



MERIDIAN
FEDERATION OF TEACHERS
LOCAL 4487

Students Deserve Stability

Meridian Federation of Teachers, Local 4487

The Meridian Federation of Teachers is comprised of approximately 70 certified staff members who work together to serve the 900+ students of Meridian CUSD #15. As a union of professionals, we are dedicated to advocating for both teachers and students in our district. We began the bargaining process this spring by gathering input from members regarding the biggest difficulties they currently face and how their daily working conditions could be improved in order to attract and retain high-quality teachers. Member input was used to shape and refine a proposal that honors and supports our members, serves our students, and strengthens our community.

It's broadly known that teacher vacancies across the state pose a significant threat to the quality of education, creating instability in classrooms and diminishing student learning outcomes. The statewide educator vacancy rate is currently 3.83% but if you look more closely, the vacancy rate of Macon county is a staggering 11.25%. As of late fall 2024, there were 157 certified positions open in nearby schools. It's critical for districts not only to attract new teachers to their schools but also to retain them in those positions so there is not a revolving door of educators serving students.

Students deserve a stable and experienced teaching workforce that fosters a positive learning environment, and our bargaining team is committed to negotiating a contract that honors the work our members do on a daily basis. When districts lose experienced and highly qualified educators, there is a disruption to the continuity of instruction. Like many other districts, this frequent turnover is also happening at Meridian and is impacting student success. Teachers who remain in the district face heavier workloads, leading to burnout and job dissatisfaction. When looking at other districts in the area, many offer better salaries for experienced teaching staff than what Meridian currently offers. Due to these discrepancies, it is imperative that the district offers competitive salaries and benefits in order to stem the tide of educators leaving the district.

Unfortunately, the school board has continuously shown a lack of seriousness in these negotiations, by putting forth very little effort in collaborating with the union to meet the needs of our staff and students. Our concerns about the salaries of experienced teachers have been disregarded. It seems as if the board only cares about meeting the minimal entry-level teaching

salaries as required by state law rather than our teaching force as a whole. The union has tried a variety of creative ways to solve our salary issues. The board has repeatedly rejected these proposals and has provided counter offers that demonstrate they are not interested in retaining veteran teachers. By not addressing the concerns that have been brought forth by our members, the board is ensuring that teacher retention will remain an issue and that students will not receive the high-quality education they deserve.

When we began this process, we thought the board shared our concerns, per the district's newly updated [Vision, Core Values, and Goals Statement](#). At the very first bargaining session, the Board made their reticence to negotiate a fair contract very clear, which is a direct contradiction of that *Vision, Values and Goals* statement that they themselves had voted to adopt. Their goals prioritize the importance of being able to **“recruit, hire and retain highly qualified employees, and provide relevant and value-added professional development.”** This, however, is not being reflected in any of their proposals. Additionally, the goals state that **“employee compensation will remain fair and equitable with districts of similar size and demographics”**, which is also not the case. This contradiction has led to frustration among educators, parents, and students, ultimately impacting the overall quality of education. Meridian educators and our community allies seek to address these concerns with a commitment to real change and accountability. The Union's proposals below create an essential pathway for regaining trust and improving educational outcomes in our district.

Rationale for Outstanding Proposals

Salary Schedules: The Union began this process by trying to ensure that the raises for our members with multiple years of experience help close the gap between their salaries and those of comparable, neighboring districts. When looking at current salaries, introductory salaries in the district remain competitive with those comparable districts and are fairly effective in attracting young teachers to the district. Our challenge lies in keeping those teachers with experience in Meridian for the whole of their careers.

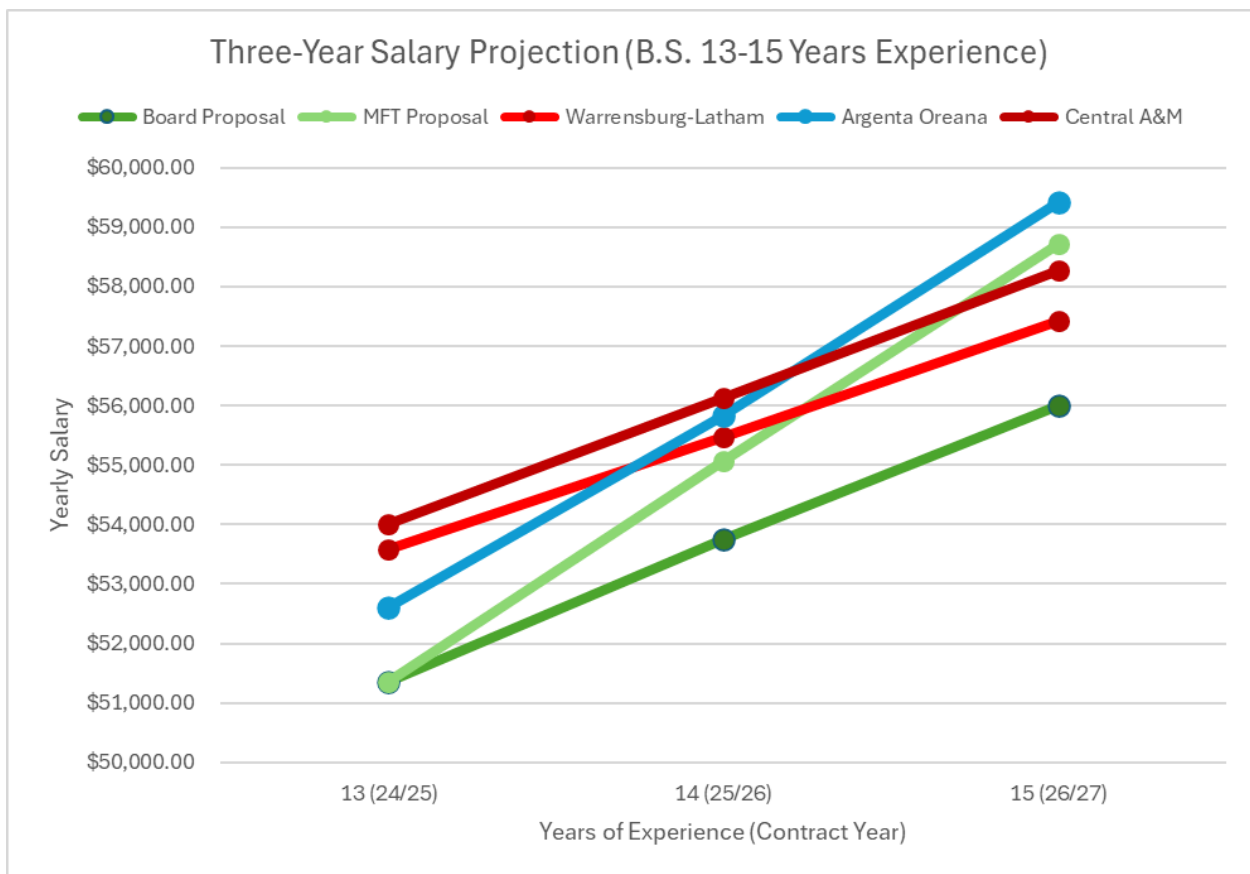
The current structure of our salary schedule fails to adequately recognize the knowledge of our experienced teachers. The Union has tried a variety of methods to address the issue. The Board has been focused on the base salary and attracting new, inexperienced teachers to Meridian. Our most recent proposal is a compromise that aligns with the district's raises to base salaries. However, it also increases the raise one gets for their experience from year to year in a way that benefits teachers with more years of service and higher educational levels. The union's proposal for the entire 3 years of the contract represents a \$684,192.00 increase to payroll. This equates to 17.7% over 3 years or, on average a 5.9% increase per year to total cost. The actual cost to the district will be considerably less than this estimate when accounting for teacher turnover and retirement.

You will notice that there is not a significant cost difference between the two proposals, yet there is a significant conceptual difference in how we honor and value our veteran educators. When

comparing the three (3) years of our proposal to the first three (3) years of the Board proposal, we are only \$228,537 apart on salary over the life of the contract. To put this in perspective, our district's current proposed budget for the fiscal year 2025 allocates \$8,835,236 resulting in an estimated ending fund balance of \$3,441,625. It is frustrating that the Board is choosing not to recognize and support their veteran educators who have given years of service to our students when such a small amount of their total budget would allow us to come to an agreement.

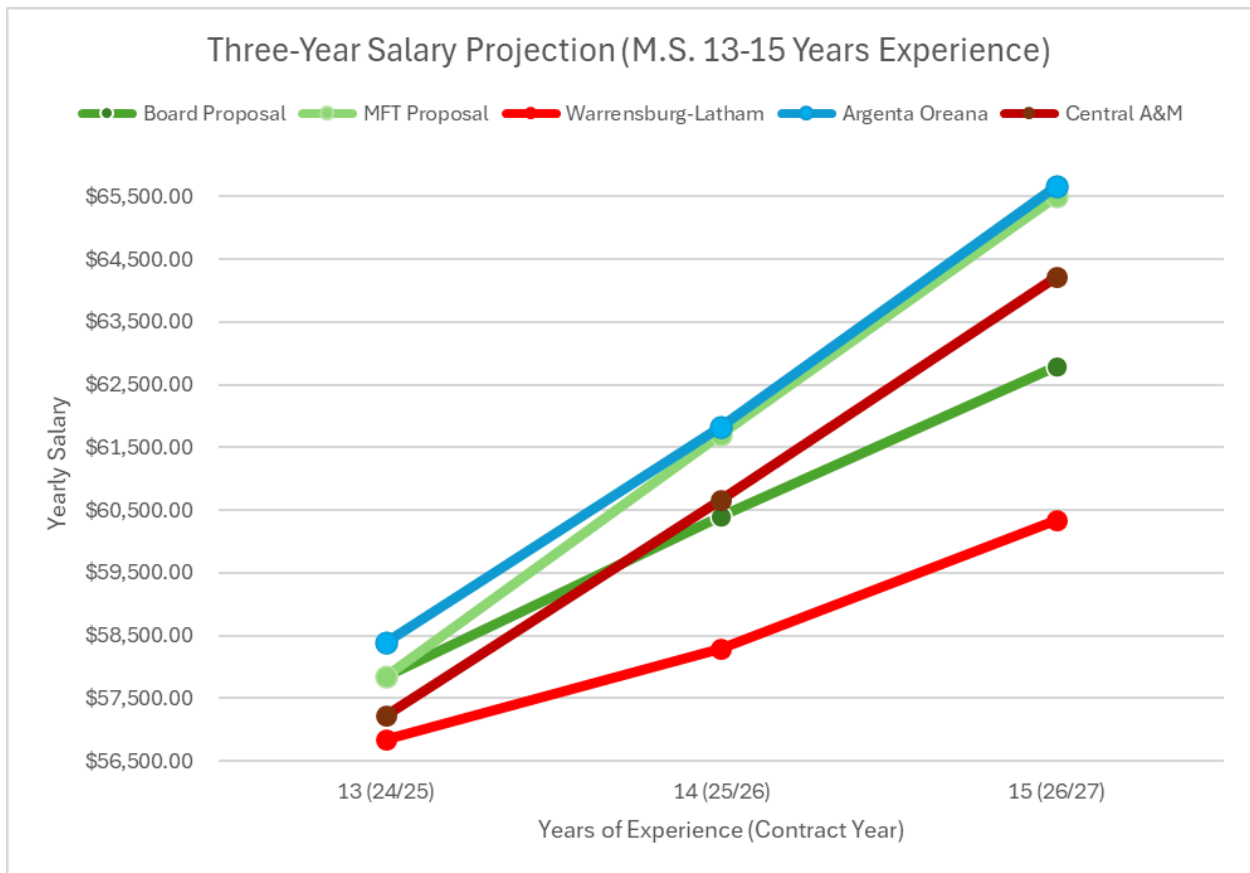
Although we have work to do on future years of the contract, you'll find that the parties are in general agreement for the 24/25 school year salaries. Using the proposed salaries for the 24/25 school year, we have developed the following graphs to illustrate our concerns regarding the salaries of experienced teachers. Our proposal for future years of the contract begins to close the gap with neighboring districts while the Board's proposal results in widening the gap. We are presenting two scenarios below. Both examples show the wages of a teacher approximately halfway through their career (years 13, 14, and 15 of teaching). In one example, the teacher has a Bachelor's degree while the other has a Master's degree.

Mid-career teacher with Bachelor's degree



Notice how the Board's proposal lags behind our comparable district's all three years of the proposal. Our proposal begins to decrease the gap that currently exists.

Mid-career teacher with Master's degree



Notice how the Board's proposal lags behind most of our comparable districts while ours brings us in line.

Insurance: The Union's proposal regarding insurance contribution aligns with the previous contract's increases. The total premium increase for the District over the life of the contract is a mere \$31,800 representing a 7.3% increase to district cost over the three years. Statewide insurance premium increases are at an average of 6% for 2024. We know our members will ultimately bear the burden of additional premium increases and this minimal contribution increase will help offset those expenses.

Student Service Pay: This position has recently been added to our bargaining unit and there are typically 2 of these positions in the District. These members fill a role that supports at-risk students by addressing their social, emotional, and academic needs. The job description for the position states that a Bachelor's degree is "preferred". The Union feels that someone with a Bachelor's degree should receive a higher salary than someone without a Bachelor's degree, and we have proposed a salary schedule that reflects those values. The Board disagrees.

Tuition Reimbursement: There are many benefits to continuing education. Graduate coursework will provide teachers with new skills, endorsements, and teaching strategies. The extra cost to the district is justified by the additional knowledge teachers bring to the classroom. Furthermore, teachers need to complete a required amount of professional development to maintain their certification; taking graduate level courses counts towards that recertification. The Union's proposal helps to minimally offset the cost of higher education by providing up to \$800 per year towards tuition. As an example, the tuition at Eastern Illinois University is \$315/credit hour. At Illinois State University and the University of Illinois at Springfield, it's \$321/credit hour. The union's proposal would not even offset the entire cost of one college class per year. And yet, the benefit is incredibly important to our members in that it shows the importance and value of continuing education. The union has proposed a cap of 10 members receiving the benefit per year which puts the total cost of the reimbursement at \$8000/year. Many other school districts offer this benefit as a way of attracting and retaining teachers. The Board, however, rejects this proposal. This has the impact of forcing developing educators to look for work elsewhere instead of committing to Meridian long-term.

Extra Curricular Pay: The current extracurricular pay structure has been well established in this district for at least the past two decades. The Union proposal simplifies the organization of the schedule and adds a few additional positions to the list. The Board's proposal completely changes the way extracurriculars are compensated and will lead to challenges in future negotiations to ensure positions are fairly paid. Additionally, the Board has spent an inordinate amount of time during bargaining sessions working on their proposed schedule for extracurriculars. We have repeatedly told them that working on the salary schedule should take a higher priority and yet, they have remained focused on what coaches should make. The extracurricular pay schedule is found at the end of this document; new positions are bold/underlined while positions that currently exist but are given an increase are highlighted.

Leaves: The Union's proposal addresses sick, bereavement, and personal leave. For sick leave, the union is proposing a structure where teachers with more years of experience get additional sick days. This is yet another way of retaining teachers in the district as unused days can accumulate and count towards years of service for retirement purposes. This also creates long-term savings for the district by providing teachers a better opportunity to retire early.

For bereavement leave, we want our members to be able to take time to mourn people who might not be direct relatives by being allowed to use their current sick leave to attend funeral services as opposed to taking leave without pay.

For personal leave, the union's proposal codifies what has been past practice in the District for many years. This allows members to take personal leave within the first/last five days of the school year, which can be very important when thinking about their own children's schedules. It should be noted that this is limited to 10% of the staff. Additionally, the union's proposal allows 5% of teachers to take personal leave on the days before or after a holiday. This comes at no cost to the District, has minimal impact on school operations, and yet is seen as a significant

benefit to members who might need to be gone during these times. The Board rejected this proposal.

Memorandum of Understanding: Several contracts ago, the salary schedules were adjusted in such a way that two of our current members are not getting fully credited for their years of experience. If these teachers were to resign and be re-hired by the District, they would make more money than what they are currently earning. Or, if a teacher with the exact same years of experience came to Meridian from another district, the new teacher would make more than the current teacher based upon salary schedule placement. We are not asking for back pay for these members. Our proposed MOU simply places them on the line of the salary schedule that equates to their actual years of experience and compensates accordingly.

Tentative Agreements Reached

The parties have reached a tentative agreement on the items below. Note: Font that is bolded and underlined is new language to the contract. Font that contains a strikethrough is language that will be removed from the agreement. The TA's can be summarized as follows:

- Article II: Recognition Clause
 - The Student Services position works closely with students and has many of the same responsibilities as teachers. The Union successfully petitioned the labor board this school year to add them to the bargaining unit. This language codifies their addition to the group.
- Article V: Union Rights and Responsibilities
 - This addition aligns the contract with Public Act 101-0620
- Article VIII: Severance Pay/Retirement
 - When members near their retirement age, they are able to put in for a 6% yearly raise for up to 4 years prior to their retirement. Previously, teachers had to have 20 years of service in the District to be eligible for this benefit. The new language allows them to apply for the benefit with 15 years of service with the District recognizing the fact that it is increasingly rare for people to spend their entire careers in one district. This retirement incentive language is common in Districts across Illinois and has the impact of decreasing pension liability leading to increased district savings.
- Article XVI: Seniority
 - This clarifies the posting process for open positions in the district.
- XVIII: Work Schedules
 - Section 5: This section clarifies current practice for members who work an extended calendar
 - Section 6: This section increases the hourly rate (used for internal substitution and drive training) from \$25/hour to \$27/hour.
- Student Services position
 - This section makes some non-substantive changes to the contract that incorporate the newly added student services position.

The contract language for the tentative agreements can be found below:

ARTICLE II - RECOGNITION, JURISDICTION AND SCOPE

Section 1. For purpose of collective bargaining with respect to wages, hours, terms and conditions of employment, the Board recognizes the Union as the sole and exclusive representative for all regularly employed full and part-time (meaning employed part of every school day for the full school year) certified teaching personnel **and student service coordinators** -- excepting only the Superintendent, principals, assistant principals, full-time athletic director-dean and all other supervisory, managerial, confidential and short-term personnel.

ARTICLE V - UNION RIGHTS AND RESPONSIBILITIES

New Section 8: Union Access to Information and Employees. The Board will provide to the Union a complete list of the following information for all employees in the bargaining unit.

- **name**
- **address**
- **job title**
- **date of hire**
- **worksite location**
- **employee identification number (if available)**
- **work telephone number**
- **work email address**
- **personal home or cellular phone number (if available)**
- **personal email address (if available)**

This list should be provided in Excel format and sent to the following people:

- **Local Treasurer**
- **IFT Professional Support Staff**

New Section 9: FOIA Requests for Union Information. If the Board receives a FOIA request asking for bargaining unit member's private information, the Board will notify the Union and may not release employee private information as defined in the Act.

ARTICLE VIII - SEVERANCE PAY/RETIREMENT

Retirement Incentive

An employee tendering an irrevocable letter of resignation in conformance with the following conditions shall be eligible for a retirement incentive in up to each of his or her final four (4) years of teaching service subject to the following conditions:

- 1) The teacher shall have a minimum of ~~twenty (20)~~ **fifteen (15)** years of full-time service in the Meridian School District by the intended date of retirement.
- 2) The teacher shall be at least sixty (60) years of age or will have at least thirty-five (35) years of creditable service upon his or her last day of service to the District and will not retire causing the District to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System.
- 3) The teacher shall have tendered to the Board a binding, irrevocable resignation and application for the award. The teacher's notice may be given up to four (4) years prior to retirement ~~or by October 30, 2010 and September 1st of subsequent years thereafter up to and including~~ the school year of retirement. The pre-retirement period may be from one (1) to four (4) years in length depending upon the date the letter of resignation and award application is received by the Board and the specified date of retirement.
- 4) No teacher may participate, or continue to participate, in the retirement incentive program after he/she has reached the TRS thresholds (currently sixty (60) years of age or thirty-five (35) years of service) which allow him/her to retire without discount.

In exchange for the teacher's binding, irrevocable resignation, the District agrees to remove the teacher from the salary schedule and for each year of eligibility the teacher's creditable earnings will be increased by six percent (6%) over the teacher's reportable creditable earnings for the prior year of employment.

For purposes of this calculation the previous year's creditable earnings shall not include the District's TRS contribution made on behalf of the teacher, and the calculation each year may be rounded down to the nearest \$5.00 to avoid possible TRS penalties. The District and the teacher agree to execute a Retirement Award Agreement that governs the payment of the retirement award.

Examples:

~~A teacher applies for the award one year before retirement. The teacher's creditable earnings for the previous school year were \$40,000. The teacher's final year creditable earnings will be \$42,400 ($\$40,000 \times 1.06 = \$42,400$).~~

~~A teacher applies for the award three years before retirement. The teacher's creditable earnings for the previous school year were \$40,000. The teacher's first year creditable earnings will be \$42,400 ($\$40,000 \times 1.06 = \$42,400$). The teacher's second year creditable earnings will be \$44,944 ($\$42,400 \times 1.06 = \$44,944$). The teacher's final year creditable earnings will be \$47,640 ($\$44,944 \times 1.06 = \$47,640$).~~

A teacher applies for the award one year before retirement. The teacher's creditable earnings for the previous school year were \$80,000. The teacher's final year creditable earnings will be \$84,800 ($\$80,000 \times 1.06 = \$84,800$).

A teacher applies for the award three years before retirement. The teacher's creditable earnings for the previous school year were \$80,000. The teacher's first year creditable earnings will be \$84,800 ($\$80,000 \times 1.06 = \$84,800$). The teacher's second year creditable earnings will be \$89,888 ($\$84,800 \times 1.06 = \$89,888$). The teacher's final year creditable earnings will be \$95,281 ($\$89,888 \times 1.06 = \$95,281$).

If a teacher has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the teacher's six percent (6%) increase shall be reduced by the amount of the extra duty compensation.

Example:

~~A teacher applies for the award three years before retirement. The teacher's creditable earnings for the previous school year were \$40,000. The teacher's first year creditable earnings will be \$42,400 ($\$40,000 \times 1.06 = \$42,400$). The teacher's second year creditable earnings will be \$44,944 ($\$42,400 \times 1.06 = \$44,944$). The teacher ceases to perform an extra duty assignment in his or her final year of employment for which he or she would have been paid \$2,000. The teacher's final year creditable earnings will be \$45,520 ($\$44,944 - \$2,000 \times 1.06 = \$45,520$).~~

A teacher applies for the award three years before retirement. The teacher's creditable earnings for the previous school year were \$80,000. The teacher's first year creditable earnings will be \$84,800 ($\$80,000 \times 1.06 = \$84,800$). The teacher's second year creditable earnings will be \$89,888 ($\$84,800 \times 1.06 = \$89,888$). The teacher ceases to perform an extra duty assignment in his or her final year of employment for which he or she would have been paid \$2,000. The teacher's final year creditable earnings will be \$93,161 ($\$89,888 - \$2,000 \times 1.06 = \$93,161$).

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra duties or TRS reportable duties not currently being performed without the consent of the employee.

If a teacher fails to complete the pre-retirement period, leaves the District prior to the designated retirement date causing the District to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System, the District shall be entitled to damages for breach of contract against the Teacher in an amount equal to the retirement award payment received by Teacher, including tax and retirement withholdings. Upon complete reimbursement, the teacher shall be entitled to any general wage increase, which would have been applicable during the pre-retirement period.

In the event the retirement award provided for in this article would cause the District to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System, or would conflict with any state statute or final rule or regulation promulgated by the Teachers'

Retirement System, the provisions of this section shall become void and the parties agree to reopen this agreement and attempt to midterm bargain changes necessary to correct any defect created by this incentive.

Teachers should not rely upon the continuation of this retirement incentive award payment program in subsequent collective bargaining agreements. Unless the parties agree to continue this Section in a subsequent collective bargaining agreement, the forgoing benefits will be denied to those who have not applied for such benefits prior to the expiration of this agreement.

In no event will a teacher who is less than ten (10) years from retirement eligibility receive an increase in total, reportable TRS creditable earnings in excess of six percent (6%) of the prior year's total, reportable TRS creditable earnings, unless any of the statutory exceptions enacted by P.A. 94-1057 to The Illinois Pension Code become applicable.

ARTICLE XVI – SENIORITY

Section 4. Teachers shall be notified of **all bargaining** unit vacancies and/or new **bargaining unit** positions in the District which must be filled by certificated personnel at **least two (2) days** before applications are solicited, accepted or considered from outside the District or from within the District. During the school year, notification shall consist of ~~posting the position on bulletin boards in each teachers' lounge in the District~~ **an email from the Unit Office**. When the vacancy or new position occurs during the summer (June-August), notice shall be mailed to Union President. When hiring/filling vacancies during the summer the Board/administration will give presently employed staff sufficient time to apply for any openings that become available. However, if the vacancy occurs, or a new position is created after July 15, the time periods are shortened on a pro rata basis, and any present employee must have his/her application submitted prior to the end of the day on August 14.

ARTICLE XVIII - WORK SCHEDULES

Section 5. The teaching year shall be no more than 180 days of actual pupil attendance days and institute days. ~~The guidance counselor shall work 10 extra days per school year. Five (5) days prior to the start of the school year and five (5) days after the last day of the school year.~~ **Employees who work an extended calendar such as Guidance Counselors (10 days), Student Service coordinators (5 days), Social Workers (10 days) and Athletic Director (20 days) shall work with their direct supervisor to divide their additional days between the beginning and end of the school-based upon the needs of each position.**

Section 6. If a substitute is not obtained for a teacher and teachers are requested to perform substitution duties, they shall be paid at a rate of ~~\$25~~ **\$27** per class period, or ~~\$25~~ **\$27** per hour for elementary teachers if said teacher forfeits a preparatory period while internal subbing. For the purpose of this article, a class period shall be defined as an instructional period no less than 41 minutes and no more than 60 minutes in length. Only teachers required by an administrator or his/her designee, to fill such positions shall be eligible for internal sub pay.

Extra Duty

Teachers will be compensated at the rate of ~~\$20.00~~ **\$27** per hour for all hours devoted to teaching driver training if the hours are not included in the teacher's regularly assigned responsibilities.

Student Services Coordinator:

1. Change "teacher" to "member" throughout entire contract
2. Anytime TRS is mentioned, also add IMRF/4.5% to those sections
 1. **ARTICLE XVI – SENIORITY:**
 - i. Change to **Seniority-Teachers**
 2. **ARTICLE XVIII - WORK SCHEDULES**
 - i. Section 2 shall not apply to this position

Proposals on unresolved issues:

The contract language for open proposals can be found below:

ARTICLE XIII - LEAVES OF ABSENCE

Section 1. Sick Leave. ~~Each employee shall be granted twelve (12) sick leave days per school year without loss of pay.~~ **Each employee shall be granted sick leave in accordance with their years of service described below. If the employee does not use the full amount of annual leave allowed, the unused days shall accumulate**

- **0-14 years, 12 sick days/school year**
- **15-24 years, 13 sick days/school year**
- **25 + years, 14 sick days/school year**

A. Sick leave may be used for personal illness or quarantine, doctor or dental appointments, birth, adoption, or placement for adoption. Sick leave shall be limited to thirty days for birth, adoption or placement for adoption per occurrence/child. Exceptions to the thirty (30) day limitation for birth shall be supported by a physician's certification certifying that the absence is medically necessary per Section 24-6 of *The School Code*.

B. Death or critical illness of an immediate family member. Immediate family includes children, parents, spouse, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, nieces, nephews, aunts, uncles, son-in-laws, daughters-in-law, and step-children. Critical illness is

an illness which an attending physician states in writing that the presence of the employee is required at the bedside.

New C (renumber the rest): Sick leave may be used for bereavement for individuals who do not meet the definition of immediate family in section 1.B, but no more than ~~three (3)~~ two (2) days per year may be used for this purpose.

Section 3. Personal leave. Each employee shall be granted three (3) personal days each year of this Agreement. A personal day is a day required for personal business or emergency without loss of pay or deduction of sick leave. A written request for personal leave shall be made to the building principal as early as possible in advance of the requested leave and except in an emergency situation, shall be made at least two days prior to the day of the leave. ~~Personal leave may not be taken during the first or last five (5) days of school or on the first working day preceding or following a holiday or vacation.~~ On a particular **any given regular school** day no more than 10% of the certified staff in ~~any building~~ **the District** may take personal leave. **On Inservice days that precede or follow a holiday or vacation, no more than 5% of the certified staff may take personal leave.** Restrictions on the use of personal leave days may be waived by the Superintendent on a case by case basis. This provision is separate and apart from any situation where the teacher might otherwise be entitled to leave under Family Medical Leave. ~~**Personal Leave shall be cumulative with employees having a maximum limit of six (6) five (5) personal leave days at any one time. If an employee would exceed more than six (6) five (5) personal leave days upon receiving a new allotment of personal leave days at the start of a given year, the excess days will instead be credited to the employee's sick leave.**~~ Unused personal leave days shall accumulate as sick leave.

ARTICLE XIV - FRINGE BENEFITS

Section 1. Medical Insurance: The Board will provide medical insurance for each individual full-time employee with coverage described in Appendix C attached to this Agreement. Said coverage as shown in Appendix C shall be in effect until and when new coverage are approved as provided in this Article.

In the year ~~2021-2022~~ **2024-2025**, the Board will pay up to ~~\$7200~~ **\$7800** per year toward medical insurance costs, in the year ~~2022-2023~~ **2025-2026** up to ~~\$7400~~ **\$8000** per year, in the year ~~2023-2024~~ **2026-2027** up to ~~\$7600~~ **\$8200**.

New Section 8: Tuition Reimbursement

Each year, up to 10 employees shall be reimbursed at the rate of \$200 per semester hour (or graduate unit) for coursework related to the achievement of advanced degrees

(Master’s or Doctorate) or Advanced Certificates. Employees shall be selected annually by a lottery system. Reimbursement will be made upon evidence of admission to an accredited graduate program related to the teacher’s assignment and successful completion of the course with a grade of at least “B” as documented by the official transcript. No more than Eight Hundred and 00/100 Dollars (\$800.00) per year will be provided for each teacher under this provision.

ARTICLE XV - SALARY

Section 1. The salary schedules for the ~~2021-2022, 2022-2023, and 2023-2024~~ **2024-2025, 2025-2026, 2026-2027**-school terms are included in this agreement as Appendix A.

Student Services Coordinator:

1. ARTICLE XVII - EVALUATION PROCEDURES

1. The Union proposes that an evaluation plan is developed (either a separate plan or an addendum to the current plan) over the course of the 24/25 school year that shall be voted on by the Evaluation Committee when they meet in the

Salary for Student Services Coordinator

24/25	No BS	BS	25/26	No BS	BS	26/27	No BS	BS
	23.79	24.79		24.79	25.79		25.79	26.79

Salary Schedules for Certified staff:

2024/2025

Step	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32	2000 to base	
										BS Step	MS Step
1	41359	43300	44366	44897	46453	47641	48712	49785	50857		
2	42159	44100	45166	45697	47328	48516	49587	50660	51732	800	875
3	42959	44900	45966	46497	48203	49391	50462	51535	52607	900	950
4	43759	45700	46766	47297	49078	50266	51337	52410	53482	1000	1050
5	44559	46500	47566	48097	49953	51141	52212	53285	54357		
6	45359	47300	48366	48897	50903	52091	53162	54235	55307		
7	46159	48100	49166	49697	51853	53041	54112	55185	56257		
8	46959	48900	49966	50497	52803	53991	55062	56135	57207		
9	47759	49700	50766	51297	53753	54941	56012	57085	58157		
10	48659	50600	51666	52197	54703	55891	56962	58035	59107		
11	49559	51500	52566	53097	55753	56941	58012	59085	60157		
12	50459	52400	53466	53997	56803	57991	59062	60135	61207		
13	51359	53300	54366	54897	57853	59041	60112	61185	62257		
14	52259	54200	55266	55797	58903	60091	61162	62235	63307		
15	53159	55100	56166	56697	59953	61141	62212	63285	64357		
16	54159	56100	57166	57697	61003	62191	63262	64335	65407		
17	55159	57100	58166	58697	62053	63241	64312	65385	66457		
18	56159	58100	59166	59697	63103	64291	65362	66435	67507		
19	57159	59100	60166	60697	64153	65341	66412	67485	68557		
20	58159	60100	61166	61697	65203	66391	67462	68535	69607		
21	59159	61100	62166	62697	66253	67441	68512	69585	70657		
22	60159	62100	63166	63697	67303	68491	69562	70635	71707		
23	61159	63100	64166	64697	68353	69541	70612	71685	72757		
24	62159	64100	65166	65697	69403	70591	71662	72735	73807		
25	63159	65100	66166	66697	70453	71641	72712	73785	74857		
26	64159	66100	67166	67697	71503	72691	73762	74835	75907		
27	65159	67100	68166	68697	72553	73741	74812	75885	76957		
28	66159	68100	69166	69697	73603	74791	75862	76935	78007		
29	67159	69100	70166	70697	74653	75841	76912	77985	79057		
30	68159	70100	71166	71697	75703	76891	77962	79035	80107		

2025/2026

Step	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32	Amount to base		
1	42,859	44,800	45,866	46,397	47,953	49,141	50,212	51,285	52,357	1500		
2	43,759	45,700	46,766	47,297	48,928	50,116	51,187	52,260	53,332			
3	44,659	46,600	47,666	48,197	49,903	51,091	52,162	53,235	54,307			
4	45,559	47,500	48,566	49,097	50,878	52,066	53,137	54,210	55,282			
5	46,459	48,400	49,466	49,997	51,853	53,041	54,112	55,185	56,257	BS Step		MS Step
6	47,359	49,300	50,366	50,897	52,903	54,091	55,162	56,235	57,307	900		975
7	48,259	50,200	51,266	51,797	53,953	55,141	56,212	57,285	58,357	1000		1050
8	49,159	51,100	52,166	52,697	55,003	56,191	57,262	58,335	59,407	1100		1150
9	50,059	52,000	53,066	53,597	56,053	57,241	58,312	59,385	60,457			
10	51,059	53,000	54,066	54,597	57,103	58,291	59,362	60,435	61,507			
11	52,059	54,000	55,066	55,597	58,253	59,441	60,512	61,585	62,657			
12	53,059	55,000	56,066	56,597	59,403	60,591	61,662	62,735	63,807			
13	54,059	56,000	57,066	57,597	60,553	61,741	62,812	63,885	64,957			
14	55,059	57,000	58,066	58,597	61,703	62,891	63,962	65,035	66,107			
15	56,059	58,000	59,066	59,597	62,853	64,041	65,112	66,185	67,257			
16	57,159	59,100	60,166	60,697	64,003	65,191	66,262	67,335	68,407			
17	58,259	60,200	61,266	61,797	65,153	66,341	67,412	68,485	69,557			
18	59,359	61,300	62,366	62,897	66,303	67,491	68,562	69,635	70,707			
19	60,459	62,400	63,466	63,997	67,453	68,641	69,712	70,785	71,857			
20	61,559	63,500	64,566	65,097	68,603	69,791	70,862	71,935	73,007			
21	62,659	64,600	65,666	66,197	69,753	70,941	72,012	73,085	74,157			
22	63,759	65,700	66,766	67,297	70,903	72,091	73,162	74,235	75,307			
23	64,859	66,800	67,866	68,397	72,053	73,241	74,312	75,385	76,457			
24	65,959	67,900	68,966	69,497	73,203	74,391	75,462	76,535	77,607			
25	67,059	69,000	70,066	70,597	74,353	75,541	76,612	77,685	78,757			
26	68,159	70,100	71,166	71,697	75,503	76,691	77,762	78,835	79,907			
27	69,259	71,200	72,266	72,797	76,653	77,841	78,912	79,985	81,057			
28	70,359	72,300	73,366	73,897	77,803	78,991	80,062	81,135	82,207			
29	71,459	73,400	74,466	74,997	78,953	80,141	81,212	82,285	83,357			
30	72,559	74,500	75,566	76,097	80,103	81,291	82,362	83,435	84,507			

2026/2027

Step	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32	Amount to base	
1	44,109	46,050	47,116	47,647	49,203	50,391	51,462	52,535	53,607	1250	
2	45,109	47,050	48,116	48,647	50,278	51,466	52,537	53,610	54,682		
3	46,109	48,050	49,116	49,647	51,353	52,541	53,612	54,685	55,757		
4	47,109	49,050	50,116	50,647	52,428	53,616	54,687	55,760	56,832	BS Step	MS Step
5	48,109	50,050	51,116	51,647	53,503	54,691	55,762	56,835	57,907	1000	1075
6	49,109	51,050	52,116	52,647	54,653	55,841	56,912	57,985	59,057	1100	1150
7	50,109	52,050	53,116	53,647	55,803	56,991	58,062	59,135	60,207	1200	1250
8	51,109	53,050	54,116	54,647	56,953	58,141	59,212	60,285	61,357		
9	52,109	54,050	55,116	55,647	58,103	59,291	60,362	61,435	62,507		
10	53,209	55,150	56,216	56,747	59,253	60,441	61,512	62,585	63,657		
11	54,309	56,250	57,316	57,847	60,503	61,691	62,762	63,835	64,907		
12	55,409	57,350	58,416	58,947	61,753	62,941	64,012	65,085	66,157		
13	56,509	58,450	59,516	60,047	63,003	64,191	65,262	66,335	67,407		
14	57,609	59,550	60,616	61,147	64,253	65,441	66,512	67,585	68,657		
15	58,709	60,650	61,716	62,247	65,503	66,691	67,762	68,835	69,907		
16	59,909	61,850	62,916	63,447	66,753	67,941	69,012	70,085	71,157		
17	61,109	63,050	64,116	64,647	68,003	69,191	70,262	71,335	72,407		
18	62,309	64,250	65,316	65,847	69,253	70,441	71,512	72,585	73,657		
19	63,509	65,450	66,516	67,047	70,503	71,691	72,762	73,835	74,907		
20	64,709	66,650	67,716	68,247	71,753	72,941	74,012	75,085	76,157		
21	65,909	67,850	68,916	69,447	73,003	74,191	75,262	76,335	77,407		
22	67,109	69,050	70,116	70,647	74,253	75,441	76,512	77,585	78,657		
23	68,309	70,250	71,316	71,847	75,503	76,691	77,762	78,835	79,907		
24	69,509	71,450	72,516	73,047	76,753	77,941	79,012	80,085	81,157		
25	70,709	72,650	73,716	74,247	78,003	79,191	80,262	81,335	82,407		
26	71,909	73,850	74,916	75,447	79,253	80,441	81,512	82,585	83,657		
27	73,109	75,050	76,116	76,647	80,503	81,691	82,762	83,835	84,907		
28	74,309	76,250	77,316	77,847	81,753	82,941	84,012	85,085	86,157		
29	75,509	77,450	78,516	79,047	83,003	84,191	85,262	86,335	87,407		
30	76,709	78,650	79,716	80,247	84,253	85,441	86,512	87,585	88,657		

EXTRA-DUTY SCHEDULE

The indicated percentages will be computed on a base salary of where the teacher will fall on the top line of the salary schedule (year 1 at the teacher's education level)

Formula for Figuring Salaries:

(Salary Schedule Base X (% + Experience Step))

Coaches Salary

High School:

Athletic Director*	18%	Asst Athletic Director	7%
Football Head Coach	14%	Asst Coach (2)	9%
		Freshman Football	7%
Boys Basketball Head Coach	14%	Asst Coach	9%
		Freshman Basketball	7%
Girls Volleyball Head Coach	14%		
Girls Basketball Head Coach	14%	Asst Coach	9%
Boys Track Head Coach	9%		
Girls Track Head Coach	9%		
Baseball Head Coach	9%	Asst Coach	7%
Softball Head Coach	9%	Asst Coach	7%
Boys Soccer Head Coach	9%	Asst Coach	5%
Girls Soccer Head Coach	9%	Asst Coach	5%
Scholastic Bowl Head Coach	9%	<u>Asst Coach</u>	5%
Golf Head Coach	7%		
Basketball Cheer Coach	5%		
Football Cheer Coach	3%		

Middle School:

Boys Basketball Head Coach	9%	Asst Coach	5%
Girls Basketball Head Coach	9%	Asst Coach	5%
Girls Volleyball Head Coach	9%	Asst Coach	5%
Boys Track Head Coach	7%		
Girls Track Head Coach	7%		
Baseball Head Coach	7%	<u>Asst Coach</u>	<u>5%</u>
Softball Head Coach	7%	<u>Asst Coach</u>	<u>5%</u>
Cheer Head Coach	5%		
Scholastic Bowl Head Coach	5%	<u>Asst Coach</u>	<u>3%</u>

Experience Steps (positions marked with * do not include experience steps):

0-3 Years = 0

4-6 Years = +1%

7+ Years = +2%

Academic/Sponsor Salary

District:

Technology Director	14%
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High School:

Yearbook Sponsor	9%
Drama/Play Director	7%
FFA Sponsor	7%
National Honor Society Sponsor	7%
Band Director	7%
FCCLA Sponsor	7%
Student Council Sponsor	7%
S.A.D.D. Sponsor	7%
Choir Director	5%

Academic Challenge Sponsor	3%
Junior Class Sponsor (3)*	3%
Class Sponsor (3 each)*	1.5%
Vocal Coach*	1.5%

Middle School:

Student Council Sponsor	5%
Yearbook Sponsor	5%
Drama Director	5%
Choir Director	3%
Band Director	3%
Honor Society Sponsor	3%
Team Leader*	1.5%
Vocal Coach*	1.5%