

**A Contractual Agreement
Between**

**Board of Education of
Kings Consolidated School District 144
and**

Kings Education Association (KEA)

Four-Year Agreement Governing:

2026-2027 Academic Year

2027-2028 Academic Year

2028-2029 Academic Year

2029-2030 Academic Year

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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

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.

2.36 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 (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 12 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.).

4.2b 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 School Day Incentive

Each staff member is provided with **12 sick days and 3 personal days** per school year. The following schedule outlines how additional days will be granted for the **following school year** based on the number of sick days used:

Sick/Personal Days Left	Days Sick/Personal Used	Extra Days Granted
15	0	5
14	1	5
13	2	4
12	3	3
11	4	2
10	5	1
9	6	1
8	7	1

The School Day Incentive Program will remain in effect for all four years of the current collective bargaining agreement.

4.5 LEAVE REQUEST FORMS

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

4.6 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. The said employee will give any money received from serving on Jury Duty to the District, except for money received for mileage.

4.7 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.

4.7a

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.

4.7b

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.

4.7c

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.

4.7d

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

4.7e

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

4.8 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 ($\frac{1}{2}$) 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 from 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

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.

5.10 Salary Schedule Appendix: Longevity Compensation

This appendix shall apply to all educators who have reached the **bottom step** of their respective salary lane.

Any educator who reaches the bottom step of their lane shall be eligible to receive a **longevity bonus of four hundred dollars (\$400)** for each year of continued service thereafter, provided the educator remains employed by the District.

Eligibility for the longevity bonus shall begin for educators at **Year 15 in Lane 1** and extend through **Year 25 in Lane 9**, and shall apply to all subsequent years in which the educator remains at the bottom step of the applicable lane.

The longevity bonus shall be paid annually and shall not alter the educator's placement on the salary schedule.

ARTICLE VI: TEACHER EVALUATION

6.1

Both parties recognize that professional growth is an ongoing and continual process. Both parties agree that audio or videotaping will not be used during the evaluation process unless agreed to by both parties.

6.2

The parties agree to, at the minimum, review the formal teacher evaluation tool yearly for the purpose of refining and improving the instrument. The instrument will be reviewed by the Superintendent and a committee, at least one member of which will be chosen by the Association. Recommendations forthcoming from this committee will become final pending approval of the Association and Board of Education. Whenever there are changes in Administration, the parties agree to work together on any changes in the instrument.

6.3

The Association and Board agree that any unsatisfactory rating of tenured personnel will be treated in accordance with the appropriate Illinois state laws outlining this process.

6.4

The Association and Board agree that a schedule will be established such that tenured personnel will be evaluated at least once every two years and non-tenured personnel will be evaluated yearly.

ARTICLE VII: PERSONNEL FILES

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 I

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, 2026, and terminating at 12:01 AM on the first day of the 2030-2031 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.

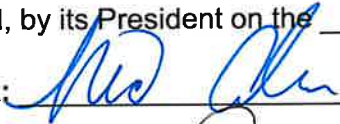
10.4 IMPASSE PROCEDURES

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.

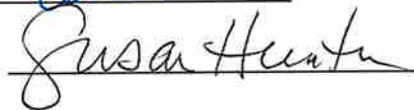
IN WITNESS WHEREOF

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:



Appendix A

Kings Salary Schedule - 2026-27									
Lane	1	2	3	4	5	6	7	8	9
Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	Ma + 24	MA + 32
1	\$40,200	\$40,600	\$41,000	\$41,400	\$41,800	\$42,200	\$42,600	\$43,000	\$43,400
2	\$40,900	\$41,300	\$41,700	\$42,100	\$42,500	\$42,900	\$43,300	\$43,700	\$44,100
3	\$41,600	\$42,000	\$42,400	\$42,800	\$43,200	\$43,600	\$44,000	\$44,400	\$44,800
4	\$42,300	\$42,700	\$43,100	\$43,500	\$43,900	\$44,300	\$44,700	\$45,100	\$45,500
5	\$43,000	\$43,400	\$43,800	\$44,200	\$44,600	\$45,000	\$45,400	\$45,800	\$46,200
6	\$43,700	\$44,100	\$44,500	\$44,900	\$45,300	\$45,700	\$46,100	\$46,500	\$46,900
7	\$44,400	\$44,800	\$45,200	\$45,600	\$46,000	\$46,400	\$46,800	\$47,200	\$47,600
8	\$45,100	\$45,500	\$45,900	\$46,300	\$46,700	\$47,100	\$47,500	\$47,900	\$48,300
9	\$45,800	\$46,200	\$46,600	\$47,000	\$47,400	\$47,800	\$48,200	\$48,600	\$49,000
10	\$46,500	\$46,900	\$47,300	\$47,700	\$48,100	\$48,500	\$48,900	\$49,300	\$49,700
11	\$47,200	\$47,600	\$48,000	\$48,400	\$48,800	\$49,200	\$49,600	\$50,000	\$50,400
12	\$47,900	\$48,300	\$48,700	\$49,100	\$49,500	\$49,900	\$50,300	\$50,700	\$51,100
13	\$48,600	\$49,000	\$49,400	\$49,800	\$50,200	\$50,600	\$51,000	\$51,400	\$51,800
14	\$49,300	\$49,700	\$50,100	\$50,500	\$50,900	\$51,300	\$51,700	\$52,100	\$52,500
15	\$50,000	\$50,400	\$50,800	\$51,200	\$51,600	\$52,000	\$52,400	\$52,800	\$53,200
16					\$52,300	\$52,700	\$53,100	\$53,500	\$53,900
17					\$53,000	\$53,400	\$53,800	\$54,200	\$54,600
18					\$53,700	\$54,100	\$54,500	\$54,900	\$55,300
19					\$54,400	\$54,800	\$55,200	\$55,600	\$56,000
20					\$55,100	\$55,500	\$55,900	\$56,300	\$56,700
21						\$56,200	\$56,600	\$57,000	\$57,400
22						\$56,900	\$57,300	\$57,700	\$58,100
23						\$57,600	\$58,000	\$58,400	\$58,800
24						\$58,300	\$58,700	\$59,100	\$59,500
25						\$59,000	\$59,400	\$59,800	\$60,200
26							\$59,800	\$60,200	\$60,600
27							\$60,200	\$60,600	\$61,000
28							\$60,600	\$61,000	\$61,400
29							\$61,000	\$61,400	\$61,800
30							\$61,400	\$61,800	\$62,200
31								\$62,200	\$62,600
32								\$62,600	\$63,000
33								\$63,000	\$63,400
34								\$63,400	\$63,800
35								\$63,800	\$64,200

Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	MA + 24	MA + 32
1	\$44,176	\$44,615	\$45,055	\$45,495	\$45,934	\$46,374	\$46,813	\$47,253	\$47,692
2	\$44,945	\$45,385	\$45,824	\$46,264	\$46,703	\$47,143	\$47,582	\$48,022	\$48,462
3	\$45,714	\$46,154	\$46,593	\$47,033	\$47,473	\$47,912	\$48,352	\$48,791	\$49,231
4	\$46,484	\$46,923	\$47,363	\$47,802	\$48,242	\$48,681	\$49,121	\$49,560	\$50,000
5	\$47,253	\$47,692	\$48,132	\$48,571	\$49,011	\$49,451	\$49,890	\$50,330	\$50,769
6	\$48,022	\$48,462	\$48,901	\$49,341	\$49,780	\$50,220	\$50,659	\$51,099	\$51,538
7	\$48,791	\$49,231	\$49,670	\$50,110	\$50,549	\$50,989	\$51,429	\$51,868	\$52,308
8	\$49,560	\$50,000	\$50,440	\$50,879	\$51,319	\$51,758	\$52,198	\$52,637	\$53,077
9	\$50,330	\$50,769	\$51,209	\$51,648	\$52,088	\$52,527	\$52,967	\$53,407	\$53,846
10	\$51,099	\$51,538	\$51,978	\$52,418	\$52,857	\$53,297	\$53,736	\$54,176	\$54,615
11	\$51,868	\$52,308	\$52,747	\$53,187	\$53,626	\$54,066	\$54,505	\$54,945	\$55,385
12	\$52,637	\$53,077	\$53,516	\$53,956	\$54,396	\$54,835	\$55,275	\$55,714	\$56,154
13	\$53,407	\$53,846	\$54,286	\$54,725	\$55,165	\$55,604	\$56,044	\$56,484	\$56,923
14	\$54,176	\$54,615	\$55,055	\$55,495	\$55,934	\$56,374	\$56,813	\$57,253	\$57,692
15	\$54,945	\$55,385	\$55,824	\$56,264	\$56,703	\$57,143	\$57,582	\$58,022	\$58,462
16					\$57,473	\$57,912	\$58,352	\$58,791	\$59,231
17					\$58,242	\$58,681	\$59,121	\$59,560	\$60,000
18					\$59,011	\$59,451	\$59,890	\$60,330	\$60,769
19					\$59,780	\$60,220	\$60,659	\$61,099	\$61,538
20					\$60,549	\$60,989	\$61,429	\$61,868	\$62,308
21						\$61,758	\$62,198	\$62,637	\$63,077
22						\$62,527	\$62,967	\$63,407	\$63,846
23						\$63,297	\$63,736	\$64,176	\$64,615
24						\$64,066	\$64,505	\$64,945	\$65,385
25						\$64,835	\$65,275	\$65,714	\$66,154
26							\$65,714	\$66,154	\$66,593
27							\$66,154	\$66,593	\$67,033
28							\$66,593	\$67,033	\$67,473
29							\$67,033	\$67,473	\$67,912
30							\$67,473	\$67,912	\$68,352
31								\$68,352	\$68,791
32								\$68,791	\$69,231
33								\$69,231	\$69,670
34								\$69,670	\$70,110
35								\$70,110	\$70,549

Kings Salary Schedule - 2027-28									
	1	2	3	4	5	6	7	8	9
Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	Ma + 24	MA + 32
1	\$40,700	\$41,100	\$41,500	\$41,900	\$42,300	\$42,700	\$43,100	\$43,500	\$43,900
2	\$41,425	\$41,825	\$42,225	\$42,625	\$43,025	\$43,425	\$43,825	\$44,225	\$44,625
3	\$42,150	\$42,550	\$42,950	\$43,350	\$43,750	\$44,150	\$44,550	\$44,950	\$45,350
4	\$42,875	\$43,275	\$43,675	\$44,075	\$44,475	\$44,875	\$45,275	\$45,675	\$46,075
5	\$43,600	\$44,000	\$44,400	\$44,800	\$45,200	\$45,600	\$46,000	\$46,400	\$46,800
6	\$44,325	\$44,725	\$45,125	\$45,525	\$45,925	\$46,325	\$46,725	\$47,125	\$47,525
7	\$45,050	\$45,450	\$45,850	\$46,250	\$46,650	\$47,050	\$47,450	\$47,850	\$48,250
8	\$45,775	\$46,175	\$46,575	\$46,975	\$47,375	\$47,775	\$48,175	\$48,575	\$48,975
9	\$46,500	\$46,900	\$47,300	\$47,700	\$48,100	\$48,500	\$48,900	\$49,300	\$49,700
10	\$47,225	\$47,625	\$48,025	\$48,425	\$48,825	\$49,225	\$49,625	\$50,025	\$50,425
11	\$47,950	\$48,350	\$48,750	\$49,150	\$49,550	\$49,950	\$50,350	\$50,750	\$51,150
12	\$48,675	\$49,075	\$49,475	\$49,875	\$50,275	\$50,675	\$51,075	\$51,475	\$51,875
13	\$49,400	\$49,800	\$50,200	\$50,600	\$51,000	\$51,400	\$51,800	\$52,200	\$52,600
14	\$50,125	\$50,525	\$50,925	\$51,325	\$51,725	\$52,125	\$52,525	\$52,925	\$53,325
15	\$50,850	\$51,250	\$51,650	\$52,050	\$52,450	\$52,850	\$53,250	\$53,650	\$54,050
16					\$53,175	\$53,575	\$53,975	\$54,375	\$54,775
17					\$53,900	\$54,300	\$54,700	\$55,100	\$55,500
18					\$54,625	\$55,025	\$55,425	\$55,825	\$56,225
19					\$55,350	\$55,750	\$56,150	\$56,550	\$56,950
20					\$56,075	\$56,475	\$56,875	\$57,275	\$57,675
21						\$57,200	\$57,600	\$58,000	\$58,400
22						\$57,925	\$58,325	\$58,725	\$59,125
23						\$58,650	\$59,050	\$59,450	\$59,850
24						\$59,375	\$59,775	\$60,175	\$60,575
25						\$60,100	\$60,500	\$60,900	\$61,300
26							\$60,900	\$61,300	\$61,700
27							\$61,300	\$61,700	\$62,100
28							\$61,700	\$62,100	\$62,500
29							\$62,100	\$62,500	\$62,900
30							\$62,500	\$62,900	\$63,300
31								\$63,300	\$63,700
32								\$63,700	\$64,100
33								\$64,100	\$64,500
34								\$64,500	\$64,900
35								\$64,900	\$65,300

Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	MA + 24	MA + 32
1	\$44,725	\$45,165	\$45,604	\$46,044	\$46,484	\$46,923	\$47,363	\$47,802	\$48,242
2	\$45,522	\$45,962	\$46,401	\$46,841	\$47,280	\$47,720	\$48,159	\$48,599	\$49,038
3	\$46,319	\$46,758	\$47,198	\$47,637	\$48,077	\$48,516	\$48,956	\$49,396	\$49,835
4	\$47,115	\$47,555	\$47,995	\$48,434	\$48,874	\$49,313	\$49,753	\$50,192	\$50,632
5	\$47,912	\$48,352	\$48,791	\$49,231	\$49,670	\$50,110	\$50,549	\$50,989	\$51,429
6	\$48,709	\$49,148	\$49,588	\$50,027	\$50,467	\$50,907	\$51,346	\$51,786	\$52,225
7	\$49,505	\$49,945	\$50,385	\$50,824	\$51,264	\$51,703	\$52,143	\$52,582	\$53,022
8	\$50,302	\$50,742	\$51,181	\$51,621	\$52,060	\$52,500	\$52,940	\$53,379	\$53,819
9	\$51,099	\$51,538	\$51,978	\$52,418	\$52,857	\$53,297	\$53,736	\$54,176	\$54,615
10	\$51,896	\$52,335	\$52,775	\$53,214	\$53,654	\$54,093	\$54,533	\$54,973	\$55,412
11	\$52,692	\$53,132	\$53,571	\$54,011	\$54,451	\$54,890	\$55,330	\$55,769	\$56,209
12	\$53,489	\$53,929	\$54,368	\$54,808	\$55,247	\$55,687	\$56,126	\$56,566	\$57,005
13	\$54,286	\$54,725	\$55,165	\$55,604	\$56,044	\$56,484	\$56,923	\$57,363	\$57,802
14	\$55,082	\$55,522	\$55,962	\$56,401	\$56,841	\$57,280	\$57,720	\$58,159	\$58,599
15	\$55,879	\$56,319	\$56,758	\$57,198	\$57,637	\$58,077	\$58,516	\$58,956	\$59,396
16					\$58,434	\$58,874	\$59,313	\$59,753	\$60,192
17					\$59,231	\$59,670	\$60,110	\$60,549	\$60,989
18					\$60,027	\$60,467	\$60,907	\$61,346	\$61,786
19					\$60,824	\$61,264	\$61,703	\$62,143	\$62,582
20					\$61,621	\$62,060	\$62,500	\$62,940	\$63,379
21						\$62,857	\$63,297	\$63,736	\$64,176
22						\$63,654	\$64,093	\$64,533	\$64,973
23						\$64,451	\$64,890	\$65,330	\$65,769
24						\$65,247	\$65,687	\$66,126	\$66,566
25						\$66,044	\$66,484	\$66,923	\$67,363
26							\$66,923	\$67,363	\$67,802
27							\$67,363	\$67,802	\$68,242
28							\$67,802	\$68,242	\$68,681
29							\$68,242	\$68,681	\$69,121
30							\$68,681	\$69,121	\$69,560
31								\$69,560	\$70,000
32								\$70,000	\$70,440
33								\$70,440	\$70,879
34								\$70,879	\$71,319
35								\$71,319	\$71,758

Kings Salary Schedule - 2028-29									
	1	2	3	4	5	6	7	8	9
Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	Ma + 24	MA + 32
1	\$41,200	\$41,600	\$42,000	\$42,400	\$42,800	\$43,200	\$43,600	\$44,000	\$44,400
2	\$41,950	\$42,350	\$42,750	\$43,150	\$43,550	\$43,950	\$44,350	\$44,750	\$45,150
3	\$42,700	\$43,100	\$43,500	\$43,900	\$44,300	\$44,700	\$45,100	\$45,500	\$45,900
4	\$43,450	\$43,850	\$44,250	\$44,650	\$45,050	\$45,450	\$45,850	\$46,250	\$46,650
5	\$44,200	\$44,600	\$45,000	\$45,400	\$45,800	\$46,200	\$46,600	\$47,000	\$47,400
6	\$44,950	\$45,350	\$45,750	\$46,150	\$46,550	\$46,950	\$47,350	\$47,750	\$48,150
7	\$45,700	\$46,100	\$46,500	\$46,900	\$47,300	\$47,700	\$48,100	\$48,500	\$48,900
8	\$46,450	\$46,850	\$47,250	\$47,650	\$48,050	\$48,450	\$48,850	\$49,250	\$49,650
9	\$47,200	\$47,600	\$48,000	\$48,400	\$48,800	\$49,200	\$49,600	\$50,000	\$50,400
10	\$47,950	\$48,350	\$48,750	\$49,150	\$49,550	\$49,950	\$50,350	\$50,750	\$51,150
11	\$48,700	\$49,100	\$49,500	\$49,900	\$50,300	\$50,700	\$51,100	\$51,500	\$51,900
12	\$49,450	\$49,850	\$50,250	\$50,650	\$51,050	\$51,450	\$51,850	\$52,250	\$52,650
13	\$50,200	\$50,600	\$51,000	\$51,400	\$51,800	\$52,200	\$52,600	\$53,000	\$53,400
14	\$50,950	\$51,350	\$51,750	\$52,150	\$52,550	\$52,950	\$53,350	\$53,750	\$54,150
15	\$51,700	\$52,100	\$52,500	\$52,900	\$53,300	\$53,700	\$54,100	\$54,500	\$54,900
16					\$54,050	\$54,450	\$54,850	\$55,250	\$55,650
17					\$54,800	\$55,200	\$55,600	\$56,000	\$56,400
18					\$55,550	\$55,950	\$56,350	\$56,750	\$57,150
19					\$56,300	\$56,700	\$57,100	\$57,500	\$57,900
20					\$57,050	\$57,450	\$57,850	\$58,250	\$58,650
21						\$58,200	\$58,600	\$59,000	\$59,400
22						\$58,950	\$59,350	\$59,750	\$60,150
23						\$59,700	\$60,100	\$60,500	\$60,900
24						\$60,450	\$60,850	\$61,250	\$61,650
25						\$61,200	\$61,600	\$62,000	\$62,400
26							\$62,000	\$62,400	\$62,800
27							\$62,400	\$62,800	\$63,200
28							\$62,800	\$63,200	\$63,600
29							\$63,200	\$63,600	\$64,000
30							\$63,600	\$64,000	\$64,400
31								\$64,400	\$64,800
32								\$64,800	\$65,200
33								\$65,200	\$65,600
34								\$65,600	\$66,000
35								\$66,000	\$66,400

Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	MA + 24	MA + 32
1	\$45,275	\$45,714	\$46,154	\$46,593	\$47,033	\$47,473	\$47,912	\$48,352	\$48,791
2	\$46,099	\$46,538	\$46,978	\$47,418	\$47,857	\$48,297	\$48,736	\$49,176	\$49,615
3	\$46,923	\$47,363	\$47,802	\$48,242	\$48,681	\$49,121	\$49,560	\$50,000	\$50,440
4	\$47,747	\$48,187	\$48,626	\$49,066	\$49,505	\$49,945	\$50,385	\$50,824	\$51,264
5	\$48,571	\$49,011	\$49,451	\$49,890	\$50,330	\$50,769	\$51,209	\$51,648	\$52,088
6	\$49,396	\$49,835	\$50,275	\$50,714	\$51,154	\$51,593	\$52,033	\$52,473	\$52,912
7	\$50,220	\$50,659	\$51,099	\$51,538	\$51,978	\$52,418	\$52,857	\$53,297	\$53,736
8	\$51,044	\$51,484	\$51,923	\$52,363	\$52,802	\$53,242	\$53,681	\$54,121	\$54,560
9	\$51,868	\$52,308	\$52,747	\$53,187	\$53,626	\$54,066	\$54,505	\$54,945	\$55,385
10	\$52,692	\$53,132	\$53,571	\$54,011	\$54,451	\$54,890	\$55,330	\$55,769	\$56,209
11	\$53,516	\$53,956	\$54,396	\$54,835	\$55,275	\$55,714	\$56,154	\$56,593	\$57,033
12	\$54,341	\$54,780	\$55,220	\$55,659	\$56,099	\$56,538	\$56,978	\$57,418	\$57,857
13	\$55,165	\$55,604	\$56,044	\$56,484	\$56,923	\$57,363	\$57,802	\$58,242	\$58,681
14	\$55,989	\$56,429	\$56,868	\$57,308	\$57,747	\$58,187	\$58,626	\$59,066	\$59,505
15	\$56,813	\$57,253	\$57,692	\$58,132	\$58,571	\$59,011	\$59,451	\$59,890	\$60,330
16					\$59,396	\$59,835	\$60,275	\$60,714	\$61,154
17					\$60,220	\$60,659	\$61,099	\$61,538	\$61,978
18					\$61,044	\$61,484	\$61,923	\$62,363	\$62,802
19					\$61,868	\$62,308	\$62,747	\$63,187	\$63,626
20					\$62,692	\$63,132	\$63,571	\$64,011	\$64,451
21						\$63,956	\$64,396	\$64,835	\$65,275
22						\$64,780	\$65,220	\$65,659	\$66,099
23						\$65,604	\$66,044	\$66,484	\$66,923
24						\$66,429	\$66,868	\$67,308	\$67,747
25						\$67,253	\$67,692	\$68,132	\$68,571
26							\$68,132	\$68,571	\$69,011
27							\$68,571	\$69,011	\$69,451
28							\$69,011	\$69,451	\$69,890
29							\$69,451	\$69,890	\$70,330
30							\$69,890	\$70,330	\$70,769
31								\$70,769	\$71,209
32								\$71,209	\$71,648
33								\$71,648	\$72,088
34								\$72,088	\$72,527
35								\$72,527	\$72,967

Kings Salary Schedule - 2029-30									
	1	2	3	4	5	6	7	8	9
Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	Ma + 24	MA + 32
1	\$41,700	\$42,100	\$42,500	\$42,900	\$43,300	\$43,700	\$44,100	\$44,500	\$44,900
2	\$42,450	\$42,850	\$43,250	\$43,650	\$44,050	\$44,450	\$44,850	\$45,250	\$45,650
3	\$43,200	\$43,600	\$44,000	\$44,400	\$44,800	\$45,200	\$45,600	\$46,000	\$46,400
4	\$43,950	\$44,350	\$44,750	\$45,150	\$45,550	\$45,950	\$46,350	\$46,750	\$47,150
5	\$44,700	\$45,100	\$45,500	\$45,900	\$46,300	\$46,700	\$47,100	\$47,500	\$47,900
6	\$45,450	\$45,850	\$46,250	\$46,650	\$47,050	\$47,450	\$47,850	\$48,250	\$48,650
7	\$46,200	\$46,600	\$47,000	\$47,400	\$47,800	\$48,200	\$48,600	\$49,000	\$49,400
8	\$46,950	\$47,350	\$47,750	\$48,150	\$48,550	\$48,950	\$49,350	\$49,750	\$50,150
9	\$47,700	\$48,100	\$48,500	\$48,900	\$49,300	\$49,700	\$50,100	\$50,500	\$50,900
10	\$48,450	\$48,850	\$49,250	\$49,650	\$50,050	\$50,450	\$50,850	\$51,250	\$51,650
11	\$49,200	\$49,600	\$50,000	\$50,400	\$50,800	\$51,200	\$51,600	\$52,000	\$52,400
12	\$49,950	\$50,350	\$50,750	\$51,150	\$51,550	\$51,950	\$52,350	\$52,750	\$53,150
13	\$50,700	\$51,100	\$51,500	\$51,900	\$52,300	\$52,700	\$53,100	\$53,500	\$53,900
14	\$51,450	\$51,850	\$52,250	\$52,650	\$53,050	\$53,450	\$53,850	\$54,250	\$54,650
15	\$52,200	\$52,600	\$53,000	\$53,400	\$53,800	\$54,200	\$54,600	\$55,000	\$55,400
16					\$54,550	\$54,950	\$55,350	\$55,750	\$56,150
17					\$55,300	\$55,700	\$56,100	\$56,500	\$56,900
18					\$56,050	\$56,450	\$56,850	\$57,250	\$57,650
19					\$56,800	\$57,200	\$57,600	\$58,000	\$58,400
20					\$57,550	\$57,950	\$58,350	\$58,750	\$59,150
21						\$58,700	\$59,100	\$59,500	\$59,900
22						\$59,450	\$59,850	\$60,250	\$60,650
23						\$60,200	\$60,600	\$61,000	\$61,400
24						\$60,950	\$61,350	\$61,750	\$62,150
25						\$61,700	\$62,100	\$62,500	\$62,900
26							\$62,500	\$62,900	\$63,300
27							\$62,900	\$63,300	\$63,700
28							\$63,300	\$63,700	\$64,100
29							\$63,700	\$64,100	\$64,500
30							\$64,100	\$64,500	\$64,900
31								\$64,900	\$65,300
32								\$65,300	\$65,700
33								\$65,700	\$66,100
34								\$66,100	\$66,500
35								\$66,500	\$66,900

Step	Base	8 Hrs.	16 Hrs.	24 Hrs.	32 or MA	MA + 8	MA + 16	MA + 24	MA + 32
1	\$45,824	\$46,264	\$46,703	\$47,143	\$47,582	\$48,022	\$48,462	\$48,901	\$49,341
2	\$46,648	\$47,088	\$47,527	\$47,967	\$48,407	\$48,846	\$49,286	\$49,725	\$50,165
3	\$47,473	\$47,912	\$48,352	\$48,791	\$49,231	\$49,670	\$50,110	\$50,549	\$50,989
4	\$48,297	\$48,736	\$49,176	\$49,615	\$50,055	\$50,495	\$50,934	\$51,374	\$51,813
5	\$49,121	\$49,560	\$50,000	\$50,440	\$50,879	\$51,319	\$51,758	\$52,198	\$52,637
6	\$49,945	\$50,385	\$50,824	\$51,264	\$51,703	\$52,143	\$52,582	\$53,022	\$53,462
7	\$50,769	\$51,209	\$51,648	\$52,088	\$52,527	\$52,967	\$53,407	\$53,846	\$54,286
8	\$51,593	\$52,033	\$52,473	\$52,912	\$53,352	\$53,791	\$54,231	\$54,670	\$55,110
9	\$52,418	\$52,857	\$53,297	\$53,736	\$54,176	\$54,615	\$55,055	\$55,495	\$55,934
10	\$53,242	\$53,681	\$54,121	\$54,560	\$55,000	\$55,440	\$55,879	\$56,319	\$56,758
11	\$54,066	\$54,505	\$54,945	\$55,385	\$55,824	\$56,264	\$56,703	\$57,143	\$57,582
12	\$54,890	\$55,330	\$55,769	\$56,209	\$56,648	\$57,088	\$57,527	\$57,967	\$58,407
13	\$55,714	\$56,154	\$56,593	\$57,033	\$57,473	\$57,912	\$58,352	\$58,791	\$59,231
14	\$56,538	\$56,978	\$57,418	\$57,857	\$58,297	\$58,736	\$59,176	\$59,615	\$60,055
15	\$57,363	\$57,802	\$58,242	\$58,681	\$59,121	\$59,560	\$60,000	\$60,440	\$60,879
16					\$59,945	\$60,385	\$60,824	\$61,264	\$61,703
17					\$60,769	\$61,209	\$61,648	\$62,088	\$62,527
18					\$61,593	\$62,033	\$62,473	\$62,912	\$63,352
19					\$62,418	\$62,857	\$63,297	\$63,736	\$64,176
20					\$63,242	\$63,681	\$64,121	\$64,560	\$65,000
21						\$64,505	\$64,945	\$65,385	\$65,824
22						\$65,330	\$65,769	\$66,209	\$66,648
23						\$66,154	\$66,593	\$67,033	\$67,473
24						\$66,978	\$67,418	\$67,857	\$68,297
25						\$67,802	\$68,242	\$68,681	\$69,121
26							\$68,681	\$69,121	\$69,560
27							\$69,121	\$69,560	\$70,000
28							\$69,560	\$70,000	\$70,440
29							\$70,000	\$70,440	\$70,879
30							\$70,440	\$70,879	\$71,319
31								\$71,319	\$71,758
32								\$71,758	\$72,198
33								\$72,198	\$72,637
34								\$72,637	\$73,077
35								\$73,077	\$73,516

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 Number: _____ Date Filed: _____

Distribution of Form

☐ Superintendent ☐ Principal / Supervisor ☐ Association ☐ Grievant

Grievant Information

Name of Grievant: _____

Building: _____ Assignment / Position: _____

Date(s): _____

B. Grievance Details

1. Statement of Grievance

(Briefly describe the action, event, or condition giving rise to the grievance.)

2. Applicable Provision(s) of the Collective Bargaining Agreement

(Cite specific Article(s), Section(s), and/or Clause(s).)

3. Relief Sought

(State the remedy requested.)

Signature of Grievant: _____ Date: _____

C. Disposition of Principal / Supervisor

Signature of Principal / Supervisor: _____ Date: _____

Appendix B: Additional Duties Contract 2026-2030

Opportunities for additional paid responsibilities will first be offered to Kings staff members. Teachers' retirement benefits are based on these salaries.

Additional Duty	Compensation
Boys Basketball Head Coach	\$1400
Boys Basketball Assistant Coach (as needed)	\$600
Girls Basketball Head Coach	\$1400
Girls Basketball Assistant Coach (as needed)	\$600
Cheerleading Coach	\$1000
Volleyball Coach	\$1000
Track Coach	\$700
Speech Coach	\$500
Chess Coach	\$500
Concessions	\$500
Student Council Advisor	\$500
Yearbook Advisor	\$500
Social Media	\$500
Comet Club	\$350
Music Competitions/Events	\$50 Half Day- \$100 Full Day

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.