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A Contractual Agreement Between

Board of Education of  
Kings Consolidated School District 144  
and  
Kings Education Association (KEA)

**Four Year Agreement Governing:**

**2022-2023 Academic Year**

**2023-2024 Academic Year**

**2024-2025 Academic Year**

**2025-2026 Academic Year**

Kings Consolidated School District #144  
100 First Street, Kings, Illinois 61068

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## **ARTICLE I: RECOGNITION**

### **1.1 RECOGNITION**

The Board of Education of Kings Consolidated District 144, Ogle County, Illinois (hereinafter referred to as the "Board", "Employer" or "District") recognizes the Kings Education Association IEA-NEA (hereinafter referred to as the "Association", "Union", or "KEA") as the sole and exclusive bargaining representative for all full and part-time regularly employed certified personnel (hereinafter referred to as the "Bargaining Unit Members", "Members", or "Employees"). Exclusions include the Superintendent, supervisors, and all other managerial and confidential employees as defined by the Illinois Educational Labor Relations Act (hereinafter referred to as the "Act").

### **1.2 DEFINITIONS**

1.2a EMPLOYEE: The terms "Member", "Bargaining Unit Member", "Teacher", and "Employee" shall mean all regularly employed full- and part-time employed certified personnel.

1.2b PART-TIME EMPLOYEE: "Part-time" shall refer to certified personnel regularly employed at less than 100%. Such Employees shall be provided benefits, excluding insurance, on a pro rata basis.

1.2c DAYS: The term "days", when used in this agreement, shall mean working days, unless specifically defined otherwise.

1.2d SUPERINTENDENT: The term "Superintendent" shall mean the Superintendent of Schools or his or her official designee.

1.2e EMPLOYER OR BOARD: The terms "Employer" and "Board" shall mean the Board of Education of Kings Community Consolidated School District 144.

1.2f ASSOCIATION/UNION: The terms "Association" and "Union" shall mean the Kings Education Association IEA-NEA.

## **ARTICLE II: ASSOCIATION RIGHTS**

### **2.1 BOARD ACTIVITIES**

The Superintendent shall provide the Association President with written notice of any and all scheduled meetings of the Board to be held on or off school premises and shall provide a copy of the meeting agenda at least forty-eight (48) hours in advance of said meeting. Prior notice may be reduced in the case of an emergency meeting.

2.1a BOARD MINUTES: A copy of the Board meeting minutes shall be provided to the Association President upon approval of said minutes by the Board.

2.1b ACCESS TO INFORMATION: Upon request, the Superintendent shall provide the Association President with a copy of its annual budget, audited financial statement, and other general and financial information commonly provided to the public and/or routinely prepared for public distribution.

## 2.2 USE OF DISTRICT PROPERTY

2.2a FACILITIES: The Association shall have the right to hold formal membership meetings on school property outside the normal working day (or after 3:15 PM), provided such meetings in no way interfere with any aspect of the total educational/instructional program of the school district.

2.2a.1 If such meetings entail additional maintenance, custodial, or other expenses, the Association shall pay such costs.

2.2a.2 Notification for such use shall be submitted to the Superintendent or his or her designee at least forty-eight (48) hours in advance of the time of intended use.

2.2a.3 No meeting may be conducted in which less than 90% of those in attendance are Bargaining Unit Members or are directly associated with the Kings Education Association, and only with the KEA, exclusive of an Association UniServ representative.

2.2b EQUIPMENT: Association Members, with permission of the Superintendent or his or her designee, may use the Kings District equipment, such as computers, computer printers, and copiers, for Association business, during non-working hours (or after 3:15 PM) on school premises provided such equipment is not being used for district purposes at the time. The Association shall pay the cost of all materials and supplies used and the costs of any repairs due to carelessness or willful intent during the use of equipment for Association matters.

2.2c BUSINESS TRANSACTIONS: Association representatives shall be permitted to transact Association business on school property during non-working hours (or after 3:15 PM). The Association representative shall make his or her presence known to the Superintendent or his or her designee upon entering the building.

## 2.3 MEMBERSHIP DUES

The Board shall deduct from Employee's salary in equal installments, current membership dues of the Association, provided that, at the time of such deduction, there is in possession of the

Board a written authorization for continuing dues deduction voluntarily executed by the Employee. The Association shall annually, on or before the regular September Board meeting, certify in writing to all certified staff members in the district and the Board the annual dues for the academic year.

2.3a REVOCATION: The authorization shall remain in effect from year to year except that any Employee may revoke such authorization by giving written notice of such revocation to the Association and the Board between September 1 and September 30 of any year.

2.3b RESIGNATIONS AND PRORATED DEDUCTIONS: The membership dues specified will be prorated and deducted from salary checks starting September 1. If an Employee resigns between September 1 and September 30 of any year, the Employee shall be liable for no dues in the ensuing year. Any teacher employed after October first (1st) may authorize dues being deducted by presenting an authorization card to the Board within thirty (30) days after the date of employment. The Superintendent or his or her designee will notify the Association President of any written resignation received prior to the end of the academic year within ten (10) days of acceptance of said resignation by the Board.

2.3c REMITTANCE: Payroll deductions shall be equally deducted over the remaining pay periods and remitted to the Association within ten (10) working days following each pay period.

2.3d HOLD HARMLESS CLAUSE: The Association agrees to hold harmless and defend the Board from any and all claims or suits which may arise from the deduction of dues under this Section, provided only that the Board shall make such deductions and remittances as are provided herein.

## 2.4 FAIRSHARE

Each certified staff member, as a condition of his/her employment, on or before thirty (30) days from the date of the commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share to the Association equivalent to the amount of dues uniformly required of Members of the Association, including local, state and national dues.

2.4a In the event that the certified staff member does not pay his/her fair share directly to the Association by a certain date as established by the Association, the District shall deduct the fair share fee from the wages of the non-member.

2.4b Such fee shall be paid to the Association by the District no later than ten (10) days following the deduction.

2.4c Pursuant to the rules and regulations of the Illinois Educational Labor Relations Board (IELRB), the obligation to pay a fair share fee will not apply to any Employee who, on the basis of a legitimate religious tenet or teaching of a church or religious body of which an Employee is a member, declares the right of non-association. Such Employees shall be required to pay an amount equal to their proportionate share, determined under a proportionate share agreement, to a non-religious charitable organization mutually agreed upon by the Employee and the Association.

## 2.5 COLLECTIVE BARGAINING PROCEDURES

Before the Board changes or adds any policies or procedures which affect mandatory subjects of bargaining they shall notify the Association President of any potential change. The Association may arrange for a meeting between representatives of the Board and the Association to take place within ten (10) days of said notice.

2.5a If the proposed changes are not acceptable to the Association, the Association may, within ten (10) days of the meeting between the parties, serve a written demand to bargain pursuant to the rules and regulations of the IELRB.

2.5b If during the life of this Agreement, the State of Illinois changes state code or law that impacts salary or benefits, the affected clause(s) will be revisited as needed.

## 2.6 STAFF VACANCIES

2.6a NOTIFICATION: During the academic year, the Superintendent or his or her designee will notify all Employees of any and all teaching and extra-curricular position vacancies no less than seven (7) calendar days prior to the public posting of said vacancy. During the time period between academic years (commonly referred to as "summer"), the Superintendent or his or her designee will notify all Employees of vacancies via electronic mail.

2.6b CONSIDERATION: Any Member desiring to apply for the vacancy shall have seven (7) calendar days from the date of notification of the existence of any such vacancy to do so. Interviewing and subsequent filling of the vacancy will take upon expiration of the seven (7) day period.

## ARTICLE III: WORKING CONDITIONS

### 3.1 LENGTH OF SCHOOL DAY

Bargaining members will be on duty from 8:00 AM to 3:30 PM with forty-five (45) minutes of lunch of which thirty (30) minutes are uninterrupted; teacher and student lunch periods being equal. On Fridays, the last day before school vacations, and on days of special functions, teachers may leave when students have departed the school premises, except in cases where the teacher has received an advance request to meet with a student and/or his or her parent(s).

3.1a FLEX SCHEDULING can be used by any teacher to deviate from the 8:00am to 3:30 contract time. This flex scheduling can allow teachers to manage a work and family schedule in the best way possible for each individual. All flextime schedules must include 7.5 hours of work time each day. A teacher may arrive by 7:30 am and leave by 3:00 pm that day. Schedules can not be flexed in a way that would limit a teacher's ability to provide in person supervision of students when required or duties such as required meetings.

3.1b EMERGENCIES: In cases of emergency, or in situations of which the Employee has no choice or control of time, the Employee should notify the Superintendent of the necessity for him/her to leave before 3:30 PM without having to tender a reason for said request. To ensure mutual protection of the parties the Employee will make the notification as soon as they are aware of the need to leave.

3.1c INCLEMENT WEATHER: During inclement weather, when students are sent home early, Association members may also leave early.

3.1d SPECIAL FUNCTIONS: Association members may be asked to stay and/or return to school after 3:30 PM for special functions including an open house/meet the teacher night, music events, and parent-teacher conferences. For after-school events involving a predetermined future date, the Association will be allowed input regarding the schedule. The Employer agrees to provide notice of such functions as soon as the need for and the date and time of the function have been established.

3.1e COLLABORATION AND CURRICULUM PLANNING: Each academic calendar will include a 2:30 PM dismissal on the first Wednesday of each month for collaborative and curriculum planning and activities within the building, with said activities planned by certified staff.

## 3.2 SUBSTITUTES

3.2a INTERNAL SUBSTITUTES: Association members may be called upon to substitute for another Association member, unless it interferes with his or her regular responsibilities. Substituting members called in during their non-working hours will be reimbursed standard substitute pay in addition to their regular salary. In this situation, if a regular substitute is called in and arrives before noon, the Association member will be paid one-half ( $\frac{1}{2}$ ) day sub pay. If a regular substitute arrives after noon, then a full day's sub pay will be given.

3.2b EXTERNAL SUBSTITUTES: Association members will not be required to call their own substitutes.



### 3.3 PROFESSIONAL GROWTH

Any opportunities for professional growth shall entail mutual collaboration between the Association and Board or its agent.

### 3.4 CURRICULUM DEVELOPMENT

The Board views the professional staff as competent and able to assist in designing the curriculum in conformity with state statutes and the rules and regulations of the State Board of Education.

## **ARTICLE IV: LEAVES**

### 4.1 PROFESSIONAL LEAVE

If the Superintendent or the Board requires or approves a request that an Employee attends any convention, meeting, workshop, and/or conference within the current contract years, the Employee shall be reimbursed for the actual expenses incurred. This includes registration fees, lodging costs, mileage at the stated IRS mileage reimbursement rate, and up to thirty-five dollars (\$35) per day for meals (excluding alcoholic beverages). The Employee shall provide receipts as a basis for reimbursement of such expenses.

4.1a Reimbursement for mileage will be calculated from and back to Kings School on school days, or from and back to a location pre-approved by the Superintendent or his or her designee on non-school days.

4.1b Any of the above referenced events, but not limited to said specific events, at which attendance is required or requested by the Superintendent, by voluntary service on required committees, or by state or federally mandated programs may not be counted against an Employee's Professional Leave days.

4.1c Days used for professional growth opportunities (including, but not limited to conferences, meetings, workshops, and/or conventions) may be used separately or in succession at the request of the certified staff member. Approval or denial of a Professional Leave day or succession of days must be determined and communicated to the staff member within three (3) working days from the date of the submission of the request.

4.1d Should an Employee's attendance be required during the normal school day hours on a day he or she does not otherwise work, he or she shall be compensated, for hours worked, an hourly rate based on said Employee's placement on the salary schedule.

## 4.2 SICK LEAVE

The board shall grant each Employee 11 days Sick Leave per school year, with all unused days accumulating to a maximum of three hundred forty days. Members will notify the Superintendent or his or her designee when the need for Sick Leave occurs.

4.2a Sick Leave shall be interpreted to mean personal illness, medical appointments, quarantine at home, or death or serious illness in the Employee's immediate family or household.

4.2a.1 Serious illness in the Employee's immediate family or household includes life-threatening circumstances, medical emergencies, and illnesses that require the presence of the Employee.

4.2a.2 Immediate family is defined as the Employee's spouse, significant other, children, siblings, parents, parents-in-law, significant others parents, legal guardians, grandparents, grandchildren, and those persons who have been placed into the Employee's care through law or necessity. No distinction is made with regards to biological relationships versus those formed by law (adoption, marriage, etc.).

4.2d VERIFICATION: The Board may require a physician's certificate or, if treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence of three (3) consecutive days for personal illness, or as deemed necessary in other cases.

## 4.3 PERSONAL LEAVE

Three (3) days of Personal Leave will be granted to each Employee each school year for personal use.

4.3a The E4.2a.2 Immediate family is defined as the Employee's spouse, significant other, children, siblings, parents, parents-in-law, significant others parents, legal guardians, grandparents, grandchildren, and those persons who have been placed into the Employee's care through law or necessity. No distinction is made with regards to biological relationships versus those formed by law (adoption, marriage, etc.).employee must give the Superintendent written notice twenty-four (24) hours before such leave.

Granting of a Personal Leave day with less than twenty-four (24) hours written notice will be at the discretion of the Administration.

4.3b Personal Leave days may not be used during the first five (5) or last five (5) days of the academic year, nor on a day following a legal holiday or vacation period. Exceptions to this restriction may be made at the discretion of the Administration.

4.3c If, at the end of the school year, an Employee has not used all of his or her Personal Leave days, up to three (3) days (one for each unused Personal Leave day) will be added to the cumulative number of Sick Leave days accumulated by said teacher, not to exceed the aforementioned maximum of three hundred forty (340) total Sick Leave days.

#### 4.4 LEAVE REQUEST FORMS

The request form for Professional, Sick, and Personal Leave is attached hereto as Exhibit 1.

#### 4.5 JURY/MILITARY DUTY

Any Employee from the District serving on Jury Duty or Military Duty on a school calendar day will be paid his or her regular salary during such duty. Said Employee will give any money received from serving on Jury Duty to the District, except for money received for mileage.

#### 4.6 UNPAID LEAVE

An unpaid leave of absence of one or two semesters may be granted by the Board to a certified staff member for educational, illness, or child-rearing purposes, subject to such conditions as listed in the leaves section of Board Policy. The granting of leave in one instance shall not establish a precedent.

4.6a Whenever feasible, all leave applications shall be in writing and shall describe in sufficient detail the nature of the desired leave and its length and shall be submitted at least thirty (30) days in advance of the expected onset of the leave.

4.6b Employees granted leaves extending through the end of the school year shall notify the Board of their intention to return the next school year on or before March first (1st). Failure to notify the Board will constitute a resignation from employment.

4.6c Employees granted leaves terminating sooner than the end of the school year shall notify the Board at least thirty (30) days in advance of their intention to return or shall forfeit their right to reemployment.

4.6d Leave of one semester in during allows vertical advancement on the salary schedule; leave of two semesters does not allow vertical advancement.

4.6e Tenure benefits shall continue unaffected by the leave, but seniority time will not accumulate during the time of the leave. Fringe benefits are available to the Employee on leave, but payment for such benefits is the responsibility of the Employee.

#### 4.7 BEREAVEMENT LEAVE

Teachers will be granted up to three (3) paid bereavement days each school term, not to be rolled over, for death in Employees immediate family or household persons not defined as immediate family listed in 4.2a.2.

### **ARTICLE V: COMPENSATION**

#### 5.1 SALARY SCHEDULE

The salary schedule is set forth as Appendix A to this Agreement.

5.1a SALARY PAYMENT: The Association members shall be paid on the fifteenth (15th) and last days of each month during the contract year. In the case of a scheduled payment falling on a holiday or weekend, payment will be made on the last workday prior to the payday in question.

5.1b MOVEMENT: When applicable, the member will notify the district Bookkeeper of his or her fulfillment of the qualifications for movement on the salary schedule by August 5th of each contract year. Upon verification of such fulfillment, the member will be credited with the appropriate salary. Current unofficial transcripts may be submitted as temporary verification for summer semester courses.

5.1c NEW HIRES: New certified staff hired under this agreement will receive five (5) full years credit for five (5) years of public school teaching experience, and one-half (½) year credit for each year of experience beyond the first five (5) years.

#### 5.2 SUPPLEMENTAL AND COMMITTEE WORK

The supplemental pay schedule is set forth as Appendix B to this Agreement.

5.2a COMMITTEE WORK: Work required in conjunction with administratively-defined committees that must take place outside of normal school hours (previously defined as 8:00 AM to 3:30 pm) will be compensated at a rate of twenty dollars (\$20) per hour. Committees are requested to keep the Superintendent and/or Board apprised of committee meetings.

5.2b ADDITIONAL SUPPLEMENTAL ASSIGNMENTS: If, during the term of this Agreement, the Board shall create any additional supplemental assignments, said positions shall be posted seven (7) calendar days prior to assignments being made with the rate of pay determined by the Board. These supplemental assignments are voluntary and cannot be assigned.

### 5.3 MEDICAL AND HEALTH INSURANCE

For each teacher who is employed at a rate of point seven-five (.75) or more, the Board will provide seventy-five percent (75%) of single premium coverage for hospitalization and medical insurance through a company selected by the Board. The annual fee will be paid in twelve (12) monthly installments.

5.3a OPT-OUT: Should a qualified Employee decline Board-paid insurance, the Board will provide a flat premium of seven hundred fifty dollars (\$750) for said Employee, to be paid in two (2) equal installments during the first pay periods of October and January of the contract year.

5.3b PART-TIME EMPLOYEES: Those employed at a rate of point seven-five (.75) or less will be paid a five hundred dollar (\$500) stipend in lieu of insurance.

5.3c COVERAGE: Insurance coverage by a Board approved health insurance carrier for any given contract year is October first (1st) through September thirtieth (30th). The open enrollment period for medical insurance is October first (1st), and premiums for such coverage are made one (1) month in advance. Therefore the district Bookkeeper must be notified at least seven (7) days prior to September first (1st) if a Member elects insurance coverage and whether it is to be individual or family coverage.

5.3d TERMINATION: If, for any reason, a bargaining unit member is no longer an Employee of Kings Consolidated School District 144, no insurance premiums from the employer and no insurance deductions from the Employee (if applicable) will be made in the Employee's last month of employment under the current contract.

5.3e CARRIER CHANGE: The same terms are applicable should the parties agree to change insurance carriers.

5.3f BENEFITS: The Association and Board agree that the medical insurance premium coverage will include:

1. Copay for prescriptions
2. Laboratory, x-ray, and outpatient covered by major medical
3. Fifty percent (50%) of individual dental premium coverage
4. Mail order prescription service available to staff members

5.3g NEW MEMBERS: New full-time Association members will have health insurance coverage as of October first (1st) of the contract year.

5.3h UNINTERRUPTED COVERAGE: Any Employee presently covered by insurance will continue uninterrupted coverage for the duration of this contract, with the exception of Employees who become separated from their employment, be it by their will or that of the Kings School District.

#### 5.4 LIFE INSURANCE

The Board will pay the premium for a ten-thousand dollar (\$10,000) term life insurance policy for each full-time Employee. New Employees' policies will become effective on October first (1st).

#### 5.5 ANNUITY PLAN

The Board permits Employees to participate in an annuity plan. Annuity payments will be deducted and paid from the Employee's salary each pay period.

#### 5.6 TUITION REIMBURSEMENT

Tuition for graduate hours, or undergraduate hours that go toward additional endorsements and are beneficial to the district's needs, will be reimbursed at a rate of one hundred dollars (\$100) per credit hour for classes in which a grade of 'C' or above has been earned, up to a total of twelve (12) credit hours per Member, per academic year.

5.6a Documentation of hours will be presented for approval at the next Board meeting following submission by an Association member. Reimbursement is to occur at the next pay period immediately after Board approval.

5.6b Notification of intent to enroll in classes must be give to the Board or its designee prior to enrollment for tuition reimbursement to be considered.

#### 5.7 BOARD-PAID RETIREMENT

In addition to the salary set forth in Appendix A, the Board shall remit for each teacher one hundred percent (100%) for the life of this contract of each teacher's compensation due such teachers pursuant to the Compensation Schedule of this Agreement to the Teachers' Retirement System of the State of Illinois to be applied to the retirement account of such teachers.

5.7a All actions with regards to Board-paid retirement will be in accordance with the policies and provisions of the Teachers' Retirement System of the State of Illinois.

## 5.8 RETIREMENT INCENTIVE

Any eligible teacher who submits a letter of intent to retire will be removed from the salary schedule and will receive a salary increase of 3% for year 1, 3% for year 2, 3% for year 3, and 6% for year 4, based on teaching salary each year for the last 4 years of employment (hereinafter referred to as “retirement incentive”).

5.8a To be eligible to receive the Retirement Incentive, the teacher must meet the following conditions:

1. Be at least sixty (60) years of age on or before December 31 of the year of retirement; or
2. Be at least fifty-five (55) years of age with at least thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the school district; and
3. Have at least twenty (20) years of continuous teaching service in the public school system within the state of Illinois. Provide notice of intent to retire to the Board of Education in writing by the March board meeting of the year preceding the Retirement Incentive
4. Retire at the end of the school year following notice of intent to retire or writing four (4) school years front the date
5. Be eligible to receive and subsequently, in fact, apply for and take a non-discounted retirement annuity from the Teacher Retirement Service (TRS), without an early retirement penalty at the time of retirement, i.e. 55 years of age and 35 years of service at retirement.

5.8b The Retirement Incentive will be paid to any eligible teacher in equal installments with their regular paycheck.

5.8c If the teacher subsequently rescinds his/her intent to retire, any additional monies paid by the Board, over and above negotiated raises, must be repaid. Repayment schedule shall be equal to the time period during which the teacher was granted the retirement incentive or upon termination of teacher’s employment whichever is the lesser.

## 5.9 Comet Retirement Clause

Comet Retirement Clause. Any teacher who has at least 18 years of continuous teaching service with Kings School District and be at least 55 years of age has the opportunity to submit a letter of intent to retire within 2 years and be removed from the salary schedule. That teacher will receive a salary increase of 6% for year 1, and 6% for year 2, based on teaching salary each year for the last 2 years of employment.

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5.8c If the teacher subsequently rescinds his/her intent to retire, any additional monies paid by the Board, over and above negotiated raises, must be repaid. Repayment schedule shall be equal to the time period during which the teacher was granted the retirement incentive or upon termination of teacher’s employment whichever is the lesser.

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## **ARTICLE VII: PERSONNEL FILE**

### **7.1 CONDITIONS AND PROCEDURES FOR PLACEMENT OF MATERIALS IN FILE**

Only one official file shall be maintained per teacher. A copy of any material placed in a teacher's personnel file shall be provided to the teacher at the time it is placed in the file.

### **7.2 RIGHT TO RESPOND TO MATERIALS IN FILE**

An Employee shall have the right to attach an explanation or statement in response to any material which has been placed in the teacher's personnel file within thirty (30) days of the insertion of such material in the personnel file.

### **7.3 RIGHT TO EXAMINE FILE**

Each teacher shall have the right to examine his or her personnel file, except for materials originating prior to his or her original employment, credentials, etc. Such examination shall be by appointment during normal office hours and shall take place in the presence of a designated employee of the Board. The teacher shall not permanently remove any material from the file.

### **7.4 RIGHT TO REPRODUCE MATERIALS IN FILE**

The teacher shall have the right to a single copy of any and all materials in his or her personnel file, except those excluded pursuant to Section 7.3. Copies in excess of this provision may be requested at the usual and customary cost.

## **ARTICLE VIII: GRIEVANCE PROCEDURE**

### **8.1 DEFINITIONS**

8.1a A grievance shall be a claim by an Employee or Group of Employees that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement.

8.1b When a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of all calendar days.

### **8.2 FORMAL PROCEDURES**

The parties acknowledge that it is usually most desirable for a Member and his or her immediate supervisor to resolve problems through free and informal communication. If this process fails, a grievance may be processed as follows:

8.2a STEP 1: The grievant may present a grievance in writing to the Superintendent within ten (10) days of the event giving rise to the grievance. The written grievance shall state the nature of the grievance, note the specific clause(s) of the Agreement allegedly violated, and state the remedy requested. The Superintendent shall arrange for a meeting to be held within ten (10) days after receipt of the grievance. The grievant, Association representative(s), and the Superintendent shall be present for the meeting.

Within ten (10) days of the meeting, the grievant and the Association shall be provided with the Superintendent's written decision regarding the grievance, including reasoning for the decision reached.

8.2b STEP II: If the grievance is not satisfactorily resolved at Step I, the Association may refer the grievance to the Board within ten (10) days of receipt of the Superintendent's Step I response. The Board shall arrange for a hearing to be held within ten (10) days of the receipt of the grievance. The grievant shall be represented by the Association at the Board hearing. Within ten (10) days of said hearing, the Association shall be provided with the Board's written decision and reasoning therefore.

8.2c STEP III: If the grievance is not satisfactorily resolved at Step II, the Association may submit the grievance to final and binding arbitration within ten (10) days of receipt of the Board's Step II response. The American Arbitration Association shall act as the administrator of the proceedings. The arbitrator shall base his or her decision solely upon his or her interpretation of the meaning of the application of the specific terms of this Agreement and the facts as presented in the grievance. The arbitrator will have no authority to alter, amend, modify, or add to the terms of this Agreement.

### 8.3 GENERAL PROVISIONS

8.3a ASSOCIATION REPRESENTATION: When a Member requests to be represented by the Association and Association Representative has the right to participate in the processing of a grievance at any step, including during informal communications designed to circumvent the formal grievance process.

8.3b NO REPRISAL CLAUSE: No reprisals shall be taken by the Board or Superintendent against a Member because of his or her participation in a grievance proceeding.

8.3c RELEASED TIME: Whenever possible, the investigation and processing of all grievances shall take place during non-school hours. Should the investigation or processing of any grievance require that any Employee or Association Representative be released from his or her assignment, the Employee and/or Association Representative shall be excused for such purposes without loss of pay.

8.3d FILING OF MATERIALS: All records related to a grievance shall be filed separately from the personnel files of the affected Employee(s).

8.3e GRIEVANCE WITHDRAWAL: A grievance may be withdrawn at any level without establishing precedent.

8.3f NO WRITTEN RESPONSE: If no written response has been rendered within the time limits indicated, the grievance shall proceed to the next level. Failure of the grievant or the Association to act upon any grievance within the prescribed time limits will act as a bar to any further appeal.

8.3g EXPEDITED ARBITRATION: Upon mutual written agreement of the parties, the Expedited Arbitration Rules of the American Arbitration Association may be used.

8.3h COSTS: The fees and the expenses of the arbitrator shall be shared equally by the parties.

8.3i COURT REPORTER: If only one party requests the presence of a court report, that party shall bear the cost of said reporter. If the other party requests a copy of the transcript, all associated costs shall be shared equally.

8.3j SETTLEMENT: By mutual written agreement, a grievance may be settled at any step without establishing a precedent.

8.3k POSTPONEMENT: If only one party requests the postponement of an arbitration hearing, that party shall bear the cost of such postponement.

8.3l GRIEVANCE FORMS: The grievance form is attached hereto as Exhibit 2.

## **ARTICLE IX: DURATION AND EFFECT OF AGREEMENT**

### **9.1 COMPLETE UNDERSTANDING**

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The length of this agreement shall be four (4) years commencing at 12:01 AM August 14, 2018, and terminating at 12:01 AM on the first day of the 2022-2023 academic year. This article supersedes any previous contract.

9.1a MODIFICATION: The terms and conditions may be modified only through the written mutual consent of the parties.

9.1b Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, then said article, section, or clause shall be considered null and void. The remaining articles, sections, and clauses shall remain in full force and effect.

### **9.2 ISSUANCE OF CONTRACTS**

Individual teacher employment contracts shall not be inconsistent with the terms of this Agreement. Once tentative agreement of the entire contract has been reached by both sides, then every effort will be made to ratify the contract by both sides within thirty (30) days. The new

contract will be issued to the Association President within fourteen (14) days upon signing by both sides. The Superintendent will provide all teachers a copy of the contract.

### 9.3 MANAGEMENT RIGHTS

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

### 9.4 NO STRIKE CLAUSE

During the term of this Agreement, neither the Association, nor any person acting on behalf of the Association, nor any Employee, for any reason, will authorize, aid, or engage in any slowdown, work stoppage, strike, or any other interference with the educational process and other functions of the Board.

## **ARTICLE X: FUTURE NEGOTIATIONS AND IMPASSE PROCEDURES**

### 10.1 COMMENCEMENT OF NEGOTIATIONS

Negotiations shall begin no later than March first (1st) of the final contract year, unless both parties agree to an alternate date. Meetings shall be held as necessary at times and places agreed upon by both parties. The Board shall bear all reasonable costs associated with printing and/or copying during the negotiation process.

### 10.2 TENTATIVE AGREEMENTS

All tentative agreements shall be reduced to writing and initialed by the spokesperson of the respective parties. A copy shall be given to each group.

### 10.3 FINAL APPROVAL

When the Association and the Board reach a tentative agreement on all matters being negotiated, the items shall be reduced to writing and shall be submitted to the membership of the Association for ratification and then to the Board for official approval.

### 10.4 IMPASSE PROCEDURES

If, after all issues have been thoroughly discussed by the parties, an impasse exists and the parties are unable to reach an agreement, the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) to appoint a mediator. If FMCS cannot appoint a mediator within thirty (30) days from the initiation of the request, the parties by mutual agreement shall select a mediator from a list established by the Illinois Educational Labor Relations Board or the American Arbitration Association. Nothing in this section precludes the parties from mutually agreeing to a selected individual serving as mediator.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names and in the case of the Board, by its President on the \_\_\_\_\_ day of

\_\_\_\_\_.

Board President:

\_\_\_\_\_

Association Representative:

\_\_\_\_\_

**EXHIBIT 1**

**PROFESSIONAL / SICK / PERSONAL LEAVE REQUEST FORM**

Employee's name: \_\_\_\_\_

Date of Request: \_\_\_\_\_

I hereby request a *[indicate a full or half day of the appropriate leave type]*

\_\_\_\_\_ Professional Leave Day

Name of meeting, conference, convention, workshop, etc.: \_\_\_\_\_

\_\_\_\_\_

Relationship to professional assignment: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_ Sick Leave Day

\_\_\_\_\_ Personal Leave Day

I have \_\_\_\_\_ Personal Leave days remaining following this request, in accordance with the negotiated teacher contract.

For the time period of

Day of Week: \_\_\_\_\_

Month and Date: \_\_\_\_\_

Signature: \_\_\_\_\_

For use by administration only:

Approved by: \_\_\_\_\_ Date of approval: \_\_\_\_\_

**EXHIBIT 2**

**STEP 1 GRIEVANCE REPORT FORM**

Kings Consolidated School District 144

Grievance # \_\_\_\_\_

Distribution of Form:

1. Superintendent
2. Principal/Supervisor
3. Association
4. Grievant

Form to be submitted to  
**Principal/Supervisor in duplicate**

Date Filed: \_\_\_\_\_

Building: \_\_\_\_\_

Grievant: \_\_\_\_\_

Assignment: \_\_\_\_\_

A. Date Cause of Grievance Occured: \_\_\_\_\_

B. 1. Statement of grievance:

\_\_\_\_\_

2. Applicable provision of the Agreement:

\_\_\_\_\_

3. Relief sought:

\_\_\_\_\_

\_\_\_\_\_  
Signature of Grievant

\_\_\_\_\_  
Date

C. Disposition of Principal/Supervisor:

\_\_\_\_\_

\_\_\_\_\_  
Signature of Principal/Supervisor

\_\_\_\_\_  
Date

Kings Salary Schedule - 2022-23

Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	MA + 24	MA + 32
1	33,800	34,200	34,600	35,000	35,400	35,800	36,200	36,600	37,000
2	34,500	34,900	35,300	35,700	36,100	36,500	36,900	37,300	37,700
3	35,200	35,600	36,000	36,400	36,800	37,200	37,600	38,000	38,400
4	35,900	36,300	36,700	37,100	37,500	37,900	38,300	38,700	39,100
5	36,600	37,000	37,400	37,800	38,200	38,600	39,000	39,400	39,800
6	37,300	37,700	38,100	38,500	38,900	39,300	39,700	40,100	40,500
7	38,000	38,400	38,800	39,200	39,600	40,000	40,400	40,800	41,200
8	38,700	39,100	39,500	39,900	40,300	40,700	41,100	41,500	41,900
9	39,400	39,800	40,200	40,600	41,000	41,400	41,800	42,200	42,600
10	40,100	40,500	40,900	41,300	41,700	42,100	42,500	42,900	43,300
11	40,800	41,200	41,600	42,000	42,400	42,800	43,200	43,600	44,000
12	41,500	41,900	42,300	42,700	43,100	43,500	43,900	44,300	44,700
13	42,200	42,600	43,000	43,400	43,800	44,200	44,600	45,000	45,400
14	42,900	43,300	43,700	44,100	44,500	44,900	45,300	45,700	46,100
15	43,600	44,000	44,400	44,800	45,200	45,600	46,000	46,400	46,800
16					45,900	46,300	46,700	47,100	47,500
17					46,600	47,000	47,400	47,800	48,200
18					47,300	47,700	48,100	48,500	48,900
19					48,000	48,400	48,800	49,200	49,600
20					48,700	49,100	49,500	49,900	50,300
21						49,800	50,200	50,600	51,000
22						50,500	50,900	51,300	51,700
23						51,200	51,600	52,000	52,400
24						51,900	52,300	52,700	53,100
25						52,600	53,000	53,400	53,800
26							53,500	53,900	54,300
27							54,000	54,400	54,800
28							54,500	54,900	55,300
29							55,000	55,400	55,800
30							55,500	55,900	56,300
31							56,000	56,400	56,800
32							56,500	56,900	57,300
33							57,000	57,400	57,800
34							57,500	57,900	58,300
35							58,000	58,400	58,800



**Kings Salary Schedule including TRS, THIS and NEC - 2022-23**

Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	MA + 24	MA + 32
1	37,143	37,582	38,022	38,462	38,901	39,341	39,780	40,220	40,659
2	37,912	38,352	38,791	39,231	39,670	40,110	40,549	40,989	41,429
3	38,681	39,121	39,560	40,000	40,440	40,879	41,319	41,758	42,198
4	39,451	39,890	40,330	40,769	41,209	41,648	42,088	42,527	42,967
5	40,220	40,659	41,099	41,538	41,978	42,418	42,857	43,297	43,736
6	40,989	41,429	41,868	42,308	42,747	43,187	43,626	44,066	44,505
7	41,758	42,198	42,637	43,077	43,516	43,956	44,396	44,835	45,275
8	42,527	42,967	43,407	43,846	44,286	44,725	45,165	45,604	46,044
9	43,297	43,736	44,176	44,615	45,055	45,495	45,934	46,374	46,813
10	44,066	44,505	44,945	45,385	45,824	46,264	46,703	47,143	47,582
11	44,835	45,275	45,714	46,154	46,593	47,033	47,473	47,912	48,352
12	45,604	46,044	46,484	46,923	47,363	47,802	48,242	48,681	49,121
13	46,374	46,813	47,253	47,692	48,132	48,571	49,011	49,451	49,890
14	47,143	47,582	48,022	48,462	48,901	49,341	49,780	50,220	50,659
15	47,912	48,352	48,791	49,231	49,670	50,110	50,549	50,989	51,429
16					50,440	50,879	51,319	51,758	52,198
17					51,209	51,648	52,088	52,527	52,967
18					51,978	52,418	52,857	53,297	53,736
19					52,747	53,187	53,626	54,066	54,505
20					53,516	53,956	54,396	54,835	55,275
21						54,725	55,165	55,604	56,044
22						55,495	55,934	56,374	56,813
23						56,264	56,703	57,143	57,582
24						57,033	57,473	57,912	58,352
25						57,802	58,242	58,681	59,121
26							58,791	59,231	59,670
27							59,341	59,780	60,220
28							59,890	60,330	60,769
29							60,440	60,879	61,319
30							60,989	61,429	61,868
31								61,978	62,418
32								62,527	62,967
33								63,077	63,516
34								63,626	64,066
35								64,176	64,615

**Kings Salary Schedule - 2023-24**

Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	Ma + 24	MA + 32
1	\$36,500	\$36,500	\$36,500	\$36,500	\$36,500	\$36,500	\$36,500	\$36,500	\$36,500
2	\$37,200	\$37,600	\$38,000	\$38,400	\$38,800	\$39,200	\$39,600	\$40,000	\$40,400
3	\$37,900	\$38,300	\$38,700	\$39,100	\$39,500	\$39,900	\$40,300	\$40,700	\$41,100
4	\$38,600	\$39,000	\$39,400	\$39,800	\$40,200	\$40,600	\$41,000	\$41,400	\$41,800
5	\$39,300	\$39,700	\$40,100	\$40,500	\$40,900	\$41,300	\$41,700	\$42,100	\$42,500
6	\$40,000	\$40,400	\$40,800	\$41,200	\$41,600	\$42,000	\$42,400	\$42,800	\$43,200
7	\$40,700	\$41,100	\$41,500	\$41,900	\$42,300	\$42,700	\$43,100	\$43,500	\$43,900
8	\$41,400	\$41,800	\$42,200	\$42,600	\$43,000	\$43,400	\$43,800	\$44,200	\$44,600
9	\$42,100	\$42,500	\$42,900	\$43,300	\$43,700	\$44,100	\$44,500	\$44,900	\$45,300
10	\$42,800	\$43,200	\$43,600	\$44,000	\$44,400	\$44,800	\$45,200	\$45,600	\$46,000
11	\$43,500	\$43,900	\$44,300	\$44,700	\$45,100	\$45,500	\$45,900	\$46,300	\$46,700
12	\$44,200	\$44,600	\$45,000	\$45,400	\$45,800	\$46,200	\$46,600	\$47,000	\$47,400
13	\$44,900	\$45,300	\$45,700	\$46,100	\$46,500	\$46,900	\$47,300	\$47,700	\$48,100
14	\$45,600	\$46,000	\$46,400	\$46,800	\$47,200	\$47,600	\$48,000	\$48,400	\$48,800
15	\$46,300	\$46,700	\$47,100	\$47,500	\$47,900	\$48,300	\$48,700	\$49,100	\$49,500
16					\$48,600	\$49,000	\$49,400	\$49,800	\$50,200
17					\$49,300	\$49,700	\$50,100	\$50,500	\$50,900
18					\$50,000	\$50,400	\$50,800	\$51,200	\$51,600
19					\$50,700	\$51,100	\$51,500	\$51,900	\$52,300
20					\$51,400	\$51,800	\$52,200	\$52,600	\$53,000
21					\$52,100	\$52,500	\$52,900	\$53,300	\$53,700
22					\$52,800	\$53,200	\$53,600	\$54,000	\$54,400
23					\$53,500	\$53,900	\$54,300	\$54,700	\$55,100
24					\$54,200	\$54,600	\$55,000	\$55,400	\$55,800
25					\$54,900	\$55,300	\$55,700	\$56,100	\$56,500
26					\$55,600	\$56,000	\$56,400	\$56,800	\$57,200
27					\$56,300	\$56,700	\$57,100	\$57,500	\$57,900
28					\$57,000	\$57,400	\$57,800	\$58,200	\$58,600
29					\$57,700	\$58,100	\$58,500	\$58,900	\$59,300
30					\$58,400	\$58,800	\$59,200	\$59,600	\$60,000
31					\$59,100	\$59,500	\$59,900	\$60,300	\$60,700
32					\$59,800	\$60,200	\$60,600	\$61,000	\$61,400
33					\$60,500	\$60,900	\$61,300	\$61,700	\$62,100
34					\$61,200	\$61,600	\$62,000	\$62,400	\$62,800
35					\$61,900	\$62,300	\$62,700	\$63,100	\$63,500

Kings Salary Schedule including TRS, THS and NEC - 2023-24

Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	MA + 24	MA + 32
1	\$40,110	\$40,110	\$40,110	\$40,110	\$40,110	\$40,110	\$40,110	\$40,110	\$40,110
2	\$40,879	\$41,319	\$41,758	\$42,198	\$42,637	\$43,077	\$43,516	\$43,956	\$44,396
3	\$41,648	\$42,088	\$42,527	\$42,967	\$43,407	\$43,846	\$44,286	\$44,725	\$45,165
4	\$42,418	\$42,857	\$43,297	\$43,736	\$44,176	\$44,615	\$45,055	\$45,495	\$45,934
5	\$43,187	\$43,626	\$44,066	\$44,505	\$44,945	\$45,385	\$45,824	\$46,264	\$46,703
6	\$43,956	\$44,396	\$44,835	\$45,275	\$45,714	\$46,154	\$46,593	\$47,033	\$47,473
7	\$44,725	\$45,165	\$45,604	\$46,044	\$46,484	\$46,923	\$47,363	\$47,802	\$48,242
8	\$45,495	\$45,934	\$46,374	\$46,813	\$47,253	\$47,692	\$48,132	\$48,571	\$49,011
9	\$46,264	\$46,703	\$47,143	\$47,582	\$48,022	\$48,462	\$48,901	\$49,341	\$49,780
10	\$47,033	\$47,473	\$47,912	\$48,352	\$48,791	\$49,231	\$49,670	\$50,110	\$50,549
11	\$47,802	\$48,242	\$48,681	\$49,121	\$49,560	\$50,000	\$50,440	\$50,879	\$51,319
12	\$48,571	\$49,011	\$49,451	\$49,890	\$50,330	\$50,769	\$51,209	\$51,648	\$52,088
13	\$49,341	\$49,780	\$50,220	\$50,659	\$51,099	\$51,538	\$51,978	\$52,418	\$52,857
14	\$50,110	\$50,549	\$50,989	\$51,429	\$51,868	\$52,308	\$52,747	\$53,187	\$53,626
15	\$50,879	\$51,319	\$51,758	\$52,198	\$52,637	\$53,077	\$53,516	\$53,956	\$54,396
16					\$53,407	\$53,846	\$54,286	\$54,725	\$55,165
17					\$54,176	\$54,615	\$55,055	\$55,495	\$55,934
18					\$54,945	\$55,385	\$55,824	\$56,264	\$56,703
19					\$55,714	\$56,154	\$56,593	\$57,033	\$57,473
20					\$56,484	\$56,923	\$57,363	\$57,802	\$58,242
21						\$57,692	\$58,132	\$58,571	\$59,011
22						\$58,462	\$58,901	\$59,341	\$59,780
23						\$59,231	\$59,670	\$60,110	\$60,549
24						\$60,000	\$60,440	\$60,879	\$61,319
25						\$60,769	\$61,209	\$61,648	\$62,088
26						\$61,758	\$62,198	\$62,637	\$63,077
27						\$62,308	\$62,747	\$63,187	\$63,626
28						\$62,857	\$63,297	\$63,736	\$64,176
29						\$63,407	\$63,846	\$64,286	\$64,725
30						\$63,956	\$64,396	\$64,835	\$65,275
31						\$64,505	\$64,945	\$65,385	\$65,824
32						\$65,055	\$65,495	\$65,934	\$66,374
33						\$65,604	\$66,044	\$66,484	\$66,923
34						\$66,154	\$66,593	\$67,033	\$67,473
35						\$66,703	\$67,143	\$67,582	\$68,022

Kings Salary Schedule - 2024-25									
Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	Ma + 24	MA + 32
1	\$36,500	\$36,500	\$36,500	\$36,500	\$36,500	\$36,500	\$36,500	\$36,500	\$36,500
2	\$37,200	\$37,600	\$38,000	\$38,400	\$38,800	\$39,200	\$39,600	\$40,000	\$40,400
3	\$37,900	\$38,300	\$38,700	\$39,100	\$39,500	\$39,900	\$40,300	\$40,700	\$41,100
4	\$38,600	\$39,000	\$39,400	\$39,800	\$40,200	\$40,600	\$41,000	\$41,400	\$41,800
5	\$39,300	\$39,700	\$40,100	\$40,500	\$40,900	\$41,300	\$41,700	\$42,100	\$42,500
6	\$40,000	\$40,400	\$40,800	\$41,200	\$41,600	\$42,000	\$42,400	\$42,800	\$43,200
7	\$40,700	\$41,100	\$41,500	\$41,900	\$42,300	\$42,700	\$43,100	\$43,500	\$43,900
8	\$41,400	\$41,800	\$42,200	\$42,600	\$43,000	\$43,400	\$43,800	\$44,200	\$44,600
9	\$42,100	\$42,500	\$42,900	\$43,300	\$43,700	\$44,100	\$44,500	\$44,900	\$45,300
10	\$42,800	\$43,200	\$43,600	\$44,000	\$44,400	\$44,800	\$45,200	\$45,600	\$46,000
11	\$43,500	\$43,900	\$44,300	\$44,700	\$45,100	\$45,500	\$45,900	\$46,300	\$46,700
12	\$44,200	\$44,600	\$45,000	\$45,400	\$45,800	\$46,200	\$46,600	\$47,000	\$47,400
13	\$44,900	\$45,300	\$45,700	\$46,100	\$46,500	\$46,900	\$47,300	\$47,700	\$48,100
14	\$45,600	\$46,000	\$46,400	\$46,800	\$47,200	\$47,600	\$48,000	\$48,400	\$48,800
15	\$46,300	\$46,700	\$47,100	\$47,500	\$47,900	\$48,300	\$48,700	\$49,100	\$49,500
16			\$48,600		\$49,000	\$49,400	\$49,800	\$50,200	
17			\$49,300		\$50,000	\$50,400	\$50,800	\$51,200	\$50,900
18			\$50,000		\$50,700	\$51,100	\$51,500	\$51,900	\$51,600
19			\$50,700		\$51,100	\$51,500	\$51,900	\$52,300	\$52,000
20			\$51,400		\$51,800	\$52,200	\$52,600	\$53,000	\$52,700
21					\$52,500	\$52,900	\$53,300	\$53,700	\$53,400
22					\$53,200	\$53,600	\$54,000	\$54,400	\$54,100
23					\$53,900	\$54,300	\$54,700	\$55,100	\$54,800
24					\$54,600	\$55,000	\$55,400	\$55,800	\$55,500
25					\$55,300	\$55,700	\$56,100	\$56,500	\$56,200
26						\$56,200	\$56,600	\$57,000	\$56,700
27						\$56,700	\$57,100	\$57,500	\$57,200
28						\$57,200	\$57,600	\$58,000	\$57,700
29						\$57,700	\$58,100	\$58,500	\$58,200
30						\$58,200	\$58,600	\$59,000	\$58,700
31						\$58,700	\$59,100	\$59,500	\$59,200
32						\$59,200	\$59,600	\$60,000	\$59,700
33						\$60,100	\$60,500	\$60,900	\$60,600
34						\$60,600	\$61,000	\$61,400	\$61,100
35						\$61,100	\$61,500	\$61,900	\$61,600

Kings Salary Schedule including TRS, THIS and NEC - 2024-25

Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	MA + 24	MA + 32
1	\$40,110	\$40,110	\$40,110	\$40,110	\$40,110	\$40,110	\$40,110	\$40,110	\$40,110
2	\$40,879	\$41,319	\$41,758	\$42,198	\$42,637	\$43,077	\$43,516	\$43,956	\$44,396
3	\$41,648	\$42,088	\$42,527	\$42,967	\$43,407	\$43,846	\$44,286	\$44,725	\$45,165
4	\$42,418	\$42,857	\$43,297	\$43,736	\$44,176	\$44,615	\$45,055	\$45,495	\$45,934
5	\$43,187	\$43,626	\$44,066	\$44,505	\$44,945	\$45,385	\$45,824	\$46,264	\$46,703
6	\$43,956	\$44,396	\$44,835	\$45,275	\$45,714	\$46,154	\$46,593	\$47,033	\$47,473
7	\$44,725	\$45,165	\$45,604	\$46,044	\$46,484	\$46,923	\$47,363	\$47,802	\$48,242
8	\$45,495	\$45,934	\$46,374	\$46,813	\$47,253	\$47,692	\$48,132	\$48,571	\$49,011
9	\$46,264	\$46,703	\$47,143	\$47,582	\$48,022	\$48,462	\$48,901	\$49,341	\$49,780
10	\$47,033	\$47,473	\$47,912	\$48,352	\$48,791	\$49,231	\$49,670	\$50,110	\$50,549
11	\$47,802	\$48,242	\$48,681	\$49,121	\$49,560	\$50,000	\$50,440	\$50,879	\$51,319
12	\$48,571	\$49,011	\$49,451	\$49,890	\$50,330	\$50,769	\$51,209	\$51,648	\$52,088
13	\$49,341	\$49,780	\$50,220	\$50,659	\$51,099	\$51,538	\$51,978	\$52,418	\$52,857
14	\$50,110	\$50,549	\$50,989	\$51,429	\$51,868	\$52,308	\$52,747	\$53,187	\$53,626
15	\$50,879	\$51,319	\$51,758	\$52,198	\$52,637	\$53,077	\$53,516	\$53,956	\$54,396
16					\$53,407	\$53,846	\$54,286	\$54,725	\$55,165
17					\$54,176	\$54,615	\$55,055	\$55,495	\$55,934
18					\$54,945	\$55,385	\$55,824	\$56,264	\$56,703
19					\$55,714	\$56,154	\$56,593	\$57,033	\$57,473
20					\$56,484	\$56,923	\$57,363	\$57,802	\$58,242
21						\$57,692	\$58,132	\$58,571	\$59,011
22						\$58,462	\$58,901	\$59,341	\$59,780
23						\$59,231	\$59,670	\$60,110	\$60,549
24						\$60,000	\$60,440	\$60,879	\$61,319
25						\$60,769	\$61,209	\$61,648	\$62,088
26							\$61,758	\$62,198	\$62,637
27							\$62,308	\$62,747	\$63,187
28							\$62,857	\$63,297	\$63,736
29							\$63,407	\$63,846	\$64,286
30							\$63,956	\$64,396	\$64,835
31								\$64,945	\$65,385
32								\$65,494	\$65,934
33								\$66,044	\$66,484
34								\$66,593	\$67,033
35								\$67,143	\$67,582

**Kings Salary Schedule - 2025-26**

Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	MA + 24	MA + 32
1	\$37,200	\$37,200	\$37,200	\$37,200	\$37,200	\$37,200	\$37,200	\$37,200	\$37,200
2	\$37,900	\$38,300	\$38,700	\$39,100	\$39,500	\$39,900	\$40,300	\$40,700	\$41,100
3	\$38,600	\$39,000	\$39,400	\$39,800	\$40,200	\$40,600	\$41,000	\$41,400	\$41,800
4	\$39,300	\$39,700	\$40,100	\$40,500	\$40,900	\$41,300	\$41,700	\$42,100	\$42,500
5	\$40,000	\$40,400	\$40,800	\$41,200	\$41,600	\$42,000	\$42,400	\$42,800	\$43,200
6	\$40,700	\$41,100	\$41,500	\$41,900	\$42,300	\$42,700	\$43,100	\$43,500	\$43,900
7	\$41,400	\$41,800	\$42,200	\$42,600	\$43,000	\$43,400	\$43,800	\$44,200	\$44,600
8	\$42,100	\$42,500	\$42,900	\$43,300	\$43,700	\$44,100	\$44,500	\$44,900	\$45,300
9	\$42,800	\$43,200	\$43,600	\$44,000	\$44,400	\$44,800	\$45,200	\$45,600	\$46,000
10	\$43,500	\$43,900	\$44,300	\$44,700	\$45,100	\$45,500	\$45,900	\$46,300	\$46,700
11	\$44,200	\$44,600	\$45,000	\$45,400	\$45,800	\$46,200	\$46,600	\$47,000	\$47,400
12	\$44,900	\$45,300	\$45,700	\$46,100	\$46,500	\$46,900	\$47,300	\$47,700	\$48,100
13	\$45,600	\$46,000	\$46,400	\$46,800	\$47,200	\$47,600	\$48,000	\$48,400	\$48,800
14	\$46,300	\$46,700	\$47,100	\$47,500	\$47,900	\$48,300	\$48,700	\$49,100	\$49,500
15	\$47,000	\$47,400	\$47,800	\$48,200	\$48,600	\$49,000	\$49,400	\$49,800	\$50,200
16					\$49,300	\$49,700	\$50,100	\$50,500	\$50,900
17					\$50,000	\$50,400	\$50,800	\$51,200	\$51,600
18					\$50,700	\$51,100	\$51,500	\$51,900	\$52,300
19					\$51,400	\$51,800	\$52,200	\$52,600	\$53,000
20					\$52,100	\$52,500	\$52,900	\$53,300	\$53,700
21						\$53,200	\$53,600	\$54,000	\$54,400
22						\$53,900	\$54,300	\$54,700	\$55,100
23						\$54,600	\$55,000	\$55,400	\$55,800
24						\$55,300	\$55,700	\$56,100	\$56,500
25						\$56,000	\$56,400	\$56,800	\$57,200
26							\$56,900	\$57,300	\$57,700
27							\$57,400	\$57,800	\$58,200
28							\$57,900	\$58,300	\$58,700
29							\$58,400	\$58,800	\$59,200
30							\$58,900	\$59,300	\$59,700
31								\$59,800	\$60,200
32								\$60,300	\$60,700
33								\$60,800	\$61,200
34								\$61,300	\$61,700
35								\$61,800	\$62,200

Kings Salary Schedule including TRS, THIS and NEC - 2025-26

Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	MA + 24	MA + 32
1	\$40,879	\$40,879	\$40,879	\$40,879	\$40,879	\$40,879	\$40,879	\$40,879	\$40,879
2	\$41,648	\$42,088	\$42,527	\$42,967	\$43,407	\$43,846	\$44,286	\$44,725	\$45,165
3	\$42,418	\$42,857	\$43,297	\$43,736	\$44,176	\$44,615	\$45,055	\$45,495	\$45,934
4	\$43,187	\$43,626	\$44,066	\$44,505	\$44,945	\$45,385	\$45,824	\$46,264	\$46,703
5	\$43,956	\$44,396	\$44,835	\$45,275	\$45,714	\$46,154	\$46,593	\$47,033	\$47,473
6	\$44,725	\$45,165	\$45,604	\$46,044	\$46,484	\$46,923	\$47,363	\$47,802	\$48,242
7	\$45,495	\$45,934	\$46,374	\$46,813	\$47,253	\$47,692	\$48,132	\$48,571	\$49,011
8	\$46,264	\$46,703	\$47,143	\$47,582	\$48,022	\$48,462	\$48,901	\$49,341	\$49,780
9	\$47,033	\$47,473	\$47,912	\$48,352	\$48,791	\$49,231	\$49,670	\$50,110	\$50,549
10	\$47,802	\$48,242	\$48,681	\$49,121	\$49,560	\$50,000	\$50,440	\$50,879	\$51,319
11	\$48,571	\$49,011	\$49,451	\$49,890	\$50,330	\$50,769	\$51,209	\$51,648	\$52,088
12	\$49,341	\$49,780	\$50,220	\$50,659	\$51,099	\$51,538	\$51,978	\$52,418	\$52,857
13	\$50,110	\$50,549	\$50,989	\$51,429	\$51,868	\$52,308	\$52,747	\$53,187	\$53,626
14	\$50,879	\$51,319	\$51,758	\$52,198	\$52,637	\$53,077	\$53,516	\$53,956	\$54,396
15	\$51,648	\$52,088	\$52,527	\$52,967	\$53,407	\$53,846	\$54,286	\$54,725	\$55,165
16					\$54,176	\$54,615	\$55,055	\$55,495	\$55,934
17					\$54,945	\$55,385	\$55,824	\$56,264	\$56,703
18					\$55,714	\$56,154	\$56,593	\$57,033	\$57,473
19					\$56,484	\$56,923	\$57,363	\$57,802	\$58,242
20					\$57,253	\$57,692	\$58,132	\$58,571	\$59,011
21						\$58,462	\$58,901	\$59,341	\$59,780
22						\$59,231	\$59,670	\$60,110	\$60,549
23						\$60,000	\$60,440	\$60,879	\$61,319
24						\$60,769	\$61,209	\$61,648	\$62,088
25						\$61,538	\$61,978	\$62,418	\$62,857
26							\$62,527	\$62,967	\$63,407
27							\$63,077	\$63,516	\$63,956
28							\$63,626	\$64,066	\$64,505
29							\$64,176	\$64,615	\$65,055
30							\$64,725	\$65,165	\$65,604
31							\$65,714	\$66,154	\$66,593
32							\$66,264	\$66,703	\$67,142
33							\$66,813	\$67,253	\$67,692
34							\$67,363	\$67,802	\$68,242
35							\$67,912	\$68,352	\$68,791

## **Appendix B**

### **Kings CSD#144 Teacher Incentive**

All Kings certified teaching staff will receive a bonus of \$100 for every year of service worked according to the Kings Salary Schedule. Each employee will receive a 1-time bonus equal to \$100 per year of service, this will coincide with their year on the salary schedule for the 2022-23 school year.

No employee shall exceed the 6% per year TRS threshold in any of the years of this contract. If anyone's bonus does exceed the 6% TRS threshold, those employees will have their bonus split between 2022-23 and the 2023-24 school years. If any employee decides to take the "comet clause retirement incentive" they will forfeit any remaining bonus as the clause is already at the 6% TRS threshold. Therefore, they can not receive the bonus.



### APPENDIX C: Additional Duties

Opportunities for additional paid responsibilities will first be offered to Kings staff members. Filled positions shall carry over and assignments for any vacant positions will be posted. Teachers' retirement is paid on these salaries.

Additional Duty	Compensation
Boys' Basketball Head Coach	\$1,200
Boys' Basketball Assistant Coach (as needed)	\$600
Girls' Basketball Head Coach	\$1,200
Girls' Basketball Assistant Coach (as needed)	\$600
Cheerleading Coach	\$800
Volleyball Coach	\$800
Track Coach	\$500
Speech Coach	\$400
Chess Coach	\$400
Concessions	\$400
Student Council Advisor	\$400
Yearbook Advisor	\$300
Art Club	\$250
Comet Club	\$250
Out-of-District Music Competitions/Events	\$50/half day; \$100/full day \$400 maximum per academic year

In the event that a new position is created, said position will be posted in accordance with the contract and such posting will include a description of the responsibilities and specific compensation being offered.