

AGREEMENT BETWEEN

THE BOARD OF EDUCATION  
OF EDGAR COUNTY COMMUNITY UNIT  
SCHOOL DISTRICT #6

AND

THE CHRISMAN EDUCATION ASSOCIATION-  
IEA-NEA

Three Year Contract

2025-2026  
2026-2027  
2027-2028

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## **ATTACHMENTS**

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**ARTICLE I**  
**RECOGNITION**

- 2.1.1 The Board of Education of Edgar County Community Unit School District No. 6, hereinafter referred to as the "Board", hereby recognizes the Chrisman Education Association/IEA/NEA, hereinafter referred to as the "Association", as the sole and exclusive bargaining representative for all regularly employed full-time and part-time certified teaching personnel, including guidance counselors and librarians, hereinafter referred to as "Teachers", but except substitutes, Superintendent, Principal, and Nurse, other supervisory and managerial personnel as defined by the Illinois Educational Labor Relations Act.
- 2.1.2 Part-time teachers are included in the bargaining unit, but their salaries and benefits shall be prorated on the basis of their fractionalized employment status, unless otherwise specifically provided to the contrary herein.

**ARTICLE II**  
**NEGOTIATION PROCEDURES**

- 2.1.3 The parties agree to follow the Illinois Educational Labor Relations Act, to include the following:
- 2.1.4 The parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counter proposals in the course of negotiations, and to reach tentative agreements which shall be reduced to writing and signed by the parties at the meeting at which they are reached.
- 2.1.5 Each party to negotiations shall select its negotiating representatives, provided that the Board shall not select a teacher as hereinabove defined as its representative.
- 2.1.6 When the parties reach tentative agreement on all items being negotiated, the items will be submitted as a package to the membership of the Association for ratification and to the Board for ratification.
- 2.1.7 Upon ratification of the Agreement by the parties, the Association shall cause the Agreement to be provided to CEA members electronically.
- 2.1.8 If agreement is not reached in compliance with the time lines of the Illinois Education Labor Relations Association, either party has the right to request the services of a mediator. The Federal Mediation and Conciliation Services will be requested first. If the mediator of the Federal Mediation and Conciliation Services is unavailable, the parties may mutually agree to a third party to act as same. If there is no agreement on such a third party, the Illinois Education Labor Relations Board shall be notified of the same. A request for mediation by either party shall be joined by the other party.

**ARTICLE III**  
**GRIEVANCE PROCEDURES**

**3.1 Definition**

- 3.1.1 A grievance shall be any claim by the Association or a teacher that there has been an alleged violation, misinterpretation, or misapplication of the terms of this agreement.
- 3.1.2 The term "days" when used in these procedures, shall mean teacher work days, except that when a formal grievance is filed less than ten (10) days before the end of the current school term, the term "days" shall mean calendar days and all-time limits shall double.

**3.2 General Statements**

- 3.2.1 No reprisals shall be taken by the Board or administration against a teacher because of the filing of a grievance.
- 3.2.2 The failure of a teacher or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
- 3.2.3 Any teacher has the right to be represented by the Association at any formal step in the grievance procedure. The failure of an Association representative to be present at any formal step shall not prevent an adjustment of the grievance.
- 3.2.4 Hearings and formal conferences under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend, and will be held insofar as possible, during not-teaching time of personnel involved. If the processing of a grievance at any of the formal steps requires that the grievant and/or Association representative be released from his/her duties, there shall be no loss of pay or benefits.
- 3.2.5 A grievance may be withdrawn at any level without establishing a precedent.
- 3.2.6 If the grievant and/or Association and the Principal (at Step One) or the Superintendent (at Step Two), as the case may be, agree, any level of the grievance procedure may be by-passed and the grievance brought directly to the next level.
- 3.2.7 All documents relating to a grievance shall be filed in a separate envelope in the grieving teacher's personnel file.
- 3.2.8 Both parties to a grievance shall be provided, upon reasonable request, and information or documents pertinent to a grievance.
- 3.2.9 The investigation and processing of a grievance by the grieving teacher and/or

Association shall be done so as to result in no interference with the instructional program.

- 3.2.10 If a teacher/Association files any claim or complaint in any forum other than under the grievance procedure of this Agreement, the Administration/Board shall not be required to process the same claim or set of facts through the grievance procedure.

### 3.3 Procedures

#### 3.3.1 Informal Step

The teacher should attempt to resolve a grievance by discussing the situation with his/her immediate supervisor through free and informal communications. If, however, the informal process fails to satisfy the teacher, a grievance may be processed as follows:

#### 3.3.2 Step One

If the grievance is not resolved at the informal step, the teacher/Association may file the grievance in writing with the Principal. The written grievance shall state the nature of the grievance, shall note the specific sections(s) of the Agreement allegedly violated, and state the remedy requested. The filing of the written grievance must be within thirty (30) days from the date of the occurrence of the grievable event or within thirty (30) days of the date the teacher/Association has knowledge of the grievable event. The Principal shall meet with the grievant within ten (10) days after receipt of the grievance to discuss the grievance. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the Principal's written decision, including the reasons for the decision.

#### 3.3.3 Step Two

If the grievance is not satisfactorily resolved at Step One, the teacher/ Association may file grievance in writing with the Superintendent. The filing of the written grievance must be within ten (10) days of receipt of the Principal's written decision. The Superintendent shall meet with the grievant within fifteen (15) days after receipt of the written grievance to discuss the grievance.

Within fifteen (15) days of the meeting, the grievant and the Association shall be provided with the Superintendent's written decision, including the reasons for the decision.



#### 3.3.4 Step Three

If the grievance is not resolved satisfactorily at Step Two, there shall be available a third step of impartial, binding arbitration. The Association and/or teacher may submit, in writing, a request on behalf of the Association and/or the grievant to the American Arbitration Association whose rules shall apply to the arbitration proceeding. Such request shall be made within thirty (30) days from receipt of the Step Two answer. The decision of the arbitrator shall be binding upon the parties provided that that arbitrator shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His/her authority shall be limited to deciding only the issue or issues presented to him/her in writing by the Board and the Association, and his/her decision must be based solely upon the arbitrator's interpretation or application of the express relevant language of the Agreement. Each party shall bear the full cost for its representation in arbitration. The cost of the arbitrator's services shall be borne equally by the parties.

## ARTICLE IV

### TEACHER ASSOCIATION RIGHTS

#### 4.1 Teacher Discipline

- 4.1.1 When a teacher is required to attend a formal conference with an administrator at which the administrator intends to discuss with the teacher the contents of a written notice of reprimand to be placed in the teacher's personnel file, the teacher shall have the right to have an Association representative present at such meeting. This section shall not be applicable to any conference conducted under Article VI, 6.1 of this Agreement.

Any potential dismissal of an employee for disciplinary reasons shall require the same "Just Cause" provision as delineated in the Illinois School Code.

- 4.1.2 When a teacher is required to appear before the Board for the Board's consideration of the dismissal of the teacher, the teacher shall be entitled to a representative at the teacher's expense. The teacher shall be given at least twenty-four (24) hours advance notice of the required appearance.

#### 4.2 Use of Facilities

- 4.2.1 The Association shall have use of the bulletin boards located in the Teacher's High School workroom, the Junior High workroom and the Grade School workroom upon which it may post messages and Association announcements. The Association shall be permitted to use teacher mailboxes for communications.
- 4.2.2 The Association shall have the right to use school facilities, equipment, and buildings for Association purposes provided the use does not conflict with previously scheduled school activities or the normal operation of the District, and the use is coordinated in advance with the appropriate building principal. Any costs associated with such use shall be paid by the Association, including but not limited to, custodial costs (if incurred), costs of materials expended, damages, and other incidental costs.

#### 4.3 Management Rights

It is expressly understood and agreed that all functions, right, powers, or authority of the administration of the School District and the Board of Education are retained by the Board of Education. More specifically, the Board is vested with management rights over all terms and conditions of employment, which are not embodied in the Agreement, as long as this does not violate the provisions of the law.



#### 4.4 Information Rights

The Board shall provide the Association with specifically designated and requested public information, which is available to the Association under the Illinois Freedom of Information Act. The cost of reproduction shall be borne by the Association.

#### 4.5 Non-Discrimination

There shall be no discrimination against any Employee, including, but not limited to hiring, training, assignment, promotion, transfer, or discipline of Employees on the basis of race, color, religion, national origin, sex, domicile, marital status, age, ancestry, order of protection status, physical or mental disability, military status, sexual orientation, pregnancy, or unfavorable discharge from military service.

The Board and the Association shall not discriminate against any teacher with respect to hours, wages, terms and conditions of employment for reasons of membership, or non-membership in the Association, participation in negotiations with the Board, or the institution of any grievance, complaint or proceeding under this Agreement.

**ARTICLE V**  
**WORKING CONDITIONS**

**5.1 School Calendar**

Teachers shall not be required to work more than the minimum number of teacher attendance days required by law (currently one hundred eighty (180) each school year) without extended contract or extra-duty pay. The Association may submit its recommendations concerning the school calendar to the Superintendent. The Board retains the right to establish the calendar.

**5.2 Work Day**

5.2.1 The teacher work day shall not exceed seven (7) hours and fifty five (55) minutes except that teachers shall be required to work beyond the regular work day to accommodate.

5.2.1.1 Parent/student/teacher conferences;

5.2.1.2 Special education staffings;

5.2.1.3 Faculty meetings;

5.2.1.4 Extra duties per Appendix II;

5.2.1.5 Other scheduled educational or school-related activities not listed in Appendix II; and

5.2.1.6 Emergencies.

5.2.2 Within the normal workday, teachers shall be entitled to a duty-free lunch period as required by Section 24-9 of the Illinois School Code. The time period for said lunch period shall be measured in consecutive minutes.

5.2.3 Teachers shall be allowed to leave after students are dismissed for holiday break (Thanksgiving, Christmas, and Spring Break) and every Friday.

**5.2.4 Classroom Planning Time**

Classroom plan time--Junior High and High School teachers shall have planning time equal to no less than (1) class period per day. Teachers in grades K-5 will receive preparation time as their students are assigned to specialists in the areas of music, art, library and physical education (as schedule allows) and through alteration of responsibility for supervision of recess and physical education, as needed.

#### 5.3.1 Teacher Assignments

All teachers shall be given written notice of their tentative assignments for the forthcoming year no later than sixty (60) days preceding the first day of the new school term. In the event changes in such assignments are to be made, the teacher affected shall be notified and shall be permitted a conference with the appropriate administrator to discuss the change. If a teacher is not satisfied with the change in assignment after meeting with the appropriate administrator, the teacher may resign without penalty.

#### 5.3.2 Extra Duty Pay

Employees shall be paid at the rate of field trip/extracurricular bus drivers per hour, plus mileage for extra-curricular activities. Mileage is to be approved by the Administration. The chain for covering activities must be followed: 1<sup>st</sup> responsibility is the Principal or Assistant Principal or Dean, 2<sup>nd</sup> the Athletic Director, 3<sup>rd</sup> a teacher can be assigned if the Principal and Athletic Director are covering another school event or have an approved absence.

#### 5.4 Involuntary Transfers

5.4.1 When it is necessary to reassign a teacher during the school term within the District, all volunteers may be considered first. The teacher to be transferred shall have the right to request a conference with the building principal involved and/or Superintendent to discuss the transfer. The teacher shall have the right to resign without penalty if the transfer is not acceptable to him/her.

#### 5.5 Vacancies

5.5.1 Whenever the Board intends to fill a vacant curricular or extra-curricular position or create a new position, the administration, within five (5) working days of the occurrence of the vacancy, shall post a vacancy notice via e-mail to the district staff. Vacancies should be posted via district e-mail a minimum of 24 hours prior to being posted on the ISBE website or to the media. The Board shall notify the Association of all newly created positions. In case of an emergency, a meeting will be held with the Association President to consider possible solutions to filling the vacancy.

5.5.2 Teachers may make timely application for transfers to another building, grade level, or subject area, provided teaching vacancies exist. Such applications shall be in writing and sent to the building principal where the vacancy exists. A teacher may request a conference to discuss the transfer with the building principal in whose building the vacancy exists.

## 5.6 Complaints

Any complaint specifically directed at a teacher by a citizen, other than an official of the District, deemed legitimate to justify an investigation by the administration, shall be brought to the attention of the teacher within five (5) working days of the determination that the complaint is legitimate. This paragraph is not applicable in situations where the complaint consists of alleged criminal misconduct on the part of the teacher involving a student.

## 5.7 Labor/Management Committee

In the interest of good communications, a meeting will be held once each semester and additionally as requested between the superintendent, principal(s), and the Association Executive Board to consider matters of mutual interest. A school board member may be invited by the administration or the Association Executive Board. The interests discussed may include those not covered by the collective bargaining agreement. An agenda will be prepared and exchanged between the superintendent and the Association President no less than 3 business days prior to the meeting.

## 5.9 Prep Overload

Any Employee who is assigned classes requiring more than five (5) different preparations shall be paid an additional Three Hundred Dollars (\$300.00) for each semester so assigned. Study Hall is not included as a preparation.

# ARTICLE VI

## EVALUATION AND PERSONNEL FILE

### 6.1 Evaluation

6.1.1 Prior to any formal evaluation, an administrator will acquaint each teacher to be evaluated with the formal evaluation procedures and instruments to be used. Formal evaluation shall mean evaluation of classroom teaching performance. All formal classroom observations shall be conducted with the full knowledge of the teacher.

6.1.2 Each formal evaluation shall be in writing. The teacher shall receive a copy of each formal evaluation within ten (10) working days of each evaluation. If requested by the teacher, the teacher and administrator shall have a conference, at a mutually agreeable time, to discuss the evaluation. Each teacher shall be evaluated using the evaluation plan which was developed by the Joint PERA Committee.

6.1.3 Within five (5) days of the evaluation conference, the teacher may submit a written response to the evaluation.

## 6.2 Personnel File

- 6.2.1 Each teacher may review the contents of his/her personnel file not specifically exempt from teacher inspection by the Employee Records Act, provided such inspection does not interfere with the operations of the unit office. The teacher shall submit a written request for such review.
- 6.2.2 Each teacher has the right to attach a written response to any formal written evaluation and place same in his/her personnel file.



## ARTICLE VII

### LEAVES

#### 7.1 Sick Leave

- 7.1.1 Sick leave without loss of pay shall be credited each school year to each full-time teacher on the first day of the school term. The number of sick leave days credited annually shall be as follows, cumulative to three hundred-forty credited days.

Years in District	Days Per Year
0-6	12
7-14	14
15+	16

- 7.1.2 Part-time teachers will be credited sick leave days on a pro-rated basis (i.e.  $\frac{1}{2}$  time teacher = 12 -  $\frac{1}{2}$  days or 6 days total).
- 7.1.3 The Board shall notify in writing each teacher no later than September 15 of the number of sick days said teacher has accumulated to date.
- 7.1.4 Sick leave shall be defined as an authorized absence with pay from assigned regular, or usual duties which are to be performed in the course of one's employment in and for the District as a result of personal illness, quarantine at the home, mental health, serious illness in one's immediate family or household, or birth, adoption, or placement for adoption.
- 7.1.5 For bereavement purposes, each Employee shall be granted two (2) bereavement days per school year for immediate family as listed in Article 7.1.6
- 7.1.6 Immediate family shall be defined as parents, stepparents, spouse, domestic partner, brothers, sisters, children, step-children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, cousins, aunts, uncles and legal guardians. Employees may use sick leave in order to attend a funeral for a person not defined as immediate family member.
- 7.1.7 All full-time Employees shall be awarded three (3) working days of personal leave per school year in addition to granted sick leave. Granting of requests must have the approval of the Administrator under whom the Employee is directly responsible and the Superintendent. If at all possible, for approval, personal leave should not be taken the last day before, or the first day after, a holiday or period of school intermission. Personal leave will be taken in increments of at least one-half ( $\frac{1}{2}$ ) days. Notification of use of personal leave shall be made in writing to the building principal at least twenty-four (24) hours prior to the date of the absence. In case of emergency, the building principal may waive the notification requirement. Teachers



who are unable to report for work because of inclement weather or Act of God will be allowed to use personal leave days, if those days have not already been used. If a teacher does not use all personal leave days in a given school year, one (1) personal day shall be carried over as a personal leave day to be used the next year. Any remaining personal leave days shall revert to sick leave days. Four (4) are the maximum number of personal days that can be accumulated.

- 7.1.8 A teacher has the option of transferring no more than five (5) days per year of his/her accumulated sick leave to a designated fellow teacher who has exhausted his/her accumulated sick leave due to a period of prolonged illness or disability. The donor involved shall send written notification to the Unit #6 office at the time of the transfer.

## 7.2 Leave of Absence

Teachers who have been granted a leave of absence by the Board may continue participation in the District's group insurance plan during such leave, provided that the District is fully reimbursed on a monthly basis for all costs of premiums incurred to continue such coverage and provided the carrier permits continuation of coverage.

## 7.3 Jury Duty and Court Subpoena

The School district will pay full salary during the time an employee is on jury duty. In order to receive full salary, the employee must present a statement of jury service issued by the court to their Administrator or Superintendent for the dates and times in which he/she completed jury duty service.

## 7.4 Professional Leave

The Board and/or an administrator may grant teachers professional leave with pay to be used to attend conferences, conventions, workshops or administration approved programs within the particular teacher's discipline. Requests shall be made in writing. The Board, annually, will establish maximums for per diem meal and lodging expenses as well as the maximum rate for mileage reimbursement for such functions.

## 7.5 Fund Request for Professional Development

District educators may request funds from the Board of Education for professional development, classes, seminars, and conferences by presenting completed form to the building administrator. The request form shall show that the PD is content specific, and show any expected membership fees, registration fees, and travel expenses. All requests are subject to Board approval and availability of funds

## **ARTICLE VIII**

### **SALARY AND FRINGE BENEFITS**

#### **8.1 Salary Schedule**

The salary schedules for the 2025-2026, 2026-2027, and 2027-2028 school years shall be set forth in Appendix 1 which is attached to and made part of this Agreement. Teacher salaries for the school years defined in this agreement will increase via movement on the salary schedule for longevity step and where applicable, completion of additional college course work.

#### **8.2 Pay Period**

Paychecks will be issued twice per month on the 5<sup>th</sup> and 20<sup>th</sup> of each month as required direct deposits to an account designated by the employee. A paycheck stub indicating income and withholdings shall be provided with each payday. If the fifth (5<sup>th</sup>) or twentieth (20<sup>th</sup>) day of the month is not an employee workday, paychecks will be issued on the last teacher workday prior to the 5<sup>th</sup> and 20<sup>th</sup>. In the summer months, paychecks will still be direct deposited no later than the respective 5<sup>th</sup> and 20<sup>th</sup> days of each month. Direct deposit for 12 months is required for all teachers as ten (10) months will no longer be options except for the individual's final retirement year if selected. Direct deposit by all is required.

#### **8.3 Illinois Teacher Retirement System**

8.3.1. The Board shall pay on behalf of each teacher the benefit limit sum of 9.4 (salary add on factor used 1.098901) percent of the teacher's IRS taxable income directly to the Illinois Teacher Retirement System as a direct Board contribution to the TRS. Said amount shall be paid on behalf of the teacher to the TRS for the purpose of providing the teacher with a tax-sheltered pension contribution consistent with Internal Revenue Service (IRS) tax ruling 414-H(2), 81-35 and 81-36. The teachers shall hold the Board harmless against liability or penalty arising out of a subsequent opinion or action by a body of competent jurisdiction that finds the above improper. In such case, the amount of said retirement benefit paid by the Board shall become gross income to the teacher. Should legislation allow for TRS exemptions for retired teachers receiving a TRS pension, Article 8.3.1 shall not apply to those retired teachers.

#### **8.3.2 Teacher Health Insurance Security**

The Board shall agree to pay on behalf of each teacher the benefit limit sum of 1.4% (total amount) of the teacher's TRS creditable earnings directly to the Teacher Health Insurance Security as a direct Board contribution to the T.H.I.S. Said amount is subject to Federal tax by the teacher and is not a tax-sheltered pension contribution.

## 8.4 Benefits

### 8.4.1. Health Insurance Benefits

The Board will contribute up to \$625 per month for each eligible full-time employee covered by this Agreement towards a Board approved insurance plan for the 2025-2026 school year. The Board will contribute up to \$650.00 per month for each eligible full-time employee covered by this Agreement towards a Board approved insurance plan for the 2026-2027 school year. The Board will contribute up to \$675.00 per month for each eligible full-time employee covered by this Agreement towards a Board approved insurance plan for the 2027-2028 school year. Refer to insurance plan document for criteria on eligibility. In the event that increases to employee insurance rates are 10% or over the Chrisman Education Association and the District will renegotiate the board paid benefit for Insurance within 30 days.

The remaining premium costs of coverage for employee, employee+ child(ren), employee+ spouse, and family coverage's will be paid for by the employee through payroll deduction.

### 8.4.2 Life Insurance Benefit

The Board shall provide group term life insurance in the amount of \$50,000 for each employee that has 35 regularly scheduled weekly hours. The life insurance provided by the Board will end upon retirement, termination, or leaving of employment with the district. After retirement, termination or leaving the district that employee may be able to transfer or convert their life insurance policy. Information on portability and conversion of the life insurance shall be provided to the employee.

#### Benefit Reduction

at age 65 = amount reduces to 65 percent

at age 70 = amount reduces to 50 percent

at age 75= amount reduces to 35 percent

## 8.5 Extra Pay Schedule

The extra pay schedules for the 2025-2026, 2026-2027, and 2027-2028 school years shall be as set forth in Appendix II, which is attached to and made a part of this agreement.

### 8.5.1 Extended Contracts

The Following extended contracts will be paid at the employees per diem rate (1/180) based on their position on the salary schedule. Per diem rate is calculated as:

**employees' annual base salary/180 = Per Diem Rate**

Position	Days
Guidance Counselor	10
Technology Coordinator	15
District Media Specialist (Librarian)	5
Special Education Coordinator	5
Agriculture Teacher/FFA Adviser (Three Circles) -The district shall extend this one-hundred-eighty (180) day contract for an additional sixty (60) days as long as the Three Circle Grant is awarded. The employee shall be compensated their daily rate for thirty (30) days paid by the agriculture education Three Circle Grant and thirty (30) days paid by the district.	30

### 8.6 Covering Another Teacher's Class

In the absence of a teacher, every effort shall be made to secure a qualified substitute teacher to assume the duties of the absent teacher. Except in cases of emergency, teachers may be asked, but not required, to serve as substitutes. Payment for teachers who substitute shall be:

\$15.00 per planning period up to thirty (30) minutes in length

\$30.00 per planning period between thirty (30) and sixty (60) minutes in length

### 8.7 Reimbursement for Continuing Education

Teachers shall be reimbursed at the rate of One Hundred and Fifty Dollars (\$150) per semester hour for each course taken up to eighteen (18) earned per fiscal year. Such reimbursement is subject to the following conditions:

1. Teachers shall present a request for course subject approval to the Superintendent in advance;
2. The Superintendent shall have the right to accept or reject the course based on its pertinence to the area of education or as the course relates to the subject(s) taught by the teacher
3. Once advance approval for the course is given and the course is completed, the following conditions must be met prior to the teacher receiving the appropriate salary schedule placement:
  - a. all hours must be earned at an accredited university;
  - b. a grade of C or better, or a pass in a pass/fail system, must be earned in the course
  - c. an official grade report and transcript from the university demonstrating successful completion of the course must be on file in the district's administrative office by the 15th of October for the spring and summer semester, and the 15th of February for the fall semester.



4. When all of the above conditions have been met, payment shall be made to the teacher involved beginning the following semester after completing the course

8.8 Non-PEL Employee Filling Vacant Teaching Positions

When the district is unable to fill vacant teaching positions with qualified teachers who have earned their Professional Educator's License (PEL), those Non-PEL/Temporary employees shall be placed on the Non-PEL/LT Sub cell on the certified salary schedule. The Non-PEL employee shall remain on this cell until they have earned their PEL.

8.9 Retirement Stipend Retirement Incentive Plan

- A. The Board shall recognize the service of any full-time teacher who is eligible to receive regular retirement pension benefits, through the Teacher Retirement System of the State of Illinois.

- B. Eligibility- to be eligible, the teacher:

1. Must be at least sixty (60) years at the time of retirement; or
2. Must be at least fifty-five (55) years of age at the time of retirement with thirty-five (35) years of creditable service with the Illinois Teacher Retirement System; and
3. Must have been employed by Chrisman for a minimum of ten (10) years preceding retirement.

- C. Retirement Incentive

1. To be eligible for any of the following Plans, an employee must meet the following requirements:
  1. Be at least sixty (60) years of age by the last day of service in the District; or
  2. Be at least fifty-five (55) years of age with thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the District.

The District may require proof of eligibility.

2. Definitions:

The Board shall recognize the service of any full-time teacher who is eligible to receive regular retirement pension benefits, through the Teacher Retirement System of the State of Illinois. Any teacher who qualifies under the above eligibility may choose from the following

incentive table:

Plans

Years of Service in District	Plans
10	A,B,orC
15	A, B, C, or D

a. One Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 stating that he/she shall retire at the end of the next school year, the employee will be removed from the salary schedule and for the final year of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior year of employment.

Example: The employee's prior year TRS creditable earnings were \$40,000. The employee's final year TRS creditable earnings will be \$42,400.00 (i.e.,  $\$40,000 \times 1.06 = \$42,400.00$ )

b. Two Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 two (2) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final two (2) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2014, stating he/she will retire on June 30, 2016. The employee's TRS creditable earnings for the 2013-2014 school year was \$40,000.00. The employee's TRS creditable earnings for the 2014-2015 school year will be \$42,400.00 (i.e.,  $\$40,000.00 \times 1.06 = \$42,400.00$ ). The employee's TRS creditable earnings for the 2015-2016 school year will be \$44,944.00 (i.e.,  $42,400.00 \times 1.06 = 44,944.00$ ).



c. Three Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 three (3) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final three (3) years of employment the employee's TRS creditable earnings shall be increased by sixpercent {6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2014, stating he/she will retire on June 30, 2017. The employee's TRS creditable earnings for the 2013-2014 school year was \$40,000.00. The employee's TRS creditable earnings for the 2014-2015 school year will be \$42,400.00 (i.e.,  $\$40,000.00 \times 1.06 = \$42,400.00$ ). The employee's TRS creditable earnings for the 2015-2016 school year will be \$44,944.00 (i.e.,  $42,400.00 \times 1.06 = 44.944.00$ ). The employee's TRS creditable earnings for the 2016-2017 school year will be 47,640.64 (i.e.,  $\$44,944.00 \times 1.06 = \$47,640.64$ ).

d. Four Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 four (4) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final four (4) years of employment the employee's TRS creditable earnings shall be increased by six percent {6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2014, stating he/she will retire on June 30, 2018. The employee's TRS creditable earnings for the 2013-2014 school year was \$40,000.00. The employee's TRS creditable earnings for the 2014-2015 school year will be \$42,400.00 (i.e.,  $\$40,000.00 \times 1.06 = \$42,400.00$ ). The employee's TRS creditable earnings for the 2015-2016 school year will be \$44,944.00 (i.e.,  $42,400.00 \times 1.06 = 44.944.00$ ). The employee's TRS creditable earnings for the 2016-2017 school year will be 47,640.64 (i.e.,  $\$44,944.00 \times 1.06 = \$47,640.64$ ). The employee's TRS creditable earnings for the

2017-2018 school year will be \$50,498.82 (i.e., \$47,640.64 x 1.06 = \$50,498.82).

### 3. Miscellaneous

#### 3.1

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra-duties or TRS reportable duties not currently being performed without the consent of the employee.

#### 3.2

In the event an employee has submitted his/her timely irrevocable letter of retirement but fails to meet the eligibility requirements because of illness or life changing circumstances, the Board, in its sole discretion, may allow the employee to rescind his/her letter of retirement, provided the employee returns to the Board any TRS creditable earnings paid to the employee in excess of the amount the employee would otherwise have received under the salary schedule for such year(s) in which the creditable earnings were paid.

If an employee has submitted his/her timely irrevocable letter of retirement but fails to meet the eligibility requirements due to resignation or termination, the Board, in its sole discretion, will require the employee to pay back any TRS creditable earnings paid to the employee in excess of the amount the employee would otherwise have received under the salary schedule for such year (s) in which the creditable earnings were paid.

If legislation is enacted and/or administrative rules are adopted during the life of the agreement that results in a greater cost to the district than the costs generated by this agreement, the provisions relating to such benefits shall be null and void.

If after submitting an irrevocable letter of retirement, the employee resigns from or is removed from duties for which the employee was compensated the previous year (i.e., Schedule B extended contract and/or stipends), the employee's TRS creditable earnings will be adjusted accordingly.

Example: The employee's TRS creditable earnings from the 2013-2014 school year were \$43,000.00, of which \$3,000.00 was compensation from coaching basketball in 2013-2014. Under the employee's retirement plan, he/she would be scheduled to receive \$45,580.00 TRS creditable earnings for the 2014-2015 school year (i.e.,  $\$43,000 \times 1.06 = \$45,580.00$ ). However, the employee resigns from his/her coaching position before the start of the 2014-2015 school years. The employee's TRS creditable earnings for the 2014-2015 school years will be \$42,400.00 (i.e.,  $\$40,000 \times 1.06 = \$42,400.00$ ) rather than \$45,580.00.

8.10 Mileage

Approved work-related mileage reimbursement shall correspond to the IRS rate with increases or decreases initiated at appropriate intervals.

8.11 Signing Bonus

Teachers newly hired to the district are eligible for a \$4000.00 signing bonus, spread out over three years.

## **ARTICLE IX**

### **EFFECT OF AGREEMENT**

- 9.1 The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the mutual consent of the parties in a written amendment executed according to the provisions of the Agreement.
- 9.2 Individual contracts or employment agreements shall not be inconsistent with the terms and conditions of this agreement.
- 9.3 Should any article, section, or clause of this Agreement be declared illegal by anybody of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, section, and clauses shall remain in full force and effect.
- 9.4 Neither the Association nor any teacher individually or collectively shall engage in or encourage any work stoppage, slowdown, or any other interruption in or interference with the delivery of educational services during the term of

# School Year 2025-2026

## Summary

<u>Salaries</u>	Base	39,047				
<u>Staff</u>	StepB1-2	0.50%	StepB3-9	1.55%	StepB20-26	1.65%
<u>Benefits</u>	StepM1-2	0.50%	StepM3-9	1.55%	StepM20-30	1.65%
<u>Costs</u>	Lane	1.00%	Step B10-19	1.65%		
	Longevity	700				
	Percent	3.75				
	TRS factor	1.098901				

Non-PEL/LT Sub  
39047

3.75% of previous base 39047

	BA	plus TRS	BA+8	plus TRS	BA+16	plus TRS	BA+24	plus TRS	MA	plus TRS	MA+16	plus TRS
0	40,511	44,518	40,916	44,963	41,325	45,412	41,738	45,866	42,155	46,324	42,577	46,788
1	40,714	44,741	41,121	45,188	41,532	45,640	41,947	46,096	42,366	46,556	42,790	47,022
2	40,918	44,965	41,327	45,414	41,740	45,868	42,157	46,326	42,578	46,789	43,004	47,257
3	41,552	45,662	41,968	46,119	42,387	46,579	42,810	47,044	43,238	47,514	43,671	47,990
4	42,196	46,369	42,619	46,834	43,044	47,301	43,474	47,774	43,908	48,251	44,348	48,734
5	42,850	47,088	43,280	47,560	43,711	48,034	44,148	48,514	44,589	48,999	45,035	49,489
6	43,514	47,818	43,951	48,298	44,389	48,779	44,832	49,266	45,280	49,758	45,733	50,256
7	44,188	48,558	44,632	49,046	45,077	49,535	45,527	50,030	45,982	50,530	46,442	51,035
8	44,873	49,311	45,324	49,807	45,776	50,303	46,233	50,805	46,695	51,313	47,162	51,826
9	45,569	50,076	46,027	50,579	46,486	51,084	46,950	51,593	47,419	52,109	47,893	52,630
10	46,321	50,902	46,786	51,413	47,253	51,926	47,725	52,445	48,201	52,968	48,683	53,498
11	47,085	51,742	47,558	52,262	48,033	52,784	48,512	53,310	48,996	53,842	49,486	54,380
12	47,862	52,596	48,343	53,124	48,826	53,655	49,312	54,189	49,804	54,730	50,303	55,278
13	48,652	53,464	49,141	54,001	49,632	54,541	50,126	55,084	50,626	55,633	51,133	56,190
14	49,455	54,346	49,952	54,892	50,451	55,441	50,953	55,992	51,461	56,551	51,977	57,118
15	50,271	55,243	50,776	55,798	51,283	56,355	51,794	56,916	52,310	57,484	52,835	58,060
16	51,100	56,154	51,614	56,719	52,129	57,285	52,649	57,856	53,173	58,432	53,707	59,019
17	51,943	57,080	52,466	57,655	52,989	58,230	53,518	58,811	54,050	59,396	54,593	59,992
18	52,800	58,022	53,332	58,607	53,863	59,190	54,401	59,781	54,942	60,376	55,494	60,982
19	53,671	58,979	54,212	59,574	54,752	60,167	55,299	60,768	55,849	61,373	56,410	61,989
20	54,503	59,893	55,106	60,556	55,655	61,159	56,211	61,770	56,771	62,386	57,341	63,012
21	55,348	60,822	56,015	61,555	56,573	62,168	57,138	62,789	57,708	63,415	58,287	64,052
22	56,206	61,765	56,939	62,570	57,506	63,193	58,081	63,825	58,660	64,462	59,249	65,109
23	57,077	62,722	57,878	63,602	58,455	64,236	59,039	64,878	59,628	65,525	60,227	66,184
24	57,962	63,694	58,833	64,652	59,420	65,297	60,013	65,948	60,612	66,607	61,221	67,276
25	58,860	64,681	59,804	65,719	60,400	66,374	61,003	67,036	61,612	67,705	62,231	68,386
26	59,772	65,684	60,791	66,803	61,397	67,469	62,010	68,143	62,629	68,823	63,258	69,514
27									63,662	69,958	64,302	70,662
28									64,712	71,112	65,363	71,827
29									65,780	72,286	66,441	73,012
30									66,865	73,478	67,537	74,216
Over	60,472	66,453	61,491	67,573	62,097	68,238	62,710	68,912	67,565	74,247	68,237	74,986



# School Year 2026-2027

## Summary

Salaries	Base	40,511				
Staff	StepB1-2	0.50%	StepB3-9	1.55%	StepB20-26	1.65%
Benefits	StepM1-2	0.50%	StepM3-9	1.55%	StepM20-30	1.65%
Costs	Lane	1.05%	Step 10-19	1.65%		
	Longevity	700				
	Percent	3.5				
	TRS factor	1.098901				

Non-PEL/LT Sub  
40511

3.5% of previous base 40511

	BA plus TRS		BA+8 plus TRS		BA+16 plus TRS		BA+24 plus TRS		MA plus TRS		MA+16 plus TRS	
0	41,929	46,076	42,369	46,559	42,814	47,048	43,264	47,543	43,718	48,042	44,177	48,546
1	42,139	46,307	42,581	46,792	43,028	47,284	43,480	47,780	43,937	48,282	44,398	48,789
2	42,350	46,538	42,794	47,026	43,243	47,520	43,697	48,019	44,157	48,524	44,620	49,033
3	43,006	47,259	43,457	47,755	43,913	48,256	44,374	48,763	44,841	49,276	45,312	49,793
4	43,673	47,992	44,131	48,496	44,594	49,004	45,062	49,519	45,536	50,040	46,014	50,565
5	44,350	48,736	44,815	49,247	45,285	49,764	45,760	50,286	46,242	50,815	46,727	51,348
6	45,037	49,491	45,510	50,011	45,987	50,535	46,469	51,065	46,959	51,603	47,451	52,144
7	45,735	50,258	46,215	50,786	46,700	51,319	47,189	51,856	47,687	52,403	48,186	52,952
8	46,444	51,037	46,931	51,573	47,424	52,114	47,920	52,659	48,426	53,215	48,933	53,773
9	47,164	51,829	47,658	52,371	48,159	52,922	48,663	53,476	49,177	54,041	49,691	54,605
10	47,942	52,684	48,444	53,235	48,954	53,796	49,466	54,358	49,988	54,932	50,511	55,507
11	48,733	53,553	49,243	54,113	49,762	54,684	50,282	55,255	50,813	55,838	51,344	56,422
12	49,537	54,436	50,056	55,007	50,583	55,586	51,112	56,167	51,651	56,759	52,191	57,353
13	50,354	55,334	50,882	55,914	51,418	56,503	51,955	57,093	52,503	57,696	53,052	58,299
14	51,185	56,247	51,722	56,837	52,266	57,435	52,812	58,035	53,369	58,647	53,927	59,260
15	52,030	57,176	52,575	57,775	53,128	58,382	53,683	58,992	54,250	59,615	54,817	60,238
16	52,888	58,119	53,442	58,727	54,005	59,346	54,569	59,966	55,145	60,599	55,721	61,232
17	53,761	59,078	54,324	59,697	54,896	60,325	55,469	60,955	56,055	61,599	56,640	62,242
18	54,648	60,053	55,220	60,681	55,802	61,321	56,384	61,960	56,980	62,615	57,575	63,269
19	55,550	61,044	56,131	61,682	56,723	62,333	57,314	62,982	57,920	63,648	58,525	64,313
20	56,467	62,052	57,057	62,700	57,659	63,362	58,260	64,022	58,876	64,699	59,491	65,375
21	57,399	63,076	57,998	63,734	58,610	64,407	59,221	65,078	59,847	65,766	60,473	66,454
22	58,346	64,116	58,955	64,786	59,577	65,469	60,198	66,152	60,834	66,851	61,471	67,551
23	59,309	65,175	59,928	65,855	60,560	66,549	61,191	67,243	61,838	67,954	62,485	68,665
24	60,288	66,251	60,917	66,942	61,559	67,647	62,201	68,353	62,858	69,075	63,516	69,798
25	61,283	67,344	61,922	68,046	62,575	68,764	63,227	69,480	63,895	70,214	64,564	70,949
26	62,294	68,455	62,944	69,169	63,607	69,898	64,270	70,626	64,949	71,373	65,629	72,120
27									66,021	72,551	66,712	73,310
28									67,110	73,747	67,813	74,520
29									68,217	74,964	68,932	75,749
30									69,343	76,201	70,069	76,999
Over	62,994	69,224	63,644	69,938	64,307	70,667	64,970	71,396	70,043	76,970	70,769	77,768



School Year  
2027-2028

## Summary

## Salaries

## Staff

### Benefits

### Costs

Base	41,929				
StepB1-2	0.55%	StepB3-9	1.575%	StepB20-26	1.65%
StepM1-2	0.55%	StepM3-9	1.575%	StepM20-30	1.65%
Lane	1.10%	Step 10-19	1.65%		
Longevity	700				
Percent	3				3.0% of pr
TRS factor	1.098901				

Non-PEL/LT Sub  
41929

**3.0% of previous base 41929**

	BA plus TRS		BA+8 plus TRS		BA+16 plus TRS		BA+24 plus TRS		MA plus TRS		MA+16 plus TRS	
0	43,187	47,458	43,662	47,980	44,142	48,508	44,628	49,042	45,119	49,581	45,615	50,126
1	43,425	47,720	43,902	48,244	44,385	48,775	44,873	49,311	45,367	49,854	45,866	50,402
2	43,664	47,982	44,143	48,509	44,629	49,043	45,120	49,582	45,617	50,129	46,118	50,679
3	44,352	48,738	44,838	49,273	45,332	49,815	45,831	50,364	46,335	50,918	46,844	51,477
4	45,051	49,507	45,544	50,048	46,046	50,600	46,553	51,157	47,065	51,720	47,582	52,288
5	45,761	50,287	46,261	50,836	46,771	51,397	47,286	51,963	47,806	52,534	48,331	53,111
6	46,482	51,079	46,990	51,637	47,508	52,207	48,031	52,781	48,559	53,362	49,092	53,947
7	47,214	51,884	47,730	52,451	48,256	53,029	48,787	53,612	49,324	54,202	49,865	54,797
8	47,958	52,701	48,482	53,277	49,016	53,864	49,555	54,456	50,101	55,056	50,650	55,659
9	48,713	53,531	49,246	54,116	49,788	54,712	50,335	55,313	50,890	55,923	51,448	56,536
10	49,517	54,414	50,059	55,010	50,610	55,615	51,166	56,226	51,730	56,846	52,297	57,469
11	50,334	55,312	50,885	55,918	51,445	56,533	52,010	57,154	52,584	57,785	53,160	58,418
12	51,165	56,225	51,725	56,841	52,294	57,466	52,868	58,097	53,452	58,738	54,037	59,381
13	52,009	57,153	52,578	57,778	53,157	58,414	53,740	59,055	54,334	59,708	54,929	60,362
14	52,867	58,096	53,446	58,732	54,034	59,378	54,627	60,030	55,231	60,693	55,835	61,357
15	53,739	59,054	54,328	59,701	54,926	60,358	55,528	61,020	56,142	61,694	56,756	62,369
16	54,626	60,029	55,224	60,686	55,832	61,354	56,444	62,026	57,068	62,712	57,692	63,398
17	55,527	61,019	56,135	61,687	56,753	62,366	57,375	63,049	58,010	63,747	58,644	64,444
18	56,443	62,025	57,061	62,704	57,689	63,394	58,322	64,090	58,967	64,799	59,612	65,508
19	57,374	63,048	58,003	63,740	58,641	64,441	59,284	65,147	59,940	65,868	60,596	66,589
20	58,321	64,089	58,960	64,791	59,609	65,504	60,262	66,222	60,929	66,955	61,596	67,688
21	59,283	65,146	59,933	65,860	60,593	66,586	61,256	67,314	61,934	68,059	62,612	68,804
22	60,261	66,221	60,922	66,947	61,593	67,685	62,267	68,425	62,956	69,182	63,645	69,940
23	61,255	67,313	61,927	68,052	62,609	68,801	63,294	69,554	63,995	70,324	64,695	71,093
24	62,266	68,424	62,949	69,175	63,642	69,936	64,338	70,701	65,051	71,485	65,762	72,266
25	63,293	69,553	63,988	70,316	64,692	71,090	65,400	71,868	66,124	72,664	66,847	73,458
26	64,337	70,700	65,044	71,477	65,759	72,263	66,479	73,054	67,215	73,863	67,950	74,670
27									68,324	75,081	69,071	75,902
28									69,451	76,320	70,211	77,155
29									70,597	77,579	71,369	78,427
30									71,762	78,859	72,547	79,722
Over	65,037	71,469	65,744	72,246	66,459	73,032	67,179	73,823	72,462	79,629	73,247	80,491

# Appendix II

## EXTRA DUTY PAY SCHEDULE

<b>BASE SALARY:</b>	2025-2026	40,511
	2026-2027	41,929
	2027-2028	43,187

<b>HIGH SCHOOL SPORTS:</b>				<b>HIGH SCHOOL ACTIVITIES</b>			
	<u>1-3</u>	<u>4-6</u>	<u>7+</u>		<u>1-3</u>	<u>4-6</u>	<u>7+</u>
Athletic Director	15%	17%	19%	Cheerleading	3.5%	4%	4.5%
Boys Head Basketball	10%	12%	14%	Student Council	5%	5.5%	6%
Girls Head Basketball	10%	12%	14%	Yearbook	5%	5.5%	6%
Girls Head Volleyball	10%	12%	14%	Band	4.5%	5%	5.5%
Softball	9%	10%	11%	FFA **Not paid unless Grant is no longer available	10%	12%	14%
Golf	9%	10%	11%	FCCLA	7%	8%	9%
Cross Country	9%	10%	11%	FBLA	7%	8%	9%
Scholastic Bowl	4%	6%	8%	STEM Club	2%	2.5%	3%
Esports	6%	7%	8%	Mathletes	2%	2.5%	3%
<b>JUNIOR HIGH SPORTS</b>							
	<u>1-3</u>	<u>4-6</u>	<u>7+</u>				
Athletic Director	15%	17%	19%	NHS	2%	2.5%	3%
Boys Head Basketball	8%	10%	12%	Ecology	2%	2.5%	3%
Girls Head Basketball	8%	10%	12%	Theatre	3%	3.5%	4%
Girls Head Volleyball	8%	10%	12%	Senior Sponsor	7.5%	8.5%	9.5%
Track	7.5%	8.5%	9.5%	Junior Sponsor	6%	7%	8%
Baseball	7.5%	8.5%	9.5%	Sophomore Sponsor	2%	2.5%	3%
Cross Country	7.5%	8.5%	9.5%	Freshman Sponsor	2%	2.5%	3%
Scholastic Bowl	4%	6%	8%	Sponsor Coordinator	2%	2.5%	3%
Softball	7.5%	8.5%	9.5%				
<b>JUNIOR HIGH ACTIVITIES</b>				Elementary Vocal Music	1.5%	2%	2.5%
	<u>1-3</u>	<u>4-6</u>	<u>7+</u>				
Cheerleading	3%	3.5%	4%				
Activities Director	2.5%	3%	3.5%				
8th Grade Sponsor	2%	2.5%	3%				

Assistant Coaches at 50% of the Head Coach Stipend.

*The Board reserves the right to determine when assistants are needed on a case by case basis.*

Elementary Evening Events: \$50 for each event

*Christmas Program, Music Program, Meet & Greet, Open House, Family Involvement Night*

Junior High / High School Events: \$50 for each event

*Family Involvement Night & Open House*

Hourly Extra Duty Pay - \$25 per hour

Mentor Teacher Pay: Mentor Teachers will keep track of hours and turn in a timesheet

Appendix III

**CHRISMAN COMMUNITY UNIT SCHOOL DISTRICT #6**

*Reimbursement for Continuing Education – submit in duplicate for return copy.*

*Submit form for pre-approval before taking course(s) whenever possible.*

Name of Teacher \_\_\_\_\_

Date of Submission for Approval \* \_\_\_\_\_

Accredited College/University \_\_\_\_\_

Address of College/University \_\_\_\_\_

Name of Course (s) \_\_\_\_\_

Total Semester Hours \_\_\_\_\_

Approved \_\_\_\_\_ Date \_\_\_\_\_ Denied \_\_\_\_\_ Date \_\_\_\_\_

Administrative Signature (within 15 days of \*) \_\_\_\_\_

If denied, reason for denial \_\_\_\_\_

Date of submission of grade(s) report or transcript \_\_\_\_\_

Date of next board meeting(s) for reimbursement \_\_\_\_\_

Amount and Date of issuance of reimbursement (must be within 45 calendar days of submission of grade(s) report or transcript) \_\_\_\_\_

This Agreement shall be effective September 1, 2025 and shall continue in effect until August 31<sup>st</sup>, 2028

This agreement is signed this 18<sup>th</sup> day of August, 2025 CEA  
18<sup>th</sup> day of August, 2025 Board of Education

In Witness Whereof:

For the Chrisman Education Association,  
IEA NEA

[Signature]  
Ronnie Stokes  
Susan Wyatt

For the Edgar County CUSD#6,  
Board of Education

[Signature]  
\_\_\_\_\_  
\_\_\_\_\_