

**AGREEMENT**

**Between**

**Illini Central Community Unit District #189**

**and**

**The Illini Central Education Association/IEA/NEA**

~~2022-2023~~2025-26

~~2023-2024~~2026-27

~~2024-2025~~2027-28

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## **ARTICLE I**

### **RECOGNITION**

The Board of Education of Illini Central Community Unit District #189, hereinafter referred to as the "Board," recognizes the Illini Central Education Association/IEA/NEA, hereinafter referred to as the "Association," as the exclusive negotiating agent for all regularly employed full and part-time certified teaching personnel, instructional coaches, including counselor(s), and area specialist(s), hereinafter referred to as "teachers," except for the superintendent, principals, director of support services and teacher's aides.

The Board agrees not to negotiate with any other teachers' organization, individual teacher, or group of teachers with regard to hours, wages, and working conditions unless otherwise provided for in this Agreement or unless mutually agreed to by the parties during the term of this Agreement.

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 herein defined.

## **ARTICLE II**

### **NEGOTIATIONS PROCEDURE**

- 2.1 The parties shall commence bargaining for a successor agreement on or before March 15 and shall bargain as per the Illinois Educational Labor Relations Act and its Rules and Regulations.
- 2.2 It is agreed that the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) if either party to this agreement declares impasse. Should FMCS be unavailable, the parties shall immediately commence discussions as to a replacement. In the event that the parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board shall be notified.
- 2.3 Ground rules for negotiations shall be determined prior to negotiations commencing.
- 2.4 Both parties agree that it is their mutual responsibility to make proposals, consider proposals, make counter-proposals, and to seek tentative agreements. Tentative agreements shall be reduced to writing and initialed by the spokespersons of the respective teams at the meeting the tentative agreement is reached, and final tentative agreements shall be submitted to the Association for ratification and subsequently to the Board of Education.

## ARTICLE III

### GRIEVANCE PROCEDURE

#### **3.1 Definitions**

Any claim by any teacher or the Association that there has been a violation, misinterpretation, or misapplication of the terms of this agreement shall be a grievance.

All time limits consist of school days. When a grievance is submitted fewer than ten (10) days before the close of the current school terms, time limits shall be doubled and shall consist of all weekdays.

#### **3.2 Procedures**

The parties hereto acknowledge that it is usually most desirable for a teacher and the teacher's immediately involved supervisor to resolve problems through free and informal communications. When requested by a teacher, an Association representative may accompany the teacher to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the teacher or the Association, a grievance may be processed as follows:

STEP 1 – In the event a problem cannot be resolved informally, the grievant shall file a grievance within thirty (30) days of the event giving rise to the grievance, or the grievant's knowledge of the same, whichever is later, in writing, to the immediately involved supervisor, who shall arrange for a meeting to take place within six (6) days of the receipt of the grievance. This meeting shall include the grievant and immediate supervisor and may include an Association representative. Within six (6) days of the meeting, the grievant shall be provided with the supervisor's written response, including the reasons for the decisions.

STEP 2 – If the grievance is not resolved in Step 1, then the grievant may refer the grievance to the superintendent within six (6) days after the receipt of the Step 1 answer. The superintendent shall arrange with the grievant for a meeting to take place within six (6) days of the superintendent's receipt of the appeal. Such meeting shall include the grievant and the superintendent and may include the Association representative. Within six (6) days of the meeting, the grievant shall be provided with the superintendent's written response, including the reasons for the decision.

STEP 3 – If the grievant is not satisfied with the disposition of the grievance in Step 2, then the grievant may request the Association to submit the grievance to final and binding arbitration through the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the Step 2 answer, then the grievance shall be deemed withdrawn.

The arbitrator shall have no power over the terms of this Agreement.

- 3.3 If the Association and the superintendent agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.
- 3.4 If the superintendent and the Association agree, a grievance may be submitted directly to arbitration.
- 3.5 Class grievances involving one (1) or more teachers or one or more supervisors, and grievances involving an administrator above the building level may be initially filed by the Association at Step 2.

- 3.6 The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any level, and no teacher shall be required to discuss any grievance if the Association's representative is not present.
- 3.7 When a teacher is not represented by the Association, the Association shall reserve the right to have its representative present to state its views at any stage of grievance procedure.
- 3.8 The Board and the Administration shall cooperate with the Association in the investigation of any grievance.
- 3.9 No reprisals shall be taken by the Board or the Administration against any teacher because of the teacher's participation in a grievance.
- 3.10 Should the grievance investigation and/or arbitration hearing be held during the teacher's work day, and released time be required by mutual consent, the grievant shall be given release time.
- 3.11 All records related to a grievance shall be filed separately from the personnel files of the teachers.
- 3.12 A grievance may be withdrawn at any level without establishing precedent.
- 3.13 The fees and expenses of the arbitrator shall be shared equally by the parties

## ARTICLE IV

### ASSOCIATION RIGHTS

- 4.1 Except in case of emergency, the President of the Association or the President's designee shall be given written notice of all regular and special meetings of the Board, together with a copy of the agenda or statement of purpose of each meeting at least twenty-four (24) hours prior to the scheduled time of the meeting.
- 4.2 A copy of the unapproved minutes of each special and regular Board of Education meeting shall be ~~posted on the District's website~~shared with staff via email within two (2) work days of ~~the secretary to the Board of Education~~days of the meeting.
- 4.3 The Association may purchase up to three (3) days of Association Leave to be used for business pertinent to the Association's affairs. This leave shall be taken in no less than one (1) period increments. The price shall be the cost of a substitute.
- 4.4 The Association shall have the right to reasonable use of school buildings for official Association meetings, provided that such facilities are available and forty-eight (48) hours' notice has been given to the building principal or superintendent. Additional costs shall be paid by the Association.
- 4.5 The Association shall have the right to post notices of activities and matters of Association concern in designated elementary, middle school and high school areas. The Association may use the teacher mailboxes or District email for communication with bargaining unit members.
- 4.6 When any employee is required to appear before a building administrator, central office administrator and/or the Board concerning any matter in which discipline shall result, the employee shall be entitled to have a representative of the Association present.
- 4.7 The Board shall notify the Association President of proposed revisions to education policy prior to the first reading of any such revisions. The Board shall consider Association input on matters of reorganization or revision of education policy.



## ARTICLE V

### EVALUATION AND PERSONNEL FILE

- 5.1 All non-tenured teachers shall be evaluated at least once per year, ~~and tenured teachers shall be evaluated at least once every other year. Tenured teachers who have received a proficient or excellent will be evaluated at least as frequently as required by law after the receipt of the rating.~~ Tenured teachers who have received a rating of needs improvement or unsatisfactory will be evaluated at least once in the school year following that evaluation. An evaluation will consist of two (2) observations and a write-up. Teachers under evaluation will be notified three (3) school days prior to pre- and post-conferences dates. The administrator has the right to make informal observations. In the event of a rescheduled observation, a teacher does not have to resubmit pre-observation paperwork. Any evidence gathered during an informal observation that will be used in the evaluation shall be reduced to writing and released to the teacher. All written evaluations shall be returned to the teacher within ten (10) school days.

The PERA Joint Committee, made up of both district and ICEA members, will continue to meet at least annually to gather information and collect input from administration and members concerning the evaluation process. Either party may convene the committee but both parties must bring equal numbers of members to the table. The committee will utilize any information provided by staff and/or administration to monitor, amend and sustain the Danielson Evaluation process as utilized in Illini Central CUSD #189. It is the expectation that the district and ICEA will continue the work of the PERA Joint Evaluation Committee as an oversight and review committee throughout the life of the contract. Both parties agree that evaluations shall be performed in accordance with the Illinois Performance Evaluation and Reform Act and will follow the procedures established by the Joint Evaluation Committee.

- 5.2 A teacher shall receive written notification when a document is placed in his/her personnel file. Said notification shall be given within two (2) working days of document placement.

A teacher shall be allowed to place in his/her personnel file a written response to any document included in his/her personnel file.

- 5.3 An employee is entitled to one (1) printed copy of his/her personnel file per contract at no charge. Should a digital copy be requested by the employee, all documents shall be scanned and emailed to the employee at no charge.
- 5.4 An employee shall have the right to inspect his/her own personnel file within twenty-four (24) hours of a request.

## ARTICLE VI

### JOB SECURITY

6.1 The Board shall prepare, maintain, and post a seniority list according to area of qualification. The seniority list shall be updated and posted annually. A copy of the seniority list and subsequent revisions shall be furnished to the Association. A Sequence of Dismissal (SOD) list shall be provided to the Association at least seventy-five (75) calendar days prior to the last day of the school term.

6.2 Any employee may apply for a vacant position in the District for which they are qualified. All applications shall be in writing and submitted to the building Principal and the Superintendent.

A teacher may make a written request to the superintendent or his/her designee for consideration of a new assignment or transfer within the District. All copies of a teacher's request for a new assignment or to fill a vacancy shall be deemed filed with the Board and available for Board review and consideration.

~~6.3~~ Vacancies in existing or newly-created certified positions shall be posted online and internally ~~for three~~  
6.3 ~~(3) calendar days before posting online. The position shall be posted~~ for a total of ten (10) calendar days before being filled.

Qualified applicants from the existing staff shall be considered before any staff member is involuntarily assigned to such vacancy.

6.4 If an in-district applicant is not chosen for the position, the applicant may request a conference with the superintendent, and the applicant will be given reason for not being selected.

6.5 Reduction in force shall be in accordance with Illinois School Code, 105 ILCS 5/24-12.

Tie-breakers shall be as follows: (1) years of seniority in the District; (2) total years of seniority teaching; (3) education hours past a bachelor's degree; (4) drawing of lots.

#### 6.6 **Involuntary Transfers for Teachers**

Prior to the involuntary transfer of a teacher due to the changes in the number of sections in a particular grade, the building principal will seek volunteers. There is no guarantee that a volunteer will be placed in the position. If no one volunteers, the superintendent and the building principal will meet with all teachers of affected grade levels in a group meeting to decide the best possible course of action. The board retains its authority to make the final decision regarding the involuntary transfer of any employee.

## ARTICLE VII

### LEAVES OF ABSENCE

#### 7.1 Sick Leave

~~Fourteen (14) sick leave days shall be granted per year, with no limit on accumulation.~~

~~All full-time teachers shall be granted sick leave based on the following criteria:~~

~~0-9 years of service in the district: fourteen (14) days of sick leave annually~~

~~10-15 years of service in the district: sixteen (16) days of sick leave annually~~

~~16-19 years of service in the district: seventeen (17) days of sick leave annually~~

~~20 or more years of service in the district: eighteen (18) days of sick leave annually~~

“Sick leave” shall be interpreted to mean personal illness, mental or behavior health complications, quarantine at home, birth, adoption, placement for adoption, acceptance of a child in need of foster care, serious illness or death in the household or in the immediate family. Immediate family shall include one’s spouse, children, parent, brother, sister, grandparent, niece, nephew, grandchildren, parents-in-law, brother-in-law, sister-in-law, and guardian—including blended family members and other persons regularly residing in the household of the employee.

~~7.1.1 Sick Leave Bonus: At the end of the contractual year if an employee uses five (5) or fewer sick days, they shall receive a bonus of one (1) additional sick day or \$250.00 to be paid in the pay period following the last day of the school year. Employees who have tendered a letter of retirement shall not be eligible for the cash option bonus.~~

~~7.1.2~~ 7.1.1 **Options at Retirement:** On the next regular payroll following retirement or the receipt of the last paycheck, whichever last occurs, a teacher who has a minimum of twenty (20) years of total teaching service can choose to receive compensation for the number of accrued unused sick leave days in excess of three hundred forty (340) days which are creditable and acceptable to TRS or donate any days in excess of 340 to the Sick Leave Bank. Compensation for these unused sick days will be at a rate of \$75.00 per day. However, no days earned prior to employment in the District for retirement purposes acceptable by TRS shall be reimbursed by the District.

#### 7.2 Personal Days

Three (3) personal days shall be granted to every teacher per year. Personal days shall be approved by the building principal no later than two (2) days prior to the date selected. No more than two (2) teachers per building shall be granted personal days on the same day. In emergency cases, special permission shall be granted by the principal. Should a personal day be denied, a reason shall be given to the employee.

Should an employee not use all of their personal days, they may either roll them into sick days or cash them out at a rate of \$125/day to be paid in the pay period following the last day of the school year. Employees who have tendered a letter of retirement shall not be eligible for the cash option bonus.

A teacher hired on a part-time basis shall be awarded personal and sick days on a pro-rated basis.

All sick days and personal days shall be taken in increments of not less than one-fourth (1/4) day at a time. One-fourth (1/4) of a day will be defined as one (1) hour and forty-five (45) minutes.

### **7.3 Bereavement Leave**

Each teacher shall be granted three (3) days per death as bereavement leave with no deduction from accumulated sick leave or personal leave. Days shall be utilized in the event of a death in the employee's immediate family. Immediate family shall include one's spouse, children, parent, brother, sister, grandparent, aunt, uncle, niece, nephew, grandchildren, guardian, mother-in-law, father-in-law, sister-in-law, and brother-in-law including blended family members. . Should there be a student death, employees who are currently teaching that student shall receive one (1) bereavement day to attend services. These days do not accumulate.

### **7.4 Child Care Leave**

Child care leave without pay shall be granted upon request for up to one (1) year, with due consideration for natural breaks in the school year. In all cases, including adoption, a teacher shall be granted an unpaid child care leave, the duration of which shall be as mutually agreed upon between Administration and the teacher, with due consideration for natural breaks in the school year but in no event for a period longer than one (1) calendar year.

### **7.5 Leave of Absence Without Pay**

Leaves of absence without pay may be granted to tenured teachers in the District who desire to return to employment in a similar capacity at a time mutually agreed upon with the Board. Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave. Leaves of absence without pay for more than one (1) year may be granted to a tenured teacher according to the following conditions:

- (1) Written request for leave of absence without pay should be made at least ninety (90) days before the leave is desired, subject to approval by the Board. Should an emergency arise preventing a ninety (90) day notice, a shorter time period may be acceptable.
- (2) Dates of departure and return must be mutually acceptable to the Administration and employee and determined prior to initiating the request.
- (3) The teacher shall inform the superintendent in writing of his/her intent to return to a similar position no later than March 1. The District response shall be given within 10 school days regarding return.
- (4) Leave may be granted for: (a) advanced study leading to a degree in an approved university; (b) military service; (c) maternity, paternity, adoption, child-rearing; (d) other reasons acceptable to the Board.

### **7.6 Conferences and Professional Meetings**

Upon prior approval by the Superintendent, time shall be granted pursuant to administrative policy, and expenses shall be paid, for a teacher to attend conferences or professional meetings. Prior approval for expenses must be received, which shall be subject to limitations as established in the exclusive authority of the Superintendent. When approval is granted to attend a convention or professional meeting, the following policies shall prevail:

(1) Where more than one (1) staff member is attending a meeting, we encourage car pools. The driver shall be reimbursed at a rate not less than the Internal Revenue Service (IRS) rate at the beginning of each school year of this Agreement.

(2) Expense sheets are to be completed and turned in with receipts for hotel or motel and, when possible, receipts for meals, registration fees (excluding dues to organizations), and other expenses incurred. All expenses are subject to approval by the Administration.

### **7.7 Absence Due to Jury Duty or Subpoena**

An employee serving on a jury during his/her scheduled working hours shall receive his/her full salary and fringe benefits for time served on the jury along with the jury duty pay. The employee must provide a copy of the jury duty check to the District for proof of service.

When subpoenaed for a job-related appearance during his/her scheduled working hours, an employee shall receive his/her full salary and fringe benefits. The employee must provide proof of court appearance.

### **7.8 Sick Leave Bank**

Any bargaining unit member covered under the terms of this contract shall be eligible to participate in the VOLUNTARY Sick Leave Bank. The bank may only be used for a prolonged illness, a grave or extraordinary medical condition, or a catastrophic injury suffered by a teacher, or that teacher's significant other or child, that is a member of the sick leave bank. A person will be eligible to apply for sick leave benefits beginning with the fourth (4th) consecutive unpaid day after the employee has exhausted all of his/her leave as required in the paragraphs numbered 1 and 2 below. The individual also agrees to abide by all accords included in this section.

1. All accrued personal and vacation days shall be used before eligibility to request sick bank days.
2. No employee shall be required to use more than 2x their annual allotment in order to be eligible. For example, an employee who earns 14 sick days at the beginning of the current school year shall be required to use 28 sick days from those the employee has accrued and saved.

Certified personnel or designated representative of the teacher shall contact in writing the Governing Committee with two (2) days' advance notice prior to the need to draw upon the Bank.

All full-time members of the bargaining unit may join the sick leave bank, and only members of the sick leave bank are eligible to use days from the bank.

The last day to join the sick leave bank shall be two (2) weeks after the start of the school year, or two (2) weeks after a full-time certified staff member is employed. Membership is on a school year basis.

Each new employee electing to participate in the bank shall contribute one (1) sick day to the sick

bank. In case of depletion of the sick leave bank below 200 days all employees enrolled will automatically have one (1) sick day deducted and added to the sick bank. The bookkeeper will notify all members of the sick bank in writing of the depletion of sick bank days and that an automatic one (1) sick day will be taken out of their personal sick days on said date that it will occur.

An employee may be eligible to draw a maximum of forty (40) days in one (1) school year and a maximum of one hundred eighty (180) days during his/her employment in the District. An employee must notify in writing the Sick Leave Bank Committee and the Superintendent or his/her designee at least five (5) working days before returning to work. A Governing Committee made up of three (3) teachers elected by all teachers and two (2) administrators appointed by the Board, shall act in all matters of interpretation of use of the sick leave bank. All decisions must be made by a majority vote of the committee.

There will be no repayment of days requested of those employees who use the Bank.

Any retiring member of the sick bank may donate a maximum of thirty (30) days of his/her unused sick days to the sick bank.

The voluntary sick leave bank shall not be subject to the grievance procedure contained in this Agreement.

## ARTICLE VIII

### WORKING CONDITIONS

- 8.1 Tentative teaching assignments shall be given by the last day of the current school year. If a change in a teaching assignment is necessary, every attempt shall be made to notify the teacher at least thirty (30) days prior to the school's starting.
- 8.2 No full-time teacher in grades 5 and below shall average fewer than two hundred and fifty (250) minutes of preparation time per five (5) day week in increments of no less than twenty-five (25) minutes. No full-time teacher in grades 6-12 shall have fewer than one (1) class period of preparation time per day. In addition, each teacher shall have thirty (30) uninterrupted, duty-free minutes of lunchtime daily.

Each teacher shall be scheduled for a period of time during each student day for preparation and planning. For purposes of this Agreement, preparation and planning time shall occur within the building where the teacher is employed. Except for evaluation and discipline meeting, a teacher's planning time will not be interrupted with meetings or conferences unless the teacher agrees. If a teacher needs to attend an IEP meeting during their planning time, they will be compensated as outlined in 9.12. Teachers needing to leave during their preparation period must approve it with the building administrator and sign out.

- 8.3 In determining placement on the salary schedule, after receiving a Master's Degree, twelve (12) hours of Administrative pre-approved external workshops equals one (1) hour of college credit.

A transcript of credits, or a copy of a request for a transcript and a grade slip, which may cause a teacher to change status on the salary schedule academic advancement column (lane) must be filed with the superintendent by September 1. Then a new individual Data Check Sheet shall be issued, effective the following pay period.

- 8.4 No teacher shall be required to transport students in his/her personal automobile.
- 8.5 Qualified personnel shall be placed in their areas of discipline in accordance with Illinois State board of Education regulations.
- 8.6 A contractual day shall be defined as seven and one-half (7 1/2) consecutive hours as determined by the building principal.

The contractual year shall consist of 180 teacher work days.

- 8.7 While the Board of Education is very concerned about providing quality education, which includes class size, determination of class size remains an administrative decision. Teachers are encouraged to bring problems relative to class size to the Board's attention so the matter can be reviewed.

~~8.8 A telephone shall remain in each building in the teacher lounge or workroom.~~

- 8.98.8 A calendar committee consisting of three (3) representatives (one from each building) selected by the Association shall meet with the superintendent by February of each year to review possible calendars for the following year.

#### 8.108.9 **Mentoring Program**

The Board shall create a new teacher induction and mentoring program, consistent with Article 21A of the School Code. Beginning teachers shall be assigned a mentor for their first two (2) years with the following conditions:

- a. The mentor shall be paid Four Hundred and 00/100 Dollars (\$400.00) per year. No mentor shall have more than one (1) mentee each year unless all available mentors are already assigned a mentee.
- b. The mentor and new teacher shall meet monthly. A log of meeting dates and topics shall be kept by the mentor and submitted to the mentoring coordinator for verification. The number and length of mentor-new teacher meetings will be determined by the mentoring plan and guidelines.
- c. Every effort shall be made that the mentor shall be a tenured teacher.
- d. No teacher shall be required to be a mentor.
- e. The mentor shall have no part in the evaluation of the new teacher.
- f. Mentor Coordinators (one from grade school and one from middle school/high school), this will be an advertised position, with selection by the building principal.
- g. The District shall provide coverage allowing the mentor to observe the mentee for one (1) class period two (2) times during each semester at a different time of the day each time. The district shall provide coverage allowing the mentee to observe the mentor or other district teacher for (1) class period two (2) times during each semester at a different time of the day or different class each time pending the availability of a substitute teacher..



## ARTICLE IX

### SALARY AND FRINGE BENEFITS

#### 9.1 **Deductions**

The School District shall, at the individual teacher's request, deduct from his/her salary, tax sheltered annuities, credit union, and family coverage for the District's existing health insurance plan.

9.1.1 The Board of Education shall deduct dues in equal installments as authorized by each teacher on or before October 1st annually. Membership status and form of payment shall continue from year to year unless revoked and/or changed by the employee.

9.1.2 Deductions will be made beginning with the October paycheck and ending with the following June paycheck for a total of seventeen (17) installments. All dues deducted shall be remitted to the assigned representative of the Association no later than ten (10) calendar days after such deductions are made.

9.1.3 Any requests to revoke dues deduction authorization shall be reported to the Association prior to the next pay period.

#### 9.2 **TRS**

In addition to the salary paid according to the salary schedule and extracurricular schedule, the Board shall pick up and pay on behalf of each teacher 9.098901% of the teacher's taxable earnings toward the employee's contribution to the Teachers' Retirement System, which amount equals the additive factor of the current nine percent (9.0%) teacher contribution.

#### 9.3 **New Hire Orientation Pay**

New hires shall be compensated at an hourly rate of twenty-five dollars (\$25) for any time spent at the District for orientation or training prior to the beginning of the contract year.

#### 9.4 **New Hire Coaching Pay**

New hires with coaching duties that begin prior to the beginning of the school year shall be paid in the same manner as salary is paid--either annualized or as a lump sum at the conclusion of the specific activity/season.

#### 9.5 **Paydays**

A teacher shall be paid on the 5<sup>th</sup> and 20<sup>th</sup> days of the month, unless these days fall on a holiday, a Saturday, or a Sunday. In those cases a teacher shall be paid on the last school day preceding the holiday.

#### 9.6 **Life Insurance**

The Board shall pay on behalf of each full-time teacher and any regularly employed teacher who teaches on a half-time basis or greater the individual coverage premium toward a Twenty-Five Thousand and 00/100 Dollars (\$25,000.00) term life insurance and dismemberment policy.

## 9.7 **Health Insurance**

For the duration of the Agreement the Board will provide for each teacher a health insurance plan, which shall include major medical and hospitalization. The Board shall pay ninety percent (90%) of the monthly premium of the major medical and hospitalization plan for each year of this contract.

A dental plan shall be available to all teachers and paid for those not electing to take health insurance.

The Board agrees to work with a committee of the Association to select the carrier and policy. An insurance committee consisting of three (3) Association appointed teachers, two (2) non-certified employees selected by that group, all of whom must be enrolled in the District's health insurance plan, two (2) members of the Board of Education, and the unit bookkeeper shall meet to make recommendations concerning the insurance coverage. ~~including reviewing benefits, establishing premiums and deductibles and soliciting bids. The meeting schedule, bylaws and other rules governing this committee will be developed by the committee. The committee will operate under Robert's Rules of Order.~~ The district superintendent shall be a non-voting member of the committee. In the event the Board rejects a recommendation of the insurance committee, the parties agree to reopen this provision of the Agreement for the purposes of bargaining the change.

## 9.8 **College Credit Reimbursement**

The Board shall reimburse each teacher two hundred and 00/100 dollars (\$200) for each additional semester hour of college credit, subject to approval by the superintendent or his/her designee. The District shall cap the annual total reimbursement amount at \$18,000.. In order to be reimbursed, a teacher must acquire an "A" or "B" final grade, and the curriculum of the class must be education-based or related. The teacher will repay the district if the teacher leaves Illini Central CUSD #189 before one (1) year after receipt of the last reimbursement payment.

## 9.9 **Travel Reimbursement**

Each teacher required to travel at the request of the School District shall be reimbursed at a rate not less than the Internal Revenue System (IRS) rate at the beginning of each school year of this Agreement. In addition, time spent during the school day traveling shall be considered instructional time and shall not diminish any entitlement to pay, benefits, or working conditions enjoyed by members of the bargaining unit.

## 9.10 **Retirement Plan**

### 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 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 service 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 purposes of this Article, TRS creditable earnings shall be defined by TRS rules.

### 9.10.1 **Plans**

#### **A. One Year Plan**

If an eligible employee gives the Board an irrevocable letter of retirement prior to July 31, stating that he/she shall retire at the end of the next school year, the employee will be removed from the salary schedule and for the final year of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior year of employment.

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

#### **B. Two Year Plan**

If an eligible employee gives the Board an irrevocable letter of retirement prior to July 31, 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 July 31, 2022, stating he/she will retire on June 30, 2024. The employee's TRS creditable earnings for the 2021-22 school year were \$40,000.00. The employee's TRS creditable earnings for the 2022-23 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 2023-24 school year will be \$44,944.00 (i.e.,  $\$42,400.00 \times 1.06 = \$44,944.00$ ).

#### **C. Three Year Plan**

If an eligible employee gives the Board an irrevocable letter of retirement prior to July 31, three (3) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final three (3) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

**Example:** An employee gives his/her irrevocable letter of retirement prior to July 31, 2022, stating he/she will retire on June 30, 2025. The employee's TRS creditable earnings for the 2021-22 school year were \$40,000.00. The employee's TRS creditable earnings for the 2022-23 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 2023-24 school year will be \$44,944.00 (i.e.,  $\$42,400.00 \times 1.06 = \$44,944.00$ ). The employee's TRS creditable earnings for the 2024-25 school year will be \$47,640.64 (i.e.,  $\$44,944.00 \times 1.06 = \$47,640.64$ ).

#### **D. Four Year Plan**

If an eligible employee gives the Board an irrevocable letter of retirement prior to July 31, 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 July 31, 2022, stating he/she will retire on June 30, 2025. The employee's TRS creditable earnings for the 2021-22 school year were \$40,000.00. The employee's TRS creditable earnings for the 2022-23 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 2023-24 school year will be \$44,944.00 (i.e.,  $\$42,400.00 \times 1.06 = \$44,944.00$ ). The employee's TRS creditable earnings for the 2024-25 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 2025-26 school year will be \$50,499.08 (i.e.,  $\$47,640.64 \times 1.06 = \$50,499.08$ ).

#### **E. 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. The employee will not be paid for performing these duties and will sign a statement acknowledging the work shall be performed on a volunteer basis.

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 2021-2022 school year were \$43,000.00, of which \$3,000.00 was compensation for coaching basketball in 2021-2022. Under the employee's retirement plan, he/she would be scheduled to receive \$45,580.00 TRS creditable earnings for the 2022-2023 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 2022-2023 school year. The employee's TRS creditable earnings for the 2022-2023 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 or 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, or the teacher's salary will be adjusted appropriately to reflect the revocation of the Retirement Plan.

#### **F. Exemption**

The six (6%) capped Retirement Plan in no way excludes the retiring teacher from exceeding the six (6%) as a result of any and all current or future exemptions to the six (6%) cap as provided in the Illinois Pension Code and TRS rules and regulations.

### 9.10.2 Re-opener

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 parties agree to re-open this provision of the Agreement for purposes of bargaining the impact of the change.

### 9.11 Salary

The salary schedules for the length of this Agreement appear at the end of this document. The base on the schedule shall increase three and one half percent (3.5%) for ~~2022-23~~2025-26, three and one half percent (3.5%) for ~~2023-24~~2026-27, and three and a half percent (3.5%) for ~~2024-25~~2027-28. Those employees who have moved into Longevity (11+ years' experience) shall receive an increase to their base for each year of this contract at a rate of 5% each year.

Once moving into Longevity, employees shall receive only the increase in percentage bargained onto the prior year's creditable earnings and shall not receive step increments. Employees in Longevity shall receive the \$700 academic advancement column (lane) changes when earned after the raise on the base is calculated. For example,

If a teacher moves from 10 years' experience into Longevity (11+) in ~~2022-23~~ from the Bachelor's lane and earns 8 credit hours towards a Master's degree, their salary will be calculated as follows:  $\$45,195.26 \times 1.05 = \$47,455.02$ ; then  $\$47,455.02 + \$700 = \$48,155.02$ .

Any newly hired teacher with eleven (11) or more years of experience (in Longevity) shall be paid a salary corresponding to that of existing teachers with the same recognized experience and educational qualification. In no event shall a newly hired teacher be paid more than an existing teacher with the same recognized experience and educational qualifications. In the event there is no existing teacher who has the same recognized experience and educational qualifications as a newly hired teacher, the newly hired teacher's salary shall be determined by interpolation, i.e. the salary shall give proportionate recognition to the recognized experience and educational qualifications. Salaries which are determined by interpolation will be shared with the Association.

### 9.12 Substituting for Bargaining Unit Member

Any member of the bargaining unit, who during a preparation period, substitutes for another employee of the district, while such employee is unavailable, will be paid at the rate of thirty-five dollars (\$35) per class period in addition to the employee's regular pay.

If members of the bargaining unit are asked to substitute for another class in addition to their own, they shall receive internal sub pay of thirty-five dollars (\$35) per class period in addition to the employee's regular pay.

For any bargaining unit member who substitutes for another employee of the district and whose instructional duties are disrupted will be at the rate of thirty-five dollars (\$35) per class period in addition to the employee's regular pay. (Exclusion: Non-instructional supervisory duties do not apply to this clause, i.e. recess supervision, lunch supervision).

For the aforementioned circumstances, "class period" is defined as follows:

High School/Middle School Classroom Teacher-A class period is defined by the master schedule.  
Grade School Grade Level Classroom Teacher-A class period is defined as 60 minutes.  
For Grade School Specials Teachers (i.e. PE, Music, Art, and Tech)-A class period is defined as a class section.  
Counselors or Instructional Coaches will be treated as Classroom Teacher in the appropriate building  
Substitution for any amount of time during a class period will qualify as a full class period.

~~Any member of the bargaining unit who substitutes for another employee of the district, while such employee is unavailable, will be paid at the rate of twenty-five dollars (\$25) per period in addition to the employee's regular pay. Substitution for any amount of time during a class period will qualify as a full class period. Bargaining unit members will not be required to find their own substitutes when absent due to school-related activities. If members of the bargaining unit are asked to substitute for another class in addition to their own, they shall receive internal sub pay of twenty-five dollars (\$25).~~

**9.13 Compensation for Work Requested Outside the Contract Day**

Teachers requested to perform duties beyond their regular school day shall be paid at the rate of ~~twenty-five and 00/100 dollars (\$25.00)~~ thirty-five dollars (\$35) per hour, except for positions compensated on the extracurricular schedule, open houses, ~~music concerts, IEP meetings~~, parent-teacher conferences and ~~other meetings requested by parents, and~~ school emergencies.

**9.14 Compensation for Five or More Different Academic Classes to Prepare**

Any teacher in grades 6-12 who has 5 (five) or more different academic classes to prepare for will be given an additional stipend of four hundred and 00/100 dollars (\$400) each semester he or she has this additional preparation.

**9.15 Tuition Waiver for Employee Student**

Employees of the district who reside outside of district boundaries will be allowed to have their child(ren) attend Illini Central District #189 Schools at the same cost as employees and residents who reside in the district. This clause is dependent upon the approval of the ISBE waiver.

## ARTICLE X

### EFFECT OF AGREEMENT

#### **10.1 Complete Understanding**

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.

#### **10.2 Individual Contracts**

The terms and conditions of this Agreement shall be reflected in individual contracts or employment agreements.

#### **10.3 Savings Clause**

Should any article, section, or clause of this Agreement be declared illegal by a court or body of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, clauses shall remain in full force and effect.

#### **10.4 No Strike**

The Association agrees that it shall not, during the period of this Agreement, directly engage in a strike against the District.

#### **10.5 Board Authority and Management Rights**

It is the law of the State of Illinois that the determination and administration of school policy, the operation and management of the schools, and the direction of employees are vested exclusively in the Board. It is the duty of all employees to carry out the policies and regulations as stipulated by the Board. The decision of the Board of Education in matters pertaining to the determination and administration of school policy, the operation and management of the schools, and the direction of employees shall be final, except that the Board and the Association shall be required to bargain collectively with regards to policy matters directly affecting wages, hours, and terms and conditions of employment, as well as the impact thereon, upon request by the Association.

**10.6 Term of Agreement**

This Agreement shall be effective July 25, ~~2022~~2025, and shall continue in effect until July 25, ~~2025~~2028. This Agreement is signed this \_\_\_\_\_ day of \_\_, ~~2022~~2025.

In witness thereof:

For the Illini Central Education For the Board of Education Association/IEA/NEA School District #189

\_\_\_\_\_  
President

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Secretary



## Appendix 1 (A): Illini Central High School Extracurricular Salary Schedule

Base for ~~2022-2025~~2025-2028 is \$~~42,000~~45,000

### % of base

Years	1-3	4-6	7-9	10-12	13-15	16-20	21-25	26+
Band & Chorus	6.0	7.0	8.0	9.0	10.0	10.5	11.0	11.5
Baseball (Varsity and JV)	6.5	7.5	8.5	9.5	10.5	11.0	11.5	12.0
Baseball Assistant	4.0	5.0	6.0	7.0	8.0	8.5	9.0	9.5
Softball (Varsity and JV)	6.5	7.5	8.5	9.5	10.5	11.0	11.5	12.0
Softball Assistant	4.0	5.0	6.0	7.0	8.0	8.5	9.0	9.5
Basketball	10.0	11.0	12.0	13.0	14.0	14.5	15.0	15.5
Assistant Basketball	8.5	9.5	10.5	11.5	12.5	13.0	13.5	14.0
Cheerleading	3.5	4.5	5.5	6.5	7.5	8.0	8.5	9.0
FHA (FCCLA)	1.0	2.0	3.0	4.0	5.0	5.5	6.0	6.5
*FFA	16.0	17.0	17.5	18.0	18.5	19.0	19.5	20.0
*Assistant FFA	10.0	11.0	12.0	13.0	14.0	14.5	15.0	15.5
Golf	6.0	6.5	7.0	7.5	8.0	8.5	9.0	9.5
Assistant Golf	4.0	4.5	5.0	5.5	6.0	6.5	7.0	7.5
Illini Central Sports Network	10.0	11.0	12.0	13.0	14.0	14.5	15.0	15.5
Musical Director	3.0	4.0	5.0	6.0	7.0	7.5	8.0	8.5
Pep Band Director	3.0	4.0	5.0	6.0	7.0	7.5	8.0	8.5
Newspaper	1.0	2.0	3.0	4.0	5.0	5.5	6.0	6.5
Play Director	3.0	4.0	5.0	6.0	7.0	7.5	8.0	8.5
Pom Pon	2.5	3.5	4.5	5.5	6.5	7.0	7.5	8.0
Scholastic Bowl	3.0	4.0	5.0	6.0	7.0	7.5	8.0	8.5
Track (2)	5.5	6.5	7.5	8.5	9.5	10.0	10.5	11.0
<u>Assistant Track</u>	<u>4.0</u>	<u>5.0</u>	<u>6.0</u>	<u>7.0</u>	<u>8.0</u>	<u>8.5</u>	<u>9.0</u>	<u>9.5</u>
Volleyball	9.0	10.0	11.0	12.0	13.0	13.5	14.0	14.5
Assistant Volleyball	6.5	7.5	8.5	9.5	10.5	11.0	11.5	12.0
X-Country	6.0	6.5	7.0	7.5	8.0	8.5	9.0	9.5
Yearbook	4.0	5.0	6.0	7.0	8.0	8.5	9.0	9.5

### Stipends

Freshman/Sophomore Sponsor	\$350
Junior/Senior Sponsor	\$700
Concessions (2)	\$600
FCCLA	\$600
Art Club	\$600
Foreign Language	\$600
Homecoming per sponsor	\$600
Paw Print	\$600
Math Honor Society	\$600
National Honor Society	\$800
Science Club	\$600
Spanish Honor Society	\$600
Student Council	\$600
Interact Club Sponsor	\$500
Special Olympics	\$300

\* If the teacher applies for the 3 Circles Grant, the district will pay its share of the grant stipend, and the teacher will be removed from Appendix 1 table. If the teacher does not apply for the grant or the grant is

denied, the teacher will be placed on the appropriate cell of Appendix 1 table.

## **Appendix 1 (B): Illini Central Middle School Extracurricular Salary Schedule**

Base for ~~2022-2025~~2025-2028 is \$~~42,000~~45,000

Years	% of base							
	1-3	4-6	7-9	10-12	13-15	16-20	21-25	26+
Band	3.5	4.5	5.5	6.0	7.0	7.5	8.0	8.5
Basketball	8.5	9.5	10.5	11.5	12.5	13.0	13.5	14.0
Assistant Basketball	6.0	7.0	8.0	9.0	10.0	10.5	11.0	11.5
Baseball/Softball	4.5	5.5	6.5	7.5	8.5	9.0	9.5	10.0
Assistant Baseball/Softball	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5
Cheerleading	2.5	3.5	4.5	5.5	6.5	7.0	7.5	8.0
Scholastic Bowl	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5
Track (2)	6.0	6.5	7.0	7.5	8.0	8.5	9.0	9.5
Assistant Track	2.0	2.5	3.0	3.5	4.0	4.5	5.0	5.5
Vocal Music	2.5	3.5	4.5	5.5	6.5	7.0	7.5	8.0
Volleyball	7.0	8.0	9.0	10.0	11.0	11.5	12.0	12.5
Assistant Volleyball	5.0	6.0	7.0	8.0	9.0	9.5	10.0	10.5
<u>Golf</u>	<u>4.5</u>	<u>5.5</u>	<u>6.5</u>	<u>7.5</u>	<u>8.5</u>	<u>9.0</u>	<u>9.5</u>	<u>10.0</u>
X-Country	6.0	6.5	7.0	7.5	8.0	8.5	9.0	9.5

### **Stipends**

Concessions	\$600.00
Literary/Speech	\$500.00
Pep Club	\$500.00
6 <sup>th</sup> Grade Sports, per sport	\$600.00
Student Council	\$500.00
Yearbook	\$500.00

### **New hires to position after 8/22/2013**

<b>6<sup>th</sup> Sports</b>	\$500.00
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**Appendix 1 (C): Additional Extracurricular Salary Schedule**

Speech Language Pathologists Stipend	1/7 of Base
School Counselor	1/7 of Base
<u>District School Social Worker</u>	<u>1/7 of Base</u>
<u>District School Psychologist</u>	<u>1/3 of Base</u>
11 Month Contract (Counselor)	1/7 of Base
Early Bird / Overload (no prep)	1/7 of Base
Tech Director	1/3 of Base
Athletic/Activity Director	\$6,500.00
Before/After Supervision (over 7.5 hr day)	\$20.00/hour
Ticket Takers	\$35.00/night
Bench Official	\$35.00/night
Yearbook (same for MS and GS)	\$500.00
Bargaining Member serving as administrator to supervise an extracurricular activity (excluding IHSA or IESA tournaments)	\$100.00

**New hires to position after 8/22/2013**

6 <sup>th</sup> Sports	\$500.00
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If an assistant is not available for a sport the head coach will also receive 1/2 the assistant compensation.

Coach/sponsor who drives a school bus to an event receives the hourly rate paid extracurricular drivers for actual driving time.

No coach/sponsor will receive less compensation than they did in the previous year for the same assigned duty.

Years of experience shall be determined by the number of years in the same sport/activity in any Illinois public school district. Years at another level in the same sport/activity will be included up to five (5) years.

## Appendix 2 (A): ~~2022-2023~~2025-26 Salary Schedule

	<u>B</u>	<u>B8</u>	<u>B16</u>	<u>B24</u>	<u>B32/M</u>	<u>M8</u>	<u>M16</u>	<u>M24</u>	<u>M32</u>	<u>M40</u>
<u>1</u>	<u>\$42,566</u>	<u>\$43,266</u>	<u>\$43,966</u>	<u>\$44,666</u>	<u>\$45,366</u>	<u>\$46,066</u>	<u>\$46,766</u>	<u>\$47,466</u>	<u>\$48,166</u>	<u>\$48,866</u>
	<u>\$4,210</u>	<u>\$4,279</u>	<u>\$4,348</u>	<u>\$4,418</u>	<u>\$4,487</u>	<u>\$4,556</u>	<u>\$4,625</u>	<u>\$4,694</u>	<u>\$4,764</u>	<u>\$4,833</u>
	<u>\$46,776</u>	<u>\$47,546</u>	<u>\$48,315</u>	<u>\$49,084</u>	<u>\$49,853</u>	<u>\$50,622</u>	<u>\$51,392</u>	<u>\$53,161</u>	<u>\$52,930</u>	<u>\$53,699</u>
<u>2</u>	<u>\$43,205</u>	<u>\$43,915</u>	<u>\$44,626</u>	<u>\$45,336</u>	<u>\$46,047</u>	<u>\$46,757</u>	<u>\$47,468</u>	<u>\$48,178</u>	<u>\$48,889</u>	<u>\$49,599</u>
	<u>\$4,273</u>	<u>\$4,343</u>	<u>\$4,414</u>	<u>\$4,484</u>	<u>\$4,554</u>	<u>\$4,624</u>	<u>\$4,695</u>	<u>\$4,765</u>	<u>\$4,835</u>	<u>\$4,905</u>
	<u>\$47,478</u>	<u>\$48,259</u>	<u>\$49,039</u>	<u>\$49,820</u>	<u>\$50,601</u>	<u>\$51,382</u>	<u>\$52,163</u>	<u>\$52,943</u>	<u>\$53,724</u>	<u>\$54,505</u>
<u>3</u>	<u>\$43,853</u>	<u>\$44,574</u>	<u>\$45,295</u>	<u>\$46,016</u>	<u>\$46,738</u>	<u>\$47,459</u>	<u>\$48,180</u>	<u>\$48,901</u>	<u>\$49,622</u>	<u>\$50,343</u>
	<u>\$4,337</u>	<u>\$4,408</u>	<u>\$4,480</u>	<u>\$4,551</u>	<u>\$4,622</u>	<u>\$4,694</u>	<u>\$4,765</u>	<u>\$4,836</u>	<u>\$4,908</u>	<u>\$4,979</u>
	<u>\$48,190</u>	<u>\$48,983</u>	<u>\$49,775</u>	<u>\$50,568</u>	<u>\$51,360</u>	<u>\$52,153</u>	<u>\$52,945</u>	<u>\$53,737</u>	<u>\$54,530</u>	<u>\$55,322</u>
<u>4</u>	<u>\$44,511</u>	<u>\$45,243</u>	<u>\$45,975</u>	<u>\$46,707</u>	<u>\$47,439</u>	<u>\$48,171</u>	<u>\$48,903</u>	<u>\$49,635</u>	<u>\$50,367</u>	<u>\$51,099</u>
	<u>\$4,402</u>	<u>\$4,475</u>	<u>\$4,547</u>	<u>\$4,619</u>	<u>\$4,692</u>	<u>\$4,764</u>	<u>\$4,837</u>	<u>\$4,909</u>	<u>\$4,981</u>	<u>\$5,054</u>
	<u>\$48,913</u>	<u>\$49,717</u>	<u>\$50,522</u>	<u>\$51,326</u>	<u>\$52,130</u>	<u>\$52,935</u>	<u>\$53,739</u>	<u>\$54,544</u>	<u>\$55,348</u>	<u>\$56,152</u>
<u>*5</u>	<u>\$46,069</u>	<u>\$46,826</u>	<u>\$47,584</u>	<u>\$48,341</u>	<u>\$49,099</u>	<u>\$49,857</u>	<u>\$50,614</u>	<u>\$51,372</u>	<u>\$52,129</u>	<u>\$52,887</u>
	<u>\$4,556</u>	<u>\$4,631</u>	<u>\$4,706</u>	<u>\$4,781</u>	<u>\$4,856</u>	<u>\$4,931</u>	<u>\$5,006</u>	<u>\$5,081</u>	<u>\$5,156</u>	<u>\$5,231</u>
	<u>\$50,625</u>	<u>\$51,457</u>	<u>\$52,290</u>	<u>\$53,122</u>	<u>\$53,955</u>	<u>\$54,788</u>	<u>\$55,620</u>	<u>\$56,453</u>	<u>\$57,285</u>	<u>\$58,118</u>
<u>6</u>	<u>\$46,760</u>	<u>\$47,529</u>	<u>\$48,298</u>	<u>\$49,067</u>	<u>\$49,836</u>	<u>\$50,605</u>	<u>\$51,373</u>	<u>\$52,142</u>	<u>\$52,911</u>	<u>\$53,680</u>
	<u>\$4,625</u>	<u>\$4,701</u>	<u>\$4,777</u>	<u>\$4,853</u>	<u>\$4,929</u>	<u>\$5,005</u>	<u>\$5,081</u>	<u>\$5,157</u>	<u>\$5,233</u>	<u>\$5,309</u>
	<u>\$51,384</u>	<u>\$52,229</u>	<u>\$53,074</u>	<u>\$53,919</u>	<u>\$54,764</u>	<u>\$55,609</u>	<u>\$56,454</u>	<u>\$57,299</u>	<u>\$58,144</u>	<u>\$58,989</u>
<u>7</u>	<u>\$47,461</u>	<u>\$48,242</u>	<u>\$49,022</u>	<u>\$49,803</u>	<u>\$50,583</u>	<u>\$51,364</u>	<u>\$52,144</u>	<u>\$52,925</u>	<u>\$53,705</u>	<u>\$54,486</u>
	<u>\$4,694</u>	<u>\$4,771</u>	<u>\$4,848</u>	<u>\$4,926</u>	<u>\$5,003</u>	<u>\$5,080</u>	<u>\$5,157</u>	<u>\$5,234</u>	<u>\$5,311</u>	<u>\$5,389</u>
	<u>\$52,155</u>	<u>\$53,013</u>	<u>\$53,870</u>	<u>\$54,728</u>	<u>\$55,586</u>	<u>\$56,443</u>	<u>\$57,301</u>	<u>\$58,159</u>	<u>\$59,017</u>	<u>\$59,874</u>
<u>8</u>	<u>\$48,173</u>	<u>\$48,965</u>	<u>\$49,757</u>	<u>\$50,550</u>	<u>\$51,342</u>	<u>\$52,134</u>	<u>\$52,926</u>	<u>\$53,718</u>	<u>\$54,511</u>	<u>\$55,303</u>
	<u>\$4,764</u>	<u>\$4,843</u>	<u>\$4,921</u>	<u>\$4,999</u>	<u>\$5,078</u>	<u>\$5,156</u>	<u>\$5,234</u>	<u>\$5,313</u>	<u>\$5,391</u>	<u>\$5,470</u>
	<u>\$52,937</u>	<u>\$53,808</u>	<u>\$54,678</u>	<u>\$55,549</u>	<u>\$56,420</u>	<u>\$57,290</u>	<u>\$58,161</u>	<u>\$59,031</u>	<u>\$59,902</u>	<u>\$60,772</u>
<u>9</u>	<u>\$48,896</u>	<u>\$49,700</u>	<u>\$50,504</u>	<u>\$51,308</u>	<u>\$52,112</u>	<u>\$52,916</u>	<u>\$53,720</u>	<u>\$54,524</u>	<u>\$55,328</u>	<u>\$56,132</u>
	<u>\$4,836</u>	<u>\$4,915</u>	<u>\$4,995</u>	<u>\$5,074</u>	<u>\$5,154</u>	<u>\$5,233</u>	<u>\$5,313</u>	<u>\$5,392</u>	<u>\$5,472</u>	<u>\$5,552</u>
	<u>\$53,731</u>	<u>\$54,615</u>	<u>\$55,499</u>	<u>\$56,382</u>	<u>\$57,266</u>	<u>\$58,149</u>	<u>\$59,033</u>	<u>\$59,917</u>	<u>\$60,800</u>	<u>\$61,684</u>
<u>10</u>	<u>\$49,629</u>	<u>\$50,445</u>	<u>\$51,261</u>	<u>\$52,077</u>	<u>\$52,894</u>	<u>\$53,710</u>	<u>\$54,526</u>	<u>\$55,342</u>	<u>\$56,158</u>	<u>\$56,974</u>
	<u>\$4,908</u>	<u>\$4,989</u>	<u>\$5,070</u>	<u>\$5,151</u>	<u>\$5,231</u>	<u>\$5,312</u>	<u>\$5,393</u>	<u>\$5,473</u>	<u>\$5,554</u>	<u>\$5,635</u>
	<u>\$54,537</u>	<u>\$55,434</u>	<u>\$56,331</u>	<u>\$57,228</u>	<u>\$58,125</u>	<u>\$59,022</u>	<u>\$59,919</u>	<u>\$60,815</u>	<u>\$61,712</u>	<u>\$62,609</u>

~~2021-2022~~2024-25 Base Information: \$37,094.3645,195 x 1.035 = \$38,763.6146,776 (~~2022-23~~2025-26 Base)

Base Increase: 3.5%

Longevity: 11+ yrs: 5%

Step Increase: 1.5%

\*Tenure Step: 3.5%

## Appendix 2 (B): ~~2023-2024~~2026-27 Salary Schedule

	B	B8	B16	B24	B32/M	M8	M16	M24	M32	M40
<u>1</u>	<u>\$44,056</u>	<u>\$44,756</u>	<u>\$45,456</u>	<u>\$46,156</u>	<u>\$46,856</u>	<u>\$47,556</u>	<u>\$48,256</u>	<u>\$48,956</u>	<u>\$49,656</u>	<u>\$50,356</u>
	<u>\$4,357</u>	<u>\$4,426</u>	<u>\$4,496</u>	<u>\$4,565</u>	<u>\$4,634</u>	<u>\$4,703</u>	<u>\$4,773</u>	<u>\$4,842</u>	<u>\$4,911</u>	<u>\$4,980</u>
	<u>\$48,413</u>	<u>\$49,183</u>	<u>\$49,952</u>	<u>\$50,721</u>	<u>\$51,490</u>	<u>\$52,260</u>	<u>\$53,029</u>	<u>\$53,798</u>	<u>\$54,567</u>	<u>\$55,337</u>
<u>2</u>	<u>\$44,717</u>	<u>\$45,428</u>	<u>\$46,138</u>	<u>\$46,849</u>	<u>\$47,559</u>	<u>\$48,270</u>	<u>\$48,980</u>	<u>\$49,691</u>	<u>\$50,401</u>	<u>\$51,112</u>
	<u>\$4,423</u>	<u>\$4,493</u>	<u>\$4,563</u>	<u>\$4,633</u>	<u>\$4,704</u>	<u>\$4,774</u>	<u>\$4,844</u>	<u>\$4,914</u>	<u>\$4,985</u>	<u>\$5,055</u>
	<u>\$49,140</u>	<u>\$49,920</u>	<u>\$50,701</u>	<u>\$51,482</u>	<u>\$52,263</u>	<u>\$53,044</u>	<u>\$53,824</u>	<u>\$54,605</u>	<u>\$55,386</u>	<u>\$56,167</u>
<u>3</u>	<u>\$45,388</u>	<u>\$46,109</u>	<u>\$46,830</u>	<u>\$47,551</u>	<u>\$48,273</u>	<u>\$48,994</u>	<u>\$49,715</u>	<u>\$50,436</u>	<u>\$51,157</u>	<u>\$51,878</u>
	<u>\$4,489</u>	<u>\$4,560</u>	<u>\$4,632</u>	<u>\$4,703</u>	<u>\$4,774</u>	<u>\$4,846</u>	<u>\$4,917</u>	<u>\$4,988</u>	<u>\$5,059</u>	<u>\$5,131</u>
	<u>\$49,877</u>	<u>\$50,669</u>	<u>\$51,462</u>	<u>\$52,254</u>	<u>\$53,047</u>	<u>\$53,839</u>	<u>\$54,632</u>	<u>\$55,424</u>	<u>\$56,217</u>	<u>\$57,009</u>
<u>4</u>	<u>\$46,069</u>	<u>\$46,801</u>	<u>\$47,533</u>	<u>\$48,265</u>	<u>\$48,997</u>	<u>\$49,729</u>	<u>\$50,461</u>	<u>\$51,193</u>	<u>\$51,924</u>	<u>\$52,656</u>
	<u>\$4,556</u>	<u>\$4,629</u>	<u>\$4,701</u>	<u>\$4,773</u>	<u>\$4,846</u>	<u>\$4,918</u>	<u>\$4,991</u>	<u>\$5,063</u>	<u>\$5,135</u>	<u>\$5,208</u>
	<u>\$50,625</u>	<u>\$51,429</u>	<u>\$52,234</u>	<u>\$53,038</u>	<u>\$53,842</u>	<u>\$54,647</u>	<u>\$55,451</u>	<u>\$56,256</u>	<u>\$57,060</u>	<u>\$57,864</u>
<u>*5</u>	<u>\$47,681</u>	<u>\$48,439</u>	<u>\$49,196</u>	<u>\$49,954</u>	<u>\$50,711</u>	<u>\$51,469</u>	<u>\$52,227</u>	<u>\$52,984</u>	<u>\$53,742</u>	<u>\$54,499</u>
	<u>\$4,716</u>	<u>\$4,791</u>	<u>\$4,866</u>	<u>\$4,940</u>	<u>\$5,015</u>	<u>\$5,090</u>	<u>\$5,165</u>	<u>\$5,240</u>	<u>\$5,315</u>	<u>\$5,390</u>
	<u>\$52,397</u>	<u>\$53,229</u>	<u>\$54,062</u>	<u>\$54,894</u>	<u>\$55,727</u>	<u>\$56,559</u>	<u>\$57,392</u>	<u>\$58,224</u>	<u>\$59,057</u>	<u>\$59,889</u>
<u>6</u>	<u>\$48,396</u>	<u>\$49,165</u>	<u>\$49,934</u>	<u>\$50,703</u>	<u>\$51,472</u>	<u>\$52,241</u>	<u>\$53,010</u>	<u>\$53,779</u>	<u>\$54,548</u>	<u>\$55,317</u>
	<u>\$4,786</u>	<u>\$4,862</u>	<u>\$4,939</u>	<u>\$5,015</u>	<u>\$5,091</u>	<u>\$5,167</u>	<u>\$5,243</u>	<u>\$5,319</u>	<u>\$5,395</u>	<u>\$5,471</u>
	<u>\$53,183</u>	<u>\$54,028</u>	<u>\$54,873</u>	<u>\$55,718</u>	<u>\$56,563</u>	<u>\$57,408</u>	<u>\$58,253</u>	<u>\$59,098</u>	<u>\$59,943</u>	<u>\$60,788</u>
<u>7</u>	<u>\$49,122</u>	<u>\$49,903</u>	<u>\$50,683</u>	<u>\$51,464</u>	<u>\$52,244</u>	<u>\$53,025</u>	<u>\$53,805</u>	<u>\$54,586</u>	<u>\$55,366</u>	<u>\$56,147</u>
	<u>\$4,858</u>	<u>\$4,935</u>	<u>\$5,013</u>	<u>\$5,090</u>	<u>\$5,167</u>	<u>\$5,244</u>	<u>\$5,321</u>	<u>\$5,399</u>	<u>\$5,476</u>	<u>\$5,553</u>
	<u>\$53,980</u>	<u>\$54,838</u>	<u>\$55,696</u>	<u>\$56,554</u>	<u>\$57,411</u>	<u>\$58,269</u>	<u>\$59,127</u>	<u>\$59,984</u>	<u>\$60,842</u>	<u>\$61,700</u>
<u>8</u>	<u>\$49,859</u>	<u>\$50,651</u>	<u>\$51,443</u>	<u>\$52,236</u>	<u>\$53,028</u>	<u>\$53,820</u>	<u>\$54,612</u>	<u>\$55,404</u>	<u>\$56,197</u>	<u>\$56,989</u>
	<u>\$4,931</u>	<u>\$5,009</u>	<u>\$5,088</u>	<u>\$5,166</u>	<u>\$5,245</u>	<u>\$5,323</u>	<u>\$5,401</u>	<u>\$5,480</u>	<u>\$5,558</u>	<u>\$5,636</u>
	<u>\$54,790</u>	<u>\$55,661</u>	<u>\$56,531</u>	<u>\$57,402</u>	<u>\$58,272</u>	<u>\$59,143</u>	<u>\$60,013</u>	<u>\$60,884</u>	<u>\$61,755</u>	<u>\$62,625</u>
<u>9</u>	<u>\$50,607</u>	<u>\$51,411</u>	<u>\$52,215</u>	<u>\$53,019</u>	<u>\$53,823</u>	<u>\$54,627</u>	<u>\$55,431</u>	<u>\$56,236</u>	<u>\$57,040</u>	<u>\$57,844</u>
	<u>\$5,005</u>	<u>\$5,085</u>	<u>\$5,164</u>	<u>\$5,244</u>	<u>\$5,323</u>	<u>\$5,403</u>	<u>\$5,482</u>	<u>\$5,562</u>	<u>\$5,641</u>	<u>\$5,721</u>
	<u>\$55,612</u>	<u>\$56,496</u>	<u>\$57,379</u>	<u>\$58,263</u>	<u>\$59,146</u>	<u>\$60,030</u>	<u>\$60,914</u>	<u>\$61,797</u>	<u>\$62,681</u>	<u>\$63,565</u>
<u>10</u>	<u>\$51,366</u>	<u>\$52,182</u>	<u>\$52,998</u>	<u>\$53,815</u>	<u>\$54,631</u>	<u>\$55,447</u>	<u>\$56,263</u>	<u>\$57,079</u>	<u>\$57,895</u>	<u>\$58,711</u>
	<u>\$5,080</u>	<u>\$5,161</u>	<u>\$5,242</u>	<u>\$5,322</u>	<u>\$5,403</u>	<u>\$5,484</u>	<u>\$5,564</u>	<u>\$5,645</u>	<u>\$5,726</u>	<u>\$5,807</u>
	<u>\$56,446</u>	<u>\$57,343</u>	<u>\$58,240</u>	<u>\$59,137</u>	<u>\$60,034</u>	<u>\$60,931</u>	<u>\$61,827</u>	<u>\$62,724</u>	<u>\$63,621</u>	<u>\$64,518</u>

**~~2022-2023~~2025-2026 Base Information: ~~\$38,763.61~~46,776 x 1.035 = ~~\$40,507.97~~48,413 (~~2023-24~~2026-27 Base)**

**Base Increase: 3.5%**

**Longevity: 11+ yrs: 5%**

**Step Increase: 1.5%**

**\*Tenure Step: 3.5%**

## Appendix 2 (C): ~~2024-2025~~2027-28 Salary Schedule

	<u>B</u>	<u>B8</u>	<u>B16</u>	<u>B24</u>	<u>B32/M</u>	<u>M8</u>	<u>M16</u>	<u>M24</u>	<u>M32</u>	<u>M40</u>
<u>1</u>	<u>\$45,598</u>	<u>\$46,298</u>	<u>\$46,998</u>	<u>\$47,698</u>	<u>\$48,398</u>	<u>\$49,098</u>	<u>\$49,798</u>	<u>\$50,498</u>	<u>\$51,198</u>	<u>\$51,898</u>
	<u>\$4,510</u>	<u>\$4,579</u>	<u>\$4,648</u>	<u>\$4,717</u>	<u>\$4,787</u>	<u>\$4,856</u>	<u>\$4,925</u>	<u>\$4,994</u>	<u>\$5,064</u>	<u>\$5,133</u>
	<u>\$50,108</u>	<u>\$50,877</u>	<u>\$51,646</u>	<u>\$52,416</u>	<u>\$53,185</u>	<u>\$53,954</u>	<u>\$54,723</u>	<u>\$55,493</u>	<u>\$56,262</u>	<u>\$57,031</u>
<u>2</u>	<u>\$46,282</u>	<u>\$46,993</u>	<u>\$47,703</u>	<u>\$48,414</u>	<u>\$49,124</u>	<u>\$49,835</u>	<u>\$50,545</u>	<u>\$51,256</u>	<u>\$51,966</u>	<u>\$52,677</u>
	<u>\$4,577</u>	<u>\$4,648</u>	<u>\$4,718</u>	<u>\$4,788</u>	<u>\$4,858</u>	<u>\$4,929</u>	<u>\$4,999</u>	<u>\$5,069</u>	<u>\$5,140</u>	<u>\$5,210</u>
	<u>\$50,860</u>	<u>\$51,640</u>	<u>\$52,421</u>	<u>\$53,202</u>	<u>\$53,983</u>	<u>\$54,763</u>	<u>\$55,544</u>	<u>\$56,325</u>	<u>\$57,106</u>	<u>\$57,886</u>
<u>3</u>	<u>\$46,976</u>	<u>\$47,698</u>	<u>\$48,419</u>	<u>\$49,140</u>	<u>\$49,861</u>	<u>\$50,582</u>	<u>\$51,303</u>	<u>\$52,025</u>	<u>\$52,746</u>	<u>\$53,467</u>
	<u>\$4,646</u>	<u>\$4,717</u>	<u>\$4,789</u>	<u>\$4,860</u>	<u>\$4,931</u>	<u>\$5,003</u>	<u>\$5,074</u>	<u>\$5,145</u>	<u>\$5,217</u>	<u>\$5,288</u>
	<u>\$51,622</u>	<u>\$52,415</u>	<u>\$53,207</u>	<u>\$54,000</u>	<u>\$54,792</u>	<u>\$55,585</u>	<u>\$56,377</u>	<u>\$57,170</u>	<u>\$57,962</u>	<u>\$58,755</u>
<u>4</u>	<u>\$47,681</u>	<u>\$48,413</u>	<u>\$49,145</u>	<u>\$49,877</u>	<u>\$50,609</u>	<u>\$51,341</u>	<u>\$52,073</u>	<u>\$52,805</u>	<u>\$53,537</u>	<u>\$54,269</u>
	<u>\$4,716</u>	<u>\$4,788</u>	<u>\$4,860</u>	<u>\$4,933</u>	<u>\$5,005</u>	<u>\$5,078</u>	<u>\$5,150</u>	<u>\$5,222</u>	<u>\$5,295</u>	<u>\$5,367</u>
	<u>\$52,397</u>	<u>\$53,201</u>	<u>\$54,006</u>	<u>\$54,810</u>	<u>\$55,614</u>	<u>\$56,419</u>	<u>\$57,223</u>	<u>\$58,027</u>	<u>\$58,832</u>	<u>\$59,636</u>
<u>*5</u>	<u>\$49,350</u>	<u>\$50,108</u>	<u>\$50,865</u>	<u>\$51,623</u>	<u>\$52,380</u>	<u>\$53,138</u>	<u>\$53,895</u>	<u>\$54,653</u>	<u>\$55,411</u>	<u>\$56,168</u>
	<u>\$4,881</u>	<u>\$4,956</u>	<u>\$5,031</u>	<u>\$5,106</u>	<u>\$5,180</u>	<u>\$5,255</u>	<u>\$5,330</u>	<u>\$5,405</u>	<u>\$5,480</u>	<u>\$5,555</u>
	<u>\$54,231</u>	<u>\$55,063</u>	<u>\$55,896</u>	<u>\$56,728</u>	<u>\$57,561</u>	<u>\$58,393</u>	<u>\$59,226</u>	<u>\$60,058</u>	<u>\$60,891</u>	<u>\$61,723</u>
<u>6</u>	<u>\$50,090</u>	<u>\$50,859</u>	<u>\$51,628</u>	<u>\$52,397</u>	<u>\$53,166</u>	<u>\$53,935</u>	<u>\$54,704</u>	<u>\$55,473</u>	<u>\$56,242</u>	<u>\$57,011</u>
	<u>\$4,954</u>	<u>\$5,030</u>	<u>\$5,106</u>	<u>\$5,182</u>	<u>\$5,258</u>	<u>\$5,334</u>	<u>\$5,410</u>	<u>\$5,486</u>	<u>\$5,562</u>	<u>\$5,638</u>
	<u>\$55,044</u>	<u>\$55,889</u>	<u>\$56,734</u>	<u>\$57,579</u>	<u>\$58,424</u>	<u>\$59,269</u>	<u>\$60,114</u>	<u>\$60,959</u>	<u>\$61,804</u>	<u>\$62,649</u>
<u>7</u>	<u>\$50,842</u>	<u>\$51,622</u>	<u>\$52,403</u>	<u>\$53,183</u>	<u>\$53,964</u>	<u>\$54,744</u>	<u>\$55,524</u>	<u>\$56,305</u>	<u>\$57,085</u>	<u>\$57,866</u>
	<u>\$5,028</u>	<u>\$5,105</u>	<u>\$5,183</u>	<u>\$5,260</u>	<u>\$5,337</u>	<u>\$5,414</u>	<u>\$5,491</u>	<u>\$5,569</u>	<u>\$5,646</u>	<u>\$5,723</u>
	<u>\$55,870</u>	<u>\$56,727</u>	<u>\$57,585</u>	<u>\$58,443</u>	<u>\$59,301</u>	<u>\$60,158</u>	<u>\$61,016</u>	<u>\$61,874</u>	<u>\$62,731</u>	<u>\$63,589</u>
<u>8</u>	<u>\$51,604</u>	<u>\$52,396</u>	<u>\$53,189</u>	<u>\$53,981</u>	<u>\$54,773</u>	<u>\$55,565</u>	<u>\$56,357</u>	<u>\$57,150</u>	<u>\$57,942</u>	<u>\$58,734</u>
	<u>\$5,104</u>	<u>\$5,182</u>	<u>\$5,260</u>	<u>\$5,339</u>	<u>\$5,417</u>	<u>\$5,495</u>	<u>\$5,574</u>	<u>\$5,652</u>	<u>\$5,730</u>	<u>\$5,809</u>
	<u>\$56,708</u>	<u>\$57,578</u>	<u>\$58,449</u>	<u>\$59,320</u>	<u>\$60,190</u>	<u>\$61,061</u>	<u>\$61,931</u>	<u>\$62,802</u>	<u>\$63,672</u>	<u>\$64,543</u>
<u>9</u>	<u>\$52,378</u>	<u>\$53,182</u>	<u>\$53,986</u>	<u>\$54,790</u>	<u>\$55,595</u>	<u>\$56,399</u>	<u>\$57,203</u>	<u>\$58,007</u>	<u>\$58,811</u>	<u>\$59,615</u>
	<u>\$5,180</u>	<u>\$5,260</u>	<u>\$5,339</u>	<u>\$5,419</u>	<u>\$5,498</u>	<u>\$5,578</u>	<u>\$5,657</u>	<u>\$5,737</u>	<u>\$5,816</u>	<u>\$5,896</u>
	<u>\$57,558</u>	<u>\$58,442</u>	<u>\$59,326</u>	<u>\$60,209</u>	<u>\$61,093</u>	<u>\$61,977</u>	<u>\$62,860</u>	<u>\$63,744</u>	<u>\$64,627</u>	<u>\$65,511</u>
<u>10</u>	<u>\$53,164</u>	<u>\$53,980</u>	<u>\$54,796</u>	<u>\$55,612</u>	<u>\$56,428</u>	<u>\$57,245</u>	<u>\$58,061</u>	<u>\$58,877</u>	<u>\$59,693</u>	<u>\$60,509</u>
	<u>\$5,258</u>	<u>\$5,339</u>	<u>\$5,419</u>	<u>\$5,500</u>	<u>\$5,581</u>	<u>\$5,662</u>	<u>\$5,742</u>	<u>\$5,823</u>	<u>\$5,904</u>	<u>\$5,984</u>
	<u>\$58,422</u>	<u>\$59,319</u>	<u>\$60,216</u>	<u>\$61,112</u>	<u>\$62,009</u>	<u>\$62,906</u>	<u>\$63,803</u>	<u>\$64,700</u>	<u>\$65,597</u>	<u>\$66,494</u>

~~2023-2024~~2026-27 Base Information: ~~\$40,507.97~~48,413 x 1.035 = ~~\$42,330.83~~50,108  
(~~2024-25~~2027-28 Base)

Base Increase: 3.5%                      Longevity: 11+yrs: 5%

Step Increase: 1.5%

\*Tenure Step: 3.5%