IELRB Public Posting
Wilmette School District 39
Illinois Federation of Teachers Local 1274 PSRP Council 39
IFT/AFT, AFL-CIO

Submitted October 16, 2026

Summary
1. District Background
2. Bargaining history
3. Contested issues
4. Union Proposals

District Background

Wilmette District 39 is an elementary school district of six schools serving 3,258 students in kindergarten through eighth grade. The District is located in Cook County in the northern suburbs of Chicago. The community invests in their school district. ISBE cites the district's evidence-based funding at 135%, spending $23,000 per student in 2025.

The District is in a strong financial position to invest in their staff, however in these negotiations they chose not to do so.

The Support Staff Union of IFT Local 1274 has represented the PSRP staff for decades. The most recently expired contract started with a $3/hr. wage increase to address low wages. However, the low pay problems persist. The union entered negotiations looking to correct the low pay that contributes to problems with staff retention. A review of wages in other northern suburbs found Wilmette wages to support staff are among the lowest if not the lowest in surrounding districts.

Bargaining History

The parties began negotiations April 15, 2026, and have met to negotiate ten times. Most of those meetings have lasted between two and six hours. The employer requested mediation after eight meetings and the last two have been mediated with FMCS. We have one scheduled mediated negotiation for October 28th. Due to the small number of bargaining sessions, there remain a large number of open issues. The collective bargaining agreement expired August 1, 2026, and bargaining unit members have been working without a contract since that date.

Contested Issues

There are three primary contested issues in these negotiations.

First, low pay.
Living wages are a big part of the Union's proposal. A paraprofessional who has been with the district for seven years earns about $28,900 a year. In addition, increases to the starting wage are needed to attract and retain staff.

The District has offered raises tied to CPI-U from two years prior to the year of the increase in last two years of their offered contract. In the first year, the District has offered 4.25% increases, which averages $0.99/hr. However, this amount barely exceeds inflation. A paraprofessional (which makes up over half the bargaining unit) earning $20.99 needs to make $21.83 to have the same buying power as they did in August 2025- or $0.84 cents just to stay in place. The District's proposed 4.25% is $0.89 cents.

Second, affordable health insurance.
Union members cite the high cost of health insurance as a problem on their low wages. The Union is seeking to make the employee's contribution to individual coverage more affordable. The District is proposing to shift more costs onto staff with an additional cost sharing after premium increases over 7%. This year increases are around 15% and are expected to continue to rise in double digits over the next few years. This additional cost would further erode wages for this bargaining unit.

Third, retaining IL School Code PSRP paid holidays.
Since Illinois School Code Section 24-2 required 10-month PSRP employees to be paid for holidays that fall within their normal 10-month work year (excluding those holidays during school breaks), the parties adopted the Memorandum of Agreement to pay those holidays. However, in these negotiations the District has argued that the school code does not require holiday pay for 10-month PSRP employees and has sought to take that benefit away. This loss of paid days off would further reduce staff salaries.

Additional issues focus on improved working conditions and increase to stipends and extra work performed by PSRP staff.

What follows are the proposals prepared for District 39 Board of Education at the end of our last bargaining meeting October 14, 2026.

IFT Universal Settlement Package Proposal to BOE District 39 October 13, 2026

ARTICLE IV UNION RIGHTS
SECTION 15- NEW EMPLOYEE UNION ORIENTATION
Within ten calendar days of employment with the District, at a date and time agreed upon by the supervisor and the union that is not disruptive to the employee's responsibilities, a union representative

shall meet on paid time with the newly hired employee(s) for up to one hour for union orientation. The Board will designate thirty minutes during the institute days at the start of each school year for the bargaining unit members to meet.

ARTICLE X — VACANCIES AND ASSIGNMENTS

SECTION 8 — PARAPROFESSIONAL SERVING AS A SUBSTITUTE TEACHER

~~If a certified paraprofessional, including a~~ **A** certified building paraprofessional~~, or other employee~~ who holds a valid teaching or substitute certificate is temporarily assigned to serve in the capacity of a substitute teacher for a full- or half-day, such employee shall receive a stipend of **$50.00** for each full day of $25.00 for each such half-day worked in such capacity. ~~Paraprofessional employees working~~ A half-day is defined as 2 hours at EC-4th grade schools and 3 periods in grades 5-8.

A certified paraprofessional or other employee who holds a valid teaching or substitute certificate who is temporarily assigned to serve in the capacity of a substitute teacher shall receive a stipend of $10 per hour defined as one hour for EC-4th grade and one period in grades 5-8.

~~of $20.00 for eachsuch half-day worked.~~

Such stipends shall be in addition to the employee's daily compensation rate. If the District should increase its full- or part-time substitute rates, paraprofessional employees working in temporary, full- or half-day substitute teaching assignments would receive the revised substitute rate or their daily compensation rate plus the stipend, whichever is greater. This stipend does not apply to employees who assume supervision of a class for brief periods of time.

SECTION 12- SHORT STAFFING

If a custodian is assigned two or more "quick clean(s)" in a week they shall be compensated at $50 for such additional work per week.

ARTICLE XI LEAVES

SECTION 6 — LEAVE OF ABSENCE

An employee may take an unpaid leave of absence approved by the Board. Such leave shall not exceed one (1) year. Unpaid leave may be requested for employees to complete their student teaching. Employees requesting unpaid leave for student teaching must submit their request 60 days in advance. Such requests shall not be unreasonably denied. Each leave request shall be considered on its individual merit and the granting or denying of such request shall be without precedential effect.

SECTION 5 — INCLEMENT WEATHER LEAVE

An employee required to work when said employee's school is closed due to inclement weather shall not suffer a loss in pay for tardiness of one hour or less. Any employee arriving after the first hour shall suffer a prorated deduction in pay for each half hour of tardiness unless such employee makes up the missed time on a day(s) mutually agreed to by the employee and the employee's immediate supervisor. When school is closed due to inclement weather, the Superintendent will consider whether employees who work in the MEC building and whose job functions can be completed from home may be permitted to work remotely. Additionally, when school is closed due to inclement weather and maintenance and

custodial employees come in for snow removal, they will receive time and a half their regular rate of pay for the hours they work on that day.

ARTICLE XII — HOLIDAYS

SECTION 1 — DESIGNATION OF HOLIDAYS

A. The following days shall be paid holidays for twelve-month employees:
Independence Day
Labor Day
Indigenous Peoples Day
Veterans' Day
Thanksgiving Day & Day after
Christmas Day & Day before
New Year's Day & Day before
Martin Luther King's Birthday
President's Day
Memorial Day
Juneteenth

B. Building secretaries shall be paid for all holidays identified in Section A, with the exception of Independence Day. Building secretaries will not be paid for Juneteenth if their work calendar year ends before the holiday/observance of the holiday.

C. The District will pay all non-building secretary 10 month PSRP positions covered by the Union for legal holidays as defined in *Illinois School Code Section 24-2* and special holidays (if any) that fall within their normal 10-month work year, unless: (a) a legal holiday has been waived by the District either by a school calendar approved by the District; or (b) the District is closed for the week in which the legal holiday falls (e.g., Fall Break, Winter Break or Spring Break). For example, a PSRP employee would not be paid for Christmas Day or New Years Day because these legal holidays fall during the District's Winter Break. Said payment will be subject to applicable withholdings.

SECTION 6: RELIGIOUS OBSERVANCE

Employees may take up to two days per year for the observance of religious holidays. Employees must identify the sincerely held religious belief, provide written documentation of the observance, and provide written notice at least fourteen calendar days in advance of non-attendance for the religious holiday. Approval for religious holiday benefit time requests will take into account operational needs such as staffing requirements and maintaining student coverage.

ARTICLE XIV — WORK DAY/WORK WEEK

SECTION 1 — NORMAL HOURS OF WORK

The normal workweek shall begin at 12:01am on Monday and end 12:00am midnight on Sunday.

Kindergarten paraprofessionals shall have 15 minutes of planning time each day without student supervision during student attendance hours for collaboration with the classroom teacher.

SECTION 3 — CUSTODIAN AND MAINTENANCE SUMMER, THANKSGIVING, WINTER AND SPRING BREAK WORKDAY

The work day for PM custodians will move to a day schedule beginning on the last day of student attendance for the school year until the first day of teacher attendance in the fall and during Thanksgiving, winter, and spring breaks. PM custodians begin work at 12 noon on the last student attendance day and work 8 hours. For all custodians and maintenance staff, the hours of work on the last work day of the week(s) during Thanksgiving, winter, and spring vacation shall be 7:00-11:30AM. (*Note- for the short days during summer break, all custodians and maintenance staff shall work 8am-11:30am as per proposal in Section 6 of this Article)*

SECTION 6 — SHORTENED DAY

The hours of work on the last work day of the week during winter, spring, and summer vacation for twelve (12) month secretarial/clerical/technology/custodial/maintenance and ten (10) month building secretarial employees shall be 8:00 A.M. to 11:30 A.M. except that the Friday before the first day of teacher in service at the beginning of each school year, which shall remain a regular work day. In exchange for this regular workday, a different half-day of attendance shall be scheduled by the administration in that school year. In the event a custodian or maintenance employee is required to work the full day, due to operational needs, when secretarial/clerical/technology staff work a short day, they shall be compensated at time and one half for all hours worked in additional three and a half hours of their shift.

ARTICLE XV — OVERTIME AND FLEX TIME

SECTION 1 — OVERTIME HOURS

For all non-exempt employees, overtime shall be defined as work performed by employees beyond forty (40) hours in a work week, including all paid leave, with the exception of work performed under the situations described in Article XI, Section 4 (paid while on Jury duty), in Article XV Section 4 (Weekends) and Article XV Section 5 (Minimum Hours). The normal workweek shall begin at 12:01 a.m. on Monday and end at 12:00 midnight on Sunday.

Overtime for custodial and food service staff shall also be defined as work performed in excess of their scheduled shift. .

Overtime must be preapproved by the employee's supervisor before work commences. See Appendix G for specific agreement regarding overtime for maintenance employees.

ARTICLE XVII — SALARY AND FRINGE BENEFITS
SECTION 1 — COMPENSATION

Effective August 1, 2026:

All bargaining members unless otherwise listed shall receive a salary increase equal to the Consumer Price Index ("CPI-U") reported for the calendar year January 1, 2024 through December 31, 2024 as applied to the Districts levy under the Illinois Property Tax Extension Limitation Law [minimum of 2% and maximum of 4%]. All CPI-U increases will be applied after receiving the across the board raises. All bargaining unit members shall receive a **$3.00** per hour across the board raise unless otherwise listed below.

Custodians shall receive an across the board increase $4.25 per hour and Day custodians shall receive an additional $0.90 per hour.
Nurses shall receive a salary increase of $12.50 per hour effective August 1, 2026.
Skilled Maintenance shall be compensated according to Article 19 Skilled Maintenance.
OT/PT shall be compensated according to Article 20 Occupational Therapist/Physical Therapist.

Effective August 1, 2027:

All bargaining members, unless otherwise listed, shall receive a salary increase equal to the Consumer Price Index ("CPI-U") reported for the calendar year January 1, 2025 through December 31, 2025 as applied to the Districts levy under the Illinois Property Tax Extension Limitation Law [minimum of 2% and maximum of 4%]. This increase will be applied to a **$2.00** per hour across the board raise for all bargaining unit members, unless otherwise listed.

Skilled Maintenance shall be compensated according to Article 19 Skilled Maintenance.
OT/PT shall be compensated according to Article 20 Occupational Therapist/Physical Therapist.

Effective August 1, 2028:

All bargaining members, unless otherwise listed, shall receive a salary increase equal to the Consumer Price Index ("CPI-U") reported for the calendar year January 1, 2025 through December 31, 2025 as applied to the Districts levy under the Illinois Property Tax Extension Limitation Law [minimum of 2% and maximum of 4%]. This increase will be applied to a **$1.50** per hour across the board raise for all bargaining unit members, unless otherwise listed.

Skilled Maintenance shall be compensated according to Article 19 Skilled Maintenance.
OT/PT shall be compensated according to Article 20 Occupational Therapist/Physical Therapist.

Paychecks shall be distributed no later than the thirteenth (13th) and twenty-seventh (27th) day of each month, except when such date occurs on a holiday or a weekend. In such instance, the nearest previous District business day (day the District Office is open) shall be

the payday.

SECTION 10 — HOSPITALIZATION, MAJOR MEDICAL AND DENTAL AND LIFE INSURANCE

Group hospitalization, major medical, and dental insurance plans shall be maintained by the Board and made available to all eligible employees (currently those regularly scheduled to work 30 or more hours per week) who elect such coverage. The Board shall pay 100% of the premium for Employee; 90% of Employee PPO and PPO HDHP Plan Coverage.
The Board shall contribute the following to available District health insurance plans:

Types of Plan	**Plan Coverage**	**Board Percentage Payment of Premium**
HMO	Employee	**100%** ~~97%~~
	Employee + Spouse	75% of the premium cost (85% for couples, both of whom are SSU members).
	Employee + Children	
	Family	
PPO	Employee	**90%** ~~85%~~
	Employee + Spouse	70% of premium cost (80% for couples, both of whom are SSU members).
	Employee + Children	
	Family	
PPO (HDHP)	Employee	**90%** ~~85%~~
	Employee + Spouse	70% of premium cost (80% for couples, both of whom are SSU members).
	Employee + Children	
	Family	

*Note: Percentages are applied to the least costly plan offered in each district health plan category. An employee may apply the dollar equivalent of the board paid percentage to any other district-sponsored plan in that category.

As further set forth below, any employee who is a participant in the District's HDHP PPO Insurance plan and is Health Savings Account ("HSA") eligible will receive one (1) non-elective employer contribution of six hundred dollars ($600) in each school year that the employee participates in the District's HDHP PPO insurance plan. The non-elective employer contribution will be made on the first pay period of January or upon employee's attainment of HSA eligibility status after January 15th of each school year. **TA 6.10.26**

If the district separates from the insurance cooperative, the Board will look for health care

insurance plans that are similar in design and benefits as available-..
In no event shall the Board contribution exceed one hundred percent (100%) of the single (individual) HMO premium for the least costly medical coverage plan. **TA 6.10.26**

The Wilmette Support Staff Union shall have one or more representatives seated on the District Insurance Advisory Committee.

Except as the Union shall otherwise agree in writing, coverage shall be substantially equivalent . In no event shall the Board contribution
exceed one hundred percent (100%) of the single (individual) HMO premium for the least costly medical coverage plan providing coverage substantially equivalent **TA 6.10.26**

ARTICLE XVIII—RETIREMENT
SECTION 2 — RETIREMENT BENEFITS
Employees who are members of the Illinois Municipal Retirement Fund (IMRF) may be eligible for a service recognition benefit and retirement insurance contributions as provided below in either Sections 3.A or 3.B. As used in this Section, the term "retirement" shall mean the termination of regular employment in the District and the receiving of retirement benefits from the IMRF.

A. Service Recognition and Retirement Insurance Benefits for Eligible Employees Who Were Age 45 or Older with No Less Than Six (6) Years of Service by June 30, 2012

3. Retirement Insurance Coverage.
If an eligible employee has submitted a notice of retirement that has been accepted by the Board in accordance with Section 3.A.1 above, the employee may continue to participate in the District's group medical insurance at the employee's own cost, provided premiums are paid in advance.

The Board shall pay up to one hundred fifty dollars ($150.00)per month towards the premium for individual medical insurance for an employee who retires with eight (8) years of full-time service with the District provided that such employee submit a letter of resignation at least three (3) months prior to the employee's intended date of retirement.
This benefit will continue for ten (10) years with a minimum of eight (8) years of full-time service, fifteen (15) years with a minimum of twelve (12) years of full-time service, twenty (20) years with a minimum of fifteen (15) years of full-time service, and for the remainder of the employee's life with twenty (20) years of full-time service.

B. Service Recognition and Retirement Insurance Benefits for Eligible Employees Who Were Not 45 Years of Age or Older with at Least Six (6) Years of District Service by June 30, 2012

3. Retirement Insurance Coverage.

If an eligible employee has submitted a notice of retirement that has been accepted by the Board in accordance with Section 3.B.1 above, the employee may continue to participate in the District's group medical insurance at the employee's own cost, provided premiums are paid in advance.

The Board shall pay up to two hundred dollars ($200) per month towards the premium for individual medical insurance for an eligible employee. This benefit will continue for five (5) years for employees with a minimum of ten (10) years of full-time service, or for ten (10) years for employees with a minimum of fifteen (15) years of full-time service, or for fifteen (15) years with a minimum of twenty (20) years of full-time service, or for thirty (30) years for employees with thirty-five (35) years of full-time service with the District.

4. 403b Retirement Benefit

Starting in the second year of this Agreement and continuing for the duration of this Agreement, bargaining unit members shall be eligible to receive a matching contribution to a 403(b) account, or other defined contribution/benefit plan, established by the employee that is part of a plan approved by the District. If the employee makes an individual contribution to the 403(b) account, or other defined contribution/benefit plan, the District shall make an additional matching contribution as indicated in the chart below. The District contribution shall be made in June of each year of this Agreement provided the bargaining unit member was employed by the District through the end of the school year.

School Year	Board Contribution
~~2026-2027~~	~~$1600~~
2027-2028	$1700
2028-2029	$1800

ARTICLE 19 SKILLED MAINTENANCE

SECTION 1– PREAMBLE

This section of the 2022-2026 Collective Bargaining Agreement between the Support council of District 39 Wilmette, Local 1274, IFT/AFT refers to agreements applied to Skilled Trades positions, including Engineer, Electrician, Plumber, and Painter. The "Master Agreement" referred to on the cover page of this section contains all other agreements which are applied to the Skilled Trades positions as well the rest of the bargaining unit.

SECTION 2– WORKLOAD

Outside contractors may be used if the current staff do not have the ability to complete the job. Any change in workload or job description shall be negotiated prior to the change going into effect.

SECTION 3- COMPENSATION

All skilled maintenance positions' hourly rate of pay shall match the Cook County Prevailing Wage base rate for that position.

Skilled maintenance employees are encouraged to complete skills courses relevant to their position and the skilled maintenance needs of the district. Such courses offered by either schools or by trade unions shall be eligible for tuition reimbursement under Article 7 Section 14. ~~Upon successful completion of each course, the Board shall add $750 to the employee(s) base rate of pay.~~

ARTICLE 20 OCCUPATIONAL THERAPIST/PHYSICAL THERAPIST

SECTION 1– PREAMBLE

This section of the 2022-2026 Collective Bargaining Agreement between the Support council of District 39 Wilmette, Local 1274, IFT/AFT refers to agreements applied to Occupational and Physical Therapists only. The "Master Agreement" referred to on the cover page of this section contains all other agreements which are applied to the Occupational and Physical Therapists as well the rest of the bargaining unit. "OT" shall refer to Occupational Therapists. "PT "shall refer to Physical Therapists. "OT/PT" shall refer to both groups of therapists collectively.

SECTION 2 — DEFINITION OF EMPLOYEE

The term "employee" as used in this Agreement shall refer to any member of the bargaining unit described in Article I.1 above, except when qualified as follows:

A. A full-time employee shall be defined as an employee who works thirty (30) hours or more per week.

B. A part-time employee shall be defined as an employee who works less than thirty (30) hours per week.

C. A partial-year employee shall be defined as a 12-month employee hired after December 15th.

D. An "exempt" employee refers to an employee's status under the Fair Labor Standards Act. Such exempt status falls under the "learned professional" exemption and such salaried employees are exempt from overtime provisions of this contract.

OT/PT SECTION A: PROFESSIONAL COMPENSATION

1. Compensation

Occupational and Physical Therapists shall ~~be placed on the WEA teacher wage scale and~~ **match salary increases found in the WEA contract each year of the duration of this Agreement.**

2. Salary Placement (Experience) for New Hire

Newly hired employees shall receive credit towards salary schedule placement for prior OT/PT experience as follows: 1) up to ten (10) years of credit for full-time prior experience shall be recognized, and 2) thereafter, years of prior experience beyond ten (10) shall be credited at fifty percent (50%), for up to 20 years of credit. For purposes of determining full-time experience, experience may be earned through one full-time position or through two or more **concurrent** part-time OT/PT positions or assignments that, when combined, are equivalent to a full-time work week. Such experience may include, but is not limited to, employment in a school setting, clinic, early intervention, or hospital. Employees shall receive full-time experience credit when their combined OT/PT assignments equal a full-time work week, regardless of whether the experience was obtained through a single employer or multiple employers.

3. Salary Placement (Education) for New Hire

Newly hired employees shall be placed on the WEA Initial Hire Salary chart for the given school year. Newly hired employees shall be placed according to degree earned and any graduate hours after such degree or at MA+0 for an OT and MA+36 for a PT, whichever lane is greater. Newly hired OT/PT's shall receive a one-time, hiring stipend added to the base salary, as determined on the Initial Hire Salary chart. OTs/and PTs without a doctorate shall receive a one time hiring stipend of $3,000. OTs/ and PTs with a doctorate shall receive a one time hiring stipend of $5000. Annual salary increase will be calculated on the new base. If the district hires an OT/PT at a higher rate than a current bargaining unit member with similar school and clinical experience, that bargaining unit member shall be brought up to no less than the rate of the new hire.

OT/PT SECTION B: EDUCATIONAL ADVANCEMENT

The following procedures pertaining to credit for semester hours earned since the last degree shall be used in determining salary increases based on educational advancements:

1. The responsibility for submitting a transcript or grade report showing the credit earned since receiving the highest degree will be assumed by the employee.

2. Educational advancement credit shall be granted for coursework as described below:

a. Graduate degrees or certifications in an education-related field;

b. Graduate coursework related to School Improvement Plans (SIP), District Goals (DG), or continuing professional education in an education-related or OT/PT related field;

c. District CEI's (Academy 39)

D. Specific pre-approved advanced certifications earned through AOTA or APTA accredited providers (e.g., Sensory Integration SIPT, Neuro Developmental NDT) will be credited as 12 semester hours, provided a minimum of 180 contact hours are required. Pre-approval shall be by the administrator for special education. [Note: If recertification is required, to stay at that lane placement certification must be maintained.]

3. A grade of "B" or above must be received for all course work to be applied toward salary increments, except that if a course is only offered as pass/fail, the person needs only to receive a passing grade.

4. Credit for approved courses must be earned prior to September 1 to be applied to a regular school year contract. Transcripts or grade reports must be received by October 1.

5. OT/PTs shall receive a salary increase for achieving the following educational advancements after their initial hire:

EDUCATION ADVANCEMENT	SALARY INCREASE
MA PLUS 12	$2000
MA PLUS 24	$2000
MA PLUS 36	$2000
MA PLUS 48	$2000
MA PLUS 60	$2000
DOCTORATE	$2000

This salary increase is a one-time payment added to the OT/PT's base salary upon completion of the educational advancement. The educational advancement will be added to the prior year's base salary and then the annual salary increase will be calculated on that amount. OT/PTs may receive no more than one educational advancement increase per school year.

The dollar amount for the educational advancement in subsequent years will match the WEA educational advancement amounts.

OT/PT SECTION C: WORK DAY

1. Occupational and Physical Therapists shall follow the same workday as the teachers in the building to which they are assigned. If a therapist works in multiple buildings in a work week or in a work day, the therapist shall annually work out a daily schedule with the administrator for special education that matches the therapist's building assignments.

a. In grades K-4, the building Administration may schedule up to two (2) meetings per month for building related matters during the teacher workday prior to the start of the student day.

b. In grades 5-8, three (3) planning periods per month may be scheduled by the building Administration for building related matters. It is expected that members will be at school at least 10 minutes prior to the start of the student day and at least 10 minutes after the end of the student day.

c. The remaining 30 minutes may be scheduled before or after school at the discretion of the member. This flexible use of before/after school time is not intended to preclude participation in before/after school meetings. Such meetings include, but are not limited to, contractually required (e.g., Wednesday meetings, housekeeping meetings, etc.), voluntary (e.g. social committee, Principal Advisory Committee, etc.) and stipend meetings (e.g. Instructional Leadership Team, etc.).

2. Therapists will have a minimum thirty (30) minute paid duty free lunch period and two hundred eighty minutes (280) of non-student contact time per week. Non-student contact time may include: meeting regarding a student, scoring assessments, writing evaluation reports, providing consult services, etc.. Plan time and lunch time shall be scheduled by the therapist and submitted to the Administrator(s) of Special Education at the start of the year.

3. Therapists are expected to attend Wednesday after-school meetings following the established teacher schedule:

a. Schedule: Building and district meetings are scheduled after school on Wednesdays.

b. Meeting Duration: Building faculty Meetings shall not last longer than one hour or be held after 5:00 p.m., whichever occurs first, except in an emergency or unless a majority of those present agree to continue the meeting. All other Wednesday meetings shall be scheduled for no more than one (1) hour.

c. 2nd, 3rd, and 4th Wednesdays will be scheduled at the discretion of the District up to a total of twenty-three (23) meetings. No less than four (4) of the twenty-three (23) meetings will be designated as Department/Grade Level meetings.

4. Therapists are also expected to attend Institute Day, Early Release, and other professional development activities as established by the teacher's contract.

5. Therapists Stipends and Extra Earnings: **converted from chart to section, otherwise no change in language.*

a. An occupational therapist or a physical therapist designated as a department chairperson shall receive a minimum stipend of three thousand six hundred and fourteen dollars ($3614.00) per year.

b. The OT/PT curriculum writing rate shall be $43.00 per hour.

c. The OT/PT Extended School Year Therapy Rate shall be $70.00 per hour.

All stipends and extra earning rates shall be increased in any year necessary in order to stay equivalent with the WEA contract.

6. Traveling OT/PT Therapists

Any traveling OT/PT therapist shall be provided with traveling time of up to thirty (30) minutes and shall be scheduled so as not to infringe on lunch or preparation time. The SSU may request justification for any scheduled traveling time of less than thirty (30) minutes afforded a therapist. All duly assigned travel mileage will be reimbursed at the IRS rate. The Board shall attempt to minimize the number of teachers that travel between buildings.

OT/PT SECTION D: TUITION REIMBURSEMENT

OT/PT's who apply in writing and receive pre-approval from the administrator for special education shall be eligible for tuition reimbursement as follows:

1. The pro-rata tuition reimbursement rate will be calculated per the WEA tuition reimbursement pool.

2. Qualifying OT/PT's may be reimbursed on a pro rata basis (per capita) up to $400 per credit hour for:

a. Graduate degrees or certifications in an education-related field;

b. Graduate coursework related to School Improvement Plans (SIP), District Goals (DG), or continuing professional education in an education-related field or OT/PT related field; and

c. Specific pre-approved advanced certifications earned through AOTA or APTA accredited providers (e.g. Sensory Integration SIPT, Neuro Developmental NDT) will be reimbursed for 12 semester hours, provided a minimum of 180 contact hours are required.

3. Reimbursement for coursework completed in the prior year will occur in October. Employees who are no longer employed in the District on the reimbursement date shall not be eligible for tuition reimbursement.

ARTICLE 22 — SEVERABILITY

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction over the parties hereto, then that article, section or clause shall not be deemed valid, except to the extent permitted by law. All other remaining articles, sections and clauses of this Agreement shall remain in full force and effect for the duration of the Agreement.

ARTICLE 23– DURATION

This Agreement shall be in effect July 31, 2026 through August 1, 2029.

APPENDIX B MINIMUM HOURLY RATES

Initial compensation rates for new and promoted employees shall be determined by the Board based upon the employee's prior experience and market conditions; provided, however, that such

compensation meet or exceed the minimum hourly rates set forth in this Appendix. Further provided, no new employee shall be paid at a rate higher than those set forth below without verifiable relevant prior experience. The beginning hourly rate of a new employee with relevant prior work experience may be increased by up to one (1%) for each year of such work experience up to a maximum of five (5) years credit. If the district hires a bargaining unit member at a higher rate than a current bargaining unit member with similar experience, that bargaining unit member shall be brought up to no less than the rate of the new hire. New titles will be discussed with the union prior to placement on the scale.

Proposed minimum hourly rates be increased by the across the board raise not inclusive of the CPI raise.

Minimum Hourly Rates	Position	SY 2026-2027	SY 2027-2028	SY 208-2029
Secretary/Clerical	Clerical/Receptionist			
	Secretary			
	Transportation Liaison			
	A/P Purchasing Coordinator			
Paraprofessional Staff	60/State License			
	90			
	BA			
Nursing Staff	LPN			
	RN/BSN			
	MSN			
Maintenance Staff	Maintenance			
	HVAC			
	Electrician			
	Plumber			
	Painter			
Cafeteria Staff	Head Cook			
	Cook			
Custodial Staff	Head Custodian			
	AM Custodian			
	PM Custodian blended rate			
Technology Staff	Tech 1: Database, Website, Online Systems Specialist			
	Tech 2: Hardware Software Specialist			
	Tech 3: Computer Support Technician			

APPENDIX C TECHNOLOGY STIPENDS

Technology employees shall receive the following stipends in addition to their annual salary for earning and maintaining the applicable technology certifications. Approval will be based upon certifications that serve to further the employee's competency and excellence in the work they are assigned to do for the district. Annually, employees must provide evidence of valid certification in order to continue to receive the stipend. By winter break of each school year, the Administrator for Technology, Administrator for Human Resources, SSU Leader and at least one SSU employee from the technology department will meet to review and suggest revisions to the courses eligible for stipends for the upcoming school year. A Memo of Understanding (MOU) or Letter of Agreement (LOA) will be created to codify changes. Employees within the technology department will be presented with the list of annual classes/stipends by February 1 of each year. Pre-approval requests for certification coursework shall be given to the Administrator for Technology by March 1. Requests shall not be unreasonably withheld.

Database (Tech 1)

Oracle Database SQL Certified Associate	$1200 ~~1000~~
PowerSchool SIS: Enterprise Reporting	$700 ~~500~~
PowerSchool SIS: Accessing and Modifying Data	$700 ~~500~~
Associate Google Workspace Administrator	$700 ~~500~~
	700 ~~500~~

Hardware Software Specialists (Tech 2)

JAMF 200,	$1200 ~~1000~~
JAMF 300	$1200 ~~1000~~
Comp TIA Network +	$1200 ~~1000~~
Windows Server Administration Fundamentals	$1200 ~~1000~~
Apple Certified Support Professional	$700 ~~500~~

Building Computer Support Technicians (Tech 3)

Apple Certified Support Professional	$700 ~~500~~
CompTIA A+	$700 ~~500~~
JAMF 100	$700 ~~500~~
Google IT Support Professional	$700 ~~500~~

Stipends are paid through equal installments in employee's regular paycheck. Stipend is not incorporated into the hourly rate, but rather paid as a separate line item.

APPENDIX D STIPENDS/EXTRA DUTIES

TITLE	RATE	PAID OUT IN WHAT WHAY
Election Pay	$85	One time/time sheet
Head Cook and Head Custodian Stipend	$3,500 a year	Spread out through paychecks in equal payments
Internal substitution by certified paraprofessional	$10 per hour or $25 half, $50 full day by building paraprofessional.	Time Sheet
Long term substitution by a certified employee	$250 per day for 20 or more consecutive days	Time sheet
Crossing Guard duty as extra duty	$30 per session	Time sheet
Approved non-exempt employees committee participation	Each employees regular or overtime rate, whichever applies.	Time sheet
Lead Hardware/Software Specialist	$3,500 per year	Spread out through paychecks in equal payments
Lead Database, Website, Online Systems Specialist	$3,500 per year	Spread out through paychecks in equal payments
Tech 3 in Buildings with 600	$3,000 per year	Spread out through paychecks

or more students		in equal payments