

COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE

SOUTH EASTERN SPECIAL EDUCATION DISTRICT

AND

SOUTH EASTERN SPECIAL EDUCATION ASSOCIATION

2026-2029

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ARTICLE I

PURPOSE

- 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. "Licensed Educator" identified in 11.4 (Special Stipends) includes all full-time 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 bulletin boards, if any, and may also provide information using the email system with twenty-four (24) hours prior approval. 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 fob 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.

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 by April 15, 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 April 15 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.
- B. The standard workday for paraprofessionals shall be seven (7) hours. Paraprofessionals will receive a duty-free lunch period, as designated by the Director, of not less than thirty (30) minutes.
- 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, including planning time and a duty-free lunch period. Employees shall receive a duty-free lunch period, as designated by the Director, of not less than thirty (30) minutes. Preparation time shall not be less than 175 minutes per week. Employees will reflect the 175 minutes of planned time per week on the employee's shared Google calendar.
- 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 by submitting an electronic absence request 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. Said notice will be delivered and signed electronically. 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 fifteen (15).
- C. Employees working one hundred seventy-six (176) days and beyond will receive sick leave days in the following allotments for years of service with SESE:

Years of Service 0 to 15:

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

Years of Service 16 to 20:

176 – 189 work days	18 sick days
190 – 209 work days	19 sick days
210 or more work days	20 sick days

Years of Service 21+:

176 – 189 work days	21 sick days
190 – 209 work days	22 sick days
210 or more work days	23 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.

4.75% salary increase for 2026-2027
4.5% salary increase for 2027-2028
4.5% salary increase for 2028-2029
- The Licensed Educator Salary Schedule includes: Licensed Educator, 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.

4.5% salary increase for 2026-2027
4.5% salary increase for 2027-2028
4.25% salary increase for 2028-2029
- 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

- \$1.25 hourly increase for 2026-2027
\$1.00 hourly increase for 2027-2028
\$1.00 hourly increase for 2028-2029
- 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 \$906.00 per month toward the cost of group health insurance coverage provided by the District for full-time employees, as defined by the group insurance policy in effect. 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 Newton to Richland County Elementary School and return to Newton would be about twenty (20.2) 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 Newton. You would charge from Richland County to Newton.

.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 Newton office and you travel to Oblong but return to Olney at the end of the school day. Charge from Newton to Oblong and back to Newton.

.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 Newton but stop to work at Richland County and then continue home at the end of the day. Charge from Newton 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	\$48/day
School Psychologist	\$88/day
School Social Worker	\$49/day
Speech-Language Pathologist	\$49/day
Licensed Educators	\$30/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.
- .3 Work a complete school year in the employee's final year.

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., $\$40,000.00 \times 1.06 = \$42,400.00$).

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, 2026, stating he/she will retire on June 30, 2029. The employee's TRS creditable earnings for the 2026-2027 school year were \$40,000.00. The employee's TRS creditable earnings for the 2027-2028 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 2028-2029 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, 2027, stating he/she will retire on June 30, 2030. The employee's TRS creditable earnings for the 2026-2027 school year were \$40,000.00. The employee's TRS creditable earnings for the 2027-2028 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 2028-2029 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 2029-2030 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, 2028, stating he/she will retire on June 30, 2032. The employee's TRS creditable earnings for the 2027-2028 school year were \$40,000.00. The employee's TRS creditable earnings for the 2028-2029 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 2029-2030 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 2030-2031 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 2031-2032 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 2026-2027 school year were \$43,000.00, of which \$3,000.00 was compensation for coaching basketball in 2026-2027. Under the employee's retirement plan, he/she would be scheduled to receive \$45,000.00 TRS creditable earnings for the 2027-2028 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 2027-2028 school year. The employee's TRS creditable earnings for the 2027-2028 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 has submitted an irrevocable letter of retirement, 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 the first or second semester shall receive a \$250.00 stipend per semester. The stipend shall be paid on the following month's payroll. If the employee has maintained perfect work attendance for both semesters, the employee will receive an extra \$100.00 stipend to be 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. Employees who participate in Late Stay will also be paid mileage at the IRS rate for travel from another work site to the Late Stay location, and also paid mileage at the IRS rate for travel from the Late Stay location to 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 or who provide Extended School Year services outside of their normal contract year, shall be compensated at their normal daily rate of pay in half-day increments. Preparation time will be included with the full-day or half-day rate.

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 stipend of \$20.00 for a half-day and \$40.00 for a full-day 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

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: \$1,000
- 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 and the employee has marked their 25th year of employment with SESE, the employee will be eligible for post-retirement compensation of \$1,000.00. If an employee has marked their 30th year of employment with SESE, the employee will be eligible for post-retirement compensation of \$1,200.00.

11.15 Internal Substitution/Loss of Plan Time

- A. Should it be necessary for an Employee with a PEL/Medical to teach or supervise during the employee's planning period and/or lunch period due to the unavailability of a substitute, the employee with a PEL/Medical shall be compensated at a rate of \$30.00 per planning/lunch period. In lieu of payment and with supervisor approval, the employee with a PEL/Medical may be permitted to use an amount of time equal to the employee's duty-free lunch period at the end of the work day as the employee's duty-free lunch. If an employee is unable to take the employee's duty-free lunch at the end of that work day, they will be compensated for the employee's working lunch per the contract.
- B. If, in emergency situations, a paraprofessional is required to supervise student(s) during the employee's regular lunch period they may use an amount of time equal to their duty-free lunch period at the end of the employee's work day as their duty-free lunch period. Emergencies must be approved by a South Eastern Special Education Administrator.
- C. 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.

11.17 Professional Development Stipend

An employee who attends an approved professional development day outside of their normal work year, they shall be paid a stipend of \$150.00 per day (\$75.00 for half-day).

11.18 Mentor Compensation

A licensed educator employee who is assigned as a mentor for up to two (2) SESE employee mentees will receive a lump-sum compensation upon completion of the mentoring period, totaling \$250.00 for 8-16 weeks of mentoring and \$550.00 for 17 weeks or more of mentoring.

11.19 Waiver of Duty-Free Lunch

The Executive Director and/or an administrator may request that a Next Step employee have a “working lunch” which is defined as an activity such as eating with students for the purpose of supervision or hands-on care of students. In exchange for accepting the “working lunch”, the employee will be permitted to leave work at 2:30 p.m. (thirty (30) minutes early), but shall be compensated until 3:00 p.m.

- 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.

ARTICLE XVI

DURATION

16.1 The provisions of this Agreement shall become effective on July 1, 2026, and shall remain in full force and effect through June 30, 2029.

This Agreement is signed and adopted this 17 day of March, 2026.

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


Executive Board Chairman
Dr. Joel Hackney


Governing Board Chairman
Mandy Rieman

For the South Eastern
Special Education
Association


SESEA President
Laura Songer

APPENDIX A

Licensed Educator Salary Schedule 2026-2027

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

TRS Contributions paid by the Employer will be paid on full salary at 9% with a factor of 1.098901 for 2026-2027.

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

Pre-Vocational Coordinator	\$48 /day	Bd Pd 9% TRS	\$855
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
Licensed Educator	\$30 /day	Bd Pd 9% TRS	\$534

*Total Salary Example:

Licensed Educator ~ BS ~ Step 1 ~ 180 days

Salary: \$40,170 Bd Pd 9% TRS on Salary: \$3,973 Stipend: \$5,400 Bd Pd 9% TRS on Stipend: \$534 = Total Salary: \$50,077

STEP	BS		BS+16		MS		MS+16		MS+32	
1	Salary	40,170	Salary	41,259	Salary	42,347	Salary	43,315	Salary	44,223
	Bd Pd 9% TRS	3,973	Bd Pd 9% TRS	4,081	Bd Pd 9% TRS	4,188	Bd Pd 9% TRS	4,284	Bd Pd 9% TRS	4,374
	Total Salary	44,143	Total Salary	45,340	Total Salary	46,535	Total Salary	47,599	Total Salary	48,596
2	Salary	41,344	Salary	42,437	Salary	43,563	Salary	44,536	Salary	45,446
	Bd Pd 9% TRS	4,089	Bd Pd 9% TRS	4,197	Bd Pd 9% TRS	4,308	Bd Pd 9% TRS	4,405	Bd Pd 9% TRS	4,495
	Total Salary	45,433	Total Salary	46,635	Total Salary	47,872	Total Salary	48,940	Total Salary	49,941
3	Salary	42,045	Salary	43,184	Salary	44,323	Salary	45,335	Salary	46,284
	Bd Pd 9% TRS	4,158	Bd Pd 9% TRS	4,271	Bd Pd 9% TRS	4,384	Bd Pd 9% TRS	4,484	Bd Pd 9% TRS	4,577
	Total Salary	46,203	Total Salary	47,455	Total Salary	48,706	Total Salary	49,818	Total Salary	50,861
4	Salary	42,962	Salary	44,098	Salary	45,268	Salary	46,279	Salary	47,226
	Bd Pd 9% TRS	4,249	Bd Pd 9% TRS	4,361	Bd Pd 9% TRS	4,477	Bd Pd 9% TRS	4,577	Bd Pd 9% TRS	4,671
	Total Salary	47,210	Total Salary	48,460	Total Salary	49,745	Total Salary	50,856	Total Salary	51,897
5	Salary	43,895	Salary	45,083	Salary	46,272	Salary	47,327	Salary	48,317
	Bd Pd 9% TRS	4,341	Bd Pd 9% TRS	4,459	Bd Pd 9% TRS	4,576	Bd Pd 9% TRS	4,681	Bd Pd 9% TRS	4,779
	Total Salary	48,236	Total Salary	49,541	Total Salary	50,848	Total Salary	52,008	Total Salary	53,096
6	Salary	44,852	Salary	46,040	Salary	47,260	Salary	48,317	Salary	49,307
	Bd Pd 9% TRS	4,436	Bd Pd 9% TRS	4,553	Bd Pd 9% TRS	4,674	Bd Pd 9% TRS	4,779	Bd Pd 9% TRS	4,877
	Total Salary	49,288	Total Salary	50,593	Total Salary	51,935	Total Salary	53,096	Total Salary	54,183
7	Salary	45,809	Salary	46,997	Salary	48,250	Salary	49,307	Salary	50,298
	Bd Pd 9% TRS	4,531	Bd Pd 9% TRS	4,648	Bd Pd 9% TRS	4,772	Bd Pd 9% TRS	4,877	Bd Pd 9% TRS	4,975
	Total Salary	50,339	Total Salary	51,645	Total Salary	53,022	Total Salary	54,183	Total Salary	55,273

Licensed Educator Salary Schedule 2026-2027

8	Salary	46,764	Salary	47,954	Salary	49,241	Salary	50,298	Salary	51,287
	Bd Pd 9% TRS	4,625	Bd Pd 9% TRS	4,743	Bd Pd 9% TRS	4,870	Bd Pd 9% TRS	4,975	Bd Pd 9% TRS	5,072
	Total Salary	51,389	Total Salary	52,696	Total Salary	54,111	Total Salary	55,273	Total Salary	56,359
9	Salary	47,723	Salary	48,912	Salary	50,231	Salary	51,287	Salary	52,278
	Bd Pd 9% TRS	4,720	Bd Pd 9% TRS	4,837	Bd Pd 9% TRS	4,968	Bd Pd 9% TRS	5,072	Bd Pd 9% TRS	5,170
	Total Salary	52,442	Total Salary	53,749	Total Salary	55,199	Total Salary	56,359	Total Salary	57,448
10	Salary	48,680	Salary	49,869	Salary	51,222	Salary	52,278	Salary	53,267
	Bd Pd 9% TRS	4,814	Bd Pd 9% TRS	4,932	Bd Pd 9% TRS	5,066	Bd Pd 9% TRS	5,170	Bd Pd 9% TRS	5,268
	Total Salary	53,494	Total Salary	54,801	Total Salary	56,288	Total Salary	57,448	Total Salary	58,536
11	Salary	49,636	Salary	50,826	Salary	52,211	Salary	53,267	Salary	54,258
	Bd Pd 9% TRS	4,909	Bd Pd 9% TRS	5,027	Bd Pd 9% TRS	5,164	Bd Pd 9% TRS	5,268	Bd Pd 9% TRS	5,366
	Total Salary	54,546	Total Salary	55,852	Total Salary	57,374	Total Salary	58,536	Total Salary	59,625
12	Salary	50,595	Salary	51,781	Salary	53,203	Salary	54,258	Salary	55,248
	Bd Pd 9% TRS	5,004	Bd Pd 9% TRS	5,121	Bd Pd 9% TRS	5,262	Bd Pd 9% TRS	5,366	Bd Pd 9% TRS	5,464
	Total Salary	55,599	Total Salary	56,903	Total Salary	58,465	Total Salary	59,625	Total Salary	60,712
13	Salary	51,552	Salary	52,738	Salary	54,191	Salary	55,248	Salary	56,238
	Bd Pd 9% TRS	5,099	Bd Pd 9% TRS	5,216	Bd Pd 9% TRS	5,360	Bd Pd 9% TRS	5,464	Bd Pd 9% TRS	5,562
	Total Salary	56,650	Total Salary	57,954	Total Salary	59,551	Total Salary	60,712	Total Salary	61,800
14	Salary	52,510	Salary	53,697	Salary	55,181	Salary	56,238	Salary	57,228
	Bd Pd 9% TRS	5,193	Bd Pd 9% TRS	5,311	Bd Pd 9% TRS	5,457	Bd Pd 9% TRS	5,562	Bd Pd 9% TRS	5,660
	Total Salary	57,703	Total Salary	59,007	Total Salary	60,639	Total Salary	61,800	Total Salary	62,888
15	Salary	53,467	Salary	54,654	Salary	56,172	Salary	57,228	Salary	58,217
	Bd Pd 9% TRS	5,288	Bd Pd 9% TRS	5,405	Bd Pd 9% TRS	5,555	Bd Pd 9% TRS	5,660	Bd Pd 9% TRS	5,758
	Total Salary	58,755	Total Salary	60,059	Total Salary	61,728	Total Salary	62,888	Total Salary	63,975
16	Salary	54,422	Salary	55,610	Salary	57,162	Salary	58,217	Salary	59,208
	Bd Pd 9% TRS	5,382	Bd Pd 9% TRS	5,500	Bd Pd 9% TRS	5,653	Bd Pd 9% TRS	5,758	Bd Pd 9% TRS	5,856
	Total Salary	59,805	Total Salary	61,110	Total Salary	62,815	Total Salary	63,975	Total Salary	65,064
17	Salary	55,379	Salary	56,567	Salary	58,153	Salary	59,208	Salary	60,198
	Bd Pd 9% TRS	5,477	Bd Pd 9% TRS	5,595	Bd Pd 9% TRS	5,751	Bd Pd 9% TRS	5,856	Bd Pd 9% TRS	5,954
	Total Salary	60,857	Total Salary	62,162	Total Salary	63,904	Total Salary	65,064	Total Salary	66,152
18	Salary	56,336	Salary	57,524	Salary	59,142	Salary	60,198	Salary	61,188
	Bd Pd 9% TRS	5,572	Bd Pd 9% TRS	5,689	Bd Pd 9% TRS	5,849	Bd Pd 9% TRS	5,954	Bd Pd 9% TRS	6,052
	Total Salary	61,908	Total Salary	63,214	Total Salary	64,991	Total Salary	66,152	Total Salary	67,240
19	Salary	57,295	Salary	58,483	Salary	60,131	Salary	61,188	Salary	62,179
	Bd Pd 9% TRS	5,666	Bd Pd 9% TRS	5,784	Bd Pd 9% TRS	5,947	Bd Pd 9% TRS	6,052	Bd Pd 9% TRS	6,150
	Total Salary	62,961	Total Salary	64,267	Total Salary	66,078	Total Salary	67,240	Total Salary	68,329
20	Salary	58,252	Salary	59,440	Salary	61,124	Salary	62,179	Salary	63,169
	Bd Pd 9% TRS	5,761	Bd Pd 9% TRS	5,879	Bd Pd 9% TRS	6,045	Bd Pd 9% TRS	6,150	Bd Pd 9% TRS	6,247
	Total Salary	64,013	Total Salary	65,318	Total Salary	67,169	Total Salary	68,329	Total Salary	69,416
21	Salary	59,208	Salary	60,396	Salary	62,112	Salary	63,169	Salary	64,159
	Bd Pd 9% TRS	5,856	Bd Pd 9% TRS	5,973	Bd Pd 9% TRS	6,143	Bd Pd 9% TRS	6,247	Bd Pd 9% TRS	6,345
	Total Salary	65,064	Total Salary	66,370	Total Salary	68,255	Total Salary	69,416	Total Salary	70,504

Licensed Educator Salary Schedule 2026-2027

22	Salary	60,165	Salary	61,353	Salary	63,103	Salary	64,159	Salary	65,148
	Bd Pd 9% TRS	5,950	Bd Pd 9% TRS	6,068	Bd Pd 9% TRS	6,241	Bd Pd 9% TRS	6,345	Bd Pd 9% TRS	6,443
	Total Salary	66,116	Total Salary	67,421	Total Salary	69,344	Total Salary	70,504	Total Salary	71,592
23	Salary	61,124	Salary	62,310	Salary	64,092	Salary	65,148	Salary	66,139
	Bd Pd 9% TRS	6,045	Bd Pd 9% TRS	6,163	Bd Pd 9% TRS	6,339	Bd Pd 9% TRS	6,443	Bd Pd 9% TRS	6,541
	Total Salary	67,169	Total Salary	68,473	Total Salary	70,430	Total Salary	71,592	Total Salary	72,681
24	Salary	62,079	Salary	63,269	Salary	65,084	Salary	66,139	Salary	67,129
	Bd Pd 9% TRS	6,140	Bd Pd 9% TRS	6,257	Bd Pd 9% TRS	6,437	Bd Pd 9% TRS	6,541	Bd Pd 9% TRS	6,639
	Total Salary	68,219	Total Salary	69,526	Total Salary	71,521	Total Salary	72,681	Total Salary	73,768
25	Salary	63,036	Salary	64,226	Salary	66,073	Salary	67,129	Salary	68,119
	Bd Pd 9% TRS	6,234	Bd Pd 9% TRS	6,352	Bd Pd 9% TRS	6,535	Bd Pd 9% TRS	6,639	Bd Pd 9% TRS	6,737
	Total Salary	69,271	Total Salary	70,578	Total Salary	72,607	Total Salary	73,768	Total Salary	74,856
26	Salary	63,993	Salary	65,182	Salary	67,062	Salary	68,119	Salary	69,109
	Bd Pd 9% TRS	6,329	Bd Pd 9% TRS	6,447	Bd Pd 9% TRS	6,633	Bd Pd 9% TRS	6,737	Bd Pd 9% TRS	6,835
	Total Salary	70,322	Total Salary	71,629	Total Salary	73,695	Total Salary	74,856	Total Salary	75,944
27	Salary	64,950	Salary	66,139	Salary	68,053	Salary	69,109	Salary	70,100
	Bd Pd 9% TRS	6,424	Bd Pd 9% TRS	6,541	Bd Pd 9% TRS	6,731	Bd Pd 9% TRS	6,835	Bd Pd 9% TRS	6,933
	Total Salary	71,374	Total Salary	72,681	Total Salary	74,784	Total Salary	75,944	Total Salary	77,033
28	Salary	65,908	Salary	67,095	Salary	69,043	Salary	70,100	Salary	71,090
	Bd Pd 9% TRS	6,518	Bd Pd 9% TRS	6,636	Bd Pd 9% TRS	6,828	Bd Pd 9% TRS	6,933	Bd Pd 9% TRS	7,031
	Total Salary	72,427	Total Salary	73,731	Total Salary	75,872	Total Salary	77,033	Total Salary	78,120
29	Salary	66,865	Salary	68,053	Salary	70,034	Salary	71,090	Salary	72,079
	Bd Pd 9% TRS	6,613	Bd Pd 9% TRS	6,731	Bd Pd 9% TRS	6,926	Bd Pd 9% TRS	7,031	Bd Pd 9% TRS	7,129
	Total Salary	73,478	Total Salary	74,784	Total Salary	76,961	Total Salary	78,120	Total Salary	79,208
30	Salary	67,822	Salary	69,010	Salary	71,023	Salary	72,079	Salary	73,069
	Bd Pd 9% TRS	6,708	Bd Pd 9% TRS	6,825	Bd Pd 9% TRS	7,024	Bd Pd 9% TRS	7,129	Bd Pd 9% TRS	7,227
	Total Salary	74,530	Total Salary	75,835	Total Salary	78,047	Total Salary	79,208	Total Salary	80,296

Licensed Educator Salary Schedule 2027-2028

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

TRS Contributions paid by the Employer will be paid on full salary at 9% with a factor of 1.098901 for 2027-2028.

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

Pre-Vocational Coordinator	\$48 /day	Bd Pd 9% TRS	\$855
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
Licensed Educator	\$30 /day	Bd Pd 9% TRS	\$534

***Total Salary Example:**

Licensed Educator ~ BS ~ Step 1 ~ 180 days

Salary:	\$41,397	Bd Pd 9% TRS on Salary:	\$4,094	Stipend:	\$5,400	Bd Pd 9% TRS on Stipend:	\$534	=	Total Salary:	\$51,426
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STEP	BS		BS+16		MS		MS+16		MS+32	
1	Salary	41,397	Salary	42,490	Salary	43,618	Salary	44,590	Salary	45,501
	Bd Pd 9% TRS	4,094	Bd Pd 9% TRS	4,202	Bd Pd 9% TRS	4,314	Bd Pd 9% TRS	4,410	Bd Pd 9% TRS	4,500
	Total Salary	45,491	Total Salary	46,693	Total Salary	47,932	Total Salary	49,000	Total Salary	50,001
2	Salary	41,978	Salary	43,116	Salary	44,253	Salary	45,264	Salary	46,213
	Bd Pd 9% TRS	4,152	Bd Pd 9% TRS	4,264	Bd Pd 9% TRS	4,377	Bd Pd 9% TRS	4,477	Bd Pd 9% TRS	4,570
	Total Salary	46,129	Total Salary	47,380	Total Salary	48,630	Total Salary	49,741	Total Salary	50,783
3	Salary	43,205	Salary	44,347	Salary	45,524	Salary	46,540	Salary	47,491
	Bd Pd 9% TRS	4,273	Bd Pd 9% TRS	4,386	Bd Pd 9% TRS	4,502	Bd Pd 9% TRS	4,603	Bd Pd 9% TRS	4,697
	Total Salary	47,478	Total Salary	48,733	Total Salary	50,026	Total Salary	51,142	Total Salary	52,188
4	Salary	43,937	Salary	45,127	Salary	46,317	Salary	47,375	Salary	48,366
	Bd Pd 9% TRS	4,345	Bd Pd 9% TRS	4,463	Bd Pd 9% TRS	4,581	Bd Pd 9% TRS	4,685	Bd Pd 9% TRS	4,783
	Total Salary	48,282	Total Salary	49,590	Total Salary	50,898	Total Salary	52,060	Total Salary	53,150
5	Salary	44,895	Salary	46,083	Salary	47,305	Salary	48,362	Salary	49,352
	Bd Pd 9% TRS	4,440	Bd Pd 9% TRS	4,558	Bd Pd 9% TRS	4,679	Bd Pd 9% TRS	4,783	Bd Pd 9% TRS	4,881
	Total Salary	49,335	Total Salary	50,640	Total Salary	51,983	Total Salary	53,145	Total Salary	54,232
6	Salary	45,870	Salary	47,111	Salary	48,354	Salary	49,457	Salary	50,491
	Bd Pd 9% TRS	4,537	Bd Pd 9% TRS	4,659	Bd Pd 9% TRS	4,782	Bd Pd 9% TRS	4,891	Bd Pd 9% TRS	4,994
	Total Salary	50,407	Total Salary	51,771	Total Salary	53,137	Total Salary	54,349	Total Salary	55,485
7	Salary	46,870	Salary	48,111	Salary	49,387	Salary	50,491	Salary	51,526
	Bd Pd 9% TRS	4,635	Bd Pd 9% TRS	4,758	Bd Pd 9% TRS	4,884	Bd Pd 9% TRS	4,994	Bd Pd 9% TRS	5,096
	Total Salary	51,506	Total Salary	52,870	Total Salary	54,272	Total Salary	55,485	Total Salary	56,622

Licensed Educator Salary Schedule 2027-2028

8	Salary	47,870	Salary	49,111	Salary	50,422	Salary	51,526	Salary	52,561
	Bd Pd 9% TRS	4,734	Bd Pd 9% TRS	4,857	Bd Pd 9% TRS	4,987	Bd Pd 9% TRS	5,096	Bd Pd 9% TRS	5,198
	Total Salary	52,604	Total Salary	53,969	Total Salary	55,408	Total Salary	56,622	Total Salary	57,760
9	Salary	48,869	Salary	50,112	Salary	51,457	Salary	52,561	Salary	53,594
	Bd Pd 9% TRS	4,833	Bd Pd 9% TRS	4,956	Bd Pd 9% TRS	5,089	Bd Pd 9% TRS	5,198	Bd Pd 9% TRS	5,301
	Total Salary	53,702	Total Salary	55,068	Total Salary	56,546	Total Salary	57,760	Total Salary	58,895
10	Salary	49,870	Salary	51,113	Salary	52,491	Salary	53,594	Salary	54,630
	Bd Pd 9% TRS	4,932	Bd Pd 9% TRS	5,055	Bd Pd 9% TRS	5,191	Bd Pd 9% TRS	5,301	Bd Pd 9% TRS	5,403
	Total Salary	54,802	Total Salary	56,168	Total Salary	57,683	Total Salary	58,895	Total Salary	60,033
11	Salary	50,870	Salary	52,113	Salary	53,527	Salary	54,630	Salary	55,664
	Bd Pd 9% TRS	5,031	Bd Pd 9% TRS	5,154	Bd Pd 9% TRS	5,294	Bd Pd 9% TRS	5,403	Bd Pd 9% TRS	5,505
	Total Salary	55,901	Total Salary	57,267	Total Salary	58,821	Total Salary	60,033	Total Salary	61,170
12	Salary	51,870	Salary	53,113	Salary	54,560	Salary	55,664	Salary	56,700
	Bd Pd 9% TRS	5,130	Bd Pd 9% TRS	5,253	Bd Pd 9% TRS	5,396	Bd Pd 9% TRS	5,505	Bd Pd 9% TRS	5,608
	Total Salary	57,000	Total Salary	58,366	Total Salary	59,956	Total Salary	61,170	Total Salary	62,308
13	Salary	52,871	Salary	54,112	Salary	55,597	Salary	56,700	Salary	57,734
	Bd Pd 9% TRS	5,229	Bd Pd 9% TRS	5,352	Bd Pd 9% TRS	5,499	Bd Pd 9% TRS	5,608	Bd Pd 9% TRS	5,710
	Total Salary	58,100	Total Salary	59,463	Total Salary	61,096	Total Salary	62,308	Total Salary	63,444
14	Salary	53,871	Salary	55,112	Salary	56,630	Salary	57,734	Salary	58,769
	Bd Pd 9% TRS	5,328	Bd Pd 9% TRS	5,451	Bd Pd 9% TRS	5,601	Bd Pd 9% TRS	5,710	Bd Pd 9% TRS	5,812
	Total Salary	59,199	Total Salary	60,562	Total Salary	62,231	Total Salary	63,444	Total Salary	64,581
15	Salary	54,873	Salary	56,113	Salary	57,664	Salary	58,769	Salary	59,803
	Bd Pd 9% TRS	5,427	Bd Pd 9% TRS	5,550	Bd Pd 9% TRS	5,703	Bd Pd 9% TRS	5,812	Bd Pd 9% TRS	5,915
	Total Salary	60,300	Total Salary	61,663	Total Salary	63,367	Total Salary	64,581	Total Salary	65,718
16	Salary	55,873	Salary	57,113	Salary	58,700	Salary	59,803	Salary	60,837
	Bd Pd 9% TRS	5,526	Bd Pd 9% TRS	5,649	Bd Pd 9% TRS	5,805	Bd Pd 9% TRS	5,915	Bd Pd 9% TRS	6,017
	Total Salary	61,399	Total Salary	62,761	Total Salary	64,506	Total Salary	65,718	Total Salary	66,854
17	Salary	56,871	Salary	58,113	Salary	59,734	Salary	60,837	Salary	61,873
	Bd Pd 9% TRS	5,625	Bd Pd 9% TRS	5,747	Bd Pd 9% TRS	5,908	Bd Pd 9% TRS	6,017	Bd Pd 9% TRS	6,119
	Total Salary	62,496	Total Salary	63,860	Total Salary	65,642	Total Salary	66,854	Total Salary	67,992
18	Salary	57,872	Salary	59,113	Salary	60,770	Salary	61,873	Salary	62,907
	Bd Pd 9% TRS	5,724	Bd Pd 9% TRS	5,846	Bd Pd 9% TRS	6,010	Bd Pd 9% TRS	6,119	Bd Pd 9% TRS	6,222
	Total Salary	63,595	Total Salary	64,959	Total Salary	66,780	Total Salary	67,992	Total Salary	69,129
19	Salary	58,872	Salary	60,113	Salary	61,803	Salary	62,907	Salary	63,942
	Bd Pd 9% TRS	5,822	Bd Pd 9% TRS	5,945	Bd Pd 9% TRS	6,112	Bd Pd 9% TRS	6,222	Bd Pd 9% TRS	6,324
	Total Salary	64,694	Total Salary	66,058	Total Salary	67,915	Total Salary	69,129	Total Salary	70,265
20	Salary	59,873	Salary	61,114	Salary	62,837	Salary	63,942	Salary	64,977
	Bd Pd 9% TRS	5,921	Bd Pd 9% TRS	6,044	Bd Pd 9% TRS	6,215	Bd Pd 9% TRS	6,324	Bd Pd 9% TRS	6,426
	Total Salary	65,794	Total Salary	67,159	Total Salary	69,052	Total Salary	70,265	Total Salary	71,403
21	Salary	60,873	Salary	62,114	Salary	63,874	Salary	64,977	Salary	66,011
	Bd Pd 9% TRS	6,020	Bd Pd 9% TRS	6,143	Bd Pd 9% TRS	6,317	Bd Pd 9% TRS	6,426	Bd Pd 9% TRS	6,529
	Total Salary	66,893	Total Salary	68,257	Total Salary	70,191	Total Salary	71,403	Total Salary	72,540
22	Salary	61,873	Salary	63,114	Salary	64,907	Salary	66,011	Salary	67,046
	Bd Pd 9% TRS	6,119	Bd Pd 9% TRS	6,242	Bd Pd 9% TRS	6,419	Bd Pd 9% TRS	6,529	Bd Pd 9% TRS	6,631
	Total Salary	67,992	Total Salary	69,356	Total Salary	71,327	Total Salary	72,540	Total Salary	73,677

Licensed Educator Salary Schedule 2027-2028

23	Salary	62,873	Salary	64,114	Salary	65,943	Salary	67,046	Salary	68,080
	Bd Pd 9% TRS	6,218	Bd Pd 9% TRS	6,341	Bd Pd 9% TRS	6,522	Bd Pd 9% TRS	6,631	Bd Pd 9% TRS	6,733
	Total Salary	69,091	Total Salary	70,455	Total Salary	72,465	Total Salary	73,677	Total Salary	74,813
24	Salary	63,874	Salary	65,114	Salary	66,976	Salary	68,080	Salary	69,116
	Bd Pd 9% TRS	6,317	Bd Pd 9% TRS	6,440	Bd Pd 9% TRS	6,624	Bd Pd 9% TRS	6,733	Bd Pd 9% TRS	6,836
	Total Salary	70,191	Total Salary	71,554	Total Salary	73,600	Total Salary	74,813	Total Salary	75,951
25	Salary	64,873	Salary	66,116	Salary	68,013	Salary	69,116	Salary	70,150
	Bd Pd 9% TRS	6,416	Bd Pd 9% TRS	6,539	Bd Pd 9% TRS	6,727	Bd Pd 9% TRS	6,836	Bd Pd 9% TRS	6,938
	Total Salary	71,289	Total Salary	72,655	Total Salary	74,739	Total Salary	75,951	Total Salary	77,088
26	Salary	65,873	Salary	67,116	Salary	69,046	Salary	70,150	Salary	71,184
	Bd Pd 9% TRS	6,515	Bd Pd 9% TRS	6,638	Bd Pd 9% TRS	6,829	Bd Pd 9% TRS	6,938	Bd Pd 9% TRS	7,040
	Total Salary	72,388	Total Salary	73,754	Total Salary	75,875	Total Salary	77,088	Total Salary	78,225
27	Salary	66,873	Salary	68,116	Salary	70,080	Salary	71,184	Salary	72,219
	Bd Pd 9% TRS	6,614	Bd Pd 9% TRS	6,737	Bd Pd 9% TRS	6,931	Bd Pd 9% TRS	7,040	Bd Pd 9% TRS	7,142
	Total Salary	73,487	Total Salary	74,852	Total Salary	77,011	Total Salary	78,225	Total Salary	79,361
28	Salary	67,873	Salary	69,116	Salary	71,116	Salary	72,219	Salary	73,254
	Bd Pd 9% TRS	6,713	Bd Pd 9% TRS	6,836	Bd Pd 9% TRS	7,033	Bd Pd 9% TRS	7,142	Bd Pd 9% TRS	7,245
	Total Salary	74,586	Total Salary	75,951	Total Salary	78,149	Total Salary	79,361	Total Salary	80,499
29	Salary	68,874	Salary	70,114	Salary	72,150	Salary	73,254	Salary	74,289
	Bd Pd 9% TRS	6,812	Bd Pd 9% TRS	6,934	Bd Pd 9% TRS	7,136	Bd Pd 9% TRS	7,245	Bd Pd 9% TRS	7,347
	Total Salary	75,686	Total Salary	77,049	Total Salary	79,286	Total Salary	80,499	Total Salary	81,636
30	Salary	69,874	Salary	71,116	Salary	73,186	Salary	74,289	Salary	75,323
	Bd Pd 9% TRS	6,911	Bd Pd 9% TRS	7,033	Bd Pd 9% TRS	7,238	Bd Pd 9% TRS	7,347	Bd Pd 9% TRS	7,450
	Total Salary	76,785	Total Salary	78,149	Total Salary	80,424	Total Salary	81,636	Total Salary	82,772

Licensed Educator Salary Schedule 2028-2029

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

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

Pre-Vocational Coordinator	\$48 /day	Bd Pd 9% TRS	\$855
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Speech-Language Pathologist	\$49 /day	Bd Pd 9% TRS	\$872
Licensed Educator	\$30 /day	Bd Pd 9% TRS	\$534

***Total Salary Example:**

Licensed Educator ~ BS ~ Step 1 ~ 180 days

Salary:	\$42,004	Bd Pd 9% TRS on Salary:	\$4,154	Stipend:	\$5,400	Bd Pd 9% TRS on Stipend:	\$534	=	Total Salary:	\$52,092
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STEP	BS		BS+16		MS		MS+16		MS+32	
1	Salary	42,004	Salary	43,144	Salary	44,281	Salary	45,295	Salary	46,245
	Bd Pd 9% TRS	4,154	Bd Pd 9% TRS	4,267	Bd Pd 9% TRS	4,379	Bd Pd 9% TRS	4,480	Bd Pd 9% TRS	4,574
	Total Salary	46,158	Total Salary	47,411	Total Salary	48,661	Total Salary	49,774	Total Salary	50,818
2	Salary	43,260	Salary	44,402	Salary	45,581	Salary	46,597	Salary	47,549
	Bd Pd 9% TRS	4,278	Bd Pd 9% TRS	4,391	Bd Pd 9% TRS	4,508	Bd Pd 9% TRS	4,608	Bd Pd 9% TRS	4,703
	Total Salary	47,539	Total Salary	48,794	Total Salary	50,089	Total Salary	51,206	Total Salary	52,251
3	Salary	43,867	Salary	45,056	Salary	46,244	Salary	47,301	Salary	48,292
	Bd Pd 9% TRS	4,338	Bd Pd 9% TRS	4,456	Bd Pd 9% TRS	4,574	Bd Pd 9% TRS	4,678	Bd Pd 9% TRS	4,776
	Total Salary	48,205	Total Salary	49,512	Total Salary	50,818	Total Salary	51,979	Total Salary	53,068
4	Salary	45,149	Salary	46,343	Salary	47,572	Salary	48,634	Salary	49,628
	Bd Pd 9% TRS	4,465	Bd Pd 9% TRS	4,583	Bd Pd 9% TRS	4,705	Bd Pd 9% TRS	4,810	Bd Pd 9% TRS	4,908
	Total Salary	49,614	Total Salary	50,926	Total Salary	52,277	Total Salary	53,444	Total Salary	54,537
5	Salary	45,914	Salary	47,158	Salary	48,401	Salary	49,506	Salary	50,543
	Bd Pd 9% TRS	4,541	Bd Pd 9% TRS	4,664	Bd Pd 9% TRS	4,787	Bd Pd 9% TRS	4,896	Bd Pd 9% TRS	4,999
	Total Salary	50,455	Total Salary	51,822	Total Salary	53,188	Total Salary	54,403	Total Salary	55,541
6	Salary	46,915	Salary	48,156	Salary	49,434	Salary	50,538	Salary	51,572
	Bd Pd 9% TRS	4,640	Bd Pd 9% TRS	4,763	Bd Pd 9% TRS	4,889	Bd Pd 9% TRS	4,998	Bd Pd 9% TRS	5,101
	Total Salary	51,555	Total Salary	52,919	Total Salary	54,323	Total Salary	55,536	Total Salary	56,673
7	Salary	47,934	Salary	49,231	Salary	50,530	Salary	51,683	Salary	52,764
	Bd Pd 9% TRS	4,741	Bd Pd 9% TRS	4,869	Bd Pd 9% TRS	4,997	Bd Pd 9% TRS	5,111	Bd Pd 9% TRS	5,218
	Total Salary	52,675	Total Salary	54,101	Total Salary	55,528	Total Salary	56,794	Total Salary	57,982

Licensed Educator Salary Schedule 2028-2029

8	Salary	48,979	Salary	50,276	Salary	51,610	Salary	52,764	Salary	53,844
	Bd Pd 9% TRS	4,844	Bd Pd 9% TRS	4,972	Bd Pd 9% TRS	5,104	Bd Pd 9% TRS	5,218	Bd Pd 9% TRS	5,325
	Total Salary	53,823	Total Salary	55,249	Total Salary	56,714	Total Salary	57,982	Total Salary	59,170
9	Salary	50,024	Salary	51,322	Salary	52,691	Salary	53,844	Salary	54,927
	Bd Pd 9% TRS	4,947	Bd Pd 9% TRS	5,076	Bd Pd 9% TRS	5,211	Bd Pd 9% TRS	5,325	Bd Pd 9% TRS	5,432
	Total Salary	54,972	Total Salary	56,397	Total Salary	57,902	Total Salary	59,170	Total Salary	60,359
10	Salary	51,068	Salary	52,367	Salary	53,773	Salary	54,927	Salary	56,006
	Bd Pd 9% TRS	5,051	Bd Pd 9% TRS	5,179	Bd Pd 9% TRS	5,318	Bd Pd 9% TRS	5,432	Bd Pd 9% TRS	5,539
	Total Salary	56,118	Total Salary	57,546	Total Salary	59,091	Total Salary	60,359	Total Salary	61,545
11	Salary	52,114	Salary	53,413	Salary	54,854	Salary	56,006	Salary	57,088
	Bd Pd 9% TRS	5,154	Bd Pd 9% TRS	5,283	Bd Pd 9% TRS	5,425	Bd Pd 9% TRS	5,539	Bd Pd 9% TRS	5,646
	Total Salary	57,268	Total Salary	58,696	Total Salary	60,279	Total Salary	61,545	Total Salary	62,734
12	Salary	53,159	Salary	54,458	Salary	55,936	Salary	57,088	Salary	58,169
	Bd Pd 9% TRS	5,258	Bd Pd 9% TRS	5,386	Bd Pd 9% TRS	5,532	Bd Pd 9% TRS	5,646	Bd Pd 9% TRS	5,753
	Total Salary	58,417	Total Salary	59,844	Total Salary	61,468	Total Salary	62,734	Total Salary	63,922
13	Salary	54,204	Salary	55,503	Salary	57,015	Salary	58,169	Salary	59,251
	Bd Pd 9% TRS	5,361	Bd Pd 9% TRS	5,489	Bd Pd 9% TRS	5,639	Bd Pd 9% TRS	5,753	Bd Pd 9% TRS	5,860
	Total Salary	59,565	Total Salary	60,992	Total Salary	62,654	Total Salary	63,922	Total Salary	65,112
14	Salary	55,251	Salary	56,547	Salary	58,099	Salary	59,251	Salary	60,332
	Bd Pd 9% TRS	5,464	Bd Pd 9% TRS	5,593	Bd Pd 9% TRS	5,746	Bd Pd 9% TRS	5,860	Bd Pd 9% TRS	5,967
	Total Salary	60,715	Total Salary	62,139	Total Salary	63,845	Total Salary	65,112	Total Salary	66,299
15	Salary	56,296	Salary	57,592	Salary	59,178	Salary	60,332	Salary	61,413
	Bd Pd 9% TRS	5,568	Bd Pd 9% TRS	5,696	Bd Pd 9% TRS	5,853	Bd Pd 9% TRS	5,967	Bd Pd 9% TRS	6,074
	Total Salary	61,863	Total Salary	63,287	Total Salary	65,031	Total Salary	66,299	Total Salary	67,487
16	Salary	57,342	Salary	58,638	Salary	60,259	Salary	61,413	Salary	62,494
	Bd Pd 9% TRS	5,671	Bd Pd 9% TRS	5,799	Bd Pd 9% TRS	5,960	Bd Pd 9% TRS	6,074	Bd Pd 9% TRS	6,181
	Total Salary	63,013	Total Salary	64,437	Total Salary	66,219	Total Salary	67,487	Total Salary	68,675
17	Salary	58,387	Salary	59,683	Salary	61,342	Salary	62,494	Salary	63,575
	Bd Pd 9% TRS	5,775	Bd Pd 9% TRS	5,903	Bd Pd 9% TRS	6,067	Bd Pd 9% TRS	6,181	Bd Pd 9% TRS	6,288
	Total Salary	64,162	Total Salary	65,586	Total Salary	67,408	Total Salary	68,675	Total Salary	69,863
18	Salary	59,431	Salary	60,728	Salary	62,422	Salary	63,575	Salary	64,657
	Bd Pd 9% TRS	5,878	Bd Pd 9% TRS	6,006	Bd Pd 9% TRS	6,174	Bd Pd 9% TRS	6,288	Bd Pd 9% TRS	6,395
	Total Salary	65,308	Total Salary	66,734	Total Salary	68,596	Total Salary	69,863	Total Salary	71,052
19	Salary	60,476	Salary	61,773	Salary	63,505	Salary	64,657	Salary	65,738
	Bd Pd 9% TRS	5,981	Bd Pd 9% TRS	6,109	Bd Pd 9% TRS	6,281	Bd Pd 9% TRS	6,395	Bd Pd 9% TRS	6,502
	Total Salary	66,457	Total Salary	67,882	Total Salary	69,785	Total Salary	71,052	Total Salary	72,240
20	Salary	61,521	Salary	62,818	Salary	64,584	Salary	65,738	Salary	66,819
	Bd Pd 9% TRS	6,084	Bd Pd 9% TRS	6,213	Bd Pd 9% TRS	6,387	Bd Pd 9% TRS	6,502	Bd Pd 9% TRS	6,608
	Total Salary	67,605	Total Salary	69,031	Total Salary	70,972	Total Salary	72,240	Total Salary	73,427
21	Salary	62,567	Salary	63,864	Salary	65,665	Salary	66,819	Salary	67,901
	Bd Pd 9% TRS	6,188	Bd Pd 9% TRS	6,316	Bd Pd 9% TRS	6,494	Bd Pd 9% TRS	6,608	Bd Pd 9% TRS	6,715
	Total Salary	68,755	Total Salary	70,181	Total Salary	72,159	Total Salary	73,427	Total Salary	74,617

Licensed Educator Salary Schedule 2028-2029

22	Salary	63,612	Salary	64,909	Salary	66,749	Salary	67,901	Salary	68,982
	Bd Pd 9% TRS	6,291	Bd Pd 9% TRS	6,420	Bd Pd 9% TRS	6,602	Bd Pd 9% TRS	6,715	Bd Pd 9% TRS	6,822
	Total Salary	69,903	Total Salary	71,329	Total Salary	73,350	Total Salary	74,617	Total Salary	75,804
23	Salary	64,657	Salary	65,954	Salary	67,828	Salary	68,982	Salary	70,063
	Bd Pd 9% TRS	6,395	Bd Pd 9% TRS	6,523	Bd Pd 9% TRS	6,708	Bd Pd 9% TRS	6,822	Bd Pd 9% TRS	6,929
	Total Salary	71,052	Total Salary	72,477	Total Salary	74,536	Total Salary	75,804	Total Salary	76,992
24	Salary	65,702	Salary	66,999	Salary	68,910	Salary	70,063	Salary	71,144
	Bd Pd 9% TRS	6,498	Bd Pd 9% TRS	6,626	Bd Pd 9% TRS	6,815	Bd Pd 9% TRS	6,929	Bd Pd 9% TRS	7,036
	Total Salary	72,200	Total Salary	73,626	Total Salary	75,726	Total Salary	76,992	Total Salary	78,180
25	Salary	66,749	Salary	68,044	Salary	69,990	Salary	71,144	Salary	72,226
	Bd Pd 9% TRS	6,602	Bd Pd 9% TRS	6,730	Bd Pd 9% TRS	6,922	Bd Pd 9% TRS	7,036	Bd Pd 9% TRS	7,143
	Total Salary	73,350	Total Salary	74,774	Total Salary	76,912	Total Salary	78,180	Total Salary	79,369
26	Salary	67,792	Salary	69,091	Salary	71,073	Salary	72,226	Salary	73,307
	Bd Pd 9% TRS	6,705	Bd Pd 9% TRS	6,833	Bd Pd 9% TRS	7,029	Bd Pd 9% TRS	7,143	Bd Pd 9% TRS	7,250
	Total Salary	74,497	Total Salary	75,924	Total Salary	78,103	Total Salary	79,369	Total Salary	80,557
27	Salary	68,837	Salary	70,136	Salary	72,153	Salary	73,307	Salary	74,388
	Bd Pd 9% TRS	6,808	Bd Pd 9% TRS	6,937	Bd Pd 9% TRS	7,136	Bd Pd 9% TRS	7,250	Bd Pd 9% TRS	7,357
	Total Salary	75,645	Total Salary	77,072	Total Salary	79,289	Total Salary	80,557	Total Salary	81,745
28	Salary	69,882	Salary	71,181	Salary	73,234	Salary	74,388	Salary	75,469
	Bd Pd 9% TRS	6,911	Bd Pd 9% TRS	7,040	Bd Pd 9% TRS	7,243	Bd Pd 9% TRS	7,357	Bd Pd 9% TRS	7,464
	Total Salary	76,794	Total Salary	78,221	Total Salary	80,477	Total Salary	81,745	Total Salary	82,932
29	Salary	70,927	Salary	72,226	Salary	74,316	Salary	75,469	Salary	76,551
	Bd Pd 9% TRS	7,015	Bd Pd 9% TRS	7,143	Bd Pd 9% TRS	7,350	Bd Pd 9% TRS	7,464	Bd Pd 9% TRS	7,571
	Total Salary	77,942	Total Salary	79,369	Total Salary	81,666	Total Salary	82,932	Total Salary	84,122
30	Salary	71,974	Salary	73,270	Salary	75,397	Salary	76,551	Salary	77,632
	Bd Pd 9% TRS	7,118	Bd Pd 9% TRS	7,246	Bd Pd 9% TRS	7,457	Bd Pd 9% TRS	7,571	Bd Pd 9% TRS	7,678
	Total Salary	79,092	Total Salary	80,516	Total Salary	82,854	Total Salary	84,122	Total Salary	85,309

APPENDIX B

Licensed Medical Salary Schedule 2026-2027

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

STEP	BS		BS+16		MS		MS+16		MS+32	
1	Salary	43,164	Salary	44,334	Salary	45,503	Salary	46,542	Salary	47,518
2	Salary	44,542	Salary	45,720	Salary	46,933	Salary	47,981	Salary	48,962
3	Salary	45,082	Salary	46,303	Salary	47,524	Salary	48,609	Salary	49,626
4	Salary	45,855	Salary	47,069	Salary	48,317	Salary	49,397	Salary	50,408
5	Salary	46,632	Salary	47,894	Salary	49,158	Salary	50,279	Salary	51,331
6	Salary	47,649	Salary	48,911	Salary	50,208	Salary	51,331	Salary	52,382
7	Salary	48,666	Salary	49,928	Salary	51,260	Salary	52,382	Salary	53,435
8	Salary	49,681	Salary	50,944	Salary	52,312	Salary	53,435	Salary	54,485
9	Salary	50,699	Salary	51,962	Salary	53,364	Salary	54,485	Salary	55,538
10	Salary	51,716	Salary	52,979	Salary	54,417	Salary	55,538	Salary	56,589
11	Salary	52,732	Salary	53,996	Salary	55,467	Salary	56,589	Salary	57,642
12	Salary	53,750	Salary	55,011	Salary	56,521	Salary	57,642	Salary	58,694
13	Salary	54,767	Salary	56,027	Salary	57,571	Salary	58,694	Salary	59,745
14	Salary	55,785	Salary	57,045	Salary	58,623	Salary	59,745	Salary	60,797
15	Salary	56,801	Salary	58,062	Salary	59,676	Salary	60,797	Salary	61,848
16	Salary	57,817	Salary	59,079	Salary	60,727	Salary	61,848	Salary	62,901
17	Salary	58,833	Salary	60,095	Salary	61,780	Salary	62,901	Salary	63,953
18	Salary	59,850	Salary	61,112	Salary	62,830	Salary	63,953	Salary	65,004
19	Salary	60,868	Salary	62,130	Salary	63,882	Salary	65,004	Salary	66,057
20	Salary	61,885	Salary	63,147	Salary	64,936	Salary	66,057	Salary	67,109
21	Salary	62,901	Salary	64,163	Salary	65,986	Salary	67,109	Salary	68,160
22	Salary	63,918	Salary	65,180	Salary	67,039	Salary	68,160	Salary	69,212
23	Salary	64,936	Salary	66,197	Salary	68,089	Salary	69,212	Salary	70,264
24	Salary	65,951	Salary	67,214	Salary	69,143	Salary	70,264	Salary	71,316

Licensed Medical Salary Schedule 2026-2027

25	Salary	66,968	Salary	68,231	Salary	70,193	Salary	71,316	Salary	72,367
26	Salary	67,984	Salary	69,248	Salary	71,245	Salary	72,367	Salary	73,419
27	Salary	69,001	Salary	70,264	Salary	72,298	Salary	73,419	Salary	74,472
28	Salary	70,019	Salary	71,280	Salary	73,349	Salary	74,472	Salary	75,523
29	Salary	71,036	Salary	72,298	Salary	74,402	Salary	75,523	Salary	76,575
30	Salary	72,052	Salary	73,314	Salary	75,452	Salary	76,575	Salary	77,626

Licensed Medical Salary Schedule 2027-2028

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

STEP	BS		BS+16		MS		MS+16		MS+32	
1	Salary	44,604	Salary	45,783	Salary	46,997	Salary	48,046	Salary	49,027
2	Salary	45,106	Salary	46,329	Salary	47,551	Salary	48,637	Salary	49,656
3	Salary	46,547	Salary	47,778	Salary	49,045	Salary	50,140	Salary	51,166
4	Salary	47,110	Salary	48,386	Salary	49,662	Salary	50,796	Salary	51,859
5	Salary	47,919	Salary	49,187	Salary	50,492	Salary	51,620	Salary	52,676
6	Salary	48,731	Salary	50,050	Salary	51,370	Salary	52,542	Salary	53,640
7	Salary	49,793	Salary	51,112	Salary	52,467	Salary	53,640	Salary	54,739
8	Salary	50,856	Salary	52,174	Salary	53,566	Salary	54,739	Salary	55,840
9	Salary	51,917	Salary	53,237	Salary	54,666	Salary	55,840	Salary	56,937
10	Salary	52,980	Salary	54,301	Salary	55,765	Salary	56,937	Salary	58,037
11	Salary	54,043	Salary	55,363	Salary	56,865	Salary	58,037	Salary	59,136
12	Salary	55,105	Salary	56,425	Salary	57,963	Salary	59,136	Salary	60,236
13	Salary	56,169	Salary	57,486	Salary	59,065	Salary	60,236	Salary	61,335
14	Salary	57,231	Salary	58,549	Salary	60,162	Salary	61,335	Salary	62,434
15	Salary	58,295	Salary	59,613	Salary	61,261	Salary	62,434	Salary	63,533
16	Salary	59,357	Salary	60,675	Salary	62,361	Salary	63,533	Salary	64,631
17	Salary	60,418	Salary	61,737	Salary	63,460	Salary	64,631	Salary	65,732
18	Salary	61,481	Salary	62,800	Salary	64,560	Salary	65,732	Salary	66,831
19	Salary	62,543	Salary	63,862	Salary	65,657	Salary	66,831	Salary	67,929
20	Salary	63,607	Salary	64,926	Salary	66,756	Salary	67,929	Salary	69,030
21	Salary	64,669	Salary	65,988	Salary	67,858	Salary	69,030	Salary	70,128
22	Salary	65,732	Salary	67,051	Salary	68,955	Salary	70,128	Salary	71,227
23	Salary	66,794	Salary	68,113	Salary	70,056	Salary	71,227	Salary	72,326
24	Salary	67,858	Salary	69,175	Salary	71,153	Salary	72,326	Salary	73,426

Licensed Medical Salary Schedule 2027-2028

25	Salary	68,919	Salary	70,239	Salary	72,255	Salary	73,426	Salary	74,525
26	Salary	69,981	Salary	71,302	Salary	73,352	Salary	74,525	Salary	75,624
27	Salary	71,044	Salary	72,364	Salary	74,451	Salary	75,624	Salary	76,723
28	Salary	72,106	Salary	73,426	Salary	75,551	Salary	76,723	Salary	77,823
29	Salary	73,170	Salary	74,487	Salary	76,650	Salary	77,823	Salary	78,922
30	Salary	74,232	Salary	75,551	Salary	77,750	Salary	78,922	Salary	80,021

Licensed Medical Salary Schedule 2028-2029

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

STEP	BS		BS+16		MS		MS+16		MS+32	
1	Salary	45,127	Salary	46,352	Salary	47,574	Salary	48,662	Salary	49,683
2	Salary	46,500	Salary	47,728	Salary	48,995	Salary	50,088	Salary	51,111
3	Salary	47,023	Salary	48,298	Salary	49,571	Salary	50,704	Salary	51,766
4	Salary	48,525	Salary	49,808	Salary	51,130	Salary	52,271	Salary	53,340
5	Salary	49,113	Salary	50,443	Salary	51,773	Salary	52,955	Salary	54,063
6	Salary	49,955	Salary	51,278	Salary	52,637	Salary	53,813	Salary	54,915
7	Salary	50,802	Salary	52,177	Salary	53,553	Salary	54,775	Salary	55,920
8	Salary	51,909	Salary	53,284	Salary	54,697	Salary	55,920	Salary	57,066
9	Salary	53,017	Salary	54,392	Salary	55,843	Salary	57,066	Salary	58,213
10	Salary	54,123	Salary	55,499	Salary	56,990	Salary	58,213	Salary	59,357
11	Salary	55,232	Salary	56,608	Salary	58,135	Salary	59,357	Salary	60,504
12	Salary	56,340	Salary	57,716	Salary	59,282	Salary	60,504	Salary	61,649
13	Salary	57,447	Salary	58,823	Salary	60,426	Salary	61,649	Salary	62,796
14	Salary	58,556	Salary	59,930	Salary	61,575	Salary	62,796	Salary	63,942
15	Salary	59,664	Salary	61,037	Salary	62,719	Salary	63,942	Salary	65,087
16	Salary	60,773	Salary	62,146	Salary	63,864	Salary	65,087	Salary	66,233
17	Salary	61,880	Salary	63,254	Salary	65,011	Salary	66,233	Salary	67,378
18	Salary	62,986	Salary	64,361	Salary	66,157	Salary	67,378	Salary	68,525
19	Salary	64,094	Salary	65,469	Salary	67,304	Salary	68,525	Salary	69,671
20	Salary	65,201	Salary	66,576	Salary	68,448	Salary	69,671	Salary	70,816
21	Salary	66,310	Salary	67,685	Salary	69,593	Salary	70,816	Salary	71,963
22	Salary	67,418	Salary	68,793	Salary	70,742	Salary	71,963	Salary	73,109
23	Salary	68,525	Salary	69,900	Salary	71,886	Salary	73,109	Salary	74,254
24	Salary	69,633	Salary	71,008	Salary	73,033	Salary	74,254	Salary	75,400

Licensed Medical Salary Schedule 2028-2029

25	Salary	70,742	Salary	72,115	Salary	74,177	Salary	75,400	Salary	76,547
26	Salary	71,848	Salary	73,224	Salary	75,325	Salary	76,547	Salary	77,692
27	Salary	72,955	Salary	74,332	Salary	76,469	Salary	77,692	Salary	78,838
28	Salary	74,063	Salary	75,439	Salary	77,615	Salary	78,838	Salary	79,983
29	Salary	75,171	Salary	76,547	Salary	78,762	Salary	79,983	Salary	81,130
30	Salary	76,280	Salary	77,653	Salary	79,907	Salary	81,130	Salary	82,276

APPENDIX C

Licensed Educational Support Personnel Salary Schedules 2026-2029

STEP	2026-2027	2027-2028	2028-2029
1	18.80	19.80	20.80
2	19.05	20.05	21.05
3	19.32	20.32	21.32
4	19.67	20.67	21.67
5	20.03	21.03	22.03
6	20.40	21.40	22.40
7	20.76	21.76	22.76
8	21.13	22.13	23.13
9	21.49	22.49	23.49
10	21.86	22.86	23.86
11	22.23	23.23	24.23
12	22.59	23.59	24.59
13	22.96	23.96	24.96
14	23.32	24.32	25.32
15	23.69	24.69	25.69
16	24.06	25.06	26.06
17	24.42	25.42	26.42
18	24.79	25.79	26.79

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.