AGREEMENT

BETWEEN

CENTER POINT-URBANA COMMUNITY SCHOOL DISTRICT

AND

CENTER POINT-URBANA EDUCATION ASSOCIATION

JULY 1, 2025 THRU JUNE 30, 2030
(*for the 2026-2027 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 2026-2027

ARTICLE I
2026-2027 Schedule A
Center Point-Urbana School District

Generating Base		$ 31,640.00			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	55,686	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	56,952	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	58,218	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	
26-27 Longevity %	0.00%	0.00%	0.70%	0.80%	1.00%	1.50%	1.75%	
26-27 Longevity	$0	$0	$434	$516	$671	$1,044	$1,262	

SCHEDULE A 2026-2027 with TSS Funds

2026-2027 Schedule A w/TSS
Center Point-Urbana School District

Generating Base	$ 31,640.00	career inc.	1.01
TSS	$ 6,100.00		
TSS #2	To be determined		

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	51,662	52,927	
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	51,662	52,927	54,193	
3(F)	*1.32*	*1.36*	*1.40*	*1.44*	*1.48*	*1.52*	*1.56*	*4*
	50,000	50,000	50,000	51,662	52,927	54,193	55,458	
4(G)	*1.36*	*1.40*	*1.44*	*1.48*	*1.52*	*1.56*	*1.6*	*4*
	50,000	50,000	51,662	52,927	54,193	55,458	56,724	
5(H)	*1.40*	*1.44*	*1.48*	*1.52*	*1.56*	*1.60*	*1.64*	*4*
	50,000	51,662	52,927	54,193	55,458	56,724	57,990	
6(I)	*1.44*	*1.48*	*1.52*	*1.56*	*1.60*	*1.64*	*1.68*	*4*
	51,662	52,927	54,193	55,458	56,724	57,990	59,255	
7(J)	*1.48*	*1.52*	*1.56*	*1.60*	*1.64*	*1.68*	*1.72*	*4*
	52,927	54,193	55,458	56,724	57,990	59,255	60,521	
8(K)	*1.52*	*1.56*	*1.60*	*1.64*	*1.68*	*1.72*	*1.76*	*4*
	54,193	55,458	56,724	57,990	59,255	60,521	61,786	
9(L)	*1.56*	*1.60*	*1.64*	*1.68*	*1.72*	*1.76*	*1.8*	*4*
	55,458	56,724	57,990	59,255	60,521	61,786	63,052	
10(M)	*1.60*	*1.64*	*1.68*	*1.72*	*1.76*	*1.80*	*1.84*	*4*
	56,724	57,990	59,255	60,521	61,786	63,052	64,318	
11(N)	*1.64*	*1.68*	*1.72*	*1.76*	*1.80*	*1.84*	*1.88*	*4*
	57,990	59,255	60,521	61,786	63,052	64,318	65,583	
12(O)	*1.68*	*1.72*	*1.76*	*1.80*	*1.84*	*1.88*	*1.92*	*4*
	59,255	60,521	61,786	63,052	64,318	65,583	66,849	
13(P)	*1.72*	*1.76*	*1.80*	*1.84*	*1.88*	*1.92*	*1.96*	*4*
	62,000	62,000	63,052	64,318	65,583	66,849	68,114	
14(Q)	*1.76*	*1.80*	*1.84*	*1.88*	*1.92*	*1.96*	*2*	*4*
	62,000	63,052	64,318	65,583	66,849	68,114	69,380	
15(R)	*1.80*	*1.84*	*1.88*	*1.92*	*1.96*	*2.00*	*2.04*	*4*
	63,052	64,318	65,583	66,849	68,114	69,380	70,646	
16(S)		*1.88*	*1.92*	*1.96*	*2.00*	*2.04*	*2.08*	*4*
		65,583	66,849	68,114	69,380	70,646	71,911	
17(T)			*1.96*	*2.00*	*2.04*	*2.08*	*2.12*	*4*
			68,114	69,380	70,646	71,911	73,177	
18(U)				*2.04*	*2.08*	*2.12*	*2.16*	*4*
				70,646	71,911	73,177	74,442	
19(V)					*2.12*	*2.16*	*2.2*	*4*
					73,177	74,442	75,708	
20(W)						2.20	2.24	4
						75,708	76,974	
21(X)							2.28	4
							78,239	

ARTICLE II
SCHEDULE B 2026-2027

Generating Base **$ 31,740.00**

2026-27 Schedule B - Center Point-Urbana School District

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	3,809	3,968	4,126	4,285	4,444	4,602	4,761	4,920	5,078	5,237

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	3,650	3,809	3,968	4,126	4,285	4,444	4,602	4,761	4,920	

Group 2 Speech/Head Cross Country/Head Soccer/Golf/Esports										
Years	3	4	5	6	7	8	9			
Percentage	10.0%	10.5%	11.0%	11.5%	12.0%	12.5%	13.0%			
Salary	3,174	3,333	3,491	3,650	3,809	3,968	4,126			

Group 3 All Assistant HS Coaches/Head JV Coaches/Yearbook/Head Musical/ HS Play										
Years	3	4	5	6	7					
Percentage	8.0%	8.5%	9.0%	9.5%	10.0%					
Salary	2,539	2,698	2,857	3,015	3,174					

Group 4 All MS Head Coaches/Assistant Musical/ Assistant HS Play										
Years	3	4	5							
Percentage	6.0%	6.5%	7.0%							
Salary	1,904	2,063	2,222							

Group 5 All MS Assistant Coaches										
Years	3									
Percentage	5.5%									
Salary	1,746									

Other		
3,174	10.0%	Performance Technical Director
2,063	6.5%	HS Football/Competition Squad/Stormin' Norman Cheerleading
1,904	6.0%	HS Student Council (per director)/FBLA/High School Skills USA/FCCA
1,587	5.0%	HS Basketball Cheerleading/HS Wrestling Cheerleading/HS Drill Team
1,482	4.67%	Middle School Musical/Play - Alternating Years (per director)
1,270	4.00%	Head MS Instrumental Music/HS Summer Instrumental
1,111	3.5%	Math Club, Head Prom, Robotics, Mascot Coach
952	3.0%	Speech Coach Assistant, Assistant Prom
794	2.5%	UN/MS Yearbook/Spanish Club/HS Newspaper/Jazz Band MS Drill Team/MS Fall Cheerleading/MS Winter Cheeleading
743	2.34%	Middle School Play - Alternating Years (per director)/MS Camp-Out Director, NHS-Academics (per director)
422	1.33%	MS Camp-Out
317	1.0%	MS Student Council/Memorial Day Parade
159	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

Tentative Agreement Between Center Point Urbana Schools and CPUEA
March 10, 2026

For the 2026-27 contract year, Center Point Urbana Schools (the District) and CPUEA have tentatively agreed to the following:

- Grace Holtz, school nurse, holding a Standard Professional License, will be placed at Step 4 for the 26-27 school year, giving credit for years of service to the District.
- National Honor Society and High School Student Council will each retain two sponsors. Each sponsor will have their own contract. Placement on Schedule B will be determined by the Activities Director with input from the High School Principal after an examination of hours of work required outside of the contract day and making comparisons with other sponsorships and coaching positions on Schedule B.
- A total package increase of 2.45% to include TSS funds, and including salary and benefits.
- The total package increase will be applied in the following manner:
    - All step movement and timely submitted lane movement will be granted
    - All eligible staff will advance on the salary schedule in accordance with the negotiated agreement
    - $100 will be added to Schedule B salaries
- In addition, eligible certified staff will receive the following one-time payments:
    - $700 payable in April, 2026
    - $1000 payable before December 31, 2026

This is a continuation of the current five-year contract, effective July 1, 2025 through June 30, 2026.

8/19/2026

8/20/2026

8/20/2026