

AGREEMENT BETWEEN

THE BOARD OF EDUCATION

SALEM COMMUNITY HIGH SCHOOL DISTRICT #600

AND

SALEM COMMUNITY HIGH SCHOOL EDUCATION ASSOCIATION,

IEA/NEA

2018 - 2022

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ARTICLE I - RECOGNITION

The Board of Education of Salem Community High School District 600, Salem, Marion County, Illinois, hereafter "Board", recognizes the Salem Community High School Education Association IEA/NEA, hereafter "Association", as the sole and exclusive negotiating agent for all full- and part-time certificated personnel, hereafter "Teachers", with the exception of the Superintendent, Principal(s), Assistant Principal(s), Athletic Director, substitute teachers, temporary teachers (defined as those employed for less than one (1) year), nurses (unless certified under Article 21, School Code), and supervisors as the same are defined in the Illinois Educational Labor Relations Act (IELRA), and also excluding those persons who may be certified, but are not required to be certified in order to perform job requirements. Media center personnel who are certified under Article 21 shall be included in the bargaining unit.

The Board agrees not to negotiate with any other teachers' organization with regard to items contained in this Agreement, unless an election (pursuant to the IELRA) results in the certification of a different negotiation body.

ARTICLE II – SUSPENSION WITHOUT PAY

Rules and regulations governing teacher conduct shall not be inconsistent with this Contract. Enforcement of this Article shall be for just cause.

Teachers are expected to comply with the policies and regulations of the Board and the administration and will receive in writing or in electronic format, applicable policies, rules and faculty handbooks prior to any enforcement of such policies and rules. Additional copies of Board policies, administrative rules and faculty handbooks will be made available in electronic format to the Association.

In the event a teacher must be disciplined, the following course of action will be followed, except as noted below:

Oral Warning (first offense)

A written confirmation of the oral warning will be issued to the teacher to ensure that both parties know that warning has been given. In the event the Principal issuing the oral warning does not have personal knowledge of the infraction, the Principal will specify from whom the information came.

Written Warning (second offense for the same infraction)

In the event the Principal issuing the written warning does not have personal knowledge of the infraction, the Principal will specify from whom the information came.

Suspension without pay, limited to one (1) school day, except as noted below.

Prior to suspension without pay being implemented, the Principal will conduct any investigation deemed necessary and will advise the teacher of the alleged infraction in writing within twenty-four (24) hours after completing the investigation.

The teacher will have the opportunity to respond to the charge in writing within five (5) school days in case legal advice is deemed necessary.

If the teacher chooses not to challenge the suspension, it shall be imposed immediately.

If the teacher chooses to challenge the suspension or length of same, there shall be a review by the Board if the teacher notifies the Principal in writing within five (5) school days of receiving written notice of the alleged infraction and intention to suspend.

The hearing shall be held within twenty (20) calendar days of receipt of the teacher's written request for a hearing.

The Board shall conduct the hearing in closed session to the extent permitted by law. The Board may appoint a hearing officer to assist it in hearing the case, but the Board shall not delegate the final decision to the hearing officer.

At the hearing, the teacher has the right to be represented, to cross examine witnesses and to present evidence on his/her own behalf.

If, following the hearing, the Board decides to suspend a teacher without pay; the teacher may appeal the decision to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. If no appeal is made within ten (10) calendar days of the Board's decision to suspend, then the right to an appeal shall be waived. Costs of the arbitrator shall be divided by the parties.

Suspension up to ten (10) days without oral or written warning may be imposed for infraction of rules concerning corporal punishment, infractions which cause or pose a danger of injury to persons or damage to property, sexual harassment or misconduct, dishonesty in respect to money, accounts or property belonging to the District, students, parents or other teachers, or falsifying information concerning the right to employee benefits.

The Board may conduct a post suspension review in any case where the administration makes a finding in writing that for reasons of safety or security a teacher must be immediately removed. However, the teacher shall suffer no loss of pay until after the review is held, in compliance with E. above. This does not preclude the Board from making non-disciplinary suspensions with pay.

The Association President will be advised in writing whenever discipline is imposed on a teacher under this Article.

This Article has no affect on teacher dismissal or non-renewal of probationary employees.

This Article has no affect upon other discipline which the Board may impose or seek under existing law, including by example, and not in any way limitation, letters of remediation and tenured dismissal, including suspension pending review.

ARTICLE III – EVALUATION

The parties agree that the Evaluation Plan will govern employee performance evaluations. The Board shall comply with the Illinois School Code and all applicable ISBE regulations regarding employee evaluation.

Prior to any observation, the evaluator shall acquaint the teacher with the general areas of observation and the instrument to be utilized. This may be done at the pre-evaluation conference or the day of the evaluation. An evaluation instrument committee will be made up of an equal number of teachers, selected by the teachers' association, and administrators/Board of Education members. The Joint Committee will reach consensus on any change to the evaluation instrument.

A pre observation conference will be held before the observation.

No evaluation observations will be made during the first ten (10) or the last ten (10) regular school days.

A copy of the written evaluation shall be given to the teacher at the post conference review, which shall be held within ten (10) school days unless due to absence, illness, etc., the post conference review cannot be scheduled conveniently. In any case, post conference reviews shall not be unnecessarily delayed.

If the evaluator or the Superintendent determines that more than one (1) evaluation is necessary, the teacher may request that a different evaluator be used from the person who completed the first evaluation.

This Article does not allow grievance of substantive decisions of the evaluator, but is limited to the procedures set forth herein.

A teacher may make written reaction or response to the evaluation, and such reaction or response shall be permanently attached to the evaluation.

This Article does not prevent the administration from utilizing informal observations; however, such observations will not be conducted through use of the intercom.

If informal observation will be utilized in the teacher's evaluation, an anecdotal report will be written, and a copy given to the teacher.

Guidance counselors, and other employees excluded from student growth measurements, will be evaluated by instruments agreed to by the Salem Community High School Education Association.

ARTICLE IV – GRIEVANCE PROCEDURE

Grievance

Any claim by any teacher or the Association that there has been a violation, misinterpretation or misapplication of the terms of this Agreement shall be a grievance.

Time Limits

All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) days before the close of the current school term or during the summer, time limits shall double and shall consist of all weekdays.

Procedure

Nothing contained herein shall be construed as limiting the right of any teacher having a complaint to discuss the matter informally with any appropriate member of the administration. When requested by the teacher, a member of the bargaining unit may accompany the teacher to assist in the informal resolution of the complaint. If, however, the informal process fails to satisfy the teacher or the Association, a grievance may be processed as follows:

STEP 1

In the event a problem cannot be resolved informally, the grievant may file a grievance within sixty (60) days of the event giving rise to the grievance, or the grievant's knowledge of same, whichever is later, with the District Superintendent. The Superintendent shall arrange for a meeting to take place with the grievant within ten (10) days of receipt of the grievance. The Superintendent shall issue his/her written response within twenty two (22) days of the STEP 1 meeting. The failure of a teacher or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step.

STEP 2

If the Association is not satisfied with the disposition of the grievance at STEP 1, it may within thirty five (35) days of the STEP 1 response submit the grievance to final and binding arbitration. The arbitration proceedings shall be conducted under the voluntary labor arbitration rules of the American Arbitration Association.

The arbitrator shall have no power to alter the terms of this Agreement.

Should either party desire a transcript, it shall pay the cost. Should both parties desire a transcript, the cost shall be shared equally.

Bypass to Arbitration

If the Board or its agent and the Association agree, a grievance may be submitted directly to arbitration.

Association Participation

Where the grievant(s) is not represented by the Association, the Board acknowledges the right of an Association's grievance representative to be present, beginning at STEP 1, at each step of the grievance. Resolution of such grievance(s) shall not be inconsistent with the Agreement.

Representation

The grievant shall have the right to such representation as the grievant may desire, provided, however, the grievant shall bear the cost of such assistance. The Board shall bear the cost of any representation it may desire.

Class Grievances

Class grievances involving one or more teachers shall be initially filed by the Association.

No Reprisals Clause

No reprisals shall be taken by the Board or the Administration against any teacher because of his/her participation in a grievance.

Released Time

Should the Board or the arbitrator require any teacher to attend hearings or meetings attendant to grievance processing, such teachers shall be excused without loss of pay or benefits.

Filing of Materials

All records related to a grievance shall be filed separately from the personnel file of the teacher.

Grievance Withdrawal

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

ARTICLE V – NONCONTRACTUAL CONCERNS

Should a teacher have any concern that is not specifically covered by this Agreement, the teacher may bring the issue to the attention of the Superintendent in a meeting. Upon request, the teacher may be accompanied by a local Association representative.

Should the meeting with the Superintendent fail to resolve the concern; the teacher will be entitled to bring the issue to the Board of Education at its next regularly scheduled meeting. Upon request, the teacher may be accompanied by an Association representative from the local or state level. The Board may, if it deems necessary, limit the presentation to reasonable time constraints. The Board will notify the teacher of its decision.

ARTICLE VI – REDUCTION IN FORCE

Any reduction in force or recall of certified staff shall be pursuant to the procedures and requirements of Section 24-12 of the Illinois School Code.

The following provisions shall be deemed to supplement Section 24-12 of the Illinois School Code.

- A. A teacher shall be credited with continuing service dated from the teacher's first day of full-time, continuous, uninterrupted service to the District which shall be measured from the first day the teacher actually reported for work at the beginning of the period of full-time, continuous, uninterrupted service to the District.

In the case of a non-tenured teacher, an interruption in service shall be defined as a break in continuous employment which interrupts the required probationary period, consistent with the requirements of Section 24-11(e) of the Illinois School Code. In addition to the requirements of Section 24-11(e), any of the following events shall constitute a break in service:

1. any absence from full-time employment, whether approved by the Board of Education or not, except use of Board-paid sick leave or Board-paid personal days (if applicable), save that the Board shall comply with the provisions of Chapter 122, Section 24-6 with respect to the granting of sick leave;
 2. any reduction from full-time service to the District during the running of the probationary period, whether occasioned by the teacher's request and Board approval or by the Board's unilateral action;
 3. any unauthorized absence from duty.
- B. A teacher shall acquire one year of continuing service for each complete year of full-time employment in the District. A teacher working less than a complete school year shall acquire fractional continuing service calculated by dividing the number of days worked by the number of workdays in the school calendar. For purposes of this section, "days worked" shall be defined as days for which the teacher receives regular salary from the District. Days for which the teacher does not receive regular salary shall not result in continuing service credit. No teacher shall receive credit for more than a full year's continuing service in any given school year.
- C. A teacher reduced by teacher request and Board approval where there has been no break in service or by Board-initiated reduction in force to part-time employment shall acquire continuing service subject to the following:
1. If the teacher's regular part-time schedule involves teaching each day part-time, the teacher shall acquire a fraction of a year's continuing service for each

year the teacher has actually reported for work one hundred twenty (120) or more days, except that the Board-paid sick days and Board-paid personal days (if applicable) shall be treated as days the teacher reported for work for purposes of this subsection. Fractional continuing service under this section shall be computed by use of the following equation:

The number of periods the teacher is required to be in school divided by five (5) periods.

2. If the teacher's regular part-time schedule involves teaching whole days, but not whole weeks, the teacher shall acquire a fraction of a year's continuing service for each day the teacher actually reports for work, except that if the teacher fails to report for work at least one-half (1/2) of the days called for in his/her part-time schedule, no continuing service shall accrue, except that Board-paid sick days and Board-paid personal days (if applicable) shall be treated as days the teacher reported for work for purposes of this subsection. Fractional continuing service under this section shall be computed by use of the following equation:

The number of days the teacher reported for work divided by the number of days in a full-time work year.

- D. If two or more teachers have equal continuing service, the following criteria in the following order shall be used to rank teachers until the tie is broken:
 1. previous experience credit inside and outside the District which is allowed for credit on the salary schedule;
 2. education beyond the Bachelor's degree which is allowed as credit on the salary schedule;
 3. any further ties to be determined by drawing of lots.
- E. It shall be the responsibility of each teacher subject to recall to notify the Board in writing of his/her mailing address at the time of layoff and of each mailing address change during the recall period. The Board's obligation to recall shall be met when it sends by certified mail an offer of recall to a teacher on layoff, posted to the teacher at the last mailing address the teacher has provided the Board. The teacher shall have twenty (20) days from the postmark date on the recall offer to respond to such offer. If the Board does not receive a response before the twenty (20) day period has elapsed, the teacher will be presumed to have rejected that offer.
- F. The Association will be notified and will be provided the time and opportunity to make recommendations regarding any reduction in force prior to the Board taking any action.

ARTICLE VII – TEACHER RIGHTS

Teacher Assignments

Each teacher shall be given written notice of his/her tentative teaching assignment by the last teacher work day of the school year. If any change is necessary, the teacher(s) affected shall be notified within five (5) working days of the decision. Should the change not be satisfactory to the teacher, the teacher may resign with no penalties.

Vacancies and Reassignments

The Superintendent shall provide the President of the Association, or his or her designee, with a copy of all official, certified staff vacancies in the District.

A teacher may request changes in assignment when a vacancy exists. The request shall be reviewed by the Superintendent, and the applicant shall be notified in writing of the decision within five (5) days of the decision.

Curriculum Development

A department coordinator and/or teacher shall submit requests for curriculum changes for the forthcoming year to the Administration. If suggested revisions are unacceptable, the Administration shall notify the person requesting the change and provide a written rationale for the denial within ten (10) days of the request. Failure to provide a rationale in writing shall be grievable; however, the sufficiency of the rationale or the reasoning thereof shall not be grievable.

School Calendar

There shall be no more than one hundred eighty (180) teacher responsibility days, and eight (8) emergency days. Except in an emergency, once the calendar has been established, the Association will be notified of any changes by the Superintendent and be provided the opportunity to discuss such changes with the Superintendent. The proposed school calendar will be given to the Association President at least seven (7) days before adoption by the school board.

Work Day

The teachers' work day will begin at 7:50 a.m. and end at 3:25 p.m. unless an earlier departure time has been approved by the Superintendent or his designee. Employees must have reported to their 1st hour work area prior to 7:50.

On the day prior to the Thanksgiving holiday period, students will be dismissed no later than 2:16 p.m.

If students are released early for reasons other than a teachers' meeting, teachers will be released five (5) minutes after the students' dismissal time.

Teachers may be required to attend one graduation and one open house per year. A second open house may be added by the administration, but the hours for the two open houses will be banked as parent teacher conference hours in the school calendar for a compensation day in the school calendar on the Wednesday before Thanksgiving, or other mutually agreeable date between the administration and SCHSEA. On those days the school day for students and teachers will last no longer than the state required five (5) classroom hours. Teachers may request to miss graduation through the use of ½ personal leave day. Not more than five (5) requests will be approved on a first come basis. Teachers will not be charged personal time to attend the graduation of a dependent or spouse, nor considered one of the five requests. The open house day may occur on the evening prior to the first day of teacher institute.

The Board reserves the right to request teachers to attend parent/student/teacher conferences which may occur after the teachers' normal day with twenty-four (24) hours notice.

Faculty meetings and any additional non-voluntary committee meetings scheduled outside the normal work day will require approval of the teacher's Association president.

Daily Schedules

Assigned classes shall begin no earlier than 8:00 a.m. and end no later than 3:15 p.m. The Board reserves the right to close campus during the lunch period and to schedule multiple lunch periods. The Board shall not implement a "block" schedule for the duration of this Contract. There shall be no change to the daily student schedule after the start of the school year without the mutual consent of the Board and Association. Full time teachers will have five (5) daily teaching assignments, and supervise a home room in an eight (8) period day. They will facilitate a home room four days each week. The teacher will be provided with all activities and a master copy of handouts they may need. The teacher will need to make copies as needed. A teacher may choose to complete a different but related activity. Teachers shall not be assigned any supervisory duties during either of their two (2) planning/conference periods unless it is considered an extra scheduled class. Any extra scheduled class or supervisory period that is to be assigned shall first be posted.

Early Bird Class: Any teacher may agree to teach an early bird class. Early bird classes meet four days per week; Monday, Tuesday, Wednesday and Friday from 6:50 AM to 7:50 AM. Teachers that elect to teach an early bird class are released after 7th hour. Early bird classes do not meet on half-days.

ARTICLE VIII - LEAVES

Professional Leave

Professional leave without loss of pay may, at the discretion of the administration, be permitted in order to attend conferences, workshops, school related business and school visitations. The administration shall make arrangements for substitute teachers.

Association Leave

The Association shall be allowed six (6) teacher days District wide each school term for the IEA convention or other Association business, without a salary deduction. The Association shall reimburse the School District for a substitute if one is needed for each day of Association leave in excess of two (2). The Administration shall make arrangements for substitute teachers.

Sick Leave

Each school year, each teacher shall be granted fourteen (14) sick leave days and shall be allowed to accumulate. A maximum of 340 days will be reported to TRS. A teacher shall be granted the use of sick leave days to attend the funeral of someone other than an immediate family member. Sick leave time may be taken in increments of a minimum of one period.

Sick Leave Bank

The Sick Leave Bank shall provide paid sick leave for employees who have exhausted their accumulated sick and personal leave and are unable to return to work. Only active members of the Sick Leave Bank shall be allowed to withdraw days from the Bank. Employees may choose to participate as an active member when hired or whenever the Sick Leave Bank is opened. To become an active member of the Bank, the employee will donate one day of his/her unused sick leave to the Sick Leave Bank. The employee will remain an active member until asked to donate another day based on the guidelines listed below.

Donated days are non-returnable and will be recorded as a used sick day in the employee's file. All donated days will remain in the Bank until they are needed. The Board shall not be liable for any days transferred and shall not contribute any days to the Sick Leave Bank.

The president of SCHSEA shall maintain a list of active members and the number of days donated by each. When the total number of days in the Bank meets or exceeds 110, the Bank will be closed. If the number of days drops below 110, the Sick Leave Bank will be opened.

To remain active at that time, teachers will be asked to donate one day, according to the following guidelines, until the total number of days in the bank reaches at least 110.

1st – All employees that have given 0 days

2nd – All employees that have given 1 day

3rd – All employees that have given 2 days

4th – All employees that have given 3 days

5th – All employees that have given 4 days

If an employee elects not to donate when asked, he/she will not be an active member.

A committee consisting of two members of the association and two members of the administration will govern the use of the Sick Leave Bank. No active member shall be allowed to withdraw more than ten days during one school year. To withdraw days from the Bank, an employee or his/her designee (family member, association representative or administrator) shall make a written request to the committee. The request should state the number of days needed and include a physician's written statement specifying the reason for the employee's inability to return to work. The Sick Leave Bank shall not be used for short-termed illness or maternity leave.

Personal Leave

Each teacher shall be granted three (3) personal leave days without loss of pay each school year for personal reasons. An explanation for the use of these three days will not be required. A written request must be given at least two (2) days in advance to the Superintendent or his designee. Personal leave time may be taken in increments of a minimum of one period. Personal leave days may not be taken immediately before or after school holidays nor may they be taken the first or last week of the school year. In case of emergency, these restrictions may be waived by the Superintendent or his designee. Unused personal leave days will be transferred to the teacher's accumulated unused sick leave. At the end of the school year, prior to employee checkout, partial days of sick and personal leave will be added together. If one, two, or three total periods are used then a half day will be charged. If four, five, six, or seven periods are used, a full day will be charged.

Counselors Leave

The counselors that work the FAFSA/Scholarship night will receive 2 hours of comp time. They will receive 3 hours of comp time for each night of Freshman Registration or 6 hours if all sessions are held in the same evening. This comp time may be redeemed during the last 2 weeks of their contract year by turning in the required notification. This time may not be turned into the employee's sick bank at the end of the year. Counselors may not earn more than 8 hours of comp time (1 day of comp time).

Other Leave

Leaves of absence may be granted by the Board of Education for periods not to exceed one (1) year.

Educational Leaves of Absence

Educational leaves of absence without pay may be granted to tenured employees with five (5) years service to the District, who have rendered satisfactory service to the District, and who desire to return to employment in a similar capacity at a time mutually agreeable to the teacher and to the Board.

Each approved educational leave of absence shall be of the shortest possible duration required to meet the purpose for the leave consistent with a reasonable continuity of instruction for students. Educational leaves of absence without pay, for not more than one (1) year, may be granted teachers according to the following conditions. Extensions of the leave will be considered on the same basis:

Written requests for educational leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the Board.

Dates of departure and return must be acceptable to the administration and determined prior to initiating the request.

Leaves of less than one (1) month, if acceptable to and approved by the administration, will not require Board approval nor three (3) months' notice.

Leaves may be granted for:

- B. Advanced study leading to a degree in an approved university;
- C. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program;
- D. Other reasons acceptable to the Board which will improve the educational program in the District.

Employees on such leave may continue insurance benefits if they reimburse the District for any prorata costs of benefits for which they apply.

Employees will not advance on the salary schedule while on any approved educational leave of absence unless working at least one hundred (100) days of the school year in which the leave was granted.

ARTICLE IX – FAIR SHARE

Each bargaining unit member, as condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a Fair Share Fee as defined herein.

In the event that such bargaining unit member does not pay his/her Fair Share Fee directly to the Association by a certain date as established herein, the Board shall deduct from the salary of each member of the bargaining unit on contractual continued service a Fair Share Fee equal to the Association's costs as exclusive bargaining representative. The Association shall certify, in writing, each school year the annual amount of such Fair Share Fee. The Association shall not, under any circumstances, claim or establish a Fair Share in excess of the dues uniformly required of members, or fees for contribution related to the election or support of any candidate for political office.

In addition to any other requirements of this provision, the Association shall in all ways comply with the rules of the IELRB, part 1125 "Fair Share Fee Objections."

Fair Share Fees shall be deducted on a monthly basis. However, during the first year of this Agreement, Fair Share Fees shall be deducted in substantially equal installments for the months October through May, unless certification and notification is not completed in time for the October paychecks, in which case, the Fair Share deductions shall commence with the first month thereafter. Such fees shall be paid to the Association by the Board no later than ten (10) days following the deduction. The Board is expressly relieved of obligation for Fair Share Fees in the following instances:

Insufficient earnings to cover deductions. The Employer agrees to provide the Association reasonable notice of such insufficient earnings.

Unpaid Fair Share Fees where the District has complied with its deduction obligation under this provision.

Teachers no longer employed by the District or teachers on unpaid leaves of absence.

An amount equal to a Fair Share Fee is paid to a non-religious charitable organization by those employees who object to such fees because of bona fide religious tenets or teachings of a church or religious body of which the employee is a member.

The obligation to pay a Fair Share Fee will not apply to employees who object to payment of a Fair Share Fee to the Association, on the basis of bona fide religious tenets or teachings of a church or religious body of which such employee is a member, or a belief sincerely held with the strength of traditional religious views. Upon reasonable substantiation to the Association, and collection of the entire fee, the Association will make payment on behalf of the employee to a mutually agreeable non religious charitable organization as per

Association policy and the rules and regulations of the Illinois Educational Labor Relations Board.

The Association shall save, hold harmless and defend, through its own Counsel, the District, the Board of Education, its members, past members, officers, and employees from and against all claims or causes of action rising out of or connected with the Board's obligation for deduction of Fair Share Fees, and shall pay all costs, attorneys' fees, damages, and other charges arising out of any such claim or cause of action, including, but in no way limited to those arising under the 1st and 14th Amendments of the Constitution of the United States.

If the Association is complying with its obligation under this Section, then the Association shall have no further obligations with respect to attorneys' fees or other expenses, including attorneys' fees and expenses incurred by the Employer. If the Association fails to defend the Employer, in accordance with this Section, then the Employer shall have the right to do so, and may recover from the Association all costs and expenses, including attorneys' fees, relating to such claim or action.

It is expressly understood that this save harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any willful misconduct by the Board or the Board's imperfect execution of the express obligations imposed upon it by this Article.

The Board of Education agrees to give immediate notice of such action or claim in writing to the Association, and permit the Association to intervene, if it so desires. The Board shall give full and complete cooperation to the Association and its counsel in complying with reasonable requests to secure and give evidence, obtain witnesses, and make relevant information available to both trial and all appellate levels.

ARTICLE X – FRINGE BENEFITS

A. Health Insurance

2018-2022

The Board shall pay 100% of the Single Plan B Health Insurance and High Single Dental.

The Board shall pay \$1,100 per month for the Family, employee + spouse or child, or employee + children towards Health Insurance and Family Dental plans.

If a full-time teacher elects to take single coverage, or no coverage, they will receive \$1,300.

Monthly family plan health insurance premiums exceeding the Board paid amount shall be deducted from the employees' salary each month.

Married couples, both of whom are employed by the District, each would not be eligible for full family coverage. If any coverage other than single is selected by either spouse, the other spouse will be covered by Single Plan B health insurance. Any full-time teacher that is reduced to part-time status will be eligible for health insurance benefits as defined below. Any teacher initially hired for a part-time position will not be eligible for health insurance benefits unless at some future time he/she is hired for a full-time position. The District paid portion of health insurance benefits for an eligible part-time teacher will be prorated based on his/her fractionalized employment status, e.g. the District will pay 5/7 of the District paid portion of health insurance benefits for a teacher who has been reduced to 5/7 of the work day. Eligibility in the insurance program will be determined by the insurance plan as reviewed by the Insurance Committee and approved by the Board.

It is understood that both the Board of Education and the Teacher's Association must approve any change in carriers. It is understood that \$1300 is reportable to the Teachers Retirement System as creditable earnings. It will be the responsibility of each teacher to make the required TRS contribution on the \$1300 amount reported as creditable earnings.

B. Retirement Pay

1. Article X - Retirement Pay Re-Opener Clause

Should this additional compensation provided in this Article X - Retirement Pay be determined by TRS to be included in creditable earnings for any year, such that an TRS contribution is due thereon, a Board payment to TRS is required as a result, or that it causes any teacher's compensation to exceed the TRS limit for compensation

without penalty, not to exceed 6%, for any year used by TRS in calculating the teacher's TRS annuity, then this Article X - Retirement Pay shall be void and never to have been in effect. The parties shall then convene at their first convenience, and negotiate a successor provision. During any such negotiations, the status quo shall be that no payment described in this Article X - Retirement Pay is due.

The content of Article X - Retirement Pay will be dependent on changes currently being reviewed by the Illinois State Board of Education, the Illinois General Assembly, and the Teacher's Retirement System. The Association and the Board understand and agree that Article X - Retirement Pay may be reopened for negotiations anytime it becomes clear that the content of the section is in variance with laws and rules of Illinois Teachers' Retirement System as they pertain to retirement.

2. Notice of Intent to Retire and Additional Compensation

A teacher may give the Board notice of intent to retire up to four years in advance of their actual retirement school year which concludes in the completion of a full school year. Said notice shall be delivered to the superintendent in writing, or electronically, and be addressed to the Board, shall be irrevocable, except as the Board permits in writing. The letter will be delivered on or before September 1st for the 6% to take effect that year.

The following scenarios are addressed:

- Retirement with (4) four years notice
- Retirement with (3) three years notice
- Retirement with (2) two years notice
- Retirement with (1) year of notice

In exchange for said notice, and irrespective of what the salary schedule or any other provision of this contract states, and subject to the limitations of paragraphs ***Like Pay for Like Work*** and ***Absolute Cap of 6% Increase***, the Board will apply the following options:

Four Year Notice:

The teacher's creditable earnings shall be adjusted so that the teacher shall receive, in the current school year and each of the other three remaining years of employment, an increase of 6.0% percent over the total creditable earnings the teacher received in the prior school year.

Example: The teacher submits a letter on September 1st of 2016. Their creditable earnings from the 2015-2016 school year total . . . \$50,000.

4 Year Example		2017 -2018 Earnings = \$50,000	Total Pay with Retirement 6%
Year 1	2018 - 2019	\$50,000 x 1.06	\$53,000
Year 2	2019 - 2020	\$53,000 x 1.06	\$56,180
Year 3	2020- 2021	\$56,180 x 1.06	\$59,556
Year 4	2021- 2022	\$59,556 x 1.06	\$63,124

Three Year Notice:

The teacher’s creditable earnings shall be adjusted so that the teacher shall receive in the current school year and each of the other two remaining years of employment an increase of 6.0% percent over the total creditable earnings the teacher received in the prior school year.

Two Year Notice:

The teacher’s creditable earnings shall be adjusted so that the teacher shall receive in the current school year and the one remaining school year of employment an increase of 6.0% over the total creditable earnings the teacher received in the prior school year.

One Year Notice:

The teacher’s creditable earnings shall be adjusted so that the teacher shall receive in the current school year an increase of 6.0% over the total creditable earnings the teacher received in the prior school year.

“Total creditable earnings” means all compensation received by the teacher from the Board, which is recognized by TRS as “creditable earnings” such as salary increase, supplemental duty pay (schedule B), cash for insurance, step, and lane increase, etc.

3. Like Pay for Like Work

This text and all examples are drafted assuming that all teachers are employed full time, and that their percentage of employment and work will remain full time during the periods following notice of intent to retire. If a teacher’s percentage of work decreases, salary will be decreased commensurate with the reduced work percentage.

Example A: Teacher AB suffers a serious automobile accident, and as a result does not have stamina to work the entire day. She requests and is granted by the Board an accommodation to work 2/3 time. Her salaries, including any raise herein specified, is reduced proportionately to 66.66% of what it would have been if AB had continued to work full time.

Example B: At the time of notice of retirement, Teacher CD serves as an assistant basketball coach. Following the second year in the retirement incentive period, Teacher CD ceases to serve as an assistant basketball coach. For the remaining retirement incentive years, Teacher CD's earnings will be reduced by the amount of the basketball coaching stipend.

These examples are meant to be illustrations and are not intended to be exhaustive of all possible work decreases. (i.e. teaching overloads, extra duty positions)

4. Absolute cap of 6% Increase

Nothing in this Article X- Retirement Pay or any other provision in this agreement requires the Superintendent or Board to assign any teacher to duties such that their creditable earnings for any year will increase by more than 6% as compared to any prior year, if that teacher will be eligible to retire that year, or if that increased compensation in excess of 6% may be utilized by TRS in calculating that teacher's final compensation for TRS annuity purposes.

5. Good Faith

This provision is intended to replace a benefit which would have caused the Board to pay substantial penalties to TRS. For this replacement benefit to function as intended, the work performed by the teacher and the compensation therefore shall not be altered except as agreed by the Board and Association. After a notice of intent to retire has been given, if a teacher fails or refuses to perform work upon which a prior year's creditable earnings total was based, then that teacher's subsequent year's creditable earnings shall be calculated as if the teacher had not performed the same work in the prior year. Similarly, the Board shall not remove work from a teacher necessary to achieve the intended levels of compensation absent good cause.

6. Availability

Due to the substantial costs payable by the Board under the Early Retirement Option of TRS (modified), the benefits of this Article X - Retirement Pay are not available to teachers who retire under the Early Retirement Option.

7. Rescinding Notice of Intent to Retire

If a teacher has a change in life circumstances due to divorce or death of a spouse, the teacher may rescind the letter of resignation. The additional sums received by the teacher as a result of this Article X - Retirement Pay shall be repaid by the teacher. Should it be necessary to file suit to collect said amounts, the teacher shall be responsible for paying the District's costs of suit, including reasonable attorney's fees.

The teacher and superintendent shall reach a schedule for repayment by payroll deduction as a condition of the teacher's right to rescind. The teacher may apply to the Board of Education to rescind a letter of resignation under this Article X - Retirement Pay, which the Board may grant in its discretion and the denial application to rescind shall not be grievable under this Agreement.

ARTICLE XI – SALARY

Placement on Salary Schedule

The Superintendent, with the Board, shall determine the classification of each teacher as to experience, training, and placement on the schedule according to the following criteria:

Hours or training acquired after the date of receiving a Bachelor's degree must be a part of an accepted program of study leading to a Master's degree and recognized as such by an institution of higher education; or

If no Master's degree is pursued, a teacher may be credited up to a BA + 16 with eight (8) semester hours in his/her certified teaching area and eight (8) semester hours in general education. General education courses shall be defined as courses within the Education Department or courses in Technology with direct application to his/her current teaching assignment. All courses must be at the graduate level. This qualification may be waived if a teacher is requested to enroll in undergraduate courses which specifically enhance technical training for specific teaching skills.

Hours of training acquired after a Master's degree must be a part of an organized program of study leading to one of the following:

A second Master's degree; (The degree would have to have thirty two (32) semester hours or more to qualify for the last column of the salary schedule.)

An advanced certificate;

A Doctor's degree.

or

If a teacher does not wish to pursue a degree beyond a Master's, he/she may acquire a Master's + 16 with eight (8) semester hours in his/her certified teaching area and eight (8) semester hours in general education as defined above.

Prior written approval is needed for all items under "3" before the initial class meeting.

If more than one program for a degree is pursued beyond a Bachelor's degree, at least one of these degrees must include a major emphasis in the field for which the teacher is qualified, as described in Document #1, State Board of Education.

When, by reason of additional education, a teacher is eligible to advance on the salary schedule, written application for such advancement must be made by September 1 of each year with official transcripts supporting such application on file by October 1 of the same year.

Teaching experience consisting of one half (1/2) or more of a school year shall count as one (1) full year of experience. No experience credit shall be allowed for less than one half (1/2) of a school year.

Experience credit for military service is limited to a maximum of two (2) years, and the teacher must have been employed as a teacher prior to military service.

Overload Classes

Any teacher whose normal teaching assignment would require five (5) scheduled classes, but who is assigned on a permanent basis to an extra scheduled class, in place of a preparation period, shall receive the salary adjustment based on 1/5 of the base salary for a beginning teacher. Payment for overload class will be on the October, December, March, and May pay periods. Seniority will be considered when making assignments. Media/guidance, etc., who teach a regular classroom of at least one (1) semester will receive 1/5 of the beginning salary per semester.

Tuition Reimbursement

Any teacher with two(2) years or more of full time SCHS teaching experience taking college level courses shall be reimbursed for the cost of tuition up to \$150 per semester credit hour. If the desired master's degree will result in an instructor being eligible to teach Dual-Credit classes, or if in the current content teaching area, then the reimbursement rate will be \$250 per semester hour. A maximum of twelve (12) semester hours shall be reimbursed per contract year when credit is earned with a grade of "B" or better in college level courses appropriate to the teacher's current teaching assignment and having prior approval of the administration. Prior approval shall be interpreted to mean that the teacher has made written application (using the appropriate form) to the Superintendent, with approval having been made before the initial meeting of the courses involved. The Superintendent shall have the authority to waive any of the above restrictions. When by reason of completed course work, a teacher believes he/she is eligible for reimbursement hereunder; he/she shall file written notice of entitlement with the Superintendent. A certified transcript or official report card supporting such notice of entitlement shall accompany the notice provided that, if a report card is used, a certified transcript will be provided as soon as it is available. Reimbursement shall be made by the Board no later than thirty (30) days following the receipt by the Superintendent of the notice of entitlement and certified transcript.

National Board Certification

Any teacher that receives National Board for Professional Teaching Standards certification will receive a one-time stipend of \$1000.

Part Time Teachers

Classroom instruction:

1/7th of salary schedule per class

3 or 4 classes, add one prep period at 1/7th

5 classes equal full time

Media, Guidance, etc., 1/7th salary schedule for each period worked.

Substitute Pay

Substitute pay for covering another teacher's class shall be paid at 1/5 of the full day substitute teacher's pay. With pre-approved absences of at least 24 hours, the administration shall make every reasonable attempt to find a substitute before assigning a regularly employed teacher to said duties. The teacher shall not be responsible for arranging for his or her own substitute but may provide a list of substitutes to the administration.

Salary Schedules (Appendices I, II, III, IV)

Extra Pay Schedule (Appendix V)

When a position on the extra duty schedule becomes vacant, the teaching staff, through the Association, shall be notified and have the opportunity to apply for the position before procedures for hiring someone from outside the staff will be initiated.

The amount paid for a position on the extra duty schedule will be determined by multiplying the percent by the beginning salary (BA/BS 0 yrs. experience) from the salary schedule. This amount will be used for all positions held for (0--4) years.

The five (5) year experience increment will take effect at the beginning of the sixth year of service.

When an individual has met the requirements to move to the experience column his salary will be increased an additional five percent (5%) and will be calculated by the following formula: (0 4 year amount for that position) X 1.05.

Experience will be determined in this manner:

Years' experience in the same capacity in another school will not apply in this school.

Years' experience already accumulated in this capacity will apply for placement on the schedule.

If, following a break in continuous service, a person returns to a position, he will receive credit for the previous years' experience.

A person moving from a head coaching position to an assistant coaching position in the same sport will be credited with previous years' experience. (Example: 3 years head football coach following by 1 year assistant football coach = 4 yrs. assistant football coaching experience).

The Board of Education reserves the decision whether to fill any extra duty position. The listing of an extra duty position does not indicate that such position will be filled.

In accordance with Section 414(h)(2) of the Internal Revenue Code, and so as to shelter the employee contribution to the Teacher's Retirement System (TRS), the Board of Education agrees to "pick up" the TRS employee contribution in the amount of nine percent (9%) from each bargaining unit member's gross salary and compensation (including extra duty pay) the same being, 1.098901 times each bargaining unit member's total Internal Revenue Service compensation. Should the Teacher's Retirement System or the Internal Revenue Service by rulings change the above conditions, that clause or portion so affected will be amended in consultation with the President of the Association to conform to the changes. Should TRS contributions be increased, the Board and the Association shall take all reasonable steps to permit the Board of Education to "pick up" the additional contribution so required, such as making new TRS salary or compensation schedules.

The intent of this provision is to provide the greatest I.R.S. shelter permitted by law, and to limit the Board's expenditure obligation to no more than the TRS salary amounts agreed to by the parties in this agreement.

The Board shall meet with the Association to negotiate any retirement incentives to be offered by the Board under an early retirement program from the Teacher's Retirement System during the life of this Contract.

ARTICLE XII – EFFECT OF AGREEMENT

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

The Board shall provide in written or electronic form a copy of the Agreement to the Association within a reasonable time after adoption by the Board and ratification by the Association.

Should any part of this Agreement be declared illegal by a body of competent jurisdiction, all the remainder of this Agreement shall remain in full force and effect.

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties in the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Board and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives any right which might otherwise exist under law, practice, or custom to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in, this Agreement.

During the term of this Agreement the Association will not instigate or encourage a strike or concerted effort to render less than full and complete service in an attempt to coerce a change in working conditions.

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 express language of this Agreement are retained by the Board of Education, provided, however, that no such rights shall be exercised so as to violate any of the specific provisions of this Agreement.

This Agreement shall be in effect during the four 4 year period beginning May 30, 2018 and ending August 15, 2022.

This Agreement is signed this 30th day of May, 2018

For the Board of Education, Salem Community High School District #600

President

Vice-President

For the Salem Community High School Education Association, IEA/NEA

President

Negotiation Chairman

Attest:

Secretary

APPENDIX I
2018 - 2019
SALARY SCHEDULE

Salary Schedule 2018-19					Step=	1030	Education=	800	
	BS/BA	BS/BA +8	BS/BA +16	BS/BA +24	MS/MA	MS/MA + 8	MS/MA + 16	MS/MA + 24	MS/MA + 32
0	37100	37900	38700	39500	40300	41100	41900	42700	43500
1	38130	38930	39730	40530	41330	42130	42930	43730	44530
2	39160	39960	40760	41560	42360	43160	43960	44760	45560
3	40190	40990	41790	42590	43390	44190	44990	45790	46590
4	41220	42020	42820	43620	44420	45220	46020	46820	47620
5	42250	43050	43850	44650	45450	46250	47050	47850	48650
6	43280	44080	44880	45680	46480	47280	48080	48880	49680
7	44310	45110	45910	46710	47510	48310	49110	49910	50710
8	45340	46140	46940	47740	48540	49340	50140	50940	51740
9	46370	47170	47970	48770	49570	50370	51170	51970	52770
10	47400	48200	49000	49800	50600	51400	52200	53000	53800
11	48430	49230	50030	50830	51630	52430	53230	54030	54830
12	49460	50260	51060	51860	52660	53460	54260	55060	55860
13	50490	51290	52090	52890	53690	54490	55290	56090	56890
14	51520	52320	53120	53920	54720	55520	56320	57120	57920
15	52550	53350	54150	54950	55750	56550	57350	58150	58950
16	53580	54380	55180	55980	56780	57580	58380	59180	59980
17	54610	55410	56210	57010	57810	58610	59410	60210	61010
18	55640	56440	57240	58040	58840	59640	60440	61240	62040
19	56670	57470	58270	59070	59870	60670	61470	62270	63070
20	57700	58500	59300	60100	60900	61700	62500	63300	64100
21	58730	59530	60330	61130	61930	62730	63530	64330	65130
22	59760	60560	61360	62160	62960	63760	64560	65360	66160
23	60790	61590	62390	63190	63990	64790	65590	66390	67190
24	61820	62620	63420	64220	65020	65820	66620	67420	68220
25	62850	63650	64450	65250	66050	66850	67650	68450	69250
26	63880	64680	65480	66280	67080	67880	68680	69480	70280
27	64910	65710	66510	67310	68110	68910	69710	70510	71310
28	65940	66740	67540	68340	69140	69940	70740	71540	72340
29	66970	67770	68570	69370	70170	70970	71770	72570	73370
30	68000	68800	69600	70400	71200	72000	72800	73600	74400

APPENDIX II
2019 - 2020
SALARY SCHEDULE

Salary Schedule 2019-20					Step=	1040	Education=	800	
	BS/BA	BS/BA +8	BS/BA +16	BS/BA +24	MS/MA	MS/MA + 8	MS/MA + 16	MS/MA + 24	MS/MA + 32
0	37950	38750	39550	40350	41150	41950	42750	43550	44350
1	38990	39790	40590	41390	42190	42990	43790	44590	45390
2	40030	40830	41630	42430	43230	44030	44830	45630	46430
3	41070	41870	42670	43470	44270	45070	45870	46670	47470
4	42110	42910	43710	44510	45310	46110	46910	47710	48510
5	43150	43950	44750	45550	46350	47150	47950	48750	49550
6	44190	44990	45790	46590	47390	48190	48990	49790	50590
7	45230	46030	46830	47630	48430	49230	50030	50830	51630
8	46270	47070	47870	48670	49470	50270	51070	51870	52670
9	47310	48110	48910	49710	50510	51310	52110	52910	53710
10	48350	49150	49950	50750	51550	52350	53150	53950	54750
11	49390	50190	50990	51790	52590	53390	54190	54990	55790
12	50430	51230	52030	52830	53630	54430	55230	56030	56830
13	51470	52270	53070	53870	54670	55470	56270	57070	57870
14	52510	53310	54110	54910	55710	56510	57310	58110	58910
15	53550	54350	55150	55950	56750	57550	58350	59150	59950
16	54590	55390	56190	56990	57790	58590	59390	60190	60990
17	55630	56430	57230	58030	58830	59630	60430	61230	62030
18	56670	57470	58270	59070	59870	60670	61470	62270	63070
19	57710	58510	59310	60110	60910	61710	62510	63310	64110
20	58750	59550	60350	61150	61950	62750	63550	64350	65150
21	59790	60590	61390	62190	62990	63790	64590	65390	66190
22	60830	61630	62430	63230	64030	64830	65630	66430	67230
23	61870	62670	63470	64270	65070	65870	66670	67470	68270
24	62910	63710	64510	65310	66110	66910	67710	68510	69310
25	63950	64750	65550	66350	67150	67950	68750	69550	70350
26	64990	65790	66590	67390	68190	68990	69790	70590	71390
27	66030	66830	67630	68430	69230	70030	70830	71630	72430
28	67070	67870	68670	69470	70270	71070	71870	72670	73470
29	68110	68910	69710	70510	71310	72110	72910	73710	74510
30	69150	69950	70750	71550	72350	73150	73950	74750	75550

**APPENDIX III
2020-2021
SALARY SCHEDULE**

Salary Schedule 2020-21					Step=	1050	Education=	800	
	BS/BA	BS/BA +8	BS/BA +16	BS/BA +24	MS/MA	MS/MA + 8	MS/MA + 16	MS/MA + 24	MS/MA + 32
0	38800	39600	40400	41200	42000	42800	43600	44400	45200
1	39850	40650	41450	42250	43050	43850	44650	45450	46250
2	40900	41700	42500	43300	44100	44900	45700	46500	47300
3	41950	42750	43550	44350	45150	45950	46750	47550	48350
4	43000	43800	44600	45400	46200	47000	47800	48600	49400
5	44050	44850	45650	46450	47250	48050	48850	49650	50450
6	45100	45900	46700	47500	48300	49100	49900	50700	51500
7	46150	46950	47750	48550	49350	50150	50950	51750	52550
8	47200	48000	48800	49600	50400	51200	52000	52800	53600
9	48250	49050	49850	50650	51450	52250	53050	53850	54650
10	49300	50100	50900	51700	52500	53300	54100	54900	55700
11	50350	51150	51950	52750	53550	54350	55150	55950	56750
12	51400	52200	53000	53800	54600	55400	56200	57000	57800
13	52450	53250	54050	54850	55650	56450	57250	58050	58850
14	53500	54300	55100	55900	56700	57500	58300	59100	59900
15	54550	55350	56150	56950	57750	58550	59350	60150	60950
16	55600	56400	57200	58000	58800	59600	60400	61200	62000
17	56650	57450	58250	59050	59850	60650	61450	62250	63050
18	57700	58500	59300	60100	60900	61700	62500	63300	64100
19	58750	59550	60350	61150	61950	62750	63550	64350	65150
20	59800	60600	61400	62200	63000	63800	64600	65400	66200
21	60850	61650	62450	63250	64050	64850	65650	66450	67250
22	61900	62700	63500	64300	65100	65900	66700	67500	68300
23	62950	63750	64550	65350	66150	66950	67750	68550	69350
24	64000	64800	65600	66400	67200	68000	68800	69600	70400
25	65050	65850	66650	67450	68250	69050	69850	70650	71450
26	66100	66900	67700	68500	69300	70100	70900	71700	72500
27	67150	67950	68750	69550	70350	71150	71950	72750	73550
28	68200	69000	69800	70600	71400	72200	73000	73800	74600
29	69250	70050	70850	71650	72450	73250	74050	74850	75650
30	70300	71100	71900	72700	73500	74300	75100	75900	76700

**APPENDIX IV
2021 - 2022
SALARY SCHEDULE**

Salary Schedule 2021-22					Step=	1060	Education=	800	
	BS/BA	BS/BA +8	BS/BA +16	BS/BA +24	MS/MA	MS/MA + 8	MS/MA + 16	MS/MA + 24	MS/MA + 32
0	39700	40500	41300	42100	42900	43700	44500	45300	46100
1	40760	41560	42360	43160	43960	44760	45560	46360	47160
2	41820	42620	43420	44220	45020	45820	46620	47420	48220
3	42880	43680	44480	45280	46080	46880	47680	48480	49280
4	43940	44740	45540	46340	47140	47940	48740	49540	50340
5	45000	45800	46600	47400	48200	49000	49800	50600	51400
6	46060	46860	47660	48460	49260	50060	50860	51660	52460
7	47120	47920	48720	49520	50320	51120	51920	52720	53520
8	48180	48980	49780	50580	51380	52180	52980	53780	54580
9	49240	50040	50840	51640	52440	53240	54040	54840	55640
10	50300	51100	51900	52700	53500	54300	55100	55900	56700
11	51360	52160	52960	53760	54560	55360	56160	56960	57760
12	52420	53220	54020	54820	55620	56420	57220	58020	58820
13	53480	54280	55080	55880	56680	57480	58280	59080	59880
14	54540	55340	56140	56940	57740	58540	59340	60140	60940
15	55600	56400	57200	58000	58800	59600	60400	61200	62000
16	56660	57460	58260	59060	59860	60660	61460	62260	63060
17	57720	58520	59320	60120	60920	61720	62520	63320	64120
18	58780	59580	60380	61180	61980	62780	63580	64380	65180
19	59840	60640	61440	62240	63040	63840	64640	65440	66240
20	60900	61700	62500	63300	64100	64900	65700	66500	67300
21	61960	62760	63560	64360	65160	65960	66760	67560	68360
22	63020	63820	64620	65420	66220	67020	67820	68620	69420
23	64080	64880	65680	66480	67280	68080	68880	69680	70480
24	65140	65940	66740	67540	68340	69140	69940	70740	71540
25	66200	67000	67800	68600	69400	70200	71000	71800	72600
26	67260	68060	68860	69660	70460	71260	72060	72860	73660
27	68320	69120	69920	70720	71520	72320	73120	73920	74720
28	69380	70180	70980	71780	72580	73380	74180	74980	75780
29	70440	71240	72040	72840	73640	74440	75240	76040	76840
30	71500	72300	73100	73900	74700	75500	76300	77100	77900

**APPENDIX V – EXTRA PAY SCHEDULE
2018 – 2022
EXTRA PAY SCHEDULE**

Base Pay: 2018-19 \$37,100 2019-20 \$37,950 2020-21 \$38,800 2021-22 \$39,700		
Position		Percentage
Baseball		
	Head	10
	Assistant	5.5
Boys Basketball		
	Head	15.5
	Assistant	9
	Assistant	9
	Assistant	9
Girls Basketball		
	Head	15.5
	Assistant	9
	Assistant	9
	Assistant	9
Football		
	Head	15.5
	Assistant	9
	Assistant	9
	Assistant	9
	Assistant	9
	Assistant	9
Boys and Girls CC		
	Head	10
	Assistant	5.5
Boys Golf		7.5
Girls Golf		7.5
Boys Tennis		7.5
Girls Tennis		7.5
Boys Soccer		7.5
Girls Soccer		7.5
Boys Track		
	Head	10
	Assistant	5.5
Girls Track		
	Head	10
	Assistant	5.5
Volleyball		
	Head	10
	Assistant	5.5
Softball		
	Head	10
	Assistant	5.5

Bowling		
	Head	10
	Assistant	5.5
Other		
Athletic Trainer (certified and licensed)		24
Cheerleading		12
Dance Team		5
Weight training		4
Academic Challenge		6
FFA (+10/9)		
Band (+10/9)		9
Vocal		9
Student Council		9
Thoughtwell		3
Department Head		4
Fall Play Director		5
Fall Play Assistant Director		2.5
Spring Play Director		5
Spring Play Assistant Director		2.5
Ticket Manager		3
Foreign Language Club		3
Art Club		3
Social Studies Club (if no Mock Trial)		3
Scholastic Bowl		9
Math Team		6
Mock Trial (if no SS club)		6
FBLA		3
Prom Committee		
	Prom Booklets per hour	0.06
	Prom Coronation	1.1
	Prom Coronation	1.1
	Prom Decoration	2
	Prom Decoration	2
	Prom Decoration	2
	Prom Ticket Sales	0.7
Retirement Dinner		
	#Program	\$50
	#Dinner Coordinator	\$175
	#Dinner Coordinator	\$175
Peer Helper		3
National Honor Society		2
Summer School	per hour	0.085
Driver Ed (Driving)	per hour	0.07
Media Specialist	per hour	0.06
#Ticket Sellers & Takers **	per event	0.09
#Scorer and Timer **	per event	0.1
#Announcer **	per event	0.09
#Testing Monitors		0.3

#Mileage		IRS Rate
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* If two or more people serve this duty, the amount will be divided equally

** Regular season only

Position does not receive 5% experience increment