

**AGREEMENT BETWEEN**

**CUMBERLAND EDUCATION ASSOCIATION  
AND  
THE BOARD OF EDUCATION**

**CUMBERLAND UNIT SCHOOL DISTRICT #77  
AUGUST 1, 2022 – AUGUST 1, 2027**

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## **ARTICLE I**

### **RECOGNITION**

#### **1.1 Definition**

The Board of Education of the Cumberland Unit School District #77, hereinafter referred to as the "Board," recognizes the Cumberland Education Association IEA/NEA, hereinafter referred to as the "Association," as the bargaining agent for the full -time regularly employed, licensed educators, hereinafter referred to as "Employees," excluding the superintendent, principals, and supervisors.

## **ARTICLE II**

### **EMPLOYEE AND ASSOCIATION RIGHTS**

#### **2.1 Non-Discrimination**

The Board shall not discriminate against any employee for the reason of race, creed, color, marital status, age, sex, national origin, or handicap.

#### **2.2 Academic Freedom**

The Board recognizes the teacher has the expertise to determine content and method of presentation for classroom management. The administration, however, with due consideration of facts involved may temporarily stop the teacher's activities of a questionable nature pending further investigation and inquiry.

#### **2.3 Dues Deduction**

The Board shall deduct from each teacher's pay the current dues of the CEA, IEA, and NEA, provided that the Board has an employee-executed authorization for dues deduction, the amount of which shall annually be certified by the Association. Such dues shall be deducted in sixteen (16) equal payments beginning October 1st, provided that the employee-executed authorizations are turned in to the Unit Office by September 15. All dues deducted by the Board shall be remitted to the Association no later than ten (10) days after such deductions are made.

## **2.4 Meetings, Notices and General Information**

The Association shall not be denied the following as long as teachers are under regular working conditions:

- 2.4.1** The use of school buildings for meetings as long as it does not conflict with school activities;
- 2.4.2** The use of employee mailboxes, inter-school mail, e-mail network work system, and teachers' lounge bulletin boards for association information;
- 2.4.3** The use of school office equipment and technology if not being used for school use.
- 2.4.4** The President of the Association shall be given written notice the same day as the Board members of all regular and special meetings of the Board, together with a copy of the Agenda Packet that is provided to the Board exclusive of confidential data excluded from public dissemination under the Illinois Freedom of Information Act.

When the news release containing the Board meeting summary is completed, a copy shall be given to the Association President.

## **2.5 Written Parent Concerns**

In order to protect teachers, all written parent complaints will be handled in this manner:

- 2.5.1** If a written complaint is made regarding a student and is presented to and received by an administrator within the school setting, that administrator shall advise the person making the complaint, that the teacher shall be informed of the complaint and resolved within ten (10) school days, and that the person should schedule a conference with the teacher.
- 2.5.2** The teacher and administration will attempt to resolve concerns in a professional manner through informal conversation, demonstrating mutual respect and refrain from profanity, offensive language, harassment, and/or intimidation and do so out of the presence of students, parents, or other employees.

- 2.5.3** If no resolution is agreed to through informal conversation, written notice of the specific grounds forming the basis for disciplinary action shall be delivered to the employee, and the teacher may invite a representative of the Association to meet with the principal in a formal conference to resolve the concerns;
- 2.5.4** If no resolution is agreed to at the preceding level, the teacher and representative shall be granted a meeting with the superintendent.
- 2.5.5** If no resolution is agreed to at the preceding level, the teacher and representative shall be granted a meeting with the Board at the next regularly scheduled Board meeting following a written request.

## **2.6 Employee Discipline**

Rules and regulations governing employee conduct shall be reasonable, and enforcement of employee discipline shall be exercised for a just cause. Disciplinary action shall be progressive except for gross misconduct such as theft or sexual misconduct with a student and in accordance with the following just cause procedure:

- 2.6.1** The teacher and administration will attempt to resolve concerns in a professional manner through informal conversation, demonstrating mutual respect and refrain from profanity, offensive language, harassment, and/or intimidation and do so out of the presence of students, parents, or other employees.
- 2.6.2** If no resolution is agreed to through informal conversation, written notice of the specific grounds forming the basis for disciplinary action shall be delivered to the employee, and the teacher may invite a representative of the Association to meet with the principal in a formal conference to resolve the concerns.
- 2.6.3** If no resolution is agreed to at the preceding level, the teacher and representative shall be granted a meeting with the superintendent.
- 2.6.4** If no resolution is agreed to at the preceding level; the teacher and representative shall be granted a meeting with the Board at the next regularly scheduled Board meeting following a written request.

## **2.7 Right of Representation**

When an employee requests or is required to appear before the administration concerning any matter which could adversely affect the employee's employment, the employee's position, or the employee's salary, the employee will have a CEA representative of his/her choice present. Furthermore, when an employee requests or is required to appear before the Board, the employee will have a representative present and be advised one week in advance in writing of the reason(s) for the requirement.

## **2.8 Personnel File**

Each teacher shall have the right, upon request, during office hours to review the content of his/her personnel file within 48 hours. A representative of the Association, at the teacher's request, may accompany the teacher in this review. The teacher shall have the right to attach dissenting material to any item in his/her file. Each teacher's personnel file shall contain the following minimum items of information:

1. Required medical information
2. All teacher evaluation reports
3. Copies of annual contract or notification of re-employment
4. Copies of supplemental duty contracts
5. Any other documented information which could be used as a basis for discipline, re-employment, demotion, promotion, assignment, transfer or for determining salary of a teacher.

## **2.9 Hold Harmless Clause**

In the event of any legal action against the employer brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:

- 2.9.1** The employer gives immediate notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires; and,
- 2.9.2** The employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels;
- 2.9.3** The Association agrees that in any action so defended, it indemnify and hold harmless the employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the employer's compliance with this Article.



## **ARTICLE III**

### **EMPLOYMENT CONDITIONS**

#### **3.1 School Calendar**

The Board shall establish a school calendar that does not exceed 185 school days. The calendar shall contain no more than 176 regular work days, four institute days, and five emergency work days. If the five emergency work days are not used for emergency purposes, they shall not become employee work days. The Association shall have input prior to the establishment of the school calendar for the coming year.

#### **3.2 Employee Work Days**

The employee work day shall be seven (7) hours and forty-five (45) minutes with the exception of duty teachers. The seven (7) hours and forty-five (45) minutes, except for duty teachers, will not begin before 7:45 a.m. and end no later than 4:00 p.m. During each work day the employee shall be entitled to:

- 3.2.1** A duty-free lunch period equal to that of the students. If a teacher does not receive a duty-free lunch period due to an IEP or other scheduled meeting during the assigned lunch period, the teacher will be paid extra-duty pay of \$30(thirty dollars). Reference 105 ILCS5/24-9 Duty-Free Lunch
- 3.2.2** A daily preparation period of consecutive minutes equal to the normal class period in the teacher's building, or a weekly total equivalent to the number of days attendance times the number of minutes per normal class period.
- 3.2.3** Employees may leave 15 minutes before regular contracted dismissal time on Friday, In-service days, SIP days, non-student attendance days, or the last workday of the week, unless the time has been predetermined by the administration. On the first and last days of school with five hours of mandatory student attendance, employees may leave as soon as the student have left the buildings. On teacher institute days with no student attendance, employees shall be dismissed at 1:00 p.m.

### **3.3 Teaching Load and Class Size**

The Board of Education agrees to use the following guidelines in considering class size:

- 3.3.1** The Board of Education agrees to give special emphasis in planning class sizes to the elementary levels K-4;
- 3.3.2** The Board of Education recognizes that class size optimums are for the benefit of the children and their educational welfare;
- 3.3.3** The Board of Education agrees to be aggressive in working to maintain optimal class size levels. Every effort will be made to ensure sections of the same class/subject matter/grade level are comparable in size and gender, while seeking input from the teachers.

#### **3.3.4 Special Education Class Size**

When a student's IEP calls for services in a general education classroom, the student must be served in a class that is composed of students of whom at least 70 percent are without IEPs (excluding Speech and Language IEP's), that utilizes the general curriculum, that is taught by an instructor certified for regular (general) education, and that is not designated as a general remedial classroom. A student shall be considered to require "instructional" classes when he or she receives special education instruction for 50 percent of the school day or more. Classes for such students shall be subject to the following limitations:

- 1) Early childhood instructional classes shall have a maximum ratio of one qualified teacher to five students in attendance at any given time; total enrollment shall be limited according to the needs of the students for individualized programming.
- 2) Instructional classes for students who have either a severe/profound disability or multiple disabilities shall have a maximum enrollment of five students.
- 3) Instructional classes for children whose primary disability is a severe visual, auditory, physical, speech or language impairment, autism, traumatic brain injury, or an emotional disability or behavioral disorder shall have a maximum enrollment of eight students.

- 4) Instructional classes for children whose primary disability is a specific learning disability or that serve children who have different disabilities shall have a maximum enrollment of ten students. Instructional programs that group students who have different disabilities shall be formulated only under the following circumstances:
  - A) The students are grouped in relation to a common educational need; or
  - B) The program can be completely individualized and the teacher is qualified to plan and provide an appropriate educational program for each student in the group.
- 5) Instructional classes designed for children whose primary disability is moderate visual or auditory impairment shall have a maximum enrollment of 12 students.
- 6) Instructional classes for children whose primary disability is mild/moderate cognitive disability shall have a maximum enrollment of 12 students at the primary level and 15 students at the intermediate, middle school, and secondary levels.
- 7) A school district may increase the enrollment in an instructional class by a maximum of two students in response to unique circumstances that occur during the school year. Such additions may be made only when the educational needs of all students who would be enrolled in the expanded program can be adequately and appropriately met. Alternatively, **the district may increase the enrollment in an instructional class by a maximum of five students when a full-time, non-certified assistant is provided.**

A student shall be considered to require "resource" classes when he or she receives special education instruction for less than 50 percent of the school day. Classes for such students shall be subject to the following limitations:

- 1) Enrollment shall be limited to the number of students who can effectively and appropriately receive assistance, up to a maximum of 20 students.
- 2) The teacher shall participate in determining the appropriate enrollment.

3) The caseload/class size for any service provider includes each student who receives direct or indirect service, such as consultation services, as delineated in an IEP.

Any changes in class size, student diversity, or inclusion of children with disabilities, resulting from State mandates or regulations will require both parties of this agreement to meet and bargain the impact of the new rules and regulations.

**3.3.5** All final decisions on class size will be made by the Board acting in the best interest of the pupils.

### **3.4 Notification of Assignments**

All employees shall be given written notice of any proposed changes in their teaching assignments for the forthcoming year no later than sixty (60) days preceding the first day of the new school year.

If, because of emergencies, changes become necessary within the sixty-day period, the affected teacher shall be notified and consulted as promptly as possible. Extra-curricular duty will be assigned as soon as possible.

#### **3.4.1 Filling Vacancies:**

A vacancy shall be defined as an open position not filled by a teacher returning from RIF, recall, or leave of absence. Within five (5) workdays of the existence of a vacancy in a position in the District, notices of the vacancy shall be posted by email, near teacher mailboxes, and in the teacher work area/lounge with a copy to the Association President. The parties may mutually agree upon an earlier date. Nothing herein shall prevent the temporary filling of vacancies; provided, however, no permanent appointment shall be made until posting and application requirements have been met. Employees shall have the right to make timely, written application to the administration for positions for which they are qualified. Applications which are filed within five (5) workdays after posting shall be considered timely. Employees who file timely applications shall be interviewed.

The Board shall fill any vacant teaching position based upon the consideration of factors that include without limitation; certifications, qualifications, merit and ability (including performance evaluations, if available), and relevant experience, provided that the length of continuing service with the school district will not be considered as a factor, unless all other factors are determined by the Board to be equal. The Board's decision to select a particular candidate to fill a vacant teaching position shall not be subject to review under the grievance procedure contained herein; provided that in making such a decision, the Board does not fail to adhere to procedural requirements contained herein.

### **3.4.2 Summer School Teaching**

From the list of teachers requesting to teach summer school, positions will be assigned with priority given to those who have the longest hiatus from teaching summer school. If that hiatal period is the same for two or more teachers, the teacher with seniority will be given priority. Teachers should be assigned summer school teaching positions at the grade level of their regular teaching assignments or one grade above or below their current teaching assignments. A teacher may decline a summer school assignment resulting in the removal of his/her name from the summer school pool without loss of position for future summer school teaching positions. First year teachers will not be eligible for summer school teaching assignments unless all other qualified teachers have declined the position. Teachers in special areas, i.e., special reading classes, PE, art, music, special education, who have proper certification, will be placed in the group of their assignment: primary, intermediate, or middle school.

### **3.4.3 Student Assistance Programs**

Any form of academic enrichment program being offered outside of the regular school day such as, but not limited to summer school, after school tutoring or other academic enrichment programs sponsored by the school district should be assigned from the list of teachers requesting to teach with priority given to those who have the longest hiatus from teaching student assistance programs. If that hiatal period is the same for two or more teachers, the teacher with seniority will be given priority. Teachers should be assigned student assistance program teaching duties at the grade level of their regular teaching assignments or one grade above or below their current teaching assignments. A teacher may decline a student assistance program assignment resulting in the removal of his/her name from the student assistance program teaching pool

without loss of position for future student assistance program teaching. First year teachers will not be eligible for student assistance program teaching assignments unless all other qualified teachers have declined the position. Teachers in the special areas, i.e., special reading classes, PE, art, music, special education, who have proper certification, will be placed in the group of their assignment: primary, intermediate, or middle school.

**3.4.4 Extended Contract**

A bargaining unit member who works an extended teaching assignment beyond the regular 180-day work year shall be compensated at his/her Per Diem rate of pay (1/180<sup>th</sup> of current placement on the Salary Schedule.) It is understood that such work is determined to be necessary to the district and is essentially either an extension of the bargaining unit member’s regular duties or is, by nature, work that requires the application of unique skills and expertise which must be performed by the bargaining unit member accepting the additional work opportunity.

Teachers assigned to extended year positions, shall work the set number of days listed below that are in excess of the 180-day contract year.

<i><b>Assignment</b></i>	<i><b>Additional Days</b></i>
<i>Agriculture teacher</i>	<i>10</i>
<i>Two Guidance Counselors</i>	<i>10/each</i>

**3.4.5 Extra-Curricular Vacancies**

The Board of Education will offer an interview to all qualified non-school candidates of their choosing; and The Board of Education agree that all school employee applicants qualified for the coaching position will be guaranteed an interview; and The Board of Education will give first consideration to all qualified school employee candidates to any open coaching positions.

### **3.5 Pupil Problems**

Although the Board recognizes that the employee has the responsibility for the maintenance of discipline within the school setting, the Board also recognizes its responsibility to give all reasonable support and assistance to the employee and administration with respect to the maintenance of control and discipline.

- 3.5.1** An employee may exclude a pupil from a class period or school activity when, in the opinion of the employee, the grossness of an offense, the persistence of the behavior, or the disruptive effect of any violation makes the continued presence of the pupil in the classroom or school activity intolerable.
- 3.5.2** When a pupil is so excluded by an employee, the student shall be sent from the classroom or school activity to the building principal or his/her designee for the resolution of the problem.
- 3.5.3** The building principal or his/her designee, parent/guardian, student, and teacher shall take appropriate action to solve the discipline problem. Should the decision include the re-admittance of the pupil to the class or school activity, the employee, parent/guardian, and student shall be notified in writing of the conditions under which re-admittance is granted.
- 3.5.4** If the disobedience or misconduct continues or the conditions for re-admittance are not met by the pupil as determined by the building principal in consultation with the teacher, said pupil shall be excluded from that employee's class or school activity.

### **3.6 Staff/Administrator Meetings**

Staff will receive communication via meeting or email on either the Friday or Monday following each board meeting to ensure open communication.

## ARTICLE IV

### EMPLOYEE EVALUATION

- 4.1 Non-tenured employees will be formally evaluated a minimum of two times during each school year. Tenured employees will be evaluated at least once during the three-year summative cycle.** Educators whose performance is rated as either “Excellent” or “Proficient” in a formal evaluation will be informally evaluated at least once in the course of the 2 school years after the receipt of the formal rating.
- 4.1.1** During the first day of school (Institute Day) the building administrator shall provide notice that a performance evaluation will be conducted in that school term to each teacher affected and acquaint said employees with the evaluation procedures, standards, and instruments.
- 4.1.2** All Student Learning Objectives (SLOs) must be approved by an administrator on or before October 1<sup>st</sup> of the evaluation year.
- 4.1.3** The administrator shall evaluate each employee in writing. Each educator evaluation shall include formal and informal observations of the employee’s performance as specified in the Cumberland Unit Community School District #77 Teacher Evaluation Guidebook.
- 4.1.4** The administrator shall have a pre-observation meeting for each formal observation at least 7 school days before the observation and a post-observation meeting within 10 school days following the observation to discuss and receive input from the employee regarding the observation.
- 4.1.5** During the post-observation meeting the administrator shall point out specific problems, if they exist, and give constructive advice to aid the correction of these problems. The final responsibility to correct these problems rests with the employee.
- 4.1.6** The employee shall have the right, within a two-week period, to attach an explanation to any evaluations or other materials that are placed in the employee’s file.
- 4.1.7** All employee material to be placed in the employee’s file will be initialed by the employee and a copy given to the employee.



**4.1.8** No later than February 15 of the current school year the administrator shall complete a written evaluation report and make a recommendation as to re-employment for each non-tenured employee. The administration will discuss this recommendation with the employee.

## **4.2 Remediation**

Tenured educators receiving an "Unsatisfactory" will participate in a timely remediation process. The remediation plan should be written within thirty (30) school days of the "Unsatisfactory" rating. This plan will focus on the educator's deficient areas in order to support professional growth and must be completed within ninety (90) days. The administrator will lead the collaborative development of the remediation plan including the administrator, the assessed educator, and a consulting educator.

The remediation plan will include evaluations by an administrator every thirty (30) school days, and a final remediation rating for the ninety (90) school days constituting the remediation plan.

The observations for a tenured employee under remediation will conform to the remediation plan. The Remediation Plan form is located in the Cumberland Community Unit School District #77 Teacher Evaluation Guidebook.

## **4.3 Professional Development Plan**

If an educator receives a "Needs Improvement" on any domain within the evaluation process, then the educator and administrator will collaboratively develop a Professional Development Plan (PDP) within thirty school days. This plan is designed to support educator growth in specific areas identified as needing improvement. Failure to complete the plan will not affect the employee's rating. Completion of the plan shall be taken into consideration when the employee is evaluated in the year following the rating of "needs improvement." The Professional Development Plan form is located in the Cumberland Community Unit School District #77 Teacher Evaluation Guidebook.

## **ARTICLE V**

### **EMPLOYEE TERMINATION**

#### **5.1 Tenure**

Teachers shall enter upon contractual continued service with the District in accordance with Chapter 105ILCS 5/24-11 of the Illinois School Code.

#### **5.2 Reduction in Force**

Reduction in force among Employees shall be consistent with 105 ILCS 5/24-12 and administered as described herein.

- A. **Continuous Service** shall be measured as years of continuous service as a certified employee in the school district provided, however, that less than full time service shall be computed on a pro-rata basis. Approved unpaid leave of absence shall be computed as follows: those teaching less than (1) semester of continuous days shall receive no credit. Those teaching more than one (1) semester of continuous days and less than one full year shall receive .5 years of credit. Credit for mandatory leaves of absence shall be in accordance with District records unless the teacher can substantiate otherwise.
- B. **Listing of Continuous Service:** Prior to November 1 of each school year, the administration shall post in each attendance center and make available to the Association a listing of the computed continuous service of all Employees in the school district. The posting shall include a copy of this section of the Agreement and shall include with each Employee's name, their original date of hire and their computed continuous service. Each Employee shall have until November 15 or the first school day thereafter to file written objections to the continuous service computation which shall specify the alleged error in the continuous service computation, and the Employee cannot thereafter challenge the computation for that school year. The administration will post a final list no later than January 15 of each school year.

- C. **Tie-breakers:** Ties in continuous service shall be broken by the rating on the teacher's evaluation and if the rating is the same, then the date of employment by action of the Board of Education. If two or more Employees were hired at the same school board meeting, and it is necessary to determine length of continuous service among them, then continuous service between those employees will be determined by lot where the Association and affected teachers will have the right to be present.
- D. **Distribution of Order of Honorable Dismissals List:** The proposed Order of Honorable Dismissals List will be provided to the Association President no later than seventy-five (75) calendar days prior to the last student attendance day, along with a notification to each Employee of the placement(s) for which they are qualified. The final list will be provided to the President no later than forty-five (45) days before the last student attendance day with a notice to any individual whose placement on the list has changed from the placement on the proposed list. If at any time in this process the District notifies the Association that no reductions-in-force will be initiated for the next school year, the notifications described herein may be suspended.
- E. **Meeting with Affected Employees:** The administration will meet with the employee or employees who have been given notice of reduction to be informed of the reason for the reduction in force. A representative of the Association will be allowed to attend such meetings.
- F. **Recall notice and response:** Recall rights shall be in effect for one calendar year following the beginning of the school year following the reduction in force. The employer is responsible for sending notice to the next eligible person on the recall list by certified mail. Any employee who fails to respond to the proper notice of a vacancy will be placed at the bottom of the recall list as it exists at the time. However, an employee may elect to be passed over, in which case the employee retains his/her position on the recall list and the employer will offer the position to the next eligible employee on the list. The employee may elect to be passed over by giving written notice to the employer within seven (7) days of receiving proper notice of vacancy.

- G. **Job qualifications:** The employer will provide the Association with any proposed changes to the job description or qualifications no later than April 10th of each year in which they are to be proposed.
- H. **Joint Committee on Honorable Dismissals (RIF Committee):** The RIF Committee will include an equal number of representatives of the employer and the Association. The parties will notify each other of the representatives no later than October 1 following the ratification of the contract, and shall remain on the committee until and unless one party notifies the other of a change in their appointments. The Committee shall make decisions by a majority vote of the appointed representatives.

## **ARTICLE VI**

### **EMPLOYEE COMPENSATION AND FRINGE BENEFITS**

#### **6.1 Full Experience Credit**

Full credit for teaching experience outside of Cumberland Unit District #77 will be granted for each full year of public school or approved teaching experience. When teaching experience is one-half (1/2), it shall constitute a full year of teaching experience. Any tenured staff member called or recalled for military service will be given his/her experience increments for military service, providing he/she notifies the unit superintendent within ninety (90) days prior to separation from military service of an intent to return.

#### **6.2 National Guard Policy**

Section 10-20-7 of the School Code provides that districts may pay salaries for personnel called to active duty in the Illinois National Guard. The Board agrees to pay the difference between the actual salaries which he/she would have drawn per day in his/her regular assignment up to a maximum of five (5) days. Should the guard duty period extend beyond five (5) days, personnel will be deducted the full amount. No payments will be made for regular training periods.

### **6.3 Paydays - Specified**

Paydays for each school year shall commence on the 15<sup>th</sup> day of the month of August and shall continue through the 15<sup>th</sup> and 30<sup>th</sup> of each month thereafter. Should a payday fall on a weekend or holiday, the payday shall be the last business day prior to the weekend or holiday.

The school district will utilize direct deposit for all employees.

### **6.4 Payroll Installments**

Paydays for each employee shall be on the basis of one of the following options:

6.4.1 Pay in 10 months - 20 installments;

6.4.2 Pay in 12 months - 24 installments.

### **6.5 Extra Load**

Teachers in the Cumberland Unit District #77 assigned one additional classroom or noon hour supervision above the maximum load shall be paid an additional 20% of that employee's salary above the salary schedule.

### **6.6 Extra Duty Payroll Procedures**

Extra duty pay for sponsorships, directorships, and coaching shall be paid in the paycheck each pay period, or paid in one separate check at the end of the duty. Extra duty pay for supervision assignments shall be made within thirty (30) days after the service is performed and the request turned into the office.

### **6.7 Health Insurance**

The Board shall provide to each employee health insurance. Any change in the current coverage or carrier shall be mutually agreed upon. The premium for such insurance shall be paid for by the Board with a limit \$550 per month for 2022-2023, \$575 per month for 2023-2024, and \$600 per month for 2024-2025, and \$625 per month for the 2025-2026, and \$650 for 2026-2027. When both spouses of a family are employed by the district, the insurance payment for one spouse may be applied to dependent coverage, if desired by the employee.

The Board will provide an IRS Section 125 Plan allowing each employee, on a volunteer basis, to specify amounts to be deducted from his/her salary for the purpose of premium cost for employer provided health insurance, unreimbursed medical expense, and child care. The cost for such a plan shall be paid by the Board.

Retired teachers and teachers on leave of absence may continue to participate in the group insurance by paying the premium through the Unit Office on a quarterly basis.

### **6.7.1 Insurance Monitoring Committee**

The Board and the Association shall establish an Insurance Monitoring Committee. The membership of the Insurance Committee shall consist of two representatives from the ESP Association, four representatives from the Teachers Association and three representatives from the Board.

The committee shall actively meet and develop recommendations for changes in the insurance program. No changes will be made in the insurance plan that is inconsistent with the majority recommendations of the committee. The committee will meet on an ad-hoc basis to review additional changes at the request of the Association or Board.

The committee shall consider all options which are in the best interest of the district and the employee, taking into account without limitation, benefit designs and options, cost savings, cost containment options managed care, preventive and wellness programs, and the like.

The committee shall consider, but not by way of limitation, the following:

- A. Additions to and modifications of the benefits currently in effect
- B. Selections of insurance and stop-loss reinsurance carriers
- C. Selection of third party administrators
- D. Selection of managed care networks and brokers;
- E. Selection of funding mechanisms for covers (i.e. fully funded conventional, self-funded, etc.); and
- F. Establishment of premium levels for single and family coverage.

## **6.8 Teacher Retirement Incentive Program Plan**

### **A. Teacher Retirement System (TRS) Eligibility Requirements**

1. To be eligible for Tier 1, the teacher:
  - i. Must have at least ten (10) years of experience and be at least sixty (60) years of age at the time of retirement **or**;
  - ii. Must be at least fifty-five (55) years of age at the time of retirement with thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the district.

2. To be eligible for Tier 2, the teacher:
  - i. Must have a least ten (10) years of experience and be at least sixty-seven (67) years of age at the time of retirement **or**;
  - ii. Must be at least sixty-two (62) years of age at the time of retirement with ten (10) years of creditable service, **but** will receive retirement benefits reduced six (6) percent for every year the member is under age sixty-seven (67).

## **B. Definitions**

For purposes of this Article, non-exempt TRS creditable compensation (earnings) is defined by the Illinois Pension Code and TRS Rules and Regulations.

## **C. Irrevocable Letter**

Once an irrevocable letter of retirement is submitted, the employee will not be directed to perform any additional extra-duties or TRS reportable duties not currently being performed without the consent of the employee. In the event that an employee accepts the District's request to perform additional extra duties, the employee will be compensated for all such extra duties per Appendix B.

If after submitting an irrevocable letter of retirement, the employee resigns from duties for which the employee was compensated the previous year (i.e. extracurricular, extended contract, and/or stipends), the employee's TRS creditable earnings will be adjusted accordingly.

## **D. Plans**

### **One Year Plan**

If an eligible employee gives the School Board an irrevocable letter of intent to retire prior to the January School Board Meeting, stating that he/she intends to retire at the end of the school year, the employee will be placed on an alternative schedule for the final year of employment. The employee's TRS creditable earnings shall be increased by six (6) percent over the employee's TRS creditable earnings for the prior year of employment.

### **Two Year Plan**

If an eligible employee gives the School Board an irrevocable letter of intent to retire prior to the April School Board Meeting, one year prior to the intended year of retirement, the employee will be placed on an alternative schedule for the final two (2) years of employment. The employee's TRS creditable earnings shall be increased by six (6) percent over the employee's TRS creditable earnings for the prior years of employment respectively.

### **Three Year Plan**

If an eligible employee gives the School Board an irrevocable letter of intent to retire prior to the April School Board Meeting, two (2) years prior to the intended year of retirement, the employee will be placed on an alternative schedule for the final three (3) years of employment. The employee's TRS creditable earnings shall be increased by six (6) percent over the employee's TRS creditable earnings for the prior years of employment respectively.

### **Four Year Plan**

If an eligible employee gives the School Board an irrevocable letter of intent to retire prior to the April School Board Meeting, three (3) years prior to the intended year of retirement, the employee will be placed on an alternative schedule for the final four (4) years of employment. The employee's TRS creditable earnings shall be increased by six (6) percent over the employee's TRS creditable earnings for the prior years of employment respectively.

### **New Legislation**

If, during the term of this Contract, any law is enacted or not re-enacted that results in a greater cost to the Board of a teacher who intends to retire (including costs imposed by legislatively enacted or not re-enacted early retirement program) than the cost in effect as of the date this Contract is entered into, the parties shall meet within thirty (30) days of the enactment of such law to negotiate a new retirement incentive provision. Any employee affected by the change in law shall be eligible for early retirement under the subsequent retirement incentive plan agreed to following such negotiations.

## **6.9 Conference Period Teaching**

Teaching staff members may be assigned classroom duty during their regularly assigned conference periods for which they shall be paid \$30.00 for each such assignment.



## **6.10 Teacher Training**

All coursework to be completed for credit on the salary schedule must be from an accredited University, must be a graduate level course, and must be approved by the district Superintendent. Any course taken must be of relevance to the employee's area of teaching or part of an approved Masters Program. Any course which does not meet this requirement will not be counted unless a written request has been submitted to the Superintendent and approved in advance of the course being taken.

All hours will be considered and counted up to 32 hours after the Bachelors, and until a degree of Masters is conferred. Any hours in excess and which were not necessary will not be counted in addition to the Masters degree. Only hours taken after the degree of Masters has been conferred will count towards the salary schedule.

All hours of completed coursework must be submitted to the district office no later than the third Friday of August in the form of an official transcript in order to be counted on the salary schedule for the upcoming school year.

Any coursework completed after the beginning of the current school year must be submitted by the third Friday in January to be considered for Second Semester Credit on the Salary Schedule.

Training shall be figured in semester hours and applied to the salary schedule. Adjustments to salary shall be completed within thirty (30) days after presentation. The increment shall be pro-rated over the period of the entire year.

If the university is the reason for the delay, then the employee must submit a copy of his/her class schedule and grades received as evidence, until an official transcript is received from the university.

## **6.11 Approved Mileage and Travel**

The district will provide transportation for required travel. If no district vehicle is available, all school personnel shall be paid at the rate of current IRS allowances per mile for approved mileage.

### **6.11.1 Travel Expenses and Miscellaneous Expenses**

All staff members should attend one professional meeting in their teaching fields each year. Necessary travel and reasonable expenses shall be paid when the meeting is approved by the principal and unit superintendent. Consideration will be given to staff members for additional travel and expenses when the staff member represents the district in an office of the professional organization.

### **6.12 Jury Duty**

Teachers called for jury duty shall be paid full salary provided they reimburse the Board the stipend paid for jury duty, excluding compensation for food and travel.

### **6.13 Salary Schedule**

The teacher's salary schedule shall be set forth in Appendix A which is attached to and incorporated into this Agreement.

### **6.14 Extra Duty Schedules**

Extracurricular stipends are compensated as result of the work performed outside of the teacher's regular duties. The extra duty pay schedules are as set forth in Appendix B for club sponsors and in Appendix C for athletic coaches, which are attached to and incorporated into this Agreement.

If more than one (1) employee is hired for any extra duty position, percentages will be split between sponsors/coaches unless otherwise noted in the schedule. The CEA will be consulted before any of these positions are altered or added. All employees will receive notice of openings in extra duty assignments as soon as possible. These notices will be posted by email, near teacher mailboxes and in the teacher work area/lounge.

The percentages listed in Appendix B and C shall increase one percent for every five years of experience that an employee has gained in the same extracurricular activity or coaching position, except that no percent shall increase to more than twice the starting (original) percentage during the teacher's employment in the District.

When a teacher changes positions within the same activity or sport, the accumulated years of experience shall be retained.

### **6.15 Hourly Rate**

An hourly rate of \$30 (thirty) per hour shall be paid to employees under this contract for Drivers Education teachers, homebound teachers, and summer school teachers, and other extra duties requested by the district.

### **6.16 Term Life and Accidental Death and Dismemberment Insurance**

The Board shall provide \$10,000 term life and accidental death and dismemberment insurance to employees as long as it meets the guidelines within the life insurance plan documents with the carrier.

## **ARTICLE VII**

### **LEAVES**

#### **7.1 Sick Leave**

Each employee shall be entitled to twelve (12) sick leave days per school year without loss of pay. Sick leave shall accumulate to 390 days. Sick leave over 390 days shall be paid to the employee in an annual year-end bonus at the rate of no less than ½ of current substitute pay. Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. The immediate family for purpose of this article shall include parents, spouse, brothers, sisters, children, grandchildren, grandparents, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians, or members of the immediate household. Such leave for purpose of adoption or placement for adoption is limited to thirty (30) days.

When a teacher retires using one year sick leave as TRS credit, the retiring teacher shall be reimbursed by the Board for unused accumulated sick leave days in excess of 170 days at the rate of no less than ½ current substitute pay.

When a teacher retires using two year sick leave as TRS credit, the retiring teacher shall be reimbursed by the Board for unused accumulated sick leave days in excess of 340 at the rate of no less than ½ current substitute pay.

If a teacher retires without using any sick leave as TRS credit, the retiring teacher shall be reimbursed by the Board for unused sick leave days in excess of 200 days up to the maximum of 200 days, at the rate of no less than ½ current substitute pay per day.

No pay will be given for bonus days awarded by the Board as specified in 6.8.

For those employees who show a sincere effort to minimize their use of sick time given by the Board, the following considerations shall be in effect for the life of this Agreement only:

- a. any employee using 3 days or less of their contractual sick time earned during the school year shall be given two (2) days of additional personal leave.
- b. Employees working less than full-time schedules shall have both the sick time use rate and the personal leave earning rates prorated based upon his/her work schedules for the year for this sick time incentive program.

#### **7.1.2 Sick Leave Abuse Policy:**

Abuse of Sick Leave: The superintendent or building principal will personally deliver the "Impending Proof Status" notice in order to discuss the absence pattern with the employee. This meeting will occur prior to administration placing the employee on "proof status."

Proof Status is when an employee may be asked to provide a certified medical practitioner's statement explaining the employee's illness and the reason for their absence. An employee must be served with written notice that he/she is being placed on proof status prior to the proof status going into effect. The notice shall include specific allegations of misuse, itemization of steps necessary to correct the behavior, and an expiration date for the proof status if the corrective action is completed. An individual proof status shall not be any longer than 6 months but may be renewed if there is no improvement. If an employee fails to provide acceptable documentation then they may be subject to take the absence(s) as a dock day.

An employee may be placed on proof status if he/she is absent and uses sick time on six (6) or more separate first days of the workweek, last days of the work week, workdays following a scheduled pay day, work days preceding or following a holiday, vacation day, or personal leave day, or any combination thereof within twelve (12) consecutive months.

### **7.1.3 Sick/Personal Leave Donation:**

An employee may voluntarily donate up to five (5) sick leave or personal leave days to any other association member who has exhausted all of his/her sick leave, based upon the following provisions:

- Donated days must be in "Whole Day Increments"
- Donating employee is limited to a donation of five (5) days per donation per year and must retain at least 12 days for his/her own use.
- There is no limit on the number of days an employee may receive.
- An employee must file a written request for "sick leave donation" days with the superintendent, stating the reason for the request. An employee must use all available sick and personal leave before using any of the donated days, but the employee may request the day in anticipation of need. The superintendent will inform the employees through the association, that an employee has requested a sick leave donation. An employee who desires to donate days will complete a district donation form, indicating the number of days being donated to the employee.
- If more than one employee donates sick leave days, a lottery will be used to determine the order of use. The number of days donated will be proportionate to the number of donors. Any employee donating more than one day, shall not have the second day used, until the first day of all other donating employees has been utilized.
- Any unused day will be returned to the donors proportionately in the same manner in which they were donated, in the order of the lottery.
- All requests will be approved or denied by the superintendent and the CEA president or designee.

### **7.1.4 Bereavement Days**

Employees shall be given three (3) days off with pay to attend services or to make necessary arrangements upon the death of a member of their immediate family which for the purposes of this section includes: spouse, father, stepfather, mother, stepmother, brother, sister, son, stepson, daughter, stepdaughter, step-brother, step-sister, brother or sisters-in-law, grandchildren, adopted, custodian, or in-law children, grand-parents, parents-in-law, and domestic partner.

Employees shall be given one (1) day off with pay to attend services or to make necessary arrangements upon the death of a member of their extended family which for the purposes of this section includes, nieces, nephews, aunts, uncles, and cousins.

An employee may use additional days in addition to the ones provided by definition in the previous paragraphs if necessary. Additional days would be charged to sick leave. Employees may also request and be granted the use of personal leave to attend the funeral of non-related individuals under special circumstances such as the close relationship between the deceased and the employee.

## **7.2 Personal Leave**

The Board shall grant each employee three (3) days of personal business leave without loss of pay. Requests will be granted subject to the following provisions: The teacher will submit written application requesting leave; two days notice except for emergency situation is needed; no more than four (4) grade school teachers and two (2) high school teachers will be allowed off any given day; institute days and unit faculty meeting days will not be recognized as personal leave days except for funerals; the first and last day of school will not be recognized as personal leave days except for funerals; no personal leave will be granted for any activity resulting from an illegal act on the part of the employee. No personal leave will be granted for purposes of employment at another source. Unique circumstances that violate above restrictions shall be considered by the Board or authorized representative. Unused personal leave days may accumulate to 5 days. Unused personal leave days beyond the accumulated five days will be added to sick leave each year.

## **7.3 Association Leave**

The Board shall provide the Association six (6) days total, district wide, with pay per year to send representatives to conventions and/or training workshops. If any bargaining unit members hold an elected IEA-NEA office at the state level, they shall be given an additional four (4) Association leave days. Such days shall not be used for leave or to provide testimony, investigate or further any cause of action in which the school district is a party defendant. The Association may designate use of Association leave provided administration is provided with at least forty-eight (48) hours advance notice of intended use. If the designation is for a delegate to an Association convention, the school district shall pay the cost of any substitute if a substitute is hired. In all other cases the CEA shall pay substitute wages in the event a substitute is employed.

## **7.4 Leave of Absence**

A leave of absence of one year or less without pay may be granted to any employee who has reasonable need for such a leave, provided a qualified substitute is available. A local Association representative or other designated teacher's viewpoints will be heard prior to final approval or disapproval if requested by the employee. Any employee on approved leave of absence for one school year shall notify the Board of Education in writing of his/her intent to return or not return by March 1 of that school year.

### **7.4.1 Definition of Full Day and Half Day for Sick/Personal/Professional Leave:**

Any employee who is absent from work for the start of the day but returns to work by 11:30am will be charged for one-half day of sick or personal leave. If the employee returns to work after these times or does not return at all, the employee will be charged for one full day of sick or personal leave.

Any employee who is absent from work from 11:30am through the remainder of the day will be charged for one-half day of sick or personal leave. If the employee leaves prior to 11:30am and remains absent for the remainder of the day, the employee will be charged for one full day of sick leave, personal leave, association or professional leave.

If any building schedule is changed for the coming year, a CEA representative and a board representative will meet at least one week before school begins to discuss schedule changes to time limitations for sick/personal leave.

## **7.5 FMLA Family and Medical Leave Act:**

Eligible employees may use unpaid family and medical leave, guaranteed by the federal Family and Medical Leave Act, for up to a combined total of 12 weeks based on a "rolling" 12-month period. (Each time an employee takes FMLA, the remaining leave entitlement would be any balance of the 12 weeks, which has not been used during the preceding 12 months).

An Employee may substitute available paid vacation, personal, or sick leave during a FMLA. Any substitution required by this policy will count against the employee's FMLA entitlement.

Family and Medical Leave is available in one or more of the following instances:

1. The birth and first year care of a son or daughter;
2. The adoption or foster placement of a child;
3. The serious health condition of an employee's spouse, parent, or child;  
and
4. The employee's own serious health condition.

Within 15 calendar days after the Superintendent makes a request, an employee must support a request for FMLA when the reason for the leave is item number 3 or 4, above, with a certificate completed by the employee's or family member's health care provider. Failure to do so may result in denial of the leave request.

If both spouses are employed by the District, they may together take only 12-weeks for FMLA when the reason for the leave is item number 1 or 2, above, or to care for a sick parent.

### **Eligibility**

Employees under this agreement are entitled to FMLA leave pursuant to the Family Medical Leave Act, if they meet the statutory eligibility criteria. For purposes of calculating leave entitlement, the FMLA year will be based on the school year and the amount of hours required for eligibility shall be 1026 hours.

### **Notice**

If possible, employees must provide at least 30 days notice to the District of the date when a leave is to begin. If 30 days notice is not practicable, the notice must be given within two business days of when the need becomes known to the employee. Employees shall provide at least verbal notice sufficient to make the District aware that he or she needs a FMLA, and the anticipated timing and duration of the leave. Failure to give the notice may result in a delay in granting the requested leave until at least 30 days after the date the employee provides notice.

### **Continuation of Health Benefits**

During a FMLA, employees are entitled to continuation of health benefits that would have been provided if they were working. Arrangements shall be made for payment of premiums by employees for their share, which shall be paid at the same time as a payroll deduction or if substituting paid time, then thru payroll deduction.

### **Return to Work**

An employee returning to work from a FMLA will be given an equivalent position to his or her position before leave, subject to the District's reassignment policies and practices.



## **ARTICLE VIII**

### **GRIEVANCE PROCEDURE**

#### **8.1 Definitions**

A grievance is defined as a complaint that there has been an alleged violation, misrepresentation, or misapplication of any of the specific provisions of this Agreement. School days for purposes of the grievance procedure shall mean teacher responsibility days. Between June 1 and September 1, days for the purpose of this Agreement shall mean weekdays, Monday through Friday.

#### **8.2 Procedures**

The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately-involved supervisor to resolve problems through free and informal communications. When requested by the employee, an Association representative employed by Cumberland CUSD #77 may accompany the employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the employee, a grievance may be processed as follows:

- 8.2.1** In the event of a grievance, the grievant or Association shall, within (10) school days following disagreement present the grievance in writing to the building principal specifying the Article and Section of this Agreement alleged to have been violated;
- 8.2.2** When the building principal receives a written grievance, the principal shall reply in writing within five (5) school days. If the grievance is not satisfactorily resolved at this level or if the time limit expires without the issuance of the principal's reply in writing, then the grievant or Association may within five (5) school days, request in writing that the principal forward the grievance to the district superintendent. If the grievant does not so request, the grievance shall be considered as satisfactorily resolved at this point;
- 8.2.3** When the district superintendent receives a written grievance, it shall be accompanied by the building principal's reply to the grievance. The superintendent or his/her designee shall issue a written ruling on the grievance within five (5) school days. If the grievance is not satisfactorily resolved at this level, or if the time limit expires without the issuance of the superintendent's reply in writing, the grievant may within five (5) school days, request in writing that the superintendent forward the grievance to the Board;

**8.2.4** When the Board receives a written grievance, it shall be accompanied by the building principal's and the superintendent's written replies to the grievance. The Board shall issue its response to the grievance in writing within five (5) days after the next regularly scheduled Board meeting;

**8.2.5** If the grievant and the Association are not satisfied with the disposition of the grievance at 8.2.4, the grievant may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date from the 8.2.4 answer, then the grievance shall be deemed withdrawn.

- A. Neither the Board nor the grievant shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.
- B. The arbitrator shall have no power to alter the terms of this Agreement.
- C. Each party shall bear the full costs for its representation in the grievance procedure.
- D. If either party requests a transcript of the proceedings, that party shall bear full costs for that transcript. If both parties order a transcript, the costs of the two transcripts shall be divided equally between the Board and the Association.
- E. Each party shall share equally in the cost of the arbitrator and the American Arbitration Association.

### **8.3 Association Participation**

The Board acknowledges the right of the grievant to be accompanied by an Association representative employed by Cumberland CUSD #77, if requested by the grievant in the processing of a grievance at any level. No employee shall be required to discuss any grievance without representation as described above.

#### **8.4 No Reprisals Clause**

No reprisals shall be taken by the Board or the administration against any employee because of the employee's participation in the grievance.

#### **8.5 Filing of Materials**

All records related to a grievance shall be filed separately from the personnel files of the employee.

#### **8.6 Grievance Withdrawn**

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

### **ARTICLE IX**

#### **NEGOTIATIONS PROCEDURE**

##### **9.1 Good Faith**

The Board and Association agree to negotiate in good faith with respect to salaries, fringe benefits, hours, terms and conditions of work, grievance procedures and any items related to those in the current Agreement. Good Faith, for the purpose of this Agreement, is defined as the willingness of both parties to meet, discuss the issues, and make proposals and counter proposals in an effort to reach an agreement. It does not imply acquiescence or concession to either party's demands in whole or in part.

##### **9.2 Managerial Policy**

The Board shall not be required to bargain over matters of inherent managerial policy, which shall include such areas of discretion or policy as the functions of employer, standards of services, its overall budget, the organization's structure, selection of new employees and direction of employees.

## **ARTICLE X**

### **TERMS OF AGREEMENT**

#### **10.1 No Strike**

During the term of this Agreement, teachers shall not participate in a strike in whole or in part. Strike means any of the following actions by a teacher:

- refusal in concerted action with others to report for duty,
- willful absence from his/her position,
- stoppage of work, or
- 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, right, privileges or obligations of public employment.

#### **10.2 Savings Clause**

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of this Agreement.

#### **10.3 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.

#### **10.4 Recognition of This Agreement**

This Agreement supersedes and nullifies all previous written agreements between the Board and the Association.

#### **10.5 Board Rights**

It is understood that all rights, powers, and authority of the Board and/or its administrative staff not specifically limited by the language of this Agreement are retained by the Board. The Board, however, shall not take any action which shall violate any of the specific provisions of this Agreement.

**10.6 Duration**

This Agreement shall be effective August 1, 2022, and shall continue in effect until August 1, 2027.

\* \* \* \* \*

**This Agreement is signed the day of,  
In Witness Thereof:**

**For Cumberland Education  
Association**

**For the Board of Education  
Cumberland Unit District #77**

\_\_\_\_\_  
**President**

\_\_\_\_\_  
**President**

\_\_\_\_\_  
**Secretary**

\_\_\_\_\_  
**Secretary**

**APPENDICES**  
**Appendix A**

<b>2022-2023 Teacher Salary Schedule (4.75)</b>									
	BA	BA8	BA16	BA24	MA	MA8	MA16	MA24	MA32
Year	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>
1	\$43,395	\$43,692	\$44,414	\$45,134	\$45,914	\$46,826	\$47,743	\$48,653	\$49,569
2	\$44,172	\$44,892	\$45,614	\$46,335	\$47,234	\$48,147	\$49,065	\$49,978	\$50,891
3	\$45,372	\$46,095	\$46,816	\$47,536	\$48,561	\$49,470	\$50,385	\$51,298	\$52,211
4	\$46,578	\$47,299	\$48,020	\$48,738	\$49,883	\$50,794	\$51,707	\$52,620	\$53,533
5	\$47,775	\$48,500	\$49,220	\$49,943	\$51,202	\$52,115	\$53,030	\$53,941	\$54,855
6	\$48,978	\$49,701	\$50,420	\$51,142	\$52,524	\$53,437	\$54,351	\$55,264	\$56,176
7	\$50,179	\$50,901	\$51,621	\$52,344	\$53,847	\$54,758	\$55,673	\$56,583	\$57,499
8	\$51,385	\$52,104	\$52,824	\$53,544	\$55,168	\$56,081	\$56,994	\$57,906	\$58,821
9	\$52,584	\$53,307	\$54,026	\$54,749	\$56,490	\$57,401	\$58,318	\$59,227	\$60,145
10	\$54,309	\$54,978	\$55,225	\$55,948	\$57,810	\$58,724	\$59,640	\$60,551	\$61,464
11	\$56,035	\$56,650	\$56,794	\$57,150	\$59,134	\$60,047	\$60,962	\$61,874	\$62,787
12	\$57,760	\$58,321	\$58,514	\$59,275	\$60,456	\$61,368	\$62,281	\$63,196	\$64,107
13			\$60,463	\$61,400	\$61,779	\$62,691	\$63,605	\$64,300	\$65,431
14			\$62,412	\$63,525	\$63,557	\$64,013	\$64,923	\$65,841	\$66,753
15					\$64,423	\$65,332	\$66,248	\$67,161	\$68,074
16					\$65,745	\$66,655	\$67,570	\$68,485	\$69,395
17					\$68,171	\$69,095	\$70,022	\$70,949	\$71,875
18					\$70,597	\$71,536	\$72,475	\$73,413	\$74,354
19					\$73,023	\$73,976	\$74,928	\$75,877	\$76,833

<b>2023-2024 Teacher Salary Schedule (4.5)</b>									
	BA	BA8	BA16	BA24	MA	MA8	MA16	MA24	MA32
<b>Year</b>	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>
1	\$45,348	\$45,658	\$46,412	\$47,165	\$47,980	\$48,934	\$49,891	\$50,843	\$51,799
2	\$46,160	\$46,913	\$47,667	\$48,420	\$49,360	\$50,314	\$51,273	\$52,227	\$53,181
3	\$47,414	\$48,169	\$48,922	\$49,675	\$50,746	\$51,696	\$52,653	\$53,607	\$54,561
4	\$48,673	\$49,428	\$50,181	\$50,931	\$52,127	\$53,080	\$54,034	\$54,988	\$55,942
5	\$49,925	\$50,682	\$51,435	\$52,190	\$53,506	\$54,460	\$55,417	\$56,368	\$57,323
6	\$51,182	\$51,938	\$52,689	\$53,443	\$54,888	\$55,842	\$56,797	\$57,751	\$58,704
7	\$52,437	\$53,192	\$53,944	\$54,699	\$56,270	\$57,222	\$58,178	\$59,130	\$60,086
8	\$53,697	\$54,449	\$55,201	\$55,953	\$57,650	\$58,604	\$59,558	\$60,512	\$61,467
9	\$54,950	\$55,706	\$56,457	\$57,213	\$59,032	\$59,984	\$60,942	\$61,892	\$62,851
10	\$56,753	\$57,453	\$57,711	\$58,466	\$60,412	\$61,367	\$62,323	\$63,276	\$64,230
11	\$58,556	\$59,199	\$59,350	\$59,722	\$61,796	\$62,750	\$63,705	\$64,659	\$65,613
12	\$60,359	\$60,946	\$61,147	\$61,942	\$63,177	\$64,130	\$65,084	\$66,040	\$66,992
13			\$63,184	\$64,163	\$64,559	\$65,512	\$66,467	\$67,194	\$68,375
14			\$65,221	\$66,383	\$66,417	\$66,894	\$67,845	\$68,804	\$69,757
15					\$67,322	\$68,272	\$69,229	\$70,183	\$71,137
16					\$68,703	\$69,655	\$70,610	\$71,567	\$72,518
17					\$71,239	\$72,205	\$73,173	\$74,142	\$75,109
18					\$73,774	\$74,755	\$75,737	\$76,717	\$77,700
19					\$76,309	\$77,304	\$78,300	\$79,292	\$80,291

2024-2025 Teacher Salary Schedule (4.25)									
	BA	BA8	BA16	BA24	MA	MA8	MA16	MA24	MA32
Year	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>
1	\$47,275	\$47,599	\$48,385	\$49,170	\$50,019	\$51,013	\$52,012	\$53,004	\$54,001
2	\$48,121	\$48,906	\$49,693	\$50,477	\$51,458	\$52,452	\$53,452	\$54,446	\$55,441
3	\$49,429	\$50,217	\$51,002	\$51,786	\$52,903	\$53,893	\$54,891	\$55,885	\$56,880
4	\$50,742	\$51,528	\$52,313	\$53,095	\$54,343	\$55,336	\$56,331	\$57,325	\$58,320
5	\$52,047	\$52,836	\$53,621	\$54,408	\$55,780	\$56,775	\$57,772	\$58,764	\$59,760
6	\$53,358	\$54,145	\$54,929	\$55,715	\$57,220	\$58,215	\$59,211	\$60,205	\$61,198
7	\$54,665	\$55,453	\$56,236	\$57,024	\$58,662	\$59,654	\$60,651	\$61,643	\$62,640
8	\$55,979	\$56,763	\$57,547	\$58,331	\$60,100	\$61,095	\$62,089	\$63,084	\$64,080
9	\$57,286	\$58,073	\$58,857	\$59,644	\$61,540	\$62,534	\$63,532	\$64,523	\$65,523
10	\$59,165	\$59,894	\$60,163	\$60,951	\$62,979	\$63,975	\$64,972	\$65,965	\$66,960
11	\$61,045	\$61,715	\$61,872	\$62,260	\$64,422	\$65,416	\$66,412	\$67,407	\$68,401
12	\$62,924	\$63,536	\$63,746	\$64,575	\$65,862	\$66,855	\$67,850	\$68,847	\$69,839
13			\$65,869	\$66,890	\$67,303	\$68,296	\$69,292	\$70,050	\$71,281
14			\$67,992	\$69,205	\$69,239	\$69,737	\$70,728	\$71,728	\$72,721
15					\$70,183	\$71,174	\$72,171	\$73,166	\$74,160
16					\$71,623	\$72,615	\$73,611	\$74,608	\$75,600
17					\$74,266	\$75,273	\$76,283	\$77,293	\$78,301
18					\$76,909	\$77,932	\$78,955	\$79,977	\$81,002
19					\$79,552	\$80,590	\$81,628	\$82,662	\$83,703



<b>2025-2026 Teacher Salary Schedule (4.0)</b>									
	BA	BA8	BA16	BA24	MA	MA8	MA16	MA24	MA32
<b>Year</b>	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>
1	\$49,166	\$49,503	\$50,320	\$51,137	\$52,020	\$53,054	\$54,092	\$55,124	\$56,161
2	\$50,046	\$50,863	\$51,680	\$52,497	\$53,516	\$54,550	\$55,590	\$56,624	\$57,659
3	\$51,406	\$52,225	\$53,042	\$53,858	\$55,019	\$56,049	\$57,086	\$58,121	\$59,155
4	\$52,772	\$53,589	\$54,406	\$55,219	\$56,517	\$57,550	\$58,584	\$59,618	\$60,652
5	\$54,129	\$54,949	\$55,766	\$56,585	\$58,012	\$59,046	\$60,083	\$61,114	\$62,150
6	\$55,492	\$56,311	\$57,126	\$57,943	\$59,509	\$60,543	\$61,579	\$62,613	\$63,646
7	\$56,852	\$57,671	\$58,486	\$59,305	\$61,008	\$62,040	\$63,077	\$64,108	\$65,145
8	\$58,219	\$59,034	\$59,848	\$60,665	\$62,504	\$63,539	\$64,573	\$65,607	\$66,643
9	\$59,577	\$60,396	\$61,211	\$62,030	\$64,002	\$65,035	\$66,073	\$67,104	\$68,143
10	\$61,532	\$62,290	\$62,570	\$63,389	\$65,498	\$66,534	\$67,571	\$68,604	\$69,638
11	\$63,487	\$64,184	\$64,347	\$64,750	\$66,999	\$68,033	\$69,069	\$70,103	\$71,137
12	\$65,441	\$66,078	\$66,296	\$67,158	\$68,496	\$69,529	\$70,564	\$71,601	\$72,632
13			\$68,504	\$69,565	\$69,995	\$71,028	\$72,064	\$72,852	\$74,133
14			\$70,712	\$71,973	\$72,009	\$72,526	\$73,558	\$74,597	\$75,630
15					\$72,991	\$74,021	\$75,058	\$76,092	\$77,127
16					\$74,488	\$75,520	\$76,556	\$77,593	\$78,624
17					\$77,237	\$78,284	\$79,335	\$80,384	\$81,433
18					\$79,986	\$81,049	\$82,114	\$83,176	\$84,242
19					\$82,734	\$83,813	\$84,893	\$85,968	\$87,051

<b>2026-2027 Teacher Salary Schedule (3.75)</b>									
	BA	BA8	BA16	BA24	MA	MA8	MA16	MA24	MA32
<b>Year</b>	<b><u>1</u></b>	<b><u>2</u></b>	<b><u>3</u></b>	<b><u>4</u></b>	<b><u>5</u></b>	<b><u>6</u></b>	<b><u>7</u></b>	<b><u>8</u></b>	<b><u>9</u></b>
1	\$51,010	\$51,359	\$52,207	\$53,054	\$53,970	\$55,043	\$56,121	\$57,191	\$58,267
2	\$51,923	\$52,770	\$53,618	\$54,465	\$55,523	\$56,596	\$57,675	\$58,748	\$59,821
3	\$53,334	\$54,184	\$55,031	\$55,878	\$57,082	\$58,151	\$59,227	\$60,300	\$61,373
4	\$54,751	\$55,599	\$56,446	\$57,290	\$58,636	\$59,708	\$60,781	\$61,854	\$62,927
5	\$56,159	\$57,010	\$57,857	\$58,707	\$60,187	\$61,260	\$62,336	\$63,406	\$64,481
6	\$57,573	\$58,422	\$59,268	\$60,116	\$61,741	\$62,814	\$63,888	\$64,961	\$66,033
7	\$58,984	\$59,833	\$60,679	\$61,529	\$63,296	\$64,366	\$65,442	\$66,512	\$67,588
8	\$60,402	\$61,247	\$62,093	\$62,940	\$64,848	\$65,921	\$66,995	\$68,068	\$69,142
9	\$61,811	\$62,661	\$63,507	\$64,356	\$66,402	\$67,474	\$68,551	\$69,620	\$70,699
10	\$63,839	\$64,626	\$64,916	\$65,766	\$67,955	\$69,029	\$70,105	\$71,177	\$72,250
11	\$65,867	\$66,591	\$66,760	\$67,178	\$69,511	\$70,584	\$71,659	\$72,732	\$73,805
12	\$67,895	\$68,555	\$68,782	\$69,676	\$71,065	\$72,137	\$73,210	\$74,286	\$75,356
13			\$71,073	\$72,174	\$72,620	\$73,692	\$74,766	\$75,584	\$76,913
14			\$73,364	\$74,672	\$74,709	\$75,246	\$76,316	\$77,395	\$78,466
15					\$75,728	\$76,797	\$77,873	\$78,946	\$80,019
16					\$77,282	\$78,352	\$79,426	\$80,502	\$81,573
17					\$80,133	\$81,220	\$82,310	\$83,399	\$84,487
18					\$82,985	\$84,088	\$85,193	\$86,295	\$87,401
19					\$85,837	\$86,956	\$88,076	\$89,192	\$90,316

<b>Appendix B</b>						
EXTRA-CURRICULAR ASSIGNMENTS						
Year		<b>22-23</b>	<b>23-24</b>	<b>24-25</b>	<b>25-26</b>	<b>26-27</b>
Base Salary		<b>\$43,395.00</b>	<b>\$45,348.00</b>	<b>\$47,275.00</b>	<b>\$49,166.00</b>	<b>\$51,010.00</b>
Activity	Percent	Salary	Salary	Salary	Salary	Salary
ARCHERY	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
ART CLUB	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
HS CHORUS-SWING CLUB/CHOIR	2%	\$867.90	\$906.96	\$945.50	\$983.32	\$1,020.20
MS CHORUS	1.50%	\$650.93	\$680.22	\$709.13	\$737.49	\$765.15
DRAMA Director	7%	\$3,037.65	\$3,174.36	\$3,309.25	\$3,441.62	\$3,570.70
HS ECO TEAM SPONSOR	2%	\$867.90	\$906.96	\$945.50	\$983.32	\$1,020.20
GS ECO TEAM SPONSOR	3%	\$1,301.85	\$1,360.44	\$1,418.25	\$1,474.98	\$1,530.30
ENVIRONMENTAL AWARENESS	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
FBLA	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
FFA	5%	\$2,169.75	\$2,267.40	\$2,363.75	\$2,458.30	\$2,550.50
FCCLA	2%	\$867.90	\$906.96	\$945.50	\$983.32	\$1,020.20
WYSE (2 positions at 1% each)	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
HISTORY CLUB	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
FRESHMEN CLASS	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
GRADE SCHOOL BAND	2%	\$867.90	\$906.96	\$945.50	\$983.32	\$1,020.20
GRADE SCHOOL CHEERLEADING	2.50%	\$1,084.88	\$1,133.70	\$1,181.88	\$1,229.15	\$1,275.25
GRADE SCHOOL MAJORETTE	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
GRADE SCHOOL POM PON	1.50%	\$650.93	\$680.22	\$709.13	\$737.49	\$765.15
GRADE SCHOOL STUDENT COUNCIL	2.50%	\$1,084.88	\$1,133.70	\$1,181.88	\$1,229.15	\$1,275.25
HIGH SCHOOL BAND	2.50%	\$1,084.88	\$1,133.70	\$1,181.88	\$1,229.15	\$1,275.25
HIGH SCHOOL CHEERLEADING	3.50%	\$1,518.83	\$1,587.18	\$1,654.63	\$1,720.81	\$1,785.35
HS MAJORETTE/FLAG CORPS	1.00%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
HIGH SCHOOL POM PON	1.50%	\$650.93	\$680.22	\$709.13	\$737.49	\$765.15
HIGH SCHOOL STUDENT COUNCIL	5%	\$2,169.75	\$2,267.40	\$2,363.75	\$2,458.30	\$2,550.50
HIGH SCHOOL STUDENT COUNCIL ASSISTANT	2%	\$867.90	\$906.96	\$945.50	\$983.32	\$1,020.20
HIGH SCHOOL YEARBOOK	10%	\$4,339.50	\$4,534.80	\$4,727.50	\$4,916.60	\$5,101.00
GRADE SCHOOL YEARBOOK	3%	\$1,301.85	\$1,360.44	\$1,418.25	\$1,474.98	\$1,530.30
JUNIOR CLASS	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
LIBRARY CLUB	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
INDUSTRIAL TECH	2%	\$867.90	\$906.96	\$945.50	\$983.32	\$1,020.20
MATH CLUB	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
NATIONAL HONOR SOCIETY	2%	\$867.90	\$906.96	\$945.50	\$983.32	\$1,020.20
PEER LISTENER	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
SADD	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
GS SCHOLASTIC BOWL	5%	\$2,169.75	\$2,267.40	\$2,363.75	\$2,458.30	\$2,550.50
GS SCHOLASTIC BOWL ASSISTANT	2%	\$867.90	\$906.96	\$945.50	\$983.32	\$1,020.20

HS SCHOLASTIC BOWL	5%	\$2,169.75	\$2,267.40	\$2,363.75	\$2,458.30	\$2,550.50
HS SCHOLASTIC BOWL ASSISTANT	2%	\$867.90	\$906.96	\$945.50	\$983.32	\$1,020.20
PBIS LEADERS (4 Positions at 2% each)	2%	\$867.90	\$906.96	\$945.50	\$983.32	\$1,020.20
SCIENCE CLUB	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
SENIOR CLASS	3.50%	\$1,518.83	\$1,587.18	\$1,654.63	\$1,720.81	\$1,785.35
SOPHOMORE CLASS	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
SPANISH CLUB	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
SPEECH CLUB	0.50%	\$216.98	\$226.74	\$236.38	\$245.83	\$255.05
VARSITY CLUB	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
FRENCH CLUB	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
SPECIAL OLYMPICS	1%	\$433.95	\$453.48	\$472.75	\$491.66	\$510.10
QUEST	3%	\$1,301.85	\$1,360.44	\$1,418.25	\$1,474.98	\$1,530.30
Totals						
Pay for Supervision Assignments						
Scorer: \$20.00 per home game, match, meet						
Timer: \$20.00 per home games, match, meet						
Ticket Taker/Supervisor: \$25.00 per home contest						
TRACK MEET MANAGER \$75.00						
Bus Chaperone: \$25.00						

<b>Appendix C</b>									
Coaching Stipends					22-23	23-24	24-25	25-26	26-27
				Base	\$43,395.00	\$45,348.00	47,275.00	\$ 49,166.00	\$ 51,010.00
BLDG	Gender	Sport	Title	Percent	Salary	Salary	Salary	Salary	Salary
HS	B & G	All Sports	AD	15%	\$6,509.25	\$6,802.20	\$7,091.25	\$7,374.90	\$7,651.50
HS	B	FOOTBALL	HEAD	13%	\$5,641.35	\$5,895.24	\$6,145.75	\$6,391.58	\$6,631.30
HS	B	FOOTBALL	ASST	9%	\$3,905.55	\$4,081.32	\$4,254.75	\$4,424.94	\$4,590.90
HS	B	FOOTBALL	ASST	9%	\$3,905.55	\$4,081.32	\$4,254.75	\$4,424.94	\$4,590.90
HS	G	VOLLEYBALL	HEAD	13%	\$5,641.35	\$5,895.24	\$6,145.75	\$6,391.58	\$6,631.30
HS	G	VOLLEYBALL	ASST	9%	\$3,905.55	\$4,081.32	\$4,254.75	\$4,424.94	\$4,590.90
HS	B & G	X-COUNTRY	HEAD	9%	\$3,905.55	\$4,081.32	\$4,254.75	\$4,424.94	\$4,590.90
HS	B	BASKETBALL	HEAD	13%	\$5,641.35	\$5,895.24	\$6,145.75	\$6,391.58	\$6,631.30
HS	B	BASKETBALL	ASST	9%	\$3,905.55	\$4,081.32	\$4,254.75	\$4,424.94	\$4,590.90
HS	B	BASKETBALL	ASST	9%	\$3,905.55	\$4,081.32	\$4,254.75	\$4,424.94	\$4,590.90
HS	G	BASKETBALL	HEAD	13%	\$5,641.35	\$5,895.24	\$6,145.75	\$6,391.58	\$6,631.30
HS	G	BASKETBALL	ASST	9%	\$3,905.55	\$4,081.32	\$4,254.75	\$4,424.94	\$4,590.90
HS	B	WRESTLING	HEAD	10%	\$4,339.50	\$4,534.80	\$4,727.50	\$4,916.60	\$5,101.00
HS	B	WRESTLING	ASST	5%	\$2,169.75	\$2,267.40	\$2,363.75	\$2,458.30	\$2,550.50
HS	B	TRACK	HEAD	9%	\$3,905.55	\$4,081.32	\$4,254.75	\$4,424.94	\$4,590.90
HS	G	TRACK	HEAD	9%	\$3,905.55	\$4,081.32	\$4,254.75	\$4,424.94	\$4,590.90
HS	B	BASEBALL	HEAD	9%	\$3,905.55	\$4,081.32	\$4,254.75	\$4,424.94	\$4,590.90
HS	B	BASEBALL	ASST	5%	\$2,169.75	\$2,267.40	\$2,363.75	\$2,458.30	\$2,550.50
HS	G	SOFTBALL	HEAD	9%	\$3,905.55	\$4,081.32	\$4,254.75	\$4,424.94	\$4,590.90
HS	G	SOFTBALL	ASST	5%	\$2,169.75	\$2,267.40	\$2,363.75	\$2,458.30	\$2,550.50
HS	B & G	GOLF	HEAD	7%	\$3,037.65	\$3,174.36	\$3,309.25	\$3,441.62	\$3,570.70
GS	B	BASEBALL	HEAD	7%	\$3,037.65	\$3,174.36	\$3,309.25	\$3,441.62	\$3,570.70
GS	B	BASEBALL	ASST	4%	\$1,735.80	\$1,813.92	\$1,891.00	\$1,966.64	\$2,040.40
GS	G	SOFTBALL	HEAD	7%	\$3,037.65	\$3,174.36	\$3,309.25	\$3,441.62	\$3,570.70
GS	G	SOFTBALL	ASST	4%	\$1,735.80	\$1,813.92	\$1,891.00	\$1,966.64	\$2,040.40
GS	B	BASKETBALL	HEAD	9%	\$3,905.55	\$4,081.32	\$4,254.75	\$4,424.94	\$4,590.90
GS	B	BASKETBALL	ASST	5%	\$2,169.75	\$2,267.40	\$2,363.75	\$2,458.30	\$2,550.50
GS	G	BASKETBALL	HEAD	9%	\$3,905.55	\$4,081.32	\$4,254.75	\$4,424.94	\$4,590.90
GS	G	BASKETBALL	ASST	5%	\$2,169.75	\$2,267.40	\$2,363.75	\$2,458.30	\$2,550.50
GS	G	VOLLEYBALL	HEAD	7%	\$3,037.65	\$3,174.36	\$3,309.25	\$3,441.62	\$3,570.70
GS	G	VOLLEYBALL	ASST	4%	\$1,735.80	\$1,813.92	\$1,891.00	\$1,966.64	\$2,040.40
GS	B	TRACK	HEAD	7%	\$3,037.65	\$3,174.36	\$3,309.25	\$3,441.62	\$3,570.70
GS	B	TRACK	ASST	4%	\$1,735.80	\$1,813.92	\$1,891.00	\$1,966.64	\$2,040.40
GS	G	TRACK	HEAD	7%	\$3,037.65	\$3,174.36	\$3,309.25	\$3,441.62	\$3,570.70
GS	G	TRACK	ASST	4%	\$1,735.80	\$1,813.92	\$1,891.00	\$1,966.64	\$2,040.40
GS	B & G	X-COUNTRY	HEAD	7%	\$3,037.65	\$3,174.36	\$3,309.25	\$3,441.62	\$3,570.70