

COLLECTIVE BARGAINING AGREEMENT

2026-2027

2027-2028

2028-2029

between

**RURAL CHAMPAIGN COUNTY SPECIAL
EDUCATION COOPERATIVE**

and the

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

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1.1 Recognition

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

ARTICLE II: NEGOTIATIONS

2.1 Framework

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

2.2 Authority

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

2.3 Good Faith

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

2.4 Information

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

2.5 Printing of Contract - Costs and Distribution

If the parties mutually agree, within thirty (30) days after agreement is reached on all issues, the agreed upon contract will be made available electronically.

2.6 Mediation

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

2.7 Contractual Amendments

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

2.8 Interim Negotiations

The parties agree that during the term of this Agreement any issues not discussed during the bargaining sessions which impact on the terms and conditions of employment can be bargained.

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

ARTICLE III: EMPLOYEE RIGHTS

3.1 School Code Rights

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

3.2 Right to Representation

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

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

3.3 Personnel File

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

3.4 Right to Organize

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

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

3.5 Nondiscrimination

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

ARTICLE IV: ASSOCIATION RIGHTS

4.1 Dues Deduction

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

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

4.2 Copies of Board Minutes

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

4.3 Use of Central Office Facilities

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

4.4 Committee Composition

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

4.5 Board Consultation with Association

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

4.6 Association Leave

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

On negotiation years and additional (2) days will be given. If the Board and Association mutually agree to bargain during the regular business hours, the Association will not be required to use Association leave.

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

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

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

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

The Association shall give a minimum of two (2) days notice to the Director if Association leave is to be used. This notice requirement includes attendance at arbitration hearings. This notice requirement may be waived at the discretion of the Director

ARTICLE V: GRIEVANCE PROCEDURE

5.1 Definition

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

5.2 Conditions

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

5.3 Procedure

A grievance shall be processed as follows:

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

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

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

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

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

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

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

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

5.4 Bypass to Director/Superintendent

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

5.5 Class Grievance

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

5.6 Association Participation

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

5.7 No Reprisals

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

5.8 Withdrawal

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

ARTICLE VI: WORKING CONDITIONS

6.1 Length of Work Day

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

6.2 Duty-Free Lunch and Preparation Periods

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

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

- C. Hearing/vision itinerants, COTAs and PTAs shall have one-half (1/2) day per week as a preparation period which may be completed from the RCCSEC office.
- D. Psychologists and social workers shall have seven (7) hours of weekly office time, or a prorated amount based on their employment percentage, to be served within their assigned district or the RCCSEC co-op offices.
- E. Spectrum certified staff will use the time after the morning and/or afternoon classes as their preparation period. The preparation period shall not be less than thirty (30) minutes per day.

6.3 Employees and Traveling Time

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

6.4 School Calendar Year

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

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

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

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

6.5 Emergency School Closing

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

6.6 Facilities

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

The Executive Director may authorize work to be completed at a site other than the regular workplaces for professional education license (PEL) employees that do not require a substitute. The employee shall make such request in writing 24 hours in advance to the day and receive permission from the Director. When requesting to work from an alternate location the employee must provide the Director with the intended work site and duties to be completed. Staff must provide the Executive Director with a plan of how those minutes will be served prior to making the request for an alternative worksite.. The Executive Director may authorize off site work when conditions make the assigned work place impractical, such as inclement weather (but when school remains in session). Employees shall be granted these days for emergency school closure and teacher in-service days, if requested. Additionally, employees may request up to seven (7) remote working days per school year to complete office duties. Employees shall be responsible for making up all direct service minutes and providing a log of completed duties to the Executive Director. Such requests may not be unreasonably denied but the Executive Director reserves the right to make the final decision regarding such requests, which decision shall not be subject to the agreement's grievance procedure.

6.7 Reduction in Personnel

A. Professional educator licensed employees.

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

B. Educational Support Personnel (ESP)

- (1) If total years of continuous service in a category of position in the RCCSEC are equal between two or more ESPs, then the order of dismissal and/or recall will be based on the affected ESPs' total years of service in the current position, whether or not continuous, or

similar positions outside the RCCSEC shall be calculated as the number of years granted by the Board to the individual for the purposes of the individual's initial placement on the salary schedule. The determination of whether a position was the same as or similar to an individual's current position shall be made solely by the Board after comparing the legal requirement, job description, and applicable skills of the current position with the former position.

- (2) If a tie remains after the application of the procedures as described above, then the order of dismissal and/or recall will be determined based on the date of the Board meeting at which the affected ESPs were hired.
- (3) If a tie remains after the application of the procedures as described in 1 and 2 above, then the order of dismissal and/or recall will be determined based on the order the affected ESPs are listed on the Board agenda for the Board meeting at which they were hired, with those being listed first on the Board agenda having seniority over those listed later on the agenda.

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

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

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

6.8 Seniority List

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

Educational Support Personnel (ESP)

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

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

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

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

6.9 Discipline of Students

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

6.10 Employee Keys to Building

Necessary employee keys for the Cooperative offices will be furnished to the employees. Employees will sign for and will be responsible for the keys. A new key fob will not be issued if the Employee loses their original key fob.

6.11 Staff Meetings

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

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

6.12 Requisition Policy

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

6.13 Assignments

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

6.14 Vacancies and Transfers

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

or creation of a new position shall be publicized to employees pursuant to the following procedure:

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

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

6.15 Employee Evaluation

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

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

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

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

6.16 Job Descriptions

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

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

6.17 Complaints Regarding an Employee

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

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

Complaints that have not been investigated but which are determined by the Board or its representative to have no validity, shall not be placed in the employee's personnel file.

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

The provisions of this article requiring a conference between the employee and the complainant shall not apply the subject matter of the complaint and /or investigation is one which may also involve a Title IX investigation.

6.18 Employee Probation

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

6.19 Substitutes

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

6.20 Fees of Service

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

ARTICLE VII: FRINGE BENEFITS

7.1 Benefits

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

7.2 Tax Sheltered Annuities

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

7.3 Flex Time

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

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

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

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

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

7.4 Exchange Days

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

7.5 Mileage Reimbursement

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

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

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

7.6 Tuition Reimbursement

The Board shall reimburse, upon application, any employee who successfully completes a course or courses of instruction with at least a "B" grade average or pass (in a pass/fail course) in each course at an accredited education institution, which course will be a credit towards a degree or certification in the special education field of study. The amount of the reimbursement shall not exceed \$3000 in any fiscal year (July 1-June 30 of the current fiscal year). The reimbursement shall be made within thirty (30) days after proof is furnished to the Director of a successful completion of the course work. The Director must approve course work in advance. Coursework will comply with all IDEA Part B Grant requirements.

7.7 Retirement Bonus

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

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

5. The retirement eligibility requirements for the FY 2027 year shall be:

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

The Cooperative shall require proof of eligibility.

B. Retirement

Benefit One Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to August 1, 2026 stating that he/she shall retire at the end of the next school year, the employee will be removed from the salary schedule and for the final year of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior year of employment.

Example: The employee's prior year TRS creditable earnings were \$50,000. The employee's final year TRS creditable earnings will be \$53,000 (i.e., $\$50,000 \times 1.06 = \$53,000$).

Two Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to August 1, 2026 two (2) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final two (2) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to August 1, 2026 stating he/she will retire on June 30, 2028. The employee's TRS creditable earnings for the 2025-2026 school year were \$50,000. The employee's TRS creditable earnings for the 2026-2027 school year will be \$53,000 (i.e., $\$50,000 \times 1.06 = \$53,000$). The employee's TRS

creditable earnings for the 2027-2028 school year will be \$56,180 (i.e., $\$53,000.00 \times 1.06 = \$56,180$).

Three Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to August 1, 2026 three (3) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final three (3) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to August 1, 2026 stating he/she will retire on June 30, 2029. The employee's TRS creditable earnings for the 2025-2026 school year were \$50,000.00. The employee's TRS creditable earnings for the 2026-2027 school year will be \$53,000 (i.e., $\$50,000 \times 1.06 = \$53,000$). The employee's TRS

creditable earnings for the 2027-2028 school year will be \$56,180 (i.e., $\$53,000 \times 1.06 = \$56,180$). The employee's TRS creditable earnings for the 2028-2029 school year will be \$59,550.80 (i.e., $\$56,180 \times 1.06 = \$59,550.80$).

Four Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to August 1, 2026 four (4) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final four (4) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to August 1, 2026, stating he/she will retire on June 30, 2030. The employee's TRS creditable earnings for the 2025-2026 school year were \$50,000.00. The employee's TRS creditable earnings for the 2026-2027 school year will be \$53,000 (i.e., $\$50,000 \times 1.06 = \$53,000$). The employee's TRS creditable earnings for 2027-2028 school year will be \$56,180 (i.e., $\$53,000 \times 1.06 = \$56,180$). The employee's TRS creditable earnings for the 2028-2029 school year will be \$59,550.80 (i.e., $\$56,180 \times 1.06 =$

\$59,550.80). The employee's TRS creditable earnings for the 2029-2030 school year will be \$63,123.85 (i.e., $59,550.80 \times 1.06 = \$63,123.85$).

C. Miscellaneous

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra-duties or TRS reportable duties not currently being performed without the consent of the employee. Nothing in this provision shall prevent a non-certified employee from working any approved overtime; however, no overtime work or wages shall be used to calculate the retirement incentive or increases.

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

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

7.8 Health Insurance

For the term of this Collective Bargaining Agreement, the Board will pay 100% of the cost of the premium for single health insurance for each employee electing such coverage, to include health, dental, and life insurance. If an employee elects to enroll in family coverage, the employee shall pay the difference between the cost of the single premium and the family coverage premium.

The parties agree to establish a Joint Committee comprised of equal representatives to student health insurance plans. If available, two healthcare plans will be offered to employees.

ARTICLE VIII: LEAVES

8.1 Sick Leave

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

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

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

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

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

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

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

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

8.2 Personal Leave

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

- C. An employee may be granted personal leave immediately before or after a holiday with written permission of the Director.
- D. A maximum of 5 unused personal leave days may be carried over to the following school year. Any remaining unused personal days shall be converted to sick days.
- E. The Board shall provide each employee with a cumulative accounting of his/her personal leave as provided on each individual's paycheck.

8.3 Parental Leave

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

8.4 Jury Duty

- A. Any employee who is required to serve on a jury shall suffer no loss in salary or employee benefits provided, however, that all monies received, other than actual expenses, shall be turned over to the Coop.

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

8.5 Family and Medical Leave Act

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

8.6 Professional Leave

All professional educator licensed staff are eligible for three (3) professional leave days and all non-certified staff are eligible for one (1) professional leave day per year with prior written approval of the Director. The Administration reserves the right to send employees to professional meetings. In this event, the meeting will not be charged against the employee's professional leave time. The Cooperative shall make available to each employee for professional leave a sum of Eight Hundred Dollars (\$800) over the school year to defray expenses the employee has in conjunction with professional leave. An additional Three Hundred Fifty Dollars (\$350) may be used by the employee for professional dues.

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

8.7 Bereavement Leave

In addition to the sick leave/personal leave provided, each employee shall be

entitled to leave, without loss of pay, as outlined below:

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

8.8 Military Leave

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

ARTICLE IX: COMPENSATION AND TERM OF CONTRACT

9.1 Term and Salary Schedule

Employees agree to a three (3) year contract term for the school years of 2026-2027, 2027-2028, and 2028-2029. It is agreed that the employee compensation for each year of the Agreement shall be as reflected on Appendix A.

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

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

9.2 Pay Options

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

9.3 Placement on the Salary Schedule

A. All newly hired Professional Educator Licensed teacher shall receive full credit for all public school teaching and private school teaching done in a nationally accredited private school performed while licensed. Full credit will be awarded for teaching experience in learning centers if the center required the individual to hold a Professional Educator License. Verification of such service will be necessary before salary lane experience is credited. It is the employee's responsibility to provide verification of employment.

B. All non-certified employees shall receive full credit for experience relevant to their current position if performed in a public school or day care setting.

Verification of such service will be necessary before salary lane experience is credited. It is the employee's responsibility to provide verification of employment. Experience accepted will be determined by the Director.

- C. School psychologists, social workers, occupational therapists, certified occupational therapy assistants, physical therapists, physical therapy assistants will receive credit for prior work experience in the private sector if the work experience is in the employee's area of professional expertise. Employees with relevant experience prior to the degree required for the job description they are applying to, shall receive up to four (4) years. Beyond four years, .5 years of credit for each year of experience shall be given. Verification of such service will be necessary before salary lane experience is credited. It is the employee's responsibility to provide verification of employment.
- D. Due to the position of school psychologist being a shortage area at RCCSEC, the Cooperative will pay an annual stipend of \$2,000 to a school psychologist who is a Nationally Certified School Psychologist provided that the credential is awarded through the National School Psychology Certification System of the National Association of the School Psychologists. Certification must be obtained prior to November 1st in order for the stipend to be paid for that fiscal year. Proof of accreditation is required to receive the stipend. Part time employees shall be entitled to the full stipend amount.
- E. The Cooperative will pay an annual stipend of \$2,000 to a school social worker who is a Licensed Clinical Social Worker provided the credential is awarded through the Department of Financial and Professional Regulation: Division of Professional Regulation. Certification must be obtained prior to November 1st in order for the stipend to be paid for that fiscal year. Proof of accreditation is required to receive the stipend. Part time employees shall be entitled to the full stipend amount.
- F. Professional Educator Licensed personnel with proper Special Education credentials through the Illinois State Board of Education shall receive \$64.29/hr to write an IEP outside of their caseload.

G. The Cooperative will pay an annual stipend of \$2,000 to a teacher who holds the National Board Certified teacher credential.

H. Military Service Credit: A maximum of 2 years credit on the schedule is given for military service. For each year of military service, one year of credit will be given on the salary schedule. The credit will be granted at a rate of: One (1) year's credit for 12-20 months, two (2) year's credit for 21 months or more. Under no circumstances will an accumulation of weekend and summer reserve service be credited for salary consideration.

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

I. Staff will remain at Step 0 until completed verification of employment paperwork has been returned to the RCCSC Central Office. All completed verification of employment paperwork must be received within 30 days of hire. Any completed verification of employment paperwork received after the 30 days will not be credited to the current school year.

J. Executive Director shall provide Association President information of placement on salary schedule.

9.4 Advancement on Salary Schedule

A. Any professional educator licensed employee on the salary schedule shall advance on the salary schedule upon presentation of sufficient evidence of credit earned.

1. Notification of intent to make a lane change should be presented to the Executive Assistant on or before August 10 of the current school year. Notification of a lane change made after August 10 of the current school year will be reflected during the following school year.

2. All sufficient evidence of credit, including a college transcript must be presented to the Executive Assistant on or before August 10 of the current school year. Submissions of credit made after August 10 of the current school year will be reflected during the following school year.

3. Academic hours earned for college coursework must be supported by an official college transcript (not a grade report).
- B. Undergraduate courses may not be used for salary movement above the BA lanes unless they are pre-approved by the Director. Consideration for approval shall be based on one or more of the following:
1. The course is part of an approved special education degree program.
 2. It will enhance a current teaching assignment.
 3. It will lead to additional certification in Special Education.
- C. Spectrum Teacher new hires with the appropriate credentials (Early Childhood Self-Contained and Early Childhood Special Education Approval) and those currently employed who attend school to obtain Early Childhood Self-Contained and Early Childhood Special Education Approval will be placed at the appropriate Steps BS+24.

9.5 Teacher Transcript of Credits

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

9.6 Additional Duties and Summer Evaluation Compensation

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

9.7 Definitions

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

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

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

ARTICLE X: EFFECT OF AGREEMENT

10.1 Savings Clause

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

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

10.2 Individual Contracts

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

10.3 No Strike

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

10.4 Duration

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

31st, 2029.

10.5 Management Rights

It is expressly understood and agreed that all functions, rights, powers or authority of the administration of the Cooperative and the Board which are not specifically limited by the express language of this Agreement are retained by the Board provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement or the Illinois Educational Labor Relations Act.

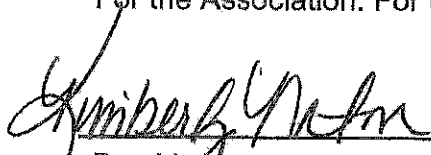
Term of Agreement

This Agreement shall be effective August 1, 2026 and shall continue in effect until midnight July 31st, 2029.

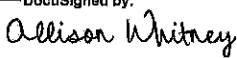
This Agreement is signed this 22nd day of June, 2026.

IN WITNESS WHEREOF:

For the Association: For the Board of Directors:



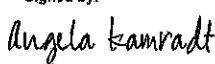
President

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President



Secretary

Signed by:


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Secretary

Attached are salary schedules for each of the contract years, which shall be attached as Appendix A to the Agreement.

Braille Assistant 2026-2027 (0%)				
Step	HS	HS+30	AAS	BS
0	\$18.80	\$19.04	\$19.23	\$19.40
1	\$19.04	\$19.28	\$19.47	\$19.64
2	\$19.29	\$19.53	\$19.72	\$19.89
3	\$19.55	\$19.79	\$19.98	\$20.15
4	\$19.84	\$20.08	\$20.27	\$20.44
5	\$20.15	\$20.39	\$20.57	\$20.74
6	\$20.46	\$20.70	\$20.88	\$21.05
7	\$20.79	\$21.03	\$21.21	\$21.38
8	\$21.13	\$21.37	\$21.55	\$21.72
9	\$21.49	\$21.72	\$21.89	\$22.08
10	\$21.84	\$22.10	\$22.27	\$22.45
11	\$22.22	\$22.46	\$22.63	\$22.81
12	\$22.60	\$22.85	\$23.03	\$23.22
13	\$23.00	\$23.26	\$23.43	\$23.63
14	\$23.26	\$23.68	\$23.85	\$24.06
15	\$23.68	\$24.11	\$24.28	\$24.51
16	\$24.06	\$24.54	\$24.70	\$24.94
17	\$24.54	\$24.95	\$25.12	\$25.35
18	\$20.78	\$21.03	\$21.21	\$21.38
19	\$21.11	\$21.36	\$21.54	\$21.71
20	\$21.45	\$21.70	\$21.88	\$22.05
21	\$21.81	\$22.05	\$22.22	\$22.41
22	\$22.16	\$22.43	\$22.60	\$22.78
23	\$22.54	\$22.79	\$22.96	\$23.14
24	\$22.92	\$23.18	\$23.36	\$23.55
25	\$23.32	\$23.59	\$23.76	\$23.96

Braille Assistant 2027-2028 (0%)				
Step	HS	HS+30	AAS	BS
0	\$18.80	\$19.04	\$19.23	\$19.40
1	\$19.04	\$19.28	\$19.47	\$19.64
2	\$19.29	\$19.53	\$19.72	\$19.89
3	\$19.55	\$19.79	\$19.98	\$20.15
4	\$19.84	\$20.08	\$20.27	\$20.44
5	\$20.15	\$20.39	\$20.57	\$20.74
6	\$20.46	\$20.70	\$20.88	\$21.05
7	\$20.79	\$21.03	\$21.21	\$21.38
8	\$21.13	\$21.37	\$21.55	\$21.72
9	\$21.49	\$21.72	\$21.89	\$22.08
10	\$21.84	\$22.10	\$22.27	\$22.45
11	\$22.22	\$22.46	\$22.63	\$22.81
12	\$22.60	\$22.85	\$23.03	\$23.22
13	\$23.00	\$23.26	\$23.43	\$23.63
14	\$23.26	\$23.68	\$23.85	\$24.06
15	\$23.68	\$24.11	\$24.28	\$24.51
16	\$24.06	\$24.54	\$24.70	\$24.94
17	\$24.54	\$24.95	\$25.12	\$25.35
18	\$20.78	\$21.03	\$21.21	\$21.38
19	\$21.11	\$21.36	\$21.54	\$21.71
20	\$21.45	\$21.70	\$21.88	\$22.05
21	\$21.81	\$22.05	\$22.22	\$22.41
22	\$22.16	\$22.43	\$22.60	\$22.78
23	\$22.54	\$22.79	\$22.96	\$23.14
24	\$22.92	\$23.18	\$23.36	\$23.55
25	\$23.32	\$23.59	\$23.76	\$23.96

Braille Assistant 2028-2029 (0%)				
Step	HS	HS+30	AAS	BS
0	\$18.80	\$19.04	\$19.23	\$19.40
1	\$19.04	\$19.28	\$19.47	\$19.64
2	\$19.29	\$19.53	\$19.72	\$19.89
3	\$19.55	\$19.79	\$19.98	\$20.15
4	\$19.84	\$20.08	\$20.27	\$20.44
5	\$20.15	\$20.39	\$20.57	\$20.74
6	\$20.46	\$20.70	\$20.88	\$21.05
7	\$20.79	\$21.03	\$21.21	\$21.38
8	\$21.13	\$21.37	\$21.55	\$21.72
9	\$21.49	\$21.72	\$21.89	\$22.08
10	\$21.84	\$22.10	\$22.27	\$22.45
11	\$22.22	\$22.46	\$22.63	\$22.81
12	\$22.60	\$22.85	\$23.03	\$23.22
13	\$23.00	\$23.26	\$23.43	\$23.63
14	\$23.26	\$23.68	\$23.85	\$24.06
15	\$23.68	\$24.11	\$24.28	\$24.51
16	\$24.06	\$24.54	\$24.70	\$24.94
17	\$24.54	\$24.95	\$25.12	\$25.35
18	\$20.78	\$21.03	\$21.21	\$21.38
19	\$21.11	\$21.36	\$21.54	\$21.71
20	\$21.45	\$21.70	\$21.88	\$22.05
21	\$21.81	\$22.05	\$22.22	\$22.41
22	\$22.16	\$22.43	\$22.60	\$22.78
23	\$22.54	\$22.79	\$22.96	\$23.14
24	\$22.92	\$23.18	\$23.36	\$23.55
25	\$23.32	\$23.59	\$23.76	\$23.96

Teacher Aides, Personal Assistants 2026-2027(6%)				
Step	HS	HS+30	AAS	BS
0	\$16.69	\$16.96	\$17.14	\$17.33
1	\$16.93	\$17.20	\$17.38	\$17.57
2	\$17.18	\$17.45	\$17.63	\$17.82
3	\$17.45	\$17.71	\$17.89	\$18.09
4	\$17.72	\$17.99	\$18.17	\$18.36
5	\$18.03	\$18.30	\$18.48	\$18.67
6	\$18.35	\$18.62	\$18.80	\$18.99
7	\$18.68	\$18.94	\$19.13	\$19.33
8	\$19.03	\$19.29	\$19.48	\$19.67
9	\$19.39	\$19.66	\$19.84	\$20.03
10	\$19.76	\$20.02	\$20.21	\$20.40
11	\$20.15	\$20.40	\$20.60	\$20.79
12	\$20.55	\$20.80	\$20.99	\$21.19
13	\$20.96	\$21.21	\$21.41	\$21.61
14	\$21.38	\$21.64	\$21.83	\$22.05
15	\$21.64	\$22.10	\$22.28	\$22.51
16	\$22.10	\$22.55	\$22.73	\$22.97
17	\$22.51	\$23.01	\$23.18	\$23.43
18	\$22.75	\$23.25	\$23.42	\$23.67
19	\$22.99	\$23.49	\$23.66	\$23.91
20	\$23.23	\$23.73	\$23.90	\$24.15
21	\$23.47	\$23.97	\$24.14	\$24.39
22	\$23.71	\$24.21	\$24.38	\$24.63
23	\$23.95	\$24.45	\$24.62	\$24.87
24	\$24.19	\$24.69	\$24.86	\$25.11
25	\$24.43	\$24.93	\$25.10	\$25.35

Teacher Aides, Personal Assistants 2027-2028 (5%)				
Step	HS	HS+30	AAS	BS
0	\$17.28	\$17.56	\$17.75	\$17.95
1	\$17.52	\$17.80	\$17.99	\$18.19
2	\$17.77	\$18.06	\$18.24	\$18.45
3	\$18.04	\$18.32	\$18.51	\$18.71
4	\$18.32	\$18.60	\$18.79	\$18.99
5	\$18.61	\$18.89	\$19.08	\$19.28
6	\$18.93	\$19.21	\$19.40	\$19.60
7	\$19.27	\$19.55	\$19.74	\$19.94
8	\$19.62	\$19.89	\$20.09	\$20.29
9	\$19.98	\$20.25	\$20.45	\$20.66
10	\$20.36	\$20.64	\$20.83	\$21.03
11	\$20.75	\$21.02	\$21.22	\$21.42
12	\$21.15	\$21.42	\$21.63	\$21.83
13	\$21.58	\$21.84	\$22.04	\$22.25
14	\$22.00	\$22.27	\$22.48	\$22.69
15	\$22.45	\$22.72	\$22.92	\$23.15
16	\$22.72	\$23.20	\$23.39	\$23.64
17	\$23.20	\$23.68	\$23.86	\$24.12
18	\$23.64	\$24.16	\$24.34	\$24.61
19	\$23.89	\$24.41	\$24.59	\$24.86
20	\$24.14	\$24.67	\$24.84	\$25.11
21	\$24.39	\$24.92	\$25.09	\$25.36
22	\$24.64	\$25.17	\$25.34	\$25.61
23	\$24.90	\$25.42	\$25.60	\$25.87
24	\$25.15	\$25.67	\$25.85	\$26.12
25	\$25.40	\$25.93	\$26.10	\$26.37

Teacher Aides, Personal Assistants 2028-2029 (5%)				
Step	HS	HS+30	AAS	BS
0	\$17.90	\$18.20	\$18.40	\$18.61
1	\$18.14	\$18.44	\$18.64	\$18.85
2	\$18.40	\$18.69	\$18.89	\$19.10
3	\$18.66	\$18.96	\$19.16	\$19.37
4	\$18.94	\$19.24	\$19.44	\$19.65
5	\$19.23	\$19.53	\$19.73	\$19.94
6	\$19.54	\$19.83	\$20.03	\$20.24
7	\$19.88	\$20.17	\$20.37	\$20.58
8	\$20.23	\$20.53	\$20.73	\$20.94
9	\$20.60	\$20.88	\$21.09	\$21.31
10	\$20.98	\$21.26	\$21.48	\$21.69
11	\$21.38	\$21.67	\$21.87	\$22.08
12	\$21.79	\$22.07	\$22.28	\$22.50
13	\$22.21	\$22.50	\$22.71	\$22.92
14	\$22.66	\$22.93	\$23.15	\$23.36
15	\$23.10	\$23.39	\$23.60	\$23.83
16	\$23.57	\$23.85	\$24.07	\$24.31
17	\$23.85	\$24.36	\$24.56	\$24.82
18	\$24.36	\$24.86	\$25.06	\$25.33
19	\$24.82	\$25.37	\$25.55	\$25.84
20	\$25.08	\$25.63	\$25.82	\$26.10
21	\$25.35	\$25.90	\$26.08	\$26.37
22	\$25.61	\$26.16	\$26.35	\$26.63
23	\$25.88	\$26.43	\$26.61	\$26.89
24	\$26.14	\$26.69	\$26.88	\$27.16
25	\$26.40	\$26.96	\$27.14	\$27.42

Clerical	2026-2027 (4%)	2027-2028 (4%)	2028-2029 (4%)
Step	Hourly Rate	Hourly Rate	Hourly Rate
0	\$21.41	\$21.94	\$22.50
1	\$21.73	\$22.26	\$22.82
2	\$22.06	\$22.59	\$23.15
3	\$22.40	\$22.94	\$23.50
4	\$22.74	\$23.29	\$23.86
5	\$23.10	\$23.65	\$24.23
6	\$23.48	\$24.03	\$24.60
7	\$23.87	\$24.42	\$24.99
8	\$24.27	\$24.82	\$25.40
9	\$24.66	\$25.24	\$25.82
10	\$25.05	\$25.65	\$26.25
11	\$25.44	\$26.05	\$26.67
12	\$25.84	\$26.46	\$27.09
13	\$26.23	\$26.87	\$27.51
14	\$26.62	\$27.28	\$27.95
15	\$27.01	\$27.68	\$28.37
16	\$27.41	\$28.09	\$28.79
17	\$27.80	\$28.50	\$29.21
18	\$28.19	\$28.91	\$29.64
19	\$28.58	\$29.31	\$30.07
20	\$28.98	\$29.72	\$30.49
21	\$29.37	\$30.14	\$30.91
22	\$30.14	\$30.54	\$31.34
23	\$30.46	\$31.35	\$31.76
24	\$30.78	\$31.68	\$32.60
25	\$31.10	\$32.02	\$32.95

COTA	2026-2027 (20%)	2027-2028 (5%)	2028-2029 (5%)
Step			
0	\$26.28	\$27.15	\$28.06
1	\$26.73	\$27.60	\$28.51
2	\$27.27	\$28.07	\$28.98
3	\$27.84	\$28.64	\$29.47
4	\$28.42	\$29.23	\$30.07
5	\$29.09	\$29.84	\$30.69
6	\$29.79	\$30.55	\$31.33
7	\$30.55	\$31.28	\$32.07
8	\$31.34	\$32.08	\$32.85
9	\$32.20	\$32.91	\$33.69
10	\$33.08	\$33.81	\$34.56
11	\$33.97	\$34.73	\$35.50
12	\$34.91	\$35.67	\$36.47
13	\$35.88	\$36.66	\$37.45
14	\$37.37	\$37.68	\$38.49
15	\$38.91	\$39.24	\$39.56
16	\$40.57	\$40.86	\$41.20
17	\$42.29	\$42.60	\$42.90
18	\$44.00	\$44.40	\$44.73
19	\$45.72	\$46.20	\$46.62
20	\$46.17	\$48.00	\$48.51
21	\$46.62	\$48.48	\$50.40
22	\$47.07	\$48.95	\$50.90
23	\$47.52	\$49.42	\$51.40
24	\$47.97	\$49.89	\$51.89
25	\$48.42	\$50.37	\$52.39

Inst Lead/Parent Coord 2026-2027 (6%) TRS not included in salary schedule							
Step	BS	BS+16	BS+24	MS	MS+30	MS+45	MS+60
0	\$39,092	\$40,643	\$40,643	\$43,721	\$46,174	\$46,783	\$47,393
1	\$39,392	\$40,943	\$40,943	\$44,021	\$46,474	\$47,083	\$47,693
2	\$39,710	\$41,261	\$41,261	\$44,339	\$46,792	\$47,401	\$48,011
3	\$40,044	\$41,595	\$41,595	\$44,673	\$47,126	\$47,735	\$48,345
4	\$40,394	\$41,946	\$41,946	\$45,023	\$47,477	\$48,086	\$48,696
5	\$40,992	\$42,328	\$43,618	\$45,406	\$47,859	\$48,468	\$49,078
6	\$42,206	\$43,496	\$44,839	\$46,557	\$49,092	\$49,705	\$50,332
7	\$43,421	\$44,666	\$46,059	\$47,707	\$50,326	\$50,940	\$51,585
8	\$44,636	\$45,970	\$47,279	\$48,859	\$51,559	\$52,176	\$52,837
9	\$45,850	\$47,138	\$48,498	\$50,011	\$52,793	\$53,413	\$54,091
10	\$47,065	\$48,307	\$49,719	\$51,162	\$54,026	\$54,649	\$55,344
11	\$48,281	\$49,507	\$50,939	\$52,314	\$55,259	\$55,884	\$56,597
12	\$49,495	\$50,726	\$52,159	\$53,464	\$56,493	\$57,121	\$57,851
13	\$50,710	\$52,064	\$53,380	\$54,615	\$57,726	\$58,357	\$59,104
14	\$51,925	\$53,232	\$54,600	\$55,767	\$58,959	\$59,592	\$60,357
15	\$53,139	\$54,401	\$55,819	\$56,918	\$60,192	\$60,829	\$61,610
16	\$54,354	\$55,584	\$57,039	\$58,069	\$61,427	\$62,065	\$62,863
17	\$55,569	\$56,864	\$58,260	\$59,220	\$62,660	\$63,300	\$64,117
18	\$56,785	\$58,032	\$59,480	\$60,372	\$63,893	\$64,537	\$65,370
19	\$57,999	\$59,200	\$60,700	\$61,523	\$65,126	\$65,773	\$66,624
20	\$59,214	\$60,369	\$61,921	\$62,674	\$66,360	\$67,008	\$67,876
21	\$60,429	\$61,537	\$63,140	\$63,825	\$67,593	\$68,245	\$69,129
22	\$61,643	\$62,888	\$64,360	\$64,977	\$68,826	\$69,481	\$70,383
23	\$62,858	\$64,150	\$65,581	\$66,128	\$70,059	\$70,717	\$71,636
24	\$64,074	\$65,318	\$66,801	\$67,279	\$71,294	\$71,953	\$72,890
25	\$65,288	\$66,544	\$68,021	\$68,430	\$72,527	\$73,189	\$74,143

Inst Lead/Parent Coord 2027-2028 (5%) TRS not included in salary schedule							
STEP	BS	BS+16	BS+24	MS	MS+30	MS+45	MS+60
0	\$40,746	\$40,257	\$40,257	\$43,306	\$45,736	\$46,339	\$46,943
1	\$41,046	\$40,557	\$40,557	\$43,606	\$46,036	\$46,639	\$47,243
2	\$41,361	\$40,872	\$40,872	\$43,921	\$46,351	\$46,954	\$47,558
3	\$41,695	\$41,203	\$41,203	\$44,251	\$46,682	\$47,285	\$47,889
4	\$42,046	\$41,550	\$41,550	\$44,599	\$47,029	\$47,632	\$48,237
5	\$42,414	\$41,929	\$43,207	\$44,977	\$47,408	\$48,011	\$48,615
6	\$43,041	\$43,086	\$44,416	\$46,118	\$48,629	\$49,236	\$49,857
7	\$44,316	\$44,244	\$45,625	\$47,257	\$49,852	\$50,460	\$51,098
8	\$45,592	\$45,536	\$46,833	\$48,398	\$51,073	\$51,684	\$52,339
9	\$46,868	\$46,693	\$48,041	\$49,539	\$52,295	\$52,909	\$53,580
10	\$48,143	\$47,852	\$49,250	\$50,679	\$53,516	\$54,133	\$54,822
11	\$49,419	\$49,040	\$50,459	\$51,820	\$54,737	\$55,357	\$56,064
12	\$50,695	\$50,248	\$51,667	\$52,959	\$55,960	\$56,582	\$57,305
13	\$51,969	\$51,573	\$52,876	\$54,100	\$57,182	\$57,806	\$58,547
14	\$53,245	\$52,730	\$54,085	\$55,241	\$58,403	\$59,030	\$59,787
15	\$54,521	\$53,888	\$55,293	\$56,382	\$59,624	\$60,255	\$61,029
16	\$55,796	\$55,059	\$56,501	\$57,521	\$60,847	\$61,479	\$62,270
17	\$57,072	\$56,327	\$57,710	\$58,662	\$62,068	\$62,703	\$63,512
18	\$58,348	\$57,484	\$58,919	\$59,802	\$63,290	\$63,928	\$64,754
19	\$59,624	\$58,641	\$60,128	\$60,943	\$64,511	\$65,152	\$65,995
20	\$60,899	\$59,800	\$61,337	\$62,082	\$65,734	\$66,376	\$67,236
21	\$62,175	\$60,957	\$62,544	\$63,223	\$66,955	\$67,602	\$68,477
22	\$63,451	\$62,294	\$63,753	\$64,364	\$68,177	\$68,825	\$69,719
23	\$64,725	\$63,545	\$64,962	\$65,504	\$69,398	\$70,049	\$70,960
24	\$66,001	\$64,702	\$66,171	\$66,644	\$70,621	\$71,275	\$72,202
25	\$67,277	\$65,916	\$67,379	\$67,785	\$71,842	\$72,499	\$73,444

Inst Lead/Parent Coord 2028-2029 (5%) TRS not included in salary schedule schedule							
STEP	BS	BS+16	BS+24	MS	MS+30	MS+45	MS+60
0	\$42,484	\$41,970	\$41,970	\$45,171	\$47,723	\$48,356	\$48,991
1	\$42,784	\$42,270	\$42,270	\$45,471	\$48,023	\$48,656	\$49,291
2	\$43,099	\$42,585	\$42,585	\$45,786	\$48,338	\$48,971	\$49,606
3	\$43,430	\$42,916	\$42,916	\$46,117	\$48,668	\$49,302	\$49,936
4	\$43,780	\$43,263	\$43,263	\$46,464	\$49,016	\$49,649	\$50,284
5	\$44,148	\$43,628	\$43,628	\$46,829	\$49,380	\$50,014	\$50,648
6	\$44,535	\$44,025	\$45,367	\$47,226	\$49,778	\$50,411	\$51,046
7	\$45,193	\$45,240	\$46,637	\$48,424	\$51,060	\$51,698	\$52,350
8	\$46,532	\$46,456	\$47,906	\$49,620	\$52,344	\$52,983	\$53,653
9	\$47,872	\$47,813	\$49,175	\$50,818	\$53,627	\$54,268	\$54,956
10	\$49,211	\$49,028	\$50,443	\$52,016	\$54,909	\$55,554	\$56,259
11	\$50,550	\$50,244	\$51,712	\$53,213	\$56,192	\$56,840	\$57,563
12	\$51,890	\$51,492	\$52,981	\$54,411	\$57,474	\$58,125	\$58,867
13	\$53,229	\$52,760	\$54,251	\$55,607	\$58,758	\$59,411	\$60,170
14	\$54,568	\$54,151	\$55,520	\$56,805	\$60,041	\$60,696	\$61,474
15	\$55,908	\$55,366	\$56,789	\$58,003	\$61,323	\$61,982	\$62,776
16	\$57,247	\$56,583	\$58,057	\$59,201	\$62,606	\$63,268	\$64,080
17	\$58,586	\$57,812	\$59,326	\$60,397	\$63,889	\$64,553	\$65,384
18	\$59,926	\$59,144	\$60,596	\$61,595	\$65,172	\$65,838	\$66,688
19	\$61,265	\$60,359	\$61,865	\$62,792	\$66,454	\$67,125	\$67,991
20	\$62,605	\$61,573	\$63,134	\$63,990	\$67,737	\$68,410	\$69,295
21	\$63,944	\$62,790	\$64,403	\$65,186	\$69,021	\$69,695	\$70,597
22	\$65,283	\$64,005	\$65,671	\$66,384	\$70,303	\$70,982	\$71,901
23	\$66,623	\$65,409	\$66,941	\$67,582	\$71,586	\$72,267	\$73,205
24	\$67,962	\$66,722	\$68,210	\$68,780	\$72,868	\$73,552	\$74,509
25	\$69,301	\$67,937	\$69,479	\$69,976	\$74,152	\$74,838	\$75,812

RTI 2026-2027 School Year (11%) TRS not included in salary schedule								
STEP	BA	BA+16	BA+24	MS	MS+30	MS+45	MS+60	PhD
0	\$45,957	\$46,493	\$47,765	\$48,674	\$50,511	\$51,430	\$52,351	\$54,189
1	\$46,794	\$47,330	\$48,602	\$49,511	\$51,348	\$52,267	\$53,188	\$55,026
2	\$47,723	\$48,259	\$49,531	\$50,440	\$52,277	\$53,196	\$54,117	\$55,955
3	\$48,699	\$49,235	\$50,506	\$51,416	\$53,253	\$54,172	\$55,092	\$56,930
4	\$49,723	\$50,259	\$51,530	\$52,440	\$54,277	\$55,196	\$56,116	\$57,955
5	\$50,797	\$51,446	\$52,499	\$53,557	\$55,393	\$56,313	\$57,233	\$59,071
6	\$51,895	\$52,551	\$53,625	\$54,717	\$56,555	\$57,474	\$58,393	\$60,233
7	\$52,984	\$53,655	\$54,751	\$55,926	\$57,763	\$58,682	\$59,602	\$61,440
8	\$54,097	\$54,781	\$55,900	\$57,181	\$59,019	\$59,938	\$60,857	\$62,697
9	\$55,233	\$55,932	\$57,074	\$58,487	\$60,325	\$61,244	\$62,163	\$64,003
10	\$56,393	\$57,106	\$58,273	\$59,833	\$61,670	\$62,589	\$63,509	\$65,347
11	\$57,577	\$58,305	\$59,497	\$61,219	\$63,055	\$63,975	\$64,895	\$66,733
12	\$58,787	\$59,530	\$60,746	\$62,659	\$64,541	\$65,483	\$66,426	\$68,307
13	\$60,021	\$60,780	\$62,022	\$64,100	\$66,027	\$66,992	\$67,955	\$69,880
14	\$61,281	\$62,056	\$63,324	\$65,543	\$67,513	\$68,499	\$69,484	\$71,452
15	\$62,569	\$63,360	\$64,654	\$67,017	\$69,031	\$70,040	\$71,047	\$73,061
16	\$63,883	\$64,691	\$66,011	\$68,618	\$70,632	\$71,639	\$72,646	\$74,662
17	\$65,224	\$66,049	\$67,397	\$70,093	\$72,109	\$73,116	\$74,123	\$76,137
18	\$66,593	\$67,436	\$68,814	\$71,703	\$73,717	\$74,725	\$75,732	\$77,747
19	\$67,992	\$68,853	\$70,259	\$73,315	\$75,330	\$76,337	\$77,344	\$79,359
20	\$69,420	\$70,297	\$71,734	\$74,927	\$76,942	\$77,949	\$78,956	\$80,970
21	\$70,878	\$71,774	\$73,240	\$76,537	\$78,553	\$79,560	\$80,567	\$82,581
22	\$72,366	\$73,281	\$74,778	\$78,150	\$80,164	\$81,171	\$82,178	\$84,193
23	\$73,886	\$74,821	\$76,349	\$79,761	\$81,776	\$82,783	\$83,790	\$85,805
24	\$75,437	\$76,392	\$77,953	\$81,373	\$83,387	\$84,394	\$85,403	\$87,417
25	\$76,274	\$77,229	\$78,790	\$82,210	\$84,224	\$85,231	\$86,240	\$88,254

RTI 2027-2028 School Year (5%) TRS not included in salary schedule								
STEP	BA	BA+16	BA+24	MS	MS+30	MS+45	MS+60	PhD
0	\$47,418	\$47,981	\$49,316	\$50,271	\$52,200	\$53,165	\$54,131	\$56,061
1	\$48,255	\$48,818	\$50,153	\$51,108	\$53,037	\$54,002	\$54,968	\$56,898
2	\$49,134	\$49,697	\$51,032	\$51,987	\$53,916	\$54,881	\$55,847	\$57,777
3	\$50,109	\$50,672	\$52,007	\$52,962	\$54,891	\$55,856	\$56,822	\$58,753
4	\$51,134	\$51,697	\$53,031	\$53,987	\$55,915	\$56,880	\$57,847	\$59,777
5	\$52,209	\$52,772	\$54,107	\$55,062	\$56,991	\$57,956	\$58,922	\$60,852
6	\$53,337	\$54,019	\$55,124	\$56,235	\$58,163	\$59,128	\$60,095	\$62,025
7	\$54,489	\$55,178	\$56,306	\$57,453	\$59,383	\$60,348	\$61,313	\$63,245
8	\$55,634	\$56,338	\$57,488	\$58,722	\$60,651	\$61,616	\$62,582	\$64,512
9	\$56,802	\$57,520	\$58,695	\$60,040	\$61,970	\$62,935	\$63,900	\$65,831
10	\$57,995	\$58,729	\$59,928	\$61,411	\$63,341	\$64,306	\$65,271	\$67,203
11	\$59,212	\$59,962	\$61,187	\$62,824	\$64,753	\$65,718	\$66,684	\$68,615
12	\$60,456	\$61,221	\$62,471	\$64,280	\$66,208	\$67,173	\$68,140	\$70,070
13	\$61,726	\$62,506	\$63,784	\$65,792	\$67,769	\$68,757	\$69,748	\$71,722
14	\$63,022	\$63,819	\$65,123	\$67,305	\$69,329	\$70,341	\$71,353	\$73,374
15	\$64,345	\$65,159	\$66,490	\$68,820	\$70,889	\$71,924	\$72,958	\$75,025
16	\$65,697	\$66,528	\$67,886	\$70,368	\$72,483	\$73,542	\$74,599	\$76,714
17	\$67,077	\$67,925	\$69,312	\$72,049	\$74,164	\$75,221	\$76,279	\$78,395
18	\$68,486	\$69,351	\$70,767	\$73,598	\$75,714	\$76,772	\$77,829	\$79,944
19	\$69,923	\$70,808	\$72,255	\$75,288	\$77,403	\$78,461	\$79,518	\$81,635
20	\$71,392	\$72,295	\$73,772	\$76,980	\$79,097	\$80,154	\$81,212	\$83,327
21	\$72,891	\$73,812	\$75,321	\$78,674	\$80,789	\$81,846	\$82,904	\$85,018
22	\$74,421	\$75,363	\$76,902	\$80,364	\$82,481	\$83,538	\$84,595	\$86,710
23	\$75,985	\$76,945	\$78,517	\$82,058	\$84,172	\$85,230	\$86,287	\$88,402
24	\$77,580	\$78,562	\$80,167	\$83,750	\$85,864	\$86,922	\$87,979	\$90,096
25	\$79,209	\$80,212	\$81,850	\$85,441	\$87,556	\$88,614	\$89,673	\$91,788

RTI 2028-2029 School Year (5%) TRS not included in salary schedule								
STEP	BA	BA+16	BA+24	MS	MS+30	MS+45	MS+60	PhD
0	\$48,952	\$49,543	\$50,945	\$51,948	\$53,973	\$54,986	\$56,001	\$58,027
1	\$49,789	\$50,380	\$51,782	\$52,785	\$54,810	\$55,823	\$56,838	\$58,864
2	\$50,668	\$51,259	\$52,660	\$53,663	\$55,688	\$56,702	\$57,716	\$59,743
3	\$51,591	\$52,182	\$53,583	\$54,586	\$56,611	\$57,625	\$58,639	\$60,666
4	\$52,615	\$53,206	\$54,608	\$55,611	\$57,636	\$58,649	\$59,664	\$61,690
5	\$53,690	\$54,282	\$55,683	\$56,686	\$58,711	\$59,724	\$60,739	\$62,766
6	\$54,820	\$55,411	\$56,812	\$57,815	\$59,840	\$60,854	\$61,868	\$63,895
7	\$56,003	\$56,720	\$57,880	\$59,046	\$61,071	\$62,085	\$63,099	\$65,126
8	\$57,214	\$57,937	\$59,121	\$60,326	\$62,352	\$63,366	\$64,379	\$66,407
9	\$58,415	\$59,155	\$60,362	\$61,658	\$63,683	\$64,696	\$65,711	\$67,738
10	\$59,642	\$60,396	\$61,630	\$63,042	\$65,069	\$66,082	\$67,095	\$69,123
11	\$60,895	\$61,665	\$62,924	\$64,482	\$66,508	\$67,522	\$68,535	\$70,563
12	\$62,173	\$62,960	\$64,246	\$65,966	\$67,991	\$69,004	\$70,019	\$72,045
13	\$63,479	\$64,282	\$65,595	\$67,494	\$69,519	\$70,532	\$71,547	\$73,573
14	\$64,813	\$65,632	\$66,973	\$69,082	\$71,157	\$72,195	\$73,235	\$75,309
15	\$66,173	\$67,010	\$68,379	\$70,670	\$72,795	\$73,859	\$74,920	\$77,042
16	\$67,563	\$68,417	\$69,814	\$72,261	\$74,434	\$75,520	\$76,606	\$78,776
17	\$68,982	\$69,854	\$71,280	\$73,886	\$76,107	\$77,219	\$78,329	\$80,550
18	\$70,430	\$71,322	\$72,778	\$75,651	\$77,872	\$78,982	\$80,093	\$82,315
19	\$71,910	\$72,819	\$74,306	\$77,278	\$79,500	\$80,610	\$81,721	\$83,941
20	\$73,419	\$74,348	\$75,867	\$79,053	\$81,274	\$82,384	\$83,494	\$85,716
21	\$74,962	\$75,910	\$77,460	\$80,829	\$83,052	\$84,162	\$85,272	\$87,493
22	\$76,535	\$77,503	\$79,087	\$82,607	\$84,828	\$85,938	\$87,049	\$89,269
23	\$78,143	\$79,131	\$80,747	\$84,382	\$86,605	\$87,715	\$88,825	\$91,046
24	\$79,784	\$80,793	\$82,443	\$86,160	\$88,381	\$89,491	\$90,602	\$92,822
25	\$81,459	\$82,490	\$84,175	\$87,937	\$90,158	\$91,268	\$92,378	\$94,600

Teachers 2026-2027 School Year (7.5%) TRS not included in salary schedule							
STEP	BS	BS+16	BS+24	MS	MS+30	MS+45	MS+60
0	\$42,553	\$43,786	\$45,018	\$46,287	\$48,775	\$49,396	\$50,020
1	\$42,853	\$44,086	\$45,318	\$46,587	\$49,075	\$49,696	\$50,320
2	\$43,176	\$44,408	\$45,641	\$46,909	\$49,397	\$50,019	\$50,643
3	\$43,515	\$44,747	\$45,980	\$47,248	\$49,736	\$50,357	\$50,981
4	\$43,870	\$45,103	\$46,335	\$47,604	\$50,092	\$50,713	\$51,337
5	\$44,258	\$45,490	\$46,722	\$47,991	\$50,479	\$51,101	\$51,725
6	\$44,661	\$45,893	\$47,124	\$48,394	\$50,882	\$51,504	\$52,128
7	\$45,081	\$46,313	\$47,545	\$48,814	\$51,301	\$51,924	\$52,547
8	\$45,516	\$46,748	\$47,981	\$49,249	\$51,737	\$52,359	\$52,983
9	\$46,686	\$47,917	\$49,149	\$50,420	\$52,907	\$53,529	\$54,153
10	\$47,890	\$49,123	\$50,356	\$51,624	\$54,112	\$54,733	\$55,357
11	\$49,132	\$50,364	\$51,621	\$52,865	\$55,353	\$55,975	\$56,599
12	\$50,422	\$51,655	\$52,912	\$54,156	\$56,644	\$57,265	\$57,889
13	\$51,714	\$52,960	\$54,202	\$55,446	\$57,936	\$58,556	\$59,180
14	\$53,524	\$54,813	\$56,100	\$57,388	\$59,964	\$60,606	\$61,251
15	\$55,397	\$56,732	\$58,064	\$59,394	\$62,062	\$62,727	\$63,394
16	\$56,702	\$58,037	\$59,368	\$60,700	\$63,367	\$64,031	\$64,699
17	\$58,009	\$59,344	\$60,676	\$62,008	\$64,674	\$65,338	\$66,006
18	\$59,319	\$60,654	\$61,986	\$63,318	\$65,984	\$66,649	\$67,316
19	\$60,633	\$61,968	\$63,300	\$64,631	\$67,298	\$67,963	\$68,630
20	\$61,946	\$63,280	\$64,612	\$65,945	\$68,610	\$69,277	\$69,944
21	\$63,261	\$64,593	\$65,926	\$67,259	\$69,924	\$70,591	\$71,256
22	\$64,576	\$65,909	\$67,241	\$68,574	\$71,239	\$71,906	\$72,573
23	\$65,891	\$67,224	\$68,556	\$69,889	\$72,554	\$73,221	\$73,888
24	\$67,206	\$68,539	\$69,873	\$71,204	\$73,870	\$74,536	\$75,203
25	\$68,523	\$69,854	\$71,188	\$72,520	\$75,186	\$75,851	\$76,518

Teachers 2027-2028 School Year (5%) TRS not included in salary schedule							
STEP	BS	BS+16	BS+24	MS	MS+30	MS+45	MS+60
0	\$44,381	\$45,675	\$46,969	\$48,301	\$50,914	\$51,566	\$52,221
1	\$44,681	\$45,975	\$47,269	\$48,601	\$51,214	\$51,866	\$52,521
2	\$44,996	\$46,290	\$47,584	\$48,916	\$51,529	\$52,181	\$52,836
3	\$45,335	\$46,629	\$47,923	\$49,255	\$51,867	\$52,520	\$53,175
4	\$45,690	\$46,984	\$48,279	\$49,610	\$52,223	\$52,875	\$53,531
5	\$46,064	\$47,358	\$48,652	\$49,984	\$52,596	\$53,249	\$53,904
6	\$46,471	\$47,765	\$49,058	\$50,391	\$53,003	\$53,656	\$54,311
7	\$46,894	\$48,188	\$49,480	\$50,814	\$53,426	\$54,079	\$54,734
8	\$47,335	\$48,629	\$49,922	\$51,255	\$53,866	\$54,520	\$55,175
9	\$47,792	\$49,086	\$50,380	\$51,712	\$54,324	\$54,977	\$55,632
10	\$49,021	\$50,313	\$51,607	\$52,941	\$55,552	\$56,206	\$56,861
11	\$50,285	\$51,579	\$52,874	\$54,205	\$56,817	\$57,470	\$58,125
12	\$51,588	\$52,882	\$54,202	\$55,509	\$58,121	\$58,773	\$59,429
13	\$52,943	\$54,238	\$55,557	\$56,864	\$59,476	\$60,129	\$60,784
14	\$54,300	\$55,608	\$56,912	\$58,219	\$60,833	\$61,484	\$62,139
15	\$56,200	\$57,554	\$58,905	\$60,257	\$62,962	\$63,636	\$64,313
16	\$58,167	\$59,568	\$60,967	\$62,364	\$65,165	\$65,864	\$66,564
17	\$59,537	\$60,938	\$62,337	\$63,735	\$66,535	\$67,232	\$67,934
18	\$60,910	\$62,311	\$63,710	\$65,108	\$67,908	\$68,605	\$69,306
19	\$62,285	\$63,687	\$65,085	\$66,484	\$69,283	\$69,982	\$70,682
20	\$63,665	\$65,066	\$66,465	\$67,863	\$70,663	\$71,361	\$72,061
21	\$65,043	\$66,444	\$67,843	\$69,243	\$72,041	\$72,741	\$73,441
22	\$66,424	\$67,822	\$69,222	\$70,622	\$73,420	\$74,120	\$74,819
23	\$67,805	\$69,205	\$70,603	\$72,003	\$74,801	\$75,501	\$76,201
24	\$69,186	\$70,585	\$71,984	\$73,384	\$76,182	\$76,882	\$77,582
25	\$70,566	\$71,966	\$73,366	\$74,765	\$77,563	\$78,263	\$78,963

Teachers 2028-2029 School Year (5%) TRS not included in salary schedule							
STEP	BS	BS+16	BS+24	MS	MS+30	MS+45	MS+60
0	\$46,300	\$47,659	\$49,017	\$50,416	\$53,159	\$53,844	\$54,532
1	\$46,600	\$47,959	\$49,317	\$50,716	\$53,459	\$54,144	\$54,832
2	\$46,915	\$48,274	\$49,632	\$51,031	\$53,774	\$54,459	\$55,147
3	\$47,246	\$48,605	\$49,963	\$51,362	\$54,105	\$54,790	\$55,478
4	\$47,601	\$48,960	\$50,319	\$51,718	\$54,461	\$55,146	\$55,834
5	\$47,975	\$49,334	\$50,693	\$52,091	\$54,834	\$55,519	\$56,207
6	\$48,367	\$49,726	\$51,085	\$52,483	\$55,226	\$55,911	\$56,599
7	\$48,794	\$50,153	\$51,511	\$52,910	\$55,653	\$56,338	\$57,026
8	\$49,238	\$50,597	\$51,954	\$53,355	\$56,098	\$56,783	\$57,471
9	\$49,701	\$51,060	\$52,419	\$53,817	\$56,559	\$57,246	\$57,934
10	\$50,181	\$51,540	\$52,899	\$54,297	\$57,041	\$57,726	\$58,414
11	\$51,472	\$52,829	\$54,187	\$55,588	\$58,330	\$59,016	\$59,704
12	\$52,799	\$54,158	\$55,517	\$56,915	\$59,658	\$60,343	\$61,031
13	\$54,168	\$55,527	\$56,912	\$58,284	\$61,027	\$61,712	\$62,400
14	\$55,591	\$56,949	\$58,335	\$59,707	\$62,450	\$63,135	\$63,823
15	\$57,015	\$58,388	\$59,758	\$61,130	\$63,874	\$64,558	\$65,246
16	\$59,010	\$60,432	\$61,850	\$63,270	\$66,110	\$66,818	\$67,529
17	\$61,076	\$62,547	\$64,015	\$65,482	\$68,423	\$69,157	\$69,892
18	\$62,514	\$63,985	\$65,454	\$66,922	\$69,862	\$70,594	\$71,330
19	\$63,955	\$65,427	\$66,895	\$68,364	\$71,303	\$72,035	\$72,772
20	\$65,400	\$66,871	\$68,339	\$69,808	\$72,747	\$73,481	\$74,216
21	\$66,848	\$68,319	\$69,788	\$71,256	\$74,196	\$74,929	\$75,664
22	\$68,295	\$69,766	\$71,235	\$72,705	\$75,643	\$76,378	\$77,113
23	\$69,745	\$71,213	\$72,683	\$74,153	\$77,091	\$77,826	\$78,560
24	\$71,195	\$72,665	\$74,133	\$75,603	\$78,541	\$79,276	\$80,011
25	\$72,645	\$74,115	\$75,583	\$77,053	\$79,991	\$80,726	\$81,461

Psych/SW 2026-2027 School Year (11%) TRS not included in salary schedule					
STEP	MS	MS+30	MS+45	M+60	PhD
0	\$48,674	\$50,511	\$51,430	\$52,351	\$54,189
1	\$49,511	\$51,348	\$52,267	\$53,188	\$55,026
2	\$50,440	\$52,277	\$53,196	\$54,117	\$55,955
3	\$51,416	\$53,253	\$54,172	\$55,092	\$56,930
4	\$52,440	\$54,277	\$55,196	\$56,116	\$57,955
5	\$53,557	\$55,393	\$56,313	\$57,233	\$59,071
6	\$54,717	\$56,555	\$57,474	\$58,393	\$60,233
7	\$55,926	\$57,763	\$58,682	\$59,602	\$61,440
8	\$57,181	\$59,019	\$59,938	\$60,857	\$62,697
9	\$58,487	\$60,325	\$61,244	\$62,163	\$64,003
10	\$59,833	\$61,670	\$62,589	\$63,509	\$65,347
11	\$61,219	\$63,055	\$63,975	\$64,895	\$66,733
12	\$62,659	\$64,541	\$65,483	\$66,426	\$68,307
13	\$64,100	\$66,027	\$66,992	\$67,955	\$69,880
14	\$65,543	\$67,513	\$68,499	\$69,484	\$71,452
15	\$67,017	\$69,031	\$70,040	\$71,047	\$73,061
16	\$68,618	\$70,632	\$71,639	\$72,646	\$74,662
17	\$70,093	\$72,109	\$73,116	\$74,123	\$76,137
18	\$71,703	\$73,717	\$74,725	\$75,732	\$77,747
19	\$73,315	\$75,330	\$76,337	\$77,344	\$79,359
20	\$74,927	\$76,942	\$77,949	\$78,956	\$80,970
21	\$76,537	\$78,553	\$79,560	\$80,567	\$82,581
22	\$78,150	\$80,164	\$81,171	\$82,178	\$84,193
23	\$79,761	\$81,776	\$82,783	\$83,790	\$85,805
24	\$81,373	\$83,387	\$84,394	\$85,403	\$87,417
25	\$82,984	\$85,000	\$86,007	\$87,014	\$89,028

Psych/SW 2027-2028 School Year (5%) TRS not included in salary schedule					
STEP	MS	MS+30	MS+45	M+60	PhD
0	\$50,271	\$52,200	\$53,165	\$54,131	\$56,061
1	\$51,108	\$53,037	\$54,002	\$54,968	\$56,898
2	\$51,987	\$53,916	\$54,881	\$55,847	\$57,777
3	\$52,962	\$54,891	\$55,856	\$56,822	\$58,753
4	\$53,987	\$55,915	\$56,880	\$57,847	\$59,777
5	\$55,062	\$56,991	\$57,956	\$58,922	\$60,852
6	\$56,235	\$58,163	\$59,128	\$60,095	\$62,025
7	\$57,453	\$59,383	\$60,348	\$61,313	\$63,245
8	\$58,722	\$60,651	\$61,616	\$62,582	\$64,512
9	\$60,040	\$61,970	\$62,935	\$63,900	\$65,831
10	\$61,411	\$63,341	\$64,306	\$65,271	\$67,203
11	\$62,824	\$64,753	\$65,718	\$66,684	\$68,615
12	\$64,280	\$66,208	\$67,173	\$68,140	\$70,070
13	\$65,792	\$67,769	\$68,757	\$69,748	\$71,722
14	\$67,305	\$69,329	\$70,341	\$71,353	\$73,374
15	\$68,820	\$70,889	\$71,924	\$72,958	\$75,025
16	\$70,368	\$72,483	\$73,542	\$74,599	\$76,714
17	\$72,049	\$74,164	\$75,221	\$76,279	\$78,395
18	\$73,598	\$75,714	\$76,772	\$77,829	\$79,944
19	\$75,288	\$77,403	\$78,461	\$79,518	\$81,635
20	\$76,980	\$79,097	\$80,154	\$81,212	\$83,327
21	\$78,674	\$80,789	\$81,846	\$82,904	\$85,018
22	\$80,364	\$82,481	\$83,538	\$84,595	\$86,710
23	\$82,058	\$84,172	\$85,230	\$86,287	\$88,402
24	\$83,750	\$85,864	\$86,922	\$87,979	\$90,096
25	\$85,441	\$87,556	\$88,614	\$89,673	\$91,788

Psych/SW 2028-2029 School Year (5%) TRS not included in salary schedule					
STEP	MS	MS+30	MS+45	M+60	PhD
0	\$51,948	\$53,973	\$54,986	\$56,001	\$58,027
1	\$52,785	\$54,810	\$55,823	\$56,838	\$58,864
2	\$53,663	\$55,688	\$56,702	\$57,716	\$59,743
3	\$54,586	\$56,611	\$57,625	\$58,639	\$60,666
4	\$55,611	\$57,636	\$58,649	\$59,664	\$61,690
5	\$56,686	\$58,711	\$59,724	\$60,739	\$62,766
6	\$57,815	\$59,840	\$60,854	\$61,868	\$63,895
7	\$59,046	\$61,071	\$62,085	\$63,099	\$65,126
8	\$60,326	\$62,352	\$63,366	\$64,379	\$66,407
9	\$61,658	\$63,683	\$64,696	\$65,711	\$67,738
10	\$63,042	\$65,069	\$66,082	\$67,095	\$69,123
11	\$64,482	\$66,508	\$67,522	\$68,535	\$70,563
12	\$65,966	\$67,991	\$69,004	\$70,019	\$72,045
13	\$67,494	\$69,519	\$70,532	\$71,547	\$73,573
14	\$69,082	\$71,157	\$72,195	\$73,235	\$75,309
15	\$70,670	\$72,795	\$73,859	\$74,920	\$77,042
16	\$72,261	\$74,434	\$75,520	\$76,606	\$78,776
17	\$73,886	\$76,107	\$77,219	\$78,329	\$80,550
18	\$75,651	\$77,872	\$78,982	\$80,093	\$82,315
19	\$77,278	\$79,500	\$80,610	\$81,721	\$83,941
20	\$79,053	\$81,274	\$82,384	\$83,494	\$85,716
21	\$80,829	\$83,052	\$84,162	\$85,272	\$87,493
22	\$82,607	\$84,828	\$85,938	\$87,049	\$89,269
23	\$84,382	\$86,605	\$87,715	\$88,825	\$91,046
24	\$86,160	\$88,381	\$89,491	\$90,602	\$92,822
25	\$87,937	\$90,158	\$91,268	\$92,378	\$94,600