | | 28-29 Salary | | 4-Year $ Inc | 4-Year % Inc |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 196 | New Teacher 21 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 197 | New Teacher 22 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 198 | New Teacher 23 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 199 | New Teacher 24 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 200 | New Teacher 25 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 201 | New Teacher 26 | BA | 5 | $53,112 | $56,747 | 6.84% | $60,503 | 6.62% | $64,386 | 6.42% | $68,401 | 6.24% | $15,289 | 28.79% |
| 202 | | | | | | | | | | | | | - | - |
| 203 | | | | | | | | | | | | | - | - |
| 204 | | | | | | | | | | | | | - | - |
| 205 | | | | | | | | | | | | | - | - |
| 206 | | | | | | | | | | | | | - | - |
| 207 | | | | | | | | | | | | | - | - |
| 208 | | | | | | | | | | | | | - | - |
| 209 | | | | | | | | | | | | | - | - |
| 210 | | | | | | | | | | | | | - | - |
| 211 | | | | | | | | | | | | | - | - |
| 212 | | | | | | | | | | | | | - | - |
| 213 | | | | | | | | | | | | | - | - |
| 214 | | | | | | | | | | | | | - | - |
| 215 | | | | | | | | | | | | | - | - |
| 216 | | | | | | | | | | | | | - | - |
| 217 | | | | | | | | | | | | | - | - |
| 218 | | | | | | | | | | | | | - | - |
| 219 | | | | | | | | | | | | | - | - |
| 220 | | | | | | | | | | | | | - | - |
| 221 | | | | | | | | | | | | | - | - |
| 222 | | | | | | | | | | | | | - | - |
| 223 | | | | | | | | | | | | | - | - |
| 224 | | | | | | | | | | | | | - | - |
| 225 | | | | | | | | | | | | | - | - |
| 226 | | | | | | | | | | | | | - | - |
| 227 | | | | | | | | | | | | | - | - |
| 228 | | | | | | | | | | | | | - | - |
| 229 | | | | | | | | | | | | | - | - |
| 230 | | | | | | | | | | | | | - | - |
| 231 | | | | | | | | | | | | | - | - |
| 232 | | | | | | | | | | | | | - | - |
| 233 | | | | | | | | | | | | | - | - |
| 234 | | | | | | | | | | | | | - | - |

**Cahokia CUSD No. - District 187**
**4-Year Contract Proposal by Employee**

Minimum: $10,387 11.43%
Maximum: $16,911 31.71%

**Salaries include Board paid TRS contributions.**

* Non Schedule Comp included

**Average: $14,445 23.29%**

| | Current Salary | 25-26 Salary | 26-27 Salary | 27-28 Salary | 28-29 Salary | 4-Year $ Inc | 4-Year % Inc |
|---|---|---|---|---|---|---|---|
| 235 | | | | | | - | - |
| 236 | | | | | | - | - |
| 237 | | | | | | - | - |
| 238 | | | | | | - | - |

**Cahokia CUSD No. - District 187**
**4-Year Contract Proposal by Employee**

| | |
|---|---|
| Minimum: | $10,387 | 11.43% |
| Maximum: | $16,911 | 31.71% |
| **Average:** | **$14,445** | **23.29%** |

**Salaries include Board paid TRS contributions.**

* Non Schedule Comp included

| | Current Salary | 25-26 Salary | 26-27 Salary | 27-28 Salary | 28-29 Salary | 4-Year $ Inc | 4-Year % Inc |
|---|---|---|---|---|---|---|---|

## Cahokia CUSD No. - District 187
**4-Year Contract Proposal by Employee**

| | | |
|---|---|---|
| Minimum: | $10,387 | 11.43% |
| Maximum: | $16,911 | 31.71% |
| **Average:** | **$14,445** | **23.29%** |

**Salaries include Board paid TRS contributions.**

* Non Schedule Comp included

| | Current Salary | 25-26 Salary | 26-27 Salary | 27-28 Salary | 28-29 Salary | 4-Year $ Inc | 4-Year % Inc |
|---|---|---|---|---|---|---|---|

**Cahokia CUSD No. - District 187**
**4-Year Contract Proposal by Employee**

| | | |
|---|---|---|
| Minimum: | $10,387 | 11.43% |
| Maximum: | $16,911 | 31.71% |
| **Average:** | **$14,445** | **23.29%** |

**Salaries include Board paid TRS contributions.**

* Non Schedule Comp included

| | Current Salary | 25-26 Salary | 26-27 Salary | 27-28 Salary | 28-29 Salary | 4-Year $ Inc | 4-Year % Inc |
|---|---|---|---|---|---|---|---|
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