

**COLLECTIVE BARGAINING
AGREEMENT BETWEEN THE
SOUTH EASTERN SPECIAL EDUCATION
DISTRICT AND
SOUTH EASTERN SPECIAL EDUCATION
ASSOCIATION
2023-2026**

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- 1.1** This Agreement is negotiated pursuant to the Illinois Educational Labor Relations Act to establish the terms and conditions of employment for the members of the bargaining unit therein defined.
- 1.2** The SESE Board and the Association recognize the importance of orderly and peaceful labor relations for the mutual interest and benefit of the SESE Board, bargaining unit members, the Association, students, and parents.
- 1.3** The provisions of this Agreement shall constitute a binding obligation of the parties for the duration hereof or until changed by written, mutual consent.

- 2.1** The Special Education SESE Board of South Eastern Special Education District (SESE), hereinafter “Governing Board,” “Executive Board” or “District”, hereby recognizes the South Eastern Special Education Association/IEA/NEA, hereinafter the “Association” as the sole and exclusive bargaining representative for all licensed educational support personnel employees (except for those confidential clerical staff assigned directly to the Director) as well as all licensed educator or otherwise licensed medical employees including, but not limited to, teachers, school psychologists, pre-vocational coordinators, speech/language pathologists, occupational therapists, physical therapists and school social workers, COTAs and PTAs, but excluding the Director and Technical Assistance Supervisors.
- 2.2** No agreement, understanding, consideration or interpretation which alters, varies, waives, or modifies any of the terms or conditions contained herein shall be made with any employee or group of employees by the SESE Board or any of the SESE Board’s agents or representatives unless it has been made, ratified and agreed to in writing by the SESE Board and the Association. The SESE Board agrees not to negotiate with or recognize any employee individually, or any employee’s organization other than SESEA/IEA/NEA for the duration of the Agreement.

- 3.1** The term “employee” means any individual whose position is included in the bargaining unit as defined in 2.1.
- A. “Licensed Educators” means any employee of the South Eastern Special Education District (SESE), who is required to hold a Professional Educator License issued in accordance with Article 21 of *The School Code*.
- B. “Licensed Medical” means any individual whose position requires professional licensure from the Department of Professional Regulation, including physical therapists, occupational therapists, COTAs, and PTAs.
- C. “Licensed Educational Support Personnel” includes all other educational support personnel employed by the Board.
- D. "Special Education Teachers" identified in 11.4 (Special Stipends) includes all full-time special education teachers employed by the Board.
- 3.2** “Days” are defined as and understood to be working days.
- 3.3** Itinerant employee means any employee who has been assigned Central Office space but provides professional services to member districts.
- 3.4** Central Office employees are itinerant employees or secretaries or paraprofessionals who have an office space assigned in the South Eastern Special Education Central Office by the Director of the District.
- 3.5** The term “Director” when used in this Agreement shall mean the Director of the South Eastern Special Education District or the Director’s designated representative.
- 3.6** The term “paraprofessional” when used in this Agreement shall mean the positions of program assistant, personal care aide, pre-vocational job coach, educational signing assistant, and licensed practical nurse or registered nurse.
- 3.7** The term “Governing Board” shall mean the Governing Board of the South Eastern Special Education District, consisting of an elected Board Member from each member district.
- 3.8** The term “Executive Board” shall mean the Executive Board of the South Eastern Special Education District. This Board consists of the Superintendent from each member district.
- 3.9** The term “SESE Board” shall mean interchangeably the Executive Board and Governing Board of South Eastern Special Education District.
- 3.10** The term “Central Office” when used in this Agreement shall mean the South Eastern Special Education District office buildings.

- 4.1 The SESE Board shall place on the agenda of each SESE Board meeting any matters brought to its attention by the Association under COMMUNICATIONS OF VISITORS OR EMPLOYEES.
- 4.2 The President of the Association, or the President's designee, shall be given electronic notice, via email of the time and location of all regular and special meetings of the SESE Board together with a copy of the tentative agenda or statement of purpose of each meeting at least seventy-two (72) hours prior to the scheduled time of the meeting. In the event an emergency meeting is called as provided for by statute, the President of the Association will be notified by telephone at the same time that notification is made to the media and members of the SESE Board.
- 4.3 One copy of the unofficial minutes from regular or special meetings of the SESE Board (except for closed sessions) shall be delivered through electronic means to the Association President at the same time SESE Board members receive their copies of said minutes. It is understood that these unofficial minutes may be corrected and/or revised prior to their official acceptance by the SESE Board.
- 4.4 The SESE Board will provide annually one copy to the Association upon request:
- Official Budgets
 - Official Financial Reports
 - Federal Projects Budgets
 - Federal Projects Audits
- 4.5 Names and addresses of newly hired employees shall be provided to the President of the Association within ten (10) days of their employment.
- 4.6 Should the Association desire to send representatives to IEA/NEA Association activities, up to eight (8) days will be approved per contract year. The employees will be released without loss of pay or benefits. The cost of the substitute will be split between the Association and the District. Upon approval of the SESE Board, an additional four (4) days may be granted, the cost of which is to be paid by the Association. The Association will give ten (10) days written notice to the Director or Assistant Director.
- 4.7 The rights granted herein to the Association shall not be granted or extended to any competing teacher organization.
- 4.8 Before or after regular work hours the Association and its representatives shall have the right to use a designated room in the SESE Central Office building for a meeting place with the approval of the Director, such approval not to be unreasonably denied.
- 4.9 Duly authorized representatives of the Association and the Illinois Education Association shall be permitted to transact official Association business on school property during duty-free

times of such employees and provided the educational program or employee job duties are not interrupted or employee work schedules are not altered to transact Association business. Duty-free is defined as being time before and after the regular employee workday and during the employee's duty-free lunch period.

- 4.10** The Association shall have the right to post notices of activities and matters of Association concern on designated bulletin boards, at least one of which shall be located in the Central Office. Association materials may not be delivered except during regularly scheduled trips to schools for delivery of services for the District.

- 4.11** The local Association shall be allowed to use office equipment, excluding computers used by confidential employees, of the Central Office provided the equipment is not in use and the use of the equipment does not interfere with any employee's regular duties. The Association shall pay for the entire cost of all materials and supplies used for Association business. The cost charged for use of the Central Office copier shall be \$.05 per copy.

- 5.1 Employees have the right to participate in professional negotiations with the SESE Board through representatives of their own choosing, and to engage in other lawful activities, individually or in concert, for the purpose of establishing, maintaining, protecting or improving conditions of professional service and the educational program.
- 5.2 When an employee is required to meet with the Director or before the SESE Board for disciplinary reasons, said employee shall be entitled to have a representative present and shall be given written notice 48 hours in advance of the meeting and also be given the reasons for the required appearance. The Director may reduce the required notice to 24 hours in emergency situations upon providing notice to the Association.
- 5.3 Central Office employees may use the Central Office facilities outside of the normal workday hours for work-related purposes.
- 5.4 Any employee who can demonstrate the need to use the Central Office facilities other than during work hours will be provided with a key on an annual basis with the approval of the Director, such approval not to be unreasonably denied.
- 5.5 There shall be only one official personnel file for each employee. He/she shall have access to review the contents of this file, exclusive of pre-employment confidential materials, during normal office hours by requesting such in writing forty-eight (48) hours in advance. However, said reviews shall occur only in the presence of the Director. Therefore, in those instances when the Director is not immediately available within forty-eight (48) hours of the request, an appointment will be scheduled at the earliest mutual opportunity for both parties. The employee may have a copy made of specific documents in the file upon payment of the copy charge. Only materials contained in the official personnel file may be used in employee disciplinary actions.

5.6 Management Rights

The SESE Board shall not be required to bargain over inherent managerial policy which shall include the following areas of discretion or policy:

- The functions of the SESE Board
- Standards of service
- The SESE Board's overall budget
- Selection of new employees
- Direction of all employees

5.7 Probationary Staff (licensed educational support personnel staff/licensed medical staff)

- Licensed educational support personnel employees are required to complete a two (2) year probationary period, and licensed educators/licensed medical employees are required to complete a probationary period as defined by the *Illinois School Code*. It is not required to state a reason for the dismissal of a probationary employee.

- An employee who has successfully completed the probationary period may be dismissed only after being notified in writing the reason or cause for the dismissal. The dismissal action will be by a majority vote of the SESE Board on a motion setting forth the specific reason(s) for the dismissal.
- Before a non-probationary employee is recommended for dismissal for causes that are deemed remediable in the opinion of the Director, the SESE Board will provide the employee with a written warning stating the specific causes which, if not corrected will be grounds for dismissal.
- This contract provision shall not be construed as limiting or impairing the authority of the SESE Board to dismiss an employee as part of a reduction in force.

6.1 Length of Contract

- A. The SESE Board reserves the right to determine the length of an employee's initial length of contract. An employee's initial contract shall state the number of days to be worked and shall become his/her standard contract. No standard contract shall be less than one hundred seventy-eight (178) days.
- B. Unless the SESE Board provides written notice forty-five (45) days before the end of the school term, the length of the employee's contract for the forthcoming year shall be equal to the employee's standard contract. Failure to notify an employee by certified mail on or before forty-five days before the end of the school term shall preclude the SESE Board from reducing the employee's work below the employee's standard contract.
- C. Based upon a standard school year of 176 student attendance days, 4 in-service days, and 5 emergency days, the SESE Board shall have the right to assign a work year not to exceed the following:
- School Psychologist - 220 days
 - School Social Worker - 200 days
 - Physical Therapist - 210 days
 - Occupational Therapist - 220 days
 - COTA/PTA - 180 days
 - Prevocational Coordinator - 210 days
 - Classroom Teacher - 180 days
 - Itinerant Teacher - 180 days
 - Speech-Language Pathologist - 180 days
 - Secretary - 225 days
 - Paraprofessional - 180 days
- D. A paraprofessional's length of contract shall be 178 days with a possibility of two (2) additional days at the discretion of the Director, with salary to be paid at the employee's normal hourly rate.
- E. With the employee's approval, the Executive Board may increase an employee's contract over the number of days set forth in the employee's standard contract and/or over the number of days set forth in paragraph C, the Executive Board may reduce an employee's contract below the number of days in the employee's standard contract and/or below the number of days set forth in paragraph C, consistent with the notice provisions of paragraph B and other provisions regarding Reduction in Force.
- F. By July 1, the Director shall notify each itinerant employee of the school calendar he/she is to follow for the coming school year. Such assignments are subject to change. In the event changes are made after July 1, the employee will be notified as soon as

possible. The Board will make every effort to notify employees with significant changes in their work assignment as early as possible.

G. The work assignments of SESE employees fall into three general categories: employees permanently assigned to work in member districts; employees permanently assigned to work in the Central Office; and itinerant employees who have assigned Central Office space but provide professional services to member districts. The following guidelines apply to each category of employees:

- .1 When schools are closed due to inclement weather or other acts of God, employees permanently assigned to work in member districts, including classrooms, shall follow the schedule of the district to which they are assigned.

Example: An employee permanently assigned to work in the Olney ECE classroom (located in the Richland County School District) would not work if the Richland County School District has canceled school due to inclement weather or other acts of God.

- .2 If the Central Office is closed due to inclement weather or other acts of God as determined by the Director, employees permanently assigned to work in the Central Office facility shall follow the schedule established by the Director.

Example: An employee permanently assigned to work in the Central Office would not work if the Central Office is closed due to inclement weather or other acts of God.

- .3 An itinerant employee shall follow the schedule of their assigned “home district”, except as otherwise provided in this paragraph. If either the district in which the itinerant employee is scheduled to work or the Central Office is closed due to inclement weather or other acts of God, on a day the itinerant employee is scheduled to work in either the closed District or the closed Central Office (and regardless as to whether the employee’s “home district” is in session), then the itinerant employee shall not report to the closed District nor the closed Central Office. If either the District (other than the employee’s “home district”) in which the itinerant employee is scheduled to work or the Central Office is open on a day the itinerant employee’s “home district” is closed due to inclement weather or other acts of God and on a day the itinerant employee is scheduled to work in either that District or the Central Office, then the employee shall report to that District or Central Office. Nothing in this paragraph will cause an employee to work more days than provided for in their standard contract.

Example 1: An employee’s “home district” is the Oblong School District, and the Oblong School District is closed on Day X due to inclement weather. On Day X, the employee is scheduled to work at the Central Office, which is open. The employee is required to report to work at the Central Office on Day X.

Example 2: An employee's "home district" is the Robinson School District, and the Robinson School District is closed on Day X due to inclement weather. On Day X, the Oblong School District is open. On Day X, the employee is scheduled to work at both the Robinson School District and the Oblong School District. The employee is required to report to work at Oblong, but may not report to Robinson.

- H. If an employee is requested to work longer than the standard contract for his/her position, such work will be compensated on a per diem basis. No employee can be required to accept such extra work.

If the itinerant employee's "home district" has been closed (due to inclement weather, Act of God, or other emergency), and the itinerant employee has worked in other districts enough days that the itinerant employee's contract will end before the end of the "home district" school year (thus effecting services to the "home district"), the itinerant employee and the Director will work out a revised work schedule designed to maximize the services available to students in member districts. If this schedule requires the itinerant employee to work longer than the standard contract for his/her position, such work will be compensated on a per diem basis. No employee can be required to accept such extra work.

6.2 Work Day

- A. The standard workday for teachers shall be the same as that of the licensed educator staff of the building to which the teacher is assigned, including planning periods and a duty-free lunch period equal to that of the teachers in that building. Preparation time does not include time prior to or at the conclusion of each regular school day which is outside the student attendance day. If, in emergency situations, a teacher is required to supervise student(s) during their regular lunch period the teacher will be permitted to use an amount of time equal to their duty-free lunch period at the end of the work day as their duty-free lunch period. Emergencies must be approved by the building principal or South Eastern Special Education Administrator. If neither is available, the teacher has the right to make the decision that an emergency exists and the teacher needs to supervise students during the teacher's duty-free lunch period.
- B. The standard workday for paraprofessionals shall be six and one-half (6 ½) hours. Paraprofessionals will receive a duty-free lunch period, as designated by the Director, of not less than thirty (30) minutes. If, in emergency situations, a program assistant or personal care aide is required to supervise student(s) during their regular lunch period they may use an amount of time equal to their duty-free lunch period at the end of their work day as their duty-free lunch period. Emergencies must be approved by the building principal or South Eastern Special Education Administrator. If neither is available, the supervising teacher has the right to make the decision that an emergency exists and that the paraprofessional needs to supervise during their duty-free lunch period.
- C. The standard day for employees at the Central Office shall be 8:00 AM to 3:30 PM. Employees shall receive a duty-free lunch period, as designated by the Director, of not less than thirty (30) minutes.

- D. The standard day for itinerant employees shall be 8:00 AM to 3:30 PM. Employees shall receive a duty-free lunch period, as designated by the Director, of not less than thirty (30) minutes.
- E. The standard workday for secretaries shall be seven (7) hours. Secretaries shall receive a duty-free lunch period, as designated by the Director, of not less than thirty (30) minutes.
- F. Employees may be required to attend functions (e.g. open houses, in-services, etc.) outside the normal workday if requested to do so by the Director and/or SESE Board.
- G. A flextime work schedule, as approved by the Director, shall be in effect for Central Office employees for the period from June 1 through August 15. Under the flex-time work schedule Central Office employees shall work seven (7) hours but may request a work starting time not earlier than 7:00 A.M. and either an hour or half-hour duty-free lunch period. The length of the lunch period selected shall remain in effect for the entire summer. Central Office employees are required to submit a summer schedule to their Supervisor.

- 6.3** Teachers will be notified of the amount they can spend on supplies and other materials. The supplies and materials identified for purchase will be subject to administrative review and approval. If the request is denied by the Director the teachers will be notified in writing. If the request for materials and supplies is submitted by October 1 such requests cannot be denied due to lack of funds.
- 6.4** The Association will be consulted regarding the planning of any in-service or workshop which employees are required to attend.
- 6.5** An orientation meeting for all new employees shall be held approximately one (1) week prior to the beginning of each school term and as needed thereafter. This meeting will be to inform new employees of school policies and procedures and to explain questions or concerns. The Association shall be notified at least one week before the scheduled orientation, and the Association shall have the right to send a representative from appropriate disciplines and/or buildings to aid in this orientation. For employees hired after the beginning of the school year, the Director will allow one (1) hour for meeting with Association representatives, upon the discretion of the employee.
- 6.6** With the approval of the Director, employees shall be granted release time to attend parent, IEP, or other conferences concerning their own child; however, employees shall return to work after attending said conferences unless the conference takes place at the end of the work day. Except in cases of an emergency, the employee must provide notice at least forty-eight (48) hours prior to the scheduled absence. Every effort will be made to schedule such conferences at a time other than during regular working hours. If the leave is denied then the Director shall state in writing the reason.
- 6.7** Teachers and paraprofessionals who are going to be absent from work and who will need a substitute must notify the Director no later than 6:30 A.M. on the day of absence.

- 6.8** Except to accommodate parent work schedules or emergency situations, annual review meetings for students attending SESE classes will be scheduled to begin no later than 2:30 P.M. Each employee will receive a tentative schedule of annual reviews they are to attend at least two (2) weeks in advance of the meetings. The Board and the Association agree that electronic notice provided using electronic calendars meets the requirement of at least two (2) weeks in advance of the meeting.

ARTICLE VII ASSIGNMENTS, VACANCIES, PROMOTIONS, TRANSFERS AND REDUCTIONS IN FORCE

7.1 Employee Assignment

- A. All employees will be given written notice of their tentative building assignments, class assignments and room assignments for the forthcoming year not later than July 1. Such assignments are subject to change. In the event changes are made after July 1, the employee will be notified as soon as possible. Any Employee affected by an involuntary transfer shall be entitled to a private conference with the Director to discuss the transfer and the reason for said transfer. However, the final decision shall be made by the Director. The employee may resign without penalty provided the resignation is not effective until thirty (30) calendar days after the notification of assignment or until a suitable replacement has been secured, whichever comes first. The Board will make every effort to notify employees with significant changes in their work assignment as early as possible.
- B. If an employee's work assignment is changed during the school term the employee shall be notified of the change at least two (2) days in advance of such change.
- C. Employees interested in a change of assignment may submit their letter of interest to the Director for consideration. To be considered for the following school year, the letter should be submitted by February 1.

7.2 Vacancies and Promotions

All vacancy notices (including vacancies for promotional positions) shall be posted in the Central Office, sent to the Association President, and sent to SESE classrooms. No position will be filled with a new employee without giving current employee(s) due consideration, provided that in all cases, the individual who, in the judgment of the Board and the Director, possesses the qualifications required to perform the duties of the vacant position most effectively is to be selected for the position. Final considerations for filling vacancies with a permanent employee will not occur until after a minimum of five (5) days filing date deadline has passed. During the summer, the Association will notify employees of vacancies. The Board and the Association agree that this Section 7.2 is consistent with and shall be interpreted in compliance with Section 24-1.5 of the *Illinois School Code*.

7.3 Length of Continuing Service – Definitions

Length of Continuing Service shall be calculated from the employee's first day of work in a position (excluding substitute work) for SESE. A day of work shall be defined as a day in which the employee is present or paid or is on a qualifying unpaid leave. A qualifying unpaid leave shall be those leaves covered under the FMLA or other child-rearing leaves of six (6) months or less. However, employees cannot accrue continuing service while on an unpaid leave or absence except as provided above. Further, employees who resign shall forfeit all prior earned service. Length of Continuing Service shall accrue either in a licensed educator, licensed medical, or licensed educational support personnel position separately, and an employee shall

accrue continuing service only in the category of current employment. An employee shall have no right to claim continuing service or to “bump” cross-categorically, except as otherwise provided by law. In the case of a tie in continuing service, the sequence of honorable dismissal shall be determined by the following:

1. Length of Illinois public school experience as determined by credit with the Illinois Municipal Retirement Fund (IMRF) or Teacher Retirement System (TRS);
2. Highest degree obtained;
3. Most graduate hours obtained; and
4. Random selection by lots.

In addition, a copy of the Length of Continuing Service List for all employees (by category of position) shall be provided to employees no later than seventy-five (75) days prior to the end of the school term. Employees shall have twenty (20) days from the distribution of the list to notify the Director of errors within the list.

7.4 Reduction In Force

In the event of a reduction of licensed educator employees, the Board shall follow the procedures outlined in Section 24-12 of the *Illinois School Code*.

In the event of a reduction of licensed educators, licensed medical or licensed educational support personnel, the Board shall follow the procedures outlined in Section 10-23.5 of the *Illinois School Code*.

A copy of the Sequence of Honorable Dismissal list for all employees (by category of position) shall be provided to the Association President seventy-five (75) days prior to the end of the school term. The Association President shall also be provided a copy of the Sequence of Honorable Dismissal list for teachers with names attached upon request. The Association shall have twenty (20) days from the distribution of the list to notify the Director of errors within the list. The Association President and Director shall work to resolve errors.

7.5 Recall from Reduction in Force

- Recalls shall be made in accordance with the procedures of the *Illinois School Code*. For purposes of recall, vacant positions include full-time positions and full-year, part-time positions vacant because of leaves, whether paid or unpaid.
- It shall be the responsibility of each employee subject to recall to apprise the Executive Board in writing of said employee’s mailing address at the time of layoff and of each mailing address change during the recall period. The employee shall have fifteen (15) calendar days from the postmark date on the recall offer to respond to such offer. If the Board does not receive such a response before the fifteen (15) day period has elapsed, the employee will be presumed to have rejected the offer. If an opening occurs after August 1, the employee shall have five (5) calendar days from the date of receipt to respond to the letter of recall.

7.6 Reduction in Force Committee

Reduction in Force Committee shall consist of three (3) Licensed Educators selected by the Association and three (3) members selected by the Board. They shall meet at least once during the school term no later than December 1 to determine and review modifications to criteria for determining the Sequence of Honorable Dismissal list as described in the School Code.

8.1 Sick Leaves

All employees will be granted sick leave as per Section 5/24-6 of the *Illinois School Code*.

- A. Those employees working less than a full day will receive the appropriate number of days of a length equal to their day.
- B. Those employees working fewer than one hundred seventy-six (176) days will receive a prorated number of days based on twelve (12).
- C. Employees working one hundred seventy-six (176) days and beyond will receive sick leave days in the following normal allotments:

Less Than 95% Attendance Rate Prior Year

176 – 189 work days	12 sick days
190 – 209 work days	13 sick days
210 or more work days	14 sick days

95% or Greater Attendance Rate Prior Year

176 – 189 work days	13 sick days
190 – 209 work days	14 sick days
210 or more work days	15 sick days

98% or Greater Attendance Rate in Only One Semester Prior Year

176 – 189 work days	13 sick days
190 – 209 work days	14 sick days
210 or more work days	15 sick days

98% or Greater Attendance Rate in Both Semesters Prior Year

176 – 189 work days	15 sick days
190 – 209 work days	16 sick days
210 or more work days	17 sick days

- D. For purposes of claiming sick leave pay in full day or half day increments, the statement “personal illness” shall be sufficient but with the further understanding that this administrative procedure does not limit or impede the SESE Board’s right to require a physician’s certificate as a basis of pay for personal illness in accordance with Section 5/24-6 of the *Illinois School Code* which includes parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters- in-law and legal guardians. The definition of immediate family shall be expanded to also include aunts, uncles, nieces, nephews and grandparents-in-law, children-in-law, sons-in-law, daughters-in-law, domestic partner, step-children, and step-parent. Sick days may also be used in the case of death of aunts, uncles, nieces, nephews,

grandparents-in-law, children-in-law, sons-in-law, daughters-in-law, domestic partners, step-children, and step-parent.

- E. The SESE Board shall furnish each employee with a written statement at the beginning of each employee work year setting forth the total sick leave credit.
- F. South Eastern Special Education is subject to the Illinois Workers' Compensation Act (820 ILCS 305/1) and the Occupational Diseases Act (820 ILCS 310/1). If an employee is injured while in the course of their employment, he/she may file a claim for benefits under Workers' Compensation by adhering to the procedures set forth by law, as well as by the policies and procedures adopted by the Board and/or Director.

Subject to compensability determination by the Worker's Compensation carrier, Total Temporary Disability (TTD) benefits may be paid to the injured employee who needs to be absent from work to recover from a work-related injury or illness. The employee is entitled to collect TTD benefits until he/she is able to return to work that is reasonably available to him or her. The employee is entitled to weekly compensation at the rate of sixty-six and two-thirds ($66 \frac{2}{3}$) of his/her average weekly wages one year prior to the date of injury/illness. The Illinois Workers' Compensation Commission, subject to certain legal maximums and minimums, establishes the amount of these benefits.

If an employee is unable to work for one (1) to three (3) days due to a work-related injury or illness, the employee may use accumulated sick leave for his or her absence. If an employee is unable to work for four (4) to fourteen (14) days due to a work-related injury or illness, the employee may use accumulated sick leave for his or her absence for the first three (3) days of absence, and the remaining days will be compensated by Worker's Compensation TTD benefits. If an employee is unable to work for fifteen (15) or more days due to a work-related injury or illness, the employee will be compensated by Worker's Compensation TTD benefits.

- G. Duty-Connected Contagion: Employees absent from work due to a contagion of bugs, reasonably believed to be contracted at school at the discretion of the Director and only following a confirmation by the Director of bugs at school, may use sick leave days for the first two (2) days of such absence. Contagion of bugs would include head lice, body lice, and bed bugs, as well as other types of bugs that can be transmitted from one person to another.
- H. If an employee becomes unable to work due to injury caused by physical aggression of a student while in performance of duties in accordance with Board policy, the employee will not lose salary or be charged with sick leave days for the first three (3) days of such absence or until the employee becomes eligible for Worker's Compensation, whichever comes first.
- I. Employees and the Association President will be sent a notice when the employee has an accumulated sick leave balance of six (6) sick leave days. Included in the notice will be information on options available when sick days are exhausted. A second notice will be sent to the employee and the Association President when an employee has an accumulated sick leave balance of zero (0) sick leave days. Included in the notice will

be information on the options available when sick days are exhausted and application forms for each.

8.2 Bereavement Leave

An employee is entitled to a paid leave/absence from the District, not to exceed three (3) consecutive days per occurrence, on account of the death of a member of the employee's immediate family if acceptable proof of death and relationship is provided. This is in accordance with Section 5/24-6 of the *Illinois School Code* which includes parents, spouse, brothers, sisters, children, children-in-law, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law and legal guardians. The definition of immediate family shall be expanded to also include aunts, uncles, nieces, nephews, grandparents-in-law, domestic partner, step-children, and step-parent.

8.3 Personal Business Leave

At the beginning of each school year each employee shall be credited with three (3) days to be used for personal business in full-day or half-day increments. Personal business days may be used for any purpose at the discretion of the employee, except that they shall not be used immediately before or after a school holiday or vacation except in emergencies or, as approved by the Director. Any use of more than two (2) consecutive personal days shall require the prior approval of the SESE Board or Director. No more than four (4) employees may use a personal day on any given day, except in an emergency as determined by the Director. An employee planning to use a personal business leave day shall notify the Director at least twenty-four (24) hours in advance, except in cases of emergency. Unused personal employee business leave days shall accumulate up to four (4) days before rolling into sick leave/days.

8.4 Professional Leave

- A. Each employee shall be eligible for professional and/or job performance leave. Professional/job performance leave may be used to attend workshops, conferences, and seminars to improve the employee's professional and/or job performance knowledge and understanding. Visitations and observations that relate to an employee's job performance are also eligible for professional and/or job performance leave.
- B. The approval of a request for professional/job performance leave is at the sole discretion of the Director. The Director will respond to leave requests and give written reason(s) why a request for leave was denied or why the specific reimbursement option was chosen.
- C. The Director shall make a good faith effort to approve requests for professional/job performance leave for attendance at conferences, workshops and seminars on a rotating basis so that all eligible employees are allowed to attend these conferences, workshops, and seminars on an equitable basis.

- D. The Director shall have discretion in determining whether to reimburse expenses and/or how much to reimburse for professional/job performance leave. In making this determination the Director will consider available funds and the expected value to SESE of the requested leave. Although not intended as an exclusive list of available options, the following are some of the types of options that may be utilized:
- .1 The leave may be approved with the understanding that no expenses will be reimbursed.
 - .2 The leave may be approved with the understanding that expenses will be reimbursed in accordance with section 11.3 of this Agreement.
 - .3 The Director may establish a flat amount as an allowance for attendance at a conference, seminar, or workshop.
 - .4 The Director may approve the payment of specified items of expense, such as registration fees or mileage, but not any other expenses.
 - .5 If more than one employee attends the same conference, workshop, or seminar the Director can approve one mileage allowance for all attending employees, and they can either ride together or share the allowance.

8.5 Leave for Legal Proceedings

Any employee called for jury duty or who is subpoenaed to testify in a judicial, administrative or grievance matter during working hours shall not lose salary or benefits, except that said employee shall reimburse the District for any per diem payment for such service. This provision is not applicable if the member is subpoenaed to testify under the following conditions:

- A. A matter in which either the member, or any of the member's family, or any business associate have a financial interest.
- B. If the staff member is a witness against the District, the SESE Board, or its representatives as the result of any legal actions related to labor relations matters commenced by or on behalf of the National Education Association, Illinois Education Association and the South Eastern Special Education Association, its agents or members, or as the result of any legal actions arising from collective negotiations between the South Eastern Special Education Association and the SESE Board, except that the SESE Board shall provide additional Association Leave, not to exceed a total of three (3) days per year with the cost shared between the Board and the Association, which the Association can use to provide time off without loss of salary or benefits, to staff members subpoenaed to testify in judicial, administrative or grievance proceedings concerning labor relations matters.

8.6 Leave for Professional Appointments

Subject to SESE Board approval, employees elected or otherwise selected to serve on the governing board of an area teacher center, State Board of Education/Department of Education Committee/Task Force or similar professional advisory policy-making body shall be allowed release time. Expenses for such meetings shall not be paid by the SESE Board.

8.7 Release for SESE Board Meetings

One Association member will be released from assignment to attend regular monthly meetings of the SESE Board at no expense to the SESE Board. If a substitute is needed, the Association will pay for the cost of the substitute. It is understood that the employees attending such meetings must fulfill their job responsibilities.

8.8 Sabbatical Leave

The SESE Board may grant sabbatical leave as provided by the School Code of Illinois.

8.9 Unpaid Leave

Leaves of absence may be granted without pay to employees who have (1) been employed in the District a minimum of four years, (2) rendered satisfactory service to the District, and (3) desire to return to employment in a similar capacity upon termination of said leave. Said leave shall not be counted as experience on the salary schedule. A letter of intent to return from a leave of absence must be filed with the Director thirty (30) days prior to the end of said leave.

Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave consistent with a reasonable continuity of instruction for students. Leaves of absence without pay for not more than one (1) year may be granted to employees meeting the above three requirements according to the following conditions:

- A. Written requests for leaves of absence without pay should be made at least two (2) months before leave is desired, subject to approval by the SESE Board.
- B. Dates of departure and return must be acceptable to the Director and determined prior to initiating the request.
- C. Leaves of less than one (1) month, if acceptable to and approved by the Director, will not require two (2) months' notice.
- D. Leaves may be granted for:
 - advanced study leading to a degree in an approved university;
 - educationally related travel if the applicant provides an itinerary and an

explanation of how such travel will improve the educational program;

- military service; or
- other reasons acceptable to the Executive Board.

E. Maternity/Adoption/Parental leaves will be subject to the following additional provisions:

- .1 A leave of absence not to exceed one (1) year may be granted to any employee for the purpose of child care. Said leave shall commence upon request of the bargaining unit member pursuant to SESE Board approval. A pregnant employee, an employee adopting a child, or an employee whose spouse/partner is pregnant, may commence said childcare leave at his or her option if he or she has provided the District with a physician's statement confirming the pregnancy or an adoption affidavit confirming the adoption.
- .2 Likewise he or she may terminate the leave anytime after the birth of a child and return to work provided he or she is physically able to perform her work responsibilities per a physician's statement indicating the same. In addition, he or she may terminate the leave any time after the adoption of a child and return to work. Termination of leave for both the birth and adoption of a child is also subject to the same, "special rules for school employees" provisions of the Family and Medical Leave Act ("FMLA") and its implementing regulations regarding end-of-school term leaves, regardless of whether the leave qualifies as FMLA leave or not.
- .3 In the event of death of the object child of the leave, the leave of absence may be terminated upon request of the employee and with the approval of the SESE Board. In such instances, the employee may return to work provided he or she is physically able to perform his or her work responsibilities per a physician's statement indicating same and subject to the same "special rules for school employees" provisions of the Family and Medical Leave Act ("FMLA") and its implementing regulations regarding end-of school term leaves, regardless of whether the leave qualifies as FMLA leave or not.
- .4 The minimum four-year employment requirement does not apply.

F. Continuation of insurance benefits will be provided during the leave period at the employee's expense, subject to carrier of health plan restrictions in effect.

8.10 Family and Medical Leave

Upon request an eligible employee shall be granted an unpaid leave of absence consistent with the provisions of the federal Family and Medical Leave statute. If an employee takes paid or unpaid leave under other provisions of this Agreement such leave will reduce the number of days of leave available under the Family and Medical Leave statute, provided said leave is an FMLA-qualified leave. During an unpaid Family and Medical Leave, SESE will maintain the regularly provided health benefits and will continue its required contributions toward the cost of

the health insurance premium provided the employee continues to pay the employee's share of the premium. If an employee does not return to work upon completion of the leave period the employee shall be obligated to refund to SESE those contributions made by SESE towards the cost of the health insurance premium during the period of the leave.

8.11 Preparation of IEPs

Classroom teachers who are responsible for the preparation of IEPs will be granted a minimum of the equivalent of two (2) days, which may be taken in half-day (1/2) increments, or release time annually for such work. The day is to be used by the employee to evaluate student progress toward annual goals and objectives and to formulate student IEPs for the ensuing year. The employee and Director will schedule release time in advance.

- 9.1** A committee consisting of no more than four (4) representatives of the Association and four (4) representatives of the SESE Board shall be established to give input toward the evaluation plan for teachers. The Director shall act as chairman of the Evaluation Committee. The committee shall provide input to the SESE Board and such input shall be advisory. The SESE Board's decision as to the implementation and adoption of the evaluation plan shall be final and not subject to the grievance procedure.

After the evaluation plan has been adopted by the SESE Board, the Evaluation Committee shall give input to the SESE Board for the development of an evaluation plan for licensed educational support personnel. Again the input shall be advisory and final decisions as to the implementation and adoption of the plan rest with the SESE Board and are not subject to the grievance procedure.

Changes in the evaluation plan shall be accomplished in the same manner as set forth for the establishment of the evaluation plan.

- 10.1** A grievance shall be any claim by the Association or any employee that there has been a violation, misinterpretation or misapplication of the terms of this Agreement.
- 10.2** All time limits consist of working days, except when a grievance is submitted fewer than ten (10) days before the close of the current school term. Then the time limits shall consist of all weekdays.
- 10.3** The parties hereto acknowledge that it is usually most desirable for an employee and the Administration to resolve problems through free and informal communications. When requested by the employee, an Association representative may accompany the employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the employee or the Association, a grievance may be processed as follows:

Step I – The employee or the Association may present the grievance in writing to the Director within twenty (20) days from the occurrence or twenty (20) days from the knowledge of the occurrence, who will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The Association’s representative, the grievant, and the Director shall be present for the meeting. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the Director’s written response, including the reasons for the decisions.

Step II – If the grievance is not resolved at Step I, the Association may refer the grievance to the SESE Board within ten (10) days after the receipt or due date of the Director’s written response of the Step I answer. The Director shall arrange with the Association representative for a meeting to take place within twenty (20) days of the Director’s receipt of the appeal. At this meeting, the Association representative, the grievant, and a committee of the SESE Board shall be present. Each party shall have the right to include in its representation such witnesses and counsel as it deems necessary. Within twenty (20) days of the meeting, the Association shall be provided with the SESE Board’s written response, including the reasons for the decision.

Step III – If the Association is not satisfied with the disposition of the grievance at Step II, the Association may submit the grievance to final and binding arbitration through the American Arbitration Association, which shall act as the administrator of the proceedings. If the demand for arbitration is not filed within twenty (20) days of the date for the Step II answer, then the grievance shall be deemed withdrawn.

- A. Neither the SESE Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.
- B. The arbitrator shall have no power to alter the terms of this Agreement.
- 10.4** If the Association and the Director agree, Step I of the grievance procedure may be bypassed and the grievance brought directly to Step II.
- 10.5** The SESE Board acknowledges the right of the Association’s grievance representatives to

participate in the processing of a grievance at any level, and no employee shall be required to discuss any grievance if the Association's representatives are not present.

- 10.6** No reprisals shall be taken by the SESE Board or Administration against any employee because of the employee's participation in a grievance. No reprisals will be taken against any employee who questions decisions of the SESE Board and/or the Director regarding Rules and Regulations for Special Education or minimum standards of client service.
- 10.7** Should the presence of an employee(s) be required at an arbitration hearing, the employee(s) will be released from regular assignment without loss of pay or benefits.
- 10.8** All records related to a grievance shall be filed separately from the personnel files of the employees except where otherwise utilized as part of an employee disciplinary action.
- 10.9** A grievance may be withdrawn at any level without establishing precedent.
- 10.10** If no written decision has been rendered within the time limits indicated by a step, the grievance may be processed to the next step. If the time limits expire without the grievance being advanced to the next step, the grievance shall be deemed withdrawn.
- 10.11** The fees and expenses of the arbitrator shall be shared equally by the parties. If one party requests a transcript, it shall pay the cost. If both parties request a copy of the transcript, the costs will be shared.
- 10.12** The arbitration shall be conducted under The Voluntary Rules of American Arbitration Association (AAA).
- 10.13** Each party shall pay the cost of its own representation at any step in the above procedure.
- 10.14** If the Association or any employee files any claim or complaint in any forum other than under the grievance procedure of this Agreement, then the SESE Board shall not be required to process this same claim or set of facts through the grievance procedure.

11.1 Salary Schedules

Licensed Educator Schedule – Appendix A

- The salary schedule is based on 180 days.
 - 4.5% salary increase for 2023-2024
 - 4.5% salary increase for 2024-2025
 - 4.0% salary increase for 2025-2026
- The Licensed Educator Salary Schedule includes: Special Education Teacher, Pre-Vocational Coordinator, School Social Worker, School Psychologist and Speech-Language Pathologist.

Licensed Medical Schedule – Appendix B

- The salary schedule is based on 180 days.
 - 4.0% salary increase for 2023-2024
 - 3.5% salary increase for 2024-2025
 - 3.0% salary increase for 2025-2026
- The Licensed Medical Salary Schedule includes: Occupational Therapist, Physical Therapist and Therapist Assistant (COTA/PTA).
- Licensed Medical – credit for Master's Degree is only given if the degree is in a related field such as Occupational Therapy/Physical Therapy, and Education/Health Administration.
- The Therapist Assistants (COTA/PTA) will be compensated at 80% of the BS level column.

Licensed Educational Support Personnel Schedule – Appendix C

- 4.0% salary increase for 2023-2024
- 3.5% salary increase for 2024-2025
- 3.0% salary increase for 2025-2026

For each year of the contract, a step will be added to the Licensed Educational Support Personnel Salary Schedule to increase from 15 steps to 18 steps.

- If a paraprofessional's assignment requires an LPN or RN, the salary will be \$3.50 per hour above the salary in the corresponding cell in the schedule. The Director will determine experience.

11.2 Insurance

Insurance coverage shall be determined jointly by the Association and the SESE Board and upon request of either party the coverage shall be rebid, including rebidding of modified coverage. The group insurance shall include term life insurance on the employee in the amount of \$10,000 subject to the age restrictions set forth in the life insurance policy. During the term of this Agreement, the SESE Board shall contribute \$775.00 per month toward the cost of group health insurance coverage provided by the District. In the event of a health insurance premium increase during the term of this Agreement, the SESE Board will share on a 50/50 basis with the employee each such increase, and this shared increase shall be based upon the increase in the single individual 'platinum plan' or similar plan offered by the group insurance policy.

11.3 Mileage

A. Procedures for Charging Mileage:

.1 Office to destination back to office.

.2 Charge from home to destination back to home if this is the shortest distance.

i.e. – Your home is in Richland County and you spend the day at Richland County Elementary School. You charge for the round trip (otherwise the mileage from Ste. Marie to Richland County Elementary School and return to Ste. Marie would be about thirty-one (31) miles).

.3 Charge from first business contact to the office if traveling from home if this is shorter than office to destination back to the office.

i.e. – You live in Clay City and stop to work in the Richland County School district and then continue to Ste. Marie. You would charge from Richland County to Ste. Marie.

.4 Charge from office to destination back to your home if this distance is shorter.

i.e. – You live in Olney. Your travel originates at the Ste. Marie office and you travel to Oblong but return to Olney at the end of the school day. Charge from Ste. Marie to Oblong and back to Ste. Marie.

.5 Charge from the office to your last contact at the end of the day if your last contact is en route to your home.

i.e. – Your home is Flora. You travel from Ste. Marie but stop to work at

Richland County and then continue home at the end of the day. Charge from Ste. Marie to Richland County.

- .6 A separate memo will be provided to each employee clarifying the procedures for charging mileage specific to classroom staff, itinerant staff, SESE institute days and professional development.

B. Mileage and Travel Expense Reimbursement

Mileage and travel expenses shall be turned in monthly to the Central Office on the “Mileage and Travel Expense Reimbursement Requisition Form”. Receipts should be attached for all out-of-district meals, registration fees, etc. Members of the bargaining unit required to drive personal automobiles in the course of their employment shall be reimbursed for all authorized travel on behalf of SESE at the mileage rate authorized by the Internal Revenue Service. Members of the bargaining unit required to attend out-of-district meetings or conferences shall be reimbursed the actual cost of meals, including gratuities, but not to exceed \$64.00 per day.

11.4 Special Stipend

Individuals employed in the positions listed below shall receive a special stipend of not less than the amounts shown. The SESE Board may, at its sole option, increase the stipend for any listed employment classification. If the stipend has been increased beyond the amounts listed below, the SESE Board may, at its sole option, reduce the stipend, but not below the amounts listed below. The SESE Board shall inform all employees of their stipend amount for the next school year by July 1 of each year. The stipend may be raised after this date but may not be decreased prior to July 1 of the next year.

Physical Therapist	\$145/day
Occupational Therapist	\$85/day
Pre-Vocational Coordinator	\$20/day
School Psychologist	\$88/day
School Social Worker	\$49/day
Speech-Language Pathologist	\$49/day
Special Education Teacher	\$28/day

11.5 Salary Schedule Advancement

A. Eligibility for Vertical Step Advancement

In order for an employee to earn a vertical salary increment, the employee must work at least one hundred fifty (150) days during the previous school year. The one hundred fifty (150) days must be worked during the regular school year of one hundred eighty-five (185) days. Employees working less than one hundred fifty (150) days will earn a vertical salary increment every three (3) years.

B. Eligibility for Horizontal Advancement

No employee shall be entitled to horizontal movement on the salary schedule or the application of hours toward horizontal movement except as provided below:

- .1 Having an official grade report and transcript from the university demonstrating successful completion of the course on file in the District's administrative office by September 1 of the school year in which the credit is to be claimed. Successful completion shall be defined as a grade of at least "B" or better.
- .2 The coursework must be approved in advance by the Director and/or designee if movement on the salary schedule is desired. Courses will be approved on the following basis:
 - a. If the course is in a prescribed course of study leading to an advanced degree; or
 - b. If the course is pertinent to the employee's area of education or if the course directly relates to the employee's area of expertise and/or job assignment and is a graduate-level class; or
 - c. If the District requests that a course is taken by the employee.
- .3 No horizontal movement will be allowed on the salary schedule until the individual has received enough semester credits to advance to the next salary column.

11.6 Salary Enhancement Program for Retiring Licensed Educator Staff Members

In recent years it has been the practice of the State of Illinois to make available special benefits to qualifying licensed educator staff members to take early retirement. For various reasons, some licensed educator staff members do not elect to take advantage of the early retirement programs and as a result do not receive these special benefits. In recognition of the service these staff members have provided the South Eastern Special Education District and the savings that result when a licensed educator staff member takes regular retirement rather than early retirement, the SESE Board shall make available to qualifying licensed educator staff members the following retiring licensed educator staff member salary enhancement program:

Eligibility

To be eligible for any of the following Plans, an employee must meet the following requirements:

- .1 Be at least sixty (60) years of age with ten (10) years of creditable services as defined by the Illinois Teacher Retirement System by the last day of service in the District; or
- .2 Be at least fifty-five (55) years of age with thirty-five (35) years of creditable services as defined by the Illinois Teacher Retirement System by the last day of service in the District.

The District may require proof of eligibility.

Definitions

For purpose of this Article, TRS creditable compensation (earnings) include (but are not limited to):

- Salary for regular contractual teaching duties
- Wages for substitute teaching
- Wages for homebound teaching
- Earnings for extra duties performed that relate to teaching or supervision of students, and other assignments related to the academic program
- Earnings for summer school
- Bonuses
- Contributions to qualified plans eligible for tax-deferral under the Internal Revenue Code, Section 401 (a), 403 (b), and 457 (b)
- Contributions to flexible benefit plans
- Salary or back wage payments resulting from contract buy-outs, labor litigations, and settlement agreements

One Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 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 (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 x 1.06 = \$42,400.00).

Two-Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 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 May 1, 2024, stating he/she will retire on June 30, 2026. The employee's TRS creditable earnings for the 2023-2024 school year were \$40,000.00. The employee's TRS creditable earnings for the 2024-2025 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 2025-2026 school year will be \$44,944.00 (i.e., $\$42,400.00 \times 1.06 = \$44,944.00$).

Three-Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 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 (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 May 1, 2024, stating he/she will retire on June 30, 2027. The employee's TRS creditable earnings for the 2023-2024 school year were \$40,000.00. The employee's TRS creditable earnings for the 2024-2025 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 2025-2026 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 2026-2027 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 May 1 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 May 1, 2024, stating he/she will retire on June 30, 2028. The employee's TRS creditable earnings for the 2023-2024 school year were \$40,000.00. The employee's TRS creditable earnings for the 2024-2025 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 2025-2026 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 2026-2027 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 2027-2028 school year will be \$50,499.08 (i.e., $\$47,640.64 \times 1.06 = \$50,499.08$).

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.

If after submitting an irrevocable letter of retirement, the employee resigns from or is removed from duties for which the employee was compensated the previous year (i.e., Schedule B, extended contract and/or stipends), the employee's TRS creditable earnings will be adjusted accordingly.

Example: The employee's TRS creditable earnings from the 2023-2024 school year were \$43,000.00, of which \$3,000.00 was compensation for coaching basketball in 2023-2024. Under the employee's retirement plan, he/she would be scheduled to receive \$45,000.00 TRS creditable earnings for the 2024-2025 school year (i.e., $\$43,000.00 \times 1.06 = \$45,580.00$). However, the employee resigns from his/her coaching position before the start of the 2024-2025 school year. The employee's TRS creditable earnings for the 2024-2025 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$) rather than \$45,580.00.

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.

If legislation is enacted and/or administrative rules are adopted during the life of this agreement that result in a greater cost to the District than the costs generated by this agreement, the provisions relating to such benefits shall be null and void.

When an employee is five (5) or less years from eligibility for a TRS annuity, and regardless of the employee's actual age, the employee's nonexempt creditable TRS earnings from employment with the Board, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, shall not exceed the amount specified hereunder. No employee's nonexempt creditable TRS earnings shall increase from one school year to the next by more than six percent (6%) or otherwise increase so as to create liability on part of the Board for any portion of a teacher's retirement annuity, or result in any Board-paid penalty of fee to TRS.

11.7 Salary Enhancement Program for Retiring Licensed Educational Support Personnel Staff Members

In recent years it has been the practice of the State of Illinois to make available special benefits to qualifying licensed educational support personnel staff members to take early retirement. For various reasons some licensed educational support personnel staff members do not elect to take advantage of the early retirement programs and as a result do not receive these special benefits. In recognition of the service these staff members have provided the South Eastern Special Education District and the savings that result when a licensed educational support personnel staff member takes regular retirement rather than early retirement, the SESE Board shall make available to qualifying licensed educational support personnel staff members the following retiring licensed educational support personnel staff member salary enhancement program:

A. Qualifications

In order to be eligible for the SESE salary enhancement program a licensed educational support personnel staff member must meet the following qualifications:

- .1 As of the date of retirement the retiring licensed educational support personnel staff member must not be participating in any retirement program which required a payment or contribution by SESE or member Districts.
- .2 As of the date of retirement the retiring licensed educational support personnel staff member must have been employed by SESE or any other Illinois public school district as a licensed educational support personnel staff member for a minimum of twenty (20) years.
- .3 Licensed educational support personnel staff members electing to participate in the salary enhancement program shall, by no later than September 1 of the school term of the year of retirement or the year prior, submit to the SESE Board an irrevocable written letter of resignation advising the SESE Board of the staff member's retirement at the end of the school term or the following school term.
- .4 A staff member electing the salary enhancement program must work the entire final year of employment for SESE.
- .5 This 11.7 shall apply to all IMRF employees of SESE, including those otherwise defined as "licensed educational support personnel" or "licensed medical".

B. Salary Enhancement

The salary enhancement provided under the terms of this program shall be as follows:

One Year Program

- .1 Licensed educational support personnel Staff members qualifying and applying for this salary enhancement program shall have their salary increased in their final year of employment by SESE in an amount not to exceed a total of \$2,000.00 or six percent (6%) of the employee's prior year non-exempt IMRF earnings, whichever is less.
- .2 The SESE Board shall make the salary enhancement payment to the staff member in a separate check by no later than June 20 of the school year in which the retirement is to become effective and the amount of said payment shall be included in the staff member's gross salary for that school year.
- .3 The difference between \$2,000.00 and the employee's incentive as described in .1 above, if any, shall be awarded to the employee post-retirement as a lump sum amount no later than sixty (60) days following the employee's retirement. This

payment shall not be considered wages for hours worked, shall not be considered IMRF creditable earnings, and shall not be paid until after the employee's last day of work or receipt of last paycheck, whichever is later.

Two Year Program

- .1 Licensed educational support personnel Staff members qualifying and applying for this salary enhancement program shall have their salary increased in their final two (2) years of employment by SESE in an amount not to exceed a cumulative total of \$2,000.00 or six percent (6%) of the employee's prior year non-exempt IMRF earnings, whichever is less.
- .2 The SESE Board shall make the salary enhancement payment to the staff member in a separate check by no later than June 20 of each of the final two (2) school years prior to which the retirement is to become effective and the amount of said payment shall be included in the staff member's gross salary for that school year. An employee whose incentive is not limited by Paragraph 11.7-B.3 below may elect to receive the entire payment in either year.
- .3 The difference between \$2,000.00 and the employee's incentive as described in .1 above, if any, shall be awarded to the employee post-retirement as a lump sum amount no later than sixty (60) days following the employee's retirement. This payment shall not be considered wages for hours work, shall not be considered IMRF creditable earnings, and shall not be paid until after the employee's last day of work or receipt of last paycheck, whichever is later.

Three-Year Program

- .1 Licensed educational support personnel Staff members qualifying and applying for this salary enhancement program shall have their salary increased in their final three (3) years of employment by SESE in an amount not to exceed a cumulative total of \$2,000.00 or six percent (6%) of the employee's prior year non-exempt IMRF earnings, whichever is less.
- .2 The SESE Board shall make the salary enhancement payment to the staff member in a separate check by no later than June 20 of each of the final three (3) school years prior to which the retirement is to become effective and the amount of said payment shall be included in the staff member's gross salary for that school year. An employee whose incentive is not limited by Paragraph 11.7-B.3 below may elect to receive the entire payment in any year.
- .3 The difference between \$2,000.00 and the employee's incentive as described in .1 above, if any, shall be awarded to the employee post-retirement as a lump sum amount no later than sixty (60) days following the employee's retirement. This payment shall not be considered wages for hours work, shall not be considered IMRF creditable earnings, and shall not be paid until after the employee's last day of work or receipt of last paycheck, whichever is later.

Four Year Program

- .1 Licensed educational support personnel Staff members qualifying and applying for this salary enhancement program shall have their salary increased in their final four (4) years of employment by SESE in an amount not to exceed a cumulative total of \$2,000.00 or six percent (6%) of the employee's prior year non-exempt IMRF earnings, whichever is less.
- .2 The SESE Board shall make the salary enhancement payment to the staff member in a separate check by no later than June 20 of each of the final four (4) school years prior to which the retirement is to become effective and the amount of said payment shall be included in the staff member's gross salary for that school year. An employee whose incentive is not limited by Paragraph 11.7-B.3 below may elect to receive the entire payment in any year.
- .3 The difference between \$2,000.00 and the employee's incentive as described in .1 above, if any, shall be awarded to the employee post-retirement as a lump sum amount no later than sixty (60) days following the employee's retirement. This payment shall not be considered wages for hours work, shall not be considered IMRF creditable earnings, and shall not be paid until after the employee's last day of work or receipt of last paycheck, whichever is later.

11.8 Attendance Incentive

Any employee who has perfect work attendance for an entire school year shall receive a \$600.00 stipend paid on the June payroll. Perfect work attendance is defined to mean no lost work time for any reason during the pupil attendance days of their assigned districts. Professional or Association leave is considered work-related and does not count as an absence for purposes of the perfect attendance incentive.

11.9 Late Stay Program

- A. At the beginning of each school year licensed educator/licensed medical staff members, support personnel, and paraprofessionals who have taken and passed the Therapeutic Crisis Intervention for Schools (TCIS) training, including meeting its physical requirements, and received training on the operation of the Late Stay Program shall be provided an opportunity to sign up for participation in the Late Stay Program. To the extent possible the Director will utilize those individuals who have volunteered for the program prior to assigning other staff members to work in the Late Stay Program.
- B. Licensed Educators/licensed medical staff members participating in the Late Stay Program will be paid thirty (\$30) dollars per hour, including travel time home. Licensed educational support personnel staff members participating in the Late Stay Program will be paid twenty-two (\$22) dollars per hour, including travel time home.

11.10 Payroll

Employees may choose to be paid on a ten (10) or twelve (12) month basis. Employees' monthly pay will be based on an equal division of their projected yearly rate. Any adjustment for docked or extra days worked will be made in the payroll period when the dock day or extra workday occurred.

11.11 Pay Dates

Employees shall be paid twice per month. These pay dates shall be the 10th and 25th of each month. In the event the 10th or the 25th falls on a weekend or a holiday, pay shall take place on the nearest Central Office workday preceding.

11.12 Summer Special Education Meetings

Employees who attend summer special education staffings outside of their normal contract year, shall be compensated at their normal daily rate of pay in half-day increments.

11.13 Emergency/Short-Term Substitute Teaching License

When a paraprofessional with an Emergency/Short-Term Substitute Teaching License substitutes within a SESE classroom as a teacher, then the employee shall be entitled to a daily stipend of \$25.00 in addition to his or her normal wages. In addition, after the first time substituting for a teacher pursuant to an Emergency/Short-Term Substitute Teaching License, SESE shall reimburse the paraprofessional the cost of the fee for the Emergency/Short-Term Substitute Teaching License.

11.14 Longevity Payment

1. A one-time longevity payment will be granted to employees in September of 2023 to employees based on the following criteria:
 - a) Employees marking their 5th-9th year of employment with SESE: \$200
 - b) Employees marking their 10th-14th year of employment with SESE: \$400
 - c) Employees marking their 15th-19th year of employment with SESE: \$600
 - d) Employees marking their 20th-24th year of employment with SESE: \$800
 - e) Employees marking their 25th-29th year of employment with SESE: \$1,000
 - f) Employees marking their 30th-34th year of employment with SESE: \$1,200

2. For 2024-2025 and 2025-2026 the longevity payments will be granted to employees in September based on the following criteria:
 - a) Employees marking their 5th year of employment with SESE: \$200

- b) Employees marking their 10th year of employment with SESE: \$400
- c) Employees marking their 15th year of employment with SESE: \$600
- d) Employees marking their 20th year of employment with SESE: \$800
- e) Employees marking their 25th year of employment with SESE: \$1000
- f) Employees marking their 30th year of employment with SESE: \$1,200

- If an eligible employee has submitted to the Board an irrevocable letter of retirement, the employee will not be eligible for additional compensation or assigned any additional extra-duties or TRS reportable duties not currently being performed.

11.15 Internal Substitution/Loss of Plan Time

Should it be necessary for a Licensed Employee to teach or supervise during his/her planning period and/or lunch period due to the unavailability of a substitute, the licensed employee shall be compensated at a rate of \$30.00 per planning/lunch period with supervisor approval.

- If an eligible employee has submitted to the Board an irrevocable letter of retirement, the employee will not be eligible for additional compensation or assigned any additional extra-duties or TRS reportable duties not currently being performed.

11.16 Supervision of Interns/Student Teachers

An employee who supervises a student teacher or intern will receive a lump sum compensation upon completion of the supervision period, of \$250 for 8-16 weeks of supervision and \$550 for 17 weeks or more of supervision.

- 12.1** No later than May 1 in the year the contract is to expire, the SESE Board agrees to begin negotiations with the Association over a successor agreement. During these negotiations the SESE Board and the Association shall meet at reasonable times and confer in good faith with respect to wages, hours, and working conditions. They shall present relevant data, exchange points of view, and make proposals and counter-proposals. Each party shall within a reasonable time make available to the other, upon request, information within its possession which is not privileged under law and is relevant to the subject under discussion. Either party may, if it so desires, utilize the services of outside consultants and may call upon professional and lay representatives to assist in negotiations.
- 12.2** Each party shall select its own representatives. The parties mutually pledge that their representatives will have all necessary power and authority to make proposals, consider proposals and make concessions in the course of negotiations.
- 12.3** When negotiations are conducted during regular working hours, release time shall be provided without penalty for the Association's negotiating committee members, with the SESE Board's permission.
- 12.4** If after a reasonable period of negotiation, and within 15 days of the scheduled start of the school term in the District in which the Central Office is located, the parties have failed to reach agreement, either party may notify the other that an impasse exists and call for the assistance of a mediator. When impasse has been declared, the parties shall jointly request that a mediator be appointed by the Federal Mediation and Conciliation Services. A request by one party shall be deemed a joint request. The mediator shall meet at mutually agreeable times and places whether jointly or separately and take such steps as he/she deems appropriate to bring about an agreement.
- 12.5** There shall be two signed copies of the final Agreement. One copy shall be retained by the SESE Board and one by the Association.
- 12.6** This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing, duly executed by both parties.

- 13.1** The Association hereby agrees not to engage in, encourage or support any cessation of work, slow down, or other concerted refusals to render uninterrupted services to the SESE Board and the South Eastern Special Education District during the term of this Agreement.
- 13.2** The SESE Board agrees that it will not lock out any bargaining unit member during the terms of this Agreement or during any period during which a successor agreement is being negotiated by the parties.

**ARTICLE XIV ASSOCIATION/EXECUTIVE BOARD COMMUNICATIONS
COMMITTEE**

- 14.1** The Association and the Executive Board recognize the importance of maintaining a free flow of communications between them in order to promote an effective educational program. Accordingly, an Association/Executive Board Communications Committee shall meet at mutually agreed upon times and places, but not more often than semi-annually, to discuss matters of mutual concern.
- 14.2** The Committee shall be composed of three (3) representatives of the Association, three (3) representatives of the Executive Board and the Director. When either party desires a meeting of the Communications Committee they will inform the Director, including notification of the topic(s) they wish to discuss. It shall be the responsibility of the Director to contact the other party and arrange a time and place for the meeting.
- 14.3** Meetings of the Communications Committee shall not be for the purpose of discussing or processing grievances or negotiations related to the Agreement between the parties, and the Committee shall not be authorized to modify or amend the terms and conditions of the Agreement.

15.1 Savings Clause

If any provision of the Agreement or any application of this Agreement to any bargaining unit member or to any group of bargaining unit members is held to be contrary to law, such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

15.2 The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

Employees of SESE may be allowed to perform work during June as worked time in exchange for time off to be taken during their regularly scheduled work days in July and/or August of the following school year. The terms of this Article are as follows:

- .1 Staff members desirous of performing work in June as time for regularly scheduled work days in July and/or August of the following school year must submit a written request to the Director at the same time summer schedules are submitted but not less than 15 days prior to the proposed date of work. Said request shall set forth the reason for the request including both the dates in June when the staff member proposes to work and the dates in July and/or August when the staff member proposes to be off.
- .2 Granting of approval for work time in June in exchange for time off from regularly scheduled workdays in July and/or August shall be at the sole discretion of the Director. Consideration and approval of requests shall be on an individual basis and any such approval shall not be considered as establishing any type of precedent insofar as similar requests from other staff members or from the same staff member in future years.
- .3 Time worked in June as the result of an approved employee request shall be considered as part of the staff member's forthcoming employment year and not as an extension of the staff member's current employment year and the following procedures shall be followed:
 - a. The staff member shall be paid for all time worked in June based upon the salary schedule in effect for the following school year but such payment shall not be made until the end of the pay period during which the staff member was regularly scheduled to work.
 - b. Salary payments to the staff member for time worked in June shall be reported to the Teacher's Retirement System as reportable earnings for the following school year.
 - c. Should unforeseen circumstances occur which result in the staff member not being employed by SESE during the July and/or August time period when the employee was regularly scheduled to work, the days worked in June shall be considered as contractual summer work and shall be compensated at a per diem rate based upon the employee's daily rate of pay for the prior year. This payment shall be made at the end of the pay period during which the staff member was regularly scheduled to work.
- .4 The parties understand and agree that the SESE Board retains the unilateral right to establish work schedules and make work assignments subject to provisions of the negotiated agreement.

ARTICLE XVII

DURATION

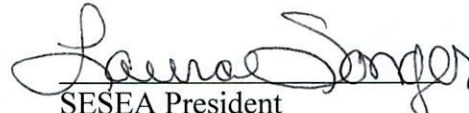
17.1 The provisions of this Agreement shall become effective on July 1, 2023, and shall remain in full force and effect through June 30, 2026.


This Agreement is signed and adopted this 23 day of May, 2023.

For the Special Education
SESE Board of South Eastern
Special Education District

For the South Eastern
Special Education
Association


Executive Board Chairman
Travis Wyatt


SESEA President
Laura Songer


Governing Board Chairman
Susan Hawkins

APPENDIX A

Licensed Educator Salary Schedule 2023-2024

STEP	BS		BS+16		MS		MS+16		MS+32	
1	Salary	37,738	Salary	38,736	Salary	39,764	Salary	40,652	Salary	41,484
	Bd Pd 9% TRS	3,732	Bd Pd 9% TRS	3,831	Bd Pd 9% TRS	3,933	Bd Pd 9% TRS	4,021	Bd Pd 9% TRS	4,103
	Total Salary	41,470	Total Salary	42,567	Total Salary	43,696	Total Salary	44,673	Total Salary	45,587
2	Salary	38,558	Salary	39,601	Salary	40,646	Salary	41,573	Salary	42,442
	Bd Pd 9% TRS	3,813	Bd Pd 9% TRS	3,917	Bd Pd 9% TRS	4,020	Bd Pd 9% TRS	4,112	Bd Pd 9% TRS	4,198
	Total Salary	42,371	Total Salary	43,518	Total Salary	44,666	Total Salary	45,684	Total Salary	46,640
3	Salary	39,398	Salary	40,442	Salary	41,514	Salary	42,442	Salary	43,312
	Bd Pd 9% TRS	3,897	Bd Pd 9% TRS	4,000	Bd Pd 9% TRS	4,106	Bd Pd 9% TRS	4,198	Bd Pd 9% TRS	4,284
	Total Salary	43,295	Total Salary	44,441	Total Salary	45,620	Total Salary	46,640	Total Salary	47,595
4	Salary	40,239	Salary	41,282	Salary	42,383	Salary	43,312	Salary	44,182
	Bd Pd 9% TRS	3,980	Bd Pd 9% TRS	4,083	Bd Pd 9% TRS	4,192	Bd Pd 9% TRS	4,284	Bd Pd 9% TRS	4,370
	Total Salary	44,218	Total Salary	45,365	Total Salary	46,575	Total Salary	47,595	Total Salary	48,552
5	Salary	41,078	Salary	42,123	Salary	43,254	Salary	44,182	Salary	45,050
	Bd Pd 9% TRS	4,063	Bd Pd 9% TRS	4,166	Bd Pd 9% TRS	4,278	Bd Pd 9% TRS	4,370	Bd Pd 9% TRS	4,456
	Total Salary	45,141	Total Salary	46,289	Total Salary	47,532	Total Salary	48,552	Total Salary	49,506
6	Salary	41,920	Salary	42,965	Salary	44,123	Salary	45,050	Salary	45,921
	Bd Pd 9% TRS	4,146	Bd Pd 9% TRS	4,249	Bd Pd 9% TRS	4,364	Bd Pd 9% TRS	4,456	Bd Pd 9% TRS	4,542
	Total Salary	46,066	Total Salary	47,214	Total Salary	48,487	Total Salary	49,506	Total Salary	50,463
7	Salary	42,760	Salary	43,805	Salary	44,994	Salary	45,921	Salary	46,790
	Bd Pd 9% TRS	4,229	Bd Pd 9% TRS	4,332	Bd Pd 9% TRS	4,450	Bd Pd 9% TRS	4,542	Bd Pd 9% TRS	4,628
	Total Salary	46,990	Total Salary	48,137	Total Salary	49,444	Total Salary	50,463	Total Salary	51,418
8	Salary	43,601	Salary	44,646	Salary	45,862	Salary	46,790	Salary	47,661
	Bd Pd 9% TRS	4,312	Bd Pd 9% TRS	4,416	Bd Pd 9% TRS	4,536	Bd Pd 9% TRS	4,628	Bd Pd 9% TRS	4,714
	Total Salary	47,913	Total Salary	49,061	Total Salary	50,398	Total Salary	51,418	Total Salary	52,375
9	Salary	44,443	Salary	45,485	Salary	46,734	Salary	47,661	Salary	48,530
	Bd Pd 9% TRS	4,395	Bd Pd 9% TRS	4,499	Bd Pd 9% TRS	4,622	Bd Pd 9% TRS	4,714	Bd Pd 9% TRS	4,800
	Total Salary	48,838	Total Salary	49,984	Total Salary	51,356	Total Salary	52,375	Total Salary	53,330
10	Salary	45,283	Salary	46,326	Salary	47,602	Salary	48,530	Salary	49,400
	Bd Pd 9% TRS	4,479	Bd Pd 9% TRS	4,582	Bd Pd 9% TRS	4,708	Bd Pd 9% TRS	4,800	Bd Pd 9% TRS	4,886
	Total Salary	49,762	Total Salary	50,907	Total Salary	52,310	Total Salary	53,330	Total Salary	54,286
11	Salary	46,125	Salary	47,167	Salary	48,472	Salary	49,400	Salary	50,269
	Bd Pd 9% TRS	4,562	Bd Pd 9% TRS	4,665	Bd Pd 9% TRS	4,794	Bd Pd 9% TRS	4,886	Bd Pd 9% TRS	4,972
	Total Salary	50,687	Total Salary	51,832	Total Salary	53,266	Total Salary	54,286	Total Salary	55,241
12	Salary	46,966	Salary	48,008	Salary	49,342	Salary	50,269	Salary	51,139
	Bd Pd 9% TRS	4,645	Bd Pd 9% TRS	4,748	Bd Pd 9% TRS	4,880	Bd Pd 9% TRS	4,972	Bd Pd 9% TRS	5,058
	Total Salary	51,611	Total Salary	52,756	Total Salary	54,222	Total Salary	55,241	Total Salary	56,196
13	Salary	47,805	Salary	48,849	Salary	50,212	Salary	51,139	Salary	52,009
	Bd Pd 9% TRS	4,728	Bd Pd 9% TRS	4,831	Bd Pd 9% TRS	4,966	Bd Pd 9% TRS	5,058	Bd Pd 9% TRS	5,144
	Total Salary	52,533	Total Salary	53,680	Total Salary	55,178	Total Salary	56,196	Total Salary	57,153
14	Salary	48,646	Salary	49,689	Salary	51,082	Salary	52,009	Salary	52,879
	Bd Pd 9% TRS	4,811	Bd Pd 9% TRS	4,914	Bd Pd 9% TRS	5,052	Bd Pd 9% TRS	5,144	Bd Pd 9% TRS	5,230
	Total Salary	53,457	Total Salary	54,604	Total Salary	56,134	Total Salary	57,153	Total Salary	58,108
15	Salary	49,486	Salary	50,530	Salary	51,950	Salary	52,879	Salary	53,748
	Bd Pd 9% TRS	4,894	Bd Pd 9% TRS	4,997	Bd Pd 9% TRS	5,138	Bd Pd 9% TRS	5,230	Bd Pd 9% TRS	5,316
	Total Salary	54,381	Total Salary	55,527	Total Salary	57,088	Total Salary	58,108	Total Salary	59,064

Licensed Educator Salary Schedule 2023-2024

16	Salary	50,328	Salary	51,372	Salary	52,820	Salary	53,748	Salary	54,619
	Bd Pd 9% TRS	4,977	Bd Pd 9% TRS	5,081	Bd Pd 9% TRS	5,224	Bd Pd 9% TRS	5,316	Bd Pd 9% TRS	5,402
	Total Salary	55,306	Total Salary	56,452	Total Salary	58,044	Total Salary	59,064	Total Salary	60,020
17	Salary	51,169	Salary	52,212	Salary	53,692	Salary	54,619	Salary	55,488
	Bd Pd 9% TRS	5,061	Bd Pd 9% TRS	5,164	Bd Pd 9% TRS	5,310	Bd Pd 9% TRS	5,402	Bd Pd 9% TRS	5,488
	Total Salary	56,229	Total Salary	57,376	Total Salary	59,002	Total Salary	60,020	Total Salary	60,976
18	Salary	52,009	Salary	53,053	Salary	54,560	Salary	55,488	Salary	56,357
	Bd Pd 9% TRS	5,144	Bd Pd 9% TRS	5,247	Bd Pd 9% TRS	5,396	Bd Pd 9% TRS	5,488	Bd Pd 9% TRS	5,574
	Total Salary	57,153	Total Salary	58,300	Total Salary	59,956	Total Salary	60,976	Total Salary	61,931
19	Salary	52,850	Salary	53,893	Salary	55,430	Salary	56,357	Salary	57,227
	Bd Pd 9% TRS	5,227	Bd Pd 9% TRS	5,330	Bd Pd 9% TRS	5,482	Bd Pd 9% TRS	5,574	Bd Pd 9% TRS	5,660
	Total Salary	58,077	Total Salary	59,223	Total Salary	60,912	Total Salary	61,931	Total Salary	62,887
20	Salary	53,692	Salary	54,734	Salary	56,299	Salary	57,227	Salary	58,097
	Bd Pd 9% TRS	5,310	Bd Pd 9% TRS	5,413	Bd Pd 9% TRS	5,568	Bd Pd 9% TRS	5,660	Bd Pd 9% TRS	5,746
	Total Salary	59,002	Total Salary	60,147	Total Salary	61,867	Total Salary	62,887	Total Salary	63,843
21	Salary	54,531	Salary	55,576	Salary	57,170	Salary	58,097	Salary	58,967
	Bd Pd 9% TRS	5,393	Bd Pd 9% TRS	5,496	Bd Pd 9% TRS	5,654	Bd Pd 9% TRS	5,746	Bd Pd 9% TRS	5,832
	Total Salary	59,924	Total Salary	61,072	Total Salary	62,825	Total Salary	63,843	Total Salary	64,799
22	Salary	55,372	Salary	56,416	Salary	58,039	Salary	58,967	Salary	59,836
	Bd Pd 9% TRS	5,476	Bd Pd 9% TRS	5,580	Bd Pd 9% TRS	5,740	Bd Pd 9% TRS	5,832	Bd Pd 9% TRS	5,918
	Total Salary	60,848	Total Salary	61,996	Total Salary	63,779	Total Salary	64,799	Total Salary	65,754
23	Salary	56,212	Salary	57,257	Salary	58,908	Salary	59,836	Salary	60,706
	Bd Pd 9% TRS	5,559	Bd Pd 9% TRS	5,663	Bd Pd 9% TRS	5,826	Bd Pd 9% TRS	5,918	Bd Pd 9% TRS	6,004
	Total Salary	61,772	Total Salary	62,920	Total Salary	64,734	Total Salary	65,754	Total Salary	66,710
24	Salary	57,053	Salary	58,097	Salary	59,779	Salary	60,706	Salary	61,576
	Bd Pd 9% TRS	5,643	Bd Pd 9% TRS	5,746	Bd Pd 9% TRS	5,912	Bd Pd 9% TRS	6,004	Bd Pd 9% TRS	6,090
	Total Salary	62,695	Total Salary	63,843	Total Salary	65,691	Total Salary	66,710	Total Salary	67,666
25	Salary	57,894	Salary	58,937	Salary	60,648	Salary	61,576	Salary	62,446
	Bd Pd 9% TRS	5,726	Bd Pd 9% TRS	5,829	Bd Pd 9% TRS	5,998	Bd Pd 9% TRS	6,090	Bd Pd 9% TRS	6,176
	Total Salary	63,620	Total Salary	64,766	Total Salary	66,646	Total Salary	67,666	Total Salary	68,622
26	Salary	58,735	Salary	59,779	Salary	61,519	Salary	62,446	Salary	63,315
	Bd Pd 9% TRS	5,809	Bd Pd 9% TRS	5,912	Bd Pd 9% TRS	6,084	Bd Pd 9% TRS	6,176	Bd Pd 9% TRS	6,262
	Total Salary	64,544	Total Salary	65,691	Total Salary	67,603	Total Salary	68,622	Total Salary	69,577
27	Salary	59,576	Salary	60,619	Salary	62,387	Salary	63,315	Salary	64,185
	Bd Pd 9% TRS	5,892	Bd Pd 9% TRS	5,995	Bd Pd 9% TRS	6,170	Bd Pd 9% TRS	6,262	Bd Pd 9% TRS	6,348
	Total Salary	65,468	Total Salary	66,615	Total Salary	68,557	Total Salary	69,577	Total Salary	70,532
28	Salary	60,416	Salary	61,460	Salary	63,257	Salary	64,185	Salary	65,055
	Bd Pd 9% TRS	5,975	Bd Pd 9% TRS	6,078	Bd Pd 9% TRS	6,256	Bd Pd 9% TRS	6,348	Bd Pd 9% TRS	6,434
	Total Salary	66,391	Total Salary	67,538	Total Salary	69,514	Total Salary	70,532	Total Salary	71,489
29	Salary	61,256	Salary	62,300	Salary	64,128	Salary	65,055	Salary	65,926
	Bd Pd 9% TRS	6,058	Bd Pd 9% TRS	6,162	Bd Pd 9% TRS	6,342	Bd Pd 9% TRS	6,434	Bd Pd 9% TRS	6,520
	Total Salary	67,314	Total Salary	68,462	Total Salary	70,470	Total Salary	71,489	Total Salary	72,446
30	Salary	62,097	Salary	63,141	Salary	64,996	Salary	65,926	Salary	66,794
	Bd Pd 9% TRS	6,142	Bd Pd 9% TRS	6,245	Bd Pd 9% TRS	6,428	Bd Pd 9% TRS	6,520	Bd Pd 9% TRS	6,606
	Total Salary	68,239	Total Salary	69,386	Total Salary	71,424	Total Salary	72,446	Total Salary	73,400

Licensed Educator Salary Schedule 2023-2024

The Licensed Educator Salary Schedule listed above is based on 180 days.

TRS Contributions paid by Employer will be paid on full salary at 9% with a factor of 1.098901 for 2023-2024.

Individuals employed detailed in 11.1 and 11.4 shall receive a special stipend in addition to base salary.

Pre-Vocational Coordinator	\$20 /day	Bd Pd 9% TRS	\$356
School Psychologist	\$88 /day	Bd Pd 9% TRS	\$1,567
School Social Worker	\$49 /day	Bd Pd 9% TRS	\$872
Speech-Language Pathologist	\$49 /day	Bd Pd 9% TRS	\$872
Special Education Teacher	\$28 /day	Bd Pd 9% TRS	\$498

***Total Salary Example:**

Speech-Language Pathologist ~ MS ~ Step 1 ~ 180 days

Salary:	\$39,764	Bd Pd 9% TRS on Salary:	\$3,933	Stipend:	\$8,820	Bd Pd 9% TRS on Stipend:	\$872	=	Total Salary:	\$53,389
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Licensed Educator Salary Schedule 2024-2025

STEP	BS		BS+16		MS		MS+16		MS+32	
1	Salary	38,594	Salary	39,640	Salary	40,685	Salary	41,614	Salary	42,485
	Bd Pd 9% TRS	3,817	Bd Pd 9% TRS	3,920	Bd Pd 9% TRS	4,024	Bd Pd 9% TRS	4,116	Bd Pd 9% TRS	4,202
	Total Salary	42,411	Total Salary	43,560	Total Salary	44,709	Total Salary	45,730	Total Salary	46,687
2	Salary	39,436	Salary	40,479	Salary	41,553	Salary	42,481	Salary	43,351
	Bd Pd 9% TRS	3,900	Bd Pd 9% TRS	4,003	Bd Pd 9% TRS	4,110	Bd Pd 9% TRS	4,201	Bd Pd 9% TRS	4,287
	Total Salary	43,336	Total Salary	44,483	Total Salary	45,663	Total Salary	46,683	Total Salary	47,638
3	Salary	40,293	Salary	41,383	Salary	42,475	Salary	43,444	Salary	44,352
	Bd Pd 9% TRS	3,985	Bd Pd 9% TRS	4,093	Bd Pd 9% TRS	4,201	Bd Pd 9% TRS	4,297	Bd Pd 9% TRS	4,386
	Total Salary	44,278	Total Salary	45,476	Total Salary	46,676	Total Salary	47,740	Total Salary	48,739
4	Salary	41,171	Salary	42,262	Salary	43,382	Salary	44,352	Salary	45,261
	Bd Pd 9% TRS	4,072	Bd Pd 9% TRS	4,180	Bd Pd 9% TRS	4,291	Bd Pd 9% TRS	4,386	Bd Pd 9% TRS	4,476
	Total Salary	45,243	Total Salary	46,441	Total Salary	47,673	Total Salary	48,739	Total Salary	49,737
5	Salary	42,049	Salary	43,140	Salary	44,291	Salary	45,261	Salary	46,170
	Bd Pd 9% TRS	4,159	Bd Pd 9% TRS	4,267	Bd Pd 9% TRS	4,380	Bd Pd 9% TRS	4,476	Bd Pd 9% TRS	4,566
	Total Salary	46,208	Total Salary	47,407	Total Salary	48,671	Total Salary	49,737	Total Salary	50,737
6	Salary	42,927	Salary	44,018	Salary	45,200	Salary	46,170	Salary	47,078
	Bd Pd 9% TRS	4,245	Bd Pd 9% TRS	4,353	Bd Pd 9% TRS	4,470	Bd Pd 9% TRS	4,566	Bd Pd 9% TRS	4,656
	Total Salary	47,172	Total Salary	48,372	Total Salary	49,671	Total Salary	50,737	Total Salary	51,734
7	Salary	43,806	Salary	44,898	Salary	46,109	Salary	47,078	Salary	47,987
	Bd Pd 9% TRS	4,332	Bd Pd 9% TRS	4,440	Bd Pd 9% TRS	4,560	Bd Pd 9% TRS	4,656	Bd Pd 9% TRS	4,746
	Total Salary	48,139	Total Salary	49,338	Total Salary	50,669	Total Salary	51,734	Total Salary	52,733
8	Salary	44,685	Salary	45,776	Salary	47,019	Salary	47,987	Salary	48,896
	Bd Pd 9% TRS	4,419	Bd Pd 9% TRS	4,527	Bd Pd 9% TRS	4,650	Bd Pd 9% TRS	4,746	Bd Pd 9% TRS	4,836
	Total Salary	49,104	Total Salary	50,304	Total Salary	51,669	Total Salary	52,733	Total Salary	53,732
9	Salary	45,563	Salary	46,655	Salary	47,926	Salary	48,896	Salary	49,806
	Bd Pd 9% TRS	4,506	Bd Pd 9% TRS	4,614	Bd Pd 9% TRS	4,740	Bd Pd 9% TRS	4,836	Bd Pd 9% TRS	4,926
	Total Salary	50,069	Total Salary	51,269	Total Salary	52,666	Total Salary	53,732	Total Salary	54,732
10	Salary	46,443	Salary	47,532	Salary	48,837	Salary	49,806	Salary	50,714
	Bd Pd 9% TRS	4,593	Bd Pd 9% TRS	4,701	Bd Pd 9% TRS	4,830	Bd Pd 9% TRS	4,926	Bd Pd 9% TRS	5,016
	Total Salary	51,036	Total Salary	52,233	Total Salary	53,667	Total Salary	54,732	Total Salary	55,730
11	Salary	47,321	Salary	48,410	Salary	49,744	Salary	50,714	Salary	51,623
	Bd Pd 9% TRS	4,680	Bd Pd 9% TRS	4,788	Bd Pd 9% TRS	4,920	Bd Pd 9% TRS	5,016	Bd Pd 9% TRS	5,106
	Total Salary	52,001	Total Salary	53,198	Total Salary	54,664	Total Salary	55,730	Total Salary	56,728
12	Salary	48,201	Salary	49,290	Salary	50,653	Salary	51,623	Salary	52,531
	Bd Pd 9% TRS	4,767	Bd Pd 9% TRS	4,875	Bd Pd 9% TRS	5,010	Bd Pd 9% TRS	5,106	Bd Pd 9% TRS	5,195
	Total Salary	52,968	Total Salary	54,165	Total Salary	55,662	Total Salary	56,728	Total Salary	57,727
13	Salary	49,079	Salary	50,168	Salary	51,563	Salary	52,531	Salary	53,440
	Bd Pd 9% TRS	4,854	Bd Pd 9% TRS	4,962	Bd Pd 9% TRS	5,100	Bd Pd 9% TRS	5,195	Bd Pd 9% TRS	5,285
	Total Salary	53,933	Total Salary	55,130	Total Salary	56,662	Total Salary	57,727	Total Salary	58,725
14	Salary	49,956	Salary	51,047	Salary	52,471	Salary	53,440	Salary	54,350
	Bd Pd 9% TRS	4,941	Bd Pd 9% TRS	5,049	Bd Pd 9% TRS	5,189	Bd Pd 9% TRS	5,285	Bd Pd 9% TRS	5,375
	Total Salary	54,897	Total Salary	56,095	Total Salary	57,661	Total Salary	58,725	Total Salary	59,725
15	Salary	50,835	Salary	51,925	Salary	53,381	Salary	54,350	Salary	55,258
	Bd Pd 9% TRS	5,028	Bd Pd 9% TRS	5,135	Bd Pd 9% TRS	5,279	Bd Pd 9% TRS	5,375	Bd Pd 9% TRS	5,465
	Total Salary	55,862	Total Salary	57,061	Total Salary	58,660	Total Salary	59,725	Total Salary	60,723

Licensed Educator Salary Schedule 2024-2025

16	Salary	51,713	Salary	52,804	Salary	54,288	Salary	55,258	Salary	56,167
	Bd Pd 9% TRS	5,114	Bd Pd 9% TRS	5,222	Bd Pd 9% TRS	5,369	Bd Pd 9% TRS	5,465	Bd Pd 9% TRS	5,555
	Total Salary	56,828	Total Salary	58,026	Total Salary	59,657	Total Salary	60,723	Total Salary	61,722
17	Salary	52,593	Salary	53,683	Salary	55,197	Salary	56,167	Salary	57,076
	Bd Pd 9% TRS	5,201	Bd Pd 9% TRS	5,309	Bd Pd 9% TRS	5,459	Bd Pd 9% TRS	5,555	Bd Pd 9% TRS	5,645
	Total Salary	57,794	Total Salary	58,993	Total Salary	60,656	Total Salary	61,722	Total Salary	62,721
18	Salary	53,471	Salary	54,562	Salary	56,108	Salary	57,076	Salary	57,985
	Bd Pd 9% TRS	5,288	Bd Pd 9% TRS	5,396	Bd Pd 9% TRS	5,549	Bd Pd 9% TRS	5,645	Bd Pd 9% TRS	5,735
	Total Salary	58,760	Total Salary	59,958	Total Salary	61,657	Total Salary	62,721	Total Salary	63,720
19	Salary	54,350	Salary	55,440	Salary	57,015	Salary	57,985	Salary	58,894
	Bd Pd 9% TRS	5,375	Bd Pd 9% TRS	5,483	Bd Pd 9% TRS	5,639	Bd Pd 9% TRS	5,735	Bd Pd 9% TRS	5,825
	Total Salary	59,725	Total Salary	60,923	Total Salary	62,654	Total Salary	63,720	Total Salary	64,718
20	Salary	55,228	Salary	56,319	Salary	57,925	Salary	58,894	Salary	59,802
	Bd Pd 9% TRS	5,462	Bd Pd 9% TRS	5,570	Bd Pd 9% TRS	5,729	Bd Pd 9% TRS	5,825	Bd Pd 9% TRS	5,914
	Total Salary	60,690	Total Salary	61,889	Total Salary	63,654	Total Salary	64,718	Total Salary	65,717
21	Salary	56,108	Salary	57,197	Salary	58,832	Salary	59,802	Salary	60,712
	Bd Pd 9% TRS	5,549	Bd Pd 9% TRS	5,657	Bd Pd 9% TRS	5,819	Bd Pd 9% TRS	5,914	Bd Pd 9% TRS	6,004
	Total Salary	61,657	Total Salary	62,854	Total Salary	64,651	Total Salary	65,717	Total Salary	66,716
22	Salary	56,985	Salary	58,077	Salary	59,743	Salary	60,712	Salary	61,620
	Bd Pd 9% TRS	5,636	Bd Pd 9% TRS	5,744	Bd Pd 9% TRS	5,909	Bd Pd 9% TRS	6,004	Bd Pd 9% TRS	6,094
	Total Salary	62,621	Total Salary	63,820	Total Salary	65,652	Total Salary	66,716	Total Salary	67,715
23	Salary	57,863	Salary	58,955	Salary	60,650	Salary	61,620	Salary	62,529
	Bd Pd 9% TRS	5,723	Bd Pd 9% TRS	5,831	Bd Pd 9% TRS	5,998	Bd Pd 9% TRS	6,094	Bd Pd 9% TRS	6,184
	Total Salary	63,586	Total Salary	64,786	Total Salary	66,649	Total Salary	67,715	Total Salary	68,713
24	Salary	58,742	Salary	59,833	Salary	61,559	Salary	62,529	Salary	63,437
	Bd Pd 9% TRS	5,810	Bd Pd 9% TRS	5,918	Bd Pd 9% TRS	6,088	Bd Pd 9% TRS	6,184	Bd Pd 9% TRS	6,274
	Total Salary	64,551	Total Salary	65,751	Total Salary	67,647	Total Salary	68,713	Total Salary	69,711
25	Salary	59,620	Salary	60,712	Salary	62,469	Salary	63,437	Salary	64,347
	Bd Pd 9% TRS	5,896	Bd Pd 9% TRS	6,004	Bd Pd 9% TRS	6,178	Bd Pd 9% TRS	6,274	Bd Pd 9% TRS	6,364
	Total Salary	65,517	Total Salary	66,716	Total Salary	68,647	Total Salary	69,711	Total Salary	70,711
26	Salary	60,500	Salary	61,589	Salary	63,377	Salary	64,347	Salary	65,256
	Bd Pd 9% TRS	5,983	Bd Pd 9% TRS	6,091	Bd Pd 9% TRS	6,268	Bd Pd 9% TRS	6,364	Bd Pd 9% TRS	6,454
	Total Salary	66,483	Total Salary	67,680	Total Salary	69,645	Total Salary	70,711	Total Salary	71,710
27	Salary	61,378	Salary	62,469	Salary	64,287	Salary	65,256	Salary	66,164
	Bd Pd 9% TRS	6,070	Bd Pd 9% TRS	6,178	Bd Pd 9% TRS	6,358	Bd Pd 9% TRS	6,454	Bd Pd 9% TRS	6,544
	Total Salary	67,449	Total Salary	68,647	Total Salary	70,645	Total Salary	71,710	Total Salary	72,708
28	Salary	62,257	Salary	63,347	Salary	65,194	Salary	66,164	Salary	67,073
	Bd Pd 9% TRS	6,157	Bd Pd 9% TRS	6,265	Bd Pd 9% TRS	6,448	Bd Pd 9% TRS	6,544	Bd Pd 9% TRS	6,634
	Total Salary	68,414	Total Salary	69,612	Total Salary	71,642	Total Salary	72,708	Total Salary	73,706
29	Salary	63,135	Salary	64,225	Salary	66,104	Salary	67,073	Salary	67,983
	Bd Pd 9% TRS	6,244	Bd Pd 9% TRS	6,352	Bd Pd 9% TRS	6,538	Bd Pd 9% TRS	6,634	Bd Pd 9% TRS	6,724
	Total Salary	69,379	Total Salary	70,577	Total Salary	72,642	Total Salary	73,706	Total Salary	74,706
30	Salary	64,012	Salary	65,104	Salary	67,014	Salary	67,983	Salary	68,892
	Bd Pd 9% TRS	6,331	Bd Pd 9% TRS	6,439	Bd Pd 9% TRS	6,628	Bd Pd 9% TRS	6,724	Bd Pd 9% TRS	6,814
	Total Salary	70,343	Total Salary	71,543	Total Salary	73,641	Total Salary	74,706	Total Salary	75,706

Licensed Educator Salary Schedule 2024-2025

The Licensed Educator Salary Schedule listed above is based on 180 days.

TRS Contributions paid by Employer will be paid on full salary at 9% with a factor of 1.098901 for 2024-2025.

Individuals employed detailed in 11.1 and 11.4 shall receive a special stipend in addition to base salary.

Pre-Vocational Coordinator	\$20 /day	Bd Pd 9% TRS	\$356
School Psychologist	\$88 /day	Bd Pd 9% TRS	\$1,567
School Social Worker	\$49 /day	Bd Pd 9% TRS	\$872
Speech-Language Pathologist	\$49 /day	Bd Pd 9% TRS	\$872
Special Education Teacher	\$28 /day	Bd Pd 9% TRS	\$498

***Total Salary Example:**

Speech-Language Pathologist ~ MS ~ Step 1 ~ 180 days

Salary:	\$40,685	Bd Pd 9% TRS on Salary:	\$4,024	Stipend:	\$8,820	Bd Pd 9% TRS on Stipend:	\$872	=	Total Salary:	\$54,402
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Licensed Educator Salary Schedule 2025-2026

STEP	BS		BS+16		MS		MS+16		MS+32	
1	Salary	39,470	Salary	40,513	Salary	41,588	Salary	42,516	Salary	43,385
	Bd Pd 9% TRS	3,904	Bd Pd 9% TRS	4,007	Bd Pd 9% TRS	4,113	Bd Pd 9% TRS	4,205	Bd Pd 9% TRS	4,291
	Total Salary	43,373	Total Salary	44,520	Total Salary	45,701	Total Salary	46,721	Total Salary	47,676
2	Salary	40,138	Salary	41,226	Salary	42,313	Salary	43,279	Salary	44,185
	Bd Pd 9% TRS	3,970	Bd Pd 9% TRS	4,077	Bd Pd 9% TRS	4,185	Bd Pd 9% TRS	4,280	Bd Pd 9% TRS	4,370
	Total Salary	44,108	Total Salary	45,303	Total Salary	46,498	Total Salary	47,559	Total Salary	48,555
3	Salary	41,013	Salary	42,099	Salary	43,215	Salary	44,181	Salary	45,085
	Bd Pd 9% TRS	4,056	Bd Pd 9% TRS	4,164	Bd Pd 9% TRS	4,274	Bd Pd 9% TRS	4,370	Bd Pd 9% TRS	4,459
	Total Salary	45,070	Total Salary	46,262	Total Salary	47,489	Total Salary	48,550	Total Salary	49,544
4	Salary	41,904	Salary	43,038	Salary	44,174	Salary	45,181	Salary	46,126
	Bd Pd 9% TRS	4,144	Bd Pd 9% TRS	4,257	Bd Pd 9% TRS	4,369	Bd Pd 9% TRS	4,468	Bd Pd 9% TRS	4,562
	Total Salary	46,049	Total Salary	47,295	Total Salary	48,543	Total Salary	49,650	Total Salary	50,688
5	Salary	42,818	Salary	43,952	Salary	45,117	Salary	46,126	Salary	47,071
	Bd Pd 9% TRS	4,235	Bd Pd 9% TRS	4,347	Bd Pd 9% TRS	4,462	Bd Pd 9% TRS	4,562	Bd Pd 9% TRS	4,655
	Total Salary	47,053	Total Salary	48,299	Total Salary	49,580	Total Salary	50,688	Total Salary	51,726
6	Salary	43,731	Salary	44,866	Salary	46,062	Salary	47,071	Salary	48,017
	Bd Pd 9% TRS	4,325	Bd Pd 9% TRS	4,437	Bd Pd 9% TRS	4,556	Bd Pd 9% TRS	4,655	Bd Pd 9% TRS	4,749
	Total Salary	48,056	Total Salary	49,303	Total Salary	50,618	Total Salary	51,726	Total Salary	52,766
7	Salary	44,644	Salary	45,779	Salary	47,008	Salary	48,017	Salary	48,961
	Bd Pd 9% TRS	4,415	Bd Pd 9% TRS	4,528	Bd Pd 9% TRS	4,649	Bd Pd 9% TRS	4,749	Bd Pd 9% TRS	4,842
	Total Salary	49,059	Total Salary	50,307	Total Salary	51,658	Total Salary	52,766	Total Salary	53,803
8	Salary	45,559	Salary	46,694	Salary	47,953	Salary	48,961	Salary	49,907
	Bd Pd 9% TRS	4,506	Bd Pd 9% TRS	4,618	Bd Pd 9% TRS	4,743	Bd Pd 9% TRS	4,842	Bd Pd 9% TRS	4,936
	Total Salary	50,064	Total Salary	51,312	Total Salary	52,696	Total Salary	53,803	Total Salary	54,843
9	Salary	46,472	Salary	47,607	Salary	48,899	Salary	49,907	Salary	50,852
	Bd Pd 9% TRS	4,596	Bd Pd 9% TRS	4,708	Bd Pd 9% TRS	4,836	Bd Pd 9% TRS	4,936	Bd Pd 9% TRS	5,029
	Total Salary	51,068	Total Salary	52,316	Total Salary	53,736	Total Salary	54,843	Total Salary	55,881
10	Salary	47,386	Salary	48,521	Salary	49,843	Salary	50,852	Salary	51,798
	Bd Pd 9% TRS	4,686	Bd Pd 9% TRS	4,799	Bd Pd 9% TRS	4,930	Bd Pd 9% TRS	5,029	Bd Pd 9% TRS	5,123
	Total Salary	52,072	Total Salary	53,320	Total Salary	54,773	Total Salary	55,881	Total Salary	56,921
11	Salary	48,300	Salary	49,433	Salary	50,790	Salary	51,798	Salary	52,743
	Bd Pd 9% TRS	4,777	Bd Pd 9% TRS	4,889	Bd Pd 9% TRS	5,023	Bd Pd 9% TRS	5,123	Bd Pd 9% TRS	5,216
	Total Salary	53,077	Total Salary	54,322	Total Salary	55,814	Total Salary	56,921	Total Salary	57,959
12	Salary	49,214	Salary	50,347	Salary	51,734	Salary	52,743	Salary	53,688
	Bd Pd 9% TRS	4,867	Bd Pd 9% TRS	4,979	Bd Pd 9% TRS	5,117	Bd Pd 9% TRS	5,216	Bd Pd 9% TRS	5,310
	Total Salary	54,081	Total Salary	55,326	Total Salary	56,851	Total Salary	57,959	Total Salary	58,998
13	Salary	50,129	Salary	51,262	Salary	52,679	Salary	53,688	Salary	54,633
	Bd Pd 9% TRS	4,958	Bd Pd 9% TRS	5,070	Bd Pd 9% TRS	5,210	Bd Pd 9% TRS	5,310	Bd Pd 9% TRS	5,403
	Total Salary	55,087	Total Salary	56,331	Total Salary	57,889	Total Salary	58,998	Total Salary	60,036
14	Salary	51,042	Salary	52,175	Salary	53,625	Salary	54,633	Salary	55,578
	Bd Pd 9% TRS	5,048	Bd Pd 9% TRS	5,160	Bd Pd 9% TRS	5,304	Bd Pd 9% TRS	5,403	Bd Pd 9% TRS	5,497
	Total Salary	56,090	Total Salary	57,335	Total Salary	58,929	Total Salary	60,036	Total Salary	61,074
15	Salary	51,955	Salary	53,089	Salary	54,570	Salary	55,578	Salary	56,524
	Bd Pd 9% TRS	5,138	Bd Pd 9% TRS	5,251	Bd Pd 9% TRS	5,397	Bd Pd 9% TRS	5,497	Bd Pd 9% TRS	5,590
	Total Salary	57,093	Total Salary	58,339	Total Salary	59,967	Total Salary	61,074	Total Salary	62,114

Licensed Educator Salary Schedule 2025-2026

16	Salary	52,868	Salary	54,002	Salary	55,516	Salary	56,524	Salary	57,469
	Bd Pd 9% TRS	5,229	Bd Pd 9% TRS	5,341	Bd Pd 9% TRS	5,491	Bd Pd 9% TRS	5,590	Bd Pd 9% TRS	5,684
	Total Salary	58,097	Total Salary	59,343	Total Salary	61,007	Total Salary	62,114	Total Salary	63,152
17	Salary	53,782	Salary	54,916	Salary	56,460	Salary	57,469	Salary	58,413
	Bd Pd 9% TRS	5,319	Bd Pd 9% TRS	5,431	Bd Pd 9% TRS	5,584	Bd Pd 9% TRS	5,684	Bd Pd 9% TRS	5,777
	Total Salary	59,101	Total Salary	60,347	Total Salary	62,044	Total Salary	63,152	Total Salary	64,191
18	Salary	54,697	Salary	55,831	Salary	57,405	Salary	58,413	Salary	59,360
	Bd Pd 9% TRS	5,410	Bd Pd 9% TRS	5,522	Bd Pd 9% TRS	5,677	Bd Pd 9% TRS	5,777	Bd Pd 9% TRS	5,871
	Total Salary	60,106	Total Salary	61,352	Total Salary	63,082	Total Salary	64,191	Total Salary	65,230
19	Salary	55,610	Salary	56,744	Salary	58,352	Salary	59,360	Salary	60,304
	Bd Pd 9% TRS	5,500	Bd Pd 9% TRS	5,612	Bd Pd 9% TRS	5,771	Bd Pd 9% TRS	5,871	Bd Pd 9% TRS	5,964
	Total Salary	61,110	Total Salary	62,356	Total Salary	64,123	Total Salary	65,230	Total Salary	66,269
20	Salary	56,524	Salary	57,658	Salary	59,296	Salary	60,304	Salary	61,249
	Bd Pd 9% TRS	5,590	Bd Pd 9% TRS	5,702	Bd Pd 9% TRS	5,864	Bd Pd 9% TRS	5,964	Bd Pd 9% TRS	6,058
	Total Salary	62,114	Total Salary	63,360	Total Salary	65,160	Total Salary	66,269	Total Salary	67,307
21	Salary	57,437	Salary	58,571	Salary	60,242	Salary	61,249	Salary	62,194
	Bd Pd 9% TRS	5,681	Bd Pd 9% TRS	5,793	Bd Pd 9% TRS	5,958	Bd Pd 9% TRS	6,058	Bd Pd 9% TRS	6,151
	Total Salary	63,118	Total Salary	64,364	Total Salary	66,200	Total Salary	67,307	Total Salary	68,345
22	Salary	58,352	Salary	59,485	Salary	61,185	Salary	62,194	Salary	63,140
	Bd Pd 9% TRS	5,771	Bd Pd 9% TRS	5,883	Bd Pd 9% TRS	6,051	Bd Pd 9% TRS	6,151	Bd Pd 9% TRS	6,245
	Total Salary	64,123	Total Salary	65,368	Total Salary	67,237	Total Salary	68,345	Total Salary	69,385
23	Salary	59,264	Salary	60,400	Salary	62,133	Salary	63,140	Salary	64,085
	Bd Pd 9% TRS	5,861	Bd Pd 9% TRS	5,974	Bd Pd 9% TRS	6,145	Bd Pd 9% TRS	6,245	Bd Pd 9% TRS	6,338
	Total Salary	65,126	Total Salary	66,373	Total Salary	68,278	Total Salary	69,385	Total Salary	70,423
24	Salary	60,178	Salary	61,313	Salary	63,076	Salary	64,085	Salary	65,030
	Bd Pd 9% TRS	5,952	Bd Pd 9% TRS	6,064	Bd Pd 9% TRS	6,238	Bd Pd 9% TRS	6,338	Bd Pd 9% TRS	6,432
	Total Salary	66,130	Total Salary	67,377	Total Salary	69,315	Total Salary	70,423	Total Salary	71,462
25	Salary	61,091	Salary	62,227	Salary	64,021	Salary	65,030	Salary	65,975
	Bd Pd 9% TRS	6,042	Bd Pd 9% TRS	6,154	Bd Pd 9% TRS	6,332	Bd Pd 9% TRS	6,432	Bd Pd 9% TRS	6,525
	Total Salary	67,133	Total Salary	68,381	Total Salary	70,353	Total Salary	71,462	Total Salary	72,500
26	Salary	62,005	Salary	63,140	Salary	64,967	Salary	65,975	Salary	66,921
	Bd Pd 9% TRS	6,132	Bd Pd 9% TRS	6,245	Bd Pd 9% TRS	6,425	Bd Pd 9% TRS	6,525	Bd Pd 9% TRS	6,619
	Total Salary	68,137	Total Salary	69,385	Total Salary	71,393	Total Salary	72,500	Total Salary	73,540
27	Salary	62,920	Salary	64,053	Salary	65,912	Salary	66,921	Salary	67,866
	Bd Pd 9% TRS	6,223	Bd Pd 9% TRS	6,335	Bd Pd 9% TRS	6,519	Bd Pd 9% TRS	6,619	Bd Pd 9% TRS	6,712
	Total Salary	69,143	Total Salary	70,388	Total Salary	72,431	Total Salary	73,540	Total Salary	74,578
28	Salary	63,833	Salary	64,967	Salary	66,858	Salary	67,866	Salary	68,811
	Bd Pd 9% TRS	6,313	Bd Pd 9% TRS	6,425	Bd Pd 9% TRS	6,612	Bd Pd 9% TRS	6,712	Bd Pd 9% TRS	6,805
	Total Salary	70,146	Total Salary	71,393	Total Salary	73,471	Total Salary	74,578	Total Salary	75,616
29	Salary	64,747	Salary	65,881	Salary	67,802	Salary	68,811	Salary	69,756
	Bd Pd 9% TRS	6,404	Bd Pd 9% TRS	6,516	Bd Pd 9% TRS	6,706	Bd Pd 9% TRS	6,805	Bd Pd 9% TRS	6,899
	Total Salary	71,150	Total Salary	72,397	Total Salary	74,508	Total Salary	75,616	Total Salary	76,655
30	Salary	65,660	Salary	66,795	Salary	68,748	Salary	69,756	Salary	70,702
	Bd Pd 9% TRS	6,494	Bd Pd 9% TRS	6,606	Bd Pd 9% TRS	6,799	Bd Pd 9% TRS	6,899	Bd Pd 9% TRS	6,992
	Total Salary	72,154	Total Salary	73,401	Total Salary	75,547	Total Salary	76,655	Total Salary	77,694

Licensed Educator Salary Schedule 2025-2026

The Licensed Educator Salary Schedule listed above is based on 180 days.

TRS Contributions paid by Employer will be paid on full salary at 9% with a factor of 1.098901 for 2025-2026.

Individuals employed detailed in 11.1 and 11.4 shall receive a special stipend in addition to base salary.

Pre-Vocational Coordinator	\$20 /day	Bd Pd 9% TRS	\$356
School Psychologist	\$88 /day	Bd Pd 9% TRS	\$1,567
School Social Worker	\$49 /day	Bd Pd 9% TRS	\$872
Speech-Language Pathologist	\$49 /day	Bd Pd 9% TRS	\$872
Special Education Teacher	\$28 /day	Bd Pd 9% TRS	\$498

***Total Salary Example:**

Speech-Language Pathologist ~ MS ~ Step 1 ~ 180 days

Salary:	\$41,588	Bd Pd 9% TRS on Salary:	\$4,113	Stipend:	\$8,820	Bd Pd 9% TRS on Stipend:	\$872	=	Total Salary:	\$55,393
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APPENDIX B

Licensed Medical Salary Schedule 2023-2024

STEP	BS		BS+16		MS		MS+16		MS+32	
1	Salary	41,162	Salary	42,251	Salary	43,372	Salary	44,341	Salary	45,249
2	Salary	41,859	Salary	42,992	Salary	44,126	Salary	45,133	Salary	46,077
3	Salary	42,772	Salary	43,905	Salary	45,069	Salary	46,077	Salary	47,021
4	Salary	43,685	Salary	44,817	Salary	46,013	Salary	47,021	Salary	47,966
5	Salary	44,596	Salary	45,730	Salary	46,958	Salary	47,966	Salary	48,908
6	Salary	45,510	Salary	46,644	Salary	47,902	Salary	48,908	Salary	49,854
7	Salary	46,422	Salary	47,556	Salary	48,847	Salary	49,854	Salary	50,797
8	Salary	47,335	Salary	48,469	Salary	49,790	Salary	50,797	Salary	51,743
9	Salary	48,249	Salary	49,380	Salary	50,736	Salary	51,743	Salary	52,686
10	Salary	49,161	Salary	50,293	Salary	51,679	Salary	52,686	Salary	53,630
11	Salary	50,075	Salary	51,207	Salary	52,623	Salary	53,630	Salary	54,574
12	Salary	50,988	Salary	52,119	Salary	53,568	Salary	54,574	Salary	55,518
13	Salary	51,899	Salary	53,032	Salary	54,512	Salary	55,518	Salary	56,463
14	Salary	52,812	Salary	53,944	Salary	55,457	Salary	56,463	Salary	57,407
15	Salary	53,724	Salary	54,857	Salary	56,399	Salary	57,407	Salary	58,351
16	Salary	54,638	Salary	55,771	Salary	57,343	Salary	58,351	Salary	59,296
17	Salary	55,551	Salary	56,683	Salary	58,289	Salary	59,296	Salary	60,240
18	Salary	56,463	Salary	57,596	Salary	59,232	Salary	60,240	Salary	61,184
19	Salary	57,376	Salary	58,509	Salary	60,177	Salary	61,184	Salary	62,128
20	Salary	58,289	Salary	59,421	Salary	61,120	Salary	62,128	Salary	63,073
21	Salary	59,201	Salary	60,335	Salary	62,066	Salary	63,073	Salary	64,017
22	Salary	60,113	Salary	61,248	Salary	63,009	Salary	64,017	Salary	64,960
23	Salary	61,026	Salary	62,160	Salary	63,953	Salary	64,960	Salary	65,904
24	Salary	61,939	Salary	63,073	Salary	64,898	Salary	65,904	Salary	66,849
25	Salary	62,852	Salary	63,984	Salary	65,842	Salary	66,849	Salary	67,793
26	Salary	63,765	Salary	64,898	Salary	66,787	Salary	67,793	Salary	68,737
27	Salary	64,678	Salary	65,810	Salary	67,729	Salary	68,737	Salary	69,681
28	Salary	65,590	Salary	66,723	Salary	68,675	Salary	69,681	Salary	70,626
29	Salary	66,501	Salary	67,636	Salary	69,620	Salary	70,626	Salary	71,571
30	Salary	67,415	Salary	68,548	Salary	70,562	Salary	71,571	Salary	72,514

Licensed Medical Salary Schedule 2023-2024

The Licensed Medical Salary Schedule listed above is based on 180 days.

The Therapist Assistants (COTA/PTA) will be compensated at 80% of the BS level column.

Individuals employed detailed in 11.1 and 11.4 shall receive a special stipend in addition to base salary.

Physical Therapist **\$145 /day**

Occupational Therapist **\$85 /day**

Licensed Medical Salary Schedule 2024-2025

STEP	BS		BS+16		MS		MS+16		MS+32	
1	Salary	41,884	Salary	43,018	Salary	44,153	Salary	45,161	Salary	46,106
2	Salary	42,603	Salary	43,730	Salary	44,890	Salary	45,893	Salary	46,832
3	Salary	43,325	Salary	44,497	Salary	45,671	Salary	46,713	Salary	47,689
4	Salary	44,269	Salary	45,442	Salary	46,647	Salary	47,689	Salary	48,666
5	Salary	45,214	Salary	46,386	Salary	47,623	Salary	48,666	Salary	49,645
6	Salary	46,157	Salary	47,331	Salary	48,602	Salary	49,645	Salary	50,620
7	Salary	47,103	Salary	48,276	Salary	49,579	Salary	50,620	Salary	51,598
8	Salary	48,047	Salary	49,221	Salary	50,557	Salary	51,598	Salary	52,575
9	Salary	48,992	Salary	50,165	Salary	51,532	Salary	52,575	Salary	53,553
10	Salary	49,937	Salary	51,109	Salary	52,512	Salary	53,553	Salary	54,530
11	Salary	50,882	Salary	52,053	Salary	53,487	Salary	54,530	Salary	55,507
12	Salary	51,828	Salary	52,999	Salary	54,464	Salary	55,507	Salary	56,484
13	Salary	52,772	Salary	53,944	Salary	55,443	Salary	56,484	Salary	57,461
14	Salary	53,715	Salary	54,888	Salary	56,419	Salary	57,461	Salary	58,439
15	Salary	54,660	Salary	55,833	Salary	57,398	Salary	58,439	Salary	59,416
16	Salary	55,605	Salary	56,777	Salary	58,373	Salary	59,416	Salary	60,393
17	Salary	56,550	Salary	57,723	Salary	59,350	Salary	60,393	Salary	61,371
18	Salary	57,495	Salary	58,667	Salary	60,330	Salary	61,371	Salary	62,348
19	Salary	58,439	Salary	59,612	Salary	61,305	Salary	62,348	Salary	63,325
20	Salary	59,384	Salary	60,556	Salary	62,283	Salary	63,325	Salary	64,302
21	Salary	60,330	Salary	61,501	Salary	63,259	Salary	64,302	Salary	65,280
22	Salary	61,273	Salary	62,447	Salary	64,239	Salary	65,280	Salary	66,257
23	Salary	62,217	Salary	63,391	Salary	65,214	Salary	66,257	Salary	67,234
24	Salary	63,162	Salary	64,336	Salary	66,191	Salary	67,234	Salary	68,211
25	Salary	64,106	Salary	65,280	Salary	67,169	Salary	68,211	Salary	69,189
26	Salary	65,052	Salary	66,224	Salary	68,146	Salary	69,189	Salary	70,166
27	Salary	65,997	Salary	67,169	Salary	69,124	Salary	70,166	Salary	71,143
28	Salary	66,941	Salary	68,114	Salary	70,100	Salary	71,143	Salary	72,120
29	Salary	67,886	Salary	69,058	Salary	71,078	Salary	72,120	Salary	73,098
30	Salary	68,829	Salary	70,003	Salary	72,056	Salary	73,098	Salary	74,076

Licensed Medical Salary Schedule 2024-2025

The Licensed Medical Salary Schedule listed above is based on 180 days.

The Therapist Assistants (COTA/PTA) will be compensated at 80% of the BS level column.

Individuals employed detailed in 11.1 and 11.4 shall receive a special stipend in addition to base salary.

Physical Therapist	\$145 /day
Occupational Therapist	\$85 /day

Licensed Medical Salary Schedule 2025-2026

STEP	BS		BS+16		MS		MS+16		MS+32	
1	Salary	42,624	Salary	43,752	Salary	44,912	Salary	45,915	Salary	46,854
2	Salary	43,140	Salary	44,309	Salary	45,477	Salary	46,515	Salary	47,489
3	Salary	43,881	Salary	45,042	Salary	46,237	Salary	47,270	Salary	48,237
4	Salary	44,624	Salary	45,832	Salary	47,041	Salary	48,114	Salary	49,120
5	Salary	45,597	Salary	46,805	Salary	48,046	Salary	49,120	Salary	50,126
6	Salary	46,570	Salary	47,778	Salary	49,052	Salary	50,126	Salary	51,134
7	Salary	47,542	Salary	48,751	Salary	50,060	Salary	51,134	Salary	52,139
8	Salary	48,516	Salary	49,725	Salary	51,066	Salary	52,139	Salary	53,146
9	Salary	49,489	Salary	50,698	Salary	52,073	Salary	53,146	Salary	54,153
10	Salary	50,461	Salary	51,670	Salary	53,078	Salary	54,153	Salary	55,160
11	Salary	51,436	Salary	52,642	Salary	54,087	Salary	55,160	Salary	56,166
12	Salary	52,408	Salary	53,615	Salary	55,092	Salary	56,166	Salary	57,173
13	Salary	53,383	Salary	54,589	Salary	56,098	Salary	57,173	Salary	58,179
14	Salary	54,355	Salary	55,562	Salary	57,106	Salary	58,179	Salary	59,185
15	Salary	55,327	Salary	56,535	Salary	58,112	Salary	59,185	Salary	60,193
16	Salary	56,300	Salary	57,508	Salary	59,120	Salary	60,193	Salary	61,199
17	Salary	57,273	Salary	58,480	Salary	60,124	Salary	61,199	Salary	62,205
18	Salary	58,247	Salary	59,455	Salary	61,131	Salary	62,205	Salary	63,212
19	Salary	59,220	Salary	60,427	Salary	62,139	Salary	63,212	Salary	64,219
20	Salary	60,193	Salary	61,400	Salary	63,144	Salary	64,219	Salary	65,225
21	Salary	61,165	Salary	62,373	Salary	64,152	Salary	65,225	Salary	66,231
22	Salary	62,139	Salary	63,346	Salary	65,157	Salary	66,231	Salary	67,239
23	Salary	63,111	Salary	64,320	Salary	66,166	Salary	67,239	Salary	68,245
24	Salary	64,084	Salary	65,293	Salary	67,171	Salary	68,245	Salary	69,251
25	Salary	65,057	Salary	66,266	Salary	68,177	Salary	69,251	Salary	70,257
26	Salary	66,030	Salary	67,239	Salary	69,184	Salary	70,257	Salary	71,265
27	Salary	67,004	Salary	68,210	Salary	70,191	Salary	71,265	Salary	72,271
28	Salary	67,977	Salary	69,184	Salary	71,198	Salary	72,271	Salary	73,277
29	Salary	68,949	Salary	70,157	Salary	72,203	Salary	73,277	Salary	74,283
30	Salary	69,922	Salary	71,130	Salary	73,211	Salary	74,283	Salary	75,291

Licensed Medical Salary Schedule 2025-2026

The Licensed Medical Salary Schedule listed above is based on 180 days.

The Therapist Assistants (COTA/PTA) will be compensated at 80% of the BS level column.

Individuals employed detailed in 11.1 and 11.4 shall receive a special stipend in addition to base salary.

Physical Therapist **\$145 /day**

Occupational Therapist **\$85 /day**

APPENDIX C

Licensed Educational Support Personnel Salary Schedules 2023-2026

STEP	2023-2024	2024-2025	2025-2026
1	16.95	17.29	17.55
2	17.27	17.55	17.80
3	17.62	17.88	18.07
4	17.96	18.23	18.42
5	18.30	18.59	18.78
6	18.65	18.94	19.15
7	18.99	19.30	19.51
8	19.33	19.66	19.88
9	19.68	20.01	20.24
10	20.02	20.37	20.61
11	20.36	20.72	20.98
12	20.71	21.08	21.34
13	21.05	21.43	21.71
14	21.39	21.79	22.07
15	21.74	22.14	22.44
16	22.08	22.50	22.81
17		22.85	23.17
18			23.54

If a paraprofessional's assignment requires an LPN or RN, the salary will be \$3.50 per hour above the salary in the corresponding cell in the schedule. Experience will be determined by the Director.