

**COLLECTIVE BARGAINING
AGREEMENT**

2023-2024, 2024-2025, 2025-2026

between

**RURAL CHAMPAIGN COUNTY
SPECIAL EDUCATION
COOPERATIVE**

and the

**RURAL CHAMPAIGN COUNTY
SPECIAL EDUCATION COOPERATIVE
EDUCATION ASSOCIATION, IEA-NEA**

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1.1 Recognition

The Governing Board of Rural Champaign County Special Education Cooperative (RCCSEC), Champaign County, Illinois, recognizes the RCCSEC Education Association-IEA-NEA (hereinafter referred to as the "Association") as the sole and exclusive bargaining representative for all professional educator licensed (PEL) employees and non-certificated employees (hereinafter referred to as the "employee") exclusive of supervisors, administrators, confidential employees and hourly contractual personnel. Professional educator licensed employees include psychologists, social workers, Rtl and Entitlement Consultant hearing/vision/special education teachers, at-risk teachers, and educational diagnostician. Non- certificated employees include COTAs, PT assistants, teacher aides, secretaries, and personal aides.

ARTICLE II: NEGOTIATIONS

2.1 Framework

Either party desiring to negotiate a successor agreement shall give the other party a written notice no later than April 1st of the last year of the Agreement. This notification will serve as a Demand to Bargain pursuant to the Illinois Educational Labor Relations Act (IELRA). Meetings will be held as necessary at times and places agreed to by both parties.

2.2 Authority

Each team shall be responsible for selecting its negotiators. The parties mutually pledge that representatives selected by each shall have the authority to make proposals, consider proposals, and compromise in the course of negotiations. It is recognized that no final agreement between the parties may be executed without ratification by both the Board and the Association.

2.3 Good Faith

Both parties understand and agree to negotiate in good faith. For the purpose of this process the parties agree "good faith" means the parties will consider proposals and counter-proposals presented by either side and will make an effort to arrive at an agreement. It does not imply that either party must make concessions or capitulate in part or in whole regarding any matters under consideration.

2.4 Information

The Board/RCCSEC Special Education Director shall make available to the Association pertinent documents to aid the Association in the conduct of negotiations. These shall include seniority lists, proposed budget, salary scattergrams, financial audits, and a list of employees.

2.5 Printing of Contract - Costs and Distribution

If the parties mutually agree, within thirty (30) days after agreement is reached on all issues, the Agreement shall be printed with the cost to be shared equally. Printing will be a mutually shared cost. The Association will provide

the Executive Director a quote and the Executive Director will approve the cost prior to printing the Collective Bargaining Agreement.

2.6 Mediation

If, after a reasonable period of negotiations and within ninety (90) days of the scheduled start of the forthcoming school year, the parties engaged in collective bargaining have reached an impasse, either party may petition the other in writing that the parties engaged the services of a mediator only if remaining portions of articles of the contract proposal are not being resolved or tentatively agreed to. However, mediation shall be initiated at any time when jointly requested by parties. A request by one party for mediation shall be honored by the other party. At the time of mediation, neither party will retrogress from positions taken. The parties agree to utilize the Federal Mediation and Conciliation Service. Both parties will follow procedure related to impasse and public posting as set forth in the Illinois Education Labor Relations Act.

2.7 Contractual Amendments

The parties may modify or amend this Agreement by mutual consent. Such changes shall be reduced to writing, and signed by the parties, and become an amendment to this Contract.

2.8 Interim Negotiations

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the School District and the Association, for the life of this Agreement, with respect to any matter which has been the subject of a proposal by either side and therefore a subject of the bargaining process, each voluntarily and unqualifiedly waives any right which might otherwise exist under law, practice or custom to negotiate or renegotiate over any such matter during the term of this Agreement.

The parties agree that during the term of this Agreement any issues not discussed during the bargaining sessions which impact on the terms and

conditions of employment can be bargained.

The parties may at any time mutually agree to alter, change, add to, delete or otherwise voluntarily modify this Agreement in writing.

ARTICLE III: EMPLOYEE RIGHTS

3.1 School Code Rights

Nothing herein shall be construed to deny any employee his/her rights under The School Code of the State of Illinois or under other applicable laws and regulations.

3.2 Right to Representation

When an employee is required to appear before the Board or the Administration concerning any matter which could lead to a reprimand, suspension, or termination of employment, the employee shall be given reasonable, prior written notice of the reasons for such a meeting or interview, and shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting or interview.

Annually, the Association shall provide the Board and Administration a list, including addresses and phone numbers, of available grievance representative(s). The list shall be in the order the representatives are to be contacted. The requirement of a prior written notice is waived in an emergency situation, which includes a matter, which may be the subject of an investigation by law enforcement agencies and/or the Department of Children and Family Services.

3.3 Personnel File

Each employee shall have the right, upon request, to review the contents of her/his personnel file during the normal workday, with the Director or his or her designee, and to photocopy non-privileged documents contained in his/her personnel file.

3.4 Right to Organize

Employees shall have the right to organize, join and assist the Association in professional negotiations with the Board with respect to this Agreement. Employees also have the right to refrain from such activities. Neither the Board

nor Association shall discriminate against any employee for reason of membership or non-membership in the Association, participation in negotiations with the Board, or in the institution of any grievance, complaint or proceeding under this Agreement.

3.5 Nondiscrimination

The Board and the Association agree that they will not practice discrimination or discriminate against any employee because of race, creed, color, national origin, physical disability, religion, sex, marital status, age, gender preference, membership or non-membership, in the Association.

ARTICLE IV: ASSOCIATION RIGHTS

4.1 Dues Deduction

Employees shall have the right to payroll deduction of Association dues. Under such an arrangement an amount shall be withheld from each regular payroll period, which is equal to the pro rata share of the annual dues. All deductions will begin within ten (10) calendar days after the receipt of a list of members from the Association who have authorized dues deduction. Such withholding shall be forwarded to the Association within ten (10) calendar days of the withholding. All dues deduction authorizations will continue in effect unless the Association requests such authorization be withdrawn.

The Association agrees to defend, at its own expense and through its own counsel, indemnify and hold the Board, its members and agents, harmless from any and all claims, causes of action, demands, damages, liabilities, fines and penalties arising out of the Board's compliance with this section, provided: (1) the Board gives reasonable written notice of such action to the Association and permits Association intervention as a party if it so desires, and (2) the Board cooperates with the Association and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available.

4.2 Copies of Board Minutes

The Board agrees to email a representative designated by the Association notices of meetings, the Board agenda, and officially approved open session minutes. Other data to be available to the Association shall include the annual budget and annual audit no later than ten (10) business days after the official adoption/passage thereof.

4.3 Use of Central Office Facilities

The Board agrees to make available the Central Office building, the equipment and bulletin boards for use by the Association for its business and activities subject to the prior consent of the Director or the Director's designee. Such use shall not interfere with the ongoing activities and programs of the Cooperative.

4.4 Committee Composition

When the Board establishes a committee to make a selection of Executive Director, the Association will be asked to provide input prior to selection.

4.5 Board Consultation with Association

The Association shall be provided an email electronic file of an agenda for each Board meeting. In the event that a Board meeting date or time is changed, the Association shall be notified in a timely manner of such change. If the Association wishes to make a presentation to the Board on an agenda item with respect to fiscal, budgetary or tax programs, construction programs, annexation or consolidation plans, or revisions of employee policy, a representative shall be given the opportunity to address the issue at the Board meeting. The Association may have one representative present at all Board meetings, and said attendance shall not count against the days of Association leave under Section 4.8 of this Agreement.

4.6 Association Leave

The Board shall provide a total of six (6) days of Association leave per school year to be utilized at the discretion of the Association for attendance at IEA-NEA conferences, workshops, legislative hearings and other Association business.

No one person shall use Association leave more than three (3) days unless it is the Association President.

Besides the grievant only one (1) Association representative shall be present for a grievance hearing unless an Association member is required as a witness.

The cost of a substitute, if a substitute cost is incurred by RCCSEC, for the Association member on leave shall be borne by the Association at the current substitute rate of the co-op to which the Association official is assigned.

Any IEP minutes missed during the Association Leave will be provided at a later date or by the substitute teacher the day of the absence.

The Association shall give a minimum of five (5) days notice to the Director if Association leave is to be used. This notice requirement includes attendance at arbitration hearings. This notice requirement may be waived at the discretion of the Director.

ARTICLE V: GRIEVANCE PROCEDURE

5.1 Definition

Any claim by the Association, any employee, or group of employees that there has been a violation, misrepresentation, or misapplication of the terms of this Agreement shall be a grievance. All time limits consist of school days. A school day shall be defined as a day in which RCCSEC is open for business.

5.2 Conditions

- A. The grievant has a right to request that an Association representative be present at any step of the grievance procedure. The supervisor or Director shall notify the grievant of this right.
- B. It is agreed that the processing of any grievance shall be conducted so as to result in no interruption of the instructional program and related work activities.
- C. Grievance related activities within the Association shall be conducted outside of the work day.
- D. With administrator approval, the union may use an Association Day to cover these activities.

5.3 Procedure

A grievance shall be processed as follows:

Step 1 (Informal): The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately involved supervisor to resolve problems through free and informal communications.

Step 2 (Formal Written to Immediate Supervisor): If the grievance is not satisfactorily resolved at the informal level, the employee and/or Association

shall reduce the grievance to writing. The written grievance shall specify the article(s) of the Agreement that are alleged to have been violated. It shall also state a complete explanation of the full facts giving rise to the grievance. The grievance shall be submitted to the immediate supervisor within twenty (20) school days after the event, giving rise to the grievance. Within five (5) school days of the receipt of the written grievance by the immediate supervisor, said supervisor shall arrange a meeting with the grievant to discuss the grievance. Within five (5) school days of the meeting, the grievant and the Association shall be provided with the supervisor's written response including the reasons for the decision.

Step 3 (Director): If the grievance is not resolved at Step 2, the grievant and/or Association may refer the written grievance to the Director or his/her official designee within ten (10) school days after the receipt of Step 2 answer or within eight (8) school days after the Step 2 meeting, whichever is the latter. The Director shall arrange with the grievant for a meeting to take place within five (5) school days of the Director's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within five (5) school days of the meeting, the Director shall render a written reply.

Step 4 (Binding Arbitration): If the grievant is not satisfied with the disposition of the grievance at Step 3, or time limits expire without issuance of the written reply, the Association may submit the grievance to final and binding arbitration through the Federal Mediation and Conciliation Services (FMCS) by giving written notice of such an appeal within thirty (30) school days after receipt of the Step 3 answer or expiration of the time limits for the Step 3 answer. Such arbitration shall be in conformance with the rules of the American Arbitration Association (AAA).

The arbitrator shall submit his/her decision and remedy in writing according to the rules of the AAA. The fees and expenses of the arbitrator shall be divided equally between the Board and the Association. Each party shall be responsible for compensating its own representatives/ witnesses.

- A. The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of this Agreement, but the arbitrator shall have the right to award remedies that are appropriate and just.

B. The arbitrator shall consider and decide only the question of fact as to whether there has been a violation, misinterpretation or misapplication of the specific provision of this Agreement based on the specific issue(s) submitted in writing to the arbitrator by the parties. The arbitrator shall have no authority to make a decision on any issue not submitted or raised.

5.4 Bypass to Director/Superintendent

If the grievant and/or Association and the Superintendent/ Director agree, Step 2 of the grievance procedure may be bypassed and the grievance brought directly to Step 3.

5.5 Class Grievance

Class grievances involving one or more employees, and grievances involving administrators above the building level may be initially filed by the Association at Step 3.

5.6 Association Participation

The Board acknowledges the right of the Association to be present at any stage of the grievance procedure.

5.7 No Reprisals

No reprisals shall be taken by the Board or the administration against any employee because of his/her participation in a grievance.

5.8 Withdrawal

A grievance may be withdrawn at any level without establishing a precedent.

ARTICLE VI: WORKING CONDITIONS

6.1 Length of Work Day

- A. Employees may be required to attend multidisciplinary eligibility conferences, IEPS, late stays, due process procedures, writing reports, open house, in-service, parent meetings and other functions, activities, events or responsibilities outside the normal work day hours if required by the administration. There shall be no compensation for such matters beyond the work day established herein unless specified otherwise in the Agreement. Administration, at its discretion, may also shorten the work day for special events or other matters. The work day will be defined as 8:00 am to 3:30 pm, unless the Director and employee agreed to an alternative start and end time. Employees shall not be penalized for failure to participate in member district activities that occur beyond the agreed upon work day.
- B. Non-certified personnel who are full-time, work 7.0 hours, excluding a duty free lunch. Hourly employees shall be paid overtime at time and one-half for time worked over 40 hours in a work week, but only if the overtime has been pre-approved by the Director or Designee. In addition, hours worked over the 35 hour work week must be pre-approved by the Director or Designee.
- C. Secretarial staff hours shall be a 7.5-hour workday in staggered assignments between the hours of 7:30 a.m. – 4:00 p.m.
- D. Nothing herein prevents an early dismissal as determined by the Director prior to holidays and vacation.

6.2 Duty-Free Lunch and Preparation Periods

- A. All employees shall have a duty-free lunch period of no less than thirty (30) minutes during each workday.
- B. Secretarial staff shall have a forty-five (45) minute lunch period and two (2)

fifteen (15) minute breaks, one (1) taken in the morning and one (1) in the afternoon

C. Hearing/vision itinerants, COTAs and PTAs shall have one-half (1/2) day per week as a preparation period which may be completed from the RCCSEC office as approved by the Director.

D. Psychologists and social workers shall have seven (7) hours of weekly office time, or a prorated amount based on their employment percentage, to be served within their assigned district or the RCCSEC co-op offices.

E. Spectrum certified staff will use the time after the morning and/or afternoon classes as their preparation period. The preparation period shall not be less than thirty (30) minutes per day.

6.3 Employees and Traveling Time

Travel time shall not infringe on duty-free lunch periods. Traveling time shall be scheduled to allow time for adequate take-down time and clean-up at one work site, travel time (taking into account inclement weather) and adequate set-up time at the next work site. Mileage routes will be approved by the administration.

6.4 School Calendar Year

A. Any full-time professional worker employed by the Cooperative who spends more than fifty percent (50%) of his/her time in one Member District shall not be required to work a different teaching schedule than the other professional workers in that Member District. Employees following a district calendar shall follow the Holidays of that district, unless otherwise approved by the Director. In the event an emergency school closure, employees shall follow the schedule in which they are assigned for that day. In the event of a holiday (excluding spring break) or school closure in an employee's primary district, the employee may work that day if another district that the employee serves is in session. Primary district shall be defined as the district calendar the employee follows. This day shall count as a day on the employee's TRS calendar. The employee is in charge of making up any missed IEP minutes.

- B. Part-time employees shall work the number of days agreed upon by the employee and the Director and as so indicated on their Notice of Assignment.
- C. Current employees shall have the first chance to apply for work beyond the regular school term. All bargaining unit and extended school year job positions shall be posted on the RCCSEC website. Employees with whom agreement is made to work beyond the designated calendar year will be paid at a rate determined by the Board, which rate shall be the same for RCCSEC employees and outside applicants. The employee must be properly certified and/or qualified to do the job assignment. The Director shall have the right to fill the position on a temporary basis before the posting period expires if an emergency occurs.

In the event of a summer evaluation, the employee who serves the building and/or district will be given the first opportunity to complete the evaluation. Should that employee choose not to complete the evaluation, the Director will notify the department of the evaluation and choose the employee who has expressed interest to complete the evaluation. Summer evaluations shall be compensated at the predetermined rate for additional duties. Alternatively, an employee may request to earn flex time for evaluation work completed over the summer.

- D. The RCCSEC office calendar will be provided by the administration.

6.5 Emergency School Closing

In the event of an emergency school closing the employee will follow that District's decision regarding school closing or early dismissal if the employee is in attendance in that District during that day. It is at the Director's discretion to close the office due to emergencies for staff permanently assigned to RCSSEC office facilities. Employees may work at the Cooperative office (provided the Office is open) with the Director's permission in the event their scheduled work site is closed due to an emergency school closing. All employees excluding teachers and hourly employees may work to make up an Exchange day or earn a day towards their TRS calendar. Said employee is expected to meet all IEP minutes and duties in this situation.

6.6 Facilities

The Board will provide adequate office and classroom facilities for its employees to the extent space is available at the Central Office and at the assigned work sites. Adequate office space shall include a private area within the assigned building in which staff may work/assess students free from interruptions from staff and/or students. If an employee has a complaint about his or her office and/or classroom, the employee shall make said complaint in writing, and in said complaint suggest what alternatives might be available as a possible remedy. The Board, through its Director, shall review the complaint and investigate all alternatives, including those suggested by the complainant. The Board shall reply to the complaint and explain what possible solutions exist, if any. The Board agrees, within these guidelines, to make a reasonable attempt to make available, or to advocate for, adequate office and classroom facilities for its employees. If adequate office space is unable to be provided, the staff member will be allowed to work from the RCCSEC office and said staff member is expected to meet all IEP minutes and duties.

The Executive Director may authorize work to be completed at a site other than the regular workplaces for professional education license (PEL) employees that do not require a substitute. The employee shall make such request in writing 24 hours in advance to the day and receive permission from the Director. When requesting to work from an alternate location the employee must provide the Director with the intended work site and duties to be completed. Staff must provide the Executive Director with a plan of how those minutes will be served prior to making the request for an alternative worksite.. The Executive Director may authorize off site work when conditions make the assigned work place impractical, such as inclement weather (but when school remains in session). Employees shall be granted these days for emergency school closure and teacher in-service days, if requested. Additionally, employees may request up to five (5) remote working days per school year to complete office duties. Employees shall be responsible for making up all direct service minutes and providing a log of completed duties to the Executive Director. Such requests may not be unreasonably denied but the Executive Director reserves the right to make the final decision regarding such requests, which decision shall not be subject to the agreement's grievance procedure.

6.7 Reduction in Personnel

A. Professional educator licensed employees.

The Board shall adhere to the statutory procedures pertaining to the honorable dismissal of certified employees set forth in Section 24-12 of The Illinois School Code. Certified employees shall also be recalled in accordance with the provisions of Section 24-12.

B. Educational Support Personnel (ESP)

- (1) If total years of continuous service in a category of position in the RCCSEC are equal between two or more ESPs, then the order of dismissal and/or recall will be based on the affected ESPs' total years of service in the current position, whether or not continuous, or similar positions outside the RCCSEC shall be calculated as the number of years granted by the Board to the individual for the purposes of the individual's initial placement on the salary schedule. The determination of whether a position was the same as or similar to an individual's current position shall be made solely by the Board after comparing the legal requirement, job description, and applicable skills of the current position with the former position.
- (2) If a tie remains after the application of the procedures as described above, then the order of dismissal and/or recall will be determined based on the date of the Board meeting at which the affected ESPs were hired.
- (3) If a tie remains after the application of the procedures as described in 1 and 2 above, then the order of dismissal and/or recall will be determined based on the order the affected ESPs are listed on the Board agenda for the Board meeting at which they were hired, with those being listed first on the Board agenda having seniority over those listed later on the agenda.

C. Reductions in force within a category of position shall be made in reverse seniority order, with the least senior full-time ESPs in the category being removed first until the necessary reduction has been made, provided more senior full-time ESPs within the category are

qualified to hold the positions of the less senior full-time ESPs. In determining an employee's qualifications for purposes of reduction-in-force, the Board shall consider any statutory or regulatory employment pre-requisites and the specific skills required for the position as determined by the Board in its policies, rules, regulations, or job descriptions.

- D. The Parties also recognize that part-time ESPs shall not accrue seniority or recall rights and may be non-reemployed in any order.

6.8 Seniority List

The Director or his/her designee shall annually compile and post a seniority list of all employees within the bargaining unit. A copy of the seniority list shall be

Educational Support Personnel (ESP)

Full-time ESPs shall be ranked by their seniority within the following categories of position:

1. Teacher Aides
2. Certified Occupational Therapy Assistant
3. Clerical
4. Braille Assistant

For full-time educational support personnel employees, the length of continuous service in the RCCSEC as utilized in Section 10-23.5 of the School Code for seniority purposes will be defined as follows:

Years of continuous full-time service in a category of position in the RCCSEC, beginning from the first working day in such category of position in the RCCSEC. Time on unpaid leaves of absence of more than ninety (90) consecutive working days will not be counted in determining seniority. Such unpaid leaves of absence approved by the Board will not constitute an interruption of service. If an employee transfers from one category to another, the employee shall ~~not~~ retain seniority in the category from which he/she transferred and shall not be entitled to apply any previously accrued seniority to his/her new category of position.

6.9 Discipline of Students

If an RCCSEC employee, while working in a District, is in a situation that involves student discipline, he/she shall follow the policy of that District.

6.10 Employee Keys to Building

Necessary employee keys for the Cooperative offices will be furnished to the employees. Employees will sign for and will be responsible for the keys. The employee will be charged \$25 for a lost key.

6.11 Staff Meetings

The Director shall notify all employees of scheduled department meetings at the beginning of the school year with the understanding that dates may shift with mutual agreement between the Director and majority of members of the department.

Employees shall have the right to submit written agenda items to the Director.

6.12 Requisition Policy

Employees will be notified in writing of the next year's supply and equipment budget after final board approval.

6.13 Assignments

Employees shall be ensured input in decisions regarding employee assignments. Every effort will be made to provide year-to-year continuity and consistency in individual assignments.

6.14 Vacancies and Transfers

A. A list of all vacancies within the Cooperative shall be kept at the Director's office and shall be available to all employees upon request. A vacancy will be added to the list when the Board creates the vacancy. When school is in session, all vacancies caused by death, retirement, discharge, resignation or creation of a new position shall be publicized to employees pursuant to

the following procedure:

A vacancy shall first be posted in the Cooperative office and sent via email to the Union President the first day of said posting. Said vacancy shall be posted in written form on the Coop bulletin board for a period of ten (10) work days and emailed to the Association President on the first day of posting. Upon RCCSEC administration and RCCSEC Association agreement, the period of 10 days may be reduced when a position must be filled immediately.

1. The notice of vacancy shall set forth the qualifications for the position and the deadline for application.
 2. During the posting period, employees may apply for the vacancy in writing with the Director within the time limit specified in the notice.
 3. The posting requirement of this section shall be applicable during the school term. During the summer non-school period the Director shall provide the Association President of each vacancy.
- B. Involuntary transfers will be made in case of emergency or to advance the educational program in the best interests of the students and programs serviced by the Cooperative as determined by the Board. If an employee does not agree with the transfer, he/she shall have the option to resign without prejudice.
- C. In any event, the filling of vacancies and the making of involuntary transfers shall be in accordance with The Illinois School Code.

6.15 Employee Evaluation

The evaluation of Professional Educator Licensed employees shall follow the procedures required by the Illinois School Code and any applicable Administrative Code of the Illinois State Board of Education. In any situation where the procedures stated in this Agreement are in conflict with the relevant statute or Code, the statute shall govern.

Professional Educator Licensed employees shall be evaluated according to the current RCCSEC Staff Evaluation Plan.

During an ESP's probationary period, an ESP shall be evaluated at least once every calendar year; thereafter an ESP shall be evaluated at least once every other year.

The Joint PERA/Evaluations Committee Shall meet at least once every year, by no later than December 15th, in order to discuss, review, and approve any necessary changes to the evaluation plan and instruments.

6.16 Job Descriptions

A job description, which lists the duties of the job assignment for which the applicant is applying, shall be given to all prospective new employees at their initial interview. If the person is then hired, the authorized representative of the Employer and the new employee shall then sign the job description and it shall be placed in his/her personnel file.

The Association President or designee shall be provided all revisions of job descriptions prior to Board approval.

6.17 Complaints Regarding an Employee

Any complaint against an employee deemed by the Director to justify action against the employee shall be brought to the attention of the employee involved. The Director will schedule a conference to assist such employee in an attempt to resolve the issue in such a complaint. When requested in writing by the employee, and when deemed appropriate by the Director, a conference between the complaining party and the employee involved will be scheduled.

No action against the employee shall be initiated by the Board/Director against such employee based upon said complaint until a conference between the complaining party and the employee has been held except in a case of an emergency, or if the complaining party is not within the Board's jurisdiction or refuses to attend. The employee may, at his/her option, have representation as he/she desires at any such conference.

Complaints that have not been investigated but which are determined by the

Board or its representative to have no validity, shall not be placed in the employee's personnel file.

The provisions of this article requiring a conference between the employee and the complainant shall not apply if the subject matter of the complaint and/or investigation is one which may also involve an investigation by law enforcement agencies and/or the Department of Children and Family Services for the State of Illinois.

6.18 Employee Probation

Each Educational Support Personnel hired into a new position shall receive a probationary period of 4 years. Each Professional Educator Licensed Employee hired into a new position shall receive a probationary period as proscribed by Section 24-11 of the Illinois School Code, 105 ILCS 5/24-11.

6.19 Substitutes

1. Administration will annually provide a “substitute list” to all certified and non-certified employees who may need substitutes throughout the year.
2. Professional educator licensed employees and Non-Certified employees will seek to find substitutes for planned and scheduled absences such as (appointments, conferences, personal leave, etc...). If no substitute is found, after exhausting all possibilities for substitutes, the employee will contact administration or administrative designee to assist in finding a substitute.
3. In the event of an illness, or emergency, the employee will contact the administration or administrative designee as soon as possible to indicate an absence will occur. In this event, the administration or administrative designee will coordinate the securing of a substitute for the employee.

6.20 Fees of Service

RCCSEC employees shall submit Fee for Service claims on a monthly basis through the online system. Failure to submit Fee for Service claims on a monthly basis will be reflected in the evaluation and may result in disciplinary measures by the Director.

ARTICLE VII: FRINGE BENEFITS

7.1 Benefits

Fringe benefits available to, or provided for, employees shall be the same as those available to the employees at the time of this agreement, except as otherwise provided for in this Agreement. It is understood for the term of this Agreement these fringe benefits shall be listed in this agreement. Fringe benefits shall be defined as including health insurance, dental insurance and life insurance.

7.2 Tax Sheltered Annuities

The employees shall have available to them a tax sheltered annuity made available by the Cooperative.

7.3 Flex Time

Flex time will be given to professional salaried employees for required Parent Education/Involvement Activities within the Spectrum Program.

Flex time will be given to professional salaried employees for training and activities mandated by administration outside of the regular school schedule.

Flex time will be given to professional salaried employees for IEP meetings starting before 8:00 a.m. and for time spent past 3:30 p.m. at IEP meetings or parent interviews unable to be scheduled during the normal work day.

With Supervisor approval, Flex time may be granted for Response to Intervention meetings that occur outside of the regular work day. Additionally, with Supervisor approval, Flex time may be granted for other work duties completed outside of the regularly scheduled work hours. In the event that flex time is not provided, the employee shall not be penalized for failure to participate in these activities. If the employee is being offered a stipend through their district for attending events outside of the work day, they are ineligible to request flex.

Certified employees, not requiring a substitute, may request flex time to work on a day where the RCCSEC building is open but the district(s) where the

employee(s) is scheduled to work is out.

7.4 Exchange Days

For those RCCSEC employment positions that do not require the utilization of substitutes, RCCSEC agrees to grant the use of five (5) exchange days which would allow the qualified RCCSEC employee to be absent for up to five (5) days during the school year if in exchange the RCCSEC employee is in attendance in his or her employment capacity for the same number of days absent during the school year, up to five (5) days, immediately after the conclusion of the school year when the RCCSEC Central Office is open or during any scheduled breaks in a school year when the RCCSEC Central Office is open. Any use of exchange days requires prior approval of the Director. Exchange days may be taken in half days and/or full day increments. Exchange days may be earned prior to use. In the event that a used exchange day reduces the IEP minutes, those minutes will be served during the same week of the absence and the staff member will submit a plan noting the schedule for making up minutes prior to the request.

7.5 Mileage Reimbursement

For those members who are required to travel to more than one school, district and/or community per week, the following mileage reimbursement policy shall apply. Mileage will be calculated from the employee's first assignment of the day to the last assignment of the day and shall include all miles traveled in between stops. Mileage charts will be provided and should be used for all reimbursement calculations listed. Mileage shall be reimbursed at the IRS rate as of July 1 of each fiscal year.

Requests for mileage reimbursement shall be submitted monthly. A schedule of due dates will be generated by the Bookkeeper at the beginning of the school year. Late claims will not be paid until the next month. All travel must be submitted by the last date given each school year. Claims submitted after this date will not be paid.

Other employees who are not so required to travel shall be reimbursed for mileage traveled on pre-approved RCCSEC business.

7.6 Tuition Reimbursement

The Board shall reimburse, upon application, any employee who successfully completes a course or courses of instruction with at least a "B" grade average or pass (in a pass/fail course) in each course at an accredited education institution, which course will be a credit towards a degree or certification in the special education field of study. The amount of the reimbursement shall not exceed \$2000 in any fiscal year (July 1-June 30 of the current fiscal year). The reimbursement shall be made within thirty (30) days after proof is furnished to the Director of a successful completion of the course work. The Director must approve course work in advance. Coursework will comply with all IDEA Part B Grant requirements.

7.7 Retirement Bonus

A retirement incentive plan shall be made available to any eligible regular non-certified and certificated staff member. A. Eligibility and Notice

1. To be eligible, the regular professional educator licensed/non-certified staff members must have served at RCCSEC for a minimum of fifteen (15) years preceding his or her retirement. Employee will have completed 15 years by the end of the retirement date.
2. Regular professional educator licensed/non-certified staff members must be eligible to receive retirement pension benefits through the Teachers' Retirement System of the State of Illinois or IMRF.
3. The regular staff member shall provide written notice to the Executive Director of his or her intention to retire and participate in the program up to four (4) years prior to the first day of August of their final year of active service. The Board shall approve the request and notify the regular staff member within thirty (30) days of the receipt of this notice of intention to retire provided that all conditions of this section are met.
4. The employee is expected to work through the school year noted as the retirement date on the irrevocable letter. The employee shall refund the retirement bonus amount if the employee resigns prior to that date.

5. The retirement eligibility requirements for the FY 2024 year shall be:

To be eligible for any of the following Plans, an employee must be eligible for a non-discounted retirement annuity with his or her respective retirement system (TRS or IMRF), with no ERO or other penalty to the District.

The Cooperative shall require proof of eligibility.

B. Retirement Benefit

One Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to August 1, 2023 stating that he/she shall retire at the end of the next school year, the employee will be removed from the salary schedule and for the final year of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior year of employment.

Example: The employee's prior year TRS creditable earnings were \$40,000.00. The employee's final year TRS creditable earnings will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$).

Two Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to August 1, 2023 two (2) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final two (2) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to August 1, 2023 stating he/she will retire on June 30, 2025. The employee's TRS creditable earnings for the 2022-2023 school year were \$40,000.00. The employee's TRS creditable earnings for the 2023-2024 school year will be

\$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2024-2025 school year will be \$44,944.00 (i.e., $\$42,400 \times 1.06 = \$44,944.00$).

Three Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to August 1, 2023 three (3) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final three (3) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to August 1, 2023 stating he/she will retire on June 30, 2026. The employee's TRS creditable earnings for the 2022-2023 school year were \$40,000.00. The employee's TRS creditable earnings for the 2023-2024 school year will be

\$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2024-2025 school year will be \$44,944.00 (i.e., $\$42,400 \times 1.06 = \$44,944.00$). The employee's TRS creditable earnings for the 2025-2026 school year will be \$47,640.64 (i.e., $\$44,944.00 \times 1.06 = \$47,640.64$).

Four Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to August 1, 2023 four (4) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final four (4) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to August 1, 2023, stating he/she will retire on June 30, 2027. The employee's TRS creditable earnings for the 2022-2023 school year were \$40,000.00. The employee's TRS creditable earnings for the 2023-2024 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for 2024-2025 school year will be \$44,944.00 (i.e.,

$\$42,400 \times 1.06 = \$44,944.00$). The employee's TRS creditable earnings for the 2025-2026 school year will be $\$47,640.64$ (i.e., $\$44,944.00 \times 1.06 = \$47,640.64$). The employee's TRS creditable earnings for the 2026-2027 school year will be $\$50,499.08$ (i.e., $47,640.64 \times 1.06 = \$50,499.08$).

C. Miscellaneous

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. Nothing in this provision shall prevent a non-certified employee from working any approved overtime; however, no overtime work or wages shall be used to calculate the retirement incentive or increases.

To be eligible for continued payment for stipends, extra days, extended employment or any other extra duties beyond the contract year during this period, the employee must continue to work such activity or stipend. If the employee does not continue to perform such duties, their earnings will be reduced accordingly during participation in this retirement incentive.

In the event an employee has submitted his/her timely irrevocable letter of retirement but fails to meet the eligibility requirements because of illness or life changing circumstances, the Board, in its sole discretion, may allow the employee to rescind his/her letter of retirement, provided the employee returns to the Board any TRS creditable earnings paid to the employee in excess of the amount the employee would otherwise have received under the salary schedule for such year(s) in which the creditable earnings were paid.

D. Limitation to TRS Creditable Compensation

The purpose of this section entitled "Limitation on TRS Creditable Compensation" is to avoid any payment by the District of a Board-paid penalty or fee to TRS, or any Board or District liability to fund any portion of a teacher's TRS annuity due to increase in compensation from one year to the next. This section applies to teachers with at least thirty (30) years of TRS creditable service ("retirement eligible teachers").

No retirement eligible teacher's creditable TRS earnings from employment in this School District, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, may exceed the amounts specified herein.

No retirement eligible teacher's TRS creditable earnings from employment in this School District, including but not limited to:

- Vertical and horizontal salary schedule movement
- Stipends
- Salary increases
- Retirement incentives
- Extra-duties
- Changes in position or
- Section 125 plan or flex plan benefits or contributions

shall increase from one school year to the next by more than six percent (6%) or be otherwise increased so as to create liability on the part of the Board or District for any portion of a retirement eligible teacher's retirement annuity, or result in any District or Board-paid penalty or fee to TRS. If the sum or percentage amount which triggers any obligation for the District or Board to pay additional amounts to cover all or part of a retirement eligible teacher's retirement annuity or cover any Board or District paid penalty or fee to TRS decreases, then the maximum of the retirement eligible teacher's creditable TRS earnings from employment in this School District shall similarly decrease so as to avoid any Board or District paid penalty or fee.

Even if another provision of this collective bargaining agreement would otherwise provide, in the event a retirement eligible teacher's TRS creditable earnings would increase by more than six percent (6%), or any such lesser amount that would trigger a District-paid penalty or fee to TRS due to salary increase in any year over a prior year, that retirement eligible teacher shall receive only the maximum increase to TRS creditable compensation allowed under this provision.

For the purposes of status quo, the above language will only exist for the duration of the 23-24, 24-25, and 25-26 Collective Bargaining Agreement.

7.8 Health Insurance

For the term of this Collective Bargaining Agreement, the Board will pay 2023-2024 (\$725), 2024-2025 (\$750), and 2025-2026 (\$800) of the cost of the premium for single health insurance for each employee electing such insurance coverage, this includes health, dental and life insurance. If an employee elects to enroll in family coverage, the employee shall pay the difference between the cost of the single premium and the family coverage premium.

ARTICLE VIII: LEAVES

8.1 Sick Leave

- A. Each employee shall be entitled annually to a certain number of sick leave days without loss of pay or benefits pursuant to a tiered system in accordance with the following schedule:

Number of Years in Co-op	Sick Leave Days
1-5 =	12
6-10 =	13
11-15 =	14
16+ =	15

Part-time employees will receive a prorated amount of sick leave days proportionate to the percent of full-time employment.

- B. Sick leave shall be defined as authorized absence with pay from assigned regular or usual duties which are to be performed in the course of one's employment in and for RCCSEC as a result of personal illness, mental or behavioral health complications, quarantine at home, death or serious illness in one's immediate family, or birth, adoption, or placement for adoption. Immediate family and step relatives shall be defined as parents, spouse/domestic partner, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

Sick days must be exhausted prior to using Leave Without Pay.

- C. If an employee does not use the full amount of sick leave, the unused amount shall be cumulative up to the allowable accumulation to be used for retirement purposes with the Teacher Retirement System or IMRF, whichever is applicable.

D. The Board shall provide each employee with a cumulative accounting of

his/her sick leave as provided on each individual's paycheck.

- E. Employees may use sick leave for pregnancy related disabilities or following the birth of a child, with a written report from the physician verifying the disability.
- F. Employees shall be allowed to use sick days in quarter-day increments.
- G. The Board may, at its discretion, grant additional sick leave days for a catastrophic accident or illness involving the employee, his/her spouse, or his/her child.
- H. Those staff members who serve IEP minutes, who do not require a substitute, will email the Director the day of their absence and again within 24 hours on the day of the employee's return from absence with the date in which those missed IEP minutes will be delivered. Failure to email the Director with the date of future services will be reflected in the staff evaluation and may lead to disciplinary action by the Director. All IEP minutes will be made up if missed by the staff member.
- J. Patterns of continuous use of sick leave without a Doctor's note will be reflected in the staff evaluation.

8.2 Personal Leave

- A. Employees shall be entitled annually to two paid personal days during each school year to be used solely for personal business that cannot be transacted outside of regular working hours. A written request for personal leave shall be submitted to the Director at least five (5) days prior to the requested leave or at the discretion of the Director. Part-time employees will receive a prorated amount of personal leave days proportionate the percent of full-time employment.
- B. Employees who have been employed by RCCSEC beyond five (5) years shall be entitled to one additional personal day, for a total of three (3) days. Employees who have been employed by RCCSEC beyond ten (10) years shall be entitled to one (1) additional day, for a total of four (4) personal days per year.

- C. An employee may be granted personal leave immediately before or after a holiday with written permission of the Director.
- D. Beginning with the 2009-2010 school year, a certain number of unused personal leave days for the prior school year may be rolled over at the start of the following school year to be used as personal leave days in an amount so that no employee may begin a school year with no more than-five (5) personal leave days. Any remaining unused personal days shall be converted to sick days.
- E. The Board shall provide each employee with a cumulative accounting of his/her personal leave as provided on each individual's paycheck.

8.3 Parental Leave

- A. All RCCSEC employees working on a 50% to 100% basis are eligible for parental leave
- B. An employee shall notify the Board of the beginning and ending dates of the leave in writing at least thirty (30) days before the beginning of such leave. In an emergency, such leave may be extended by written request.
- C. Insurance benefits shall continue only if the employee elects to pay the cost.
- D. This policy shall also apply to the adoption of children.
- E. Tenure and seniority of an employee electing to take parental leave shall not be affected because of absence while on leave.
- F. Any parental leave taken shall count as days against the period of leave recognized under the Family and Medical Leave Act.
- G. Upon birth or adoption of a child, the parent will be provided with fifteen (15) days of paid leave to be taken consecutively. If both parents are employed by the Cooperative, an additional ten (10) days shall be granted (a total of 25 for the two employees), with no parent using more than 15 of the available days. These days shall not convert to bankable sick leave, bereavement leave or vacation time.

8.4 Jury Duty

- A. Any employee who is required to serve on a jury shall suffer no loss in salary or employee benefits provided, however, that all monies received, other than actual expenses, shall be turned over to the Coop.
- B. Any employee that has been issued a subpoena to appear as a witness in any school-related proceeding shall suffer no loss in salary or employee benefits provided that all monies received, other than actual expenses, shall be turned over to the District.
- C. Any employee who is required to serve on jury duty will return to work if released from duty during the work hours.

8.5 Family and Medical Leave Act

Leave under the Act may be taken concurrently with sick leave and personal leave as recognized under this Agreement. Please refer to RCCSEC Board Policy for FMLA requirements.

8.6 Professional Leave

All professional educator licensed staff are eligible for three (3) professional leave days and all non-certified staff are eligible for one (1) professional leave day per year with prior written approval of the Director. The Administration reserves the right to send employees to professional meetings. In this event, the meeting will not be charged against the employee's professional leave time. The Cooperative shall make available to each employee for professional leave a sum of Seven Hundred Dollars (\$700) over the school year to defray expenses the employee has in conjunction with professional leave. An additional Two Hundred Seventy Five Dollars (\$275) may be used by the employee for professional dues.

For SPECTRUM staff, professional leave will be per grant allocation, but in no case not less than one (1) day per person per year. Fees exceeding the said amount are the employee's responsibility. All professional development activities will comply with IDEA Part B Grant requirements and must pertain to job related duties within Special Education. The Director reserves the right to

deny requests for professional leave. Staff will submit proof of attendance for all professional development activities including online webinars.

8.7 Bereavement Leave

In addition to the sick leave/personal leave provided, each employee shall be entitled to leave, without loss of pay, as outlined below:

Total of three (3) days per year for the death within the immediate family, which shall include pregnancy loss, and step relatives (parents, spouse, brothers, sisters, children, grandparents, grandparents-in-law, grandchildren, parents-in-law, brothers/sisters-in-law, aunt/uncle, aunt/uncle-in-law, nieces, nephews, nieces/nephews in-laws or legal guardians) except that the Director or designee may approve additional bereavement leave days at his/her discretion. Any approval of additional bereavement leave days is non-precedential. Any unused bereavement leave days may not be accumulated. Any additional time taken off in the event of a death of persons indicated above shall be charged as sick leave.

8.8 Military Leave

Any tenured teacher or non-probationary employee who is a member of the National Guard or Reserves and is called to active status by specific order of the Governor of the State of Illinois or the President of the United States shall, on his/her return to the Cooperative, be placed on the salary schedule at the same place as when the employee was called to military duty and shall be reinstated to the current employee benefit plan.

ARTICLE IX: COMPENSATION AND TERM OF CONTRACT

9.1 Term and Salary Schedule

Employees agree to a three (3) year contract term for the school years of 2023-2024, 2024-2025, and 2025-2026.. It is agreed that the employee compensation for each year of the Agreement shall be as reflected on Appendix A.

In addition to the scheduled salary for certified employees in Appendix A, the Board agrees to pick up and pay the following contributions to the downstate Teacher Retirement System (TRS) on behalf of each certified employee: the full individual teacher's contribution to the Downstate Teachers' Retirement System at the rate of up to a maximum of 9.8901% [1.098901] ~~10.3753%~~ ~~[1.403753]~~. These and other retirement contributions shall be tax sheltered as provided for in law.

In addition to the scheduled wages paid for non-certified employees in Appendix A, the Board agrees to pick up and pay the following contributions to the Illinois Municipal Retirement Fund (IMRF) on behalf of each non-certified employee: up to 4.5% [1.04712]. These and other retirement contributions shall be tax sheltered as provided for in law.

9.2 Pay Options

The pay periods for the employees shall correspond with the pay periods made available to employees by the administrative district for the Cooperative.

9.3 Reportable Compensation

With the exception of the 2023-2024 school year, notwithstanding anything to the contrary in this Agreement, no employee shall receive salary or compensation (as defined below) in excess of six percent (6%) over the prior contract year. For purposes of this provision, salary or compensation is as defined by TRS regulations and shall include, but shall not be limited to, base salary, salary schedule lane and step placements, extra-duty stipends, payment for extended work-year duties and other activities, or any other benefit that would constitute TRS reportable salary or compensation if the

employee were a TRS member. This provision is applicable to all employees covered by this agreement, regardless of whether they participate in TRS.

9.4 Placement on the Salary Schedule

- A. All newly hired Professional Educator Licensed employees shall receive full credit for all public school teaching and private school teaching done in a nationally accredited private school performed while licensed. Full credit will be awarded for teaching experience in learning centers if the center required the individual to hold a Professional Educator License. Verification of such service will be necessary before salary lane experience is credited. It is the employee's responsibility to provide verification of employment.
- B. All non-certified employees shall receive full credit for experience relevant to their current position if performed in a public school or day care setting. Verification of such service will be necessary before salary lane experience is credited. It is the employee's responsibility to provide verification of employment. Experience accepted will be determined by the Director.
- C. School psychologists, social workers, occupational therapists, certified occupational therapy assistants, physical therapists, physical therapy assistants will receive credit for prior work experience in the private sector if the work experience is in the employee's area of professional expertise. Employees with relevant experience prior to the degree required for the job description they are applying to, shall receive up to four (4) years. Verification of such service will be necessary before salary lane experience is credited. It is the employee's responsibility to provide verification of employment.
- D. Due to the position of school psychologist being a shortage area at RCCSEC, the Cooperative will pay an annual stipend of \$2,000 to a school psychologist who is a Nationally Certified School Psychologist provided that the credential is awarded through the National School Psychology Certification System of the National Association of the School Psychologists. Certification must be obtained prior to November 1st in order for the stipend to be paid for that fiscal year. Proof of accreditation is

required to receive the stipend. Part time employees shall be entitled to the full stipend amount.

- E. The Cooperative will pay an annual stipend of \$2,000 to a school social worker who is a Licensed Clinical Social Worker provided the credential is awarded through the Department of Financial and Professional Regulation: Division of Professional Regulation. Certification must be obtained prior to November 1st in order for the stipend to be paid for that fiscal year. Proof of accreditation is required to receive the stipend. Part time employees shall be entitled to the full stipend amount.
- F. Professional Educator Licensed personnel with proper Special Education credentials through the Illinois State Board of Education shall receive \$64.29/hr to write an IEP outside of their caseload.
- G. The Cooperative will pay an annual stipend of \$2,000 to a teacher who holds the National Board Certified teacher credential.
- H. Military Service Credit: A maximum of 2 years credit on the schedule is given for military service. For each year of military service, one year of credit will be given on the salary schedule. The credit will be granted at a rate of: One (1) year's credit for 12-20 months, two (2) year's credit for 21 months or more. Under no circumstances will an accumulation of weekend and summer reserve service be credited for salary consideration.

Under no circumstances will an accumulation of weekend and summer reserve service be credited for salary consideration.

- I. Staff will remain at Step 0 until completed verification of employment paperwork has been returned to the RCCSC Central Office. All completed verification of employment paperwork must be received within 30 days of hire. Any completed verification of employment paperwork received after the 30 days will not be credited to the current school year.
- J. Executive Director shall provide Association President information of placement on salary schedule.

9.5 Advancement on Salary Schedule

- A. Any professional educator licensed employee on the salary schedule shall advance on the salary schedule upon presentation of sufficient evidence of credit earned.
1. Notification of intent to make a lane change should be presented to the Executive Assistant on or before August 10 of the current school year. Notification of a lane change made after August 10 of the current school year will be reflected during the following school year.
 2. All sufficient evidence of credit, including a college transcript must be presented to the Executive Assistant on or before August 10 of the current school year. Submissions of credit made after August 10 of the current school year will be reflected during the following school year.
 3. Academic hours earned for college coursework must be supported by an official college transcript (not a grade report).
- B. Undergraduate courses may not be used for salary movement above the BA lanes unless they are pre-approved by the Director. Consideration for approval shall be based on one or more of the following:
1. The course is part of an approved special education degree program.
 2. It will enhance a current teaching assignment.
 3. It will lead to additional certification in Special Education.

9.6 Teacher Transcript of Credits

Each professional educator licensed employee shall file with the RCCSEC Central Office a complete transcript of credits earned in recognized institutions of higher learning attended by the employee. New hires must submit the complete transcript before August 10 of the current school year. Staff hired after August 10 must submit the complete transcript within 30 days of hire. Such record of credits shall be used as the base for determining the minimum salary for such employees.

9.7 Additional Duties and Summer Evaluation Compensation

Employees shall receive additional compensation for additional duties beyond their assigned duties during the school year and for summer evaluations. The hourly rate of compensation duties shall be \$64.29 per hour. Additional evaluations defined as Waived , Limited, and Full evaluation are compensated by the following: Psychologist Waived Evaluation (\$350), Psychologist Limited Evaluation (\$550), Psychologist Full Evaluation (\$650), Social Worker Waived Evaluation (\$200), Social Worker Limited Evaluation (\$550), Social Worker Full Evaluation (\$650).

9.8 Definitions

In order for an employee to advance on the salary schedule and/or to be entitled to benefits in whole or part as provided for in this Agreement, the following criteria shall apply:

- a) the employee must begin his/her service to the Cooperative on or before January 10th of a school year in order to advance a step on the salary schedule in the following school year.
- b) an employee hired after July 1, 2003, who when hired is expected to be employed for at least one semester and work an average of at least 30 FTE hours per week or more, shall be entitled to receive benefits as provided for in Section 7.7 of this Collective Bargaining Agreement on a basis proportional to the employee's employment percentage. The employee shall contribute on a timely basis, the cost of the benefits not paid by the Cooperative which shall be deducted from employees pay. In each instance, the employee must be eligible to participate under the requirements of the benefit plan with the carrier or provider.

The percentage time of employment is calculated on the number of hours assigned in a work week in comparison with the daily work hours projected for a week as assigned to each classification of employees by site under this Agreement.

ARTICLE X: EFFECT OF AGREEMENT

10.1 Savings Clause

Should any article, section or clause of this Agreement be declared illegal or modified by a court of competent jurisdiction or by state or federal statutory change, said article, section or clause as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections and clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted article, section or clause.

- A. Until all appeals are exhausted with respect to the legality, validity or enforceability of such provision, the provision shall remain in full force and effect.
- B. Within ten (10) days of such final determination, the parties shall meet to renegotiate the terms and conditions affected.
- C. In any event should the affected provision subsequently become legal, valid or otherwise enforceable, it shall remain a part of this Agreement unless the parties agree otherwise.

10.2 Individual Contracts

Employee information documentation (hitherto called individual contracts) shall conform to the terms of this Agreement.

10.3 No Strike

The Association will not call for, engage in or encourage any strike action during the duration of this Agreement. This means the employees will not engage in any work stoppage during the term of this Agreement unless the stoppage relates solely to this Agreement.

10.4 Duration

This Agreement shall be for a period of three years, ending on midnight July

Appendix A

Teacher Aides, Personal Assistants 2023-2024 (12%)

Step	HS	HS+30	AAS	BS
0	15.22	\$15.45	\$15.61	\$15.78
1	15.46	15.69	15.85	16.02
2	15.72	15.96	16.12	16.28
3	16.00	16.24	16.40	16.56
4	16.30	16.52	16.69	16.86
5	16.60	16.82	16.99	17.16
6	16.91	17.15	17.30	17.47
7	17.24	17.46	17.63	17.80
8	17.57	17.80	17.96	18.13
9	17.92	18.14	18.31	18.48
10	18.28	18.50	18.67	18.85
11	18.65	18.87	19.04	19.23
12	18.87	19.28	19.43	19.63
13	19.28	19.67	19.82	20.04
14	19.63	20.07	20.22	20.44
15	20.07	20.45	20.62	20.82
16	20.45	20.85	21.00	21.22
17	20.87	21.25	21.38	21.60

Teacher Aides, Personal Assistants 2024-2025 (4%)

Step	HS	HS+30	AAS	BS
0	15.58	15.83	15.99	16.17
1	15.82	16.07	16.23	16.41
2	16.07	16.32	16.48	16.66
3	16.35	16.60	16.76	16.94
4	16.64	16.89	17.05	17.23
5	16.95	17.18	17.36	17.53
6	17.26	17.50	17.67	17.84
7	17.59	17.83	18.00	18.17
8	17.93	18.16	18.33	18.51
9	18.28	18.51	18.68	18.86
10	18.64	18.87	19.04	19.22
11	19.01	19.24	19.42	19.60
12	19.39	19.63	19.80	20.00
13	19.63	20.05	20.21	20.42
14	20.05	20.45	20.62	20.84
15	20.42	20.87	21.02	21.26
16	20.87	21.27	21.44	21.65
17	21.27	21.69	21.84	22.07

†Teacher Aides, Personal Assistants 2025-2026 (4%)

Step	HS	HS+30	AAS	BS
0	15.97	16.22	16.39	16.57
1	16.21	16.46	16.63	16.81
2	16.46	16.71	16.88	17.06
3	16.72	16.97	17.14	17.32
4	17.01	17.26	17.43	17.61
5	17.31	17.57	17.73	17.92
6	17.63	17.87	18.05	18.23
7	17.95	18.20	18.38	18.56
8	18.29	18.55	18.72	18.90
9	18.64	18.89	19.07	19.25
10	19.01	19.25	19.43	19.61
11	19.39	19.62	19.81	19.99
12	19.77	20.01	20.19	20.39
13	20.17	20.41	20.59	20.80
14	20.41	20.85	21.02	21.24
15	20.85	21.27	21.44	21.67
16	21.24	21.71	21.87	22.11
17	21.71	22.12	22.30	22.52

Braille Assistant 2023-2024 (12%)

Step	HS	HS+30	AAS	BS
0	17.84	18.06	18.23	18.39
1	18.08	18.30	18.47	18.63
2	18.35	18.57	18.74	18.89
3	18.63	18.85	19.02	19.17
4	18.92	19.14	19.31	19.47
5	19.22	19.44	19.61	19.77
6	19.53	19.76	19.92	20.08
7	19.87	20.08	20.24	20.42
8	20.19	20.43	20.59	20.75
9	20.54	20.76	20.92	21.09
10	20.90	21.12	21.29	21.47
11	21.27	21.50	21.66	21.85
12	21.50	21.90	22.05	22.24
13	21.90	22.29	22.44	22.66
14	22.24	22.69	22.84	23.06
15	22.69	23.07	23.23	23.44
16	23.07	23.46	23.62	23.84
17	23.50	23.86	23.99	24.23

Braille Assistant 2024-2025 (4%)

Step	HS	HS+30	AAS	BS
0	18.31	18.54	18.72	18.88
1	18.55	18.78	18.96	19.12
2	18.80	19.03	19.21	19.37
3	19.08	19.31	19.49	19.65
4	19.37	19.60	19.78	19.94
5	19.67	19.91	20.08	20.24
6	19.99	20.22	20.40	20.56
7	20.31	20.55	20.72	20.88
8	20.66	20.88	21.05	21.23
9	21.00	21.25	21.41	21.58
10	21.36	21.60	21.76	21.93
11	21.74	21.97	22.14	22.33
12	22.12	22.36	22.53	22.73
13	22.36	22.77	22.93	23.13
14	22.77	23.18	23.34	23.56
15	23.13	23.60	23.75	23.98
16	23.60	23.99	24.16	24.38
17	23.99	24.40	24.57	24.80

Braille Assistant 2025-2026 (4%)

Step	HS	HS+30	AAS	BS
0	18.80	19.04	19.23	19.40
1	19.04	19.28	19.47	19.64
2	19.29	19.53	19.72	19.89
3	19.55	19.79	19.98	20.15
4	19.84	20.08	20.27	20.44
5	20.15	20.39	20.57	20.74
6	20.46	20.70	20.88	21.05
7	20.79	21.03	21.21	21.38
8	21.13	21.37	21.55	21.72
9	21.49	21.72	21.89	22.08
10	21.84	22.10	22.27	22.45
11	22.22	22.46	22.63	22.81
12	22.60	22.85	23.03	23.22
13	23.00	23.26	23.43	23.63
14	23.26	23.68	23.85	24.06
15	23.68	24.11	24.28	24.51
16	24.06	24.54	24.70	24.94
17	24.54	24.95	25.12	25.35

Clerical	2023-2024 0%	2024-2025 (2%)	2025-2026 (2%)
Step	Hourly Rate	Hourly Rate	Hourly Rate
0	\$ 20.70	\$ 20.79	\$ 20.89
1	\$ 21.02	\$ 21.11	\$ 21.21
2	\$ 21.35	\$ 21.44	\$ 21.54
3	\$ 21.70	\$ 21.78	\$ 21.87
4	\$ 22.06	\$ 22.13	\$ 22.21
5	\$ 22.43	\$ 22.50	\$ 22.58
6	\$ 22.79	\$ 22.88	\$ 22.95
7	\$ 23.15	\$ 23.25	\$ 23.34
8	\$ 23.51	\$ 23.61	\$ 23.71
9	\$ 23.88	\$ 23.98	\$ 24.09
10	\$ 24.24	\$ 24.36	\$ 24.46
11	\$ 24.60	\$ 24.72	\$ 24.84
12	\$ 24.96	\$ 25.09	\$ 25.22
13	\$ 25.33	\$ 25.46	\$ 25.59
14	\$ 25.69	\$ 25.84	\$ 25.97
15	\$ 26.05	\$ 26.20	\$ 26.35
16	\$ 26.41	\$ 26.57	\$ 26.73
17	\$ 26.78	\$ 26.94	\$ 27.10
18	\$ 27.14	\$ 27.32	\$ 27.48
19	\$ 27.50	\$ 27.68	\$ 27.86
20	\$ 27.86	\$ 28.05	\$ 28.24
21	\$ 28.23	\$ 28.42	\$ 28.61
22	\$ 28.59	\$ 28.79	\$ 28.99

COTA	2023-2024 (15%)	2024-2025 (4%)	2025-2026 (4%)
Step			
0	\$21.45	\$21.85	\$22.28
1	\$21.90	\$22.30	\$22.73
2	\$22.41	\$22.77	\$23.20
3	\$22.95	\$23.31	\$23.68
4	\$23.54	\$23.87	\$24.24
5	\$24.15	\$24.48	\$24.83
6	\$24.81	\$25.12	\$25.46
7	\$25.48	\$25.80	\$26.12
8	\$26.17	\$26.50	\$26.83
9	\$26.90	\$27.22	\$27.56
10	\$27.65	\$27.97	\$28.31
11	\$28.78	\$28.75	\$29.09
12	\$29.98	\$29.94	\$29.90
13	\$31.26	\$31.18	\$31.14
14	\$32.58	\$32.51	\$32.43
15	\$33.90	\$33.88	\$33.81
16	\$35.22	\$35.26	\$35.24
17	\$36.55	\$36.63	\$36.67
18	\$37.88	\$38.01	\$38.10

Teachers 2023-2024 School Year (9%)							
Years of Experience	BS	BS+16	BS+24	MS	MS+30	MS+45	MS+60
TRS not included in salary schedule amounts							
0	36,715	37,755	37,755	39,865	41,965	42,489	43,016
1	37,015	38,055	38,055	40,165	42,265	42,789	43,316
2	37,342	38,382	38,382	40,492	42,592	43,116	43,643
3	37,682	38,722	38,722	40,832	42,932	43,456	43,983
4	38,037	39,077	39,077	41,187	43,285	43,810	44,337
5	38,404	39,444	39,444	41,554	43,653	44,178	44,704
6	39,392	40,430	40,430	42,542	44,640	45,165	45,692
7	40,407	41,447	41,447	43,557	45,657	46,181	46,708
8	41,455	42,495	43,555	44,605	46,704	47,229	47,755
9	42,544	43,584	44,644	45,694	47,793	48,318	48,844
10	43,634	44,685	45,733	46,783	48,883	49,406	49,933
11	45,161	46,249	47,334	48,421	50,595	51,136	51,680
12	46,741	47,867	48,991	50,114	52,365	52,926	53,488
13	47,842	48,968	50,092	51,216	53,466	54,026	54,589
14	48,945	50,071	51,195	52,319	54,569	55,129	55,692
15	50,051	51,177	52,300	53,424	55,674	56,235	56,798
16	51,159	52,285	53,409	54,533	56,782	57,344	57,906
17	52,267	53,393	54,516	55,641	57,890	58,452	59,015
18	53,376	54,500	55,625	56,750	58,998	59,561	60,122
19	54,486	55,611	56,735	57,859	60,108	60,670	61,233
20	55,595	56,720	57,844	58,969	61,218	61,780	62,343
21	56,705	57,830	58,955	60,079	62,327	62,890	63,452
22	57,816	58,940	60,064	61,188	63,438	63,999	64,562
23	58,925	60,049	61,174	62,299	64,548	65,110	65,671
24	60,035	61,160	62,284	63,409	65,657	66,220	66,782
25	61,145	62,270	63,394	64,518	66,767	67,329	67,892
TRS not included in salary schedule amounts							

Teachers 2024-2025 School Year (5%)							
Years of Experience	BS	BS+16	BS+24	MS	MS+30	MS+45	MS+60
TRS not included in salary schedule amounts							
0	38,251	39,343	39,343	41,559	43,763	44,313	44,866
1	38,551	39,643	39,643	41,859	44,063	44,613	45,166
2	38,866	39,958	39,958	42,174	44,378	44,928	45,481
3	39,209	40,301	40,301	42,517	44,721	45,272	45,825
4	39,567	40,658	40,658	42,874	45,078	45,629	46,182
5	39,938	41,030	41,030	43,246	45,449	46,001	46,554
6	40,324	41,416	41,416	43,632	45,836	46,387	46,939
7	41,361	42,452	42,452	44,669	46,872	47,424	47,976
8	42,428	43,520	43,520	45,735	47,940	48,490	49,043
9	43,528	44,619	45,733	46,835	49,040	49,590	50,143
10	44,671	45,763	46,876	47,979	50,183	50,733	51,286
11	45,815	46,919	48,020	49,122	51,327	51,877	52,430
12	47,419	48,561	49,701	50,842	53,124	53,693	54,264
13	49,078	50,261	51,441	52,620	54,983	55,572	56,163
14	50,234	51,417	52,597	53,777	56,139	56,727	57,319
15	51,393	52,575	53,755	54,935	57,297	57,885	58,477
16	52,553	53,735	54,915	56,095	58,458	59,047	59,638
17	53,717	54,899	56,079	57,259	59,622	60,211	60,802
18	54,880	56,062	57,242	58,423	60,784	61,375	61,966
19	56,045	57,225	58,406	59,587	61,948	62,539	63,128
20	57,210	58,391	59,571	60,752	63,113	63,704	64,295
21	58,375	59,556	60,736	61,917	64,279	64,869	65,460
22	59,540	60,721	61,903	63,083	65,444	66,034	66,625
23	60,707	61,887	63,068	64,248	66,610	67,199	67,790
24	61,872	63,052	64,233	65,414	67,775	68,366	68,955
25	63,037	64,218	65,398	66,579	68,940	69,531	70,121
TRS not included in salary schedule amounts							

Teachers 2025-2026 School Year (5%)							
Years of Experience	BS	BS+16	BS+24	MS	MS+30	MS+45	MS+60
TRS not included in salary schedule amounts							
0	39,864	41,010	41,010	43,337	45,651	46,229	46,810
1	40,164	41,310	41,310	43,637	45,951	46,529	47,110
2	40,479	41,625	41,625	43,952	46,266	46,844	47,425
3	40,809	41,956	41,956	44,282	46,597	47,175	47,755
4	41,170	42,316	42,316	44,643	46,957	47,535	48,116
5	41,545	42,691	42,691	45,018	47,332	47,910	48,491
6	41,935	43,082	43,082	45,408	47,722	48,301	48,881
7	42,340	43,487	43,487	45,813	48,128	48,706	49,286
8	43,429	44,574	44,574	46,902	49,215	49,795	50,375
9	44,549	45,696	45,696	48,022	50,337	50,915	51,495
10	45,704	46,850	48,020	49,177	51,492	52,070	52,650
11	46,905	48,051	49,220	50,378	52,692	53,270	53,850
12	48,106	49,265	50,421	51,578	53,894	54,471	55,051
13	49,790	50,989	52,186	53,384	55,780	56,378	56,977
14	51,532	52,774	54,013	55,251	57,732	58,351	58,971
15	52,746	53,987	55,226	56,465	58,946	59,563	60,185
16	53,962	55,204	56,443	57,682	60,162	60,780	61,401
17	55,181	56,422	57,661	58,900	61,381	61,999	62,619
18	56,403	57,644	58,883	60,122	62,603	63,222	63,842
19	57,624	58,865	60,104	61,344	63,824	64,444	65,064
20	58,847	60,086	61,326	62,567	65,046	65,666	66,285
21	60,071	61,311	62,550	63,790	66,269	66,889	67,509
22	61,294	62,534	63,773	65,013	67,492	68,113	68,733
23	62,517	63,758	64,998	66,237	68,716	69,336	69,956
24	63,742	64,981	66,221	67,460	69,940	70,559	71,179
25	64,965	66,204	67,444	68,685	71,164	71,784	72,403
TRS not included in salary schedule amounts							

Type 73 2023-2024 School Year (9%)

Years of Experience	TRS not included in salary schedule amounts				
	MS	MS+30	MS+45	M+60	PhD
0	\$42,014	\$43,515	\$44,266	\$45,018	\$46,520
1	\$42,851	\$44,352	\$45,103	\$45,855	\$47,357
2	\$43,764	\$45,264	\$46,015	\$46,768	\$48,270
3	\$44,712	\$46,214	\$46,965	\$47,716	\$49,219
4	\$45,699	\$47,200	\$47,951	\$48,703	\$50,205
5	\$46,725	\$48,227	\$48,978	\$49,729	\$51,232
6	\$47,792	\$49,294	\$50,045	\$50,796	\$52,299
7	\$48,892	\$50,393	\$51,144	\$51,896	\$53,398
8	\$50,024	\$51,525	\$52,276	\$53,029	\$54,531
9	\$51,202	\$52,740	\$53,509	\$54,280	\$55,817
10	\$52,379	\$53,954	\$54,742	\$55,529	\$57,102
11	\$53,558	\$55,168	\$55,974	\$56,778	\$58,387
12	\$54,763	\$56,409	\$57,233	\$58,056	\$59,701
13	\$56,071	\$57,717	\$58,540	\$59,362	\$61,009
14	\$57,276	\$58,923	\$59,746	\$60,569	\$62,215
15	\$58,592	\$60,238	\$61,061	\$61,884	\$63,531
16	\$59,909	\$61,556	\$62,379	\$63,201	\$64,847
17	\$61,226	\$62,872	\$63,695	\$64,518	\$66,164
18	\$62,542	\$64,189	\$65,012	\$65,835	\$67,481
19	\$63,860	\$65,506	\$66,329	\$67,152	\$68,798
20	\$65,177	\$66,822	\$67,645	\$68,468	\$70,115
21	\$66,493	\$68,139	\$68,962	\$69,786	\$71,432
22	\$67,810	\$69,457	\$70,280	\$71,103	\$72,749
23	\$69,128	\$70,774	\$71,597	\$72,420	\$74,066
24	\$70,445	\$72,097	\$72,917	\$73,736	\$75,382
TRS not included in salary amounts					

Type 73 2024-2025 School Year (5%)					
Years of Experience	TRS not included in salary schedule amounts				
	MS	MS+30	MS+45	M+60	PhD
0	\$43,278	\$44,854	\$45,642	\$46,432	\$48,009
1	\$44,115	\$45,691	\$46,479	\$47,269	\$48,846
2	\$44,994	\$46,570	\$47,358	\$48,148	\$49,725
3	\$45,952	\$47,528	\$48,316	\$49,106	\$50,683
4	\$46,947	\$48,525	\$49,313	\$50,102	\$51,680
5	\$47,984	\$49,560	\$50,349	\$51,139	\$52,716
6	\$49,061	\$50,638	\$51,427	\$52,216	\$53,794
7	\$50,182	\$51,759	\$52,547	\$53,336	\$54,914
8	\$51,337	\$52,913	\$53,701	\$54,491	\$56,068
9	\$52,526	\$54,102	\$54,890	\$55,680	\$57,257
10	\$53,762	\$55,377	\$56,185	\$56,994	\$58,608
11	\$54,998	\$56,652	\$57,479	\$58,305	\$59,957
12	\$56,236	\$57,927	\$58,772	\$59,617	\$61,306
13	\$57,501	\$59,229	\$60,094	\$60,958	\$62,687
14	\$58,874	\$60,602	\$61,467	\$62,331	\$64,060
15	\$60,140	\$61,869	\$62,733	\$63,598	\$65,326
16	\$61,521	\$63,250	\$64,114	\$64,978	\$66,707
17	\$62,904	\$64,633	\$65,497	\$66,362	\$68,090
18	\$64,288	\$66,016	\$66,880	\$67,744	\$69,472
19	\$65,669	\$67,398	\$68,263	\$69,127	\$70,855
20	\$67,053	\$68,781	\$69,645	\$70,509	\$72,237
21	\$68,435	\$70,164	\$71,028	\$71,892	\$73,621
22	\$69,818	\$71,546	\$72,410	\$73,275	\$75,004
23	\$71,200	\$72,930	\$73,794	\$74,658	\$76,386
24	\$72,584	\$74,312	\$75,176	\$76,041	\$77,769

TRS not included in salary amounts

Type 73 2025-2026 School Year (5%)					
Years of Experience	TRS not included in salary schedule amounts				
	MS	MS+30	MS+45	M+60	PhD
0	\$44,605	\$46,260	\$47,088	\$47,917	\$49,573
1	\$45,442	\$47,097	\$47,925	\$48,754	\$50,410
2	\$46,321	\$47,975	\$48,803	\$49,633	\$51,289
3	\$47,243	\$48,898	\$49,726	\$50,555	\$52,211
4	\$48,249	\$49,904	\$50,732	\$51,561	\$53,217
5	\$49,295	\$50,951	\$51,779	\$52,607	\$54,264
6	\$50,384	\$52,038	\$52,866	\$53,695	\$55,351
7	\$51,514	\$53,170	\$53,998	\$54,826	\$56,483
8	\$52,691	\$54,347	\$55,175	\$56,003	\$57,660
9	\$53,903	\$55,558	\$56,386	\$57,215	\$58,871
10	\$55,152	\$56,807	\$57,635	\$58,464	\$60,120
11	\$56,450	\$58,145	\$58,994	\$59,844	\$61,538
12	\$57,748	\$59,484	\$60,353	\$61,221	\$62,955
13	\$59,048	\$60,823	\$61,711	\$62,598	\$64,372
14	\$60,376	\$62,190	\$63,099	\$64,006	\$65,821
15	\$61,818	\$63,633	\$64,540	\$65,447	\$67,263
16	\$63,147	\$64,963	\$65,870	\$66,777	\$68,592
17	\$64,598	\$66,412	\$67,319	\$68,227	\$70,043
18	\$66,049	\$67,865	\$68,772	\$69,680	\$71,494
19	\$67,502	\$69,317	\$70,224	\$71,131	\$72,946
20	\$68,953	\$70,768	\$71,676	\$72,583	\$74,398
21	\$70,405	\$72,220	\$73,127	\$74,035	\$75,849
22	\$71,857	\$73,672	\$74,579	\$75,486	\$77,302
23	\$73,309	\$75,123	\$76,031	\$76,939	\$78,754
24	\$74,761	\$76,576	\$77,484	\$78,391	\$80,206
TRS not included in salary amounts					

RTI 2023-2024 School Year (9%)								
Years	TRS not included in salary schedule amounts							
	BA	BA+16	BA+24	MS	MS+30	MS+45	MS+60	PhD
0	\$39,794	\$40,232	\$41,271	\$42,014	\$43,515	\$44,266	\$45,018	\$46,520
1	\$40,631	\$41,069	\$42,108	\$42,851	\$44,352	\$45,103	\$45,855	\$47,357
2	\$41,508	\$42,039	\$42,899	\$43,764	\$45,264	\$46,015	\$46,768	\$48,270
3	\$42,405	\$42,942	\$43,819	\$44,712	\$46,214	\$46,965	\$47,716	\$49,219
4	\$43,296	\$43,844	\$44,739	\$45,699	\$47,200	\$47,951	\$48,703	\$50,205
5	\$44,205	\$44,764	\$45,679	\$46,725	\$48,227	\$48,978	\$49,729	\$51,232
6	\$45,134	\$45,705	\$46,638	\$47,792	\$49,294	\$50,045	\$50,796	\$52,299
7	\$46,081	\$46,664	\$47,618	\$48,892	\$50,393	\$51,144	\$51,896	\$53,398
8	\$47,049	\$47,644	\$48,617	\$50,024	\$51,525	\$52,276	\$53,029	\$54,531
9	\$48,037	\$48,645	\$49,639	\$51,202	\$52,740	\$53,509	\$54,280	\$55,817
10	\$49,046	\$49,666	\$50,681	\$52,379	\$53,954	\$54,742	\$55,529	\$57,102
11	\$50,076	\$50,709	\$51,744	\$53,558	\$55,168	\$55,974	\$56,778	\$58,387
12	\$51,128	\$51,774	\$52,831	\$54,763	\$56,409	\$57,233	\$58,056	\$59,701
13	\$52,201	\$52,862	\$53,941	\$56,071	\$57,717	\$58,540	\$59,362	\$61,009
14	\$53,298	\$53,971	\$55,073	\$57,276	\$58,923	\$59,746	\$60,569	\$62,215
15	\$54,416	\$55,105	\$56,231	\$58,592	\$60,238	\$61,061	\$61,884	\$63,531
16	\$55,559	\$56,263	\$57,411	\$59,909	\$61,556	\$62,379	\$63,201	\$64,847
17	\$56,726	\$57,443	\$58,617	\$61,226	\$62,872	\$63,695	\$64,518	\$66,164
18	\$57,917	\$58,650	\$59,848	\$62,542	\$64,189	\$65,012	\$65,835	\$67,481
19	\$59,134	\$59,881	\$61,104	\$63,860	\$65,506	\$66,329	\$67,152	\$68,798
20	\$60,375	\$61,139	\$62,388	\$65,177	\$66,822	\$67,645	\$68,468	\$70,115
21	\$61,643	\$62,423	\$63,699	\$66,493	\$68,139	\$68,962	\$69,786	\$71,432
22	\$62,938	\$63,733	\$65,036	\$67,810	\$69,457	\$70,280	\$71,103	\$72,749
23	\$64,260	\$65,072	\$66,402	\$69,128	\$70,774	\$71,597	\$72,420	\$74,066
24	\$65,609	\$66,439	\$67,796	\$70,445	\$72,097	\$72,917	\$73,736	\$75,382

RTI 2024-2025 School Year (5%)								
Years	TRS not included in salary schedule amounts							
	BA	BA+16	BA+24	MS	MS+30	MS+45	MS+60	PhD
0	\$40,947	\$41,407	\$42,497	\$43,278	\$44,854	\$45,642	\$46,432	\$48,009
1	\$41,784	\$42,244	\$43,334	\$44,115	\$45,691	\$46,479	\$47,269	\$48,846
2	\$42,662	\$43,122	\$44,213	\$44,994	\$46,570	\$47,358	\$48,148	\$49,725
3	\$43,584	\$44,141	\$45,044	\$45,952	\$47,528	\$48,316	\$49,106	\$50,683
4	\$44,526	\$45,089	\$46,010	\$46,947	\$48,525	\$49,313	\$50,102	\$51,680
5	\$45,461	\$46,036	\$46,976	\$47,984	\$49,560	\$50,349	\$51,139	\$52,716
6	\$46,415	\$47,002	\$47,963	\$49,061	\$50,638	\$51,427	\$52,216	\$53,794
7	\$47,390	\$47,990	\$48,970	\$50,182	\$51,759	\$52,547	\$53,336	\$54,914
8	\$48,385	\$48,997	\$49,999	\$51,337	\$52,913	\$53,701	\$54,491	\$56,068
9	\$49,401	\$50,026	\$51,048	\$52,526	\$54,102	\$54,890	\$55,680	\$57,257
10	\$50,439	\$51,077	\$52,121	\$53,762	\$55,377	\$56,185	\$56,994	\$58,608
11	\$51,498	\$52,149	\$53,215	\$54,998	\$56,652	\$57,479	\$58,305	\$59,957
12	\$52,579	\$53,244	\$54,332	\$56,236	\$57,927	\$58,772	\$59,617	\$61,306
13	\$53,684	\$54,363	\$55,473	\$57,501	\$59,229	\$60,094	\$60,958	\$62,687
14	\$54,811	\$55,505	\$56,638	\$58,874	\$60,602	\$61,467	\$62,331	\$64,060
15	\$55,963	\$56,670	\$57,827	\$60,140	\$61,869	\$62,733	\$63,598	\$65,326
16	\$57,137	\$57,860	\$59,042	\$61,521	\$63,250	\$64,114	\$64,978	\$66,707
17	\$58,337	\$59,076	\$60,282	\$62,904	\$64,633	\$65,497	\$66,362	\$68,090
18	\$59,562	\$60,315	\$61,548	\$64,288	\$66,016	\$66,880	\$67,744	\$69,472
19	\$60,813	\$61,582	\$62,840	\$65,669	\$67,398	\$68,263	\$69,127	\$70,855
20	\$62,090	\$62,875	\$64,160	\$67,053	\$68,781	\$69,645	\$70,509	\$72,237
21	\$63,394	\$64,196	\$65,508	\$68,435	\$70,164	\$71,028	\$71,892	\$73,621
22	\$64,725	\$65,544	\$66,883	\$69,818	\$71,546	\$72,410	\$73,275	\$75,004
23	\$66,085	\$66,920	\$68,288	\$71,200	\$72,930	\$73,794	\$74,658	\$76,386
24	\$67,473	\$68,326	\$69,722	\$72,584	\$74,312	\$75,176	\$76,041	\$77,769

RTI 2025-2026 School Year (5%)								
Years	TRS not included in salary schedule amounts							
	BA	BA+16	BA+24	MS	MS+30	MS+45	MS+60	PhD
0	\$42,157	\$42,640	\$43,785	\$44,605	\$46,260	\$47,088	\$47,917	\$49,573
1	\$42,994	\$43,477	\$44,622	\$45,442	\$47,097	\$47,925	\$48,754	\$50,410
2	\$43,873	\$44,356	\$45,501	\$46,321	\$47,975	\$48,803	\$49,633	\$51,289
3	\$44,796	\$45,279	\$46,424	\$47,243	\$48,898	\$49,726	\$50,555	\$52,211
4	\$45,763	\$46,348	\$47,296	\$48,249	\$49,904	\$50,732	\$51,561	\$53,217
5	\$46,752	\$47,343	\$48,311	\$49,295	\$50,951	\$51,779	\$52,607	\$54,264
6	\$47,734	\$48,338	\$49,325	\$50,384	\$52,038	\$52,866	\$53,695	\$55,351
7	\$48,736	\$49,352	\$50,361	\$51,514	\$53,170	\$53,998	\$54,826	\$56,483
8	\$49,760	\$50,390	\$51,418	\$52,691	\$54,347	\$55,175	\$56,003	\$57,660
9	\$50,804	\$51,447	\$52,499	\$53,903	\$55,558	\$56,386	\$57,215	\$58,871
10	\$51,871	\$52,527	\$53,601	\$55,152	\$56,807	\$57,635	\$58,464	\$60,120
11	\$52,961	\$53,631	\$54,727	\$56,450	\$58,145	\$58,994	\$59,844	\$61,538
12	\$54,073	\$54,757	\$55,875	\$57,748	\$59,484	\$60,353	\$61,221	\$62,955
13	\$55,208	\$55,907	\$57,048	\$59,048	\$60,823	\$61,711	\$62,598	\$64,372
14	\$56,368	\$57,081	\$58,246	\$60,376	\$62,190	\$63,099	\$64,006	\$65,821
15	\$57,552	\$58,280	\$59,470	\$61,818	\$63,633	\$64,540	\$65,447	\$67,263
16	\$58,761	\$59,503	\$60,718	\$63,147	\$64,963	\$65,870	\$66,777	\$68,592
17	\$59,994	\$60,753	\$61,995	\$64,598	\$66,412	\$67,319	\$68,227	\$70,043
18	\$61,254	\$62,029	\$63,296	\$66,049	\$67,865	\$68,772	\$69,680	\$71,494
19	\$62,540	\$63,331	\$64,625	\$67,502	\$69,317	\$70,224	\$71,131	\$72,946
20	\$63,854	\$64,661	\$65,982	\$68,953	\$70,768	\$71,676	\$72,583	\$74,398
21	\$65,195	\$66,019	\$67,368	\$70,405	\$72,220	\$73,127	\$74,035	\$75,849
22	\$66,564	\$67,406	\$68,783	\$71,857	\$73,672	\$74,579	\$75,486	\$77,302
23	\$67,961	\$68,822	\$70,228	\$73,309	\$75,123	\$76,031	\$76,939	\$78,754
24	\$69,389	\$70,266	\$71,702	\$74,761	\$76,576	\$77,484	\$78,391	\$80,206

