

AGREEMENT

BETWEEN

**CENTER POINT-URBANA
COMMUNITY SCHOOL DISTRICT**

AND

**CENTER POINT-URBANA
EDUCATION ASSOCIATION**

JULY 1, 2025 THRU JUNE 30, 2030
(for the 2025-2026 school year)

AGREEMENT

The following sets forth the Agreement by and between the Board of Directors of the Center Point-Urbana Community School District (Board) and the Center Point-Urbana Education Association (Association).

ARTICLE I

SCHEDULE A 2025-2026

Generating Base		\$ 31,640.00 (includes Phase I and II dollars)				career inc.		1.01
Step	BA	BA+12	BA+24	MA	MA+12	MA+24	MA+45	Index
1(D)	1.24	1.28	1.32	1.36	1.40	1.44	1.48	4
	39,234	40,499	41,765	43,030	44,296	45,562	46,827	
2(E)	1.28	1.32	1.36	1.40	1.44	1.48	1.52	4
	40,499	41,765	43,030	44,296	45,562	46,827	48,093	
3(F)	1.32	1.36	1.40	1.44	1.48	1.52	1.56	4
	41,765	43,030	44,296	45,562	46,827	48,093	49,358	
4(G)	1.36	1.40	1.44	1.48	1.52	1.56	1.6	4
	43,030	44,296	45,562	46,827	48,093	49,358	50,624	
5(H)	1.40	1.44	1.48	1.52	1.56	1.60	1.64	4
	44,296	45,562	46,827	48,093	49,358	50,624	51,890	
6(I)	1.44	1.48	1.52	1.56	1.60	1.64	1.68	4
	45,562	46,827	48,093	49,358	50,624	51,890	53,155	
7(J)	1.48	1.52	1.56	1.60	1.64	1.68	1.72	4
	46,827	48,093	49,358	50,624	51,890	53,155	54,421	
8(K)	1.52	1.56	1.60	1.64	1.68	1.72	1.76	4
	48,093	49,358	50,624	51,890	53,155	54,421	55,686	
9(L)	1.56	1.60	1.64	1.68	1.72	1.76	1.8	4
	49,358	50,624	51,890	53,155	54,421	55,686	56,952	
10(M)	1.60	1.64	1.68	1.72	1.76	1.80	1.84	4
	50,624	51,890	53,155	54,421	55,686	56,952	58,218	
11(N)	1.64	1.68	1.72	1.76	1.80	1.84	1.88	4
	51,890	53,155	54,421	55,686	56,952	58,218	59,483	
12(O)	1.68	1.72	1.76	1.80	1.84	1.88	1.92	4
	53,155	54,421	54,421	56,952	58,218	59,483	60,749	
13(P)	1.72	1.76	1.80	1.84	1.88	1.92	1.96	4
	54,421	55,686	55,686	58,218	59,483	60,749	62,014	
14(Q)	1.76	1.80	1.84	1.88	1.92	1.96	2	4
	55,686	56,952	56,952	59,483	60,749	62,014	63,280	
15(R)	1.80	1.84	1.88	1.92	1.96	2.00	2.04	4
	56,952	58,218	59,483	60,749	62,014	63,280	64,546	
16(S)		1.88	1.92	1.96	2.00	2.04	2.08	4
		59,483	60,749	62,014	63,280	64,546	65,811	
17(T)			1.96	2.00	2.04	2.08	2.12	4
			62,014	63,280	64,546	65,811	67,077	
18(U)				2.04	2.08	2.12	2.16	4
				64,546	65,811	67,077	68,342	
19(V)					2.12	2.16	2.2	4
					67,077	68,342	69,608	
20(W)						2.20	2.24	4
						69,608	70,874	
21(X)							2.28	4
							72,139	
Longevity %	0.00%	0.00%	0.70%	0.80%	1.00%	1.50%	1.75%	

SCHEDULE A 2025-2026 with TSS Funds

Generating Base \$ 31,640.00 (includes Phase I and II dollars) career inc. 1.01

Step	BA	BA+12	BA+24	MA	MA+12	MA+24	MA+45	Index
1(D)	1.24	1.28	1.32	1.36	1.40	1.44	1.48	4
	50,000	50,000	50,000	50,000	50,000	50,662	51,927	
2(E)	1.28	1.32	1.36	1.40	1.44	1.48	1.52	4
	50,000	50,000	50,000	50,000	50,662	51,927	53,193	
3(F)	1.32	1.36	1.40	1.44	1.48	1.52	1.56	4
	50,000	50,000	50,000	50,662	51,927	53,193	54,458	
4(G)	1.36	1.40	1.44	1.48	1.52	1.56	1.6	4
	50,000	50,000	50,662	51,927	53,193	54,458	55,724	
5(H)	1.40	1.44	1.48	1.52	1.56	1.60	1.64	4
	50,000	50,662	51,927	53,193	54,458	55,724	56,990	
6(I)	1.44	1.48	1.52	1.56	1.60	1.64	1.68	4
	50,662	51,927	53,193	54,458	55,724	56,990	58,255	
7(J)	1.48	1.52	1.56	1.60	1.64	1.68	1.72	4
	51,927	53,193	54,458	55,724	56,990	58,255	59,521	
8(K)	1.52	1.56	1.60	1.64	1.68	1.72	1.76	4
	53,193	54,458	55,724	56,990	58,255	59,521	60,786	
9(L)	1.56	1.60	1.64	1.68	1.72	1.76	1.8	4
	54,458	55,724	56,990	58,255	59,521	60,786	62,052	
10(M)	1.60	1.64	1.68	1.72	1.76	1.80	1.84	4
	55,724	56,990	58,255	59,521	60,786	62,052	63,318	
11(N)	1.64	1.68	1.72	1.76	1.80	1.84	1.88	4
	56,990	58,255	59,521	60,786	62,052	63,318	64,583	
12(O)	1.68	1.72	1.76	1.80	1.84	1.88	1.92	4
	58,255	59,521	60,786	62,052	63,318	64,583	65,849	
13(P)	1.72	1.76	1.80	1.84	1.88	1.92	1.96	4
	62,000	62,000	62,052	63,318	64,583	65,849	67,114	
14(Q)	1.76	1.80	1.84	1.88	1.92	1.96	2	4
	62,000	62,052	63,318	64,583	65,849	67,114	68,380	
15(R)	1.80	1.84	1.88	1.92	1.96	2.00	2.04	4
	62,052	63,318	64,583	65,849	67,114	68,380	69,646	
16(S)		1.88	1.92	1.96	2.00	2.04	2.08	4
		64,583	65,849	67,114	68,380	69,646	70,911	
17(T)			1.96	2.00	2.04	2.08	2.12	4
			67,114	68,380	69,646	70,911	72,177	
18(U)				2.04	2.08	2.12	2.16	4
				69,646	70,911	72,177	73,442	
19(V)					2.12	2.16	2.2	4
					72,177	73,442	74,708	
20(W)						2.20	2.24	4
						74,708	75,974	
21(X)							2.28	4
							77,239	

ARTICLE II

SCHEDULE B 2025-2026

Group 1A	Head Football/Wrestling/Basketball/Baseball/Softball/Volleyball/Head Track									
Years	3	4	5	6	7	8	9	10	11	12
Percentage	12.0%	12.5%	13.0%	13.5%	14.0%	14.5%	15.0%	15.5%	16.0%	16.5%

Salary	3,797	3,955	4,113	4,271	4,430	4,588	4,746	4,904	5,062	5,221
Group 1 Head HS Instrumental Music/Vocal Music										
Years	3	4	5	6	7	8	9	10	11	
Percentage	11.5%	12.0%	12.5%	13.0%	13.5%	14.0%	14.5%	15.0%	15.5%	
Salary	3,639	3,797	3,955	4,113	4,271	4,430	4,588	4,746	4,904	
Group 2 Speech/Head Cross Country/Head Soccer/Golf										
Years	3	4	5	6	7	8	9			
Percentage	10.0%	10.5%	11.0%	11.5%	12.0%	12.5%	13.0%			
Salary	3,164	3,322	3,480	3,639	3,797	3,955	4,113			
Group 3 All Assistant HS Coaches/Head JV Coaches/Annual/Head Musical										
Years	3	4	5	6	7					
Percentage	8.0%	8.5%	9.0%	9.5%	10.0%					
Salary	2,531	2,689	2,848	3,006	3,164					
Group 4 All MS Head Coaches/Assistant Musical										
Years	3	4	5							
Percentage	6.0%	6.5%	7.0%							
Salary	1,898	2,057	2,215							
Group 5 All MS Assistant Coaches										
Years	3									
Percentage	5.5%									
Salary	1,740									
Other										
3,797	12.0%	Head Computer Advisor								
3,164	10.0%	Performance Technical Director								
2,057	6.5%	HS Football/Competition Squad/Stormin' Norman Cheerleading								
1,898	6.0%	HS Student Council / FBLA / High School Skills USA / FCCLA								
1,582	5.0%	HS Basketball Cheerleading/HS Wrestling Cheerleading/HS Drill Team								
1,478	4.67%	Middle School Musical - Alternating Years (per director)								
1,266	4.00%	Head MS Instrumental Music/HS Summer Instrumental/MS Summer Instrumental								
1,107	3.5%	Math Club, Head Prom, Robotics, Mascot Coach								
949	3.0%	Speech Coach Assistant, Assistant Prom								
791	2.5%	UN/MS Yearbook/NHS-Academics/Spanish Club/HS Newspaper MS Drill Team/Flag Squad/Boy-Girls State & NYLC Sponsor/HS TAG Coordinator JH Fall Football Cheerleading, JH Wrestling/JH Girls Bball Cheerleading JH Boys Bball Cheerleading, JH Drill Team, Jazz Band								
740	2.34%	Middle School Play - Alternating Years (per director) / MS Camp-Out Director NHS-Academic (per director)								
633	2.0%	Head JV with Varsity Assistant Duties/V BB Scorekeeper(home)								
421	1.33%	Weight Room Supervisor/MS Camp-Out								
316	1.0%	MS Student Council/Memorial Day Parade								
158	0.5%	All assigned class sponsors								
1,300		ELL Coordinator								

ARTICLE III

MISCELLANEOUS

- A. Should any article, section or clause of this Agreement be declared illegal by a court 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, sections and clauses shall remain in full force and effect.
- B. This Agreement shall become effective as of July 1, 2025, and shall be in full force and effect through June 30, 2030, except that the parties agree to reopen the Agreement for purposes of negotiating base wages (Schedule A or Schedule B) for each subsequent year of the Agreement, with any changes to be effective July 1.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures placed thereon, all on the 15 day of July, 2025.

**CENTER POINT-URBANA
EDUCATION ASSOCIATION**

By: _____
Its President

By: _____
Its Chief Negotiator

**CENTER POINT-URBANA BOARD
OF EDUCATION**

By: _____
Its President

By: _____
Its Chief Negotiator