

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**THE BOARD OF DIRECTORS OF
VERMILION ASSOCIATION
FOR SPECIAL EDUCATION**

AND

VASE EDUCATION ASSOCIATION IEA/NEA

2026-2028

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VASE Agreement

VASE Education Association

and

VASE Board of Directors

2026-2028

Preamble

This Agreement is made and entered into by and between the Board of Directors of Vermillion Association for Special Education, Vermillion County, Illinois, hereinafter called the “Board” and the VASE Education Association, IEA/NEA, hereinafter called the “Association”.

ARTICLE I
RECOGNITION AND PURPOSE

- 1.1 **Recognition.** The Board hereby recognizes the Association as the sole and exclusive Bargaining Agent for the VASE personnel set forth in the Certification issued by the Illinois Educational Labor Relations Board in Case No. 84-RC-0177-S.

The Bargaining Unit shall include all regularly employed full and part-time certified and non-certified, non-supervisory, non-managerial and/or non-confidential employees, hereinafter called "employees," excluding VASE Director, Assistant Director, Bookkeeper, and Administrators.

- 1.2 **Purpose.** The recognition of the Association is for the purpose of Collective Bargaining with respect to wages, hours and conditions of employment as set forth in the Agreement and to jointly fulfill the professional objective of providing the best possible education for the pupils of Vermilion County through the Vermilion Association for Special Education, which is a Cooperative consisting of the Participating Districts within Vermilion County, Illinois.

- 1.3 **Definitions.**

A "certified employee" means any individual whose position requires the employee to hold a Professional Educator License issued in accordance with Article 21 of The School Code.

A "licensed employee" means any individual whose position requires professional licensure from the Division of Professional Regulation of the Department of Financial and Professional Regulation, including audiologists, physical therapists, occupational therapists, COTAs and PTAs.

A "non-certified employee" includes all other educational support personnel employed by the Board.

ARTICLE II
MANAGEMENT/ASSOCIATION RIGHTS

- 2.1 **Provisions.** The Board retains all power, rights, authority, duties and responsibilities conferred upon and vested in it by Federal and State of Illinois laws except only as modified by this Agreement. Such rights shall include, but not necessarily be restricted to the following:
- A. The right to manage the educational affairs of VASE, including its physical facilities, and to direct the work of its employees, including the right to hire, discipline, dismiss, promote and assign or transfer employees subject to the conditions set forth herein and any applicable law.
 - B. The right to establish policies, goals and objectives, to determine staff assignments, and the organizational structure necessary in order to maintain efficiency of the educational operation of VASE.
 - C. To establish an overall budget and financial controls, determine the methods of raising revenue.
- 2.2 **Implementation of Rules & Policies.** The Board will implement its rules and policies in a fair, impartial, and consistent manner with respect to all employees.
- 2.3 **Copies of Board Minutes.** The Board shall provide one copy of the unofficial minutes of each Board Meeting and a copy of the agenda at the same time the minutes and agenda are distributed to the Board members to the Association President and one copy to be posted on the VASE website.
- 2.4 **Use of the Building.** The Association will be permitted to use the VASE office, at reasonable times, for normal Association business upon written application to the VASE Director, setting forth the purpose of the intended use.
- 2.5 **Bulletin Board.** The Association shall have the right to use employee mail boxes, designated bulletin board space, and office equipment for distribution, posting, and preparation of routine Association business; provided that the Association reimburses the Board for any additional cost of materials.
- 2.6 **Work Stoppage.** If the certified employees in any participating school district are engaged in a legal work stoppage against the Participating District, no employee shall be required to perform duties in that district during the work stoppage, but shall be assigned elsewhere within VASE.
- ~~2.7 **Educational Services.** The Board shall ensure to the extent feasible, as determined by the Board, that a full range of educational services is provided, as the special education needs of the Participating Districts dictate, which is consistent with the rules and regulations to govern the Administration and Operation of Special Education.~~
- 2.8 **Board Meetings.** The Association President or other representative shall have the right to attend Board meetings. Said employee will suffer no loss of pay or benefits for attending such meetings that may be held during the Representative's working hours.
- Any other Association member who wishes to attend a Board meeting shall be allowed to attend but must notify the Director in writing 5 work days prior to the day of the meeting. Said employee will suffer no loss of pay or benefits for attending such meetings that may be held during said employee's working hours.
- Should a large number of Association members wish to attend a Board meeting, the Board shall have the right to move the meeting to a time outside said employees' work day to allow for attendance at the meeting.
- 2.9 **Employment.** The Board shall endeavor to employ certified and qualified full-time employees for full-time positions before the hiring of part-time employees.

2.10 **Posting and Hiring Procedures.**

- A. Board approved vacancies, within the unit, shall be filled in an appropriate professional manner and on as timely a basis as is practicable.
- B. Notice of all vacancies shall be posted on the VASE website. The notice shall be dated and made available to all employees no later than it is posted outside of VASE.
- C. The Director will provide the Association President notice that additional positions are being created for existing job descriptions prior to the posting for such positions.
- D. However, when a position is being created for which no job description exists, the Director will provide the Association President for Association Executive Board review with a job description, to include minimum required credentials. The salary and benefits for said positions shall be negotiated between the Association Executive Board and the Director for recommendation to the Board, prior to the formal Board approval for such a position.
- E. Once a successful candidate for a position has been selected and prior to approval by the Board, the Association will be provided in a timely manner in writing, the following information for each new employee hired:
 - Name,
 - Position,
 - Summary of Academic Credentials and/or Work Experience,
 - Salary Schedule Placement, and
 - Any additional compensation.
- F. To insure agreement concerning salary schedule placement, the Director will consult with the Association President or designee for Association Executive Board review prior to offering a candidate a position when a deviation from a standard placement on the salary schedule is being considered due to work experience outside the school setting, and/or exceptional situations regarding academic credit. (See Section 9.6).

To expedite the hiring process and thereby ensure that the Board can make an effective and timely job offer, the Executive Board of the Association or its designee, will review and respond to the issue within two business days of the notification of the recommended candidate and the question of placement on the salary schedule. At no time during this process is it necessary to divulge the name of the candidate under question. If the name of the candidate inadvertently becomes known, no member reviewing the credentials may release the name.

- ## 2.11 **Association Dues Deduction.**
- The Board shall honor employees' dues authorizations and shall make such deductions in equal installments as certified by the Association for union dues, assessments, or fees. Dues authorizations and revocations are processed by the Union. All dues deducted shall be remitted to the assigned representative of the Association no later than ten (10) calendar days after such deductions are made.

The Association shall indemnify and hold harmless the Board, its members, officers, agents and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above notice, certification, affidavit, or assignment furnished by the Association under any such provisions.

ARTICLE III
NEGOTIATION PROCEDURES AND CHANGE OR MODIFICATION
OF THIS AGREEMENT

- 3.1 **Notice.** Either party desiring to negotiate a successor contract to this Agreement shall give the other party written notice at its principal office of such interest no sooner than February 1 of the final year of this Agreement.
- 3.2 **Renegotiation of Agreement.** In the event of renegotiation of this Agreement, such negotiations shall begin no later than sixty (60) days after receipt of the above Notice.
- 3.3 **Negotiators.** Each party shall be responsible for selecting its own negotiators; provided, however, that neither party shall have more than five (5) members on the negotiating team.
- 3.4 **Tentative Agreements.** It is mutually understood and agreed that the negotiating team of each party shall have the necessary power and authority to make and consider proposals, counter-proposals, and to reach tentative agreements during the course of negotiations, it being understood that both parties must obtain consent of their principles prior to ratification of the Agreement.
- 3.5 **Negotiations.** It is mutually understood and agreed that all negotiations shall be conducted and entered into with good faith and in accordance with the provisions of the Illinois Educational Labor Relations Act.
- 3.6 **Negotiation Sessions.** Negotiation session shall be closed to the public in conformance with the laws of the State of Illinois.
- 3.7 **Mediation.** It is agreed that the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) if/when either party desires the services of a mediator.
- 3.8 **Distribution.** Upon execution of this Agreement, the Association shall have the Agreement, typed, proofed by both parties, printed, collated, and distributed within thirty (30) days after ratification by both parties with the cost of materials to be paid by the Board.
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ARTICLE IV
CONDITIONS OF EMPLOYMENT

4.1 **Employee Work Year.** The Board shall establish for each school year a School Calendar for employees. The contractual work year per assignment is as follows:

A. Certified.

1. Classroom Teachers

- Middle Fork Teacher 180 days
- Regional Safe Schools Program (RSSP) Teacher 180 days

2. Educational Specialists

- Board Certified Behavior Analyst 180 days
- Educational Diagnostician 180 days
- Itinerant Specialty Teacher 180 days
- School Psychologist 185 days*
- School Social Worker/Guidance Counselor 185 days*
- Speech/Language Pathologist 185 days*
- Vocational Coordinator/Transition Specialist 180 days*

B. Licensed.

1. Educational Specialists

- Occupational Therapist 180 days
- Audiologist 205 days
- Physical Therapist 180 days*
- School Nurse 185 days

2. Specialty Support Staff

- Certified Occupational Therapist Assistant (COTA) 180 days
- Physical Therapist Assistant (PTA) 180 days

C. Non-Certified.

1. Classroom Support Staff

- Classroom Paraprofessional 180 days
- Job Coach 180 days

2. Non-Certified Support Staff

- Custodian 260 days
- Technical Assistant (Middle Fork/RSSP, Records, EC/Audiology) 205 days
- Technical Assistant (State/Federal Reporting) 205 days
- Maintenance/Custodian 260 days
- Cafeteria Assistant 175 days

* Shall be given the option to remain at 190 days:

1. If hired prior to July 1, 2026
2. And currently working 190 days.

The VASE Director shall designate employee emergency days. Emergency days that are not used shall not be designated as employee workdays. When emergency days exceed those provided for in the school calendar, an employee may be required to work up to the number of days required in this section.

Employees not on approved leave, who do not work the days listed on the School Calendar, shall be docked for such absence at their prorated daily rate of pay. Employees not on approved leave, referred to as "Dock Days" will pay their own health insurance premiums

at the group rate, starting upon the third (3) dock day of the school calendar. Because dock days are not approved leave, they will lead to progressive disciplinary actions.

Itinerants scheduled to work in locations which are closed due to emergency when VASE is in session, shall follow that district's revised schedule, serve schools within their present assignment that are not closed due to an emergency, or work elsewhere as assigned by the Director, during the existence of the emergency.

4.2 **Work Day.**

- A. **Certified Employees and Classroom Support Staff.** The regularly scheduled work day for each certified employee and classroom paraprofessional shall be 7 1/4 hours, excluding a duty-free lunch period of thirty (30) minutes.
- B. **Non-Certified Employees.** Non-certified employees, excluding classroom paraprofessionals, shall work a 7 1/2 hour day, excluding a duty-free lunch period of thirty (30) minutes. The regularly scheduled work day for cafeteria assistant shall be 4 hours.
- C. **Start and Stop Times.** The regular workday shall begin no earlier than 7:00 a.m. and end no later than 4:30p.m. Start and stop times can be adjusted within that time frame with approval of the Director, Principal or designee. This limitation on start and stop times will not apply to the maintenance/custodial staff.

There may be occasions when staff meetings or IEP meetings may extend beyond the normal workday. Every effort will be made to keep these occasions to a minimum.

- D. **Start and Stop Times for Itinerant Staff.** A schedule shall be developed with input from the building principal and supervising administrator. The work schedule shall be submitted to the supervising administrator within ten (10) school days of the first student day.
- E. **Early Dismissal.** Nothing herein prevents an early dismissal as determined by the Director prior to holidays or vacations.
- F. **Duty Free Lunch.** All employees are entitled to a 30-minute duty-free lunch. Travel reimbursement related solely to the purpose of taking a duty-free lunch is prohibited. Employees may not take their duty-free lunch at the beginning or end of their work day, unless pre-approved by the Director. Doing so shall not interfere with the certified employee's obligation to work a professional work day.

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- G. **Waiver of Duty Free Lunch.** No Employee shall be compelled by the administration to forfeit duty free lunch. However, the Director may request that an Employee working in VASE programs as Middlefork and Regional Safe Schools Program have a "working lunch" which is defined as an activity such as eating with students for the purpose of supervision or hands-on care of students or eating with students for the purpose of providing or assisting in students services. If the Employee accepts this assignment he/she will be required to sign an annual "Individual Waiver—Duty Free Lunch Period" form. In exchange for signing the waiver: Employees will receive shortened work hours with release thirty (30) minutes early for the school year of "working lunch" duties.
 - H. **Schedule.** To the greatest extent possible, all certified employees should maintain a consistent weekly/monthly schedule indicating which district and/or school they will be at. Any changes made thereafter shall be submitted at the beginning of the week in which the change will occur. If a consistent schedule is not possible due to the nature of the employee's position, he/she shall submit a schedule at the beginning of each work day. Employees are expected to plan a schedule which allows for minimal travel during the day.

4.3 **Work Beyond Regular Schedule.** When work is available for employees beyond the regular workday, week, or year, before hiring persons outside of the bargaining unit, the Board will first offer said work to current employees within the limitations as set forth by the TRS regulations for pay increases. When work is offered to someone who is not an employee of VASE, the contract for said work will include the specific job to be done and the time frame in which it is to be completed and this contract will be reviewed by the Association or its executive board.

- A. **Certified Employees.** When work is assigned by the Director and requires a specific professional specialty, the

Board will pay \$70.00 per hour according to the following schedule. Each employee shall submit a claim with a summary of hours worked for each completed evaluation. All such work shall be completed on days that fall outside of the employee's contract.

<u>Type of Evaluation</u>	<u>Time Allocated</u>	<u>Amount per evaluation</u>
• Comprehensive test of cognitive ability	1.5 hours	\$105.00
• Abbreviated test of cognitive ability	.75 hour	\$52.50
• Comprehensive speech/language evaluation	1.5 hours	\$105.00
• Abbreviated speech/language evaluation	.75 hours	\$52.50
• Comprehensive test of academic skills	1.5 hours	\$105.00
• Abbreviated test of academic skills	.75 hour	\$52.50
• Social and developmental study	1.0 hour	\$70.00
• Behavior rating scale	1.0 hour	\$70.00
• Comprehensive adaptive behavior scale	1.0 hour	\$70.00
• Personal interview	.5 - 1.0 hour	\$35.00-\$70.00
• OT/PT evaluation	1.0 hour	\$70.00
• Play based assessment	1.0 hour	\$70.00
• Written report	1.0 hour	\$70.00
• IEP meeting, scheduled as a result of testing done outside the regular contract	1.0 hour	\$70.00
• Other evaluations as approved by the Director per the hourly rate.		

This provision applies to both the regular school term and to summer work. Work will be divided equitably among qualified employees agreeing to do the work within the limitations created by the TRS regulations.

- B. **Certified Staff Stipends.** Certified employees will be paid a stipend when assigned by the Director or his/her designee to perform duties outside their regular work assignment within the limitations as defined by the TRS regulations. The stipend schedule for certified staff supervision of students for late stay, curriculum/program development, and/or VASE sponsored professional development outside of the regular work day will be \$35.00 per hour. New teaching staff will be paid \$40.00 per hour for participation in the five day "VASE Special Education Academy" offered prior to the first day of teacher inservice for a maximum of \$1500.

The duties and stipend amounts for any stipend outside the above schedule will be delineated in writing and submitted to the Association for review and input prior to the offering of such stipend.

- C. **Over-Time for Non-certified Employees.** A non-certified employee approved by the Director to work in excess of 40 hours in a work week shall be paid at 1-1/2 times his/her rate of pay. Upon mutual agreement of the employee and Director, the over-time hours may be taken as Compensatory Time at the rate of one and one-half (1-1/2) hour for each hour worked as overtime. Employees working more than 37-1/2 (36-1/4 for 180-day staff) and up to 40 hours will be paid at his/her regular rate of pay. All over-time work will be with the prior approval of the Director.
- D. **Non-Certified Work Beyond the Regular Year.** Non-certified employees will be paid an hourly wage of \$18.00 when assigned by the director or his/her designee to perform duties outside their regular work assignment.
- E. **Internal Substitution.** In the event that a teacher is absent from work on a short term basis, the Principal or

designee shall first attempt to secure a substitute teacher from the list of approved substitute teachers. In the event that a substitute teacher is not available, the Principal or designee may approve an internal substitute from a list of Paraprofessionals who hold appropriate licensure. Internal Substitute Teacher is subject to the following conditions:

1. There is no guarantee that an Employee will be offered Internal Substitute Teaching opportunities.
2. The Principal or designee has sole discretion of who is or is not offered Internal Substitute Teaching Opportunities with classroom teacher input.
3. There is no guarantee that an employee who has been offered Internal Substitute Teaching opportunities in the past will continue to be offered opportunities.
4. There will be no penalty for an employee who declines an Internal Substitute Teaching position.
5. An employee who serves as an Internal Substitute Teacher shall be paid additional \$4 per hour over their regular hourly rate for the hours worked as an Internal Substitute Teacher.
- 6.

F. **Extracurricular Stipends.** Employees will be paid a stipend when assigned by the Director or his/her designee to perform duties outside of their regular work assignment within the limitations as defined by TRS and IMRF regulations. The stipend schedule for pre-determined extracurricular positions is as follows:

<u>Position</u>	<u>Stipend Amount</u>
Educational Technology Support	\$2500
STEAM Coordinator	\$1000
Intern Supervisor	\$1000 per FTE

The duties and stipend amounts for any stipend outside the above schedule will be delineated in writing and submitted to the Association for review and input prior to the offering of such stipend.

- 4.4 **Orientation for Employees.** All new employees shall receive orientation, which shall include, but not necessarily be limited to, explanation of use of applicable forms, statistical reports, and policies and procedures directly applicable to the new employee. The orientation may occur prior to the employee performing the new job or as soon thereafter as is practicable, and the Board shall attempt to maintain the information in current form.

4.5 **Facilities.**

- A. The Board will furnish appropriate office facilities necessary for each employee to do the assigned job.
- B. Any employee, who believes that work facilities provided by a Participating District are inadequate to serve students, shall submit a written request for improvement of the facilities to the Director. The request shall explain the reasons why the employee believes the facilities are inadequate and describe improvements the employee believes to be necessary. The Director shall investigate the request in an effort to resolve the problem. If the Director finds merit to the request, s/he shall encourage the Participating District to provide appropriate work facilities or employees to serve students.
- C. The Board will discuss with the Association any office renovations or moves.

- 4.6 **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, religion, sex, marital status, membership in, or non-membership in the Association.

The Board and the Association also agree that they will not discriminate against any employee with respect to hours, wages, terms or conditions of employment by reason of membership in any professional organization, participation in negotiations with the Board, or the institution of any grievance, complaint, or proceedings under this Agreement.

- 4.7 **Right to Representation.** Whenever an employee is required to appear before the Board or any VASE administrator concerning any disciplinary action or proceeding, the employee shall be given reasonable notice for such meeting and shall be entitled to have a representative of the Association present.
- 4.8 **Employee's Personnel File.** Each employee shall have the right, upon request, within established office hours during employee duty free time, to examine and photocopy, at cost, non-privileged documents contained in the employee's personnel file, which examination shall be made in the presence of appropriate administrative personnel. The employee shall have the right to examine and to attach a written reply to any evaluation or criticism. Materials used to discipline or discharge an employee shall be available in the employee's personnel file and one copy will be furnished to the employee prior to its placement in his/her personnel file. The employee shall indicate that s/he has reviewed and received a copy of such material by affixing his/her signature on the original document.
- 4.9 **Reduction of Personnel.** The Board shall adhere to the statutory procedures pertaining to the honorable dismissal or recall of employees as set forth in the School Code.

Seniority List. The Director shall compile and post a seniority list of all non-certified employees within the Bargaining Unit. A copy shall be forwarded to the President of the Association not later than February 1st.

4.10 **Complaints**

A. **Regarding an Employee** All employees are expected to attempt to resolve conflicts with the involved parties prior to making a complaint to administration. All personnel shall refer matters requiring administrative action to their immediate supervisor in writing.

If a written complaint is made against an employee, and said complaint is likely to lead to a disciplinary action against the employee, then the Director/Principal shall schedule a conference with the employee to discuss the complaint, except in situations involving investigation of intentional employee wrongdoing or investigations of criminal conduct. When requested in writing by the employee, and/or deemed appropriate by the Board/Director, a conference between the complaining party and the employee will be scheduled. No complaining party not within the jurisdiction of the Board shall be required to attend. The employee may, at his/her request, have representation as he/she desires at any such conference. Any disciplinary action taken against the employee may be placed in the employee's personnel file.

B. **Regarding Administrative Personnel** All employees are expected to attempt to resolve conflicts with the involved parties prior to making a complaint to administrative personnel's immediate supervisor. No complaint shall be brought to the attention of a member of the Board without first bringing it to the attention of the parties involved, except in emergency situations. All complaints intended for the Board, must be submitted to the Chairman of the Board in writing.

- 4.11 **Scheduled Meetings.** Combined all-staff meetings will be held monthly, excluding January on designed School Improvement Days in the board approved calendar. Attendance is mandatory, unless otherwise approved by the Director.

The Director shall notify and provide a tentative agenda to certified employees of meetings of the total certified staff three (3) calendar days in advance of such meetings.

Certified employees shall have the right to submit written agenda items to the Director at least two (2) working days prior to the meeting. Should an emergency arise, the parties agree to waive the above time restrictions.

This item is not intended to restrict the right of the Director or other VASE administrator to hold meetings or conferences of employees in any specialized area of employment.

- 4.12 **Needs Assessment.** Employees shall continue to be provided an opportunity for input to the Director when a Needs Assessment for Grant Application is conducted.
- 4.13 **In-Service.** Employees have the right to provide input into VASE In-service Workshop planning for employees.
- 4.14 **Workshop.** Upon request of the Director or designee, employees and supervisors who attend outside Special Education

meetings/workshops, shall distribute pertinent information obtained or a summary thereof, to other employees whose jobs relate to the subject matter of the meetings/workshops.

- 4.15 **Employees' Keys to Building.** The Board will furnish the necessary keys for the VASE building to technical assistants, custodial personnel, certified personnel and paraprofessionals. The Board will furnish necessary keys for the Middle Fork/RSSP classrooms to Middle Fork/RSSP certified personnel, classroom paraprofessionals, and personal aides

If the employee's keys are misused, his/her keys shall be returned upon request by the Director. Employees shall not duplicate or authorize the duplication of the keys. Lost keys or failure to turn in keys upon request will result in a charge to the employee.

4.16 **Assignments.**

- A. **Notification of Assignment.** The Board, or its representatives, shall notify all certified employees, in writing, of their tentative assignments for the coming school year before the end of the school term. Any employee shall have the right to discuss the assignment with the Director.

- B. **Assignments Outside of VASE.** In order to ensure full-time employment at VASE, VASE employees may be assigned work up to 49% of their time outside of VASE. These assignments are limited to the following:

- Ford County Special Education
- Iroquois County Special Education
- EIASE-Eastern Illinois Association
- Rural Champaign County Special Education Cooperative
- Rantoul City Schools
- Champaign CUD #4
- Urbana School Dist. #116
- Danville Dist. #118

1. Students requiring direct services from VASE take precedence over other service agreements.
2. Reasonable and appropriate commuting and plan times will be allowed.
3. Mileage reimbursement and all other contractual benefits will apply to each employee performing such assignments/work. ~~The assignment as listed above will be treated as though it was any other VASE assignment.~~

- 4.17 **Payroll Deductions.** Employee shall have the right, upon written request, to have the Employer deduct Association dues. In such event, an amount shall be withheld from each regular payroll period, which is equal to the proportionate share of the annual dues. All deductions shall begin within ten (10) days after receipt of a signed Authorization from an employee. All dues deduction Authorization, executed by an employee, shall continue in effect unless the employee requests that such Authorization be withdrawn.

Upon written request, an employee shall have the right to also obtain payroll deduction for Credit Union, United Fund and annuity contributions, provided that the annuity contributions shall be deducted only in accordance with the existing policies of the designated fiscal agent for VASE.

- 4.18 **Employee Discipline.** The Board agrees that its rules and regulations governing employee conduct shall be reasonable and that enforcement of employee discipline shall be fair and for cause.

- 4.19 **Personnel Handbook.** Beginning with the 2011-2012 VASE Personnel Handbook, all changes to the handbook must be submitted annually to the VASE-EA prior to being approved by the VASE Board and taking effect with VASE/Middle Fork/RSSP personnel.

ARTICLE V
GRIEVANCE - ARBITRATION

5.1 Definition.

- A. A grievance is defined as any claim by the Association, an employee or group of employees that there has been a violation, misrepresentation or misapplication of any term or provisions of this Agreement.
- B. Days as used in this Article are defined as employees' workdays, except during summer recess when it shall mean days on which the VASE office is open.

5.2 Grievance Procedure. A grievance shall be filed in writing with the Director within twenty (20) days after it became known to the grievant(s). Nothing herein shall preclude the employee and the Director from resolving problems through free and informal communications with or without the presence of a representative of the Association. Any adjustment shall be consistent with the terms of this agreement and the Association shall have been given an opportunity to be present at such adjustment.

- A. **Step 1.** The Director will arrange a meeting within five (5) days after receipt of the written grievance. The Grievant(s), the Association representative, the immediate supervisor, if any, and the Director shall be present at the meeting. The Director shall make a written answer to the grievance within ten (10) school days after the meeting.
- B. **Step 2.** If the Director's answer at step 1 is not acceptable, the Association may submit the grievance in writing to the VASE Personnel Committee within ten (10) days after receipt of the Director's Step 1 answer. The VASE Personnel Committee will arrange a meeting within ten (10) days after the receipt of the written appeal. The written answer of the Personnel Committee shall be made within ten (10) days after the Step 2 meeting, which shall be attended by the Grievant(s), an Association representative and at least two (2) members of the Personnel Committee.
- C. **Step 3.** If the Association is not satisfied with the answer resulting from step 2, the Association may request, in writing, that the grievance be submitted to final and binding arbitration within twenty (20) days of the Step 2 answer. In such event, the parties shall mutually write to the Federal Mediation and Conciliation Service for the submission of five (5) arbitrators. Within three (3) days from the receipt of the list, the parties, or their representatives, shall meet for the purpose of selecting the arbitrator. The parties shall determine, by lot, which party shall strike first. Thereafter, the parties shall alternately strike a name until one is left, who shall be the arbitrator. Either party may reject one list in its entirety.

After selection, the parties shall jointly notify the arbitrator and a time will be mutually determined. The arbitrator shall be requested to make his written decision in no more than thirty (30) calendar days after the hearing.

The decision of the arbitrator shall be final and binding upon the parties. The parties shall equally divide the cost and expenses of the arbitrator.

ARTICLE VI
EMPLOYEE EVALUATION

- 6.1 **Objective.** One of the primary objectives of employee evaluations is to improve the quality of employee service.
- 6.2 **Evaluation Responsibility.** The Director, or a designated administrator, shall be responsible for the evaluation of all employees. The Director, or designated administrator, shall have the right to seek feedback from an employee who has direct supervisory experience over another employee (i.e., OT feedback for COTA, PT feedback for PTA, SLP feedback for SLPP or SLP in CFY, Teacher feedback for Classroom Paraprofessional, Transition Specialist feedback for Job Coach, Audiologist for Audio Secretary.)

The Director, or designated administrator, shall provide the evaluated employee with names of employees from whom feedback is sought and a summary of any feedback received. Feedback shall be given to the evaluated employee at the pre-observation conference, so as to give the evaluated employee the opportunity to respond to any concerns about the feedback prior to the completion of the evaluation.

- 6.3 **Evaluation Plan.** The evaluation of certified staff 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.

Certified employees shall be evaluated according to the current VASE evaluation plan which was developed by a joint committee composed of an equal number of Board representatives and Association representatives, except to the extent the School Code and the Administrative Code require otherwise.

In addition, and except to the extent the School Code or the Administrative Code require otherwise, nothing in the VASE Evaluation Plan(s) can be changed without the consensus of the evaluation committee.

ARTICLE VII
LEAVES

7.1 Sick Leave.

- A. Employees shall be entitled to paid sick leave as follows per contract year:

180 and 185 days	12 days
190 and 200 days	13 days
205 and 215 days	14 days
240 or more days	16 days

Employees who are placed at steps 16 and up on the salary schedule shall be entitled to paid sick leave as follows per contract year.

180 and 185 days	15 days
190 and 200 days	16 days
205 and 215 days	17 days
240 or more days	19 days

If an employee does not use the full amount of annual sick leave allowed herein, the unused amount shall accumulate: to a total of 340 days. These days may only be used for the purpose of illness or retirement service credit.

Employees will be allowed to use sick days in quarter-day (2 hours) increments.

All non-certified employees hired on or after 01 July, 2026 shall be considered probationary employees for the first two years of the employment. Exhausting discretionary time may be grounds for dismissal.

- B. Sick leave is herein defined as personal illness, treatment, diagnostic services, quarantine at home or serious illness in the immediate family which consists of the employee's parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, daughters-in-law, sons-in-law, and persons for whom they are legal guardians or persons living in the immediate household of the employee.
- C. Employees may use accumulated personal sick leave for pregnancy related disabilities and/or paid parental/maternity leave. Parental/maternity leave may be granted for purposes of birth, or adoption.
- D. Upon request by the Director, an employee taking sick leave may be required to furnish a physician's certificate of such illness, after three (3) consecutive days of absence or as the Board may deem necessary in other cases.
- E. A voluntary sick leave pool will be made available to a VASE employee who is absent from assigned duties due to catastrophic illness and who has utilized all sick leave, personal leave and all other paid leave. The afflicted employee may utilize up to a maximum of forty-five (45) days per year.

To create the sick leave pool, any employee at VASE shall have the right to transfer accumulated sick days to the afflicted VASE employee who has exhausted all other accumulated leave. The Association shall notify staff and the administration when there is a need for donated days. Administration will provide for an anonymous method of donating such days, maintain an account of such transfers and place a copy of the transfer in the contributing employee's file.

- F. Unused Sick Leave: The Board shall compensate retiring employees for any unused sick days not being credited towards retirement through TRS or IMRF. Payment will be \$45 per day made post-retirement.
- G. Sick Leave Balloon: Prior to June 1st preceding the last four years of intended service an employee, with credentials consistent with Articles VIII Section A, Early Notification, shall be granted upon request a one-time allotment of sick

leave days no later than June 30th of that year as prescribed herein:

1. TRS employees with Ninety (90) or more days of unused sick leave shall be provided a one-time grant of days sufficient for such Employees to reach One Hundred and Seventy (170) days of unused sick leave credit.
2. TRS employees with One Hundred and Seventy (170) or more days of unused sick leave shall be provided a one-time grant of days sufficient for such employees to reach Three Hundred and Forty (340) days of unused sick leave credit.

No Employee will be granted more sick leave days than they could use in their remaining term of employment. The above one-time allotments shall be provided after the yearly sick leave allotment described in Article VII of this Agreement is provided. The Employer shall not, under any circumstance, be compensated for unused sick leave provided by this clause (pursuant to sick leave on retirement). Sick leave provided by this clause and not used to establish service credit with the TRS shall be deducted from the employee's accumulated sick leave total before compensation for sick leave on retirement is computed as covered in this section.

1. IMRF employees with One Hundred Fifteen (115) or more days of unused sick leave shall be provided a one-time grant of days sufficient for such Employees to reach Two Hundred Twenty-One (221) days of unused sick leave credit.

No Employee will be granted more sick leave days than they could use in their remaining term of employment. The above one-time allotments shall be provided after the yearly sick leave allotment described in Article VII of this Agreement is provided. The Employer shall not, under any circumstance, be compensated for unused sick leave provided by this clause (pursuant to sick leave on retirement). Sick leave provided by this clause and not used to establish service credit with the IMRF shall be deducted from the employee's accumulated sick leave total before compensation for sick leave on retirement is computed as covered in this section.

7.1.2 Exhausting Sick Leave: If an employee exhausts all accumulated sick leave, and does not return to duty;

1. He/She must be eligible for and request Family Medical Leave, or;
2. Request a donation from the Sick Leave Bank.

An employee who has exhausted all accumulated sick leave, continues to be absent from work, and has not applied for one of the aforementioned option(s) prior to the exhaustion of accumulated sick leave shall be considered absent without approved leave.

7.2 Leave For Death in Family. At the beginning of each work year, each Employee shall be granted up to five (5) days death bereavement. Said leave shall not accumulate.

7.3 Personal Leave. Each employee shall be entitled to three (3) paid personal leave days during each school year. The employee must notify the Director, or designee, in writing at least three (3) days in advance of the use of a personal leave day except in the case of emergencies.

- A. One (1) personal leave day not used during the school year may be added to the next year's personal leave allotment up to a maximum of four (4) personal leave days. Any unused personal leave days which would not make the accumulation greater than four (4) shall be added to the accumulated sick leave.
- B. No more than four (4) Employee from VASE operated programs, including Middlefork School and The Regional Safe Schools Program may use personal leave on the same day. Days will be approved in the order that they are received.
- C. Full-Time Employees who use one (1) or fewer sick leave days per quarter will be granted one quarter (0.25) additional personal leave day the following school year. If earned, the additional personal leave day will be in addition to the maximums listed in 7.3A.

- 7.4 **Attendance at Professional Conferences.** Employees may be allowed to attend professional conferences as authorized by the Director if such conferences are considered by the Director to be for VASE educational purposes. The reasonable expenses of such conferences for which the employee does not receive college credit shall be paid, including food, lodging and travel, based upon reimbursable expenses submitted to the Director.

Reasonable expenses will not include payment as overtime and/or for reimbursement at a daily rate for days that the employee would not have otherwise been scheduled to work. The Director may agree to allow the employee to trade work days when the conference or workshop is held on a regularly non-scheduled work day.

Non-certified support employees shall be allowed to attend any Vermilion County Schools employees' workshop that is designed for them.

7.5 **Parental/maternity leave.**

- A. An employee may use accumulated sick and/or personal leave for parental/maternity leave. Parental/maternity leave may be granted for purposes of birth, or adoption.
- B. Upon request, an employee shall be eligible for parental/maternity leave, without pay, for one continuous school year, for one semester, or the balance of a school year. The Board may grant a parental/maternity leave for a shorter period.
- C. Requests for parental/maternity leave must be submitted to the Director in writing at least ninety (90) calendar days prior to the beginning of the parental/maternity leave in order for the Board to make arrangements for employment of a substitute, except in cases of medical emergency as determined by a physician.
- D. The application for parental/maternity leave must include the following information:
 - The beginning date of the requested leave.
 - The expected return date at the end of the leave.
- E. The employee shall give the Director written notice of the return date at least 60 working days prior to the date of return. If the requested leave is for less than 60 working days, the application shall state the date of return. If a leave is in excess of sixty days and terminates at the beginning of the next school year, the notice of return shall be given by March 1.
- F. **For Non-Paternity/Maternity Leave:** The employee is responsible for making prior arrangements for continuation of insurance coverage, which will be at the employee's expense.
- G. In the event that a physician determines that significant complications have developed during pregnancy or immediately following birth, additional sick leave may be granted the employee in accordance with Section 7.1.E.

- 7.6 **Jury Duty.** The Board will pay full salary during the time an employee is on jury duty. In order to receive full salary, the employee must present proof of jury service issued by the court to the Director for the dates and times in which he/she completed jury duty service.

- 7.7 **Extended Leave for Personal Reasons.** Upon application, the Board shall grant a leave of absence without pay to one employee with three (3) years or more of service with VASE. One leave of absence will be granted per school term for furthering education related to the employee's job responsibilities. Applications must be received by March 1 of the year preceding the commencement of the leave. The period of the leave shall not be considered for advancement on the salary schedule, but the employee will return with full employment rights. An employee granted this leave must notify the Director in writing of his/her intention to return to VASE before February 1 of the year in which the leave terminates. This leave will be granted in order of receipt of Application.

- 7.8 **Rights of Employees on Leave.** Employees on approved leave of absence shall have a right to participate in the group health and life insurance programs at his/her own expense at the group rate.
- 7.9 **Association Leave.** Upon request by the Association President, the Board shall grant the Association up to two (2) employee days of leave per year without loss to the employee of salary or benefits. This leave shall be used to conduct Association business that cannot be conducted outside the workday.
- 7.10 **Vacation Leave.** An employee who works 240 days or more in the work year shall be given paid vacation time in accordance with the following schedule. Vacation requests shall be made and approved in advance by the Director. Vacation leave must be utilized in full day increments.
- Completion of 1-8 years of service = 10 paid days
 - Completion of 9-14 years of service = 15 paid days
 - Completion of 15 or more years of service = 20 paid days

Employees are to use their vacation days in the year in which they are allotted. In the event of an emergency and with approval of the Director, up to 30% of that single year's allotment for vacation leave may rollover and be used within the first three (3) months of the new year or otherwise forfeited.

In the event that the employee leaves, has a reduction of days in his/her contract, retires or is deceased, unused vacation days will be reimbursed at the employee's current daily rate. However, in the event the employee leaves prior to the end of the current contract year, vacation days eligible for reimbursement will be pro-rated based on percentage of days actually worked prior to leaving VASE.

ARTICLE VIII
ECONOMIC RELATED BENEFITS

8.1 Health and Accident Insurance.

Each year, prior to the annual anniversary date for health and accident insurance renewal, an insurance committee, composed of representatives of the Board and the Association, will review options related to health and accident insurance and make recommendations to the Board. The following will serve as criteria for the selection of insurance plans.

- A benefits structure that is comparable to that offered under the previous year's health plan shall be one of the options if multiple tiers of insurance are offered. If only one plan is offered, the benefits structure shall be comparable to that offered under the previous year's health plan. [*Parties agree to execute MOU that the proposed plan is the new benchmark for comparability*].
- No interruption of services or denial of coverage.
- Access to health care coverage after retirement will be at the retiree's expense unless restricted by the health plan provider.

The Board shall provide the cost for premiums for health and accident insurance to all regularly employed full-time employees as agreed upon by the parties as follows:

- For the 2026-2027 school year, the Board will pay \$11,065 for single coverage for the employee.
- For the 2027-2028 school year, the Board will pay \$12,393 for single coverage for the employee.
- If the single premium for the most expensive plan offered is less than the negotiated amount, the Board will only pay up to the single premium cost for the most expensive plan.
- If an employee opts for a health insurance plan with the cheaper premium, 50% of the difference will be: 1) applied toward the premium for family coverage plan; 2) applied toward premiums for dental/vision coverage; 3) applied toward a voluntary benefit of the employee's choosing; or 4) placed in a flexible spending account. (Example: If the individual premiums for the plans offered are \$7600 and \$7300, an employee will receive \$150 (\$7600 - \$7300 = \$300 x 50% = \$150) to apply to one of the above benefits).
- If an employee opts to not take a health insurance plan, but takes a dental/vision plan as offered to employees, the premium can be applied towards dental/vision coverage.

For a part-time employee who is at a minimum, a half-time employee, the Board shall pay a pro-rated portion of the Board's cost based upon the percentage of contract days for the part-time employee as compared to that of a full-time employee.

The Board shall provide an additional twenty-two hundred dollars (\$2200.00) per year toward any plan that covers family members for the full time employee for the term of the contract.

8.2 Family Insurance Premiums. According to the authority granted under Section 125 of the Internal Revenue Code, employees who elect to shelter premium contributions of the family plan of the major medical/health insurance plan and a dental plan may do so by completing the appropriate election forms provided by the Board.

8.3 Term Life Insurance. The Board shall provide term life insurance for each employee in the amount of Twenty-five Thousand Dollars (\$25,000) until retirement by paying the premium. At the time of the Board-approved retirement, the employee will be permitted to remain in the group by paying the insurance premiums. The payable amount to a member may decrease at age 70 per the policy.

8.4 Coverage After Retirement. The Board shall provide Health Insurance and Medicare Supplement Insurance for each employee (at the employee's expense) as set forth in the insurance policy and as required by current law.

8.5 Mileage Reimbursement and Travel Expense.

A. Mileage Reimbursement Within Vermilion County.

1. All job related mileage shall be either pre-approved, or, the direct result of an assignment made by the Director or designee.

2. Mileage will be paid for all job-related mileage in accordance with the following:
 - a. 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 between stops.
 - b. Employees shall keep a mileage log on the appropriate form provided by the Director. This form shall be turned into the bookkeeper once a month on a date specified. All travel must be submitted before winter break for first semester and the last day of contract for the second semester or it shall be forfeit.
 - c. Other employees who are not so required to travel to more than one school, district and/or community per week shall be reimbursed for mileage traveled on pre-approved VASE business.
 - d. Job-related mileage shall be reimbursed in a separate deposit at the IRS allowable mileage rate for the life of this Agreement. If the new allowable rate is not available from IRS by January 1, the new rate will take effect the first of the next month that it becomes available and reimbursements will be retroactive to January 1. If the rate is adjusted in mid-year, the reimbursed rate will be adjusted starting with the month that the rate is announced.
3. Employees shall keep a mileage log on the appropriate form provided by the Director. This form shall be turned into the office manager once a month on a date specified. Mileage requests may be subject to forfeit upon repeated failure to submit the mileage reimbursements requests on time.
4. Job-related mileage shall be reimbursed in a separate check at the IRS allowable mileage rate for the life of this Agreement. If the new allowable rate is not available from IRS by January 1, the new rate will take effect the first of the next month that it becomes available and reimbursements will be retroactive to January 1. If the rate is adjusted in mid-year, the reimbursed rate will be adjusted starting with the month that the rate is announced.

B. Travel Expense Outside Vermillion County.

1. Travel by privately owned automobile shall be reimbursed to the employee at the IRS allowable mileage rate for the life of this Agreement.
2. Meal expenses shall be reimbursed at actual cost, including gratuities, as determined by the following schedule:
Meals reimbursed only if not included in conference registration.

a. FULL DAY TRAVEL.

Meal expenses for full-day travel that commences prior to 7:00 AM and extends past 6:00 PM shall be reimbursed at the following rate: a maximum rate of seventy dollars (\$75) per day with no per meal allowance unless partial day travel is involved per the following schedule:

b. PARTIAL DAY TRAVEL.

- (1) Breakfast at fifteen dollars (\$15) provided travel commences prior to 7:00 a.m.
- (2) Lunch at twenty-five dollars (\$25)
- (3) Dinner thirty-five dollars (\$35) provided travel extends past 6:00 p.m.

1. Itemized receipts must accompany any claim for meal expenses, cannot include any alcoholic beverages, and must be submitted for reimbursement within 10 business days of the travel. Non-itemized receipts shall not be reimbursed.
2. Reimbursement for approved mileage and meal expense shall be payable by separate check.

8.6 **Retirement Incentive.**

The parties agree that if legislation is enacted and/or administrative rules are adopted during the life of this Agreement that result in a greater cost to the Board than the costs generated by this Agreement or benefits to the employee are enhanced over what is specified in this Agreement, the provisions relating to such benefits shall be suspended and the parties will meet within thirty (30) days of the passage of the legislation/administrative rules to renegotiate said provisions.

The District shall limit those allowed to Adjustable Early Retirement Option to the maximum allowable by law. Those allowed will be selected from those eligible based on age (most to least).

- A. Employees eligible for retirement benefits from Illinois Teachers' Retirement System.** To the extent that the salary raise described in this Section shall cause the Board to pay additional penalties to TRS, the Board shall have the right to reduce the payment of such increase so that VASE will not incur such penalties.

Salary as used herein shall include the employee's salary as shown on the salary schedule and any extra salary differentials or stipends. Regardless of any provisions above, an employee shall not receive more than a six percent (6%) improvement over the previous creditable earnings, regardless of vertical and horizontal movement on the salary schedule and the extra duty differential or stipend or eligibility for payment of any other creditable earnings.

1. **Eligibility.** To be eligible for any of the following options outlined below, an employee must meet the following requirements:
 - a. Have a minimum of ten (10) years of continuous employment with VASE
-----AND-----
 - b. be within 6 months of age (60) by the last day of service with VASE
-----OR-----
 - c. be at least fifty-five (55) years of age with thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service with VASE
2. **Early Notification.** Once notification is submitted, the decision is irrevocable unless otherwise determined by the Board.

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.

- a. **TRS One Year Plan.** If an eligible certified employee gives the Board an irrevocable letter of retirement prior to May 1st, stating that s/he shall retire at the end of the next school year, the certified employee will be removed from the salary schedule and for the final year of employment, the certified employee's TRS creditable earning shall be adjusted to reflect a six percent (6%) increase over the certified employee's TRS creditable earnings for the prior year of employment.

Example: The employee plans to retire at the end of the 2012-13 school year. The employee's prior year TRS creditable earnings were \$40,000. The employee's final year TRS creditable earnings will be \$42,400. (i.e. \$40,000 x 1.06=\$42,400.)

- b. **TRS Two Year Plan.** If an eligible certified employee gives the Board an irrevocable letter of retirement prior to May 1st, two (2) years prior to the year of retirement, the certified employee will be removed from the salary schedule for the next school year and the certified employee's TRS creditable earning shall be adjusted to reflect a six percent (6%) increase over the employee's TRS creditable earnings for the current year, and the second year, the certified employee's TRS creditable earnings shall be increased by six percent (6%) over the certified employee's TRS creditable earnings for the prior year of employment.

Example: The employee will retire at the end of 2013-14 school year.

- The employee's prior year TRS creditable earnings for 2011-12 were \$40,000.
- The employee's TRS creditable earnings for 2012-13 will be \$42,400. (i.e., $\$40,000 \times 1.06 = \$42,400$.)
- The creditable earnings for the final year of 2013-14 will be \$44,944 (i.e., $\$42,400 \times 1.06 = \$44,944$).

- c. **TRS Three Year Plan.** If an eligible employee gives the Board a letter of retirement on or before March 1, three (3) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final three (3) years of employment the employee's TRS creditable earning shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: The employee will retire at the end of 2014-15 school year.

- The employee's prior year TRS creditable earnings for 2011-12 were \$40,000.
- The employee's TRS creditable earnings for 2012-13 will be \$42,400. (i.e., $\$40,000 \times 1.06 = \$42,400$.)
- The creditable earnings for 2013-14 will be \$44,944 (i.e. $\$42,400 \times 1.06 = \$44,944$).
- The creditable earnings for the final year of 2014-15 will be \$47,640.64. (i.e., $\$44,944 \times 1.06 = \$47,640.64$).

- B. **Employees eligible for retirement benefits from Illinois Municipal Retirement Fund.** Each employee who is eligible for retirement benefits through the Illinois Municipal Retirement Fund (IMRF) and is retiring from VASE with a minimum of ten (10) years of continuous employment with VASE shall be eligible to receive options for retirement as outlined below.

1. **Early Notification.** Once notification is submitted, the decision is irrevocable unless otherwise determined by the Board.

- a. **IMRF One Year Plan.** If an employee hired prior to July 1, 2018 notifies the Board in writing on or before May 1st, one (1) year prior to his/her retirement, s/he shall receive a six percent (6%) increase added to his/her remaining year's salary, subject to the limitations in Paragraph 9.2.1 of this agreement. If an employee hired after July 1, 2018 notifies the Board in writing on or before May 1st, one (1) year prior to his/her retirement, s/he shall receive a three percent (3%) increase added to his/her remaining year's salary, subject to limitations in Paragraph 9.21 of this agreement.

- b. **IMRF Two Year Plan.** If an employee hired prior to July 1, 2018 notifies the Board in writing on or before May 1st, two (2) years prior to his/her retirement, s/he shall receive a six percent (6%) increase added to each of his/her remaining years' salaries, subject to the limitations in Paragraph 9.2.1 of this agreement. If an employee hired after July 1, 2018 notifies the Board in writing on or before May 1st, two (2) years prior to his/her retirement, s/he shall receive a three percent (3%) increase added to his/her remaining years' salary, subject to limitations in Paragraph 9.21 of this agreement.

- c. **IMRF Three Year Plan.** If an employee hired prior to July 1, 2018 notifies the Board in writing on or before May 1st, three (3) years prior to his/her retirement, s/he shall receive a six percent (6%) increase added over his/her prior year's salary in each of the following three (3) years, subject to the limitations in Paragraph 9.2.1 of this agreement. If an employee hired after July 1, 2018 notifies the Board in writing on or before May 1st, three (3) years prior to his/her retirement, s/he shall receive a three percent (3%) increase added to his/her remaining years' salary, subject to limitations in Paragraph 9.21 of this agreement.

2. **IMRF Retirement at the End of the Current Contract Year.** Should an IMRF employee notify the Board in writing on or before May 1st of the year of retirement, s/he may request payment for any unused sick days that have accumulated and will not be applied to his/her service credit for IMRF. The rate of

reimbursement will be \$45 per day.

8.7 **Payroll Procedure.** All employees shall be paid by direct deposit.

Each employee shall be paid on the basis of twenty-four (24) equal installments. Regular paychecks will be issued on the 15th and 30th of the month (or the last day of the month in February). Whenever legal requirements for final payment differ from the regular pay schedule, at termination of a contract, legal requirements will be followed.

8.8 **Workman's Compensation.** Workman's Compensation Insurance will be provided in accordance with the statutory requirements.

8.9 **Tuition Reimbursement.**

A. Special Tuition Reimbursement

Beginning January 1, 2020, the Board shall establish a tuition reimbursement fund and contribute twenty thousand dollars (\$20,000.00) to that fund annually. Employees may request reimbursement from this fund for three hundred dollars (\$300.00) per semester hour under the following conditions:

1. The Employee must not be licensed currently in a shortage area identified by the Director, and the Employee must be pursuing an Illinois license in a shortage area.
2. The Employee must be enrolled in a degree program at an accredited college or university toward obtaining a valid and appropriate Illinois license in an identified shortage area identified by the Director. The Employee must agree in writing to complete the courses necessary to obtain said license within three (3) years of the commencement of the program, and to not voluntarily leave the employ of the Board (or other VASE member district) prior to the completion of the program and work commitment defined below.
3. The courses and degree program must be pre-approved at the time of enrollment, without exception, by the Director or his/her designee, and must lead to an Illinois license in a shortage area identified by the Director.
4. The Employee must agree in writing that in the event he/she fails to obtain said license within three (3) years of the commencement of the program, or if he/she voluntarily leaves the employ of the Board prior to the completion of the program, he/she will reimburse VASE the tuition reimbursement paid under this Section.
5. The Employee must agree in writing to commit to a minimum of five (5) years of service to VASE or a VASE member district, upon the receipt of the license, in a position in the shortage area identified. In the event the Employee does not obtain a valid and appropriate Illinois license in the shortage area within three (3) years of the commencement of the program, or leaves the employ of the Board (or other VASE member district) prior to the expiration of said five (5) year work commitment, he/she will reimburse VASE the tuition reimbursement paid under this Section. The amount of the reimbursement will be prorated on an annual basis relative to the extent of the work commitment that has been fulfilled (i.e., if the Employee leaves the employ of VASE or an VASE member district after completing two (2) years of the five (5) year work commitment, the Employee must reimburse VASE three-fifths (3/5) of the tuition reimbursement paid).
6. Should either the Board or any member district not move to employ the Employee upon completion of the program or dismiss the Employee prior to the completion of the five (5) year work commitment, his/her obligation to reimburse VASE for tuition reimbursement will not be required.
7. The Employee must provide an official transcript showing completion of the course with a grade of "B" or higher or in the case of a non-graded course a "pass" or "satisfactory" rating.

Decisions of the Director under this Section will be final and will not be subject to the grievance procedure in this Agreement.

D. LBS1 Program Tuition Reimbursement

The Board shall establish an LBS1 tuition reimbursement program, under the following conditions:

1. The Employee must have a current Illinois teaching license and must not currently have an Illinois LBS1 teaching license.
 2. The Employee must be enrolled in a degree program at an accredited college or university toward obtaining a valid and appropriate Illinois LBS1 license. The Employee must be able to complete the LBS1 license with four (4) courses or less and must agree in writing to complete the courses necessary to obtain said license within one (1) year of the commencement of the program, and to not voluntarily leave the employ of the Board (or other VASE member district) prior to the completion of the program and work commitment defined below
 3. The courses and degree program must be pre-approved at the time of enrollment, without exception, by the Director or his/her designee.
 4. The Employee must agree in writing that in the event he/she fails to obtain said license within one (1) year of the commencement of the program, or if he/she voluntarily leaves the employ of the Board prior to the completion of the program, he/she will reimburse VASE the tuition reimbursement paid under this Section.
 5. The Employee must agree in writing to commit to a minimum of five (5) years of service to VASE or a VASE member district, upon the receipt of the license, in a position requiring LBS1 licensure. In the event the Employee does not obtain a valid and appropriate Illinois LBS1 license within one (1) year of the commencement of the program, or leaves the employ of the Board (or other EIASE member district) prior to the expiration of said five (5) year work commitment, he/she will reimburse VASE the tuition reimbursement paid under this Section. The amount of the reimbursement will be prorated on an annual basis relative to the extent of the work commitment that has been fulfilled (i.e., if the Employee leaves the employ of VASE or a VASE member district after completing two (2) years of the five (5) year work commitment, the Employee must reimburse VASE three-fifths (3/5) of the tuition reimbursement paid).
 6. Should either the Board or any member district not move to employ the Employee upon completion of the program or dismiss the Employee prior to the completion of the five (5) year work commitment, his/her obligation to reimburse VASE for tuition reimbursement will not be required.
-
7. No more than four (4) Employees may participate in the LBS1 licensure program per year, and the Board shall contribute up to twenty thousand dollars (\$20,000.00) to that program annually.
 8. Upon approval of the program by the Director, VASE shall pay fifty percent (50%) of the tuition to the college or university at the beginning of each course. VASE will reimburse the Employee the remaining fifty percent (50%) of the tuition upon successfully obtaining the LBS1 license. If an Employee fails to successfully complete a course during this program, they may retake the course at his or her own expense to remain eligible for the program.

Decisions of the Director under this Section will be final and will not be subject to the grievance procedure in this Agreement.

ARTICLE IX SALARIES

- 9.1 **Certified.** The salary schedule for certified employees is attached as Appendix 1A –1B.

For the term of this contract, certified employees will receive a vertical step each year. The base will be increased by \$500. In addition, 2.0% shall be added to the base salary in the 2026-2027 school year, 3.0% shall be added to the base salary in the 2027-2028 school year. The salary schedule also provides \$775 for each year of experience beyond the salary schedule for the 2026-2027 school year and \$775 for each year of experience beyond the salary schedule for the 2027-2028 school year, and full Board paid retirement up to a maximum of 9.0% (1.098901 multiplier) for employees under the TRS regulations.

- 9.2 **Non-Certified.** The hourly wage schedule for non-certified employees is attached as Appendix 2B –2B.

For the term of this agreement, non-certified employees will receive a vertical step each year based on the hourly wage schedule. Thirty-nine cents (0.39) will be added to the base. In addition, 2.0% shall be added to the base wage in the 2026-2027 school year, 3.0% shall be added to the base wage in the 2027-2028 school year. The wage schedule also provides for \$0.56/hour for each year of experience beyond the wage schedule for the 2026-2027 school year, and \$0.56/hour for each year of experience beyond the wage schedule for the 2027-2028 school year.

- 9.3 **Part-Time Employees.** Regularly employed part-time employees shall receive a salary and economic related benefits pro-rated on the basis of days worked per school year in relation to days worked per school year by regularly employed full-time employees performing the same type of work.

- 9.4 **Academic Credit.** Credit on the certified salary schedule will be allowed for graduate course work leading toward improvement of the employee's performance, which shall be verified by a grade sheet submitted to the Director prior to September 1 and validated by an official transcript.

Upon prior approval of the Director, non-certified staff may submit evidence of a job-related Associate or Bachelor's degree in the same manner as outlined above.

- 9.5 **Experience Credit.** A certified and non-certified employee hired after July 1, 2010 and beginning employment with VASE prior to November 1 of any subsequent school year and completing that school year will receive one full year of experience credit on the salary schedule. A certified VASE employee moving to a higher level of credentialing and/or academic qualifications will not lose any longevity that was previously earned.

A certified and non-certified employee hired after July 1, 2020 will be awarded one year of experience for a minimum of 7 months of full-time employment in a related work position, with total years of prior experience credit not to exceed 25 years.

Related work refers to employment in a position for which the job responsibilities are related to the current VASE job description for that position. The employee must provide documentation from the former employer to verify the dates of employment, position, and full-time status. Certified staff hired after July 1, 2020 will be allocated up to 25 years of service starting the 2020-2021 school year.

A certified employee hired after July 1, 2020 with at least 80% employment will be awarded 1 year of experience for a minimum of 7 months part-time employment in a related work position, with the total years of prior experience not to exceed twenty-five (25) years.

A certified part-time employee hired after July 1, 2020 with less than 80% employment will be awarded 1 year of experience for a minimum of 14 months part-time employment in a related work position, with the total years of prior experience not to exceed twenty-five (25) years.

Certified and non-certified employees who voluntarily seek transfer to another VASE position shall not be granted experience credit beyond that granted at initial employment. Certified and non-certified employees who voluntarily or involuntarily transfer positions shall not lose experience credit earned at VASE.

9.6 **Placement on the Salary Schedule.** Each employee hired after July 1, 2010 will be placed on one of the negotiated salary schedules based upon academic credentials and allowable work experience. No employee will be placed on the salary schedule at a step higher than a current employee with the same work experience and/or academic credentials, unless otherwise indicated in this Agreement or future Letters of Understanding.

- A. Social Workers, Guidance Counselors, and Board Certified Behavior Analyst should be placed no less than Masters + 45 on the salary schedule. Speech-Language Pathologists should be placed no less than Masters + 45 on the salary schedule. School Psychologists should be placed no less than Masters + 60 on the salary scale.
- B. For specialty areas of high demand that include, but may not be limited to: Audiology, Occupational Therapy, Physical Therapy, Psychology, Social Work and Speech/Language Pathology, a candidate may be permitted to bring in a maximum of twenty-five (25) years of experience that is outside public/private/parochial school experience. In such cases the outside experience will be added to the public/private/parochial school experience. The total years will be used to locate the candidate on the salary schedule. The work experience documentation will be submitted to the Association for verification prior to the final offer of a position as stated in section 2.10 of this agreement. Internships and student teaching do not count toward placement on the salary schedule.
- C. Nationally-board certified staff including ASHA-CCC, LCSW, NSCP, LCPC will receive a bonus of \$2000 each year, provided that they maintain the national board certification.
- D. In the Audiology, Nurse, and Physical Therapist classification the Board shall have the right to hire employees with specialized skills or prior experience and to determine the hourly salary entry level of the employee.
- E. Employees in "Hard to Fill" positions who are hired can voluntarily agree to accept a sign-on bonus of \$3,000 with commitment to work for the cooperative for three years. "Hard to Fill" is defined by the board of education. Agreement paperwork must be signed by the employee.

9.7 **Off-Schedule Payments.** Each employee who does not advance one vertical step because the employee is at the last step of a particular lane, shall annually receive longevity pay as outlined in sections 9.1 and 9.2 of this agreement for each year s/he remains on such step. When an employee achieves additional education (hours) s/he shall then be properly placed on the salary schedule to reflect his/her education and experience. At no time shall an employee lose any longevity that was previously earned.

National certification bonus, sign-on bonus and payment for extracurricular positions will be made in a separate payment

9.8 **Military Service Credit.** A maximum of two (2) years credit in the schedule is given for military service. For each year of military service, one (1) year of credit will be given on the salary schedule.

ARTICLE X
NO STRIKE-NO LOCK OUT

- 10.1 **No Strike.** During the term of this Agreement, it is specifically understood that neither the Association nor its members shall participate in a strike or other form of interference with the normal operation of VASE or any of its services in any Participating District.
- 10.2 **No Lockout.** The Board shall not authorize or permit a lockout of any employees covered by this Agreement during the term of this Agreement.
- 10.3 **Lawful Strike.** In the event of a lawful strike by the Association against VASE, neither the Association nor its members shall interfere with the operation of any Participating District.

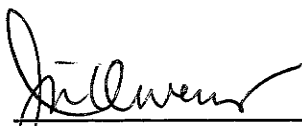
ARTICLE XI
TERM OF AGREEMENT

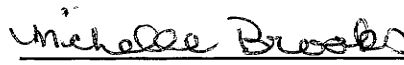
- 11.1 **Duration.** This Agreement shall be in full force and effect from and after 12:00 o'clock A.M. August 1, 2026 and shall continue until 12:00 o'clock Midnight July 31, 2028; and from year to year thereafter, unless either party gives written notice, by registered mail, to the other party of a desire to modify or terminate this Agreement in accordance with the provisions of Article III of this Agreement.
- 11.2 **Savings Clause.** Should a court of jurisdiction declare any article, section, or clause of this Agreement illegal, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of this Agreement.
- 11.3 **Date Executed.** It is mutually understood and agreed that this Agreement represents the full and complete understanding of all agreements between the parties.

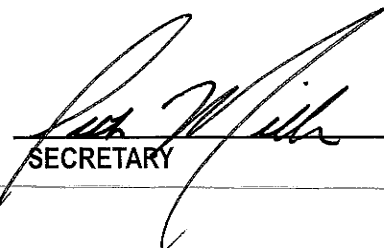
IN WITNESS WHEREOF, the parties hereto have executed this Agreement this _____ day of June 2026.

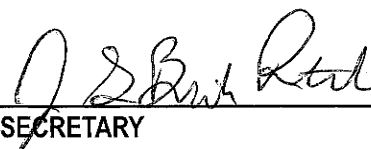
**BOARD OF DIRECTORS OF
VERMILION ASSOCIATION FOR
SPECIAL EDUCATION**

**VASE EDUCATION ASSOCIATION
IEA/NEA**

BY: 
CHAIRMAN

BY: 
PRESIDENT

BY: 
SECRETARY

BY: 
SECRETARY

APPENDIX 1A
2026-2027 CERTIFIED SALARY SCHEDULE

Raise 2.00%

COT/PI A	BS/BA				BA+15				BA+30				MA/MS				MA+30				MA+45				MA+60				PHD			
	180 day	180 day	185 day	190 day	180 day	180 day	185 day	190 day	180 day	180 day	185 day	190 day	180 day	180 day	185 day	190 day	180 day	180 day	185 day	190 day	180 day	180 day	185 day	190 day	180 day	180 day	185 day	190 day				
1	40,601	42,098	43,266	44,435	43,236	44,437	45,638	46,874	45,609	46,876	48,143	49,448	48,146	49,448	50,788	52,165	49,419	50,792	52,165	53,579	50,759	52,165	53,579	50,759	52,165	53,579	50,759	52,165				
2	41,819	43,359	44,564	45,768	44,533	45,770	47,007	48,280	46,978	48,283	49,587	50,931	48,250	49,591	50,931	52,311	49,598	50,935	52,311	53,729	52,282	53,729	55,186	52,282	53,729	55,186	52,282	53,729				
3	43,074	44,660	45,901	47,141	45,869	47,143	48,417	49,728	48,387	49,731	51,075	52,459	49,698	51,078	52,459	53,881	51,045	52,429	53,885	55,341	53,850	55,341	56,842	53,850	55,341	56,842	53,850	55,341				
4	44,366	46,000	47,278	48,555	47,245	48,557	49,870	51,220	49,839	51,223	52,607	54,033	51,189	52,611	54,033	55,497	54,001	55,502	56,902	58,346	55,466	56,902	58,346	55,466	56,902	58,346	55,466	56,902				
5	45,676	47,358	48,674	49,989	48,640	49,991	51,342	52,733	51,310	52,736	54,161	55,628	52,700	54,164	55,628	57,092	55,596	57,141	58,601	60,098	57,104	58,601	60,098	57,104	58,601	60,098	57,104	58,601				
6	47,004	48,735	50,088	51,442	50,054	51,444	52,834	54,265	52,801	54,268	55,735	57,245	54,232	55,738	57,245	58,709	57,212	58,801	60,360	61,850	58,763	60,360	61,850	58,763	60,360	61,850	58,763	60,360				
7	48,347	50,128	51,520	52,913	51,485	52,915	54,345	55,816	54,311	55,820	57,328	58,881	55,782	57,332	58,881	60,477	58,947	60,482	62,117	63,643	60,443	62,117	63,643	60,443	62,117	63,643	60,443	62,117				
8	49,707	51,537	52,969	54,401	52,932	54,403	55,873	57,386	55,838	57,389	58,940	60,537	57,351	58,944	60,537	62,178	60,502	62,183	63,863	65,505	62,143	63,863	65,505	62,143	63,863	65,505	62,143	63,863				
9	51,081	52,982	54,434	55,905	54,396	55,907	57,418	58,973	57,382	58,976	60,570	62,211	58,937	60,574	62,211	63,897	62,175	63,902	65,629	67,409	63,861	65,629	67,409	63,861	65,629	67,409	63,861	65,629				
10	52,470	54,402	55,913	57,424	55,875	57,427	58,979	60,576	58,942	60,578	62,216	63,902	60,539	62,220	63,902	65,614	63,865	65,639	67,419	69,241	65,597	67,419	69,241	65,597	67,419	69,241	65,597	67,419				
11	53,871	55,855	57,407	58,958	57,367	58,960	60,554	62,194	60,516	62,197	63,878	65,609	62,156	63,882	65,609	67,387	65,571	67,392	69,214	71,091	67,349	69,214	71,091	67,349	69,214	71,091	67,349	69,214				
12	55,285	57,321	58,913	60,505	58,872	60,508	62,143	63,826	62,104	63,829	65,554	67,330	63,787	65,559	67,330	69,105	67,291	69,161	71,030	72,956	69,097	70,897	72,857	69,097	70,897	72,857	69,097	70,897				
13	56,709	58,798	60,431	62,064	60,389	62,067	63,744	65,470	63,704	65,474	67,244	69,065	65,430	67,248	69,065	70,937	69,026	70,943	72,860	74,836	70,897	72,860	74,836	70,897	72,860	74,836	70,897	72,860				
14	58,144	60,285	61,960	63,635	61,917	63,637	65,357	67,127	65,316	67,131	68,943	70,813	67,068	68,949	70,813	72,732	70,772	72,738	74,704	76,729	72,691	74,704	76,729	72,691	74,704	76,729	72,691	74,704				
15	59,588	61,782	63,498	65,215	63,455	65,217	66,980	68,793	66,938	68,797	70,661	72,571	68,752	70,661	72,571	74,538	72,529	74,544	76,559	78,635	74,496	76,559	78,635	74,496	76,559	78,635	74,496	76,559				
16	61,041	63,297	65,045	66,803	65,000	66,806	68,612	70,469	68,589	70,473	72,378	74,339	70,426	72,383	74,339	76,354	74,296	76,360	78,424	80,580	76,311	78,424	80,580	76,311	78,424	80,580	76,311	78,424				
17	62,504	64,799	66,589	68,399	66,553	68,402	70,251	72,153	70,207	72,157	74,107	76,115	72,097	74,112	76,115	78,178	76,071	78,184	80,297	82,475	78,134	80,297	82,475	78,134	80,297	82,475	78,134	80,297				
18	64,000	66,345	68,185	70,045	68,112	70,004	71,896	73,843	71,851	73,847	75,843	77,898	73,798	75,848	77,898	80,009	77,953	80,015	82,178	84,408	79,964	82,178	84,408	79,964	82,178	84,408	79,964	82,178				
19	65,519	67,915	69,805	71,715	69,745	71,675	73,645	75,635	73,500	75,542	77,563	79,618	75,491	77,588	79,695	81,843	79,639	81,651	83,953	86,343	81,799	83,953	86,343	81,799	83,953	86,343	81,799	83,953				
20	67,053	69,499	71,439	73,419	71,445	73,425	75,435	77,465	75,300	77,385	79,435	81,495	77,188	79,332	81,477	83,685	81,430	83,691	85,953	88,284	85,479	87,845	90,227	85,479	87,845	90,227	85,479	87,845				
21	68,602	71,098	73,078	75,098	73,064	75,084	77,134	79,184	76,989	79,039	81,089	83,270	78,887	81,079	83,270	85,527	83,222	85,534	87,845	90,227	87,320	89,745	92,171	87,320	89,745	92,171	87,320	89,745				
22	70,166	72,722	74,742	76,802	74,708	76,728	78,818	80,908	78,683	80,773	82,863						85,016	87,376	89,745	92,171	89,160	91,636		89,160	91,636	92,171	89,160	91,636				
23	71,745	74,351	76,411	78,511	76,367	78,427	80,527	82,627	80,362	82,462	84,562																					
24	73,339	75,945	78,045	80,145	78,001	80,101	82,201	84,301	82,006	84,106	86,206																					
25	74,948	77,604	79,704	81,804	79,660	81,760	83,860	85,960	83,655	85,755	87,855																					
26	76,572	79,278	81,378	83,478	81,334	83,434	85,534	87,634	85,329	87,429	89,529																					
27	78,211	80,917	83,017	85,117	83,002	85,102	87,202	89,302	86,987	89,087	91,187																					
28	79,865	82,621	84,721	86,821	84,677	86,777	88,877	90,977	88,662	90,762	92,862																					
29	81,534	84,340	86,440	88,540	86,406	88,506	90,606	92,706	90,391	92,491	94,591																					
30	83,218	86,024	88,124	90,224	88,080	90,180	92,280	94,380	92,065	94,165	96,265																					
31	84,917	87,723	89,823	91,923	89,779	91,879	93,979	96,079	93,764	95,864	97,964																					
32	86,631	89,437	91,537	93,637	91,493	93,593	95,693	97,793	95,478	97,578	99,678																					
33	88,360	91,166	93,266	95,366	93,222	95,322	97,422	99,522	97,207	99,307	101,407																					
34	90,104	92,910	95,010	97,110	95,006	97,106	99,206	101,306	98,991	101,091	103,191																					
35	91,863	94,669	96,769	98,869	96,725	98,825	100,925	103,025	100,710	102,810	104,910																					
36	93,637	96,443	98,543	100,643	98,500	100,600	102,700	104,800	102,485	104,585	106,685																					
37	95,426	98,232	100,332	102,432	100,188	102,288	104,388	106,488	104,173	106,273	108,373																					
38	97,235	100,041	102,141	104,241	102,007	104,107	106,207	108,307	105,992	108,092	110,192																					
39	99,054	101,860	103,960	106,060	103,826	105,926	108,026	110,126	107,811	109,911	112,011																					
40	100,883	103,689	105,789	107,889	105,655	107,755	109,855	111,955	109,640	111,740	113,840																					
41	102,722	105,528	107,628	109,728	107,494	109,594	111,694	113,794	111,479	113,579	115,679																					
42	104,																															

APPENDIX 1B
2027-2028 CERTIFIED SALARY SCHEDULE

COTAMPT A												Raise 3.00%											
BS/BA			BA+15			BA+30			MAMS			MA+30			MA+45			MA+60			PHD		
180 day	190 day	185 day	180 day	190 day	185 day	180 day	190 day	185 day	180 day	190 day	185 day	180 day	190 day	185 day	180 day	190 day	185 day	180 day	190 day	185 day	180 day	190 day	185 day
1 41,819	43,359	44,564	45,768	47,007	47,770	48,739	49,709	47,009	48,280	46,978	48,283	49,587	48,250	49,591	50,931	49,558	50,935	52,311	50,902	52,316	53,729	52,282	53,734
2 43,074	44,660	45,901	47,141	48,417	47,143	47,111	48,420	47,111	48,728	48,387	49,731	51,075	49,698	51,078	52,459	51,045	52,463	53,881	52,429	53,885	55,341	53,850	55,346
3 44,366	46,000	47,278	48,555	49,870	48,557	48,524	49,872	48,524	51,220	49,839	51,223	52,607	51,189	52,611	54,033	52,576	54,037	55,497	54,001	55,502	57,002	55,466	57,007
4 45,697	47,360	48,696	50,012	51,366	50,014	49,980	51,368	50,014	52,757	51,334	52,760	54,166	52,725	54,169	55,654	54,153	55,658	57,162	55,622	57,167	58,712	57,130	58,717
5 47,046	48,779	50,134	51,489	52,883	51,491	51,456	52,885	51,456	54,315	52,850	54,318	55,786	54,281	55,789	57,297	55,753	57,301	58,850	57,264	58,855	60,445	58,817	60,451
6 48,414	50,197	51,591	52,985	54,419	52,987	52,951	54,422	52,951	55,893	54,385	55,896	57,407	55,859	57,411	58,962	57,373	58,966	60,560	58,928	60,565	62,202	60,526	62,207
7 49,798	51,632	53,066	54,500	55,975	54,502	54,465	55,978	54,465	57,491	55,940	57,494	59,048	57,456	59,052	60,648	59,013	60,632	62,292	60,613	62,297	63,980	62,257	63,986
8 51,198	53,084	54,568	56,033	57,549	56,035	55,997	57,552	55,997	59,108	57,513	59,111	60,709	59,072	60,712	62,353	60,673	62,358	64,043	62,317	64,048	65,779	64,007	65,785
9 52,614	54,551	56,067	57,582	59,141	57,584	57,545	59,143	57,545	60,742	59,104	60,745	62,387	60,705	62,391	64,077	62,350	64,082	65,814	64,040	65,819	67,598	65,777	67,604
0 54,044	56,034	57,591	59,147	60,748	59,149	59,109	60,751	59,109	62,393	60,710	62,396	64,083	62,355	64,087	65,819	64,045	65,824	67,603	65,781	67,608	69,436	67,565	69,442
1 55,487	57,531	59,129	60,727	62,371	60,729	60,688	62,374	60,688	64,010	62,320	64,010	65,744	64,020	65,799	67,577	65,755	67,582	69,409	67,538	69,414	71,290	69,369	71,296
2 56,943	59,040	60,680	62,320	64,007	62,323	62,280	64,010	62,280	65,740	64,059	65,744	67,521	65,700	67,525	69,350	67,481	69,365	71,230	69,310	71,236	73,161	71,190	73,167
3 58,411	60,562	62,244	63,926	65,657	63,929	63,885	65,660	63,885	67,434	65,616	67,438	69,281	67,393	69,265	71,137	69,220	71,143	73,065	71,096	73,071	75,046	73,024	75,053
4 59,888	62,094	63,819	65,544	67,318	65,546	65,502	67,321	65,502	69,141	67,276	69,144	71,013	69,098	71,018	72,937	70,971	72,943	74,914	72,895	74,920	76,945	74,872	76,952
5 61,376	63,636	65,403	67,171	68,989	67,174	67,128	68,993	67,128	70,857	68,946	70,861	72,778	70,814	72,781	74,748	72,733	74,754	76,774	74,705	76,780	78,855	76,731	78,862
6 62,876	65,186	66,997	68,807	70,673	68,810	68,763	70,673	68,763	72,583	70,626	72,587	74,549	72,539	74,554	76,569	74,505	76,575	78,644	76,525	78,651	80,776	78,600	80,783
7 64,386	66,743	68,597	70,451	72,358	70,454	70,406	72,362	70,406	74,317	72,213	74,322	76,330	74,272	76,335	78,398	76,285	78,404	80,523	78,353	80,530	82,706	80,478	82,713
8 65,906	68,319	70,215	72,104	74,053	72,104	72,055	74,056	72,055	76,058	74,008	76,062	78,118	76,012	78,123	80,234	78,072	80,240	82,409	80,188	82,416	84,643	82,363	84,650
9 67,436	69,906	71,843	73,772	75,742	73,772	73,723	75,743	73,723	77,803	75,705	77,808	79,911	77,756	79,916	82,076	79,863	82,082	84,300	82,028	84,307	86,596	84,253	86,593
0 68,966	71,476	73,453	75,422	77,431	75,422	75,372	77,432	75,372	79,503	77,405	79,506	81,611	79,504	81,612	83,761	81,559	83,767	85,952	83,716	85,959	88,248	86,043	88,254
1 70,496	73,006	75,023	77,032	79,081	77,032	76,982	79,082	76,982	81,193	79,095	81,198	83,341	81,192	83,343	85,536	83,323	85,539	87,782	85,570	87,789	90,081	87,836	90,093
2 72,026	74,536	76,593	78,642	80,731	78,642	78,592	80,732	78,592	82,843	80,745	82,846	84,989	82,842	84,991	87,194	84,981	87,197	89,460	87,248	89,469	91,781	89,506	91,793
3 73,556	76,066	78,163	80,260	82,407	80,260	80,210	82,408	80,210	84,551	82,453	84,556	86,745	84,552	86,747	88,980	86,767	88,983	91,272	89,040	91,281	93,613	91,338	93,625
4 75,086	77,596	79,733	81,870	84,057	81,870	81,820	84,058	81,820	86,201	84,103	86,206	88,395	86,202	88,397	90,630	88,417	90,641	92,970	90,738	92,981	95,313	93,018	95,329
5 76,616	79,126	81,303	83,480	85,707	83,480	83,430	85,708	83,430	87,851	85,753	87,856	90,045	87,852	90,047	92,280	90,067	92,283	94,612	92,380	94,623	97,015	94,690	97,027
6 78,146	80,656	82,873	85,090	87,357	85,090	85,040	87,358	85,040	89,501	87,403	89,506	91,695	89,502	91,697	93,930	91,717	93,933	96,272	94,040	96,285	98,677	96,352	98,689
7 79,676	82,186	84,443	86,700	88,997	86,700	86,650	88,998	86,650	91,049	88,951	91,054	93,243	91,050	93,245	95,478	93,265	95,481	97,776	95,544	97,791	100,183	97,858	100,195
8 81,206	83,716	86,013	88,310	90,657	88,310	88,260	90,658	88,260	92,801	90,703	92,806	95,045	92,802	95,047	97,280	95,067	97,283	99,572	97,340	99,587	102,019	99,694	102,031
9 82,736	85,246	87,583	89,920	92,307	89,920	89,870	92,308	89,870	94,581	92,483	94,586	96,825	94,582	96,827	99,060	96,847	99,063	101,352	99,120	101,365	103,817	101,492	103,829
0 84,266	86,776	89,153	91,530	93,957	91,530	91,480	93,958	91,480	96,351	94,253	96,356	98,595	96,352	98,597	100,830	98,617	100,833	103,122	100,890	103,127	105,589	103,264	105,591
1 85,796	88,306	90,723	93,140	95,607	93,140	93,090	95,608	93,090	98,001	95,903	98,006	100,245	98,002	100,247	102,480	100,267	102,483	104,772	102,540	104,777	107,251	104,926	107,253
2 87,326	89,836	92,293	94,710	97,177	94,710	94,660	97,178	94,660	99,581	97,483	99,586	101,825	99,582	101,827	104,060	101,847	104,063	106,352	104,120	106,357	108,841	106,516	108,843
3 88,856	91,366	93,863	96,310	98,807	96,310	96,260	98,808	96,260	101,111	99,013	101,116	103,355	101,112	103,357	105,590	103,377	105,593	107,882	105,650	107,887	110,381	108,056	110,383
4 90,386	92,896	95,433	97,920	100,457	97,920	97,870	100,458	97,870	102,641	100,543	102,646	104,885	102,642	104,887	107,120	104,907	107,123	109,412	107,180	109,417	111,911	109,586	111,913
5 91,916	94,426	96,983	99,540	102,137	99,540	99,490	102,138	99,490	104,171	102,073	104,176	106,415	104,172	106,417	108,650	106,437	108,653	110,940	108,808	110,945	113,439	111,114	113,441
6 93,446	95,956	98,533	101,110	103,727	101,110	101,060	103,728	101,060	105,701	103,603	105,706	107,945	105,702	107,947	110,180	107,967	110,183	112,472	110,340	112,477	114,971	112,646	114,973
7 94,976	97,486	100,083	102,680	105,327	102,680	102,630	105,328	102,630	107,231	105,133	107,236	109,475	107,232	109,477	111,710	109,497	111,713	114,002	111,870	114,007	116,501	114,176	116,503
8 96,506	99,016	101,633	104,250	106,907	104,250	104,200	106,908	104,200	108,741	106,643	108,746	110,985	108,742	110,987	113,220	111,007	113,223	115,512	113,380	115,517	118,011	115,686	118,013
9 98,036	100,546	103,183	105,820	108,507	103,180	103,130	105,822	103,130	110,271	108,173	110,276	112,515	110,272	112,517	114,750	112,537	114,753	117,042	114,910	117,047	119,541	117,216	119,543
0 99,566	102,076	104,733	107,390	110,097	104,730	104,680	107,392	104,680	111,801	109,703	111,806	114,045	111,802	114,047	116,280	114,067	116,283	118,572	116,440	118,577	121,071	118,746	121,073
1 101,096	103,606	106,283	108,960	111,677	106,280	106,230	108,962	106,230	113,311	111,213	113,316	115,555	113,312	115,557	117,790	115,577	117,793	120,080	117,948	120,085	122,579	120,254	122,581
2 102,626	105,136	107,833	110,530	113,277	107,830	107,780	110,532	107,780	114,841	112,743	114,846	117,085	114,842	117,087	119,320	117,107	119,323	121,612	119,480	121,617	124,111	121,786	124

APPENDIX 2A

2026-2027 (ESP) Technical Assistants, Classroom Paraprofessionals, Job Coach, and Custodial Staff		
	Raise	2.00%
STEP	Technical Assistants, Custodial Staff	Classroom Paraprofessional & Job Coach
1	18.93	19.58
2	19.50	20.17
3	20.08	20.78
4	20.69	21.40
5	21.30	22.03
6	21.92	22.67
7	22.54	23.32
8	23.18	23.98
9	23.82	24.64
10	24.47	25.31
11	25.12	25.98
12	25.78	26.67
13	26.44	27.35
14	27.11	28.05
15	27.78	28.74
16	28.46	29.44
17	29.14	30.15
18	29.82	30.85
19	30.51	31.56
20	31.19	32.27

Longevity: \$0.56 per hour for each year beyond the
wage schedule

APPENDIX 2B

2027-2028 (ESP) Technical Assistants, Classroom Paraprofessionals, Job Coach, and Custodial Staff

	Raise	3.00%
STEP	Technical Assistants, Custodial Staff	Classroom Paraprofessional & Job Coach
1	19.50	20.17
2	20.08	20.78
3	20.69	21.40
4	21.31	22.04
5	21.94	22.69
6	22.57	23.35
7	23.22	24.02
8	23.87	24.70
9	24.53	25.38
10	25.20	26.07
11	25.87	26.76
12	26.55	27.47
13	27.24	28.17
14	27.92	28.89
15	28.62	29.60
16	29.31	30.33
17	30.02	31.05
18	30.72	31.78
19	31.42	32.51
20	32.13	33.24

Longevity: \$0.56 per hour for each year beyond the
wage schedule