# Roxana Education Association
# IEA/NEA

# Last, Best, and Final Proposal
# #17

# July 28, 2026

Instructions for using this proposal packet:

1. Each proposal is in order of its appearance the Substantive Agreement.
2. Existing contract language is colored black.
3. ~~Proposed deleted contract language is struck through~~.
4. Proposed added contract language is highlighted in yellow.

**Packaged Items**

*These are packaged items that are being presented as a complete package, based on our last conversation with the mediator. Items are not included as independent proposals. Items are listed in the order they presently appear in the contract.*

**U6/REA1) Article IV - Teaching Hours and Assignment, Letter G - Internal Substitution (pgs. 7-8)**

**G. Internal Substitution**

If there is a lack of a substitute teacher, the building principals will first use any substitute teacher available in the building who is free for the necessary period, prior to requesting a permanent staff to take a class. After exhausting all substitutes and permanent staff available on the premises, the building principal will have the right to require any certified staff to cover the absence by absorbing the students into their classroom, or to use their preparation time to cover the absences. This requirement to sub shall be done on a rotating basis. Any teacher who accepts or is required to forfeit his/her preparation period to cover another certified staff member's absence shall be compensated at the current hourly rate with the following divisions:

Per 60 minute block
~~$31.50~~ $36.00

Per 50 minute block
~~$26.25~~ $30.00 (5/6 of current hourly rate)

per 40 minute block
~~$21.00~~ $24.00 (2/3 of current hourly rate)

per 30 minute block
~~$15.75~~ $18.00 (1/2 of current hourly rate)

In the event an employee ~~is required to~~ covers more than the blocked time, but less than the next blocked time, the higher rate will be paid.

All certified employees in non-teaching positions (e.g., social worker, guidance counselor) can be required to substitute for a maximum of one class period per day.

Building principals will make reasonable efforts to secure substitute teachers. Additionally, at the start of every school year, building principals will meet with members of the school leadership teams to discuss ways to decrease the need for internal substitution and to equitably implement internal substitution when it is necessary, such as a rotation or tally system, as feasible.

~~If it is necessary to cover~~ When an absence is covered by absorbing ~~the~~ extra students and/or combining classes, the teacher ~~assigned~~ covering this duty will be paid $120.00 per day for the additional student caseload for that day, at increments of 6 hours for a day. The compensation will be divided pro rata among other teacher(s) who are ~~assigned~~ covering for the supervision of those students based on a portion of the 6-hours day increments.

Any teacher who is assigned supervision duty by an administrator during the teacher work day, but beyond the Pupil School Day, shall be compensated at the rate listed above. Elementary teachers who do not receive the preparation time assigned to them, as well as teachers who perform additional duties during the teacher work day, but outside of the Pupil attendance day~~, as defined in Section A above,~~ shall be compensated at the rate listed above. Teachers are not required to have daily bus duties, but any teacher who is called on to serve in this capacity will be paid at the above rate.

In situations of an absence of a co-teacher, if a certified substitute is unable to be found, the administration will make reasonable efforts to place a substitute aide in the classroom to replace the absent co-teacher. Furthermore, in cases where a classroom aide is absent, the administration will make reasonable efforts to find a substitute aide for that position.

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**U8) Article VI - Vacancies and Transfers, Letter C - Vacancies – Posting Period (pg. 15)**

**C. Vacancies – Posting Period**

Back to book.

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**U9) Article VI - Vacancies and Transfers, Letter D - Vacancies – Filling Of (pg. 16)**

**D. Vacancies – Filling Of**

Back to book.

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**U10) Article VII - Leave, Letter A - Sick Leave (pg. 18)**

**A. Sick Leave**

Sick leave is used for personal illness, mental and behavioral health complications, quarantine at home, illness or death in the immediate family or household, or birth, adoption, or placement for adoption/fostering. For purposes of this section, "immediate family" includes parents, stepparents, spouses, domestic partners, brothers, sisters, children, stepchildren, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

For the purpose of ensuring the appropriate use of sick leave, ~~T~~the school board may require a certificate from a physician or other health care provider as a basis for pay during leave after an absence of (4) consecutive working days for personal illness or 30 days for birth as the Board of Education or administration may deem necessary in a specific circumstance. Unlimited accumulation of sick leave, at the rate of ten (10) days per year will be permitted. During an extended illness, a physician's progress report will be required after approximately thirty (30) days. For paid leave for adoption or placement for adoption/fostering, the school board may require that the teacher or other employee provide evidence that the formal adoption/fostering process is underway, and such leave is limited to 30 days. Sick leave may be used in clock hour amounts. Partial sick leave days will be calculated in six clock hour increments. A total of six (6) hours used individually shall constitute one (1) full day of sick leave.

~~At the end of a school year, a teacher who has taken a total of two (2.0) or less sick days in the school year shall be compensated with a $300 end-of-year stipend; and a teacher who takes more than two~~

~~(2.0) but no more than three (3.0) sick leave days in the school year shall be compensated with a $150 end-of-year stipend. The stipend will be paid on the first pay date after the end of the school year. Any bargaining unit member who has submitted his or her irrevocable letter to retire and is receiving the 6% retirement incentive cannot take advantage of the unused sick day monetary stipend. In any event, the amount of this incentive is limited to the portion of such payment which avoids an overall increase in creditable earnings to the employee of more than 6% of the preceding year and which avoids any TRS penalty to be paid by the District.~~

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**P1/REA6) Article XIII - Salary and Fringe Benefits, Letter B - Health Insurance, (pg. 35)**

**B. Health Insurance**

A major medical health, dental, life, and hospital insurance ("health insurance") plan will be made available by the Board. The BOE shall pay up to the following amounts toward the annual premiums for such coverage as set forth below.

Single Employee Medical Coverage -

*Board-Paid Single not to exceed the following amounts ~~$9,000 for 2022-2023, $9,360 for 2023-2024, $9,732 for 2024-2025, and $10,122 for 2025-2026~~: $10,944 for 2026-2027, $11,436 for 2027-2028, and $11,951 for 2028-2029.

Family Medical Coverage -
*Board-Paid Family not to exceed the following amounts ~~$10,074 for 2022-2023, $10,272 for 2023-2024, $10,482 for 2024-2025, and $10,692 for 2025-2026~~: $11,694 for 2026-2027, $12,186 for 2027-2028, and $12,701 for 2028-2029.

For any teacher who does not participate in the District's health insurance plan, the Board of Education shall contribute $119.00 per month in salary (plus Board-paid TRS contribution, as this contribution represents TRS creditable earnings for all employees in the bargaining unit) for each year of this Agreement. *Board-Paid TSA not to exceed $1,428 for ~~2022-2026~~ 2026-2029.

It is the intention of the Board of Education and Association that such monthly contribution be used to purchase an approved 403(B) tax sheltered annuity. The parties mutually understand and acknowledge that the monthly contribution will be paid as salary, and, therefore, in the event the employee chooses to contribute the monthly contribution to a 403(b) account, such contribution will be treated as an elective deferral.

The parties agree that such contributions by the Board of Education will be made in accordance with applicable IRS and TRS requirements.

In the event there are legislative or rule changes affecting the TRS 6% rule contained in Public Act 94-0004, or the District is required to pay TRS penalty or contribution for increases in creditable earnings of over 6%, this provision shall be reopened for reconsideration upon written demand by either party. Such negotiations shall be for the purpose of negotiating appropriate revisions to assure that retiring employees in future similar situations shall receive to the maximum extent possible, the full value of the benefits provided under this Agreement, while avoiding TRS penalties to the District that may arise due to the payment of such benefit to the employee.

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**P2) Article XIII - Salary and Fringe Benefits, Letter H - Pay Periods, (pgs. 37-38)**

**H. Pay Periods**

Effective July 1, 2027, ~~T~~teacher pay~~days~~ will be either:

1. ~~Every other Friday beginning on the first Friday~~ Twenty-four (24) pays, paid on the 14th and 28th of the month, starting on the 14th of September ~~over a fifty-two (52) week period~~, or;

2. ~~The first Friday of each month that corresponds to the bi-weekly schedule in option 1,~~ Eighteen (18) pays, paid on the 14th and 28th of the month, starting on the 14th of September ~~over nine (9) months~~.

The teacher must notify the administration by August 1 of ~~each year by which schedule he/she is to be paid except that any employee who begins teaching after the beginning of the school year shall have fifteen (15) days to make the choice~~ of the school year if he/she elects to be paid over nine (9) months. Failure to so notify the administration shall result in the selection of option 1 for the duration of the school year.

All salary payments shall be made through an electronic direct deposit program directly into the employee's designated checking or savings account. Individual teachers may opt out of the direct deposit program and receive paper paychecks instead.

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**P3) Article XIII - Salary and Fringe Benefits, Letter K - Salary Summary, (pgs. 38-39)**

**K. Salary Summary**

**The REA proposes a three year term (2026-27, 2027-28, and 2028-29).**

~~2022-2023: For all teachers on the schedule: 3.50% (plus step)~~
~~2023-2024: For all teachers on the schedule: 3.25% (plus step)~~
~~2024-2025: For all teachers on the schedule: 3.25% (plus step~~
~~2025-2026: For all teachers on the schedule: 3.50% (plus step)~~

2026-2027: ~~5%~~ 3% plus step on both current salary schedules, on every cell

2027-2028: ~~5%~~ 3% plus step on both current salary schedules, on every cell

2027-2028: ~~5%~~ 3% plus step on both current salary schedules, on every cell

Those teachers off schedule will receive the same percentage increases as listed above.

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**REA7) Article XIII - Salary and Fringe Benefits, Letter J - Summer School, Night School, Homebound, Other Hourly Salaries, (pg. 38)**

The hourly salary for summer school, night school, homebound teaching, curriculum work (on approval basis) and extracurricular work (non-athletic and on approval basis) shall be ~~$31.50~~ $34.20 for each year covered by this contract.

Bargaining unit members who perform case study evaluations of Roxana Community Unit School District No. 1 students during the summer at the direction of Roxana Community School District No. 1 shall be paid at the rate ~~$31.50~~ $34.20 for each year covered by this contract.

Summer curriculum work (on an approved basis) shall be paid at the rate of ~~$31.50~~ $34.20 for each year covered by this contract.

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**REA10a) Appendix - Letter E - 6% Salary Increase and Unused Sick Day Option (pgs. 43-45)**

**E. Retirement Incentive – 6% Salary Increase ~~and Unused Sick Day Option~~**

This incentive is meant to encourage retirement at the earliest possible opportunity based on the employee's first eligibility under Teachers' Retirement System (TRS) rules (current district practice). To qualify for ~~this~~ the retirement incentive under this ~~P~~provision, the employee must submit ~~their~~ his/her irrevocable written retirement letter to the District ~~prior to the first day of the school year~~ by June 30th at least one (1) school year but no more than three (3) school years, before which he/she intends to retire.

The date of retirement must be effective upon the conclusion of the school year in which the employee first becomes eligible to retire, as indicated above. As such, the employee shall be responsible for providing and sharing information with the District regarding his/her TRS creditable service and any related service credit and is encouraged to verify incentive eligibility with the District prior to the submission of his/her letter.

~~For any certified staff member~~ An employee who meets the eligibility requirements ~~set forth above and submits the required irrevocable letter of retirement to the District up to three (3) years prior to their final school year,~~ shall be removed from the regular salary schedule and shall receive an annual 6% increase ~~(for a maximum of 3 years)~~ over the previous year's total creditable earnings (adjusted to reflect any changes in coaching or other extracurricular stipends).

~~Payment for unused leave shall be paid to the employee in a separate, one-time, non-TRS payment, to avoid triggering any TRS penalties that the District may acquire. This payment shall be made automatically thirty (30) days after the teacher receives their final regular paycheck. Said payment shall be mailed to the address the District has on file.~~

~~Any unused sick or personal leave days the employee has on record at the close of the final school year, shall be paid out to the employee at the rate of $50 per day.~~

Should an ~~certified staff member~~ employee seek a larger retirement incentive than set forth above, ~~they~~ he/she shall request the Association to negotiate with the Board. This request must be channeled through the Association, which shall then formally request bargaining via the Superintendent. The parties expect to negotiate such agreements periodically for employees with special retirement circumstances.

This provision will be re-opened for negotiation upon written demand if legislative or rule changes affect the TRS 6% rule (Public Act 94-0004), or if the District faces a TRS penalty or increased contribution for creditable earnings over 6%. Negotiations shall focus on revising the agreement to assure future retiring employees shall receive, to the maximum extent possible, the full value of the benefits while simultaneously ensuring the District avoids TRS penalties.

[As part of implementing the new collective bargaining agreement, the Board will enter into an MOU with the REA to provide a one-time extension and extend the date from June 30, 2026, to the day prior to the first day of teacher attendance for the 2026-2027 school year, August 14, 2026.]

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**P4/REA10b) Appendix - Letter F - Retirement Incentive – Sick Leave Grant, (pgs. 45-46)**

**F. Retirement Incentive – Sick Leave Grant and Unused Sick Day Payment**

This incentive is meant to encourage retirement at the earliest possible opportunity based on the employee's first eligibility under Teachers' Retirement System (TRS) rules (current district practice). To qualify for ~~this~~ the retirement incentive under this ~~P~~provision, the employee must submit ~~their~~ his/her irrevocable written retirement letter ~~effective at the close of the school year of their first TRs-defined retirement eligibility, to the District prior to the first day of the school year~~ by June 30th five (5) school years before which he/she intends to retire and have one hundred (100) accumulated sick days on record.

The date of retirement must be effective upon the conclusion of the school year in which the employee first becomes eligible to retire, as indicated above. As such, the employee shall be responsible for providing and sharing information with the District regarding his/her TRS creditable service and any related service credit and is encouraged to verify incentive eligibility with the District prior to the submission of his/her letter.

~~For any certified staff member~~ An employee who meets the eligibility requirement set forth above ~~and submits the required irrevocable letter of retirement to the District five (5) years prior to their retirement, the District~~ shall receive an increase in sick leave. ~~To qualify, the employee must submit a written, irrevocable letter of retirement to the District before the first day of the school year five(5) years prior to their retirement and must have at least 90 accumulated sick/personal days on record.~~ The District shall verify the number of sick days the employee has on record with the District and TRS and add two hundred forty (240) days less the number of days on record with TRS. The employee shall continue to receive the regular sick leave allotment during the last five (5) years of employment.

Any unused sick or personal leave days the employee has on record at the close of the final school year, shall be paid out to the employee at the rate of $50 per day. The employee must notify the district via a district provided form, by the last day of teacher attendance of their final year, the specific number of days the employee requests be submitted to TRS and those for which the employee desires payment. If the employee fails to submit such form, all days will be submitted to TRS. Payment for unused leave shall be paid to the employee in a separate, one-time, non-TRS payment, to avoid triggering any TRS penalties that the District may acquire. This payment shall be made within sixty (60) days after the teacher receives their final regular paycheck. Said payment shall be mailed to the address the District has on file.

~~The District shall calculate the additional sick leave to be added by taking three hundred fifty (350) days and subtracting ninety (90) unused accumulated sick days, as well as any banked sick days the employee may have on record with TRS.~~

~~Teachers who receive the Sick Leave Grant provided in this Section shall also be eligible for the 6% retirement incentive (as provided in Appendix F) for their final three years.~~ An employee eligible for this provision and the 6% Salary Increase (Appendix E), need not submit a separate retirement letter for each provision.

This provision will be re-opened for negotiation upon written demand if legislative or rule changes affect the TRS sick leave day rule (Public Act 94-0004), or if the District faces a TRS penalty or increased contribution for increases in sick leave days. Negotiations shall focus on revising the agreement to assure future retiring employees shall receive, to the maximum extent possible, the full value of the benefits while simultaneously ensuring the District avoids TRS penalties.

[As part of implementing the new collective bargaining agreement, the Board will enter into an MOU with the REA to provide a one-time extension and extend the date from June 30, 2026, to the day prior to the first day of teacher attendance for the 2026-2027 school year, August 14, 2026. Additionally, the Board will enter into an MOU with the REA that through the 2028-2029 school year, those employees with at least ninety (90) days, but less than one hundred (100) days are eligible for the provisions above, but will be granted two hundred thirty (230) days.]

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**P5/REA11) Appendix - Letter H - Teacher Appreciation Longevity Stipend (pgs. 47-48)**

**H. Teacher Appreciation Longevity Stipend**

~~The~~ In appreciation for years of service to the Roxana School District, the Board ~~agrees to add~~ will provide a Teacher Appreciation Longevity Stipend at the rate of ~~$250.00~~ $500 at the beginning of the twenty-fifth (25th) year ~~through the twenty-ninth (29th) year and $500.00 at the beginning of the thirtieth (30th) year~~ and every year thereafter ~~starting at year 2014-2015~~. In the event there are legislative or rule changes affecting the TRS 6% rule contained in Public Act 94-0004, or the District is required to pay TRS penalty or contribution for increases in creditable earnings of over 6%, this provision shall be reopened for reconsideration upon written demand by either party. Such negotiations shall be for the purpose of negotiating appropriate revisions to assure that retiring employees in future similar situations shall receive to the maximum extent possible, the full value of the benefits provided under this Agreement, while avoiding TRS penalties to the District that may arise due to the payment of such benefit to the employee. All employees who are currently receiving a longevity stipend will continue to receive the stipend for total years of teaching experience.

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**P6/REA13) Appendix - Letter K - Salary Schedule (pgs. 51-59)**

**K. Salary Schedule**

**The REA proposes a three year term (2026-27, 2027-28, and 2028-29).**

~~2022-2023: For all teachers on the schedule: 3.50% (plus step)~~
~~2023-2024: For all teachers on the schedule: 3.25% (plus step)~~
~~2024-2025: For all teachers on the schedule: 3.25% (plus step~~
~~2025-2026: For all teachers on the schedule: 3.50% (plus step)~~

2026-2027: ~~5%~~ 3% plus step on both current salary schedules, on every cell

2027-2028: ~~5%~~ 3% plus step on both current salary schedules, on every cell

2027-2028: ~~5%~~ 3% plus step on both current salary schedules, on every cell

Those teachers off schedule will receive the same percentage increases as listed above.

Current Tier 2 staff as of the 2020-21 school year will stay on the current schedule for a total of 5 steps starting with the 2022-23 school year. They will move to the new 28 step schedule after they have moved 5 steps on the 15 step schedule. At that time, they will move to a cell on the new schedule in the same ~~E~~educational ~~L~~lane that is closest to the cell but not less than the cell they were at and then move from that point based on the contract language for that particular school year.

Tier 1 staff hired for the 2021-22 school year will stay on the current 15 step schedule. ~~Teachers hired before the 2022-23 school year that are both Tier 1 and ESSER will also remain on the 15 step schedule.~~ Tier I staff who were hired into ESSER positions and moved to the new 28 step schedule starting the 2022-23 school year, will move back to the 15 step schedule starting with the 2026-27 school year.

Tier 2 staff hired for the 2021-22 will stay on the current schedule for a total of 5 steps starting with the 2022-23 school year. They will move to the new 28 step schedule after they have moved 5 steps on the 15 step schedule. At that time, they will move to a cell on the new schedule in the same ~~E~~educational ~~L~~lane that is closest to the cell but not less than the cell they were at and then move from that point based on the contract language for that particular school year.

~~All new hires starting the 2022-23 school year will be put on the new 28 step~~

~~schedule.~~

Once the last Tier 1 staff moves to the top step in their ~~E~~educational ~~L~~lane - the following year the employee will move to a cell on the new schedule that is closest to the cell but not less than the cell they were at and then move from that point. At this point the old schedule will be retired.

~~ESSER positions - staff hired for ESSER positions for the 2021-22 school year will move to the new 28 step schedule beginning with the 2022-23 school year. They will move to a cell on the new schedule that is closest to the cell but not less than the cell they were at and then move from that point based on the contract language for that particular school year.~~

All off schedule staff will receive the percentage increase indicated for each year of the contract. The District will provide a list of those teachers and their salary each year to the R.E.A.

Creditable Earnings Contingency

In the event there are legislative or rule changes affecting the TRS 6% rule contained in Public Act 04-0004, or the District is required to pay TRS penalty or contribution for increases in creditable earnings of over 6% this provision shall be reopened for reconsideration upon written demand by either party. Such negotiations shall be for the purpose of negotiating appropriate revisions to assure that retiring employees in future similar situations shall receive to the maximum extent possible, the full value of the benefits provided under this Agreement, while avoiding TRS penalties to the District that may arise due to the payment *of* such benefit to the employee.

| | 26/27 | 27/28 | 28/29 |
|---|---|---|---|
| Salary | $11,544,749.00 | $11,934,167.00 | $12,410,735.00 |
| Retirement | $1,109,667.00 | $1,175,776.00 | $1,211,780.00 |
| Insurance | $1,295,910.00 | $1,351,506.00 | $1,409,701.00 |
| HS Guidance | $6,097.00 | $277.00 | $266.00 |
| Longevity | $4,500.00 | $4,500.00 | $4,500.00 |
| Hourly | $2,961.00 | $846.00 | $846.00 |
| Substitution | $1,584.00 | $1,584.00 | $1,584.00 |
| **TOTAL:** | $13,965,468.00 | $14,468,656.00 | $15,039,412.00 |