

MAHOMET-SEYMOUR COMMUNITY UNIT SCHOOL DISTRICT #3

1301 Bulldog Drive, Mahomet, IL 61853

mahometseymour.org

Committed to Excellence for ALL Bulldogs to Achieve, Learn, and Lead

Update of Contract Negotiations

The Mahomet-Seymour CUSD #3 Board of Education and the Mahomet-Seymour Education Association (MSEA) have been negotiating a successor collective bargaining agreement since March 30, 2026. To date, the teams have met fourteen times, including three sessions with a mediator. Overall, negotiations have remained respectful and amicable, with both teams committed to reaching an agreement that supports our employees and keeps the best interests of our students at the forefront.

While progress has been made, the parties have not yet reached a final agreement. On September 1, 2026, the Mahomet-Seymour Education Association (MSEA) initiated the public posting process. In accordance with State law, the Board of Education is now required to publicly post certain documents relating to the parties' negotiations within seven days. To meet this requirement and provide the community with additional context regarding the negotiations, the District plans to make these documents and all supporting information available on its website on Tuesday, September 8, 2026.

The materials posted will include:

- [A questions-and-answers document](#) covering the status of negotiations, District finances, a summary of the Board's August 31, 2026 proposal, and comparisons with neighboring districts;
- A [cost analysis](#) of the Board's offer and MSEA's proposal.
- A salary and benefits summary showing the salary/rate increases associated with the Board's proposal for [Teachers](#), [Paraprofessionals](#), [Transportation](#), [EOP's/Registrars](#), and [Custodians](#).
- A complete copy of the [Board's August 31, 2026 package proposal](#), which the MSEA has not yet responded to.

The Board of Education recognizes and deeply values the dedication and contributions of Mahomet-Seymour's teachers and staff. Throughout negotiations, the Board of Education has remained focused on four priorities: supporting the recruitment and retention of high-quality employees through competitive compensation and benefits; protecting and increasing, where possible, instructional time for students; providing meaningful collaboration time for educators; and ensuring that any multi-year agreement is fiscally responsible and sustainable for future generations of students. The Board believes its current proposal reflects an appropriate balance among these priorities.

At this time, no additional mediation sessions have been scheduled. However, the Board of Education remains committed to the collective bargaining process, negotiating in future bargaining sessions, and reaching a mutually acceptable agreement. The parties may still reach an agreement at any time, and we remain hopeful that they can. Given the MSEA's initiation of the public posting process, we want to ensure the community is informed of the facts and will continue to provide updates as negotiations continue.

Contract Negotiations between the Mahomet-Seymour Board of Education and the Mahomet-Seymour Education Association

Questions and Answers

INTRODUCTION

The Mahomet-Seymour CUSD #3 Board of Education and the Mahomet-Seymour Education Association (MSEA) have been negotiating a successor collective bargaining agreement since March 30, 2026. To date, the teams have met fourteen times, including three sessions with a mediator. Overall, negotiations have remained respectful and amicable, with both teams committed to reaching an agreement that supports our employees and keeps the best interests of our students at the forefront.

While progress has been made, the parties have not yet reached a complete agreement. As part of its commitment to transparency, the Board of Education is making its most recent proposal and supporting information available on the District's website. These materials include the parties' most recent proposals, cost information, and additional context regarding items currently being discussed.

This document is part of that information. The questions and answers below are intended to give employees and community members clear, factual detail about where negotiations stand, what the Board has proposed, and the financial and instructional considerations behind it.

KEY FACTS ABOUT THE BOARD'S OFFER

- The Board presented its last, best, and final offer on August 31, 2026. Progress has been made, but the parties have not yet reached a complete agreement.
- The Board's offer provides salary increases of **5.0%, 5.0%, 4.0%, and 4.0% over four years** for teachers and certified staff, paraprofessionals, custodians, office professionals, registrars, nurses, bus drivers, bus monitors, and lunchroom supervisors, with additional hourly increases for bus drivers and Head Custodians. In at least the past 20 years, the MSEA has never realized a 5.0% annual increase.
- The Board's offer increases its monthly health insurance premium contribution in each year of the agreement, from **\$990 per month today to \$1,120 per month in the final year. These increased contributions by the Board are meant to address the increasing costs of health insurance.**
- The Board's offer sets weekly plan time at 200 minutes at both Middletown Prairie and Lincoln Trail. At Middletown Prairie, that is an increase from the current 180 minutes. **Beginning in 2027-28, it also adds twenty (20) minutes of daily K-5 instructional time without increasing the length of the elementary teacher contractual day.**
- The Board originally proposed PLC collaboration for PreK-12 staff and, through negotiations, narrowed the proposal to PreK-5. The current contract provides two K-5 PLC collaborations per month. The Board's offer keeps two collaborations per month, extends each from 30 to 40 minutes, and expands participation to PreK teachers. Both collaborations would be scheduled at a time the grade level and District agree on, which may include planning time, before school, or after school.
- The Board's offer already requires the District to deficit spend and use approximately \$400,000 in Education Fund reserves in year one. The Board is willing to make that investment because the proposal provides additional instructional and collaboration time at the K-5 level, giving students more access to their classroom teachers and more time focused on learning.
- The Board believes this added instructional time has meaningful value for students and supports stronger teaching and learning across the District. However, the Board is not comfortable increasing deficit spending beyond this level. A larger financial commitment would draw down reserves more quickly and create greater financial pressure in future years. The Board believes its offer balances an important investment in student instruction with the need to protect the District's long-term financial stability.
- **Mahomet-Seymour holds ISBE's highest financial designation, "Recognition," which it regained in 2022 after sitting at "Watch" status as recently as 2019. The Board does not intend to return to a lower designation.**
- **The District's 154.97 days of cash on hand is below the 180 days ISBE requires for a top Financial Profile score,** and Mahomet-Seymour has the second-lowest equalized assessed value per student among 25 comparison districts from the surrounding area.
- New Evidence-Based Funding from the State of Illinois to the District has fallen from \$2.02 million in FY24 to \$291,312 in FY27, an 86% decline.

- No additional mediation sessions are scheduled at this time. Negotiations may continue, and the parties may reach an agreement at any time.
- The MSEA and Board of Education have tentatively agreed to over 35 items. Some are small grammatical changes to the contract, others are more substantive. Of those tentative agreements, items to note are as follows:
 - Language regarding Involuntary transfers
 - Clarification about sick leave banks
 - Language on Teacher Evaluation
 - Dual Credit Stipends and Course Reimbursement
 - Retirement Incentive language for TRS and IMRF employees
 - Girls' Wrestling and Girls' Flag Football stipends (previously an MOU)
 - Increased stipends for vertical team members
 - Created job descriptions for Building Technology Resource Positions
 - Increased compensation for Saturday Supervised Study
 - Sick leave for monitors
 - Minimum paid drive time
 - Holiday pay for bus monitors
 - Minimum paid time for bus drivers who take extra-curricular trips
 - Assignment of trips for bus drivers
 - Monthly opportunity for bus drivers to receive an extra trip bonus
 - Minimum paid time for field trips
 - Coaches who transport students to events will be compensated
 - Guaranteed overtime work for custodians when events are canceled
 - Stipend for substitute Head Custodians
 - Increased custodial clothing allowance

SECTION 1: CURRENT STATUS OF NEGOTIATIONS

1. Who is involved in these negotiations?

The Mahomet-Seymour Board of Education is negotiating a successor collective bargaining agreement with the Mahomet-Seymour Education Association. MSEA represents teachers and certified staff, nurses, paraprofessionals, custodians, educational office professionals, registrars, bus drivers, bus monitors, and lunchroom supervisors.

2. What is the status of negotiations?

The following timeline summarizes key developments:

Date	Negotiation Milestone
March 30, 2026	Negotiations began with MSEA's Initial Offer for Part B of the Collective Bargaining Agreement
May 19, 2026	Initial proposals fully exchanged between MSEA and the Board
June/July 2026	Exchanged proposals multiple times
August 3, 2026	First mediation session (three held to date)
August 27, 2026	Board sends written responses to MSEA's proposal ahead of the August 31 session
August 31, 2026	MSEA presents its most recent proposal
August 31, 2026	Board presents its last, best, and final offer
August 31, 2026	MSEA informs the Board that they would be initiating the public posting process
September 1, 2026	MSEA initiates the public posting process with the Illinois Educational Labor Relations Board (IELRB)

3. What items remain unresolved?

Based on the Board's August 31, 2026 package proposal, the items still open at the time of the offer include:

- Salary increases and salary schedule structure
- The Board's monthly health insurance contribution

The following items are still open at this time, but were all verbally agreed to in a previous session. Since then, the MSEA has sought to revisit and/or open a few of these items.

- The length of the student instructional day at Middletown Prairie and Lincoln Trail Elementary
- The length of the staff contractual day at all four buildings
- Weekly plan time and the structure of collaboration at the elementary level
- Horizontal movement criteria on the salary schedule based on a change in State law
- No additional personal days

4. Are additional mediation sessions scheduled, and what happens next?

At this time, no additional mediation sessions have been scheduled. However, the Board remains committed to the collective bargaining process aimed at reaching a mutually acceptable agreement. Negotiations may continue, and the parties may reach an agreement at any time.

5. What does it mean that MSEA has initiated the public posting process?

Public posting is a process established by Illinois law. After mediation has been underway for at least 15 days, either party may initiate the public-posting process. Each party then submits its most recent offer and a cost summary to the Illinois Educational Labor Relations Board (IELRB). IELRB subsequently makes those materials public unless the parties have reached an agreement. Public posting does not end negotiations, and the parties may continue to meet and may reach an agreement at any time. School is in session and continues on its normal schedule.

SECTION 2: THE BOARD'S PRIORITIES IN THESE NEGOTIATIONS

The Board has approached these negotiations with four priorities, each described below.

Recruitment and Retention

Mahomet-Seymour wants to compete for the best staff for our students. For specialized roles such as speech-language pathologists, school psychologists, social workers, special education teachers, and bus drivers, it can often be quite challenging to fill these positions. The Board's offer raises pay every year, increases the District's health insurance contributions annually, and substantially increases stipends for the hardest-to-fill roles.

Financial Responsibility

Mahomet-Seymour reached "Recognition," ISBE's highest financial designation, in 2022. It had not held that designation since 2016, and as recently as 2019 the District was designated "Watch," the lowest of the four levels. The Board takes its fiduciary responsibility seriously and does not want the District to return to a lower State designation. The Board's obligation is to reach an agreement the District can honor in year four as reliably as in year one, without reducing programs or increasing class sizes.

Protecting Instructional Time

Mahomet-Seymour students currently spend less time in school each day than students in most surrounding districts. The Board views instructional time as the most direct lever it has to support student learning, and it has proposed adding twenty (20) minutes to the K-5 student day beginning in the 2027-28 school year.

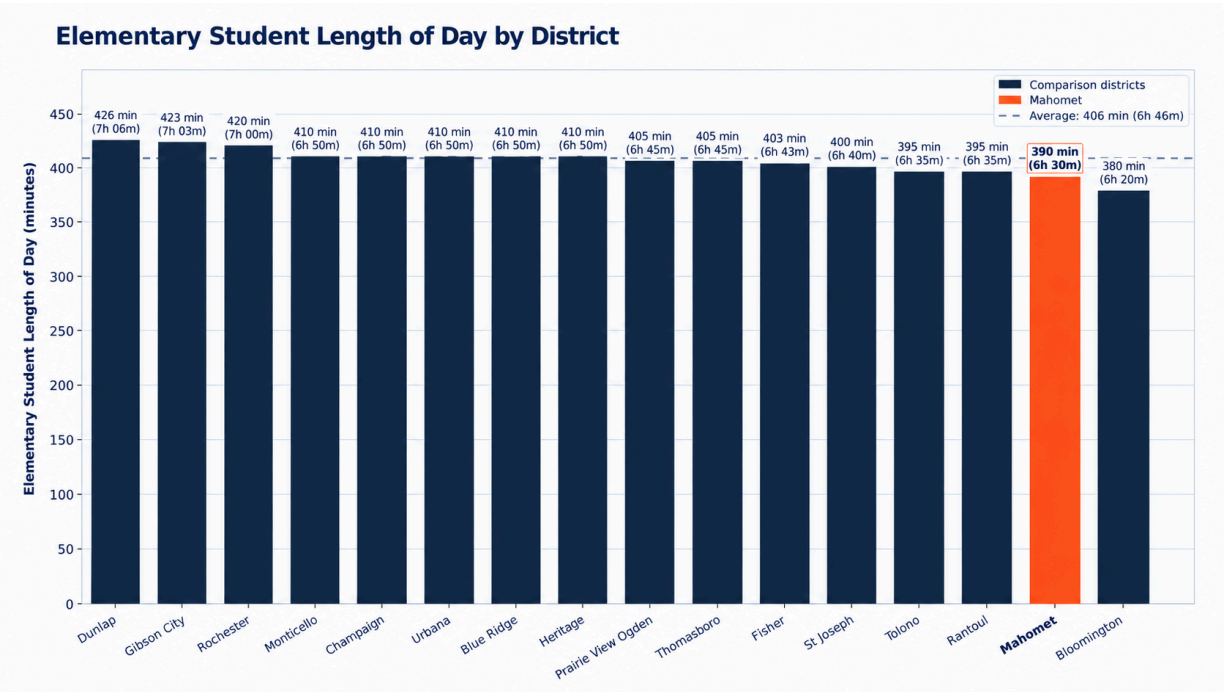
Teacher Collaboration Time

Teacher collaboration time is essential to a strong school community. It provides teachers with dedicated opportunities to discuss student needs, share effective practices, plan together, and learn from one another. This collaboration strengthens teaching and helps ensure greater consistency and support for students across classrooms. The District climate survey also reflects strong staff interest in teacher collaboration. The current collective bargaining agreement already provides K-5 Professional Learning Community (PLC) time. The Board's initial proposal would have extended this collaboration to staff in PreK through grade 12. Through negotiations, the Board narrowed it to PreK-5. The Board's offer maintains this existing collaboration while further defining and strengthening how PLC time is structured and used to support teaching and student learning.

SECTION 3: PROTECTING INSTRUCTIONAL TIME

1. Why is the Board proposing a longer student day?

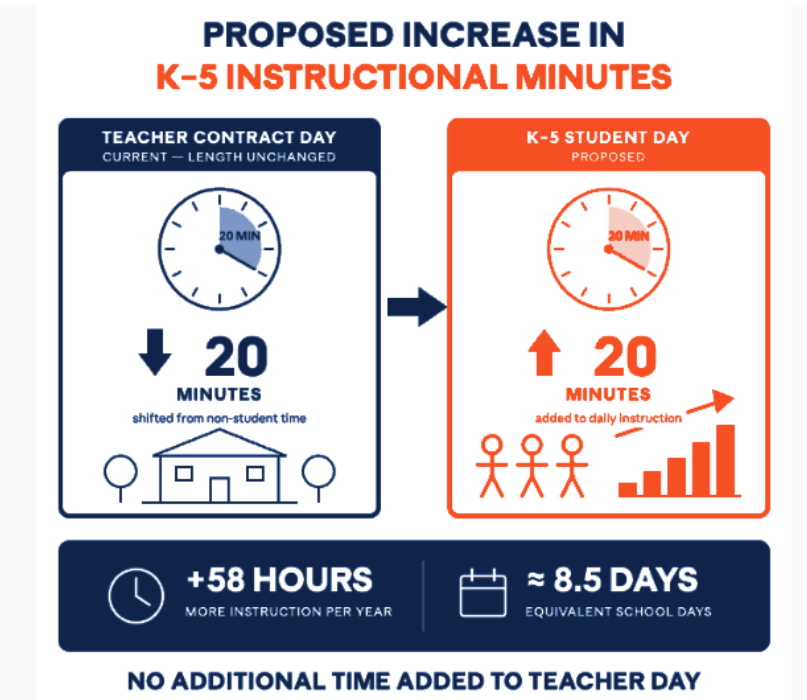
Among the districts included in the comparison, Mahomet-Seymour currently has the second-shortest elementary student day. The student day is 390 minutes, against an area average of 406. The Board's offer would set the student day at six hours and fifty minutes at Middletown Prairie and Lincoln Trail, and continue with six hours and fifty-two minutes at the junior high and high school, beginning in 2027-28. **That change adds twenty minutes of instruction per day, which is roughly 58 additional hours over a school year, or the equivalent of about eight and a half additional school days.**



2. Does this lengthen the workday for elementary teachers?

No. At the elementary level, the twenty additional minutes of instruction come from time already inside the contractual day. Under the Board's proposal, the staff workday at Middletown Prairie and Lincoln Trail would be forty minutes longer than student attendance. **Today the elementary staff workday is sixty minutes longer than student attendance. Under the Board's offer, that differential becomes forty minutes, with the twenty-minute difference going to student instruction. The total length of the contractual day does not change.** With a student day of 410 minutes, that produces a contractual day of 450 minutes, or seven and a half hours, which is the length of the current contractual day.

The twenty minutes are shifted from non-student time rather than added to the teacher day. Proposed bell schedules for Middletown Prairie and Lincoln Trail have not been set. Under the Board's proposal, the student day at both schools would fall within a window beginning no earlier than 7:40 a.m. and ending no later than 3:00 p.m., with each building's specific start and dismissal times determined before the change takes effect in the 2027-28 school year.



3. Does the Board's offer reduce teacher plan time?

No. **The Board's offer actually increases weekly plan time at Middletown Prairie from 180 minutes to 200 minutes per week.** In a typical week, elementary teachers would have at least one personal plan period of no fewer than 40 consecutive minutes during the student day, and buildings may structure that time within a five-day Encore rotation.

4. What is Professional Learning Community (PLC) time, and how would the Board's offer change it?

The current collective bargaining agreement establishes Professional Learning Community (PLC) time for K-5 classroom teachers, including two collaborations per month.

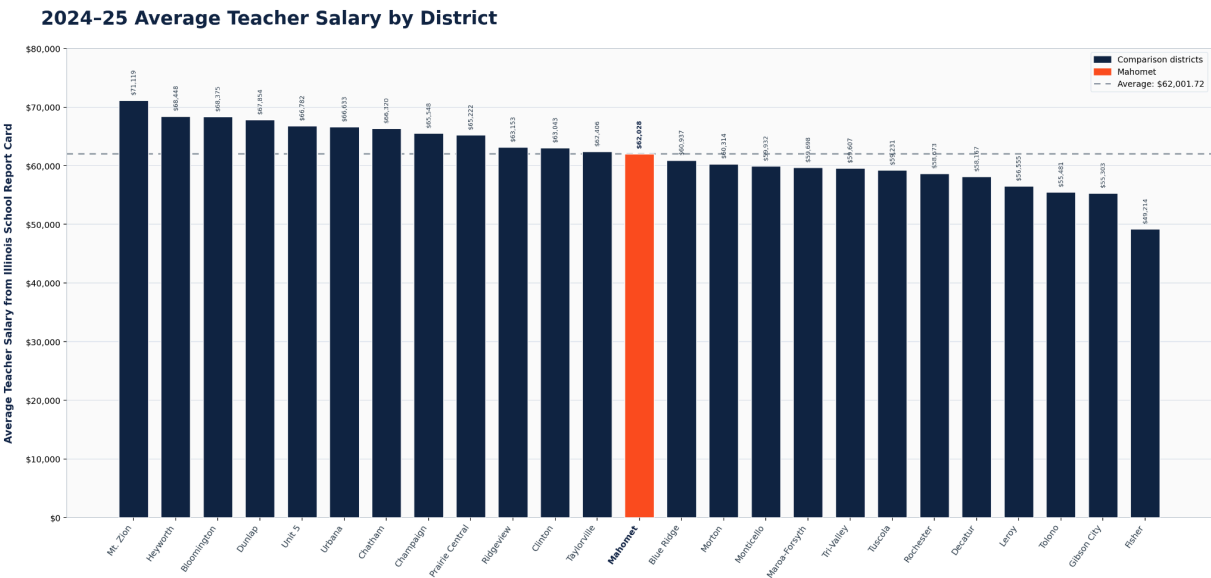
A Professional Learning Community, or PLC, provides protected time for teachers to work together around curriculum, instruction, assessment, and student learning. Grade-level teams can review student progress, discuss instructional strategies, and plan next steps together. For example, teachers may collaboratively plan CKLA English language arts units, discuss student learning and instructional approaches, and identify ways to strengthen their practice together as a team.

Professional Learning Communities (PLC)	Current Contract	BOE Offer
Who takes part?	K-5 classroom teachers	Pre-K-5 classroom teachers
How often?	Two Collaborations per Month	Two Collaborations per Month
How long is each PLC?	30 minutes	40 minutes
When do they happen?	One during the school day; one at a time the grade level and district agree on	Both at a time the grade level and District agree on, such as before school, after school, or during planning time. If no time is agreed on, defaults to 40 minutes before school on Wednesday.
Who Participates?	At least one small-group PLC and one whole-grade-level PLC	At least one small-group PLC and one whole-grade-level PLC
Weekly Planning Time	MPE- 180 minutes in weeks without a school-day collaboration LT- 200 minutes in weeks without a school-day collaboration	200 minutes at MPE and LT
Can teachers leave early on days when they have PLCs?	Not currently in the contract	Teachers may leave once students have left the building on the last day of the week and on their PLC day

SECTION 4: COMPENSATION AND HOW MAHOMET-SEYMOUR COMPARES

1. How does Mahomet-Seymour’s average teacher salary compare to neighboring districts?

Mahomet-Seymour sits in the middle of the regional market. Based on 2024-25 data from the State, the District's average teacher salary is \$62,028. The Board's offer is designed to keep Mahomet-Seymour competitive within that market in each year of the agreement.



Source: Illinois School Report Card, 2024-25 average district teacher salary.

2. What is the value of a full salary and benefits package in Mahomet-Seymour?

The estimated District cost of average teacher salary and benefits, including District-paid TRS (Teacher Retirement System) and health insurance, is approximately \$79,775 per year. **These figures reflect the full District cost of an average teacher, including salary schedule step movement, retirement (TRS & IMRF), and District insurance contribution.** They do not directly reflect the annual percentage increase, which is 5.0%, 5.0%, 4.0%, and 4.0%. Under the Board’s offer, that amount is projected to increase to approximately \$85,931 in year one, \$89,418 in year two, \$92,561 in year three, and \$95,201 in year four.

The total additional money for the Board's offer, including all salary and benefits, increased stipends, and other agreed additions, is approximately \$5,632,265 across the four years. The added cost in each individual year is approximately \$ 1,589,332 in year one, \$ 1,458,086 in year two, \$ 1,339,907 in year three, and \$ 1,205,860 in year four. These are the amounts of new money added in each year, not the running total.

3. What is the Board’s health insurance contribution, and how would it change?

The Board’s proposal replaces the \$1,000 annual Health Reimbursement Arrangement associated with the lowest deductible insurance option with a steadily increasing monthly contribution that may be applied to any of the District’s three health insurance plans:

Compared with the current \$990 monthly contribution, this provides up to:

- \$480 more in Year 1
- \$840 more in Year 2
- \$1,200 more in Year 3
- \$1,560 more in Year 4

Plan Year	Board Contribution per Month	Increase
Current	\$990	
Year 1: 1/1/2027 - 12/31/2027	\$1,030	\$40
Year 2: 1/1/2028 - 12/31/2028	\$1,060	\$30
Year 3: 1/1/2029 - 12/31/2029	\$1,090	\$30
Year 4: 1/1/2030 - 12/31/2030	\$1,120	\$30

Over the four-year agreement, the proposal provides up to \$4,080 in additional premium support, slightly more than the \$4,000 available through a \$1,000 annual Health Reimbursement Arrangement (HRA) over the same period.

More importantly, the increased District contribution would be available to employees enrolled in any of the District's three health insurance plans rather than being limited to one plan. **This allows employees to select the plan that best meets their medical and financial needs while still receiving the District's increased contribution.**

The increased contribution also provides more predictable support. It is applied automatically to monthly insurance premiums and does not require employees to incur qualifying medical expenses, pay those expenses upfront, or complete a reimbursement process. An HRA provides value only when an employee enrolls in the designated plan and has eligible expenses to submit. The increased premium contribution helps address the recurring monthly cost of health insurance.

SECTION 5: DISTRICT FINANCES

1. The Board's current offer already results in deficit spending. What happens if expenditures continue to exceed revenues?

Continued deficit spending reduces the District's financial reserves and cannot be sustained indefinitely. If expenditures continue to exceed revenues, the District would eventually need to reduce costs through the elimination of staff, student programs, or student services. For example, this would equate to a family spending more money than they earn on a consistent basis year after year or month after month.

Understanding Deficit Spending

Deficit spending occurs when an entity, in this case, the Mahomet-Seymour School District, spends more money than it generates in revenue during a given fiscal year. For example, if the District spends \$1,000,000 in a year but only receives \$900,000 in revenue, it operates at a deficit of \$100,000. Deficit spending compounds over time unless the District takes active measures to correct it. If the District's annual expenses grow faster than its revenues, the structural deficit expands.

Impact on Fund Reserves

When the District operates at a deficit, it must draw down cash reserves to cover the shortfall. **The Board's offer requires approximately \$400,000 from Education Fund reserves in year one, drawn against a \$14.0 million balance. That \$400,000 is not a fixed amount repeated four times.** Each year's increase applies to a larger salary base, while the revenue sources that funded past growth have flattened, so the annual gap widens even if the District adds no new commitments. The draw also reduces the balance that generates interest income, which compounds the effect further.

The other option would be to increase revenue, which would likely raise the tax rate for residents. The Board and community have both been clear about the goal of keeping the tax rate stable.

The Secondary Effect: Loss of Interest Income

Compounding deficits create a second financial strain: as reserve balances shrink, the District loses interest revenue. During Fiscal Year 2026, the District earned over \$400,000 in interest within the Education Fund, which was used directly to offset operating expenses such as multiple teacher salaries and benefits. **The latest proposal presented by the MSEA would cause a loss of over \$42,000 in interest compared to the District's last offer.**

Addressing the Deficit

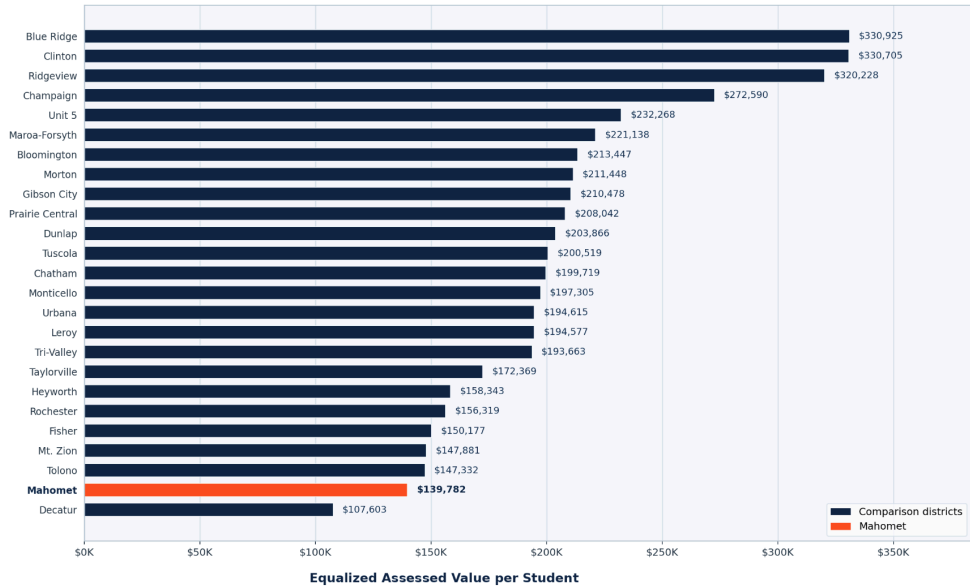
Once a deficit spending pattern has begun, it is very difficult to stop. There are only two structural ways for a school district to stop compounding deficit spending:

1. Increase Revenue: For an Illinois public school district, **the only primary, significant mechanism to raise revenue is by issuing bonds that would increase the tax rate.**
2. Decrease Spending: Because personnel expenses make up the vast majority of a school district's operating budget, **reductions of any real size require reducing the number of employees, which generally means eliminating staff, student programs, or student services.**

2. How does the District’s local tax base compare to neighboring districts?

Mahomet-Seymour has the second-lowest equalized assessed value (EAV) per student among the 25 comparison districts. Its equalized assessed value per student is \$139,782, against a group average of \$204,614. This means the District has substantially less property value available to support each student than most of the districts with which it competes for staff, limiting its local revenue capacity at comparable tax rates.

Equalized Assessed Value per Student by District



3. How much cash does the District maintain, and how much should it?

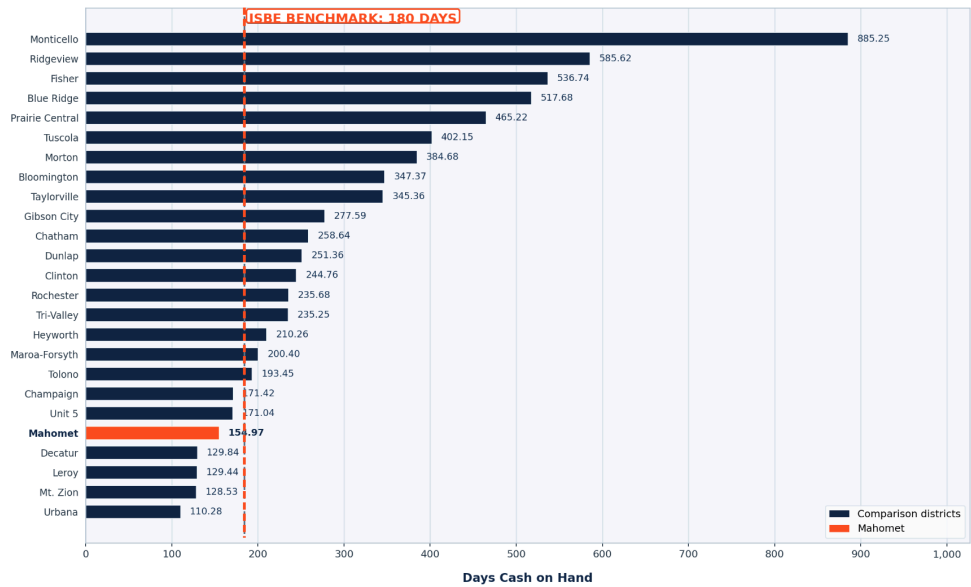
Mahomet-Seymour held 154.97 days of cash on hand per the 2025 Annual Financial Report. [ISBE's 2025 Financial Profile](#) analysis reports that most Illinois districts hold between 180 and 359 days, and that 180 days is the minimum required to earn the highest score on that indicator. Bond underwriters and financial advisers generally recommend districts keep 40 to 50 percent of annual expenditures on hand at fiscal year-end, which works out to roughly 144 to 180 days.

Mahomet-Seymour sits at the low end of that recommended range and below the threshold for a top profile score. Among the 25 comparison districts, the District ranks 21st. The District has rebuilt this position steadily from 54 days in FY20, but the cushion remains thinner than most neighboring districts carry.

The District has built this position deliberately over the past six years, with days of cash on hand rising from 54.05 days in FY20 to 154.97 days in FY25.

Days Cash on Hand by District

District comparison

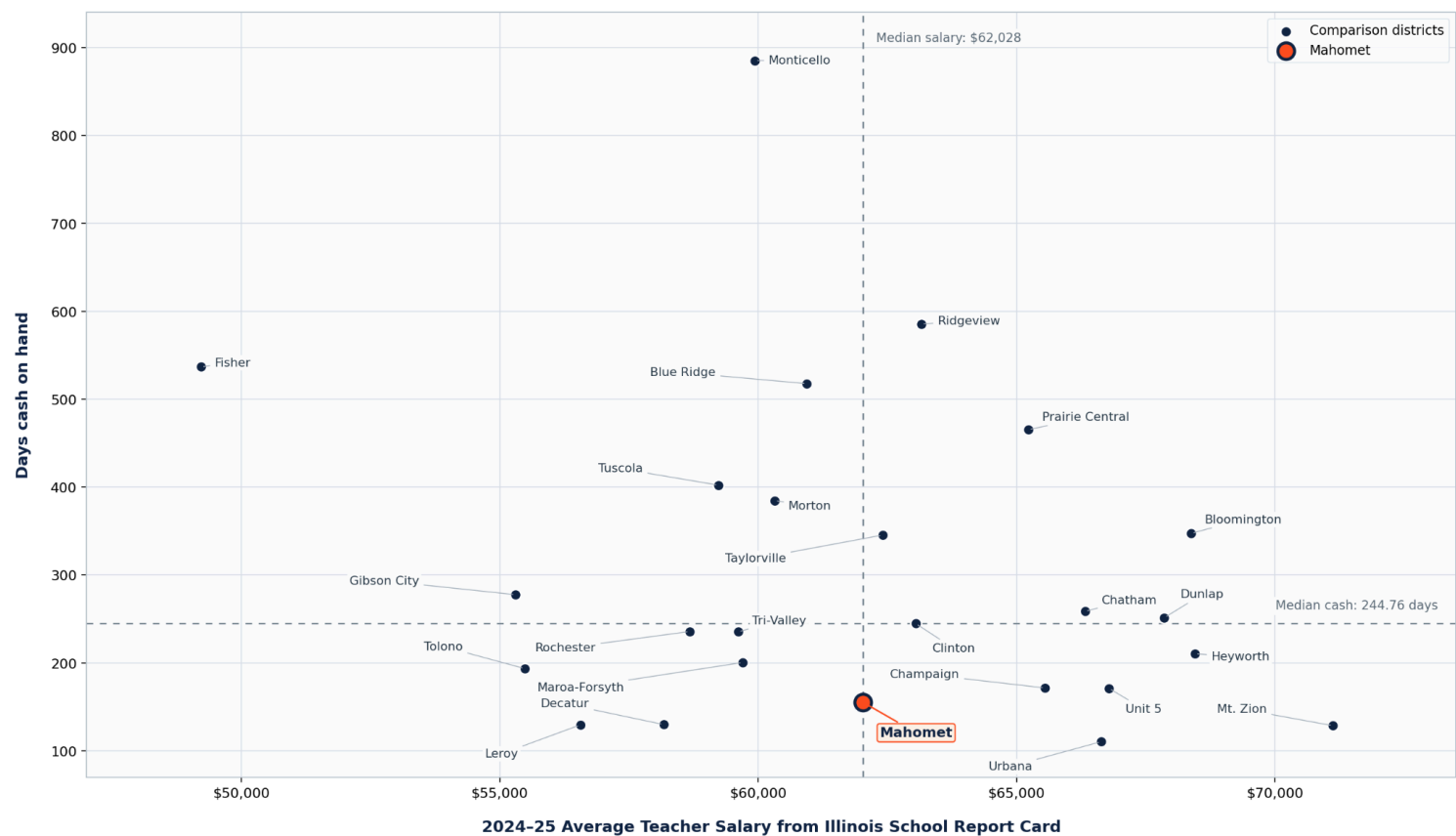


4. How do salary and cash reserves compare across the region?

Among the 25 districts analyzed from the 2024-25 Illinois Report Card, the median average teacher salary was \$62,028 and the median days cash on hand was 244.76. Mahomet-Seymour's average teacher salary is \$62,028, which is exactly the median. Mahomet-Seymour's days cash on hand is 154.97, well below the median.

These figures indicate that the District has prioritized staff compensation. Mahomet-Seymour pays at the middle of its market while holding materially less in reserve than the districts around it.

Days Cash on Hand vs. Average Teacher Salary



5. If the District's operating fund balance has been growing, why is the Board concerned about the cost of a four-year agreement?

Revenue has exceeded expenditures in the District's operating funds in each of the last seven years, and total operating revenue grew from \$28.3 million in FY20 to \$47.9 million in FY26. The Board is not claiming the District is in financial distress.

This difference is not money simply sitting unspent. It is fund balance, and the District has used it to rebuild cash on hand from 54.05 days in FY20 to 154.97 days in FY25. That rebuild is what carried the District from a "Watch" designation in 2019 to "Recognition" in 2022.

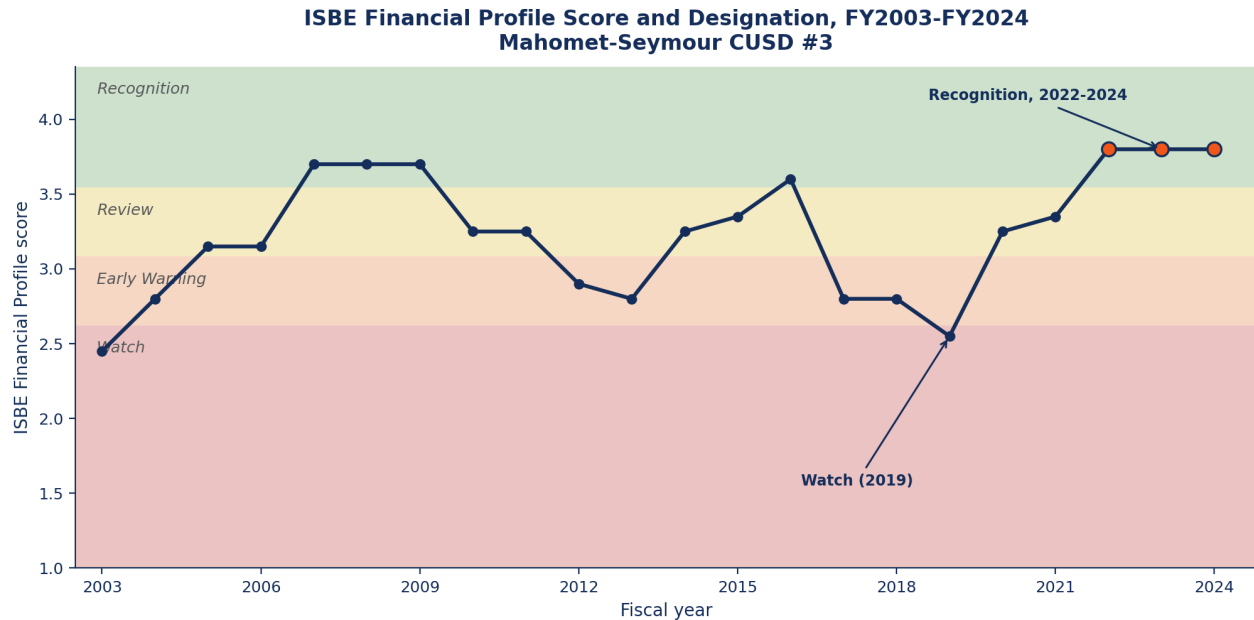
The Board's concern is about the direction of revenue, not its current level. Much of the growth above came from sources that have now stopped or flattened: federal pandemic relief, which ended entirely; and annual Evidence-Based Funding increases, which have fallen sharply, especially as the District has recently moved from Tier 1 to Tier 2. A four-year agreement has to be funded from the revenue the District expects to receive in years three and four rather than from the growth of years past.

Expenditures have risen alongside revenue as enrollment has grown, material and supply costs have increased, and over twenty (20) MSEA bargaining unit positions have been added to support students.

6. What is the District's current financial designation?

The Illinois State Board of Education assigns every district an annual Financial Profile score built from five indicators: Fund Balance to Revenue Ratio, Expenditure to Revenue Ratio, Days Cash on Hand, Percentage of Remaining Short-Term Borrowing Ability, and Percentage of Remaining Long-Term Borrowing Ability. The scores produce one of four designations. From highest to lowest, they are "Recognition," "Review," "Early Warning," and "Watch."

Mahomet-Seymour currently holds "Recognition" status, the highest designation, with a score of 3.80 for data years 2022, 2023, and 2024. The District was designated "Watch" as recently as 2019, "Early Warning" in 2017 and 2018, and "Review" in 2020 and 2021, and it has moved between designations repeatedly over the past two decades.



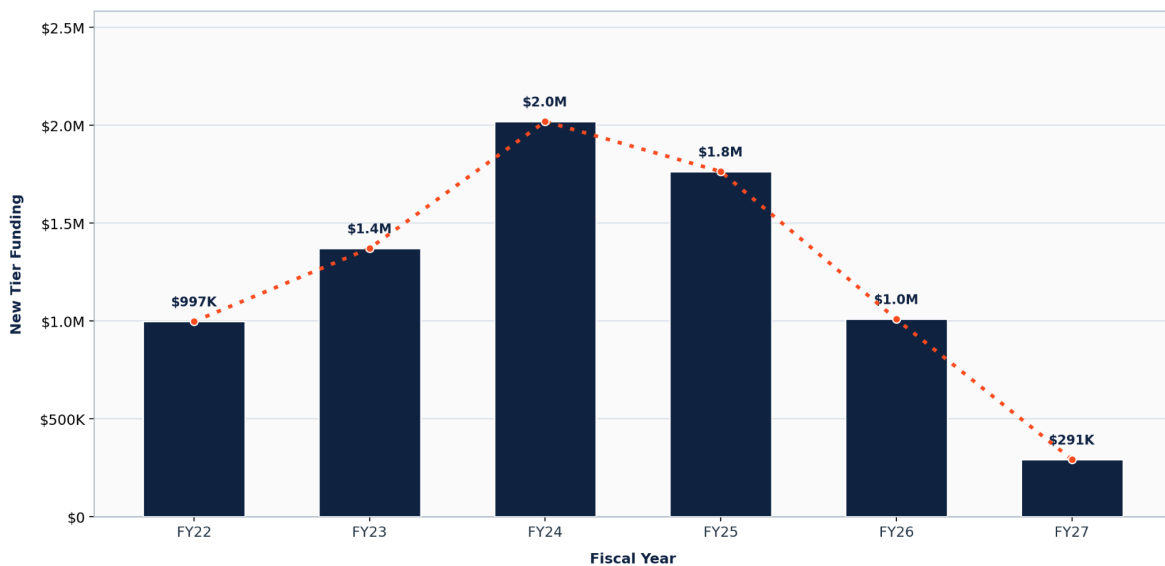
The Board's position in these negotiations has been informed and shaped by that history. The District does not want to return to a lower designation, and it wants an agreement whose cost in years three and four does not put the current designation at risk.

7. How much new Evidence-Based Funding is the District receiving?

The District continues to receive Evidence-Based Funding, but the amount of new tier funding being added each year has declined significantly. New EBF tier funding peaked at \$2,018,661 in FY24 and is projected at \$291,312 in FY27, an 86% decline.

New Evidence-Based Funding Received

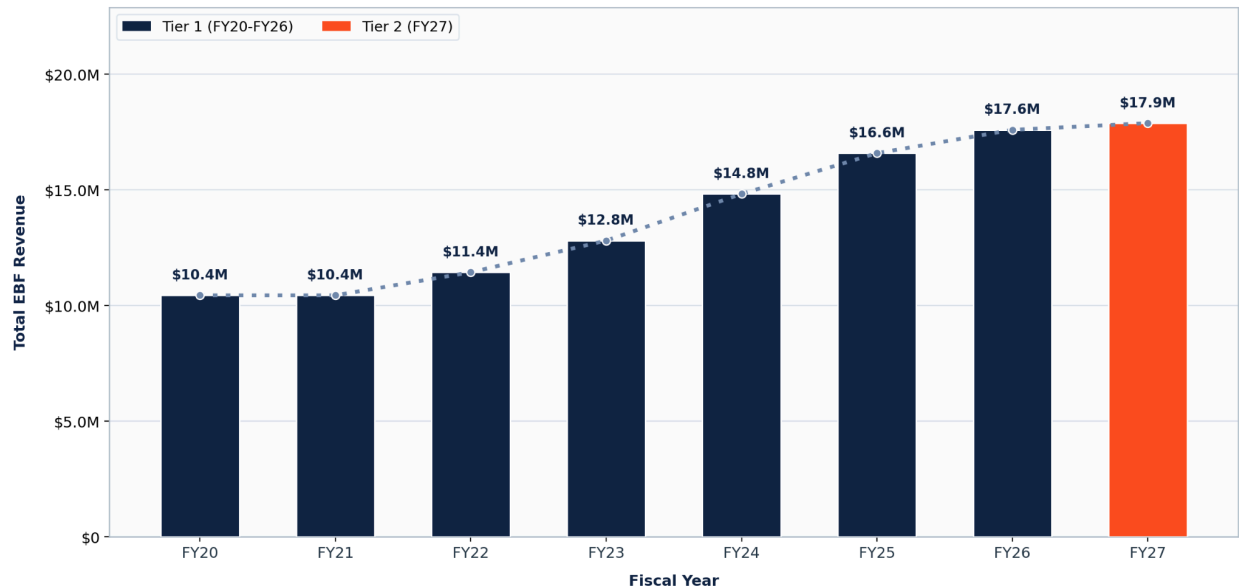
Mahomet-Seymour CUSD #3 - annual new tier money, FY22 through FY27



Total Evidence-Based Funding has continued to grow, but the rate of growth has flattened. Between FY26 and FY27 the total increased by \$291,312, compared with average annual increases of roughly \$1.19 million over the preceding six years.

Total Evidence-Based Funding

Mahomet-Seymour CUSD #3 - FY20 through FY27

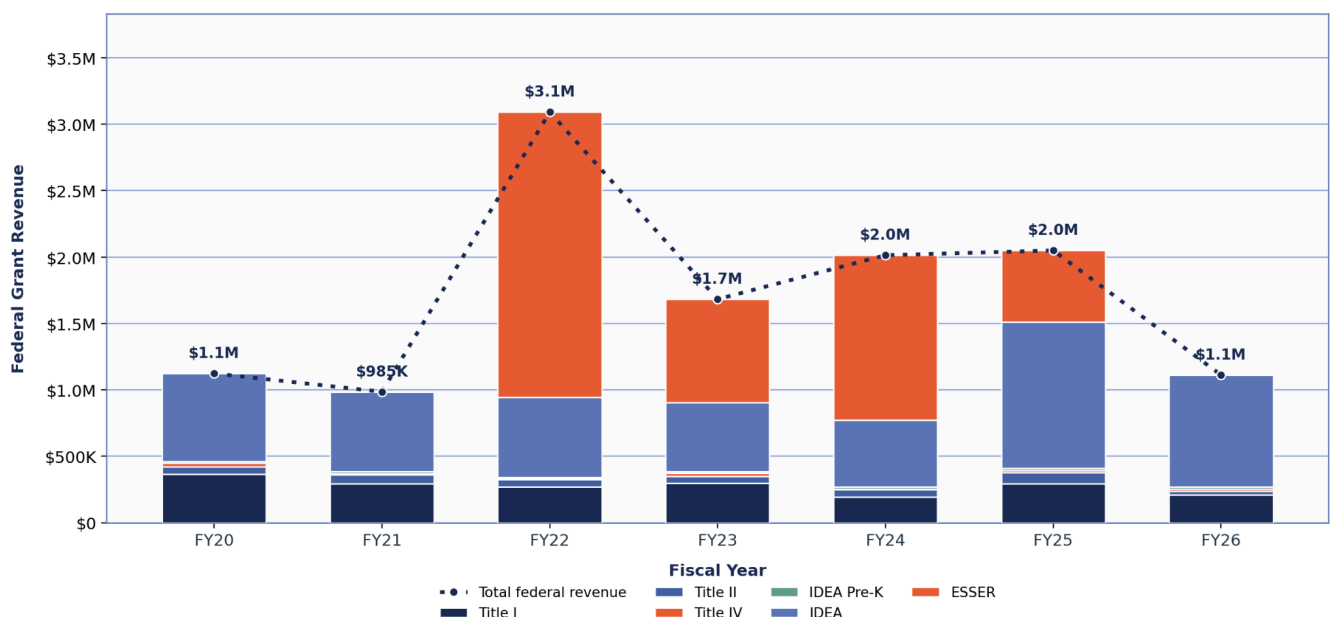


8. What other revenue sources have declined?

- Federal pandemic relief (ESSER) provided \$2,145,438 in FY22 and \$0 in FY26. Total federal grant revenue peaked at \$3.1 million in FY22 and returned to \$1.1 million in FY26 (Title I, Title II, Title IV, IDEA Pre-K, and IDEA), about where it stood in FY20.
- Title I, II, and IV grant revenue combined fell from \$449,434 in FY20 to \$254,559 in FY26, a decline of 43 percent.
- Corporate Personal Property Replacement Tax revenue peaked at \$982,424 in FY23 and is budgeted at \$511,725 for FY27, roughly half the FY23 figure. This revenue source has been volatile from year to year, which is part of why the Board treats it as unreliable for funding ongoing salary commitments.

Federal Grant Revenue

Mahomet-Seymour CUSD #3 - annual revenue by program



SECTION 6: THE BOARD'S AUGUST 31, 2026 LAST, BEST, AND FINAL OFFER

1. What salary increases does the Board's offer include?

The Board has offered a four-year agreement with the following increases for teachers, custodians, office professionals, paraprofessionals, registrars, transportation administrative assistants, bus monitors, and lunchroom supervisors:

Board of Education Offer		MSEA Proposal	
Year	Increase	Year	Increase
Year 1 (2026-27)	5.00%	Year 1 (2026-27)	5.20%
Year 2 (2027-28)	5.00%	Year 2 (2027-28)	5.20%
Year 3 (2028-29)	4.00%	Year 3 (2028-29)	5.00%
Year 4 (2029-30)	4.00%	Year 4 (2029-30)	5.00%
Under the Board's proposal, the salary schedule base also increases by 0.5% less than the overall increase in each year. In addition, certain IMRF positions have a proposed salary increase: • Bus Drivers would receive 5% plus \$1.00 per hour in year one, • Head Custodians would receive 5% plus \$1.50 per hour, • Third-shift Custodians would receive an additional \$0.50 per hour. • Bus Monitors & Lunchroom Supervisors: starting rate stays at minimum wage for newly hired employees		Under the MSEA's proposal, the salary schedule base also increases by 0.5% less than the overall increase in each year. In addition, all IMRF employees have a proposed salary increase: Year 1 (2026-27): 6.20% • Bus Drivers, plus \$1.25/hour • Head Custodians, plus \$1.50/hour • Third-shift custodians would receive an additional \$0.50/hour • Bus Monitors & Lunchroom Supervisors: starting rate stays at minimum wage for newly hired employees Year 2 (2027-28): 6.20% Year 3 (2028-29): 6.00% Year 4 (2029-30): 6.00%	

2. What else does the Board's offer provide?

- An increase in the Board's monthly health insurance contribution in each of the four years, and adoption of a Health Savings Account (HSA) memorandum of understanding;
- An increase from \$1,500 to \$3,500 per year for full-time speech-language pathologists holding the Certificate of Clinical Competence, licensed clinical social workers, and nationally certified school psychologists;
- An increase in the National Board Certification stipend from \$3,500 to \$4,000 per year;
- A new SAM stipend of \$1,000 per semester for the staff member supporting a principal's instructional leadership time;
- Overload compensation for secondary teachers at Masters step 5, 15, or 23 depending on years of experience, with a commitment not to assign overload classes to first- or second-year teachers where practicable;
- Bereavement leave language conforming to the Family Bereavement Leave Act, including leave for miscarriage, failed adoption or surrogacy, unsuccessful fertility treatment, and stillbirth, and up to three sick days for the death of a person equivalent to a family member;
- Notice to the MSEA of any subcontracting of bargaining unit positions, with a commitment to repost those positions with the goal of filling them permanently with bargaining unit members;
- Permission for elementary teachers to leave once students have left the building on the last day of each week and on their PLC day;
- A joint MSEA-Administration committee, meeting twice yearly, to review requested contract changes, with a third meeting in 2026-27 within 60 days of ratification; and
- Agreed transportation and custodian packages, and an expanded schedule of paid holidays for custodians and the high school registrar.

SECTION 7: OTHER ITEMS UNDER DISCUSSION

1. Why is the Board proposing changes to horizontal movement on the salary schedule?

The Board's proposed language is intended to align the collective bargaining agreement with [Public Act 104-0795](#), effective August 7, 2026. The Act sets minimum standards for continuing education coursework a district may recognize for salary advancement or lane changes, and applies to coursework begun on or after July 1, 2026. Under the new law, graduate-level coursework used for advancement must be degree-eligible credit offered through a regionally accredited institution of higher education, documented on an official academic transcript, and taught by an instructor of record.

The language in Section 22.6 Part B of the Board's proposal reflects those statutory requirements. This is not a Board-initiated change to how staff advances on the salary schedule. The statute sets the minimum standard for coursework a district may recognize for salary advancement, and it applies to coursework begun on or after July 1, 2026. The law also expressly preserves the parties' ability to negotiate salary schedules and other compensation-related advancement.

2. Where does the Board stand on personal leave?

The Board values our staff having access to time off to attend to business that cannot be completed outside the normal workday. The current collective bargaining agreement provides employees between two and four personal days per year based on longevity. The Board also values protecting the exceptional instruction delivered by our staff on a daily basis, and the benefits it brings to our student population. For that reason, the Board is not proposing an increase in personal leave in this agreement. The current provision of two to four personal days based on longevity would continue.

Certified Staff: Mahomet-Seymour Board of Education Final Proposal- Total Base Salary and Benefits by School Year														
Last Name	First	Position	Contractual Days per Year	Total Salary and Benefits 2026-2027	Per Diem	Total Salary and Benefits 2027-2028	Per Diem	Total Salary and Benefits 2028-2029	Per Diem	Total Salary and Benefits 2029-2030	Per Diem		2026-2030 Total Increase	2026-2030 Salary and Benefits Percent Increase
KYLE	JILL	Social Worker	180	\$ 127,326.47	\$ 707.37	\$ 134,584.46	\$ 747.69	\$ 142,256.33	\$790.31	\$ 93,440.00	\$519.11		Retirement	
HEINOLD	JAMES	Teacher	180	\$ 125,727.15	\$ 698.48	\$ 132,889.18	\$ 738.27	\$ 140,459.33	\$780.33	\$ 80,940.00	\$449.67		Retirement	
ROBERTS	AMY	Teacher	180	\$ 125,171.64	\$ 695.40	\$ 132,300.34	\$ 735.00	\$ 139,835.16	\$776.86	\$ 147,800.47	\$821.11	\$ 29,494.39	24.93%	
SCHWARZENTRAUB	BRIAN	Teacher	180	\$ 124,106.09	\$ 689.48	\$ 131,170.85	\$ 728.73	\$ 78,080.00	\$433.78	\$ 81,040.00	\$450.22		Retirement	
LEDIN	ROB	Teacher	180	\$ 121,720.73	\$ 676.23	\$ 75,220.00	\$ 417.89	\$ 78,080.00	\$433.78	\$ 81,040.00	\$450.22		Retirement	
SCHICKEDANZ	JENNIFER	Teacher	180	\$ 118,376.04	\$ 657.64	\$ 124,036.85	\$ 689.09	\$ 128,849.52	\$715.83	\$ 133,840.30	\$743.56	\$ 20,992.64	18.60%	
ERICSON	ELLEN	Teacher	180	\$ 117,719.10	\$ 653.99	\$ 124,400.64	\$ 691.11	\$ 131,461.48	\$730.34	\$ 80,940.00	\$449.67		Retirement	
KEEBLE	SUSAN	Teacher	180	\$ 117,719.10	\$ 653.99	\$ 124,400.64	\$ 691.11	\$ 129,227.87	\$717.93	\$ 80,940.00	\$449.67		Retirement	
HERRIOTT	BENJAMIN	Teacher	180	\$ 116,813.37	\$ 648.96	\$ 122,396.04	\$ 679.98	\$ 127,143.08	\$706.35	\$ 132,065.60	\$733.70	\$ 20,706.20	18.59%	
POGUE	DAVID	Teacher	180	\$ 116,813.37	\$ 648.96	\$ 122,396.04	\$ 679.98	\$ 127,143.08	\$706.35	\$ 132,065.60	\$733.70	\$ 20,706.20	18.59%	
POTTER	ERIC	Teacher	180	\$ 115,248.45	\$ 640.27	\$ 120,752.87	\$ 670.85	\$ 125,434.19	\$696.86	\$ 130,288.36	\$723.82	\$ 20,419.36	18.59%	
ROEHRIG	AMY	Teacher	180	\$ 114,364.38	\$ 635.36	\$ 119,824.59	\$ 665.69	\$ 124,468.78	\$691.49	\$ 129,284.33	\$718.25	\$ 20,257.30	18.58%	
EHRECKE	RHONDA	Teacher	180	\$ 113,684.99	\$ 631.58	\$ 119,111.24	\$ 661.73	\$ 123,726.89	\$687.37	\$ 128,512.77	\$713.96	\$ 20,132.77	18.58%	
KLEIST	ALLISON	Speech Pathologist	180	\$ 113,684.99	\$ 631.58	\$ 119,111.24	\$ 661.73	\$ 123,726.89	\$687.37	\$ 128,512.77	\$713.96	\$ 20,132.77	18.58%	
LYBARGER	TIMOTHY	Guidance Counselor	180	\$ 113,684.99	\$ 631.58	\$ 119,111.24	\$ 661.73	\$ 123,726.89	\$687.37	\$ 128,512.77	\$713.96	\$ 20,132.77	18.58%	
MARTIN	LISA	Teacher	180	\$ 113,684.99	\$ 631.58	\$ 119,111.24	\$ 661.73	\$ 123,726.89	\$687.37	\$ 128,512.77	\$713.96	\$ 20,132.77	18.58%	
SEO	ANDREW	Teacher	180	\$ 112,122.68	\$ 622.90	\$ 117,470.82	\$ 652.62	\$ 122,020.85	\$677.89	\$ 126,738.48	\$704.10	\$ 19,846.40	18.57%	
SHANKS	AMANDA	Psychologist	180	\$ 112,122.68	\$ 622.90	\$ 117,470.82	\$ 652.62	\$ 122,020.85	\$677.89	\$ 126,738.48	\$704.10	\$ 19,846.40	18.57%	
WHERLEY	JENNIFER	Teacher	180	\$ 112,122.68	\$ 622.90	\$ 117,470.82	\$ 652.62	\$ 122,020.85	\$677.89	\$ 126,738.48	\$704.10	\$ 19,846.40	18.57%	
FLORESS	KEVIN	Guidance Counselor	180	\$ 112,022.17	\$ 622.35	\$ 117,365.28	\$ 652.03	\$ 121,911.09	\$677.28	\$ 126,624.34	\$703.47	\$ 19,827.98	18.57%	
CEBULSKI	SCOTT	Teacher	180	\$ 111,363.15	\$ 618.68	\$ 75,220.00	\$ 417.89	\$ 78,080.00	\$433.78	\$ 81,040.00	\$450.22		Retirement	
BURSON	KARRY	Teacher	180	\$ 110,615.76	\$ 614.53	\$ 115,888.55	\$ 643.83	\$ 120,375.29	\$668.75	\$ 125,027.10	\$694.60	\$ 19,570.19	18.56%	
ANDRACKE	ERIC	Teacher	180	\$ 110,558.07	\$ 614.21	\$ 115,827.97	\$ 643.49	\$ 120,312.29	\$668.40	\$ 124,961.58	\$694.23	\$ 19,559.61	18.56%	
BACK	NATALIE	Teacher	180	\$ 110,558.07	\$ 614.21	\$ 115,827.97	\$ 643.49	\$ 120,312.29	\$668.40	\$ 124,961.58	\$694.23	\$ 19,559.61	18.56%	
DIFILIPPO	NICHOLAS	Teacher	180	\$ 110,558.07	\$ 614.21	\$ 115,827.97	\$ 643.49	\$ 120,312.29	\$668.40	\$ 124,961.58	\$694.23	\$ 19,559.61	18.56%	
KNELLER	MELISSA	Teacher	180	\$ 110,558.07	\$ 614.21	\$ 115,827.97	\$ 643.49	\$ 120,312.29	\$668.40	\$ 124,961.58	\$694.23	\$ 19,559.61	18.56%	
MCCOY	POLLY	Teacher	180	\$ 110,558.07	\$ 614.21	\$ 115,827.97	\$ 643.49	\$ 120,312.29	\$668.40	\$ 124,961.58	\$694.23	\$ 19,559.61	18.56%	
MILLS	TECIA	Teacher	180	\$ 110,558.07	\$ 614.21	\$ 115,827.97	\$ 643.49	\$ 120,312.29	\$668.40	\$ 124,961.58	\$694.23	\$ 19,559.61	18.56%	
RAMIREZ	JONATHAN	Teacher	180	\$ 110,558.07	\$ 614.21	\$ 115,827.97	\$ 643.49	\$ 120,312.29	\$668.40	\$ 124,961.58	\$694.23	\$ 19,559.61	18.56%	
MITCHELL	MICHELLE	Teacher	180	\$ 109,705.00	\$ 609.47	\$ 114,932.24	\$ 638.51	\$ 119,380.73	\$663.23	\$ 123,992.76	\$688.85	\$ 19,403.24	18.55%	
CLARK	LORI	Teacher	180	\$ 108,995.76	\$ 605.53	\$ 114,187.55	\$ 634.38	\$ 118,606.25	\$658.92	\$ 123,187.30	\$684.37	\$ 19,273.24	18.55%	
MCFARLAND	BECKY	Teacher	180	\$ 108,995.76	\$ 605.53	\$ 114,187.55	\$ 634.38	\$ 118,606.25	\$658.92	\$ 123,187.30	\$684.37	\$ 19,273.24	18.55%	
GOWLER	LAURA	Teacher	180	\$ 108,785.36	\$ 604.36	\$ 113,966.62	\$ 633.15	\$ 118,376.49	\$657.65	\$ 122,948.35	\$683.05	\$ 19,234.68	18.55%	
POWELL	JENNIFER	Psychologist	180	\$ 108,785.36	\$ 604.36	\$ 113,966.62	\$ 633.15	\$ 118,376.49	\$657.65	\$ 122,948.35	\$683.05	\$ 19,234.68	18.55%	
PAGEL	ANGELA	Teacher	180	\$ 108,290.53	\$ 601.61	\$ 113,447.06	\$ 630.26	\$ 117,836.14	\$654.65	\$ 122,386.38	\$679.92	\$ 19,143.97	18.54%	
CARROLL	JENNIFER	Teacher	180	\$ 107,172.68	\$ 595.40	\$ 112,273.32	\$ 623.74	\$ 116,615.45	\$647.86	\$ 121,116.87	\$672.87	\$ 18,939.07	18.54%	
COX	KORTNY	Teacher	180	\$ 107,172.68	\$ 595.40	\$ 112,273.32	\$ 623.74	\$ 116,615.45	\$647.86	\$ 121,116.87	\$672.87	\$ 18,939.07	18.54%	
DYER	SARAH	Teacher	180	\$ 107,172.68	\$ 595.40	\$ 112,273.32	\$ 623.74	\$ 116,615.45	\$647.86	\$ 121,116.87	\$672.87	\$ 18,939.07	18.54%	
JONES	MEGAN	Teacher	180	\$ 107,172.68	\$ 595.40	\$ 112,273.32	\$ 623.74	\$ 116,615.45	\$647.86	\$ 121,116.87	\$672.87	\$ 18,939.07	18.54%	
MASTERS	ANGELA	Teacher	180	\$ 107,172.68	\$ 595.40	\$ 112,273.32	\$ 623.74	\$ 116,615.45	\$647.86	\$ 121,116.87	\$672.87	\$ 18,939.07	18.54%	
GABHART	DEBORAH	Teacher	180	\$ 105,604.64	\$ 586.69	\$ 110,626.87	\$ 614.59	\$ 114,903.15	\$638.35	\$ 119,336.07	\$662.98	\$ 18,651.65	18.52%	
HALFAR	DEREK	Teacher	180	\$ 105,309.22	\$ 585.05	\$ 110,316.68	\$ 612.87	\$ 114,580.55	\$636.56	\$ 119,000.57	\$661.11	\$ 18,597.50	18.52%	
MILLS	MATTHEW	Teacher	180	\$ 105,309.22	\$ 585.05	\$ 110,316.68	\$ 612.87	\$ 114,580.55	\$636.56	\$ 119,000.57	\$661.11	\$ 18,597.50	18.52%	
ROBERTS	RACHEL	Teacher	180	\$ 105,309.22	\$ 585.05	\$ 110,316.68	\$ 612.87	\$ 114,580.55	\$636.56	\$ 119,000.57	\$661.11	\$ 18,597.50	18.52%	
TUREK	HENRY	Teacher	180	\$ 105,309.22	\$ 585.05	\$ 110,316.68	\$ 612.87	\$ 114,580.55	\$636.56	\$ 119,000.57	\$661.11	\$ 18,597.50	18.52%	
OELZE	STEPHANIE	Speech Pathologist	180	\$ 104,890.72	\$ 582.73	\$ 109,877.26	\$ 610.43	\$ 114,123.55	\$634.02	\$ 118,525.29	\$658.47	\$ 18,520.79	18.52%	
LAGACY	VICKIE	Teacher	180	\$ 104,040.66	\$ 578.00	\$ 108,984.69	\$ 605.47	\$ 113,195.28	\$628.86	\$ 117,559.89	\$653.11	\$ 18,364.98	18.51%	
MCHALE	KAREN	Teacher	180	\$ 103,927.03	\$ 577.37	\$ 75,220.00	\$ 417.89	\$ 78,080.00	\$433.78	\$ 81,040.00	\$450.22		Retirement	
CLER	SUSAN	Teacher	180	\$ 103,406.53	\$ 574.48	\$ 108,318.86	\$ 601.77	\$ 112,502.81	\$625.02	\$ 116,839.72	\$649.11	\$ 18,248.74	18.51%	
DENAUULT	LINDSEY	Teacher	180	\$ 103,406.53	\$ 574.48	\$ 108,318.86	\$ 601.77	\$ 112,502.81	\$625.02	\$ 116,839.72	\$649.11	\$ 18,248.74	18.51%	
MARTIN	DANA	Teacher	180	\$ 103,406.53	\$ 574.48	\$ 108,318.86	\$ 601.77	\$ 112,502.81	\$625.02	\$ 116,839.72	\$649.11	\$ 18,248.74	18.51%	
SMITH	JENNIFER	Teacher	180	\$ 103,406.53	\$ 574.48	\$ 108,318.86	\$ 601.77	\$ 112,502.81	\$625.02	\$ 116,839.72	\$649.11	\$ 18,248.74	18.51%	

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Last Name	First	Position	Contractual Days per Year	Total Salary and Benefits 2026-2027	Per Diem	Total Salary and Benefits 2027-2028	Per Diem	Total Salary and Benefits 2028-2029	Per Diem	Total Salary and Benefits 2029-2030	Per Diem		2026-2030 Total Increase	2026-2030 Salary and Benefits Percent Increase
MORPHEW	GINA	Teacher	180	\$ 103,319.99	\$ 574.00	\$ 108,227.99	\$ 601.27	\$ 112,408.31	\$624.49	\$ 116,741.44	\$648.56		\$ 18,232.88	18.51%
PATRICK	EMILY	Teacher	180	\$ 103,241.53	\$ 573.56	\$ 108,145.61	\$ 600.81	\$ 112,322.63	\$624.01	\$ 116,652.34	\$648.07		\$ 18,218.50	18.51%
DAVIS	JEREMY	Teacher	180	\$ 101,462.30	\$ 563.68	\$ 106,277.41	\$ 590.43	\$ 110,379.71	\$613.22	\$ 114,631.70	\$636.84		\$ 17,892.37	18.50%
RYAN	DANIEL	Teacher	180	\$ 101,027.44	\$ 561.26	\$ 105,820.81	\$ 587.89	\$ 109,904.84	\$610.58	\$ 114,137.84	\$634.10		\$ 17,812.66	18.49%
SALEFSKI	PENNY	Teacher	180	\$ 101,027.44	\$ 561.26	\$ 105,820.81	\$ 587.89	\$ 109,904.84	\$610.58	\$ 114,137.84	\$634.10		\$ 17,812.66	18.49%
JESSUP	NICHOLE	Teacher	180	\$ 99,680.60	\$ 553.78	\$ 104,406.63	\$ 580.04	\$ 108,434.10	\$602.41	\$ 112,608.26	\$625.60		\$ 17,565.78	18.48%
SCHLUND	RENEE	Teacher	180	\$ 99,476.53	\$ 552.65	\$ 104,192.36	\$ 578.85	\$ 108,211.25	\$601.17	\$ 112,376.50	\$624.31		\$ 17,528.38	18.48%
WALK	KATIE	Teacher	180	\$ 99,476.53	\$ 552.65	\$ 104,192.36	\$ 578.85	\$ 108,211.25	\$601.17	\$ 112,376.50	\$624.31		\$ 17,528.38	18.48%
MATTSEY	CARRIE	Teacher	180	\$ 99,261.66	\$ 551.45	\$ 103,966.74	\$ 577.59	\$ 107,976.61	\$599.87	\$ 112,132.48	\$622.96		\$ 17,488.99	18.48%
MAXEY	TRACEY	Librarian	180	\$ 98,751.00	\$ 548.62	\$ 103,430.55	\$ 574.61	\$ 107,418.98	\$596.77	\$ 111,552.54	\$619.74		\$ 17,395.39	18.47%
ALVES	STEPHANIE	Teacher	180	\$ 98,334.22	\$ 546.30	\$ 102,992.93	\$ 572.18	\$ 106,963.85	\$594.24	\$ 111,079.21	\$617.11		\$ 17,318.99	18.47%
HIGGINS	AMY	Teacher	180	\$ 98,334.22	\$ 546.30	\$ 102,992.93	\$ 572.18	\$ 106,963.85	\$594.24	\$ 111,079.21	\$617.11		\$ 17,318.99	18.47%
RAVER	JANA	Teacher	180	\$ 98,334.22	\$ 546.30	\$ 102,992.93	\$ 572.18	\$ 106,963.85	\$594.24	\$ 111,079.21	\$617.11		\$ 17,318.99	18.47%
MARTIN	STACIE	Teacher	180	\$ 97,786.15	\$ 543.26	\$ 102,417.45	\$ 568.99	\$ 106,365.35	\$590.92	\$ 110,456.77	\$613.65		\$ 17,218.53	18.47%
BRIGGS	JESSICA	Teacher	180	\$ 97,264.24	\$ 540.36	\$ 101,869.45	\$ 565.94	\$ 105,795.43	\$587.75	\$ 109,864.05	\$610.36		\$ 17,122.87	18.46%
HOUSER	PAMELA	Teacher	180	\$ 97,264.24	\$ 540.36	\$ 101,869.45	\$ 565.94	\$ 105,795.43	\$587.75	\$ 109,864.05	\$610.36		\$ 17,122.87	18.46%
ALLISON	KARA	Teacher	180	\$ 96,987.68	\$ 538.82	\$ 101,579.07	\$ 564.33	\$ 105,493.43	\$586.07	\$ 109,549.97	\$608.61		\$ 17,072.17	18.46%
COLBERT	JAMIE	Teacher	180	\$ 96,987.68	\$ 538.82	\$ 101,579.07	\$ 564.33	\$ 105,493.43	\$586.07	\$ 109,549.97	\$608.61		\$ 17,072.17	18.46%
JOHNSON	CYNTHIA	Social Worker	180	\$ 96,987.68	\$ 538.82	\$ 101,579.07	\$ 564.33	\$ 105,493.43	\$586.07	\$ 109,549.97	\$608.61		\$ 17,072.17	18.46%
LOFRANO	JARED	Librarian	180	\$ 96,987.68	\$ 538.82	\$ 101,579.07	\$ 564.33	\$ 105,493.43	\$586.07	\$ 109,549.97	\$608.61		\$ 17,072.17	18.46%
BENEDICT	BECKY	Teacher	180	\$ 96,983.66	\$ 538.80	\$ 102,421.08	\$ 569.01	\$ 108,163.14	\$600.91	\$ 114,228.13	\$634.60		\$ 22,514.49	24.55%
REMOLE	STEVEN	Guidance Counselor	180	\$ 96,829.61	\$ 537.94	\$ 101,413.09	\$ 563.41	\$ 105,320.81	\$585.12	\$ 109,370.44	\$607.61		\$ 17,043.20	18.46%
SIEBEN	TARA	Speech Pathologist	180	\$ 96,829.61	\$ 537.94	\$ 101,413.09	\$ 563.41	\$ 105,320.81	\$585.12	\$ 109,370.44	\$607.61		\$ 17,043.20	18.46%
LARSON	LORI	Social Worker	180	\$ 96,638.07	\$ 536.88	\$ 101,211.97	\$ 562.29	\$ 105,111.65	\$583.95	\$ 109,152.92	\$606.41		\$ 17,008.09	18.46%
MCVAY	RACHEL	Teacher	180	\$ 96,222.68	\$ 534.57	\$ 100,775.82	\$ 559.87	\$ 104,658.05	\$581.43	\$ 108,681.17	\$603.78		\$ 16,931.95	18.45%
SIMMONS	RACHEL	Social Worker	180	\$ 95,717.30	\$ 531.76	\$ 100,245.17	\$ 556.92	\$ 104,106.17	\$578.37	\$ 108,107.22	\$600.60		\$ 16,839.31	18.45%
BROWN	KATHRYN	Teacher	180	\$ 95,381.53	\$ 529.90	\$ 99,892.61	\$ 554.96	\$ 103,739.51	\$576.33	\$ 107,725.89	\$598.48		\$ 16,777.77	18.45%
MILLS	SHANNON	Guidance Counselor	180	\$ 95,381.53	\$ 529.90	\$ 99,892.61	\$ 554.96	\$ 103,739.51	\$576.33	\$ 107,725.89	\$598.48		\$ 16,777.77	18.45%
MERKLE	STEPHANIE	Teacher	180	\$ 95,266.15	\$ 529.26	\$ 99,771.45	\$ 554.29	\$ 103,613.51	\$575.63	\$ 107,594.85	\$597.75		\$ 16,756.62	18.45%
MCFARLANE	AMANDA	Librarian	180	\$ 95,251.15	\$ 529.17	\$ 99,755.70	\$ 554.20	\$ 103,597.13	\$575.54	\$ 107,577.82	\$597.65		\$ 16,753.87	18.45%
KELLY	NICOLE	Teacher	180	\$ 95,022.68	\$ 527.90	\$ 99,515.82	\$ 552.87	\$ 103,347.65	\$574.15	\$ 107,318.36	\$596.21		\$ 16,711.99	18.44%
TRUAX	JERAMIE	Teacher	180	\$ 94,294.61	\$ 523.86	\$ 98,751.34	\$ 548.62	\$ 102,552.59	\$569.74	\$ 106,491.50	\$591.62		\$ 16,578.54	18.44%
UEBELHOER	STACY	Teacher	180	\$ 94,294.61	\$ 523.86	\$ 98,751.34	\$ 548.62	\$ 102,552.59	\$569.74	\$ 106,491.50	\$591.62		\$ 16,578.54	18.44%
PIKE	ERICA	Teacher	180	\$ 93,823.84	\$ 521.24	\$ 98,257.03	\$ 545.87	\$ 102,038.51	\$566.88	\$ 105,956.85	\$588.65		\$ 16,492.24	18.43%
WILLARD	EMILY	Social Worker	180	\$ 93,823.84	\$ 521.24	\$ 98,257.03	\$ 545.87	\$ 102,038.51	\$566.88	\$ 105,956.85	\$588.65		\$ 16,492.24	18.43%
BEHM	DAVID	Teacher	180	\$ 93,266.70	\$ 518.15	\$ 97,672.04	\$ 542.62	\$ 101,430.12	\$563.50	\$ 105,324.12	\$585.13		\$ 16,390.12	18.43%
WADE	TRACY	Teacher	180	\$ 93,160.61	\$ 517.56	\$ 98,368.65	\$ 546.49	\$ 78,080.00	\$433.78	\$ 81,040.00	\$450.22		Retirement	
BUCKIUS	EMILY	Teacher	180	\$ 92,949.22	\$ 516.38	\$ 97,338.68	\$ 540.77	\$ 101,083.43	\$561.57	\$ 104,963.57	\$583.13		\$ 16,331.93	18.43%
FITZGERALD	ANGELA	Teacher	180	\$ 92,949.22	\$ 516.38	\$ 97,338.68	\$ 540.77	\$ 101,083.43	\$561.57	\$ 104,963.57	\$583.13		\$ 16,331.93	18.43%
OVERSTREET	KRISTA	Teacher	180	\$ 92,949.22	\$ 516.38	\$ 97,338.68	\$ 540.77	\$ 101,083.43	\$561.57	\$ 104,963.57	\$583.13		\$ 16,331.93	18.43%
LOOS	ABIGAIL	Teacher	180	\$ 92,896.50	\$ 516.09	\$ 97,283.33	\$ 540.46	\$ 101,025.86	\$561.25	\$ 104,903.69	\$582.80		\$ 12,007.19	12.93%
JACKSON	HEATHER	Teacher	180	\$ 92,353.84	\$ 513.08	\$ 96,713.53	\$ 537.30	\$ 100,433.27	\$557.96	\$ 104,287.40	\$579.37		\$ 16,222.79	18.42%
DAY	DUSTIN	Teacher	180	\$ 91,467.69	\$ 508.15	\$ 95,783.07	\$ 532.13	\$ 99,465.59	\$552.59	\$ 103,281.02	\$573.78		\$ 16,060.36	18.41%
ENNIS	BRANDI	Teacher	180	\$ 91,126.15	\$ 506.26	\$ 95,424.45	\$ 530.14	\$ 99,092.63	\$550.51	\$ 102,893.14	\$571.63		\$ 15,997.76	18.41%
LAGER	JILL	Teacher	180	\$ 91,126.15	\$ 506.26	\$ 95,424.45	\$ 530.14	\$ 99,092.63	\$550.51	\$ 102,893.14	\$571.63		\$ 15,997.76	18.41%
LIENTZ	JORDAN	Teacher	180	\$ 91,126.15	\$ 506.26	\$ 95,424.45	\$ 530.14	\$ 99,092.63	\$550.51	\$ 102,893.14	\$571.63		\$ 15,997.76	18.41%
NASH	ASHLEY	Teacher	180	\$ 91,058.07	\$ 505.88	\$ 95,352.97	\$ 529.74	\$ 99,018.29	\$550.10	\$ 102,815.82	\$571.20		\$ 15,985.28	18.41%
BENNER	KELLI	Teacher	180	\$ 90,842.30	\$ 504.68	\$ 95,126.42	\$ 528.48	\$ 98,782.67	\$548.79	\$ 102,570.78	\$569.84		\$ 15,945.73	18.41%
BOSCH	RYAN	Teacher	180	\$ 89,967.69	\$ 499.82	\$ 94,208.07	\$ 523.38	\$ 97,827.59	\$543.49	\$ 101,577.50	\$564.32		\$ 15,785.41	18.40%
TUREK	HILARY	Teacher	180	\$ 89,855.76	\$ 499.20	\$ 94,090.55	\$ 522.73	\$ 97,705.37	\$542.81	\$ 101,450.39	\$563.61		\$ 15,764.90	18.40%
RISLEY	JACKIE	Teacher	180	\$ 89,291.53	\$ 496.06	\$ 93,498.11	\$ 519.43	\$ 97,089.23	\$539.38	\$ 100,809.60	\$560.05		\$ 15,661.48	18.39%
MOORES	DONNA	Teacher	180	\$ 89,171.55	\$ 495.40	\$ 75,220.00	\$ 417.89	\$ 78,080.00	\$433.78	\$ 81,040.00	\$450.22		Retirement	

Certified Staff: Mahomet-Seymour Board of Education Final Proposal- Total Base Salary and Benefits by School Year														
Last Name	First	Position	Contractual Days per Year	Total Salary and Benefits 2026-2027	Per Diem	Total Salary and Benefits 2027-2028	Per Diem	Total Salary and Benefits 2028-2029	Per Diem	Total Salary and Benefits 2029-2030	Per Diem		2026-2030 Total Increase	2026-2030 Salary and Benefits Percent Increase
BURNER	MICHAEL	Teacher	180	\$ 88,936.15	\$ 494.09	\$ 93,124.95	\$ 517.36	\$ 96,701.15	\$537.23	\$ 100,406.00	\$557.81		\$ 15,596.33	18.39%
KUGLICH	NICOLE	Teacher	180	\$ 88,500.71	\$ 491.67	\$ 92,667.74	\$ 514.82	\$ 96,225.65	\$534.59	\$ 99,911.48	\$555.06		\$ 15,516.52	18.39%
MCCUNE	JAMES	Teacher	180	\$ 88,500.71	\$ 491.67	\$ 92,667.74	\$ 514.82	\$ 96,225.65	\$534.59	\$ 99,911.48	\$555.06		\$ 15,516.52	18.39%
CLARKSON	GEOFFREY	Teacher	180	\$ 88,447.20	\$ 491.37	\$ 92,611.56	\$ 514.51	\$ 96,167.22	\$534.26	\$ 99,850.71	\$554.73		\$ 15,506.71	18.39%
JURKOWSKI	CONAN	Teacher	180	\$ 88,446.92	\$ 491.37	\$ 92,611.26	\$ 514.51	\$ 96,166.91	\$534.26	\$ 99,850.39	\$554.72		\$ 15,506.66	18.39%
SORICE	ALISON	Psychologist	180	\$ 88,076.01	\$ 489.31	\$ 92,221.81	\$ 512.34	\$ 95,761.89	\$532.01	\$ 99,429.16	\$552.38		\$ 15,438.67	18.38%
BURRELL	KATHERINE	Teacher	180	\$ 88,051.15	\$ 489.17	\$ 92,195.70	\$ 512.20	\$ 95,734.73	\$531.86	\$ 99,400.92	\$552.23		\$ 15,434.12	18.38%
PARAGI	PHILISHA	Teacher	180	\$ 87,815.76	\$ 487.87	\$ 91,948.55	\$ 510.83	\$ 95,477.69	\$530.43	\$ 99,133.60	\$550.74		\$ 15,390.97	18.38%
KAISER	JULIE	Teacher	180	\$ 87,797.30	\$ 487.76	\$ 91,929.17	\$ 510.72	\$ 95,457.53	\$530.32	\$ 99,112.63	\$550.63		\$ 15,387.59	18.38%
DEER	KRISTEN	Teacher	180	\$ 87,747.69	\$ 487.49	\$ 91,877.07	\$ 510.43	\$ 95,403.35	\$530.02	\$ 99,056.29	\$550.31		\$ 15,378.49	18.38%
HANKES	ANGELA	Teacher	180	\$ 87,747.69	\$ 487.49	\$ 91,877.07	\$ 510.43	\$ 95,403.35	\$530.02	\$ 99,056.29	\$550.31		\$ 15,378.49	18.38%
GRAHAM	POPPY ANN	Social Worker	180	\$ 87,701.53	\$ 487.23	\$ 91,828.61	\$ 510.16	\$ 95,352.95	\$529.74	\$ 99,003.87	\$550.02		\$ 15,370.03	18.38%
HUFF	RENAE	Teacher	180	\$ 86,905.38	\$ 482.81	\$ 90,992.65	\$ 505.51	\$ 94,483.55	\$524.91	\$ 98,099.69	\$545.00		\$ 15,224.10	18.37%
SHOEMAKER	MATTHEW	Teacher	180	\$ 86,905.38	\$ 482.81	\$ 90,992.65	\$ 505.51	\$ 94,483.55	\$524.91	\$ 98,099.69	\$545.00		\$ 15,224.10	18.37%
DISKIN	JENNY	Teacher	180	\$ 86,067.69	\$ 478.15	\$ 90,113.07	\$ 500.63	\$ 93,568.79	\$519.83	\$ 97,148.34	\$539.71		\$ 15,070.55	18.36%
PRATT	LAUREN	Teacher	180	\$ 86,029.61	\$ 477.94	\$ 90,073.09	\$ 500.41	\$ 93,527.21	\$519.60	\$ 97,105.10	\$539.47		\$ 15,063.57	18.36%
ROUSSEAU	KRISTINE	Teacher	180	\$ 85,981.15	\$ 477.67	\$ 90,022.20	\$ 500.12	\$ 93,474.29	\$519.30	\$ 97,050.06	\$539.17		\$ 15,054.69	18.36%
CAROLAN	STACY	Teacher	180	\$ 85,829.99	\$ 476.83	\$ 89,863.49	\$ 499.24	\$ 93,309.23	\$518.38	\$ 96,878.40	\$538.21		\$ 15,026.98	18.36%
BENNETT	ANDREA	Teacher	180	\$ 85,345.38	\$ 474.14	\$ 89,354.65	\$ 496.41	\$ 92,780.03	\$515.44	\$ 96,328.03	\$535.16		\$ 14,938.15	18.35%
BERMAN	LAURA	Teacher	180	\$ 85,345.38	\$ 474.14	\$ 89,354.65	\$ 496.41	\$ 92,780.03	\$515.44	\$ 96,328.03	\$535.16		\$ 14,938.15	18.35%
SMITH	SARAH	Teacher	180	\$ 85,198.84	\$ 473.33	\$ 89,200.78	\$ 495.56	\$ 92,620.01	\$514.56	\$ 96,161.61	\$534.23		\$ 14,911.29	18.35%
TIRA	EMILY	Teacher	180	\$ 84,393.46	\$ 468.85	\$ 88,355.13	\$ 490.86	\$ 91,740.53	\$509.67	\$ 95,246.95	\$529.15		\$ 14,763.66	18.34%
RANSOM	BRITTANY	Teacher	180	\$ 83,761.15	\$ 465.34	\$ 87,691.20	\$ 487.17	\$ 91,050.05	\$505.83	\$ 94,528.86	\$525.16		\$ 14,647.76	18.34%
SEBESTIK	SAMANTHA	Teacher	180	\$ 83,761.15	\$ 465.34	\$ 87,691.20	\$ 487.17	\$ 91,050.05	\$505.83	\$ 94,528.86	\$525.16		\$ 14,647.76	18.34%
WHITE	KARI	Teacher	180	\$ 83,761.15	\$ 465.34	\$ 87,691.20	\$ 487.17	\$ 91,050.05	\$505.83	\$ 94,528.86	\$525.16		\$ 14,647.76	18.34%
SIMMONS	JENNY	Teacher	180	\$ 82,761.92	\$ 459.79	\$ 86,642.01	\$ 481.34	\$ 89,958.89	\$499.77	\$ 93,394.05	\$518.86		\$ 14,464.60	18.33%
ZINDARS	CAMERON	Teacher	180	\$ 82,761.92	\$ 459.79	\$ 86,642.01	\$ 481.34	\$ 89,958.89	\$499.77	\$ 93,394.05	\$518.86		\$ 14,464.60	18.33%
ERNST	NICOLE	Teacher	180	\$ 82,539.34	\$ 458.55	\$ 86,408.31	\$ 480.05	\$ 89,715.84	\$498.42	\$ 93,141.27	\$517.45		\$ 14,423.81	18.32%
ADKINS	JONATHAN	Teacher	180	\$ 82,499.99	\$ 458.33	\$ 86,366.99	\$ 479.82	\$ 89,672.87	\$498.18	\$ 93,096.59	\$517.20		\$ 14,416.59	18.32%
POTTER	ELIZABETH	Teacher	180	\$ 82,394.99	\$ 457.75	\$ 86,256.74	\$ 479.20	\$ 89,558.21	\$497.55	\$ 92,977.34	\$516.54		\$ 14,397.35	18.32%
CASILLAS	KRISTEN	Teacher	180	\$ 82,159.61	\$ 456.44	\$ 86,009.59	\$ 477.83	\$ 89,301.17	\$496.12	\$ 92,710.02	\$515.06		\$ 14,354.20	18.32%
TAYLOR	JENNIFER	Teacher	180	\$ 82,159.61	\$ 456.44	\$ 86,009.59	\$ 477.83	\$ 89,301.17	\$496.12	\$ 92,710.02	\$515.06		\$ 14,354.20	18.32%
ZAYAS	DAMARIS	Teacher	180	\$ 82,159.61	\$ 456.44	\$ 86,009.59	\$ 477.83	\$ 89,301.17	\$496.12	\$ 92,710.02	\$515.06		\$ 14,354.20	18.32%
HART	PRISCILLA	Teacher	180	\$ 81,688.84	\$ 453.83	\$ 85,515.28	\$ 475.08	\$ 88,787.09	\$493.26	\$ 92,175.38	\$512.09		\$ 14,267.91	18.31%
WATSON	CYNTHIA	Teacher	180	\$ 81,688.84	\$ 453.83	\$ 85,515.28	\$ 475.08	\$ 88,787.09	\$493.26	\$ 92,175.38	\$512.09		\$ 14,267.91	18.31%
DODGE	ELISA	Teacher	180	\$ 81,295.38	\$ 451.64	\$ 85,102.15	\$ 472.79	\$ 88,357.43	\$490.87	\$ 91,728.53	\$509.60		\$ 14,195.79	18.31%
LONERGAN	KAITLIN	Teacher	180	\$ 81,088.84	\$ 450.49	\$ 84,885.28	\$ 471.58	\$ 88,131.89	\$489.62	\$ 91,493.97	\$508.30		\$ 14,157.93	18.31%
BARNETT	SARAH	Social Worker	180	\$ 80,924.99	\$ 449.58	\$ 84,713.24	\$ 470.63	\$ 87,952.97	\$488.63	\$ 91,307.89	\$507.27		\$ 14,127.90	18.31%
LYONS	HEATHER	Teacher	180	\$ 80,924.99	\$ 449.58	\$ 84,713.24	\$ 470.63	\$ 87,952.97	\$488.63	\$ 91,307.89	\$507.27		\$ 14,127.90	18.31%
BIRGE	JANNA	Teacher	180	\$ 80,697.69	\$ 448.32	\$ 84,474.57	\$ 469.30	\$ 87,704.75	\$487.25	\$ 91,049.74	\$505.83		\$ 14,086.23	18.30%
MCELROY	AMY	Teacher	180	\$ 80,697.69	\$ 448.32	\$ 84,474.57	\$ 469.30	\$ 87,704.75	\$487.25	\$ 91,049.74	\$505.83		\$ 14,086.23	18.30%
SCHONAUER	ADAM	Teacher	180	\$ 80,697.69	\$ 448.32	\$ 84,474.57	\$ 469.30	\$ 87,704.75	\$487.25	\$ 91,049.74	\$505.83		\$ 14,086.23	18.30%
SIZER	ASHLIE	Teacher	180	\$ 80,536.15	\$ 447.42	\$ 84,304.96	\$ 468.36	\$ 87,528.35	\$486.27	\$ 90,866.29	\$504.81		\$ 14,056.62	18.30%
HANKES	BENJAMIN	Teacher	180	\$ 80,059.61	\$ 444.78	\$ 83,804.59	\$ 465.58	\$ 87,007.97	\$483.38	\$ 90,325.09	\$501.81		\$ 13,969.27	18.29%
GARTH	JANSIN	Teacher	180	\$ 79,834.61	\$ 443.53	\$ 83,568.34	\$ 464.27	\$ 86,762.27	\$482.01	\$ 90,069.56	\$500.39		\$ 13,928.03	18.29%
MILLS	AMBER	Teacher	180	\$ 79,767.69	\$ 443.15	\$ 83,498.07	\$ 463.88	\$ 86,689.19	\$481.61	\$ 89,993.56	\$499.96		\$ 13,915.76	18.29%
LAMPHEAR	JAMES	Teacher	180	\$ 79,664.99	\$ 442.58	\$ 83,390.24	\$ 463.28	\$ 86,577.05	\$480.98	\$ 89,876.94	\$499.32		\$ 13,896.94	18.29%
O'CONNELL	HILLARY	Teacher	180	\$ 79,664.99	\$ 442.58	\$ 83,390.24	\$ 463.28	\$ 86,577.05	\$480.98	\$ 89,876.94	\$499.32		\$ 13,896.94	18.29%
NELSON	MADISEN	Nurse	180	\$ 79,283.07	\$ 440.46	\$ 82,989.22	\$ 461.05	\$ 86,159.99	\$478.67	\$ 89,443.19	\$496.91		\$ 13,826.94	18.29%
EATON	SARA	Teacher	180	\$ 78,893.07	\$ 438.29	\$ 82,579.72	\$ 458.78	\$ 85,734.11	\$476.30	\$ 89,000.28	\$494.45		\$ 13,755.45	18.28%
SNOW	AMY	Teacher	180	\$ 78,893.07	\$ 438.29	\$ 82,579.72	\$ 458.78	\$ 85,734.11	\$476.30	\$ 89,000.28	\$494.45		\$ 13,755.45	18.28%
STUNKARD	LAURA	Teacher	180	\$ 78,893.07	\$ 438.29	\$ 82,579.72	\$ 458.78	\$ 85,734.11	\$476.30	\$ 89,000.28	\$494.45		\$ 13,755.45	18.28%

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Last Name	First	Position	Contractual Days per Year	Total Salary and Benefits 2026-2027	Per Diem	Total Salary and Benefits 2027-2028	Per Diem	Total Salary and Benefits 2028-2029	Per Diem	Total Salary and Benefits 2029-2030	Per Diem		2026-2030 Total Increase	2026-2030 Salary and Benefits Percent Increase
WELTZIN	KELLY	Teacher	180	\$ 78,724.84	\$ 437.36	\$ 82,403.08	\$ 457.79	\$ 85,550.41	\$475.28	\$ 88,809.22	\$493.38		\$ 13,724.61	18.28%
ROLOFF	ANGELA	Teacher	180	\$ 78,589.61	\$ 436.61	\$ 82,261.09	\$ 457.01	\$ 85,402.73	\$474.46	\$ 88,655.64	\$492.53		\$ 13,699.82	18.28%
TIEFENTHALER	AMY	Teacher	180	\$ 77,626.15	\$ 431.26	\$ 81,249.46	\$ 451.39	\$ 84,350.63	\$468.61	\$ 87,561.46	\$486.45		\$ 13,523.22	18.27%
ELLIS	NATHANAEL	Teacher	180	\$ 77,477.30	\$ 430.43	\$ 81,093.17	\$ 450.52	\$ 84,188.09	\$467.71	\$ 87,392.42	\$485.51		\$ 13,495.94	18.26%
BLANCHETTE	TYLER	Teacher	180	\$ 77,229.22	\$ 429.05	\$ 80,832.69	\$ 449.07	\$ 83,917.19	\$466.21	\$ 87,110.68	\$483.95		\$ 13,450.47	18.26%
LOURET	ZACH	Teacher	180	\$ 77,229.22	\$ 429.05	\$ 80,832.69	\$ 449.07	\$ 83,917.19	\$466.21	\$ 87,110.68	\$483.95		\$ 13,450.47	18.26%
ANDERSON	SIMON	Teacher	180	\$ 76,323.46	\$ 424.02	\$ 79,881.63	\$ 443.79	\$ 82,928.09	\$460.71	\$ 86,082.02	\$478.23		\$ 13,284.44	18.25%
ADKINS	KELLY	Teacher	180	\$ 76,106.53	\$ 422.81	\$ 79,653.86	\$ 442.52	\$ 82,691.21	\$459.40	\$ 85,835.66	\$476.86		\$ 13,244.68	18.25%
PATTERSON	TRACY	Teacher	180	\$ 75,610.38	\$ 420.06	\$ 79,132.90	\$ 439.63	\$ 82,149.41	\$456.39	\$ 85,272.19	\$473.73		\$ 13,153.73	18.24%
GUTH	LAINE	Teacher	180	\$ 75,544.61	\$ 419.69	\$ 79,063.84	\$ 439.24	\$ 82,077.59	\$455.99	\$ 85,197.50	\$473.32		\$ 13,141.68	18.24%
O'DANIEL	KYLE	Teacher	180	\$ 75,544.61	\$ 419.69	\$ 79,063.84	\$ 439.24	\$ 82,077.59	\$455.99	\$ 85,197.50	\$473.32		\$ 13,141.68	18.24%
PETERSON	STEPHANIE	Teacher	180	\$ 75,544.61	\$ 419.69	\$ 79,063.84	\$ 439.24	\$ 82,077.59	\$455.99	\$ 85,197.50	\$473.32		\$ 13,141.68	18.24%
WHITE	ALYSSA	Teacher	180	\$ 75,544.61	\$ 419.69	\$ 79,063.84	\$ 439.24	\$ 82,077.59	\$455.99	\$ 85,197.50	\$473.32		\$ 13,141.68	18.24%
HOLCOMB	JESSICA	Teacher	180	\$ 75,413.07	\$ 418.96	\$ 78,925.72	\$ 438.48	\$ 81,933.95	\$455.19	\$ 85,048.11	\$472.49		\$ 13,117.57	18.24%
MCGILL	EMILY	Teacher	180	\$ 75,126.92	\$ 417.37	\$ 78,625.26	\$ 436.81	\$ 81,621.47	\$453.45	\$ 84,723.13	\$470.68		\$ 13,065.12	18.23%
BENDER	HOLLY	Teacher	180	\$ 75,126.90	\$ 417.37	\$ 78,625.25	\$ 436.81	\$ 81,621.45	\$453.45	\$ 84,723.11	\$470.68		\$ 13,065.11	18.23%
JARVIS	MARGARET	Teacher	180	\$ 74,630.76	\$ 414.62	\$ 78,104.30	\$ 433.91	\$ 81,079.67	\$450.44	\$ 84,159.66	\$467.55		\$ 12,974.17	18.23%
STITES	ALYSSA	Teacher	180	\$ 74,279.99	\$ 412.67	\$ 77,735.99	\$ 431.87	\$ 80,696.63	\$448.31	\$ 83,761.30	\$465.34		\$ 12,909.88	18.22%
THOMPSON	BRIDGETTE	Teacher	180	\$ 74,279.99	\$ 412.67	\$ 77,735.99	\$ 431.87	\$ 80,696.63	\$448.31	\$ 83,761.30	\$465.34		\$ 12,909.88	18.22%
HENRIKSON	SARAH	Teacher	180	\$ 73,891.15	\$ 410.51	\$ 77,327.71	\$ 429.60	\$ 80,272.01	\$445.96	\$ 83,319.69	\$462.89		\$ 12,838.60	18.22%
SIMONSEN	KEVIN	Teacher	180	\$ 73,891.15	\$ 410.51	\$ 77,327.71	\$ 429.60	\$ 80,272.01	\$445.96	\$ 83,319.69	\$462.89		\$ 12,838.60	18.22%
GRAY	LAUREN	Librarian	180	\$ 73,839.60	\$ 410.22	\$ 77,273.58	\$ 429.30	\$ 80,215.72	\$445.64	\$ 83,261.15	\$462.56		\$ 12,829.15	18.21%
WESTDAL	CAROLYN	teacher	180	\$ 73,839.60	\$ 410.22	\$ 77,273.58	\$ 429.30	\$ 80,215.72	\$445.64	\$ 83,261.15	\$462.56		\$ 12,829.15	18.21%
COROS	ANNABELLA	Teacher	180	\$ 73,839.23	\$ 410.22	\$ 77,273.19	\$ 429.30	\$ 80,215.31	\$445.64	\$ 83,260.73	\$462.56		\$ 12,829.08	18.21%
MEISNER	JACOB	Teacher	180	\$ 73,839.23	\$ 410.22	\$ 77,273.19	\$ 429.30	\$ 80,215.31	\$445.64	\$ 83,260.73	\$462.56		\$ 12,829.08	18.21%
FERNANDEZ	EMILY	Teacher	180	\$ 72,611.53	\$ 403.40	\$ 75,984.11	\$ 422.13	\$ 78,874.67	\$438.19	\$ 81,866.46	\$454.81		\$ 12,604.05	18.20%
WILSON	TERREN	Teacher	180	\$ 72,611.53	\$ 403.40	\$ 75,984.11	\$ 422.13	\$ 78,874.67	\$438.19	\$ 81,866.46	\$454.81		\$ 12,604.05	18.20%
SCHULTZ	SUZANNE	Teacher	180	\$ 72,114.23	\$ 400.63	\$ 75,461.94	\$ 419.23	\$ 78,331.61	\$435.18	\$ 81,301.68	\$451.68		\$ 12,512.89	18.19%
BOLDUC	CATHERINE	Teacher	180	\$ 71,294.99	\$ 396.08	\$ 74,601.74	\$ 414.45	\$ 77,437.01	\$430.21	\$ 80,371.29	\$446.51		\$ 12,362.73	18.18%
GILBERT	MICHELLE	Teacher	180	\$ 71,294.99	\$ 396.08	\$ 74,601.74	\$ 414.45	\$ 77,437.01	\$430.21	\$ 80,371.29	\$446.51		\$ 12,362.73	18.18%
LEEMAN	BRADY	Teacher	180	\$ 71,294.99	\$ 396.08	\$ 74,601.74	\$ 414.45	\$ 77,437.01	\$430.21	\$ 80,371.29	\$446.51		\$ 12,362.73	18.18%
NICKOLS	MELISSA	Teacher	180	\$ 71,294.99	\$ 396.08	\$ 74,601.74	\$ 414.45	\$ 77,437.01	\$430.21	\$ 80,371.29	\$446.51		\$ 12,362.73	18.18%
REBMAN	CLINTON	Teacher	180	\$ 71,294.99	\$ 396.08	\$ 74,601.74	\$ 414.45	\$ 77,437.01	\$430.21	\$ 80,371.29	\$446.51		\$ 12,362.73	18.18%
HENDRICKSON	KATIE	Teacher	180	\$ 70,367.30	\$ 390.93	\$ 73,627.67	\$ 409.04	\$ 76,423.97	\$424.58	\$ 79,317.73	\$440.65		\$ 12,192.68	18.16%
WINCHEL	RACHEL	Teacher	180	\$ 70,367.30	\$ 390.93	\$ 73,627.67	\$ 409.04	\$ 76,423.97	\$424.58	\$ 79,317.73	\$440.65		\$ 12,192.68	18.16%
DAY	SUSAN	Teacher	180	\$ 69,934.61	\$ 388.53	\$ 73,173.34	\$ 406.52	\$ 75,951.47	\$421.95	\$ 78,826.33	\$437.92		\$ 12,113.37	18.16%
MOORE	BRITTANY	Teacher	180	\$ 69,933.60	\$ 388.52	\$ 73,172.28	\$ 406.51	\$ 75,950.37	\$421.95	\$ 78,825.19	\$437.92		\$ 12,113.19	18.16%
SANDERS	EMILY	Speech Pathologist	180	\$ 69,533.07	\$ 386.29	\$ 72,751.73	\$ 404.18	\$ 75,512.99	\$419.52	\$ 78,370.31	\$435.39		\$ 12,039.77	18.15%
HILLARD	KIMBERLY	Teacher	180	\$ 68,534.99	\$ 380.75	\$ 71,703.74	\$ 398.35	\$ 74,423.09	\$413.46	\$ 77,236.82	\$429.09		\$ 11,856.82	18.14%
METZGER	NICHOLLE	Teacher	180	\$ 68,534.99	\$ 380.75	\$ 71,703.74	\$ 398.35	\$ 74,423.09	\$413.46	\$ 77,236.82	\$429.09		\$ 11,856.82	18.14%
METZGER	TODD	Teacher	180	\$ 68,534.99	\$ 380.75	\$ 71,703.74	\$ 398.35	\$ 74,423.09	\$413.46	\$ 77,236.82	\$429.09		\$ 11,856.82	18.14%
PLOTNER	BROOKE	Teacher	180	\$ 68,534.99	\$ 380.75	\$ 71,703.74	\$ 398.35	\$ 74,423.09	\$413.46	\$ 77,236.82	\$429.09		\$ 11,856.82	18.14%
RITTENHOUSE	AMELIA	Teacher	180	\$ 68,534.99	\$ 380.75	\$ 71,703.74	\$ 398.35	\$ 74,423.09	\$413.46	\$ 77,236.82	\$429.09		\$ 11,856.82	18.14%
FERNANDEZ CAMPAYA	RAQUEL	Teacher	180	\$ 67,493.07	\$ 374.96	\$ 70,609.73	\$ 392.28	\$ 73,285.31	\$407.14	\$ 76,053.53	\$422.52		\$ 11,665.84	18.12%
BROOKS	JENNIFER	Teacher	180	\$ 67,092.69	\$ 372.74	\$ 70,189.32	\$ 389.94	\$ 72,848.09	\$404.71	\$ 75,598.82	\$419.99		\$ 11,592.45	18.11%
DYE	KATHRYN	Teacher	180	\$ 67,092.69	\$ 372.74	\$ 70,189.32	\$ 389.94	\$ 72,848.09	\$404.71	\$ 75,598.82	\$419.99		\$ 11,592.45	18.11%
GRAVES	ABIGAIL	Teacher	180	\$ 67,092.69	\$ 372.74	\$ 70,189.32	\$ 389.94	\$ 72,848.09	\$404.71	\$ 75,598.82	\$419.99		\$ 11,592.45	18.11%
ROY	KALEN	Speech Pathologist	180	\$ 66,341.55	\$ 368.56	\$ 69,400.63	\$ 385.56	\$ 72,027.85	\$400.15	\$ 74,745.77	\$415.25		\$ 11,454.77	18.10%
MESSE	JESSICA	Social Worker	180	\$ 66,341.53	\$ 368.56	\$ 69,400.61	\$ 385.56	\$ 72,027.83	\$400.15	\$ 74,745.75	\$415.25		\$ 11,454.76	18.10%
FINCH	SAMANTHA	Speech Pathologist	180	\$ 66,082.45	\$ 367.12	\$ 69,128.57	\$ 384.05	\$ 71,744.92	\$398.58	\$ 74,451.51	\$413.62		\$ 11,160.51	17.63%
SHOTKOSKI	STACY	Teacher	180	\$ 65,454.23	\$ 363.63	\$ 68,468.94	\$ 380.38	\$ 71,058.89	\$394.77	\$ 73,738.05	\$409.66		\$ 11,292.12	18.08%
SMITH	ERIN	Teacher	180	\$ 65,454.23	\$ 363.63	\$ 68,468.94	\$ 380.38	\$ 71,058.89	\$394.77	\$ 73,738.05	\$409.66		\$ 11,292.12	18.08%

Certified Staff: Mahomet-Seymour Board of Education Final Proposal- Total Base Salary and Benefits by School Year														
Last Name	First	Position	Contractual Days per Year	Total Salary and Benefits 2026-2027	Per Diem	Total Salary and Benefits 2027-2028	Per Diem	Total Salary and Benefits 2028-2029	Per Diem	Total Salary and Benefits 2029-2030	Per Diem		2026-2030 Total Increase	2026-2030 Salary and Benefits Percent Increase
LUND	JORDAN	Teacher	180	\$ 64,705.38	\$ 359.47	\$ 67,682.65	\$ 376.01	\$ 70,241.15	\$390.23	\$ 72,887.60	\$404.93		\$ 11,154.86	18.07%
DENBY	CHANDLER	Teacher	180	\$ 64,405.38	\$ 357.81	\$ 67,367.65	\$ 374.26	\$ 69,913.55	\$388.41	\$ 72,546.90	\$403.04		\$ 11,099.87	18.06%
LYNE	LINDSAY	Teacher	180	\$ 64,405.38	\$ 357.81	\$ 67,367.65	\$ 374.26	\$ 69,913.55	\$388.41	\$ 72,546.90	\$403.04		\$ 11,099.87	18.06%
SANDERSON	KRISTIN	Teacher	180	\$ 64,405.38	\$ 357.81	\$ 67,367.65	\$ 374.26	\$ 69,913.55	\$388.41	\$ 72,546.90	\$403.04		\$ 11,099.87	18.06%
TORRES	CRISTIAN	Teacher	180	\$ 64,088.25	\$ 356.05	\$ 67,034.66	\$ 372.41	\$ 69,567.25	\$386.48	\$ 72,186.74	\$401.04		\$ 11,041.74	18.06%
LEHMANN	CLAYTON	Teacher	180	\$ 64,088.07	\$ 356.04	\$ 67,034.48	\$ 372.41	\$ 69,567.05	\$386.48	\$ 72,186.54	\$401.04		\$ 11,041.71	18.06%
MILLER	JESSICA	Teacher	180	\$ 64,088.07	\$ 356.04	\$ 67,034.48	\$ 372.41	\$ 69,567.05	\$386.48	\$ 72,186.54	\$401.04		\$ 11,041.71	18.06%
MURPHY	KIRSTY	Teacher	180	\$ 64,088.07	\$ 356.04	\$ 67,034.48	\$ 372.41	\$ 69,567.05	\$386.48	\$ 72,186.54	\$401.04		\$ 11,041.71	18.06%
SHOWALTER	KIRSTYN	Teacher	180	\$ 64,088.07	\$ 356.04	\$ 67,034.48	\$ 372.41	\$ 69,567.05	\$386.48	\$ 72,186.54	\$401.04		\$ 11,041.71	18.06%
AREND	ERIN	Teacher	180	\$ 63,909.23	\$ 355.05	\$ 66,846.69	\$ 371.37	\$ 69,371.75	\$385.40	\$ 71,983.43	\$399.91		\$ 11,008.92	18.05%
GILES	VICTORIA	Teacher	180	\$ 63,908.70	\$ 355.05	\$ 66,846.14	\$ 371.37	\$ 69,371.18	\$385.40	\$ 71,982.83	\$399.90		\$ 11,008.83	18.05%
RABOIN	BLAKE	Teacher	180	\$ 63,767.30	\$ 354.26	\$ 66,697.67	\$ 370.54	\$ 69,216.77	\$384.54	\$ 71,822.25	\$399.01		\$ 10,982.91	18.05%
LIVENGOOD	STACIE	Teacher	180	\$ 63,178.84	\$ 350.99	\$ 66,079.78	\$ 367.11	\$ 68,574.18	\$380.97	\$ 71,153.94	\$395.30		\$ 10,875.05	18.04%
RECORD	KENNEDY	Teacher	180	\$ 63,178.84	\$ 350.99	\$ 66,079.78	\$ 367.11	\$ 68,574.18	\$380.97	\$ 71,153.94	\$395.30		\$ 10,875.05	18.04%
CALLAHAN	KYLE	Teacher	180	\$ 62,236.15	\$ 345.76	\$ 65,089.96	\$ 361.61	\$ 67,544.76	\$375.25	\$ 70,083.35	\$389.35		\$ 10,702.25	18.02%
DOYLE	GRACE	Teacher	180	\$ 62,236.15	\$ 345.76	\$ 65,089.96	\$ 361.61	\$ 67,544.76	\$375.25	\$ 70,083.35	\$389.35		\$ 10,702.25	18.02%
ROSEMAN	LINDSAY	Teacher	180	\$ 62,236.15	\$ 345.76	\$ 65,089.96	\$ 361.61	\$ 67,544.76	\$375.25	\$ 70,083.35	\$389.35		\$ 10,702.25	18.02%
THOMAS	KODY	Teacher	180	\$ 62,236.15	\$ 345.76	\$ 65,089.96	\$ 361.61	\$ 67,544.76	\$375.25	\$ 70,083.35	\$389.35		\$ 10,702.25	18.02%
CROWLEY	MORGAN	Teacher	180	\$ 61,950.00	\$ 344.17	\$ 64,789.50	\$ 359.94	\$ 67,232.28	\$373.51	\$ 69,758.37	\$387.55		\$ 10,649.80	18.02%
DOUR	ALEXANDER	Teacher	180	\$ 61,950.00	\$ 344.17	\$ 64,789.50	\$ 359.94	\$ 67,232.28	\$373.51	\$ 69,758.37	\$387.55		\$ 10,649.80	18.02%
GREIM	SYDNEY	Teacher	180	\$ 61,950.00	\$ 344.17	\$ 64,789.50	\$ 359.94	\$ 67,232.28	\$373.51	\$ 69,758.37	\$387.55		\$ 10,649.80	18.02%
MCMAHAN	ALEXANDRIA	Teacher	180	\$ 61,950.00	\$ 344.17	\$ 64,789.50	\$ 359.94	\$ 67,232.28	\$373.51	\$ 69,758.37	\$387.55		\$ 10,649.80	18.02%
MOOK	MOLLY	Teacher	180	\$ 61,950.00	\$ 344.17	\$ 64,789.50	\$ 359.94	\$ 67,232.28	\$373.51	\$ 69,758.37	\$387.55		\$ 10,649.80	18.02%
PAUZA	LAUREL	Teacher	180	\$ 61,950.00	\$ 344.17	\$ 64,789.50	\$ 359.94	\$ 67,232.28	\$373.51	\$ 69,758.37	\$387.55		\$ 10,649.80	18.02%
STEERS	CHANDRA	Teacher	180	\$ 61,950.00	\$ 344.17	\$ 64,789.50	\$ 359.94	\$ 67,232.28	\$373.51	\$ 69,758.37	\$387.55		\$ 10,649.80	18.02%
CREEK	BRENNA	Teacher	180	\$ 61,949.40	\$ 344.16	\$ 64,788.87	\$ 359.94	\$ 67,231.62	\$373.51	\$ 69,757.69	\$387.54		\$ 10,649.69	18.02%
COLE	KATHRYN	Teacher	180	\$ 61,712.30	\$ 342.85	\$ 64,539.92	\$ 358.56	\$ 66,972.72	\$372.07	\$ 69,488.42	\$386.05		\$ 10,606.23	18.01%
GRAY	DYLAN	Teacher	180	\$ 61,712.30	\$ 342.85	\$ 64,539.92	\$ 358.56	\$ 66,972.72	\$372.07	\$ 69,488.42	\$386.05		\$ 10,606.23	18.01%
KYLE	RACHEL	Teacher	180	\$ 61,712.30	\$ 342.85	\$ 64,539.92	\$ 358.56	\$ 66,972.72	\$372.07	\$ 69,488.42	\$386.05		\$ 10,606.23	18.01%
SCHWARZENTRAUB	CLAIRE	Teacher	180	\$ 61,712.30	\$ 342.85	\$ 64,539.92	\$ 358.56	\$ 66,972.72	\$372.07	\$ 69,488.42	\$386.05		\$ 10,606.23	18.01%
VAN DE BIJ	PETER	Teacher	180	\$ 61,712.10	\$ 342.85	\$ 64,539.71	\$ 358.55	\$ 66,972.49	\$372.07	\$ 69,488.19	\$386.05		\$ 10,606.19	18.01%
RAMOS	GENEVIEVE	Teacher	180	\$ 61,476.92	\$ 341.54	\$ 64,292.76	\$ 357.18	\$ 66,715.68	\$370.64	\$ 69,221.10	\$384.56		\$ 10,563.08	18.01%
WADDELL	VICTORIA	Teacher	180	\$ 61,476.92	\$ 341.54	\$ 64,292.76	\$ 357.18	\$ 66,715.68	\$370.64	\$ 69,221.10	\$384.56		\$ 10,563.08	18.01%
HULKE	MACKENZIE	Teacher	180	\$ 61,476.92	\$ 341.54	\$ 64,292.76	\$ 357.18	\$ 66,715.68	\$370.64	\$ 69,221.10	\$384.56		\$ 10,563.08	18.01%
MORGAN	KAITLYN	Teacher	180	\$ 61,476.92	\$ 341.54	\$ 64,292.76	\$ 357.18	\$ 66,715.68	\$370.64	\$ 69,221.10	\$384.56		\$ 10,563.08	18.01%
PAYNE	KEEGAN	Teacher	180	\$ 61,476.92	\$ 341.54	\$ 64,292.76	\$ 357.18	\$ 66,715.68	\$370.64	\$ 69,221.10	\$384.56		\$ 10,563.08	18.01%
NEWTON	JAIDYN	Teacher	180	\$ 61,371.90	\$ 340.96	\$ 64,182.50	\$ 356.57	\$ 66,600.99	\$370.01	\$ 69,101.83	\$383.90		\$ 10,543.83	18.01%
CUSHING	LUKE	Teacher	180	\$ 61,243.01	\$ 340.24	\$ 64,047.16	\$ 355.82	\$ 66,460.25	\$369.22	\$ 68,955.46	\$383.09		\$ 10,563.08	18.01%
MOLITOR	KYLE	Teacher	180	\$ 61,243.01	\$ 340.24	\$ 64,047.16	\$ 355.82	\$ 66,460.25	\$369.22	\$ 68,955.46	\$383.09		\$ 7,712.45	12.59%
TICHENOR	REBECCA	Teacher	180	\$ 61,243.01	\$ 340.24	\$ 64,047.16	\$ 355.82	\$ 66,460.25	\$369.22	\$ 68,955.46	\$383.09		\$ 7,712.45	12.59%
CASTILLO	JASMINE	Teacher	180	\$ 36,801.51	\$ 204.45	\$ 38,383.59	\$ 213.24	\$ 39,770.13	\$220.95	\$ 41,197.73	\$228.88		\$ 4,396.22	11.95%

Total Salary and Benefits includes: base salary, Board-paid retirement contributions, and Board-paid health insurance contributions. This does not include any additional stipends.

*Document provided for modeling/projection/estimation purposes only

Paraprofessionals: Mahomet-Seymour Board of Education Final Proposal- Total Base Salary and Benefits by School Year

Last Name	First	Position	Total Salary and Benefits 2026-2027	Total Salary and Benefits 2027-2028	Total Salary and Benefits 2028-2029	Total Salary and Benefits 2028-2029	2026-2030 Total Increase	2026-2030 Salary and Benefits Percent Increase
SABATUK	HEATHER	504 Facilitator	\$ 66,438.15	\$ 69,502.06	\$ 72,133.34	\$ 74,855.47	\$ 11,472.47	18.10%
KLAUS	MELINDA	Supportive Services Aide	\$ 58,232.74	\$ 60,886.37	\$ 63,173.03	\$ 65,536.75	\$ 9,968.43	17.94%
LEDIN	CHRISTA	Supportive Services Aide	\$ 57,382.70	\$ 59,993.83	\$ 62,244.79	\$ 64,571.38	\$ 9,812.62	17.92%
POGUE	CHRISTINE	Supportive Services Aide	\$ 56,320.17	\$ 58,878.18	\$ 61,084.51	\$ 63,364.69	\$ 9,617.86	17.89%
SINCLAIR	HEATHER	Supportive Services Aide	\$ 53,129.55	\$ 55,528.02	\$ 57,600.35	\$ 59,741.16	\$ 9,033.02	17.81%
MACKEY	KRISTIN	Supportive Services Aide	\$ 51,002.78	\$ 53,294.92	\$ 55,277.92	\$ 57,325.84	\$ 8,643.19	17.75%
HENSLEY	BETH	Supportive Services Aide	\$ 49,938.83	\$ 52,177.77	\$ 54,116.08	\$ 56,117.52	\$ 8,448.16	17.72%
FINK	STEVEN	Supportive Services Aide	\$ 49,753.92	\$ 51,983.62	\$ 53,914.16	\$ 55,907.53	\$ 8,414.27	17.72%
LENZINI	KIMBERLY	Supportive Services Aide	\$ 49,622.91	\$ 51,846.06	\$ 53,771.10	\$ 55,758.75	\$ 8,390.26	17.71%
HANCOCK-ARND	MINDY	Library Asst	\$ 48,406.37	\$ 50,568.69	\$ 52,442.64	\$ 54,377.15	\$ 8,167.27	17.67%
WHEELER	STEPHANIE	Supportive Services Aide	\$ 47,792.28	\$ 49,923.90	\$ 51,772.05	\$ 53,679.73	\$ 8,054.70	17.65%
ANDERSON	MELINDA	Supportive Services Aide	\$ 47,056.53	\$ 49,151.35	\$ 50,968.61	\$ 52,844.15	\$ 7,919.84	17.63%
SCOTT	STEPHANIE	Supportive Services Aide	\$ 46,045.50	\$ 48,089.78	\$ 49,864.57	\$ 51,695.95	\$ 7,734.52	17.59%
HINEBAUGH	KRISTINA	Library Asst	\$ 44,783.58	\$ 46,764.76	\$ 48,486.55	\$ 50,262.81	\$ 7,503.21	17.55%
KOGUT	MEGAN	Supportive Services Aide	\$ 44,634.90	\$ 46,608.65	\$ 48,324.19	\$ 50,093.96	\$ 7,475.96	17.54%
HART	KRISTI	Supportive Services Aide	\$ 43,959.56	\$ 45,899.54	\$ 47,586.72	\$ 49,326.99	\$ 7,352.17	17.52%
TOME	STACY	Supportive Services Aide	\$ 43,959.56	\$ 45,899.54	\$ 47,586.72	\$ 49,326.99	\$ 7,352.17	17.52%
MARLAR	RACHEL	Supportive Services Aide	\$ 42,107.55	\$ 43,954.93	\$ 45,564.32	\$ 47,223.70	\$ 7,012.70	17.44%
COLLMAN	SARA	504 Facilitator	\$ 41,873.40	\$ 43,709.07	\$ 45,308.63	\$ 46,957.78	\$ 6,969.78	17.43%
MURPHY	MICHAEL	Supportive Services Aide	\$ 41,207.70	\$ 43,010.09	\$ 44,581.69	\$ 46,201.76	\$ 6,847.76	17.40%
MCDONOUGH	JENNIFER	Supportive Services Aide	\$ 40,429.65	\$ 42,193.13	\$ 43,732.06	\$ 45,318.14	\$ 6,705.14	17.36%
GRGURICH	ERIN	Supportive Services Aide	\$ 40,366.65	\$ 42,126.98	\$ 43,663.26	\$ 45,246.59	\$ 6,693.59	17.36%
SHELL	TRICIA	Supportive Services Aide	\$ 39,976.05	\$ 41,716.85	\$ 43,236.73	\$ 44,803.00	\$ 6,622.00	17.34%
CISNA	WHITNEY	Library Asst	\$ 39,416.87	\$ 41,129.72	\$ 42,626.10	\$ 44,167.95	\$ 6,519.50	17.32%
ROGERS	LACEY	Supportive Services Aide	\$ 39,280.95	\$ 40,987.00	\$ 42,477.68	\$ 44,013.58	\$ 6,494.58	17.31%
SWIGART	STEVE	Supportive Services Aide	\$ 39,280.95	\$ 40,987.00	\$ 42,477.68	\$ 44,013.58	\$ 6,494.58	17.31%
ATTEBERRY	TIMOTHY	Supportive Services Aide	\$ 39,154.95	\$ 40,854.70	\$ 42,340.09	\$ 43,870.49	\$ 6,471.49	17.30%
WILLIS	DEANNA	Supportive Services Aide	\$ 39,154.95	\$ 40,854.70	\$ 42,340.09	\$ 43,870.49	\$ 6,471.49	17.30%
CAMPION	DANIEL	Supportive Services Aide	\$ 39,030.00	\$ 40,723.50	\$ 42,203.64	\$ 43,728.59	\$ 6,448.59	17.30%

Paraprofessionals: Mahomet-Seymour Board of Education Final Proposal- Total Base Salary and Benefits by School Year

Last Name	First	Position	Total Salary and Benefits 2026-2027	Total Salary and Benefits 2027-2028	Total Salary and Benefits 2028-2029	Total Salary and Benefits 2028-2029	2026-2030 Total Increase	2026-2030 Salary and Benefits Percent Increase
CLENDENEN	LORI	Supportive Services Aide	\$ 38,905.05	\$ 40,592.30	\$ 42,067.19	\$ 43,586.68	\$ 6,425.68	17.29%
MENEFEE	HAILEIGH	Supportive Services Aide	\$ 38,905.05	\$ 40,592.30	\$ 42,067.19	\$ 43,586.68	\$ 6,425.68	17.29%
PENNER	LUKE	Supportive Services Aide	\$ 38,905.05	\$ 40,592.30	\$ 42,067.19	\$ 43,586.68	\$ 6,425.68	17.29%
ROVEY	ERIN	Supportive Services Aide	\$ 38,803.73	\$ 40,485.91	\$ 41,956.55	\$ 43,471.61	\$ 6,407.11	17.29%
MCINTOSH	MELISSA	Supportive Services Aide	\$ 38,743.35	\$ 40,422.52	\$ 41,890.62	\$ 43,403.04	\$ 6,396.04	17.28%
BRECKENRIDGE	KIMBERLY	Supportive Services Aide	\$ 37,701.75	\$ 39,328.84	\$ 40,753.19	\$ 42,220.12	\$ 6,205.12	17.23%
WRIGHT	CASEY	Supportive Services Aide	\$ 37,490.70	\$ 39,107.24	\$ 40,522.72	\$ 41,980.43	\$ 6,166.43	17.22%
ABBOTT	MAKAYLA	Supportive Services Aide	\$ 37,485.45	\$ 39,101.72	\$ 40,516.99	\$ 41,974.47	\$ 6,165.47	17.22%
GONZALEZ	DAVID	Supportive Services Aide	\$ 37,485.45	\$ 39,101.72	\$ 40,516.99	\$ 41,974.47	\$ 6,165.47	17.22%
PARAGI	JACOB	Supportive Services Aide	\$ 37,134.75	\$ 38,733.49	\$ 40,134.03	\$ 41,576.19	\$ 6,101.19	17.20%
GOKTURK	PINAR	Supportive Services Aide	\$ 37,019.25	\$ 38,612.21	\$ 40,007.90	\$ 41,445.02	\$ 6,080.02	17.19%
KUTIL	KAYLA	Supportive Services Aide	\$ 37,019.25	\$ 38,612.21	\$ 40,007.90	\$ 41,445.02	\$ 6,080.02	17.19%
HYDE	OLIVIA	Supportive Services Aide	\$ 37,005.60	\$ 38,597.88	\$ 39,993.00	\$ 41,429.52	\$ 6,077.52	17.19%
FITZSIMMONS	ANGELA	Supportive Services Aide	\$ 36,890.10	\$ 38,476.61	\$ 39,866.87	\$ 41,298.34	\$ 6,056.34	17.19%
NOWAK	KELLY	Supportive Services Aide	\$ 36,890.10	\$ 38,476.61	\$ 39,866.87	\$ 41,298.34	\$ 6,056.34	17.19%
KIRKHAM	ARIEL	Supportive Services Aide	\$ 36,775.65	\$ 38,356.43	\$ 39,741.89	\$ 41,168.37	\$ 6,035.37	17.18%
BEARD	NICOLE	Supportive Services Aide	\$ 36,661.20	\$ 38,236.26	\$ 39,616.91	\$ 41,038.39	\$ 6,014.39	17.17%
SIMPSON	ABIGAIL	Supportive Services Aide	\$ 36,661.20	\$ 38,236.26	\$ 39,616.91	\$ 41,038.39	\$ 6,014.39	17.17%
HOFFMAN	ANASTASIA	Supportive Services Aide	\$ 36,547.80	\$ 38,117.19	\$ 39,493.08	\$ 40,909.60	\$ 5,993.60	17.17%
PRYOR	MANDI	Supportive Services Aide	\$ 30,348.74	\$ 31,608.17	\$ 32,723.70	\$ 33,869.45	\$ 4,857.32	16.74%
KARCH	LAUREN	Supportive Services Aide	\$ 28,861.19	\$ 30,046.25	\$ 31,099.30	\$ 32,180.07	\$ 4,584.65	16.61%

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

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Transportation: Mahomet-Seymour Board of Education Final Proposal- Total Base Salary and Benefits by School Year

Last Name	First	Position	Total Salary and Benefits 2026-2027	Total Salary and Benefits 2027-2028	Total Salary and Benefits 2028-2029	Total Salary and Benefits 2028-2029	2026-2030 Total Increase	2026-2030 Salary and Benefits Percent Increase
HARRISON	NANCY	Bus Driver	\$92,183.59	\$96,534.77	\$100,247.36	\$104,094.05	\$17,048.73	19.59%
STOVER	CAROLYN	Bus Driver	\$75,611.20	\$79,133.76	\$82,150.31	\$85,273.12	\$14,439.60	20.39%
ZINDARS	TAMMY	Bus Driver	\$70,720.64	\$73,998.67	\$76,809.82	\$79,719.01	\$13,114.59	19.69%
ZINDARS	CHARLES	Bus Driver	\$55,960.51	\$58,500.53	\$60,691.76	\$62,956.23	\$10,837.65	20.79%
HOWARD	RICHARD	Bus Driver	\$50,648.74	\$52,923.17	\$54,891.30	\$56,923.75	\$9,435.43	19.87%
BRADY	ERIC	Bus Driver	\$49,584.77	\$51,806.01	\$53,729.45	\$55,715.43	\$9,668.98	21.00%
DUERINGER	SUSANNE	Bus Driver	\$48,124.35	\$50,272.56	\$52,134.67	\$54,056.85	\$8,972.71	19.90%
HOWE	GEORGE	Bus Driver	\$46,774.96	\$48,855.71	\$50,661.14	\$52,524.38	\$8,725.37	19.92%
BANKS	LORETTA	Bus Driver	\$41,760.79	\$43,590.83	\$45,185.66	\$46,829.89	\$7,806.28	20.00%
WILSON	SHANNON	Bus Driver	\$40,171.87	\$41,922.46	\$43,450.56	\$45,025.38	\$8,562.65	23.48%
GOMEZ	ALFREDO	Bus Driver	\$37,767.59	\$39,397.97	\$40,825.09	\$42,294.89	\$7,074.33	20.09%
DAVIS	ALICIA	Bus Driver	\$35,985.86	\$37,527.16	\$38,879.44	\$40,271.42	\$6,747.74	20.13%
HUMES	BLAKE	Bus Monitor	\$35,555.92	\$37,075.71	\$38,409.94	\$39,783.14	\$5,811.79	17.11%
SCHALLER	DANA	Bus Driver	\$34,541.40	\$36,010.47	\$37,302.09	\$38,630.97	\$6,482.97	20.17%
WATTS	STEPHON	Bus Monitor	\$34,292.12	\$35,748.72	\$37,029.87	\$38,347.87	\$5,580.14	17.03%
PETERS	JAMES	Bus Driver	\$33,224.81	\$34,628.05	\$35,864.37	\$37,135.74	\$6,241.64	20.20%
STANCOOK	JOSEPH	Bus Driver	\$33,120.73	\$34,518.77	\$35,750.72	\$37,017.54	\$6,222.56	20.21%
TEN HAAF	CHRISTOPHER	Bus Driver	\$32,566.35	\$33,936.67	\$35,145.33	\$36,387.95	\$6,120.95	20.22%
KEELE	PAULA	Bus Driver	\$31,696.95	\$33,023.80	\$34,195.15	\$35,400.59	\$5,961.59	20.25%
ROARK	JEREMY	Bus Driver	\$31,696.62	\$33,023.46	\$34,195.59	\$35,400.22	\$5,961.53	20.25%
LEATHERS	MICHAEL	Bus Monitor	\$29,741.78	\$30,970.87	\$32,060.91	\$33,180.14	\$4,746.06	16.69%
BERGER	GLEN	Bus Driver	\$28,363.59	\$29,523.77	\$30,555.92	\$31,614.96	\$5,350.59	20.37%
REYNOLDS	TONYA	Bus Monitor	\$28,057.15	\$29,202.01	\$30,221.29	\$31,266.94	\$4,437.27	16.54%
WINTERS	LARRY	Bus Monitor	\$25,451.33	\$26,465.89	\$27,375.73	\$28,307.56	\$3,959.63	16.26%
SCHWARTZ	DENNIS	Bus Monitor	\$25,000.32	\$25,992.34	\$26,883.23	\$27,795.36	\$3,876.96	16.21%
WANG	GINA	Bus Monitor	\$22,864.86	\$23,750.10	\$24,551.31	\$25,370.16	\$3,485.53	15.93%
BOWLES	KIMBERLY	Bus Monitor	\$22,047.71	\$22,892.09	\$23,658.98	\$24,442.14	\$3,335.75	15.80%

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

Transportation: Mahomet-Seymour Board of Education Final Proposal- Total Base Salary and Benefits by School Year								
Last Name	First	Position	Total Salary and Benefits 2026-2027	Total Salary and Benefits 2027-2028	Total Salary and Benefits 2028-2029	Total Salary and Benefits 2028-2029	2026-2030 Total Increase	2026-2030 Salary and Benefits Percent Increase

*Document provided for modeling/projection/estimation purposes only

EOP/Registrar: Mahomet-Seymour Board of Education Final Proposal- Total Base Salary and Benefits by School Year

Last Name	First	Position	Contractual Days per Year	Total Salary and Benefits 2026-2027	Total Salary and Benefits 2027-2028	Total Salary and Benefits 2028-2029	Total Salary and Benefits 2028-2029	2026-2030 Total Increase	2026-2030 Salary and Benefits Percent Increase
REESE	DENISE	Education Office Personnel	200	\$ 61,124.48	\$ 64,523.15	\$ 68,096.94	\$ 46,690.00	Retirement	
WHITAKER	CHERIN	Registrar	260	\$ 60,964.00	\$ 63,754.20	\$ 66,155.56	\$ 68,638.59	\$ 8,034.59	18.82%
JESSWEIN	VALERIE	Registrar	200	\$ 57,416.20	\$ 60,029.01	\$ 62,281.37	\$ 64,609.43	\$ 7,553.23	18.80%
BREWER	PATRICK	Education Office Personnel	200	\$ 56,142.48	\$ 58,691.60	\$ 60,890.47	\$ 63,162.89	\$ 7,380.41	18.79%
WOO	PAMELA	Education Office Personnel	200	\$ 55,387.12	\$ 57,898.48	\$ 60,065.62	\$ 62,305.04	\$ 7,277.92	18.78%
WHITE	KRYSTAL	Education Office Personnel	200	\$ 55,268.54	\$ 57,773.97	\$ 59,936.13	\$ 62,170.38	\$ 7,261.83	18.78%
DAUZAT	KERRI	Education Office Personnel	200	\$ 54,942.96	\$ 57,432.11	\$ 59,580.59	\$ 61,800.62	\$ 7,217.66	18.78%
ARNOLD	JULIE	Education Office Personnel	200	\$ 54,891.38	\$ 57,803.27	\$ 48,080.00	\$ 49,840.00	Retirement	
ROGERS	LORI	Education Office Personnel	200	\$ 52,699.52	\$ 55,076.50	\$ 57,130.76	\$ 59,252.79	\$ 6,913.27	18.76%
KING	LORETTA	Education Office Personnel	200	\$ 51,995.57	\$ 54,337.35	\$ 56,362.04	\$ 58,453.32	\$ 6,817.75	18.75%
ZIENTEK	SAMANTHA	Education Office Personnel	200	\$ 51,995.57	\$ 54,337.35	\$ 56,362.04	\$ 58,453.32	\$ 6,817.75	18.75%
RAY	JESSICA	Education Office Personnel	210	\$ 51,151.58	\$ 53,451.16	\$ 55,440.40	\$ 57,494.82	\$ 6,703.24	18.74%
SABA	OAKLAND	Education Office Personnel	200	\$ 50,624.69	\$ 52,897.92	\$ 54,865.04	\$ 56,896.44	\$ 6,631.75	18.74%
THOMPSON	KIARA	Education Office Personnel	200	\$ 50,624.69	\$ 52,897.92	\$ 54,865.04	\$ 56,896.44	\$ 6,631.75	18.74%
KIEFFER	PATRICIA	Education Office Personnel	200	\$ 48,802.56	\$ 50,984.69	\$ 52,875.28	\$ 54,827.09	\$ 6,384.53	14.45%
BOHM	CAROLINE	Education Office Personnel	200	\$ 48,054.29	\$ 50,199.00	\$ 52,058.16	\$ 53,977.29	\$ 6,283.00	18.71%
MELOW	TILLEESHA	Education Office Personnel	200	\$ 48,054.08	\$ 50,198.78	\$ 52,057.93	\$ 53,977.05	\$ 6,817.75	18.75%

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

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Custodian: Mahomet-Seymour Board of Education Final Proposal- Total Base Salary and Benefits by School Year

Last Name	First	Position	Total Salary and Benefits 2026-2027	Total Salary and Benefits 2027-2028	Total Salary and Benefits 2028-2029	Total Salary and Benefits 2028-2029	2026-2030 Total Increase	2026-2030 Salary and Benefits Percent Increase
WAGERS	TRENT	Custodian	\$ 74,435.18	\$ 77,898.94	\$ 81,226.10	\$ 83,937.54	\$ 12,938.32	18.22%
PORTER	MATTHEW	Custodian	\$ 70,047.36	\$ 73,291.73	\$ 76,434.60	\$ 78,954.38	\$ 14,991.18	23.44%
HARRISON	DAVID	Custodian	\$ 69,647.19	\$ 72,871.55	\$ 75,997.61	\$ 78,499.92	\$ 12,060.69	18.15%
KELLER	MICHAEL	Custodian	\$ 66,767.64	\$ 69,848.03	\$ 72,853.15	\$ 75,229.67	\$ 14,390.01	23.65%
BLEICHNER	STEPHEN	Custodian	\$ 66,727.68	\$ 69,806.06	\$ 72,809.51	\$ 75,184.29	\$ 14,382.69	23.66%
ELLIS	STEVEN	Custodian	\$ 63,382.01	\$ 66,293.11	\$ 69,156.04	\$ 71,384.68	\$ 13,769.43	23.90%
STAFFORD	JAMIE	Custodian	\$ 62,000.79	\$ 64,842.83	\$ 67,647.74	\$ 69,816.05	\$ 10,659.11	18.02%
MILLER	TROY	Custodian	\$ 60,954.00	\$ 63,743.70	\$ 66,504.65	\$ 68,627.23	\$ 10,467.23	18.00%
ROBERTS	CHRISTOPHER	Custodian	\$ 59,896.94	\$ 62,633.79	\$ 65,350.34	\$ 67,426.76	\$ 10,273.48	17.98%
LATHAM	JESSIE	Custodian	\$ 59,813.68	\$ 62,546.36	\$ 65,259.42	\$ 67,332.20	\$ 11,210.60	19.98%
HILL	THEODORE	Custodian	\$ 58,529.76	\$ 61,198.25	\$ 63,857.38	\$ 65,874.07	\$ 10,022.87	17.95%
KOCHER	AARON	Custodian	\$ 58,294.33	\$ 60,951.05	\$ 63,600.29	\$ 65,606.70	\$ 9,979.72	17.94%
LEWIS	JOHN	Custodian	\$ 58,294.33	\$ 60,951.05	\$ 63,600.29	\$ 65,606.70	\$ 9,979.72	17.94%
LONG	RYEN	Custodian	\$ 58,049.28	\$ 60,693.74	\$ 63,332.69	\$ 65,328.40	\$ 9,934.80	17.93%
BROWN	TAMMY	Custodian	\$ 57,568.80	\$ 60,189.24	\$ 62,808.01	\$ 64,782.73	\$ 9,846.73	17.92%
LAMB	ANSON	Custodian	\$ 57,503.28	\$ 60,120.44	\$ 62,736.46	\$ 64,708.32	\$ 9,834.72	17.92%
COILE	CHRIS	Custodian	\$ 56,957.28	\$ 59,547.14	\$ 62,140.23	\$ 64,088.24	\$ 9,734.64	17.88%
ERWIN	BRANDI	Custodian	\$ 56,762.86	\$ 59,343.01	\$ 61,927.93	\$ 63,867.44	\$ 10,651.38	20.02%
BLEICHNER	DENNIS	Custodian	\$ 55,865.28	\$ 58,400.54	\$ 60,587.77	\$ 62,848.08	\$ 9,534.48	17.88%
CHUMBLEY	TYLER	Custodian	\$ 55,865.28	\$ 58,400.54	\$ 60,947.77	\$ 62,848.08	\$ 9,534.48	17.88%
MARTENS	RACHEL	Custodian	\$ 55,865.28	\$ 58,400.54	\$ 60,947.77	\$ 62,848.08	\$ 9,534.48	17.88%

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

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Cost of New Money

Board of Education Offer vs. MSEA Proposal | 2026-2027 through 2029-2030

BOARD OFFER FOUR-YEAR TOTAL	MSEA PROPOSAL FOUR-YEAR TOTAL	COST DIFFERENCE MSEA - BOARD
\$5,570,653.42	\$6,132,530.25	\$561,876.83
FY26 CURRENT OPERATING FUND BALANCE		Below ISBE's 180-day cash-on-hand benchmark
Includes: Education Transportation Operations & Maintenance Working Cash		\$21,030,873

ANNUAL NEW MONEY COST & PROJECTED DEFICITS

Fiscal year	Board new money	Board deficit	MSEA new money	MSEA deficit
FY27 (2026-27)	\$1,573,905.53	(\$347,803.53)	\$1,736,082.27	(\$509,980.27)
FY28 (2027-28)	\$1,458,730.31	(\$393,330.31)	\$1,568,035.16	(\$502,635.16)
FY29 (2028-29)	\$1,334,097.35	(\$319,097.35)	\$1,485,144.58	(\$470,144.58)
FY30 (2029-30)	\$1,203,920.22	(\$213,920.22)	\$1,343,268.25	(\$353,268.25)
Four-year total	\$5,570,653.42	(\$1,274,151.42)	\$6,132,530.25	(\$1,836,028.25)

OPERATING FUNDS DECLINE EACH YEAR | FY26 CURRENT; FY27-FY30 PROJECTED

Fiscal year	Board balance	MSEA balance	Board - MSEA	Interest lost*
FY26 (Current)	\$21,030,873	\$21,030,873	\$0	-
FY27	\$20,683,069	\$20,520,893	\$162,176	\$5,676.18
FY28	\$20,289,739	\$20,018,258	\$271,481	\$9,501.86
FY29	\$19,970,642	\$19,548,113	\$422,529	\$14,788.51
FY30	\$19,756,722	\$19,194,845	\$561,877	\$19,665.69
Four-year decline	(\$1,274,151)	(\$1,836,028)		
TOTAL LOST INTEREST FY27-FY30				\$49,632.24

Deficits and declines are shown in parentheses. *Interest loss is separate from proposal costs and reported fund balances.

RATIONALE FOR THE BOARD'S OFFER

The Board's offer requires deficit spending and uses approximately \$350,000 in Education Fund reserves in year one. That investment adds K-5 instructional time, giving students more time focused on learning with their classroom teachers. K-5 professional learning community time already exists, and the offer further defines and strengthens this teacher collaboration. The current fund balance is below ISBE's 180-day cash-on-hand benchmark. Additional deficit spending would draw down reserves faster and increase future financial pressure. The offer balances K-5 teaching and learning with the District's long-term financial stability.

Disclaimer: These figures include known retirement savings and projected annual growth in teaching and support staff. For projection and modeling purposes only.

Cost of New Money

Board of Education Offer

FOUR-YEAR TOTAL NEW MONEY

2026-2027 through 2029-2030

\$5,570,653.42

Group	2026-2027	2027-2028	2028-2029	2029-2030
Teacher	\$1,236,509.84	\$1,010,020.27	\$921,536.05	\$810,476.62
Paraprofessionals	\$95,141.91	\$152,699.01	\$140,747.16	\$143,257.05
EOP	\$42,635.32	\$44,091.05	\$26,307.56	\$14,742.12
Custodians	\$34,052.64	\$56,217.27	\$55,214.51	\$43,181.49
Transportation	\$43,367.83	\$72,709.82	\$66,631.45	\$67,907.91
Professional Stipends*	\$31,500.00	\$31,500.00	\$31,500.00	\$31,500.00
Sit Time	\$15,898.00	\$16,692.90	\$17,360.62	\$18,055.04
Clothing Allowance	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
Vertical Alignment Increase	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00
Trip Bonus	\$12,600.00	\$12,600.00	\$12,600.00	\$12,600.00
Dual Credit Tuition	\$12,000.00	\$12,000.00	\$12,000.00	\$12,000.00
Lane Changes (Annual Average)**	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00
Coaches Driving Activity Bus	\$16,200.00	\$16,200.00	\$16,200.00	\$16,200.00
Total New Money	\$1,573,905.53	\$1,458,730.31	\$1,334,097.35	\$1,203,920.22

*Professional Stipends include National Board Certification, Social Work, Speech-Language Pathologists, and School Psychologists.

**Lane changes: \$30,000 per year, or 60% of the current average based on updated law.

Disclaimer: These figures include known retirement savings and projected annual growth in teaching and support staff. For projection and modeling purposes only.

Cost of New Money

MSEA Proposal

FOUR-YEAR TOTAL NEW MONEY

2026-2027 through 2029-2030

\$6,132,530.25

Group	2026-2027	2027-2028	2028-2029	2029-2030
Teacher	\$1,300,941.42	\$1,048,109.84	\$959,361.70	\$834,917.69
Paraprofessionals	\$118,215.97	\$179,685.36	\$182,284.37	\$188,061.43
EOP	\$50,619.02	\$51,888.43	\$40,489.75	\$30,531.44
Custodians	\$84,935.67	\$72,506.08	\$84,771.27	\$67,441.55
Transportation	\$58,356.79	\$91,795.82	\$93,122.88	\$96,072.65
Professional Stipends*	\$31,500.00	\$31,500.00	\$31,500.00	\$31,500.00
Sit Time	\$16,713.40	\$17,749.63	\$18,814.61	\$19,943.49
Clothing Allowance	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
Vertical Alignment Increase	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00
Trip Bonus	\$12,600.00	\$12,600.00	\$12,600.00	\$12,600.00
Dual Credit Tuition	\$12,000.00	\$12,000.00	\$12,000.00	\$12,000.00
Lane Changes (Annual Average)**	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00
Coaches Driving Activity Bus	\$16,200.00	\$16,200.00	\$16,200.00	\$16,200.00
Total New Money	\$1,736,082.27	\$1,568,035.16	\$1,485,144.58	\$1,343,268.25

*Professional Stipends include National Board Certification, Social Work, Speech-Language Pathologists, and School Psychologists.

**Lane changes: \$30,000 per year, or 60% of the current average based on updated law.

Disclaimer: These figures include known retirement savings and projected annual growth in teaching and support staff. For projection and modeling purposes only.

BOE Package Proposal 8.31.26 (Last, Best, and Final Offer)

Anything that has been agreed to or is pending as a TA will be honored. Everything not on this proposal or not agreed to as a TA will go back to book.

Part A:

- ~~Part A, Section 16.3 and Part B, Section 12.3 A bargaining unit member may purchase one (1) additional day of personal leave for the cost of a substitute, only after the employee has exhausted the original days granted by the Board. If unused, this additional purchased personal leave day shall not accumulate from year to year in sick or personal leave.~~

- **Part A 9.7 I, Part B Section 7.5 SUBCONTRACTING (BOE & MSEA Agreed)**

The District will notify the association of any subcontracting of bargaining unit positions when subcontracting is necessary. The District is committed to filling open positions with bargaining unit members and agrees to repost all open positions regularly that have been filled by subcontracting with the goal of finding a person to permanently fill the position.

- 40 min plan time at MPE/LT
 - ~~On weeks when teachers are not participating in District-directed collaboration during the instructional day, Teachers will have a minimum of 180 200 minutes of plan time. Teachers will have a minimum of 150 minutes of weekly planning when participating in collaboration during the instructional day.~~ In a typical week, **LT and MPE** teachers will have at least one personal plan period no less than **40** consecutive minutes during the student attendance day. **LT and MPE** may elect to structure their personal plan into a five-day Encore rotation (for example using an A, B, C, D, E schedule). ~~Collaboration will not exceed 30 minutes of this time.~~ *During weeks with shortened day(s), and/or shortened weeks master schedules will not be adjusted to account for minimum plan time minutes. **At MPE, Library will remain an Encore class outside of the 5 day rotation.**
 - **These changes will take effect at the beginning of the 2027-2028 school year.** *Master schedules are in progress already for the 26-27 SY.
- Extended Day at MPE/LT (20 min)

Section 12.1 - STUDENT ATTENDANCE/CONTRACTUAL DAY PROFESSIONAL DAY DEFINED: The staff workday will be **forty minutes** more per day than student attendance for **Middletown Prairie and Lincoln Trail Elementary**. The staff workday will be **sixty minutes** more per day than student attendance for **the Junior High and High School. The typical length of the student instructional day will be:** *This is in exchange for MSEA's proposal to withdraw 6-12 PLC language. 60 minutes more per day than student attendance is 2022-2026 contractual language.

- **Middletown Prairie- 6 hours and 50 minutes - Instructional time cannot start prior to 7:40 AM and end no later than 3:00 PM. (BOE & MSEA Agreed)**
- **Lincoln Trail Elementary- 6 hours and 50 minutes - Instructional time cannot start prior to 7:40 AM and end no later than 3:00 PM. (BOE & MSEA Agreed)**
- **Junior High- 6 hours and 52 minutes**
- **High School- 6 hours and 52 minutes**

Minimally, staff would need to be in the building 15 minutes prior to the start time and 15 minutes after the end time. If a staff member needs to adjust their arrival or departure time, they are still responsible for meeting their professional responsibilities with events such as IEP

meetings, 504 meetings, or staff meetings. Staff shall let administration know if they need to leave a meeting early.

These changes will take effect at the beginning of the 2027-2028 school year. (BOE & MSEA Agreed)

- **Section 12.3: PROFESSIONAL LEARNING COMMUNITIES**

- **Pre-K-5 classroom teachers will participate in two District-directed collaborations (professional learning communities) per month. Both collaborations will take place at a mutually agreed upon time excluding lunch. At MPE & LT at least one collaboration time will be conducted as a whole grade level. If the whole grade level cannot agree to a time to meet, the default will be 40 minutes before school on Wednesday. Each collaboration session will not exceed 40 minutes. Mutually agreed upon time will include agreement between the grade level team and District staff. Teachers will be allowed to leave on the last day of the week once students have left the building. Teachers will also be allowed to leave once students have left the building on their PLC day.**

- **Overload language**

- **Section 12.8- OVERLOAD: For those teachers teaching an overload schedule, they shall be paid 1/6th of the salary at the designated Masters step below for a year-long class or 1/12th of the salary at the designated Masters step below for a semester-long class:**
 - **Teaching Experience Years 1 - 9 Masters Step 5 (BOE & MSEA Agreed)**
 - **Teaching Experience Years 10 - 19 Masters Step 15 (BOE & MSEA Agreed)**
 - **Teaching Experience Years 20+ Masters Step 23 (BOE & MSEA Agreed)**
- **The administration shall not assign overload classes to teachers in their first or second year of teaching, if practicable.**

- **Section 12.7 Part A- MSEA withdraws the high school & junior high prep-time language, with the understanding that the District will continue to create the high school and junior high (BOE & MSEA Agreed) master schedule through its established process. The District reserves the right to change or end that process and any associated practice during any successor collective bargaining agreement negotiations.**

- **Section 16.2**

- **The District will abide by the Family Bereavement Leave Act (FBLA):**
 - **Paid bereavement leave may also be used because of the following: (1.) a miscarriage; (2.) an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure (as that term is defined in the Family Bereavement Leave Act); (3.) a failed adoption match or an adoption that is not finalized because it is contested by another party; (4.) a failed surrogacy agreement; (5.) a diagnosis that negatively impacts pregnancy and fertility; (6.) a stillbirth.**
 - **For the death of a person equivalent to a family relationship (defined as: Close friends, long-term partners, former guardians, godparents/godchildren, individuals considered family by the employee) or relative by marriage not indicated above: an employee shall be allowed to use up to 3 days charged as sick leave. (BOE & MSEA Agreed)**
 - **Qualifying bereavement leave under this Section must be completed within sixty (60) days after the date on which the employee receives notice of the death of the covered family member as defined above.**
 - **An employee shall provide the employer with at least 48 hours' advance notice of the employee's intention to take bereavement leave, unless providing such notice is not reasonable and practical.**
 - **The District may, at its discretion, require reasonable documentation (as defined under the FBLA).**

- **Removal of section 22.1 Part E- signing bonuses (BOE & MSEA Agreed)**

- **Section 22.1 Part A & Section 22.6 Part D (BOE & MSEA Agreed)**

- **...Speech and Language Pathologists, who are full time employees shall receive an additional \$1,500 \$3,500/year if they have achieved their**

Certificate of Clinical Competence. Social Workers who are Licensed Clinical Social Workers shall receive an additional ~~\$1,500~~ **\$3,500**/year. Psychologists who are full-time employees and have National Certification shall receive an additional ~~\$1,500~~ **\$3,500**/year.

- D. NATIONAL BOARD OF PROFESSIONAL TEACHING STANDARDS CERTIFICATION: The Board shall pay a stipend to each teacher who acquires National Board Certification equal to **\$3500** ~~\$4000~~ per year for each year the teacher maintains such certification. At the end of the certification period, the teacher must recertify in order to continue to be eligible for the stipend.

- Section 22.6 Part B Horizontal Movement

B. HORIZONTAL MOVEMENT: Each bargaining unit member shall be eligible for horizontal movement to lanes beyond the entry lane on the appropriate salary schedule (BA lane for certificated and 0 lane for support staff).

For access to advanced lanes **for support staff** the employee must:

1. Be enrolled in a program leading toward a degree, or
2. Have received prior approval from the Superintendent or his/her designee to take academic courses or courses related to the employee's area of employment. Advanced degree programs or courses which a bargaining unit member takes that directly pertain to his/her area of instruction shall be approved by the Superintendent or his/her designee.
3. And, the employee provides proper verification to the Superintendent or his/her designee of satisfactory completion of the course work, through filing with the Superintendent either a transcript for the course work or a certificate of completion.

For access to advanced lanes for certificated staff the employee must:

- 1. Is graduate-level, degree-eligible credit offered through a regionally accredited institution of higher education and documented on an official academic transcript;**
- 2. Includes an instructor of record; and**
- 3. Have received prior approval from the Superintendent or his/her designee.**

- Section 22.4 Part A. A joint Association-Administration committee will investigate, evaluate and mutually agree upon plans for inclusion in the above offerings. **This committee will meet within 30 days of receiving renewal information. (BOE & MSEA Agreed)**
- Joint Committee Process/Form & SAM Stipend
 - Joint Committee Form- Submission of requests/deletions will come from a District-created form
 - 3 members from admin, 3 members from MSEA
 - Superintendent, building administrative representative (2)
 - MSEA President or designee, and 2 building-level representatives
 - Meet twice a year in December and May on dates initiated by the MSEA. **For the 2026-27 school year, the team will meet a third time within 60 days of the ratification of the contract. (BOE & MSEA Agreed)**
 - MSEA filters request/deletion forms, no more than 2 proposals from MSEA and/or Board per meeting.
 - If the joint committee doesn't jointly agree, then we will go back to contractual language
 - SAM Stipend **(BOE & MSEA Agreed)**

	■ <u>18. SAM STIPEND -The SAM shall participate in a comprehensive process using a unique set of tools to change the principal's focus from school management tasks to instructional leadership, increasing principal time spent improving teacher practice and student outcomes resulting in greater student success. The SAM shall receive professional development alongside their administrator on how to effectively fulfill this role. This role shall include meeting daily with the principal to schedule and protect instructional leadership time and managing building-level tasks that would otherwise interrupt the principal's instructional work. Individuals appointed to the position of SAM will be compensated at \$1,000 per semester.</u>
Part B:	● <u>Transportation Package (BOE & MSEA Agreed)</u> ● <u>Custodian Package (BOE & MSEA Agreed)</u> ● <u>Section 12.2 The District will abide by the Family Bereavement Leave Act (FBLA):</u> ○ <u>Paid bereavement leave may also be used because of the following: (1.) a miscarriage; (2.) an unsuccessful round of intrauterine insemination or of an assisted reproductive technology procedure (as that term is defined in the Family Bereavement Leave Act); (3.) a failed adoption match or an adoption that is not finalized because it is contested by another party; (4.) a failed surrogacy agreement; (5.) a diagnosis that negatively impacts pregnancy and fertility; (6.) a stillbirth.</u> ○ <u>For the death of a person equivalent to a family relationship (defined as: Close friends, long-term partners, former guardians, godparents/godchildren, individuals considered family by the employee) or relative by marriage not indicated above: an employee shall be allowed to use up to 3 days charged as sick leave. (BOE & MSEA Agreed)</u> ○ <u>Qualifying bereavement leave under this Section must be completed within sixty (60) days after the date on which the employee receives notice of the death of the covered family member as defined above.</u> ○ <u>An employee shall provide the employer with at least 48 hours' advance notice of the employee's intention to take bereavement leave, unless providing such notice is not reasonable and practical.</u> ○ <u>The District may, at its discretion, require reasonable documentation (as defined under the FBLA).</u> ● <u>Paid Holidays: (TA plus additions) (BOE & MSEA Agreed)</u> ○ <u>Custodians- (13) July 4th, Labor Day, Election Day (when school is not in session), Day Before Thanksgiving, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day, December 26th (on years when there are 261 work days), New Year's Eve, New Year's Day, MLK, President's Day, Good Friday, Memorial Day, Juneteenth. On years when there are 262 days, custodians will also receive the last Friday of spring break.</u> ○ <u>HS Registrar- Juneteenth, July 4th, Thanksgiving Day, Christmas Eve Day, Christmas Day and New Year's Day *This is due to the HS registrar being a 12-month position</u>

Part A TA's from 6.17.26 MSEA Counter and the following items:

- All grammatical corrections can be a TA
- Appendix C, 8. Supervisor of Saturday Supervised Study
- Appendix C, 15. Mentor Teachers

Financial Proposal Package (Last, Best, and Final Offer)

If a tentative agreement is reached on 8.31.26 or 9.1.26, then this financial proposal package would be retroactive to July 1, 2026.

Section 22.4 Insurance- Point of clarification: Effective January 1, 2027 for the new insurance year

- 2026-2027: \$1030/month
- 2027-2028: \$1060/month
- 2028-2029: \$1090/month
- 2029-2030: \$1120/month
- [Adopt MOU for HSA Language](#)
- % Increase (base will go up 0.5% less than everyone else) for Teachers, Custodians, EOP's, Paraprofessionals, Registrars, Transportation A.A, Bus Monitors, Lunchroom Supervisors
 - Year 1: 5.00%
 - Year 2: 5.00%
 - Year 3: 4.00%
 - Year 4: 4.00%
- % Increase (base will go up 0.5% less than everyone else)
 - Year 1: 5.00%
 - Bus Drivers:
 - 5%, plus \$1/hr
 - Head Custodians:
 - 5%, plus \$1.50/hr
 - 3rd shift custodians an additional \$0.50 per hour
 - Bus Monitors & Lunchroom Supervisors: starting rate stays at minimum wage
 - Year 2: 5.00%
 - Year 3: 4.00%
 - Year 4: 4.00%

Board to MSEA
Custodial Overtime, Etc. Package
7-14-26

SECTION 17.6- OVERTIME/COMPENSATORY TIME/PROFESSIONAL DEVELOPMENT:

A. Custodians, bus drivers, will receive credit for Board paid holiday towards their 40 hours worked when calculating overtime. [Book language - no changes]

B. Any Part B staff will be reimbursed for up to \$400 for professional leave to include costs such as registration, mileage at the current IRS rate, hotel, and meals, when travel is required between 7 am and 6 pm, will be paid for one meeting per year for Part B members as approved by the Assistant Superintendent and the Board of Education according to Board Policy. Mileage, meals, and hotel will only be reimbursed when approved as part of the initial professional development request. Part B members will submit a written request to their principal or director for permission to attend meetings pertaining to their professional duties. The Board of Education, through the Assistant Superintendent shall make final approval. This day, if unused, shall not accumulate from year to year. [Book language - no changes]

C. On days when school is in session, when snow removal is required, the Director of Facilities will contact the custodians and notify them of the start time in the morning. When possible, **the Director of facilities will attempt to notify custodians by 7:30 pm** ~~this will occur the evening before by 10 pm~~ when there is a forecasted snowfall. **Split shifts will be used sparingly. If an employee is required to complete a split shift the employee will be compensated an additional hour of pay for that shift.** [Previous TA]

D. Vacation days for custodians will be distributed as follows

1. Custodians with 0-7 years with the employer: 10 vacation days
2. Custodians with 8-14 years with the employer: 15 vacation days
3. Custodians with 15+ years with the employer: 20 vacation days

[Book language - no changes]

E. Custodians will report to work on e-learning days and work for 8 hours and be paid for 8 hours. Recognizing that e-learning days can be utilized for a variety of reasons, should an e-learning day be utilized due to snowfall **or ice accumulation**, custodians will report to work and work for 8 hours and be paid for 12 hours. [Previous TA]

F. If an employee is scheduled to work an overtime event, and the event is cancelled less than 48 hours prior to the custodian's scheduled arrival time, the custodian will still be allowed to work the scheduled hours to perform other custodial duties as assigned by their direct supervisor. [Agree - TA needed]

BOE Withdraw 17.6 G & BOE would like to counter with: [Agree]

SECTION 17.9 - HEAD CUSTODIAL COVERAGE:

Whenever a Custodian serves as a substitute in a Head Custodian position for a period exceeding five (5) consecutive working days, they shall be compensated with a stipend of \$15 a day starting on day six (6).

Each school year, the District shall solicit interest from Custodians who desire to substitute in a Head Custodian position. The Director of Facilities, in their sole discretion, shall select only qualified Custodians to serve as a substitute in a Head Custodian position. The Custodian must be able to perform the following Head Custodian duties during the temporary assignment:

- Coordinating and completing building maintenance tasks in collaboration with the Director of Facilities or designated administration officials.
- Scheduling coverage for custodians utilizing benefit time and/or for events outside regular hours including weekends.
- Managing and training custodians, sub-custodians, and student custodians.
- Monitoring the operation of HVAC systems, boilers, pumps, and other mechanical systems.
- Maintaining communication with administration regarding facilities and personnel needs.
- Ordering supplies and coordinating repairs.
- All other duties and responsibilities of custodians.

Transportation Package

[The MSEA and BOE agree to all language in this package]

- 100% paid sit time
- (b)Trips not filled language originally proposed by BOE

Trips not filled by Wednesday at 8:30 a.m. before the week of the trip shall be designated as an involuntary trip. The Transportation Director will use reverse seniority as defined by the Years of Service List.

The Transportation Director using the Years of Service list shall begin with the least senior driver. Once assigned, the trip shall be considered part of the driver's scheduled work assignment.

No driver shall be assigned an additional involuntary trip until the entire reverse seniority list has been exhausted.

No driver shall be reassigned to an involuntary trip if they have already been assigned to another trip during the same time period.

Each driver shall be granted one (1) right of refusal per school year for an involuntary trip assignment.

- (g) In the event that a driver takes eight (8) round-trip evening and weekend field or extracurricular trips (evening trips will be defined as trips that return after 7:00 pm) with students in a given month, they will be compensated an additional \$200. Driving for practices does not qualify a driver for this bonus.
- MINIMUM PAID TIME FOR FIELD TRIP/EXTRACURRICULAR TRIPS-The District agrees that the minimum paid time for a field trip EXTRACURRICULAR TRIP is 2.5 hours. All time after the 2.5 hours is calculated at clock hours, not for individual drives. (all day event that includes to and from the event and a mid-day run to a location for lunch is all paid clock hours after the 2.5 hours are met)
- From Part A 16. COMPENSATION FOR NON TRANSPORTATION STAFF TRANSPORTING STUDENTS:
 - A. When necessary and appropriate, teachers, coaches or sponsors may opt to drive an activity bus or other district vehicle in order to transport students to off-campus events. Compensation for driving will be at the following rates:
 - When round trip driving is 50 miles or less- \$30
 - When round trip driving is greater than 50 miles- \$50
 - B. Coaches/Sponsors who are certified bus drivers have first right of refusal for all trips requiring a full size bus for their activity. Compensation will be for drive time only at their current bus driver hourly rate.