



ALLENDALE COMMUNITY CONSOLIDATED SCHOOL DISTRICT #17

AND

ALLENDALE EDUCATION ASSOCIATION

CONTRACT

2021-2022

2022-2023

2023-2024

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# ALLENDALE COMMUNITY CONSOLIDATED SCHOOL

2021-2024

## ARTICLE I

### RECOGNITION

Section A - The Board of Education of the Allendale Community Consolidated District No. 17, Wabash County, Illinois, hereinafter referred to as the “Board”, hereby recognizes the Allendale Education Association – NEA, as the exclusive and sole negotiation agent for all regularly employed certified teaching personnel except: Superintendent, Principal, Assistant Principal, student teachers, teachers’ aides and teachers who are contracted with a cooperative to provide educational services for the board.

Section B – Part-time teachers will receive benefits consistent with their fractionalized employment status.

## ARTICLE II

### NEGOTIATIONS PROCEDURE

Section A – Negotiations shall commence no earlier than March 1. Meetings shall be held as necessary at times and places agreed to by both parties. Discussion should be limited at negotiating sessions to representatives of the Association and the Board, except consultants may provide such input as is determined by either party whom they represent.

Section B- When an impasse has been declared by either party, the Federal Mediation and Conciliation Service (FMCS) shall be requested by the parties to appoint a mediator from its staff. The mediator shall meet with the parties or their representatives, or both, either jointly or separately, and shall take such steps as the mediator may deem appropriate to persuade the parties to resolve their differences and effect a mutually acceptable Agreement. All expenses of the mediator shall be paid one-half (1) by the Association and one-half (1) by the Board.

Section C – Negotiation sessions shall be closed.

### ARTICLE III

#### ASSOCIATION RIGHTS

Section A – Within forty-five (45) days of ratification of the Agreement, the Board shall have copies of the Agreement prepared and delivered to the Association for the distribution to each teacher of the district.

Section B – The Board agrees not to negotiate with any teacher organization other than the Association for the duration of the Agreement.

Section C – The Association may utilize school facilities and specified equipment when approved by the appropriate administrator and in accordance with Board Policies governing such use:

Equipment – Technology equipment, phones for non-toll calls, the designated bulletin board and school mailboxes.

Facilities – Buildings may be utilized according to Board Policies governing all non-school use of facilities.

Section D – Any teacher who wishes to pay dues to the Association may elect to have dues withheld from the payroll under the following conditions:

1. The Association shall notify the district of the total amount of dues required for each teacher.
2. The teacher will sign and deliver an authorization form to the district. The form shall include a deadline for rescinding payroll deduction for any year. Failure to rescind the deduction authorization will obligate the teacher for the rest of that year. Should a teacher leave employment, the remainder will be withheld from the last check; to the extent funds are adequate.
3. The district will deduct the total dues required over the pay periods remaining from the time deduction is requested through the June payroll.

4. The district will remit dues so deducted within ten (10) days of the deduction.

#### Section E – RIGHT OF REPRESENTATION

When an employee, who is a member of the Association, is required to appear before the Board or the Administration concerning any potential disciplinary action which will affect the member's continued employment, or result in loss of salary, the member shall be entitled to have a representative of the Allendale Education Association and/or the Illinois Education Association present. This shall not apply to regular evaluation conferences. Furthermore, when an association member is required to appear before the Board for the above-specified matters, the member shall be advised in writing at least forty-eight hours in advance for the requirement.

#### Section F – BOARD MINUTES

One copy of the approved Board of Education minutes shall be made available to the president of the Association as soon as the approved minutes have been prepared.

### ARTICLE IV

#### STANDARD RIGHTS

##### Section A – COMPLETE UNDERSTANDING

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

##### Section B – 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 and clauses shall remain in full force and effect.

##### Section C – MANAGEMENT RIGHTS

The Board shall not be required to bargain over inherent managerial policy which shall include the following areas of discretion or policy:

1. The function of the Board
2. Standards of Service
3. The Board's overall budget
4. Selection of new employees
5. Direction of all employees

#### Section D – DURATION OF AGREEMENT

This Agreement shall be effective as of **August 18, 2021**, and shall continue in effect until the 18<sup>th</sup> day of **August of 2024**. This Agreement shall expire at such date unless it is extended for a specific period or periods by mutual written agreement of the parties or is replaced by a successor Agreement. Upon written request from the AEA, the Board will reopen negotiations no earlier than March 1.

#### Section E – NO STRIKE

During the term of this Agreement, employees shall not participate in a strike in whole or part. Strike means an employee's refusal in concerted action with others to report for duty, or his/her willful absence from his/her position, or his/her absence in whole or in part from the full, faithful, or proper performance of his/her duties of employment, for the purpose of inducing, influencing or coercing a change in the conditions, compensation, rights, privileges, or obligations of public employment.

### ARTICLE V

#### GRIEVANCE

Section A – Any claim by the Association or any teacher that there has been a violation, misrepresentation or misapplication of the terms of this Agreement shall be a grievance. The number of days indicated at each level will be considered as maximum. However, when mutually agreed upon, the time limits may be

extended. The term “days” when used in this procedure shall mean teacher employee days, except that when a grievance is submitted less than ten (10) days before the close of the current school term. The “days” shall mean all calendar days. The number of days used after the school year has been concluded shall be doubled.

## Section B – PROCEDURES

Level I – An attempt shall be made to resolve any problems in informal discussions between the complainant and his/her immediate supervisor.

Level II – If the grievance cannot be resolved informally, the grievant shall file a grievance in writing with the building Principal/Superintendent. The written grievance shall state the article and clause alleged to have been violated and shall state the remedy requested. The filing of the formal written grievance at the second level must be within ten (10) days from the date of the occurrence of the event on the part of the grievant. The Principal/Superintendent who has authority to make a decision of the grievance shall make such decisions and communicate it in writing to the aggrieved teacher within ten (10) days following the filing of the grievance. Each party shall have the right to include in its representation such witnesses and counsel as it deems necessary to develop facts pertinent to the grievance.

Level III -

- a. In the event the grievance is not satisfactorily resolved at Level II, the grievant shall file a copy of the grievance with the grievance committee of the Association within five (5) days of receipt of the Principal/Superintendent’s answer at Level II.
- b. The grievance committee shall within ten (10) days of receipt of the appeal, make a judgment on the merit of the grievance.

c. If the committee decides that the grievance lacks merit, it shall notify the Principal/Superintendent, the Association, and the grievant, and the grievance shall be resolved.

d. If the grievance committee decides that the grievance has merit, it shall move the grievance to Level IV.

Level IV – If the Association grievance committee determines that the grievance has merit, the Association may submit the grievance to binding arbitration. The arbitration procedures shall be conducted under the voluntary labor arbitration ground rules of the American Arbitration Association.

a. Neither the Board or the Association shall be permitted to assert grounds or evidence before the Board or the Arbitrator which was not previously disclosed to the other party.

b. The Board or the Arbitrator shall not have power to alter the terms of this agreement.

c. The authority of the Arbitrator shall be strictly limited to deciding only the issue or issues presented to him/her in writing by the Board and the Association. His/her decision must be based only upon his/her interpretation of the meaning or application of the language of the agreement.

d. Each party shall bear the full costs for its representation in the arbitration. The cost of the binding arbitration shall be divided equally between the parties.

e. If the party requests a transcript of the proceedings, that party shall bear the full cost for that transcript. If both parties order transcripts the cost of the two (2) transcripts shall be divided equally between the parties.



Section C – The Board acknowledges the right of the teachers to have the Association representative present at any point the grievance is resolved at Level II.

Section D – If the Association and the Principal/Superintendent agree, Levels I and II of the grievance procedure may be passed and the grievance brought directly to Level III.

Section E – Class grievances involving one (1) or more teachers or one (1) or more supervisors and grievances involving an administrator above the building level may be initially filed by the Association at Level IV.

Section F – Any investigation, handling or processing of any grievance by the grievant shall be conducted so that instructional programs and related work activities of the grievant or the teaching staff are not interrupted.

Section G – A teacher who participates in these grievance procedures shall not be subjected to discipline or reprisal because of such participation.

Section H – All documents dealing with the procession of a grievance shall be filed separately from the personnel files of the employees in a sealed envelope marked “Confidential”.

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

## ARTICLE VI

### PLACEMENT OF MATERIAL IN FILE

Each teacher shall have the right, during the working day with prior notice and in the presence of administrative personnel to review the contents of his/her personnel file and to place therein written reactions to any of its contents. The teacher shall have the right to have an Association representative present while viewing the contents of his/her personnel file.

ARTICLE VII  
REDUCTION IN FORCE

Section A – DEFINITION

As state mandated in Senate Bill 7, part 3, effective August 21, 2012, as defined by Bargnes.

Teachers will be grouped into four groups based upon their previous two evaluations:

Group 1: All non-tenured teachers who have not received a performance evaluation.

Group 2: Teachers who have received a “needs improvement” or “unsatisfactory” on either of the last two evaluations.

Group 3: Teachers who have received at least a “satisfactory” or “proficient” on both of their last two evaluations.

Group 4: Teachers who received an excellent on their last two evaluations or two excellent and a satisfactory/proficient on their last three evaluations.

Reductions in Force proceed from Group 1 to Group 4.

Group 1 at Board’s discretion, Group 2 based upon average of evaluations and if equal, seniority, Group 3 by seniority and Group 4 by seniority.

Group 1 and Group 2 have no recall rights.

Section B – RECALL FOR GROUPS 3 AND 4

Recall rights shall apply for two (2) years from the start of the school year for which the reduction was made. Should a position for which a dismissed teacher is certified become available within these limits; teachers will be recalled in reverse

order of the dismissals. Failure to respond within twenty (20) days to a written notice, sent by certified mail to the last address provided by the teacher, shall terminate recall rights.

## ARTICLE VIII

### TEACHER ASSIGNMENT

Section A – Teaching assignments shall be made by the Board following the recommendation of the appropriate administrator.

Section B – A teacher will accept any teaching assignment for which he/she is qualified and certificated; however, such assignment, if a change from the previous year, will be discussed with the teacher and notification will be made in writing no later than two (2) weeks prior to the new school term. Once assignment has been made, changes will be made only in the event of an emergency. Emergency shall be defined as an unexpected vacancy, an unfilled vacancy, or a change in enrollment.

### Section C – TEACHER VACANCY

A vacancy shall be defined as a position within the district presently unfilled including newly created positions, as well as such positions currently filled but anticipated to be open in the future. In the event that a teacher vacancy occurs, certified staff will be given first chance to be interviewed for the position, with the Board approval being at their discretion as to the selection. The notice of vacancy will be posted in the teachers' lounge for a period of five (5) working days before being posted to the public. To be considered for the position, teachers must respond within those same five (5) working days by letter to the Board of Education. Summer Notification: The employer shall continue to post vacancies as described above. The posting will also be sent to the Association President and Secretary.

## ARTICLE IX

### SCHOOL CALENDAR AND WORK DAY

Section A – The employment year for all teachers shall not exceed one hundred eighty (180) work days. The Salary Schedule (Appendix A) shall be based on the maximum calendar of one hundred eighty (180) days. Teachers new to the District shall have an obligation of two (2) additional days scheduled by the administration for the purpose of orientation and related activities.

Section B – The normal work day shall be from 7:30 A.M. until 3:30 P.M.

In case of early dismissal, teachers shall remain until buses have departed.

Section C – A teacher may be required to remain past the normal teacher's work day:

1. To attend teacher meetings and curriculum meetings except that such meetings shall not become unreasonable, frequent or lengthy. Under most conditions such meetings will end by 4:00 P.M.
2. To keep appointments with students or parents when scheduled in advance with the teacher.
3. To attend one (1) open house each year.
4. To monitor in emergency situations which endanger student welfare or safety which require employees' presence as determined by the Superintendent.

Section D – PLANNING TIME

Each teacher shall be entitled to a preparation period of at least thirty (30) consecutive minutes during each normal workday.

## ARTICLE X

### LEAVES

Section A – SICK LEAVE

Teachers will receive sick leave as provided by Section 5/24-6 of the Illinois School Code.

1. Each teacher will receive 12 sick leave days per year. Such leave will accumulate with no maximums.
2. Each member may be granted up to **five (5) consecutive** bereavement days per year without loss of pay if all accumulated sickness leave days and personal leave days have been used to attend the funeral of an immediate family member. Immediate family shall be defined as parents, spouse, brothers, sisters, children, parents-in-law, stepparents, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, grandparents-in-law, and legal guardians.
3. Personal leave days are to be used for the bereavement of individuals outside the immediate family. These days will be subtracted from the annual allotment of personal leave days.

#### Section B – PERSONAL LEAVE DAYS

1. Each faculty member will be granted two (2) personal leave days per year.
2. At least two (2) working days' notice must be given to the building Principal prior to the leave day.
3. Approval of the personal leave day is contingent upon a qualified substitute being available.
4. The personal leave day must be taken in not less than one-half (1/2) day segments.
5. Unused personal leave days shall be added to the accumulated sick leave at the beginning of the next school year.

6. Written approval must be obtained from the administration using the standard application form for personal leave days, excluding the purpose of the leave.

#### Section C – ASSOCIATION LEAVE

The Association shall be granted up to two (2) days of leave district wide (not two days per teacher) to attend local, state or national conferences or other business pertinent to Association affairs, provided that one week's notice be given in writing to the Unit Superintendent. The Association will reimburse the District for the cost of the substitute prior to the leave.

### ARTICLE XI

#### INSURANCE

Section A – The Board shall pay, for the teachers who choose medical insurance, up to \$3000 during each **contract year**.

Section B – Those teachers not taking the insurance will have \$3000 contributed to the annuity of their choice during each contract year. The annuity will be equally divided between 24 paychecks.

Section C – Teachers shall declare by September 1, the option of their choice (either insurance or a tax sheltered annuity). This option will remain in effect until September 1 of the following year.

### ARTICLE XII

#### RETIREMENT

In order to be eligible for the district's early retirement incentive of a 5% increase in salary, he/she must be at least 60 years of age at the time of retirement or will be at least 55 years of age and have 35 years of experience (33 years of experience and 340 days of accumulated uncompensated sick leave or 34 years of experience and 170 days of accumulated uncompensated sick leave). Teachers with 20 or more years of consecutive service immediately prior to retirement at Allendale CCSD 17 who satisfy the above criteria, including any unused accumulated sick

leave for which TRS grants credited service, are eligible for the following retirement incentive:

1. If an eligible employee gives the Board an irrevocable letter of retirement prior to August 1st stating he/she shall retire at the end of the next school year, the employee will be removed from the salary schedule and for the final year of employment the employee's TRS creditable earnings shall be increased by five percent (5%) over the employee's TRS creditable earnings for the prior year of employment.
  2. If an eligible employee gives the Board an irrevocable letter of retirement prior to August 1st stating he/she shall retire at the conclusion of two (2) school years, the employee will be removed from the salary schedule for each of the final two (2) years of employment and the employee's TRS creditable earnings shall be increased by five percent (5%) each year over the employee's TRS creditable earnings for the prior year of employment.
- A. If a teacher has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the teacher's increase shall be reduced by the amount of the extra duty compensation.
- B. Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra duties or TRS reportable duties not currently being performed without the consent of the employee.
- C. The Board and the Association agree that during the term of this agreement, if any new law is enacted or any regulations are issued by the Illinois Teachers Retirement System which affect an employee's creditable earnings in any year, without penalty to the Allendale CCSD 17, the parties will reopen negotiations for the sole purpose of addressing this provision of the contract.

## ARTICLE XIII

### SALARY SCHEDULE PLACEMENT

#### Section A – YEARS OF EXPERIENCE IN DISTRICT (VERTICAL MOVEMENT ON SALARY SCHEDULE)

The years of experience in the District (vertical movement on the salary schedule) are based upon full years of full-time teaching. A full year of experience will be given any teacher who has worked full time for seventy percent (70%) of the school year. If the leave of absence is for a medical reason, all accrued sick leave and personal days must be used before a leave of absence is considered to begin.

#### Section B – HORIZONTAL MOVEMENT ON THE SALARY SCHEDULE

Horizontal movement on the salary schedule is accomplished by:

A. Having an official grade report or transcript from the university demonstrating successful completion of the course on file in the District's administrative office by September 1 or the school year in which the credit is to be claimed. If an official transcript is unavailable by September 1, an official grade sheet is acceptable; however, an official transcript will be provided to the district by December 30 of that calendar year.

B. The course work must be approved in advance by the chief administrator or his/her designee if movement on the salary schedule is desired. Courses will be approved on the following basis:

1. If the course is in a prescribed course of study leading to an advanced degree. (An official graduate program for degree status from the university shall be on file prior to approval).

2. If the course is pertinent to the teacher's area of education or if the course directly relates to the subject(s) taught by the teacher and is a graduate-level class.



3. If the District requests that a course be taken by a teacher.

#### Section C – RECOGNITION OF OUTSIDE EMPLOYMENT

Employment experience earned in other school settings shall be recognized for salary schedule purposes, commencing with the employees hired after the close of the 1997-1998 school term as follows:

- A. Full-time public school service in Illinois.
- B. Full-time public school service in any State or United States Department of Defense School.
- C. Full-time experience teaching in private or parochial schools shall be recognized if:
  1. The school was accredited by the state in which the school exists or the school was accredited by North Central Association or some similar secular body whose primary purpose is recognition of quality standards in public primary and secondary schools; and
  2. The employee, at the time of such service, had a teaching certificate from Illinois or some other state; and
  3. The teacher was teaching in the area of his/her certificate.
- D. Experience teaching at nursery schools or day care centers shall be recognized granting the employee at the time of such service had a teaching certificate from Illinois or some other state, and the teacher was teaching in the area of his/her certificate.
- E. Experience teaching levels beyond the twelfth grade shall not be recognized.

F. Services less than full-time shall be recognized by the Board of Education as one-half (1/2) year of service for each part-time year, except if the service was less than half-time (1/2), then no credit shall be recognized by the Board of Education.

G. The District shall not be required to recognize more than ten (10) years of service in another district or school system, but may do so in the discretion of the Board of Education. However, once service credit has been recognized and allowed, that service credit shall be recognized for all future years of placement on the District's salary schedule for that employee.

Note: Advancement on the salary schedule horizontally for professional improvement will be based on credits toward an advanced degree and/or certification requested by the district (Refer to School Board Policy Manual).

## ARTICLE XIV

### COMPENSATION DATES

Pay dates will be the closest banking day to the 15<sup>th</sup> day of the month and the closest banking day to the last day of the month by direct deposit.

## ARTICLE XV

### TEACHER EVALUATION

#### Section A – PURPOSE

The purpose of teacher evaluation shall be the improvement of classroom teaching performance. All evaluations shall be conducted in good faith toward this purpose.

#### Section B – PROCESS

Evaluations will be performed between October 1 and April 30, with the possible exception of remediation evaluations. The ratings shall consist of “excellent”, “proficient”, “needs improvement”, and “unsatisfactory”.

1. Each non-tenured teacher must be evaluated once every school year.
2. Each tenured teacher must be evaluated once in the course of every two (2) school years; however, any tenured teacher whose performance is rated as “needs improvement” or “unsatisfactory” must be evaluated once in the school year following receipt of such rating.
3. Any teacher receiving a rating of “unsatisfactory” will be referred to the remediation process (page 20).

#### Section C – NOTIFICATION

All teachers will be evaluated using the same evaluation tool. All teachers shall be acquainted with the evaluation procedures at the beginning of the school year. All evaluations shall include a pre-evaluation conference, an in-class observation, and a post-evaluation conference between the teacher and evaluator.

#### Section D – POST CONFERENCE

The evaluator shall have a meeting with the employee within five (5) working days following the classroom observation. Results of the formal evaluation shall be reduced to writing and a copy given to the employee following the post-conference meeting. Teachers will be required to sign their evaluations upon review at the post-conference meeting.

#### Section E – RESPONSE

The teacher shall have the right to submit a written response regarding any evaluation. The teacher may also submit written comments following the post-conference evaluation meeting. All written evaluations and employee comments shall be placed in the teacher’s personnel file.

#### Section F – INFORMAL EVALUATION

Agreeing to the procedure above does not limit the right of the Administration to utilize observations to evaluate employees during the work day or at assigned school functions. Any result from such observations that become a part of the employees personnel file shall be discussed in a meeting with the employee. This meeting shall be held within five (5) working days after the informal observation to discuss the remediation of any deficiencies that may have been noticed.

## Section G - REMEDIATION PROCESS

For tenured teachers, a remediation plan will be developed and initiated within fifteen (15) school days after an evaluation has been completed which results in an overall “unsatisfactory” rating. This plan will be designed to correct the areas identified as unsatisfactory, provided the deficiencies are deemed remediable. The remediation plan will provide for three 30-day evaluation periods in which a minimum of 3 scheduled and 2 unscheduled observations shall be completed within the remediation plan process.

- a. Failure of the teacher to comply with the timelines for the required evaluations due to events such as summer months, illness, or district approved leaves of absence under a remediation plan shall not invalidate the results of said plan.
- b. Failure of the administration to strictly comply with time requirements contained herein shall not invalidate the results of the remediation plan.
- c. There shall be a conference for the overall remediation plan evaluation within ten (10) school days of the completed remediation process.

### 1. Participants

The participants in the remediation plan shall include the teacher deemed “unsatisfactory,” a qualified administrator, and a consulting teacher as approved by the association and by the Superintendent. The writing of the

remediation plan may include the participation of the above mentioned personnel to assist in correcting areas identified as unsatisfactory.

- a. The participation of the consulting teacher shall be voluntary.
- b. The qualified consulting teacher shall have received a rating of “excellent” or “proficient” on the most recent evaluation, has a minimum of five (5) years experience in teaching, and has knowledge and experience in the assignment of the teacher under remediation.
- c. The consulting teacher shall be chosen from the names of all teachers so qualified.
- d. Where no consulting teacher is available in the district, the district shall request the State Board of Education to provide a consulting teacher. The State Board of Education shall then provide a consulting teacher who meets the requirements for qualification as a consulting teacher.
- e. If the consulting teacher becomes unavailable during the course of a remediation plan, a new consulting teacher shall be selected in like manner as the initial consulting teacher. The remediation plan shall be amended, as may be necessary upon consultation with the new consulting teacher.
- f. The consulting teacher shall provide advice to the teacher under remediation as to how to improve teaching skills and how to successfully complete the remediation plan.
- g. The consulting teacher shall not be required to participate in any of the three 30-day evaluation cycles in an official observation role, nor be engaged to evaluate the performance of the teacher under remediation.

h. In order to provide assistance to the teacher under a remediation plan, the consulting teacher shall attend each post-observation conference as well as the 30-day evaluation conference.

## 2. Dismissal

The remediation plan shall provide that if the teacher under remediation fails to complete the ninety (90) school day remediation plan with a “proficient” or above (final) rating, said teacher shall be dismissed in accordance with 105 ILCS 5/24A-1 through 5 of The Illinois School Code.

## 3. Successful Completion

A teacher who successfully completes a remediation program shall be evaluated the following year, and after a successful evaluation, then placed on a regular cycle of evaluation.

**2021-2022 Salary Schedule**

Years	B.S.	B.S. + 16	M.S.
1	\$37,400	\$38,200	\$39,100
2	\$37,900	\$38,700	\$39,600
3	\$38,400	\$39,200	\$40,100
4	\$38,900	\$39,700	\$40,600
5	\$39,400	\$40,200	\$41,100
6	\$39,900	\$40,700	\$41,600
7	\$40,400	\$41,200	\$42,100
8	\$40,900	\$41,700	\$42,600
9	\$41,400	\$42,200	\$43,100
10	\$41,900	\$42,700	\$43,600
11	\$42,400	\$43,200	\$44,100
12	\$42,900	\$43,700	\$44,600
13	\$43,400	\$44,200	\$45,100
14	\$43,900	\$44,700	\$45,600
15	\$44,400	\$45,200	\$46,100
16	\$44,900	\$45,700	\$46,600
17	\$45,400	\$46,200	\$47,100
18	\$45,900	\$46,700	\$47,600
19	\$46,400	\$47,200	\$48,100
20	\$46,900	\$47,700	\$48,600
21	\$47,400	\$48,200	\$49,100
22			\$49,600
23			\$50,100
24			\$50,600
25			\$51,100

**2022-2023 Salary Schedule**

Years	B.S.	B.S. + 16	M.S.
1	\$38,700	\$39,500	\$40,400
2	\$39,200	\$40,000	\$40,900
3	\$39,700	\$40,500	\$41,400
4	\$40,200	\$41,000	\$41,900
5	\$40,700	\$41,500	\$42,400
6	\$41,200	\$42,000	\$42,900
7	\$41,700	\$42,500	\$43,400
8	\$42,200	\$43,000	\$43,900
9	\$42,700	\$43,500	\$44,400
10	\$43,200	\$44,000	\$44,900
11	\$43,700	\$44,500	\$45,400
12	\$44,200	\$45,000	\$45,900
13	\$44,700	\$45,500	\$46,400
14	\$45,200	\$46,000	\$46,900
15	\$45,700	\$46,500	\$47,400
16	\$46,200	\$47,000	\$47,900
17	\$46,700	\$47,500	\$48,400
18	\$47,200	\$48,000	\$48,900
19	\$47,700	\$48,500	\$49,400
20	\$48,200	\$49,000	\$49,900
21	\$48,700	\$49,500	\$50,400
22	\$49,200	\$50,000	\$50,900
23			\$51,400
24			\$51,900
25			\$52,400



**2023-2024 Salary Schedule**

Years	B.S.	B.S. + 16	M.S.
1	\$40,000	\$40,800	\$41,700
2	\$40,500	\$41,300	\$42,200
3	\$41,000	\$41,800	\$42,700
4	\$41,500	\$42,300	\$43,200
5	\$42,000	\$42,800	\$43,700
6	\$42,500	\$43,300	\$44,200
7	\$43,000	\$43,800	\$44,700
8	\$43,500	\$44,300	\$45,200
9	\$44,000	\$44,800	\$45,700
10	\$44,500	\$45,300	\$46,200
11	\$45,000	\$45,800	\$46,700
12	\$45,500	\$46,300	\$47,200
13	\$46,000	\$46,800	\$47,700
14	\$46,500	\$47,300	\$48,200
15	\$47,000	\$47,800	\$48,700
16	\$47,500	\$48,300	\$49,200
17	\$48,000	\$48,800	\$49,700
18	\$48,500	\$49,300	\$50,200
19	\$49,000	\$49,800	\$50,700
20	\$49,500	\$50,300	\$51,200
21	\$50,000	\$50,800	\$51,700
22	\$50,500	\$51,300	\$52,200
23	\$51,000	\$51,800	\$52,700
24			\$53,200
25			\$53,700

SIGNATURE PAGE

This agreement is signed this AUGUST 18, 2021.

DATE

In witness thereof:

For the Allendale Education  
Association

For the Allendale Community  
Consolidated School District  
No. 17 Board of Education



PRESIDENT



PRESIDENT



SECRETARY



SECRETARY