

ELGIN PUBLIC SCHOOLS
NEGOTIATIONS AGREEMENT
FOR THE 2026-2027 AND 2027-2028 SCHOOL YEARS

The negotiating teams representing the Board of Education for the Elgin Public Schools and the Elgin Education Association have reached a total agreement on all items ever successfully negotiated and these items represent the total contractual agreement for the 2026-2027 and the 2027-2028 school years. The items are listed as follows:

Item No. 1 - Salary and Salary Schedule

A base salary of \$42,550 for the 2026-27 school year and a base salary of \$43,600 for the 2027-2028 school year. This base salary is to be applied to a 4 x 4.5 salary schedule. The internal structure of the schedule is as indicated on Attachment A.

Item No. 2 - Extra Duty

Percentages of base pay for those compensated extra duties that are assigned as delineated in Attachment B. The board agrees to pay \$20.00 per evening to ticket takers (2-hour shift), score keepers and the clock keepers. A shift will consist of a period of time determined by the athletic director.

Item No. 3 - Health Insurance

A contribution of up to full family insurance per month for each certified employee by the board of education to be applied to the Educator's Health Alliance endorsed plan (\$1050 deductible including single and spouse dental) for the 2026-27 year. The maximum contribution for the 2027-28 school year will be determined by the EHA family rate with single and spouse dental at the \$1050 deductible level. If the health insurance cost goes up 10% or more during either of these negotiated years the entire negotiations process could be re-opened by the board of education. An HSA option may be negotiated in the future by both parties.

Item No. 4 - Personal Illness

The stated amounts and procedures regarding personal illness as enunciated in Attachment C.

Item No. 5 - Family Sick Leave

The stated amounts and conditions regarding the use of sick leave for members of the immediate family as enunciated in Attachment C.

Item No. 6 - Bereavement Leave

The stated amounts and conditions regarding the use of sick leave to attend funeral for friends or relatives not in the immediate family as enunciated in Attachment C.

Item No. 7 - Emergency Leave

The conditions and procedures of emergency leave as enunciated in Attachment C.

Item No. 8 - Personal Leave

The stated amounts and procedures regarding personal leave as enunciated in Attachment C.

Item No. 9 - Professional Leave

The conditions and procedures of professional leave as enunciated in Attachment C.

Item No. 10 - Noon supervision

The school shall provide elementary noon supervision as needed, exclusive of the elementary staff except during an emergency or temporary absence of personnel.

Item No. 11 - Compensation for Unused Sick Leave

The district shall compensate teachers for unused sick leave in the following manner: At the beginning of each school year, teachers continuing their employment at the Elgin Public Schools, shall be compensated for each day of accumulated sick leave exceeding forty (40) days, at a rate of one half per substitute fee, per day. This process shall begin September of 2006, and shall continue until such time as the procedure is amended or repealed through the negotiation process.

Item No. 12 - Compensation for Supervision /Teaching During Time Specified for Preparation

Teachers shall be compensated at a rate of \$10.00 per class period or \$5.00 per one half class period for the supervision / teaching of classes during a designated plan period that is established by each teacher at the beginning of each school year. Compensation shall be limited to not more than two class periods per day, and it shall be the responsibility of the teacher to notify the office of the Superintendent within (5) days, in writing, of the date, time and person for whom they have supervised / taught.

Item No. 13 - Long Term Disability

The Board of Education shall pay the premium for Long Term Disability (income protection) for the members of the certificated staff. The minimum specifications of the long term disability shall include a benefit amount of 66 2/3 % of the salary and an elimination period of "end of accumulated sick leave".

Item No. 14 - Dual Credit Class Compensation

Teachers that teach Dual Credit Classes will be compensated \$40.00 per credit hour per student and \$40.00 per credit hour per student will be put into the teacher's department fund. The Superintendent will oversee the department fund along with the teacher.

Item No. 15 - Other Items

Other items discussed during the negotiating process or previously negotiated and not included in this agreement are withdrawn from consideration and without standing during the 2026-27 and 2027-28 contract years

Item No. 16 - Acceptance

The acceptance of this agreement by both the Elgin Education Association and the Board of Education for the Elgin Public Schools must be as a whole; rejection of any part is a rejection of the total agreement.

Item No. 17 - Compensatory Time

Teachers will receive one-half day off for each of the two Parent/Teacher's Conferences. This is to compensate for the one-half day they will put in during the evening(s) when Parent/Teachers Conferences are held. The compensation time will be as agreed upon by a staff committee and administration. Teachers will work the 185 day schedule with the knowledge that graduation day will no longer count as one of the 185 days. Teachers will make up snow days to fulfill their contractual obligation (at the Superintendent's discretion).

The attached exhibits will indicate the terms of agreement reached by the two committees. This agreement is subject to ratification by the membership of the Elgin Education Association and the Board of Education for the Elgin Public Schools. The ratification of this agreement ends negotiations and represents a total contractual agreement between the Elgin Education Association and the Board of Education for the 2026-2027 AND 2027-2028 school years. All items successfully negotiated or previously negotiated are included in this agreement. Any items not included in this agreement shall be considered void and no longer in effect. No item in this agreement may be unilaterally changed by either party.

Negotiators of the Elgin Education Association

Becky Sundgren
Gabe Pina
Amy Ketting

Date 12-11-25

Negotiators of the Board of Education

Rosa Weidinger
Steven D. Busteed
Eric Beckman

Date 12-10-25

ACCEPTANCE

Amy Ketting
President of the Elgin Education Association

Rosa Weidinger
President of the Board of Education

Date

Date

Leave Policy
(Attachment C)

Personal Illness: Each teacher shall receive twelve (12) days of sick leave per year; this shall accumulate to a maximum of forty (40) days. A written physician's justification may be required beyond absence of three (3) consecutive days, and every five (5) consecutive days thereafter.

Family Sick Leave: Each teacher may use up to twelve (12) days of their annual sick leave (if available) for illness in the immediate family. Immediate family shall include: spouse, parents of either spouse, child, sister, brother, grandparents of either spouse, sister or brother-in-law, daughter or son-in-law, and grandchild or any other person to whom the teacher is the primary caregiver as determined by "Power of Attorney" or "Court Appointed Custodian".

Bereavement Leave: Each teacher may use up to three (3) days of their annual sick leave (if available) to attend funerals for friends or relatives not in the immediate family and up to (5) days (if available) of their annual sick leave for immediate family. Any additional days will be granted at the discretion of the administration.

Emergency Leave: Teachers may be granted emergency leave for absence during the day only when the absence is not covered under another leave.

Personal Leave: Three (3) school days of personal leave shall be allowed each teacher during each school term with permission. The superintendent shall be notified, in writing, in advance of the personal day. It shall be the responsibility of the Superintendent to coordinate these days in the best interest of the school. Leave may be granted during the first or last week of the school term or on days preceding or following school holidays or vacations at the discretion of the Superintendent. Teachers will be allowed to carry up to one personal leave day into the next year. After using negotiated personal days teachers may, once a school year, trade two (2) sick days for one (1) personal day. The day(s) or time(s) will be at the Superintendent's discretion.

Preschool Leave: The Preschool Teacher will have the last Friday of each month with no Preschool classes for planning time and the teacher will be expected to be on campus on these Fridays. If the last Friday of the month is a holiday, that is the Friday that will be off.

Professional Leave: Professional leave shall be by administrative approval only.

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			Extra Duty Schedule 2027-2028		
			Attachment B		
			\$43,600		
High School Head+	%	Salary	Speech	%	Salary
First Year	9%	3924.00	First Year	6%	2616.00
Second Year	10%	4360.00	Second Year	6.50%	2834.00
Third Year	11%	4796.00	Third Year	7%	3052.00
Fourth Year	12%	5232.00	Fourth Year	7.50%	3270.00
Fifth Year	13%	5668.00	Fifth Year	8%	3488.00
High School Assist+	%		Annual		
First Year	6%	2616.00	First Year	6%	2616.00
Second Year	7%	3052.00	Second Year	6.50%	2834.00
Third Year	8%	3488.00	Third Year	7%	3052.00
			Fourth Year	7.50%	3270.00
HS Track & Golf			Fifth Year	8%	3488.00
First Year	8%	3488.00			
Second Year	9%	3924.00	EHCC		
Third Year	10%	4360.00	First Year	6%	2616.00
Fourth Year	11%	4796.00	Second Year	6.50%	2834.00
Fifth Year	12%	5232.00	Third Year	7.00%	3052.00
High School Assist Track & Golf					
First Year	4%	1744.00			
Second Year	5%	2180.00			
Third Year	6%	2616.00	One-Act		
			First Year	6%	2616.00
Music			Second Year	6.50%	2834.00
First Year	10%	4360.00	Third Year	7%	3052.00
Second Year	10.50%	4578.00	Fourth Year	7.50%	3270.00
Third Year	11%	4796.00	Fifth Year	8%	3488.00
Fourth Year	11.50%	5014.00			
Fifth Year	12%	5232.00	One-Act Assistant		
			First year	3%	1308.00
Other			second year	3.50%	1526.00
Statistician	1.50%	654.00	Third	4%	1744.00
Assessment	1.50%	654.00			
E Club (Concessions)	4%	1744.00	F-Ball field		
			Per season	1.50%	511.50
Class Sponsor					
Senior*	1%	436.00			
Junior*	2.67%	1164.12			
Prom	1.33%	579.88			
Sophomore*	1%	436.00			
Freshman*	1%	436.00			
			Activities Director	15%	
					\$6,540.00
Quiz Bowl					
High School	1.50%	593.25	FFA		

Junior High	0.50%	197.75	First Year	6%	\$2,493
			Second Year	6.50%	\$2,700.75
			Third Year	7%	\$2,908.50
			Fourth Year	7.50%	\$3,116.25
			Fifth Year	8%	\$3,324.00
<u>Danz & Cheer Squad</u>					
First Year	2%	872.00			
Second Year	2.50%	1090.00			
Third Year	3%	1308.00			
Fourth Year	3.50%	1526.00			
Fifth Year	4%	1744.00			
<u>Danz & Cheer Squad Assistant</u>					
First Year	1%	436.00	Teamates	\$1000 per year, two positions a year.	
Second Year	1.50%	654.00			
Third Year	2%	872.00			
<u>Junior High Coach</u>					
First Year	2%	872.00	Zero Hour Weights		
Second Year	3%	1308.00	Per school year	8%	3164.00
<u>After School Study Hall</u>					
	\$15/day				
<u>Ticket Takers</u>					
	\$20/2hours				
<u>Line Judges</u>					
	\$10/game (Wolfpack agreement)				
<u>Scoretable</u>					
	\$10/game (Wolfpack agreement)				
<u>Dual Credit Split</u>					
	\$40 per credit hour per student to the teacher				
	\$40 per credit hour per student to the teacher department fund				

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			Extra Duty Schedule 2026-2027 Attachment B \$42,550		
High School Head+	%	Salary	Speech	%	Salary
First Year	9%	3829.50	First Year	6%	2553.00
Second Year	10%	4255.00	Second Year	6.50%	2765.75
Third Year	11%	4680.50	Third Year	7%	2978.50
Fourth Year	12%	5106.00	Fourth Year	7.50%	3191.25
Fifth Year	13%	5531.50	Fifth Year	8%	3404.00
High School Assist+	%		Annual		
First Year	6%	2553.00	First Year	6%	2553.00
Second Year	7%	2978.50	Second Year	6.50%	2765.75
Third Year	8%	3404.00	Third Year	7%	2978.50
			Fourth Year	7.50%	3191.25
HS Track & Golf			Fifth Year	8%	3404.00
First Year	8%	3404.00			
Second Year	9%	3829.50	EHCC		
Third Year	10%	4255.00	First Year	6%	2553.00
Fourth Year	11%	4680.50	Second Year	6.50%	2765.75
Fifth Year	12%	5106.00	Third Year	7.00%	2978.50
High School Assist Track & Golf					
First Year	4%	1702.00			
Second Year	5%	2127.50			
Third Year	6%	2553.00	One-Act		
			First Year	6%	2553.00
Music			Second Year	6.50%	2765.75
First Year	10%	4255.00	Third Year	7%	2978.50
Second Year	10.50%	4467.75	Fourth Year	7.50%	3191.25
Third Year	11%	4680.50	Fifth Year	8%	3404.00
Fourth Year	11.50%	4893.25			
Fifth Year	12%	5106.00	One-Act Assistant		
			First year	3%	1276.50
Other			second year	3.50%	1489.25
Statistician	1.50%	638.25	Third	4%	1702.00
Assessment	1.50%	638.25			
E Club (Concessions)	4%	1702.00	F-Ball field		
			Per season	1.50%	511.50
Class Sponsor					
Senior*	1%	425.50			
Junior*	2.67%	1136.09			
Prom	1.33%	565.92			
Sophomore*	1%	425.50			
Freshman*	1%	425.50			
			Activities Director	15%	
					\$6,382.50
Quiz Bowl					
High School	1.50%	593.25	FFA		

Junior High	0.50%	197.75	First Year	6%	\$2,493
			Second Year	6.50%	\$2,700.75
			Third Year	7%	\$2,908.50
			Fourth Year	7.50%	\$3,116.25
			Fifth Year	8%	\$3,324.00
<u>Danz & Cheer Squad</u>					
First Year	2%	851.00			
Second Year	2.50%	1063.75			
Third Year	3%	1276.50			
Fourth Year	3.50%	1489.25			
Fifth Year	4%	1702.00			
<u>Danz & Cheer Squad Assistant</u>			Teammates	\$1000 per year, two positions	
First Year	1%	425.50	a year.		
Second Year	1.50%	638.25			
Third Year	2%	851.00			
<u>Junior High Coach</u>			Zero Hour Weights		
First Year	2%	851.00	Per school year	8%	3164.00
Second Year	3%	1276.50			
<u>After School Study Hall</u>	\$15/day				
<u>Ticket Takers</u>	\$20/2hours				
<u>Line Judges</u>	\$10/game (Wolfpack agreement)				
<u>Scoretable</u>	\$10/game (Wolfpack agreement)				
<u>Dual Credit Split</u>	\$40 per credit hour per student to the teacher				
	\$40 per credit hour per student to the department fund				