

Collective Bargaining Agreement between

MERCER COUNTY SCHOOL DISTRICT #404



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MERCER COUNTY EDUCATION ASSOCIATION


July 1, 2025 through June 30, 2028

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
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ARTICLE I - RECOGNITION AND DEFINITIONS

A. Recognition

The Board of Education of Mercer County School District #404, hereinafter "Board," recognizes the Mercer County Education Association/IEA-NEA, hereinafter "Association," as the sole and exclusive bargaining agent for all regularly employed, certificated teaching personnel, including librarians, counselors, and nurses holding certification pursuant to 10-22.23 of the School Code but specifically excluding Superintendent, Principals, management employees and short-term employees and any employee who meets the IELRA definition of supervisor.

B. Definitions

The term "teacher(s)" or "employee(s)" when used hereinafter in the Agreement shall refer to all employees represented by the Mercer County Education Association/IEA-NEA ("MCEA") in the bargaining unit as above defined. The term "Board" or "District" when used hereinafter in the Agreement shall refer to the Board of Education or its Administrative Agents.

ARTICLE II - WORKING CONDITIONS

A. Calendar

A calendar committee shall be established annually to develop a non-binding recommendation to the Board regarding the school calendar for the upcoming school year. The committee will include five (5) MCEA and up to five (5) Board of Education Members or designees. The calendar will not exceed one-hundred seventy-six (176) student attendance days, four (4) institute days, and five (5) emergency days. One (1) of the four (4) institute days will be used the day before the first day of student attendance for the school year, and one (1) will be used after the last day of student attendance for the school year. Unused emergency days shall not become employee workdays. The final decision regarding the school calendar rests with the Board.

B. Requisition of Supplies

Each teacher shall be given the opportunity to submit requisitions for materials and supplies. The teacher making the requisition shall be informed as soon as possible of the disposition of his/her request. Procedures for requisitions will be given in the teacher handbook. The Board understands the importance of giving teachers the opportunity to spend their allotted amount of supply money throughout the year and will work diligently to follow-through with this intention. The Board will create a separate budget line in each building's budget for the purpose of segregating the teacher supply amounts.

C. Personnel File

Within 72 hours of a written request, teachers shall have the right during regular business hours, to review and copy the contents of his/her personnel file and to attach written reactions to any of its contents provided such review does not interfere with the instructional program.

D. Notification of Assignment

All teachers shall be given written notice of their tentative building assignments, class and subject assignments by May 15. Teachers shall be entitled to a conference with the Building Principal to discuss the matter. If still dissatisfied after such conference, the teacher shall be given preferential consideration for any subsequent vacancy for which he or she is qualified if all other factors are equal, or shall be permitted to resign without penalty. If the teacher is reassigned after July 15, the

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teacher shall be allowed to have up to two (2) days paid at Committee Rate for preparation or the option to resign without penalty.

E. Employees Leaving Campus

A teacher may, on occasion, leave the building during planning periods, lunch periods, or break periods with prior notification given to office personnel. Teachers who have planning periods at the beginning or end of the day are expected to be on campus at the designated start and end times. Teachers should not leave campus on a daily basis.

F. Duty Free Lunch

Teachers whose duties require attendance at the school for four (4) or more clock hours in any school day shall be provided a duty-free lunch period of a minimum of thirty (30) consecutive minutes. Every effort shall be made by the administrators to fill recess duties with non-certified staff.

G. Work Day

The normal teacher workday shall be defined by the Building Principal. It shall not exceed seven and one-half (7.5) clock hours, except to accommodate the following:

1. Faculty meetings;
2. Extra duties as compensated in contract;
3. Parent-teacher conferences no later than one (1) week after the first quarter report cards are issued;
4. Staffings;
5. Emergencies as defined by administrations;
6. If an IEP must be attended during prep/lunch or outside of the contractual day, the teacher will be compensated accordingly.

H. Planning/Preparations

Teachers at the high school and junior high school will receive time comparable to one (1) full class period each day prorated/shortened for the shortened schedules/weeks. To the best of the administrator's ability, teachers at the elementary schools will receive a block of time prorated/shortened for shortened schedules/weeks for planning/preparation per day.

I. Grade Level/Department Meetings

In-service time shall be given for grade level/department meetings, curriculum planning, textbook evaluation, and/or other purposes deemed appropriate by the administration.

J. Travel Time

Teachers who are assigned to more than one (1) school shall have their schedules arranged so that travel time does not infringe upon the traveling teacher's lunch period. The preparation period for any itinerant teacher may include travel time. Any itinerant teacher who supervises 7 periods out of 8 periods or its mutually agreed upon equivalent shall be paid for mutually agreed upon travel time at the customary internal substitution rate.

K. Discipline

1. Suspension: An employee may be suspended with pay, fringe benefits and all other benefits provided by the contract, pending determination of any disciplinary action, demotion or other involuntary change in his/her employment status.
2. Representation at Discipline/Evaluation Meetings: In the event the administration or Board requires an Employee to attend a meeting in which the discussions could in any

way lead to the Employee being disciplined, the Employee, upon request, may have an Association representative of their choosing present, unless specific applicable protocol supersedes this clause (e.g., remediation). The Employee shall be given prior written notice of the reasons for such a meeting two (2) days in advance.

L. Vacancies

The Superintendent or designee shall have posted, in all school buildings, on the district website and shall send to the Association, a notice of all vacancies. Teachers shall have the right to make timely application for vacancies for which they are qualified. Such vacancies shall not be filled until posted internally for at least seven (7) calendar days. During the summer vacation, a list of vacancies shall be available to the Association President. Vacancy shall be defined as positional openings created by:

1. resignation;
2. retirement;
3. death;
4. dismissal or nonrenewal; and
5. new positions.

M. Temporary Appointment to Vacancies

Positions temporarily filled to avoid undue disruption of the educational program will follow the above procedures before being permanently filled.

N. Building Transfers

It is recognized that occasional teacher transfers between buildings is in the best interest of teachers and the district. When these moments occur, the following protocol will be used.

1. Voluntary Transfers

- a. Teachers may apply for a voluntary transfer anytime a vacancy occurs by applying for the opening as instructed on the notice of vacancy. If a teacher does not receive the transfer, they may appeal the decision to the superintendent. An MCEA representative may attend any or all meetings associated with the appeal.
- b. The district will post and share a notice with the MCEA anytime fewer teachers are needed in a school building, resulting in a need for teachers to transfer buildings. This notice shall include the following.
 - i. A request for voluntary transfers from the specified school building
 - ii. A list of vacancies at other district school buildings
 - iii. Specify that after five (5) work days, if insufficient volunteers are found, the district will deploy the involuntary transfer protocol outlined below.
 - iv. Specify that the transfer process will be complete within twenty (20) work days of the notice being shared.
- c. In the event of a building closing, affected tenured teachers shall be considered for vacancies before any pending applications for voluntary transfer are acted upon, and, where possible, prior to the placement of any dismissed teachers eligible for recall.

2. Involuntary Transfers

- a. The district retains the right to transfer teachers between buildings involuntarily, according to the following terms.
- b. In the event of an involuntary transfer, a teacher may request a hearing with the superintendent and may request an MCEA representative be in attendance.



- c. If the teacher does not agree with the transfer, they will have the option to resign without prejudice.
- d. A teacher who has been notified of an involuntary transfer will be given an opportunity to apply and interview for vacancies for which they are licensed and highly qualified. In the event they apply for multiple vacancies for which they are licensed and highly qualified, at least one interview will be granted. After the interview, the teacher will have the opportunity to submit their top three (3) choices for voluntary transfer, provided they do so within three (3) work days after the interview. Administration will determine final placement.

O. Reduction-In-Force and Recall

- 1. The Illinois School Code will be followed when a reduction-in-force (RIF) &/or recall is made, including but not limited to, [105 ILCS 5/24-12](#) and [procedures outlined by the district's SB7 Joint Committee](#). The MCEA President shall be given written notice when a Reduction in Force is made.
- 2. Individual teacher insurance benefits shall continue through the end of the policy year or June 30, whichever comes first, for honorably dismissed employees who were employed for the entire previous school year.
- 3. Recalled employees shall have the accumulated eligible leave days, salary schedule position, seniority, tenure and evaluation ratings they had when honorably dismissed.

P. Waivers

In the event the Board shall seek a waiver during the life of this agreement, the Board shall notify the Association of its intent to do so before the waiver request is filed.

ARTICLE III - ASSOCIATION RIGHTS

A. Board Meeting – Notice to MCEA

The President of the Association, or the President's designees, shall be given electronic notice of all regular and special meetings of the Board together with a copy of the agenda at least forty-eight (48) hours prior to that meeting.

B. Use of Facilities

The Association may request use of school buildings, facilities, and equipment. Reasonable requests shall be granted provided the intended use does not conflict with previously scheduled activities, impact negatively on the educational program, or is unreasonably dangerous or disruptive.

C. Competing Teacher Organizations Excluded

The rights granted herein to the Association shall not be granted or extended to any competing teacher organization during the term of this Agreement.

D. Teacher Advisory Council

The Association and the Board recognize the importance of communication in maintaining good relationships and agree to meet regularly for the purpose of discussing issues and positive things happening in each school building. The vehicle for such communication shall be meetings of the Teacher's Advisory Council and the Superintendent (TACS Meetings), which shall be held outside of the school day and generally monthly. The Teacher's Advisory Council shall consist of representatives from each building. Discussion items will be shared with the

superintendent/members at least 48 hours prior to each TACS meeting. A board member will also be invited to attend each TACS meeting.

E. Bulletin Board and Mailbox Access

The Association shall have the right to post notices of activities and matters of Association concern on designated bulletin boards at least one of which shall be provided in each school building. The Association may use the employee mailboxes for communicating meeting notices, conferences, and social gatherings to the faculty.

F. Right to Representation

The Board and administration shall make reasonable efforts to resolve complaints against teachers in an expeditious manner. Whenever any employee is required to appear before the Board or administration concerning any matter which reasonably could lead to discipline, the employee shall be permitted Association representation on request. The employee shall be given reasonable notice of any meeting and shall be notified of the reasons for the meeting. The Association President shall be notified of any disciplinary action with respect to any bargaining unit member.

G. New Teachers

The Association President, upon request, shall have access to the names and addresses of newly employed teachers.

ARTICLE IV - EMPLOYEE EVALUATIONS

A. Evaluation Plan

The [Mercer County Schools Teachers Evaluation Plan](#) outlines all protocols and procedures associated with teacher evaluations. The plan will be available on the district website.

B. Evaluation Committee

The evaluation committee will be comprised of the members of the SB7 joint committee. This committee will conduct an annual review of the Teacher Evaluation Plan each June. Updates will be approved by the MCEA Executive Committee and the Board prior to implementation.


C. Evaluation Copies

The teacher shall have electronic access for evaluations.

ARTICLE V - LEAVES

A. Sick Leave

1. Sick Leave will be accumulated and administered in accordance with Illinois School Code, the [Sick Leave Act](#), and the contents herein.
2. Each teacher who has less than five consecutive years of service in the MCSD at the beginning of a school year shall be entitled to fifteen (15) sick leave days for each such school year without loss of pay, two (2) of which can be used as Personal Days. Each teacher who has five or more consecutive years of service at the beginning of a school year shall be entitled to eighteen (18) sick days for each such school year without loss of pay, three (3) of which can be used as Personal Days.
 - 0-4 Consecutive Years of Service with MCSD (13 sick days, 2 personal)
 - 5+ Consecutive Years of Service with MCSD (15 sick days, 3 personal)



3. Sick days may be used in $\frac{1}{4}$ day increments.
4. Sick days shall accumulate without limit. At retirement, a teacher may elect to use accumulated sick leave toward service credit per TRS guidelines. After which, teachers may elect to donate any remaining sick leave to the Sick Leave Bank. After which, teachers shall be paid at a rate of \$50 for each remaining unused accumulated sick day. The single one-time payment for unused sick days shall be made following the last regular paycheck and will not be TRS creditable income.
5. Any teacher who suffers illness or injury from a physical assault while on the job or arising from the job and who is unable to work as a result will not be charged sick leave while receiving Workers' Compensation. Fractional sick days may be used for the portion of the work day not covered by Worker's Compensation (see A-3 above).
6. Teachers may roll over one (1) personal day to the following year if applicable. Teachers may accumulate up to a total of four (4) personal days.

B. Maternity/Paternity Leave

All employees who provide notice of their pregnancy or that of their partner or surrogate to the Superintendent at least 30 days prior to the expected due date will be eligible to receive up to one week (5 work days) of paid parental leave for each pregnancy resulting in the birth of a child without being required to utilize their sick days. At the time of notification, the teacher must provide a written statement indicating the expected date of delivery. For adoption, all employees who notify the Superintendent at least 30 days prior to their anticipated adoption and provide written notification of the anticipated date of placement of the child in the employee's home will be eligible to receive up to one week (5 work days) of paid parental leave for each adoption or multiples adoption without being required to utilize their sick days. The purpose of parental leave is to bond with the new child. Paid parental leave is not applicable in the event that the adoption is for a stepchild or relative with whom the teacher has previously established a residency. Parental leave must be taken within 3 months after the birth of the child(ren) or adoption placement. Only one paid one-week period (5 work days) is allowed per birth or multiples birth. No employee will be allowed to take less than a full work week (5 consecutive work days). Certified teachers will furnish lesson plans for the duration of their maternity/paternity leave. These plans should be submitted to the building principal in at least two-week increments.

C. Sick Leave Bank

1. District teachers may voluntarily participate in the Sick Leave Bank upon signing a statement of agreement on or before September 1st of the current school year to contribute a minimum one (1) day of their accumulated sick leave days to the bank. Any teacher employed after September 1st of the current school year may be eligible for membership in the bank upon submitting an application within thirty (30) days of employment.
2. Teachers who are suffering from a serious and protracted (catastrophic) illness and have exhausted their own accumulated sick leave, may make reasonable withdrawals from the bank as determined by the following guidelines. In order to be eligible to draw from the Sick Leave Bank, a teacher shall:
 - a. Be a current contributor to the Bank.
 - b. Present a doctor's certification of continuing illness and inability to return to work for the duration of the illness.

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- c. Have used all of his/her accumulated sick and personal leave with at least thirty (30) accumulated as of September 1st of the current school year, or have been with the district for at least three (3) consecutive school years.
- d. Have already had deducted from his/her pay three (3) full days of teaching salary.
3. The Sick Leave Bank shall be administered by the Sick Leave Bank Committee.
4. The Sick Leave Bank Committee shall be made up of three (3) members appointed by the Association and three (3) members appointed by the Board.
5. If, at any time, the Sick Leave Bank's reserve falls below thirty (30) days, contributions will be opened back up by the Association without the Board's approval. The Association shall advise the Superintendent of the additional contributions, the teachers so contributing, and the total contribution prior to the use of any such days by any teacher.
6. It is understood that the primary purpose of this bank is to protect teachers against the loss of salary in situations of extended or critical illnesses.
7. The use of such days are limited to personal illness and under no circumstances shall the sick leave benefits exceed the maximums established by the committee as follow:
A person who has contributed to the Sick Leave Bank shall be allowed to withdraw a maximum number of ten (10) days for each extended illness of the number approved by a majority of the Sick Leave Bank Committee. The original application, which should be made to the District Superintendent, must be made no later than fourteen (14) school days after the employee becomes eligible for the benefits of the Sick Leave Bank. Successive applications for extensions may be made to the District Superintendent. The District Superintendent will be responsible for notifying the Sick Leave Bank Committee of an application for use of the Sick Leave Bank.
8. If a member does not use all of the days granted from the bank, the unused sick leave days will be returned to the bank.
9. In case a member has been incapacitated, his/her application may be submitted to the committee by his/her agent or a member of his/her family on his/her behalf.
10. Retiring teachers may donate unused sick days to the sick bank according to terms outlined in Article V.A.4.

C. Association Leave

The Association shall be provided up to twenty (20) days District-wide (i.e., one (1) teacher, twenty (20) days; two (2) teachers, ten (10) days each, etc.) in order to send representative(s) to local, state or national conferences or business pertinent to Association affairs. These representatives shall be excused without loss of pay or benefit. The Association will reimburse the District the cost of the substitute in the Association member's absence. A written notification shall be submitted to the Building Principal and Superintendent at least seven (7) days in advance of the proposed use.

D. Family Bereavement Leave

Family Bereavement Leave will be accumulated and administered in accordance with Illinois School Code, the [Family Bereavement Leave Act](#), and the contents herein.

E. Bereavement Leave

1. In the event of a student death, the staff will follow the bereavement crisis plan as stated in the teacher handbook. A committee of teachers and administrators shall be formed in each building to create a plan that is mutually agreeable. Both the Board and Association Executive Committee must approve the committee recommendation prior to implementation.

2. Each Employee will be allowed ten (10) bereavement days with pay.

F. Leaves of Absence without Pay

Leaves of absence may be granted without pay to employees who desire to return to employment in a similar capacity at a time mutually agreed upon. Each leave of absence shall be of the shortest possible duration to meet the purpose of the leave. Leaves of absence without pay for not more than one (1) year may be granted to teachers according to the following conditions:

1. Written requests for leave of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the Board,
2. Dates of departure and return must be mutually acceptable to the teacher and administration and determined prior to any final action on the request,
3. Leaves may be granted for:
 - a. Advanced study leading to a degree in an approved university
 - b. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program,
 - c. Military service,
 - d. Childcare, and
 - e. Other reasons acceptable to the Board;
4. Employees on such leave may continue insurance benefits if they reimburse pro rata costs of benefits for which they apply, provided the carrier permits the same.
5. Employees will not advance on the salary schedule while on the approved leave without pay unless working at least eighty-eight (88) days during the school year in which the leave was taken, and
6. The Board may waive the above restrictions at its discretion.

G. Professional Leave

Teachers may apply for professional leave. Such an application shall be made in writing to the Building Principal. Approval or denial of such leave shall be at the determination of the Principal.

H. Jury Duty and Court Appearances

Any teacher called for jury duty or subpoenaed to testify in court on a matter to which the teacher is not a party in interest shall suffer no loss of salary or benefit, provided however, the teacher shall reimburse the District for any payment received, exclusive of mileage or expense reimbursement, for such court appearance. If the teacher fails to reimburse, the District shall have the option of making a salary deduction for any such payment the teacher receives.

I. School Not in Session

Any leave (sick/personal) will not be penalized if school is not in session for any reason. The teacher will not be charged for a full day if the length of the scheduled work day is amended for any reason. The teacher will be charged an appropriate pro-rated ($\frac{1}{4}$ increments) amount.

ARTICLE VI - GRIEVANCE

A. Definitions

A grievance shall be any claim by the Association that there is an alleged violation, misinterpretation, or misapplication of the terms of this agreement.

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B. Time Limits

All time limits consist of school days, except during the summer, then time limits shall consist of days the business office is open.

C. Procedures

The parties acknowledge that an Employee and the Employer may resolve problems through free and informal communications. However, a grievance shall be processed according to the following steps:

1. The Association, on behalf of the employee, may present the grievance in writing to the immediately involved supervisor within twenty (20) days of the event giving rise to the grievance or when the Association becomes aware of the same, whichever is later. The supervisor will arrange for a meeting to take place within seven (7) days after receipt of the grievance. The Association's representative, the grievant and the immediately involved supervisor shall be present for the meeting. Within seven (7) days of the meeting, the grievant and the Association shall be provided with the supervisor's written response.
2. If the grievance is not resolved at Step I, then the Association may refer the grievance to the Superintendent or the Superintendent's official designee within ten (10) days after receipt of the Step I answer. The Superintendent shall arrange, with the Association representative, for a meeting to take place within seven (7) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within five (5) days of the meeting, the Association shall be provided with the Superintendent's written response.
3. 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. The demand for arbitration shall be submitted to the Federal Mediation and Conciliation Service with the request for a list of arbitrators. The arbitrator shall be selected by the parties alternately striking names with the moving party striking first name. If a demand for arbitration is not filed within thirty (30) days of the date for the Step Two answer with a copy to the Board, then the grievance shall be deemed withdrawn.

D. Bypass

By mutual agreement, any step of the grievance procedure may be bypassed.

E. Class Grievance

Grievances involving more than one employee, more than one supervisor, or an administrator above the building level may be initially filed by the Association at Step II.

F. No Reprisals Clause


No reprisals shall be taken by the Employer against any Employee because of the Employee's participation or refusal to participate in a grievance.

G. Released Time

Should the employee be released from his/her assignment by the administration in order to process a grievance, the employee and his/her Association representative shall be released without loss of pay or benefits.

H. Zipper--Arbitration

The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the specific issues submitted to him/her in writing, and his/her decision shall be based solely upon his/her interpretation



of the meaning or application of the specific terms of this Agreement to the facts of the grievance presented.

I. Filing of Materials

All records related to a grievance shall be filed separately from the personnel files of the Employees.

J. Grievance Withdrawal

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

K. No Written Response

If no written decision has been rendered within the time limits indicated by a step, then the grievance may be processed to the next step.

L. Timeliness

The failure of the grievant or Association to timely file or process a grievance shall render the grievance procedurally defective and constitute a bar of further appeal.

M. Expedited Arbitration

At the request of the Association and/or the Board, the Expedited Rules of the American Arbitration Association (AAA) shall be used instead of the Voluntary Labor Arbitration Rules.

N. Costs

The fees and the expenses of the arbitrator shall be shared equally by the parties.

O. Court Reporter

The cost of the court reporter shall be equally shared.

ARTICLE VII - EFFECT OF AGREEMENT

A. Complete Understanding

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

B. Savings Clause

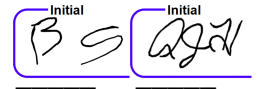
Should any article, section, or clause of the Agreement be declared illegal by a court or agency of competent jurisdiction, then that article, section, or clause shall be deleted. The remaining articles, sections, and clauses shall remain in full force and effect.

C. Negotiations Procedure

The parties agree to negotiate in good faith. Such negotiations shall proceed pursuant to the steps as outlined in [Section 12 of the Illinois Educational Labor Relations Act](#).

D. Salary Schedule Incorporation

The salary schedule incorporation shall be as set forth in Appendix A, which is attached to and incorporated in this Agreement.



E. Extra Duty Schedule Incorporation

Teachers, who agree to assume extra-duty assignments, shall be paid based upon the extra-duty assignment schedule as set forth in Appendix B, which is attached to and incorporated into this Agreement.

F. No Strike No Lockout

Neither the Association nor any teacher acting individually or in a group shall directly or indirectly engage in or assist in any strike, work slowdown or other job action which in any way interrupts or interferes with the delivery of educational services during the life of this Agreement. The Board shall not lock out any employee during the life of this Agreement.

G. Bargaining for Successor Agreement

In accordance with the Illinois Educational Labor Relations Act, the Board agrees to begin negotiations with the Association over a Successor Agreement. During negotiations the Board and the Association shall present relevant data, exchange points of view, and make proposals and counter proposals. 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.

ARTICLE VIII - BENEFITS

A. Salary Schedule Placement for Specialized Certified Staff

Employees designated as Specialized Certified Staff with Master's level degrees in Speech-Language Pathology, School Social Work, Occupational Therapy, School Psychology, or School Counseling will be placed on the salary schedule at MA+27 to reflect the additional educational requirements of their respective degrees.

B. Dues Deduction

The Board shall deduct from each member's pay the current dues of the Association, provided that the Board has a member-executed authorization for continuing dues deduction, the amount of which shall be certified annually by the Association. An authorization shall remain in effect from year to year, except that the member may revoke between July 15 and September 15 of any year. Upon receipt of any revocation the association shall notify the Board in writing of the same. Nothing herein shall require the Board to remit or be responsible for:

1. Dues in arrears;
2. Dues due from persons no longer employed by the District;
3. Dues due from persons with insufficient earnings to cover the amount of dues; and/or
4. Employees on unpaid leaves of absence.

C. Payroll Deductions

Teachers shall have the right to authorize deductions from their pay to be dispersed to the Mercer County Credit Union, the I.E.A. Credit Union, the Aledo YMCA or a mutually agreed upon voluntary group life insurance company provided such authorization is submitted to the District in writing by October 15th of any given year. The district will also comply with government mandated deductions. Such deductions may include, but shall not be limited to, child support payments and wage garnishment for unpaid debts and lawsuits.



The district shall, on behalf of the employee, make government authorized pretax payroll deductions. Such deductions may include, but shall not be limited to, Health Savings Accounts (HSA), 403(b) investments and Section 125 Cafeteria Plans.

The district shall not make post-tax payments on behalf of the employees.

The District provides a 403(b) service to the employees. A third party administrator manages the program for the district. Employees desiring to participate in the 403(b) program must submit the name and contact information to the bookkeeper who will then contact the third party administrator to set up an automatic pre-tax payroll deduction arrangement. There are certain restrictions on the types of investments allowable. Eligibility and benefits shall be stated in the plan documents.

D. Health, Dental and Life Insurance

1. In all years of the negotiated agreement, the Board will contribute 85% of the single/low deductible premium, with the employee contributing 15% of the premium. Qualifying employees would be given the opportunity to apply the allotment towards the offered policy of their choice.
2. The Board shall maintain a Section 125 Salary Redirection Agreement to shelter health insurance premiums for existing payroll deduction health insurance companies as long as allowable by law.
3. The Board shall pay the cost of all qualified individual teacher's premium for term life insurance in the amount of \$35,000, subject to the terms set forth by the carrier.
4. An insurance committee consisting of three School Board members or designees, four (4) Association members (two MCEA and one MCEEA) selected by each Association President respectively, and the Superintendent or his/her designee, as an ex-officio member, shall be given, within ten (10) days of receipt, all reports including but not limited to, any and all renewal packets, marketing and claims reports, RFP's results as prepared by the agent or consultant, spreadsheets, electronic communications etc., and review coverage, deductibles and premiums two (2) times per year, and make recommendations for any changes to the School Board and the Executive Committee of the Association(s). The School Board and the Association(s) Executive Board must both approve any recommendations prior to implementation.

E. Internal Substitution

In the event a teacher is required to act as a substitute during the school day, they shall be paid at the rate of sixty (60) cents per minute. The building principal shall authorize all internal substitutions. This will be limited to only one internal substitution per day per teacher.

F. Overload Pay

A teacher of grades 5-12, who by mutual agreement with the Board and Administration, is assigned to teach during their prep period shall be paid an additional 1/7 of the teacher's annual base salary for an entire year or 1/14 of the teacher's annual base salary for a semester. Other time periods will be pro rata.

G. Pay-Day

Payday shall be every other Friday. Teachers shall receive twenty-six (26) direct deposit pay installments during a contractual year. Should the regular payday fall on a holiday then the date of pay shall be the last working day prior to the holiday.



Due to a calendar year not being equally divisible by fourteen (14), there will need to be an adjustment in the first pay day of a contractual period to fall approximately two weeks after the first day of school. When this is necessary to reduce the financial burden, the pay installment will be issued on Wednesday of the additional week.

H. Mileage Reimbursement

Teachers shall be reimbursed at the current IRS rate per mile for use of personal vehicles while conducting approved School District related business and/or assigned to more than one (1) school building per day. Mileage reimbursement shall not be given for travel between home and work.

I. National Board Certification

The Board agrees to advance payment, on behalf of the Employee for the cost of the registration fee and materials fee for National Board Professional Teaching Standards certification candidacy.

If the teacher fails to receive certification within four (4) years, the Board will withhold 5% of the employee's gross wages per paycheck until the amount owed is paid in full. Withholding shall commence with the first paycheck received by employee after four years from the employee's first score release date and withholding shall continue with each paycheck in the amount specified in this agreement until the amount has been repaid to the District. However, if the employee still owes an amount greater than 5% of the gross wages upon termination, that amount may be withheld from the employee's final compensation.

The employee may reimburse the District for repayment made by the District pursuant to this agreement and such payment in full shall terminate withholding under this agreement.

Successful completion by the employee of the NBPTS certification process within 4 (four) years of the initial score release date shall cause this agreement to be null and void with no amount owed by the employee to the District for the advance payment made by the District under this agreement.

A written agreement shall be signed by both the employer and the employee prior to payment being made by the District on behalf of the employee.

J. Advanced Coursework Incentive Program

Each fiscal year, a pool of no less than \$10,000 shall be established for advanced coursework reimbursement according to the terms herein. In order to qualify for consideration, an application must be submitted to the Superintendent's Office before coursework begins. Reimbursement rates are as follows. Approved courses not part of an approved graduate program qualify for reimbursement at a rate of \$275 per credit hour or credit hour (CH) equivalent (CHE). Approved courses that are part of an approved graduate program qualify for reimbursement at a rate of \$350 per CH/CHE. Completion of an Educational Administration degree program qualifies a teacher for a \$4500 stipend payable over three (3) years, provided the teacher remains with the district for at least three (3) after degree completion. Reimbursement shall be subject to request, approval, and pool distribution rules outlined below. Pool money does not carry over from one fiscal year to the next.

1. For approved summer courses, successful Tuition Reimbursement Consideration Request Forms submitted by August 31 qualify one course per teacher for round 1 pool funding.
2. For approved fall courses, successful Tuition Reimbursement Consideration Request Forms submitted by December 31 qualify one course per teacher for round 2 pool funding.

3. For approved spring courses, successful Tuition Reimbursement Consideration Request Forms submitted by May 31 qualify one course per teacher for round 3 pool funding.
4. If funds remain after round 3 funding is dispersed, funds are distributed evenly per semester hour for all approved courses accompanied by successful Tuition Reimbursement Consideration Forms submitted by round 1, round 2, and round 3 deadlines.

Undergraduate courses taken for salary lane movement must be in the teaching field of the teacher or be directly related to the teacher's current responsibilities (e.g., RtI, inclusion, classroom management, data analysis, etc.). Additionally, an approved undergraduate course must be taken after the conferral of certification, and must have administrative approval. Only the classes taken after the final class for teacher certification is completed shall be counted toward salary lane movement. Credit hours taken at the written request of the Superintendent, as a designee of the Board of Education, shall be reimbursed by the Board of Education upon successful completion (as defined in advance by the Board of Education) of the course(s), and the employee shall be reimbursed for the cost of tuition and the cost of textbooks.

K. Retirement Incentive

A teacher who meets the eligibility requirements set forth in Section 1 of this Article shall receive a salary increase as set forth in Paragraph 2 of this Article.

1. Eligibility

- a. The teacher is at least age fifty-five (55) according to TRS guidelines.
- b. Teachers with 5-14 years of continuous service with the district are eligible for a bonus of 6/6/5/5 percent respectively in each of their final four years.
- c. Teachers with 15-25 years of continuous service with the district are eligible for a bonus of 6/6/6/5 percent respectively in each of their final four years.
- d. Teachers with more than 25 years of continuous service with the district are eligible for a bonus of 6/6/6/6 percent respectively in each of their final four years.
- e. The teacher notifies the Superintendent or designee in writing of his irrevocable resignation no later than June 1 of the 4th year prior to the teacher's retirement. Example: A teacher desiring to retire at the end of the 2028/2029 school year must submit a letter of resignation before 12:00 a.m. on June 1 of 2026.

2. Payment of Salary

- a. An eligible teacher shall also have any additional salary that he or she may receive from extra duty assignment increased by 6% each year in the same manner as set forth in paragraph (a) of Subsection 1 of Section B of this Article, so long as the teacher continues with such assignment.
- b. An eligible teacher shall also receive twenty-five (25) sick days per year, three (3) of which may be used as personal days.
- c. Notwithstanding the notice provision contained in Subsection 5 of Section A, an otherwise eligible teacher who:
 - i. gives notice by June 1 of the fourth year prior to retirement; or
 - ii. gives notice by June 1 of the third year prior to retirement; or
 - iii. gives notice by June 1 of the second year prior to retirement; or
 - iv. gives notice by June 1 of the teacher's last year prior to retirement, shall receive an increase in salary in the same manner as provided in Subsection 1 of Section B (although for a lesser number of years), unless the teacher

received an eligible increase in TRS creditable earnings of greater than 6% in any of the preceding years up to four years prior to retirement, an eligible increase being on which is approved in writing by the Board and which is an exception to the 6% annual increase limitation.

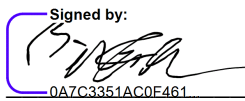
- d. Government stipends for National Certification will not be included with the base pay when calculating the 6% retirement bonuses.
 - e. Once a teacher qualifies to receive the full seventy-five (75) percent retirement benefit from the Teachers Retirement System, the teacher must submit a letter of retirement by the last contracted attendance day of the subsequent school year. The retirement letter can request a retirement date of zero (0), one (1), two (2), three (3) or four (4) years from the date of the last contracted attendance day of the qualifying year. If the teacher does not submit a letter of intent to retire by said date, they will no longer be eligible for the district's retirement bonus program.
3. **Rescinding Retirement Decision**
The Board, in its sole discretion, may allow the teacher to rescind his/her letter of retirement because of serious illness or life changing circumstances, provided that the teacher returns to the Board any TRS creditable earnings paid to the teacher in excess of the amount the teacher would otherwise have received under that salary schedule for such year(s) in which the creditable earnings were paid.
 4. **Savings Provision**
To the extent that the salary raise described in Section B of this Article shall cause the Board to pay penalties to TRS attributable to the salary raise described in Section B, the Board shall be relieved of the payment of such increase to the extent it causes the Board to incur such penalties. Additionally, if the Board becomes subject to TRS penalties of earnings in excess of 6% the teacher must repay the Board all amounts of creditable earnings in excess of 6% needed to avoid the penalties. In no event may a participant in the plan receive more than a six percent (6%) creditable earnings increase from one year to the next.

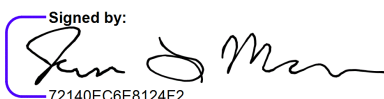
ARTICLE IX - DURATION AND SIGNATURES

In witness whereof the parties hereto have set their hands and seals this 20th day of August, 2025, to be effective, as of July 1, 2025 except as to those areas where it has been otherwise agreed between the parties and shall continue in force and effect until and including June 30, 2028, 12:00 midnight.

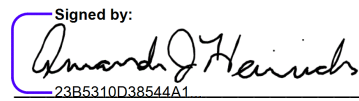
This agreement is signed this 26th day of August, 2025.


FOR THE BOARD OF EDUCATION
MERCER COUNTY SCHOOLS

Signed by:

 0A7C3351AC0F461
 Board President

Signed by:

 72140EC6E8124F2
 Board Secretary

FOR THE MERCER COUNTY
EDUCATION ASSOCIATION

Signed by:

 23B5310D38544A1
 Association President

Signed by:

 64FFC8FAE39F4D0...
 Association Secretary

APPENDIX A - SALARY SCHEDULES

The following table will be used to set the foundation for all salary schedules associated with this agreement.

FOUNDATION FOR OPEN SCHEDULE (ALL CELLS)									
STEP	BA	BA9	BA18	BA27	MA	MA9	MA18	MA27	NBCT/PhD
0	46,346	47,596	48,846	50,096	52,596	54,596	56,596	58,596	62,596
1	46,911	48,161	49,411	50,661	53,161	55,161	57,161	59,161	63,161
2	47,476	48,726	49,976	51,226	53,726	55,726	57,726	59,726	63,726
3	48,041	49,291	50,541	51,791	54,291	56,291	58,291	60,291	64,291
4	48,606	49,856	51,106	52,356	54,856	56,856	58,856	60,856	64,856
5	49,171	50,421	51,671	52,921	55,421	57,421	59,421	61,421	65,421
6	49,736	50,986	52,236	53,486	55,986	57,986	59,986	61,986	65,986
7	50,301	51,551	52,801	54,051	56,551	58,551	60,551	62,551	66,551
8	50,866	52,116	53,366	54,616	57,116	59,116	61,116	63,116	67,116
9	51,431	52,681	53,931	55,181	57,681	59,681	61,681	63,681	67,681
10	51,996	53,246	54,496	55,746	58,246	60,246	62,246	64,246	68,246
11	52,561	53,811	55,061	56,311	58,811	60,811	62,811	64,811	68,811
12	53,126	54,376	55,626	56,876	59,376	61,376	63,376	65,376	69,376
13	53,691	54,941	56,191	57,441	59,941	61,941	63,941	65,941	69,941
14	54,256	55,506	56,756	58,006	60,506	62,506	64,506	66,506	70,506
15	54,821	56,071	57,321	58,571	61,071	63,071	65,071	67,071	71,071
16	55,386	56,636	57,886	59,136	61,636	63,636	65,636	67,636	71,636
17	55,951	57,201	58,451	59,701	62,201	64,201	66,201	68,201	72,201
18	56,516	57,766	59,016	60,266	62,766	64,766	66,766	68,766	72,766
19	57,081	58,331	59,581	60,831	63,331	65,331	67,331	69,331	73,331
20	57,646	58,896	60,146	61,396	63,896	65,896	67,896	69,896	73,896
21	58,211	59,461	60,711	61,961	64,461	66,461	68,461	70,461	74,461
22	58,776	60,026	61,276	62,526	65,026	67,026	69,026	71,026	75,026
23	59,341	60,591	61,841	63,091	65,591	67,591	69,591	71,591	75,591
24	59,906	61,156	62,406	63,656	66,156	68,156	70,156	72,156	76,156
25	60,471	61,721	62,971	64,221	66,721	68,721	70,721	72,721	76,721
26	61,036	62,286	63,536	64,786	67,286	69,286	71,286	73,286	77,286
27	61,601	62,851	64,101	65,351	67,851	69,851	71,851	73,851	77,851
28	62,166	63,416	64,666	65,916	68,416	70,416	72,416	74,416	78,416
29	62,731	63,981	65,231	66,481	68,981	70,981	72,981	74,981	78,981
30	63,296	64,546	65,796	67,046	69,546	71,546	73,546	75,546	79,546
31	63,861	65,111	66,361	67,611	70,111	72,111	74,111	76,111	80,111
32	64,426	65,676	66,926	68,176	70,676	72,676	74,676	76,676	80,676
33	64,991	66,241	67,491	68,741	71,241	73,241	75,241	77,241	81,241
34	65,556	66,806	68,056	69,306	71,806	73,806	75,806	77,806	81,806
35	66,121	67,371	68,621	69,871	72,371	74,371	76,371	78,371	82,371
STEP	BA	BA9	BA18	BA27	MA	MA9	MA18	MA27	NBCT/PhD

In year 1 of this agreement (FY26/SY25-26), the base salary, and all salary schedule cells, will increase by 4%. See below. A teacher whose salary schedule placement would lead to more than a 6% increase in salary, shall be capped at a 6% raise in base pay. Teachers changing lanes are exempt from this cap.

FY26	4.00%	increase to all cells							
STEP	BA	BA9	BA18	BA27	MA	MA9	MA18	MA27	NBCT/PhD
0	48,200	49,500	50,800	52,100	54,700	56,780	58,860	60,940	65,100
1	48,787	50,087	51,387	52,687	55,287	57,367	59,447	61,527	65,687
2	49,375	50,675	51,975	53,275	55,875	57,955	60,035	62,115	66,275
3	49,963	51,263	52,563	53,863	56,463	58,543	60,623	62,703	66,863
4	50,550	51,850	53,150	54,450	57,050	59,130	61,210	63,290	67,450
5	51,138	52,438	53,738	55,038	57,638	59,718	61,798	63,878	68,038
6	51,725	53,025	54,325	55,625	58,225	60,305	62,385	64,465	68,625
7	52,313	53,613	54,913	56,213	58,813	60,893	62,973	65,053	69,213
8	52,901	54,201	55,501	56,801	59,401	61,481	63,561	65,641	69,801
9	53,488	54,788	56,088	57,388	59,988	62,068	64,148	66,228	70,388
10	54,076	55,376	56,676	57,976	60,576	62,656	64,736	66,816	70,976
11	54,663	55,963	57,263	58,563	61,163	63,243	65,323	67,403	71,563
12	55,251	56,551	57,851	59,151	61,751	63,831	65,911	67,991	72,151
13	55,839	57,139	58,439	59,739	62,339	64,419	66,499	68,579	72,739
14	56,426	57,726	59,026	60,326	62,926	65,006	67,086	69,166	73,326
15	57,014	58,314	59,614	60,914	63,514	65,594	67,674	69,754	73,914
16	57,601	58,901	60,201	61,501	64,101	66,181	68,261	70,341	74,501
17	58,189	59,489	60,789	62,089	64,689	66,769	68,849	70,929	75,089
18	58,777	60,077	61,377	62,677	65,277	67,357	69,437	71,517	75,677
19	59,364	60,664	61,964	63,264	65,864	67,944	70,024	72,104	76,264
20	59,952	61,252	62,552	63,852	66,452	68,532	70,612	72,692	76,852
21	60,539	61,839	63,139	64,439	67,039	69,119	71,199	73,279	77,439
22	61,127	62,427	63,727	65,027	67,627	69,707	71,787	73,867	78,027
23	61,715	63,015	64,315	65,615	68,215	70,295	72,375	74,455	78,615
24	62,302	63,602	64,902	66,202	68,802	70,882	72,962	75,042	79,202
25	62,890	64,190	65,490	66,790	69,390	71,470	73,550	75,630	79,790
26	63,477	64,777	66,077	67,377	69,977	72,057	74,137	76,217	80,377
27	64,065	65,365	66,665	67,965	70,565	72,645	74,725	76,805	80,965
28	64,653	65,953	67,253	68,553	71,153	73,233	75,313	77,393	81,553
29	65,240	66,540	67,840	69,140	71,740	73,820	75,900	77,980	82,140
30	65,828	67,128	68,428	69,728	72,328	74,408	76,488	78,568	82,728
31	66,415	67,715	69,015	70,315	72,915	74,995	77,075	79,155	83,315
32	67,003	68,303	69,603	70,903	73,503	75,583	77,663	79,743	83,903
33	67,591	68,891	70,191	71,491	74,091	76,171	78,251	80,331	84,491
34	68,178	69,478	70,778	72,078	74,678	76,758	78,838	80,918	85,078
35	68,766	70,066	71,366	72,666	75,266	77,346	79,426	81,506	85,666
STEP	BA	BA9	BA18	BA27	MA	MA9	MA18	MA27	NBCT/PhD

In year 2 of this agreement (FY27/SY26-27), the base salary, and all salary schedule cells, will increase by 3.5%. See below. A teacher whose salary schedule placement would lead to more than a 6% increase in salary, shall be capped at a 6% raise in base pay. Teachers changing lanes are exempt from this cap.

FY27	3.50% increase to all cells								
STEP	BA	BA9	BA18	BA27	MA	MA9	MA18	MA27	NBCT/PhD
0	49,887	51,232	52,578	53,923	56,614	58,767	60,920	63,073	67,378
1	50,495	51,841	53,186	54,532	57,223	59,375	61,528	63,681	67,987
2	51,103	52,449	53,794	55,140	57,831	59,983	62,136	64,289	68,595
3	51,711	53,057	54,402	55,748	58,439	60,592	62,744	64,897	69,203
4	52,319	53,665	55,010	56,356	59,047	61,200	63,353	65,505	69,811
5	52,928	54,273	55,619	56,964	59,655	61,808	63,961	66,114	70,419
6	53,536	54,881	56,227	57,572	60,263	62,416	64,569	66,722	71,027
7	54,144	55,489	56,835	58,180	60,871	63,024	65,177	67,330	71,635
8	54,752	56,098	57,443	58,789	61,480	63,632	65,785	67,938	72,244
9	55,360	56,706	58,051	59,397	62,088	64,241	66,393	68,546	72,852
10	55,968	57,314	58,659	60,005	62,696	64,849	67,002	69,154	73,460
11	56,577	57,922	59,268	60,613	63,304	65,457	67,610	69,763	74,068
12	57,185	58,530	59,876	61,221	63,912	66,065	68,218	70,371	74,676
13	57,793	59,138	60,484	61,829	64,520	66,673	68,826	70,979	75,284
14	58,401	59,747	61,092	62,438	65,129	67,281	69,434	71,587	75,893
15	59,009	60,355	61,700	63,046	65,737	67,890	70,042	72,195	76,501
16	59,617	60,963	62,308	63,654	66,345	68,498	70,651	72,803	77,109
17	60,226	61,571	62,917	64,262	66,953	69,106	71,259	73,412	77,717
18	60,834	62,179	63,525	64,870	67,561	69,714	71,867	74,020	78,325
19	61,442	62,787	64,133	65,478	68,169	70,322	72,475	74,628	78,933
20	62,050	63,396	64,741	66,087	68,778	70,930	73,083	75,236	79,542
21	62,658	64,004	65,349	66,695	69,386	71,539	73,691	75,844	80,150
22	63,266	64,612	65,957	67,303	69,994	72,147	74,300	76,452	80,758
23	63,875	65,220	66,566	67,911	70,602	72,755	74,908	77,061	81,366
24	64,483	65,828	67,174	68,519	71,210	73,363	75,516	77,669	81,974
25	65,091	66,436	67,782	69,127	71,818	73,971	76,124	78,277	82,582
26	65,699	67,045	68,390	69,736	72,427	74,579	76,732	78,885	83,191
27	66,307	67,653	68,998	70,344	73,035	75,188	77,340	79,493	83,799
28	66,915	68,261	69,606	70,952	73,643	75,796	77,949	80,101	84,407
29	67,524	68,869	70,215	71,560	74,251	76,404	78,557	80,710	85,015
30	68,132	69,477	70,823	72,168	74,859	77,012	79,165	81,318	85,623
31	68,740	70,085	71,431	72,776	75,467	77,620	79,773	81,926	86,231
32	69,348	70,694	72,039	73,385	76,076	78,228	80,381	82,534	86,840
33	69,956	71,302	72,647	73,993	76,684	78,837	80,989	83,142	87,448
34	70,564	71,910	73,255	74,601	77,292	79,445	81,598	83,750	88,056
35	71,173	72,518	73,864	75,209	77,900	80,053	82,206	84,359	88,664
STEP	BA	BA9	BA18	BA27	MA	MA9	MA18	MA27	NBCT/PhD

In year 3 of this agreement (FY28/SY27-28), the base salary, and all salary schedule cells, will increase by 3.5%. See below. A teacher whose salary schedule placement would lead to more than a 6% increase in salary, shall be capped at a 6% raise in base pay. Teachers changing lanes are exempt from this cap.

FY28	3.50% increase to all cells								
STEP	BA	BA9	BA18	BA27	MA	MA9	MA18	MA27	NBCT/PhD
0	51,633	53,025	54,418	55,811	58,596	60,824	63,052	65,280	69,737
1	52,262	53,655	55,048	56,440	59,225	61,453	63,682	65,910	70,366
2	52,892	54,284	55,677	57,070	59,855	62,083	64,311	66,539	70,995
3	53,521	54,914	56,306	57,699	60,484	62,712	64,940	67,169	71,625
4	54,151	55,543	56,936	58,328	61,114	63,342	65,570	67,798	72,254
5	54,780	56,173	57,565	58,958	61,743	63,971	66,199	68,428	72,884
6	55,410	56,802	58,195	59,587	62,373	64,601	66,829	69,057	73,513
7	56,039	57,432	58,824	60,217	63,002	65,230	67,458	69,686	74,143
8	56,668	58,061	59,454	60,846	63,631	65,860	68,088	70,316	74,772
9	57,298	58,691	60,083	61,476	64,261	66,489	68,717	70,945	75,402
10	57,927	59,320	60,713	62,105	64,890	67,119	69,347	71,575	76,031
11	58,557	59,949	61,342	62,735	65,520	67,748	69,976	72,204	76,661
12	59,186	60,579	61,971	63,364	66,149	68,377	70,606	72,834	77,290
13	59,816	61,208	62,601	63,994	66,779	69,007	71,235	73,463	77,919
14	60,445	61,838	63,230	64,623	67,408	69,636	71,864	74,093	78,549
15	61,075	62,467	63,860	65,252	68,038	70,266	72,494	74,722	79,178
16	61,704	63,097	64,489	65,882	68,667	70,895	73,123	75,352	79,808
17	62,334	63,726	65,119	66,511	69,297	71,525	73,753	75,981	80,437
18	62,963	64,356	65,748	67,141	69,926	72,154	74,382	76,610	81,067
19	63,592	64,985	66,378	67,770	70,555	72,784	75,012	77,240	81,696
20	64,222	65,615	67,007	68,400	71,185	73,413	75,641	77,869	82,326
21	64,851	66,244	67,637	69,029	71,814	74,042	76,271	78,499	82,955
22	65,481	66,873	68,266	69,659	72,444	74,672	76,900	79,128	83,585
23	66,110	67,503	68,895	70,288	73,073	75,301	77,530	79,758	84,214
24	66,740	68,132	69,525	70,917	73,703	75,931	78,159	80,387	84,843
25	67,369	68,762	70,154	71,547	74,332	76,560	78,788	81,017	85,473
26	67,999	69,391	70,784	72,176	74,962	77,190	79,418	81,646	86,102
27	68,628	70,021	71,413	72,806	75,591	77,819	80,047	82,275	86,732
28	69,258	70,650	72,043	73,435	76,220	78,449	80,677	82,905	87,361
29	69,887	71,280	72,672	74,065	76,850	79,078	81,306	83,534	87,991
30	70,516	71,909	73,302	74,694	77,479	79,708	81,936	84,164	88,620
31	71,146	72,538	73,931	75,324	78,109	80,337	82,565	84,793	89,250
32	71,775	73,168	74,561	75,953	78,738	80,966	83,195	85,423	89,879
33	72,405	73,797	75,190	76,583	79,368	81,596	83,824	86,052	90,508
34	73,034	74,427	75,819	77,212	79,997	82,225	84,453	86,682	91,138
35	73,664	75,056	76,449	77,841	80,627	82,855	85,083	87,311	91,767
STEP	BA	BA9	BA18	BA27	MA	MA9	MA18	MA27	NBCT/PhD

APPENDIX B - COACHING PAY

1. Coaches' salaries are figured on the percentage of the current year's base salary (BA lane, Step "0").
2. Paid experience from other districts in the same sport will count on the current coaches' salary schedule.
3. Coaches transferring from one level to another in the same sport area will receive years of experience that have accumulated in that particular sport.
4. Coaches transferring from boys to girls or girls to boys in the same sport will receive years of experience that have accumulated in that particular sport.
5. For each level of the State sponsored post season tournament a team takes part in, each coach will receive a bonus payment as listed below. In addition, the head coach only will receive an additional and equal bonus for each level of post season team tournament participation as listed below. Due to some sports automatically qualifying for regionals (or any level), the following will be used to determine the payout:
 - a. Bracketed Sports (Volleyball, Boys Basketball, Girls Basketball, Softball, and Baseball) – Teams are automatically placed into a regional game. They will receive a 0.5% increase if they win the first game in their regional, and then they receive an additional 0.5% for each reaching the sectional level. A bonus of 0.5% will be given for reaching the super-sectional level and an additional 0.5% increase will be given for reaching "state."
 - b. Football – Coaches will receive a 0.5% increase if they qualify for the playoffs and an additional 0.5% for each additional game.
 - c. Track – Teams are automatically eligible to participate in sectionals. The coaches will receive a 0.5% increase if athletes advance to the state tournament.
 - d. Bass Fishing, Cross Country, Golf and Wrestling – Teams are automatically eligible to participate in the regional (but do not have multiple rounds like the bracketed sports). Coaches will receive 0.5% increase if an athlete advances to sectionals and an additional 0.5% increase if they advance to the state level. Wrestling coaches will receive a 0.5% increase if the team reaches sectionals and an additional 0.5% if the team reaches "state."
6. Each coach will receive his/her pay either a) at the end of the season in one lump sum or b) have the coaching salary split into three equal payments at times mutually agreed upon.
7. Coaching Evaluations
 - a. The Administration will evaluate head coaches and varsity assistants within thirty (30) days after the close of the coaching season, which will constitute the completion of the state tournament series for the sport to be evaluated.
 - b. The assigned administrator will use the approved form developed jointly by the Association and the Board.
 - c. The assigned administrator shall insure that the coach being evaluated has seen the evaluation. The coach will signify this by signing and dating the evaluation. The signature indicates that the coach is aware of the evaluation, not necessarily that he or she agrees with the evaluation. The assigned administrator will discuss the evaluation with the coach being evaluated.
 - d. Results of any coaching evaluation shall not be included as a part of the employee's evaluation of teaching performance except in the case of severe misconduct.
 - e. Evaluations that are poor enough to make retention questionable will be immediately forwarded to the Superintendent.

8. Additional Coaches - All teams have a set number of coaches hired for each season (see attached coaching pay schedule). If the interest in any given sport is larger than expected, the following guidelines will be used to determine the hiring of additional coaches.
 - a. The administration, coaches and athletic director will determine if the situation merits cuts or additional coaching staff.
 - b. A recommendation will be given to the Board of education seeking approval for the position.
 - c. Salaries will be paid as a percentage of the base and will use the same format as the coaching salary schedule (including experience lanes), starting 2% below the lowest paid coaching position for that sport.
9. Coaching Stipend Tables

FY26 (SY2025-2026)	0-5 years experience	6-9 years experience	10+ years experience
High School Head Coaches	% of Base Salary	% of Base Salary	% of Base Salary
Volleyball	14	15	17
Football	15	16	18
Basketball (Boys)	14	15	17
Basketball (Girls)	14	15	17
Cross Country	12	13	15
Golf (Boys)	12	13	15
Golf (Girls)	12	13	15
Wrestling	14	15	17
Track (Boys)	14	15	17
Track (Girls)	14	15	17
Softball	14	15	17
Baseball	14	15	17
Bass Fishing (2)	7	8	10
Sophomore Coaches	% of Base Salary	% of Base Salary	% of Base Salary
Volleyball	12	13	15
Football	13	14	16
Basketball (Boys)	12	13	15
Basketball (Girls)	12	13	15
Softball	12	13	15
Baseball	12	13	15

Initial
BS Initial
AGV

Assistant Coaches (#needed)	% of Base Salary	% of Base Salary	% of Base Salary
Volleyball (1)	11	12	14
Football (4)	11	12	14
Wrestling (2)	11	12	14
Softball (1)	11	12	14
Baseball (2)	11	12	14
Track (Boys) (1)	11	12	14
Track (Girls) (1)	11	12	14
Junior High Sports	% of Base Salary	% of Base Salary	% of Base Salary
Volleyball (7th Grade)	10	11	13
Volleyball (8th Grade)	10	11	13
Football (7th Grade)	10	11	13
Football (8th Grade)	10	11	13
Football Assistants (2)	9	10	12
Basketball (Boys) (7th Grade)	10	11	13
Basketball (Boys) (8th Grade)	10	11	13
Basketball (Girls) (7th Grade)	10	11	13
Basketball (Girls) (8th Grade)	10	11	13
Wrestling Head Coach	10	11	14
Wrestling Assistant	9	10	12
Track (Boys) (7th Grade)	10	11	13
Track (Boys) (8th Grade)	10	11	13
Track (Girls) (7th Grade)	10	11	13
Track (Girls) (8th Grade)	10	11	13
Girls Softball Head Coach	10	11	14
Girls Softball Assistant	9	10	12
Cross Country Head Coach	10	11	13
Cross Country Assistant	9	10	12

Initial
BS Initial
AGV

FY27-28 (SY25-26 & SY26-27)	0-5 years experience	6-9 years experience	10+ years experience
High School Head Coaches	% of Base Salary	% of Base Salary	% of Base Salary
Volleyball	17	18	20
Football	18	19	21
Basketball (Boys)	17	18	20
Basketball (Girls)	17	18	20
Cross Country	15	16	18
Golf (Boys)	15	16	18
Golf (Girls)	15	16	18
Wrestling	17	18	20
Track (Boys)	17	18	20
Track (Girls)	17	18	20
Softball	17	18	20
Baseball	17	18	20
Bass Fishing (2)	10	11	13
Sophomore Coaches	% of Base Salary	% of Base Salary	% of Base Salary
Volleyball	15	16	18
Football	16	17	19
Basketball (Boys)	15	16	18
Basketball (Girls)	15	16	18
Softball	15	16	18
Baseball	15	16	18
Assistant Coaches (#needed)	% of Base Salary	% of Base Salary	% of Base Salary
Volleyball (1)	14	15	17
Football (4)	14	15	17
Wrestling (2)	14	15	17
Softball (1)	14	15	17
Baseball (2)	14	15	17
Track (Boys) (1)	14	15	17
Track (Girls) (1)	14	15	17

Junior High Sports	% of Base Salary	% of Base Salary	% of Base Salary
Volleyball (7th Grade)	13	14	16
Volleyball (8th Grade)	13	14	16
Football (7th Grade)	13	14	16
Football (8th Grade)	13	14	16
Football Assistants (2)	12	13	15
Basketball (Boys) (7th Grade)	13	14	16
Basketball (Boys) (8th Grade)	13	14	16
Basketball (Girls) (7th Grade)	13	14	16
Basketball (Girls) (8th Grade)	13	14	16
Wrestling Head Coach	13	14	17
Wrestling Assistant	12	13	15
Track (Boys) (7th Grade)	13	14	16
Track (Boys) (8th Grade)	13	14	16
Track (Girls) (7th Grade)	13	14	16
Track (Girls) (7th Grade)	13	14	16
Girls Softball Head Coach	13	14	17
Girls Softball Assistant	12	13	15
Cross Country Head Coach	13	14	16
Cross Country Assistant	12	13	15

APPENDIX C - EXTRA DUTY PAY

A. Committee Pay

Teachers whose extra duty stipends are designated Committee Pay shall receive \$20 per hour for work performed.

B. Additional Load Compensation

Teachers shall attend two (2) required activities past the contractual day per school year as decided by each building principal at the start of the school year (i.e. open house, RtI programs, graduation, music programs, etc.).

C. Shared Extra Duty Positions

Extra duty positions which indicate two (2) advisors, will pay each advisor the full stipend. With administrative approval, advisor positions may be shared between more than one (1) person,

providing the stipend be divided accordingly. Staff who transport students using a school vehicle will get paid “seat time” at the rate that mirrors school bus driver base pay.

D. Pay Determination Source

Extra duty salaries are figured on the percentage of current year’s base salary (BA lane, Step “0”).

E. Extra Duty Stipend Table

DISTRICT DUTIES	% of Base Salary	DISTRICT DUTIES	% of Base Salary
District Mentor (Lead Position)	2	Student Assistance Team (1/building)	committee pay
Mentoring	4	Building Leadership Team (1/building)	committee pay
Curriculum Council	4	Homebound Tutoring (plus mileage)	committee pay
PBIS Team (1/ building)	committee pay	SPED Team Lead (1/building)	3
HIGH SCHOOL DUTIES	% of Base Salary	HIGH SCHOOL DUTIES	% of Base Salary
Cheer Advisor (Fall)	5	National Honor Society	0.5
Cheer Advisor (Winter)	5	Dance Team Advisor	4.5
Drama (2 positions)	5.5	Scholastic Bowl Advisor	4.5
FFA Advisor	10	Senior Class Advisor (2 positions)	1
Flag Advisor	2	Sophomore Class Advisor (2 positions)	0.5
Freshman Class Advisor	0.5	Student Council	4.5
Instrumental Groups	16	Vocal Groups	11
Junior Class Advisor (2 positions)	1	Weight Room Coordinator	12
Key Club Advisor	3	Yearbook Advisor	6
Majorette Sponsor	2	Athletic Director	20
Musical (2 positions)	5.5	Art	6
JUNIOR HIGH DUTIES	% of Base Salary	JUNIOR HIGH DUTIES	% of Base Salary
Cheer Advisor	4.5	Student Council	3.5
Instrumental Groups	2	Vocal Groups	2
Scholastic Bowl Advisor	1.5	Athletic Director	12.5