

MASTER CONTRACT

North Pekin – Marquette Heights
Federation of Teachers

and

North Pekin – Marquette Heights
School District #102

2017-2021

TABLE of CONTENTS

ARTICLE I -RECOGNITION

1.1	RECOGNITION	page 1
-----	-------------------	--------

ARTICLE II - EMPLOYEE AND FEDERATION RIGHTS

2.1	GOOD FAITH BARGAINING.....	page 1
2.2	USE OF DISTRICT FACILITIES	page 1
2.3	FEDERATION RIGHTS.....	page 1
2.4	PERSONNEL FILE.....	page 2
2.5	DISCIPLINE.....	page 2
2.6	PRIVACY ISSUES	page 3
2.7	FAIR SHARE.....	page 3
2.8	DUES DEDUCTION	page 4
2.9	COMMUNICATION.....	page 4
2.10	AREAS OF CONSULTATION MEETINGS.....	page 5
2.11	FEDERATION MATTERS	page 5
2.12	AGREEMENT	page 5
2.13	WAIVER OF ADDITIONAL BARGAINING.....	page 5

ARTICLE III - WORKING CONDITIONS

3.1	SCHOOL CALENDAR.....	page 6
3.2	WORK DAY	page 6
3.3	PREP TIME	page 6
3.4	LUNCH PERIOD	page 7
3.5	TEACHING LOAD AND CLASS SIZE	page 7
3.6	USE OF SCHOOL EQUIPMENT	page 7
3.7	CALENDAR COMMITTEE	page 7

ARTICLE IV - LEAVES

4.1	PERSONAL LEAVE	page 8
4.2	PARENTAL LEAVE.....	page 8
4.3	LEAVES OF ABSENCE WITHOUT PAY.....	page 8
4.4	CHILD CARE LEAVE	page 9
4.5	MILITARY LEAVE.....	page 9
4.6	SICK LEAVE.....	page 9
4.7	BEREAVEMENT LEAVE.....	page 9
4.8	SICK LEAVE BANK	page 10
4.9	FEDERATION LEAVE	page 10

ARTICLE V - EMPLOYEE COMPENSATION AND FRINGE BENEFITS

5.1	CREDIT FOR TEACHING EXPERIENCE.....	page 11
5.2	CREDIT FOR PROFESSIONAL GROWTH.....	page 11
5.3	DIRECT DEPOSIT	page 11
5.4	GROUP HOSPITAL AND MEDICAL INSURANCE .	page 11
5.5	FLEX PLAN.....	page 12
5.6	GROUP DENTAL INSURANCE	page 12
5.7	PART-TIME STAFF BENEFITS.....	page 12
5.8	TUITION REIMBURSEMENT	page 12
5.9	IN-SERVICE REIMBURSEMENT	page 13
5.10	SUBSTITUTION	page 13
5.11	EARLY RETIREMENT ELIGIBILITY.....	page 14
5.12	EARLY RETIREMENT BENEFIT	page 15
5.13	SALARY PROPOSAL AND BENEFITS.....	page 16

ARTICLE VI – ASSIGNMENTS, VACANCIES, AND TRANSFERS

6.1	VACANCIES	page 17
6.2	TRANSFER.....	page 17
6.3	PROFESSIONAL ASSIGNMENT	page 18

ARTICLE VII – GRIEVANCE PROCEDURE

7.1	DEFINITION.....	page 18
7.2	TIME LIMITS.....	page 19
7.3	ARBITRATION AND PROCEDURE.....	page 20
7.4	ARBITRATION EXPENSES.....	page 20

ARTICLE VIII – TEACHER EVALUATION

8.1	EVALUATION.....	page 20
8.2	POST-OBSERVATION AND SUMMATIVE CONFERENCES	page 21
8.3	RESPONSE	page 21

ARTICLE IX – REDUCTION IN STAFF

9.1 REDUCTION PROCESS.....page 21

ARTICLE X – NO STRIKE

10.1 NO STRIKE PROVISION.....page 22

ARTICLE XI – DURATION OF AGREEMENT

11.1 DURATION OF AGREEMENT.....page 22

ARTICLE XII – EFFECTS OF AGREEMENT

12.1 COMPLETE UNDERSTANDING.....page 23

12.2 SUPERSEDES PRIOR AGREEMENTS.....page 23

12.3 VALIDITY.....page 23

APPENDIX

A – 2012-13 PLACEMENT SCHEDULES.....page 24

B – SUPPLEMENTAL PAY SCHEDULE.....page 28

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 FAIR SHARE

1. It is recognized that the negotiations and administration of this Agreement entail expenses which appropriately are shared by all employees who are beneficiaries of said Agreement. To this end, if an employee does not join the Federation, such employee will:
 - a. execute authorization for the deduction of a sum equivalent to the proportionate share of the cost of the collective bargaining process and contract administration; or
 - b. pay directly to the Federation a like sum.
2. In the event such an authorization is not signed or such direct payment is not made within 30 days following the commencement of the employment of the employee or the effective date of this Section, whichever is later, the Board will deduct from the regular salary check of the employee the fair share fee in payments of equal installments, starting with the subsequent payroll period, provided:
 - a. the Federation has posted the appropriate notices of imposition of such fair share fee in accordance with the rules and regulations of the Illinois Educational Labor relations Board (IELRB); and
 - b. the Federation has annually certified in writing to the Board the amount of such fair share fee and has annually certified in writing to the Board that such notice has been posted.

3. The parties expressly recognize the right of employees to challenge the amount of fair share. The parties acknowledge that such challenges will be handled pursuant to rules adopted by the IELRB.
4. The Federation agrees to indemnify and save the Board harmless against any claims, charges, demands, suits, or other forms of liability which may arise by reason of any action taken or omitted by the Federation or the Board in complying with the provisions of this Section, including reimbursement for any legal fees or expense incurred in connection therewith.

2.8 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.

2.9 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 in the teachers' workroom, or a designated space in each building.
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 unofficial board meeting minutes will be sent to each building. These minutes are to be posted in a designated space in each building. A copy of the unofficial minutes shall also be available electronically to the Federation President(s).
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.

2.10 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.

2.11 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.

2.12 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.

2.13 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. A reasonable effort shall be made to eliminate the need for certified personnel to perform playground supervision.
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. Classroom teachers will be assigned no more than an average of 15 minutes of duty a day, or no more than 150 minutes of duty in a two-week period with the rotation assigned to teachers equally.
3. 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) Federation members, 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 two (2) 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 15th 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

1. Teachers shall be entitled to take accumulated sick leave for maternity or paternity or maternity related disability. 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.
2. 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
11-29	years experience	15 days
30 +	years experience	25 days

Sick leave up to 355 days will be retroactive for those teachers who lost sick days due to the cap being 190 days in previous contracts.

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 15th 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 3 Federation members. 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 1st 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 or graduate level credit offered at workshops attended by the teacher towards an area of benefit to the teacher and the district or towards an advanced degree for the nearest state college when having demonstrated proficiency by earning a grade of B or better. Work shall be in the area of benefit to the teacher and the district and shall have prior approval of the Superintendent.
2. 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.

3. 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.
4. 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.
5. 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.
6. 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.
7. 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 expenses, meals, and 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 \$25 per period (GMS) or \$18 per period (RES/MES) 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

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 1st 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

1. During each year of the contract, the Board will pay a \$1,600 raise to each certified staff's salary.
2. 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. In years when this 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.

3. 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.
4. 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.
5. 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, unless they do not have their Master's Degree, then they will receive a one-time bonus of \$1,000.

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 15th 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 15th 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 teacher shall attempt to resolve any potential grievance in an informal discussion with his or her attendance center principal within ten (10) week days from the time the employee became aware of the occurrence of the first event giving rise to the alleged violation of this Agreement. The attendance center principal shall respond orally within ten (10) week days of the informal discussion.

B. Second Step

If the grievance 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 ten (10) week days from the receipt of the oral response of the attendance center principal 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 American Arbitration Association, 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 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.

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 1st day of July, 2017 and continue until the 30th day of June, 2021.

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 24th day of January, 2017.

For the Federation:


President


Secretary

For the Board of Education
S/D #102:


President


Secretary

Appendix A

	FY18 Placement Schedule									
	\$ 1,600	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0		41,042	42,100	43,159	44,218	45,444	46,503	47,562	48,621	49,680
1		41,995	43,053	44,112	45,171	46,397	47,456	48,515	49,574	50,633
2		42,948	44,006	45,065	46,124	47,350	48,409	49,468	50,527	51,586
3		43,901	44,959	46,018	47,077	48,303	49,362	50,421	51,480	52,539
4		44,854	45,912	46,971	48,030	49,256	50,315	51,374	52,433	53,492
5		45,807	46,865	47,924	48,983	50,209	51,268	52,327	53,386	54,445
6		46,760	47,818	48,877	49,936	51,163	52,221	53,280	54,339	55,398
7		47,714	48,773	49,832	50,892	52,118	53,179	54,238	55,297	56,357
8		48,667	49,726	50,786	51,845	53,072	54,132	55,191	56,251	57,310
9		49,621	50,680	51,739	52,799	54,025	55,085	56,145	57,204	58,264
10		50,574	51,633	52,693	53,752	54,979	56,039	57,098	58,158	59,217
11		51,527	52,587	53,646	54,706	55,932	56,992	58,052	59,111	60,171
12		52,481	53,540	54,600	55,659	56,886	57,946	59,005	60,065	61,124
13		53,434	54,494	55,553	56,613	57,839	58,899	59,959	61,018	62,077
14		54,388	55,447	56,507	57,566	58,792	59,853	60,912	61,972	63,031
15		55,341	56,401	57,460	58,520	59,746	60,806	61,866	62,925	63,984
16		56,295	57,354	58,414	59,473	60,699	61,760	62,819	63,879	64,938
17		57,248	58,308	59,367	60,426	61,653	62,713	63,773	64,832	65,891
18		58,202	59,261	60,321	61,380	62,606	63,667	64,726	65,785	66,845
19		59,155	60,215	61,274	62,333	63,561	64,620	65,680	66,739	67,798
20		59,155	61,168	62,227	63,287	64,514	65,574	66,633	67,692	68,752
21		59,155	62,121	63,181	64,240	65,467	66,527	67,586	68,646	69,705
22		59,155	62,121	64,134	65,194	66,421	67,481	68,540	69,599	70,659
23		59,155	62,121	64,134	66,147	67,374	68,434	69,493	70,553	71,612
24		61,605	64,571	66,584	68,597	69,824	70,884	71,943	73,003	74,062
25		61,605	64,571	66,584	68,597	69,824	70,884	71,943	73,003	74,062
26		62,305	65,271	67,284	69,297	70,524	71,584	72,643	73,703	74,762
27		62,305	65,271	67,284	69,297	70,524	71,584	72,643	73,703	74,762
28		62,305	65,271	67,284	69,297	70,524	71,584	72,643	73,703	74,762
29		62,305	65,271	67,284	69,297	70,524	71,584	72,643	73,703	74,762
30		62,305	65,271	67,284	69,297	70,524	71,584	72,643	73,703	74,762
31		62,805	65,771	67,784	69,797	71,024	72,084	73,143	74,203	75,262
32		62,805	65,771	67,784	69,797	71,024	72,084	73,143	74,203	75,262
33		62,805	65,771	67,784	69,797	71,024	72,084	73,143	74,203	75,262
34		62,805	65,771	67,784	69,797	71,024	72,084	73,143	74,203	75,262
35		62,805	65,771	67,784	69,797	71,024	72,084	73,143	74,203	75,262
36		63,305	66,271	68,284	70,297	71,524	72,584	73,643	74,703	75,762

FY19 Placement Schedule										
	\$ 1,600	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
	0	41,689	42,747	43,806	44,865	46,091	47,150	48,209	49,268	50,327
	1	42,642	43,700	44,759	45,818	47,044	48,103	49,162	50,221	51,280
	2	43,595	44,653	45,712	46,771	47,997	49,056	50,115	51,174	52,233
	3	44,548	45,606	46,665	47,724	48,950	50,009	51,068	52,127	53,186
	4	45,501	46,559	47,618	48,677	49,903	50,962	52,021	53,080	54,139
	5	46,454	47,512	48,571	49,630	50,856	51,915	52,974	54,033	55,092
	6	47,407	48,465	49,524	50,583	51,809	52,868	53,927	54,986	56,045
	7	48,360	49,418	50,477	51,536	52,763	53,821	54,880	55,939	56,998
	8	49,314	50,373	51,432	52,492	53,718	54,779	55,838	56,897	57,957
	9	50,267	51,326	52,386	53,445	54,672	55,732	56,791	57,851	58,910
	10	51,221	52,280	53,339	54,399	55,625	56,685	57,745	58,804	59,864
	11	52,174	53,233	54,293	55,352	56,579	57,639	58,698	59,758	60,817
	12	53,127	54,187	55,246	56,306	57,532	58,592	59,652	60,711	61,771
	13	54,081	55,140	56,200	57,259	58,486	59,546	60,605	61,665	62,724
	14	55,034	56,094	57,153	58,213	59,439	60,499	61,559	62,618	63,677
	15	55,988	57,047	58,107	59,166	60,392	61,453	62,512	63,572	64,631
	16	56,941	58,001	59,060	60,120	61,346	62,406	63,466	64,525	65,584
	17	57,895	58,954	60,014	61,073	62,299	63,360	64,419	65,479	66,538
	18	58,848	59,908	60,967	62,026	63,253	64,313	65,373	66,432	67,491
	19	59,802	60,861	61,921	62,980	64,206	65,267	66,326	67,385	68,445
	20	60,755	61,815	62,874	63,933	65,161	66,220	67,280	68,339	69,398
	21	60,755	62,768	63,827	64,887	66,114	67,174	68,233	69,292	70,352
	22	60,755	63,721	64,781	65,840	67,067	68,127	69,186	70,246	71,305
	23	60,755	63,721	65,734	66,794	68,021	69,081	70,140	71,199	72,259
	24	60,755	63,721	65,734	67,747	68,974	70,034	71,093	72,153	73,212
	25	63,205	66,171	68,184	70,197	71,424	72,484	73,543	74,603	75,662
	26	63,205	66,171	68,184	70,197	71,424	72,484	73,543	74,603	75,662
	27	63,905	66,871	68,884	70,897	72,124	73,184	74,243	75,303	76,362
	28	63,905	66,871	68,884	70,897	72,124	73,184	74,243	75,303	76,362
	29	63,905	66,871	68,884	70,897	72,124	73,184	74,243	75,303	76,362
	30	63,905	66,871	68,884	70,897	72,124	73,184	74,243	75,303	76,362
	31	63,905	66,871	68,884	70,897	72,124	73,184	74,243	75,303	76,362
	32	64,405	67,371	69,384	71,397	72,624	73,684	74,743	75,803	76,862
	33	64,405	67,371	69,384	71,397	72,624	73,684	74,743	75,803	76,862
	34	64,405	67,371	69,384	71,397	72,624	73,684	74,743	75,803	76,862
	35	64,405	67,371	69,384	71,397	72,624	73,684	74,743	75,803	76,862
	36	64,405	67,371	69,384	71,397	72,624	73,684	74,743	75,803	76,862

FY20 Placement Schedule										
	\$ 1,600	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
Placement Schedule	0	42,336	43,394	44,453	45,512	46,738	47,797	48,856	49,915	50,974
	1	43,289	44,347	45,406	46,465	47,691	48,750	49,809	50,868	51,927
	2	44,242	45,300	46,359	47,418	48,644	49,703	50,762	51,821	52,880
	3	45,195	46,253	47,312	48,371	49,597	50,656	51,715	52,774	53,833
	4	46,148	47,206	48,265	49,324	50,550	51,609	52,668	53,727	54,786
	5	47,101	48,159	49,218	50,277	51,503	52,562	53,621	54,680	55,739
	6	48,054	49,112	50,171	51,230	52,456	53,515	54,574	55,633	56,692
	7	49,007	50,065	51,124	52,183	53,409	54,468	55,527	56,586	57,645
	8	49,960	51,018	52,077	53,136	54,363	55,421	56,480	57,539	58,598
	9	50,914	51,973	53,032	54,092	55,318	56,379	57,438	58,497	59,557
	10	51,867	52,926	53,986	55,045	56,272	57,332	58,391	59,451	60,510
	11	52,821	53,880	54,939	55,999	57,225	58,285	59,345	60,404	61,464
	12	53,774	54,833	55,893	56,952	58,179	59,239	60,298	61,358	62,417
	13	54,727	55,787	56,846	57,906	59,132	60,192	61,252	62,311	63,371
	14	55,681	56,740	57,800	58,859	60,086	61,146	62,205	63,265	64,324
	15	56,634	57,694	58,753	59,813	61,039	62,099	63,159	64,218	65,277
	16	57,588	58,647	59,707	60,766	61,992	63,053	64,112	65,172	66,231
	17	58,541	59,601	60,660	61,720	62,946	64,006	65,066	66,125	67,184
	18	59,495	60,554	61,614	62,673	63,899	64,960	66,019	67,079	68,138
	19	60,448	61,508	62,567	63,626	64,853	65,913	66,973	68,032	69,091
	20	61,402	62,461	63,521	64,580	65,806	66,867	67,926	68,985	70,045
	21	62,355	63,415	64,474	65,533	66,761	67,820	68,880	69,939	70,998
	22	62,355	64,368	65,427	66,487	67,714	68,774	69,833	70,892	71,952
	23	62,355	65,321	66,381	67,440	68,667	69,727	70,786	71,846	72,905
	24	62,355	65,321	67,334	68,394	69,621	70,681	71,740	72,799	73,859
	25	62,355	65,321	67,334	69,347	70,574	71,634	72,693	73,753	74,812
	26	64,805	67,771	69,784	71,797	73,024	74,084	75,143	76,203	77,262
	27	64,805	67,771	69,784	71,797	73,024	74,084	75,143	76,203	77,262
	28	65,505	68,471	70,484	72,497	73,724	74,784	75,843	76,903	77,962
	29	65,505	68,471	70,484	72,497	73,724	74,784	75,843	76,903	77,962
	30	65,505	68,471	70,484	72,497	73,724	74,784	75,843	76,903	77,962
	31	65,505	68,471	70,484	72,497	73,724	74,784	75,843	76,903	77,962
	32	65,505	68,471	70,484	72,497	73,724	74,784	75,843	76,903	77,962
	33	66,005	68,971	70,984	72,997	74,224	75,284	76,343	77,403	78,462
	34	66,005	68,971	70,984	72,997	74,224	75,284	76,343	77,403	78,462
	35	66,005	68,971	70,984	72,997	74,224	75,284	76,343	77,403	78,462
	36	66,005	68,971	70,984	72,997	74,224	75,284	76,343	77,403	78,462

FY21 Placement Schedule									
\$ 1,600	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	42,983	44,041	45,100	46,159	47,385	48,444	49,503	50,562	51,621
1	43,936	44,994	46,053	47,112	48,338	49,397	50,456	51,515	52,574
2	44,889	45,947	47,006	48,065	49,291	50,350	51,409	52,468	53,527
3	45,842	46,900	47,959	49,018	50,244	51,303	52,362	53,421	54,480
4	46,795	47,853	48,912	49,971	51,197	52,256	53,315	54,374	55,433
5	47,748	48,806	49,865	50,924	52,150	53,209	54,268	55,327	56,386
6	48,701	49,759	50,818	51,877	53,103	54,162	55,221	56,280	57,339
7	49,654	50,712	51,771	52,830	54,056	55,115	56,174	57,233	58,292
8	50,607	51,665	52,724	53,783	55,009	56,068	57,127	58,186	59,245
9	51,560	52,618	53,677	54,736	55,963	57,021	58,080	59,139	60,198
10	52,514	53,573	54,632	55,692	56,918	57,979	59,038	60,097	61,157
11	53,467	54,526	55,586	56,645	57,872	58,932	59,991	61,051	62,110
12	54,421	55,480	56,539	57,599	58,825	59,885	60,945	62,004	63,064
13	55,374	56,433	57,493	58,552	59,779	60,839	61,898	62,958	64,017
14	56,327	57,387	58,446	59,506	60,732	61,792	62,852	63,911	64,971
15	57,281	58,340	59,400	60,459	61,686	62,746	63,805	64,865	65,924
16	58,234	59,294	60,353	61,413	62,639	63,699	64,759	65,818	66,877
17	59,188	60,247	61,307	62,366	63,592	64,653	65,712	66,772	67,831
18	60,141	61,201	62,260	63,320	64,546	65,606	66,666	67,725	68,784
19	61,095	62,154	63,214	64,273	65,499	66,560	67,619	68,679	69,738
20	62,048	63,108	64,167	65,226	66,453	67,513	68,573	69,632	70,691
21	63,002	64,061	65,121	66,180	67,406	68,467	69,526	70,585	71,645
22	63,955	65,015	66,074	67,133	68,361	69,420	70,480	71,539	72,598
23	63,955	65,968	67,027	68,087	69,314	70,374	71,433	72,492	73,552
24	63,955	66,921	67,981	69,040	70,267	71,327	72,386	73,446	74,505
25	63,955	66,921	68,934	69,994	71,221	72,281	73,340	74,399	75,459
26	63,955	66,921	68,934	70,947	72,174	73,234	74,293	75,353	76,412
27	66,405	69,371	71,384	73,397	74,624	75,684	76,743	77,803	78,862
28	66,405	69,371	71,384	73,397	74,624	75,684	76,743	77,803	78,862
29	67,105	70,071	72,084	74,097	75,324	76,384	77,443	78,503	79,562
30	67,105	70,071	72,084	74,097	75,324	76,384	77,443	78,503	79,562
31	67,105	70,071	72,084	74,097	75,324	76,384	77,443	78,503	79,562
32	67,105	70,071	72,084	74,097	75,324	76,384	77,443	78,503	79,562
33	67,105	70,071	72,084	74,097	75,324	76,384	77,443	78,503	79,562
34	67,605	70,571	72,584	74,597	75,824	76,884	77,943	79,003	80,062
35	67,605	70,571	72,584	74,597	75,824	76,884	77,943	79,003	80,062
36	67,605	70,571	72,584	74,597	75,824	76,884	77,943	79,003	80,062

Appendix B

Supplemental Pay Schedule					
Activity	Rate	17-18	18-19	19-20	20-21
Increase		1.5%	1.5%	1.5%	1.5%
<u>Supplemental Base</u>		\$ 39,032	\$ 39,617	\$ 40,212	\$ 40,815
Boy's Baseball	5.00%	\$ 1,952	\$ 1,981	\$ 2,011	\$ 2,041
Girl's Softball	5.00%	\$ 1,952	\$ 1,981	\$ 2,011	\$ 2,041
Boy's Basketball (1 team)	7.00%	\$ 2,732	\$ 2,773	\$ 2,815	\$ 2,857
Boy's Basketball (1 team)	7.00%	\$ 2,732	\$ 2,773	\$ 2,815	\$ 2,857
Boy's Basketball (2 teams)	12.00%	\$ 4,684	\$ 4,754	\$ 4,825	\$ 4,898
Cheerleading	7.00%	\$ 2,732	\$ 2,773	\$ 2,815	\$ 2,857
Pom Pon	4.00%	\$ 1,561	\$ 1,585	\$ 1,608	\$ 1,633
Girl's Volleyball (1 team)	7.00%	\$ 2,732	\$ 2,773	\$ 2,815	\$ 2,857
Girl's Volleyball (1 team)	7.00%	\$ 2,732	\$ 2,773	\$ 2,815	\$ 2,857
Girl's Volleyball (2 teams)	12.00%	\$ 4,684	\$ 4,754	\$ 4,825	\$ 4,898
Boy's Track	5.00%	\$ 1,561	\$ 1,981	\$ 2,011	\$ 2,041
Girl's Track	5.00%	\$ 1,561	\$ 1,981	\$ 2,011	\$ 2,041
Yearbook	2.00%	\$ 781	\$ 792	\$ 804	\$ 816
Student Council	5.00%	\$ 1,952	\$ 1,981	\$ 2,011	\$ 2,041
Scholastic Bowl	4.00%	\$ 1,561	\$ 1,585	\$ 1,608	\$ 1,633
Literary Club	2.00%	\$ 781	\$ 792	\$ 804	\$ 816
Chess Club	2.00%	\$ 390	\$ 792	\$ 804	\$ 816
Web Pg/Tech Coord	5.00%	\$ 1,952	\$ 1,981	\$ 2,011	\$ 2,041
Athletic Director	9.00%	\$ 3,123	\$ 3,566	\$ 3,619	\$ 3,673
National Jr. Honor Society	3.00%	\$ 1,171	\$ 1,189	\$ 1,206	\$ 1,224
Graduation	\$100 per graduation				
Choral Accompanists (up to 6%)	6.00%	\$ 2,342	\$ 2,377	\$ 2,413	\$ 2,449
Game Worker	\$20/night				
Mileage	per IRS regulations				