

**COULTERVILLE UNIT DISTRICT #1**

**2018-2020 CONTRACT**

**WITH THE COULTERVILLE EDUCATION  
ASSOCIATION (CEA)**

**ARTICLE I**

**1.1 Recognition**

- The Board of Education of School District 1, Randolph County, Coulterville, Illinois, hereinafter referred to as the “Board” recognizes Coulterville Education Association IEA-NEA, hereinafter referred to as the “Association,” as the sole and exclusive negotiating agent for all full-time and part-time contractual certified teaching personnel, hereinafter referred to as “employees.”

**ARTICLE II**

**EMPLOYEE AND ASSOCIATION RIGHTS**

**2.1 Non-Discrimination**

- The Board nor the Association shall not discriminate against any employee for reason of membership or non-membership in the Association. The Board shall not discriminate against any employee with respect to hours, wages, terms or conditions of employment by reason of membership in the Association, or in negotiations with the Board, nor shall the Board discriminate against any employee for having instituted any grievance complaint or proceeding under the Agreement. The Board recognizes the employee’s right to fair treatment.

**2.2 Right of Representation**

When the Board or Administration knows in advance that an employee will be discussed at a Board meeting concerning any matter which could

adversely affect the employee's employment or the employee's salary, the employee shall be advised in writing of the reasons and shall be given at least forty-eight (48) hours notice prior to the meeting. Further, the employee shall be entitled to have a representative of the Association present at the meeting.

### **2.3 Personnel File**

Each employee shall have the right, upon request, to review the contents of said employee's personnel file and to place therein written reactions to any of its contents. A representative of the Association may, at the request of the employee, accompany the employee for the review.

No material related to performance shall be placed in an employee's personnel file without providing a copy of the material to the employee at the time it is placed in the file.

### **2.4 Right to Organize**

- Employees shall have the right to organize, join and assist the Association in professional negotiations with the Board.

### **2.5 Meetings, Notices and General Information**

- The Association shall not be denied the following:
  - A. The use of the school building for meetings, if scheduled through the Administration.
  - B. The use of employee mailboxes, Inter-school mail, and teachers' lounge bulletin boards for the purpose of internal communications.
  - C. The reasonable use of school equipment, e.g., computers and duplication machines, except when preempted by educational purposes. The Association will pay for all materials used.

### **2.6 Association Matters - Board Agenda**

- The Association May place items for consideration under "New Business" as long as forty-eight (48) hours advanced notice is given before the regular meeting.

## **2.7 Pertinent Information - Association**

- The Association shall be furnished upon, request, a copy of readily available public information concerning the financial conditions of the school. The Board will grant reasonable requests for other pertinent information which may be relevant to negotiations. Nothing herein shall require the Administrative staff to research and assemble information. The Association will furnish copies of any pertinent information as reasonable requested by the Board or its designee.

## **2.8 Employee Payments**

- Employees desiring their pay in eighteen (18) equal installments shall have the right to do so provided they notify the superintendent no later than August 20. A maximum of twenty (20) employees may select this payment option.

## **2.9 Dues Deduction**

The District and Association shall not take any action to require, compel or coerce an employee to pay Association dues. An employee's decision to pay Association dues shall be voluntary and subject to the following procedures.

The Association shall prepare an annual dues deduction form, which form will identify the annual Association dues, as established and determined solely by the Association. The Association shall submit this form to the District no later than August 15 each year and the District will distribute the form to the employees. The Board shall deduct from the pay of each employee all current membership dues of the Association, provided that at the time of such deduction there is in the possession of the Board a membership-written authorization form voluntarily authorizing-dues deductions, signed and dated by the employee.

- An employee may voluntarily authorize dues deduction by presenting a signed and dated authorization card to the Board on or before September 15 each school year. The employee's voluntary election to have dues withheld from his/her payroll shall be valid for one year and shall be irrevocable for the duration of the school year. The amount will be pro-rated and deducted from each paycheck starting in October and ending in February.
- Any employee employed after the start of the school term may voluntarily authorize dues deduction by presenting a signed and dated authorization card to the Board no later than 30 calendar days

after his/her first day of employment. The employee's election to have dues withheld from his/her payroll shall be valid for the remainder of the year and shall be irrevocable for the duration of the school year. The combined annual membership dues will be pro-rated and deducted from the first check of the remaining months to complete payment by February 28.

- The above procedures shall be required on an annual basis.
- Neither the District nor the Association members shall harass, intimidate, disparage, ridicule or discriminate against any employee based on his/her decision to pay or not pay Association dues.

### **2.10 New Board Policy and Changes**

- A copy of all new written Board policies or changes in Board policies shall be presented in writing to the Association within fifteen (15) days after they are officially adopted at a Board meeting.

### **2.11 New Employee Names and Addresses**

- Names and addresses of newly hired employees shall be provided to the Association upon request if said employees have not objected.

### **2.12 Credit Union Payments**

- The School Board agrees to deduct a specified amount from the employee's paycheck and make direct deposits to the Illinois Education Association Credit Union in Springfield if requested by the employee.

### **2.13 Policy Manual Distribution**

- All employees will be notified of changes. A copy of the policy manual will be available in the library and the office.

### **2.14 Reorganization Committee**

- In the event that the Board forms any committee, regardless of capacity scope, or decision-making, that is related directly or indirectly with the reorganization of Coulterville Unit District #1, the Coulterville Education Association will be entitled to at least two (2) members with full voting privileges on any such committee. The voting members will be named by the Association president.

### **ARTICLE III**

#### **EMPLOYEE EVALUATION**

- 3.1** The classroom teaching performance of non-tenured classroom teachers shall be formally evaluated at least two (2) times per year. The first evaluation will take place during the first semester, the second during the second semester prior to the March board meeting. Tenured employees shall be formally evaluated at least twice (2) every two (2) school years.
- 3.2** Within two (2) weeks after the beginning of each school year teachers will be acquainted by a member of the administrative staff with the evaluation procedures to be observed.
- 3.3** Results of the formal evaluation provided for in 3.1 above shall be in writing with a copy to be given to the teacher, and shall be preceded by an in-class observation of a teacher's performance.
- 3.4** The evaluator shall have a meeting with the teacher following the classroom observation. This meeting shall be held within ten (10) days of attendance after the observation.
- 3.5** The teacher shall have the right to submit an explanation or other written statement regarding any evaluation or inclusion in his/her personnel file.
- 3.6** Agreeing to the procedures outlined above does not limit the right of management to also utilize informal observations to evaluate teachers during the work day or at school functions. Any result from such observations that becomes part of a teacher's personnel file, shall be preceded by a meeting with the teacher. This meeting shall be held within five (5) school days after the informal observation to discuss remediating any deficiencies that may have been noticed. Any deficiencies noticed, suggestions for correction, or positive observations will be placed in writing with a copy going to the Employee.

## **ARTICLE IV**

### **CONDITIONS OF EMPLOYMENT**

#### **4.1 Employee Work Day**

- The fulltime employee work day shall run from 7:30 to 2:53. If school dismisses prior to 2:38 the employee shall be required to stay 15 minutes after the student dismissal unless school is dismissed early for a scheduled workshop or teacher training. No employee shall be required to have more than 315 minutes of student contact time per day.

#### **4.2 Work Year**

- The employee's work year shall not exceed 180 days unless mandated by school code.

#### **4.3 Employee Planning**

- The employee is required to plan and prepare lessons in advance. The substitute will be instructed to follow available lesson plans which should include methods and clear instructions for each assigned responsibility.

#### **4.4 Extra Curricular Appointments**

- Extra Curricular assignments will be on a voluntary basis. If there are no volunteers within the first two (2) weeks of school, these positions will be assigned by the administration. Athletic coaching positions and cheerleading sponsor positions are excluded from assignment. No person may be assigned to an extra curricular position if they already have an extra curricular assignment. No person can be assigned junior class sponsor if he/she was junior class sponsor the previous year. Only those people who come in contact with high school students on a daily basis can be assigned junior class sponsor. Should extra curricular assignments become vacant, employees will be notified of such vacancies through the Association.

#### 4.5 Changes in Curriculum Assignment

- Employees shall be given notice of their curricular assignment for the forthcoming year as soon as possible but no later than the last day of school. With the exception of remedial, special education and self-contained classes, the employee shall be given a tentative schedule for the forthcoming year no later than June 15.
- In the event that later changes in curricular assignments are made necessary, the employee affected shall be notified of any change in assignment at least thirty (30) days prior to the beginning of the next academic school year. In the event of an emergency, or after August 1, a teacher shall be notified in writing and consulted as soon as possible but not less than five (5) working days from the date the change is made.
- In the event a vacancy occurs in the summer, the president of the Association shall be notified by the administration within forty-eight (48) hours. If the president is unavailable, the vice-president shall be notified. If neither is available, another Association member shall be notified. Within seventy-two (72) hours after receipt of notice of vacancy, the Association must notify the Administration of any employee interested in the vacancy.

#### 4.6 Classroom Discipline

- The parties agree that the employee has the primary responsibility for the maintenance of discipline. Employees will exhaust all classroom rules and make parental contacts prior to issuing office referrals for minor behavior problems. The Administration recognizes its responsibility to the employee in the maintenance of control and discipline. **Employees shall be notified in writing of any change in the policy on student guidelines prior to enforcement.**

#### 4.7 School Closing/Leave Days

- When the school is officially closed, no leave days previously arranged by a teacher will be deducted.

#### 4.8 Notification of Events

- Each week the Administration will advise the teachers, **in writing via email**, of the upcoming events. Any changes will be given at least forty-eight (48) hours in advance to allow for planning changes.

#### 4.9 Internal Substitutions

- The administration will make an attempt to obtain a substitute teacher to substitute in an unsupervised class. If this fails, a regular teacher who has a planning period during the needed hour can be used to substitute in an unsupervised class and will be paid according to Appendix B. In emergency situations, administrative discretion for substitutions will be followed.

#### 4.10 Retirement Incentive

- A.** Those teachers who retire from the District who are eligible for Teachers Retirement System benefits and who notify the District of their intent to retire by May 30, up to four years prior to retirement will be compensated according to the A.2 schedule (plus bonus) and may be compensated with severance pay according to the following schedule:

Year One - 0%  
Year Two - 3%  
Year Three - 4%  
Year Four - 4%

- B.** Said incentive may be paid in two forms, as 1) TRS creditable earnings and/or 2) a retirement severance payment, and shall be paid according to the following procedures.

1. A calculation will be made comparing the teacher's creditable earnings of the immediately previous year with his/her creditable earnings of the current incentive year. If such creditable earnings are less than 103% of his/her creditable earnings of the previous year, that portion of the retirement incentive necessary to increase his/her creditable earnings to 103% shall be paid to the teacher as creditable earnings on his/her last regular paycheck of that incentive year.
2. In the event the entire incentive amount due the teacher in an incentive year is not paid as creditable earnings, the remaining balance shall be paid to the teacher as a severance payment. This payment shall also be made on the pay following the last date of employment of that incentive



year. Under TRS rules, this severance payment will not be treated as creditable earnings.

- C.** Should legislation and/or TRS rules increase the amount of creditable earnings that can be paid during the Final Average Salary Years without triggering a lump sum Board-paid TRS contribution:
1. The new higher maximum amount will be paid as creditable earnings up to the annual % increase on the severance pay schedule.
- D.** The teacher must be eligible to retire within 6 months of the date of eligibility as an annuitant in the TRS system and cannot cause the district to be compelled to pay a TRS penalty or other payment caused by the teacher's retirement. If a penalty payment is incurred, that penalty will be paid by said teacher.

#### **4.11 Notification of Snow Days**

- Announced snow days shall be made by 6:00 AM, if possible. Employees will be notified through the ConnectEd System. The CEA Phone Tree will be utilized as a back-up.
- Notification of school closing due to weather conditions shall be given on the previous day, whenever possible.

#### **4.12 Delivery of Paychecks**

- Employee paychecks shall be available for the employee to pick-up in the office in a sealed, addressed envelope on the 15th and 30th of each month, or on the last school day preceding these dates if they fall on a weekend or holiday with exception of the December 30 check which will be mailed no later than December 27.

#### **4.13 Study Committee**

- The Board, the Administration, and the Association agree that there is a need to study specific matters for which recommendations need to be developed. The parties pledge that a Joint Board-Administration-Association committee will study and make recommendations concerning problems affecting the District. The Committee will meet one hour before regularly scheduled Board meetings, on an as-needed basis.
- Items for discussion will be limited to issues related to the educational environment, issues discussed at the previous Board

meeting, items on the upcoming Board agenda, or items submitted to the administration before the Joint Committee meeting.

#### **4.14 Outside Teaching Credit**

- Teachers will be given up to five (5) years credit for prior public school teaching experience and move appropriately on the salary schedule with additional years credit given at Board discretion.

#### **4.15 Salary Schedule**

- The Salary schedule shall be set forth in Appendix A and supplementary compensation shall be set forth in Appendix C. Both appendices are attached to and incorporated into this agreement.

#### **4.16 Payment for Extra Curricular Jobs**

- The supplemental pay schedule shall be as set forth in Appendix B, which is attached and incorporated into this Agreement. Any extra-curricular program may be added to Appendix B, with the agreement of both parties. Payment for extra-curricular activities will be done when the activity has been completed but no later than May 30 unless otherwise agreed upon. If the extra-curricular activity is not completed but the designated sponsor has put forth effort to complete the activity, a committee of three (Board member, administrator, and Association president or designee) will make a recommendation to the Board concerning remuneration.

#### **4.17 Tuition Reimbursement**

- The District will reimburse any teacher that takes any post graduate classes pertaining to the teacher's certified area. Reimbursements will be at the rate of \$200 per graduate hour, not to exceed \$1200 per person, per year and not to exceed \$6000 total expense to the District for any one year. Total reimbursement to teacher shall not exceed actual cost of the tuition paid for classes. **Upon request, the employee will supply proof of personal payment of tuition and successful completion of the class no later than September 1.**

**ARTICLE V**

**LEAVES**

**5.1 Sick Leave**

- Each school term, employee shall be entitled to and shall receive as their normal annual allotment and without loss of pay, sick leave days based on years of service in the District, as set forth below:

<b>Years in district</b>	<b>Sick days for the year</b>
<b>0-2</b>	<b>13</b>
<b>3-8</b>	<b>16</b>
<b>9-12</b>	<b>20</b>
<b>13-16</b>	<b>25</b>
<b>17-20</b>	<b>30</b>
<b>21-24</b>	<b>35</b>
<b>25-35</b>	<b>40</b>
<b>36 plus</b>	<b>13</b>

Years are based on total years served in district, however do not need to be consecutively served.

- Sick leave shall accumulate to three hundred fifty-three (353 )days, including accumulated unused personal leave.
- Sick leave shall be interpreted to mean personal illness or disability, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption.
- Any employee limiting his/her absences, both sick and personal, to the following limits will receive the following bonuses:

One day used	\$200
Two days used	\$150
Three days used	\$ 50

- Sick leave that is accumulated or used will be reported on each regular payroll check for each employee.

## 5.2 Personal Leave

- Each employee shall be granted four (4) days personal leave without loss of pay per year. Requests for personal leave days shall be made in writing to the administration as soon as possible but no later than two (2) working days before the leave is to be taken. In the event that a personal leave day must be taken in an emergency, the employee shall be required to submit a letter to the Superintendent explaining the reasons for the emergency. No more than two (2) consecutive personal days will be allowed unless it is an emergency.
- Each employee shall be granted three (3) bereavement days per school year. These days will not accumulate. The use of bereavement days will not affect sick days or personal leave days.

## 5.3 Leave of Absence

- Leaves of absence without pay may be granted to employees upon Board approval. Leaves of absence may be granted for:
  - A. Advanced study leading to a degree through an approved university.
  - B. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program.
  - C. Other reasons acceptable to the Board which will improve the educational program in Unit District 1.
- Employees on such leave may continue benefits if they reimburse the District for any prorated costs of benefits for which they apply.
- Employees will not advance on the salary schedule, according to experience increment, while on any approved leave of absence without pay. Such leave of absence, however, will not prohibit the employee from receiving any increase negotiated on the base of the salary schedule. The granting of such leaves will be wholly and unilaterally at the sole discretion of the Board. A refusal to grant such leave will not be subject to challenge through the grievance procedure.

- Employees must notify by March 1 of the year the leave is taken of the employee's intention to return to employment.

#### **5.4 Disability**

- Any employee may have their absence due to disability, including pregnancy-related disability, treated as sick leave unless he/she has applied for and receive a leave of absence without pay.

#### **5.5 Association Leave**

- In order to conduct Association business the Association will have five (5) Association Leave days per year. Any employee using this leave shall be paid the day's pay by the Board. The Association will reimburse the Board for the cost of the substitute teacher and give at least five (5) days notice. These days will be requested for the employee by the Association President or Vice-President and will not count as personal leave days.

## **ARTICLE VI**

### **GRIEVANCE PROCEDURE**

#### **6.1 DEFINITIONS**

- A. Any claim by the association or a member that there has been a violation, misinterpretation, or misapplication of the terms of the agreement or the district policies, rules or regulations governing personnel shall be a grievance.
- B. All time limits consist of school days, except when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of all weekdays in order that the matters may be resolved before the close of the school term or as soon thereafter as possible. School days for purpose of the grievance procedure shall mean teacher employment days.

- C. Upon selection and certification of a grievance representative by the Association, the Board shall recognize such representative.
- D. A grievance may be withdrawn at any level without establishing precedent. If withdrawn, the grievance shall be treated as never been filed.
- E. Failure of the aggrieved party to honor time limits within the grievance procedure shall constitute a waiver of the grievance.
- F. Failure of the Board of Administration to honor time limits within the grievance procedure shall constitute an automatic advancement of the grievance to the next immediate step.

## **6.2 Procedures**

- The parties hereto acknowledge that it is usually most desirable for an employee and his/her immediately involved supervisor to resolve problems through free and informal communication. It is the option of either party to have an additional representative present. It is the responsibility of the aggrieved party to inform the other party of the possible grievance for the purpose of informal discussion within five (5) days of the occurrence of the event. If, however, such informal processes fail to satisfy either party, a grievance may be processed as follows:
  - A. A grievance must be filed in writing to the supervisor immediately involved within twenty (20) days following acknowledgment by both parties of the occurrence of the event which initiated the grievance. He will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The immediately involved supervisor, another supervisory person if desired by the said supervisor, the employee and a representative within the Association shall be present for the meeting. Within five (5) days of the meeting, the grievant and the Association shall be provided with the supervisor's written response, including the reason for the decision.
  - B. If the grievance is not resolved at Step A, then the aggrieved may refer the grievance to the Superintendent or his official designee within seven (7) days after receipt of the Step A answer or within twelve (12) days after the Step A meeting, whichever is the later. The Superintendent shall arrange for a meeting with the aggrieved to take place within five (5) days of this receipt of appeal. Each party shall have the right to include in its

representation such witnesses and counselors as it deems necessary to develop facts pertinent to the grievance. Upon conclusion of the meeting the superintendent shall have (5) days in which to consult with the Board of Education in an open public meeting in regards to the grievance. Within five (5) days of this consultation, the superintendent shall provide his written decision to the Association.

- C. If the Association is not satisfied with the deposition of the grievance at Step B, the Association may submit the grievance to final and binding arbitration. If the demand for arbitration is not filed with the Employer within thirty (30) days of the Step B answer, then the grievance shall be deemed resolved. If within thirty (30) days of the filing of the demand with the Employer the parties cannot agree on an arbitrator, the demand shall be submitted to the American Arbitration Association which shall act as the Administrator of the proceedings.
- D. Expenses for the arbitration services shall be shared equally by the parties. Each party shall pay their own expenses for preparation of the arbitration case.
- E. The arbitrator shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the School District and the Association and his decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the Agreement.
- F. If the Association or any employee files any claim or complaint in any forum other than under the grievance procedure of this Agreement, then the School District shall not be required to process the same claim or set facts through the grievance procedure.

### **6.3 Association Rights**

- The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any level beyond Step A if requested by the grievance.

#### **6.4 Bypass to Arbitration**

- If the Superintendent and Association both agree, a grievance may be submitted directly to arbitration.

#### **6.5 Board-Administration Cooperation**

- The Board and Administration shall provide the Association with readily available information.

#### **6.6 No Reprisal Clause**

- No reprisals shall be taken by the Board, the Administration or the Association against any employee solely because of his participation in a grievance.

#### **6.7 Released Time**

- Should the Board require that an employee or an Association representative be released from his/her regular assignment, he/she shall be released without loss of pay or benefits. Every attempt will be made to process the grievance outside of the regular school day.

#### **6.8 Improper Filing**

- If a grievance is improperly filed or is not related to a dispute over language contained in this Agreement, it cannot be filed past Step B. If the Association insists on carrying an improper grievance further than Step B, it agrees to pay all costs in time and expense for any costs of further steps.

### **ARTICLE VII**

#### **7.1 Complete Understanding**

- 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 the written mutual consent of the parties.



**7.2 Individual Contracts**

- Individual contracts or employment agreements shall not be inconsistent with the terms and conditions of the Agreement.

**7.3 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.

**7.4 Term of Agreement**

- This Agreement shall be effective August 21, 2018 and shall continue in effect until August 15, 2020.

**This Agreement is signed this \_\_\_\_\_ day of \_\_\_\_\_, 2018.**

**Coulterville Education  
Association IEA-NEA**

**For the Board of Education  
Coulterville Unit District #1**

\_\_\_\_\_  
**President**

\_\_\_\_\_  
**President**

\_\_\_\_\_  
**Secretary**

\_\_\_\_\_  
**Secretary**

**Salary Schedule 2018-2019**

**Appendix A**

<u>Step</u>	<u>BA</u>	<u>BA+8</u>	<u>BA+16</u>	<u>BA+24</u>	<u>MA</u>	<u>MA+8</u>	<u>MA+16</u>
0	32,370	32,860	33,350	33,840	34,605	35,370	36,135
1	33,135	33,625	34,115	34,605	35,445	36,210	36,975
2	33,900	34,390	34,880	35,370	36,285	37,050	37,815
3	34,665	35,155	35,645	36,135	37,125	37,890	38,655
4	35,430	35,920	36,410	36,900	37,965	38,730	39,495
5	36,195	36,685	37,175	37,665	38,805	39,570	40,335
6	36,960	37,450	37,940	38,430	39,645	40,410	41,175
7	37,725	38,215	38,705	39,195	40,485	41,250	42,015
8	38,490	38,980	39,470	39,960	41,325	42,090	42,855
9	39,255	39,745	40,235	40,725	42,165	42,930	43,695
10	40,020	40,510	41,000	41,490	43,005	43,770	44,535
11	40,785	41,275	41,765	42,255	43,845	44,610	45,375
12	41,550	42,040	42,530	43,020	44,685	45,450	46,215
13	42,315	42,805	43,295	43,785	45,525	46,290	47,055
14	43,080	43,570	44,060	44,550	46,365	47,130	47,895
15	43,845	44,335	44,825	45,315	47,205	47,970	48,735
16	44,610	45,100	45,590	46,080	48,045	48,810	49,575
17	45,375	45,865	46,355	46,845	48,885	49,650	50,415
18	46,140	46,630	47,120	47,610	49,725	50,490	51,255
19	46,905	47,395	47,885	48,375	50,565	51,330	52,095
20	47,670	48,160	48,650	49,140	51,405	52,170	52,935
21	48,435	48,925	49,415	49,905	52,245	53,010	53,775
22	49,200	49,690	50,180	50,670	53,085	53,850	54,615
23		50,455	50,945	51,435	53,925	54,690	55,455
24		51,220	51,710	52,200	54,765	55,530	56,295
25		51,985	52,475	52,965	55,605	56,370	57,135
26		52,750	53,240	53,730	56,445	57,210	57,975
27		53,515	54,005	54,495	57,285	58,050	58,815
28		54,280	54,770	55,260	58,125	58,890	59,655
29		55,045	55,535	56,025	58,965	59,730	60,495
30		55,810	56,300	56,790	59,805	60,570	61,335
31		56,575	57,065	57,555	60,645	61,410	62,175
32		57,340	57,830	58,320	61,485	62,250	63,015
33		58,105	58,595	59,085	62,325	63,090	63,855
34		58,870	59,360	59,850	63,165	63,930	64,695
35		59,635	60,125	60,615	64,005	64,770	65,535
36		60,400	60,890	61,380	64,845	65,610	66,375

**Salary Schedule 2018-2019**  
**Salary With \$5900 Insurance**  
**Appendix A.2**

<u>Step</u>	<u>BA</u>	<u>BA+8</u>	<u>BA+16</u>	<u>BA+24</u>	<u>MA</u>	<u>MA+8</u>	<u>MA+16</u>
0	38,270	38,760	39,250	39,740	40,505	41,270	42,035
1	39,035	39,525	40,015	40,505	41,345	42,110	42,875
2	39,800	40,290	40,780	41,270	42,185	42,950	43,715
3	40,565	41,055	41,545	42,035	43,025	43,790	44,555
4	41,330	41,820	42,310	42,800	43,865	44,630	45,395
5	42,095	42,585	43,075	43,565	44,705	45,470	46,235
6	42,860	43,350	43,840	44,330	45,545	46,310	47,075
7	43,625	44,115	44,605	45,095	46,385	47,150	47,915
8	44,390	44,880	45,370	45,860	47,225	47,990	48,755
9	45,155	45,645	46,135	46,625	48,065	48,830	49,595
10	45,920	46,410	46,900	47,390	48,905	49,670	50,435
11	46,685	47,175	47,665	48,155	49,745	50,510	51,275
12	47,450	47,940	48,430	48,920	50,585	51,350	52,115
13	48,215	48,705	49,195	49,685	51,425	52,190	52,955
14	48,980	49,470	49,960	50,450	52,265	53,030	53,795
15	49,745	50,235	50,725	51,215	53,105	53,870	54,635
16	50,510	51,000	51,490	51,980	53,945	54,710	55,475
17	51,275	51,765	52,255	52,745	54,785	55,550	56,315
18	52,040	52,530	53,020	53,510	55,625	56,390	57,155
19	52,805	53,295	53,785	54,275	56,465	57,230	57,995
20	53,570	54,060	54,550	55,040	57,305	58,070	58,835
21	54,335	54,825	55,315	55,805	58,145	58,910	59,675
22	55,100	55,590	56,080	56,570	58,985	59,750	60,515
23		56,355	56,845	57,335	59,825	60,590	61,355
24		57,120	57,610	58,100	60,665	61,430	62,195
25		57,885	58,375	58,865	61,505	62,270	63,035
26		58,650	59,140	59,630	62,345	63,110	63,875
27		59,415	59,905	60,395	63,185	63,950	64,715
28		60,180	60,670	61,160	64,025	64,790	65,555
29		60,945	61,435	61,925	64,865	65,630	66,395
30		61,710	62,200	62,690	65,705	66,470	67,235
31		62,475	62,965	63,455	66,545	67,310	68,075
32		63,240	63,730	64,220	67,385	68,150	68,915
33		64,005	64,495	64,985	68,225	68,990	69,755
34		64,770	65,260	65,750	69,065	69,830	70,595
35		65,535	66,025	66,515	69,905	70,670	71,435
36		66,300	66,790	67,280	70,745	71,510	72,275

**Salary Schedule 2018-2019**  
**Salary With 9% TRS**  
**Appendix A.3**

<u>Step</u>	<u>BA</u>	<u>BA+8</u>	<u>BA+16</u>	<u>BA+24</u>	<u>MA</u>	<u>MA+8</u>	<u>MA+16</u>
0	41,714	42,248	42,783	43,317	44,150	44,984	45,818
1	42,548	43,082	43,616	44,150	45,066	45,900	46,734
2	43,382	43,916	44,450	44,984	45,982	46,816	47,649
3	44,216	44,750	45,284	45,818	46,897	47,731	48,565
4	45,050	45,584	46,118	46,652	47,813	48,647	49,481
5	45,884	46,418	46,952	47,486	48,728	49,562	50,396
6	46,717	47,252	47,786	48,320	49,644	50,478	51,312
7	47,551	48,085	48,619	49,154	50,560	51,394	52,227
8	48,385	48,919	49,453	49,987	51,475	52,309	53,143
9	49,219	49,753	50,287	50,821	52,391	53,225	54,059
10	50,053	50,587	51,121	51,655	53,306	54,140	54,974
11	50,887	51,421	51,955	52,489	54,222	55,056	55,890
12	51,721	52,255	52,789	53,323	55,138	55,972	56,805
13	52,554	53,088	53,623	54,157	56,053	56,887	57,721
14	53,388	53,922	54,456	54,991	56,969	57,803	58,637
15	54,222	54,756	55,290	55,824	57,884	58,718	59,552
16	55,056	55,590	56,124	56,658	58,800	59,634	60,468
17	55,890	56,424	56,958	57,492	59,716	60,550	61,383
18	56,724	57,258	57,792	58,326	60,631	61,465	62,299
19	57,557	58,092	58,626	59,160	61,547	62,381	63,215
20	58,391	58,925	59,460	59,994	62,462	63,296	64,130
21	59,225	59,759	60,293	60,827	63,378	64,212	65,046
22	60,059	60,593	61,127	61,661	64,294	65,128	65,961
23		61,427	61,961	62,495	65,209	66,043	66,877
24		62,261	62,795	63,329	66,125	66,959	67,793
25		63,095	63,629	64,163	67,040	67,874	68,708
26		63,929	64,463	64,997	67,956	68,790	69,624
27		64,762	65,296	65,831	68,872	69,706	70,539
28		65,596	66,130	66,664	69,787	70,621	71,455
29		66,430	66,964	67,498	70,703	71,537	72,371
30		67,264	67,798	68,332	71,618	72,452	73,286
31		68,098	68,632	69,166	72,534	73,368	74,202
32		68,932	69,466	70,000	73,450	74,284	75,117
33		69,765	70,300	70,834	74,365	75,199	76,033
34		70,599	71,133	71,668	75,281	76,115	76,949
35		71,433	71,967	72,501	76,196	77,030	77,864
36		72,267	72,801	73,335	77,112	77,946	78,780

**Salary Schedule 2019-2020**

**Appendix A**

<b><u>Step</u></b>	<b><u>BA</u></b>	<b><u>BA+8</u></b>	<b><u>BA+16</u></b>	<b><u>BA+24</u></b>	<b><u>MA</u></b>	<b><u>MA+8</u></b>	<b><u>MA+16</u></b>
0	34,370	34,860	35,350	35,840	36,605	37,370	38,135
1	35,135	35,625	36,115	36,605	37,445	38,210	38,975
2	35,900	36,390	36,880	37,370	38,285	39,050	39,815
3	36,665	37,155	37,645	38,135	39,125	39,890	40,655
4	37,430	37,920	38,410	38,900	39,965	40,730	41,495
5	38,195	38,685	39,175	39,665	40,805	41,570	42,335
6	38,960	39,450	39,940	40,430	41,645	42,410	43,175
7	39,725	40,215	40,705	41,195	42,485	43,250	44,015
8	40,490	40,980	41,470	41,960	43,325	44,090	44,855
9	41,255	41,745	42,235	42,725	44,165	44,930	45,695
10	42,020	42,510	43,000	43,490	45,005	45,770	46,535
11	42,785	43,275	43,765	44,255	45,845	46,610	47,375
12	43,550	44,040	44,530	45,020	46,685	47,450	48,215
13	44,315	44,805	45,295	45,785	47,525	48,290	49,055
14	45,080	45,570	46,060	46,550	48,365	49,130	49,895
15	45,845	46,335	46,825	47,315	49,205	49,970	50,735
16	46,610	47,100	47,590	48,080	50,045	50,810	51,575
17	47,375	47,865	48,355	48,845	50,885	51,650	52,415
18	48,140	48,630	49,120	49,610	51,725	52,490	53,255
19	48,905	49,395	49,885	50,375	52,565	53,330	54,095
20	49,670	50,160	50,650	51,140	53,405	54,170	54,935
21	50,435	50,925	51,415	51,905	54,245	55,010	55,775
22	51,200	51,690	52,180	52,670	55,085	55,850	56,615
23		52,455	52,945	53,435	55,925	56,690	57,455
24		53,220	53,710	54,200	56,765	57,530	58,295
25		53,985	54,475	54,965	57,605	58,370	59,135
26		54,750	55,240	55,730	58,445	59,210	59,975
27		55,515	56,005	56,495	59,285	60,050	60,815
28		56,280	56,770	57,260	60,125	60,890	61,655
29		57,045	57,535	58,025	60,965	61,730	62,495
30		57,810	58,300	58,790	61,805	62,570	63,335
31		58,575	59,065	59,555	62,645	63,410	64,175
32		59,340	59,830	60,320	63,485	64,250	65,015
33		60,105	60,595	61,085	64,325	65,090	65,855
34		60,870	61,360	61,850	65,165	65,930	66,695
35		61,635	62,125	62,615	66,005	66,770	67,535
36		62,400	62,890	63,380	66,845	67,610	68,375

**Salary Schedule 2019-2020**  
**Salary With \$6000 Insurance**  
**Appendix A.2**

<u>Step</u>	<u>BA</u>	<u>BA+8</u>	<u>BA+16</u>	<u>BA+24</u>	<u>MA</u>	<u>MA+8</u>	<u>MA+16</u>
0	40,370	40,860	41,350	41,840	42,605	43,370	44,135
1	41,135	41,625	42,115	42,605	43,445	44,210	44,975
2	41,900	42,390	42,880	43,370	44,285	45,050	45,815
3	42,665	43,155	43,645	44,135	45,125	45,890	46,655
4	43,430	43,920	44,410	44,900	45,965	46,730	47,495
5	44,195	44,685	45,175	45,665	46,805	47,570	48,335
6	44,960	45,450	45,940	46,430	47,645	48,410	49,175
7	45,725	46,215	46,705	47,195	48,485	49,250	50,015
8	46,490	46,980	47,470	47,960	49,325	50,090	50,855
9	47,255	47,745	48,235	48,725	50,165	50,930	51,695
10	48,020	48,510	49,000	49,490	51,005	51,770	52,535
11	48,785	49,275	49,765	50,255	51,845	52,610	53,375
12	49,550	50,040	50,530	51,020	52,685	53,450	54,215
13	50,315	50,805	51,295	51,785	53,525	54,290	55,055
14	51,080	51,570	52,060	52,550	54,365	55,130	55,895
15	51,845	52,335	52,825	53,315	55,205	55,970	56,735
16	52,610	53,100	53,590	54,080	56,045	56,810	57,575
17	53,375	53,865	54,355	54,845	56,885	57,650	58,415
18	54,140	54,630	55,120	55,610	57,725	58,490	59,255
19	54,905	55,395	55,885	56,375	58,565	59,330	60,095
20	55,670	56,160	56,650	57,140	59,405	60,170	60,935
21	56,435	56,925	57,415	57,905	60,245	61,010	61,775
22	57,200	57,690	58,180	58,670	61,085	61,850	62,615
23		58,455	58,945	59,435	61,925	62,690	63,455
24		59,220	59,710	60,200	62,765	63,530	64,295
25		59,985	60,475	60,965	63,605	64,370	65,135
26		60,750	61,240	61,730	64,445	65,210	65,975
27		61,515	62,005	62,495	65,285	66,050	66,815
28		62,280	62,770	63,260	66,125	66,890	67,655
29		63,045	63,535	64,025	66,965	67,730	68,495
30		63,810	64,300	64,790	67,805	68,570	69,335
31		64,575	65,065	65,555	68,645	69,410	70,175
32		65,340	65,830	66,320	69,485	70,250	71,015
33		66,105	66,595	67,085	70,325	71,090	71,855
34		66,870	67,360	67,850	71,165	71,930	72,695
35		67,635	68,125	68,615	72,005	72,770	73,535
36		68,400	68,890	69,380	72,845	73,610	74,375

**Salary Schedule 2019-2020**  
**Salary With 9% TRS**  
**Appendix A.3**

<u>Step</u>	<u>BA</u>	<u>BA+8</u>	<u>BA+16</u>	<u>BA+24</u>	<u>MA</u>	<u>MA+8</u>	<u>MA+16</u>
0	44003	44537	45072	45606	46439	47273	48107
1	44837	45371	45905	46439	47355	48189	49023
2	45671	46205	46739	47273	48271	49105	49938
3	46505	47039	47573	48107	49186	50020	50854
4	47339	47873	48407	48941	50102	50936	51770
5	48173	48707	49241	49775	51017	51851	52685
6	49006	49541	50075	50609	51933	52767	53601
7	49840	50374	50908	51443	52849	53683	54516
8	50674	51208	51742	52276	53764	54598	55432
9	51508	52042	52576	53110	54680	55514	56348
10	52342	52876	53410	53944	55595	56429	57263
11	53176	53710	54244	54778	56511	57345	58179
12	54010	54544	55078	55612	57427	58261	59094
13	54843	55377	55912	56446	58342	59176	60010
14	55677	56211	56745	57280	59258	60092	60926
15	56511	57045	57579	58113	60173	61007	61841
16	57345	57879	58413	58947	61089	61923	62757
17	58179	58713	59247	59781	62005	62839	63672
18	59013	59547	60081	60615	62920	63754	64588
19	59846	60381	60915	61449	63836	64670	65504
20	60680	61214	61749	62283	64751	65585	66419
21	61514	62048	62582	63116	65667	66501	67335
22	62348	62882	63416	63950	66583	67417	68250
23		63716	64250	64784	67498	68332	69166
24		64550	65084	65618	68414	69248	70082
25		65384	65918	66452	69329	70163	70997
26		66218	66752	67286	70245	71079	71913
27		67051	67585	68120	71161	71995	72828
28		67885	68419	68953	72076	72910	73744
29		68719	69253	69787	72992	73826	74660
30		69553	70087	70621	73907	74741	75575
31		70387	70921	71455	74823	75657	76491
32		71221	71755	72289	75739	76573	77406
33		72054	72589	73123	76654	77488	78322
34		72888	73422	73957	77570	78404	79238
35		73722	74256	74790	78485	79319	80153
36		74556	75090	75624	79401	80235	81069

## **Appendix B**

### **Extra Curricular Schedule 2018-2019**

#### **Class Sponsors**

8 <sup>th</sup>	\$655
9 <sup>th</sup>	\$655
10 <sup>th</sup>	\$655
11 <sup>th</sup>	\$4505
12 <sup>th</sup>	\$2425

#### **Clubs and Organizations**

Jr. Beta	\$735
Sr. Beta	\$735
Student Council	\$735
IL Skills USA	\$735
History	\$735
Bass Fishing	\$735
Yearbook	\$1520
Newspaper	\$825
Young Authors Contest	\$120
County Spelling Bee	\$120
County Art Contest	\$120

#### **GS Athletics**

Athletic Director	\$2865
State Tournament Director	\$800
Cheerleading	\$1870
Head Basketball	\$3500
Assist. Basketball	\$300
Head Baseball	\$2585
Assist. Baseball	\$300
Head Softball	\$2585



Assist. Softball	\$300
Head Volleyball	\$2585

**Appendix B continued**

Assist. Volleyball	\$300
Track	\$2585

\*If assistant coaches are certified staff members pay increases to \$500.

Internal Substitution	\$25/class hour
Athletic Events	\$25/night/person

**Appendix C****Supplementary Compensation  
2018-2019**

- Each certified employee may spend whatever portion he/she wishes to spend on a group insurance package arranged by the school. The amount can be taken as cash.
- Each certified employee will be paid by the Board Five Thousand Nine Hundred Dollars (\$5900) for insurance coverage for a single premium plan for the 2018-2019 school year. This will be done to meet the requirements set forth by the Flex125 Plan.
- The Board of Education will pay 9% of each full-time certified employee's creditable earnings as the employee's contribution to the Teachers' Retirement System (TRS). This contribution will be calculated using the salary add-on method.

**Appendix C****Supplementary Compensation  
2019-2020**

- Each certified employee may spend whatever portion he/she wishes to spend on a group insurance package arranged by the school. The amount can be taken as cash.
- Each certified employee will be paid by the Board Six Thousand Dollars (\$6000) for insurance coverage for a single premium plan for the 2019-2020 school year. This will be done to meet the requirements set forth by the Flex125 Plan.
- The Board of Education will pay 9% of each full-time certified employee's creditable earnings as the employee's contribution to the Teachers' Retirement System (TRS). This contribution will be calculated using the salary add-on method.