

Presented August 12, 2025

**Tentative Agreement Between the Board of Education of Springfield Public Schools
District 186 and Springfield Education Association for 2025-2027**

District 186 and the Springfield Education Association (SEA) concluded negotiations with an agreement that met the needs of the membership by increasing salaries and honoring those with many years of service. 85% of our District budget represents salaries and benefits. This contract provides our employees with language and salary enhancements. The District will work diligently to address any deficit spending as we seek to improve our Illinois State Board of Education School District Financial Profile, which calls for a strong fund balance to revenue ratio. This agreement also includes numerous language items that address other financial enhancements and improved working conditions.

The District utilized the full increased amount of Equalized Assessed Valuation that we will receive based on new growth in the Springfield Community, increased Evidence Based Funding and any increase that we may realize when CPPRT (Corporate Personal Property Replacement Tax) dollars are released to fund the salary increases.

The District spent 96% of our expenditures for FY25 in an effort to tighten our financial belt. We realized \$848,000 in savings in teacher leader and administrative position cuts and salaries through attrition that will not be replaced. Any title change in administrative leadership did not come with an increase in salary for that position. Additional cost savings will be realized for the upcoming FY 26 budget and beyond. We realized \$3.5 million in reductions across the board.

We will continue to bargain in good faith with our remaining collective bargaining agreements.

Financial Terms

The financial terms for Certified Staff for Year 1 - 2025-2026 are as follows:

All certified SEA members will receive step movement plus longevity where applicable. There will be a 4% increase on all salary schedule cells plus an additional \$250.00 to the bottom cell of each column. Step movement and longevity honor years of service.

TOTAL: The cost, including benefits, of this increase to the district is approximately **\$5,625,384**

This will result in an **average increase of 7.05%** for certified SEA members.

The financial terms for Non-Certified Staff for Year 1 - 2025-2026 are as follows:

Occupational Therapy Assistants, Physical Therapy Assistants, Educational Interpreters, FACE Liaisons, Parents as Teachers, FACE Coordinator, Homeless Liaisons, Occupational Therapists,

Physical Therapist and BCBA's (Behavior Analysts) will receive step movement plus longevity where applicable and a **4% increase** to the salary schedule.

Braillists, Security and Technology Facilitators will receive a **\$2.50** per hour increase and longevity where applicable.

Teaching Assistants will receive a **\$2.10** per hour increase and longevity where applicable, which is in addition to a salary increase that was negotiated last spring.

In addition, longevity changes/increases are as follows:

.50 cents per hour for FACE Liaisons, Homeless Liaisons, PAT, Teaching Assistants, Braillists, Educational Interpreters, Technology Facilitators and Security Personnel.

For BCBA and OT/PT

Add \$13.00 a day for Years 13-16

Add .18 cents a day for Years 17-19

Add .20 cents a day for Years 20-22

Add .64 cents a day for Years 23+

For OTA/PTA

Add \$8.00 a day for Years 13-16

Add .99 cents a day for Years 17-19

Add .48 cents a day for Years 20-22

Add .97 cents a day for Years 23+

TOTALS: The total Education Support Personnel (ESP) increase, including benefits, is approximately **\$703,487**

The total cost, including benefits, for both groups (Certified and ESP Staff) combined is an increase of approximately **\$6,328,872**

The financial terms for Certified Staff for Year 2 - 2026-2027 are as follows:

All certified SEA members will receive step movement plus longevity where applicable. There will be a 3.5% increase on all salary schedule cells.

TOTAL: The cost, including benefits, of this increase to the district is approximately **\$4,848,276**

The financial terms for Non-Certified Staff for Year 2 - 2026-2027 are as follows:

Teaching Assistants, Civilian Security, Braillists, Educational Interpreters, Technology Facilitators, FACE Liaisons, Homeless Liaisons, PAT, Occupational Therapists, Physical Therapists, Occupational Therapy Assistants and Physical Therapy Assistants will receive step movement where applicable and a 3.5 % increase to the salary schedule.

The cost of this increase, including benefits, to the district is approximately \$425,991
The total cost for both groups combined is an increase of approximately **\$5,274,267**

☒ 1240 employees are included under this agreement.
1100 certified/140 non-certified.

Contract Language Changes

Contract language changes with financial implications are as follows:

ESP - Educational Support Personnel

6.5 ESP Salary G. Holidays: Non-probationary ESP's will increase from 7 to 9 paid holidays.

6.5 A Years of Experience: Effective with the 2025-2026 school year, ESP's with outside work experience within a school setting and within the same position receive one year credit for each previous year worked. ESP's with outside work experience not in a school setting but within the same classification of employment, shall receive one year credit for each two years worked. The district will adjust anyone hired after July 1, 2024 and is employed for the 2025-2026 school year. A maximum of 8 years work experience will be granted for placement on step 9.

BCBA/OT/PT Salary Assessment: Effective with the 2025-2026 school year, BCBA/OT/PT with outside work experience within a school setting receive one year credit for each previous year worked. Those with outside work experience not in a school setting but within the same classification of employment, shall receive one year credit for each two years worked. A maximum of 12 years work experience will be granted for placement on step 13.

Occupational Therapists and Physical Therapists: OT/PT's shall be eligible for an annual stipend of step 1/column 1 for having a registered status through the National Board of Certification in Occupational Therapy. The stipend will be prorated for the second semester if completion or confirmation occurs during the first semester. (We have 1 PT and 4 OTs)

Teaching Assistant Training: Every effort will be made to provide training to Teaching Assistants on new or updated curriculum to be used in the classrooms they support.

Security Stipend: All security will be allotted \$150.00 annually to purchase clothing through an approved clothing supplier. The expectation is that the clothing is worn on District property while working. Each security guard will have a one time winter coat purchase up to \$150.00. Clothing is to be returned to the Coordinator of Safety and Security if security leaves employment with the district.

Certified Staff

4.9 Association Business Days: The union will compensate the district for any days used over the initial 38 covered by the district. The cost to the union will be the regular sub rate for certified members and the base starting hourly rate within job classification for classified members.

4.11 Association President Released Time: The Association agrees to reimburse the District the equivalent of Step 5/Column 7 of the SEA salary schedule. After more than 2 years in the role of SEA President, the President will be placed on the displaced list if they leave the position.

7.10 Teachers: Extra Compensation: Elementary, middle school and high school certified staff who volunteer to supervise students at times in excess of their normal supervisory duties shall be compensated at \$25.00 an hour.

11.3 Teaching Load: Limit on Teacher's Responsibility: If a teacher assumes the responsibility of another teacher's students simultaneously for more than one hour, they shall receive curriculum rate in 15 minute increments.

11.4 Class Size: Beginning with the 2025-2026 school year, the following class size changes will be implemented. ED classes will be capped at 11 students. All other elementary self contained special education classrooms will maintain a maximum class size of 13 but the district will post for a new teacher when a class has 12 students regularly attending.

When an elementary class exceeds the contractual limit, the district will open another class or pay the teacher an additional 10% of their base salary. The class size may exceed the contract up to 3 students. Specials teachers will receive a \$250 stipend per semester for every section they teach over the contractual limit.

Combination Classes will be limited to a maximum of 25 students and the teacher shall be paid an annual stipend of 8% of Step 1/Column 1.

Middle and high school PE will be capped at 40 students per period.

11.28 G Nurses: The district will continue to work toward providing a certified full-time nurse in every building. For buildings deemed to have students with complex medical needs or more than 450 students, a determination will be made to ensure that nurse staffing is adequate. The district will continue to post for certified nursing positions until the goal is reached.

11.30 G Summer Case Health Histories for Social Worker/Nurse: If the social worker completes the health history because no nurse is available, the social worker will be compensated one hour of curriculum rate in addition to the per case study compensation. This must be submitted to and reviewed by the nurse manager or another nurse. The most senior nurse on the volunteer list will be offered 4 cases. The volunteer list will be used in seniority order until all cases are assigned. If there are no volunteers, administration may assign the cases. Nurses who complete the review will receive one hour of curriculum rate.

Special Education Summer Evaluations: Special education providers shall receive one hour of pay at curriculum rate if a parent/guardian does not show for an appointment or cancels within 15 minutes of the appointment.

Pre-K teachers who are needed in the summer months shall be assigned on a rotating and equitable basis. The most senior person on the volunteer list will be offered 4 cases. The volunteer list will be used in seniority order until all cases are assigned. If there are no volunteers, administration may assign the cases. Child Find staff members will be prioritized for non-enrolled pre-kindergarten cases.

Summer case coordinators shall be paid at curriculum and/or equitable flex time. A maximum of three trade days may be awarded. Trade days may not be taken on the first or last day of school, before or after a holiday, or parent-teacher conferences.

Contract language changes without financial implications are as follows:

6.25 ESP Sick Leave D. Doctor's Certificate for Absences: This language clarifies the request for documentation can come from the superintendent or their designee.

6.25 E. Personal Leave B. Personal Leave Usage (days before and after a holiday and/or first and last day of school term): Teacher Institute day is added to this section and requires two advance working days notice through the absence manager. The use of personal leave for one of these days will be allowed once per school year without superintendent approval. Any request for additional days in this category will require the employee to send an email request to the superintendent or their designee. Failure to request two working days or more will result in denial. The employee must receive a response within the two working days. Failure to respond results in an approval. Emergency situations that fall outside the timeframe may be appealed.

6.25 ESP Sick Leave G. This language clarifies the state law that allows 5 mental health days to be used each year. Mental health days require the use of the employee's allotted leave and may be subject to verification as outlined in 6.25 D.

6.29 ESP's: Procedures for Reporting Absences: Security shall call and report their absence to the Coordinator of Safety and Security by 6:45 a.m.

6.31 ESP Evaluations: A non-probationary ESP will be evaluated at least once every three years.

11.2 A. 3: Dual Credit Teachers will be released from school and district meetings to attend mandatory off site department meetings. (LLCC)

11.3 Teaching Load E. Traveling Teachers: On days they travel, teachers may be assigned to only one principal for scheduled supervisory duties. On days they do not travel, their supervision falls under the building where they are teaching. Both principals will provide the information to Human Resources to ensure the duty falls within contractual limits. Traveling teachers will not be assigned duty on Wednesdays to accommodate department meetings. The total minutes of supervision will be equal to those of non-traveling teachers.

11.3 G Elementary Guidelines: During the 2025-2026 school year, an elementary scheduling committee will develop and present viable scheduling options for planning within curriculum guidelines. The committee members will be selected by the union and the district. Regularly scheduled meetings will begin in September with the goal to have a plan approved by March 2026. Implementation would begin with the 2026-2027 school year.

11.6 Grades: Elementary teachers will update the online gradebook at least once every three weeks to help with communication to students and families. Grades must be entered in the online gradebook within two weeks of the completion of the assignment, assessment, unit or topic. Extenuating circumstances can be discussed between the teacher and the building level administrator.

Middle and high school teachers will enter or revise grades at least weekly to coincide with eligibility.

11.31 High School and Middle School Department Chairs/Team Leaders: Beginning with the 2025-2026 school year, positions will be re-posted every three years. All members of the department are eligible to apply. The interview committee will consist of administration and two other current department chairs in the building. (Positions that have been filled by the same person for 3 or more years will be posted spring 2026 for the 2026-2027 school year).

11.37 Teacher Instructional Leaders (TILs) and TOSA's (Teacher on Special Assignment): TIL's and TOSA's will be placed for 4 years. During the Spring of the 4th year the positions will be posted for interview. They may re-apply for the vacancy for a maximum of two four-year terms. The teacher will be placed on the displaced list when not returning.

11.42 Teachers Serving as Administrative Sub: Building level administrators will make every effort to be present and available at all times during regular school hours, especially lunch periods.

In the event a principal is not present, a willing designee will be in charge. Every effort will be made for an administrator to be present at school events. Designated building and district administrators are available by phone if there is a concern or emergency.

12.1 Teacher Sick Leave D. Doctor's Certificate for Absences: This language clarifies the request for documentation can come from the superintendent or their designee.

12.1 Teacher Sick Leave F.: This language clarifies the state law that allows 5 mental health days to be used each year. Mental health days require the use of the employee's allotted leave and may be subject to verification as outlined in 12.1 D.

12.3 Personal Leave B. Personal Leave Usage (days before and after a holiday and/or first and last day of school term): Teacher Institute day is added to this section and requires two advance working days notice through the absence manager. The use of personal leave for one of these days will be allowed once per school year without superintendent approval. Any request for additional days in this category will require the employee to send an email request to the superintendent or their designee. Failure to request two working days or more will result in denial. The employee must receive a response within the two working days. Failure to respond results in an approval. Emergency situations that fall outside the timeframe may be appealed.

12.16 Teachers: Procedures for Reporting Absences: Certified employees must communicate their absence to their supervisor and every effort will be made to enter the absence on the online absence manager prior to the absence. It is required that the employee enter the absence within 48 hours of returning to work. Extenuating circumstances shall be considered in both cases.

13.1 D. Employee Rights and Responsibilities: Employee notification to the administrator can occur before or after the DCFS report is made.

22.4 Programs Not Covered: Classroom teachers in Pre-K will not be required to send out meeting invites for IEP meetings.

Special Education Workload/Caseload: Caseload work (SLP, Pre-K, Psychologists, Social Workers, OT/PT) will continue and develop a plan of action to be agreed upon no later than the first day of the 2026-2027 school year. Caseload guidance from ISBE will be used.

Reasonable Protection: Employees have an expectation of being kept safe from those verbally or physically threatening to do harm. The Board of Education and the Superintendent's office will support employees by sending a ban letter to violators and supporting orders of protection where necessary.

Artificial Intelligence (AI): If AI technology reduces the need for certain positions, a committee will be formed and a consensus decision will be made prior to the purchase or reclassification of a position.

Crisis Prevention Intervention (CPI): The District and the union will form a joint committee to seek possible alternatives to the physical aspects of CPI.

FACE Liaisons, PAT Home Visits and Homeless Liaisons: If there is an emergency, the employee may call 911 or use Centegix Badges that will work in proximity to school locations.

Security/Safety: Security will be included in briefings, meetings and updates regarding relevant information that can be shared without compromising ongoing law enforcement investigations. Communication will happen as quickly as possible. This may include but is not limited to individuals who are not allowed on the school premises, as well as potential threats to the building, staff and/or students.

All Employee Security Badge: All employees are provided a security badge and break-away lanyard. The badges are required to be worn on district property during contractual hours. Training will be provided each year and employees are required to attend. If the badge is misplaced, employees must notify administration immediately.

Employee Dock Time: Employees in dock time will automatically have their pay deducted. Repeated unauthorized absences may lead to progressive disciplinary action which could lead to termination.