

**COLLECTIVE BARGAINING**  
**AGREEMENT**

**CHESTER-JOPLIN-INVERNESS PUBLIC SCHOOL**

**2021 – 2022**  
**2022 – 2023**  
**2023 – 2024**

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## **Chester-Joplin-Inverness School District Mission Statement**

Through a shared commitment, the mission of the Chester-Joplin-Inverness School District is to optimize student potential and to promote learning as a lifelong process.

### **I. NEGOTIATED PROCEDURES AND DEFINITIONS**

#### **A. Introductory Statement**

This Agreement is entered into \_\_\_\_\_ by and between the Board of Trustees of Elementary School District 48-1J, and High School District 48-2J, hereinafter called the “Board” and the Chester-Joplin-Inverness Education Association, number 7530, of the Montana Federation of Public Employees (MFPE), hereinafter called “CJIEA.”

#### **B. Representation**

The Board recognizes the Chester-Joplin-Inverness Education Association, for the duration of this Agreement as the exclusive representative of professional personnel that hold Montana Certification in Class 1, 2, 4, 5, or 6 and employed by the school district for collective bargaining with respect to wages, hours, fringe benefits and other conditions of employment, subject to those limitations defined as management rights and prerogatives by the Montana Public Employees Collective Bargaining Law.

#### **C. Negotiating Unit**

The exclusive representative shall represent only certified teachers and licensed teachers of the school district currently under teaching contract, but shall exclude the following: superintendent, principals, teachers’ aides, and substitute teachers.

Section 1: Employees covered by the terms of this Collective Bargaining Agreement, aka (CBA), shall not be required to become members of the CJIEA.

Section 2: Upon receipt of a written authorization from an employee covered by this CBA, the employer shall deduct from the employee’s pay the amount owed to the CJIEA by such employee for dues. The dues will be withheld from the employee’s payroll for 11 months beginning in October. The employer will remit to the CJIEA such sums within thirty (30) calendar days. Changes in the CJIEA membership dues rate will be certified to the employer in writing over the signature of the authorized officer or officers of the CJIEA and shall be done at least thirty (30) calendar days in advance of such changes.

Section 3: The CJIEA will indemnify, defend and hold the employer harmless against any claim made and against any suit instituted against the employer, including attorney’s fees, costs of defense thereof and/or any claim or judgment on account of any provision of this Article. The control of such defense shall be under the CJIEA and its attorneys.

### **II. SCHOOL CALENDAR**

- A.** The school calendar will meet all aspects of accreditation set forth by the Montana Office of Public Instruction. In the process of formulating the upcoming school year calendar, input shall be sought from a committee, which contains an administrator, up to two (2) classified



- C. The teacher shall have the right to respond to any material filed, and his/her response shall be reviewed by the superintendent and attached to the document in question.

## **VI. EVALUATIONS**

Non-tenured employees shall be observed in the performance of their work assignments for the purpose of evaluation at least twice per contract term. The first evaluation shall be made by December 1st and the second shall be made before April 1st . Tenured employees shall be evaluated at least once per contract before April 1st.

The evaluator shall provide three (3) school calendar days prior notice of intent to evaluate the employee. Within three (3) school calendar days of an evaluation, unless extenuating circumstances exist, the evaluator will hold a conference with the teacher, at which time a written record of the evaluation shall be given to the teacher. Evaluation will continue regularly throughout the employee's service.

Evaluation and the method of evaluation is a continual process. Both parties agree to continued mutual study and revision in order to best meet the expectations of the instructional program. Nothing in this contract shall prohibit the district from reporting to the proper authorities and following these authorities' instructions.

## **VII. EMPLOYMENT PRACTICES**

### **A. Vacancies**

Certified vacancies for the upcoming school year will not be advertised outside of the district until it has been advertised through the district email to all certified employees for 5 business days, with consideration given to requests resulting from those advertised vacancies. Any vacancies outside of the school calendar year will be advertised simultaneously inside and outside of the district.

### **B. Voluntary Transfers**

- The movement of an employee to a different assignment, grade level, subject area, or building shall be considered a transfer.
- Teachers who desire a transfer shall file a written statement of such desire through the building principal to the superintendent.
- The school district shall make all assignments and/or transfer decisions.

### **C. Involuntary Transfers**

- The movement of an employee to a different assignment, grade level, subject area, or building shall be considered a transfer.
- The school district will assist the teacher in moving materials and supplies to the new site.
- The school district shall make all assignments and/or transfer decisions.

## **VIII. SALARY**

### **A. Salary Schedule**

The salary schedules (Appendix A-1, A-2, and A-3) are adopted for the 2021-2022, 2022-2023, 2023-2024 school years.

A teacher with fewer than 5 years of experience will start on step five and remain there until the 6th year of experience.

### **B. Recognition for Experience**

All employees new to the district shall be given full-step credit on the salary schedule for up to 7 years of teaching experience in any school district accredited by a recognized accrediting agency and lane credit for all degree and additional credit preparation. The years of experience do not need to be continuous, however, certification must be continuous. (Example: new teachers to the district with greater than 7 years of experience will start on Step 8).

### **C. Training and Experience**

Contracts will be issued on the basis of amount of training and experience approved at the time of signing the contract. An adjustment in the contract will be made for each fifteen (15) quarter hours or ten (10) semester hours of credit earned prior to beginning work under the contract, providing a plan of intent has been signed prior to February 1st of that year and such attainment level is contained on the adopted salary schedule to the District.

### **D. 504/IEP Meetings**

When facilitating or attending 504 and/or IEP meetings as required and the meeting continues beyond contract hours, teachers shall be compensated at the rate of \$25 an hour. Compensation will be calculated in fifteen (15) minute increments. The meeting facilitator will submit reimbursement forms to the school clerk.

### **E. Resignation/Retirement Payout**

CJI School will pay \$1200 to a certified employee who gives a letter/notice of resignation or retirement by the end of February, \$800 for a letter/ notice received by the end of March, and \$350 for a letter/notice received by the end of April.

### **F. Salary Increase**

The salary schedules will include a 1.5% increase on the base each year of this agreement.

### **G. Longevity Bonus**

A one-time longevity bonus of \$500.00 will be paid at the end of a teacher's 20<sup>th</sup> year at Chester-Joplin-Inverness Public Schools. Any teacher employed in the J-I Public Schools or Chester Public Schools in the school year 2004-2005, who continues to teach in the consolidated district, will count years in either district prior to 2005-2006.

### **H. Pay Periods**

- Each teacher will receive his/her contract salary in 12 payments.
- Pay periods shall fall on the first Thursday of each month.

## **I. Employment Regulations**

Employees may be placed on plan of improvement if their work or training is not competent. Employees on plan of improvement may be dismissed at the end of the plan of improvement year if their work is incompetent.

## **J. Funding**

Appendix "A" and other salary items may be opened for renegotiation if the State Legislature reduces or increases funds available to the school district during the duration of this CBA.

## **IX. INSURANCE**

A. Health insurance contributions will be paid monthly for teachers who elect to participate in the District's group insurance plans in the following manner:

- All full-time employees will receive a \$850.00 district monthly contribution for health benefits (insurance and HSA). If the employee's monthly health insurance premium is under \$850.00, the employee can either use the difference for an HSA (if a high deductible plan is purchased) or on dental and/or vision insurance. Part-time employees will receive benefits based on FTE (Example: A .5 FTE teacher would receive up to .5 of the district monthly contribution for health insurance benefits.)
- If health insurance premiums increase more than 10% in a year, the CJIEA negotiations committee and a committee of two board members will meet to discuss health insurance options in the ensuing year.

B. Term life insurance will be paid by the District, allowing each full-time employee on the District's group insurance plans a benefit of \$50,000.

- If life or health insurance premiums increase more than 10% the Union and District agree to reopen and bargain only this portion of the agreement.

C. A committee comprised of a board member, two certified teachers, an administrator and two classified staff will recommend the insurance carrier/plan. The proposed insurance plans will then be presented to the administration, classified, and certified for a vote. The final selection of the insurance carrier/plan shall be selected by the Board of Trustees.

## **X. DISCRETIONARY LEAVE**

### **A. Leave Accrual**

All regular full-time employed teachers shall earn discretionary leave at the rate of fifteen (15) days per year. A teacher contracted for less than 1 FTE shall earn fifteen (15) days per year at the same prorate as their FTE employment. (Example: A .5 FTE teacher earns fifteen (15) .5 time days. Or a 156-day teacher earns 156/187 of fifteen (15) discretionary days, or 12.5 days.) A teacher in the school district shall be permitted to utilize the annual fifteen-day accrual, in advance of accrual. Advanced accrual is defined as the current contracted year only. Monthly accrual is defined as 1.5 days based on 1 FTE and will be for the months of August through May.

## **B. Leave Use**

In the event the teacher who has been permitted to utilize discretionary days in advance under this provision should choose not to fulfill their teaching contract and leave the school district, that teacher will have the amount owed automatically deducted from their final paycheck. This amount will be figured by taking the remaining months owed for accrual at 1.5 discretionary days per month and basing the payback on the teacher's current daily salary.

Discretionary leave may be used for illness or personal business. All leaves granted will be in units of full days or half days. A teacher may not use more than their allotted discretionary days based on the CBA per year except in the event of illness or emergency. Administration has the right to deny days based on the availability of class coverage.

Use of Discretionary days immediately preceding or following a school holiday will be limited to two (2) teachers, except in cases of illness or emergency. These leaves will be granted in order of receipt by the Staff Leave Form, beginning ten (10) business days prior to the first day of the contract year. These blackout dates include Professional Development days.

Unused discretionary leave will accumulate to a bank of seventy-five (75) sick leave days.

When a teacher has accumulated seventy-five (75) sick leave days, any portion of that teacher's unused annual discretionary leave allotment, not to exceed ten (10) days, will be paid to the certified teacher at the current certified substitute teacher daily rate.

## **C. Staff Cover**

Staff members missing class periods, including prep periods, will fill out required paperwork on-line using the Staff Leave Form. Once four (4) periods are missed, a half day will be deducted from the teacher's discretionary leave days.

"Class cover ladder" for staff cover.

1. If certified staff is absent, a substitute teacher shall be called.
2. If no substitute can be hired, certified staff with prep period may be given the opportunity.
3. If certified staff member is unavailable during the prep period, then paraprofessional staff shall be asked to cover class period(s).
4. Librarian will be asked to cover class period(s), if not teaching.
5. Counselor will be asked to cover class period(s), if not teaching.
6. Administrator – Principal.
7. Administrator – Superintendent.
8. Classroom teacher with existing class.

Staff members requesting two (2) or fewer periods of leave during the workday will use the Staff Leave Form. Covered absences will be tracked in a spreadsheet maintained by the Office staff. Covering staff will be compensated at the daily certified substitute rate for each period, once they have covered seven (7) periods. All uncompensated staff covered periods will be paid out with the last contract year paycheck.



**XI. EMERGENCY LEAVE**

After the use of the annual allotted discretionary days, teachers may use their banked sick leave days in the case of their own personal illness, immediate family (SBP 1512, within the 4th degree of consanguinity, and within 2nd degree of affinity) illness, disability, hospitalization, end of life needs and treatments.

In the event that a teacher needs to use above and beyond his/her sick bank, the same uses would be considered appropriate for the use of the requested donated days.

**XII. DONATED DAYS**

Teachers shall have the right to donate, in writing, up to three (3) current discretionary days annually to another teacher for that teacher's personal illness, physical disability, or emergency leave.

The teacher receiving donated discretionary leave must use all of his/her accumulated discretionary leave prior to being eligible to receive the donated discretionary leave. No teacher may receive more than twenty (20) days of donated discretionary leave during any school year.

Extraordinary circumstances will be considered by the CJIEA for waiving the maximum limit of twenty (20) days of donated leave. Circumstances approved by the CJIEA will go to the Board for final approval.

**XIII. SABBATICAL LEAVE**

A. Sabbatical leave may be granted for professional study (without pay) upon acceptance of the fourth contract in the CJI School District. This leave is to be granted only upon successful acquisition of a certified instructor to fill the vacancy for one year.

B. The deadline to request leave will be February 1 for the following year.

**XIV. JURY DUTY**

Certified employees who are summoned to jury duty or subpoenaed to serve as a witness will be allowed leave time. All juror and witness fees and allowances received during such leave must be remitted to the school district.

**XV. SEVERANCE PAY**

Notice of intent not to renew a contract and obtain all or part of severance pay shall be given in writing to the administration by the following dates:

- If notification is received on or before May 15, the teacher will receive all or 100% of his/her severance pay.
- If notification is received after May 15, but on or before May 30, the teacher will receive 80% of his/her severance pay.

- If notification is received after May 30, but on or before June 15, the teacher will receive 60% of his/her severance pay.
- If notification is received after June 15, but on or before June 30, the teacher will receive 40% of his/her severance pay.
- If notification is received after June 30, the teacher will receive none or 0% of his/her severance pay.

Severance pay will be made after July 1. Severance pay will be given unless the teacher is unfit according to the conditions established under tenure law. In the event of death or disabling illness, which makes nonrenewal of contract necessary, severance pay will be granted without notice.

Severance pay for certified employees from the former Chester Public Schools and JI Public Schools that are continuing their employment in 2005-2006 in the new consolidated CJI school district will be computed as follows:

Certified employees continuing from Chester Public Schools will be paid 2% of the base pay in year of completion of employment times number of years of service in both the former Chester Public Schools and the new CJI district.

Certified employees continuing from JI Public Schools will be paid 2% of the base pay in the year of completion of employment times the number of years of service in the new CJI district plus  $\frac{1}{4}$  of any unused sick leave that was attached to their name from the former JI Public Schools.

Calculation of years of experience begins with a teacher's first year of experience, but eligibility to receive severance pay begins with the fifth year, except for teachers who have been previously employed by either Chester Public Schools or JI Public Schools during the 2004-2005 school year, who shall be exempt from this five-year provision. The District shall be responsible for the employer's share of the TRS contribution costs of the severance pay.

All newly hired certified employees who began teaching in August 2005, or thereafter, will receive severance pay based on 1% of the base pay upon completion of employment from CJI times the years of experience in the CJI School System.

## **XVI. REDUCTION IN FORCE**

The board will seek input from a committee comprised of the administration and two board members when deciding on a RIF. The final decision will be made by the Board.

In the event the school district determines there is a need to eliminate programs and/or employment positions because of changes in the size or nature of the student population, financial considerations, or other reasons deemed relevant by the board, the provisions of this section shall apply.

The following procedure will be used to determine which employees will be affected by the elimination of reduction of programs and/or employment positions. The school district will strive

to accomplish needed layoffs at the conclusion of the contract of employment. In the event layoffs are required during the term of the employment contract, the following layoff procedure will apply. If there is more than one employee in the position being considered for reduction, criteria 1 through 5, listed below, will be used in the order deemed appropriate by the district in making the decision of who is affected.

1. Job Performance: A recommendation will be made by the superintendent to the Board of Trustees based on the recommendations by the administration and a review of past performance evaluations.
2. Versatility of the Employee: Preference will be given to an employee who has the ability to perform duties in more than one area. The administration's determination regarding past performance will be taken into consideration.
3. Enrollment in Programs: The number of students and number of programs affected by a RIF will be used as a determining factor, in order to affect the fewest number of students.
4. Education and Training: The employee's level of education and record of completing professional development opportunities.
5. Years of experience: The employee's years of experience with the bargaining unit.

#### Effect

Nothing in this process or agreement shall be construed to limit the authority of the school district to determine the number of employees, the establishment and priority of programs, or the right to reduce staff.

## **XVII. GRIEVANCE PROCEDURE**

### **A. Definitions**

1. A grievance is a claim by a grievant that there has been a violation or misinterpretation of the terms of this CBA.
2. A grievant is an employee, or group of employees, or the CJIEA.
3. Days shall mean calendar days, except as otherwise indicated.

### **B. Individual Rights**

Nothing in the grievance procedure shall be construed to limit the grievant and the appropriate supervisor or administrator from informally discussing and adjusting any grievance as long as the CJIEA is notified in writing as to the disposition of the matter and such disposition is not inconsistent with the terms of this CBA.

### **C. Procedure**

#### **STEP I. Immediate Supervisor (following Chain of Command) beginning with the Principal**

The grievant shall within twenty-one (21) days of the occurrence or of knowledge of the act or condition which is the basis of the complaint, present the grievance in writing, to the immediately involved supervisor, (following the chain of command beginning with the principal).

The grievance shall be written, dated and signed by the grievant and shall include a statement of the grievance, which article(s) are in dispute, and the requested remedy.

The immediate supervisor will arrange for a meeting with the grievant to take place within seven (7) days after receipt of the grievance. The supervisor shall provide the grievant and the CJIEA with a written answer to the grievance within seven (7) days after the meeting.

**STEP II. Superintendent**

If the grievant or the CJIEA is not satisfied with the disposition of the grievance at Step I, or if no decision has been rendered within seven (7) days after presentation of the grievance, then the grievance may be referred to the superintendent or superintendent's designee. The superintendent shall arrange for a hearing with the grievant to take place within seven (7) days after receipt of the appeal. Upon conclusion of the hearing, the superintendent will have seven (7) days to provide the grievant and the CJIEA a written decision.

**STEP III. School Board**

If the grievant or the CJIEA is not satisfied with the disposition of the grievance at Step II, or if no decision has been rendered within seven (7) days after presentation of the grievance, then the grievance, within seven (7) days, may be referred to the board of trustees. The chairman of the board shall arrange for a hearing with the grievant to take place at the next regularly scheduled meeting. Upon conclusion of the hearing, the board will have fourteen (14) days to provide the grievant and the CJIEA a written decision.

**STEP IV. Binding Arbitration**

If the CJIEA is not satisfied with the disposition of the grievance at Step III, or if no decision has been made within the time period provided, the grievance, only at the option of the CJIEA, may be submitted before an impartial arbitrator. The CJIEA shall exercise its right of arbitration by giving the superintendent written notice of its intention to arbitrate within twenty-one (21) days after it has received the decision at Step III. If any questions arise as to arbitrability, such questions will first be ruled upon by the arbitrator selected to hear the dispute.

After notice of submission to arbitration, the CJIEA shall request from the Montana Board of Appeals, a list of qualified arbitrators. Within fourteen (14) days of receipt, each party shall alternately strike names from the list and the name remaining shall be the arbitrator.

The arbitrator shall consider the grievance and render a decision within sixty (60) days of the hearing or final submission of briefs, whichever is later. The arbitrator's decisions shall be final and binding upon the parties.

Costs associated with binding arbitration shall be shared equally by the CJIEA and the district. If one of the parties wants a transcript of the arbitration proceedings, the party requesting the transcript will pay the costs for the transcriber. If both parties request transcripts, they shall share equally in the cost.

**D. Exceptions to Time Limits**

The time limits set forth in this Article may be changed by written agreement.

**E. Jurisdiction of the Arbitrator**

The arbitrator shall have no power to alter, add to, subtract from the terms of this CBA. The arbitrator's decision will be based upon the specific provisions of this CBA. This arbitration provision shall be for grievances only.

**F. No Reprisals**

No reprisals of any kind will be taken by the board, the school administration, the CJIEA or the employee against any person because of participation in this grievance procedure.

**G. Cooperation of the Employer**

The board, the administration, the CJIEA and the employees will cooperate with the other in its investigation of any grievance, and further will furnish other such information as is requested for the processing of any grievance.

**H. Personnel Files**

All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.

**XVIII. EFFECT OF AGREEMENT**

**A. Binding Contract**

This CBA is a binding contract for the term of said agreement. The Board and the teachers and the CJIEA shall carry out the commitments contained herein and give them full force and Effect.

**B. Release from Contract**

A teacher not facing discipline or discharge at Chester-Joplin-Inverness School District 48-1J and/or 48-2J, Liberty County, Chester, Montana, will be released from their teaching contract provided the teacher makes payment for liquidated damages to the school district prior to release from the contract on the following schedule. The date the superintendent of Chester-Joplin-Inverness School District 48-1J and/or 48-2J receives the teacher's letter requesting release is the date controlling the following schedule.

1. The teacher shall provide a minimum of (2) weeks (10 school days) notice during the school year.
2. Teachers wishing to be released from their contract from June 25, through the last Friday in July, will pay the district 3% of their contract amount as liquidated damages.
3. Teachers wishing to be released from their contract after the last Friday in July, through the first day of school, will pay the district 5% of their contract as liquidated damages.
4. The parties agree the school district incurs costs that are very difficult to fix when a teacher breaches contract. Liquidated damages are to cover these costs.
5. Jurisdiction and enforcement of this provision of the individual contract is through the 12<sup>th</sup> Judicial District Court, Hill County, Havre, Montana, with the teacher being liable for all fees under the above schedule, court costs, interest, reasonable attorney fees of the school district, and other actions the court deems appropriate. The court also has

jurisdiction to award interest in any amount due and other actions the court deems appropriate.

**C. Compliance of Individual Contract**

Any individual contract between the Board and an individual teacher, heretofore or hereafter executed shall be consistent with the terms and conditions of this CBA. If an individual contract contains any language or conditions inconsistent with the CBA during its duration, this CBA shall be controlling.

**D. Saving Clause**

If any provision of this CBA or any application of this agreement to the School District, any employee or group of employees is held to be contrary to law, then such provisions or applications shall not be deemed valid by subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect. If such provisions exist which are contrary to law, at the request of either party, negotiations shall immediately commence, and agreement shall be reached in order to alter said section(s).

**XIX. DURATION OF AGREEMENT**

**A. Effective Period**

This CBA shall be effective July 1, 2021 and shall continue in full force and effect until June 30, 2024.

**B. Negotiations for Renewal of Contract**

Notice to begin negotiations shall be given in writing to the Board by the CJIEA not later than the regular January school board meeting prior to the aforesaid expiration date of the CBA.

At the first meeting the parties shall mutually agree to the process to be used in negotiations. Discussions between the negotiations committees shall begin no later than thirty (30) calendar days after the written proposals have been submitted.


**XX. DATE AND SIGNATURE**

This agreement is signed this 29<sup>th</sup> day of June, 2021.

*For the Chester-Joplin-Inverness  
Education Association*

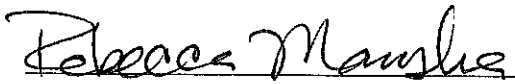
*For the Board of Trustees  
School District #48-1J & #48-2J*

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Chairman

  
\_\_\_\_\_  
Vice-President

  
\_\_\_\_\_  
Clerk

  
\_\_\_\_\_  
Secretary

**APPENDIX A-1**

**CHESTER-JOPLIN-INVERNESS SCHOOL SALARY SCHEDULE**

**2021-2022**

1.5% increase on the base

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20
Step							
1	27,692	28,606	29,548	30,461	31,397	32,311	32,840
2	28,760	29,777	30,802	31,818	32,837	33,854	34,428
3	29,825	30,946	32,054	33,175	34,277	35,399	36,015
4	30,891	32,117	33,308	34,532	35,717	36,941	37,603
5	31,957	33,286	34,560	35,889	37,157	38,487	39,190
6	33,023	34,457	35,814	37,246	38,597	40,029	40,778
7	34,089	35,626	37,066	38,603	40,037	41,574	42,365
8	35,155	36,797	38,321	39,960	41,477	43,117	43,953
9	36,221	37,966	39,572	41,317	42,917	44,662	45,540
10	37,288	39,137	40,827	42,674	44,357	46,205	47,127
11	38,354	40,306	42,078	44,031	45,797	47,750	48,715
12	39,420	41,477	43,333	45,388	47,237	49,292	50,302
13		42,646	44,585	46,745	48,677	50,837	51,890
14			45,839	48,101	50,117	52,380	53,477
15				49,497	51,557	53,925	55,065
16				50,854	53,036	55,468	56,652
17					54,476	57,074	58,240
18						58,618	59,827



**APPENDIX A-2**

**CHESTER-JOPLIN-INVERNESS SCHOOL SALARY SCHEDULE**

**2022-2023**

1.5% increase on the base

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20
Step							
1	28,107	29,035	29,991	30,918	31,868	32,796	33,333
2	29,191	30,224	31,264	32,295	33,330	34,361	34,944
3	30,272	31,410	32,534	33,673	34,791	35,930	36,555
4	31,354	32,599	33,808	35,050	36,253	37,495	38,166
5	32,436	33,785	35,078	36,427	37,714	39,064	39,778
6	33,518	34,974	36,351	37,804	39,176	40,629	41,389
7	34,600	36,160	37,622	39,182	40,638	42,198	43,000
8	35,682	37,349	38,895	40,559	42,099	43,763	44,611
9	36,764	38,535	40,165	41,936	43,561	45,332	46,223
10	37,847	39,724	41,439	43,313	45,022	46,897	47,834
11	38,929	40,910	42,709	44,691	46,484	48,466	49,445
12	40,011	42,099	43,982	46,068	47,946	50,031	51,056
13		43,285	45,253	47,445	49,407	51,600	52,668
14			46,526	48,823	50,869	53,165	54,279
15				50,239	52,330	54,734	55,890
16				51,616	53,831	56,299	57,502
17					55,293	57,929	59,113
18						59,496	60,724

**APPENDIX A-3**

**CHESTER-JOPLIN-INVERNESS SCHOOL SALARY SCHEDULE**

**2023-2024**

1.5% increase on the base

	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20
Step							
1	28,529	29,470	30,440	31,381	32,346	33,287	33,832
2	29,628	30,677	31,732	32,779	33,829	34,876	35,468
3	30,725	31,881	33,022	34,177	35,313	36,468	37,103
4	31,824	33,087	34,314	35,575	36,796	38,057	38,738
5	32,922	34,291	35,604	36,973	38,280	39,649	40,374
6	34,020	35,498	36,896	38,371	39,763	41,238	42,009
7	35,119	36,702	38,186	39,769	41,247	42,830	43,644
8	36,217	37,909	39,478	41,167	42,730	44,419	45,280
9	37,315	39,113	40,767	42,565	44,214	46,011	46,915
10	38,414	40,319	42,060	43,963	45,697	47,600	48,551
11	39,512	41,523	43,349	45,360	47,181	49,192	50,186
12	40,610	42,730	44,642	46,758	48,664	50,781	51,822
13		43,934	45,931	48,156	50,148	52,373	53,457
14			47,223	49,554	51,631	53,962	55,092
15				50,992	53,115	55,554	56,728
16				52,390	54,638	57,143	58,363
17					56,121	58,797	59,999
18						60,388	61,634