

October 12, 2025 SLPTU Negotiations Update

Our Goal

To obtain a fair and competitive contract that retains and attracts top-quality teachers for the students of District 16 by improving working conditions, benefits, and compensation for ALL members of SLPTU.

History and Status of Bargaining

Negotiation pre-meetings between the District and SLPTU leadership began in June 2025 and continued in August/September 2025. Bargaining officially began on September 16th. The committee has had 4 negotiation sessions with District leaders.

9/16/2025 - District 16 presented an initial proposal.

9/25/2025 - SLPTU presented a counter proposal.

9/30/2025 - District 16 responded to the SLPTU counter proposal. The District adjusted their salary schedule proposal and offered some conditional agreements on a number of SLPTU proposals. Several SLPTU proposals were declined.

10/6/2025 -The negotiation session centered around salary schedule ideas and SLPTU proposals for contractual items that would protect teacher time.

TBD - Next session (Likely the week of 10/20/2025)

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Current Agreements

SLPTU and the District have tentatively agreed upon the following items:

1. Medical Insurance:
 - a. Increased District contributions for single and family high-deductable plans. Premium costs and VEBA contributions will remain the same as last year.
 - b. No change to the dental plan.
2. Renewing the MOU establishing prep time for elementary teachers at 275 minutes per week.
3. Proposed MOU on Graduate Program and Course Approval:
 - a. Agreeing to meet and discuss graduate and course approval program requests and approval process.
4. Proposed MOU on Substitute Teaching:
 - a. MOU remains largely the same from the previous contract but adds additional structures that address concerns for center-based special education teachers.
5. Schedule C:
 - a. Adopt Schedule C with a 2% increase in 2025-2026.
 - b. Summer School hourly pay increases to \$40/hour.
 - c. District Recertification Committee stipends remain the same.

Agreements Not Yet Finalized

SLPTU and the District have some consensus on these issues but have not finalized an agreement:

1. Eliminate salary schedule “carve-outs”:
 - a. Place all ECFE/ABE teachers on the Teacher Salary Schedule (Schedule A & B)
 - b. Place all preschool teachers on the Teacher Salary Schedule
 - c. These agreements are contingent on continued negotiations related to salary improvements for Schedule A & B.
2. Special Education Due Process Release time:
 - a. The District maintains the stance that not all licensed special education teachers should receive due process release time.
3. MOU Class and Caseload Size:
 - a. SLPTU is proposing formal reviews each trimester to monitor and address issues related to caseload size, school-wide behavior trends, and class sizes. The District has refused to agree to any language that would support specific and meaningful action to be taken on these topics.
4. Required Training and Curriculum Writing Stipend:
 - a. Raise hourly stipend for these items to \$45/hour. The current hourly rate is \$40/hour.

SLPTU Proposals Declined by the District

The District has declined additional SLPTU proposals on the following:

1. Increasing matches for 403(b) contributions
 - a. SLPTU countered the District by proposing a \$250 increase in Year 1 and \$250 increase in Year 2
2. Longevity Schedule Improvements
 - a. SLPTU countered the District by proposing a Year 15 payment of \$1500 and Year 30 payment of \$2000
3. Grading Days
 - a. Flexible work locations for grading days
 - b. Protected language in the contract for grading only at the end of Trimesters 1 and 2
4. Limiting Required meetings outside of the duty day
5. Room Reassignment stipend

SLPTU Proposals Withdrawn

At this time SLPTU has withdrawn the following proposals:

1. Additional Personal Day
2. 403(b) matching dollars for student loan payments

District 16 Latest Salary Schedule Proposal

2025-26 Schedule A:

% Incr 2.50% Amt Incr \$ -

2025-2026

| STEP | BA/BS | BA+15 | BA+30 | BA+45 | MA/MS | MA+15 | MA+30 | MA+45 |
|------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 1 | \$ 51,328 | \$ 51,328 | \$ 53,065 | \$ 53,065 | \$ 56,968 | \$ 58,973 | \$ 60,968 | \$ 66,248 |
| 2 | \$ 51,328 | \$ 51,328 | \$ 53,065 | \$ 53,065 | \$ 57,993 | \$ 59,998 | \$ 61,993 | \$ 67,273 |
| 3 | \$ 51,328 | \$ 51,328 | \$ 53,065 | \$ 53,065 | \$ 59,018 | \$ 61,023 | \$ 63,018 | \$ 68,298 |
| 4 | \$ 52,628 | \$ 52,628 | \$ 54,376 | \$ 54,376 | \$ 62,516 | \$ 64,510 | \$ 66,504 | \$ 71,795 |
| 5 | \$ 53,393 | \$ 53,393 | \$ 55,130 | \$ 55,130 | \$ 64,566 | \$ 66,560 | \$ 68,554 | \$ 73,845 |
| 6 | \$ 54,693 | \$ 54,693 | \$ 56,441 | \$ 56,441 | \$ 66,872 | \$ 68,866 | \$ 70,859 | \$ 76,151 |
| 7 | \$ 56,004 | \$ 56,004 | \$ 57,741 | \$ 57,741 | \$ 71,227 | \$ 73,221 | \$ 75,216 | \$ 79,381 |
| 8 | \$ 59,915 | \$ 59,915 | \$ 60,778 | \$ 60,778 | \$ 73,277 | \$ 75,271 | \$ 77,266 | \$ 81,431 |
| 9 | \$ 59,915 | \$ 59,915 | \$ 60,778 | \$ 60,778 | \$ 75,338 | \$ 77,332 | \$ 79,326 | \$ 83,492 |
| 10 | \$ 59,915 | \$ 59,915 | \$ 68,229 | \$ 68,229 | \$ 80,017 | \$ 82,010 | \$ 84,005 | \$ 87,580 |
| 11 | \$ 62,526 | \$ 62,526 | \$ 68,229 | \$ 68,229 | | | | |
| 12 | \$ 62,526 | \$ 62,526 | \$ 72,261 | \$ 72,261 | \$ 81,395 | \$ 83,351 | \$ 85,408 | \$ 89,447 |
| 13 | | | | | \$ 82,946 | \$ 84,902 | \$ 86,857 | \$ 91,086 |
| 14 | | | | | \$ 84,585 | \$ 86,541 | \$ 88,496 | \$ 92,997 |
| 15 | | | | | \$ 86,224 | \$ 88,180 | \$ 90,135 | \$ 94,636 |
| 16 | | | | | \$ 90,111 | \$ 92,066 | \$ 94,022 | \$ 100,031 |

BA Salary Schedule for teachers hired prior to 07/01/2021

| STEP | BA/BS | BA+15 | BA+30 | BA+45 |
|------|-----------|-----------|-----------|-----------|
| 13 | \$ 62,526 | \$ 62,526 | \$ 72,261 | \$ 72,261 |
| 14 | \$ 62,526 | \$ 62,526 | \$ 72,261 | \$ 72,261 |
| 15 | \$ 62,526 | \$ 62,526 | \$ 72,261 | \$ 72,261 |
| 16 | \$ 62,526 | \$ 62,526 | \$ 72,261 | \$ 72,261 |
| 17 | \$ 62,526 | \$ 62,526 | \$ 72,261 | \$ 72,261 |
| 18 | \$ 62,526 | \$ 62,526 | \$ 72,261 | \$ 72,261 |
| 19 | \$ 63,240 | \$ 66,438 | \$ 72,261 | \$ 75,924 |
| 20 | \$ 63,240 | \$ 66,438 | \$ 72,261 | \$ 75,924 |
| 21 | \$ 63,240 | \$ 66,438 | \$ 72,261 | \$ 75,924 |
| 22 | \$ 63,240 | \$ 66,438 | \$ 72,261 | \$ 75,924 |
| 23 | \$ 63,240 | \$ 66,438 | \$ 72,261 | \$ 75,924 |
| 24 | \$ 69,209 | \$ 72,407 | \$ 77,629 | \$ 81,893 |

2.5% Increase for most cells (BA Steps 1-18, MA Steps 1-16)

MA Step 11 will be eliminated but the schedule will not be "rolled up" and remain blank for structure

MA Step 11 becomes a "Step through" (no roll-up)
For example: a teacher on MA Step 10 would advance to MA Step 12

BA Legacy Schedule Step 24
\$2000 one-time payment in Year 1

2026-27 Schedule B:

| | | | | |
|--------|----------|----------|----------|----------|
| | \$ 2,700 | \$ 2,100 | \$ 1,900 | \$ 50 |
| % Incr | 0.00% | Amt Incr | \$ 1,900 | \$ 2,750 |
| | | | \$ 3,150 | |

2026-2027

| STEP | BA/BS | BA+15 | BA+30 | BA+45 | MA/MS | MA+15 | MA+30 | MA+45 |
|------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| 1 | \$ 53,228 | \$ 53,228 | \$ 54,965 | \$ 54,965 | \$ 60,118 | \$ 62,123 | \$ 64,118 | \$ 69,398 |
| 2 | \$ 53,428 | \$ 53,428 | \$ 55,165 | \$ 55,165 | \$ 61,143 | \$ 63,148 | \$ 65,143 | \$ 70,423 |
| 3 | \$ 54,028 | \$ 54,028 | \$ 55,765 | \$ 55,765 | \$ 62,168 | \$ 64,173 | \$ 66,168 | \$ 71,448 |
| 4 | \$ 54,728 | \$ 54,728 | \$ 56,476 | \$ 56,476 | \$ 65,666 | \$ 67,660 | \$ 69,654 | \$ 74,945 |
| 5 | \$ 55,493 | \$ 55,493 | \$ 57,230 | \$ 57,230 | \$ 67,716 | \$ 69,710 | \$ 71,704 | \$ 76,995 |
| 6 | \$ 56,793 | \$ 56,793 | \$ 58,541 | \$ 58,541 | \$ 70,022 | \$ 72,016 | \$ 74,009 | \$ 79,301 |
| 7 | \$ 58,104 | \$ 58,104 | \$ 59,841 | \$ 59,841 | \$ 73,127 | \$ 75,121 | \$ 77,116 | \$ 81,281 |
| 8 | \$ 61,815 | \$ 61,815 | \$ 62,678 | \$ 62,678 | \$ 75,177 | \$ 77,171 | \$ 79,166 | \$ 83,331 |
| 9 | \$ 61,815 | \$ 61,815 | \$ 62,678 | \$ 62,678 | \$ 77,238 | \$ 79,232 | \$ 81,226 | \$ 85,392 |
| 10 | \$ 61,815 | \$ 61,815 | \$ 70,129 | \$ 70,129 | \$ 80,067 | \$ 82,060 | \$ 84,055 | \$ 87,630 |
| 11 | \$ 64,426 | \$ 64,426 | \$ 70,129 | \$ 70,129 | | | | |
| 12 | \$ 64,426 | \$ 64,426 | \$ 74,161 | \$ 74,161 | \$ 83,495 | \$ 85,451 | \$ 87,508 | \$ 91,547 |
| 13 | \$ 64,426 | \$ 64,426 | \$ 74,161 | \$ 74,161 | \$ 84,846 | \$ 86,802 | \$ 88,757 | \$ 92,986 |
| 14 | \$ 64,426 | \$ 64,426 | \$ 74,161 | \$ 74,161 | \$ 86,485 | \$ 88,441 | \$ 90,396 | \$ 94,897 |
| 15 | \$ 64,426 | \$ 64,426 | \$ 74,161 | \$ 74,161 | \$ 88,124 | \$ 90,080 | \$ 92,035 | \$ 96,536 |
| 16 | \$ 64,426 | \$ 64,426 | \$ 74,161 | \$ 74,161 | \$ 92,861 | \$ 94,816 | \$ 96,772 | \$ 102,781 |

BA Salary Schedule for teachers hired prior to 07/01/2021

| STEP | BA/BS | BA+15 | BA+30 | BA+45 |
|------|-----------|-----------|-----------|-----------|
| 13 | \$ 64,426 | \$ 64,426 | \$ 74,161 | \$ 74,161 |
| 14 | \$ 64,426 | \$ 64,426 | \$ 74,161 | \$ 74,161 |
| 15 | \$ 64,426 | \$ 64,426 | \$ 74,161 | \$ 74,161 |
| 16 | \$ 64,426 | \$ 64,426 | \$ 74,161 | \$ 74,161 |
| 17 | \$ 64,426 | \$ 64,426 | \$ 74,161 | \$ 74,161 |
| 18 | \$ 64,426 | \$ 64,426 | \$ 74,161 | \$ 74,161 |
| 19 | \$ 64,426 | \$ 66,438 | \$ 74,161 | \$ 75,924 |
| 20 | \$ 64,426 | \$ 66,438 | \$ 74,161 | \$ 75,924 |
| 21 | \$ 64,426 | \$ 66,438 | \$ 74,161 | \$ 75,924 |
| 22 | \$ 64,426 | \$ 66,438 | \$ 74,161 | \$ 75,924 |
| 23 | \$ 64,426 | \$ 66,438 | \$ 74,161 | \$ 75,924 |
| 24 | \$ 69,209 | \$ 72,407 | \$ 77,629 | \$ 81,893 |

Continued "Step through" at MA Step 11

BA Legacy Schedule Step 24
\$2000 one-time payment in Year 2