

**COLLECTIVE BARGAINING
AGREEMENT
BETWEEN**

**ROANOKE-BENSON EDUCATION ASSOCIATION
Affiliated with the
IEA - NEA**

AND

**ROANOKE-BENSON UNIT #60
BOARD OF EDUCATION**

ROANOKE, ILLINOIS

SY 2017 – SY 2021

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ARTICLE I RECOGNITION

- 1.1** The Board of Education of Roanoke-Benson Unit District No. 60, hereinafter referred to as the "Board", recognizes the Roanoke-Benson Education Association, affiliated with the Illinois Education Association and the National Education Association, hereinafter referred to as the "Association", as the sole and exclusive negotiations agent of all certified personnel employed by the District; excluding all managerial, supervisory, confidential and short-term employees, as defined by the Illinois Education Labor Relations Act, and all teacher aides.

ARTICLE II GRIEVANCE PROCEDURE

2.1 **Definition**

A grievance shall mean a written complaint by a member of the bargaining unit that there has been an alleged violation, misinterpretation, or misapplication of the specific provisions of this Agreement.

2.2 **Purpose**

Every employee covered by this Agreement shall have the right to present grievances in accordance with these procedures, the purpose of which is to secure, at the lowest possible administrative level, equitable solutions to valid grievances which may arise.

2.3 **Representation**

The grievant has the right to representation of choice in the grievance procedure. The grievant shall be present at all grievance discussions unless the Board, Association and the grievant mutually agree that the grievant's presence is not desirable or necessary. When the presence of the grievant at a grievance hearing is required by either party, illness or incapacity of the grievant shall be grounds for any necessary extension of grievance procedure time limits.

2.4 Time Limits

A grievance must be filed within twenty (20) days of the occurrence or from the date the grievant should reasonably have known of the occurrence of the event which gave rise to the grievance. The number of days indicated at each step in the procedure shall be considered as the maximum allowable to the parties and every effort shall be made to resolve the grievance as rapidly as possible. All time limits consist of school days, except where noted or when a grievance is submitted fewer than twenty (20) days before the close of the current school term, then time limits shall consist of days when the district office is open.

2.5 Procedures

The parties acknowledge that it is usually most desirable for a teacher and the teacher's immediate supervisor to resolve problems through informal and free communications. If, however, the informal process fails to satisfy the teacher, a grievance may be processed in the following manner and the grievant may be accompanied by a representative of choice.

Step One

The teacher or the Association shall file the grievance in writing with the immediate supervisor, who shall certify by signature the date the grievance was received. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the Agreement which are applicable, and shall state the remedy requested. The supervisor shall arrange for a meeting to take place with the grievant within ten (10) days after receipt of the grievance. The supervisor shall make a decision on the grievance and communicate it in writing to the grievant and the Superintendent within five (5) days of the meeting.

Step Two

In the event a grievance has not been satisfactorily resolved at Step One, the grievant or the Association may present the grievance within twenty (20) days to the Superintendent who will follow the same provisions as established in Step One.

Step Three

If the grievance is not satisfactorily resolved at Step Two, the Association, at its discretion, may submit to the Superintendent a written request on behalf of the Association and the grievant to enter into binding arbitration. If a demand for binding arbitration is not filed within twenty (20) days of receipt of the Step Two decision, then the grievance shall be deemed withdrawn.

Arbitration proceedings shall be conducted by an arbitrator to be selected by the District and the Association from a roster of arbitrators provided by the American Arbitration Association. Within ten (10) days after the Association requests binding arbitration, the District and the Association will request the American Arbitration Association provide a panel of five (5) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one name shall remain. The remaining name shall be the arbitrator. Expenses for the arbitrator's services shall be borne equally by the District and the Association.

The decision of the arbitrator shall be final and binding on the parties. The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. The arbitrator's authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the District and the Association, and his decision must be based solely and only upon his interpretation of the meaning or application of the expresses relevant language of the Agreement.

2.6 Additional Items

1. Bypass

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

2. Withdrawal

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

3. Settlement

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

4. Costs of Arbitration

The fees and the expenses of the arbitrator shall be shared equally by the parties. The parties shall each be responsible for the costs of their own representation. If only one party requests the presence of a court reporter, that party shall bear the costs of the reporter. If only one party requests the postponement of an arbitration hearing, that party shall bear the costs of such postponement.

5. Cooperation

The District and the Association shall cooperate in the investigation of any grievance.

6. Handling of Grievance

Any investigation or other handling or processing of any grievances by the grievant or the Association shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grievant or of the District's employees.

7. Contract Expiration

A grievance arising under this contract may be processed through the grievance procedure until resolution even after expiration of the contract.

8. Bar to Appeal

Failure of a grievant 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 time limits shall permit the grievant to proceed to the next step. Time limits may be extended by mutual agreement.

9. Other Complaints

If the Association or any employee files any claim or complaint in any forum other than under the grievance procedure of this Agreement, then the District shall not be required to process this same claim or set of facts through the grievance procedure.

10. No Reprisal

No reprisals shall be taken by the District against any teacher because of the filing or participation in a grievance.

ARTICLE III TERMS OF EMPLOYMENT

3.0 Teacher Work Day

Certified staff work day shall begin at 7:55 AM and shall end at 3:15 PM. Exceptions will be made on days with holiday dismissal or unless authorized by the administration to leave earlier due to special circumstances.

A teacher's dismissal time of 11:30 constitutes a half-day for personal or sick leave time.

3.1 Duty Free Lunch Period

Duty free lunch hour will be provided according to Section 24-9 of the School Code. (Every teacher in any school house where two (2) or more teachers are employed whose duties require attendance at the school for four (4) or more clock hours in any school day

shall be entitled to and be allowed a duty free lunch period equal to the regular local school lunch period but not less than thirty (30) minutes in each school day).

3.2 Payroll Procedures

1. Teachers payroll will be issued on the 10th and 25th of each month or on the last preceding student attendance day, in the event of a vacation or weekend. Teachers have the choice of either taking pay in 18 installments (over 9 months) or 24 installments (over 12 months).

2. Direct Payroll Deposit Option

All employees will be paid through direct deposit. Forms will be provided, and it will be the responsibility of each individual employee to see that all information is provided to begin the direct deposit of his or her payroll check.

3. Payroll deductions for dues to local association, tax sheltered annuities, and credit union will be made available to teachers. Request for payroll deductions, change in annuities, changes in the number of payment for salary, and changes in number of dependents only in September and January. (Changes in the number of dependents will be permitted when there is an actual change in the number of dependents).

4. A teacher's daily wage will be determined on the basis of 185 days in a school year. (In other words, the contract salary will be divided by 185 to determine the daily wage).

5. In order for a teacher to advance on the schedule and to be able to count additional college training taken during the preceding year, the teacher must show that the work is complete on, or before, September 1. In order for a teacher to advance on the schedule to be able to count additional college training taken during the current school year the teacher must show that the work is complete on, or before March 1. The teacher will be appropriately advanced on the salary schedule in the month following proof of work completed.

6. Fair Share

A. Each bargaining unit member, as a condition for his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state, and national dues.

In the event that the bargaining unit member does not pay his/her fair share fee directly to the Association, the Board shall deduct the fair share fee from

the wages of the non-member. Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.

The obligation to pay fair share fee will not apply to any employee who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such employee is a member, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the 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.

B. Hold Harmless Clause

In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this Article (3.2.5), the Association agrees to defend such action, at its own expense and through its own counsel, provided:

- (1) The Employer gives immediate notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires, and
- (2) The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.

The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damage and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's compliance with this Article (3.2.5).

Exception

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

3.3 Class Size

The Board will strive to keep class size as low as possible given the financial constraints of the district and given the availability of teachers to teach certain subjects.

**ARTICLE IV
LEAVES OF ABSENCES**

4.1 Sick Leave

1. Sick Leave will be granted as follows: (1) 0 through 9 years of experience, 12 days per year (2) 10 through 19 years of experience, 15 days per year (3) 20 years and above, 18 days per year.
2. Unused sick leave will be accumulated to 340 days.
3. Sick leave can be used for Immediate family as defined by H.B. 254 as follows: Immediate family shall include children, step-children, sons-in-law, daughters-in-law, parents, step-parents, spouse, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardian.

4.2 Sick Leave Bank

1. The Sick Leave Bank is a voluntary bank of teacher sick leave days administered by the district which may be used after serious illness only by participating teachers. The definition of teacher in the sick leave bank includes any member of the association who has signed up to donate sick days to the sick bank.
2. To become a member of the bank, any teacher must donate one day per year, up to a maximum of 3 days donated in total.
3. Upon request by the Association to the Superintendent, the number of unused days in the Sick Leave Bank will be reported to the Association.
4. The maximum number of days that can be used by a sick-leave bank member from the Bank in one fiscal year's period of time may not exceed 75% of the days available in the bank at that time (to the nearest whole day.)
5. Days in the Sick Leave Bank shall be for serious illness on the part of the teacher, spouse or dependent children through age 23. It does not cover elective surgery. Teachers who draw benefits under the Teacher Retirement System or under Workmen's Compensation shall cease to draw from the Sick Leave Bank.
6. Days will continue to accumulate in the Bank up to one hundred (100) days. Should the number of days exceed one hundred (100) during the first thirty days of the new school year, the additional days added for that year will be held in a reserve. At such time that one hundred (100) days are accumulated, any additional days will go into the reserve. Whenever the Sick Leave Bank drops below one hundred (100) days, the reserve shall be used to bring the Bank up to one hundred (100) days. No new days will be added by continuing members as

long as the Sick Leave Bank remains at or above one hundred (100) days. New staff members will contribute when hired if they desire to participate in the Bank, with their sick day contribution going to the reserve should the Sick Leave Bank be at or above one hundred (100) days. The reserve days may not be considered as part of the maximum 75% of the days accessible for use.

7. No sick leave bank member can request to use the Bank unless all his/her sick days and personal leave days are exhausted. The member shall provide a written request to use the bank to the RBEA President and the Superintendent. A doctors note or similar written verification shall be provided to the RBEA President. A committee of administrators, the RBEA President, and the RBEA building representatives will review each request and make a recommendation to the Superintendent. In the case of an emergency when time does not permit this to be done ahead of time, the committee may act retroactively.
8. Sick Leave Bank days will only be added during the first thirty (30) days of each school year. Any unused days carry over for use the next year.
9. If the number of days drops below the fully funded status (100 days), any active member who has not contributed the maximum of three days will be required to contribute a day per year until the 3-day maximum is attained.

4.3 Personal Leave

1. A teacher shall be granted two (2) days of leave annually, with pay, for personal reasons. Unused personal leave days will accumulate up to a maximum of 4 days. Any additional unused personal leave days will be added to unused sick leave.
2. A written application for personal leave shall be made to the immediate supervisor. Except in extenuating circumstances, the request for personal leave shall be given at least two (2) days prior to the day of the leave.
3. Personal leave days may not be taken during the first and last five (5) student attendance days, or days when final examinations are scheduled except in emergency situations as approved by the Superintendent.
4. No more than three teachers may be allowed personal leave on any one day, except in case of emergency.
5. In the event of an emergency, an employee may request immediate leave time. If circumstances allow, an employee requesting emergency leave will give written notice to the superintendent at least twenty-four hours prior to the day on which such leave is to be taken. Emergency leave time will first be considered as personal leave time, and if these days are unavailable, then will be deducted from the employee's accumulated sick leave.

4.4 Professional Leave

1. Excluding cases in which a teacher must meet state requirements, any teacher or non-tenure teacher may be permitted to use two days of professional leave to attend conferences, workshops, seminars, or other professional growth leaning experiences, with prior approval of the Principal and Superintendent. Teachers may be permitted to visit other schools by approval of building principals. The Board will pay the cost of a necessary substitute, mileage at the current rate, and registration fee. If the professional leave requires an overnight stay, the teacher will be paid the cost of the confirmed hotel plus up to \$40.00 per day for food as well as a 15% tip allowance per meal.
2. Any teacher or non tenure teacher attending a school related conference or meeting with the approval of the Principal or Superintendent, that does not involve any overnight stay, will be reimbursed for meals at actual cost but shall not exceed forty dollars (\$40.00) a day as determined by the following schedule:
 - (a) Breakfast, seven dollars and fifty cents (\$7.50) provided travel commences prior to 7:00 a.m.
 - (b) Lunch, twelve dollars and fifty cents (\$12.50)
 - (c) Dinner, twenty dollars (\$20.00) provided travel extends past 7:00 p.m.

When the cost of a meal or meals for an approved conference or other meetings is included as part of the registration fee, no meal expenses will be paid for such meal or meals in addition to the registration fee.

3. Receipts must be provided for all meals that are to be reimbursed under items 4.1 and 4.2.
4. Any teacher who is elected a delegate or alternate to the state Illinois Education convention shall be granted Professional Leave for attendance at this convention. The cost to the District will be limited to pay for the substitute teacher. 4.4.1 and 4.4.2 would not apply to the delegate or alternate with the exception of pay for a substitute.

4.5 Leave without Pay

A leave of absence without pay, not to exceed one year, may be taken by a teacher who wishes to take additional professional training, if the teacher has been in the school system for the past four years. Application for Leave of Absence for personal illness may be granted by the Board of Education and the Board shall treat each case individually.

4.6 Bereavement Leave

In the case of death in the immediate family, as designated in Article IV, 4.1.3, teachers may be permitted up to three (3) days of leave with pay. Such leave will not be counted against sick leave. Additional bereavement days can be counted as sick days as approved by the Superintendent. Unused bereavement leave shall not accumulate.

4.7 Jury Duty

The Board shall pay the regular salary to teachers called to jury duty, but shall deduct any compensation received for such duty with the exception of compensation received for travel allowance. In order for the teacher to receive his/her regular salary, the employee shall notify the Superintendent of such expenses. Such notification shall be given within five (5) days of the date so certified on the employees reimbursement check for jury duty.

**ARTICLE V
COMPENSATION AND BENEFITS**

5.1 Salary Schedule

The salary schedule is attached hereto and incorporated in the Agreement.

5.2 Special Compensation Schedule

The compensation for special assignments schedule is attached hereto and incorporated in the Agreement.

5.3 Payments to Teachers' Retirement System

From the teacher's salary amounts and any other compensation counted as reportable TRS income as defined by TRS regulations, the Board will deduct and shelter only the TRS mandated contribution relating to each teacher's total reportable income and remit same to the Teacher Retirement System on each teacher's behalf. The Board shall not pay any portion of the teachers "member" TRS retirement contributions from its own accounts.

5.4 Insurance

The Board will pay the teachers share of the major medical, dental, and term insurance not to exceed:

90% for single coverage.

70% for employee/spouse or employee/child (children)

60% for family coverage

If both husband and wife are employed one will receive single coverage benefit and one will receive family coverage benefit.

*NOTE: Teachers electing family coverage will not receive single coverage benefits.

Contracted part-time teachers will be allowed to purchase insurance on a pro-rated basis provided the policy allows the coverage. (ex. ½ time teacher receives ½ the benefit).

A tax exempt flexible spending plan will be made available. The set-up costs of the plan will be paid by the school board and individual usage fees will be paid by the employee.

5.5 Extended Contracts

1. Teachers who are employed for more than the regular nine (9) months' school year shall receive 1/9 of their salary excluding any pay from their extra duties for each month worked during the months of June, July and August.
2. If the administration determines there is any additional staffing need beyond the normal teacher class load, a teacher may elect to teach one of his/her prep/conference hours and will be reimbursed at a rate of 1/16th of that teacher's salary per semester course or 1/8th of that teacher's salary per course per year.

5.6 Travel Reimbursement

1. Payment for mileage is at the rate per mile allowed by the Internal Revenue Service and must be approved in advance by the building principal. Mileage over the state line of Illinois must be approved in advance by the building principal.
2. The actual cost of automobile parking fees, and bridge, road, and tunnel tolls shall be reimbursed. Proof of the actual cost is to be requested by the Employer for all such charges in excess of five dollars (\$5.00).

5.7 Tuition

Teachers shall be reimbursed for tuition for college courses satisfactorily completed, not to exceed six (6) semester hours per year. If a teacher is in a certified or declared Master's Program, the number of hours to be reimbursed is not to exceed nine (9) semester hours per year.

College courses must be taken in an accredited institution. All graduate hours and undergraduate hours to be counted toward horizontal advancement on the salary schedule must have prior approval from the superintendent. Undergraduate hours for

horizontal movement on the salary schedule must directly relate to classroom curricula being taught by the individual teacher, and where the course taken will upgrade, enhance, or support classes taught by the teacher or a significant unit of study taught in the classroom.

Reimbursement will be made after verification of successful completion of the course. Each teacher will be reimbursed according to the following School Year and Lifetime maximums:

SY2017: \$1,620 / \$4,860

SY2018: \$1,750 / \$5,249

SY2019: \$1,890 / \$5,669

SY2020: \$2,041 / \$6,122

SY2021: \$2,204 / \$6,612

Any teacher attaining National Board (NBPTS) certification will be reimbursed for the certification fees upon successful completion of the program, if other funding is not available.

5.8 RETIREMENT SALARY INCREASE

A teacher who is eligible to receive a Teachers' Retirement System annuity will receive a four-year maximum salary increase from the Board of Education. To be eligible for this salary increase, the teacher must submit to the Superintendent an irrevocable written letter of retirement by July 1st. This salary increase shall be in an amount such that the increase will be 2%, but not over 2% of the teacher's total creditable earnings, higher than the teacher's current year's salary as set forth within "Category C" on page 19 hereof, and shall be in lieu of any increase to Category A or B.

ARTICLE VI EFFECT OF AGREEMENT

6.1 Complete Understanding

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

6.2 Savings Clause

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

6.3 Waiver of Additional Bargaining

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 nor removed by law or by specific agreement of the parties, 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 School District 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 or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

6.4 No Strike

1. During the term of this Agreement and any extension thereof, no employee covered by this Agreement, nor the Association, nor any person acting on behalf of the Association, shall ever or at any time engage in, authorize, or instigate, any strike, slowdown or other refusal to render full and complete services to the Board, or any activity whatsoever which would disrupt in any manner, in whole or in part, the operation of the School District. It is understood and agreed that any employee violating this provision of the Agreement shall be subject to disciplinary action by the Board up to and including dismissal; however, nothing in this section is implied to be a waiver of any rights which employees have under current law.
2. During the term of this Agreement, the Board agrees that it will not lockout the teachers, provided that the Board's exercise of its rights to close the schools because of insufficient funds, to reduce the number of teachers, to discharge tenured teachers for cause, and/or refuse to renew the contract of a non tenured or probationary teacher, shall not be construed as a lockout.

6.5 Copies of Agreement

Within thirty (30) calendar day of ratification of the Agreement by both parties the Board shall have copies of the Agreement prepared at its expense and made available to each member of the bargaining unit and five (5) copies to the Association.

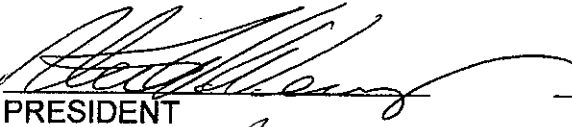
6.6 Terms of Agreement

This Agreement shall be effective September 1, 2016 and shall continue in effect until August 31, 2021. The Association and/or Board of Education reserves the right to reopen negotiations for the purpose of insurance coverage if premiums increase five percent (5%) or more on single coverage during any one year in the contract.

This Agreement is signed this 19th day of July, 2016.

IN WITNESS WHEREOF:

FOR THE ROANOKE-BENSON
EDUCATION ASSOCIATION

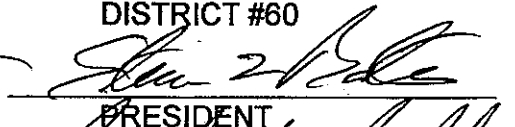


PRESIDENT



SECRETARY

FOR THE BOARD OF
EDUCATION ROANOKE-BENSON UNIT
DISTRICT #60



PRESIDENT



SECRETARY

**ARTICLE VII
COMMUNICATION COUNCIL**

A Communication Council consisting of two (2) Board members, the Superintendent, and Administrator from each building (not to exceed six total members), and two (2) Teacher representatives from each building (not to exceed six total members, shall/may meet one time each November, and one time each March. The goals of the communication Council are as follows:

1. To increase communication among the board of Education, the Administration, and the Teachers to aid in the continuing development of a more effective unit district.
2. To allow for a more formal process to discuss and reinforce current buildings and district-wide positive events, and the possibility for more future positive events and ideas to occur.
3. To allow for a more formal process to voice and discuss any building and/or district-wide concerns on the part of all or any parties (Board, Administration, Teachers).
4. Through greater communication, strive for an even more effective educational process through the individual buildings and district wide.

2017 to 2021 SALARY INCREASES

	<u>% Increase</u> Category A	<u>% Increase</u> Category B	<u>% Increase</u> Category C
Year 1 - SY17	2.35%	5.00%	2.00%
Year 2 - SY18	2.35%	5.00%	2.00%
Year 3 - SY19	2.35%	1.25%	2.00%
Year 4 - SY20	2.35%	1.25%	2.00%
Year 5 - SY21	2.35%	1.25%	2.00%

	<u>Education</u>	<u>SY 17</u> <u>Years</u>	<u>SY 18</u> <u>Years</u>	<u>SY 19</u> <u>SY 20</u> <u>SY 21</u> <u>Years</u>
Category A	BS, BS+8	1 to 18	1 to 20	1 to 20
	BS+16, BS+24, BS+32	1 to 24	1 to 24	1 to 24
	MS, MS+8, MS +16, MS+24, MS+32	1 to 23	1 to 23	1 to 28
Category B	BS, BS+8	19+	21+	21+
	BS+16, BS+24, BS +32	25+	25+	25+
	MS, MS+8, MS +16, MS+24, MS+32	24+	24+	29+
Category C	Pre-Retirement (last 4 years)			

* Salary percentage increases will be applied to the previous years teaching salary in addition to any lane change due to graduate coursework completion

** The first year salary for new teachers will be determined by the provided salary scale. All subsequent years will be based on the percentage increases as listed above.

***Retirement increases for teachers who submitted a resignation letter under the terms of the previous collective bargaining agreement will continue under the rules of that agreement.

SALARY SCALE - NEW HIRE

<u>2017</u>										
YEARS	<u>BS</u>	<u>BS 8 - 15</u>	<u>BS 16 - 23</u>	<u>BS 24 - 31</u>	<u>BS 32+</u>	<u>MS</u>	<u>MS 8 - 15</u>	<u>MS 16 - 23</u>	<u>MS 24 - 31</u>	<u>MS 32+</u>
1	\$36,463	\$37,377	\$38,291	\$39,205	\$40,119	\$41,477	\$42,581	\$43,685	\$44,790	\$45,894
2	\$36,950	\$37,876	\$38,803	\$39,729	\$40,655	\$42,031	\$43,150	\$44,269	\$45,388	\$46,508
3	\$37,930	\$38,856	\$39,782	\$40,708	\$41,634	\$43,166	\$44,285	\$45,404	\$46,523	\$47,642
4	\$38,909	\$39,835	\$40,761	\$41,688	\$42,614	\$44,300	\$45,419	\$46,538	\$47,658	\$48,777
5	\$39,889	\$40,815	\$41,741	\$42,667	\$43,593	\$45,435	\$46,554	\$47,673	\$48,792	\$49,911
6	\$40,868	\$41,794	\$42,720	\$43,646	\$44,573	\$46,569	\$47,688	\$48,808	\$49,927	\$51,046
7	\$41,847	\$42,774	\$43,700	\$44,626	\$45,552	\$47,704	\$48,823	\$49,942	\$51,061	\$52,180
8	\$42,827	\$43,753	\$44,679	\$45,605	\$46,531	\$48,838	\$49,958	\$51,077	\$52,196	\$53,315
9	\$43,806	\$44,732	\$45,659	\$46,585	\$47,511	\$49,973	\$51,092	\$52,211	\$53,330	\$54,450
10	\$44,786	\$45,712	\$46,638	\$47,564	\$48,490	\$51,107	\$52,227	\$53,346	\$54,465	\$55,584

<u>2018</u>										
YEARS	<u>BS</u>	<u>BS 8 - 15</u>	<u>BS 16 - 23</u>	<u>BS 24 - 31</u>	<u>BS 32+</u>	<u>MS</u>	<u>MS 8 - 15</u>	<u>MS 16 - 23</u>	<u>MS 24 - 31</u>	<u>MS 32+</u>
1	\$36,828	\$37,751	\$38,674	\$39,597	\$40,520	\$41,891	\$43,007	\$44,122	\$45,238	\$46,353
2	\$37,320	\$38,255	\$39,191	\$40,126	\$41,061	\$42,451	\$43,582	\$44,712	\$45,842	\$46,973
3	\$37,819	\$38,767	\$39,714	\$40,662	\$41,610	\$43,019	\$44,164	\$45,310	\$46,455	\$47,601
4	\$38,821	\$39,769	\$40,717	\$41,665	\$42,613	\$44,180	\$45,325	\$46,471	\$47,562	\$48,653
5	\$39,824	\$40,771	\$41,719	\$42,667	\$43,615	\$45,341	\$46,487	\$47,632	\$48,778	\$49,923
6	\$40,826	\$41,774	\$42,722	\$43,670	\$44,618	\$46,502	\$47,648	\$48,793	\$49,939	\$51,084
7	\$41,828	\$42,776	\$43,724	\$44,672	\$45,620	\$47,664	\$48,809	\$49,955	\$51,100	\$52,245
8	\$42,831	\$43,779	\$44,727	\$45,675	\$46,623	\$48,825	\$49,970	\$51,116	\$52,261	\$53,407
9	\$43,833	\$44,781	\$45,729	\$46,677	\$47,625	\$49,986	\$51,132	\$52,277	\$53,422	\$54,568
10	\$44,836	\$45,784	\$46,731	\$47,679	\$48,627	\$51,147	\$52,293	\$53,438	\$54,584	\$55,729

<u>2019</u>										
YEARS	<u>BS</u>	<u>BS 8 - 15</u>	<u>BS 16 - 23</u>	<u>BS 24 - 31</u>	<u>BS 32+</u>	<u>MS</u>	<u>MS 8 - 15</u>	<u>MS 16 - 23</u>	<u>MS 24 - 31</u>	<u>MS 32+</u>
1	\$37,196	\$38,128	\$39,060	\$39,993	\$40,925	\$42,310	\$43,437	\$44,563	\$45,690	\$46,817
2	\$37,693	\$38,638	\$39,583	\$40,527	\$41,472	\$42,876	\$44,017	\$45,159	\$46,301	\$47,442
3	\$38,197	\$39,154	\$40,112	\$41,069	\$42,026	\$43,449	\$44,606	\$45,763	\$46,920	\$48,077
4	\$38,707	\$39,678	\$40,648	\$41,618	\$42,588	\$44,030	\$45,202	\$46,374	\$47,547	\$48,719
5	\$39,733	\$40,704	\$41,674	\$42,644	\$43,614	\$45,218	\$46,391	\$47,583	\$48,735	\$49,908
6	\$40,759	\$41,730	\$42,700	\$43,670	\$44,640	\$46,407	\$47,579	\$48,751	\$49,924	\$51,096
7	\$41,785	\$42,756	\$43,726	\$44,696	\$45,666	\$47,595	\$48,768	\$49,940	\$51,112	\$52,285
8	\$42,811	\$43,782	\$44,752	\$45,722	\$46,692	\$48,784	\$49,956	\$51,128	\$52,301	\$53,473
9	\$43,837	\$44,808	\$45,778	\$46,748	\$47,718	\$49,972	\$51,145	\$52,317	\$53,489	\$54,662
10	\$44,863	\$45,834	\$46,804	\$47,774	\$48,744	\$51,161	\$52,333	\$53,506	\$54,678	\$55,850

<u>2020</u>										
YEARS	<u>BS</u>	<u>BS 8 - 15</u>	<u>BS 16 - 23</u>	<u>BS 24 - 31</u>	<u>BS 32+</u>	<u>MS</u>	<u>MS 8 - 15</u>	<u>MS 16 - 23</u>	<u>MS 24 - 31</u>	<u>MS 32+</u>
1	\$37,568	\$38,509	\$39,451	\$40,393	\$41,334	\$42,733	\$43,871	\$45,009	\$46,147	\$47,285
2	\$38,070	\$39,024	\$39,978	\$40,933	\$41,887	\$43,305	\$44,458	\$45,611	\$46,764	\$47,917
3	\$38,579	\$39,546	\$40,513	\$41,480	\$42,447	\$43,883	\$45,052	\$46,220	\$47,389	\$48,557
4	\$39,094	\$40,074	\$41,054	\$42,034	\$43,014	\$44,470	\$45,654	\$46,838	\$48,022	\$49,206
5	\$39,617	\$40,610	\$41,603	\$42,596	\$43,589	\$45,064	\$46,264	\$47,464	\$48,664	\$49,864
6	\$40,667	\$41,660	\$42,653	\$43,646	\$44,639	\$46,281	\$47,481	\$48,681	\$49,881	\$51,081
7	\$41,717	\$42,710	\$43,703	\$44,696	\$45,689	\$47,497	\$48,697	\$49,897	\$51,097	\$52,297
8	\$42,767	\$43,760	\$44,753	\$45,746	\$46,739	\$48,714	\$49,914	\$51,114	\$52,314	\$53,513
9	\$43,817	\$44,810	\$45,803	\$46,796	\$47,789	\$49,930	\$51,130	\$52,330	\$53,530	\$54,730
10	\$44,868	\$45,860	\$46,853	\$47,846	\$48,839	\$51,147	\$52,347	\$53,546	\$54,746	\$55,946

<u>2021</u>										
YEARS	<u>BS</u>	<u>BS 8 - 15</u>	<u>BS 16 - 23</u>	<u>BS 24 - 31</u>	<u>BS 32+</u>	<u>MS</u>	<u>MS 8 - 15</u>	<u>MS 16 - 23</u>	<u>MS 24 - 31</u>	<u>MS 32+</u>
1	\$37,943	\$38,895	\$39,846	\$40,797	\$41,748	\$43,161	\$44,310	\$45,459	\$46,608	\$47,758
2	\$38,451	\$39,414	\$40,378	\$41,342	\$42,306	\$43,738	\$44,902	\$46,067	\$47,231	\$48,396
3	\$38,965	\$39,941	\$40,918	\$41,894	\$42,871	\$44,322	\$45,502	\$46,683	\$47,863	\$49,043
4	\$39,485	\$40,475	\$41,465	\$42,454	\$43,444	\$44,915	\$46,111	\$47,307	\$48,503	\$49,698
5	\$40,013	\$41,016	\$42,019	\$43,022	\$44,025	\$45,515	\$46,727	\$47,939	\$49,151	\$50,363
6	\$40,548	\$41,564	\$42,581	\$43,597	\$44,613	\$46,123	\$47,351	\$48,580	\$49,808	\$51,036
7	\$41,623	\$42,639	\$43,655	\$44,672	\$45,688	\$47,368	\$48,597	\$49,825	\$51,053	\$52,281
8	\$42,698	\$43,714	\$44,730	\$45,746	\$46,763	\$48,613	\$49,842	\$51,070	\$52,298	\$53,526
9	\$43,772	\$44,789	\$45,805	\$46,821	\$47,838	\$49,858	\$51,087	\$52,315	\$53,543	\$54,771
10	\$44,847	\$45,863	\$46,880	\$47,896	\$48,912	\$51,103	\$52,332	\$53,560	\$54,788	\$56,016

Educational Lane Salary Advancements

Lanes = BS, BS+8, BS+16, BS+24, BS+32
 MS, MS+8, MS+16, MS+24, MS+32

	BS Lanes	MS Lanes	BS+32 to MS
SY17	\$914	\$1,104	\$1,358
SY18	\$923	\$1,115	\$1,372
SY19	\$932	\$1,127	\$1,385
SY20	\$942	\$1,138	\$1,399
SY21	\$951	\$1,149	\$1,413

**ROANOKE-BENSON UNIT #60
COACHES SALARY SCHEDULE**

SY 2017

BASE \$36,463

YEAR	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7
1	0.1000	0.0900	0.0730	0.0630	0.0700	0.0650	0.0500
2	0.1150	0.1050	0.0835	0.0735	0.0750	0.0700	0.0550
3	0.1300	0.1200	0.0940	0.0840	0.0800	0.0750	0.0600
4	0.1450	0.1350	0.1045	0.0945	0.0850	0.0800	0.0650
5	0.1600	0.1500	0.1150	0.1050	0.0950	0.0900	0.0700
6	0.1750	0.1650	0.1250	0.1150	0.1050	0.1000	0.0750
7	0.1900	0.1800	0.1360	0.1260	0.1150	0.1100	0.0900

\$ AMOUNT

1	\$3,646	\$3,282	\$2,662	\$2,297	\$2,552	\$2,370	\$1,823
2	\$4,193	\$3,829	\$3,045	\$2,680	\$2,735	\$2,552	\$2,005
3	\$4,740	\$4,376	\$3,428	\$3,063	\$2,917	\$2,735	\$2,188
4	\$5,287	\$4,923	\$3,810	\$3,446	\$3,099	\$2,917	\$2,370
5	\$5,834	\$5,469	\$4,193	\$3,829	\$3,464	\$3,282	\$2,552
6	\$6,381	\$6,016	\$4,558	\$4,193	\$3,829	\$3,646	\$2,735
7	\$6,928	\$6,563	\$4,959	\$4,594	\$4,193	\$4,011	\$3,282

Definitions of Groups 1-7

- Group 1 HS Varsity Basketball
- Group 2 HS AD, HS Varsity Soccer, HS Varsity Volleyball, HS Varsity Baseball
- Group 3 HS JV Basketball
- Group 4 HS Varsity Golf, HS Cheerleading, HS JV Soccer, HS JV Volleyball, HS JV Baseball
- Group 5 JH AD
- Group 6 JH Basketball (7&8), JH Volleyball (7&8)
- Group 7 JH Track, JH Baseball, JH Cheerleading

* Coaches salary equals Base times Factor applicale for each Group and Year

**ROANOKE-BENSON UNIT #60
COACHES SALARY SCHEDULE**

SY 2018

BASE \$36,828

YEAR	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7
1	0.1000	0.0900	0.0730	0.0630	0.0700	0.0650	0.0500
2	0.1150	0.1050	0.0835	0.0735	0.0750	0.0700	0.0550
3	0.1300	0.1200	0.0940	0.0840	0.0800	0.0750	0.0600
4	0.1450	0.1350	0.1045	0.0945	0.0850	0.0800	0.0650
5	0.1600	0.1500	0.1150	0.1050	0.0950	0.0900	0.0700
6	0.1750	0.1650	0.1250	0.1150	0.1050	0.1000	0.0750
7	0.1900	0.1800	0.1360	0.1260	0.1150	0.1100	0.0900

\$ AMOUNT

1	\$3,683	\$3,315	\$2,688	\$2,320	\$2,578	\$2,394	\$1,841
2	\$4,235	\$3,867	\$3,075	\$2,707	\$2,762	\$2,578	\$2,026
3	\$4,788	\$4,419	\$3,462	\$3,094	\$2,946	\$2,762	\$2,210
4	\$5,340	\$4,972	\$3,849	\$3,480	\$3,130	\$2,946	\$2,394
5	\$5,892	\$5,524	\$4,235	\$3,867	\$3,499	\$3,315	\$2,578
6	\$6,445	\$6,077	\$4,604	\$4,235	\$3,867	\$3,683	\$2,762
7	\$6,997	\$6,629	\$5,009	\$4,640	\$4,235	\$4,051	\$3,315

Definitions of Groups 1-7

- Group 1 HS Varsity Basketball
- Group 2 HS AD, HS Varsity Soccer, HS Varsity Volleyball, HS Varsity Baseball
- Group 3 HS JV Basketball
- Group 4 HS Varsity Golf, HS Cheerleading, HS JV Soccer, HS JV Volleyball, HS JV Baseball
- Group 5 JH AD
- Group 6 JH Basketball (7&8), JH Volleyball (7&8)
- Group 7 JH Track, JH Baseball, JH Cheerleading

* Coaches salary equals Base times Factor applicale for each Group and Year

**ROANOKE-BENSON UNIT #60
COACHES SALARY SCHEDULE**

SY 2019

BASE \$37,196

YEAR	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7
1	0.1000	0.0900	0.0730	0.0630	0.0700	0.0650	0.0500
2	0.1150	0.1050	0.0835	0.0735	0.0750	0.0700	0.0550
3	0.1300	0.1200	0.0940	0.0840	0.0800	0.0750	0.0600
4	0.1450	0.1350	0.1045	0.0945	0.0850	0.0800	0.0650
5	0.1600	0.1500	0.1150	0.1050	0.0950	0.0900	0.0700
6	0.1750	0.1650	0.1250	0.1150	0.1050	0.1000	0.0750
7	0.1900	0.1800	0.1360	0.1260	0.1150	0.1100	0.0900

\$ AMOUNT	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7
1	\$3,720	\$3,348	\$2,715	\$2,343	\$2,604	\$2,418	\$1,860
2	\$4,278	\$3,906	\$3,106	\$2,734	\$2,790	\$2,604	\$2,046
3	\$4,835	\$4,464	\$3,496	\$3,124	\$2,976	\$2,790	\$2,232
4	\$5,393	\$5,021	\$3,887	\$3,515	\$3,162	\$2,976	\$2,418
5	\$5,951	\$5,579	\$4,278	\$3,906	\$3,534	\$3,348	\$2,604
6	\$6,509	\$6,137	\$4,650	\$4,278	\$3,906	\$3,720	\$2,790
7	\$7,067	\$6,695	\$5,059	\$4,687	\$4,278	\$4,092	\$3,348

Definitions of Groups 1-7

- Group 1 HS Varsity Basketball
- Group 2 HS AD, HS Varsity Soccer, HS Varsity Volleyball, HS Varsity Baseball
- Group 3 HS JV Basketball
- Group 4 HS Varsity Golf, HS Cheerleading, HS JV Soccer, HS JV Volleyball, HS JV Baseball
- Group 5 JH AD
- Group 6 JH Basketball (7&8), JH Volleyball (7&8)
- Group 7 JH Track, JH Baseball, JH Cheerleading

* Coaches salary equals Base times Factor applicale for each Group and Year

**ROANOKE-BENSON UNIT #60
COACHES SALARY SCHEDULE**

SY 2020

BASE \$37,568

YEAR	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7
1	0.1000	0.0900	0.0730	0.0630	0.0700	0.0650	0.0500
2	0.1150	0.1050	0.0835	0.0735	0.0750	0.0700	0.0550
3	0.1300	0.1200	0.0940	0.0840	0.0800	0.0750	0.0600
4	0.1450	0.1350	0.1045	0.0945	0.0850	0.0800	0.0650
5	0.1600	0.1500	0.1150	0.1050	0.0950	0.0900	0.0700
6	0.1750	0.1650	0.1250	0.1150	0.1050	0.1000	0.0750
7	0.1900	0.1800	0.1360	0.1260	0.1150	0.1100	0.0900

\$ AMOUNT

1	\$3,757	\$3,381	\$2,742	\$2,367	\$2,630	\$2,442	\$1,878
2	\$4,320	\$3,945	\$3,137	\$2,761	\$2,818	\$2,630	\$2,066
3	\$4,884	\$4,508	\$3,531	\$3,156	\$3,005	\$2,818	\$2,254
4	\$5,447	\$5,072	\$3,926	\$3,550	\$3,193	\$3,005	\$2,442
5	\$6,011	\$5,635	\$4,320	\$3,945	\$3,569	\$3,381	\$2,630
6	\$6,574	\$6,199	\$4,696	\$4,320	\$3,945	\$3,757	\$2,818
7	\$7,138	\$6,762	\$5,109	\$4,734	\$4,320	\$4,132	\$3,381

Definitions of Groups 1-7

- Group 1 HS Varsity Basketball
- Group 2 HS AD, HS Varsity Soccer, HS Varsity Volleyball, HS Varsity Baseball
- Group 3 HS JV Basketball
- Group 4 HS Varsity Golf, HS Cheerleading, HS JV Soccer, HS JV Volleyball, HS JV Baseball
- Group 5 JH AD
- Group 6 JH Basketball (7&8), JH Volleyball (7&8)
- Group 7 JH Track, JH Baseball, JH Cheerleading

* Coaches salary equals Base times Factor applicable for each Group and Year

**ROANOKE-BENSON UNIT #60
COACHES SALARY SCHEDULE**

SY 2021

BASE \$37,943

YEAR	Group 1	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7
1	0.1000	0.0900	0.0730	0.0630	0.0700	0.0650	0.0500
2	0.1150	0.1050	0.0835	0.0735	0.0750	0.0700	0.0550
3	0.1300	0.1200	0.0940	0.0840	0.0800	0.0750	0.0600
4	0.1450	0.1350	0.1045	0.0945	0.0850	0.0800	0.0650
5	0.1600	0.1500	0.1150	0.1050	0.0950	0.0900	0.0700
6	0.1750	0.1650	0.1250	0.1150	0.1050	0.1000	0.0750
7	0.1900	0.1800	0.1360	0.1260	0.1150	0.1100	0.0900

\$ AMOUNT

1	\$3,794	\$3,415	\$2,770	\$2,390	\$2,656	\$2,466	\$1,897
2	\$4,363	\$3,984	\$3,168	\$2,789	\$2,846	\$2,656	\$2,087
3	\$4,933	\$4,553	\$3,567	\$3,187	\$3,035	\$2,846	\$2,277
4	\$5,502	\$5,122	\$3,965	\$3,586	\$3,225	\$3,035	\$2,466
5	\$6,071	\$5,691	\$4,363	\$3,984	\$3,605	\$3,415	\$2,656
6	\$6,640	\$6,261	\$4,743	\$4,363	\$3,984	\$3,794	\$2,846
7	\$7,209	\$6,830	\$5,160	\$4,781	\$4,363	\$4,174	\$3,415

Definitions of Groups 1-7

- Group 1 HS Varsity Basketball
- Group 2 HS AD, HS Varsity Soccer, HS Varsity Volleyball, HS Varsity Baseball
- Group 3 HS JV Basketball
- Group 4 HS Varsity Golf, HS Cheerleading, HS JV Soccer, HS JV Volleyball, HS JV Baseball
- Group 5 JH AD
- Group 6 JH Basketball (7&8), JH Volleyball (7&8)
- Group 7 JH Track, JH Baseball, JH Cheerleading

* Coaches salary equals Base times Factor applicale for each Group and Year

SPECIAL COMPENSATION SCHEDULE

SCHOOL YEAR 2017

Teachers assigned duties performed beyond normal load and after school will receive extra pay for these duties as follows:

Category Factor	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th year	7th Year	8th Year	9th Year	10th Year
	0.05	0.10	0.15	0.20	0.25	0.30	0.35	0.40	0.45	
GROUP A										
H.S. Music Accompanist	\$558	\$586	\$614	\$642	\$669	\$697	\$725	\$753	\$781	\$809
H.S. National Honor Society	\$558	\$586	\$614	\$642	\$669	\$697	\$725	\$753	\$781	\$809
H.S. Variety Show	\$558	\$586	\$614	\$642	\$669	\$697	\$725	\$753	\$781	\$809
J. H. Speech Team Assistant	\$558	\$586	\$614	\$642	\$669	\$697	\$725	\$753	\$781	\$809
J.H. Yearbook	\$558	\$586	\$614	\$642	\$669	\$697	\$725	\$753	\$781	\$809
GROUP B										
FHA	\$835	\$877	\$919	\$960	\$1,002	\$1,044	\$1,086	\$1,127	\$1,169	\$1,211
Industrial Arts Club	\$835	\$877	\$919	\$960	\$1,002	\$1,044	\$1,086	\$1,127	\$1,169	\$1,211
Madrigals	\$835	\$877	\$919	\$960	\$1,002	\$1,044	\$1,086	\$1,127	\$1,169	\$1,211
GROUP C										
H.S. Student Council Assistant	\$1,116	\$1,172	\$1,227	\$1,283	\$1,339	\$1,395	\$1,450	\$1,506	\$1,562	\$1,618
J.H. Scholastic Bowl	\$1,116	\$1,172	\$1,227	\$1,283	\$1,339	\$1,395	\$1,450	\$1,506	\$1,562	\$1,618
J.H. Speech Team	\$1,116	\$1,172	\$1,227	\$1,283	\$1,339	\$1,395	\$1,450	\$1,506	\$1,562	\$1,618
J.H. Student Council Assistant	\$1,116	\$1,172	\$1,227	\$1,283	\$1,339	\$1,395	\$1,450	\$1,506	\$1,562	\$1,618
H.S. Musical Director	\$1,116	\$1,172	\$1,227	\$1,283	\$1,339	\$1,250	\$1,300	\$1,506	\$1,562	\$1,618
Choir Director	\$1,116	\$1,072	\$1,227	\$1,283	\$1,339	\$1,250	\$1,300	\$1,506	\$1,562	\$1,618
GROUP D										
Band Director	\$1,674	\$1,757	\$1,841	\$1,925	\$2,008	\$2,092	\$2,176	\$2,259	\$2,343	\$2,427
Captains - H.S.	\$1,674	\$1,757	\$1,841	\$1,925	\$2,008	\$2,092	\$2,176	\$2,259	\$2,343	\$2,427
FFA - School Year	\$1,674	\$1,757	\$1,841	\$1,925	\$2,008	\$2,092	\$2,176	\$2,259	\$2,343	\$2,427
FFA - Summer	\$1,674	\$1,757	\$1,841	\$1,925	\$2,008	\$2,092	\$2,176	\$2,259	\$2,343	\$2,427
H.S. Scholastic Bowl	\$1,674	\$1,757	\$1,841	\$1,925	\$2,008	\$2,092	\$2,176	\$2,259	\$2,343	\$2,427
H.S. Student Council	\$1,674	\$1,757	\$1,841	\$1,925	\$2,008	\$2,092	\$2,176	\$2,259	\$2,343	\$2,427
H.S. Speech	\$1,674	\$1,757	\$1,841	\$1,925	\$2,008	\$2,092	\$2,176	\$2,259	\$2,343	\$2,427
Newspaper	\$1,674	\$1,757	\$1,841	\$1,925	\$2,008	\$2,092	\$2,176	\$2,259	\$2,343	\$2,427
Yearbook	\$1,674	\$1,757	\$1,841	\$1,925	\$2,008	\$2,092	\$2,176	\$2,259	\$2,343	\$2,427
J.H. Student Council	\$1,674	\$1,757	\$1,841	\$1,925	\$2,008	\$2,092	\$2,176	\$2,259	\$2,343	\$2,427

*Year one equals Base times the following percentages:

Base Salary	\$36,463
Group A	1.529 %
Group B	2.293 %
Group C	3.057 %
Group D	4.586 %

**Subsequent years are based on "year one" multiplied by the listed Factor

SPECIAL COMPENSATION SCHEDULE

SCHOOL YEAR 2018

Teachers assigned duties performed beyond normal load and after school will receive extra pay for these duties as follows:

Category Factor	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th year	7th Year	8th Year	9th Year	10th Year
	0.05	0.10	0.15	0.20	0.25	0.30	0.35	0.40	0.45	
GROUP A										
H.S. Music Accompanist	\$563	\$592	\$620	\$648	\$676	\$704	\$733	\$761	\$789	\$817
H.S. National Honor Society	\$563	\$592	\$620	\$648	\$676	\$704	\$733	\$761	\$789	\$817
H.S. Variety Show	\$563	\$592	\$620	\$648	\$676	\$704	\$733	\$761	\$789	\$817
J. H. Speech Team Assistant	\$563	\$592	\$620	\$648	\$676	\$704	\$733	\$761	\$789	\$817
J.H. Yearbook	\$563	\$592	\$620	\$648	\$676	\$704	\$733	\$761	\$789	\$817
GROUP B										
FHA	\$843	\$886	\$928	\$970	\$1,012	\$1,054	\$1,096	\$1,139	\$1,181	\$1,223
Industrial Arts Club	\$843	\$886	\$928	\$970	\$1,012	\$1,054	\$1,096	\$1,139	\$1,181	\$1,223
Madrigals	\$843	\$886	\$928	\$970	\$1,012	\$1,054	\$1,096	\$1,139	\$1,181	\$1,223
GROUP C										
H.S. Student Council Assistant	\$1,127	\$1,183	\$1,240	\$1,296	\$1,352	\$1,409	\$1,465	\$1,521	\$1,578	\$1,634
J.H. Scholastic Bowl	\$1,127	\$1,183	\$1,240	\$1,296	\$1,352	\$1,409	\$1,465	\$1,521	\$1,578	\$1,634
J.H. Speech Team	\$1,127	\$1,183	\$1,240	\$1,296	\$1,352	\$1,409	\$1,465	\$1,521	\$1,578	\$1,634
J.H. Student Council Assistant	\$1,127	\$1,183	\$1,240	\$1,296	\$1,352	\$1,409	\$1,465	\$1,521	\$1,578	\$1,634
H.S. Musical Director	\$1,127	\$1,183	\$1,240	\$1,296	\$1,352	\$1,250	\$1,300	\$1,521	\$1,578	\$1,634
Choir Director	\$1,127	\$1,072	\$1,240	\$1,296	\$1,352	\$1,250	\$1,300	\$1,521	\$1,578	\$1,634
GROUP D										
Band Director	\$1,690	\$1,775	\$1,859	\$1,944	\$2,028	\$2,113	\$2,198	\$2,282	\$2,367	\$2,451
Captains - H.S.	\$1,690	\$1,775	\$1,859	\$1,944	\$2,028	\$2,113	\$2,198	\$2,282	\$2,367	\$2,451
FFA - School Year	\$1,690	\$1,775	\$1,859	\$1,944	\$2,028	\$2,113	\$2,198	\$2,282	\$2,367	\$2,451
FFA - Summer	\$1,690	\$1,775	\$1,859	\$1,944	\$2,028	\$2,113	\$2,198	\$2,282	\$2,367	\$2,451
H.S. Scholastic Bowl	\$1,690	\$1,775	\$1,859	\$1,944	\$2,028	\$2,113	\$2,198	\$2,282	\$2,367	\$2,451
H.S. Student Council	\$1,690	\$1,775	\$1,859	\$1,944	\$2,028	\$2,113	\$2,198	\$2,282	\$2,367	\$2,451
H.S. Speech	\$1,690	\$1,775	\$1,859	\$1,944	\$2,028	\$2,113	\$2,198	\$2,282	\$2,367	\$2,451
Newspaper	\$1,690	\$1,775	\$1,859	\$1,944	\$2,028	\$2,113	\$2,198	\$2,282	\$2,367	\$2,451
Yearbook	\$1,690	\$1,775	\$1,859	\$1,944	\$2,028	\$2,113	\$2,198	\$2,282	\$2,367	\$2,451
J.H. Student Council	\$1,690	\$1,775	\$1,859	\$1,944	\$2,028	\$2,113	\$2,198	\$2,282	\$2,367	\$2,451

*Year one equals Base times the following percentages:

Base Salary	\$36,828 %
Group A	1.529 %
Group B	2.293 %
Group C	3.057 %
Group D	4.586 %

**Subsequent years are based on "year one" multiplied by the listed Factor

SPECIAL COMPENSATION SCHEDULE

SCHOOL YEAR 2019

Teachers assigned duties performed beyond normal load and after school will receive extra pay for these duties as follows:

Category Factor	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th year	7th Year	8th Year	9th Year	10th Year
	0.05	0.10	0.15	0.20	0.25	0.30	0.35	0.40	0.45	
GROUP A										
H.S. Music Accompanist	\$569	\$598	\$626	\$654	\$683	\$711	\$740	\$768	\$797	\$825
H.S. National Honor Society	\$569	\$598	\$626	\$654	\$683	\$711	\$740	\$768	\$797	\$825
H.S. Variety Show	\$569	\$598	\$626	\$654	\$683	\$711	\$740	\$768	\$797	\$825
J. H. Speech Team Assistant	\$569	\$598	\$626	\$654	\$683	\$711	\$740	\$768	\$797	\$825
J.H. Yearbook	\$569	\$598	\$626	\$654	\$683	\$711	\$740	\$768	\$797	\$825
GROUP B										
FHA	\$852	\$894	\$937	\$980	\$1,022	\$1,065	\$1,107	\$1,150	\$1,193	\$1,235
Industrial Arts Club	\$852	\$894	\$937	\$980	\$1,022	\$1,065	\$1,107	\$1,150	\$1,193	\$1,235
Madrigals	\$852	\$894	\$937	\$980	\$1,022	\$1,065	\$1,107	\$1,150	\$1,193	\$1,235
GROUP C										
H.S. Student Council Assistant	\$1,138	\$1,195	\$1,252	\$1,309	\$1,366	\$1,423	\$1,480	\$1,537	\$1,593	\$1,650
J.H. Scholastic Bowl	\$1,138	\$1,195	\$1,252	\$1,309	\$1,366	\$1,423	\$1,480	\$1,537	\$1,593	\$1,650
J.H. Speech Team	\$1,138	\$1,195	\$1,252	\$1,309	\$1,366	\$1,423	\$1,480	\$1,537	\$1,593	\$1,650
J.H. Student Council Assistant	\$1,138	\$1,195	\$1,252	\$1,309	\$1,366	\$1,423	\$1,480	\$1,537	\$1,593	\$1,650
H.S. Musical Director	\$1,138	\$1,195	\$1,252	\$1,309	\$1,366	\$1,250	\$1,300	\$1,537	\$1,593	\$1,650
Choir Director	\$1,138	\$1,072	\$1,252	\$1,309	\$1,366	\$1,250	\$1,300	\$1,537	\$1,593	\$1,650
GROUP D										
Band Director	\$1,707	\$1,793	\$1,878	\$1,963	\$2,049	\$2,134	\$2,219	\$2,305	\$2,390	\$2,476
Captains - H.S.	\$1,707	\$1,793	\$1,878	\$1,963	\$2,049	\$2,134	\$2,219	\$2,305	\$2,390	\$2,476
FFA - School Year	\$1,707	\$1,793	\$1,878	\$1,963	\$2,049	\$2,134	\$2,219	\$2,305	\$2,390	\$2,476
FFA - Summer	\$1,707	\$1,793	\$1,878	\$1,963	\$2,049	\$2,134	\$2,219	\$2,305	\$2,390	\$2,476
H.S. Scholastic Bowl	\$1,707	\$1,793	\$1,878	\$1,963	\$2,049	\$2,134	\$2,219	\$2,305	\$2,390	\$2,476
H.S. Student Council	\$1,707	\$1,793	\$1,878	\$1,963	\$2,049	\$2,134	\$2,219	\$2,305	\$2,390	\$2,476
H.S. Speech	\$1,707	\$1,793	\$1,878	\$1,963	\$2,049	\$2,134	\$2,219	\$2,305	\$2,390	\$2,476
Newspaper	\$1,707	\$1,793	\$1,878	\$1,963	\$2,049	\$2,134	\$2,219	\$2,305	\$2,390	\$2,476
Yearbook	\$1,707	\$1,793	\$1,878	\$1,963	\$2,049	\$2,134	\$2,219	\$2,305	\$2,390	\$2,476
J.H. Student Council	\$1,707	\$1,793	\$1,878	\$1,963	\$2,049	\$2,134	\$2,219	\$2,305	\$2,390	\$2,476

*Year one equals Base times the following percentages:

Base Salary	\$37,196
Group A	1.529 %
Group B	2.293 %
Group C	3.057 %
Group D	4.586 %

**Subsequent years are based on "year one" multiplied by the listed Factor

SPECIAL COMPENSATION SCHEDULE

SCHOOL YEAR 2020

Teachers assigned duties performed beyond normal load and after school will receive extra pay for these duties as follows:

Category Factor	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th year	7th Year	8th Year	9th Year	10th Year
	0.05	0.10	0.15	0.20	0.25	0.30	0.35	0.40	0.45	
GROUP A										
H.S. Music Accompanist	\$575	\$604	\$632	\$661	\$690	\$718	\$747	\$776	\$805	\$833
H.S. National Honor Society	\$575	\$604	\$632	\$661	\$690	\$718	\$747	\$776	\$805	\$833
H.S. Variety Show	\$575	\$604	\$632	\$661	\$690	\$718	\$747	\$776	\$805	\$833
J. H. Speech Team Assistant	\$575	\$604	\$632	\$661	\$690	\$718	\$747	\$776	\$805	\$833
J.H. Yearbook	\$575	\$604	\$632	\$661	\$690	\$718	\$747	\$776	\$805	\$833
GROUP B										
FHA	\$860	\$903	\$946	\$989	\$1,032	\$1,075	\$1,118	\$1,161	\$1,204	\$1,247
Industrial Arts Club	\$860	\$903	\$946	\$989	\$1,032	\$1,075	\$1,118	\$1,161	\$1,204	\$1,247
Madrigals	\$860	\$903	\$946	\$989	\$1,032	\$1,075	\$1,118	\$1,161	\$1,204	\$1,247
GROUP C										
H.S. Student Council Assistant	\$1,150	\$1,207	\$1,265	\$1,322	\$1,379	\$1,437	\$1,494	\$1,552	\$1,609	\$1,667
J.H. Scholastic Bowl	\$1,150	\$1,207	\$1,265	\$1,322	\$1,379	\$1,437	\$1,494	\$1,552	\$1,609	\$1,667
J.H. Speech Team	\$1,150	\$1,207	\$1,265	\$1,322	\$1,379	\$1,437	\$1,494	\$1,552	\$1,609	\$1,667
J.H. Student Council Assistant	\$1,150	\$1,207	\$1,265	\$1,322	\$1,379	\$1,437	\$1,494	\$1,552	\$1,609	\$1,667
H.S. Musical Director	\$1,150	\$1,207	\$1,265	\$1,322	\$1,379	\$1,250	\$1,300	\$1,552	\$1,609	\$1,667
Choir Director	\$1,150	\$1,072	\$1,265	\$1,322	\$1,379	\$1,250	\$1,300	\$1,552	\$1,609	\$1,667
GROUP D										
Band Director	\$1,724	\$1,811	\$1,897	\$1,983	\$2,069	\$2,155	\$2,242	\$2,328	\$2,414	\$2,500
Captains - H.S.	\$1,724	\$1,811	\$1,897	\$1,983	\$2,069	\$2,155	\$2,242	\$2,328	\$2,414	\$2,500
FFA - School Year	\$1,724	\$1,811	\$1,897	\$1,983	\$2,069	\$2,155	\$2,242	\$2,328	\$2,414	\$2,500
FFA - Summer	\$1,724	\$1,811	\$1,897	\$1,983	\$2,069	\$2,155	\$2,242	\$2,328	\$2,414	\$2,500
H.S. Scholastic Bowl	\$1,724	\$1,811	\$1,897	\$1,983	\$2,069	\$2,155	\$2,242	\$2,328	\$2,414	\$2,500
H.S. Student Council	\$1,724	\$1,811	\$1,897	\$1,983	\$2,069	\$2,155	\$2,242	\$2,328	\$2,414	\$2,500
H.S. Speech	\$1,724	\$1,811	\$1,897	\$1,983	\$2,069	\$2,155	\$2,242	\$2,328	\$2,414	\$2,500
Newspaper	\$1,724	\$1,811	\$1,897	\$1,983	\$2,069	\$2,155	\$2,242	\$2,328	\$2,414	\$2,500
Yearbook	\$1,724	\$1,811	\$1,897	\$1,983	\$2,069	\$2,155	\$2,242	\$2,328	\$2,414	\$2,500
J.H. Student Council	\$1,724	\$1,811	\$1,897	\$1,983	\$2,069	\$2,155	\$2,242	\$2,328	\$2,414	\$2,500

*Year one equals Base times the following percentages:

Base Salary	\$37,568
Group A	1.529 %
Group B	2.293 %
Group C	3.057 %
Group D	4.586 %

**Subsequent years are based on "year one" multiplied by th

SPECIAL COMPENSATION SCHEDULE

SCHOOL YEAR 2021

Teachers assigned duties performed beyond normal load and after school will receive extra pay for these duties as follows:

Category Factor	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th year	7th Year	8th Year	9th Year	10th Year
	0.05	0.10	0.15	0.20	0.25	0.30	0.35	0.40	0.45	
GROUP A										
H.S. Music Accompanist	\$581	\$610	\$639	\$668	\$697	\$726	\$755	\$784	\$813	\$842
H.S. National Honor Society	\$581	\$610	\$639	\$668	\$697	\$726	\$755	\$784	\$813	\$842
H.S. Variety Show	\$581	\$610	\$639	\$668	\$697	\$726	\$755	\$784	\$813	\$842
J. H. Speech Team Assistant	\$581	\$610	\$639	\$668	\$697	\$726	\$755	\$784	\$813	\$842
J.H. Yearbook	\$581	\$610	\$639	\$668	\$697	\$726	\$755	\$784	\$813	\$842
GROUP B										
FHA	\$869	\$912	\$956	\$999	\$1,043	\$1,086	\$1,130	\$1,173	\$1,216	\$1,260
Industrial Arts Club	\$869	\$912	\$956	\$999	\$1,043	\$1,086	\$1,130	\$1,173	\$1,216	\$1,260
Madrigals	\$869	\$912	\$956	\$999	\$1,043	\$1,086	\$1,130	\$1,173	\$1,216	\$1,260
GROUP C										
H.S. Student Council Assistant	\$1,161	\$1,219	\$1,277	\$1,335	\$1,393	\$1,451	\$1,509	\$1,567	\$1,625	\$1,684
J.H. Scholastic Bowl	\$1,161	\$1,219	\$1,277	\$1,335	\$1,393	\$1,451	\$1,509	\$1,567	\$1,625	\$1,684
J.H. Speech Team	\$1,161	\$1,219	\$1,277	\$1,335	\$1,393	\$1,451	\$1,509	\$1,567	\$1,625	\$1,684
J.H. Student Council Assistant	\$1,161	\$1,219	\$1,277	\$1,335	\$1,393	\$1,451	\$1,509	\$1,567	\$1,625	\$1,684
H.S. Musical Director	\$1,161	\$1,219	\$1,277	\$1,335	\$1,393	\$1,250	\$1,300	\$1,567	\$1,625	\$1,684
Choir Director	\$1,161	\$1,072	\$1,277	\$1,335	\$1,393	\$1,250	\$1,300	\$1,567	\$1,625	\$1,684
GROUP D										
Band Director	\$1,742	\$1,829	\$1,916	\$2,003	\$2,090	\$2,177	\$2,264	\$2,351	\$2,438	\$2,525
Captains - H.S.	\$1,742	\$1,829	\$1,916	\$2,003	\$2,090	\$2,177	\$2,264	\$2,351	\$2,438	\$2,525
FFA - School Year	\$1,742	\$1,829	\$1,916	\$2,003	\$2,090	\$2,177	\$2,264	\$2,351	\$2,438	\$2,525
FFA - Summer	\$1,742	\$1,829	\$1,916	\$2,003	\$2,090	\$2,177	\$2,264	\$2,351	\$2,438	\$2,525
H.S. Scholastic Bowl	\$1,742	\$1,829	\$1,916	\$2,003	\$2,090	\$2,177	\$2,264	\$2,351	\$2,438	\$2,525
H.S. Student Council	\$1,742	\$1,829	\$1,916	\$2,003	\$2,090	\$2,177	\$2,264	\$2,351	\$2,438	\$2,525
H.S. Speech	\$1,742	\$1,829	\$1,916	\$2,003	\$2,090	\$2,177	\$2,264	\$2,351	\$2,438	\$2,525
Newspaper	\$1,742	\$1,829	\$1,916	\$2,003	\$2,090	\$2,177	\$2,264	\$2,351	\$2,438	\$2,525
Yearbook	\$1,742	\$1,829	\$1,916	\$2,003	\$2,090	\$2,177	\$2,264	\$2,351	\$2,438	\$2,525
J.H. Student Council	\$1,742	\$1,829	\$1,916	\$2,003	\$2,090	\$2,177	\$2,264	\$2,351	\$2,438	\$2,525

*Year one equals Base times the following percentages:

Base Salary	\$37,943
Group A	1.529 %
Group B	2.293 %
Group C	3.057 %
Group D	4.586 %

**Subsequent years are based on "year one" multiplied by th

EXTRA COMPENSATION SCHEDULE

SCHOOL YEARS 2017-2021

	<u>SY17</u>	<u>SY 18</u>	<u>SY 19</u>	<u>SY 20</u>	<u>SY 21</u>
Stage Director/Choreographer*	\$778.42	\$784.26	\$790.14	\$796.07	\$802.04
Teachers Substituting for Absent Teachers (per hour)*	\$16.68	\$16.81	\$16.93	\$17.06	\$17.19
Ticket Selling & Bus Chaperones (per event)	\$30.23	\$30.45	\$30.68	\$30.91	\$31.14
Timekeepers & Scorers (per event)	\$30.23	\$30.45	\$30.68	\$30.91	\$31.14
Drivers Instructor (per hour)*					
0 - 9 Years experience	\$20.02	\$20.17	\$20.32	\$20.47	\$20.62
10+ Years experience	\$24.46	\$24.65	\$24.83	\$25.02	\$25.21

* TRS reportable earnings