

# **MASTER CONTRACT**

North Pekin – Marquette Heights  
Federation of Teachers

and

North Pekin – Marquette Heights  
School District #102

2022-2026

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# ARTICLE I

## RECOGNITION

### 1.1 RECOGNITION

The Board of Education of District #102 recognizes the North Pekin-Marquette Heights Federation of Teachers as the sole and exclusive bargaining agent for the regularly employed licensed staff members of this district. Excluded from the unit are – the Superintendent, Principals, Administrators, bookkeeper, district secretary, substitutes, aides, and all other support staff members.

The terms and conditions of this Agreement shall be the terms and conditions of individual contract of members of the bargaining unit.

# ARTICLE II

## EMPLOYEE AND FEDERATION RIGHTS

### 2.1 GOOD FAITH BARGAINING

Both parties agree to negotiate in good faith. “Good faith” shall mean the parties confer at reasonable times and reasonable places with the purpose of making proposals and counterproposals to reach a collectively bargained agreement.

### 2.2 USE OF DISTRICT FACILITIES

The Federation may use a room in a school building for the purposes of holding Federation meetings provided that there is no conflict with any other use of the facility. Such request shall be made not less than 72 hours in advance. A charge may be made for such use in accordance with the schedule of charges for other groups requesting use of school facilities.

### 2.3 FEDERATION RIGHTS

1. The Federation shall not be denied the use of employee mailboxes, email, and a posting area in the teacher’s work room for the purposes of Federation notices.
2. Certified employees shall have the right to join the Illinois Federation of Teachers, serve as officers, or participate in professional negotiations without the threat of being discriminated against.

3. Any certified teacher shall have the right to Federation representation when requested.
4. Meetings which involve discussions of any certified employee shall be conducted in private and all information shall remain confidential between parties.

## **2.4 PERSONNEL FILE**

1. Each employee shall have the right, within seven (7) working days of request, to review the contents of said employee's personnel file and to place therein written comments on any of its contents. Each employee covered by this Agreement shall be entitled to one copy of any document contained in such file without cost. All further copies shall be at the employee's expense.
2. An employee will be notified when material other than routine bookkeeping information is added or deleted in a personnel file.

## **2.5 DISCIPLINE**

The Federation and Board acknowledge appropriate disciplinary sanctions for any employee misconduct may be determined by the Administration and/or Board based on the repetitive nature of such misconduct and/or the magnitude or severity thereof. The initial disciplinary step shall depend on the severity of the offense. An oral or written reprimand shall remain in effect for a reasonable period of time depending on the severity of the offense. An employee may petition for the removal of documentation of an oral or written reprimand from such employee's personnel file after a reasonable period of time. Employee misconduct may result in disciplinary sanctions ranging from oral reprimand through dismissal.

Discipline for cause shall be progressive and corrective in nature.

Steps of Progressive Discipline shall include:

1. Oral Reprimand
2. Written Reprimand
3. Administrative Leave
4. Suspension
5. Remediation Notice by the Board
6. Termination

Teachers shall have the right of Federation representation in any meeting with the Board of Education and or district administration which may result in a disciplinary action.

In respect to any alleged misconduct, an effort will be made through discussions between the employee and the Administration to resolve problems before they reach a degree of seriousness to require further discipline.

In cases of minor offenses warranting an Oral or Written reprimand, no disciplinary action shall be taken against an employee unless the District Administrator meets with the employee and provides the employee with written notice of the alleged offense within 10 work days from the date such alleged offense came to the attention of the District Administrator. For purposes of this paragraph, a work day shall be defined as any day during which the administrative offices of the District are open.

In all other cases except those listed in the paragraph above, no disciplinary action shall be taken against an employee until the employee has had an opportunity to respond to any allegations against him or her.

In connection with any allegation of misconduct, the Superintendent or Board may grant administrative leave with pay pending the investigation of such allegation. Any employee subject to administrative leave shall receive written notice of the allegation giving rise to such action, and may make a written response to such notice which shall be attached to the District's copy of such notice.

## **2.6 PRIVACY ISSUES**

Any meeting that could lead to the discipline of a faculty member shall be conducted in private, and Federation representation shall be guaranteed if requested by the faculty member.

## **2.7 DUES DEDUCTION**

Each teacher may elect to deduct dues for professional organizations. Once such election is made in any school year, it shall remain in effect until the teacher withdraws it in writing in accordance with the terms under which an employee voluntarily authorized said deductions. Dues revocations are processed by the union. In the event that an employee revokes his/her dues in accordance with the terms in which they authorized the dues deductions, the Union will notify the employer after the close of the revocation window.

## **2.8 COMMUNICATION**

1. Whenever possible, faculty meetings should be called twenty-four hours in advance and a copy of the tentative agenda for each meeting will be emailed to faculty.
2. School board agendas should be posted on the building doors on the Friday before the regularly scheduled school board meeting. A copy should also be posted on the District webpage.
3. A copy of the board packet will be available electronically to the Federation President(s) on the Friday before the board meeting during regular school hours.

4. After each regularly scheduled school board meeting, a copy of the board meeting minutes will be provided to the Federation President(s) and posted on the District webpage.
5. The Administration will maintain an updated board policy manual on the District Web page on the District Server. Any new language that changes board policy or board policy language will be attached to the minutes.
6. Names and addresses of newly hired faculty will be mailed/delivered to the Federation President within 5 working days following the approval of their contracts with the school board.
7. A current District Teacher's Handbook shall be posted on the district web page at the start of each school year.

## **2.9 AREAS OF CONSULTATION MEETINGS**

The Federation will select one teacher from each school to meet with the District administrators twice a year. The purpose of these meetings is to discuss areas of concern/interest. The Federation will initiate these meetings and all meetings will be set for a day and time that is mutually acceptable to all parties.

## **2.10 FEDERATION MATTERS**

The Federation will be able to speak with the District faculty at the end of SIP days and at the end of the first Institute Day of the school year.

## **2.11 AGREEMENT**

Upon Federation ratification and finalization of this agreement, the Board will make an electronic version of this agreement available to the Federation, via the district supported web site.

## **2.12 WAIVER OF ADDITIONAL BARGAINING**

The parties acknowledge that during the course of the negotiations which resulted in this Agreement, each had the right to make demands, proposals, and counterproposals with respect to any matter not specifically excluded by law and that this Agreement has been arrived at following the full exercise of this right. It is therefore understood that neither party shall be obliged to bargain collectively with respect to any subject or matter referred to or covered by this Agreement.



## ARTICLE III

### WORKING CONDITIONS

#### **3.1 SCHOOL CALENDAR**

The school calendar shall consist of no more than 180 employee responsibility days, plus five emergency days. Unused emergency days shall not become work days for employees.

#### **3.2 WORK DAY**

1. The work day for certified teachers shall be no longer than seven and three quarters ( $7\frac{3}{4}$ ) hours. Certified personnel shall be present at assigned work location 15 minutes prior to the beginning of student class instruction in the morning and shall remain until 15 minutes after the conclusion of student class instruction in the afternoon. Outside of student contact hours, teachers will spend a total of 45 minutes before or after school at assigned work location. Teachers are required to attend scheduled monthly teachers' meetings within the seven and three quarters work day.
2. Certified teachers shall have early dismissal on the first and last day of school and on the day before the first day of Thanksgiving, Christmas, and Spring Break. Teachers may leave as soon as the students have left the school grounds.
3. Classroom teachers will be assigned no more than an average of 15 minutes of supervisory duty a day, or no more than 150 minutes of duty in a two-week period with the rotation assigned to teachers equally. Supervisory duty is defined as the assigned supervision of students during arrival, recess and dismissal.
4. A reasonable effort will be made to equalize load and supervision duties by building principals/superintendent.
5. As soon as it is made official, teachers will be notified by the administration if the starting or ending times of the school day change from the previous year.

#### **3.3 PREP TIME**

1. The district agrees to provide at least a 30-minute prep period per full student attendance day per teacher as determined by the schedule that is current for each building. On days of early dismissal, those teachers who lose their preparation period shall not be entitled to the above.
2. A minimum of fifty (50%) percent of the second Institute Day at the beginning of the year will be designated for in-room preparation.

### **3.4 LUNCH PERIOD**

Each teacher shall be granted a thirty (30) consecutive minute duty free lunch period each day during which the teacher shall be permitted to leave the campus.

### **3.5 TEACHING LOAD AND CLASS SIZE**

1. The Employer shall determine teaching load and class size. Efforts to equalize teaching load and class size will be made by the administration.
2. The Board recognizes the educational advantages of limiting class sizes in the instructional setting. When adequate funding has been realized from local, state, and/or federal sources, the Board will investigate the possibility of utilizing those funds to reduce class size, and a priority will be given to reducing class size at the primary levels.
3. Once enrollment goes beyond 22 at the K-1 level and above 25 at the second-eighth grade levels, the teachers involved will meet with the administration to discuss options. The administration will have opportunity to fully explain the necessity of larger class sizes.

### **3.6 USE OF SCHOOL EQUIPMENT**

Teachers may be permitted use of school copying equipment and computers as the attendance center principals, in their sole discretion, determine not to be in conflict with the needs of the district.

### **3.7 CALENDAR COMMITTEE**

A calendar committee, made up of two administrators and three (3) certified personnel appointed by the Federation, will provide input to the Superintendent who will make a final recommendation to the School Board regarding the school calendar. The School Board will have final say in all matters regarding the school calendar.

## **ARTICLE IV**

### **LEAVES**

#### **4.1 PERSONAL LEAVE**

1. Upon first giving twenty-four (24) hours written notice, each employee shall be granted three (3) paid personal days per year which shall not accumulate from year to year. With the exception of extenuating circumstances, such days shall not be used before or after Winter break, Thanksgiving, or Spring Break, nor shall such

days be granted on days of parent-teacher conferences, in-service, institutes or other such all district days. No personal days are to be used after May 15<sup>th</sup> without the Superintendent's approval. No more than three (3) teachers may be absent from the district for personal leave for any one day.

2. Unused personal leave days will be converted into sick days by the District.

## **4.2 PARENTAL LEAVE**

Teachers shall be entitled to utilize accumulated sick leave for maternity or paternity or maternity related disability. All Teachers shall be allowed to use up to thirty (30) days of accumulated sick leave in the 12-month period following birth or adoption. In addition, Teachers who give birth to a child may utilize up to (30) days of accumulated sick leave for maternity related disability without a doctor's note for any work-days during the six-week period immediately following birth of a child. Teachers who have exhausted accumulated sick leave may request an unpaid leave of absence, which may be granted consistent with the provisions of the Family Medical Leave Act. If both parents are employed by the district, maternity and paternity leave time shall not run concurrently. Both parents shall be entitled to use the leave as necessary, provided that no parental leave shall overlap without District approval. Nothing in this section shall prevent both parents from taking sick leave concurrently for no more than one (1) week immediately following the birth of the child.

For the purposes of this contract, teachers who adopt a child will receive the same benefits as a biological parent.

## **4.3 LEAVES OF ABSENCE WITHOUT PAY**

1. A teacher may request a non-paid leave of absence not to exceed the remainder of the school year as provided in Board Policy #5:250. Such requests are subject to approval by the Board.
2. Teachers may apply to the Board of Education for consideration for a non-paid leave of absence which may be granted by the district at its discretion and in accordance with its sole determination of the best interest of the district.

## **4.4 CHILD CARE LEAVE**

Teachers may request leave for childcare that shall be granted or denied by the Board of Education in accordance with its determination of the best interest of the District.

## **4.5 MILITARY LEAVE**

A certified teacher who is called to active duty status in the Illinois National Guard or Armed Forces Reserve shall be entitled to return to employment in the district upon release without loss of tenure.

## **4.6 SICK LEAVE**

1. Each full-time teacher shall receive sick leave accumulated in the following manner up to a maximum of 355 days.

0-2	years experience	12 days
3-6	years experience	13 days
7-10	years experience	14 days
11-15	years experience	15 days
16-20	years experience	16 days
21-25	years experience	17 days
26-29	years experience	18 days
30 +	years experience	20 days

Notwithstanding the above, teachers with 30 or more years of experience prior to June 30, 2024 shall receive 25 sick leave days annually rather than 20.

2. Sick leave may be used for personal illness, quarantine at home, or serious illness or death in the household or immediate family. Immediate family shall include parents, grandparents, grandchildren, parents-in-law, sisters-in-law, brothers-in-law, sisters, brothers, spouse, children, and legal guardians.
3. By September 15<sup>th</sup> of each school year, each certified staff member shall receive a statement detailing accumulated sick leave, personal days, salary, and years of experience. Sick days available and used will be noted in the area provided on each employee's check stub.

## **4.7 BEREAVEMENT LEAVE**

Leave for bereavement, not to exceed two (2) days per year, shall be granted in the event of death of a relative or close family friend.

## **4.8 SICK LEAVE BANK**

In September of each year, the Federation President, or designee, will provide the District with a list of all employees participating in the sick leave bank and the number of days contributed to the bank. An open enrollment will be offered annually to all certified employees at the beginning of the school year, up until September 15.

When the bank drops below thirty (30) days total, all teachers who wish to have access to the bank must contribute 1 day to rebuild the bank. No more than 50 days can be withdrawn in one year. If there are any unused days in the Sick Leave Bank at the end of the school year, they will be carried over into the next school year. The Sick Leave Bank will be replenished as needed in the remaining years of the contract.

The bank is to be used primarily for catastrophic illness or injury. If a member does not contribute to the bank, they are ineligible to withdraw. Eligibility is also based upon contributions when needed to replenish the Sick Leave Bank. A Sick Leave Bank Committee will be composed of the following members: Superintendent, Principal, and three (3) Federation members appointed by the Federation. The guidelines have been agreed upon and the December 2008 guidelines will be followed. In these guidelines, rules and regulations are listed. All record keeping will be completed by the committee and submitted to the District secretary. The Sick Leave Bank Committee will have final say in all Sick Leave Bank withdrawals.

#### **4.9 FEDERATION LEAVE**

The President of the Federation or designee shall be allowed to take up to two (2) days total leave per year. All days will be with salary with prior approval from the Superintendent to attend Federation meetings or trainings which are sponsored by the Regional, State or National Federation Affiliate. The Federation agrees to reimburse the District for the cost of a substitute, at the District substitute rate and only if needed, for Federation Leave.

### **ARTICLE V**

#### **EMPLOYEE COMPENSATION AND FRINGE BENEFITS**

##### **5.1 CREDIT FOR TEACHING EXPERIENCE**

Teachers entering the district (at initial hire) shall be allowed to negotiate up to full credit for all years of prior public school teaching experience.

Teachers presently hired by the district shall be granted a full year's credit on the placement schedule for each year in the district in which the teacher taught one hundred and twenty (120) full school days.

##### **5.2 CREDIT FOR PROFESSIONAL GROWTH**

1. Effective July 1, 1984, teachers shall be granted credit for professional growth through graduate courses approved by the district and taken in a program leading to a degree in the teacher's area of teaching or other such area approved in the District's discretion. To be approved for credit outside the teacher's direct area of teaching the teacher must submit a written statement validating how the alternative area of study will benefit that teacher's instructional practices.
2. Teachers must file the Lane Change form provided by the district to the business office no later than August 1<sup>st</sup> of the new contractual year. Teachers failing to do so will not be granted the lane change for that new contractual year.

### **5.3 DIRECT DEPOSIT**

All certified staff will utilize Direct Deposit. Specifics of this program will be explained to all employees.

### **5.4 GROUP HOSPITAL AND MEDICAL INSURANCE**

1. An Insurance Committee made up of Superintendent, one principal, one board member, and three Federation members will research insurance coverage annually. Bids will be sought at least once every three years. The Committee will choose three alternatives and present the policies to the certified staff. The certified staff members will vote for their choice of insurance coverage. The Committee will take the recommendation of the certified staff to the School Board for final selection of the insurance policies.
2. The Board shall pay 80% of the monthly premium for single coverage against sickness, health and accident policy for each full-time teacher. The Board will pay up to a 13% increase in premium on each year of the contract. The employee will be responsible for any increase in premiums over 13%.
3. The Board shall pay 60% of the monthly premium for employee & spouse; employee & child; and family coverage against sickness, health and accident policy for each full-time teacher. The Board will pay up to a 13% increase in premium on each year of the contract. The employee will be responsible for any increase in premiums over 13%.
4. The deductible for each employee will be pursuant to the insurance committee recommendation, and School Board approval.
5. All staff members will have insurance premiums automatically sheltered.
6. Any Insurance issues that may have arisen over the previous year will be discussed during the teacher in-service at the beginning of the school year.

### **5.5 FLEX PLAN**

At the beginning of each school year, any staff member carrying district insurance will have the opportunity to flex benefits. A minimum of ten (10) staff members will need to sign up to flex benefits for this to take place. The district will pay up to \$5.00 per person/per month for the administration of the flex program.

### **5.6 GROUP DENTAL INSURANCE**

The Board shall pay 50% of the monthly premium for a single coverage dental policy for each full-time teacher.

## **5.7 PART-TIME STAFF BENEFITS**

Licensed staff members who work more than 50% of the time, but less than 100% of the time shall receive prorated benefits based upon the amount of hours employed.

## **5.8 TUITION REIMBURSEMENT**

1. Staff members shall be reimbursed at the rate of 100% the tuition and fees for graduate level courses taken towards an area of benefit to the teacher and the district OR towards an advanced degree in the field of education at the rate for the nearest state college when having demonstrated proficiency by earning a grade of B or better. Work shall have prior approval of the Superintendent.
2. Staff members shall be reimbursed 100% tuition and fees for any graduate level credit offered at a workshop attended that is in an area of benefit to the teacher and the district at the rate for the nearest state college when having demonstrated proficiency by earning a grade of B or better. Work shall have prior approval of the Superintendent.
3. The district will pay 100% of the tuition and fees, for graduate level courses, at the rate of the nearest state college, when having demonstrated proficiency by earning a grade of B or better, for one class every two years toward recertification for each certified employee as long as the class is in education or in the teaching field of the certified staff member and/or benefits the district.
4. The District will reimburse one 3-hour course per semester (spring/summer/fall) per year for a total of up to 9 hours per year. In the event a teacher is directed to take a class and/or monies are available through a grant or an additional professional development revenue source, a teacher may take an additional class beyond those stated above.
5. Total Tuition Reimbursement for all reimbursement scenarios listed above will be subject to a district maximum of \$15,000 per year. Courses with a start date prior to August 1 shall count as previous year coursework.
6. Upon request of the Federation, the district shall inform the Federation president, or designee, of the remaining balance of the tuition reimbursement funds as well as all pending tuition reimbursement requests.
7. The district shall notify a staff member with the decision about approval for coursework within ten (10) working days of electronic submission by the staff member.
8. Staff members seeking course approval must indicate in writing the intent of remaining a full-time staff member in District #102 for a minimum of one (1) complete school year after earning tuition reimbursement. A teacher who leaves the district prior to the completion of one (1) full year after earning tuition

reimbursement will incur a deduction in pay equal to any amount reimbursed within the one (1) year prior to his/her departure.

## **5.9 IN-SERVICE REIMBURSEMENT**

In the event a teacher is directed to participate in any professional conference or seminar for which a registration fee is charged, the district shall pay the cost of such registration fee. Mileage and meals will be reimbursed for all conferences. Lodging, when pre-approved, will be reimbursed for conferences held outside of Tazewell and Peoria counties.

## **5.10 SUBSTITUTION**

Internal substitution shall be defined as a staff member supervising a full or half class of another teacher, regardless of when said supervision occurs, or when a staff member does not receive preparation time due to supervision of a class from another staff member. In such cases where a class is proportioned out to an internal substitute teacher, the internal substitute pay shall be divided respectively among those teachers sharing the class.

The district will make every effort to find external substitute teachers for coverage needs longer than a half day or for any pre-arranged absence request. In the event that Federation members are needed to internally substitute, such requests shall be made on a rotational basis among all members able to substitute. Federation members in the Early Retirement Benefit, Option 1, shall not be considered able to substitute.

Internal substitute pay will be paid at the rate of \$15 for 0-30 minutes of internal substitute coverage or \$30 for 31-60 minutes of internal substitute coverage when a teacher substitutes for another teacher as long as that teacher is:

- a. using a personal day
- b. using a sick day
- c. using a workshop/professional day
- d. other absence approved by the Superintendent

It is the responsibility of the internal substitute to complete a time sheet and submit it for approval during the payroll period in which they provided internal substitute coverage. At no time shall internal substitute pay exceed the board approved daily substitute rate.

## **5.11 EARLY RETIREMENT ELIGIBILITY**

1. Certified employees participating in the Teacher's Retirement System of Illinois (TRS) are eligible to receive additional compensation when they retire from District #102 under the terms of this Early Retirement Incentive.
2. To be eligible for the Early Retirement Incentive, the employee must have been employed by the District for at least 15 years and must not have applied for any other TRS early retirement option. In addition, an employee is considered to be



eligible for the retirement incentive when he/she first meets one of the following conditions:

- a. the employee becomes sixty (60) years of age or older by July 1<sup>st</sup> of a school year; or
  - b. the employee qualifies to receive a full pension annuity by reason of being at least fifty-five (55) years of age and having attained thirty-five (35) years of upgraded (2.2) TRS creditable service which may include up to the maximum of unused sick leave days allowed by TRS; or
  - c. the employee qualifies to receive a full pension annuity by reason of having attained thirty-eight (38) years non-upgraded TRS creditable service, which may include up to the maximum of unused sick leave days allowed by TRS.
3. To be eligible, the employee must submit an irrevocable letter of resignation by May 1 three, two or one full year(s) (depending on the Option the employee chooses) prior to the year that the employee is first eligible to retire without an Early Retirement penalty cost to the district. The letter must be accompanied by a Teacher's Retirement System (TRS) member requested "reciprocal estimate" confirmation of total years of service. The letter must reference intent to retire under this Early Retirement Incentive Policy.
4. Changes to the Pension Code – In the event the Illinois Pension Code, in regards to the 6% rule, changes or is modified during the effective period of this Agreement and such amendments change or modify this incentive, then both parties will meet to negotiate this incentive no later than 30 days from the effective date of the law.

## **5.12 EARLY RETIREMENT BENEFIT**

### Option 1 –

An employee who submits an irrevocable letter of resignation by May 1 three (3) full years prior to the year that the employee is first eligible to retire without an Early Retirement penalty cost to the district. An employee who is eligible shall have six percent (6%) added to each of his/her final three (3) years salaries. All calculations for increased TRS creditable earnings will be based on the TRS creditable earnings in the year prior to the final three years in which the 6% retirement incentive is implemented.-Once the employee submits an irrevocable notice of retirement, in no case will the employee's TRS creditable earnings increase exceed six percent (6%) of the previous year. Each subsequent increase is then based upon the previous year's creditable earnings.

### Option 2 –

An employee who submits an irrevocable letter of resignation by May 1 prior to the final (2) school years of employment. An employee who is eligible shall have five percent (5%) added to each of his/her final two (2) years salaries. All calculations for increased TRS creditable earnings will be based on the TRS creditable earnings in the year prior to the

final two years in which the 5% retirement incentive is first implemented. Once the employee submits an irrevocable notice of retirement, in no case will the employee's TRS creditable earnings increase exceed six percent (6%) of the previous year.

### Option 3 –

An employee who submits an irrevocable letter of resignation by May 1 prior to the final school year of employment. An employee who is eligible shall have five percent (5%) added to each of his/her final year salary. All calculations for increased TRS creditable earnings will be based on the TRS creditable earnings in the year prior to the final year in which the 5% retirement incentive is implemented. Once the employee submits an irrevocable notice of retirement, in no case will the employee's TRS creditable earnings increase exceed six percent (6%) of the previous year.

1. If, after submitting an irrevocable notice of retirement by May 1, the employee resigns from or is dismissed from duties for which the employee was paid a stipend or additional compensation as set forth in Appendix B the previous year, the retirement bonus for that employee will be recalculated with the stipend or additional compensation removed.
2. If any teacher receives benefits under this program and subsequently fails to retire as contemplated herein, such teacher shall be obligated to reimburse the district for the amount of the incentive less what the teacher would have received had the teacher not been eligible for the retirement incentive. If the District and the teacher cannot agree upon a reimbursement schedule, the district is authorized to make deductions from the subsequent paychecks in the maximum amount of six percent (6%) of the total to be reimbursed per pay period.
3. If an employee incurs a life-altering event such as the death of a spouse, divorce, or other catastrophic event, the District will consider these circumstances in order for the employee to rescind their request for retirement and remain eligible for the early Retirement Incentive for one more year. If the District finds the employee's circumstance warrants an extension of the ERI, the employee will repay any and all ERI paid to date that would increase the benefit of this ERI benefit beyond the terms of this section, if applicable.
4. Limitation on TRS Creditable Compensation – The purpose of this section is to avoid, in all circumstances, any payment by the district of a board-paid penalty or fee, to TRS or any board or district liability to fund any portion of a teacher's TRS annuity due to increase in compensation from one year to the next. This section does not apply to teachers who are not eligible for TRS annuity (whether or not they apply) and could not under any circumstances become eligible for TRS annuity within five (5) years of the end of the school year in which the compensation is earned.

No teacher, while receiving the ERI benefit described in this section, shall have his/her creditable TRS earnings from employment in this district increase from one

school year to the next by more than six percent (6%) or be otherwise increased so as to create liability on the part of the board or district for any portion of a teacher's retirement annuity or result of any district, or board, paid penalty or fee to TRS decreases, then the maximum of the teacher's creditable earnings from employment in this school district shall similarly decrease so as to avoid any board, or district-paid penalty or fee.

Even if another provision of this collective bargaining agreement would otherwise provide a teacher's TRS creditable earnings increasing by more than 6% or any such lesser amount that would trigger a district-paid penalty or fee to TRS due to salary increase in any year over a prior year, that teacher shall receive only the maximum increase to TRS creditable compensation allowed under this provision.

### **5.13 SALARY AND BENEFITS**

During the first year of the contract, the Board will increase each certified staff member's salary by 4.5% over the previous year. During the second year of the contract the Board will increase each certified staff member's salary by 4.25% over the previous year. During the third year of the contract the Board will increase each certified staff member's salary by 4.0% over the previous year. During the fourth year of the contract the Board will increase each certified staff member's salary by 4.0% over the previous year.

2022-2023	4.5% increase over previous year
2023-2024	4.25% increase over previous year
2024-2025	4.0% increase over previous year
2025-2026	4.0% increase over previous year

All salaries in this contract will be paid over 26 pays in a 12-month period. In certain years, it will be necessary for the district to adjust this pay schedule so that there is a three-week period between the last paycheck of the old contract year and the first paycheck of the new contract year. This occurs when the first pay of a new contract year is scheduled to fall prior to August 25 of that year. In such years, the first paycheck of the year shall be delayed by one week creating the three-week span between paychecks. Upon ratification of a successor agreement the Administration will notify the Union as to which years of the Collective Bargaining Agreement are impacted by paycheck adjustment therein. In years when paycheck adjustment is necessary, the District shall notify all staff in writing no later than April 1 of the year in which there will be a three-week span between paychecks.

Placement schedules will be updated and attached as an appendix (Appendix A) to this agreement. The placement schedule will be used to place newly hired teachers and to place teachers who have been approved for movement across lanes as a result of completed coursework. The placement schedule will reflect the raises listed in Article 5.13, #1 above.

Teachers receiving NBPTS status will be reimbursed for their initial application fee plus the cost of attending the required workshops after the process has been successfully completed.

In order to encourage teachers to become Nationally Board Certified, teachers who receive their National Board Certification will move over one lane on the salary schedule.

## **ARTICLE VI**

### **ASSIGNMENTS, VACANCIES, AND TRANSFERS**

#### **6.1 VACANCIES**

All vacancies and/or newly created positions shall be posted on the District web page and an email notice of the posting will be sent to each certified person. No posting shall be required if the District determines that an emergency exists.

#### **6.2 TRANSFER**

1. A teacher presently on staff, who desires to be considered for an open position in another building within the district, shall present his/her request in writing to the building principal where they are assigned. Such requests shall then be forwarded to the central office to be considered with the applicants for the opening. If a transfer is refused, the teacher may request that his/her request for transfer, with a notation stating the reason why it was refused, be placed in his/her personnel file.
2. When involuntary transfers are necessary, lists of open positions in other schools shall be made available to all teachers being transferred. In filling such positions, all assignments made shall be based upon qualifications and certification.

#### **6.3 PROFESSIONAL ASSIGNMENT**

1. The District will make every effort to distribute tentative elementary school teaching assignments and class lists no later than the last day of the preceding school year. However, in no circumstance will the notice be given later than June 15<sup>th</sup> of each year. All elementary school certified staff members will be given written notice of their tentative assignments and class lists for the next school year. In the event that changes will be made to the tentative assignment, the faculty member shall be notified within five (5) days of the decision.
2. The District will make every effort to distribute tentative middle school teaching assignments and class lists no later than the last day of the preceding school year. However, in no circumstance will the notice be given later than June 15<sup>th</sup> of each year. All middle school certified staff members will be given written notice of their

tentative assignments for the next school year. In the event that changes will be made to the tentative assignment, the faculty member shall be notified within five (5) days of the decision. In addition, all middle school teachers will be provided a copy of the tentative master schedule. The copy may be provided electronically or in hard copy form.

3. All middle school certified staff members will be given class lists in either electronic or hard copy form by August 1 of each year.
4. The Friday preceding the first Institute Day each year, all certified staff members will receive an up-dated tentative class list for the upcoming school year.
5. The Board recognizes the time teachers devote to student activities and parent meetings before and after the instructional day are essential parts of the educational program of the district. The Board shall make an effort to consider the expressed wishes of teachers with regard to scheduling such duties consistent with its determination of the needs of the district within the realm of the school day. Sponsorship of any after-school activity should be consistent with the avocations and hobby interests of the teacher involved.

## **ARTICLE VII**

### **GRIEVANCE PROCEDURE**

#### **7.1 DEFINITION**

A grievance shall be defined as a claim by a member of the bargaining unit of violation, misapplication, or misinterpretation of any provision of this Agreement.

#### **7.2 TIME LIMITS**

##### **A. First Step**

The employee will try to resolve any concern before filing a grievance.

##### **B. Second Step**

If the concern cannot be resolved in the first step, the employee or Federation shall file a written statement of the grievance with his or her attendance center principal. Such written statement of grievance shall be filed within twenty (20) week days from the event giving rise to the claim to file a grievance and shall contain a statement of the factual basis of the grievance and the section or sections of the Agreement which are alleged to have been violated. The attendance center principal shall respond in writing within ten (10) week days of receipt of the written grievance.

C. Third Step

If the grievance is not resolved in the second step, the employee or Federation may appeal the decision of the attendance center principal in writing to the District Superintendent within ten (10) week days of receipt of the written decision of the attendance center principal. The District Superintendent shall respond in writing within ten (10) week days of receipt of the written appeal.

D. Fourth Step

If the grievance is not resolved in the third step, the employee or the Federation may appeal the decision of the District Superintendent in writing to the Board of Education within ten (10) week days of receipt of the written decision of the District Superintendent. Such appeal shall be heard by the Board of Education at its next regularly scheduled board meeting unless the notice of the appeal is received less than five (5) days prior to the next regularly held board meeting in which case the appeal shall be heard at the subsequent meeting. The Board shall respond in writing within ten (10) week days of the Board meeting.

E. Fifth Step

If the grievance is not satisfactorily resolved in the fourth step, and if it is the intent of the Federation to pursue binding arbitration, then the Federation shall submit to the Superintendent within twenty (20) week days of receipt of the answer in Step Four a written request on behalf of the grievant notice of the Federation's intent to enter into binding arbitration.

### **7.3 ARBITRATION PROCEDURE**

The two parties will attempt to agree on an arbitrator. If no arbitrator can be mutually agreed upon, arbitration proceedings shall be conducted by an arbitrator to be selected from a roster of arbitrators provided by the FMCS or IELRB. Within seven (7) days after the Federation requests binding arbitration, the two parties will request the agency to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until one name shall remain.

The arbitrator's decision shall be binding on all parties. The arbitrator shall not amend or modify any of the provisions of the Agreement. The arbitrator's authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the school district and the Federation and shall be based solely on the wording of this Agreement. The parties agree that the arbitrator will have the authority to oversee remedy interpretation and implementation.

The arbitrator shall be limited to directing the parties to comply with the terms of this Agreement.

The Board acknowledges the right of the teacher to request the Federation's grievance representative to be present at any level of the grievance.

### **7.4 ARBITRATION EXPENSES**

Expenses for the arbitrator's services will be borne equally by the District and the Federation.

## **ARTICLE VIII**

### **TEACHER EVALUATION**

#### **8.1 EVALUATION**

All evaluation process, procedures, and paperwork associated with the District Teacher Evaluation Plan shall be in accordance with all applicable provisions of the Illinois School Code (Article 24A) and the rules and regulations (part 50.1120) propagated by the Board of Education of the State of Illinois. Specific processes for the evaluation of teachers shall follow the District Teacher Evaluation Plan.

In accordance with Section 24A-4(b) of the Illinois School Code, the PERA Joint Committee shall be composed of equal parts members elected or appointed by both the District and the Federation.

The conclusion of the evaluator is not grievable.

#### **8.2 POST-OBSERVATION AND SUMMATIVE CONFERENCES**

Each formal observation and evaluation shall be followed by a confidential conference between the evaluator and the employee, held within ten (10) school days where both the evaluator and employee are present, of the observation. The employee, upon his/her request, shall receive a meeting with the evaluator to discuss the post-observation findings or the year end summative evaluation after the initial confidential conference and both sides shall be entitled to have their representatives present. Copies of the formative evaluation instrument arising from the observation shall be retained by the teacher and the evaluator, but shall not be placed in the teacher's personnel file. Only the year end summative evaluation shall be placed in the teacher's personnel file.

#### **8.3 RESPONSE**

Observation and year-end summative evaluation forms shall be signed by the teacher indicating receipt only and not necessarily agreement with the comments. A teacher may submit, for attachment, any comments or rebuttal to an observation or summative evaluation.

## **ARTICLE IX**

### **REDUCTION IN STAFF**

#### **9.1 REDUCTION PROCESS**

In the event that a reduction in the total teaching staff is to be made by the Board of Education, the following procedures will be instituted:

1. An attempt will be made to allow normal attrition to suffice.
2. Any reductions in force shall be in compliance with Illinois State Law.
3. The Board of Education agrees to notify the Federation of any consideration of staff reduction following the timelines of the Illinois School Code.
4. A teacher in Sequence of Dismissal Groups 2, 3 or 4 whose employment has been terminated due to a reduction in force shall have recall rights as outlined in Section 5/24-12 of the School Code. Timelines in the Illinois School Code pertaining to recall shall be followed.
5. If a recalled teacher is offered a full time position and he/she refuses it, then he/she will be removed from the recall list.
6. It is the responsibility of the terminated teacher to keep the school district informed as to their current address.
7. In those cases where two certified staff members are employed on the same date, and have the same certification and qualifications, ties will be broken by a draw.

## **ARTICLE X**

### **NO STRIKE**

#### **10.1 NO STRIKE PROVISION**

During the term of this Agreement and any extension thereof, no employee covered by this Agreement, nor the Federation, nor any person acting on behalf of the Federation shall ever or at any time engage in, authorize any recognition of any picket line at the school district's premises, any strike, slowdown or other refusal to render full and complete services to the Board, or any activity whatsoever which would disrupt in any manner in whole or in part the operation of the school district.



In the event of any violation or violations of any provision of this Article by the Federation, its members, or representatives, or by any employee, the Federation shall, upon notice from the Board, immediately direct such employees both orally and in writing to resume normal operations immediately and take every other reasonable effort to end any violations.

## **ARTICLE XI**

### **DURATION OF AGREEMENT**

#### **11.1 DURATION OF AGREEMENT**

This Agreement shall become effective on the 1<sup>st</sup> day of July, 2022 and continue until the 30<sup>th</sup> day of June, 2026.

## Appendix A

FY23 Placement Schedule									
4.5%	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	44,640	45,746	46,852	47,959	49,240	50,347	51,454	52,560	53,667
1	45,593	46,699	47,805	48,912	50,193	51,300	52,407	53,513	54,620
2	46,589	47,695	48,801	49,908	51,189	52,296	53,403	54,509	55,616
3	47,585	48,691	49,797	50,904	52,185	53,292	54,399	55,505	56,612
4	48,581	49,686	50,793	51,899	53,181	54,288	55,394	56,501	57,607
5	49,577	50,682	51,789	52,895	54,177	55,284	56,390	57,497	58,603
6	50,573	51,678	52,785	53,891	55,173	56,280	57,386	58,493	59,599
7	51,569	52,674	53,781	54,887	56,168	57,276	58,382	59,489	60,595
8	52,565	53,670	54,776	55,883	57,164	58,271	59,378	60,484	61,591
9	53,561	54,666	55,772	56,879	58,160	59,267	60,374	61,480	62,587
10	54,556	55,662	56,768	57,875	59,156	60,263	61,370	62,476	63,583
11	55,553	56,658	57,764	58,871	60,153	61,259	62,366	63,472	64,579
12	56,549	57,656	58,763	59,870	61,151	62,260	63,367	64,474	65,581
13	57,545	58,652	59,759	60,866	62,148	63,256	64,363	65,470	66,577
14	58,541	59,649	60,756	61,863	63,144	64,252	65,359	66,467	67,573
15	59,538	60,645	61,752	62,859	64,141	65,249	66,356	67,463	68,570
16	60,534	61,641	62,748	63,855	65,137	66,245	67,352	68,459	69,566
17	61,531	62,638	63,745	64,852	66,134	67,241	68,349	69,456	70,563
18	62,527	63,634	64,741	65,848	67,130	68,238	69,345	70,452	71,559
19	63,523	64,630	65,737	66,845	68,126	69,234	70,341	71,448	72,555
20	64,520	65,627	66,734	67,841	69,123	70,231	71,338	72,445	73,552
21	65,516	66,623	67,730	68,837	70,119	71,227	72,334	73,441	74,548
22	66,512	67,619	68,727	69,834	71,116	72,223	73,330	74,437	75,544
23	67,509	68,616	69,723	70,830	72,112	73,220	74,327	75,434	76,541
24	68,505	69,612	70,719	71,826	73,109	74,216	75,323	76,430	77,537
25	68,505	70,609	71,716	72,823	74,105	75,212	76,320	77,427	78,534
26	68,505	71,605	72,712	73,819	75,101	76,209	77,316	78,423	79,530
27	68,505	71,605	73,708	74,815	76,098	77,205	78,312	79,419	80,526
28	68,505	71,605	73,708	75,812	77,094	78,202	79,309	80,416	81,523
29	71,065	74,165	76,269	78,372	79,654	80,762	81,869	82,976	84,083
30	71,065	74,165	76,269	78,372	79,654	80,762	81,869	82,976	84,083
31	71,797	74,897	77,000	79,104	80,385	81,493	82,600	83,707	84,814
32	71,797	74,897	77,000	79,104	80,385	81,493	82,600	83,707	84,814
33	71,797	74,897	77,000	79,104	80,385	81,493	82,600	83,707	84,814
34	71,797	74,897	77,000	79,104	80,385	81,493	82,600	83,707	84,814
35	71,797	74,897	77,000	79,104	80,385	81,493	82,600	83,707	84,814
36	72,319	75,419	77,523	79,626	80,908	82,016	83,123	84,230	85,337

**FY24 Placement Schedule**

	4.25%	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0		45,585	46,737	47,890	49,044	50,380	51,534	52,688	53,841	54,995
1		46,538	47,690	48,843	49,997	51,333	52,487	53,641	54,794	55,948
2		47,531	48,683	49,837	50,990	52,326	53,481	54,634	55,788	56,941
3		48,569	49,722	50,875	52,029	53,365	54,519	55,672	56,826	57,979
4		49,608	50,760	51,913	53,067	54,403	55,557	56,710	57,864	59,018
5		50,646	51,798	52,952	54,105	55,441	56,595	57,749	58,902	60,056
6		51,684	52,836	53,990	55,143	56,479	57,633	58,787	59,940	61,094
7		52,722	53,875	55,028	56,182	57,517	58,672	59,825	60,979	62,132
8		53,760	54,913	56,066	57,220	58,556	59,710	60,863	62,017	63,170
9		54,799	55,951	57,104	58,258	59,594	60,748	61,902	63,055	64,209
10		55,837	56,989	58,143	59,296	60,632	61,786	62,940	64,093	65,247
11		56,875	58,027	59,181	60,334	61,670	62,824	63,978	65,131	66,285
12		57,914	59,066	60,219	61,373	62,710	63,863	65,017	66,170	67,324
13		58,952	60,106	61,260	62,414	63,750	64,906	66,060	67,214	68,368
14		59,991	61,145	62,299	63,453	64,790	65,944	67,098	68,253	69,407
15		61,029	62,184	63,338	64,492	65,828	66,983	68,137	69,291	70,445
16		62,068	63,222	64,376	65,531	66,867	68,022	69,176	70,330	71,484
17		63,107	64,261	65,415	66,569	67,905	69,061	70,215	71,369	72,523
18		64,146	65,300	66,454	67,608	68,945	70,099	71,253	72,407	73,561
19		65,184	66,338	67,493	68,647	69,983	71,138	72,292	73,446	74,600
20		66,223	67,377	68,531	69,685	71,021	72,177	73,331	74,485	75,639
21		67,262	68,416	69,570	70,724	72,061	73,215	74,369	75,524	76,678
22		68,300	69,455	70,609	71,763	73,099	74,254	75,408	76,562	77,716
23		69,339	70,493	71,647	72,802	74,138	75,293	76,447	77,601	78,755
24		70,378	71,532	72,686	73,840	75,177	76,332	77,486	78,640	79,794
25		71,417	72,571	73,725	74,879	76,216	77,370	78,524	79,678	80,832
26		71,417	73,609	74,764	75,918	77,254	78,409	79,563	80,717	81,871
27		71,417	74,648	75,802	76,956	78,292	79,448	80,602	81,756	82,910
28		71,417	74,648	76,841	77,995	79,332	80,486	81,641	82,795	83,949
29		71,417	74,648	76,841	79,034	80,370	81,525	82,679	83,833	84,987
30		74,086	77,317	79,510	81,703	83,039	84,194	85,348	86,502	87,656
31		74,086	77,317	79,510	81,703	83,039	84,194	85,348	86,502	87,656
32		74,848	78,080	80,273	82,466	83,802	84,957	86,111	87,265	88,419
33		74,848	78,080	80,273	82,466	83,802	84,957	86,111	87,265	88,419
34		74,848	78,080	80,273	82,466	83,802	84,957	86,111	87,265	88,419
35		74,848	78,080	80,273	82,466	83,802	84,957	86,111	87,265	88,419
36		74,848	78,080	80,273	82,466	83,802	84,957	86,111	87,265	88,419

Placement Schedule

**FY25 Placement Schedule**

4%	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	46,455	47,653	48,853	50,053	51,442	52,642	53,842	55,042	56,241
1	47,408	48,606	49,806	51,006	52,395	53,595	54,795	55,995	57,194
2	48,399	49,598	50,797	51,997	53,386	54,587	55,786	56,986	58,186
3	49,432	50,631	51,830	53,030	54,419	55,620	56,819	58,019	59,219
4	50,512	51,711	52,910	54,110	55,499	56,699	57,899	59,099	60,298
5	51,592	52,790	53,990	55,190	56,579	57,779	58,979	60,179	61,378
6	52,672	53,870	55,070	56,269	57,659	58,859	60,059	61,258	62,458
7	53,751	54,950	56,149	57,349	58,738	59,939	61,138	62,338	63,538
8	54,831	56,029	57,229	58,429	59,818	61,018	62,218	63,418	64,617
9	55,911	57,109	58,309	59,509	60,898	62,098	63,298	64,498	65,697
10	56,991	58,189	59,389	60,588	61,978	63,178	64,378	65,577	66,777
11	58,070	59,269	60,468	61,668	63,057	64,258	65,457	66,657	67,857
12	59,150	60,348	61,548	62,748	64,137	65,337	66,537	67,737	68,936
13	60,230	61,429	62,628	63,828	65,218	66,418	67,617	68,817	70,016
14	61,310	62,510	63,711	64,911	66,300	67,502	68,702	69,902	71,103
15	62,390	63,591	64,791	65,991	67,381	68,582	69,782	70,983	72,183
16	63,471	64,671	65,871	67,072	68,461	69,662	70,863	72,063	73,263
17	64,551	65,751	66,951	68,152	69,542	70,743	71,943	73,143	74,343
18	65,631	66,831	68,032	69,232	70,622	71,823	73,023	74,224	75,424
19	66,711	67,912	69,112	70,312	71,703	72,903	74,103	75,304	76,504
20	67,792	68,992	70,192	71,393	72,782	73,983	75,184	76,384	77,584
21	68,872	70,072	71,273	72,473	73,862	75,064	76,264	77,464	78,664
22	69,952	71,153	72,353	73,553	74,943	76,144	77,344	78,545	79,745
23	71,032	72,233	73,433	74,633	76,023	77,224	78,425	79,625	80,825
24	72,113	73,313	74,513	75,714	77,104	78,305	79,505	80,705	81,905
25	73,193	74,393	75,594	76,794	78,184	79,385	80,585	81,785	82,986
26	74,273	75,474	76,674	77,874	79,265	80,465	81,665	82,866	84,066
27	74,273	76,554	77,754	78,954	80,344	81,545	82,746	83,946	85,146
28	74,273	77,634	78,834	80,035	81,424	82,626	83,826	85,026	86,226
29	74,273	77,634	79,915	81,115	82,505	83,706	84,906	86,106	87,307
30	74,273	77,634	79,915	82,195	83,585	84,786	85,986	87,187	88,387
31	77,049	80,410	82,690	84,971	86,361	87,562	88,762	89,963	91,163
32	77,049	80,410	82,690	84,971	86,361	87,562	88,762	89,963	91,163
33	77,842	81,203	83,484	85,764	87,154	88,355	89,555	90,756	91,956
34	77,842	81,203	83,484	85,764	87,154	88,355	89,555	90,756	91,956
35	77,842	81,203	83,484	85,764	87,154	88,355	89,555	90,756	91,956
36	77,842	81,203	83,484	85,764	87,154	88,355	89,555	90,756	91,956

Placement Schedule

**FY26 Placement Schedule**

4%	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	47,360	48,607	49,854	51,102	52,547	53,795	55,043	56,290	57,538
1	48,313	49,560	50,807	52,055	53,500	54,748	55,996	57,243	58,491
2	49,304	50,551	51,798	53,046	54,491	55,739	56,987	58,235	59,482
3	50,335	51,581	52,829	54,077	55,522	56,770	58,018	59,265	60,513
4	51,410	52,656	53,904	55,151	56,596	57,845	59,092	60,340	61,587
5	52,533	53,779	55,027	56,274	57,719	58,967	60,215	61,463	62,710
6	53,656	54,902	56,150	57,397	58,842	60,090	61,338	62,586	63,833
7	54,779	56,025	57,272	58,520	59,965	61,213	62,461	63,709	64,956
8	55,901	57,148	58,395	59,643	61,088	62,336	63,584	64,832	66,079
9	57,024	58,271	59,518	60,766	62,211	63,459	64,707	65,954	67,202
10	58,147	59,394	60,641	61,889	63,334	64,582	65,830	67,077	68,325
11	59,270	60,517	61,764	63,012	64,457	65,705	66,953	68,200	69,448
12	60,393	61,639	62,887	64,135	65,580	66,828	68,076	69,323	70,571
13	61,516	62,762	64,010	65,258	66,702	67,951	69,199	70,446	71,694
14	62,639	63,886	65,133	66,381	67,827	69,074	70,322	71,570	72,817
15	63,762	65,011	66,259	67,507	68,952	70,202	71,450	72,699	73,947
16	64,886	66,134	67,383	68,631	70,076	71,325	72,574	73,822	75,070
17	66,009	67,258	68,506	69,754	71,199	72,449	73,697	74,946	76,194
18	67,133	68,381	69,630	70,878	72,324	73,572	74,821	76,069	77,317
19	68,256	69,505	70,753	72,001	73,447	74,696	75,944	77,192	78,441
20	69,380	70,628	71,876	73,125	74,571	75,819	77,068	78,316	79,564
21	70,503	71,752	73,000	74,248	75,694	76,943	78,191	79,439	80,688
22	71,627	72,875	74,123	75,372	76,817	78,066	79,315	80,563	81,811
23	72,750	73,999	75,247	76,495	77,941	79,190	80,438	81,686	82,935
24	73,874	75,122	76,370	77,619	79,064	80,313	81,562	82,810	84,058
25	74,997	76,246	77,494	78,742	80,188	81,437	82,685	83,933	85,181
26	76,121	77,369	78,617	79,866	81,311	82,560	83,808	85,057	86,305
27	77,244	78,493	79,741	80,989	82,435	83,684	84,932	86,180	87,428
28	77,244	79,616	80,864	82,113	83,558	84,807	86,055	87,304	88,552
29	77,244	80,739	81,988	83,236	84,681	85,931	87,179	88,427	89,675
30	77,244	80,739	83,111	84,360	85,805	87,054	88,302	89,551	90,799
31	77,244	80,739	83,111	85,483	86,928	88,178	89,426	90,674	91,922
32	80,131	83,626	85,998	88,370	89,815	91,064	92,313	93,561	94,809
33	80,131	83,626	85,998	88,370	89,815	91,064	92,313	93,561	94,809
34	80,956	84,451	86,823	89,195	90,640	91,889	93,138	94,386	95,634
35	80,956	84,451	86,823	89,195	90,640	91,889	93,138	94,386	95,634
36	80,956	84,451	86,823	89,195	90,640	91,889	93,138	94,386	95,634

Placement Schedule

## APPENDIX B

### Supplemental Pay Schedule

Activity	Rate	22-23	23-24	24-25	25-26
Increase		1.5%	1.5%	1.5%	1.5%
<b>Supplemental Base</b>		<b>\$ 42,048</b>	<b>\$ 42,679</b>	<b>\$ 43,319</b>	<b>\$ 43,969</b>
Boy's Baseball	5.00%	\$ 2,102	\$ 2,134	\$ 2,166	\$ 2,198
Girl's Softball	5.00%	\$ 2,102	\$ 2,134	\$ 2,166	\$ 2,198
Boy's/Girl's Cross Country	5.00%	\$ 2,102	\$ 2,134	\$ 2,166	\$ 2,198
Girls' Basketball (1 team)	7.00%	\$ 2,943	\$ 2,988	\$ 3,032	\$ 3,078
Girls' Basketball (1 team)	7.00%	\$ 2,943	\$ 2,988	\$ 3,032	\$ 3,078
Girls' Basketball (2 teams)	12.00%	\$ 5,046	\$ 5,121	\$ 5,198	\$ 5,276
Boy's Basketball (1 team)	7.00%	\$ 2,943	\$ 2,988	\$ 3,032	\$ 3,078
Boy's Basketball (1 team)	7.00%	\$ 2,943	\$ 2,988	\$ 3,032	\$ 3,078
Boy's Basketball (2 teams)	12.00%	\$ 5,046	\$ 5,121	\$ 5,198	\$ 5,276
Cheerleading	7.00%	\$ 2,943	\$ 2,988	\$ 3,032	\$ 3,078
Pom Pon	4.00%	\$ 1,682	\$ 1,707	\$ 1,733	\$ 1,759
Girl's Volleyball (1 team)	7.00%	\$ 2,943	\$ 2,988	\$ 3,032	\$ 3,078
Girl's Volleyball (1 team)	7.00%	\$ 2,943	\$ 2,988	\$ 3,032	\$ 3,078
Girl's Volleyball (2 teams)	12.00%	\$ 5,046	\$ 5,121	\$ 5,198	\$ 5,276
Boy's Track	5.00%	\$ 2,102	\$ 2,134	\$ 2,166	\$ 2,198
Girl's Track	5.00%	\$ 2,102	\$ 2,134	\$ 2,166	\$ 2,198
Yearbook (MES)	2.00%	\$ 841	\$ 854	\$ 866	\$ 879
Yearbook (GMS)	2.00%	\$ 841	\$ 854	\$ 866	\$ 879
Yearbook (MES & GMS)	3.00%	\$ 1,261	\$ 1,280	\$ 1,300	\$ 1,319
Student Council	5.00%	\$ 2,102	\$ 2,134	\$ 2,166	\$ 2,198
Scholastic Bowl	4.00%	\$ 1,682	\$ 1,707	\$ 1,733	\$ 1,759
Literary Club	2.00%	\$ 841	\$ 854	\$ 866	\$ 879
Chess Club	2.00%	\$ 841	\$ 854	\$ 866	\$ 879
Web Pg/Tech Coord	5.00%	\$ 2,102	\$ 2,134	\$ 2,166	\$ 2,198
Athletic Director	9.00%	\$ 3,784	\$ 3,841	\$ 3,899	\$ 3,957
National Jr. Honor Society	3.00%	\$ 1,261	\$ 1,280	\$ 1,300	\$ 1,319
Graduation		\$200 per graduation			
Choral Accompanists (up to 6%)	6.00%	\$ 2,523	\$ 2,561	\$ 2,599	\$ 2,638
Band		\$800 for no less than 5 concerts, contests or parades			
Chorus		\$800 for no less than 5 concerts, contests or parades			
Game Worker		\$35/night			
Mileage		per IRS regulations			

## ARTICLE XII

### EFFECTS OF AGREEMENT

#### 12.1 COMPLETE UNDERSTANDING

This Agreement constitutes the full and complete understanding between the parties. All rights, powers, and authority of the Board and/or its administrative staff not specifically limited by the language of this Agreement are retained by the Board. The Board, however, shall take no action which shall violate any of the specific provisions of this Agreement.

#### 12.2 SUPERSEDES PRIOR AGREEMENTS

This Agreement supersedes and nullifies all previous written agreements between the Board and the Federation.

#### 12.3 VALIDITY

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that part shall be deleted to the extent that it violates the law and the remaining articles, sections, and clauses shall remain in effect.

This Agreement is signed and adopted this 28 day of June, 2022.

For the Federation:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

For the Board of Education  
S/D #102:

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary