

AGREEMENT BETWEEN
THE BOARD OF EDUCATION
OF
COMMUNITY UNIT SCHOOL DISTRICT NO. 3

AND

UNIT THREE EDUCATION ASSOCIATION

2017-2018

2018-2019

2019-2020

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2017-202037-38

ARTICLE I

RECOGNITION AND NEGOTIATIONS

1.1 Recognition

The Board of Education of Community Unit District No. 3, Adams County, Camp Point, Illinois, hereinafter referred to as the "Board," hereby recognizes the Unit 3 Education Association, IEA-NEA, hereinafter referred to as the "Association," as the exclusive and sole negotiations agent for all full-time and regularly scheduled part-time certificated personnel, hereinafter referred to as "teachers," excluding the Superintendent, Business Manager, and full and part-time Principals.

1.1.1 Regularly employed part-time teachers shall be included in the bargaining unit, but their salaries and benefits shall be based on their fractionalized employment status.

1.2 Negotiations Procedures

1.2.1 The parties shall commence bargaining for a successor agreement on the written request of either party no earlier than February 1 nor later than May 1 of the final year of this agreement. Bargaining may begin at any time during the final year of the contract if both sides mutually agree.

1.2.2 The Board and the Association agree to participate in good faith negotiations. Good faith, for the purpose of this Agreement is defined as the willingness of both parties to meet, discuss the issues, and make proposals and counterproposals in an effort to reach an agreement. It does not imply acquiescence or concession to either party's demands in whole or in part.

1.2.3 Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counter-proposals, and to seek tentative agreement. Tentative agreements shall be reduced to writing and initialed by the spokesperson of the respective teams at the meeting the tentative agreement is reached. Upon final agreement the entire Agreement shall be submitted to the Association for ratification and subsequently to the Board for adoption.

1.2.4 The Board shall furnish to the Association, without cost, one (1) copy of the annual financial report (Form 5035A) and one (1) copy of the adopted budget (Form 5035B).

1.2.5 Each party shall select its own representatives, not to exceed seven (7) in number at any given session. Each party shall select its own spokesperson.

1.2.6 Meeting dates shall be determined by mutual consent of the parties. Meetings will be scheduled for three (3) hours. Either party may adjourn a meeting earlier if progress is not being made. The parties may mutually agree to extend a meeting.

1.2.7 Meetings shall take place in a location mutually agreeable to the parties.

1.2.8 Meetings shall be closed to the public.

- 1.2.9 If impasse occurs, the Federal Mediation and Conciliation Service shall be used for mediation purposes and the Illinois Educational Labor Relations Board shall be notified.
- 1.2.10 Joint presentation of agreement

The Board and the Association will jointly present the tentative agreements between the parties at a mutually agreeable time and place. At such meeting all members of the bargaining unit and the Board of Education will be invited.

1.3 The Agreement

- 1.3.1 A copy of this Agreement shall be posted on the district website at www.cusd3.com. Individuals may request a hard copy of the contract by the contacting the Board of Education office. The cost of materials shall be paid by the Board.
- 1.3.2 Mutually satisfactory changes to this Agreement may be made at any time. Such changes shall be reduced to writing and signed by the parties.

ARTICLE II

GRIEVANCE PROCEDURE

2.1 Definitions

A Grievance shall be:

- 2.1.1 Any claim by the Association, a teacher, or group of teachers that there has been an alleged violation, misrepresentation, or misapplication of any of the specific provisions of this Agreement.
- 2.1.2 All time limits shall consist of school days. Except when a grievance is submitted fewer than ten (10) days before the close of the current school term then time limits shall consist of all week days. Timeliness may be extended by mutual written consent.

2.2 Procedure

The parties acknowledge that a teacher and an Administrator may resolve problems through free and informal communications. The informal disposition of problems in no way prohibits the Association from filing a grievance nor does it establish a precedent. However, a grievance shall be processed as follows:

- 2.2.1 **STEP I** - The grievant shall present the grievance in writing, signed, dated and specifying the remedy sought, to immediately involved administrator within ten (10) days of the occurrence, or date the grievant had knowledge of the occurrence, whichever is later, stating the Article and Section of the Agreement alleged to have been violated. The administrator will arrange for a meeting to take place within ten (10) days of receipt of the grievance. The Association's representative, the grievant (optional attendance), and the immediately involved administrator shall be present for the meeting. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the administrator's written response, including the reasons for the decision.
- 2.2.2 **STEP II** - If the grievance is not resolved at Step I, then the Association shall refer the grievance to the Superintendent or the Superintendent's official designee within ten (10) days after receipt of the Step I answer.

The Superintendent shall arrange with the Association representative for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent's written response, including the reasons for the decision.

- 2.2.3 **STEP III** - If the Association is not satisfied with the disposition of the grievance at Step II, Association may submit the grievance to final and binding arbitration with the American Arbitration Association which shall act as the administrator of the proceedings.

If a demand for arbitration is not filed with the Board within thirty (30) days of the date for the Step II answer, then the grievance shall be deemed withdrawn.

2.3 **Arbitration**

- 2.3.1 Neither the Board nor the grievant shall be permitted to assert any grounds or evidence before the arbitrator that has not previously been disclosed to the other party.
- 2.3.2 The arbitrator shall have no power to alter the terms of this Agreement.
- 2.3.3 Each party shall bear the full costs for its representation in the grievance procedure.
- 2.3.4 The fees and the expenses of the arbitrator shall be shared equally by the parties.
- 2.3.5 If only one (1) party requests the presence of a court reporter, that party shall bear the cost of the reporter. If both parties request a court reporter, they shall share the costs.
- 2.3.6 If only one (1) party requests the postponement of an arbitration hearing, that party shall bear the cost of such postponement.

2.4 **Bypass**

By mutual agreement, any step of the grievance procedure may be bypassed.

2.5 **Class Grievance**

Class grievances involving one (1) or more teachers or one (1) or more supervisors, and grievances involving an administrator above the building level may be initially filed by the Association at Step II.

2.6 **Grievance Withdrawal**

A grievance may be withdrawn at any level without establishing precedent.

2.7 **No Reprisals Clause**

No reprisals shall be taken against by any teacher because of the teacher's participation in a grievance.

2.8 **Precedent**

By mutual agreement, a grievance may be settled at any step without establishing precedent.

2.9 **Grievance/Arbitration Attendance**

An Association member required to attend either a formal grievance or arbitration meeting which must be held during school hours shall be released without loss of pay or benefits.

ARTICLE III

GENERAL ASSOCIATION RIGHTS

3.1 **Board Agenda/Information**

A copy of the agenda of all regular and special Board meetings shall be available to the Association in the District Office during regular working hours the day after the agendas are made available to Board members.

Any information which would be subject to a FOIA request by a member of the public shall be made available to the Association upon simple written request and shall be deemed delivered when placed in the Association President's mailbox.

3.2 **Board Minutes**

A copy of the approved Board minutes shall be sent out via e-mail to all certified staff in the district after board approval.

3.3 **New Hires**

Names and addresses of newly hired staff shall be available to the Association in the District Office during regular working hours.

3.4 **Association Leave**

Teachers who are delegates to State or National Association conferences or meetings shall be excused to attend without loss of salary. Written notice shall be submitted to the Association President(s) at least two (2) weeks in advance. The Association President(s) shall present such request to the Superintendent for approval. Such leave shall be limited to a total of six (6) days per year. The Association shall reimburse the District for the cost of the substitutes.

3.5 **Use of Facilities**

The local Association shall have the use of the following as long as the teachers are not on strike:

3.5.1 The use of school buildings for meetings as long as it does not conflict with school activities and with the written permission of the building administrators.

3.5.2 Meetings limited primarily to local members and to one (1) room shall be at no charge. Other meetings shall be charged per established rates.

3.5.3 The use of employee mailboxes, and designated teachers' room bulletin boards, for Association information.

3.5.4 The Association shall have the rights to use typewriters, copiers, fax, computers and duplicating machines normally available in teachers' workrooms and lounges. The Association shall pay for, or replace, materials used.

3.6 Association Business

Duly authorized representatives of the Association and its respective affiliates shall be permitted to transact official Association business on school property in areas designated by the building administrator. Such business shall be conducted only after the student day or during duty-free lunch periods. Such representatives shall use designated sign-in procedures.

3.7 Dues Deduction

3.7.1 The Board shall deduct from each teacher's pay the current dues of the Association, provided that the Board has an employee-executed authorization for dues deduction, the amount of which shall annually be certified by the Association. Such dues shall be deducted in equal payments beginning in October, or from date of membership in the Association.

3.7.2 The Board shall remit said deducted dues on a monthly basis.

ARTICLE IV

WORKING CONDITIONS

4.1 Teacher Work Year

4.1.1 The regular work year shall consist of one hundred eighty (180) attendance days. The Board may require any or all teachers to work beyond the regular work year. If the Board of Education requires a teacher to work beyond the regular work year, the teacher shall be reimbursed 1/180th of his/her salary schedule amount for each day worked. If the Board is required to extend the work year the following conditions are applicable:

- A. The extended work year shall not exceed five (5) days;
- B. Advance notice will be given to those affected employees; and
- C. Any days used to extend the regular work year will be contiguous to the school year (before or after the regular work year).

4.1.2 The regular work year for teachers new to the District may begin two (2) days before the regular school year. In such case those affected teachers will be reimbursed 2/180th of their salary schedule amount.

4.2 Teacher Work Day

4.2.1 The work day for teachers shall consist of seven (7) hours and forty-five (45) minutes (less a thirty (30) minute duty-free lunch period). The Administration may vary the start and end of the work day from building to building. The Superintendent may shorten the teacher work day as the occasion warrants.

4.2.2 The Principal shall have the authority to extend the work day for faculty meetings, parent-teacher meetings, workshops, committee meetings, Open House, and emergencies as the Principal may deem necessary. Any scheduled meetings will be targeted to end by 4:30 pm but not limited to in certain situations. Teachers shall first be permitted to volunteer for a committee of their choice before involuntary committee assignments are made. Remaining committee assignments shall be assigned equitably by the principal.

4.2.3 The work day for teachers engaged in Extra Duty (See Appendix B) shall extend beyond the regular school day.

4.2.4 Provided approval is granted by the Building Principal, teachers may be allowed to leave the building by dismissal time for scheduled doctor/dentist appointments and scheduled children parent teacher conferences. If the appointment time does not necessitate the teacher leaving prior to the end of the regular work day, such request shall be denied.

4.2.5 Teachers who sponsor extra-curricular activities or have school related responsibilities on a given school night shall be allowed to leave school after the last bus has safely departed the school grounds. Practices for extra-curricular athletics or performances are not subject to leaving after the final bus has departed.

- 4.2.6 On the last teaching day of the week, teachers will be allowed to leave the building (10) ten minutes after dismissal if all supervision duties have been completed.
- 4.2.7 Teachers who have children shall be allowed to attend their child's Parent/Teacher conference as long as no conflict arises between the teacher's responsibility and his/her child's conference. The teachers' duties take precedent.

4.3 **Duty-Free Lunch Period**

During each work day, teachers will be entitled to a duty-free, uninterrupted lunch period of no less than thirty (30) minutes.

4.4 **Conference/Preparation Time**

- 4.4.1 Full-time teachers in grades 6-12, who have classroom teaching responsibilities, shall have a daily conference/preparation time of not less than 47 consecutive minutes. Teachers who work less than full-time shall receive conference/preparation time on a prorated basis, if requested by the teacher.
- 4.4.2 Full-time elementary teachers shall have cumulative conference/preparation time of not less than forty (40) minutes per day. Teachers who work less than full-time shall receive conference/preparation time on a prorated basis, if requested by the teacher.
- 4.4.3 Lunch or recess supervision responsibilities occasionally may be assigned in emergency situations to fulltime teachers and will not be a scheduled duty in grades K-4 as long as a 30 minute duty free lunch and a 40 minute cumulative preparation time have been provided on a daily basis.

4.5 **Substitution Duties/Pay**

Any teacher requested to perform substitution duties during his/her regularly assigned planning period by an administrator shall be compensated at the rate of \$20.00 per period if the teacher has documented the request via an online payment request form. The teacher has the option to decline such a request.

4.6 **Equalized Classes**

Classes shall be equalized within each building at the beginning of the school year, wherever possible, as determined by the Board. Inequalities caused by student selection and/or other student priorities shall not be deemed cause for class size adjustment.

4.7 **Teacher Assignments**

All regularly employed teachers shall be given written notice of their tentative teaching assignments for the forthcoming year not later than the last day of school. In the event changes in such assignments are proposed after the last day of school, the teacher affected shall be notified in writing. In the event such tentative assignments are made, the teacher shall be allowed to resign without prejudice if such change is not acceptable to him/her.

4.8 **Teacher Transfers**

- 4.8.1 Teachers desiring transfers may submit a letter to the Superintendent stating their preference at any time. A vacancy with the Bargaining Unit shall be posted within two (2) days after the school board approves the transfer, resignation, or retirement at each attendance center within the District and emailed to the Association President(s). Current employees will be given consideration if highly qualified for the position.

- 4.8.2 It is expressly understood that the Board has the authority to assign and reassign teachers within the District in the best interests of the students and the educational program as determined by the Board. Every effort will be made to notify affected teachers prior to the transfer or reassignment.

ARTICLE V

TEACHER EVALUATION

5.1 Evaluation Plan

Teacher evaluation shall be in accord with the law current as the time of the evaluation.

The superintendent will consult with the Teacher Evaluation Review Committee should the Board or the Association find that the evaluation plan needs revised. The Teacher Evaluation Review Committee shall consist of three (3) representatives named by the Association and three (3) representatives named by the Board. Additional non-voting members may attend at the discretion of the Committee. The Committee will help develop and/or revise the Teacher Evaluation Instrument for implementation once approved by the Board and the Association. Until an agreed upon evaluation instrument can be developed and approved, the current evaluation instrument will be used for staff evaluation. The Review Committee may make recommendations to the Board. Teacher evaluations, per se, shall not be subject to the grievance procedure.

5.2 Teacher Personnel File

Copies of any material of an evaluative nature shall be provided to the teacher prior to placement in the teacher's Personnel Record on file in the District Office. The teacher shall sign the file copy and be permitted to write reactions to said material. Teachers shall have the right three (3) times a year to examine their personnel file during regular District Office hours in the presence of the Superintendent or his designee. Letters of reference, tests, and other exempt materials shall be exempt from teacher view.

5.3 Tenured teachers shall be evaluated at least once every other year. Generally, one-half (1/2) of the tenured staff will be evaluated in one (1) year and the other one-half (1/2) will be evaluated in the following year. This does not restrict the administration from evaluating any teacher at any time. Non-tenured teachers shall be evaluated at least once each year.

ARTICLE VI

EMPLOYEE DISCIPLINE

6.1 Board Responsibility

The Board shall have the right and responsibility to take appropriate action for cause whenever work performance is deficient, improper, or unsatisfactory. Such actions shall be in accordance with then existing Board policies.

6.2 Written Notice to Appear

When a teacher is required to appear before the Board on any disciplinary matter, the teacher shall have seventy-two (72) hours written notice, specifying the reason, and be entitled to representation.

6.2.1 When an employee is required to appear and respond before an administrator, supervisor, or Employee Committee concerning any matter which is disciplinary in nature, or which could adversely affect their terms of employment; it is the intention of the parties that the employee not be required to respond in any manner whatsoever without first being afforded the opportunity to have an Association representative present.

ARTICLE VII

LEAVES OF ABSENCE

7.1 Sick Leave/Courtesy Coverage

Sick leave shall mean personal illness, quarantine at home or serious illness or death in the immediate family. Immediate family shall include parents, spouse, brothers, sisters, children, step-children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians. All sick day provisions, including the Sick Leave Bank provisions, are subject to the limitation of Section 9.10. Sick days may not be used for childcare provider illnesses.

7.1.1 The Board will grant twelve (12) days of sick leave per year to each full-time teacher. Part-time or Full time teachers hired for the second semester shall receive sick leave on a prorated basis. Teachers using 3 or less sick days each year will be granted one additional sick day for every two unused sick days. Days will be added to their cumulative sick leave balance prior to the start of the following school year.

7.1.2 Unused sick leave shall be accumulative to a maximum of 340 days.

7.1.3 Courtesy Coverage

Teachers may cover for each other for partial day absences to meet appointments or for personal business. Such Courtesy Coverage shall be made with the full approval of the building administrator. Certified staff providing coverage for each other will not be compensated, as this is a provision of the Courtesy Clause. If no provision for a "swap" has been made with another teacher, the employee shall take a minimum of ½ half day as a personal or sick day (whichever applies). Courtesy Coverage is limited to three (3) times per school year for each employee and shall not exceed seventy-five (75) minutes per occurrence.

7.2 Sick Leave Donation Plan

- A. The Board along with the Camp Point Education Association and the Unit Three Educational Support Association hereby agree to the following sick leave donation plan. This plan's purpose is to allow any employee who has been employed for twelve (12) months or more in the District the ability to donate their sick days to another employee who has suffered a catastrophic event, life threatening illness, or life threatening injury. It is not the purpose of this plan to provide additional days to staff who have exhausted their accumulated sick leave and are applying for additional sick days.
- B. Any employee who has completed twelve (12) months of service desiring to use the sick leave donation plan should contact the Association President of their respective union. The Association President and the Superintendent shall make arrangements to convene the sick bank committee to determine if the request qualifies for the sick bank donation plan.
- C. Any employee who has completed twelve (12) months of service wishing to donate days **must** complete and submit an online donation form to ensure the equal distribution of donated days. Any employee wishing to donate must make the donation within thirty (30) days of the request for donated days.

- D. A committee will be established to act as the governing body for the administration of the Sick Leave Donation Plan. The committee shall consist of one (1) member from each bargaining unit and one (1) person named by the Superintendent.

The following are minimal criteria for use of sick day leaves:

1. Must have a catastrophic event, life threatening illness, or life threatening injury.
 2. Must have doctor's statement.
 3. The employee is not required to exhaust his/her accumulated sick leave or anticipated leave of absence prior to using days from the sick leave donation plan.
 4. Must give the Sick Leave Donation Committee a written request for the estimated number of days required.
- E. Beginning with the third consecutive day of absence, an employee may be eligible to use the Plan. If the employee is eligible, the Plan coverage shall be retroactive to include the first day of absence for coverage. The consecutive day rule does not apply to dialysis, cancer treatment, and other intermittent absences due to life threatening occurrences.
- F. An employee is only eligible for the number of days donated not to exceed 60 (sixty) days in one school year and a maximum of one hundred eighty days (180) during his/her employment with the District. The maximum numbers of days that can be allocated in a one year period to all employees of the District is three hundred (300) days. An employee must notify the Association President and Superintendent at least five (5) working days before returning to work.

7.3 **Bereavement Leave**

Employees may use up to two (2) Bereavement Leave days per incident for leave connected with attending funerals for your or your spouse's/domestic partner's family members that shall include: spouse/domestic partner, children, stepchildren, parents, stepparents, grandparents, grandchildren, brothers, sisters, brother-in-law, sister-in-law, father-in-law, mother-in-law, uncle, aunt, niece, nephew, and first cousin. This bereavement leave will not be deducted from either sick or personal leave days. Request for such leave shall be in writing and given to the Building Principal/Supervisor at least twenty-four (24) hours prior to the intended day of the leave. In the case of an emergency, the Building Principal/Supervisor or his/her designee may waive the twenty-four (24) hour notice and written request. Additional leave days may be used from any unused personal leave days and then sick days if personal days have been used. Bereavement Leave requests for funerals not defined as family members will require the individual to use his/her personal days as these are not subject to Bereavement Leave days. The death of a child, step-child, or spouse/domestic partner will be given an additional eight (8) days of bereavement.

- Domestic Partners must have on file an *Affidavit of Domestic Partnership* with the Board of Education office in order to be eligible for Bereavement Leave to be used.
- Current employees who are currently in a domestic partnership must have the *Affidavit of Domestic Partnership* on file with the Board of Education office by September 1, 2017.
- Employees who enter into a domestic partnership must have the *Affidavit of Domestic Partnership* on file with the Board of Education office within five school days of entering into that relationship.

7.4 Personal Leaves

Two (2) days of personal leave will be granted per year for each teacher, subject to the following restrictions:

- 7.4.1 At least forty-eight (48) hours prior written notice must be given the Building Principal. In the case of an emergency, the forty-eight (48) hour notice requirement may be waived by the Building Principal. The employee need not give reasons for such use.
- 7.4.2 Personal leave may be used in increments of half-days.
- 7.4.3 No more than four (4) teachers from each attendance center may utilize personal leave on the same day.
- 7.4.4 Unused personal leave shall be accumulated up to five (5) days. After five (5) accumulated personal days, any additional personal leave will be added to unused sick leave.

Staff may use up to three (3) consecutive personal days at a time, with the exception of Christmas, Thanksgiving, and Easter break. Staff will still be allowed to use two (2) consecutive days in conjunction with these holidays.

7.5 Unpaid Leave/Dock Day

- 7.5.1 Teachers may apply to the Board for unpaid leave, not to exceed one (1) school year for purposes such as the following:

Child Care;
Study; and
Personal or Immediate Family Illness.

Written requests must be submitted to the Board at least two (2) weeks prior to the regularly scheduled Board meeting prior to the requested leave dates. Such request shall contain the reason for the unpaid leave and the dates of the unpaid leave. The Board will respond in writing to the request of the teacher within one (1) calendar week of the Board meeting.

- 7.5.2 The granting of such leave will not interrupt seniority or tenure. However, an unpaid leave of more than forty-five (45) days will not count toward seniority.
- 7.5.3 Dock days are considered disciplinary in nature and may be reflected in the employee's evaluation. A dock day request may be considered if it is extraordinary in nature and out of control of the employee. Unpaid leave (Dock Day requests) will not be granted for purposes of other employment or vacations. Any such request for dock days must state the reason for the request and be approved in advance by the board or the superintendent. This does not include FMLA leaves of absence. In case of an emergency, prior approval may be waived by the superintendent or Board without setting a precedent.
- 7.5.4 If the teacher ignores the Board's denial of such request, the teacher will be considered insubordinate; and the teacher may be suspended without pay for a period not to exceed five (5) days for the first offense. Upon a second occurrence of ignoring the Board's

directive, the teacher may be suspended without pay for a period of thirty (30) days. Upon a third occurrence, the teacher may be subject to immediate dismissal.

7.6 Birth of a Child/Adoption Leave

The district will be in compliance with all FMLA (Family Medical Leave Act) rules regarding birth of a child and adoption leave. Teachers may use accumulated sick days for FMLA Leave.

7.7 Jury Duty and/or Subpoenas

An employee will be compensated for jury duty if they provide evidence of a subpoena or writ of the circuit clerk. The employee will provide the board with a copy of any compensation received. The employee will keep any jury duty compensation from the circuit clerk and the amount equivalent will be reduced from the employees next pay period pursuant to Illinois Labor laws.

ARTICLE VIII

JOB SECURITY

8.1 Seniority Defined

"Seniority" shall be defined as the length of a teacher's continuous service within the District. Said service shall be computed from the first day of contractual continued service within the District. The "first day" shall be defined as the day upon which duties are first performed.

8.1.1 Seniority will not accrue during any leave of absence without pay of 45 days or more in duration. A teacher who is granted an unpaid leave of absence of 44 days or less in a school year will earn one year of seniority.

8.1.2 Seniority will not be interrupted due to excused absences or illness.

8.2 Promotions and Transfers

Teachers who are promoted or transferred out of the bargaining unit and subsequently returned to the bargaining unit without a break in service shall have their seniority computed from their first day of contractual continued service.

8.3 Tie Breakers

In the event District seniority is equal between teachers, the following procedures shall be utilized as tie breakers: certification, qualification, date hired by the Board and date contract was signed.

ARTICLE IX

SALARY, INSURANCE AND MILEAGE

9.1 Salary Schedule

- 9.1.1 The salary schedule for all teachers shall be set forth in Appendix A, which is attached to and incorporated in this Agreement.
- 9.1.2 The payment for ticket taking shall be set forth in Appendix B, which is incorporated in this agreement. Ticket taking will be available to all district staff for the opportunity to volunteer. The remaining ticket taking involuntary assignments will rotate in alphabetical order through the certified staff roster until all positions are filled by the athletic director in conjunction with the Association president designee. In-season coaches will not be assigned ticket taking.

Appendix B

Increase payment for ticket taking to \$30 with the exception of events on holidays and school breaks to be paid \$40.

9.1.3 Compensation for Specialist Degrees

All certified District employees who receive a Specialist Degree that exceeds the 32 hour requirement of a typical Master's degree be given credit for the extra hours. Specialist degree programs include Master's degrees in Counseling and Speech Therapy. This is only applicable to an approved and completed Specialist's Degree Program.

9.2 Professional Growth

Teachers who have completed two years of teaching experience may earn credit for professional growth. **New teachers entering the profession for the first time are not eligible for tuition reimbursement or horizontal advancement on the salary scale until they have completed two years of service.** Horizontal advancement on the salary schedule will be granted if the following requirements have been met:

- A. The graduate degree courses must be directly related to teaching content areas or courses required for teacher certificate renewal.

Graduate credit or classes toward an Administrative Degree program for a Principal Endorsement License are no longer eligible for tuition reimbursement on the salary scale. Horizontal movement on the salary scale will be allowed.

- B. The teacher shall present a request for course subject or an entire degree program to the Principal/Superintendent in advance of registering for the course or enrolling in the graduate degree program;

- C. The Principal/Superintendent may accept or reject a course for any or all of the following reasons:
 - 1. Its pertinence to the area of education; and
 - 2. Its relevance to subject(s) taught.
- D. When a request for course subject approval is submitted to the Principal/Superintendent, said request shall be granted or rejected within twenty (20) days of its submission. If the request is rejected, the Superintendent shall notify the teacher in writing of the reasons for the rejection.
- E. The acceptance or rejection of a course shall not be subject to the Grievance Procedure. However, if a course is rejected by the Superintendent, that rejection may be appealed to a committee consisting of one (1) administrator, two (2) Board members selected by the Board of Education and two (2) Association members within ten (10) days of the date the rejection is received. Failure to appeal within ten (10) days shall bar any further appeal.
- F. Once advance approval for the course is given and the course is completed, the following conditions must be met prior to the teacher receiving the appropriate salary schedule placement.

All hours must be earned from an accredited institution of higher learning.

Satisfactory completion of a course must be demonstrated by either a grade card or other writing bearing the course instructor's signature submitted to the Superintendent by September 5.

An official transcript from the institution demonstrating successful completion must be on file in the District's Administrative Office as soon as it becomes available.

- G. Teachers shall be advanced at the appropriate earned step on the salary schedule only at the beginning of the academic year.
- H. CEU (Continuing Education Units) Credit for In-Services
On any school improvement activities that qualify for CEU credit, the building administrator will attempt to secure CEUs.
- I. District Sponsored Professional Development
Professional Development workshops/in-services that are required by the district, attendance is mandatory, and that occur during the scheduled work day are not eligible for graduate credit reimbursement or advancement on the salary scale.
- J. Coaches Professional Clinic and State Tournament Leave
CUSD #3 coaches in grades 6-12 shall be granted two professional leave days to attend a clinic in the sport they coach or the state tournament for the building level in which they coach. Specifically, coaches could attend two clinics or one clinic and one state tournament each school year. Coaches will not be granted leave days to attend a state tournament for a level in which they do not coach. (Jr. High coaches may not attend the high school tournament and vice versa.)

K. Professional Development Day

Each teacher may request one (1) professional development day during a school year. A Professional development day shall be approved at the discretion of the building's principal, and shall not be used for Association business. The teacher planning to use a professional development day shall make the request to his/her principal at least one week in advance of the professional development activity. Teachers may be granted additional days with discretionary approval of the building principal.

9.3 **Annual Increment**

Each teacher shall be granted one (1) increment, or vertical step, on the salary schedule for each year of service until the maximum for his/her educational classification is reached. In a teacher's initial employment year, one (1) year's credit will be awarded if the teacher begins employment prior to November 1 of the school year and is employed for the remainder of the year on a full-time basis.

9.4 **Payment for Graduate Hours**

The Board will pay up to One Hundred Dollars (\$100.00) per semester hour of approved courses that qualify under Section 9.2, or courses required for certificate renewal. Courses must have the Superintendent's approval and earn a grade of "A" or "B" or receive a "Pass" in the event such courses are only evaluated on a Pass/Fail basis. Graduate workshop reimbursement will require submission of the final grade of an "A" or "B" and the completion of Form 6-03 *Written Summary of In-service Activity*. The Board of Education shall only pay for up to nine (9) semester hours per year, and up to thirty-six (36) semester hours of approved class work during the employment of the teacher for Central CUSD No 3.

Payment for non-graduate hours required by the district in order to fulfill a teaching assignment transfer will be paid 100% by the District.

9.5 **Salary Option**

9.5.1 Teachers shall have the option of receiving their annual salaries in twenty (20) or twenty four (24) installments. Teachers will be paid on the 15th and 30th of each month unless the pay date falls on a weekend or holiday. In such case, the District will pay the teacher on the previous work day prior to the weekend or holiday.

9.5.2 A coach or sponsor of an extra-curricular activity will receive his/her stipend for the pay period immediately following the conclusion of their season in a separate check from the regular payroll. It is understood that all duties attached to the coaching or sponsorship shall be completed and cleared by the A.D. before such payments are made.

9.5.3 Provided the School Code does not change the current school year length (currently 180 teacher responsibility days) teachers required by the administration to work beyond the one hundred-eighty (180) day school year will be paid their per diem rate of pay for each day beyond 180 days.

9.5.4 Teachers who work at least 90 days in a given school year will be granted one vertical step salary increment.

9.5.5 Internal substitution reimbursement will be paid to the individual teacher at the end of the following pay period.

9.6 **Medical and Hospitalization Insurance/403(b) Committee**

9.6.1 Major medical hospitalization will be made available to teachers. The board shall pay 88% of a single member premium and the teacher shall pay 12% of the single member premium.

9.6.2 If both husband and wife are employees of the District, one (1) spouse may elect to have the sum of money equal to the insurance coverage applied to the dependent coverage.

9.6.3 The Board will pay for \$ 20,000 worth of life insurance per employee.

9.6.4 A committee consisting of no more than 3 members of the Association and no more than 3 members of the Administration/Board will be formed to review the current plans and make advisory recommendations to the Board of Education for changes in the insurance plan and benefits. Such input is advisory only. The Board of Education retains the final authority to determine any change in the current plan or current benefits.

9.6.5 This same committee shall work to make recommendations for the new 403(b) requirements to the Board of Education.

9.7 **Flexible 125 Benefit Plan**

Effective January 1, 1994, teachers who elect to participate in the Section 125 Flexible Benefit may do so by completing the appropriate election form provided by the District.

The teacher agrees to follow all the rules and regulations of the Internal Revenue Code regarding the sheltering of such contributions. The Board of Education shall not be responsible for the failure of the above Plan to meet the writing, enforceability, etc., as determined by the Internal Revenue Code. Should any of the above be declared improper by an Internal Revenue ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent it violates the ruling or opinion.

The initial cost of writing the 125 Plan will be paid for by the Board of Education. Any subsequent administrative fees associated with the administration of the Plan will be borne by the individual teacher through payroll deduction.

9.8 **Mileage Reimbursement**

9.8.1 Teachers/Coaches will be reimbursed for use of their private vehicle when used for official school business with prior administrative approval if school transportation is not available to them. Scouting mileage is not reimbursable by the district.

9.8.2 Teachers assigned to more than one (1) school shall be reimbursed for the distance between their first school and their last school.

9.8.3 Mileage reimbursement shall be the same as the rate used by the State of Illinois.

9.9 Payment of Individual Teacher TRS Contribution and Teacher Health Insurance Security Fund.

The board shall contribute a maximum of 1.02% for THIS (health insurance) by payment to TRS, on behalf of all eligible members. The board will contribute the set TRS rate up to 9.4%, on behalf of all eligible members.

9.10 Retirement/Sick Day/Compensation Limitations

The parties recognize the past practice of retirement incentives to individual staff members and/or groups of staff members upon action of the Board of Education and acquiescence by the Association. The parties do now agree that going forward this shall be a joint project, as the parties may from time to time agree, subject to the following agreed guidelines:

1. Any employee or group of employees subject to this agreement who approach the Board of Education or Administration requesting a retirement incentive shall be immediately referred to the Association President.
2. The Board of Education and the Association shall each have the right to propose a retirement incentive on behalf of individuals or groups of individuals to the other party. The party in receipt of any proposal has the right to absolutely reject without explanation and is under no duty whatsoever to discuss, bargain or agree to anything.
3. As an alternative to (1) and (2), any employee retiring will be paid four percent (4%) per year over the preceding year's total earnings during his/her final three (3) years of teaching. The employee must notify the Superintendent with an irrevocable retirement letter prior to his/her fifty-fifth (55th) birthday. Employees who do not meet the age requirement or years of service requirement may still submit an irrevocable letter of retirement one (1), two (2), or three (3) years prior to retiring and receive this retirement incentive.
4. An employee who does not notify the Superintendent with an irrevocable letter of retirement, once age eligible to retire, is no longer eligible for said retirement incentive as stated in sections 1, 2, or 3 above.

No retirement incentive will be offered to any individual or group of individuals subject to this agreement, without the agreement of the other party.

The district will follow current state laws regarding Early Retirement Options.

Upon retirement from the teaching profession, the District will reimburse the teacher any accumulated sick leave days over 340 at rate of \$35.00 per day. The maximum amount given such as compensation to any specific teacher is \$2,100.00. The teacher will receive his/her compensation in his/her last pay check.

The parties acknowledge the \$35.00 per day/\$2,100.00 total cap. Anything in this agreement to the contrary notwithstanding, in no event shall the District's liability for unused sick days exceed this cap, specifically included but not limited to any TRS current or future regulation allowing for such increase, it being the intent of the parties during the term of this agreement to cap any issues with regard to sick days in accord with this paragraph.

Any sum paid pursuant to this paragraph is included within and not in addition to the current six (6) % limit.

ARTICLE X

BOARD AUTHORITY AND MANAGEMENT RIGHTS

- 10.1 The parties agree that the determination and administration of school policy, the operation and management of the schools and the direction of employees are vested exclusively in the Board. It is the duty of all employees to carry out the policies and regulations as stipulated by the Board. The decision of the Board of Education in matters pertinent to the determination and administration of school policy, the operation and management of the schools and the direction of employees shall be final.
- 10.2 It is expressly understood and agreed that all functions, rights, powers or authority of the Administration of the School District and the Board of Education which are not specifically limited by the express language of this Agreement are retained by the Board, provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement.

ARTICLE XI

FAIR SHARE AGREEMENT

- 11.1 Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state and national dues.
- 11.2 In the event that the bargaining unit member does not pay his/her fair share fee directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share fee from the wages of the nonmember.
- 11.3 Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.
- 11.4 In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
- A. The Employer gives immediate notice of such action in writing to the Association and permits the Association intervention as a party if it so desires; and
 - B. The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and appellate levels.
- 11.5 The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's compliance with this Article.
- It is expressly understood that this save harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this provision.
- 11.6 The obligation to pay a fair share fee will not apply to any employee who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such employee is a member, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the employee to a mutually agreeable nonreligious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

ARTICLE XII

LABOR MANAGEMENT COMMITTEE

The Committee is established for the purpose of fostering an ongoing harmonious working relationship between the Board and the Association in order to facilitate the delivery of high quality educational services to the children of the district. While the authority of the Committee is limited to what is given to it by the Board and Association action jointly, there is no intention to limit the subject matter of issues which may be addressed by the Committee.

The Committee shall consist of: a) two members of the Board of Education appointed by the Board of Education President, b) two members of the Association appointed by the President of the Association, and c) the Superintendent.

The Committee shall address issues as from time to time suggested by the Board of Education, the Association and the members of the Committee.

ARTICLE XIII

EFFECT OF AGREEMENT

12.1 Complete Understanding

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties. The understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through written mutual consent of the parties.

12.2 Individual Contracts

Individual contracts or employment agreements shall reflect the terms and conditions of this Agreement.

12.3 Savings Clause

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

12.4 No Strike

During the term of this Agreement, the Association agrees that the teachers shall not participate in a strike in whole or in part. Strike means a teacher's refusal in concerted action with others to report for duty, or his/her willful absence from his/her position, or his or her stoppage of work, or his/her absence in whole or in part from the full, faithful or proper performance of his/her duties of employment, for the purpose of inducing, influencing or coercing a change in the conditions, compensation, rights, privileges or obligations of public employment.

12.5 **Duration of Agreement**


This Agreement shall be effective as of August 17, 2017, and shall continue in effect until the 17th day of August 2020. This Agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties or is replaced by a successor Agreement.

This Agreement is signed this 17th day of August, 2017.

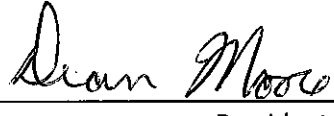
In witness thereof:

FOR THE UNIT 3 EDUCATION
ASSOCIATION, IEA/NEA

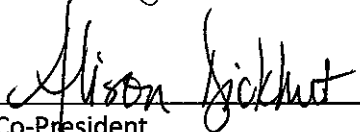
FOR THE BOARD OF EDUCATION,
SCHOOL DISTRICT NO. 3



Co-President




President



Co-President



Secretary



Secretary

**APPENDIX A
Community School District #3
Salary Schedule
2017-2020**

	Steps	2017-20 BA	2017-20 BA+8	2017-20 BA+16	2017-20 BA+24	2017-20 MA	2017-20 MA+8	2017-20 MA+16	2017-20 MA+24	2017-20 MA+30
Base	0	\$ 29,947	\$ 30,696	\$ 31,463	\$ 32,250	\$ 33,056	\$ 33,882	\$ 34,729	\$ 35,598	\$ 36,488
Board Pd TRS		\$ 2,962	\$ 3,036	\$ 3,112	\$ 3,190	\$ 3,269	\$ 3,351	\$ 3,435	\$ 3,521	\$ 3,609
Creditable Earnings		\$ 32,909	\$ 33,732	\$ 34,575	\$ 35,439	\$ 36,325	\$ 37,233	\$ 38,164	\$ 39,118	\$ 40,096
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	1	\$ 30,546	\$ 31,310	\$ 32,092	\$ 32,895	\$ 33,717	\$ 34,560	\$ 35,424	\$ 36,310	\$ 37,217
		\$ 3,021	\$ 3,097	\$ 3,174	\$ 3,253	\$ 3,335	\$ 3,418	\$ 3,503	\$ 3,591	\$ 3,681
		\$ 33,567	\$ 34,406	\$ 35,266	\$ 36,148	\$ 37,062	\$ 37,978	\$ 38,927	\$ 39,901	\$ 40,898
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	2	\$ 31,157	\$ 31,936	\$ 32,734	\$ 33,553	\$ 34,391	\$ 35,251	\$ 36,132	\$ 37,036	\$ 37,962
		\$ 3,081	\$ 3,158	\$ 3,237	\$ 3,318	\$ 3,401	\$ 3,486	\$ 3,574	\$ 3,663	\$ 3,754
		\$ 34,238	\$ 35,094	\$ 35,972	\$ 36,871	\$ 37,793	\$ 38,737	\$ 39,706	\$ 40,699	\$ 41,716
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	3	\$ 31,780	\$ 32,574	\$ 33,389	\$ 34,224	\$ 35,079	\$ 35,956	\$ 36,855	\$ 37,776	\$ 38,721
		\$ 3,143	\$ 3,222	\$ 3,302	\$ 3,385	\$ 3,469	\$ 3,556	\$ 3,645	\$ 3,736	\$ 3,830
		\$ 34,923	\$ 35,796	\$ 36,691	\$ 37,608	\$ 38,549	\$ 39,512	\$ 40,500	\$ 41,513	\$ 42,550
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	4	\$ 32,416	\$ 33,226	\$ 34,057	\$ 34,908	\$ 35,781	\$ 36,675	\$ 37,592	\$ 38,532	\$ 39,495
		\$ 3,206	\$ 3,286	\$ 3,368	\$ 3,452	\$ 3,539	\$ 3,627	\$ 3,718	\$ 3,811	\$ 3,906
		\$ 35,622	\$ 36,512	\$ 37,425	\$ 38,360	\$ 39,320	\$ 40,302	\$ 41,310	\$ 42,343	\$ 43,401
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	5	\$ 33,064	\$ 33,891	\$ 34,738	\$ 35,606	\$ 36,496	\$ 37,409	\$ 38,344	\$ 39,303	\$ 40,285
		\$ 3,270	\$ 3,352	\$ 3,436	\$ 3,521	\$ 3,610	\$ 3,700	\$ 3,792	\$ 3,887	\$ 3,984
		\$ 36,334	\$ 37,242	\$ 38,173	\$ 39,128	\$ 40,106	\$ 41,109	\$ 42,136	\$ 43,190	\$ 44,269
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	6	\$ 33,725	\$ 34,568	\$ 35,433	\$ 36,318	\$ 37,226	\$ 38,157	\$ 39,111	\$ 40,089	\$ 41,091
		\$ 3,335	\$ 3,419	\$ 3,504	\$ 3,592	\$ 3,682	\$ 3,774	\$ 3,868	\$ 3,965	\$ 4,064
		\$ 37,061	\$ 37,987	\$ 38,937	\$ 39,910	\$ 40,908	\$ 41,931	\$ 42,979	\$ 44,053	\$ 45,155
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	7	\$ 34,400	\$ 35,260	\$ 36,141	\$ 37,045	\$ 37,971	\$ 38,920	\$ 39,893	\$ 40,890	\$ 41,913
		\$ 3,402	\$ 3,487	\$ 3,574	\$ 3,664	\$ 3,755	\$ 3,849	\$ 3,945	\$ 4,044	\$ 4,145
		\$ 37,802	\$ 38,747	\$ 39,716	\$ 40,708	\$ 41,726	\$ 42,769	\$ 43,839	\$ 44,935	\$ 46,058
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	8	\$ 35,088	\$ 35,965	\$ 36,864	\$ 37,786	\$ 38,730	\$ 39,698	\$ 40,691	\$ 41,708	\$ 42,751
		\$ 3,470	\$ 3,557	\$ 3,646	\$ 3,737	\$ 3,830	\$ 3,926	\$ 4,024	\$ 4,125	\$ 4,228
		\$ 38,558	\$ 39,522	\$ 40,510	\$ 41,523	\$ 42,561	\$ 43,625	\$ 44,715	\$ 45,833	\$ 46,979
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	9	\$ 35,789	\$ 36,684	\$ 37,601	\$ 38,541	\$ 39,505	\$ 40,492	\$ 41,505	\$ 42,542	\$ 43,606
		\$ 3,540	\$ 3,628	\$ 3,719	\$ 3,812	\$ 3,907	\$ 4,005	\$ 4,105	\$ 4,207	\$ 4,313
		\$ 39,329	\$ 40,312	\$ 41,320	\$ 42,353	\$ 43,412	\$ 44,497	\$ 45,610	\$ 46,750	\$ 47,919
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	10	\$ 36,505	\$ 37,418	\$ 38,353	\$ 39,312	\$ 40,295	\$ 41,302	\$ 42,335	\$ 43,393	\$ 44,478
		\$ 3,610	\$ 3,701	\$ 3,793	\$ 3,888	\$ 3,985	\$ 4,085	\$ 4,187	\$ 4,292	\$ 4,399
		\$ 40,116	\$ 41,119	\$ 42,146	\$ 43,200	\$ 44,280	\$ 45,387	\$ 46,522	\$ 47,685	\$ 48,877
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	11	\$ 37,235	\$ 38,166	\$ 39,120	\$ 40,098	\$ 41,101	\$ 42,128	\$ 43,182	\$ 44,261	\$ 45,368
		\$ 3,683	\$ 3,775	\$ 3,869	\$ 3,966	\$ 4,065	\$ 4,167	\$ 4,271	\$ 4,377	\$ 4,487
		\$ 40,918	\$ 41,941	\$ 42,989	\$ 44,064	\$ 45,166	\$ 46,295	\$ 47,452	\$ 48,639	\$ 49,855
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	12	\$ 37,980	\$ 38,930	\$ 39,903	\$ 40,900	\$ 41,923	\$ 42,971	\$ 44,045	\$ 45,146	\$ 46,275
		\$ 3,756	\$ 3,850	\$ 3,946	\$ 4,045	\$ 4,146	\$ 4,250	\$ 4,356	\$ 4,465	\$ 4,577
		\$ 41,736	\$ 42,780	\$ 43,849	\$ 44,945	\$ 46,069	\$ 47,221	\$ 48,401	\$ 49,611	\$ 50,852

Steps	2017-20 BA	2017-20 BA+8	2017-20 BA+16	2017-20 BA+24	2017-20 MA	2017-20 MA+8	2017-20 MA+16	2017-20 MA+24	2017-20 MA+30
Base	\$ 38,740	\$ 39,708	\$ 40,701	\$ 41,718	\$ 42,761	\$ 43,830	\$ 44,926	\$ 46,049	\$ 47,200
Board Pd TRS	\$ 3,831	\$ 3,927	\$ 4,025	\$ 4,126	\$ 4,229	\$ 4,335	\$ 4,443	\$ 4,554	\$ 4,668
Creditable Earnings	\$ 42,571	\$ 43,635	\$ 44,726	\$ 45,844	\$ 46,990	\$ 48,165	\$ 49,369	\$ 50,604	\$ 51,869
14	\$ 39,514	\$ 40,502	\$ 41,515	\$ 42,553	\$ 43,617	\$ 44,707	\$ 45,825	\$ 46,970	\$ 48,144
	\$ 3,908	\$ 4,006	\$ 4,106	\$ 4,209	\$ 4,314	\$ 4,422	\$ 4,532	\$ 4,645	\$ 4,762
	\$ 43,422	\$ 44,508	\$ 45,621	\$ 46,761	\$ 47,930	\$ 49,129	\$ 50,357	\$ 51,616	\$ 52,906
15	\$ 40,305	\$ 41,312	\$ 42,345	\$ 43,404	\$ 44,489	\$ 45,601	\$ 46,741	\$ 47,910	\$ 49,107
	\$ 3,986	\$ 4,086	\$ 4,188	\$ 4,293	\$ 4,400	\$ 4,510	\$ 4,623	\$ 4,738	\$ 4,857
	\$ 44,291	\$ 45,398	\$ 46,533	\$ 47,696	\$ 48,889	\$ 50,111	\$ 51,364	\$ 52,648	\$ 53,964
16		\$ 42,139	\$ 43,192	\$ 44,272	\$ 45,379	\$ 46,513	\$ 47,676	\$ 48,868	\$ 50,090
		\$ 4,168	\$ 4,272	\$ 4,379	\$ 4,488	\$ 4,600	\$ 4,715	\$ 4,833	\$ 4,954
		\$ 46,306	\$ 47,464	\$ 48,650	\$ 49,867	\$ 51,113	\$ 52,391	\$ 53,701	\$ 55,043
17			\$ 44,056	\$ 45,157	\$ 46,286	\$ 47,443	\$ 48,629	\$ 49,845	\$ 51,091
			\$ 4,357	\$ 4,466	\$ 4,578	\$ 4,692	\$ 4,810	\$ 4,930	\$ 5,053
			\$ 48,413	\$ 49,623	\$ 50,864	\$ 52,136	\$ 53,439	\$ 54,775	\$ 56,144
18				\$ 46,060	\$ 47,212	\$ 48,392	\$ 49,602	\$ 50,842	\$ 52,113
				\$ 4,555	\$ 4,669	\$ 4,786	\$ 4,906	\$ 5,028	\$ 5,154
				\$ 50,616	\$ 51,881	\$ 53,178	\$ 54,508	\$ 55,870	\$ 57,267
19					\$ 48,156	\$ 49,360	\$ 50,594	\$ 51,859	\$ 53,155
					\$ 4,763	\$ 4,882	\$ 5,004	\$ 5,129	\$ 5,257
					\$ 52,919	\$ 54,242	\$ 55,598	\$ 56,988	\$ 58,413
20					\$ 49,119	\$ 50,347	\$ 51,606	\$ 52,896	\$ 54,219
					\$ 4,858	\$ 4,979	\$ 5,104	\$ 5,231	\$ 5,362
					\$ 53,977	\$ 55,327	\$ 56,710	\$ 58,128	\$ 59,581
21					\$ 50,102	\$ 51,354	\$ 52,638	\$ 53,954	\$ 55,303
					\$ 4,955	\$ 5,079	\$ 5,206	\$ 5,336	\$ 5,470
					\$ 55,057	\$ 56,433	\$ 57,844	\$ 59,290	\$ 60,772
22					\$ 51,104	\$ 52,381	\$ 53,691	\$ 55,033	\$ 56,409
					\$ 5,054	\$ 5,181	\$ 5,310	\$ 5,443	\$ 5,579
					\$ 56,158	\$ 57,562	\$ 59,001	\$ 60,476	\$ 61,988
23									\$ 57,537
									\$ 5,690
									\$ 63,228
24									\$ 58,688
									\$ 5,804
									\$ 64,492
25									\$ 59,862
									\$ 5,920
									\$ 65,782
26+									\$ 61,059
									\$ 6,039
									\$ 67,098
OFF									

EXTRA CURRICULAR STIPENDS 2017-2020

HIGH SCHOOL	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>		<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
Head Girls Golf	\$3,137	\$3,199	\$3,263	Freshman Sponsor (2)	\$ 383	\$ 390	\$ 398
Head Boys Golf	\$3,137	\$3,199	\$3,263	Sophomore Sponsor (2)	\$ 383	\$ 390	\$ 398
Head Football	\$5,763	\$5,878	\$5,996	Junior Sponsor (2)	\$ 669	\$ 683	\$ 696
Football Asst	\$3,197	\$3,261	\$3,326	Senior Sponsor (2)	\$ 669	\$ 683	\$ 696
Football Asst	\$2,675	\$2,729	\$2,784	Student Council	\$ 573	\$ 585	\$ 596
Football Asst	\$2,486	\$2,535	\$2,586	Yearbook Sponsor	\$ 522	\$ 533	\$ 543
Head Volleyball	\$5,763	\$5,878	\$5,996	Drama Club	\$ 573	\$ 585	\$ 596
Volleyball Asst	\$3,197	\$3,261	\$3,326	Art Club	\$ 573	\$ 585	\$ 596
Volleyball Asst	\$2,675	\$2,729	\$2,784	Spanish Club	\$ 573	\$ 585	\$ 596
Head Boys Basketball	\$5,763	\$5,878	\$5,996	Scholastic Bowl	\$1,192	\$1,216	\$1,241
Basketball Asst	\$3,197	\$3,261	\$3,326	NHS	\$ 573	\$ 585	\$ 596
Basketball Asst	\$2,675	\$2,729	\$2,784	FFA	\$3,715	\$3,789	\$3,865
Head Girls Basketball	\$6,039	\$6,160	\$6,283	FCCLA	\$1,471	\$1,500	\$1,530
Basketball Asst	\$3,197	\$3,261	\$3,326	FBLA	\$ 955	\$ 974	\$ 993
Basketball Asst	\$2,675	\$2,729	\$2,784	Play	\$ 955	\$ 974	\$ 993
Head Wrestling	\$5,763	\$5,878	\$5,996	WYSE	\$ 476	\$ 486	\$ 496
Wrestling Asst	\$3,197	\$3,261	\$3,326	Band Director (5th - 12th)	\$2,453	\$2,502	\$2,552
Head Softball	\$5,067	\$5,169	\$5,272	Vocal Director (7th - 12th)	\$1,336	\$1,363	\$1,390
Softball Asst	\$3,197	\$3,261	\$3,326	Supervision	\$ 25		
Softball Asst	\$2,675	\$2,729	\$2,784	Ticket Taking	\$ 30		
Head Baseball	\$5,067	\$5,169	\$5,272	Ticket Taking Holiday	\$ 40		
Baseball Asst	\$3,197	\$3,261	\$3,326	Thursday Detention	\$ 15		
Baseball Asst	\$2,675	\$2,729	\$2,784	Saturday Detention	\$ 60		
Head Boys Track	\$4,538	\$4,629	\$4,721	Tutoring	\$ 18		
Head Girls Track	\$4,538	\$4,629	\$4,721	Summer Conditioning (1)	\$ 20		
Athletic Director	\$6,368	\$6,495	\$6,625	Summer Conditioning (2)	\$ 10		
Cheer Basketball	\$3,137	\$3,199	\$3,263				
Cheer Football	\$1,445	\$1,474	\$1,504				

EXTRA CURRICULAR STIPENDS 2017-2020

JR HIGH SCHOOL	<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>		<u>2017-18</u>	<u>2018-19</u>	<u>2019-20</u>
Head Baseball	\$3,197	\$3,261	\$3,326	Scholastic Bowl	\$ 584	\$ 596	\$ 608
Baseball Asst	\$2,100	\$2,142	\$2,185	Student Government	\$ 434	\$ 442	\$ 451
Head Girls Basketball	\$3,197	\$3,261	\$3,326	Year Book	\$ 522	\$ 533	\$ 543
Basketball Asst	\$2,100	\$2,142	\$2,185	Habitat	\$ 584	\$ 596	\$ 608
Head Boys Basketball	\$3,197	\$3,261	\$3,326	Elementary Vocal (K - 6th)	\$ 540	\$ 550	\$ 561
Basketball Asst	\$2,100	\$2,142	\$2,185				
Head Volleyball	\$3,197	\$3,261	\$3,326				
Volleyball Asst	\$2,100	\$2,142	\$2,185				
Head Track	\$3,197	\$3,261	\$3,326				
Track Asst	\$2,100	\$2,142	\$2,185				
Head Softball	\$3,197	\$3,261	\$3,326				
Softball Asst	\$2,100	\$2,142	\$2,185				
Head Football	\$3,197	\$3,261	\$3,326				
Football. Asst	\$2,100	\$2,142	\$2,185				
Wrestling	\$3,197	\$3,261	\$3,326				
Wrestling Asst	\$2,100	\$2,142	\$2,185				