

**ELGIN PUBLIC SCHOOLS**  
**NEGOTIATIONS AGREEMENT**  
**FOR THE 2022-2023 AND 2023-24 SCHOOL YEARS**

The negotiating teams representing the Board of Education for the Elgin Public Schools and the Elgin Education Association have reached a total agreement on all items ever successfully negotiated and these items represent the total contractual agreement for the 2022-2023 and the 2023-2024 school years. The items are listed as follows:

**Item No. 1 - Salary and Salary Schedule**

A base salary of \$38,550 for the 2022-23 school year and a base salary of \$39,550 for the 2023-2024 school year. This base salary is to be applied to a 4 x 4.5 salary schedule. The internal structure of the schedule is as indicated on Attachment A.

**Item No. 2 - Extra Duty**

Percentages of base pay for those compensated extra duties that are assigned as delineated in Attachment B. The board agrees to pay \$10.00 per evening to ticket takers (2 hour shift), score keepers and the clock keepers. A shift will consist of a period of time determined by the athletic director.

**Item No. 3 - Health Insurance**

A contribution of up to full family insurance per month for each certified employee by the board of education to be applied to the Educator's Health Alliance endorsed plan (\$1050 deductible including single dental) for the 2022-23 year. The maximum contribution for the 2023-24 school year will be determined by the EHA family rate with single dental at the \$1050 deductible level. If the health insurance cost goes up 10% or more during either of these negotiated years the entire negotiations process could be re-opened by the board of education.

**Item No. 4 - Personal Illness**

The stated amounts and procedures regarding personal illness as enunciated in Attachment C.

**Item No. 5 - Family Sick Leave**

The stated amounts and conditions regarding the use of sick leave for members of the immediate family as enunciated in Attachment C.

**Item No. 6 - Bereavement Leave**

The stated amounts and conditions regarding the use of sick leave to attend funeral for friends or relatives not in the immediate family as enunciated in Attachment C.

**Item No. 7 - Emergency Leave**

The conditions and procedures of emergency leave as enunciated in Attachment C.

**Item No. 8 - Personal Leave**

The stated amounts and procedures regarding personal leave as enunciated in Attachment C.

**Item No. 9 - Professional Leave**

The conditions and procedures of professional leave as enunciated in Attachment C.

**Item No. 10 - Noon supervision**

The school shall provide elementary noon supervision as needed, exclusive of the elementary staff except during an emergency or temporary absence of personnel.

**Item No. 11 - Compensation for Unused Sick Leave**

The district shall compensate teachers for unused sick leave in the following manner: At the beginning of each school year, teachers continuing their employment at the Elgin Public Schools, shall be compensated for each day of accumulated sick leave exceeding forty (40) days, at a rate of one half per substitute fee, per day. This process shall begin September of 2006, and shall continue until such time as the procedure is amended or repealed through the negotiation process.

**Item No. 12 - Compensation for Supervision /Teaching During Time Specified for Preparation**

Teachers shall be compensated at a rate of \$10.00 per class period or \$5.00 per one half class period for the supervision / teaching of classes during a designated plan period that is established by each teacher at the beginning of each school year. Compensation shall be limited to not more than two class periods per day, and it shall be the responsibility of the teacher to notify the office of the Superintendent within (5) days, in writing, of the date, time and person for whom they have supervised / taught.

**Item No. 13 - Long Term Disability**

The Board of Education shall pay the premium for Long Term Disability (income protection) for the members of the certificated staff. The minimum specifications of the long term disability shall include a benefit amount of 66 2/3 % of the salary and an elimination period of "end of accumulated sick leave".

**Item No. 14 - Other Items**

Other items discussed during the negotiating process or previously negotiated and not included in this agreement are withdrawn from consideration and without standing during the 2022-23 and 2023-24 contract years.

**Item No. 15 - Acceptance**

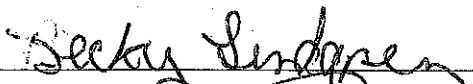
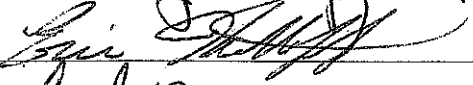
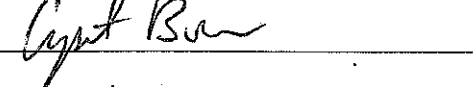
The acceptance of this agreement by both the Elgin Education Association and the Board of Education for the Elgin Public Schools must be as a whole; rejection of any part is a rejection of the total agreement.

**Item No. 16 - Compensatory Time**

Teachers will receive one-half day off for each of the two Parent/Teacher's Conferences. This is to compensate for the one-half day they will put in during the evening(s) when Parent/Teachers Conferences are held. The compensation time will be as agreed upon by a staff committee and administration. Teachers will work the 185 day schedule with the knowledge that graduation day will no longer count as one of the 185 days. Teachers will make up snow days to fulfill their contractual obligation (at the Superintendent's discretion).

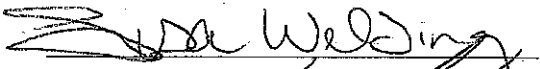
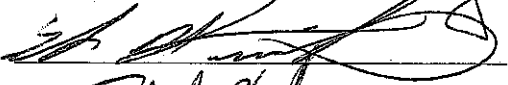
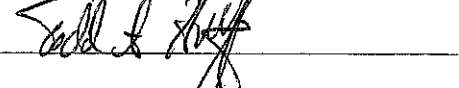
The attached exhibits will indicate the terms of agreement reached by the two committees. This agreement is subject to ratification by the membership of the Elgin Education Association and the Board of Education for the Elgin Public Schools. The ratification of this agreement ends negotiations and represents a total contractual agreement between the Elgin Education Association and the Board of Education for the 2022-2023 AND 2023-2024 school years. All items successfully negotiated or previously negotiated are included in this agreement. Any items not included in this agreement shall be considered void and no longer in effect. No item in this agreement may be unilaterally changed by either party.

Negotiators of the Elgin Education Association

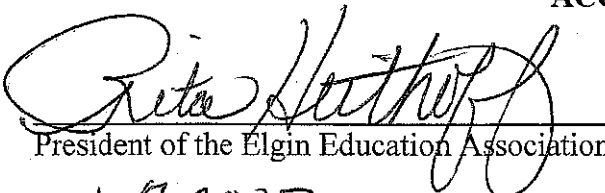
Date 1-7-22

Negotiators of the Board of Education

Date 12-14-21

**ACCEPTANCE**

  
President of the Elgin Education Association

1-7-2022  
Date

  
President of the Board of Education

12-22-21  
Date

**Personal Illness:** Each teacher shall receive twelve (12) days of sick leave per year; this shall accumulate to a maximum of forty (40) days. A written physician's justification may be required beyond absence of three (3) consecutive days, and every five (5) consecutive days thereafter.

**Family Sick Leave:** Each teacher may use up to twelve (12) days of their annual sick leave (if available) for illness in the immediate family. Immediate family shall include: spouse, parents of either spouse, child, sister, brother, grandparents of either spouse, sister or brother-in-law, daughter or son-in-law, and grandchild or any other person to whom the teacher is the primary caregiver as determined by "Power of Attorney" or "Court Appointed Custodian".

**Bereavement Leave:** Each teacher may use up to three (3) days of their annual sick leave (if available) to attend funerals for friends or relatives not in the immediate family and up to (5) days (if available) of their annual sick leave for immediate family. Any additional days will be granted at the discretion of the administration.

**Emergency Leave:** Teachers may be granted emergency leave for absence during the day only when the absence is not covered under another leave.

**Personal Leave:** Two (2) school days of personal leave shall be allowed each teacher during each school term with permission. The superintendent shall be notified, in writing, in advance of the personal day. It shall be the responsibility of the Superintendent to coordinate these days in the best interest of the school. Leave may be granted during the first or last week of the school term or on days preceding or following school holidays or vacations at the discretion of the Superintendent. Teachers will be allowed to carry up to one personal leave day into the next year. After using negotiated personal days teachers may, once a school year, trade four (4) sick days for two (2) personal day. The day(s) or time(s) will be at the Superintendent's discretion.

**Professional Leave:** Professional leave shall be by administrative approval only.

**Elgin Public Schools**

**2022 - 2023**

**Attachment A**

**\$38,550**

<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
<b>BA</b>	<b>BA+9</b>	<b>BA+18</b>	<b>BA+27</b>	<b>BA+36</b>	<b>MA</b>	<b>MA + 9</b>	<b>MA + 18</b>
\$38,550.00	\$40,284.75	\$42,019.50	\$43,754.25	\$45,489.00	\$47,223.75	\$48,958.50	\$50,693.25
1.0000	1.0450	1.0900	1.1350	1.1800	1.2250	1.2700	1.3150
\$40,092.00	\$41,826.75	\$43,561.50	\$45,296.25	\$47,031.00	\$48,765.75	\$50,500.50	\$52,235.25
1.0400	1.0850	1.1300	1.1750	1.2200	1.2650	1.3100	1.3550
\$41,634.00	\$43,368.75	\$45,103.50	\$46,838.25	\$48,573.00	\$50,307.75	\$52,042.50	\$53,777.25
1.0800	1.1250	1.1700	1.2150	1.2600	1.3050	1.3500	1.3950
\$43,176.00	\$44,910.75	\$46,645.50	\$48,380.25	\$50,115.00	\$51,849.75	\$53,584.50	\$55,319.25
1.1200	1.1650	1.2100	1.2550	1.3000	1.3450	1.3900	1.4350
\$44,718.00	\$46,452.75	\$48,187.50	\$49,922.25	\$51,657.00	\$53,391.75	\$55,126.50	\$56,861.25
1.1600	1.2050	1.2500	1.2950	1.3400	1.3850	1.4300	1.4750
	\$47,994.75	\$49,729.50	\$51,464.25	\$53,199.00	\$54,933.75	\$56,668.50	\$58,403.25
	1.2450	1.2900	1.3350	1.3800	1.4250	1.4700	1.5150
		\$51,271.50	\$53,006.25	\$54,741.00	\$56,475.75	\$58,210.50	\$59,945.25
		1.33	1.375	1.42	1.465	1.51	1.555
		\$52,813.50	\$54,548.25	\$56,283.00	\$58,017.75	\$59,752.50	\$61,487.25
		1.3700	1.4150	1.4600	1.5050	1.5500	1.5950
			\$56,090.25	\$57,825.00	\$59,559.75	\$61,294.50	\$63,029.25
			1.4550	1.5000	1.5450	1.5900	1.6350
			\$57,632.25	\$59,367.00	\$61,101.75	\$62,836.50	\$64,571.25
			1.4950	1.5400	1.5850	1.6300	1.6750
					\$62,643.75	\$64,378.50	\$66,113.25
					1.6250	1.6700	1.7150

Extra Duty Schedule  
2022-2023  
Attachment B  
\$38,550

<u>High School Head+</u>	%	Salary
First Year	9%	3469.50
Second Year	10%	3855.00
Third Year	11%	4240.50
Fourth Year	12%	4626.00
Fifth Year	13%	5011.50

<u>High School Assist+</u>	%	
First Year	6%	2313.00
Second Year	7%	2698.50
Third Year	8%	3084.00

<u>High School Track &amp; Golf</u>		
First Year	8%	3084.00
Second Year	9%	3469.50
Third Year	10%	3855.00
Fourth Year	11%	4240.50

<u>High School Assist Track</u>		
First Year	4%	1542.00
Second Year	5%	1927.50
Third Year	6%	2313.00

<u>Music</u>		
First Year	10%	3855.00
Second Year	10.50%	4047.75
Third Year	11%	4240.50
Fourth Year	11.50%	4433.25
Fifth Year	12%	4626.00

<u>Other</u>		
Statistician	1.50%	578.25
Assessment	1.50%	578.25
E Club	4%	1542.00

<u>Class Sponsor</u>		
Senior*	1%	385.50
Junior*	2.67%	1029.29
Prom	1.33%	512.72
Sophomore*	1%	385.50
Freshman*	1%	385.50

<u>Speech</u>	%	Salary
First Year	6%	2313.00
Second Year	6.50%	2505.75
Third Year	7%	2698.50
Fourth Year	7.50%	2891.25
Fifth Year	8%	3084.00

<u>Annual</u>		
First Year	6%	2313.00
Second Year	6.50%	2505.75
Third Year	7%	2698.50
Fourth Year	7.50%	2891.25
Fifth Year	8%	3084.00

<u>FFA &amp; FCCLA</u>		
First Year	6%	2313.00
Second Year	6.50%	2505.75
Third Year	7%	2698.50

Fourth Year	7.50%	2891.25
Fifth Year	8%	3084.00

<u>One-Act</u>		
First Year	6%	2313.00
Second Year	6.50%	2505.75
Third Year	7%	2698.50
Fourth Year	7.50%	2891.25
Fifth Year	8%	3084.00

<u>One-Act Assistant</u>		
First year	3%	1156.50
second year	3.50%	1349.25
Third	4%	1542.00

<u>F-Ball field</u>		
Per season	1.50%	511.50

<u>TEACHING DL CLASS</u>		
Not percentage based; per class per semester		600.00

**Danz & Cheer Squad**

First Year	2%	771.00
Second Year	2.50%	963.75
Third Year	3%	1156.50
Fourth Year	3.50%	1349.25
Fifth Year	4%	1542.00

**Danz & Cheer Squad Assistant**

First Year	1%	385.50
Second Year	1.50%	578.25
Third Year	2%	771.00

**Junior High Coach**

First Year	2%	771.00
Second Year	3%	1156.50

DL pay WAS CLARIFIED AND AGREED TO RATHER THAN compensation at 1.5% on 8/14/15 by both parties of the negotiations process. This is the same amount that was paid since the beginning of DL compensation.

**Teammates** \$1000 per year, two positions a year.

**Zero Hour Weights**

Per school  
year 8% 3084.00

**Elgin Public Schools**

**2023 - 2024**

**Attachment A**

**\$39,550**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
	<b>BA</b>	<b>BA+9</b>	<b>BA+18</b>	<b>BA+27</b>	<b>BA+36</b>	<b>MA</b>	<b>MA + 9</b>	<b>MA + 18</b>
<b>1</b>	\$39,550.00 1.0000	\$41,329.75 1.0450	\$43,109.50 1.0900	\$44,889.25 1.1350	\$46,669.00 1.1800	\$48,448.75 1.2250	\$50,228.50 1.2700	\$52,008.25 1.3150
<b>2</b>	\$41,132.00 1.0400	\$42,911.75 1.0850	\$44,691.50 1.1300	\$46,471.25 1.1750	\$48,251.00 1.2200	\$50,030.75 1.2650	\$51,810.50 1.3100	\$53,590.25 1.3550
<b>3</b>	\$42,714.00 1.0800	\$44,493.75 1.1250	\$46,273.50 1.1700	\$48,053.25 1.2150	\$49,833.00 1.2600	\$51,612.75 1.3050	\$53,392.50 1.3500	\$55,172.25 1.3950
<b>4</b>	\$44,296.00 1.1200	\$46,075.75 1.1650	\$47,855.50 1.2100	\$49,635.25 1.2550	\$51,415.00 1.3000	\$53,194.75 1.3450	\$54,974.50 1.3900	\$56,754.25 1.4350
<b>5</b>	\$45,878.00 1.1600	\$47,657.75 1.2050	\$49,437.50 1.2500	\$51,217.25 1.2950	\$52,997.00 1.3400	\$54,776.75 1.3850	\$56,556.50 1.4300	\$58,336.25 1.4750
<b>6</b>		\$49,239.75 1.2450	\$51,019.50 1.2900	\$52,799.25 1.3350	\$54,579.00 1.3800	\$56,358.75 1.4250	\$58,138.50 1.4700	\$59,918.25 1.5150
<b>7</b>			\$52,601.50 1.33	\$54,381.25 1.375	\$56,161.00 1.42	\$57,940.75 1.465	\$59,720.50 1.51	\$61,500.25 1.555
<b>8</b>			\$54,183.50 1.3700	\$55,963.25 1.4150	\$57,743.00 1.4600	\$59,522.75 1.5050	\$61,302.50 1.5500	\$63,082.25 1.5950
<b>9</b>				\$57,545.25 1.4550	\$59,325.00 1.5000	\$61,104.75 1.5450	\$62,884.50 1.5900	\$64,664.25 1.6350
<b>10</b>				\$59,127.25 1.4950	\$60,907.00 1.5400	\$62,686.75 1.5850	\$64,466.50 1.6300	\$66,246.25 1.6750
<b>11</b>						\$64,268.75 1.6250	\$66,048.50 1.6700	\$67,828.25 1.7150



Extra Duty Schedule  
2023-2024  
Attachment B  
\$39,550

<u>High School Head+</u>	%	Salary
First Year	9%	3559.50
Second Year	10%	3955.00
Third Year	11%	4350.50
Fourth Year	12%	4746.00
Fifth Year	13%	5141.50

<u>High School Assist+</u>	%	
First Year	6%	2373.00
Second Year	7%	2768.50
Third Year	8%	3164.00

<u>High School Track &amp; Golf</u>		
First Year	8%	3164.00
Second Year	9%	3559.50
Third Year	10%	3955.00
Fourth Year	11%	4350.50

<u>High School Assist Track</u>		
First Year	4%	1582.00
Second Year	5%	1977.50
Third Year	6%	2373.00

<u>Music</u>		
First Year	10%	3955.00
Second Year	10.50%	4152.75
Third Year	11%	4350.50
Fourth Year	11.50%	4548.25
Fifth Year	12%	4746.00

<u>Other</u>		
Statistician	1.50%	593.25
Assessment	1.50%	593.25
E Club	4%	1582.00

<u>Class Sponsor</u>		
Senior*	1%	395.50
Junior*	2.67%	1055.99
Prom	1.33%	526.02
Sophomore*	1%	395.50
Freshman*	1%	395.50

<u>Speech</u>	%	Salary
First Year	6%	2373.00
Second Year	6.50%	2570.75
Third Year	7%	2768.50
Fourth Year	7.50%	2966.25
Fifth Year	8%	3164.00

<u>Annual</u>		
First Year	6%	2373.00
Second Year	6.50%	2570.75
Third Year	7%	2768.50
Fourth Year	7.50%	2966.25
Fifth Year	8%	3164.00

<u>FFA &amp; FCCLA</u>		
First Year	6%	2373.00
Second Year	6.50%	2570.75
Third Year	7%	2768.50
Fourth Year	7.50%	2966.25
Fifth Year	8%	3164.00

<u>One-Act</u>		
First Year	6%	2373.00
Second Year	6.50%	2570.75
Third Year	7%	2768.50
Fourth Year	7.50%	2966.25
Fifth Year	8%	3164.00

<u>One-Act Assistant</u>		
First year	3%	1186.50
second year	3.50%	1384.25
Third	4%	1582.00

<u>F-Ball field</u>		
Per season	1.50%	511.50

<u>TEACHING DL CLASS</u>		
Not percentage based; per class per semester		600.00

**Danz & Cheer Squad**

First Year	2%	791.00
Second Year	2.50%	988.75
Third Year	3%	1186.50
Fourth Year	3.50%	1384.25
Fifth Year	4%	1582.00

**Danz & Cheer Squad Assistant**

First Year	1%	395.50
Second Year	1.50%	593.25
Third Year	2%	791.00

**Junior High Coach**

First Year	2%	791.00
Second Year	3%	1186.50

DL pay WAS CLARIFIED AND AGREED TO RATHER THAN compensation at 1.5% on 8/14/15 by both parties of the negotiations process. This is the same amount that was paid since the beginning of DL compensation.

**Teammates** \$1000 per year, two positions a year.

**Zero Hour Weights**

Per school  
year 8% 3164.00