

Collective Bargaining Agreement

between

**Abingdon-Avon Teachers Association, IEA/NEA**

**&**

**The Board of Education of  
Abingdon-Avon Community Unit School District #276**

2021-2022

2022-2023

2023-2024

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## **Article I Recognition**

### **1.1**

The Board of Education of Abingdon-Avon Unit School District #276, Knox County, Abingdon, Illinois, after this referred to as the Board, District, or school district, hereby recognized the Abingdon-Avon Teachers Association (IEA-NEA), after this referred to as the Association, as the exclusive and sole negotiation agent for all regularly employed certified personnel, excluding the Superintendent, Principals, Assistant Principals, Unit Secretary, Board Treasurer (bookkeeper), Technology Director, Assistant Director of Technology, Technology Integration Specialist, Transportation/Building Director, Food Service Director, Curriculum Director, and other supervisory, confidential, or management employees excluded under the Illinois Educational Labor Relations Act. Before the Board files additional exclusions, it must notify the Association.

### **1.2**

The term "teacher" when used hereinafter in this Agreement shall refer to all regularly employed full-time and part-time certified teachers and counselors qualifying for TRS. The term "employee" or "Bargaining Unit Member" includes any person holding positions included in the Recognition Clause.

### **1.3**

The Board agrees not to negotiate with any *certified employee* organization other than the Association for the duration of this agreement. Further, the Board agrees not to negotiate with any *certified employee* individually during the period covered by this Agreement on items specified in this Agreement.

## **Article II Negotiations Procedure**

### **2.1 Scope**

The parties agree that their duly designated representatives shall negotiate in good faith. Good faith, for the purposes of this Agreement, is defined as meeting and discussing at reasonable times and reasonable places and reducing agreements to writing. It does not imply acquiescence or concession to either party's demands either in whole or in part. The Association and Board agree to negotiate as required by the Illinois Educational Labor Relations Act.

### **2.2 Demand to Bargain**

Negotiations for a successor agreement shall begin after written request has been received by the board from a duly certified representative unit within a time window recognized by the Illinois Educational Labor Relations Act. All items proposed for negotiations shall be presented in writing by both parties at the first session and after that shall not be expanded.

### **2.3 Authority to Negotiate**

Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counterproposals, and to seek tentative agreements. Tentative agreements shall be reduced to writing and initialed. Upon final agreement, the entire contract shall be submitted to the Association for ratification within seven (7) calendar days and subsequently to the Board for adoption.

### **2.4 Representatives**

Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.

### **2.5 Meetings Closed**

Bargaining sessions shall be closed to the public. Dates of the meetings shall be determined by mutual agreement. The parties may mutually agree to extend a meeting.

### **2.6 Impasse Procedures**

Either party may declare that an impasse exists in accordance with all appropriate laws.

## **2.7 Originals**

There shall be two (2) signed copies of any final agreement – one copy shall be retained by the Board and one copy by the Association.

## **2.8 Contract Availability**

Within forty-five (45) days after the teams' chief negotiators approve the proof copy of the Agreement, the Board shall make available to all staff members a copy of the proofed agreement.



## **Article III Union Rights**

### **3.1 Meetings and General Information**

Upon receiving approval from the building Principal or Unit Superintendent, the Association shall have the right to use the school buildings for meetings and transact official Association business at a time when school is not in session provided that such meetings do not interfere with instructional and/or extracurricular programs. Prior to meetings, permission for areas to be used shall be sought from the Superintendent.

### **3.2 Notices**

The President of the Association shall have access to an electronic copy (on the district's website unless the website is down) and will be e-mailed a copy of all regular and special meeting agendas. Said notice shall be posted by or before 48 hours preceding Board meetings, except in the event of a continued or emergency meeting. A written copy will be made available within five (5) days of such meeting.

The Association may use employee school mailboxes and employee workroom bulletin boards for Association matters. The Association may use the District copy machine, fax machine, and technology resources.

### **3.3 Publicity**

No school board member, no Association member or administrators' views on matters relating to supervisor-employee, school board-employee, or school board-administrator relationships will be discussed in the presence of students.

### **3.4 Accessible Policies**

The Board shall furnish the Association with a copy of the District's annual financial statement, annual budget and annual audit within five (5) days of a request. A Board policy manual shall be made accessible to the Association. Upon request, one (1) copy of any or all of the existing Abingdon-Avon Community Unit School District #276 employment policy handbook(s) shall be made available to any employee free of charge. This Agreement shall be made available on the District's website within thirty (30) days of completed ratification and adoption by both parties.

### **3.5 New Employees**

Name, position, building and employment status of new employees shall be communicated in writing to the Association President within five (5) days of written request by the Association President.

### **3.6 Dues Deduction**

The Board agrees to deduct Association dues from the paychecks of Association members beginning with the first pay date in October in sixteen (16) equal installments upon receipt of a dues check-off authorization form furnished by the Association and signed by the member. Authorization statements must be signed and delivered to the Board prior to September 15 of each academic year. The Board shall remit to the Association within five (5) banking days all monies so deducted, accompanied by a list of employees from whom deductions were made.

### **3.7 Fair Share**

Each bargaining unit member, except those who were tenured non-members on 5/29/92, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join Association or pay a fair share fee to Association, the amount of which will be determined by Association but will not exceed that which is uniformly required of members of Association, including local, state and national dues.

In the event that the bargaining unit member does not pay his/her fair share fee directly to Association by a date certain as established by Association, Board shall deduct the fair share fee from the wages of the non-member. Board shall pay the fee to Association no later than ten (10) days following deduction.

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

- A. Board or its agent(s) gives immediate notice of such action in writing to Association and permits Association intervention as a party if it so desires; and
- B. Board or its agent(s) gives full and complete cooperation to Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.

The Association agrees that in any action so defended, it will indemnify and hold harmless Board and its agent(s) from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of Board(s) good faith compliance with this Article.

It is expressly understood that this hold harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful

misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

The obligation to pay a fair share fee will not apply to any Employee who, on the basis of a bonafide religious tenant or teaching of a church or religious body of which such Employee is a member or a belief sincerely held with the strength of traditional religious views, object to the payment of a fair share fee to the Association.

Upon proper substantiation and collection of fees, an Employee who chooses not to pay fair share fee may instead direct the amount paid to a mutually agreeable non-religious charitable organization as per Association policy and the rules and Regulations of the Illinois Educational Labor Relations Board.

## **Article IV Employee Rights and Discipline**

### **4.1 Probationary Status**

Newly hired teachers shall be deemed on probationary status for up to four (4) years, and may be dismissed in accordance with applicable law.

### **4.2 Disciplinary Notice**

When an employee is required to appear before the Board or an administrator to discuss their employment with the school district, the employee shall be given at least twenty-four (24) hours prior written notice of the reasons for such meeting or interview (unless the severity of the offense requires immediate action) and be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting or interview.

### **4.3 Disciplinary Procedure**

Discipline shall be administered in a progressive manner based upon the severity of offense. Discipline shall be in accordance with law. Discipline of employees shall be progressive when the offense is remediable (which is at the Board's discretion).

### **4.4 Written Reprimands**

After two (2) years following the issuance of a written reprimand, the affected tenured teacher or Association may request the Superintendent of Schools, at his or her discretion, to remove the reprimand. Should a request be denied, the petitioner must wait at least one (1) year before re-submitting the request. No non-tenured teacher shall be entitled to removal of a written reprimand under this section.

## **Article V Working Conditions**

### **5.1 School Calendar**

The Board shall establish a school calendar which does not exceed one hundred eighty-five (185) teacher responsibility days. The calendar shall contain not more than one hundred seventy-six (176) pupil attendance days, four (4) institute days and five (5) emergency work days. Teachers will not be required to work more than the minimum number of days required by law (currently 180 days) without extended contract or extra duty pay. During the first year of their employment, newly hired teachers may be required to attend a maximum of two (2) additional days of in-service training without additional pay.

### **5.2 Teacher Work Day**

#### **5.2.1 Scheduled Hours**

A teacher's regular school day will not exceed 7 ¾ hours. Scheduled hours will be assigned by building administrator.

Any early-bird classes or extra classes taught will result in an adjusted schedule for that teacher so that the teacher works only 7 ¾ hours per day.

Morning/Afternoon bus duty/supervision, which shall be assigned on a rotational basis, will be limited to normal work day hours and will be assigned no more frequently than once every four (4) weeks per teacher.

Teachers who teach multiple classes during one class period will be paid the General Supervisory Rate. Classes with similar curricular goals will be excluded (i.e. Sewing 1 and Sewing 2).

#### **5.2.2 Institute Days**

Provided the relevant statute permits and that the District received state aid, the District shall designate the first day of the school year an institute day. These days will be used for professional development activities/grade level meetings, team time, content area meetings, or staff meetings. The last institute day at the end of the year shall not be for professional development duties. On the last day of each grading period,

schools will be dismissed at 2:15 p.m., solely for the purpose of teachers working on grades.

The Association has the right to demand to bargain any change in working conditions.

### **5.2.3 Preparation Time**

Teachers will be guaranteed preparation time free of student supervision on all full school student attendance days. Traveling employees will be given travel time separate from preparation time. On early dismissal days, preparation times may be abbreviated or eliminated.

High School planning time will be the equivalent of one (1) teaching period.

Middle School planning time will be the equivalent of one (1) teaching period.

Grade School planning time will equal at least sixty (60) minutes per day.

### **5.2.4 Additional Assignments**

In addition to the workday defined in 5.2.1, a certified employee may be required to report before or remain later than the workday for the following reasons:

- Bus Duty (which will be assigned on a rotational basis)
- Morning/Afternoon Duty/Supervision (which will be assigned on a rotational basis)
- Scheduled appointments with parents or students (upon approval by teacher and principal)
- IEP or other student-necessary meetings
- Open House (Employees will be notified by August 7<sup>th</sup> through mail or e-mail)
- Emergency situations where employee presence is required by the Superintendent.
- IEP Compensation of General Supervisory rate for teachers missing prep time.

### **5.2.5 Holiday Dismissal**

On days preceding major holidays (Easter, Thanksgiving, and Christmas) or school vacations; teachers will be dismissed as soon as all students have left.

### **5.3 Staff Meetings**

There shall be no more than one (1) regularly scheduled staff meeting monthly, except under extenuating or unusual circumstances.

### **5.4 Duty Free Lunch**

Every teacher shall be allowed a thirty (30) minute, duty free lunch. Employees shall be permitted sufficient time to travel, if necessary, to their assigned lunch location if that location differs from where they are otherwise assigned. All teachers will receive free National School Lunch Program lunch.

### **5.5 College Credit Reimbursement**

The Board will provide thirty thousand total reimbursement dollars (\$30,000.00) per year for District Teachers for college credit reimbursement. In order to share in the reimbursement, the following conditions must be met:

- 5.1 The teacher must apply for and receive written approval for the graduate credit hours from the Superintendent, or his/her designee, prior to the first class meeting for each requested class;
- 5.2 The course shall be a graduate level course at an accredited college in a concentration related to the teacher's present assignment, school counseling, or educational leadership;
- 5.3 Complete the course with a grade B or better; and
- 5.4 Provide written proof of such completion no later than June 10 of the year in which reimbursement is sought.
- 5.5 Reimbursement must be applied for within sixty (60) days of receiving final grade for course or shall be waived. In no event shall any employee receive more reimbursement than the total amount of actually paid tuition.
- 5.6 If the District requires an employee to complete courses for licensure endorsement of any type, the District assumes 100% cost

of tuition, books, mileage, and other fees associated with the courses required, separate from the allotment in the beginning paragraph.

**5.7** In order to move lanes on the salary schedule prior to the school year, transcripts must be turned in to the District by August 15. A teacher wishing to move lanes on the salary schedule between semesters in the same school year shall notify the Superintendent in writing prior to September 15 of the semester prior to such movement, and shall submit transcripts and/or final grade reports to the Superintendent not later two days prior to the first day of Winter Break.

**5.8** At the end of the school year, the Association will receive a report of college reimbursement.

#### **5.6 Class Size**

Board and Association recognize that the pupil/teacher ratio is an important aspect of an effective education program. Toward that end, Board agrees to the establishment of an administration/Association problem solving committee for the purpose of addressing class size issues and formulating solutions to any problems which arise in this area. The committee shall not be a bargaining committee, and bargaining rights are explicitly waived for purposes of this committee. Recommendations of the committee will be reviewed by the Board of Education.

#### **5.7 Emergency or Early Dismissal**

On days when students are dismissed early due to emergency, teachers will be permitted to leave ten (10) minutes after all students have left the premises. If school is fully canceled for a regular scheduled school day, no benefit day previously arranged by a teacher will be deducted for the day. If school is cancelled due to weather the morning of, a snow day will be used. If school is cancelled the day before, the district will have the option of using an ISBE approved e-learning day or a snow day.

#### **5.8 Paychecks**

Paychecks will be issued every other Friday during periods when paychecks are issued.

#### **5.9 Mileage**

A teacher required to drive his or her personal automobile in the course of his or her employment or otherwise using his or her automobile in prior authorized service to the District shall be reimbursed at the IRS rate for mileage present as of the time of the service. Reimbursement will be based on one-way travel. Reimbursement claims must



be submitted to the District office by the first of each month in order to be acted upon by the Board. Any claims submitted after the first of the month must wait until the following month's Board meeting to be reimbursed. A teacher who fails to submit paperwork for reimbursement within thirty (30) days of the end of the month in which the expense was incurred waives his or her right to reimbursement.

#### **5.10 Activity Passes**

Board shall provide to each regularly employed active employee an activity pass for free admission to all regularly scheduled home school district events for the employee, the employee's spouse, and the employee's children. District shall not be required to provide free admission on an Activity Pass for any game for which they are not in complete control of admission fees or otherwise not permitted to waive.

#### **5.11 Registration Fees**

Employees of the district whose child(ren) attend Abingdon-Avon School District #276 will have all fees, including but not limited to registration, technology, transportation, and sports fees but excluding Drivers Education, GAVC, and Dual-Credit fees, waived.

## **Article VI Vacancies and Assignments**

### **6.1 Vacancy Notices**

The Superintendent shall post in all buildings and send to the Association President a notice of vacancies for which candidates are being sought as they occur, accompanied by a description which will give position title and location, and application closing date. During the summer, vacancy notices shall be posted in the central administrative office, on the school web site and e-mailed to the Association President. Job vacancies shall remain posted until the job is filled or the position eliminated.

Vacancies in positions shall be posted in the Board Office and other designated workrooms in each building. In the summer months, vacancies will be posted in the Board Office and emailed to the Association president(s). Current bargaining unit members who apply for an open position in their job category with a letter of interest and who meet minimum qualifications for the vacancy will be offered an interview.

### **6.2 Tentative Notice of Assignment**

Teachers employed for at least one (1) year shall be given tentative notice of their assignments by the end of the prior school year.

In the event changes in assignment are necessary, the teacher affected shall be notified and consulted about the change. If notification of the change is made less than 30 days before the beginning of the school year, the teacher will be compensated one thousand and 00/100 dollars (\$1,000.00) or the teacher allowed to tender his or her resignation with no consequences.

### **6.3 Summer Teaching Assignments**

Any teacher may apply for summer teaching assignment. Openings for summer school positions shall be posted as early as possible so interested employees may apply. Pre-approved, non-school hour required activities or responsibilities, inclusive of driver's education and summer school, shall be compensated at General Supervisory Rate identified in Appendix B, prorated to the nearest quarter hour. Summer teaching assignments shall be subject to one (1) paid hour of preparation time.

### **6.4 In-House Substitution**

A regularly employed teacher who is assigned to teach another teacher's class during that teacher's prep period will receive additional compensation at General Supervisory Rate identified in Appendix B, pro-rated to the nearest quarter-hour.

In the event a middle-school or high school teacher is asked to substitute during his/her planning period or absorb a colleague's assigned students into his/her own regularly scheduled teaching assignment, the teacher shall be paid \$25.00 per occurrence. This amount is not to be pro-rated in the event of a shortened day.

## **Article VII Benefit Leave**

### **7.1 Sick Leave**

Each employee who has worked consecutive years zero (0) through 9 years of service to the District shall be entitled to a total of fifteen (15) sick leave days annually. Each employee who has worked ten (10) through fifteen (15) consecutive years of service to the District shall be entitled to a total of sixteen (16) sick leave days annually. Each employee who has worked sixteen (16) through twenty (20) consecutive years of service to the District shall be entitled to a total of seventeen (17) sick leave days annually. Each employee who has worked twenty-one (21) through twenty-five (25) consecutive years of service to the District shall be entitled to a total of eighteen (18) sick leave days annually. Each employee who has worked more than twenty-five (25) consecutive years of service to the District shall be entitled to a total of twenty (20) sick leave days annually. For those working less than one hundred seventy (170) days, sick leave will be prorated to the closest whole number. Sick leave may be used for personal illness, quarantine at home, or serious illness or death in the immediate family (as defined in Section 24-6 of The School Code) or household. Upon request, the employee will explain in writing to the Superintendent, the reason for absence caused by sickness in the immediate family. Sick leave may be accumulated to a total of three hundred eighty (380) days. Days accumulated will be reported to TRS, and shall not be compensable by the District if unused.

### **7.2 Definition of Sick Leave**

"Sick," for purposes of utilizing sick leave, shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household, or the birth, adoption, or placement for adoption by the employee and/or spouse. For purposes of birth, adoption or placement for adoption; employees may utilize available sick leave benefits for up to thirty (30) school days immediately following any birth, or placement of an adopted child in their home. On those days that attendance at school is not required, sick leave benefits shall not be deducted from the employee.

### **7.3 Sick Leave Donation**

Any full-time employee is eligible to receive a donation of up to fifteen (15) full-time equivalent days in any one contract year and any half-time employee is eligible to receive a donate of up to fifteen (15) half-time equivalent days in any one (1) contract year. These donations are meant to be used for catastrophes such as major surgery, major illness, serious accidents, etc. Such catastrophes must require a minimum of fifteen (15) consecutive days of absence per occurrence to be eligible.

A full-time employee may donate one (1) full-time equivalent day and half-time employees may donate one (1) half-time equivalent day per emergency. Donations will be accepted and used in the order which they are logged in (time of day). The District will recognize a maximum of fifty (50) total donated sick days per year district-wide. Final determination of who is eligible to receive these donations will be recommended by the Association Executive Committee and approved by the Superintendent. Donations will be made to the District Bookkeeper's Office. The Association will handle all notification of request for sick leave.

#### **7.4 Emergency Circumstances**

Board may grant, with Association approval, such excess sick leave to an employee as it deems appropriate and necessary when extreme, unusual and/or emergency circumstances exist. If appropriate, Board may request voluntary contribution of sick leave from other employees.

#### **7.5 Personal Leave**

Three (3) personal leave days per year for all bargaining unit members shall be granted for personal leave. Employees may carry over unused personal leave days from the previous year to be added to the three (3) granted by the District, up to a maximum of five (5) personal leave days available during any year of this Agreement. Any other unused personal days shall accumulate as sick leave. Any use of four (4) or more consecutive personal days shall be approved by the Superintendent two (2) weeks in advance and no more than two (2) employees may request identical or overlapping dates. Requests for personal leave shall be made to the appropriate principal/supervisor forty-eight (48) hours in advance of the day for which the leave is requested. Building administrator may make exceptions in cases of emergency.

#### **7.6 Bereavement Leave**

At the beginning of each school year, each employee shall be granted up to five (5) days of death bereavement leave per incident. Bereavement leave may be used in connection with the death of a member of the employee's immediate family or household as defined by law relevant to sick leave, shall not accumulate, and shall be lost at the end of the year. For purposes of this article, immediate family members shall be defined as set forth in 24-6 of the Illinois School Code, and shall include additionally step parents, step brothers, step sisters, and step children.

An employee shall be allowed to use a maximum of four (4) sick leave days per year for additional bereavement.

### **7.7 Association Leave**

The Association (as a whole) shall be granted total release time not to exceed nine (9) days, with prior written approval of Union President submitted to the Superintendent for approval by the Superintendent, during the school year for Association business, other than the IEA/RA. Said release time is not to be deducted from sick leave or personal leave. The Board will pay no expenses to the Association. The Association will pay the salary for a substitute and give a forty-eight (48) hour notice.

Those members attending the IEA-RA will be granted a total of three (3) days per member for a total of no more than three (3) members attending the IEA/RA.

### **7.8 Leave of Absence**

Leaves of absence without pay may be granted to employees who have rendered satisfactory service to the District and who desire to return to employment in a similar capacity at a time mutually consistent with the needs of the District as determined by the Board.

Each approved leave of absence shall be the shortest possible duration required to meet the purpose for the leave consistent with a reasonable continuity of instruction for the students.

Leave may be granted (at Board discretion) for:

1. advanced study leading to a degree in an approved university;
2. educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program;
3. military service;
4. maternity, paternity or adoption;
5. other reasons acceptable to the Board
6. Sabbatical leave (pursuant to requirements at law)
7. Childcare leave

### **7.9 Leave Deduction**

Sick, personal and vacation leaves may be deducted from the employee's accumulated total in increments of one-quarter ( $1/4$ ) day by mutual agreement.

#### **7.10 Flex Time**

At administrator discretion, an employee may be permitted to flex time (preferably during the teacher's preparation time) for short absences. For purposes of this section 7.8, "short absences" are those that are less than one-quarter school day in length. District shall not be required to pay for a substitute employee during flex time.

#### **7.11 Jury Service**

An employee serving jury duty may be excused during his/her schedule working hour without loss of salary, loss of benefits, or loss of contractual advantage, provided the District is reimbursed the per diem amount excluding expenses, received by the employee while on jury duty.

#### **7.12 Professional Leave**

Each employee shall have the right to request professional days each year. Requests for professional leave must be submitted in writing to the building administrator at least five (5) school days prior to the intended use of the time. The building administrator retains sole and exclusive discretion for acceptance or rejection of any and all professional days. Such leave shall not be deducted from the employee's salary, but shall not result in any additional compensation or additional paid leave days, whether during or after the school year.

## **Article VIII Evaluation Procedure**

### **8.1 Timing**

Employees will receive, in writing, at the start of the school term (i.e., the first day students are required to be in attendance), notice that a performance evaluation will be conducted in that school term to each teacher affected, or, if the affected teacher is hired after the start of the school term, then no later than thirty (30) days after the contract is executed. A primary administrator will be assigned to evaluate each employee. Nothing shall preclude additional evaluators.

Except for an employee in a professional development or remediation plan, summative ratings shall be delivered to the employee in writing on or before March 15 of any year of evaluation.

### **8.2 Observation**

Non-tenured teachers shall be observed with at least two (2) formal and one (1) informal observation. Tenured teachers shall be evaluated a minimum of once every two (2) years.

Evaluators will consult with the teacher in an attempt to reach agreement on agreeable dates and times for formal observation.

Nothing herein shall be construed to prevent or limit informal observation at the evaluator's or board's discretion.

### **8.3 Documentation**

Evaluations shall be in writing. Each formal observation of the teacher's performance shall be preceded by at least one in-class observation. A formal observation of the teacher in his or her classroom shall be for a minimum of 45 minutes at a time, or an observation during a complete lesson, or an observation during an entire class period. Observations shall not be conducted by electronic recording equipment, mechanical devices, or intercom without the prior knowledge and consent of the teacher.

The evaluator shall have a meeting with the teacher before and following the evaluation to discuss the evaluation. The evaluator shall discuss with the teacher any observed strengths and/or deficiencies in his/her performance. A copy of each formal, written evaluation shall be given to each teacher and a copy shall be placed in the teacher's personnel file. The teacher shall have the right to submit an explanation or other written statement regarding any evaluation for inclusion in his/her personnel file.



#### **8.4 Implementation**

The District and the Association agree that there will be no early implementation of a student growth model unless agreed by the parties or required by law, regulation, or contract. Upon legally required or factually necessary implementation, impasse or legal implementation rules shall apply.

Upon mutual agreement of the Association and the Board, revisions/additions/deletions to the evaluation plan will be made effective with the beginning of a new school year.

#### **8.5 Job Descriptions**

Job descriptions for employees will be given upon employment with the District and at the time of any subsequent revision. An employee's job description will be reviewed as part of the evaluation process every two (2) years by the employee and his/her principal or supervisor. Job descriptions will be reviewed in accordance with Board policy. Copies of job descriptions will be on file in the District office.

On May 10 of each school year, the District will provide the Association President with all job descriptions for certified/licensed positions. Job descriptions produced after May 10 of each year will be used for the purposes of hiring, evaluation, reductions in force, and dismissal for the second school year following.

## **Article IX**

### **Reduction in Force**

#### **9.1 Teachers**

In the event of a reduction of certified staff, reductions and any subsequent recalls will be made in accordance with all applicable laws and the agreements reached by the Joint RIF Committee.

#### **9.2 Seniority**

##### **9.2.1 Definition**

Seniority shall be defined as the number of years of continuous service to the district beginning with the day upon which duties are first performed under the Agreement. To receive a full year credit, regular employees must work at least 120 days during the year in question. Part-time seniority will be prorated, but does not count toward tenure acquisition.

##### **9.2.3 Break-in-Service**

Paid leaves of absence shall not interrupt consecutive years of continuous service to the District. Unpaid leaves of absence shall not count toward District seniority. Seniority is retained, but does not accrue, during leaves of absence or layoff within the recall period. Part-time seniority will be pro-rated.

##### **9.2.4 Honorable Dismissal List**

By no later than 75 days before the end of the school year, Board or its representatives shall deliver a copy of the sequence of honorable dismissal list to the Association.

##### **9.2.5 Seniority Tie-Breakers**

Teachers having equal seniority by this method shall have their credentials evaluated by the following criteria as ordered below until the tie is broken:

1. Length of total outside teaching service in Illinois;
2. Highest degree obtained in education;
3. Most graduate hours attained and recognized on the salary schedule;
4. If all of the above are equal, then a chance lottery shall be utilized to break the tie.

### **9.2.6 Termination of Seniority**

Seniority terminates upon any of the following:

1. Resignation;
2. Discharge for cause;
3. Retirement;
4. Expiration of recall rights; or
5. Failure of the employee to return to work at the expiration of an approved leave of absence or recall when appropriately served with notice.

### **9.2.7 Seniority List**

A Seniority List shall be prepared by the Board in accordance with the law and delivered to the Association no later than February 1 annually. Protests of seniority shall not be filed later than fourteen (14) calendar days from the delivery of the list, and shall not be subject to the grievance procedure.

### **9.2.8 Conversion from part-time to full-time**

Part-time certified employees hired into a full-time position will be granted seniority on a pro-rated basis for all previous service rendered to the District.

## **Article X Retirement Incentive**

### **10.1 Early Retirement Option**

Any employee desiring to retire must either be (1) at least sixty (60) years of age at the time of retirement, or (2) must be at least fifty-five (55) years of age and have accumulated at least thirty-five (35) years of creditable service in order to retire without a discounted annuity. No employee shall have the option to retire utilizing the early retirement option (ERO), and the Board shall not be required to certify anyone as eligible for ERO.

### **10.2 Eligibility**

An employee tendering an irrevocable letter of resignation to a Teacher Retirement System (TRS) Retirement program on a date certain in the future in conformance with the following conditions shall be eligible for a retirement incentive in his or her final year of teaching service subject to the following conditions:

1. The teacher shall have a minimum of tenure with the Abingdon-Avon CUSD #276 school district and twelve (12) years of creditable service in a TRS-qualifying and paying position.
2. The teacher shall be at least sixty (60) years of age on or before December 31 of the year of retirement or will be at least fifty-five (55) years of age and will have at least thirty-five (35) years of creditable service and will not retire under the statutory Early Retirement Option.
3. The teacher shall have tendered to the Board a binding, irrevocable resignation for a date certain in the future. The teacher's notice may be given up to four (4) years prior to retirement or by September 1<sup>st</sup> during the year up to and including the school year of retirement. The pre-retirement period may be four (4) years in length depending upon the date the letter of resignation is received by the Board and the specified date of retirement.

### **10.3 Creditable Earnings**

"TRS creditable earnings," wherever that phrase is used in the entirety of this provision (Retirement Incentive Award Payment), shall mean total TRS creditable earnings including any pension payment.

### **10.4 Full Performance of Duties**

This agreement presumes the teacher will fully perform all his or her duties during the term of this agreement. Any reduction in teaching performance (dock days or leave of

absence without pay, for example) during the term of this agreement shall result in a corresponding reduction in salary and benefit amount.

If a teacher fails to complete the pre-retirement period, leaves the District prior to the designated retirement date or otherwise retires under the statutory Early Retirement Option (in violation of this agreement and which the Board shall not be required to certify or otherwise permit) causing the District to have to pay a penalty or other monies not contemplated herein to TRS, the District shall be entitled to damages for breach of contract against the teacher in an amount equal to the retirement award payment received by the teacher, including tax and retirement withholdings. Upon complete reimbursement of such amount to the District, the teacher shall be entitled to any general wage increase that would have been applicable during the pre-retirement period.

In no event will a teacher subject to this provision receive an increase in any year covered by this provision of TRS creditable earnings in excess of six percent (6%) of the prior year's TRS creditable earnings.

### **10.5 Increased Earnings**

In exchange for the teacher's binding, irrevocable resignation on a date certain, the District agrees to remove the teacher from the salary schedule and for each year of eligibility, the teacher's TRS creditable earnings will be increased by six percent (6%) over the teacher's TRS creditable earnings for the prior year of employment except as otherwise provided herein.

#### **Examples:**

A teacher applies for the award one year before retirement. The teacher's TRS creditable earnings for 2017-2018 were \$40,000. The teacher's final year TRS creditable earnings (2018-2019) will be \$42,400 ( $\$40,000 \times 1.06 = \$42,400$ ).

A teacher applies for the award four years before retirement. The teacher's TRS creditable earnings for the 2017-2018 school year were \$40,000. The teacher's first year TRS creditable earning will be \$42,400 ( $\$40,000 \times 1.06 = \$42,400$ ). The teacher's second year TRS creditable earnings will be \$44,944 ( $\$42,400 \times 1.06 = \$44,944$ ). The teacher's third year TRS creditable earnings will be \$47,640 ( $\$44,944 \times 1.06 = \$47,640$ ). The teacher's final year TRS creditable earnings will be \$50,499 ( $\$47,640 \times 1.06 = \$50,499$ ).

### **10.6 Extra Duties**

If a teacher has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program

period, the calculation of the teacher's six percent (6%) increase shall be reduced by the amount of the extra duty compensation.

**Example:**

A teacher applies for the award three years before retirement. The teacher's creditable earnings for the 2017-2018 school year were \$40,000. The teacher's first year creditable earnings will be \$42,400 ( $\$40,000 \times 1.06 = \$42,400$ ). The teacher's second year TRS creditable earnings will be \$44,944 ( $\$42,400 \times 1.06 = \$44,944$ ). The teacher ceases to perform an extra duty assignment in his or her final year of employment for which he or she would have been paid \$2,000 (TRS creditable earnings). The teacher's final year creditable earnings will be \$45,640 ( $\$44,944 \times 1.06 = \$47,640 - \$2,000 = \$45,640$ ).

Once an irrevocable letter of retirement is submitted, the employee will not be assigned, nor may an employee apply for or assume any additional duty (extra duty or additional work hours, days, weeks or months) that would increase the employee's TRS gross income above the six percent (6%) provided for herein.

**10.7 Status Quo**

Status quo in the event of a change in the law or a rules change or interpretation by TRS subsequent to the incorporation of this provision into any contract shall be compliance with this provision (to the extent possible without penalty or additional cost to the District) but under no circumstances shall status quo be interpreted to require the District to incur any assessment or penalty not contemplated by the parties at the time this provision was bargained. No penalty of any kind except as expressly and explicitly provided for herein was contemplated by the parties at the time this provision was bargained. If and when bargaining begins pursuant to a demand to bargain (resulting from a change in the law, rules change or interpretation by TRS) and if and when no agreement can be reached on the issue, the employer shall not be required to distribute any monies in a fashion that would result in any increased cost to the District due to a TRS assessment or penalty resulting from the change in the law or a rules change or interpretation by TRS or legislative change beyond the negotiated contribution amount paid on behalf of the employee (9.0% of creditable earnings up to 106% of the previous year's TRS gross; all as permitted without penalty) including any incentive amount that would not result in additional assessment or penalty.

This provision is tentatively agreed to and ratified with the understanding that it will be submitted to TRS for review to obtain reasonable assurance from TRS that the District will incur no penalties or additional assessments resulting from it, and that it is not otherwise problematic to TRS. If TRS should have objections or advises that the District will incur penalties by reason of this paragraph, then before this provision becomes effective it shall be revised through the negotiation process as necessary based upon

findings from TRS and resubmitted and revised until reasonable assurance from TRS is obtained.

## **Article XI Insurance**

### **11.1 Insurance**

The Board will pay 95% of the employee single health premium.

If available by the carrier, employees new to the District who elect to be covered at the time of employment shall be covered as of their first day of District employment.

Any Association member who is dismissed due to a Reduction in Force occurring at the end of a school year shall continue to be covered through August. Those employees leaving the District and who remain on the payroll through August shall have insurance coverage continued through August.

- ✕ The Board shall implement a Section 125 Plan no later than the 2014-2015 school year to allow the family portion of insurance premiums to be tax-sheltered, subject to IRS regulations. ✕

The Board shall not change insurance carriers without prior consultation with the Association. Such consultation shall not be interpreted to require bargaining, which is expressly waived. The Board retains the right to make any change following consultation.

### **11.2 Life Insurance**

The Board shall pay the premium for term life insurance in the amount of \$30,000.00 for all teachers.



## **Article XII**

### **Grievance Procedure**

Any claim by the Association, a teacher, or a group of teachers involving an alleged violation, misinterpretation, or misapplication of the terms of this Agreement shall be a grievance.

#### **12.2 Time Limits**

All time limits shall consist of school days, except that when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of all weekdays.

#### **12.3 Procedure**

The parties hereto acknowledge that it is usually most desirable for an employee and the immediately involved supervisor to resolve problems through free and informal communication. Therefore, nothing contained herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with his/her supervisor and having the grievance adjusted, provided the adjustment is not inconsistent with the terms of this Agreement. If any adjustment is made, a second meeting will be held if the grievant so requests to discuss said adjustment in the presence of an Association representative. However, if such informal processes fail to satisfy the employee, a grievance may be processed in the following steps:

##### **12.3.1 Step 1**

The grievant or Association shall present the grievance in writing within twenty (20) days of the time the grievant or Association knew or should have known the occurrence of the event, specifying the Article and clause alleged to have been violated and stating the remedy sought, to the supervisor immediately involved. The supervisor shall provide a written answer to the grievance of the aggrieved teacher within twenty (20) days after the receipt of the grievance.

##### **12.3.2 Step 2**

If the grievance is not resolved in Step 1, the grievant or Association may refer the grievance to the Superintendent or official designee within ten (10) days after receipt of the Step 1 answer. The Superintendent shall arrange a meeting to take place within ten (10) days of his/her receipt of the appeal. Within ten (10) days of the meeting, the grievant shall be provided with the Superintendent's response.

### **12.3.3 Step 3**

If the grievant is not satisfied with the disposition of the grievance at Step 2, the grievant may submit the grievance to the Board within ten (10) days after the receipt of the Superintendent's written response. The Board shall allow the grievant to present his/her case to the Board, in executive session, at the next regularly scheduled Board meeting, provided the Board had at least ten (10) days notice of the appeal before said regularly scheduled meeting. If the Board has less than ten (10) days notice of said appeal, the grievance shall be heard at a Special meeting to be called within fifteen (15) days of the filing of said appeal. If the appeal to the Board is not filed within ten (10) days of the Step 2 response, the grievance shall be deemed withdrawn.

### **12.3.4 Step 4**

If the Association is not satisfied with the disposition of the grievance at Step 3 or ten (10) days have passed without issuance of the Board's decision, the Association may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association (AAA), which shall act as administrator of the proceedings. Upon mutual agreement, the Expedited Arbitration Rules of the AAA shall be used. If a demand for arbitration is not filed within thirty (30) days of the date for the Step 3 decision, then the grievance shall be deemed withdrawn.

## **12.4 Arbitrator Authority**

The arbitrator in his/her opinion shall not amend, modify, nullify, ignore, nor add to the provision of this Agreement. His/her authority shall be strictly limited to deciding only the issues presented to him/her in writing by the Board and the Association, and his/her decision must be based only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

## **12.5 Costs**

Each party shall bear the full costs for its representation in the grievance procedure. If the presence of a court reporter is requested, the requesting party shall bear the full cost of the reporter. If both parties request the presence of a court reporter, the costs shall be shared equally. If either party requests a transcript of the proceedings, that party shall bear the full cost for that transcript. If both parties order a transcript, the costs of the two transcripts shall be divided between the Board and the Association. If an arbitrator has been selected and an arbitration hearing set, any party postponing that hearing shall bear the full cost, if any, of that postponement, unless otherwise agreed.

## **12.6 Conditions**

Failure of an employee or the Association to act on any grievance within the prescribed time limits will bar any further appeal. Time limits may be extended only by mutual written consent.

- 12.6.1** The grievant and the Board may mutually agree to expedite any or all of Steps 1 through 4 by waiving or decreasing the time limits set forth in those steps.
- 12.6.2** Step 1 of the grievance procedure may be bypassed and the grievance brought to Step 2 if mutually agreed upon by the teacher and the Superintendent.
- 12.6.3** If the Board representative at Steps 1 and 2 is the same person, Step 2 may be waived.
- 12.6.4** Any investigation, handling or processing of any grievance by the grievant shall be conducted so that the instructional programs and related work activities of the grievant or teaching staff are not interrupted whenever practicable.
- 12.6.5** With the Superintendent's approval, the grievant may be released from his/her regular assignment without loss of pay or benefits to attend the meeting specified in 12.6.3.
- 12.6.6** Class grievances involving one or more teachers or one or more supervisors and grievances involving an administrator above the building level may be initially filed by the Association at 12.6.2.

## **12.7 Representation**

The Board acknowledges the right of the teacher to have an Association representative present, if the grievant requests one, at Steps 2, 3, and 4. No teacher shall be required to discuss any grievance if the Association representative is not present, if a representative is requested.

## **12.8 No Reprisal**

No reprisals shall be taken by the Board or the administrators against a teacher because of his/her participation in grievance.

## **12.9 Records**

Grievances shall be filed separately from the personnel files of the teachers.

#### **12.10 No Precedent**

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

#### **12.11 Single Forum**

If the Association files any claim of complaint in any forum other than under the grievance procedure of this Agreement, then the Board shall not be required to process the said claim or set of facts through the grievance procedures.

## **Article XIII**

### **Effect of Agreement**

#### **13.1 Duration**

This Agreement shall become effective upon signing, for employees and shall continue for three (3) years in duration, beginning July 1, 2018, and concluding June 30, 2021.

#### **13.2 No Strike**

During the term of this Agreement, the Association and each employee represented by the Association agree that they will not, during the term of this Agreement, directly or indirectly engage in or assist in a strike, slowdown, use of leave in concert by bargaining unit members, or other refusal to render full and complete services to the Board.

#### **13.3 Complete Understanding**

The terms and conditions set forth in this Agreement represent the full and complete understanding between parties. 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.

#### **13.4 Superiority of Agreement**

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

#### **13.5 Severability**

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that part shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in effect. Should any additional modification or change be made in this Agreement, it shall be necessary that the parties mutually agree to them in writing.

#### **13.6 Individual Contracts**

The terms and conditions of this Agreement shall be the terms and conditions of individual contracts of members of the Bargaining Unit.

This Agreement is signed this 22 day of November, 2021.

**IN WITNESS WHEREOF:**

**For the Abingdon-Avon Teachers Association, IEA/NEA**

Melissa Roberts President

Julian Widge Secretary

**For the Board of Education, Abingdon-Avon Community Unit School District No.**

David Lee Garrison President

Dr. Garrison Secretary

## **Appendix A**

### **Salary Schedules**

Signing bonuses shall be tendered to all first-time employees to the Abingdon-Avon School District with no more than four (4) years of previous experience, regardless of position as follows:

- Signing bonuses shall be paid during the first three (3) years of employment in the Abingdon-Avon school district in the following amounts:
  - Year 1 - \$1,500
  - Year 2 - \$1,000
  - Year 3 - \$500
- For new hires with more than four (4) years of experience:
  - Superintendent will have the discretion to offer a one-time signing bonus up to \$2,000 in hard to fill position if he/she deems it necessary in order to fill the position. The Superintendent will notify the AATA President when a signing bonus will be offered to a new hire with more than 4 years of previous experience.

# 2021-2022

2021-2022	BS	BS +8	BS +16	BS +24	BS+32	MS	MS +8	MS +16	MS +24	MS +32
1	37400	38073	38759	39456	40166	40889	41625	42375	43137	43914
2	38073	38759	39456	40166	40889	41625	42375	43137	43914	44704
3	38759	39456	40166	40889	41625	42375	43137	43914	44704	45509
4	39456	40166	40889	41625	42375	43137	43914	44704	45509	46328
5	40166	40889	41625	42375	43137	43914	44704	45509	46328	47162
6	40889	41625	42375	43137	43914	44704	45509	46328	47162	48011
7	41625	42375	43137	43914	44704	45509	46328	47162	48011	48875
8	42375	43137	43914	44704	45509	46328	47162	48011	48875	49755
9	43137	43914	44704	45509	46328	47162	48011	48875	49755	50651
10	43914	44704	45509	46328	47162	48011	48875	49755	50651	51562
11	44704	45509	46328	47162	48011	48875	49755	50651	51562	52490
12	45509	46328	47162	48011	48875	49755	50651	51562	52490	53435
13	46328	47162	48011	48875	49755	50651	51562	52490	53435	54397
14	47162	48011	48875	49755	50651	51562	52490	53435	54397	55376
15	48011	48875	49755	50651	51562	52490	53435	54397	55376	56373
16	48875	49755	50651	51562	52490	53435	54397	55376	56373	57388
17	49755	50651	51562	52490	53435	54397	55376	56373	57388	58421
18	50651	51562	52490	53435	54397	55376	56373	57388	58421	59472
19	51562	52490	53435	54397	55376	56373	57388	58421	59472	60543
20	52490	53435	54397	55376	56373	57388	58421	59472	60543	61632
21	53435	54397	55376	56373	57388	58421	59472	60543	61632	62742
22		55376	56373	57388	58421	59472	60543	61632	62742	63871
23		56373	57388	58421	59472	60543	61632	62742	63871	65021
24		57388	58421	59472	60543	61632	62742	63871	65021	66191
25		58421	59472	60543	61632	62742	63871	65021	66191	67383
26			60543	61632	62742	63871	65021	66191	67383	68596
27			61632	62742	63871	65021	66191	67383	68596	69830
28				63871	65021	66191	67383	68596	69830	71087
29				65021	66191	67383	68596	69830	71087	72367
30				66191	67383	68596	69830	71087	72367	73669



# 2022-2023

2022-2023	BS	BS +8	BS +16	BS +24	BS+32	MS	MS +8	MS +16	MS +24	MS +32
1	38700	39397	40106	40828	41563	42311	43072	43848	44637	45440
2	39397	40106	40828	41563	42311	43072	43848	44637	45440	46258
3	40106	40828	41563	42311	43072	43848	44637	45440	46258	47091
4	40828	41563	42311	43072	43848	44637	45440	46258	47091	47938
5	41563	42311	43072	43848	44637	45440	46258	47091	47938	48801
6	42311	43072	43848	44637	45440	46258	47091	47938	48801	49680
7	43072	43848	44637	45440	46258	47091	47938	48801	49680	50574
8	43848	44637	45440	46258	47091	47938	48801	49680	50574	51484
9	44637	45440	46258	47091	47938	48801	49680	50574	51484	52411
10	45440	46258	47091	47938	48801	49680	50574	51484	52411	53354
11	46258	47091	47938	48801	49680	50574	51484	52411	53354	54315
12	47091	47938	48801	49680	50574	51484	52411	53354	54315	55293
13	47938	48801	49680	50574	51484	52411	53354	54315	55293	56288
14	48801	49680	50574	51484	52411	53354	54315	55293	56288	57301
15	49680	50574	51484	52411	53354	54315	55293	56288	57301	58332
16	50574	51484	52411	53354	54315	55293	56288	57301	58332	59382
17	51484	52411	53354	54315	55293	56288	57301	58332	59382	60451
18	52411	53354	54315	55293	56288	57301	58332	59382	60451	61539
19	53354	54315	55293	56288	57301	58332	59382	60451	61539	62647
20	54315	55293	56288	57301	58332	59382	60451	61539	62647	63775
21	55293	56288	57301	58332	59382	60451	61539	62647	63775	64923
22		57301	58332	59382	60451	61539	62647	63775	64923	66091
23		58332	59382	60451	61539	62647	63775	64923	66091	67281
24		59382	60451	61539	62647	63775	64923	66091	67281	68492
25		60451	61539	62647	63775	64923	66091	67281	68492	69725
26			62647	63775	64923	66091	67281	68492	69725	70980
27			63775	64923	66091	67281	68492	69725	70980	72258
28				66091	67281	68492	69725	70980	72258	73558
29				67281	68492	69725	70980	72258	73558	74882
30				68492	69725	70980	72258	73558	74882	76230

# 2023-2024

2023-2024	BS	BS +8	BS +16	BS +24	BS+32	MS	MS +8	MS +16	MS +24	MS +32
1	40100	40822	41557	42305	43066	43841	44630	45434	46252	47084
2	40822	41557	42305	43066	43841	44630	45434	46252	47084	47932
3	41557	42305	43066	43841	44630	45434	46252	47084	47932	48794
4	42305	43066	43841	44630	45434	46252	47084	47932	48794	49673
5	43066	43841	44630	45434	46252	47084	47932	48794	49673	50567
6	43841	44630	45434	46252	47084	47932	48794	49673	50567	51477
7	44630	45434	46252	47084	47932	48794	49673	50567	51477	52404
8	45434	46252	47084	47932	48794	49673	50567	51477	52404	53347
9	46252	47084	47932	48794	49673	50567	51477	52404	53347	54307
10	47084	47932	48794	49673	50567	51477	52404	53347	54307	55285
11	47932	48794	49673	50567	51477	52404	53347	54307	55285	56280
12	48794	49673	50567	51477	52404	53347	54307	55285	56280	57293
13	49673	50567	51477	52404	53347	54307	55285	56280	57293	58324
14	50567	51477	52404	53347	54307	55285	56280	57293	58324	59374
15	51477	52404	53347	54307	55285	56280	57293	58324	59374	60443
16	52404	53347	54307	55285	56280	57293	58324	59374	60443	61531
17	53347	54307	55285	56280	57293	58324	59374	60443	61531	62638
18	54307	55285	56280	57293	58324	59374	60443	61531	62638	63766
19	55285	56280	57293	58324	59374	60443	61531	62638	63766	64913
20	56280	57293	58324	59374	60443	61531	62638	63766	64913	66082
21	57293	58324	59374	60443	61531	62638	63766	64913	66082	67271
22		59374	60443	61531	62638	63766	64913	66082	67271	68482
23		60443	61531	62638	63766	64913	66082	67271	68482	69715
24		61531	62638	63766	64913	66082	67271	68482	69715	70970
25		62638	63766	64913	66082	67271	68482	69715	70970	72247
26			64913	66082	67271	68482	69715	70970	72247	73548
27			66082	67271	68482	69715	70970	72247	73548	74872
28				68482	69715	70970	72247	73548	74872	76219
29				69715	70970	72247	73548	74872	76219	77591
30				70970	72247	73548	74872	76219	77591	78988

**Appendix B**  
**Extra-Duty Stipends**

	Stipend
HS Athletic Director	6180
HS Head Varsity Cross Country	2730
HS Cheerleading (FB & BB)	2184
HS Varsity FB	6114
Assist. FB	3930
Head JVFB	3603
Assist. JVFB	3275
HS Head VB	6114
HS JVVB	3821
HS Head BB(boys)	6114
HS Head JVBB (boys)	3821
HS Head BB (girls)	6114
HS Head JVBB (girls)	3821
HS Head Bowling (Coed)	1965
HS Assistant Bowling	546
HS Head Baseball	4476
HS JV Baseball	2730
HS Head Softball	4476
HS JV Softball	2730
HS Guidance Counselor	6551
HS Head Track Coach	4476
HS Assistant Track Coach	2730
HS Head Soccer Coach	6114
HS Assistant Soccer Coach	3821
Dean of Students	3090

MS Athletic Director	3821
MS Head Baseball	2184
MS Assistant Baseball	1747
MS 8th BB (girls)	3057
MS 7th BB (girls)	2620
MS 8th BB (boys)	3057
MS 7th BB (boys)	2620
MS Head Cross Country	1638
MS Head 8th VB	3057
MS Head 7th VB	2620
MS Head Track (boys)	1747
MS Head Track (girls)	1747
MS Cheerleading	1119
MS Guidance Counselor	4367
HS Yearbook	3603

MS Yearbook	1801
GS Yearbook (2)	873
HS Student Council	1747
MS Student Council	546
HS Play/Musical	1638
M.S. Musical	1638
Freshman Sponsor (3)	328
Sophomore Sponsor (3)	328
Junior Sponsor (3)	873
Senior Sponsor (3)	328
Ag/FFA Advisor	5459
HS Scholastic Bowl	2347/2
MS Scholastic Bowl	928
HS Choir	1747
HS Band	1747
MS Choir	873
MS Band	873
Grade Music (per building)	546
HS National Honor Society	382
Key Club	218
Art Club	218
Spanish Club	218
	<b>Rate</b>
General Supervisory	\$21.83/hour