

APPENDIX A
Manhattan Salaries

Teacher Salary Increases:

2023-2024: 5% + 3.9% Board Paid TRS

2024-2025: 5% + 6.9% Board Paid TRS

2025-2026: 5% + Board Paid TRS

2026-2027: Annual CPI + 1% with a floor of 3% and a ceiling of 5% + Board Paid TRS

2027-2028: Annual CPI + 1% with a floor of 3% and a ceiling of 5% + Board Paid TRS

Salary Advancement for Education Attainment:

BA + 12 graduate credits - \$1,000 added to current base salary

BA + 24 graduate credits - \$1,000 added to current base salary

Masters Degree - \$1,000 added to current base salary

MA + 12 graduate credits - \$1,000 added to current base salary

MA + 24 graduate credits - \$1,000 added to current base salary

Support Staff Salary Increases:

For the duration of this contract all employees will receive an annual salary increase of:

2020-2021: 4.3%

2021-2022: Annual CPI + 2% with a floor of 3% and a ceiling of 5%

2022-2023: Annual CPI + 2% with a floor of 3% and a ceiling of 5%

2023-2024: Annual CPI + 1% with a floor of 3% and a ceiling of 5%

2024-2025: Annual CPI + 1% with a floor of 3% and a ceiling of 5%

Paraprofessionals Starting Salary:

For the duration of this contract, beginning salaries will be determined by an established committee in accordance with the Memorandum of Understanding found in Appendix D:

2020-21 Starting Wage:		2022-2023 Starting Wage
Paraprofessional Certificate:	\$12.24	\$16.00
Associates Degree:	\$13.26	\$17.00
Bachelor's Degree:	\$14.28	\$18.00

APPENDIX B

Manhattan 114 Activity Pay Rates	2019-20 Rate	2020-25 Rates	
Sports/Activity		0-7 Years	8 + Years
Athletic Director	\$4,200.00	\$4,300.00	\$5,000.00
6th Girls Basketball	\$3,400.00	\$3,500.00	\$4,000.00
6th Boys Basketball	\$3,400.00	\$3,500.00	\$4,000.00
7th-8th Girls Basketball (2)	\$4,000.00	\$4,200.00	\$5,000.00
7th-8th Boys Basketball (2)	\$4,000.00	\$4,200.00	\$5,000.00
Cheerleading	\$2,700.00	\$2,800.00	\$3,100.00
Cross Country (2)	\$2,800.00	\$2,800.00	\$3,100.00
Jr. High Track (4)	\$2,800.00	\$2,800.00	\$3,100.00
7th-8th Girls Volleyball (2)	\$2,900.00	\$3,000.00	\$3,300.00
7th-8th Boys Volleyball (2)	\$2,600.00	\$2,600.00	\$2,900.00
Baseball (2)	\$2,600.00	\$2,700.00	\$3,000.00
Softball (2)	\$2,600.00	\$2,700.00	\$3,000.00
Bowling	\$1,100.00	\$1,500.00	\$2,000.00
Bowling Assistant (new)	\$0.00	\$1,000.00	\$1,300.00
Wrestling	\$2,000.00	\$2,700.00	\$3,000.00
Wrestling Assistant	\$1,000.00	\$1,000.00	\$1,300.00

**One coach for two teams will receive 1½ times the stipend, not double the salary. Coaches will be grandfathered, if currently receiving double stipend.

Academics			
Scholastic Bowl (2)	\$2,025.00	\$2,050.00	\$2,250.00
Math (2)	\$2,025.00	\$2,050.00	\$2,250.00
Science Fair/Olympiad (2)	\$1,500.00	\$1,550.00	\$1,700.00
Speech/Literary	\$1,200.00	\$1,250.00	\$1,500.00
Drama Coach/8th Gr Play (2)	\$1,575.00	\$1,600.00	\$1,750.00
8th Grade Dance	\$650.00	\$675.00	\$750.00
Student Council (2 per bldg)	\$1,475.00	\$1,500.00	\$1,700.00
Student Newspaper	\$1,250.00	\$1,275.00	\$1,350.00
Yearbook (1 per building)	\$700.00	\$800.00	\$1,000.00
Wildcard (1 per building)	\$900.00	\$900.00	\$900.00
Chorus	\$3,035.00	\$3,000.00	\$3,500.00
Band Director	\$6,965.00	\$7,000.00	\$7,500.00
Orchestra	\$3,735.00	\$3,700.00	\$4,000.00

Other Stipends			
Accompanist per hour	24	\$24.50	
Crowd Supervision per hour	27	\$60.00	per event
Detention/Duty	17	20/day	3 days/week
After School Study/Duty	19	20/day	3 days/week
Supervisory Duties per 20 min.	13.75	14.75	
Scorekeeper per game	18	\$40.00	per event
Ticket-taker per game	14.5	\$30.00	per event
Timer per game	18	\$40.00	per event

***Based on 20 minute duty. Other times will be prorated at the hourly rate.

Stipend Procedures for Coaching & Clubs:

1. When there is an open stipend position there will be an email notification to all staff, with a 5 days posting period.
2. If there are more than one interested individual, the administration shall hold interviews for all the applicants.
3. Administration will select from the interviewees.

Procedures for assigning game workers:

1. Athletic Director formulates a list of everyone that is interested
2. Passes out sign-up form according to seniority (those who have worked @ games the longest).
3. If any games still remain open A.D. will send out an all staff email asking if anyone wants to work those games.

Payment of Stipends:

1. Payment of extra duties shall be paid the pay period after the extra duty was completed, and proper paperwork submitted.
2. Payment of stipends will be on the paycheck following the successful completion of the extra-curricular activities.

APPENDIX C

New Staff Schedules (for initial placement only)

2020-21						
Experience	BA	BA12	BA24	MA	MA12	MA24
0	\$38,929	\$39,708	\$40,503	\$41,718	\$42,969	\$44,258
1	\$39,493	\$40,281	\$41,084	\$42,311	\$43,576	\$44,878
2	\$40,462	\$41,269	\$42,092	\$43,350	\$44,646	\$45,980
3	\$41,305	\$42,132	\$42,976	\$44,264	\$45,592	\$46,958
4	\$42,091	\$42,930	\$43,786	\$45,093	\$46,441	\$47,828
5	\$43,264	\$44,124	\$45,000	\$46,340	\$47,721	\$49,145

2021-22						
Experience	BA	BA12	BA24	MA	MA12	MA24
0	\$39,221	\$40,006	\$40,807	\$42,031	\$43,291	\$44,590
1	\$39,638	\$40,432	\$41,241	\$42,478	\$43,752	\$45,064
2	\$40,615	\$41,428	\$42,256	\$43,524	\$44,829	\$46,173
3	\$41,615	\$42,448	\$43,298	\$44,596	\$45,934	\$47,311
4	\$42,407	\$43,252	\$44,114	\$45,432	\$46,789	\$48,187
5	\$43,589	\$44,455	\$45,337	\$46,688	\$48,079	\$49,514

2022-23						
Experience	BA	BA12	BA24	MA	MA12	MA24
0	\$39,515	\$40,306	\$41,113	\$42,346	\$43,616	\$44,924
1	\$39,809	\$40,606	\$41,419	\$42,661	\$43,941	\$45,258
2	\$40,683	\$41,488	\$42,309	\$43,565	\$44,858	\$46,190
3	\$41,674	\$42,499	\$43,340	\$44,627	\$45,952	\$47,316
4	\$42,689	\$43,534	\$44,397	\$45,715	\$47,073	\$48,470
5	\$43,668	\$44,526	\$45,401	\$46,738	\$48,116	\$49,534

APPENDIX C

2023-2024	Board will pay 3.9% of TRS			Factor 1.040583		Factor calculation 1-.039=.961 1/.961= 1.040583						
Experience	BA	TRS Salary	BA12	TRS Salary	BA24	TRS Salary	MA	TRS Salary	MA12	TRS Salary	MA24	TRS Salary
0	\$40,503	\$42,147	\$41,314	\$42,990	\$42,141	\$43,851	\$43,405	\$45,166	\$44,706	\$46,521	\$46,047	\$47,916
1	\$40,804	\$42,460	\$41,621	\$43,310	\$42,454	\$44,177	\$43,728	\$45,502	\$45,040	\$46,867	\$46,389	\$48,272
2	\$41,700	\$43,392	\$42,525	\$44,251	\$43,367	\$45,127	\$44,654	\$46,466	\$45,979	\$47,845	\$47,345	\$49,266
3	\$42,716	\$44,449	\$43,561	\$45,329	\$44,424	\$46,226	\$45,743	\$47,599	\$47,101	\$49,012	\$48,499	\$50,467
4	\$43,756	\$45,532	\$44,622	\$46,433	\$45,507	\$47,354	\$46,858	\$48,760	\$48,250	\$50,208	\$49,682	\$51,698
5	\$44,760	\$46,576	\$45,639	\$47,491	\$46,536	\$48,425	\$47,906	\$49,851	\$49,319	\$51,320	\$50,772	\$52,833
2024-2025	Board will pay 6.9% of TRS			Factor 1.074113		Factor calculation 1-.069=.931 1/.931= 1.074113						
Experience	BA	TRS Salary	BA12	TRS Salary	BA24	TRS Salary	MA	TRS Salary	MA12	TRS Salary	MA24	TRS Salary
0	\$41,515	\$44,592	\$42,346	\$45,485	\$43,194	\$45,264	\$44,490	\$47,787	\$45,824	\$49,220	\$47,198	\$50,696
1	\$41,824	\$44,924	\$42,662	\$45,823	\$43,516	\$45,601	\$44,821	\$48,143	\$46,166	\$49,587	\$47,549	\$51,073
2	\$42,743	\$45,910	\$43,588	\$46,819	\$44,451	\$46,581	\$45,770	\$49,163	\$47,129	\$50,622	\$48,528	\$52,125
3	\$43,784	\$47,029	\$44,651	\$47,960	\$45,534	\$47,716	\$46,886	\$50,361	\$48,278	\$51,856	\$49,711	\$53,396
4	\$44,850	\$48,174	\$45,738	\$49,128	\$46,645	\$48,880	\$48,029	\$51,589	\$49,456	\$53,121	\$50,924	\$54,698
5	\$45,879	\$49,279	\$46,780	\$50,247	\$47,699	\$49,985	\$49,104	\$52,743	\$50,552	\$54,298	\$52,042	\$55,899
2025-2026	Board will pay 9% (100%) of TRS			Factor 1.098901		Factor calculation 1-.09=.91 1/.91= 1.098901						
Experience	BA	TRS Salary	BA12	TRS Salary	BA24	TRS Salary	MA	TRS Salary	MA12	TRS Salary	MA24	TRS Salary
0	\$42,553	\$46,762	\$43,405	\$47,698	\$44,274	\$48,653	\$45,602	\$50,112	\$46,970	\$51,615	\$48,378	\$53,163
1	\$42,870	\$47,110	\$43,728	\$48,053	\$44,604	\$49,015	\$45,941	\$50,485	\$47,320	\$52,000	\$48,738	\$53,558
2	\$43,811	\$48,144	\$44,678	\$49,097	\$45,562	\$50,068	\$46,915	\$51,555	\$48,307	\$53,085	\$49,742	\$54,661
3	\$44,878	\$49,317	\$45,767	\$50,293	\$46,672	\$51,288	\$48,058	\$52,811	\$49,485	\$54,379	\$50,954	\$55,994
4	\$45,971	\$50,518	\$46,881	\$51,518	\$47,811	\$52,539	\$49,230	\$54,099	\$50,692	\$55,706	\$52,197	\$57,359
5	\$47,026	\$51,677	\$47,950	\$52,692	\$48,892	\$53,727	\$50,332	\$55,310	\$51,816	\$56,940	\$53,343	\$58,618
2026-2027	Board will pay 9% (100%) of TRS			Factor 1.098901		Factor calculation 1-.09=.91 1/.91= 1.098901						
Experience	BA	TRS Salary	BA12	TRS Salary	BA24	TRS Salary	MA	TRS Salary	MA12	TRS Salary	MA24	TRS Salary
0	\$42,979	\$47,230	\$43,839	\$48,175	\$44,717	\$49,139	\$46,058	\$50,613	\$47,439	\$52,131	\$48,862	\$53,695
1	\$42,516	\$46,720	\$44,166	\$48,534	\$45,050	\$49,505	\$46,401	\$50,990	\$47,793	\$52,520	\$49,225	\$54,094
2	\$44,249	\$48,626	\$45,125	\$49,588	\$46,018	\$50,569	\$47,384	\$52,070	\$48,790	\$53,616	\$50,239	\$55,208
3	\$45,327	\$49,810	\$46,224	\$50,796	\$47,139	\$51,801	\$48,539	\$53,340	\$49,980	\$54,923	\$51,464	\$56,554
4	\$46,431	\$51,023	\$47,350	\$52,033	\$48,289	\$53,065	\$49,722	\$54,640	\$51,199	\$56,263	\$52,719	\$57,933
5	\$47,496	\$52,193	\$48,429	\$53,219	\$49,381	\$54,265	\$50,835	\$55,863	\$52,334	\$57,510	\$53,876	\$59,205
2027-2028	Board will pay 9% (100%) of TRS			Factor 1.098901		Factor calculation 1-.09=.91 1/.91= 1.098901						
Experience	BA	TRS Salary	BA12	TRS Salary	BA24	TRS Salary	MA	TRS Salary	MA12	TRS Salary	MA24	TRS Salary
0	\$43,409	\$47,702	\$44,278	\$48,657	\$45,164	\$49,631	\$46,519	\$51,119	\$47,914	\$52,652	\$49,351	\$54,231
1	\$42,941	\$47,188	\$44,607	\$49,019	\$45,500	\$50,000	\$46,865	\$51,500	\$48,271	\$53,045	\$49,718	\$54,635
2	\$44,692	\$49,112	\$45,576	\$50,084	\$46,478	\$51,075	\$47,858	\$52,591	\$49,278	\$54,152	\$50,741	\$55,760
3	\$45,780	\$50,308	\$46,687	\$51,304	\$47,611	\$52,319	\$49,024	\$53,873	\$50,480	\$55,472	\$51,978	\$57,119
4	\$46,895	\$51,533	\$47,824	\$52,553	\$48,772	\$53,595	\$50,220	\$55,186	\$51,711	\$56,826	\$53,246	\$58,512
5	\$47,971	\$52,715	\$48,913	\$53,751	\$49,875	\$54,807	\$51,343	\$56,421	\$52,857	\$58,085	\$54,415	\$59,797

APPENDIX D

Memorandum of Understanding between the Manhattan School District 114 Board of Education and the Manhattan Council AFT Local 604, pertaining to the establishment of four (4) separate committees for the sole purpose of working collaboratively on the following three items;

Committees:

- a. **Remote Learning:** The parties agree to establish a committee in respect to addressing current and future “Remote Learning” modalities and expectations for all members of the bargaining unit, with respect to working conditions, with a specific charge of “what the fall may look like...” This committee shall make recommendations to the parties by 07.01.20.
- b. **Hard to Fill Positions:** The parties agree to establish a committee (following the same procedures as found in the negotiations article) for the purpose of addressing compensation for positions identified by ISBE as hard to fill. This would include (but not be limited to): Speech Path, Social Workers, OTs, PTs, Psychs, etc. The work of this committee shall make a recommendation to the respective parties within 18 months.
- c. **Support Staff Starting Wages:** For Support Staff, to address the minimum wage increases required by statute, prior to the 2022-2023 school year a committee will be established that will be charged with ensuring adjusted compensation models address (but not limited to):
 - 1. Years of service consideration, to avoid any new/ recent hires from equalizing employees that have seniority
 - 2. A starting wage grid to allow flexibility in hiring experienced support staff
- d. **Unsatisfactory Appeal Process:** The parties agree that due to statutory changes in PERA legislation it is a mandatory subject of bargaining for the parties to develop an appeal process for Unsatisfactory Ratings. The parties agree that this agreement will be developed through the established PERA Committee and its decision will result in a separate MOU.

This Memorandum is not a permanent inclusion of the CBA and expires at the conclusion of the CBA, June 30, 2025.