

Collective Bargaining Agreement

BETWEEN

**GALATIA COMMUNITY UNIT NO. 1
BOARD OF EDUCATION**

AND

THE GALATIA EDUCATION ASSOCIATION/IEA-NEA

2018 – 2019

2019 – 2020

2020 – 2021

ARTICLE I

NEGOTIATIONS GUIDELINES/PROCEDURES

- 1.1 Each party may name its own bargaining team of three to five members.
- 1.2 Bargaining meetings shall be closed sessions.
- 1.3 Bargaining meetings shall generally last two (2) hours, except that either team may end a meeting earlier if no progress is being made and the teams may mutually agree to extend a meeting.
- 1.4 Each negotiating team may caucus when it deems necessary.
- 1.5 To the extent feasible, the date and time of the next negotiating session, along with a tentative list of Articles to be negotiated at the next meeting, shall be mutually agreed upon prior to adjournment of any session.
- 1.6 Tentative agreements shall be reduced to writing, in duplicate, and initialed by each spokesperson negotiating that Article during that shall be distributed to each negotiating team.
- 1.7 Each party shall select its own representatives. The parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations.
- 1.8 Upon mutual conclusion of negotiations, all initialed tentative agreements shall be assembled into a single document and shall be submitted to the membership of the Association for ratification within thirty (30) days. Following ratification by the Association, the Board of Education will act upon same within thirty (30) days.
- 1.9 When an impasse has been declared, the Federal Mediation and Conciliation Service shall be requested by the parties to appoint a mediator from its staff. The mediator shall meet as soon as possible, with the parties or their representative, or both, either jointly or separately, and shall take such steps as he/she may deem appropriate to persuade the parties to resolve their differences and effect a mutually acceptable agreement provided that the mediator shall not, without the consent of both parties, recommend new terms of settlement, or make findings of fact.

ARTICLE II

RECOGNITION

- 2.1 The Board of Education of Galatia Community Unit Number One, Saline, Hamilton, and Williamson Counties, Illinois, hereinafter referred to as the "Board" recognizes the Galatia Education Association, affiliated with the Illinois Education Association and the National Education Association, hereinafter referred to as the "Association" as the sole and exclusive bargaining representative for all certified professional teaching personnel regularly employed in the district which are not administrative or supervisory in nature.

The Board of Education agrees not to negotiate with any other Teacher's Organization, individual teacher, or group of teachers concerning matters specifically contained in this Agreement for the duration of this Agreement unless mutually agreed upon by the Association and the Board.

The Superintendent, President or officers of the Association shall meet periodically to discuss matters of mutual concern. Meetings shall not interfere with educational programs. These meetings shall not be used as a vehicle for collective bargaining. Superintendent may have other personnel present if desired. Their opinions and recommendations shall be reported to the Board by the Superintendent and to the Association by the President.

ARTICLE III

ASSOCIATION SECURITY

- 3.1 Any certified teaching employee who is a member or has applied for membership in the Association may sign and deliver to the Board or bookkeeper of the Board an authorization for continuous dues deductions. The appropriate authorization forms shall be provided by the Association. The authorization is continuous and shall remain in effect from year to year unless the employee resigns from his/her teaching position or requests, in writing, removal from the Association. The Board Bookkeeper shall deduct from each teacher's pay the current dues of the Association provided the authorization form has been received by the Board bookkeeper.
- A. Pursuant to such authorization, the Board bookkeeper shall deduct one-tenth of such dues from the regular salary check of the teacher each month for ten (10) months, beginning in September and ending in June of each year.
 - B. The Board bookkeeper shall remit said deducted dues to the organization (IEA, NEA, and Association). The remittance shall be made within ten (10) days following the last pay period deduction for each month.
- 3.2 All Bargaining Unit Members who are current Association members and all newly hired certified teaching personnel as a condition of 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 have the opportunity to join the Galatia Education Association or current bargaining unit of the Galatia Unit School District #1.

ARTICLE IV

ASSOCIATION RIGHTS

- 4.1 Official minutes of Board meetings, Board bills, treasurer's report and Agenda of all upcoming Board Meeting(s), shall be provided to the Association President each month except any information that requires closed session, privileged and confidential information. The Approved final Budget (ISBE Form #50-36) of the School District, the approved annual financial report (ISBE Form #50-35), and a scatter gram shall be available for the Association President by requesting same from the Superintendent.
- 4.2 Within ten (10) days of Board approval, the Association President shall be provided contact information for new teachers.
- 4.3 Within thirty (30) days of ratification of this agreement, if feasible, the Board of Education shall furnish the Association with enough copies of the Agreement to distribute to each employee in the Bargaining Unit.

4.4 The Association shall have the right to:

- A) Use designated school equipment such as computers, printers, fax machines, scanners, and copy machines for Association announcements provided: (1) Such use will in no manner interfere with instructional or other needs of the School District; and (2) The Association will furnish the paper.
- B) Use school facilities for Association meetings, provided: (1) Such meeting space is available; (2) Such meeting neither interferes with the School District's educational programs, nor conflicts with school events or teachers' assignments.

Use a designated bulletin board in each building and use of the teacher mail boxes for posting and distribution of announcements of the Association provided: (1) Bulletin board announcements will not contain any information defamatory to members, employees, or agents of the Board; (2) such announcements do not involve endorsements of political candidates; and (3) All such announcements will be identified as Association materials.

- 4.5 The Association will annually notify the Board, to the extent feasible, within twenty (20) days of any election, of the Association Officers.
- 4.6 Association leave will be granted in the event the Association desires to send representatives (not to exceed three at one time) to local, state, or national conferences. The representatives of the Association shall be excused without the loss of salary or benefits in accordance with the following provisions:

- A. The number of Association leave days shall be six (6) days per year not subject to accrual.
- B. The Association may purchase up to fifteen (15) additional days of Association Leave by paying the cost of the substitute to the Board.
- C. The President of the Association shall submit a written request, naming the individual(s) who is/are requesting to attend, for approval to the Unit Superintendent at least one week in advance of the anticipated usage.

ARTICLE V

TEACHER RIGHTS

- 5.1 No teacher will be disciplined without just cause.
- 5.2 No teacher shall be verbally reprimanded in public. This rule will not inhibit the district from complying with the requirements of the open meetings act.
- 5.3 A teacher shall be entitled to have a representative of the Association present during any meeting which may lead to disciplinary action. When a request for representation is made, no action shall be taken until a representative of the Association is present. Should possible disciplinary action be the subject of the meeting, the teacher shall be advised immediately of the right to representation under this provision of the Agreement.
- 5.4 Each teacher shall have the right, upon written request to review the contents of their personnel file within two (2) working days of said request. Such review shall occur during normal business hours. No evaluative or other materials shall be placed in the file unless the teacher has seen and been made aware of the intention to place said material in the file. The teacher shall have the right to respond to any material placed in his/her file if submitted with thirty (30) working days of the teacher's receipt of a copy of the original material. Nothing shall be permanently removed from the file without consent of the Board.

ARTICLE VI

MANAGEMENT RIGHTS

- 6.1 It is expressly understood and agreed that all functions, rights, powers or authority of the Administration of the school district and the Board of Education, which are not specifically limited by the express language of this Agreement are retained by the Board provided, however, that no such right shall be exercised as to violate any of the specific provisions of this Agreement or the law.

ARTICLE VII

TEACHER WORK SCHEDULE

- 7.1 The Board of Education will allow for Association views regarding the School Calendar, however, the final adoption of the School Calendar will be done by the Board of Education. The employee work year shall be no more than 180 school days.
- 7.2 Except in the case of emergency beyond their control, teachers shall be required to report to work 15 minutes prior to the start of the normal student day and may leave after the completion of their professional responsibilities, but not earlier than 15 minutes after completion of the normal–student day, unless prior Administrative approval is given. Professional responsibilities include staff meetings, parent-student conferences, open houses, extra-curricular and other paid assignments, staff committee meetings, emergencies, and other matters related to the work day. The normal student attendance day shall be defined as five (5) hours and forty (40) minutes, unless State mandates dictate otherwise. In that event, the district will be obligated to follow State mandates.
- 7.3 Each teacher shall receive a lunch period as required by Section 24-9 of The School Code.
- 7.4 Extra-curricular activities will be compensated according to a Supplemental Work Schedule attached as Appendix D.
- 7.5 To the extent feasible, each full-time teacher shall get one 30 minute or one student class period preparation time during the student attendance day.
- However, if the daily period is cancelled, the teacher will be responsible for his/her class and will be compensated in accordance with article 7.6 below.
- 7.6 In the event a teacher is requested to be an internal substitute, he/she shall be reimbursed twenty dollars (\$20.00) per class. Forms shall be provided each teacher to request payment for internal substitution. Payment shall be made on the next regular pay check when feasible. Administration has the right to assign coverage for the safety of all students.
- 7.7 To the extent feasible, when a teacher is required to attend an after-school activity, he/she shall be given one week's notice
- 7.8 On early dismissal days, the 1st bell will ring at 1:45. Teachers may leave 5 minutes after the last student dismissal (except in emergency situations) on the following days;
Thanksgiving, Christmas, Easter/Spring Break, Open House, Fall Harvest, Valentine's Day and Parent-Teacher Conferences.

ARTICLE VIII

PAID LEAVES

- 8.1 Sick Leave. Each employee shall be entitled to fourteen (14) sick leave days per school term without loss of pay. Sick leave shall accumulate without limitation. 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 as provided under the Illinois School Code. The immediate family for purposes of this Article shall include: parents, spouse, brothers, sisters, children, grandparents, grandparents-in-law, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, nieces, nephews and legal guardians.

Pregnancy and complications arising from pregnancy will be treated as any other disability physical condition or limitation; accumulated and unused sick leave days may be used for the period of actual disability or inability to work.

- A. A teacher who does not use any paid leaves will receive \$500 the first year, \$600 the second consecutive year, and \$700 the third consecutive year. (The teacher may use one personal day. This will not affect the bonus.) Buy back days may only be used after original personal days are used.

- 8.2 Personal Leave. Each teacher shall be entitled to three (3) days of personal leave without loss of pay and each teacher may buy three (3) more personal day at the current substitute rate of pay. Written notification of such leave shall be made to the building administrator at least two teacher employment days and not more than thirty (30) days prior to the onset of such leave, provided in an emergency such application may be made at a later time with an explanation of such emergency. Approval from the building administrator shall be required if three or more teachers from the same building request personal leave on the same date. In such cases, approval shall be granted based on seniority of those requesting the personal leave. Such leave shall not be used at any time for participation in any work stoppage or collective bargaining dispute. The first and last three teacher employment days for the school year and the days immediately preceding or following a legal holiday, vacation, or school recess shall not be available for personal leave unless special prior approval is granted by the Superintendent. Unused Personal Leave days will be added to accumulated Sick Leave.

- 8.3 Jury Duty. The Board shall pay the regular salary to teachers called to serve as jurors, reduced by the amount of compensation received by the teachers for such service when such service cannot be reasonably postponed to recess or vacation periods. Teachers on such service shall make every effort to meet their classes

when their services are not required and shall provide lesson plans for their substitutes.

- 8.4 A written statement of total accumulated Sick Leave shall be distributed to each teacher within five (5) working days of the opening of the school year.

ARTICLE IX

UNPAID LEAVES

9.1 Parental Leave of Absence.

A tenured Teacher shall be eligible for parental/child rearing leave without pay or other benefits subject to the following conditions: (As used herein, "teacher" means a tenured teacher, except in paragraph D, which is applicable only to non-tenured teachers, and paragraph E, which is applicable to all teachers.)

- A. The teacher shall advise the Superintendent or designee of her pregnancy and expected delivery date or adoption and expected placement date.
- B. The Superintendent or designee and the teacher shall prepare a plan for the commencement and termination of such leave, taking into consideration medical factors and the maintenance of continuity of instruction. The leave shall not exceed the balance of the school semester in which it commences and one (1) additional semester.

The Board may extend any of the provisions of this section and any such extensions shall not set a precedent.

- C. Following the expiration of up to twelve (12) weeks of Family Medical Leave Act, (FMLA).The teacher may maintain insurance benefits by making timely payments of all premiums which may be due to the District's Business Office.
- D. A parental/child rearing leave may be granted to a non-tenured teacher under unusual circumstances by action of the Board, subject to all the conditions applicable to a tenured teacher, and provide the terms of such level shall not be considered in computing full-time employment under Section 24-11 of the ILLINOIS SCHOOL CODE for purposes of the continuous employment necessary to attain tenure. The granting of parental leave to any non-tenured teacher shall not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request shall be judged on its own merits and shall be within the sole discretion of the Board.
- E. Nothing in this policy shall be construed as requiring the teacher to utilize accumulated sick leave during any period of disability related to her pregnancy, the delivery of the child or the adoption or placement of the child. If a teacher exhausts accumulated sick leave, she shall be granted a leave of absence without pay or other benefits during such period of disability. Such teacher shall return to employment immediately following the termination of actual disability employment immediately following the

termination of actual disability.

- F. In the event of a stillbirth or death of a child within sixty (60) days of the date of birth, the Board may, in its discretion, permit the termination of a child-rearing leave upon the request of any teacher. The termination or non-termination of the leave shall be non-precedent setting with request by such teacher or any other teacher.
- G. Adoption. Leave of Absence of up to one year shall be granted to any teacher who becomes an adoptive parent. Written notification shall be given to the Superintendent as soon as placement date is known.

This section shall not be applicable if the adopted child is ten years old or older at the time the child is received.

9.2 General Leave of Absence

The Board may grant a leave of absence without pay to a tenured teacher for a period of up to one school year upon such terms and conditions as the Board may elect. The granting, withholding, or conditioning of such leave of absence shall be non-precedent setting with respect to any other request of such leave by such teacher or any other teacher.

ARTICLE X

PROMOTION, VACANCIES AND TRANSFER

- 10.1 The Board shall email members of the collective bargaining unit with a notice of any vacancy which occurs in the bargaining unit five (5) calendar days prior to filling such vacancy. As used herein, vacancy shall mean any full-time or regular part-time position the filling of which requires the employment of an additional employee not currently employed within the bargaining unit or having recall rights under the terms of this staff within the bargaining unit. During the summer when school is not in session, all vacancy notices, including extra-curricular will be emailed to members of the collective bargaining unit.

Vacancies shall be filled based on the Boards consideration of factors that include without limitation certification, qualifications, merit and ability and relevant experience. Seniority shall be considered only when all other factors are determined by the board to be equal. Posted vacancies may be permanently filled five (5) calendar days following the date of posting or notification.

- 10.2 To the extent possible, no changes in teacher's assignments will be made later than June 15, and IF a change is made after June 15, the teacher shall be notified within five (5) calendar days and have a right to a meeting with the Unit Superintendent at which meeting the Superintendent will explain the reasons for the change, but The Board of Education retains final discretion for all teacher assignments.
- 10.3 To the extent feasible, Teachers who are assigned to more than one school shall have their schedules arranged so that travel time does not infringe upon the traveling teacher's lunch period or preparation period. Teachers who are required to use their own transportation in the performance of their duties shall be reimbursed for all approved travel at current IRS/ROE rate as directed by the administration.

ARTICLE XI

TEACHER PAY DATES

- 11.1 Teachers will be paid on the 5th and 20th of the month. If the pay date falls on - Saturday or Sunday, paychecks shall be issued on the preceding Friday unless Friday is a school holiday; and in that event, paychecks shall be issued on Thursday.
- 11.2 New teachers shall have the option of receiving their pay on a nine (9) or twelve (12) month basis. Returning teachers must notify the Superintendent, in writing, of a change from nine (9) to twelve (12) month pay or from twelve (12) month to nine (9) month pay by September 1 of each school year. Otherwise, the pay periods will remain the same as the previous year for that teacher.
- 11.3 Teachers shall receive both paychecks on the 5th and 8th of the month during June, July and August. The checks will be dated as the 5th and 8th of the month
- 11.4 Each teacher shall have the option of having his/her paycheck electronically deposited into his/her bank account upon written request to the Superintendent. This written request shall remain in effect unless rescinded in writing by the teacher. These electronically deposited funds shall be available on the same business day as the pay date for teachers who do not receive their paychecks by direct deposit, as set forth in Article XII of the agreement, barring computer difficulty or other circumstances beyond the District's control. Each teacher that desires to have his/her paycheck electronically deposited into his/her account shall complete a "Direct Deposit Authorization Form" which provides the account information for the bank or financial institution designated to receive the direct deposit of the teacher's paycheck. An employee may normally change his/her electronic deposit account number upon written notification to the Superintendent at least ten (10) work days prior to a regular pay date.

ARTICLE XII

TUITION REIMBURSEMENT

- 12.1 In the event the School Board requests, in writing, that a teacher take a course or courses for the benefit of the School District, the School Board will reimburse that teacher for the cost of the tuition, required course supplies and fees, and mileage to and from the location where the course is being taught. Additional expenses not listed above shall be approved by the Board of Education.
- 12.2 Since teachers are required to attend workshops to keep their certification current, the School Board will pay for the cost of up to two workshops per year, reimburse the teachers for required supplies and fees, and pay mileage at the current IRS/ROE rate to and from the location of the workshops. The Superintendent must approve workshops in advance. Additional workshops may be approved if requested by the Superintendent.

ARTICLE XIII

TEXTBOOKS/CURRICULUM

- 12.1 Time will be made available during the school year for teachers of the same subject area or related subject areas in the primary, intermediate, junior high, and high school levels to meet for the purpose of recommending textbooks and planning and/or review of Curriculum Guides. The Board, upon recommendations of the Superintendent, may approve the purchase of all textbooks.

ARTICLE XIV

SUPPLEMENTAL PAY

- 14.1 The supplemental pay schedule shall be set forth in Appendix D, which is attached to and incorporated into this Agreement. Supplemental jobs are defined as any assignments that are in addition to the normal work schedule and/or that exceed the normal workday.
- 14.2 In addition, employees will receive an additional \$100.00 for each five (5) years of experience accumulated in an assignment. Assignments in the same category on the increment schedule will qualify for accumulation excluding class sponsors.
- 14.3 Supplemental Jobs - Payroll Procedures
Supplemental pay shall be added to the employee's salary and shall be paid in the paycheck each pay period, semiannually, or paid in one sum.

ARTICLE XV

TEACHER COMPENSATION

- 15.1 The Salary Schedule shall be as stated in Appendices A, B, and C which are attached to and a part of this agreement.
- 15.2 Horizontal advancement on the Salary Schedule(s) shall be effective at the beginning of each school year provided the teacher shall furnish the superintendent or his or her designee evidence of successfully completing such course(s) no later than September 1st of the year in which advancement is sought. Course work must be submitted in writing in advance to the Superintendent / Board of Education prior to enrollment, and must meet the criteria set forth below. Courses shall be taken in fully-accredited institutions of higher learning. Evidence of successful completion of the course shall be in the form of a transcript from the appropriate institution or a letter of completion in lieu of transcript until such time as a transcript becomes available.

CRITERIA FOR EDUCATION CREDIT ON SALARY SCHEDULE:

Bachelor's Plus

Education Credit (i.e., horizontal movement) on the salary schedule will be given only for course work completed after the date on which a Bachelor's degree was awarded in fields related to the practice of teaching or to the subject area of the teacher's assigned classes within the District. Reimbursement will only be provided for classes taken at McKendree, SIU Carbondale or Edwardsville, Eastern, or other institutions accredited by the Council for the Accreditation of Educator Preparation (CAEP). At least one of the following criteria must be met in order to receive credit on the salary schedule:

- Credit for course work in the specific teaching field in which the teacher is practicing or is qualified to teach, if the course is 400 or 500 level or above, or if the course is 300 level and is a required prerequisite course.
- Credit for course work that is in a University-approved program, approved in advance in writing by the Superintendent / Board, leading to a Master's Degree in education or a field of education.
- Credit for course work to pursue an additional endorsement in a core subject such as math, reading, science, or social studies, or specific teaching area etc., but only if approved in advance in writing by the Superintendent / Board, based on the needs of the District and/or the specific area of endorsement.

Master's Plus

Education Credit (i.e., horizontal movement) on the salary schedule will be given only for course work completed after the date on which a Master's degree was awarded. At least one of the following criteria must be met in order to receive credit

on the salary schedule.

- Credit for course work in the specific teaching field in which the teacher is practicing or is qualified to teach, if the course is 400 or 500 level or above.
- Credit for course work that is in a University-approved program, approved in advance in writing by the Superintendent / Board, leading to a Doctoral Degree in education or a field of education.
- Credit for course work in a University-approved program leading to a specialist's degree, but only if approved in advance in writing by the Superintendent / Board, based on the needs of the District and the specific area of specialization.

15.3 In addition to the basic salary set forth in the salary schedule (s) in Appendices A, B, and C of this Agreement, the Board shall remit for each teacher a sum equal to 0.098901 of the amount due such teachers pursuant to the Salary Schedule (s) to the State of Illinois Teachers' Retirement System, to be applied for the retirement account of such teacher. It is the intent of the parties by this Agreement to qualify these payments as "pick-up" contributions within the meaning of Section 414 (h) (2) of the Internal Revenue Code so as to be excludable from the gross income of all teachers. The teachers shall have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the State of Illinois Teachers' Retirement System.

No teacher shall have the option of choosing to receive the amounts contributed by the Board directly and the assumption and payment of the teachers' required contribution to the Illinois Teachers' Retirement System is a condition of employment made in order to secure the teachers' future services, knowledge, and experience.

The parties agree that in the event that the state of Illinois increases the percentages payable to the Teachers Retirement System for the employer or employees during the term of the new successor Agreement, the Union and the District will reopen their negotiations and bargain in good faith on the limited issues related to the provisions of Article XVI of the Agreement (TRS) and the negative financial impact of such legislative action on the District and/or the members of the teacher bargaining unit.

15.4 Each teacher shall be offered the opportunity to participate in a group health and major medical policy. The Board shall pay for the duration of this Agreement up to a maximum of \$425.00 per month toward the individual insurance premium on a twelve (12) month basis. Participation in such health and major medical insurance shall be subject to reasonable enrollment and other requirements of an insurance carrier.

- 15.5 The Association will be consulted and any proposed changes in coverage, benefits, the insurance provider, and/or premium amounts paid by the board will be negotiated. Only those changes agreed upon through negotiations will be implemented.
- 15.6 Employees who are eligible for Board paid health insurance under Article 16.4 may waive entitlement to insurance coverage and receive a monthly bonus payment of \$145.00 per month minus regular payroll deductions, for each month the employee waives insurance under this provision. The parties agree that any bonus paid under this provision shall constitute a monthly bonus and shall not be considered perpetual salary and shall not be placed on the salary schedule. The parties further agree that in the event the insurance carrier notifies the District that the District is subject to penalty due to an excessive number of employees who waive their insurance coverage with the insurance carrier, the District shall have the right to reduce the number of employee's waiving insurance coverage under this provision which removal shall be based on reverse order of seniority with the least senior employee removed first. Those employees notified that they may no longer waive coverage shall no longer receive the monthly bonus payment. Reenrollment in the insurance plan shall be subject to the insurance carrier's policies, rules and provisions.

The Board agrees to maintain a qualified IRS 125 Cafeteria Plan, which allows each employee the option of sheltering his/her share of the District's group health insurance premiums as well as other insurance premiums determined to be permissible by the parties under the plan.

- 15.7 In lieu of health insurance under Article 16.4 and in lieu of the monthly bonus payment under Article 16.6, the employee may direct the district to fund a qualifying 403(b) tax sheltered annuity in the amount of the monthly bonus payment established in Article 16.6 for each month the employee waives insurance and the bonus payment. Said employees may also choose to invest their own salary into a qualifying 403(b) annuity. The parties further agree that in the event the insurance carrier notifies the district that the district is subject to a penalty due to an excessive number of employees who waive their insurance coverage with the insurance carrier, the District shall have the right to reduce the number of employee's waiving insurance coverage under this provision which removal shall be based on reverse order of seniority with the least senior employee removed first. Those employees notified that they may no longer waive coverage shall no longer receive monthly annuity payment.

Any employee, regardless of whether they receive health insurance under Article 16.4, the monthly bonus payment under Article 16.6 or an annuity under this provision, Article 16.7, may participate in the 403(b) tax sheltered annuity by making salary contributions into said annuity, provided the employee timely enrolled during the open enrollment period each year. Any participating employee may change or end contributions in accordance with applicable federal, state and

local laws, rules and regulations and enrollment periods.

- 15.8 Longevity Payment: All full-time employees shall receive \$100.00 for each year the employee is at the end of the salary schedule and additional steps are not offered in the lane the employee is in and an additional \$100.00 for each year thereafter (1 year off = \$100.00; 2 years off = \$200.00; 3 years off = \$300.00, etc.).
- 15.9 The parties agree that in the event there are legislative or agency rule changes under the Patient Protection and Affordable Care Act (“ACA” or “Obamacare”) affecting the District’s health insurance benefits, or which would cause the District to pay an additional tax or employer penalty related to the Board-paid health insurance benefits provided in this Agreement, the health insurance provisions shall be reopened for renegotiation. Both parties agree to meet within thirty days of the effective date of the legislation or rules to renegotiate this provision. The parties also agree to meet to renegotiate this provision in the event that the District incurs any ACA penalty or tax under this Agreement. Such negotiations shall be for the purpose of retaining, to the maximum extent possible, the existing Board-paid health insurance benefits, while avoiding the employer penalty or additional tax to the District.

ARTICLE XVI

GRIEVANCE PROCEDURE

- 16.1 A. Any claim by the Association or a teacher that there has been a violation, misrepresentation or misapplication of the terms of this Agreement shall be a grievance.
- B. As used herein, the term “days” shall mean days on which the school Business Office is open district office/central office

- 16.2 The parties hereto acknowledge that it is usually most desirable for a teacher and the teacher's immediately involved supervisor to resolve problems through free and informal communication. If, however, the informal process fails to satisfy the teacher or the Association, a grievance may be processed as follows:

Step 1: The teacher or the Association shall present the grievance to the immediately involved supervisor within twenty (20) days of the occurrence of the grievance or within twenty (20) days of when such occurrence might reasonably have been ascertained. The grievance shall be in writing setting forth the nature of the occurrence, the specific provisions of the Agreement claimed to have been violated and the remedy requested. The immediately involved supervisor shall arrange for a meeting to take place within twenty (20) days after receipt of the grievance. The grievant may be accompanied to such a meeting by a representative and, if the Association is not the grievant or the grievant's representative, it shall also be advised at such meeting that they are entitled to have a representative there. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the supervisor's written response.

Step 2: If the grievance is not resolved at Step 1, then the teacher or the Association may refer the grievance to the Superintendent or designee within twenty (20) days after receipt of the Step 1 answer. The Superintendent or designee shall arrange with the Association representative for a meeting to take place within ten (10) days after receipt of the appeal. Within ten (10) days after such meeting, the teacher and the Association shall be provided with the response of the Superintendent or designee.

Step 3: If the Association is not satisfied with the disposition of the grievance at Step 2, the Association may submit the grievance to final and binding arbitration. The American Arbitration Association under the Streamlined Labor Arbitration Rules shall act as administrator of the proceedings. If a demand for arbitration is not filed within twenty (20) days of the date on which the Step 2 answer was due, then the grievance shall be deemed withdrawn.

- A. Neither the Board nor the Association 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.
- 16.3 If the Association and the Superintendent agree, Step 1 of the grievance procedure may be bypassed and the grievance brought directly to Step 2.
 - 16.4 If the Superintendent and the Association agree, a grievance may be submitted directly to Arbitration.
 - 16.5 Grievance involving an administrator above the building level may be initially filed at Step 2.
 - 16.6 A teacher may elect to be represented at any step of the grievance procedure. If the Association is not the grievant's representative, the Association shall have a right to be represented at all formal steps of the grievance procedure.
 - 16.7 No reprisals shall be taken by the Board or the Administration against any teacher because of the teacher's participation in a grievance.
 - 16.8 If no written response has been rendered within the time limits indicated by a step, then the grievance may be processed to the next step within twenty (20) days after the day by which the response was due.
 - 16.9 All records related to a grievance shall be filed separately from the personnel file of the teacher.
 - 16.10 A grievance may be withdrawn at any level without establishing precedent, provided that, if withdrawn, the grievance shall be treated as though never having been filed.

ARTICLE XVII

SEVERANCE/RETIREMENT

This article shall be reopened for reconsideration upon the written demand to bargain by either party provided that the District becomes subject to TRS penalties under this provision, or there are legislative changes impacting the current 3% threshold affecting employer contributions on year-to-year salary increases if pay hikes factor into the calculation of a teacher's initial pension. The parties mutually agree that should there be a legislative change impacting this section negotiation will be re-opened for both the 3% increase in TRS creditable earning and the post-retirement payment. The purpose of negotiating appropriate revisions is to assure that the retiring employee, to the maximum extent possible, shall receive the full dollar amount of the benefit as creditable earnings while avoiding TRS penalties that may arise due to the payment of benefits distributed under this provision. The express intent of this provision is to avoid TRS penalties to the District.

Retirement Incentive Program: The Board shall recognize the service of full-time teachers who have completed at least fifteen (15) years of full-time creditable service to Galatia Community Unit School District No. 1 immediately preceding retirement and who are eligible to receive regular retirement pension benefits through the Illinois Teachers' Retirement System.

A. Requirements to Qualify -- To be eligible for this benefit a teacher must comply with all of the following requirements and limitations.

1. Must be between fifty-five (55) and sixty (60) years of age by December 31 of the year of retirement or must be at least fifty-five (55) years of age by December 31 of the year of retirement with thirty-five (35) or more years of creditable service with the Illinois Teachers' Retirement System; and
2. Have a minimum of fifteen (15) years full-time teaching employment in Galatia School District No. 1.
3. Must submit an irrevocable letter of resignation for retirement four (4) years prior to the employee's final year of employment. During the pre-retirement period, the employee shall be removed from the salary schedule and will receive a 3% increase in TRS creditable earnings in each year of the pre-retirement period and be paid 103% of the previous year's TRS creditable earnings, which will be paid in equal installments over 12 months.

In addition, employees who submit an irrevocable letter of resignation for retirement four (4) years prior to the employee's final year of employment will receive a Post-Retirement Severance Payment of \$7,500. Such

payment shall be made within ten (10) days after the teacher's last workday and/or receipt of his/her last regular paycheck, whichever comes last. This severance payment will not be treated as creditable earnings under TRS.

4. The irrevocable letter of resignation for retirement must be filed on or before June 1 of the year prior to the pre-retirement period.
5. No teacher may participate in this retirement program unless they have sufficient service credit with the Illinois Teachers' Retirement System to exempt the employer from the payment of any penalty or other additional amount, to the Teachers' Retirement System.
6. The parties agree that a teacher's TRS creditable earnings shall not increase more than 3% per year in any year the teacher receives retirement benefits under this provision even if the teacher voluntarily agrees to perform additional duties that would increase his/her TRS creditable earnings above 3%. The District agrees that it will not involuntarily assign additional TRS paid duties to a teacher that is receiving these retirement benefits if the additional duties would cause the teacher's TRS creditable earnings to increase by more than 3%.
7. However, TRS creditable earnings including but not limited to extra-curricular, extended contracts, committee or grant work, etc. will not be calculated in any 3% salary increase if the teacher does not continue performing that work in any year the employee receives retirement benefits under this provision. For example, if a teacher's salary (\$50,000) included a \$1,500 extra-curricular stipend and the teacher did not perform that stipend work in his/her next year of employment, the teacher's retirement benefit under this provision will be \$1,455 ($\$50,000 - \$1,500 = \$48,500 \times 3\%$ salary increase = \$1,455) for a total TRS creditable earnings in that next year of employment of \$4955. ($\$48,500 + \$1,455 = \$49,955$).

ARTICLE XVIII

STUDENT DISCIPLINE

18.1 Student Discipline Procedure

The Board recognizes that the employee has the primary responsibility for the maintenance of discipline within his/her classroom. The Board also recognizes its responsibility to give assistance to the employee with respect to the maintenance of control and discipline in the classroom. The board agrees to assist teachers through administration utilizing the student handbook, board policy, Illinois School Code, and the principals of Senate Bill 100 as guides.

If a student is verbally or physically threatening, or causes significant disruption to the learning environment, the teacher may send students to the office. Administrative staff, or their designee will seek to work with the teacher, student and parent to resolve the issue. Once a disciplinary issue is referred to the office, the decision of the administrator of when the student can reenter the classroom and the consequence of the behavior shall prevail.

The district wide Hand Book Committee shall meet at least once a year to review and make recommendations concerning the district discipline policy. The bargaining unit shall have the opportunity to give input into the handbook before its adoption each year.

ARTICLE XIX

TEACHER EVALUATION, TERMINATION AND REDUCTION OF EMPLOYEES

19.1 Employee Evaluation

- A. Notification - Within one month after the beginning of school the building principal or immediate supervisor shall acquaint each employee under each principal's or supervisor's supervision with the evaluation procedures, standards, and instruments to be used in the evaluation. No formal evaluation shall take place until such orientation has been completed. An employee shall be notified at least one week in advance of a formal evaluation.
- B. Probationary Employees --- The employee shall be evaluated formally in writing at least once each year.
- C. Tenured Employee - The employee shall be evaluated formally in writing at least once every two years unless the employee receives a Needs Improvement or an Unsatisfactory summative evaluation In the year prior in which case the employee shall be evaluated the year after the Needs Improvement or Unsatisfactory summative evaluation.

Both parties agree to follow the PERA plan for the district.

Termination Procedures - Tenure Termination - The Board will comply with the following provisions in all tenure employee terminations. The termination of any tenured employee for any reason other than by a decision by the Board to decrease the number of employees employed shall be in accord with the following procedures:

- A. If the causes for termination are remediable, the employee shall be given reasonable warning in writing, stating specifically the causes which if not remedied will result in termination, however, no such written warning shall be required if the causes have been the subject of a remediation plan pursuant to Article 24-A of the School Code of Illinois.
- B. The appropriate administrator will have a conference and review the employee's personnel file with the employee and an Association representative if requested by the employee prior to the issuance of written notice of termination.
- C. The Board will provide the employee with a written notice that contains a

bill of particulars. Such notice shall be served upon the employee within five (5) days of the adoption of the motion. The effective date of termination shall be at [east sixty (60) days following the adoption of such notice.

19.2 Reduction in Force

- A. A Reduction in Force (RIF) Joint Committee may be established each year, which will consist of two (2) employees selected by the GEA, and two (2) members selected by the Board. The RIF Joint Committee must consider and may address only the matters specifically set forth in Section 24-12 C of the Illinois School Code.
- B. Each year the District will, in consultation with the Association, established a sequence of honorable dismissal list ("RIF list"), categorizing certified employees in one or more positions by their certification and qualifications, and placing certified employees on each position list in "groups" based on their performance evaluations, as set forth in Sections 24-12 (b) and (c) of the Illinois School Code.
- C. Copies of the sequence of honorable dismissal list ("RIF list") for certified employees shall be distributed to the Association at least seventy- five (75) calendar days prior to the end of the school term. Certified staff members will be honorably dismissed according to the sequence of honorable dismissal list ("RIF list") developed annually for certified employees.
- D. Recall shall be in reverse order of lay-off among those certified teachers eligible for recall under the School Code (Groups 3 and 4). Teachers eligible for recall (Groups 3 and 4) will be placed in the first available position for which they are qualified. Failure to respond within thirty (30) calendar days after the mailing of the Board's letter to recall sent by certified mail to the teacher's address on file with the Board recalling such teacher, shall result in termination of the teacher's rights of recall hereunder.

ARTICLE XX

PARENT COMPLAINTS

20.1 Any complaint deemed by the Board or Administration to justify investigation and/or subsequent action of any nature shall be brought to the immediate attention of the teacher involved. The bargaining unit and the Board of Education recognize there may be extenuating circumstances in some instances (student safety, legal proceedings, law enforcement investigation and etc.) where this suggestion may not be possible or advisable, under the specific scenario at hand.

20.2 Private conferences may be scheduled between:

- (1) Parent-Teacher-Building Principal;
- (2) Parent-Teacher-Superintendent or designee;
- (3) Parent-Teacher-Board-Administrator.

The teacher, or any of the parties to a conference, may, at their option, have representation as they desire at any of the above conferences.

ARTICLE XXI

EFFECT OF AGREEMENT

- 21.1 The Board and Association agree that in the application of this Agreement there shall be no discrimination in the hiring, training, assignment, promotion, transfer, or discipline of employees on the basis of race, creed, color, religion, national origin, sex, domicile, or marital status.
- 21.2 The Board shall carry out the commitments contained herein and give them full force and effect.
- 21.3 Any individual contract between the board and an individual teacher heretofore and hereafter executed shall be subject to and consistent with the terms and condition of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- 21.4 The parties acknowledge that during the negotiations resulting in this Agreement each has the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties and that the understanding and agreements arrived at by the parties after exercise of the right and opportunity are set forth in this Agreement. Therefore, the School district and the Association, for the life of this Agreement each agrees that the other shall not be obligated to bargain collectively with regard to any matter covered in this Agreement except as indicated in number six (6) below.
- 21.5 During the term of this Agreement the Board shall not lock out its employees and no employees covered by this Agreement, nor the Association, shall engage in a strike or slow-down against this Board except in support of contract modification demands as allowed by this Agreement.
- 21.6 The parties agree that payment to any employee pursuant to this Agreement shall be limited to the portion (if any) of such payment which does not cause the District to incur a TRS penalty or additional / increased employer contribution. The parties agree that any employee shall be responsible for providing and sharing information with the District regarding any retirement costs, penalties, and/or additional employer contribution and to provide proof to the District that the employee's retirement or other payments shall not cause a penalty or additional employer contributions to be imposed on the District, in order for the employee to be eligible for such payment.

Should any employee's retirement or other payments under any provision of this Agreement create a penalty or increased / enhanced employer contribution for the District, or should there be any other legislative or rule change impacting the current 3% threshold affecting employer contributions on year-to-year salary increases if pay hikes factor into the calculation of a teacher's initial pension, the

parties representatives will reopen the relevant provision of this agreement, and shall meet to discuss and agree to appropriate revisions to the relevant provisions. The express purpose of which shall be to ensure that future employees will continue to receive the value of the benefit – to the extent possible – while avoiding any penalty to the District for any future employee under that provision.

21.7 This Agreement shall be effective as of the first day of school in 2018-2019 and will continue in effect until the first day of school in 2021-2022.

IN WITNESS THEREOF:

FOR THE GALATIA EDUCATION
ASSOCIATION

FOR THE BOARD OF EDUCATION
OF COMMUNITY UNIT DISTRICT NO.1

Amy Richey, President

Tim Pribble, President

**SUPPLEMENTAL PAY SCHEDULE
2018-2022**

<u>Athletic Salaries</u>	
<u>Sport</u>	<u>Amount</u>
<u>Bass Fishing</u>	750.00
Baseball	1600.00
Softball	1600.00
Varsity Boys' Basketball	3000.00
Varsity Girls' Basketball	3000.00
Cheerleader	1450.00
Volleyball	1500.00
Athletic Director	4500.00
<u>Trap Shooting</u>	950.00
<u>Cross country</u>	1300.00
<u>Junior High School</u>	
Baseball	1450.00
Softball	1450.00
Boys' Basketball	2400.00
Girls' Basketball	2400.00
Cheerleader	1200.00
Girls' Volleyball	1250.00

- Assistant Coaches in all athletic areas may be added if deemed appropriate by the Board. The Board will set pay or reimbursement amount if a position is filled.
- Members of the collective bargaining unit will be given first opportunity to work ball games.
- Members of the collective bargaining unit shall be given first opportunity to apply for coaching positions.
- All Jr/Sr. high teachers are expected to participate in their relative grade levels as a sponsor for a class and/or associated activities ie. Prom, senior trip, 8th grade trip, fundraisers etc. Jr. High teachers will rotate within the Jr. High, and High

School teachers shall rotate within the High School. (7th, 8th freshman through senior class) this will be done on a rotating basis and/or assigned by the administration. Teachers may volunteer for sponsorships and activities prior to being assigned by administration.

- Members of the collective bargaining unit working basketball games shall receive \$30.00 per evening.
- Members of the collective bargaining unit accepting the responsibility for daily noon duty or daily lunchtime detention shall be paid \$725.00 for school year.
- Elementary Noontime Detention Supervision paid pro-rata of \$725.00 for detentions authorized and/or assigned by Principal.
- Teaching assignments outside the regular school day or school year (i.e. Homebound Instruction, Driver Education, Computer Lab Instructor, Extended Day Program Teachers, All after School Detention Supervision, Summer School Teacher etc.) will be compensated at a rate of \$20.00 per hour.

Class Sponsors (2)	Amount	Other Sponsors	Amount
Freshman	500.00	Scholar Bowl	650.00
Sophomore	500.00	WYSE	500.00
Junior	750.00	Yearbook	900.00
Senior	750.00	FFA	950.00
8th Grade	250.00	FCCLA	750.00
		H.S. Student Council	500.00
		FBLA	750.00
		Spelling Bee Coordinator	100.00
Elementary Drama	750.00	Elementary Yearbook	300.00
High Drama School	750.00	Beta	300.00

School year 2018-2019

600				
1,000				
STEP	BS	BS + 16	MS	MS + 16
0	34,075.00	35,075.00	36,075.00	37,075.00
	3,370.05	3,468.95	3,567.85	3,666.75
	37,445.05	38,543.95	39,642.85	40,741.75
1	34,675.00	35,675.00	36,675.00	37,675.00
	3,429.39	3,528.29	3,627.19	3,726.10
	38,104.39	39,203.29	40,302.19	41,401.10
2	35,275.00	36,275.00	37,275.00	38,275.00
	3,488.73	3,587.63	3,686.53	3,785.44
	38,763.73	39,862.63	40,961.53	42,060.44
3	35,875.00	36,875.00	37,875.00	38,875.00
	3,548.07	3,646.97	3,745.88	3,844.78
	39,423.07	40,521.97	41,620.88	42,719.78
4	36,475.00	37,475.00	38,475.00	39,475.00
	3,607.41	3,706.31	3,805.22	3,904.12
	40,082.41	41,181.31	42,280.22	43,379.12
5	37,075.00	38,075.00	39,075.00	40,075.00
	3,666.75	3,765.66	3,864.56	3,963.46
	40,741.75	41,840.66	42,939.56	44,038.46
600				
1,200				
6	38,275.00	39,275.00	40,275.00	41,275.00
	3,785.44	3,884.34	3,983.24	4,082.14
	42,060.44	43,159.34	44,258.24	45,357.14
7	38,875.00	39,875.00	40,875.00	41,875.00
	3,844.78	3,943.68	4,042.58	4,141.48
	42,719.78	43,818.68	44,917.58	46,016.48
8	39,475.00	40,475.00	41,475.00	42,475.00

	3,904.12	4,003.02	4,101.92	4,200.82
	43,379.12	44,478.02	45,576.92	46,675.82
9	40,075.00	41,075.00	42,075.00	43,075.00
	3,963.46	4,062.36	4,161.26	4,260.16
	44,038.46	45,137.36	46,236.26	47,335.16
10	40,675.00	41,675.00	42,675.00	43,675.00
	4,022.80	4,121.70	4,220.60	4,319.50
	44,697.80	45,796.70	46,895.60	47,994.50
600				
1,500				
11	42,175.00	43,175.00	44,175.00	45,175.00
	4,171.15	4,270.05	4,368.95	4,467.85
	46,346.15	47,445.05	48,543.95	49,642.85
12	42,775.00	43,775.00	44,775.00	45,775.00
	4,230.49	4,329.39	4,428.29	4,527.19
	47,005.49	48,104.39	49,203.29	50,302.19
13	43,375.00	44,375.00	45,375.00	46,375.00
	4,289.83	4,388.73	4,487.63	4,586.53
	47,664.83	48,763.73	49,862.63	50,961.53
14	43,975.00	44,975.00	45,975.00	46,975.00
	4,349.17	4,448.07	4,546.97	4,645.87
	48,324.17	49,423.07	50,521.97	51,620.87
15	44,575.00	45,575.00	46,575.00	47,575.00
	4,408.51	4,507.41	4,606.31	4,705.22
	48,983.51	50,082.41	51,181.31	52,280.22
16	45,175.00	46,175.00	47,175.00	48,175.00
	4,467.85	4,566.75	4,665.65	4,764.56
	49,642.85	50,741.75	51,840.65	52,939.56
17	45,775.00	46,775.00	47,775.00	48,775.00

	4,527.19	4,626.09	4,725.00	4,823.90
	50,302.19	51,401.09	52,500.00	53,598.90
18	46,375.00	47,375.00	48,375.00	49,375.00
	4,586.53	4,685.43	4,784.34	4,883.24
	50,961.53	52,060.43	53,159.34	54,258.24
19	46,975.00	47,975.00	48,975.00	49,975.00
	4,645.87	4,744.78	4,843.68	4,942.58
	51,620.87	52,719.78	53,818.68	54,917.58
20	47,575.00	48,575.00	49,575.00	50,575.00
	4,705.22	4,804.12	4,903.02	5,001.92
	52,280.22	53,379.12	54,478.02	55,576.92
600				
1,500				
21	49,075.00	50,075.00	51,075.00	52,075.00
	4,853.57	4,952.47	5,051.37	5,150.27
	53,928.57	55,027.47	56,126.37	57,225.27
22	49,675.00	50,675.00	51,675.00	52,675.00
	4,912.91	5,011.81	5,110.71	5,209.61
	54,587.91	55,686.81	56,785.71	57,884.61
23	50,275.00	51,275.00	52,275.00	53,275.00
	4,972.25	5,071.15	5,170.05	5,268.95
	55,247.25	56,346.15	57,445.05	58,543.95
24	50,875.00	51,875.00	52,875.00	53,875.00
	5,031.59	5,130.49	5,229.39	5,328.29
	55,906.59	57,005.49	58,104.39	59,203.29
25	51,475.00	52,475.00	53,475.00	54,475.00
	5,090.93	5,189.83	5,288.73	5,387.63
	56,565.93	57,664.83	58,763.73	59,862.63
26	52,075.00	53,075.00	54,075.00	55,075.00

	5,150.27	5,249.17	5,348.07	5,446.97
	57,225.27	58,324.17	59,423.07	60,521.97
27			54,675.00	55,675.00
			5,407.41	5,506.31
			60,082.41	61,181.31
28			55,275.00	56,275.00
			5,466.75	5,565.65
			60,741.75	61,840.65
29			55,875.00	56,875.00
			5,526.09	5,624.99
			61,401.09	62,499.99

School year 2019-2020

STEP	BS	BS + 16	MS	MS + 16
0	34,500.00	35,500.00	36,500.00	37,500.00
	3,412.08	3,510.99	3,609.89	3,708.79
	37,912.08	39,010.99	40,109.89	41,208.79
1	35,100.00	36,100.00	37,100.00	38,100.00
	3,471.43	3,570.33	3,669.23	3,768.13
	38,571.43	39,670.33	40,769.23	41,868.13
2	35,700.00	36,700.00	37,700.00	38,700.00
	3,530.77	3,629.67	3,728.57	3,827.47
	39,230.77	40,329.67	41,428.57	42,527.47
3	36,300.00	37,300.00	38,300.00	39,300.00
	3,590.11	3,689.01	3,787.91	3,886.81
	39,890.11	40,989.01	42,087.91	43,186.81
4	36,900.00	37,900.00	38,900.00	39,900.00
	3,649.45	3,748.35	3,847.25	3,946.15
	40,549.45	41,648.35	42,747.25	43,846.15
5	37,500.00	38,500.00	39,500.00	40,500.00
	3,708.79	3,807.69	3,906.59	4,005.49
	41,208.79	42,307.69	43,406.59	44,505.49
600				
1,200				
6	38,700.00	39,700.00	40,700.00	41,700.00
	3,827.47	3,926.37	4,025.27	4,124.17
	42,527.47	43,626.37	44,725.27	45,824.17
7	39,300.00	40,300.00	41,300.00	42,300.00
	3,886.81	3,985.71	4,084.61	4,183.51
	43,186.81	44,285.71	45,384.61	46,483.51
8	39,900.00	40,900.00	41,900.00	42,900.00
	3,946.15	4,045.05	4,143.95	4,242.85
	43,846.15	44,945.05	46,043.95	47,142.85

9	40,500.00	41,500.00	42,500.00	43,500.00
	4,005.49	4,104.39	4,203.29	4,302.19
	44,505.49	45,604.39	46,703.29	47,802.19
10	41,100.00	42,100.00	43,100.00	44,100.00
	4,064.83	4,163.73	4,262.63	4,361.53
	45,164.83	46,263.73	47,362.63	48,461.53
600				
1,500				
11	42,600.00	43,600.00	44,600.00	45,600.00
	4,213.18	4,312.08	4,410.98	4,509.89
	46,813.18	47,912.08	49,010.98	50,109.89
12	43,200.00	44,200.00	45,200.00	46,200.00
	4,272.52	4,371.42	4,470.33	4,569.23
	47,472.52	48,571.42	49,670.33	50,769.23
13	43,800.00	44,800.00	45,800.00	46,800.00
	4,331.86	4,430.76	4,529.67	4,628.57
	48,131.86	49,230.76	50,329.67	51,428.57
14	44,400.00	45,400.00	46,400.00	47,400.00
	4,391.20	4,490.11	4,589.01	4,687.91
	48,791.20	49,890.11	50,989.01	52,087.91
15	45,000.00	46,000.00	47,000.00	48,000.00
	4,450.55	4,549.45	4,648.35	4,747.25
	49,450.55	50,549.45	51,648.35	52,747.25
16	45,600.00	46,600.00	47,600.00	48,600.00
	4,509.89	4,608.79	4,707.69	4,806.59
	50,109.89	51,208.79	52,307.69	53,406.59
17	46,200.00	47,200.00	48,200.00	49,200.00
	4,569.23	4,668.13	4,767.03	4,865.93
	50,769.23	51,868.13	52,967.03	54,065.93

18	46,800.00	47,800.00	48,800.00	49,800.00
	4,628.57	4,727.47	4,826.37	4,925.27
	51,428.57	52,527.47	53,626.37	54,725.27
19	47,400.00	48,400.00	49,400.00	50,400.00
	4,687.91	4,786.81	4,885.71	4,984.61
	52,087.91	53,186.81	54,285.71	55,384.61
20	48,000.00	49,000.00	50,000.00	51,000.00
	4,747.25	4,846.15	4,945.05	5,043.95
	52,747.25	53,846.15	54,945.05	56,043.95
600				
1,500				
21	49,500.00	50,500.00	51,500.00	52,500.00
	4,895.60	4,994.50	5,093.40	5,192.30
	54,395.60	55,494.50	56,593.40	57,692.30
22	50,100.00	51,100.00	52,100.00	53,100.00
	4,954.94	5,053.84	5,152.74	5,251.64
	55,054.94	56,153.84	57,252.74	58,351.64
23	50,700.00	51,700.00	52,700.00	53,700.00
	5,014.28	5,113.18	5,212.08	5,310.98
	55,714.28	56,813.18	57,912.08	59,010.98
24	51,300.00	52,300.00	53,300.00	54,300.00
	5,073.62	5,172.52	5,271.42	5,370.32
	56,373.62	57,472.52	58,571.42	59,670.32
25	51,900.00	52,900.00	53,900.00	54,900.00
	5,132.96	5,231.86	5,330.76	5,429.66
	57,032.96	58,131.86	59,230.76	60,329.66
26	52,500.00	53,500.00	54,500.00	55,500.00
	5,192.30	5,291.20	5,390.10	5,489.01

	57,692.30	58,791.20	59,890.10	60,989.01
27			55,100.00	56,100.00
			5,449.45	5,548.35
			60,549.45	61,648.35
28			55,700.00	56,700.00
			5,508.79	5,607.69
			61,208.79	62,307.69
29			56,300.00	57,300.00
			5,568.13	5,667.03
			61,868.13	62,967.03

School year 2020-2021

STEP	BS	BS + 16	MS	MS + 16
0	34,925.00	35,925.00	36,925.00	37,925.00
	3,454.12	3,553.02	3,651.92	3,750.82
	38,379.12	39,478.02	40,576.92	41,675.82
1	35,525.00	36,525.00	37,525.00	38,525.00
	3,513.46	3,612.36	3,711.26	3,810.16
	39,038.46	40,137.36	41,236.26	42,335.16
2	36,125.00	37,125.00	38,125.00	39,125.00
	3,572.80	3,671.70	3,770.60	3,869.50
	39,697.80	40,796.70	41,895.60	42,994.50
3	36,725.00	37,725.00	38,725.00	39,725.00
	3,632.14	3,731.04	3,829.94	3,928.84
	40,357.14	41,456.04	42,554.94	43,653.84
4	37,325.00	38,325.00	39,325.00	40,325.00
	3,691.48	3,790.38	3,889.28	3,988.18
	41,016.48	42,115.38	43,214.28	44,313.18
5	37,925.00	38,925.00	39,925.00	40,925.00
	3,750.82	3,849.72	3,948.62	4,047.52
	41,675.82	42,774.72	43,873.62	44,972.52
600				
1,200				
6	39,125.00	40,125.00	41,125.00	42,125.00
	3,869.50	3,968.40	4,067.30	4,166.20
	42,994.50	44,093.40	45,192.30	46,291.20
7	39,725.00	40,725.00	41,725.00	42,725.00
	3,928.84	4,027.74	4,126.64	4,225.55
	43,653.84	44,752.74	45,851.64	46,950.55
8	40,325.00	41,325.00	42,325.00	43,325.00
	3,988.18	4,087.08	4,185.98	4,284.89
	44,313.18	45,412.08	46,510.98	47,609.89

9	40,925.00	41,925.00	42,925.00	43,925.00
	4,047.52	4,146.42	4,245.33	4,344.23
	44,972.52	46,071.42	47,170.33	48,269.23
10	41,525.00	42,525.00	43,525.00	44,525.00
	4,106.86	4,205.77	4,304.67	4,403.57
	45,631.86	46,730.77	47,829.67	48,928.57
600				
1,500				
11	43,025.00	44,025.00	45,025.00	46,025.00
	4,255.22	4,354.12	4,453.02	4,551.92
	47,280.22	48,379.12	49,478.02	50,576.92
12	43,625.00	44,625.00	45,625.00	46,625.00
	4,314.56	4,413.46	4,512.36	4,611.26
	47,939.56	49,038.46	50,137.36	51,236.26
13	44,225.00	45,225.00	46,225.00	47,225.00
	4,373.90	4,472.80	4,571.70	4,670.60
	48,598.90	49,697.80	50,796.70	51,895.60
14	44,825.00	45,825.00	46,825.00	47,825.00
	4,433.24	4,532.14	4,631.04	4,729.94
	49,258.24	50,357.14	51,456.04	52,554.94
15	45,425.00	46,425.00	47,425.00	48,425.00
	4,492.58	4,591.48	4,690.38	4,789.28
	49,917.58	51,016.48	52,115.38	53,214.28
16	46,025.00	47,025.00	48,025.00	49,025.00
	4,551.92	4,650.82	4,749.72	4,848.62
	50,576.92	51,675.82	52,774.72	53,873.62
17	46,625.00	47,625.00	48,625.00	49,625.00
	4,611.26	4,710.16	4,809.06	4,907.96
	51,236.26	52,335.16	53,434.06	54,532.96

18	47,225.00	48,225.00	49,225.00	50,225.00
	4,670.60	4,769.50	4,868.40	4,967.30
	51,895.60	52,994.50	54,093.40	55,192.30
19	47,825.00	48,825.00	49,825.00	50,825.00
	4,729.94	4,828.84	4,927.74	5,026.64
	52,554.94	53,653.84	54,752.74	55,851.64
20	48,425.00	49,425.00	50,425.00	51,425.00
	4,789.28	4,888.18	4,987.08	5,085.98
	53,214.28	54,313.18	55,412.08	56,510.98
600				
1,500				
21	49,925.00	50,925.00	51,925.00	52,925.00
	4,937.63	5,036.53	5,135.43	5,234.34
	54,862.63	55,961.53	57,060.43	58,159.34
22	50,525.00	51,525.00	52,525.00	53,525.00
	4,996.97	5,095.87	5,194.78	5,293.68
	55,521.97	56,620.87	57,719.78	58,818.68
23	51,125.00	52,125.00	53,125.00	54,125.00
	5,056.31	5,155.21	5,254.12	5,353.02
	56,181.31	57,280.21	58,379.12	59,478.02
24	51,725.00	52,725.00	53,725.00	54,725.00
	5,115.65	5,214.56	5,313.46	5,412.36
	56,840.65	57,939.56	59,038.46	60,137.36
25	52,325.00	53,325.00	54,325.00	55,325.00
	5,174.99	5,273.90	5,372.80	5,471.70
	57,499.99	58,598.90	59,697.80	60,796.70
26	52,925.00	53,925.00	54,925.00	55,925.00
	5,234.34	5,333.24	5,432.14	5,531.04
	58,159.34	59,258.24	60,357.14	61,456.04

27			55,525.00	56,525.00
			5,491.48	5,590.38
			61,016.48	62,115.38
28			56,125.00	57,125.00
			5,550.82	5,649.72
			61,675.82	62,774.72
29			56,725.00	57,725.00
			5,610.16	5,709.06
			62,335.16	63,434.06