

## **ARTICLE I RELATIONSHIPS**

- A. The Board of Education of Marissa Community Unit School District #40, St. Clair and Washington Counties, Illinois, hereinafter referred to as the “Board” having recognized the Marissa Education Association, hereinafter referred to as the “Association,” as the exclusive and sole negotiating agent for all regularly employed certificated teachers in District #40.
- B. The Board agrees not to alter the terms and conditions herein through negotiating with any teacher individually during the duration of this Agreement on matters contained in the contract.
- C. The parties agree that the provisions of this Agreement shall be equally administered over all teachers as defined in Article I, Section D.
- D. Teachers as the term is hereinafter used, shall refer to all certified employees of the district except paraprofessionals, managers, supervisors, including but not limited to Superintendent, assistant superintendent, principals, assistant principals, confidential, short-term and student employees.
- E. The provisions contained in Article II, Section D, shall apply to tenured employees only.

## **ARTICLE II ASSOCIATION AND TEACHER RIGHTS**

- A. Teachers shall have the right to organize, join, and assist the Association, to participate in professional negotiations with the Board through representatives of their own choice.
- B. Nothing contained herein shall be construed to deny any teacher rights he may have under the School Code of Illinois or under other applicable laws and regulations.
- C. The Board shall not discriminate against any teacher with respect to hours, wages, terms, or conditions of employment by reason of his membership in the Association, his participation in any activities of the Association or in negotiations with the Board.
- D. Rules and regulations governing teacher conduct shall be reasonable, and enforcement of teacher discipline shall be fair and exercised for just cause.
- E. The Marissa Education Association and its representatives shall have the right to use school buildings for meetings and to transact official Association business on school property at all reasonable times provided that such business does not interfere with or interrupt normal school operations and with permission of building principal or his representative at least two days before desired usage. No more than once a month, teachers who have to travel to an Association meeting shall be released five minutes after students are released. The Association may be granted use of the following:
  - 1. Teacher mailboxes; inter-school mail, and faculty lounge bulletin boards for the purpose of internal communications.

**ARTICLE II  
ASSOCIATION AND TEACHER RIGHTS**

2. District copy machines, at the Association's cost. The Association President will be provided an access code and the Association will be charged for all copies made using the code Marissa Education Association and its representatives shall have the right to use school buildings for meetings and to transact official Association business on school property at all reasonable times provided that such business does not interfere with or interrupt normal school operations and with permission of building principal or his representative at least two days before desired usage. No more than once a month, teachers who have to travel to an Association meeting shall be released five minutes after students are released.

F. When a teacher is required to appear before an administrator concerning any matter which could adversely affect their terms and conditions of employment as a teacher or which could result in a disciplinary action, the Teacher should:

1. Be given at least twenty-four (24) hours prior notice of the meeting, including the time and place of the meeting and the nature of the meeting, unless the reason for the meeting involves the safety and well being of a student(s) and/or other employees, and
2. Be entitled to have a representative of the Association present to advise him/her during the meeting.

If the Administration is considering a letter of reprimand, the teacher will have the right to respond to the reprimand in the form of a written response that will become an addendum to the reprimand and placed in the teacher's file with the letter of reprimand.

- G. Within thirty (30) days of the ratification of the Agreement, sufficient copies will be prepared by the Board and delivered to the Association for distribution to each teacher in the District; the cost of the preparations to be shared jointly by the Board and the Association.
- H. The Board agrees not to negotiate with any organization or individual employee for the duration of this Agreement, unless that organization is a successor of the Marissa Education Association.
- I. An employee may participate in payroll deductions for tax-sheltered annuities, credit union contributions, and Association dues upon written authorization by the employee. Once an authorization has been submitted to the Board bookkeeper, deductions shall continue from year to year until the employee notifies the Board bookkeeper in writing to stop the deduction. All new requests for deductions must be in the Board office by September 1 of each school year. The Association will provide the Board bookkeeper annually with the amount of association dues. The amount of deductions for sheltered annuities, credit union contributions, and/or additional insurance must be provided in writing on a yearly basis to the bookkeeper.

**ARTICLE II  
ASSOCIATION AND TEACHER RIGHTS**

- J. Every employee shall have access to all materials in his/her personnel file by appointment during the normal business hours and in the presence of a designated employee of the Board. A designated representative of the employee's choosing may inspect an employee's file; if written approval by the employee is given to the Superintendent. No employee shall remove any material from a personnel file. However, employees may obtain copies of materials placed in their personnel file.
- K. All dues shall be paid to the Association by the Board no later than fifteen (15) days following deduction. The Association shall notify the administration to whom such payments are to be made.
- L. Association officers and members shall not use time or materials of the board in the transaction of Association business.
- M. Each new teacher will receive and sign a contract prior to the first Student Attendance Day. If the teacher is employed after the start of the school year, then they will receive a signed contract within five (5) working days after the Board approves hiring them in a Regular/Special Board meeting.
- N. Each new teacher will receive a current copy of the Master Agreement between the Board of Education and the Marissa Education Association prior to the first Student Attendance Day. If the teacher is employed after the start of the school year, they will receive a signed contract within five (5) working days after the Board approves hiring them in a Regular/Special Board meeting.
- O. A copy of the Board's Official Policy Manual will be maintained on the District website. Changes in existing policy shall be updated on the District website within five (5) working days after the Board approves the policy or policy revision. The Association President shall be notified prior to any Board action concerning a new policy or policy revision.

**ARTICLE III  
COMPLAINTS**

- A. A teacher may be informed, upon his request, as to the identity of any personal complaint by a parent initiated against that teacher. The Board or Administration may not take any adverse action against an employee until which time the Board or Administration has notified the employee of the identity of the parent who initiated the complaint.

**ARTICLE IV  
LEAVES**

- A. Sick leave will be granted for FY 19, FY 20, and FY 21 based on the sick leave calendar below, with three hundred forty (340) days being the maximum number of sick days allowed. A part-time teacher shall have sick days prorated. Employees shall be entitled to use sick leave for only the purposes set forth in the Illinois School Code, 105 ILCS 5/24-6. Employees may use sick leave days in one-half (1/2) day increments.

Sick Leave Calendar

Level on Salary Schedule	FY19	FY20	FY21
1 through 15	16	16	16
16 through 20	17	17	17
21 through 25	18	18	18
26 through 30	19	19	19
31 +	20	20	20

- B. The Board shall grant each employee three (3) days of personal leave without loss of pay and with written notice given to the building administrator four (4) working days in advance and it requires written permission of building administrator (principal.) Personal leave days can only be used by an employee to attend personal business that cannot be conducted outside the regular work day. The number of personal days granted per building will be left to the discretion of the building principal. Employees may use personal leave days in one-half (1/2) day increments. In case of an emergency one day of sick leave could be used as a personal leave day if the three personal leave days have been used. Any unused personal days will accumulate as sick leave. Employees shall refrain from using personal leave during the first and last week of school. Employees shall not be permitted to use personal leave days immediately before or after using sick leave day(s). In emergency situations the principal will work to accommodate the needs of the employee.
- C. The Board shall grant two noncumulative bereavement leave days each year to each employee, with the approval of the building principal. Any extra bereavement days shall be deducted from the teacher's accumulated sick leave. Any sick days used for family bereavement, as described in the Illinois School Code, can be exchanged at the end of the school year for unused noncumulative bereavement days by written request to the Superintendent.
- D. Leaves:
1. Leaves of absence may be granted without pay to tenured employees with approval of the board for no more than one (1) year. Leaves shall be of the shortest duration to meet the needs of the District and the applicant. Both Board and MEA agree to abide by the provisions of the Federal Family Leave Law which specifically apply to public school educators, but neither party shall diminish employee rights and benefits established under the collective bargaining agreement or state law.

## ARTICLE IV LEAVES

2. Leaves may be granted for:
  - a. Family Medical Leave Act
  - b. adoption, child care
  - c. public office, if elected to a state or federal office
  - d. other reasons acceptable to the Board which shall improve the educational programs of the District.
3. Employees shall be entitled to military leave consistent with state and federal laws.
4. A year's experience will be granted if the applicant has taught one hundred twenty (120) days or more during the year of the leave.
5. As a condition for re-employment, employees must notify the District of their intention to return to the District sixty (60) days before the end of the leave.

### E. Association Leave:

The Association will be granted a maximum of eleven (11) days by the Board to be used by one or more persons for local, state or national conferences or other business pertinent to Association affairs. The Association shall provide at least four (4) days' notice. The Association will pay for the substitute beginning on the fifth day. Association days under this provision shall not be available for use on dates when Parent Teacher Conferences are scheduled, unless an Association member is required to attend an Association meeting because he/she is serving in an IEA State or Regional elected or appointed position.

### F. Sick Leave Donations and Bank

1. Employees shall be permitted to donate sick leave to another employee who has exhausted his/her accumulated sick leave. Such donations shall be voluntary and be made by September 1<sup>st</sup> and not be revocable. A maximum of twenty-five (25) sick days per school year will be granted to participating employees. The District will provide the Association, upon request, a written report reflecting the number of sick leave days in the sick leave bank and the total number of sick leave bank days used.
2. Teachers new to the District or current teachers may donate one (1) sick day to be eligible for coverage by the Bank. Teachers who join the District staff later in the school term will be given an opportunity to join the Bank on an equal basis after two (2) weeks of employment. Any employee who has contributed to the Sick Bank may not withdraw the donated day(s) when leaving employment.

**ARTICLE IV  
LEAVES**

3. The Superintendent and Board of Education will be responsible for determining teacher eligibility to benefit from the Sick Leave Bank in accordance with the purpose for which it is established, the sole purpose being to provide insurance against excessive loss of pay because of serious illness or injury to the employee or his/her immediate family (excluding normal pregnancy). A committee of four people (one board member, one administrator, and one teacher from each building (chosen by the Association) will decide the number of days granted to the employee (up the maximum stated above). The committee may request additional days when the bank is low.
4. A teacher who meets the following requirements is eligible to draw from the Sick Leave Bank:
  - a. The teacher's request to use donated sick leave days must be accompanied by a written medical statement from his/her treating physician that identifies the teacher's serious health condition and the teacher is not medically able to return to work, and identifies the date the teacher will be able to return to work. If the use of sick leave is for an immediate family member's serious illness, a medical statement from the immediate family member's physician must be submitted and indicate the nature of the serious illness; and
  - b. Has used all his/her accumulated paid leave (sick leave, personal leave); and
  - c. For each separate request to use donated sick leave, the teacher cannot start to use the donated sick leave until the teacher has received two dock days of pay immediately prior to using the donated sick leave days; and
  - d. Teachers must have donated a sick day in the current school year or at least one sick day in the seven (7) years prior; and
  - e. A teacher absent due to work related injury is not eligible to receive donated sick leave days; and
  - f. If the ill or injured teacher commences to draw benefits under the state retirement or disability system (TRS), he/she will cease eligibility to use donated sick leave days; and
  - g. Consistent with the District's FMLA policy, the use of donated sick leave days shall run concurrent with any period of FMLA leave.
- G. In the event the District approves an employee's absence from work after the employee has exhausted all paid leave and the leave is not covered under federal or state law, such as FMLA, the employee will be docked 1/180<sup>th</sup> of salary and 1/180<sup>th</sup> of board's annual paid health insurance premiums for each approved dock day. Association members that are docked days are encouraged to contact TRS to determine how those days affect their full year of credible service.

**ARTICLE V  
PROFESSIONAL QUALIFICATIONS AND ASSIGNMENTS**

- A. A teacher shall be given notice of his/her tentative assignments and/or schedule for the forthcoming school year no later than forty-five (45) days prior to the last day of teacher attendance.
- B. If replacements are available, any assignments which are enumerated in Appendix G (or applicable Appendix) and are in addition to the normal teaching schedule during the regular school term will not be obligatory but shall be with the consent of the teacher with the exception of any teacher employed starting with the 1978 school year and hired with the intent of extra-curricular activities as part of his assignment. Every effort will be made to seek replacements if notice is given ninety (90) days before the end of the school year preceding requested replacement.
- C. Each teacher shall supply the Superintendent with an official transcript of training. Salary will be adjusted September 15. No further adjustment will be made during the school year unless a clerical error has been made in the calculating or recording of the teacher's salary.

**ARTICLE VI  
EMPLOYMENT CONDITIONS**

A. School Hours:

Classes will begin each day at various times according to schedule. Dismissal will also be varied according to schedule.

B. Teachers' Hours:

- 1. The teacher's workday shall be seven (7) hours and thirty (30) minutes, unless fulfilling extracurricular duties. This language allows an individual teacher's workday to begin a period earlier and end a period earlier or to start a period later and end a period later. Normal starting time would be from 8:00 a.m. to 3:30 p.m. Changes would be by mutual agreement between the administration and the individual teacher in order to accommodate the scheduling of class(es) that could not be scheduled during the normal workday.
- 2. When student conferences, faculty meetings, special education staffings, parent appointments, and special assignments are needed, teachers will remain long enough, barring emergencies, to meet their professional responsibilities.
- 3. Teachers who have extra-curricular duties that conflict with their attending student conferences, faculty meetings, parent appointments, and special assignments, may be excused from the meeting by the building principal.
  - a. Teachers that are excused from attending student conferences or parent appointments shall be responsible for contacting the parents of each student to re-schedule an alternative time for the student conference and/or parent appointment.
  - b. Teachers that are excused from faculty meetings or other staff meetings shall be responsible for becoming informed about the meeting and the results of the meeting.

**ARTICLE VI  
EMPLOYMENT CONDITIONS**

- c. Teachers who have extra-curricular duties that conflict with their attending student conferences, faculty meetings, special education staffings, parent appointments, and special assignments, may be excused from the meeting by the building principal. It shall be the teacher's responsibility to become informed about the meeting and the results of the meeting.
  
- 4. During each workday the teacher shall be entitled to a duty-free lunch period equal to that of the students but in no case less than thirty (30) minutes.
  
- C. All full-time teachers in the District shall receive release/preparation time in the amount of no less than two hundred thirty (230) minutes per week. In no instance shall the time following dismissal be extended to provide release/preparation time. Teachers shall have the right to leave the building during this release/preparation time with the building principal's permission. However, part-time teachers will no longer receive a paid preparation period. For example, a teacher employed to teach four periods will be paid for four periods of instruction.
  
- D. Subject to approval by the Regional Superintendent, the District will schedule four (4) institute days on the school calendar for the purpose of planning and staff development.
  
- E. There will be early dismissal of school on the days before Thanksgiving, Winter Break, and Spring Break. Students will be released early for teacher record keeping on the second final exam day of each semester in both buildings. The dismissal time will be in accordance with the Illinois Statutes for the required length of the day.
  
- F. The Board agrees to make every effort to place a certificated and qualified substitute teacher in the classroom in the absence of the regular teacher. In the event a substitute cannot be obtained, teachers who are called upon to relinquish their plan periods/release times to serve as substitutes shall be reimbursed at the rate of \$20.00 per class period.
  
- G. If no current teacher applies for an extra-curricular position, the Administration can assign the duty to a qualified teacher until a qualified volunteer is obtained. Only one temporary duty assignment per year may be assigned to any given teacher. Temporary duties can only be assigned to teachers who do not currently have any extra-curricular assignments. Temporary duty assignments shall be on a rotating basis.
  
- H. In addition and separate from the above, the District will post a roster of extracurricular events that requires a ticket taker. Each teacher must sign up for one event and will be compensated \$25.00 for the duty. If no teacher signs up for an event, the administration will assign the duty to a teacher. Exceptions will be made for individuals coaching multiple sports.
  
- I. The Athletic Director will receive at least one period to perform the duties of that position.
  
- J. All certified staff members are highly encouraged to be actively involved in school activities and to attend activities other than the ones that they are involved in throughout the school year.



**ARTICLE VII  
TEACHING CONDITIONS AND STAFF FACILITIES**

- A. Each instructional staff member shall be given the opportunity to submit requisitions for instructional material and supplies for the following term.
- B. A work area shall be provided for the purpose of lesson planning, grading, committee meetings, typing and other related school work.
- C. The Board agrees to make available for each building, computers, typing and duplicating facilities to aid teachers in the proper execution of their assigned duties.
- D. Teachers will be provided access to the building. Any teacher misusing the privilege may be denied the privilege of having access to the building during non-instructional time.

**ARTICLE VIII  
VACANCIES**

- A. A vacancy shall be defined as a teaching or extracurricular positions within the bargaining unit presently unfilled including any newly created positions, as well as such position currently filled but anticipated to be open in the future. Excluded positions are paraprofessionals, managers, supervisors, including but not limited to Superintendent, assistant superintendent, principals, assistant principals, confidential, short-term and student employees. Open positions created because of a Leave of Absence shall not be considered a vacancy unless the Leave of Absence exceeds one year.
- B. The Administration shall post all new or open vacancies in teaching and extracurricular positions in the Central Office, Building Principal's Office, faculty lounges/workrooms, Marissa CUSD #40 website, and external publications. Copies of the posting will be e-mailed to the Association President and Building Representative.
- C. During the summer break notice of vacancies will be included with the checks, a separate mailing, or an e-mail.
- D. The vacancy will remain posted for a minimum of 2 business days.
- E. When filling the open vacancies the Administration and Board shall consider certifications, qualifications, merit and ability (including performance evaluations, if available), and relevant experience. The District's selection of a candidate to fill a vacant teaching or extracurricular position is not subject to the grievance and arbitration procedures, provided that, in making such a decision, the District adheres to the procedural requirements of this article related to the filling of the vacancy.
- F. Applicants must be informed in writing of acceptance or rejection within five (5) days of Board action. However, failure of the administration to notify the applicant does not nullify the board's decision.
- G. Teachers who are unsuccessful candidates shall be afforded the opportunity to discuss privately with the Superintendent, or his designee, the results of the position selection. It is the responsibility of the Teacher(s) to contact the Superintendent within ten (10) days of the announcement to arrange for the post-selection meeting.

**ARTICLE VIII  
VACANCIES**

- H. Any teacher anticipating an opening or desiring to be reassigned to a different teaching position may submit a Letter of Request to the Superintendent by February 1.

**ARTICLE IX  
TEACHER EVALUATION**

- A. The Board of Education believes that the primary objective of teacher evaluation is to improve the quality of instruction and that a secondary objective of teacher evaluation is to determine teacher competency.

The Board of Education recognizes the importance and value of a procedure for assisting and evaluating the progress and success of all teachers. The evaluation procedure, instruments and methods used in District #40 shall be developed in cooperation with the Administration, designees of the Board and the Association subject to approval of the Board and Association. The District Evaluation Plan shall be developed according to the rules and regulations of the Illinois State Board of Education and the Illinois School Code, Article 24A, 23 IL Administrative Code, Part 50 and related administrative rules. The evaluation will be conducted in accordance with the procedures set forth in the Evaluation Plan document, Article 24A of the Illinois School Code and related administrative rules including 23 IL Administrative Code, Part 50.

- B. A copy of the evaluation plan shall be distributed by, the start of the current school year, to each teacher being evaluated during the school year. This written notice regarding performance evaluation to each affected teacher must provide
- the rubric to be used to rate the teacher against identified standards and goals and tools to be used to determine a performance rating;
  - a summary of the manner in which student growth and professional practice to be used in the evaluation relate to the performance ratings;
  - a summary of the district's procedures related to the provision of professional development in the event a teacher receives a "needs improvement" or remediation in the event a teacher receives an "unsatisfactory" rating to include evaluation tools to be used during the remediation period.
  - Professional development provided as part of a professional development or remediation plan under Section 24A-5 of the School Code.
- C. Each teacher shall be evaluated in accordance with the procedures set forth in the Evaluation Plan document, Article 24A of the Illinois School Code and related administrative rules including 23 IL Administrative Code, Part 50.

**ARTICLE X  
GRIEVANCE PROCEDURE**

- A. Definition:

A grievance is a complaint by the Association or teacher involving an alleged violation, misinterpretation, or misapplication of any provision of this Agreement or Board policy that pertains to teacher or employer relationships.

**ARTICLE X  
GRIEVANCE PROCEDURE**

**B. Statement of Basic Principles:**

1. The parties acknowledge that the most desirable manner of resolving a problem, including a defined grievance, between an employee and the employee's principal or administrator is through informal discussions. Any resolution reached through informal discussion shall not be inconsistent with the terms of this Agreement.
2. All written grievances shall contain the following items:
  - a. The nature of the grievance.
  - b. The specific provision of the Agreement which was allegedly violated.
  - c. The remedy requested.
3. Grievances may be withdrawn by the Association at any step of the grievance procedure, without establishing a precedent. Grievances not appealed within the designated limits shall preclude further appeal provided there has been no mutual agreement of extension. If the employer's written decision has not been rendered within the time limits, the grievance shall be automatically advanced to the next step.
4. If the Superintendent and the grievant mutually agree, any step of the grievance procedure may be by-passed.
5. Class grievance involving two (2) or more teachers and one (1) or more principal(s) or administrator(s) may be initially filed by the Association in behalf of the involved teachers. Class grievances may be initially filed by the Association with the Superintendent or the Superintendent's designee.
6. All records used as evidence in the processing of a grievance, including the final resolution, shall be maintained in a separate file and not a part of any individual teacher's personnel file.
7. Any teacher who participates in these grievance procedures shall not be discriminated against, be subjected to discipline or reprisal because of participation in the grievance, or for the act of filing the grievance.
8. The grievant may have Association representation of their choice at any level of the grievance hearing.

**C. Procedures:**

**1. First Step:**

The Association shall present the grievance in writing to the aggrieved employee's principal or administrator with thirty (30) working days after the occurrence. The principal or administrator shall meet with the aggrieved employee within ten (10) working days after the receipt of the written grievance. The principal or administrator shall make a decision with regard to the grievance within ten (10) working days after this meeting.

**ARTICLE X  
GRIEVANCE PROCEDURE**

2. Second Step:

If the grievance is not resolved in the first step; or if the principal or administrator fails to make a decision within ten (10) working days after meeting with the grievant, then the Association may file the grievance in writing with the Superintendent within ten (10) working days after a decision has been reached at step 1, or within ten (10) working days of the last date on which the principal or administrator should have rendered such a decision has passed.

Within ten (10) working days after the filing of the grievance with the Superintendent a meeting shall be held between the aggrieved teacher and the representative(s) of their choosing and the Superintendent or the Superintendent's designee in an attempt to resolve the grievance. The Superintendent, or the Superintendent's designee, shall make the decision with regard to the grievance within ten (10) working days after this meeting. The decision shall be communicated to the Association and to the Board. If the second step meeting is not held within the prescribed time limits, or no decision is rendered within the prescribed time limits the grievance may be referred to the Board as set forth in the third step.

3. Third Step:

The Association may file the grievance with the President of the Board of Education within ten (10) working days after a decision has been reached in step two, or within ten (10) working days of the last date on which the Superintendent or the Superintendent's designee should have rendered a decision.

Upon receiving notification of the grievance, the President of the Board shall arrange to hold a Board meeting at which time the aggrieved teacher and representative(s) shall be invited to discuss resolution of the grievance. The meeting shall be in closed session. The meeting will occur with fifteen (15) working days after the third step filing. The Board shall have ten (10) working days to make a decision after the third step meeting.

4. Fourth Step:

If the grievance is not satisfactorily resolved with the Board, the Association may file a written notification requesting arbitration with the Board within ten (10) working days following the receipt of the Board's decision, or twenty (20) working days following the meeting with the Board. If a written notification requesting arbitration is not filed within ten (10) working days following the receipt of the Board's decision, or twenty (20) working days following the meeting with the Board, then the grievance shall be deemed withdrawn.

An arbitrator shall be selected from a list of five (5) arbitrators supplied by the American Arbitration Association.

Either party shall have the right to reject the entire list and request a new list. Within five (5) working days following receipt of the list, the parties will meet and alternately strike one name at a time from the list until only one name shall remain and that one shall be the arbitrator.

**ARTICLE X  
GRIEVANCE PROCEDURE**

The arbitrator shall NOT have the right to amend, modify, nullify, ignore, or add to the provisions of this Agreement. The arbitrator's authority shall be strictly limited to deciding only the issue or issues presented to the arbitrator in writing by the Association or the Board concerning administration of this Agreement or its interpretation. The decision of the arbitrator must be based solely upon the arbitrator's interpretation of the meaning or application of the express relevant language of this agreement.

The decision of the arbitrator shall be binding as long as the arbitrator has complied with the provisions set forth in this fourth step grievance procedure.

Expenses of the arbitrator, including the cost of the arbitrator's transcript, if one is so requested, shall be borne equally by the BOARD and the ASSOCIATION. Each party to an arbitration shall be responsible for compensating its own representatives and witnesses.

If either party requests a transcript of the proceedings, that party shall bear the full cost for that transcript. If both parties order a transcript, the cost of the transcript shall be divided equally between the parties.

**ARTICLE XI  
REDUCTION IN STAFF**

- A. In the case of reduction of teachers, reductions shall be implemented in accordance with the *Illinois School Code*, 105 ILCS 5/24-12.
- B. Teachers shall have recall rights in accordance with the *Illinois School Code*, 105 ILCS 5/24-12.

**ARTICLE XII  
PUPIL PROBLEMS**

- A. The parties agree that the teacher has the primary responsibility for the maintenance of discipline in the classroom and must make a determined effort to maintain such discipline. The Board recognizes its responsibility for discipline in the schools (as specified in their policy manual) and to meet this obligation will instruct the Superintendent to inform the staff regarding this policy and assign administrators to assist teachers with disciplinary problems when it is requested.

**ARTICLE XIII  
DISTRICT ROUND TABLE**

- A. In order to provide better public relations between the Board, Administration, and Teachers of District 40, teachers will have the opportunity to call for a round table discussion. Board members, administrators and teachers will meet if called for, once a quarter at a time and place to be determined by the parties. Those present may bring up any item for discussion. This forum does not constitute negotiations and items discussed are not subject to the grievance provisions of this contract. The purpose of the forum is to discuss issues brought to the roundtable and to promote a better working relationship between the Board, Administration, and Teachers.

**ARTICLE XIV  
NEGOTIATIONS PROCEDURE**

- A. The parties agree that their duly designated representatives shall negotiate in good faith with respect to terms and conditions of employment. Each party shall select its own representatives. During the last year of the contract, negotiations shall begin no later than sixty (60) calendar days after either party makes a request in writing, provided said request is not made prior to January 1.
- B. Negotiations will be governed by the provisions of the Illinois Educational Labor Relations Act.

**ARTICLE XV  
ASSAULT OF STAFF MEMBERS**

- A. Teachers shall have Administrative assistance in any assault case which occurs on school property or during a school-related activity. This shall consist of:
  - 1. Assisting in the immediate removal of any individual involved in an assault and battery of a teacher.
  - 2. Taking the necessary legal actions the Board deems necessary to eliminate this type of action on school property or during school-related activities.
  - 3. Notifying the proper law-enforcement authority on behalf of the teacher and in accordance with 105 ILCS 5/10 21-7, Attack On School Personnel.

**ARTICLE XVI  
COMPENSATION**

- A. Salary Schedule: Each teacher shall be compensated as set forth in Appendices A-F, which is attached to and incorporated in this Agreement. For the FY 19, FY 20, and FY 19 school years, teachers eligible for step movement will receive a step and teachers eligible for education lane movement shall move a lane.
- B. Insurance/Annuity: The Board agrees to pay the single premium (gold level or its equivalent) for eligible full-time employees. The Board agrees to pay the single premium (gold level or its equivalent) in an amount not to exceed a 6% increase above the previous year's monthly premium rate for hospital/major medical insurance for eligible employees that elect insurance coverage. An eligible full-time employee that elects to waive board paid single coverage insurance will be paid a monthly annuity in the amount of \$500. Employees may also choose to pay the difference in family premium cost and/or upgrade at their own expense.
- C. Representatives and/or designees of the Board of Education shall meet with the executive committee of the Marissa Education Association to evaluate insurance plans for Marissa Unit School District #40.

## ARTICLE XVI COMPENSATION

- D. Hours accumulated beyond the Master's Degree shall be earned in the field of Education approved by the administration. This shall apply only to hours earned during and after the 2007-08 school year. Any hours beyond a Master's degree accumulated must be provided to the Superintendent's office no later than September 1, of each school year for purpose of salary schedule advancement.
- E. Retirement Incentive:
1. If an employee gives the Board an irrevocable notice of retirement by April 1<sup>st</sup>, four (4) years prior to the year of the retirement, the Board shall pay him/her a three percent (3%) retirement incentive, inclusive of any other increases in compensation for each year of his/her remaining four years of service.
  2. If an employee gives the Board an irrevocable notice of retirement by April 1<sup>st</sup>, three (3) years prior to the year of the retirement, the Board shall pay him/her a three percent (3%) retirement incentive, inclusive of any other increases in compensation for each year of his/her remaining three years of service.
  3. If an employee gives the Board an irrevocable notice of retirement by April 1<sup>st</sup>, two (2) years prior to the year of the retirement, the Board shall pay him/her a three percent (3%) retirement incentive, inclusive of any other increases in compensation for each year of his/her remaining two years of service.
  4. If an employee gives the Board an irrevocable notice of retirement by April 1<sup>st</sup>, one (1) year prior to the year of the retirement, the Board shall pay him/her a three percent (3%) retirement incentive, inclusive of any other increases in compensation for each year of his/her remaining one year of service.
  5. Once an employee submits an irrevocable notice of retirement by April 1<sup>st</sup>, the employee will remain on the salary schedule and will be paid according to the negotiated contract. On or before the last day of work each year an employee is in the retirement plan, the District will compare the employee's TRS creditable earnings to his/her previous year's creditable earnings. Payable prior to or concurrent with the receipt of the employee's final paycheck (June 30<sup>th</sup> paycheck) for regular earnings or prior to the employee's last day of work, the District will pay the employee a lump sum retirement benefit in an amount to ensure the employee's TRS creditable earnings increases 3% over the previous year's TRS creditable earnings, based on the number of days the teacher worked or received paid leave from one year to the next (periods of unpaid leave will be removed from the calculation when determining the retirement benefit.) In an employee's last year of work for the district, the District will report the TRS creditable earnings calculated to TRS on/before the employee's last regular work day.
  6. If, after submitting an irrevocable notice of retirement by April 1<sup>st</sup>, the employee resigns from, or is dismissed from activities covered in Appendix G of the Agreement, the retirement incentive for that employee will be recalculated accordingly.

**ARTICLE XVI  
COMPENSATION**

7. To be eligible, an employee must submit an irrevocable letter of resignation by April 1<sup>st</sup>, which must be accompanied by a (TRS) member requested “Personal Statement of Benefits” and a “Benefit Estimate” confirmation of a minimum of 30 total years of TRS creditable service and a minimum of 190 days of accumulated but unused sick leave days. In addition, an employee is considered to be eligible for the retirement incentive by meeting one of the following conditions:
- a. The employee becomes sixty (60) years of age by July 1 of a school year in which he/she retires and has ten years TRS creditable service at the time of retirement.
  - b. The employee qualifies to receive a full pension annuity by reason of being at least fifty-five (55) years of age and having attained thirty-five (35) years of upgraded TRS creditable service, including earned but unused sick leave, on the effective date of his/her retirement benefit under this provision.
8. For example, an employee enters the retirement plan for one year with a retirement date at the end of the 2018-2019 school year. In June 2019, the District will compare the teacher’s 2018-2019 TRS credible earnings to his/her 2017-2018 TRS credible earnings. The District will increase the teachers’ 2018-2019 TRS creditable earnings in an amount to ensure it increases 3% above his/her 2017-2018 TRS creditable earnings.

**EXAMPLE:**

2017-2018 TRS Creditable Earnings:

Salary:	\$50,000
Coaching Stipend:	\$3,000

Total TRS Earnings: \$53,000

2018-2019 TRS Creditable Earning:

Salary:	\$51,000
Coaching Stipend:	\$3,300
Retirement Benefit:	\$290
Total TRS Earnings:	\$54,590

(Reflects 3% increase over previous year’s earnings)

If an employee has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform these services during the retirement incentive program period, the calculation of the employee’s 3% increase shall be reduced by the amount of the extra duty.

2017-2018 TRS Creditable Earnings:

Salary:	\$50,000
Coaching Stipend:	\$3,000

Total TRS Earnings: \$53,000



**ARTICLE XVI  
COMPENSATION**

2018-2019 TRS Creditable Earning:

Salary:	\$51,000
Coaching Stipend:	\$0
Retirement Benefit:	\$500
Total TRS Earnings:	\$51,500

(Reflects 3% increase over previous year's earnings after removing the stipend work that is no longer performed. The 3% calculation is based on \$50,000 and not \$53,000)

9. Should legislation and/or TRS rules decrease the amount of creditable earnings that can be paid without triggering a lump sum Board-paid TRS contribution (i.e., less than a 3% increase) and this contract is not grandfathered and exempt from that change, then that new lower maximum amount will be paid as creditable earnings after the effective date of the change in the statute. Should legislation and/or TRS rules increase the amount of creditable earnings that can be paid without triggering a lump sum Board-paid TRS contribution, then that new higher amount will be paid as creditable earnings up to a maximum of 6% after the effective date of the change in statute.

G. Pursuant to the Teachers' Retirement System's (TRS) rules, the District will report to TRS the total number of unused sick leave days accumulated by the teacher on his/her last day of employment. In addition, the teacher will receive a severance payment for any sick leave days reported to TRS that exceed 170 days and which are not subsequently used for service credit. The severance payment will be calculated and paid as follows:

- A. Days awarded to the teacher will be paid at \$20.00 per day.
- B. This severance payment will be paid to the teacher after TRS determines how many of the sick leave days in excess of 170 are not used for service credit. Additionally, the severance payment cannot be issued to the teacher until the teacher's last day of work and after the teacher receives his/her last regular payroll check, whichever occurs last.

H. **Incentive Bonus** -- An Incentive Bonus regarding teacher attendance during the school year will be paid by the Board according to the following payment schedule:

Zero (0) days missed	\$150.00
One (1) day missed	\$100.00
Two (2) days missed	\$0.00

For the purpose of this incentive, the two (2) Bereavement Days covered under Article IV, LEAVES, C **shall not be counted** in determining the days missed. The teacher will be considered in attendance for the days missed. Any extra bereavement days deducted from the teacher's accumulated sick leave **shall be counted**, unless they are exchanged at the end of the school year for unused noncumulative bereavement days.

**ARTICLE XVI  
COMPENSATION**

I. Tuition Reimbursement:

1. The Board agrees to pay up to but not exceed \$200 per credit hour for the duration of this Agreement (limit 6 hours per year) for tuition reimbursement. Such reimbursement will be limited to courses of study that meet the following criteria
  - a. Must be a graduate level course and in the educational field in which the teacher is currently assigned and qualified; or
  - b. A college level or higher course that the Superintendent approves in advance, after he/she has determined in his/her sole discretion, would enhance classroom instruction/curriculum.
  - c. Courses under paragraph a and b, above, must be from a college or university accredited with the North Central Association of Colleges and Schools (NCA) or its equivalent.
2. In order to become eligible for reimbursement, the teacher shall file a transcript or grade slip as a proof of courses completed and credits earned in the Unit Office by June 15 of the school year.
3. Reimbursements shall be paid within 60 days upon completion and submittal of course work. Reimbursements will not be made for incomplete course work.

**ARTICLE XVII  
TEACHER RETIREMENT CONTRIBUTION**

- A. According to the authority granted by the Pension Reform Act of 1974. Section 414(H)(2) of the Internal Revenue Code, The Board of Education agrees:
1. That the Board shall pay the teacher's required contribution to TRS in an amount not to exceed 9.8901% (includes cost factor) on the teacher's regular salary including extended contracts and retirement incentive to the Illinois Teacher Retirement System. Teachers shall be responsible for their statutory contributions for THIS.
  2. The Board shall pay the teacher's required contribution to TRS in an amount not to exceed 9.8901% (includes cost factor) on extra-curricular assignments to the Illinois Teacher Retirement System. Teachers shall be responsible for their statutory contributions for THIS.
  3. That in the event that litigation, tax rulings, legislative action, or otherwise, shall cause the tax sheltered employer contributions to the Illinois Teacher Retirement System for each year of this contract to be disqualified as a tax sheltered contribution as presently worded, then the parties hereto shall cause the above language to be drafted to qualify as such as a contribution. If it is not possible to redraft an annual tax sheltered contribution plan as above described, the Board shall pay the amounts of money for the tax sheltered contribution each year of this contract to the teachers as wages to be reported as such.

**ARTICLE XVIII**  
**EFFECT OF AGREEMENT**

- A. **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 consent of the parties.
  
- B. **Savings Clause:** Should an 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.
  
- C. The Association agrees that during the term of this agreement it or its officers or members will not engage in, encourage, sanction, support or suggest any strike or slowdowns against the district.
  
- D. It is the law of the State of Illinois 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 pertaining to the determination and administration of school policy, the operation and management of the schools, and the direction of employees shall be final.

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.

However, the Association retains the right to call for negotiations over the decision and impact of any action of the Board after the date on which this agreement is signed, which directly effects wages, hours, or terms and conditions of employment.

All issues between the parties are resolved and the terms and conditions of this Agreement shall not be changed except by mutual written agreement of the parties.

- E. This Agreement shall be in effect until August 31, 2021.

FOR THE BOARD OF EDUCATION  
MARISSA COMMUNITY UNIT  
SCHOOL DISTRICT #40

FOR THE MARISSA  
EDUCATION ASSOCIATION

\_\_\_\_\_/\_\_\_\_\_  
President, Board of Education / Date

\_\_\_\_\_/\_\_\_\_\_  
President of MEA / Date

# Salary Schedule

## FY 19 BASE SALARY SCHEDULE

LEVEL	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16
STEP	I	II	III	IV	V	VI	VII
1	35,261	35,761	36,261	36,761	37,261	37,761	38,261
2	35,986	36,486	36,986	37,486	37,986	38,486	38,986
3	36,711	37,211	37,711	38,211	38,711	39,211	39,711
4	37,436	37,936	38,436	38,936	39,436	39,936	40,436
5	38,161	38,661	39,161	39,661	40,161	40,661	41,161
6	38,936	39,436	39,936	40,436	40,936	41,436	41,936
7	39,711	40,211	40,711	41,211	41,711	42,211	42,711
8	40,486	40,986	41,486	41,986	42,486	42,986	43,486
9	41,261	41,761	42,261	42,761	43,261	43,761	44,261
10	42,036	42,536	43,036	43,536	44,036	44,536	45,036
11	42,861	43,361	43,861	44,361	44,861	45,361	45,861
12	43,686	44,186	44,686	45,186	45,686	46,186	46,686
13	44,511	45,011	45,511	46,011	46,511	47,011	47,511
14	45,336	45,836	46,336	46,836	47,336	47,836	48,336
15	46,161	46,661	47,161	47,661	48,161	48,661	49,161
16	47,061	47,561	48,061	48,561	49,061	49,561	50,061
17	47,961	48,461	48,961	49,461	49,961	50,461	50,961
18	48,861	49,361	49,861	50,361	50,861	51,361	51,861
19	49,761	50,261	50,761	51,261	51,761	52,261	52,761
20	50,661	51,161	51,661	52,161	52,661	53,161	53,661
21	51,661	52,161	52,661	53,161	53,661	54,161	54,661
22	52,661	53,161	53,661	54,161	54,661	55,161	55,661
23	53,661	54,161	54,661	55,161	55,661	56,161	56,661
24	54,661	55,161	55,661	56,161	56,661	57,161	57,661
25	55,661	56,161	56,661	57,161	57,661	58,161	58,661
26	56,361	56,861	57,361	57,861	58,361	58,861	59,361
27	57,061	57,561	58,061	58,561	59,061	59,561	60,061
28	57,761	58,261	58,761	59,261	59,761	60,261	60,761
29	58,461	58,961	59,461	59,961	60,461	60,961	61,461
30	59,161	59,661	60,161	60,661	61,161	61,661	62,161
31 +	59,861	60,361	60,861	61,361	61,861	62,361	62,861

## FY 19 BASE SALARY SCHEDULE PLUS TRS @ 9.8901%

LEVEL	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16
STEP	I	II	III	IV	V	VI	VII
1	38,748	39,298	39,847	40,397	40,946	41,496	42,045
2	39,545	40,095	40,644	41,193	41,743	42,292	42,842
3	40,342	40,891	41,441	41,990	42,540	43,089	43,638
4	41,138	41,688	42,237	42,787	43,336	43,886	44,435
5	41,935	42,485	43,034	43,584	44,133	44,682	45,232
6	42,732	43,282	43,831	44,381	44,930	45,479	46,029
7	43,529	44,079	44,628	45,178	45,727	46,276	46,826
8	44,326	44,876	45,425	45,975	46,524	47,073	47,623
9	45,123	45,673	46,222	46,772	47,321	47,870	48,420
10	45,920	46,470	47,019	47,569	48,118	48,667	49,217
11	46,717	47,267	47,816	48,366	48,915	49,464	50,014
12	47,514	48,064	48,613	49,163	49,712	50,261	50,811
13	48,311	48,861	49,410	49,960	50,509	51,058	51,608
14	49,108	49,658	50,207	50,757	51,306	51,855	52,405
15	49,905	50,455	51,004	51,554	52,103	52,652	53,202
16	50,702	51,252	51,801	52,351	52,900	53,449	54,000
17	51,499	52,049	52,598	53,148	53,697	54,246	54,796
18	52,296	52,846	53,395	53,945	54,494	55,043	55,593
19	53,093	53,643	54,192	54,742	55,291	55,840	56,390
20	53,890	54,440	54,989	55,539	56,088	56,637	57,187
21	54,687	55,237	55,786	56,336	56,885	57,434	57,984
22	55,484	56,034	56,583	57,133	57,682	58,231	58,781
23	56,281	56,831	57,380	57,930	58,479	59,028	59,578
24	57,078	57,628	58,177	58,727	59,276	59,825	60,375
25	57,875	58,425	58,974	59,524	60,073	60,622	61,172
26	58,672	59,222	59,771	60,321	60,870	61,419	61,969
27	59,469	60,019	60,568	61,118	61,667	62,216	62,766
28	60,266	60,816	61,365	61,915	62,464	63,013	63,563
29	61,063	61,613	62,162	62,712	63,261	63,810	64,360
30	61,860	62,410	62,959	63,509	64,058	64,607	65,157
31 +	62,657	63,207	63,756	64,306	64,855	65,404	65,954

## FY 20 BASE SALARY SCHEDULE

LEVEL	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16
STEP	I	II	III	IV	V	VI	VII
1	35,761	36,261	36,761	37,261	37,761	38,261	38,761
2	36,486	36,986	37,486	37,986	38,486	38,986	39,486
3	37,211	37,711	38,211	38,711	39,211	39,711	40,211
4	37,936	38,436	38,936	39,436	39,936	40,436	40,936
5	38,661	39,161	39,661	40,161	40,661	41,161	41,661
6	39,436	39,936	40,436	40,936	41,436	41,936	42,436
7	40,211	40,711	41,211	41,711	42,211	42,711	43,211
8	40,986	41,486	41,986	42,486	42,986	43,486	43,986
9	41,761	42,261	42,761	43,261	43,761	44,261	44,761
10	42,536	43,036	43,536	44,036	44,536	45,036	45,536
11	43,361	43,861	44,361	44,861	45,361	45,861	46,361
12	44,186	44,686	45,186	45,686	46,186	46,686	47,186
13	45,011	45,511	46,011	46,511	47,011	47,511	48,011
14	45,836	46,336	46,836	47,336	47,836	48,336	48,836
15	46,661	47,161	47,661	48,161	48,661	49,161	49,661
16	47,561	48,061	48,561	49,061	49,561	50,061	50,561
17	48,461	48,961	49,461	49,961	50,461	50,961	51,461
18	49,361	49,861	50,361	50,861	51,361	51,861	52,361
19	50,261	50,761	51,261	51,761	52,261	52,761	53,261
20	51,161	51,661	52,161	52,661	53,161	53,661	54,161
21	52,161	52,661	53,161	53,661	54,161	54,661	55,161
22	53,161	53,661	54,161	54,661	55,161	55,661	56,161
23	54,161	54,661	55,161	55,661	56,161	56,661	57,161
24	55,161	55,661	56,161	56,661	57,161	57,661	58,161
25	56,161	56,661	57,161	57,661	58,161	58,661	59,161
26	56,861	57,361	57,861	58,361	58,861	59,361	59,861
27	57,561	58,061	58,561	59,061	59,561	60,061	60,561
28	58,261	58,761	59,261	59,761	60,261	60,761	61,261
29	58,961	59,461	59,961	60,461	60,961	61,461	61,961
30	59,661	60,161	60,661	61,161	61,661	62,161	62,661
31 +	60,361	60,861	61,361	61,861	62,361	62,861	63,361

Appendix C FY20 Salary Schedule

## FY 20 BASE SALARY SCHEDULE PLUS TRS @ 9.8901%

LEVEL	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16
STEP	I	II	III	IV	V	VI	VII
1	39,298	39,847	40,397	40,946	41,496	42,045	42,595
2	40,095	40,644	41,193	41,743	42,292	42,842	43,391
3	40,891	41,441	41,990	42,540	43,089	43,638	44,188
4	41,688	42,237	42,787	43,336	43,886	44,435	44,985
5	42,485	43,034	43,584	44,133	44,682	45,232	45,781
6	43,336	43,886	44,435	44,985	45,534	46,084	46,633
7	44,188	44,737	45,287	45,836	46,386	46,935	47,485
8	45,040	45,589	46,138	46,688	47,237	47,787	48,336
9	45,891	46,441	46,990	47,540	48,089	48,638	49,188
10	46,743	47,292	47,842	48,391	48,941	49,490	50,040
11	47,649	48,199	48,748	49,298	49,847	50,397	50,946
12	48,556	49,105	49,655	50,204	50,754	51,303	51,853
13	49,463	50,012	50,562	51,111	51,660	52,210	52,759
14	50,369	50,919	51,468	52,018	52,567	53,116	53,666
15	51,276	51,825	52,375	52,924	53,474	54,023	54,573
16	52,265	52,814	53,364	53,913	54,463	55,012	55,562
17	53,254	53,803	54,353	54,902	55,452	56,001	56,551
18	54,243	54,792	55,342	55,891	56,441	56,990	57,540
19	55,232	55,781	56,331	56,880	57,430	57,979	58,529
20	56,221	56,770	57,320	57,869	58,419	58,968	59,518
21	57,320	57,869	58,419	58,968	59,518	60,067	60,616
22	58,419	58,968	59,518	60,067	60,616	61,166	61,715
23	59,518	60,067	60,616	61,166	61,715	62,265	62,814
24	60,616	61,166	61,715	62,265	62,814	63,364	63,913
25	61,715	62,265	62,814	63,364	63,913	64,463	65,012
26	62,485	63,034	63,584	64,133	64,682	65,232	65,781
27	63,254	63,803	64,353	64,902	65,452	66,001	66,551
28	64,023	64,573	65,122	65,671	66,221	66,770	67,320
29	64,792	65,342	65,891	66,441	66,990	67,540	68,089
30	65,562	66,111	66,660	67,210	67,759	68,309	68,858
31 +	66,331	66,880	67,430	67,979	68,529	69,078	69,627

Appendix D FY20 TRS Salary Schedule



## FY 21 BASE SALARY SCHEDULE

LEVEL	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16
STEP	I	II	III	IV	V	VI	VII
1	36,261	36,761	37,261	37,761	38,261	38,761	39,261
2	36,986	37,486	37,986	38,486	38,986	39,486	39,986
3	37,711	38,211	38,711	39,211	39,711	40,211	40,711
4	38,436	38,936	39,436	39,936	40,436	40,936	41,436
5	39,161	39,661	40,161	40,661	41,161	41,661	42,161
6	39,936	40,436	40,936	41,436	41,936	42,436	42,936
7	40,711	41,211	41,711	42,211	42,711	43,211	43,711
8	41,486	41,986	42,486	42,986	43,486	43,986	44,486
9	42,261	42,761	43,261	43,761	44,261	44,761	45,261
10	43,036	43,536	44,036	44,536	45,036	45,536	46,036
11	43,861	44,361	44,861	45,361	45,861	46,361	46,861
12	44,686	45,186	45,686	46,186	46,686	47,186	47,686
13	45,511	46,011	46,511	47,011	47,511	48,011	48,511
14	46,336	46,836	47,336	47,836	48,336	48,836	49,336
15	47,161	47,661	48,161	48,661	49,161	49,661	50,161
16	48,061	48,561	49,061	49,561	50,061	50,561	51,061
17	48,961	49,461	49,961	50,461	50,961	51,461	51,961
18	49,861	50,361	50,861	51,361	51,861	52,361	52,861
19	50,761	51,261	51,761	52,261	52,761	53,261	53,761
20	51,661	52,161	52,661	53,161	53,661	54,161	54,661
21	52,661	53,161	53,661	54,161	54,661	55,161	55,661
22	53,661	54,161	54,661	55,161	55,661	56,161	56,661
23	54,661	55,161	55,661	56,161	56,661	57,161	57,661
24	55,661	56,161	56,661	57,161	57,661	58,161	58,661
25	56,661	57,161	57,661	58,161	58,661	59,161	59,661
26	57,361	57,861	58,361	58,861	59,361	59,861	60,361
27	58,061	58,561	59,061	59,561	60,061	60,561	61,061
28	58,761	59,261	59,761	60,261	60,761	61,261	61,761
29	59,461	59,961	60,461	60,961	61,461	61,961	62,461
30	60,161	60,661	61,161	61,661	62,161	62,661	63,161
31 +	60,861	61,361	61,861	62,361	62,861	63,361	63,861

## FY 21 BASE SALARY SCHEDULE PLUS TRS @ 9.8901%

LEVEL	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16
STEP	I	II	III	IV	V	VI	VII
1	39,847	40,397	40,946	41,496	42,045	42,595	43,144
2	40,644	41,193	41,743	42,292	42,842	43,391	43,941
3	41,441	41,990	42,540	43,089	43,638	44,188	44,737
4	42,237	42,787	43,336	43,886	44,435	44,985	45,534
5	43,034	43,584	44,133	44,682	45,232	45,781	46,331
6	43,886	44,435	44,985	45,534	46,084	46,633	47,182
7	44,737	45,287	45,836	46,386	46,935	47,485	48,034
8	45,589	46,138	46,688	47,237	47,787	48,336	48,886
9	46,441	46,990	47,540	48,089	48,638	49,188	49,737
10	47,292	47,842	48,391	48,941	49,490	50,040	50,589
11	48,199	48,748	49,298	49,847	50,397	50,946	51,496
12	49,105	49,655	50,204	50,754	51,303	51,853	52,402
13	50,012	50,562	51,111	51,660	52,210	52,759	53,309
14	50,919	51,468	52,018	52,567	53,116	53,666	54,215
15	51,825	52,375	52,924	53,474	54,023	54,573	55,122
16	52,814	53,364	53,913	54,463	55,012	55,562	56,111
17	53,803	54,353	54,902	55,452	56,001	56,551	57,100
18	54,792	55,342	55,891	56,441	56,990	57,540	58,089
19	55,781	56,331	56,880	57,430	57,979	58,529	59,078
20	56,770	57,320	57,869	58,419	58,968	59,518	60,067
21	57,869	58,419	58,968	59,518	60,067	60,616	61,166
22	58,968	59,518	60,067	60,616	61,166	61,715	62,265
23	60,067	60,616	61,166	61,715	62,265	62,814	63,364
24	61,166	61,715	62,265	62,814	63,364	63,913	64,463
25	62,265	62,814	63,364	63,913	64,463	65,012	65,562
26	63,034	63,584	64,133	64,682	65,232	65,781	66,331
27	63,803	64,353	64,902	65,452	66,001	66,551	67,100
28	64,573	65,122	65,671	66,221	66,770	67,320	67,869
29	65,342	65,891	66,441	66,990	67,540	68,089	68,638
30	66,111	66,660	67,210	67,759	68,309	68,858	69,408
31 +	66,880	67,430	67,979	68,529	69,078	69,627	70,177

Appendix F FY21 TRS Salary Schedule

### Extra-Curricular Salary Schedule:

ACTIVITIES		FY 19, FY 20, FY 21
Freshman Sponsor – 3	#	900
Sophomore Sponsor – 3	#	900
Junior Sponsor – 3	#	1800
Senior Sponsor – 3	#	1800
Math Team		1500
Math Team Assistant		900
Scholar Bowl		1500
Jr. High Scholar Bowl		900
Musical Director		1400
Musical Assistant		800
Yearbook – HS		1000
Yearbook – GS		1100
Student Council	#	1800
BETA Club – HS	#	400
BETA Club- JH	#	200
Beta Club – GS	#	400
National Honor Society		1000
FFA Advisor		1700
Science Fair		250
Summer Band		600
Model UN		0
WYSE		250
Jr./Sr. High Fall Play		1000
Ball Game Worker		25

#### **Extracurricular Evaluations:**

The District, in consultation with the Association, will prepare a document for each extracurricular position that identifies the expectations for that position. These documents will be completed and disseminated to the employees who hold those position by the last day of the 2012-2013 school year. Any employee who later accepts an extracurricular position will be given the expectations document. The District will consult and obtain the Association's input on extracurricular evaluation instruments. Evaluations may begin once all expectations documents and evaluations instruments have been developed and disseminated.

**EXTRA-CURRICULAR SALARY SCHEDULE FY 19, FY 20, and FY 21**

<b>HIGH SCHOOL ATHLETICS</b>	<b>FY 19, FY 20, and FY 21</b>		<b>JR. HIGH ATHLETICS</b>	<b>FY 19, FY 20, and FY 21</b>
Sport	Percentage		Sport	Percentage
Cross Country	0.092		JH Cross Country/ HS Assistant	0.034
HS Girls Golf	0.092		JH Boys Varsity Basketball	0.063
F/S Volleyball	0.046 (V)		JH Boys JV Basketball	0.063
HS JV Volleyball	0.069		JH Girls Varsity Basketball	0.115
HS Varsity Volleyball	0.103		JH Girls JV Basketball	0.063
F/S Boys Basketball	0.057(V)		JH Varsity Volleyball	0.074
HS Boys JV Basketball	0.092		JH JV Volleyball	0.031
HS Boys Varsity Basketball	0.143		JH Baseball	0.074
HS Girls Varsity Basketball	0.143		JH Assistant Baseball	0.025
HS Girls JV Basketball	0.092		JH Softball	0.074
F/S Girls Basketball	0.046 (V)		JH Assistant Softball	0.025
HS Cheerleading	0.071		JH Cheerleading	0.051
F/S Baseball	0.046		JH Track	0.057
HS JV Baseball	0.069		JH Track Assistant	0.025
HS Varsity Baseball	0.103			
F/S Softball	0.046 (V)			
HS JV Softball	0.069			
HS Varsity Softball	0.103			
Athletic Director	0.184			

\* Stipend will be based on the level 1 salary schedule for that contractual year. The years coached will be equivalent to the step number and multiplied by the percent.

\*No experience will be allowed to be transferred into the district. All coaches, new to the district will start on Step 1.

\*If a coach resigns then resumes to coaching the same sport, he or she will be placed on step 1 of contract, unless there is a case of maternity or family medical leave, in which will be treated on a case by case basis.

\* Experience in one sport does not equate experience in another

\* If a coach leaves the sport and then returns, they will be placed on the first step, unless there is a maternity or family medical leave.

\* All coaches will top out at 20 years.

## **EXTRA-CURRICULAR SALARY SCHEDULE FY 19, FY 20, and FY 21**

\*5<sup>th</sup> and 6<sup>th</sup> grade students will try out for and will participate on the JH athletic teams.

\*JH Varsity/JV coaches will assume the duties of coaching the 5th/6th Boys Basketball, Girls Basketball and Volleyball athletes, including practices and games.

\*The Board shall have the right to leave any stipend position vacant if it determines that the activity will not be offered for economic and/or program reasons.