

**MEMORANDUM OF AGREEMENT TO
EXTEND THE 2024—2027 COLLECTIVE
BARGAINING AGREEMENT**

Between

NEW LENOX SCHOOL DISTRICT 122 BOARD OF EDUCATION

and

NEW LENOX COUNCIL AFT LOCAL 604

This Memorandum of Agreement (“Extension”) is made and entered into by and between the Board of Education of New Lenox School District 122 (“Board”) and the New Lenox Council AFT Local 604 (“Union”), collectively referred to as the “Parties.”

1. PURPOSE

The Parties have determined that it is in their mutual interests to extend the 2024-2027 collective bargaining agreement for an additional three-year term, with all terms and conditions being the same other than the revisions set forth below, which have been ratified by the Union.

2. TERM OF EXTENSION

The extension, incorporating the ratified revisions, shall become effective upon the expiration of the 2024-2027 collective bargaining agreement and shall remain in effect until 11:59 p.m. on the day preceding the first faculty institute of the 2030–2031 school year.

3. SALARY

A. No Change to Current Contract Pay Rates. There shall be no changes to the current contract pay rates for the 2024–2025 through 2026–2027 contract years.

B. Contract Pay Rates for the Extension Term. Contract pay rates for the three-year extension period (2027–2028 through 2029–2030) shall be implemented as outlined in Appendix A and Appendix B of this document.

4. BENEFITS

All benefits shall remain as the 2027 benefits outlined in the current collective bargaining agreement through the expiration of the extended agreement.

This Memorandum of Agreement shall become effective on February 17, 2026.

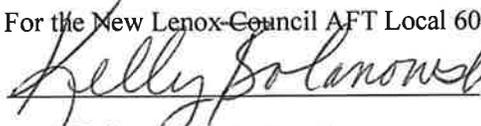
SIGNATURE PAGE

This document, signed and dated below, extends the agreement in effect from August 15, 2024 until 11:59 p.m. on the day preceding the first faculty institute of the 2027-2028 school year. The extension, incorporating the ratified revisions, shall become effective on February 17, 2026 and shall remain in effect until 11:59 p.m. on the day preceding the first faculty institute of the 2030-2031 school year.

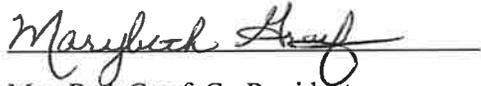
This agreement is signed this February 17, 2026

In Witness Whereof:

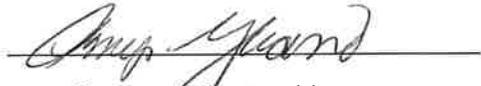
For the New Lenox-Council AFT Local 604



Kelly Bolanowski, Co-President

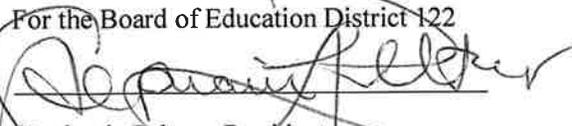


MaryBeth Graef, Co-President



Amy Gagliano, Vice President

For the Board of Education District 122



Stephanie Peltzer, President



Nicole DeGrave, Secretary

Appendix A

APPENDIX A (All stipends increase 4.0% each year) (Score and Time Keeper +\$1.50 each year)
NLS122 Extra Duty Stipend Base Pay Rates (NLS122 Board also pays the employees' TRS on these amounts)

Position	JH	I	P	K/EC	2027-2028	2028-2029	2029-2030
ATHLETICS							
Athletic Director: Jr. High	X				\$ 6,577	\$ 6,840	\$ 7,114
Athletic Director: 6th Grade		X			\$ 6,577	\$ 6,840	\$ 7,114
Boys Basketball Jr. High	X				\$ 6,029	\$ 6,270	\$ 6,521
Girls Basketball Jr.High	X				\$ 6,029	\$ 6,270	\$ 6,521
Boys Intermediate Basketball: A & B Teams		X			\$ 5,023	\$ 5,224	\$ 5,433
Girls Intermediate Basketball: A & B Teams		X			\$ 5,023	\$ 5,224	\$ 5,433
Girls Volleyball Jr. High	X				\$ 4,688	\$ 4,876	\$ 5,071
Wrestling Head Coach	X				\$ 6,029	\$ 6,270	\$ 6,521
Wrestling Assistant Coach	X				\$ 4,476	\$ 4,655	\$ 4,841
Boys Cross Country Head Coach	X				\$ 4,202	\$ 4,370	\$ 4,544
Girls Cross Country Head Coach	X				\$ 4,202	\$ 4,370	\$ 4,544
Boys Track Head Coach	X				\$ 4,202	\$ 4,370	\$ 4,544
Girls Track Head Coach	X				\$ 4,202	\$ 4,370	\$ 4,544
Track Boys Assistant Coach	X				\$ 2,813	\$ 2,926	\$ 3,043
Track Girls Assistant Coach	X				\$ 2,813	\$ 2,926	\$ 3,043
Cross Country Assistant Coach	X				\$ 2,813	\$ 2,926	\$ 3,043
Boys Volleyball	X				\$ 4,019	\$ 4,179	\$ 4,346
Softball	X				\$ 4,019	\$ 4,179	\$ 4,346
Baseball	X				\$ 4,019	\$ 4,179	\$ 4,346
Softball Assistant Coach	X				\$ 2,813	\$ 2,926	\$ 3,043
Baseball Assistant Coach	X				\$ 2,813	\$ 2,926	\$ 3,043
Golf: Non-IESA (1 boys & 1 girls)	X				\$ 1,534	\$ 1,595	\$ 1,659
Bowling: Non-IESA	X				\$ 1,534	\$ 1,595	\$ 1,659
Cheerleading Head Coach: Non-IESA	X				\$ 3,836	\$ 3,989	\$ 4,148
Cheerleading Assistant Coach: Non-IESA	X				\$ 3,197	\$ 3,325	\$ 3,458
Poms: Non-IESA	X				\$ 3,836	\$ 3,989	\$ 4,148
Score Keeper	X	X			\$ 38.50	\$ 40.00	\$ 41.50
Time Keeper	X	X			\$ 38.50	\$ 40.00	\$ 41.50
FINE ARTS							
Band Director	X				\$ 5,292	\$ 5,503	\$ 5,723
Jazz Band	X				\$ 1,340	\$ 1,393	\$ 1,449
Pep Band	X				\$ 1,340	\$ 1,393	\$ 1,449
Orchestra Director	X				\$ 5,292	\$ 5,503	\$ 5,723
Orchestra Allegro	X				\$ 1,340	\$ 1,393	\$ 1,449
Jr. High Choir	X				\$ 3,181	\$ 3,309	\$ 3,441
Before/After School Chorus	X				\$ 1,608	\$ 1,672	\$ 1,739
Before/After School Orchestra	X				\$ 1,608	\$ 1,672	\$ 1,739
Before/After School Band	X				\$ 1,608	\$ 1,672	\$ 1,739
Spring Play	X				\$ 1,608	\$ 1,672	\$ 1,739

APPENDIX A (All stipends increase 4.0% each year) (Score and Time Keeper +\$1.50 each year)
NLSD122 Extra Duty Stipend Base Pay Rates (NLSD122 Board also pays the employees' TRS on these amounts)

Position	JH	I	P	K/EC	2027-2028	2028-2029	2029-2030
Spring Play Assistant	X				\$ 1,340	\$ 1,393	\$ 1,449
Show Choir/Madrigals/Choral Festival	X	X			\$ 1,340	\$ 1,393	\$ 1,449
Fine Arts (Music/Art/ PE) Max 3	X	X	X	X	\$ 757	\$ 787	\$ 819
Accompanist	X	X	X	X	\$ 368	\$ 383	\$ 398
SUPERVISION (CLUBS)							
Yearbook	X				\$ 2,143	\$ 2,229	\$ 2,318
Student Council 4-6		X			\$ 1,072	\$ 1,115	\$ 1,160
Student Council 7-8	X				\$ 1,608	\$ 1,672	\$ 1,739
NJHS	X				\$ 1,608	\$ 1,672	\$ 1,739
SUPERVISION (STUDENTS)							
Bus AM	X	X	X	X	\$ 1,340	\$ 1,393	\$ 1,449
Bus PM	X	X	X	X	\$ 1,340	\$ 1,393	\$ 1,449
Early Bird	X				\$ 2,545	\$ 2,647	\$ 2,753
Detention 2X	X	X			\$ 1,875	\$ 1,950	\$ 2,028
Detention 3X	X	X			\$ 2,679	\$ 2,786	\$ 2,898
Lunchroom	X	X	X		\$ 2,412	\$ 2,508	\$ 2,609
Recess		X	X		\$ 2,412	\$ 2,508	\$ 2,609
Homework 2X	X	X			\$ 1,340	\$ 1,393	\$ 1,449
Homework 3X	X	X			\$ 1,608	\$ 1,672	\$ 1,739
Athletic Study Hall (Max 4 Seasons)	X	X			\$ 1,005	\$ 1,045	\$ 1,087
CONTESTS							
Mathletes	X				\$ 2,412	\$ 2,508	\$ 2,609
Scholastic Bowl	X				\$ 2,412	\$ 2,508	\$ 2,609
IESA Speech	X				\$ 1,340	\$ 1,393	\$ 1,449
Geography Bee	X	X			\$ 640	\$ 665	\$ 692
Spelling Bee	X	X			\$ 640	\$ 665	\$ 692
OTHER							
Digital Learning Ambassador (DLA)	X	X	X	X	\$ 1,005	\$ 1,045	\$ 1,087
Local Education Agency (LEA)	X	X	X	X	\$ 2,143	\$ 2,229	\$ 2,318
Web Site Publisher	X	X	X	X	\$ 891	\$ 927	\$ 964
180 Turn Around	X				\$ 1,340	\$ 1,393	\$ 1,449
180 Turn Around Mentor	X				\$ 2,545	\$ 2,647	\$ 2,753
SIT Team Member	X	X	X	X	\$ 401	\$ 417	\$ 434

Flex Club Rates (FY28-FY30)
Point Value Increasing 6.1% vs 2026-2027
Point Value Increasing from \$165 to \$175

Annual Allocations

Primary	\$	4,250
Intermediate	\$	12,750
Junior High	\$	19,000

Rubric Point Value **\$** **175.00**

1 point	\$	175
2 points	\$	350
3 points	\$	525
4 points	\$	700
5 points	\$	875
6 points	\$	1,050
7 points	\$	1,225

Appendix B

New Lenox School District 122 Salary Schedule - 2027-2028 (+4.0% Total Raise Excluding Any Additional Lane Movement Raises)

Step	BA		BA+10		BA+20		BA+45 / MA		MA+15		MA+30		MA+45		MA+60	
	Salary w/o TRS	Salary w/ TRS														
0	47,588	52,294	48,540	53,341	49,511	54,407	51,491	56,583	52,520	57,715	53,571	58,869	54,642	60,046	55,735	61,247
1	48,616	53,425	49,589	54,494	50,581	55,583	52,603	57,806	53,655	58,962	54,728	60,141	55,823	61,344	56,939	62,571
2	49,671	54,584	50,665	55,676	51,678	56,789	53,745	59,060	54,820	60,241	55,916	61,446	57,034	62,675	58,175	63,928
3	50,746	55,765	51,762	56,881	52,796	58,018	54,908	60,338	56,006	61,545	57,126	62,775	58,268	64,031	59,434	65,312
4	51,841	56,969	52,879	58,109	53,936	59,270	56,093	61,641	57,215	62,873	58,359	64,131	59,526	65,413	60,717	66,722
5	52,999	58,241	54,060	59,407	55,141	60,594	57,346	63,017	58,493	64,278	59,662	65,563	60,855	66,874	62,073	68,212
6	54,183	59,542	55,267	60,733	56,372	61,947	58,626	64,425	59,799	65,713	60,994	67,027	62,214	68,368	63,459	69,735
7	55,393	60,871	56,502	62,090	57,631	63,331	59,936	65,863	61,134	67,181	62,357	68,524	63,604	69,894	64,876	71,292
8	56,630	62,231	57,763	63,476	58,918	64,745	61,274	67,334	62,500	68,681	63,749	70,054	65,024	71,455	66,325	72,884
9	57,850	63,571	59,008	64,844	60,187	66,140	62,594	68,785	63,846	70,161	65,123	71,563	66,425	72,995	67,754	74,455
10	59,113	64,960	60,297	66,261	61,503	67,586	63,965	70,291	65,243	71,695	66,548	73,130	67,877	74,590	69,234	76,082
11	60,407	66,382	61,614	67,708	62,848	69,063	65,360	71,824	66,667	73,260	68,001	74,727	69,360	76,220	70,748	77,745
12	61,737	67,843	62,973	69,202	64,230	70,582	66,802	73,408	68,137	74,876	69,502	76,376	70,890	77,901	72,308	79,459
13	63,177	69,426	64,441	70,814	65,728	72,228	68,359	75,120	69,724	76,619	71,119	78,153	72,542	79,716	73,992	81,310
14	64,648	71,042	65,940	72,462	67,257	73,909	69,949	76,867	71,347	78,404	72,776	79,974	74,231	81,572	75,715	83,203
15	66,160	72,704	67,485	74,159	68,832	75,640	71,586	78,666	73,018	80,239	74,479	81,846	75,970	83,484	77,490	85,153
16	67,702	74,398	69,056	75,886	70,439	77,405	73,254	80,498	74,718	82,108	76,213	83,751	77,739	85,427	79,294	87,136
17	69,285	76,137	70,672	77,661	72,084	79,213	74,970	82,385	76,468	84,031	77,995	85,709	79,557	87,425	81,148	89,173
18	70,913	77,927	72,333	79,487	73,780	81,077	76,737	84,327	78,264	86,005	79,832	87,727	81,425	89,478	83,054	91,268
19	72,566	79,743	74,016	81,337	75,498	82,965	78,516	86,281	80,089	88,010	81,691	89,771	83,324	91,565	84,990	93,396
20	74,162	81,497	75,647	83,129	77,158	84,789	80,248	88,185	81,852	89,947	83,490	91,748	85,158	93,580	86,861	95,451
21	75,789	83,285	77,305	84,950	78,850	86,649	82,004	90,114	83,644	91,916	85,320	93,758	87,023	95,630	88,764	97,542
22	77,461	85,122	79,008	86,822	80,587	88,557	83,810	92,099	85,486	93,941	87,195	95,819	88,942	97,739	90,721	99,694
23	79,159	86,987	80,746	88,732	82,364	90,510	85,658	94,130	87,371	96,012	89,116	97,930	90,899	99,889	92,717	101,887
24	80,903	88,904	82,521	90,682	84,179	92,505	87,544	96,202	89,297	98,128	91,084	100,093	92,904	102,092	94,762	104,134
25	82,676	90,852	84,336	92,677	86,036	94,545	89,475	98,324	91,265	100,292	93,091	102,297	94,947	104,338	96,846	106,425
26	84,488	92,844	86,192	94,716	87,933	96,630	91,448	100,492	93,277	102,502	95,141	104,550	97,036	106,633	98,977	108,766
27	86,339	94,878	88,088	96,800	89,872	98,761	93,465	102,708	95,333	104,762	97,237	106,853	99,171	108,979	101,155	111,159
28	88,232	96,958	90,026	98,929	91,855	100,939	95,526	104,973	97,435	107,071	99,378	109,207	101,353	111,377	103,380	113,604
29	90,165	99,083	92,006	101,106	93,880	103,165	97,632	107,288	99,582	109,431	101,567	111,612	103,583	113,827	105,654	116,104
30	92,141	101,254	94,031	103,330	95,951	105,440	99,785	109,654	101,777	111,843	103,804	114,071	105,862	116,331	107,979	118,658
31	94,161	103,473	96,099	105,604	98,067	107,766	101,986	112,072	104,021	114,309	106,091	116,583	108,191	118,891	110,354	121,268
32	96,225	105,741	98,213	107,927	100,230	110,143	104,235	114,544	106,314	116,828	108,427	119,151	110,571	121,506	112,782	123,936
33	98,333	108,059	100,374	110,301	102,440	112,572	106,533	117,070	108,657	119,404	110,816	121,775	113,003	124,179	115,263	126,663
34	100,489	110,427	102,582	112,728	104,699	115,054	108,883	119,651	111,053	122,036	113,256	124,458	115,489	126,911	117,799	129,450
35	102,691	112,847	104,839	115,208	107,008	117,592	111,284	122,290	113,501	124,726	115,751	127,199	118,030	129,704	120,391	132,298

NLSLD122 pays the base salary listed in the "w/o TRS" column and also pays the 9.0% TRS employee contribution (District pays the 9.0%; the 9.0% is not deducted from employee's check).
 The employee's resulting TRS creditable earnings attributed to their base salary and the TRS paid by the District is the amount listed in the "w/ TRS" column. (Total creditable rate is 9.8901%)

New Lenox School District 122 Salary Schedule - 2028-2029 (+4.0% Total Raise Excluding Any Additional Lane Movement Raises)

Step	BA		BA+10		BA+20		BA+45 / MA		MA+15		MA+30		MA+45		MA+60	
	Salary w/o TRS	Salary w/ TRS														
0	48,445	53,236	49,414	54,301	50,402	55,387	52,417	57,602	53,466	58,754	54,535	59,928	55,626	61,127	56,738	62,350
1	49,491	54,386	50,482	55,475	51,491	56,584	53,550	58,846	54,621	60,023	55,713	61,223	56,828	62,448	57,964	63,697
2	50,561	55,562	51,573	56,674	52,604	57,806	54,707	60,118	55,802	61,321	56,917	62,547	58,056	63,798	59,217	65,074
3	51,658	56,767	52,692	57,903	53,745	59,061	55,895	61,423	57,012	62,651	58,152	63,904	59,316	65,182	60,502	66,486
4	52,776	57,995	53,832	59,156	54,908	60,339	57,104	62,752	58,246	64,007	59,411	65,286	60,599	66,592	61,811	67,924
5	53,915	59,247	54,994	60,433	56,094	61,641	58,337	64,106	59,503	65,388	60,693	66,696	61,907	68,030	63,145	69,390
6	55,119	60,571	56,222	61,783	57,346	63,018	59,639	65,538	60,832	66,849	62,049	68,185	63,290	69,549	64,555	70,940
7	56,350	61,923	57,478	63,163	58,627	64,425	60,971	67,002	62,191	68,342	63,434	69,708	64,703	71,102	65,997	72,524
8	57,609	63,306	58,762	64,573	59,936	65,864	62,333	68,498	63,580	69,868	64,851	71,265	66,148	72,690	67,471	74,144
9	58,895	64,720	60,074	66,015	61,275	67,335	63,725	70,028	65,000	71,428	66,299	72,856	67,625	74,314	68,978	75,800
10	60,164	66,114	61,368	67,438	62,595	68,786	65,098	71,536	66,400	72,967	67,728	74,426	69,082	75,915	70,464	77,433
11	61,478	67,558	62,709	68,911	63,963	70,289	66,523	73,103	67,852	74,563	69,210	76,055	70,592	77,574	72,004	79,125
12	62,824	69,037	64,079	70,416	65,361	71,826	67,974	74,697	69,334	76,191	70,721	77,716	72,135	79,269	73,577	80,854
13	64,207	70,557	65,492	71,970	66,799	73,405	69,474	76,345	70,863	77,871	72,282	79,431	73,726	81,017	75,200	82,638
14	65,705	72,203	67,019	73,647	68,357	75,117	71,093	78,124	72,513	79,684	73,964	81,279	75,443	82,905	76,952	84,563
15	67,234	73,883	68,578	75,360	69,948	76,866	72,747	79,942	74,201	81,540	75,687	83,173	77,200	84,835	78,744	86,532
16	68,807	75,612	70,184	77,125	71,585	78,665	74,450	81,813	75,938	83,449	77,459	85,119	79,009	86,823	80,589	88,560
17	70,410	77,373	71,819	78,922	73,256	80,501	76,184	83,718	77,707	85,392	79,262	87,101	80,848	88,844	82,465	90,621
18	72,056	79,183	73,498	80,768	74,968	82,382	77,969	85,680	79,527	87,392	81,115	89,137	82,739	90,922	84,394	92,740
19	73,750	81,044	75,226	82,666	76,732	84,320	79,807	87,700	81,395	89,445	83,025	91,236	84,682	93,057	86,376	94,918
20	75,469	82,933	76,977	84,590	78,518	86,284	81,657	89,733	83,293	91,530	84,959	93,362	86,657	95,227	88,390	97,132
21	77,129	84,757	78,673	86,454	80,245	88,181	83,458	91,712	85,126	93,545	86,830	95,418	88,564	97,323	90,335	99,269
22	78,821	86,616	80,397	88,348	82,004	90,115	85,284	93,719	86,989	95,593	88,733	97,508	90,504	99,455	92,314	101,444
23	80,559	88,527	82,168	90,295	83,811	92,099	87,163	95,783	88,906	97,698	90,683	99,652	92,500	101,648	94,350	103,681
24	82,325	90,467	83,976	92,281	85,659	94,131	89,085	97,895	90,865	99,852	92,681	101,847	94,535	103,885	96,426	105,962
25	84,139	92,460	85,821	94,309	87,546	96,205	91,046	100,051	92,869	102,054	94,728	104,096	96,620	106,175	98,552	108,299
26	85,983	94,486	87,710	96,384	89,477	98,327	93,054	102,257	94,916	104,303	96,814	106,389	98,745	108,511	100,720	110,682
27	87,867	96,557	89,639	98,505	91,451	100,495	95,106	104,512	97,008	106,602	98,947	108,732	100,918	110,899	102,936	113,117
28	89,793	98,674	91,611	100,672	93,467	102,711	97,203	106,817	99,146	108,952	101,126	111,127	103,138	113,338	105,201	115,605
29	91,761	100,836	93,627	102,887	95,529	104,977	99,347	109,172	101,332	111,354	103,353	113,575	105,407	115,832	107,515	118,149
30	93,772	103,046	95,687	105,150	97,636	107,292	101,537	111,580	103,566	113,808	105,630	116,077	107,726	118,380	109,881	120,748
31	95,827	105,305	97,792	107,463	99,789	109,658	103,777	114,040	105,849	116,317	107,956	118,633	110,096	120,985	112,298	123,404
32	97,927	107,612	99,943	109,828	101,990	112,076	106,065	116,555	108,182	118,881	110,334	121,246	112,518	123,646	114,769	126,119
33	100,074	109,971	102,142	112,244	104,239	114,548	108,404	119,125	110,566	121,502	112,765	123,917	114,994	126,367	117,293	128,894
34	102,267	112,381	104,389	114,713	106,538	117,074	110,795	121,752	113,004	124,180	115,248	126,646	117,523	129,147	119,874	131,730
35	104,508	114,844	106,686	117,237	108,887	119,656	113,238	124,437	115,495	126,917	117,787	129,436	120,109	131,988	122,511	134,628

NLSLD122 pays the base salary listed in the "w/o TRS" column and also pays the 9.0% TRS employee contribution (District pays the 9.0%; the 9.0% is not deducted from employee's check).

The employee's resulting TRS creditable earnings attributed to their base salary and the TRS paid by the District is the amount listed in the "w/ TRS" column. (Total creditable rate is 9.8901%)

New Lenox School District 122 Salary Schedule - 2029-2030 (+4.0% Total Raise Excluding Any Additional Lane Movement Raises)

Step	BA		BA+10		BA+20		BA+45 / MA		MA+15		MA+30		MA+45		MA+60	
	Salary w/o TRS	Salary w/ TRS														
0	49,317	54,194	50,304	55,279	51,309	56,384	53,361	58,638	54,428	59,811	55,516	61,007	56,627	62,227	57,759	63,472
1	50,382	55,365	51,391	56,473	52,418	57,602	54,514	59,906	55,604	61,104	56,716	62,325	57,851	63,572	59,008	64,844
2	51,471	56,562	52,501	57,694	53,551	58,847	55,692	61,200	56,806	62,424	57,942	63,672	59,101	64,946	60,283	66,245
3	52,583	57,784	53,636	58,941	54,708	60,119	56,896	62,523	58,034	63,773	59,194	65,048	60,378	66,349	61,586	67,676
4	53,724	59,038	54,800	60,219	55,895	61,423	58,130	63,880	59,293	65,157	60,478	66,460	61,688	67,789	62,922	69,145
5	54,887	60,315	55,985	61,522	57,104	62,752	59,388	65,262	60,576	66,567	61,787	67,898	63,023	69,256	64,283	70,641
6	56,072	61,617	57,194	62,851	58,337	64,107	60,670	66,670	61,884	68,004	63,121	69,364	64,383	70,751	65,671	72,166
7	57,324	62,993	58,471	64,254	59,640	65,539	62,025	68,159	63,266	69,523	64,531	70,913	65,821	72,331	67,138	73,778
8	58,604	64,400	59,777	65,689	60,972	67,002	63,410	69,682	64,678	71,075	65,972	72,496	67,291	73,946	68,637	75,425
9	59,913	65,838	61,112	67,156	62,334	68,499	64,826	71,238	66,123	72,663	67,445	74,115	68,794	75,598	70,170	77,110
10	61,251	67,309	62,477	68,656	63,726	70,028	66,274	72,829	67,600	74,285	68,951	75,770	70,330	77,286	71,737	78,832
11	62,571	68,759	63,823	70,135	65,099	71,537	67,702	74,398	69,056	75,886	70,437	77,403	71,846	78,951	73,282	80,530
12	63,937	70,261	65,218	71,668	66,522	73,101	69,184	76,027	70,567	77,546	71,979	79,097	73,416	80,677	74,884	82,290
13	65,337	71,798	66,642	73,233	67,976	74,699	70,693	77,685	72,107	79,238	73,550	80,824	75,020	82,440	76,521	84,089
14	66,775	73,379	68,112	74,848	69,471	76,342	72,253	79,398	73,697	80,986	75,174	82,608	76,675	84,258	78,208	85,943
15	68,333	75,091	69,699	76,593	71,091	78,122	73,937	81,249	75,413	82,872	76,922	84,530	78,461	86,221	80,030	87,945
16	69,923	76,839	71,321	78,375	72,746	79,940	75,657	83,140	77,169	84,802	78,714	86,499	80,288	88,228	81,893	89,993
17	71,559	78,636	72,991	80,210	74,449	81,812	77,428	85,085	78,976	86,787	80,557	88,524	82,169	90,296	83,813	92,102
18	73,226	80,468	74,691	82,078	76,186	83,721	79,231	87,067	80,815	88,808	82,432	90,585	84,082	92,398	85,764	94,246
19	74,939	82,350	76,438	83,998	77,966	85,677	81,088	89,107	82,708	90,888	84,359	92,703	86,048	94,559	87,769	96,450
20	76,700	84,286	78,235	85,973	79,801	87,693	82,999	91,208	84,650	93,023	86,346	94,886	88,069	96,779	89,831	98,715
21	78,488	86,250	80,056	87,974	81,659	89,735	84,923	93,322	86,624	95,192	88,357	97,096	90,123	99,036	91,926	101,017
22	80,214	88,147	81,820	89,912	83,455	91,708	86,797	95,381	88,531	97,287	90,303	99,234	92,106	101,216	93,949	103,240
23	81,974	90,081	83,613	91,882	85,284	93,719	88,695	97,468	90,469	99,417	92,282	101,409	94,124	103,433	96,007	105,502
24	83,782	92,068	85,455	93,907	87,163	95,783	90,649	99,614	92,462	101,606	94,311	103,638	96,200	105,714	98,124	107,829
25	85,618	94,086	87,335	95,973	89,085	97,896	92,648	101,811	94,500	103,846	96,388	105,921	98,316	108,040	100,283	110,201
26	87,504	96,158	89,254	98,082	91,048	100,053	94,688	104,053	96,584	106,136	98,517	108,260	100,484	110,423	102,494	112,631
27	89,422	98,266	91,218	100,240	93,056	102,260	96,776	106,347	98,713	108,475	100,687	110,645	102,695	112,852	104,749	115,109
28	91,382	100,420	93,225	102,445	95,109	104,515	98,910	108,692	100,888	110,866	102,904	113,082	104,954	115,335	107,054	117,641
29	93,385	102,620	95,276	104,699	97,206	106,820	101,091	111,089	103,112	113,310	105,171	115,573	107,264	117,872	109,409	120,229
30	95,431	104,870	97,372	107,002	99,350	109,176	103,320	113,539	105,385	115,808	107,488	118,118	109,623	120,465	111,816	122,874
31	97,523	107,168	99,514	109,356	101,541	111,583	105,599	116,043	107,708	118,361	109,855	120,720	112,035	123,115	114,276	125,578
32	99,660	109,517	101,703	111,762	103,780	114,044	107,928	118,602	110,083	120,970	112,275	123,379	114,500	125,824	116,790	128,340
33	101,844	111,917	103,941	114,221	106,069	116,560	110,308	121,217	112,509	123,636	114,748	126,096	117,019	128,592	119,359	131,164
34	104,077	114,370	106,228	116,734	108,408	119,130	112,740	123,890	114,989	126,362	117,275	128,874	119,593	131,421	121,985	134,050
35	106,358	116,876	108,565	119,302	110,799	121,757	115,226	126,622	117,524	129,147	119,858	131,712	122,224	134,312	124,669	136,999

NLS122 pays the base salary listed in the "w/o TRS" column and also pays the 9.0% TRS employee contribution (District pays the 9.0%; the 9.0% is not deducted from employee's check).
 The employee's resulting TRS creditable earnings attributed to their base salary and the TRS paid by the District is the amount listed in the "w/ TRS" column. (Total creditable rate is 9.8901%)

OT/PT Salary Schedule
Starting Annual Salary (Placement Matrix)

Annual raises after initial placement will equal the total overall teacher salary matrix raise % for the year (below):
FY28 = 4.0%, FY29 = 4.0%, FY30 = 4.0%

Step	2027-2028	2028-2029	2029-2030
0	\$59,116	\$60,180	\$61,263
1	\$60,446	\$61,534	\$62,642
2	\$61,806	\$62,919	\$64,051
3	\$63,197	\$64,334	\$65,492
4	\$64,619	\$65,782	\$66,966
5	\$66,073	\$67,262	\$68,473
6	\$67,559	\$68,775	\$70,013
7	\$69,079	\$70,323	\$71,589
8	\$70,634	\$71,905	\$73,199
9	\$72,223	\$73,523	\$74,846
10	\$73,848	\$75,177	\$76,530
11	\$75,509	\$76,869	\$78,252
12	\$77,208	\$78,598	\$80,013
13	\$78,946	\$80,367	\$81,813
14	\$80,722	\$82,175	\$83,654
15	\$82,538	\$84,024	\$85,536
16	\$84,395	\$85,914	\$87,461
17	\$86,294	\$87,847	\$89,429
18	\$88,236	\$89,824	\$91,441
19	\$90,221	\$91,845	\$93,498
20	\$92,251	\$93,911	\$95,602
21	\$94,327	\$96,024	\$97,753
22	\$96,449	\$98,185	\$99,952
23	\$98,619	\$100,394	\$102,201
24	\$100,838	\$102,653	\$104,501
25	\$103,107	\$104,963	\$106,852
26	\$105,427	\$107,324	\$109,256
27	\$107,799	\$109,739	\$111,715
28	\$110,224	\$112,208	\$114,228
29	\$112,704	\$114,733	\$116,798
30	\$115,240	\$117,315	\$119,426
31	\$117,833	\$119,954	\$122,113
32	\$120,484	\$122,653	\$124,861
33	\$123,195	\$125,413	\$127,670
34	\$125,967	\$128,235	\$130,543
35	\$128,801	\$131,120	\$133,480

The District also pays the full Employer IMRF contribution as required by law in addition to the above salary.

**Contractual Monetary Rates
2027-2028 - 2029-2030**

Contract Section	Description	2027-2028 Hourly Rate	2028-2029 Hourly Rate	2029-2030 Hourly Rate
12.2	NLU Attendee	\$ 29.00	\$ 30.00	\$ 31.00
12.2	NLU Instructor	\$ 58.00	\$ 60.00	\$ 62.00
12.2	NLU One-Time Prep Time	\$ 58.00	\$ 60.00	\$ 62.00
<i>Change vs Prior Year (Attendee is 1/2)</i>		\$ 2.00	\$ 2.00	\$ 2.00

Contract Section	Description	2027-2028 Annual Rate	2028-2029 Annual Rate	2029-2030 Annual Rate
12.3	Mentors	\$ 575.00	\$ 600.00	\$ 625.00
<i>Change vs Prior Year</i>		\$ 25.00	\$ 25.00	\$ 25.00

Contract Section	Description	2027-2028 Hourly Rate	2028-2029 Hourly Rate	2029-2030 Hourly Rate
13.4	Internal Sub	\$ 68.00	\$ 70.00	\$ 72.00
<i>Change vs Prior Year</i>		\$ 2.00	\$ 2.00	\$ 2.00

Contract Section	Description	2027-2028 Hourly Rate	2028-2029 Hourly Rate	2029-2030 Hourly Rate
13.5	Homebound	\$ 58.00	\$ 60.00	\$ 62.00
<i>Change vs Prior Year</i>		\$ 3.00	\$ 2.00	\$ 2.00

Contract Section	Description	0-2 Years	3-5 Years	6-8 Years	9+Years
14.5	ESY	\$ 4,000	\$ 4,200	\$ 4,400	\$ 4,700
<i>Change vs Prior Year</i>		\$ 200	\$ 200	\$ 200	\$ 200

Contract Section	Description	
14.7	Lead Teachers	All lead stipends still \$10,000 (Nurse still \$20,000)

Contract Section	Description	2027-2028 Hourly Rate	2028-2029 Hourly Rate	2029-2030 Hourly Rate
15.2	Missed Plan	\$ 68.00	\$ 70.00	\$ 72.00
<i>Change vs Prior Year</i>		\$ 2.00	\$ 2.00	\$ 2.00

Contract Section	Description	
15.6	Additional Work Days	All days still the same as 2024-2025 - 2026-2027 Contract

Contract Section	Description	2027-2028 Hourly Rate	2028-2029 Hourly Rate	2029-2030 Hourly Rate
15.7	Missed Lunch	\$ 68.00	\$ 70.00	\$ 72.00
<i>Change vs Prior Year</i>		\$ 2.00	\$ 2.00	\$ 2.00

Contract Section	Description	2027-2028 Hourly Rate	2028-2029 Hourly Rate	2029-2030 Hourly Rate
15.7	Outside of Work Day	\$ 34.00	\$ 35.00	\$ 36.00
<i>Change vs Prior Year</i>		\$ 1.00	\$ 1.00	\$ 1.00