

AGREEMENT BETWEEN

THE BOARD OF EDUCATION
of
LELAND COMMUNITY UNIT SCHOOL DISTRICT NO. 1

and the

LELAND EDUCATION ASSOCIATION

2021-2022

2022-2023

2023-2024

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AGREEMENT

ARTICLE I

THIS AGREEMENT is made and entered into by and between the BOARD OF EDUCATION OF LELAND COMMUNITY UNIT SCHOOL DISTRICT NO.1, LaSalle County, Illinois (hereinafter referred to as the "Board") and the COMMUNITY UNIT NO.1 TEACHERS' LELAND EDUCATION ASSOCIATION, affiliated with the Illinois Education Association, IEA/NEA (hereinafter referred to as the "Association"). The Board and the Association believe that they have a common responsibility to provide the pupils of the District with a quality educational program. It is the hope of both parties that this agreement will assist in the maintenance of such an educational program.

ARTICLE II

RECOGNITION AND SCOPE

2.1 Recognition

The Board hereby recognizes the Association as the sole and exclusive bargaining agent for all regularly employed full and part time certificated teaching personnel, excluding the superintendent, principals, administrators, substitute teachers, and any other employees excluded from coverage under the Illinois Educational Labor Relations Act.

2.1.1 Definition

When used herein, the term "teacher" or the term "employee" shall refer to the members of this bargaining unit as defined above.

2.2 Scope

The Board and the Association agree to negotiate in good faith with respect to wages, hours, and other terms and conditions of employment as required by law, provided that such obligation does not compel either party to agree to a proposal or require the making of a concession.

2.3 Fair Share

Fair share language is considered null and void until such time the federal court states it can be enacted. No employee shall be required to join the Association as a condition of employment. However, each full time teacher who is not a member of the Association is required to pay a fair share fee to the Association for the purpose of deferring the costs of services rendered by the Association to non-members.

In the event a teacher does not pay the fair share fee directly to the Association within 30 days following the commencement of employment, the Association shall notify the Board of the amount due and unpaid by such employee. The Board shall then deduct the fair share fee from the wages of the employee and remit it to the Association in accordance with the procedures currently established in the District for membership dues deduction.

At least annually, the Association must certify the amount of this fair share fee, which may not include contributions related to the election or support of candidates for political office. The Association shall also comply with the Notice of Fair Share fees requirement and other provisions as provided by the applicable rules of the IELRB. The Board shall not be required to deduct the fair share fee until the certification and notice requirements described herein have been met as required by the applicable law and/or the rules and regulations of the IELRB.

The obligation to pay a fair share fee will not apply to any employee who, on the basis of either 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.

The Association shall indemnify and save the Board harmless against any and all claims, demands, suits, or other forms of liability, including all costs and attorney fees that shall arise out of or by reason of any action taken or not taken by the Board for the purpose of complying with this Article, or in reliance upon any list, certification or notice furnished pursuant to this Article.

Notwithstanding anything herein to the contrary, this Section 2.3 shall not apply to those District employees not members of the Association as of September 30, 1985. No such employee shall be required by the Article to pay any fair share fee.

ARTICLE III WORKING CONDITIONS

3.1 School Calendar

The Board shall annually adopt a school calendar as required by applicable law. A copy of Administration's tentative calendar shall be provided to the Association at least 2 weeks prior to its initial presentation to the Board in the month preceding the action item for adoption. The Association may submit written suggestions regarding the tentative calendar and the teachers shall be placed on the Board agenda for the purpose of presenting such suggestions to the Board.

3.2 Duty Free Lunch

Each teacher shall be guaranteed a duty-free lunch of at least thirty (30) minutes per day.

3.3 Preparation Time

The board will continue to provide release time to teachers for preparation purposes. During the regular student day, 8:10 a.m. to 3:05 p.m., the Board will provide no less than 300 minutes of release time per each five day work week. In the event that the Board wishes to change the number of periods in the school day at the secondary level, it shall appoint a committee which includes teachers to consider the issue.

3.4 Assignment

Teachers will be given their tentative schedules no later than the last day of the school term. The Administration shall promptly notify a teacher of any change to his/her schedule forty-five (45) days

before the start of the next school term provided that the Administration is aware at that time. Otherwise, the teacher will be notified as soon as reasonably possible after the Administration becomes aware of the change.

3.5 Work Day and Work Hours

The regular teacher work day shall be from 7:45 a.m. to 3:30 p.m. Monday, Tuesday, and Thursday. On Wednesday, teacher work day shall include professional development activities until 4:00 p.m. Teachers who will be absent during a Wednesday professional development session shall get approval from the building principal prior to the absence. No professional development activities shall be scheduled on Wednesday during a week with a school improvement day or during the first week with parent/teacher conferences scheduled during the evening. On Fridays or days preceding holidays or vacation, or days when school is dismissed early due to weather conditions, the teacher day shall end ten (10) minutes after the close of the pupil day except on scheduled School Improvement and Teacher Institute Days, and on Final Exam days when teachers are expected to stay for the full work day. Teachers may be required to remain until 3:45 to attend meetings or meet with parents or students. Each semester will begin with a Teacher Institute Day. The spring semester Institute Day will consist of morning in-service activities, and the afternoon reserved for teacher record-keeping.

3.6 Discipline

The Board and Association agree that proper student control is a joint effort of teachers and administrators at all times wherein students are under the jurisdiction of the school. All certified staff members shall assume reasonable responsibility for student control and enforcement of the approved code of discipline. Administration shall continually support faculty in providing information to students about desired behavior.

ARTICLE IV EMPLOYEE/ASSOCIATION RIGHTS

4.1 Curriculum Development

Teachers shall have the right and responsibility to participate in activities designed to improve the curriculum and, by working through established channels, they may make recommendations for curricular change.

4.2 Indemnification

The Board shall protect and indemnify teachers against damage claims and suits, including the defense thereof, when damages are sought for negligent or wrongful acts alleged to have been committed in the scope of employment as provided for in the applicable provisions of the Illinois School Code. All teachers shall sign up for any liability insurance coverage offered by the State at no cost to the teachers.

4.3 In-Service Program

A committee of teachers in conjunction with the Principal shall have the right to make recommendations regarding the in-service programs to be used in the District.

4.4 Personnel Files

Teachers shall have the right upon request and at reasonable times to review the contents of their personnel files, except for pre-employment references, subject to and in accordance with the Illinois Personnel Records Review Act. Only one official file shall be kept for each teacher. Each teacher shall have the right to insert material relevant to his/her service in this school or his/her qualifications in general. A teacher shall have the right to attach dissenting material in their official file. Reasonable requests by teachers for single copies of materials in their office file, except privileged information, will be honored by the Administration. Transcripts, certificates, and any item of personal value to the teacher shall, by request, be made available to the teacher upon termination from the District provided, however, that the District will retain all records or copies thereof as deemed necessary for business purposes or as may be required by law.

4.5 Notice of Special Board Meetings

Except in emergency situations, the Board will use reasonable effort to notify the Association's President of any special meetings of the Board. During the summer months, the Superintendent will attempt to communicate with the Association President to advise as to any special meetings.

4.6 Access to Information

The Board shall make available to the Association upon request the financial records of the District. The Association may request and receive a copy of any public records of the Board, except those exempt from disclosure by law. The Superintendent shall post the agenda for each Board meeting on the district website and email a copy to the association president, according to the Open Meetings Act guidelines. A copy of the open session Board minutes, when prepared and approved for distribution, shall be posted on the District's website.

4.7 New Teachers

Names and addresses of newly hired teachers shall be provided to the Association as soon as available.

4.8 Mailbox

The Association may use the school mailboxes to facilitate the dissemination of official identified Association material. The Association agrees, however, not to knowingly use the mailboxes for any purpose which has an adverse effect on the District.

4.9 Use of Bulletin Boards

The Board agrees that the Association shall not be prohibited from using any available bulletin board space in employee lounges or other areas not frequented by students for the purpose of posting notices and other materials related to Association activities. All notices and materials that are posted are to be signed or initialed by an authorized Association representative.

4.10 Association Meetings

The Association shall have the right to use the school building to hold general membership meetings, provided that the Principal is given reasonable advance notice, the meeting will not disrupt or interfere with any facet of the school's educational, administrative, or extracurricular programs, and so long as the

Association reimburses the District for any additional maintenance and custodial expenses covered by such meeting.

4.11 Insurance Advisory Committee

The parties hereby agree to establish a health insurance advisory committee. Said committee shall be comprised of the Superintendent, one member of the support staff selected by the Superintendent, and three (3) members of the Association. Any person may submit suggestions to the committee either orally or in writing. The committee is authorized to consider and study cost containment, claims handling services, cost reduction measures, benefits and other items relating to the Board's health insurance plan. The committee may make advisory recommendations to the Board relating to employee health insurance issues.

These recommendations shall be advisory only and shall not be binding on the Board. Committee approval shall not be required for any decision relating to insurance. Committee meetings or communications shall not be considered to be negotiations. Participation on the committee shall be voluntary, and considered non-work time, and the members of the committee shall not be entitled to any additional compensation because of their participation. The committee shall meet as needed at mutually agreeable times that do not conflict with any teachers' normal school day.

ARTICLE V GRIEVANCE PROCEDURE

5.1 Definition

A grievance is defined as a written claim that there has been a violation, misinterpretation, or misapplication of a specific provision of this agreement. No grievance will be processed or entertained unless it is filed in writing in accordance with Step 1 within ten (10) school days after the occurrence of the event or when the Association reasonably became aware of the violation giving rise to the grievance.

5.2 General Provisions

5.2.1 Time Limits

All time limits consist of school days except that between the end of the school term in June and the beginning of the next school term and legal holidays, the time limits shall consist of days when the District's business offices are open. All time limits may be extended by mutual written agreement between the parties. Failure to follow the time limits, except when mutually extended, shall act as a bar for further process of the grievance. Failure to follow the time limits, on the part of the Board, except when mutually extended, shall act to grant the grievance.

5.2.2 Association Representation

An employee will be entitled to Association representation at each step of the grievance process.

5.2.3 Bypass

Upon the mutual agreement of the Association and the Superintendent, a grievance may be brought directly to any step.

5.2.4 No Reprisals

No reprisals shall be taken by the Board or Administration against an employee because of participation in any grievance. Files of grievances shall be kept separate and distinct from the personnel files.

5.2.5 Convenience

The parties will attempt to arrange mutually convenient times and places for meetings and hearings conducted pursuant to this Article.

5.2.6 Informal Resolution

The parties agree that it is usually most desirable for an employee and the employee's immediate supervisor to resolve problems informally. Therefore, an attempt to resolve problems informally should be made. If a grievance cannot be resolved informally, it must be processed in accordance with the below procedures. The employee may bring a representative of his/her choice to the informal conference provided that the employee notifies the supervisor reasonably in advance of the meeting of his/her intention to do so. The parties agree, however, that it is often best to carry out the informal conference without representation.

5.3 Procedures

5.3.1 Step 1

The grievant or Association shall file the grievance in writing with the Building Principal within ten (10) school days of the occurrence of the event giving rise to the grievance. The Building Principal or designee shall confer with the grievant in an attempt to resolve the grievance. A decision in writing shall be rendered to the grievant within four (4) school days of the conference.

5.3.2 Step 2

If a satisfactory agreement is not reached at Step 1, the Association may appeal to the Superintendent or his/her designee in writing within four (4) school days after receipt of the decision of the Building Principal or his/her designee. The Superintendent or his/her designee shall hold a conference within ten (10) school days after receipt of the appeal and a written decision shall be rendered by him/her or his/her designee within ten (10) school days after the conference.

5.3.3 Step 3

If the grievance is not resolved at Step 2, the Association may submit the grievance to the Board of Education. The grievance must be submitted to the Board within ten (10) school days of the Superintendent's decision or the date upon which it was due. The President of the Board shall arrange for a meeting to take place with the Association within ten (10) school days of its receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems

necessary to develop facts pertinent to the grievance. Upon conclusion of this meeting, the President of the Board shall have ten (10) school days in which to provide a written decision with reasons to the Association.

5.3.4 Step 4

In the event that the Association is not satisfied with the disposition of his/her grievance at Step 3, the grievance may be submitted to binding arbitration within twenty (20) school days after the receipt of the Step 3 decision. The selection of the arbitrator shall follow the standard operating procedures set forth by the American Arbitration Association. The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of the agreement. He/She shall consider and decide only the specific issues submitted to him/her in writing and shall have no authority to make any decision or recommendation on any other issue not so submitted to him/her.

The arbitrator's decision shall be based solely upon his/her interpretation of the meaning or application of the specific terms of this agreement to the facts of the grievance presented. The fees of the arbitrator and that of a court reporter, if requested by either party, shall be divided equally between the Board and the Association. All other expenses shall be borne by the party incurring them.

ARTICLE VI MANAGEMENT RIGHTS

6.1 Management Rights

All management rights and functions, except those which are clearly and expressly abridged by this agreement, shall remain vested exclusively in the Board. It is expressly recognized, merely by way of illustration and not by way of limitation, that such rights and functions include, but are not limited to (1) full and exclusive control of the management of the District, the supervision of all operation, the methods, processes, means, and personnel by which any and all work will be performed, the control of property, and the assignment, direction and determination of the size and type of its working forces; (2) the right to determine the work to be done and the standards to be met by employees covered by this agreement; (3) the right to change or introduce new operations, methods, processes, means or facilities, and the right to determine whether and to what extent work shall be performed by employees; (4) the right to determine the qualifications of employees, and to suspend, discipline, and discharge employees for cause and otherwise to maintain an orderly, effective, and efficient operation.

6.2 No Strike Clause

During the term of this agreement, the Association agrees not to strike, not to engage in any work stoppages, and not to picket in any manner which would disrupt the operations of the School District.

ARTICLE VII

LEAVES

7.1 Sick Leave and Bereavement Leave

Sick leave shall be granted on the basis of:

0-12 years of service in the district	12 days
13-24 years of service in the district	14 days
25+ years of service in the district	16 days

Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness in the immediate family or household, birth, adoption or placement for adoption. Immediate family shall include: parents, spouse, brothers, sisters, children, grandchildren, grandparents, parents-in-law, sisters-in-law, brothers-in-law, and legal guardians. Three (3) days of bereavement leave per year may be used; additional considerations provided under the Illinois Child Bereavement Leave Act. The leave shall not affect sick leave benefits. The use of additional available sick leave may be authorized for bereavement purposes on a case by case basis by the Superintendent at his/her discretion.

The Board may/will require a physician's certificate as a basis for pay after three (3) consecutive days of personal illness, or 30 days for birth, or as it may deem necessary in other cases. Sick leave shall be provided to part-time teachers on a pro rata basis. Absence under this Section for a block of time less than two (2) hours will be deducted as one-quarter (1/4) of a day; absence for a block of time more than two (2) hours, but less than four (4) hours, will be deducted as one-half (1/2) of a day; absence for a block of time more than four (4) hours will be deducted as a full day. Unused sick days will accumulate without limitation.

7.2 Personal Leave

An employee is allotted two (2) days of personal leave each year for the purpose of conducting personal business. Personal leave days may accrue up to a maximum of three (3) days. Personal leave may not be used on the day before or the day after any holiday or vacation period. In extraordinary and exceptional circumstances, the Superintendent may grant personal leave outside foregoing limits at his/her sole discretion and any such action shall not be appealable or precedential in any respect. Notice of proposed use of personal leave must be given to the principal at least forty-eight (48) hours in advance, provided that the Superintendent may waive this requirement if, in his/her judgment, an emergency situation prevented the notice. Absence under this Section for a block of time less than two (2) hours will be deducted as one-quarter (1/4) of a day; absence for a block of time more than two (2) hours, but less than four (4) hours will be deducted as one-half (1/2) of a day; absence for a block of time more than four (4) hours will be deducted as a full day. Unused personal leave of more than one (1) day shall be converted to sick leave days at the end of each school year. Personal leave is available to part-time teachers on a pro rata basis.

7.3 Professional Leave

One day of professional leave per year shall be allowed each teacher. This leave shall not be charged to sick leave or personal leave. Administrative approval must be received before professional leave may be

used. Expenses not exceeding \$300 will be paid by the Board. Teachers who are assigned by the District to State mandated programs, required to fulfill District requirements, or teachers who have arranged with an outside agency for the cost of participation and the substitute teacher, shall experience no loss of their professional day if the Superintendent deems their attendance necessary. The Superintendent may approve additional professional leave on a case by case basis in his/her discretion

7.4 Jury Duty Leave

Employees who are required to serve on jury duty during the year shall receive full salary during the period of such service.

7.5 Military Leave

Military leave shall be provided in accordance with State and federal law.

7.6 General Leave

The Board may grant a leave of absence without pay to a tenured teacher, for a period of up to one school year. Requests for such leave are to be submitted to the Board through the Superintendent.

7.7 Mandated Educational Trips

If a teacher is accompanying students on a school-mandated trip, this will not count as his/her professional day.

7.8 Association Leave

The Association may send one (1) teacher to the annual IEA-NEA Representative Assembly for no more than two (2) school days each year without loss of salary or leave credit providing that the Association shall reimburse the District for the cost of the substitute for the teacher.

7.9 Child-rearing Leave

The Board may grant a teacher an unpaid leave of absence for child-rearing purposes subject to the conditions set forth below:

1. A teacher may apply for an unpaid child-rearing leave of absence upon the birth or adoption of their child or within six (6) months of the birth or adoption of their child.
2. The teacher shall submit a plan to the Superintendent to include the proposed duration of his/her leave and the proposed return to work date. The duration of the leave may not exceed the duration of the school year in which the leave commences.
3. A teacher on an approved child-rearing leave of absence who completes 120 or more days of work during the school year shall be eligible to advance on the salary schedule as though they completed the full school year.
4. Upon return from an approved child-rearing leave at the agreed-upon return to work date, the teacher shall be returned to the same or comparable position. A teacher on a child-rearing leave is subject to a reduction in force or other dismissal on the same terms and conditions as all other teachers.

5. During the period of the unpaid child-rearing leave, the teacher shall be responsible to pay 100% of the premium costs of the health insurance coverage elected by the teacher under the District's group plan.
6. If the Family and Medical Leave Act (FMLA) applies and the teacher is eligible for FMLA, FMLA shall run concurrently with the child-rearing leave of absence.

7.10 Testimony

For subpoenaed testimony in court, there shall be no loss of pay unless the employee or the Association or any of its local members or agents is parties to the case. This leave shall not be granted for more than two (2) work days per school term.

7.11 Injury on the Job

A School District employee who is absent from work due to injury on the job shall be entitled to keep any Worker's Compensation check to which her or she is entitled under the Illinois Workers' Compensation Act, and also to receive the difference between such Workers' Compensation benefit check and the amount of full salary or pay (less applicable deductions) from the School District. Such employee shall be eligible to receive School district salary or pay in addition to Worker's Compensation benefits only for so long as the employee has sick leave available, and such employee shall be charged one-third (1/3) of a day of sick leave for each day absent. Also, should the employee choose to do so, the employee may keep any worker's compensation payments received and not use any available sick leave in which case the District shall make no additional salary payment to the employee during the period of disability for which worker's compensation payments are made to the employee. It is the intention of this policy to afford employees not more than full pay by way of sick leave and Worker's Compensation benefits for injuries on the job.

ARTICLE VIII EVALUATION

8.1 Evaluation Process

Teachers in contractual continued service shall be evaluated according to the procedures set forth in the Illinois School Code Article 24A-5 (105 ILCS 5/24A-5) and the Illinois Administrative Code Title 23 Part 50. Evaluations shall be conducted pursuant to the "Teacher Evaluation Handbook," which will be electronically distributed by the Principal to certified staff members. Specific job descriptions will be provided at the time of initial employment.

8.1.1 Procedures

The evaluation process will include the following procedures and timelines:

1. Notification of formal observations will be given to the certified staff member a minimum of one week prior to the observation.
2. The *Pre-Observation Conference Self-Evaluation* form will be completed and given to the evaluator at least one school day prior to the pre-observation conference.
3. The *Pre-Observation Guided Questions* can be referred to by the evaluator and certified staff member, but the form does not need to be completed in writing prior to the pre-observation conference.

4. The post-observation conference must take place within 10 school days of the formal observation.
5. The certified staff member will provide the evaluator with a completed *Post-Observation Conference Self-Evaluation* form within 2 school days following the completion of a formal observation.
6. The *Professional Responsibilities Data Collection* form must be submitted to the evaluator within 1 school day prior to the pre-observation conference.
7. If an informal observation is to be used in the Final Summative Evaluation, it must be shared with the teacher in writing or electronically within 5 school days of the informal observation.
8. If a computational error in a rating is found, the error will be corrected and the proper rating will be assigned.
9. If an “unsatisfactory” rating is overturned by the Unsatisfactory (Appeals) Committee, a “needs improvement” rating will be assigned. Mandated procedures for “needs improvement” ratings will take effect.

8.2 Joint Committees

Joint committees shall be formed for the purpose of establishing a performance evaluation plan, incorporating data and indicators of student growth, and addressing “unsatisfactory” rating appeals.

8.2.1 The Evaluation Committee shall be composed of administrators and association members for the purpose of evaluating the effectiveness of the evaluation tool outlined in the “Teacher Evaluation Handbook” under Appendix A. The committee will meet a minimum of annually to review the tool and make recommendations for suggested changes. If changes are made, the committee will update the handbook and redistribute it to certified staff members.

8.2.2 The PERA Committee shall be composed of administrators and association members for the purpose of evaluating the student growth component of the evaluation process outlined in the “Teacher Evaluation Handbook” under Appendix B. The committee will meet a minimum of annually to review the student growth component and make recommendations for suggested changes. If changes are made, the committee will update the handbook and redistribute it to certified staff members.

8.2.3 The Unsatisfactory (Appeals) Committee shall be composed of a panel of qualified evaluators chosen by the PERA Committee for the purpose of developing and implementing a process for appealing “unsatisfactory” ratings (105 ILCS 5/24A-5.5). The committee shall meet initially to form a list of procedures for the appeals process not specified in this agreement. Any further meetings will be convened, according to adopted procedures, when an appeal has been requested.

ARTICLE IX

SENIORITY, LAYOFF, AND RECALL

9.1 Seniority Definition

For purposes of this Article IX, seniority is defined as the length of service as a full-time teacher from the date of most recent hire in the District. A teacher who is afforded a non-paid leave of absence does not receive credit for the period of the leave. Seniority shall be calculated in increments of school years and

days converted to a fraction of days/180. Should a conflict arise concerning two (2) or more teachers with identical seniority, the date of official Board action on the teacher's employment shall be the determining factor. If a tie still exists, the date of receipt of application resulting in employment as a teacher shall be used to break the tie.

9.2 Joint Committee

The Recall and Layoff Committee established by operation of law shall consist of equal numbers of Board and Union members. The Committee shall follow the applicable provisions of the Illinois School Code in all matters, including establishing District grouping of teachers. The Committee may, by majority vote of all committee members, consider a criteria to exclude from Group 2 and place in Group 3 teachers whose last two performance evaluations include a Needs Improvement and either a Proficient or Excellent. It is the intent of the parties not to place teachers in any group based on the teacher's non-district evaluations, unless required to do so by applicable law or the Committee's policies, procedures, and forms.

9.3 Recall Rights

Recalls, if any, shall be tendered first to teachers in Group 4, then Group 3, and then Group 2 subject to the following conditions:

If the Board has any vacancy for the school year following a reduction in force or within one calendar year from the commencement of the following school term, the position(s) then becoming available shall be tendered to the teacher(s) honorably dismissed from Group 3 or Group 4 so long as they are qualified to hold such position(s) at the time the position(s) become vacant, based on legal qualifications and any other qualifications established by the District.

If the Board has any vacancy from the beginning of the school year following a reduction in force through February 1 of that school year, the position(s) then becoming available shall be tendered to the teacher(s) honorably dismissed from Group 2 due to one Needs Improvement rating on either of the teacher's last two performance evaluation ratings, provided that, if two ratings are available, the other performance evaluation rating used for grouping purposes is Satisfactory, Proficient, or Excellent, so long as they are qualified to hold such position(s) at the time the position(s) become vacant, based on legal qualifications and any other qualifications established by the District.

Vacant positions include full-time teaching positions and full-year, part-time teaching assignments, but do not include substitute positions and positions becoming vacant because of leaves, whether paid or unpaid. A teacher so recalled retains any previously acquired tenure status but the period of time while the teacher did not teach shall not be counted toward seniority. The honorably dismissed teacher must provide the Board in writing, prior to the last day of the school term of dismissal, with the address where such teacher may be reached. The teacher must also notify the Board in writing within fourteen (14) calendar days of mailing or within seven (7) calendar days of receipt of the offer, whichever shall occur first, of the acceptance of a vacant position offered to the teacher during the recall period. Failure to notify the Board of acceptance shall constitute a rejection of the offer of employment. If a teacher

rejects an offer of a full-time vacant position, the teacher shall be deemed to have waived any and all further recall rights.

ARTICLE X
COMPENSATION AND FRINGE BENEFITS

10.1 Salary

The salaries for the contract duration are set forth on the salary schedule attached hereto in Appendix A.

10.1.1 Vertical Placement and Advancement

It is recognized that teaching is a profession and that the success of the educational program depends in large part upon the effectiveness of teaching. Although vertical advancement on the schedule shall normally be at the rate of one step each year, the Board reserves the right to withhold a vertical salary increment as to any teacher whose performance is Unsatisfactory but subsequently completes his or her remediation period with a rating of Satisfactory or better shall advance one vertical step on the schedule upon successful completion of his or her remediation, and shall be paid any salary that was withheld as a result of the teacher being placed on remediation. In no case shall a teacher be entitled to more than one vertical step advancement in any school year.

10.1.2 Horizontal Placement

Horizontal lane placement for each school term shall be determined by the number of credit hours earned as of September 1st of the school term. Evaluation of credits shall be on the basis of official transcript issued by a recognized college or university. Credit hours for advancement to any lane beyond the MA lane must be earned after the award of the MA and all credit hours used for any lane advancement must have the prior approval of the Superintendent.

10.1.3 TRS Contributions

The Board shall pick up and pay to the Illinois Teachers Retirement System (TRS), on behalf of each teacher, the required TRS contribution from the appropriate salary shown on the salary schedule up to a maximum of 9%. It is the intention of the parties to qualify all such payments paid by the Board on the teachers' behalf as employer payments pursuant to Section 414(h) of the *Internal Revenue Code of 1986*, as amended.

10.1.4 Limitation

No payment shall be made or owed to any employee that would result in any employer contribution or penalty to the Board for earnings in excess of any limitations established by TRS for the years utilized to determine the employee's pension annuity. If any contribution or penalty is or may be assessed by TRS against the Board, the Board may adjust the employee's salary or other pay retroactively to avoid the contribution or penalty. Should this occur, the member will be notified in writing of said adjustment.

10.1.5 Retirement

A retirement program shall be available for teachers who meet the following eligibility criteria: (1) Completed at least 15 years of full time teacher service in Leland CUSD #1 at the time of retirement; (2)

Qualify for retirement according to TRS requirements; and (3) Submission of a letter of intent to retire prior to the school year in which the program will begin. Eligible teachers will receive a four percent (4%) increase of the previous year's salary reported to TRS for up to the last two (2) years prior to retirement. In the event that the teacher needs to revoke the letter of intent to retire due to an unforeseen loss of a spouse, child, spouse's employment, or housing, the teacher shall be required to reimburse the district for the amount of salary that was paid in excess of what the teacher's salary would have been without participating in the retirement program.

10.2 Insurance

The Board will pay \$6500 toward the cost of insurance premiums for single coverage for each full-time teacher participating in the Board's selected Major Medical.

It is understood that the individual employee will pay the full individual deductible. Any further costs will remain the sole responsibility of the employee.

The Board will pay the cost of a \$40,000 term life insurance benefit for each full-time teacher. The Board will pay the cost of the single coverage dental premium for each full-time teacher.

10.3 Internal Substitution and Homework Help

In the event that internal substitutes are needed, they shall first be sought on a volunteer basis. Failing to obtain volunteer substitutes, the administration may rotate on a fair and equitable basis internal substitute assignments. Per hour of internal substitution, a certified staff member will be paid .0675% multiplied by the base salary of the contract (BA, Step 0). Internal substitution under this Section must be approved by the Principal. Homework Help will be sought on a volunteer basis. Teachers who volunteer will be paid from 3:30-4:00 at the internal substitution rate.

2021-2022 rate: \$24.47, 2022-2023 rate: \$25.33, 2023-2024 rate: \$26.21

10.4 Overload

Any teacher who volunteers or is required to give up his/her individual planning period will be compensated at the rate of one-eighth (1/8) of his/her current base salary.

10.5 Mileage Reimbursement

Certified staff members driving their own cars on approved school business shall be reimbursed at the current IRS rate per mile.

10.6 Extracurricular Pay

Compensation for extracurricular activities, when conducted, shall be according to the provision of Appendix B attached to this Agreement.

10.7 Continuing Education

The Board will pay Three Hundred dollars (\$300.00) per semester hour toward tuition for up to fifteen (15) semester hours every three (3) fiscal years. The first reimbursed course begins the 3 year cycle. Payment for first semester classes will be made in February. Payment for second semester and summer

classes will be made in September, provided that the teacher returns to employment with the District. To be eligible for reimbursement, the courses and the accredited university must have been approved in writing by the Superintendent prior to the beginning of the course, and the teacher must submit to the Superintendent, on or before September 1 or February 1, receipted evidence of tuition paid and a transcript attesting to the successful completion of the course. Reimbursement for course work will be made two times per year, once in September for submissions made on or before September 1, and once in February for submissions made after September 1 but before February 1.

ARTICLE XI NEGOTIATIONS

11.1 Representation

Each party in any negotiations shall select its negotiating representative provided that the Board shall not select a teacher as herein defined as its representative and the Association shall not select a Board member, the Superintendent, Principal, or Assistant Principal.

11.2 Dates

Negotiations shall begin no later than March 1st unless both parties agree to an alternative date. Meetings will be held at reasonable times and places as agreed to by both parties.

11.3 Tentative Agreements

When the Association and Board reach tentative agreement on all matters being negotiated, they will be reduced in writing and shall be submitted to the membership of the Association for ratification and to the Board for official approval.

11.4 Mediation

Upon declaration of an impasse or upon invocation of mediation by the Illinois Education Labor Relations Board, the parties shall request the Federal Mediation and Conciliation Service to provide a mediator. The mediator shall not, without the consent of both parties, make findings of fact or impose terms of settlement.

11.5 Cost

Cost for consultants chosen by any party shall be paid by that party.

ARTICLE XII MISCELLANEOUS

12.1 Savings

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause shall be automatically deleted from the Agreement to the extent that it violated the law, but the remaining provisions of this Agreement shall remain in full force and effect for the duration of this Agreement, if not affected by the deleted article, section, or clause.

12.2 Entire Agreement

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the areas of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth herein. If the Board wishes to change an established policy which would directly affect wages, fringe benefits, or working conditions not covered by this agreement but which are mandatory subject of bargaining under Paragraph 10(a) of IELRA, the Union shall be notified in writing and may within five (5) working days of receipt of said notice, request a meeting with the Superintendent or his/her designee for the purpose of negotiating the change. The parties agree that this contract contains the complete and entire understanding of the parties hereto. This Agreement may only be amended during its terms by the parties' mutual agreement in writing.

12.3 Duration

This Agreement shall be effective as of the first day of 2021-2022 school term, and shall remain in full force and effect until the end of the day preceding the first scheduled work day of the 2024-2025 school term, as set forth on the school calendar, and shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing, on or before April 1st of the year in which this Agreement is to expire, that it desires to modify or terminate this Agreement. In the event such notice is given, negotiations shall commence on a mutually agreeable date no later than March 1st of the year in which the Agreement is to expire.

This Agreement is signed and approved this 18th day of August, 2021.

ASSOCIATION

Jennifer Bickhaes
President

Kelsey Sugman
Secretary

BOARD OF EDUCATION

Clare Andrus
President

Paul Ruhoff
Secretary

Appendix A
Salary Schedules 2021-2024

2021-2022		2.50%	2.40%	2.30%	2.20%	2.10%	2.30%	
w/o TRS	BA	BA+12	BA+24	MA	MA+9	MA+18	MA+30	
	0	\$36,253.62	\$37,159.96	\$38,051.80	\$38,926.99	\$39,783.38	\$40,618.84	\$41,553.07
2.30%	1	\$37,087.45	\$38,014.64	\$38,926.99	\$39,822.31	\$40,698.40	\$41,553.07	\$42,508.79
2.28%	2	\$37,931.19	\$38,879.47	\$39,812.58	\$40,728.27	\$41,624.29	\$42,498.40	\$43,475.86
2.25%	3	\$38,784.64	\$39,754.26	\$40,708.36	\$41,644.66	\$42,560.84	\$43,454.62	\$44,454.07
2.23%	4	\$39,647.60	\$40,638.79	\$41,614.12	\$42,571.25	\$43,507.82	\$44,421.48	\$45,443.17
2.20%	5	\$40,519.85	\$41,532.85	\$42,529.63	\$43,507.82	\$44,464.99	\$45,398.75	\$46,442.92
2.18%	6	\$41,401.16	\$42,436.19	\$43,454.65	\$44,454.11	\$45,432.10	\$46,386.18	\$47,453.06
2.15%	7	\$42,291.28	\$43,348.56	\$44,388.93	\$45,409.87	\$46,408.89	\$47,383.48	\$48,473.30
2.13%	8	\$43,189.97	\$44,269.72	\$45,332.19	\$46,374.83	\$47,395.08	\$48,390.38	\$49,503.36
2.10%	9	\$44,096.96	\$45,199.39	\$46,284.17	\$47,348.71	\$48,390.38	\$49,406.58	\$50,542.93
2.08%	10	\$45,011.97	\$46,137.27	\$47,244.57	\$48,331.19	\$49,394.48	\$50,431.76	\$51,591.69
2.05%	11		\$47,083.09	\$48,213.08	\$49,321.98	\$50,407.06	\$51,465.61	\$52,649.32
2.03%	12		\$48,036.52	\$49,189.40	\$50,320.75	\$51,427.81	\$52,507.79	\$53,715.47
2.00%	13		\$48,997.25	\$50,173.18	\$51,327.17	\$52,456.36	\$53,557.95	\$54,789.78
1.98%	14		\$49,964.94	\$51,164.10	\$52,340.88	\$53,492.38	\$54,615.72	\$55,871.88
1.95%	15			\$52,161.80	\$53,361.53	\$54,535.48	\$55,680.72	\$56,961.38
1.93%	16			\$53,165.92	\$54,388.73	\$55,585.29	\$56,752.58	\$58,057.89
1.90%	17			\$54,176.07	\$55,422.12	\$56,641.41	\$57,830.88	\$59,160.99
1.88%	18			\$55,191.87	\$56,461.29	\$57,703.43	\$58,915.21	\$60,270.26
1.85%	19				\$57,505.82	\$58,770.95	\$60,005.14	\$61,385.26
1.83%	20				\$58,555.30	\$59,843.52	\$61,100.23	\$62,505.54
1.80%	21				\$59,609.30	\$60,920.70	\$62,200.03	\$63,630.64
1.78%	22				\$60,667.36	\$62,002.04	\$63,304.09	\$64,760.08
1.75%	23					\$63,087.08	\$64,411.91	\$65,893.38
1.73%	24					\$64,175.33	\$65,523.01	\$67,030.04
1.70%	25					\$65,266.31	\$66,636.90	\$68,169.55

2021-2022			2.50%	2.40%	2.30%	2.20%	2.10%	2.30%
Inc TRS		BA	BA+12	BA+24	MA	MA+9	MA+18	MA+30
	0	\$39,516.45	\$40,504.36	\$41,476.47	\$42,430.42	\$43,363.89	\$44,274.54	\$45,292.85
2.30%	1	\$40,425.33	\$41,435.96	\$42,430.42	\$43,406.32	\$44,361.26	\$45,292.85	\$46,334.59
2.28%	2	\$41,345.00	\$42,378.63	\$43,395.72	\$44,393.82	\$45,370.48	\$46,323.26	\$47,388.70
2.25%	3	\$42,275.27	\$43,332.15	\$44,372.12	\$45,392.68	\$46,391.32	\$47,365.54	\$48,454.94
2.23%	4	\$43,215.89	\$44,296.29	\$45,359.40	\$46,402.67	\$47,423.52	\$48,419.42	\$49,533.07
2.20%	5	\$44,166.64	\$45,270.81	\$46,357.31	\$47,423.52	\$48,466.84	\$49,484.65	\$50,622.79
2.18%	6	\$45,127.27	\$46,255.45	\$47,365.58	\$48,454.99	\$49,521.00	\$50,560.94	\$51,723.84
2.15%	7	\$46,097.50	\$47,249.94	\$48,383.94	\$49,496.77	\$50,585.70	\$51,648.00	\$52,835.90
2.13%	8	\$47,077.07	\$48,254.00	\$49,412.10	\$50,548.58	\$51,660.64	\$52,745.52	\$53,958.66
2.10%	9	\$48,065.69	\$49,267.33	\$50,449.75	\$51,610.10	\$52,745.52	\$53,853.17	\$55,091.80
2.08%	10	\$49,063.06	\$50,289.63	\$51,496.58	\$52,681.00	\$53,839.99	\$54,970.63	\$56,234.95
2.05%	11		\$51,320.57	\$52,552.26	\$53,760.97	\$54,943.71	\$56,097.52	\$57,387.77
2.03%	12		\$52,359.81	\$53,616.45	\$54,849.62	\$56,056.32	\$57,233.50	\$58,549.87
2.00%	13		\$53,407.01	\$54,688.78	\$55,946.62	\$57,177.44	\$58,378.17	\$59,720.87
1.98%	14		\$54,461.80	\$55,768.88	\$57,051.56	\$58,306.70	\$59,531.14	\$60,900.35
1.95%	15			\$56,856.37	\$58,164.07	\$59,443.68	\$60,692.00	\$62,087.91
1.93%	16			\$57,950.86	\$59,283.73	\$60,587.97	\$61,860.32	\$63,283.10
1.90%	17			\$59,051.92	\$60,410.12	\$61,739.14	\$63,035.66	\$64,485.48
1.88%	18			\$60,159.15	\$61,542.81	\$62,896.75	\$64,217.58	\$65,694.59
1.85%	19				\$62,681.35	\$64,060.34	\$65,405.61	\$66,909.94
1.83%	20				\$63,825.28	\$65,229.44	\$66,599.26	\$68,131.04
1.80%	21				\$64,974.14	\$66,403.57	\$67,798.05	\$69,357.40
1.78%	22				\$66,127.43	\$67,582.23	\$69,001.46	\$70,588.49
1.75%	23					\$68,764.92	\$70,208.99	\$71,823.79
1.73%	24					\$69,951.12	\$71,420.09	\$73,062.75
1.70%	25					\$71,140.29	\$72,634.23	\$74,304.82

2022-2023		2.50%	2.40%	2.30%	2.20%	2.10%	2.30%	
w/o TRS	BA	BA+12	BA+24	MA	MA+9	MA+18	MA+30	
	0	\$37,522.49	\$38,460.55	\$39,383.61	\$40,289.43	\$41,175.80	\$42,040.49	\$43,007.42
2.30%	1	\$38,385.51	\$39,345.14	\$40,289.43	\$41,216.09	\$42,122.84	\$43,007.42	\$43,996.59
2.28%	2	\$39,258.78	\$40,240.25	\$41,206.01	\$42,153.75	\$43,081.13	\$43,985.84	\$44,997.51
2.25%	3	\$40,142.10	\$41,145.65	\$42,133.15	\$43,102.21	\$44,050.46	\$44,975.52	\$46,009.96
2.23%	4	\$41,035.26	\$42,061.14	\$43,070.61	\$44,061.23	\$45,030.58	\$45,976.22	\$47,033.68
2.20%	5	\$41,938.04	\$42,986.49	\$44,018.16	\$45,030.58	\$46,021.25	\$46,987.70	\$48,068.42
2.18%	6	\$42,850.19	\$43,921.44	\$44,975.56	\$46,010.00	\$47,022.22	\$48,009.68	\$49,113.91
2.15%	7	\$43,771.47	\$44,865.76	\$45,942.53	\$46,999.21	\$48,033.19	\$49,041.89	\$50,169.86
2.13%	8	\$44,701.61	\$45,819.15	\$46,918.81	\$47,997.95	\$49,053.90	\$50,084.03	\$51,235.96
2.10%	9	\$45,640.35	\$46,781.36	\$47,904.11	\$49,005.90	\$50,084.03	\$51,135.80	\$52,311.92
2.08%	10	\$46,587.38	\$47,752.07	\$48,898.12	\$50,022.77	\$51,123.28	\$52,196.86	\$53,397.39
2.05%	11		\$48,730.99	\$49,900.53	\$51,048.24	\$52,171.30	\$53,266.90	\$54,492.04
2.03%	12		\$49,717.79	\$50,911.02	\$52,081.97	\$53,227.77	\$54,345.55	\$55,595.50
2.00%	13		\$50,712.14	\$51,929.24	\$53,123.61	\$54,292.33	\$55,432.47	\$56,707.41
1.98%	14		\$51,713.71	\$52,954.84	\$54,172.80	\$55,364.60	\$56,527.26	\$57,827.38
1.95%	15			\$53,987.46	\$55,229.17	\$56,444.21	\$57,629.54	\$58,955.02
1.93%	16			\$55,026.72	\$56,292.33	\$57,530.76	\$58,738.91	\$60,089.90
1.90%	17			\$56,072.22	\$57,361.88	\$58,623.85	\$59,854.95	\$61,231.61
1.88%	18			\$57,123.58	\$58,437.42	\$59,723.04	\$60,977.23	\$62,379.70
1.85%	19				\$59,518.51	\$60,827.92	\$62,105.31	\$63,533.73
1.83%	20				\$60,604.72	\$61,938.03	\$63,238.73	\$64,693.22
1.80%	21				\$61,695.61	\$63,052.91	\$64,377.02	\$65,857.70
1.78%	22				\$62,790.71	\$64,172.10	\$65,519.72	\$67,026.67
1.75%	23					\$65,295.11	\$66,666.31	\$68,199.64
1.73%	24					\$66,421.46	\$67,816.31	\$69,376.08
1.70%	25					\$67,550.62	\$68,969.18	\$70,555.47

2022-2023			2.50%	2.40%	2.30%	2.20%	2.10%	2.30%
Inc TRS		BA	BA+12	BA+24	MA	MA+9	MA+18	MA+30
	0	\$40,899.51	\$41,922.00	\$42,928.13	\$43,915.47	\$44,881.61	\$45,824.13	\$46,878.08
2.30%	1	\$41,840.20	\$42,886.20	\$43,915.47	\$44,925.53	\$45,913.89	\$46,878.08	\$47,956.28
2.28%	2	\$42,792.06	\$43,861.86	\$44,914.55	\$45,947.58	\$46,958.43	\$47,944.56	\$49,047.28
2.25%	3	\$43,754.88	\$44,848.76	\$45,925.13	\$46,981.40	\$48,015.00	\$49,023.31	\$50,150.85
2.23%	4	\$44,728.43	\$45,846.64	\$46,946.96	\$48,026.74	\$49,083.33	\$50,114.08	\$51,266.70
2.20%	5	\$45,712.46	\$46,855.27	\$47,979.79	\$49,083.33	\$50,163.16	\$51,216.59	\$52,394.57
2.18%	6	\$46,706.70	\$47,874.37	\$49,023.35	\$50,150.89	\$51,254.21	\$52,330.55	\$53,534.15
2.15%	7	\$47,710.90	\$48,903.67	\$50,077.36	\$51,229.14	\$52,356.18	\$53,455.66	\$54,685.14
2.13%	8	\$48,724.75	\$49,942.87	\$51,141.50	\$52,317.76	\$53,468.75	\$54,591.59	\$55,847.20
2.10%	9	\$49,747.97	\$50,991.67	\$52,215.47	\$53,416.43	\$54,591.59	\$55,738.01	\$57,019.99
2.08%	10	\$50,780.24	\$52,049.75	\$53,298.94	\$54,524.82	\$55,724.36	\$56,894.58	\$58,203.15
2.05%	11		\$53,116.77	\$54,391.57	\$55,642.58	\$56,866.71	\$58,060.92	\$59,396.32
2.03%	12		\$54,192.38	\$55,493.00	\$56,769.34	\$58,018.27	\$59,236.65	\$60,599.09
2.00%	13		\$55,276.23	\$56,602.86	\$57,904.73	\$59,178.63	\$60,421.38	\$61,811.07
1.98%	14		\$56,367.94	\$57,720.77	\$59,048.35	\$60,347.41	\$61,614.70	\$63,031.84
1.95%	15			\$58,846.32	\$60,199.79	\$61,524.18	\$62,816.19	\$64,260.96
1.93%	16			\$59,979.11	\$61,358.63	\$62,708.52	\$64,025.40	\$65,497.99
1.90%	17			\$61,118.72	\$62,524.45	\$63,899.99	\$65,241.89	\$66,742.45
1.88%	18			\$62,264.69	\$63,696.78	\$65,098.11	\$66,465.17	\$67,993.87
1.85%	19				\$64,875.17	\$66,302.43	\$67,694.78	\$69,251.76
1.83%	20				\$66,059.14	\$67,512.44	\$68,930.21	\$70,515.60
1.80%	21				\$67,248.21	\$68,727.67	\$70,170.95	\$71,784.88
1.78%	22				\$68,441.86	\$69,947.58	\$71,416.48	\$73,059.06
1.75%	23					\$71,171.67	\$72,666.27	\$74,337.60
1.73%	24					\$72,399.38	\$73,919.77	\$75,619.92
1.70%	25					\$73,630.17	\$75,176.40	\$76,905.46

2023-2024		2.50%	2.40%	2.30%	2.20%	2.10%	2.30%	
w/o TRS	BA	BA+12	BA+24	MA	MA+9	MA+18	MA+30	
	0	\$38,835.78	\$39,806.67	\$40,762.03	\$41,699.56	\$42,616.95	\$43,511.91	\$44,512.68
2.30%	1	\$39,729.00	\$40,722.23	\$41,699.56	\$42,658.65	\$43,597.14	\$44,512.68	\$45,536.47
2.28%	2	\$40,632.84	\$41,648.66	\$42,648.23	\$43,629.14	\$44,588.98	\$45,525.35	\$46,572.43
2.25%	3	\$41,547.08	\$42,585.75	\$43,607.81	\$44,610.79	\$45,592.23	\$46,549.67	\$47,620.31
2.23%	4	\$42,471.50	\$43,533.29	\$44,578.09	\$45,603.38	\$46,606.66	\$47,585.40	\$48,679.86
2.20%	5	\$43,405.87	\$44,491.02	\$45,558.80	\$46,606.66	\$47,632.00	\$48,632.27	\$49,750.82
2.18%	6	\$44,349.95	\$45,458.70	\$46,549.71	\$47,620.35	\$48,668.00	\$49,690.03	\$50,832.90
2.15%	7	\$45,303.47	\$46,436.06	\$47,550.53	\$48,644.19	\$49,714.36	\$50,758.36	\$51,925.80
2.13%	8	\$46,266.17	\$47,422.83	\$48,560.97	\$49,677.88	\$50,770.79	\$51,836.98	\$53,029.23
2.10%	9	\$47,237.76	\$48,418.71	\$49,580.76	\$50,721.11	\$51,836.98	\$52,925.55	\$54,142.84
2.08%	10	\$48,217.95	\$49,423.39	\$50,609.56	\$51,773.58	\$52,912.59	\$54,023.76	\$55,266.31
2.05%	11		\$50,436.57	\$51,647.05	\$52,834.93	\$53,997.30	\$55,131.25	\$56,399.26
2.03%	12		\$51,457.91	\$52,692.90	\$53,904.84	\$55,090.75	\$56,247.65	\$57,541.35
2.00%	13		\$52,487.07	\$53,746.76	\$54,982.94	\$56,192.56	\$57,372.61	\$58,692.18
1.98%	14		\$53,523.69	\$54,808.26	\$56,068.85	\$57,302.37	\$58,505.72	\$59,851.35
1.95%	15			\$55,877.02	\$57,162.19	\$58,419.76	\$59,646.58	\$61,018.45
1.93%	16			\$56,952.65	\$58,262.57	\$59,544.34	\$60,794.77	\$62,193.05
1.90%	17			\$58,034.76	\$59,369.55	\$60,675.68	\$61,949.87	\$63,374.72
1.88%	18			\$59,122.91	\$60,482.73	\$61,813.35	\$63,111.43	\$64,563.00
1.85%	19				\$61,601.66	\$62,956.90	\$64,279.00	\$65,757.41
1.83%	20				\$62,725.89	\$64,105.86	\$65,452.09	\$66,957.49
1.80%	21				\$63,854.96	\$65,259.77	\$66,630.23	\$68,162.72
1.78%	22				\$64,988.39	\$66,418.13	\$67,812.91	\$69,372.61
1.75%	23					\$67,580.45	\$68,999.64	\$70,586.63
1.73%	24					\$68,746.21	\$70,189.88	\$71,804.25
1.70%	25					\$69,914.90	\$71,383.11	\$73,024.92

2023-2024			2.50%	2.40%	2.30%	2.20%	2.10%	2.30%
Inc TRS		BA	BA+12	BA+24	MA	MA+9	MA+18	MA+30
	0	\$42,331.00	\$43,389.28	\$44,430.62	\$45,452.52	\$46,452.48	\$47,427.98	\$48,518.82
2.30%	1	\$43,304.61	\$44,387.23	\$45,452.52	\$46,497.93	\$47,520.88	\$48,518.82	\$49,634.76
2.28%	2	\$44,289.79	\$45,397.04	\$46,486.57	\$47,555.76	\$48,601.98	\$49,622.63	\$50,763.95
2.25%	3	\$45,286.31	\$46,418.47	\$47,532.51	\$48,625.76	\$49,695.53	\$50,739.14	\$51,906.14
2.23%	4	\$46,293.93	\$47,451.28	\$48,590.11	\$49,707.69	\$50,801.25	\$51,868.08	\$53,061.05
2.20%	5	\$47,312.40	\$48,495.21	\$49,659.10	\$50,801.25	\$51,918.88	\$53,009.18	\$54,228.39
2.18%	6	\$48,341.45	\$49,549.98	\$50,739.18	\$51,906.18	\$53,048.12	\$54,162.13	\$55,407.86
2.15%	7	\$49,380.79	\$50,615.31	\$51,830.07	\$53,022.16	\$54,188.65	\$55,326.61	\$56,599.13
2.13%	8	\$50,430.13	\$51,690.88	\$52,931.46	\$54,148.89	\$55,340.16	\$56,502.30	\$57,801.86
2.10%	9	\$51,489.16	\$52,776.39	\$54,043.02	\$55,286.01	\$56,502.30	\$57,688.85	\$59,015.70
2.08%	10	\$52,557.56	\$53,871.50	\$55,164.42	\$56,433.20	\$57,674.73	\$58,885.90	\$60,240.27
2.05%	11		\$54,975.87	\$56,295.29	\$57,590.08	\$58,857.06	\$60,093.06	\$61,475.20
2.03%	12		\$56,089.13	\$57,435.27	\$58,756.28	\$60,048.91	\$61,309.94	\$62,720.07
2.00%	13		\$57,210.91	\$58,583.97	\$59,931.40	\$61,249.89	\$62,536.14	\$63,974.47
1.98%	14		\$58,340.82	\$59,741.00	\$61,115.05	\$62,459.58	\$63,771.23	\$65,237.97
1.95%	15			\$60,905.95	\$62,306.79	\$63,677.54	\$65,014.77	\$66,510.11
1.93%	16			\$62,078.39	\$63,506.20	\$64,903.33	\$66,266.30	\$67,790.43
1.90%	17			\$63,257.88	\$64,712.81	\$66,136.50	\$67,525.36	\$69,078.45
1.88%	18			\$64,443.97	\$65,926.18	\$67,376.56	\$68,791.46	\$70,373.67
1.85%	19				\$67,145.81	\$68,623.02	\$70,064.11	\$71,675.58
1.83%	20				\$68,371.23	\$69,875.39	\$71,342.78	\$72,983.66
1.80%	21				\$69,601.91	\$71,133.15	\$72,626.95	\$74,297.36
1.78%	22				\$70,837.34	\$72,395.76	\$73,916.07	\$75,616.14
1.75%	23					\$73,662.69	\$75,209.60	\$76,939.43
1.73%	24					\$74,933.37	\$76,506.97	\$78,266.63
1.70%	25					\$76,207.24	\$77,807.59	\$79,597.16

Appendix B
Extracurricular Stipend Schedule
2021-2024

<u>Group A</u>	<u>Group B</u>	<u>Group C</u>	<u>Group D</u>
\$300	\$450	\$850	\$1450
Art Fair	Scholastic Bowl	Junior Class Sponsor	Jr. High Cheer
National Honor Society	Freshman Class Sponsor	Senior Class Sponsor	Jr. High Boys' Basketball
Outdoor Education	Sophomore Class Sponsor	Play Sponsor	Jr. High Girls' Basketball
Science Fair		Jr. High Asst Boys'	Jr. High Soccer
Spelling Bee		Basketball	Jr. High Track
Academic Competition		Jr. High Asst Girls'	Jr. High Volleyball
Young Authors		Basketball	Music Director
8 th Grade Sponsor		Jr. High Asst Soccer	
Yearbook		Jr. High Asst Track	
		Jr. High Asst Volleyball	
<u>Group E</u>	<u>Group F</u>	<u>Group G</u>	
\$2050	\$3050	\$4050	
HS cheer	High School Asst Boys' and Girls' Basketball	High School Head Boys' Basketball	
HS Asst Baseball			
HS Asst Soccer	HS Asst Volleyball	High School Head Girls' Basketball	
HS Asst Softball	HS Head Baseball		
HS Asst Track	HS Head Soccer	HS Head Volleyball	
RtI Team Member	HS Head Softball		
	HS Head Track		
	Student Council/SADD		

