

## **ARTICLE XX**

### **WAGES AND OTHER ECONOMIC PROVISIONS**

#### **1. PAYMENT OF SALARY**

Beginning in September of each school year, salaries for ten-month employees shall be payable annually in twenty-four (24) equal installments on the 15<sup>th</sup> and the last day of each month, except as provided by state statute. Each year, up to eight (8) ten-month employees may elect to receive their July and August paychecks with the June 30<sup>th</sup> paycheck. Applications shall be submitted to the Business Office on or before May 1 of each school year. If more than eight (8) employees apply in any year, the eligible employees shall be determined by seniority.

Beginning in July of each school year, salaries for twelve (12) month employees shall be payable annually in twenty-four (24) equal installments on the 15<sup>th</sup> and the last day of each month, except as provided by state statute.

#### **2. INITIAL SALARY PLACEMENT SCHEDULES AND SALARY**

##### **A. INITIAL SALARY PLACEMENT SCHEDULES**

##### **1. TEACHER, LIBRARY AIDES, AND CLERKS**

Initial Pay Rate	2024-25	2025-26	2026-27	2027-28
1	18.88	19.68	20.53	21.43
2	19.16	20.01	20.86	21.56
3	19.53	20.31	21.21	21.90
4	19.85	20.70	21.53	22.27

##### **2. CAFETERIA HEAD COOKS**

Initial Pay Rate	2024-25	2025-26	2026-27	2027-28
1	19.63	20.43	21.28	22.18
2	19.96	20.81	21.66	22.34
3	20.34	21.16	22.06	22.74
4	20.69	21.56	22.43	23.16

##### **3. CAFETERIA ASSISTANT COOKS**

Initial Pay Rate	2024-25	2025-26	2026-27	2027-28
1	18.88	19.68	20.53	21.43

<b>2</b>	<b>19.16</b>	<b>20.01</b>	<b>20.86</b>	<b>21.56</b>
<b>3</b>	<b>19.53</b>	<b>20.31</b>	<b>21.21</b>	<b>21.90</b>
<b>4</b>	<b>19.85</b>	<b>20.70</b>	<b>21.53</b>	<b>22.27</b>

#### **4. CUSTODIANS**

<b>Initial Pay Rate</b>	<b>2024-25</b>	<b>2025-26</b>	<b>2026-27</b>	<b>2027-28</b>
<b>1</b>	<b>21.20</b>	<b>22.00</b>	<b>22.85</b>	<b>23.75</b>
<b>2</b>	<b>21.62</b>	<b>22.47</b>	<b>23.32</b>	<b>23.99</b>
<b>3</b>	<b>22.06</b>	<b>22.92</b>	<b>23.82</b>	<b>24.49</b>
<b>4</b>	<b>22.46</b>	<b>23.38</b>	<b>24.30</b>	<b>25.01</b>

#### **5. MAINTENANCE**

<b>Initial Pay Rate</b>	<b>2024-25</b>	<b>2025-26</b>	<b>2026-27</b>	<b>2027-28</b>
<b>1</b>	<b>25.95</b>	<b>26.75</b>	<b>27.60</b>	<b>28.50</b>
<b>2</b>	<b>26.29</b>	<b>27.51</b>	<b>28.36</b>	<b>28.98</b>
<b>3</b>	<b>26.86</b>	<b>27.87</b>	<b>29.16</b>	<b>29.78</b>
<b>4</b>	<b>27.40</b>	<b>28.47</b>	<b>29.54</b>	<b>30.62</b>

- B. Upon hire, an employee's pay rate will be determined by his/her placement on the appropriate initial salary placement schedule.**

For the 2024-2025 school year, employees hired between July 1 and October 31, 2023 shall receive an increase on their base wage of 6% over their 2023-2024 base pay rate; employees hired between November 1, 2023 and June 30, 2024 shall receive the 2024-2025 base pay rate for the level at which they were placed upon hire.

For the 2025-2026 school year, employees hired between July 1 and October 31, 2024 shall receive an increase on their base wage of 6% over their 2024-2025 base pay rate; employees hired between November 1, 2024 and June 30, 2025 shall receive the 2025-2026 base pay rate for the level at which they were placed upon hire.

For the 2026-2027 school year, employees hired between July 1 and October 31, 2025 shall receive an increase on their base wage of 6% over their 2025-2026 base pay rate; employees hired between November 1, 2025 and June 30, 2026 shall receive the 2026-2027 base pay rate for the level at which they were placed upon hire.

For the 2027-2028 school year, employees hired between July 1 and October 31, 2026 shall receive an increase on their base wage of 5% over

their 2026-2027 base pay rate; employees hired between November 1, 2026 and June 30, 2027 shall receive the 2027-2028 base pay rate for the level at which they were placed upon hire.

All other employees shall receive an increase of 6% over their 2023-2024 base pay rate for the 2024-2025 school year, a 6% increase over their 2024-2025 base pay rate for the 2025-2026 school year, a 6% increase over their 2025-2026 base pay rate for the 2026-2027 school year, and a 5% increase over their 2026-2027 base pay rate for the 2027-2028 school year.

Effective with the 2024-2025 school year, the base pay rate for each person employed as a Head Cook shall be seventy-five cents (.75) per hour more than the base pay rate of an Assistant Cook with the same years of District experience.

- C. Longevity amounts in excess of an employee's annual salary shall be paid as follows:

YEARS IN DISTRICT	LONGEVITY PAY
5 - 9	\$500.00
10 - 14	\$700.00
15 +	\$1,000.00

This longevity pay shall be paid annually on the second paycheck in June.

- D. Custodians/maintenance staff assigned to the afternoon shift (beginning after 12:00 Noon) shall receive a differential of seventy-five cents (.75) per hour. No differential shall be paid for the July 15, July 31, August 15 or August 31 pay days.

- E. A differential of fifty-five cents (.55) per hour will be paid to the following employees:

1. Library aides;
2. Teacher aides and library clerks who are hired and begin work on or after July 1, 2006;
3. Teacher aides and library clerks hired before July 1, 2006 who pass the State Board of Education assessment for certification as a highly qualified paraprofessional or who provide official transcripts for thirty (30) hours of college credit on or before March 1, 2007;

A differential of twenty-five cents (.25) per hour will be paid to a library aide, teacher's aide or library clerk who provides official transcripts for sixty (60) or more hours of college credit on or before November 1 of a

school year. All hours of college credit earned after the initial date of hire must be job-related and receive the Superintendent's prior approval. An additional differential of twenty-five cents (.25) per hour will be paid to a teacher's aide who holds a valid Illinois teaching license.

Cafeteria Assistant Cooks when covering for a Cafeteria Head Cook shall receive a differential of seventy-five cents (.75) per hour.

F. Employees who hold the proper interpretation certification shall be paid two (2) times their hourly rate when performing such services outside their regular work day.

G. The Superintendent may grant a new employee with previous experience in a similar position up to three (3) years of credit on the initial salary placement schedule.

H. In the event an aide is assigned to substitute when no other substitute is available for an absent teacher, the aide will be paid time and one-half for each hour he/she substitutes. This provision will only apply in situations when a teacher is absent, and an aide covers the classroom by him/herself.

### **3. INSURANCE**

A. The Board shall make available PPO and HMO medical insurance, individual or family coverage, for each full-time employee requesting said coverage. For those full-time employees hired before September 1, 1989, the Board shall pay the full cost of single coverage per employee per year for the duration of this Agreement. For those employees hired after September 1, 1989, the Board shall pay the full cost of HMO single coverage per employee per year for the duration of this Agreement.

Such insurance through the Education Benefit Cooperative (EBC) shall be as follows:

1. \$400 Deductible
2. Pre-admission utilization review
3. Psychiatric-substance abuse program
4. Preferred Provider Option (physician/hospital network)

For purposes of this provision, the term "full-time employee" shall mean an employee working at least six (6) hours per day.

B. In addition to those amounts required above, the Board shall contribute per full-time employee (as defined above) \$3,600 for the 2024-25 school year; \$4,200 for the 2025-26 school year, \$4,800 for the 2026-27 school