

**COLLECTIVE BARGAINING
AGREEMENT
BETWEEN**

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

AND

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

ROANOKE, ILLINOIS

SY 2022/23 – SY 2024/25

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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 ten (20) days before the close of the current school term, then time limits shall consists 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 (7) 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 (a) on days with holiday dismissal; and (b) if 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

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. **Dues Deduction**

The District shall honor employees' individually authorized deduction forms and shall make such deductions in the amounts certified by the Association for Association dues, assessments, or fees. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions. Dues revocations are processed by the Association. In the event that an employee revokes his or her dues in accordance with their terms in which he or she authorized the dues deductions, the Association will notify the employer after the close of the revocation window.

The District agrees to remit these dues and/or fees to the Association once each month that dues/fees are deducted. A list of teachers for whom deductions have been made and the amount of each deduction shall accompany the first remission. Any changes in personnel from the list previously furnished shall be submitted to the Association prior to the next payroll deduction.

The Association shall indemnify and hold harmless the Board of Education, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability (including but not limited to attorney fees and court costs) that shall arise out of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit, or reassignment furnished under any such provisions. Such indemnification/hold harmless payments shall be made by the Association to the Board within thirty (30) days of any written demand from the Board to the Association for such payments. If an improper deduction is made and remitted by the Board to the Association, then the Association shall further promptly refund any such improperly deducted amount directly to the employee involved and promptly inform the Board of any such reimbursement. The Board will notify the Association of any written claim, demand, or suit arising from this section.

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. Out of district students and virtual students shall be taken into consideration in terms of class size.

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.

5. A preparation day for Special Education teachers will be granted during annual reviews. The preparation day will occur at school.

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 per occurrence. Up to five (5) days will be permitted for the death of a spouse or child. Such leave will not be counted against sick leave. Additional bereavement days can be counted as sick days as approved by the Superintendent. Any paid leave used for bereavement purposes, as such purposes are referenced within the Illinois Child Bereavement Leave Act (820 ILCS 154/1 et. seq., hereinafter, the "Act"), as amended, shall be treated as constituting a substitution for (and not an addition to) unpaid leave days otherwise available to a grieving employee pursuant to Section 10 of the Act. 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

1. From the teacher's salary amounts and any other 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 the 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:

	<u>Annual Maximum</u>	<u>Lifetime Maximum</u>
2023	\$2,499	\$7,498
2024	\$2,624	\$7,873
2025	\$2,755	\$8,267

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 6%, but not over 6% of the teacher's total creditable earnings, higher than the teacher's current year's salary as set forth within "Category C" on page 20 hereof, and shall be in lieu of any increase to Category A or B. Teachers who received a 5% salary increase in both 2017 and 2018 will be eligible for a 3.5% salary increase and must submit to the Superintendent an irrevocable written letter of retirement by July 1st.

**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. No "past practices" (informal practices heretofore accepted as acceptable by and between the parties hereto) that are not expressly set forth within this Agreement are recognized as binding by and between the parties hereto. The terms and conditions of this Agreement 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 provide electronic copies of the Agreement prepared at its expense and made available to each member of the bargaining unit.

6.6 Terms of Agreement

This Agreement shall be effective September 1, 2022 and shall continue in effect until August 31, 2025. 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 _____ day of _____, 2022.

IN WITNESS WHEREOF:

FOR THE ROANOKE-BENSON
EDUCATION ASSOCIATION

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

PRESIDENT

PRESIDENT

SECRETARY

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.

SY23 - SY25 SALARY INCREASES

		<u>% Increase Category A</u>	<u>% Increase Category B</u>	<u>% Increase Category C**</u>
Year 1	SY23	4.5%	3.0%	6.0%
Year 2	SY24	4.0%	3.0%	6.0%
Year 3	SY25	3.5%	3.0%	6.0%

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

** For employees who received 5% increases in SY 2017 and SY 2018, the End of Career percentage will be 3.5%

Salary percentage increases will be applied to the previous year's teaching salary in addition to any increases resulting from Educational Lane Salary Adjustments

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 listed above.

Retirement increases for new 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 HIRES

2023

<u>Years-Ex perience</u>	<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	\$39,165	\$40,147	\$41,129	\$42,111	\$43,093	\$44,551	\$45,737	\$46,923	\$48,109	\$49,295
2	\$40,046	\$41,051	\$42,055	\$43,059	\$44,063	\$45,555	\$46,767	\$47,979	\$49,191	\$50,403
3	\$40,780	\$41,802	\$42,825	\$43,847	\$44,869	\$46,388	\$47,623	\$48,858	\$50,092	\$51,327
4	\$41,327	\$42,361	\$43,398	\$44,433	\$45,470	\$47,009	\$48,260	\$49,512	\$50,763	\$52,015
5	\$41,879	\$42,928	\$43,978	\$45,027	\$46,077	\$47,636	\$48,905	\$50,174	\$51,442	\$52,711
6	\$42,437	\$43,502	\$44,566	\$45,629	\$46,693	\$48,274	\$49,559	\$50,844	\$52,130	\$53,414
7	\$43,005	\$44,083	\$45,162	\$46,239	\$47,318	\$48,919	\$50,222	\$51,524	\$52,827	\$54,129
8	\$43,581	\$44,673	\$45,766	\$46,858	\$47,949	\$49,573	\$50,893	\$52,213	\$53,533	\$54,853
9	\$44,735	\$45,827	\$46,919	\$48,013	\$49,105	\$50,910	\$52,231	\$53,551	\$54,871	\$56,191
10	\$45,891	\$46,983	\$48,075	\$49,167	\$50,260	\$52,248	\$53,569	\$54,889	\$56,208	\$57,528

* Dollar Amounts Reflect Creditable Earnings (Includes TRS Contribution)

2024

<u>Years-Ex perience</u>	<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	\$40,027	\$41,031	\$42,035	\$43,039	\$44,043	\$45,533	\$46,745	\$47,957	\$49,169	\$50,381
2	\$40,732	\$41,753	\$42,774	\$43,795	\$44,817	\$46,333	\$47,566	\$48,800	\$50,033	\$51,267
3	\$41,648	\$42,693	\$43,737	\$44,781	\$45,826	\$47,377	\$48,638	\$49,898	\$51,159	\$52,419
4	\$42,411	\$43,474	\$44,538	\$45,601	\$46,664	\$48,244	\$49,528	\$50,812	\$52,096	\$53,380
5	\$42,980	\$44,055	\$45,134	\$46,210	\$47,289	\$48,889	\$50,190	\$51,492	\$52,794	\$54,096
6	\$43,554	\$44,645	\$45,737	\$46,828	\$47,920	\$49,541	\$50,861	\$52,181	\$53,500	\$54,819
7	\$44,134	\$45,242	\$46,349	\$47,454	\$48,561	\$50,205	\$51,541	\$52,878	\$54,215	\$55,551
8	\$44,725	\$45,846	\$46,968	\$48,089	\$49,211	\$50,876	\$52,231	\$53,585	\$54,940	\$56,294
9	\$45,324	\$46,460	\$47,597	\$48,732	\$49,867	\$51,556	\$52,929	\$54,302	\$55,674	\$57,047
10	\$46,524	\$47,660	\$48,796	\$49,934	\$51,069	\$52,946	\$54,320	\$55,693	\$57,066	\$58,439

* Dollar Amounts Reflect Creditable Earnings (Includes TRS Contribution)

SALARY SCALE - NEW HIRES (Cont.)

2025

<u>Years-Ex perience</u>	<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	\$40,427	\$41,441	\$42,455	\$43,469	\$44,483	\$45,988	\$47,212	\$48,436	\$49,660	\$50,884
2	\$41,428	\$42,467	\$43,506	\$44,545	\$45,585	\$47,127	\$48,381	\$49,635	\$50,890	\$52,144
3	\$42,158	\$43,214	\$44,271	\$45,328	\$46,386	\$47,955	\$49,231	\$50,508	\$51,784	\$53,061
4	\$43,106	\$44,187	\$45,268	\$46,348	\$47,430	\$49,035	\$50,340	\$51,644	\$52,950	\$54,254
5	\$43,895	\$44,996	\$46,097	\$47,197	\$48,297	\$49,933	\$51,261	\$52,590	\$53,919	\$55,248
6	\$44,484	\$45,597	\$46,714	\$47,827	\$48,944	\$50,600	\$51,947	\$53,294	\$54,642	\$55,989
7	\$45,078	\$46,208	\$47,338	\$48,467	\$49,597	\$51,275	\$52,641	\$54,007	\$55,373	\$56,738
8	\$45,679	\$46,825	\$47,971	\$49,115	\$50,261	\$51,962	\$53,345	\$54,729	\$56,113	\$57,495
9	\$46,290	\$47,451	\$48,612	\$49,772	\$50,933	\$52,657	\$54,059	\$55,460	\$56,863	\$58,264
10	\$46,910	\$48,086	\$49,263	\$50,438	\$51,612	\$53,360	\$54,782	\$56,203	\$57,623	\$59,044

* Dollar Amounts Reflect Creditable Earnings (Includes TRS Contribution)

EDUCATIONAL SALARY ADVANCEMENTS

	<u>BS Lanes</u>	<u>MS Lanes</u>	<u>Change from BS 32+ to MS</u>
2023	\$982	\$1,186	\$1,458
2024	\$1,004	\$1,212	\$1,490
2025	\$1,014	\$1,224	\$1,505

Dollar amounts reflect Creditable Earnings (includes TRS contribution)

Lanes:

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

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

COACHES SALARY SCHEDULE

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

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

Dollar Amounts reflect Creditable Earnings (includes TRS Contribution)

Dollar Amounts equal Coaches Salary Base times Factor applicable for each Group and Year

2023

Coaches Salary

Base \$39,165

	<u>Group 1</u>	<u>Group 2</u>	<u>Group 3</u>	<u>Group 4</u>	<u>Group 5</u>	<u>Group 6</u>	<u>Group 7</u>
Year 1	\$3,917	\$3,525	\$2,859	\$2,467	\$2,742	\$2,546	\$1,958
Year 2	\$4,504	\$4,112	\$3,270	\$2,879	\$2,937	\$2,742	\$2,154
Year 3	\$5,091	\$4,700	\$3,682	\$3,290	\$3,133	\$2,937	\$2,350
Year 4	\$5,679	\$5,287	\$4,093	\$3,701	\$3,329	\$3,133	\$2,546
Year 5	\$6,266	\$5,875	\$4,504	\$4,112	\$3,721	\$3,525	\$2,742
Year 6	\$6,854	\$6,462	\$4,896	\$4,504	\$4,112	\$3,917	\$2,937
Year 7	\$7,441	\$7,050	\$5,326	\$4,935	\$4,504	\$4,308	\$3,525

COACHES SALARY SCHEDULE (Cont.)

2024

Coaches Salary
Base

\$40,027

	<u>Group 1</u>	<u>Group 2</u>	<u>Group 3</u>	<u>Group 4</u>	<u>Group 5</u>	<u>Group 6</u>	<u>Group 7</u>
Year 1	\$4,003	\$3,602	\$2,922	\$2,522	\$2,802	\$2,602	\$2,001
Year 2	\$4,603	\$4,203	\$3,342	\$2,942	\$3,002	\$2,802	\$2,201
Year 3	\$5,204	\$4,803	\$3,763	\$3,362	\$3,202	\$3,002	\$2,402
Year 4	\$5,804	\$5,404	\$4,183	\$3,783	\$3,402	\$3,202	\$2,602
Year 5	\$6,404	\$6,004	\$4,603	\$4,203	\$3,803	\$3,602	\$2,802
Year 6	\$7,005	\$6,604	\$5,003	\$4,603	\$4,203	\$4,003	\$3,002
Year 7	\$7,605	\$7,205	\$5,444	\$5,043	\$4,603	\$4,403	\$3,602

2025

Coaches Salary
Base

\$40,427

	<u>Group 1</u>	<u>Group 2</u>	<u>Group 3</u>	<u>Group 4</u>	<u>Group 5</u>	<u>Group 6</u>	<u>Group 7</u>
Year 1	\$4,043	\$3,638	\$2,951	\$2,547	\$2,830	\$2,628	\$2,021
Year 2	\$4,649	\$4,245	\$3,376	\$2,971	\$3,032	\$2,830	\$2,223
Year 3	\$5,256	\$4,851	\$3,800	\$3,396	\$3,234	\$3,032	\$2,426
Year 4	\$5,862	\$5,458	\$4,225	\$3,820	\$3,436	\$3,234	\$2,628
Year 5	\$6,468	\$6,064	\$4,649	\$4,245	\$3,841	\$3,638	\$2,830
Year 6	\$7,075	\$6,670	\$5,053	\$4,649	\$4,245	\$4,043	\$3,032
Year 7	\$7,681	\$7,277	\$5,498	\$5,094	\$4,649	\$4,447	\$3,638

SPECIAL COMPENSATION SCHEDULE

Group A:

H.S. Music Accompanist
H.S. National Honor Society
H.S. Variety Show
J.H. Speech Team Assistant
J.H. Yearbook

Group B:

FHA
Industrial Arts Club
Madrigals

Group C:

H.S. Student Council Asst.
J.H. Scholastic Bowl
J.H. Speech Team
J.H. Student Council Asst.
H.S. Musical Director
Choir Director

Group D:

Band Director
FFA - School Year
FFA - Summer
H.S. Scholastic Bowl
H.S. Speech
Newspaper
Yearbook
J.H. Student Council
H.S. Student Council
H.S. Art

Year One equals Special Compensation Base times the following percentages:

Group A	1.529%
Group B	2.293%
Group C	3.057%
Group D	4.586%

Subsequent Years (2-10) are based on Year One multiplied by (1 + Category Factor)

Dollar Amounts Reflect Creditable Earnings (includes TRS Contribution)

2023

Spec. Comp.
Base

\$39,165

	<u>Category Factor</u>	<u>Group A</u>	<u>Group B</u>	<u>Group C</u>	<u>Group D</u>
Year 1		\$599	\$898	\$1,197	\$1,796
Year 2	.05	\$629	\$943	\$1,257	\$1,886
Year 3	.10	\$659	\$988	\$1,317	\$1,976
Year 4	.15	\$689	\$1,033	\$1,377	\$2,065
Year 5	.20	\$719	\$1,078	\$1,436	\$2,155
Year 6	.25	\$749	\$1,123	\$1,496	\$2,245
Year 7	.30	\$779	\$1,167	\$1,556	\$2,335
Year 8	.35	\$809	\$1,212	\$1,616	\$2,425
Year 9	.40	\$839	\$1,257	\$1,676	\$2,514
Year 10	.45	\$869	\$1,302	\$1,736	\$2,604

SPECIAL COMPENSATION SCHEDULE (Cont.)

2024

Spec. Comp.
Base \$40,027

	<u>Category Factor</u>	<u>Group A</u>	<u>Group B</u>	<u>Group C</u>	<u>Group D</u>
Year 1		\$612	\$918	\$1,224	\$1,836
Year 2	.05	\$643	\$964	\$1,285	\$1,928
Year 3	.10	\$673	\$1,010	\$1,346	\$2,020
Year 4	.15	\$704	\$1,056	\$1,408	\$2,111
Year 5	.20	\$734	\$1,102	\$1,469	\$2,203
Year 6	.25	\$765	\$1,148	\$1,530	\$2,295
Year 7	.30	\$796	\$1,193	\$1,591	\$2,387
Year 8	.35	\$826	\$1,239	\$1,652	\$2,479
Year 9	.40	\$857	\$1,285	\$1,714	\$2,570
Year 10	.45	\$887	\$1,331	\$1,775	\$2,662

2025

Spec. Comp.
Base \$40,427

	<u>Category Factor</u>	<u>Group A</u>	<u>Group B</u>	<u>Group C</u>	<u>Group D</u>
Year 1		\$618	\$927	\$1,236	\$1,854
Year 2	.05	\$649	\$973	\$1,298	\$1,947
Year 3	.10	\$680	\$1,020	\$1,360	\$2,039
Year 4	.15	\$711	\$1,066	\$1,421	\$2,132
Year 5	.20	\$742	\$1,112	\$1,483	\$2,225
Year 6	.25	\$773	\$1,159	\$1,545	\$2,318
Year 7	.30	\$803	\$1,205	\$1,607	\$2,410
Year 8	.35	\$834	\$1,251	\$1,669	\$2,503
Year 9	.40	\$865	\$1,298	\$1,730	\$2,596
Year 10	.45	\$896	\$1,344	\$1,792	\$2,688

EXTRA COMPENSATION SCHEDULE

	<u>SY23</u>	<u>SY24</u>	<u>SY25</u>
Stage Director / Choreographer (Split 50/50 if different person) *	\$825.84	\$844.01	\$852.45
Teachers Substituting for Absent Teachers (per hour) *	\$17.70	\$18.09	\$18.27
Ticket Selling & Bus Chaperones (per event)	\$32.06	\$32.77	\$33.10
Timekeepers & Scorers (per event)	\$32.06	\$32.77	\$33.10
Drivers Instructor: 0-10 yrs. experience (per hour) *	\$21.23	\$21.70	\$21.92
Drivers Instructor: > 10 yrs. experience (per hour) *	\$25.96	\$26.53	\$26.80

* Category includes TRS Reportable Earnings