

## Speech and Language Pathologist Job Description

**Position Title:** Speech and Language Pathologist

**Location:** Perandoe Special Education District & Perandoe Educational Program

**Reports to:** Director, Building Administrator, or designee

**Qualifications:**

- Master's Degree in Speech and Language Pathology
- License through ASHA
- License in Illinois

**Evaluation:** The Speech and Language Pathologist will be evaluated by the Director or designee according to the Perandoe Evaluation Plan.

**FLSA Class:** Exempt

**Salary:** See attached CBA for Salary Schedule

**Revised Date:** May 1, 2024

**SUMMARY:** Speech Pathologists provide diagnostic services for students referred through the IDEA referral process. They provide direct and consultative services to students identified with speech-language impairments. SLPs ensure that students with speech and language disabilities have equal access to the general education curriculum and that these students can benefit from the general curriculum through the special education services they provide.

**Areas Of Responsibility:**

- 1) Provide direct speech and language therapy services to eligible students in individual or group settings;
- 2) Conduct comprehensive assessments to evaluate students' speech and language abilities;
- 3) Develop and implement IEPs utilizing an educationally-based model with goals aligned to educational standards;
- 4) Participate in required Domain, Problem Solving, Eligibility and Annual Review meetings;
- 5) Provide interpretation of test results including evaluations from outside agencies;
- 6) Select augmentative or alternative communication methods, including automated devices and sign and teach their use to students and families. Program and utilize augmentative/alternative communication systems;
- 7) Complete compliance activities such as turning in weekly schedule to the building administrator, daily progress notes, weekly documentation of all services delivered, quarterly report of student achievement (IEP report cards), and monthly caseload statistics;
- 8) Provide staff education training to school staff and parents;
- 9) Collaborate with colleagues and parents in order to share information and expertise to plan and implement effective student programs;
- 10) Demonstrate ability to maintain the highest standards of confidentiality;
- 11) Provide assistance to member districts' SLPs:
  - a) Assist in completing SGD/AAC evaluations, trials, and writing reports.
  - b) Assist SLPs in receiving devices to trial during the evaluation.

- c) Participate in IEP meetings to begin trials and discuss SGD/AAC report findings.
  - d) Train SLPs, teachers, and aids on how to use device.
- 12) Other duties as assigned by Director/designee.

The Speech & Language Pathologist must have a valid driver's license and the ability to use their vehicle during work hours.

**AGREEMENT BETWEEN**

**THE PERANDOE SPECIAL EDUCATION  
COUNCIL**

**LOCAL #1732, SWIFT 6600, IFT/AFT, AFL-CIO**

**AND**

**THE MANAGEMENT COUNCIL  
OF  
THE PERANDOE SPECIAL EDUCATION DISTRICT**

**2022-2026**

## ARTICLE I – RECOGNITION

1.1 The Perandoe Special Education District, heretofore referred to as the “Board,” or “Cooperative” hereby recognizes the Perandoe Special Education Council, Local #1732, SWIFT Local 6600 Illinois Federation of Teachers, American Federation of Teachers, AFL-CIO hereinafter, referred to as the “Union” or “Federation” as the sole and exclusive representative of all full time and regularly employed part-time Psychologists, Social Workers, non-certified education diagnosticians, behavior intervention specialists and other certified teaching personnel, art therapists, occupational therapists (OTR/L), Occupational therapist assistants (COTA), physical therapists (PT), and physical therapist assistants (PTA). Specifically excluded from the bargaining unit are the Director of the Cooperative and the Assistant Director/Supervisor of the Cooperative. *(The parties further agree to add other positions listed in the event the stipulation currently pending before the IELRA is approved)*

1.2 Regularly employed part-time employees shall be included in the bargaining unit except that their salaries and benefits shall be based on their fractionalized employment status. However, for health insurance benefits only, any employee who regularly works thirty (30) hours per week or more shall be entitled to health insurance benefits as a full-time employee.

## ARTICLE II - UNION RIGHTS AND RESPONSIBILITIES

2.1 The Board will provide the Union President one copy, through technology, of the following documents:

- a. Board agenda;
- b. Official open minutes of Board meetings;
- c. Monthly budget summaries
  - d. Board policy manual and policy revisions;
  - e. Annual auditor's report and Management Letter;
  - f. Current fiscal year budget;
  - g. Statistical information concerning the names, current step placement, extended service and present insurance coverage;
  - h. Staff lists including home addresses and telephone numbers. Any change in personnel or addresses or telephone numbers will be given the Union President.
  - i. If requested in writing by the Union, information which may be relevant to negotiations or necessary for the enforcement of this Agreement.

2.2 Notification of Meetings

The President of the Union shall be given notice of the time and location of all regular and special meetings of the Board together with a copy of the agenda or statement of purpose of each meeting at least twenty-four (24) hours prior to the scheduled time of the meeting. In case of an emergency the twenty-four (24) hour notice may be waived by the Board. One employee shall be dismissed from his/her regular assignment in order to attend regular and special meetings of the Board. The employee shall be excused from his/her regular assignment for only the length of the Board meeting. Employees will be dismissed on a rotating basis.

2.3 Copy of Open Minutes

One copy, through technology, of the unapproved open minutes from regular and special meetings shall be given the Union President at the same time members of the Board of Control receive their agenda.

2.4 Addresses

Newly hired employee names and addresses shall be provided to the President of the Union within fifteen (15) days of formal action of the Board hiring the employee.

2.5 Use of Building

The local Union shall have the right, upon approval of the Executive Director to use the Administrative Building for meetings before and after the regular work day provided such request is made at least twenty-four (24) hours prior the use of the building. Such use shall not interfere with the programs of the Cooperative.

2.6 Use of Business Equipment

The local Union shall have the right to use Central Office copying machine provided the copier is not in use and the use of the copier does not interfere with the regular office duties of the employees. The Union shall pay for the cost of all expendable materials.

2.7 Staff meetings

Staff meetings scheduled by the Executive Director will be scheduled during the regular work day of the employees.

2.8 Union Announcements

The Union will be given an opportunity to make announcements, give brief reports and elicit opinions and concerns of the staff at the conclusion of staff meetings scheduled by the Executive Director.

2.9 Contract Management Meetings

The Executive Director and the President of the Union will meet at mutually agreeable times to discuss the implementation of the Agreement or questions concerning changes in policy of the Cooperative. Prior to the meeting the Executive Director and President will develop an agenda for the upcoming meeting.

#### 2.10 Right to Review Personnel File

A master file of all materials related to an employee shall exist at the Perandoe Special Education Office. Each employee shall have the right to review the contents of said employee's personnel file with the exception of those stated in the Employees' Records Act of Illinois. Each employee, upon twenty-four (24) hour notice, shall have the right to review the contents of said employee's personnel file and to attach and place therein written reactions to any of its contents. Such review shall take place during the regular business hours established by the Central Office or at a time mutually agreeable with the Executive Director and the employee. An employee will be notified of any additional information that is added to an employee's personnel file. No person shall remove any material from an employee's official file without mutual consent of the employee and the Director or designee. The employee may not remove any material from said file and must review the contents of his/her file in the presence of the Executive Director or designee. The employee shall have the right to copy any material in the employee's personnel file provided he/she pays for the cost of copying.

#### 2.11 Health and Safety Committee

The purpose of the Health and Safety Committee shall include consideration and assessment of the following: work safety conditions, equipment, employee training safety procedures, and student discipline procedures as they relate to workplace safety issues. The Committee shall consist of two (2) administration and two (2) union representatives appointed by the Union.

The Committee shall meet at least once each semester and may meet more often as mutually agreed. The requesting party shall provide a proposed agenda and topic(s) for the meeting by two (2) workdays prior to the meeting. Items to be addressed should be district-level concerns, irresolvable building problems, and district-level suggestions. The committee is not to address building-level concerns that have not been directed to the Building Principal, or contractual concerns.

Reports of the meetings may be made to the Management Council and the faculty and employees, by their respective representatives on the Committee. From time to time, the Committee may also make a formal recommendation to the Council on items which are not resolved through the Committee process.

### ARTICLE III - GRIEVANCE PROCEDURE

#### 3.1 Definitions

3.1.1 A grievance is a claim by the Union, an employee, or group of employees that there has been an alleged violation, misinterpretation, or misapplication of the terms of this agreement.

3.1.2 All time limits shall consist of employment days, except when a grievance is submitted between June and the beginning of the next school year, days shall mean when the Cooperative's business office is open.

3.1.3 Nothing contained herein shall be construed as limiting the right of any employee and Union having a potential grievance to discuss the matter informally with Executive Director and having the potential grievance adjusted, provided an adjustment is not inconsistent with the terms of the Agreement.

## 3.2 Procedures

### Step 1

The grievant or the Union shall present the grievance in writing to the Executive Director within fifteen (15) days of the occurrence of the event giving rise to the grievance, or within (15) days of the knowledge of the event, whichever is later, specifying the article and clause alleged to have been violated and stating the remedy sought. The Executive Director shall arrange for a meeting to take place within five (5) days after receipt of the grievance. The Executive Director, his/her representative, the Federation's representative and the grievant may be present at the meeting. The Executive Director shall provide a written answer to the grievant and the Union within ten (10) days after the scheduled meeting.

### Step 2

If the grievance is not resolved at Step 1, the grievant or the Union may refer the grievance to the Board of Control within ten (10) days after the receipt of the Step 1 answer. The Board will hear the grievance at the Board's next regularly scheduled meeting. Within ten (10) days after the hearing, the Board shall give its written response to the grievant and Union.

### Step 3

If the Union is not satisfied with the disposition of the grievance at Step 2, the Union may submit the grievance to final and binding arbitration through the American Arbitration Association which shall act as administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the Step 2 decision, then the grievance shall be deemed withdrawn.

A. Costs of Arbitration - The fees and expenses of the arbitrator shall be shared equally by the parties. The parties shall each be responsible for the costs of their own representation. If only one (1) party requests a transcript, that party shall bear the costs of the transcript. If both parties request a copy of the transcript, the cost of transcripts shall be equally divided by the parties.

B. The decision of the arbitrator shall be final and binding on the parties. The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the agreement.

### 3.3 Union Participation

The Board acknowledges the right of any representative to be present at any step of the grievance procedure. No employee shall be required to discuss any grievance if the Union representative is not present, if one is requested. In any instance where the Union is not representing the grievant, the Executive Director or Board of Control receiving the formal grievance shall notify the Union of the grievance meeting; action taken; and any resolution of the complaint. The Union may appeal any decision of the Executive Director or Board of Control.

### 3.4 Failure to Act

Failure of an employee or the Union to act on any grievance within the prescribed time limits will bar any further appeal. If the Board or its designee fails to respond to a grievance within the prescribed time limit, the grievance will proceed to the next step. Time limits may be extended by mutual consent.

### 3.5 Bypass

If the Board of Control and the Union mutually agree, any step of the grievance procedure may be bypassed.

### 3.6 Released Time

Any investigation or other handling or processing of any grievance by the grievant or the Union shall be conducted so as to result in no interference with, or interruption whatsoever of, the instructional program or the related work activities of the grievant or of the District's employees. Meetings held under this procedure shall be conducted at a mutually agreeable time. If no time is mutually agreeable to the parties, the grievance shall be allowed to proceed to the next step.

### 3.7 Grievance Withdrawal

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

### 3.8 Class Grievance

Class grievances involving one or more employees may be initially filed by the Union at Step 1 of the grievance procedure.

### 3.9 No Reprisals

No reprisals or disciplinary action shall be taken by the Board or the administration against an employee because of participation in a grievance.

### 3.10 Resolution

By mutual agreement, a grievance may be settled at any step of the procedure without establishing precedent. The Board of Control shall not be responsible for any decision made by an individual who is not an employee of the Cooperative.



3.11 Records

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

**ARTICLE IV - NEGOTIATION PROCEDURES**

4.1 Successor Agreement

Within sixty (60) days of receiving a written notice by the union, but in no case no earlier than April 1 of the last year of the Agreement, bargaining shall begin for a successor agreement.

4.2 Bargaining Meetings

All times, places and agendas for negotiation sessions shall be mutually agreed to at the prior meeting or by written communication. Ground rules will be discussed and approved at the first meeting to include dates, duration of meetings, agendas, etc.

4.3 Mediation Assistance

If either party requests the use of a mediator, both parties will jointly request the Federal Mediation and Conciliation Service (FMCS) to provide a mediator. Should FMCS be unavailable, the parties shall jointly notify the Illinois Educational Labor Relations Board (IELRB).

**ARTICLE V - LEAVES OF ABSENCE**

5.1 Reporting Absences

An employee shall report an absence by 8:00 a.m. In the case of an emergency, the absence will be reported as soon as possible and the employee will try to report his/her absence by 8:30 a.m. The employee will indicate his/her name, assignment and expected length of the absence. Except in the case of a suspected abuse of the leave, an employee shall not be required to state orally or in writing the reason for the absence other than to identify the type of absence (sick leave, personal leave, etc.)

5.2 Personal Leave

Each employee shall be entitled to three (3) personal or emergency days per school year without loss of pay or deduction of sick leave. Each employee shall notify the Director at least forty-eight (48) hours prior to the requested day if possible. It shall not be necessary to include the reason for taking such leave. Personal leave may not be used for the sole purpose of extending a vacation or holiday. Personal leave days may not be used in increments of less than one hour. Unused personal leave days shall accumulate as sick leave.

5.3 Sick Leave

Regular certified and non-certified staff who work at least 180 days in a school year shall be entitled to sixteen (16) days of sick leave per year. For those employees who work less than 180 days in a school year, their sick leave will be prorated based on their fractionalized employment status. Unused sick leave shall accumulate to 372 days including the leave of the current year.

Sick leave shall be interpreted to mean personal illness, mental or behavioral health complications, quarantine at home, or serious illness or death in the immediate family or household. Sick leave will be used in accordance with Section 24-6 of the School Code.

If an employee is physically injured during the course and scope of the employee's work responsibilities and is required to be absent from work as a result of that injury, the employee's sick leave days used during the initial three-day period for workers compensation eligibility will be restored to the employee, if the injury is adjudicated to be a valid compensable event under the workers compensation system.

For purpose of sick leave "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, step-parents, domestic partners and legal guardians.

The Board may require a physician's certificate as a basis for pay during leave after an absence of 3 days for personal illness. Excessive absenteeism or a recurring pattern of absenteeism may be reviewed by the Director. Any employee suspected of recurrent abuse of sick leave may at any time be requested by the Director to furnish a physician's statement.

Excessive use of employee sick leave may indicate an extended disability. Under such circumstances, the Cooperative may require a physician's statement verifying the employee's ability to continue working. The physical examination shall be made at Cooperative expense.

Personal leave (see section 5.2) shall also be available to employees as sick leave.

#### 5.4 Jury Duty

No employee shall suffer loss of pay or benefits due to lost time at work caused by serving on a jury or being subpoenaed to testify as a third party witness in a court of law. Employees absent due to jury duty or due to serving as a third party witness shall rebate to the District any fees earned for service minus expenses.

Any employee who is subpoenaed to appear before legal and quasi-legal review panels as a witness in a proceeding involving a student as it relates to the employee's official work duties and responsibilities, and in which he/she is not involved as a principal in the proceeding, will be provided leave and will receive no pay deduction for the actual time missed during working hours for such proceeding.

#### 5.5 Child Care Leave

Child Care Leave will be provided per the terms of the Family Medical Leave Act. The employee may choose to use "earned time off" (if available) when submitting a request for leave under this section.

## 5.6 Unpaid Leave of Absence

Leaves of absence may be granted without pay to all employees within the Cooperative who desire to return to employment in a similar capacity upon termination of said leave. Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave consistent with a reasonable continuity of service for students but in no case shall the leave of absence exceed one calendar year. Leaves of absence without pay may be granted according to the following conditions;

5.6.1 Written requests for leaves of absence without pay should be made at least ninety (90) days before the leave is desired, subject to approval by the Board. In the case of an emergency, the ninety (90) day parameter may be waived by the Director of the Cooperative and an employee may be granted a temporary leave of absence of up to thirty (30) days by the Director. The decision of the Board to grant or not to grant a leave of absence under this Section shall not be subject to the grievance procedure.

5.6.2 Dates of departure and return must be acceptable to the administration and determined prior to initiating the request.

5.6.3 Leaves may be granted for (1) advanced study leading to a degree at an approved university; (2) military service in accordance with applicable law; (3) extended illness; (4) other reasons acceptable to the Board.

5.6.4 The employee shall inform the Executive Director of his/her intent to return to a similar position the following school year not later than February 1. If the employee fails to inform the Executive Director prior to February 1, the employee waives his/her right to future employment in the Cooperative.

5.6.5 During the unpaid leave, the employee may purchase hospitalization and major medical insurance at the Cooperative group rate. The employee shall be responsible for the full amount of each monthly premium. Said payments shall be made fifteen (15) days prior to the Cooperative's premium due day to the Cooperative's Bookkeeper.

5.6.6 Such leave shall not be credited towards advancement on the salary schedule unless the employee works more than ninety (90) days in the work year.

5.6.7 Upon expiration of the unpaid leave, the employee shall return to a similar position for which he/she is legally qualified.

## 5.7 Family Medical Leave

In addition to leaves of absence, eligible employees may request family medical leave in accordance with the Family Medical Leave Act. This provision neither expands nor contracts the rights of the employer or employees in respect to family medical leave. For purposes of family medical leave, the year shall be a combined total of 12 work weeks per rolling year.

5.8 Break in Service

A non-tenured employee whose leave exceeds 90 work days in any one school year shall not have that year counted as continuous service toward the acquisition of tenure.

Example: Non-tenured teacher AB starts service in August of 2007, and completes the 2007-2008 school year. During the 2008-2009 school year AB then requests and is granted a combination of leaves totaling 91 school days. AB then completes the 2009-2010 school year and the 2010-2011 school year. AB is not tenured at the start of the 2011-2012 school year, but has three years toward the acquisition of tenure.

**ARTICLE VI - FRINGE BENEFITS**

6.1 Salary

The Salary Schedule shall be set forth in Appendix A, which is incorporated into this Agreement.

For each year of the Agreement, the amount of \$1,875 will be added to the base salary.

~~Beginning with the 2022-2023 school year, employees working more than 180 days per year shall receive additional days paid per diem~~

Insurance: \$7,130

The employer shall pay the certified employee's required TRS pension contribution up to a maximum of 11%.

Payment of Teacher Health Insurance Security Fund

The employer will pick up the cost for all eligible employees the THIS contribution on the members' behalf.

6.2 Insurance

The Cooperative contribution for full-time employees of the Cooperative toward the cost of the individual premium of the major medical/hospitalization program shall be the lesser of:

Up to \$7,130 or 95% of the cost of the individual premium, whichever is less (in the plan of their choice).

Retirees from the Perandoe Special Education District shall have the option of participating in the health insurance program provided to employees of the District. Said participation shall be at the retiree's expense.

A full time employee who elects not to participate in the district's group insurance plan is eligible to receive an amount equal to \$6,630 in cash. Each employee will submit an affidavit of

proof they have insurance from another source (other than the exchange) by September 1 of current year.

Eligibility in the Cooperative's insurance program shall be determined by the insurance carrier.

### 6.3 Flexible Spending Account

According to the authority granted under Section 125 of the Internal Revenue Code, employees who elect to participate in a Flexible Spending Account may do so by completing the appropriate election form.

The employee agrees to follow all the rules and regulations of the Internal Revenue Code regarding the sheltering of such contributions. The Board of Control shall not be responsible for the failure of the above plan to meet the writing, enforceability, etc. as determined by the Internal Revenue Code. Should any of the above be declared improper by an Internal Revenue ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent it violates the ruling or opinion.

In order to meet the above contractual item, the Board of Control will contribute not more than five dollars (\$5.00) per month per employee. Any cost above the five dollars (\$5.00) per month shall be borne by the individual employee.

### 6.4 Mileage Reimbursement

If the administration requires an employee to use his/her personal vehicle for business of the Cooperative, the employee shall be reimbursed at a rate equal to the rate approved by the Internal Revenue Service. The annual rate for mileage will be the IRS rate on January 1 of each year.

### 6.5 Pay Dates

Employees shall be paid on the 15th and 30th each month. Should the payday fall on a weekend, or during a school holiday period, employees shall be paid on the last working day preceding the weekend or holiday period.

### 6.6 Pay Period Schedule

Each employee shall have the option of being paid in twenty (20) or twenty-four (24) installments. An employee must notify the Director at least fourteen (14) calendar days prior to the first pay date whether he/she desires twenty (20) or twenty-four (24) pay checks. Once an employee chooses the above, the employee shall not be allowed to change the number of pay checks he/she shall receive for the year.

### 6.7-A Retirement Incentive

Each full-time certified/TRS eligible employee who has worked at least 15 years in the Perandoe Special Education District who has submitted a timely resignation as described below shall be eligible for the optional retirement benefit program described below.

In order to receive the payment described in this section, the employees must:

1. Submit an irrevocable written notice of retirement to the Director by July 1st. (An employee giving a two year notice must submit his/her letter of retirement on or before July 1st one year before his/her last year of employment. An employee giving a three-year notice must submit his/her letter of retirement on or before July 1st two years before his/her last year of employment. An employee giving a four-year notice must submit his/her letter of retirement on or before January 15 three years before his/her last year of teaching);
2. Be eligible to retire within 6 months of the date of resignation as an annuitant into the Teachers Retirement System, and;
3. Not retire pursuant to the statutory Early Retirement Option, or in any other way which causes the Cooperative to be compelled to pay TRS a "penalty" or other payment caused by the employee's retirement.

The optional retirement benefit program shall be a total payment of \$10,000.00, which is to be paid in two forms – i) TRS creditable earnings and/or ii) a retirement severance payment, and shall be paid according to the following procedures:

1. A calculation will be made comparing the employee's creditable earnings of the immediate previous year with his/her creditable earnings of the year he/she gave notice. If such creditable earnings are less than 106% of his/her creditable earnings of the previous year, that portion of the retirement program payment necessary to increase his/her creditable earnings to 106% shall be paid to the employee in his/her last regular paycheck prior to June 30 of the first notice year, up to a maximum of \$2,500.00.
2. For each succeeding year of the notice period, where there exists a balance of the program payment to be made, comparison will be made between the employee's creditable earnings of the previous year and the current year. That portion of the program payment necessary to increase the employee's creditable earnings for the current year to 106% will be paid to the employee as creditable earnings in his/her last regular paycheck prior to June 30 of the current year, up to a maximum of \$2,500.00 each year. In any succeeding year, if the balance of program payment due is less than the amount needed to increase the employee's creditable earnings to 106%, then only the amount remaining will be paid to the employee as creditable earnings in the current year.
3. In the event the entire program payment due the employee is not paid as creditable earnings during the notice period, the remaining balance will be paid to the employee as a severance payment. Such payment shall be made within ten (10) days after the employee's last workday and/or receipt of his/her last regular paycheck, whichever comes last. This payment shall be deemed compensation for the employee's waiver of tenure or other right of continuing employment and shall not be deemed payment for professional or other services rendered. The payment shall be subject to withholding as required by law. This severance payment will not be treated as creditable earnings under TRS.
4. Any employee that qualifies for and receives retirement benefits under this program and subsequently decides to retire under ERO shall be obligated to refund all monies received under this retirement program.

5. This provision shall be of no effect to the extent that Teachers Retirement System determines that the payments mentioned in this paragraph 6.7 results in any penalty or other costs to the employer in respect to the employee's retirement. In such event this paragraph 6.7 shall be deemed stricken, and the parties shall meet as soon as possible and negotiate a successor provision which results in no penalty.

**6.7-B Retirement Incentive – Non-Certified / IMRF**

IMRF: Each full-time non-certified / IMRF eligible employee who has worked at least 15 years in the Perandoe Special Education District who has submitted a timely resignation as described below shall be eligible for the optional retirement benefit program described below.

In order to receive the payment described in this section, the employees must:

1. Submit an irrevocable written notice of retirement to the Director by ~~January 15~~ July 1<sup>st</sup> (An employee giving a two-year notice must submit his/her letter of retirement on or before ~~January 15~~ July 1<sup>st</sup> one year before his/her last year of employment. An employee giving a three-year notice must submit his/her letter of retirement on or before ~~January 15~~ July 1<sup>st</sup> two years before his/her last year of employment. An employee giving a four-year notice must submit his/her letter of retirement on or before ~~January 15~~ July 1<sup>st</sup> three years before his/her last year of teaching);
2. Be eligible to retire within 6 months of the date of resignation as an annuitant into the Illinois Municipal Retirement System, and;
3. Not retire pursuant to the statutory Early Retirement Option, or in any other way which causes the Cooperative to be compelled to pay IMRF a "penalty" or other payment caused by the employee's retirement.

The optional retirement benefit program shall be a total payment of \$5,000 for OT/PT and \$2,500 for PTA/COTA, which is to be paid in two forms – i) IMRF creditable earnings and/or ii) a retirement severance payment, and shall be paid according to the following procedures:

1. A calculation will be made comparing the employee's creditable earnings of the immediate previous year with his/her creditable earnings of the year he/she gave notice. If such creditable earnings are less than 106% of his/her creditable earnings of the previous year, that portion of the retirement program payment necessary to increase his/her creditable earnings to 106% shall be paid to the employee in his/her last regular paycheck prior to June 30 of the first notice year, up to a maximum of \$1,500.00.
2. For each succeeding year of the notice period, where there exists a balance of the program payment to be made, comparison will be made between the employee's creditable earnings of the previous year and the current year. That portion of the program payment necessary to increase the employee's creditable earnings for the current year to 106% will be paid to the employee as creditable earnings in his/her last regular paycheck prior to June 30 of the current year, up to a maximum of \$1,500.00 each year. In any succeeding year, if the balance of program payment due is less than the amount needed to increase the employee's creditable earnings to 106%, then only the amount remaining will be paid to the employee as creditable earnings in the current year.
3. In the event the entire program payment due the employee is not paid as creditable earnings during the notice period, the remaining balance will be paid to the employee as a severance payment. Such payment shall be made within the second month after the employee's last workday and/or receipt of his/her last regular paycheck, whichever comes last. This payment shall be deemed compensation for the employee's waiver of tenure or other right of continuing employment and shall not be deemed payment for professional or other services rendered. The payment shall be subject to withholding as required by law. This severance payment will not be treated as creditable earnings under IMRF.

4. Any employee that qualifies for and receives retirement benefits under this program and subsequently decides to retire under ERO shall be obligated to refund all monies received under this retirement program.

5. This provision shall be of no effect to the extent that the Illinois Municipal Retirement Fund (IMRF) determines that the payments mentioned in this paragraph 6.7-B results in any penalty or other costs to the employer in respect to the employee's retirement. In such event this paragraph 6.7-B shall be deemed stricken, and the parties shall meet as soon as possible and negotiate a successor provision which results in no penalty.

#### 6.8 Tuition and Lab Fee Reimbursement

Employees who earn graduate hour credit may advance on the salary schedule provided the following requirements are met:

The employee shall present a request for course/subject approval to the Director in advance of taking the course.

The Director may accept or reject the course based on its pertinence to the area of education or as the course relates to areas of responsibility.

Once advance approval for the course is given and the course is taken, the following conditions must be met prior to the teacher receiving appropriate salary schedule placement.

1. All hours must be earned from an accredited college or university.
2. Satisfactory completion of the course must be demonstrated.
3. A transcript from the college or university demonstrating successful completion must be on file in the District's Administrative Office no later than September 1<sup>st</sup>.
4. The Cooperative will create a tuition reimbursement fund of \$5,000 per year for the purpose of reimbursing employees the cost of approved tuition and lab fees. At the end of the school year the fund monies will be distributed on a per credit hour taken. If enough monies are available, the employee will be reimbursed the actual cost of the tuition and lab fees (not to exceed the tuition and fees as established by S.I.U. at Carbondale). The cooperative will be responsible for a maximum of twelve semester hours earned in a three (3) year period. If there are remaining monies available at the end of the school year, the remaining money will be used to reimburse employees that applied and were approved but the fund did not cover their full tuition and fees costs. In no event will an employee receive reimbursement greater than their actual costs; and in no event will the total reimbursement exceed the \$5,000 amount set forth above.

Teachers shall advance to the appropriate earned step on the salary schedule only at the beginning of the academic year.

### **ARTICLE VII - LENGTH OF CONTINUING SERVICE**

7.1 Length of continuing service shall be defined with the Illinois School Code to the Perandoe Special Education Cooperative. The following criteria shall be used in determining length of continuing service in the Cooperative.



1. Continuous service shall begin from the first day the employee is paid for his/her duties in the Cooperative;

2. Less than full-time consecutive years of employment shall be counted as continuous service on a pro-rata basis.

3. If the employee resigns and is subsequently re-employed in the Cooperative, and the employee again acquires tenure, consecutive years of service shall again commence upon that re-acquisition of tenure and prior tenured consecutive service shall not be counted for length of continuing service.

7.2 The employer shall maintain and annually update a Sequence of Honorable Dismissal list, pursuant to the requirements for Section 24-12 of the Illinois School Code.

7.3 If the District length of continuing service is equal between two or more employees as determined above, the following criteria shall be used in determining which employee(s) shall be honorably dismissed by the Board, if necessary as required by the Illinois School Code.

1. Length of continuing service shall be determined by the total number of years of service to the Cooperative regardless of whether or not the service is continuous. In determining total years of service to the Cooperative, factors concerning leaves of absence, less than full-time employment, and resignation shall be determined as in the case above.

2. If the total years of service to the Cooperative as determined above is equal, then length of continuing service shall be determined by the employee's approved position on the salary schedule. The employee with the highest salary (approved horizontal position) shall have the most Cooperative length of continuing service.

3. If the total years of service to the District, and the approved horizontal position on the salary schedule are equal, Cooperative length of continuing service shall be determined by a random lot selection conducted by the Board.

7.4 These rules regarding length of continuing service apply to the employee's length of continuing service only in the Perandoe Special Education Cooperative.

7.5 The parties agree that when the Board of Control of the Perandoe Special Education Cooperative determines that when it becomes necessary to reduce the number of employees, the provisions of the Illinois School Code Section 24-11 and Section 24-12 apply and not the grievance procedure of this Agreement.

7.6 A seniority list shall be maintained and annually updated by February 1, reflecting the length of service to the Cooperative based upon the first day an employee is paid for his/her duties.

## **ARTICLE VIII - WORKING CONDITIONS**

### **8.1 Work Year**

The regular work year shall consist of 180 employee work days for teachers, physical therapist assistants (PTA), and occupational therapist assistants (COTA), 185 employee work days for art therapists, physical therapists (PT), and occupational therapists (OTR/L) and 185 employee work days for social workers employed at the Perandoe Educational Program and 190 employee work days for central office staff (social workers, educational diagnosticians, behavior-intervention specialists, psychologists, and other central office teachers.

When an employee's work year extends beyond the local districts' work year, the employee shall be allowed flexibility in determining the dates he or she will work in his or her work year outside the work year of the local district with the approval of the Director, provided the employee works all of the days in his or her work year.

#### 8.2 Vacancy Notice

In the event a position becomes vacant and the Board elects to fill that vacancy or the Board creates a new position, the Director or designee shall post in the administrative office of the Cooperative a notice of all vacancies and/or newly created positions as they occur. The Director shall also concurrently email said notice to the Union President. Said vacancy shall be posted internally for ten (10) working days prior to being posted externally, except for immediate vacancies. Immediate vacancies are defined as vacancies that arise during the then-current school year or within thirty (30) days prior to the start of the school year. Vacancy shall be due to resignation, death or retirement of an employee.

#### 8.3 Assigned Space

Employees shall be provided an assigned space, a desk and a lockable filing cabinet.

#### 8.4 Office Equipment

A work space for employees shall be provided. The location shall be determined by the Executive Director. Computers, telephones for non-toll calls and copying equipment shall be provided for employee use. (Personal calls may be made by the employee's credit card or reversed charges.)

#### 8.5 Right of Representation

Whenever an employee is required to appear before the Board of Control or the Director of the Cooperative concerning a reduction in salary, oral or written warning which is placed in the employee's personnel file, suspension with or without pay, or dismissal, the employee shall be entitled to a representative present upon request. The right of representation does not include evaluation conferences.

#### 8.6 Initial Salary Placement

Effective the 2001-2002 school year, all newly hired employees will be given experience credit for placement on the salary schedule based on the following formula:

- a. Full credit will be given for years of public school teaching and/or Pupil Personnel Services (PPS) experience.
- b. One-half (.5) credit will be given for all non-public school teaching and/or PPS experience as a certified employee.
- c. Effective August 15, 2004, current employees who did not receive credit in accordance with the formula above shall be given credit and placed on the appropriate salary step.
- d. Fractionalized years shall not count when computing initial employment. For example, an employee with thirteen (13) years of outside experience will be placed on step 6 of the salary schedule.
- e. Employees who work ninety (90) or more school days in a school year will receive one year of experience on the salary schedule. Vertical advancement will occur on the first day of the school year.
- f. As determined by the Board, up to six (6) steps will be given for non-school experience which requires the licensure for which the employee is employed by Perandoe.
- g. School Psychologists and School Social Workers shall be initially placed in the MS+30 Column of the salary schedule, unless they qualify for the MS+45 Column.
- h. OT/PT shall be placed on the schedule with an "inflator" based on their educational level and shall be given full credit for experience which requires the licensure for which the employee is employed at Perandoe.
- i. COTA/PTA shall be placed on the BS column with a "deflator". They shall be given up to ten (10) years of credit for experience which requires the licensure for which the employee is employed at Perandoe.

#### 8.7 Summer Evaluations

If the Perandoe Special Education District decides to employ school psychologists for extended year employment it shall notify the President of the Perandoe Special Education Council Local #6307. Such notice will include the number of cases to be completed. Volunteers will be sought from current members of the bargaining unit. If no member of the bargaining unit applies or not enough members of the bargaining unit apply for extended employment, the Special Education District may employ individuals outside the bargaining unit.

Prior to the assigning of employees to extended year employment, the Director will meet with the Union to do the following:

1. Determine from which buildings these cases originate;
2. Determine the number of employees willing and available to complete cases during the extended school year, and the cases to which the individuals will be assigned during the extended school term.

The total number of cases will be divided equally among those employees who volunteer. For example if three (3) employees volunteer for summer employment and there is a total of forty-five (45) evaluations to be completed, each qualified employee will be given fifteen (15) cases. If the number of cases does not divide equally, any odd number will be distributed to an employee(s) selected by the director. The number of cases to be completed will be determined by the special Education District.

The Board of Control shall compensate employees on extended year employment at their daily per diem rate or \$300.00 per day whichever is greater. The per diem rate shall be computed by dividing each employee's salary scheduled amount of 190. All requests for payment of extended school year services must be submitted within ten school days after the beginning of the new school term.

There are currently three types of per diem assignments. The first type involves a full psychological evaluation. Payment will be based on the completed test battery and submission of a first draft of the eligibility documentation incorporating the case study evaluation components available at the time of the evaluation. When more than one employee is involved in the completion of an evaluation, payment will be divided equally between both professionals but will not exceed \$300 per case or 1 per diem whichever is greater.

A second type of case involves achievement testing, with a comprehensive review of previous testing. Payment will be based on the completion of two cases per day and will be based on the completed test battery and by the submission of a draft eligibility documentation. When more than one employee is involved in the completion of an evaluation, payment will be divided equally between both professionals but will not exceed \$150 per case or ½ per diem whichever is greater.

A third type of case involves a paper only evaluation, which includes a comprehensive review of previous assessment information. Payment will be based on the completion of three cases per day and will be based on a completion of a paper review of previous documentation. When more than one employee is involved in the completion of an evaluation, payment will be divided equally between both professionals but will not exceed \$100 per case or 1/3 per diem whichever is greater.

## 8.8 Assignments

The Board and the Union, being parties to a collective bargaining relationship, and sharing an interest and desire to resolve any and all existing differences related to staff assignment, do agree as follows:

In the work environment of the Perandoe Special Education District, staff members are encouraged to pursue areas of mastery and interest. The satisfaction and rewards of job placement for all staff members is considered important to the foundation of the cooperative.

It is the practice of the Perandoe Special Education District to recruit and employ the very best candidates for positions within the district. Employees are hired into a position (psychologist, social worker, teacher) not into an assignment (a particular district or a type/level of service). Based on the needs of the cooperative as a whole, the Director may make shifts in assignments that are considered, in his or her discretion, in the best interest of the students and districts of the cooperative. The Director will give consideration not only to the needs of the cooperative but also the professional vision of the employees involved. Prior to major reassignments, the Union will be contacted and given opportunity for input.

## **8.9 Payment for Loss and/or Damage to Personal Effects**

If an employee has glasses, dentures, contacts or other personal or medical property damaged or destroyed by students or parents during the regular course and scope of the employee's performance of his or her official job duties and responsibilities, through no negligence or fault of the employee, then he/she shall report it to his/her supervisor by the end of the school day or as soon as practicable. The employee shall submit a written report of the damage to the personal property within two (2) business days of the damage/destruction.

Employees whose glasses/contacts/dentures or other medical property are accidentally broken or damaged beyond repair while on duty and through no fault of their own shall be reimbursed up to Five Hundred and 00/100 Dollars (\$500.00) for repairs or replacement. This paragraph shall only apply to accidental breakage due to incidental or actual student or parental involvement. The employee shall provide receipts as required by the employer.

## **ARTICLE IX - EMPLOYEE EVALUATION**

### **9.1 Evaluation Instrument**

Employees shall be evaluated according to the Perandoe Evaluation Plan developed by the Joint PERA Committee and in compliance with the Illinois School Code and Administrative Rules on evaluation. Any changes to the Evaluation Plan must be mutually agreed upon in writing by the Joint PERA Committee.

In addition, when the Joint PERA Committee finishes its work, nothing in the Evaluation Plan can be changed without the agreement of the Joint PERA Committee.

## **ARTICLE X - DUES DEDUCTION**

The employer shall honor employees' individually authorized deduction forms, and shall make such deductions in the amounts certified by the Union for union dues, assessments, or fees. Dues revocations are processed by the Union.

The Union shall indemnify and hold harmless the Board of Control, 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 of Control for the purposes of complying with the above notice, certification, affidavit, or assignment furnished by the Union under any such provisions.

The Union shall be notified at least one business day prior to the employer's response to a Freedom of Information Act (FOIA) request that asks for the following information regarding any bargaining unit member: names, email addresses, any part of the home address, or list of members of the union, dues payers, or non-members.

## **ARTICLE XI - EFFECT OF THE AGREEMENT**

### **11.1 No Strike**

During the terms of the Agreement, the Union agrees that there shall be no strike or withholding of services.

11.2 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding regarding the provisions of this Agreement. The terms and conditions of this Agreement may be modified by alteration, change, addition to, or deletion only through the voluntary, mutual consent of both parties in a written amendment executed in accordance with the provisions of this Agreement.

11.3 Savings Clause

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, 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.

11.4 Management Rights

The Board shall not be required to bargain over inherent managerial policy which shall include the following areas of discretion or policy.

- A. The Functions of the Board
- B. Standards of Service
- C. The Board's Overall Budget
- D. Selection of New Employees
- E. Direction of All Employees

11.5 Duration

This Agreement shall be effective August 15, 2022 and shall continue in effect until August 15, 2026.

This Agreement is signed this 10<sup>th</sup> day of August, 2022.

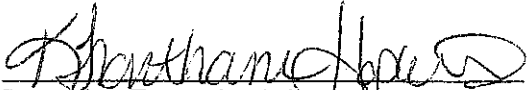
In Witness Whereof:

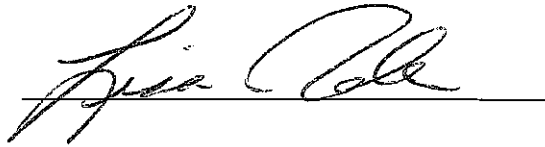
For Perandoe Special Education Council, Local 6307, Illinois Federation of Teachers

  
Co-President, Perandoe Council, Local 6600

  
Witness

For the Perandoe Special Education Cooperative

  
Perandoe Executive Director



MEMORANDUM OF UNDERSTANDING

It is understood that if a conflict arises over an employee's working conditions as outlined in this agreement or the jurisdiction of an employee's supervisor, the Executive Director's decision or this Agreement shall supersede any other Supervisor(s) decision. Nothing in this memorandum of understanding limits the rights of the union to bargain or limit rights that otherwise exist under law.

**Appendix A**  
**180 Day Salary Schedule**  
**2022-2023, 2023-2024, 2024-2025, and 2025-2026**

2022-2023		Step Increase		2023-2024		Step Increase		1875		Step Increase		1875		2025-2026		Step Increase		1875						
180 BS	BS+15	MS	MS+15	MS+30	MS+45	180 BS	BS+15	MS	MS+15	MS+30	MS+45	180 BS	BS+15	MS	MS+15	MS+30	MS+45	180 BS	BS+15	MS	MS+15	MS+30	MS+45	
1	38125	38875	39625	40375	44675	48675	40000	40750	41500	42250	46550	50550	41875	42625	43375	44125	48425	52425	43750	44500	45250	46000	50300	54300
2	39325	40075	40825	41575	45875	49875	41200	41950	42700	43450	47750	51750	43075	43825	44575	45325	49625	53625	44950	45700	46450	47200	51500	55500
3	40525	41275	42025	42775	47075	51075	42400	43150	43900	44650	48950	52950	44275	45025	45775	46525	50825	54825	46150	46900	47650	48400	52700	56700
4	41725	42475	43225	43975	48275	52275	43600	44350	45100	45850	50150	54150	45475	46225	46975	47725	52025	56025	47350	48100	48850	49600	53900	57900
5	42925	43675	44425	45175	49475	53475	44800	45550	46300	47050	51350	55350	46675	47425	48175	48925	53225	57225	48550	49300	50050	50800	55100	59100
6	44125	44875	45625	46375	50675	54675	46000	46750	47500	48250	52550	56550	47875	48625	49375	50125	54425	58425	49750	50500	51250	52000	56300	60300
7	45325	46075	46825	47575	51875	55875	47200	47950	48700	49450	53750	57750	49075	49825	50575	51325	55625	59625	50950	51700	52450	53200	57500	61500
8	46525	47275	48025	48775	53075	57075	48400	49150	49900	50650	54950	58950	50275	51025	51775	52525	56825	60825	52150	52900	53650	54400	58700	62700
9	47725	48475	49225	49975	54275	58275	49600	50350	51100	51850	56150	60150	51475	52225	52975	53725	58025	62025	53350	54100	54850	55600	59900	63900
10	48925	49675	50425	51175	55475	59475	50800	51550	52300	53050	57350	61350	52675	53425	54175	54925	59225	63225	54550	55300	56050	56800	61100	65100
11	50125	50875	51625	52375	56675	60675	52000	52750	53500	54250	58550	62550	53875	54625	55375	56125	60425	64425	55750	56500	57250	58000	62300	66300
12	51325	52075	52825	53575	57875	61875	53200	53950	54700	55450	59750	63750	55075	55825	56575	57325	61625	65625	56950	57700	58450	59200	63500	67500
13	52525	53275	54025	54775	59075	63075	54400	55150	55900	56650	60950	64950	56275	57025	57775	58525	62825	66825	58150	58900	59650	60400	64700	68700
14	53725	54475	55225	55975	60275	64275	55600	56350	57100	57850	62150	66150	57475	58225	58975	59725	64025	68025	59350	60100	60850	61600	65900	69900
15	54925	55675	56425	57175	61475	65475	56800	57550	58300	59050	63350	67350	58675	59425	60175	60925	65225	69225	60550	61300	62050	62800	67100	71100
16	56125	56875	57625	58375	62675	66675	58000	58750	59500	60250	64550	68550	59875	60625	61375	62125	66425	70425	61750	62500	63250	64000	68300	72300
17	57325	58075	58825	59575	63875	67875	59200	59950	60700	61450	65750	69750	61075	61825	62575	63325	67625	71625	62950	63700	64450	65200	69500	73500
18	58525	59275	60025	60775	65075	69075	60400	61150	61900	62650	66950	70950	62275	63025	63775	64525	68825	72825	64150	64900	65650	66400	70700	74700
19	59725	60475	61225	61975	66275	70275	61600	62350	63100	63850	68150	72150	63475	64225	64975	65725	70025	74025	65350	66100	66850	67600	71900	75900
20	60925	61675	62425	63175	67475	71475	62800	63550	64300	65050	69350	73350	64675	65425	66175	66925	71225	75225	66550	67300	68050	68800	73100	77100
21	62125	62875	63625	64375	68675	72675	64000	64750	65500	66250	70550	74550	65875	66625	67375	68125	72425	76425	67750	68500	69250	70000	74300	78300
22	63325	64075	64825	65575	69875	73875	65200	65950	66700	67450	71750	75750	67075	67825	68575	69325	73625	77625	68950	69700	70450	71200	75500	79500
23	64525	65275	66025	66775	71075	75075	66400	67150	67900	68650	72950	76950	68275	69025	69775	70525	74825	78825	70150	70900	71650	72400	76700	80700
24	65725	66475	67225	67975	72275	76275	67600	68350	69100	69850	74150	78150	69475	70225	70975	71725	76025	80025	71350	72100	72850	73600	77900	81900
25	66925	67675	68425	69175	73475	77475	68800	69550	70300	71050	75350	79350	70675	71425	72175	72925	77225	81225	72550	73300	74050	74800	79100	83100



**Appendix A**  
**185 Day Salary Schedule**  
**2022-2023, 2023-2024, 2024-2025, and 2025-2026**

2022-2023			2023-2024			2024-2025			2025-2026			
185 BS	BS+15	MS+45	185 BS	BS+15	MS+45	185 BS	BS+15	MS+45	185 BS	BS+15	MS+45	
1	39184	39955	40726	41497	45916	50027	41111	41882	42653	43424	47843	51954
2	40417	41188	41959	42730	47149	51260	42344	43115	43886	44657	49076	53188
3	41651	42422	43192	43963	48383	52494	43578	44349	45119	45890	50310	54421
4	42884	43655	44426	45197	49616	53727	44811	45582	46353	47124	51543	55654
5	44117	44888	45659	46430	50849	54960	46044	46815	47586	48357	52776	56888
6	45351	46122	46892	47663	52083	56194	47278	48049	48819	49590	54010	58121
7	46584	47355	48126	48897	53316	57427	48511	49282	50053	50824	55243	59354
8	47817	48588	49359	50130	54549	58660	49744	50515	51286	52057	56476	60588
9	49051	49822	50592	51363	55783	59894	50978	51749	52519	53290	57710	61821
10	50284	51055	51826	52597	57016	61127	52211	52982	53753	54524	58943	63054
11	51517	52288	53059	53830	58249	62360	53444	54215	54986	55757	60176	64288
12	52751	53522	54292	55063	59483	63594	54678	55449	56219	56990	61410	65521
13	53984	54755	55526	56297	60716	64827	55911	56682	57453	58224	62643	66754
14	55217	55988	56759	57530	61949	66060	57144	57915	58686	59457	63876	67988
15	56451	57222	57992	58763	63183	67294	58378	59149	59919	60690	65110	69221
16	57684	58455	59226	59997	64416	68527	59611	60382	61153	61924	66343	70454
17	58917	59688	60459	61230	65649	69760	60844	61615	62386	63157	67576	71688
18	60151	60922	61692	62463	66883	70994	62078	62849	63619	64390	68810	72921
19	61384	62155	62926	63697	68116	72227	63311	64082	64853	65624	70043	74154
20	62617	63388	64159	64930	69349	73460	64544	65315	66086	66857	71276	75388
21	63851	64622	65392	66163	70583	74694	65778	66549	67319	68090	72510	76621
22	65084	65855	66626	67397	71816	75927	67011	67782	68553	69324	73743	77854
23	66317	67088	67859	68630	73049	77160	68244	69015	69786	70557	74976	79088
24	67551	68322	69092	69863	74283	78394	69478	70249	71019	71790	76210	80321
25	68784	69555	70326	71097	75516	79627	70711	71482	72253	73024	77443	81554
1	44965	45736	46507	47278	51697	55808	43038	43809	44580	45351	49770	53881
2	46199	46969	47740	48511	52931	57042	44272	45042	45813	46584	51003	55115
3	47432	48203	48974	49744	54164	58275	45505	46276	47047	47817	52237	56348
4	48665	49436	50207	50978	55397	59508	46738	47509	48280	49051	53470	57581
5	49899	50669	51440	52211	56631	60742	47972	48742	49513	50284	54703	58815
6	51132	51903	52674	53444	57864	61975	49205	49976	50747	51517	55937	60048
7	52365	53136	53907	54678	59097	63208	50438	51209	51980	52751	57170	61281
8	53599	54369	55140	55911	60331	64442	51672	52442	53213	53984	58403	62515
9	54832	55603	56374	57144	61564	65675	52905	53676	54447	55217	59637	63748
10	56065	56836	57607	58378	62797	66908	54138	54909	55680	56451	60870	64981
11	57299	58069	58840	59611	64031	68142	55372	56142	56913	57684	62103	66215
12	58532	59303	60074	60844	65264	69375	56605	57376	58147	58917	63337	67448
13	59765	60536	61307	62078	66497	70608	57838	58609	59380	60151	64570	68681
14	60999	61769	62540	63311	67731	71842	59072	59842	60613	61384	65803	69915
15	62232	63003	63774	64544	68964	73075	60305	61076	61847	62617	67037	71148
16	63465	64236	65007	65778	70197	74308	61538	62309	63080	63851	68270	72381
17	64699	65469	66240	67011	71431	75542	62772	63542	64313	65084	69503	73615
18	65932	66703	67474	68244	72664	76775	64005	64776	65547	66317	70737	74848
19	67165	67936	68707	69478	73897	78008	65238	66009	66780	67551	71970	76081
20	68399	69169	69940	70711	75131	79242	66472	67242	68013	68784	73203	77315
21	69632	70403	71174	71944	76364	80475	67705	68476	69247	70017	74437	78548
22	70865	71636	72407	73178	77597	81708	68938	69709	70480	71251	75670	79781
23	72099	72869	73640	74411	78831	82942	70172	70942	71713	72484	76903	81015
24	73332	74103	74874	75644	80064	84175	71405	72176	72947	73717	78137	82248
25	74565	75336	76107	76878	81297	85408	72638	73409	74180	74951	79370	83481

**Appendix A**  
**190 Day Salary Schedule**  
**2022-2023, 2023-2024, 2024-2025, and 2025-2026**

2022-2023			2023-2024			2024-2025			2025-2026																		
190 BS	BS+15 MS	MS+15 MS+30 MS+45	190 BS	BS+15 MS	MS+15 MS+30 MS+45	190 BS	BS+15 MS	MS+15 MS+30 MS+45	190 BS	BS+15 MS	MS+15 MS+30 MS+45																
1	40243	41035	41826	42618	47157	51379	1	42222	43014	43806	44597	49136	53358	1	44201	44993	45785	46576	51115	55338	1	46181	46972	47764	48556	53094	57317
2	41510	42301	43093	43885	48424	52646	2	43489	44281	45072	45864	50403	54625	2	45468	46260	47051	47843	52382	56604	2	47447	48239	49031	49822	54361	58583
3	42776	43568	44360	45151	49690	53913	3	44756	45547	46339	47131	51669	55892	3	46735	47526	48318	49110	53649	57871	3	48714	49506	50297	51089	55628	59850
4	44043	44835	45626	46418	50957	55179	4	46022	46814	47606	48397	52936	57158	4	48001	48793	49585	50376	54915	59138	4	49981	50772	51564	52356	56894	61117
5	45310	46101	46893	47685	52224	56446	5	47289	48081	48872	49664	54203	58425	5	49268	50060	50851	51643	56182	60404	5	51247	52039	52831	53622	58161	62383
6	46576	47368	48160	48951	53490	57713	6	48556	49347	50139	50931	55469	59692	6	50535	51326	52118	52910	57449	61671	6	52514	53306	54097	54889	59428	63650
7	47843	48635	49426	50218	54757	58979	7	49822	50614	51406	52197	56736	60958	7	51801	52593	53385	54176	58715	62938	7	53781	54572	55364	56156	60694	64917
8	49110	49901	50693	51485	56024	60246	8	51089	51881	52672	53464	58003	62225	8	53068	53860	54651	55443	59982	64204	8	55047	55839	56631	57422	61961	66183
9	50376	51168	51960	52751	57290	61513	9	52356	53147	53939	54731	59269	63492	9	54335	55126	55918	56710	61249	65471	9	56314	57106	57897	58689	63228	67450
10	51643	52435	53226	54018	58557	62779	10	53622	54414	55206	55997	60536	64758	10	55601	56393	57185	57976	62515	66738	10	57581	58372	59164	59956	64494	68717
11	52910	53701	54493	55285	59824	64046	11	54899	55691	56482	57274	61813	66035	11	56878	57669	58461	59253	63792	68014	11	58857	59649	60441	61232	65771	69993
12	54176	54968	55760	56551	61090	65313	12	56156	56947	57739	58531	63069	67292	12	58135	58926	59718	60510	65049	69271	12	60114	60906	61697	62489	67028	71250
13	55443	56235	57026	57818	62357	66579	13	57422	58214	59006	59797	64336	68558	13	59401	60193	60985	61776	66315	70538	13	61381	62172	62964	63756	68294	72517
14	56710	57501	58293	59085	63624	67846	14	58699	59491	60282	61074	65613	69835	14	60678	61469	62261	63053	67592	71814	14	62657	63449	64241	65032	69571	73793
15	57976	58768	59560	60351	64890	69113	15	59956	60747	61539	62331	66869	71092	15	61935	62726	63518	64310	68849	73071	15	63914	64706	65497	66289	70828	75050
16	59243	60035	60826	61618	66157	70379	16	61222	62014	62806	63597	68136	72358	16	63201	63993	64785	65576	70115	74338	16	65181	65972	66764	67556	72094	76317
17	60510	61301	62093	62885	67424	71646	17	62489	63281	64072	64864	69403	73625	17	64468	65260	66051	66843	71382	75604	17	66447	67239	68031	68822	73361	77583
18	61776	62568	63360	64151	68690	72913	18	63756	64547	65339	66131	70669	74892	18	65735	66526	67318	68110	72649	76871	18	67714	68506	69297	70089	74628	78850
19	63043	63835	64626	65418	69957	74179	19	65022	65814	66606	67397	71936	76158	19	67001	67793	68585	69376	73915	78138	19	68981	69772	70564	71356	75894	80117
20	64310	65101	65893	66685	71224	75446	20	66289	67081	67872	68664	73203	77425	20	68268	69060	69851	70643	75182	79404	20	70247	71039	71831	72622	77161	81383
21	65576	66368	67160	67951	72490	76713	21	67556	68347	69139	69931	74469	78692	21	69535	70326	71118	71910	76449	80671	21	71514	72306	73097	73889	78428	82650
22	66843	67635	68426	69218	73757	77979	22	68822	69614	70406	71197	75736	79958	22	70801	71593	72385	73176	77715	81938	22	72781	73572	74364	75156	79694	83917
23	68110	68901	69693	70485	75024	79246	23	70089	70881	71672	72464	77003	81225	23	72068	72860	73651	74443	78982	83204	23	74047	74839	75631	76422	80961	85183
24	69376	70168	70960	71751	76290	80513	24	71356	72147	72939	73731	78269	82492	24	73335	74126	74918	75710	80249	84471	24	75314	76106	76897	77689	82228	86450
25	70643	71435	72226	73018	77557	81779	25	72622	73414	74206	74997	79536	83758	25	74601	75393	76185	76976	81515	85738	25	76581	77372	78164	78956	83494	87717

**Appendix A  
PT/OT Salary Schedules  
2022-2023, 2023-2024, 2024-2025, and 2025-2026  
3% Inflation**

2022-2023				2023-2024				2024-2025				2025-2026			
185 BS	BS+15	MS	PT/OT	185 BS	BS+15	MS	PT/OT	185 BS	BS+15	MS	PT/OT	185 BS	BS+15	MS	PT/OT
	MS+15	MS+30	MS+45		MS+15	MS+30	MS+45		MS+15	MS+30	MS+45		MS+15	MS+30	MS+45
1	40360	41154	41947	42741	47293	51528	55113	1	44329	45123	45917	46711	51263	55498	59488
2	41630	42424	43218	44012	48564	52798	56783	2	45600	46394	47188	47982	52534	56768	60938
3	42900	43694	44488	45282	49834	54069	58053	3	46870	47664	48458	49252	53804	58038	62208
4	44171	44965	45759	46552	51104	55339	59323	4	48140	48934	49728	50522	55074	59309	63479
5	45441	46235	47029	47823	52375	56609	60594	5	49411	50205	50999	51793	56345	60579	64713
6	46711	47505	48299	49093	53645	57880	61814	6	50681	51475	52269	53063	57615	61849	65983
7	47982	48776	49570	50364	54915	59150	63284	7	51951	52745	53539	54333	58885	63120	67254
8	49252	50046	50840	51634	56186	60420	64554	8	53222	54016	54810	55604	60156	64390	68524
9	50522	51316	52110	52904	57456	61691	65825	9	54492	55286	56080	56874	61426	65660	69794
10	51793	52587	53380	54174	58726	62961	67095	10	55762	56556	57350	58144	62696	66931	71065
11	53063	53857	54651	55445	59997	64231	68365	11	57033	57827	58621	59415	63967	68201	72335
12	54333	55127	55921	56715	61267	65502	69636	12	58303	59097	59891	60685	65237	69471	73605
13	55604	56398	57191	57985	62537	66772	70906	13	59573	60367	61161	61955	66507	70742	74976
14	56874	57668	58462	59256	63808	68042	72144	14	60844	61638	62432	63226	67778	72012	76246
15	58144	58938	59732	60526	65078	69313	73382	15	62114	62908	63702	64496	69048	73282	77516
16	59415	60209	61002	61796	66348	70583	74826	16	63384	64178	64972	65766	70318	74553	78787
17	60685	61479	62273	63067	67619	71853	76297	17	64655	65449	66243	67037	71589	75823	80057
18	61955	62749	63543	64337	68889	73124	77568	18	65925	66719	67513	68307	72859	77093	81327
19	63226	64020	64813	65607	70159	74394	78838	19	67195	67989	68783	69577	74129	78364	82598
20	64496	65290	66084	66878	71430	75664	80108	20	68466	69260	70054	70848	75400	79634	83868
21	65766	66560	67354	68148	72700	76935	81372	21	69736	70530	71324	72118	76670	80904	85138
22	67037	67831	68624	69418	73970	78205	82569	22	71006	71800	72594	73388	77940	82175	86409
23	68307	69101	69895	70689	75241	79475	83833	23	72277	73071	73865	74659	79211	83445	87679
24	69577	70371	71165	71959	76511	80746	85080	24	73547	74341	75135	75929	80481	84715	88949
25	70848	71642	72435	73229	77781	82016	86254	25	74817	75611	76405	77199	81751	85986	90220

**Appendix A  
COTA/PTA Salary Schedules  
2022-2023, 2023-2024, 2024-2025, and 2025-2026  
75% Deflator**

2022-2023	2023-2024	2024-2025	2025-2026
180 BS	180 BS	180 BS	180 BS
1 28594	1 30000	1 31406	1 32813
2 29494	2 30900	2 32306	2 33713
3 30394	3 31800	3 33206	3 34613
4 31294	4 32700	4 34106	4 35513
5 32194	5 33600	5 35006	5 36413
6 33094	6 34500	6 35906	6 37313
7 33994	7 35400	7 36806	7 38213
8 34894	8 36300	8 37706	8 39113
9 35794	9 37200	9 38606	9 40013
10 36694	10 38100	10 39506	10 40913
11 37594	11 39000	11 40406	11 41813
12 38494	12 39900	12 41306	12 42713
13 39394	13 40800	13 42206	13 43613
14 40294	14 41700	14 43106	14 44513
15 41194	15 42600	15 44006	15 45413
16 42094	16 43500	16 44906	16 46313
17 42994	17 44400	17 45806	17 47213
18 43894	18 45300	18 46706	18 48113
19 44794	19 46200	19 47606	19 49013
20 45694	20 47100	20 48506	20 49913
21 46594	21 48000	21 49406	21 50813
22 47494	22 48900	22 50306	22 51713
23 48394	23 49800	23 51206	23 52613
24 49294	24 50700	24 52106	24 53513
25 50194	25 51600	25 53006	25 54413