

# Collective Bargaining Agreement 2023-2025



River Ridge Unit School District #210  
Board of Education

and the

River Ridge Education Association,  
IEA/NEA

Board of Education: Ratified March 21, 2022  
River Ridge Education Association: Ratified March 22, 2022

## **Article 1**

### **PREAMBLE**

The Board of Education of District #210, Jo Daviess County, Hanover, Illinois, hereinafter referred to as the "Board" and the River Ridge Education Association, hereinafter referred to as the "Association" recognize their common aim of providing the best education possible for the youth of the District. The Board, the administrative and supervisory staff, and the professional teaching personnel shall strive to attain this educational objective.

## **Article 2**

### **Recognition**

#### **Section 1.2**

The Board of Education of School District #210, Jo Daviess County, Hanover, Illinois, hereinafter referred to as the "Board" recognizes the River Ridge Education Association, affiliated with the IEA/NEA, hereinafter referred to as the "Association" as sole and exclusive negotiation agent for all regularly employed certified personnel, hereinafter referred to as teachers, except for the superintendent, assistant superintendent, principal, substitute teachers, aides, secretaries, custodians, bus drivers, and cafeteria workers.

#### **Section 2.2**

The Board recognizes the value of membership in the River Ridge Education Association, which is affiliated with the IEA/NEA, and encourages all faculty members to join and support this Association.

## **Article 3**

### **Teaching Conditions and Duties – Appendix A1**

#### **Section 3.1**

Every teacher shall be allowed all provisions of the Illinois School Code.

#### **Section 3.2**

If an annual agreement has been signed, a teacher shall be given written notice of his/her assignments for the forthcoming year no later than sixty (60) days preceding the last day of the present school term, if such assignment represents a major change in the teacher's teaching pattern, major change to include building change, loss of coaching assignments, or a new class in a minor field. In the event of scheduling difficulties, the teacher affected shall be notified promptly, the situation discussed, and, at the teacher's options, changed assignments may be made with the sixty (60) days preceding the last day of the present school term. In the event of an emergency, the teacher affected shall be notified promptly and changed assignments discussed.

#### **Section 3.3**

Each teacher shall be provided with one preparation period per school day.

- A. Special Education Teachers will be allowed a maximum of two (2) professional days for IEP preparation each semester.

### Section 3.4

District #210 teachers will be allowed two paycheck options:

- A. District #210 teachers will be paid on the 21<sup>st</sup> of each month. If the 21<sup>st</sup> falls on a weekend or holiday, then the teacher will be paid on the last working day before the 21<sup>st</sup> of each month.
- B. District #210 teachers will be paid twice each month (total of 24 per year). Payment to be made on the 6<sup>th</sup> and 21<sup>st</sup> of each month. If the 6<sup>th</sup> or 21<sup>st</sup> falls on a weekend or holiday, then the teacher will be paid on the last working day before the 6<sup>th</sup> or 21<sup>st</sup>.
- C. Teacher's choice of options shall be made on or before the first school day of the year.
- D. Direct Deposit is recommended.

### Section 3.5

**Pupil Problems:** The parties agree that the teacher has the primary responsibility for the maintenance of discipline within the classroom. The Board, however, recognizes its responsibility to reasonably support, and assist the teacher in the maintenance of control and discipline in the classroom.

### Section 3.6

**Study Hall Supervision:** The Board intends to continue to utilize personnel other than teachers for study hall supervision, only to provide a greater course offering for River Ridge students. The use of personnel other than teachers to supervise study halls will not result in the reduction in the number of teachers or in the level of employment for any teacher. For example, a three-quarters (3/4) time teacher would not be reduced to five-eighths (5/8) time by replacing him/her with someone who is not a teacher in a study hall.

## Article 4

### Teacher Compensation and Fringe Benefits

#### Section 4.1

Starting salaries shall be determined from updated salary schedule for initial placement.

- A. Salary of Teachers: Effective with the 2022-2023 school year the base starting salary for all first year teachers shall be \$44,015. The base salary shall increase by 5% for 2023-2024 and 2024-2025 school years.
- B. Teachers in years 0-9 within the River Ridge District shall receive a 6%, 5%, and 5% increase for 2022-2023, 2023-2024, and 2024-2025.
- C. Teachers beyond their 9<sup>th</sup> year of employment at River Ridge shall receive a 5%, 4%, and 4% increase for 2022-2023, 2023-2024, and 2024-2025.
- D. 2022-2023, 2023-2024, and 2024-2025 salary have been determined through negotiations between the RREA and School Board.
  - a. Salary credit for graduate courses: Teachers are eligible to receive an increase applied to their base salary upon attaining the following educational levels based on graduate coursework at an accredited college or university.
 

BS15 - \$4000	MA - \$4000	MA15 - \$2000	MA30 - \$2000
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- b. Part-time teachers will be limited to increases proportional to their employment.
- c. The salary for a teacher using the Retirement Incentive of Section 4.4 of this agreement will be determined in accordance with that section.
- E. If the level of employment of a teacher changes, such as a part-time position being expanded to full-time, the salary will be determined based on the salary the teacher would have been paid for the new position during the previous year.
- F. Extra Duty Schedule is Appendix A1. Salary shall be determined as indicated on schedule (Appendix A1).

## Section 4.2

### Educational/Salary Schedule Movement

- A. Masters/Graduate hours and program
  - a. All masters/graduate degree programs must be approved by the superintendent after presenting the “Degrees Program of Study”.
  - b. Only valid graduate level courses which improve the instructional abilities of the teacher will be accepted for future salary schedule advancement beyond the Master’s Degree column. The Superintendent shall be responsible for approving credits for advancement on the salary schedule. Teachers are required to seek prior approval of courses for salary schedule advancement. A decision of the Superintendent regarding the validity of any course for salary schedule advancement may be grieved.
  - c. Proper forms need to be filled out and signed by the Superintendent prior to registering for the course(s). Transcripts must be turned into the District office by first teacher attendance day of the school year that the courses are to be included on the salary schedule.

## Section 4.3

### Workshops/Conferences

- A. All workshops/conferences need principal approval.
- B. All non-ROE workshops are limited to one (1) per year. Exceptions upon request from administration.
- C. ROE classes are limited to six (6) hours previous to a Master’s Degree / Certificate.
- D. If the staff member is taking the workshop/conference for credit, Superintendent approval is needed. The staff member must pay all fees.
- E. Workshops/conferences approved by the administration without credit:
  - a. Mileage paid if school vehicle not available
  - b. Meals paid: one (1) day workshops – maximum \$10.00 (taxable income).
  - c. Meals paid: overnight – maximum \$40.00 /day.

- d. Registration/fees
- e. Expenditures may be adjusted upon administrative approval.
- f. Teachers seeking graduate credit must pay the tuition for the workshop/conference.

#### **Section 4.4**

##### **Retirement Incentive**

- A. The Board will provide a Retirement Incentive to those teachers who submit in writing their intention to retire by February 1<sup>st</sup> two (2) years prior to the planned retirement. A teacher may opt to provide only one (1) year notice and receive only one (1) year incentive. The Board may waive the notification deadline.
- B. A teacher receiving the Retirement Incentive will be given a six percent (6%) increase in salary above the salary received during the years prior to retirement. The six percent (6%) increase will include any raise derived from changes to the salary schedule due to collective bargaining. If allowed according to School Code.
- C. To receive the Retirement Incentive a teacher must be eligible to receive a retirement allowance from the Teachers' Retirement System of Illinois (TRS), must be able to collect TRS retirement and be employed in the District 15 years. Any teacher who reaches eligibility to receive a retirement allowance from TRS shall be able to receive the Retirement Incentive during his/her first year of eligibility if that is the conclusion of his/her service to the River Ridge District.
- D. The Retirement Incentive will be included in the retiring teacher's salary for his/her final year of service.
- E. If a teacher who is receiving the Retirement Incentive does not retire as had been intended, he/she must make arrangements with the Board to adjust his/her salary to the amount it would have been if the Retirement Incentive had not been given. The Board may require this adjustment to be completed by September 1<sup>st</sup> of the year in which the teacher had intended to retire.
- F. If the State of Illinois, by statute or regulation, limits the amount of a retirement incentive or requires additional payments by the Board if it gives a retirement incentive above the limit, then the River Ridge Retirement Incentive shall be reduced to the State limit. The maximum retirement incentive for River Ridge shall be six percent (6%) including normal steps. Or in accordance with the State of Illinois statute or regulations.

#### **Article 5**

##### **Association and Teacher Rights**

##### **Section 5.1**

**Personnel File:** Each teacher shall have the right, upon request, to review the contents of his/her own personnel file, in the presence of an administrator, with the exception of confidential college credentials.

##### **Section 5.2**

**Right to Representation:** When any teacher is required to appear before the Board concerning any matter, which could adversely affect the continuation of that teacher in his/her position of employment, salary, or any increments pertaining thereto, the teacher shall be entitled to have a representative of the Association present.

### Section 5.3

**Association Rights:** The Association shall be permitted to use the school building after obtaining administration approval for their meetings twenty-four (24) hour in advance and the use of the faculty room bulletin boards and teachers' mailboxes for posting and distribution of Association information.

### Section 5.4

**Changes to Existing Policies and Procedures:** Before the Board changes any existing policies or procedures, which affect the teacher's wages, hours or other conditions of employment, they shall notify the Association of any potential change. The Association may, within ten (10) days of notification, serve a written demand to bargain pursuant to the rules and regulations of the Illinois Educational Labor Relations Board.

### Section 5.5

**Changes to Status or Regulations:** Should the rights and privileges accorded teachers under the law and/or regulations be modified, the Board agrees to negotiate the impact of these modifications with the Association.

### Section 5.6

**Notice of Vacancies:** Staff will be notified of any positions that become available during the school year. These openings will be posted in the break rooms at least two (2) weeks before public notification. If the opening occurs thirty (30) days prior to the last day of the current school year, the posting for in-house and public may be concurrent.

## Article 6

### Professional Grievance Procedure

#### Section 6.1

**Definition:** Any claim by the Association, a teacher, or group of teachers that the rights of teachers have been impaired is a grievance.

#### Section 6.2

**Procedure:** The parties hereto acknowledge that it is usually most desirable for a teacher and his immediately involved administrator to resolve problems through free and informal communications. When requested by the teacher, the building representative may accompany the teacher to assist in the informal resolution of the grievance. If, however, such informal processes fail to satisfy the teacher or the Association, a grievance may be processed as follows:

- A. The teacher or the Association may present, within ten (10) working days, the grievance in writing to the superintendent or his designee. The administrator will arrange a meeting within ten (10) working days after the receipt of the grievance. The Association's representative, the aggrieved teacher, and the immediately involved administrator shall be present at the meeting. The superintendent shall provide a written answer to the aggrieved teacher and the Association within ten (10) working days after the meeting. This answer shall include the reason for the decision.
- B. If the grievance is not resolved by the superintendent, the teacher and/or the Association shall refer it to the Board of Education at their next regularly scheduled meeting or within thirty (30) calendar days. The Association's representative, the aggrieved teacher, and the immediately involved administrator shall meet with the Board of Education to discuss the grievance. The

Board shall give its written response to the grievance, stating the reasons for their decision within fifteen (15) working days following the meeting.

- C. If the Association is not satisfied with the disposition of the grievance at B, the Association may submit the grievance to final and binding arbitration through the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the B answer, then the grievance shall be deemed withdrawn.

### **Section 6.3**

**Fees:** The fees and expenses of the arbitrator shall be shared equally by the two parties.

### **Section 6.4**

**Representation:** The Board acknowledges the right of the teacher's and/or the Association's grievance representative to participate in the processing of a grievance at any level.

### **Section 6.5**

**No Reprisal Clause:** No reprisal shall be taken by the Board or the administration against a teacher because of his/her participation in a grievance.

## **Article 7**

### **Fringe Benefits**

#### **Section 7.1**

**Sick Leave, Professional Staff:** Each teacher is entitled to twelve (12) days of sick leave each work year, with unused leave accumulating to 360 days.

- A. Sick leave is interpreted to mean personal illness, quarantine at home, or illness or death in the immediate family or household. Up to three (3) days of sick leave may be used for funerals in the immediate family. Unusual situations may be brought to the attention of the superintendent for consideration and action.
- B. The immediate family will mean Employee's spouse, children, grandchildren, brothers, sisters, parents, grandparents, parents-in-law, grandparents-in-law, brothers-in-law, sisters-in-law, aunts and uncles (in-laws) and legal guardians. **Note:** Additional days may be requested for spouse or dependent children.
- C. A teacher may miss two (2) class periods (1 ½ hrs.) upon approval from principal for medical reasons, otherwise one (1) period without a leave request if the request is granted and covered. More than two (2) class periods (1 ½ hrs.) will then be considered either half (1/2) or one (1) full sick or personal day.

#### **Section 7.2**

##### **Sick Leave Bank**

- A. The Board of Education, in cooperation with the River Ridge Education Association (RREA), shall establish a Sick Leave Bank with record keeping by the school and the RREA.

- B. Members of the certified teaching staff shall donate a maximum of two (2) of their sick leave days to the bank at the beginning of each school year or upon signing a contract of employment with the District, whichever shall be later.
- a. Members who do not owe days to the bank shall donate two (2) of their sick leave days per year until they have ten (10) days in the bank. The donation would be one (1) day for a member with nine (9) days in the bank.
  - b. Members, who owe days to the bank, shall donate two (2) of their sick leave days per year until they have replaced the borrowed days or their employment at River Ridge ends. If a member leaves the District before their borrowed days are replaced, their salary will be adjusted for the days they have remaining.
  - c. After a teacher has taught full-time for fifteen (15) years in the River Ridge School District and has accumulated a minimum of seventy-five (75) sick leave days prior to the beginning of the next school year, said teacher shall be granted a one-time benefit of sick leave of 170 school days within TRS guidelines.
    - i. Any teacher that owes days to the Sick Bank must pay them when these additional days are given.
- C. A member of the certified teaching staff shall not withdraw days from the bank until he/she has exhausted all of his/her accumulated sick leave.
- D. When a member's sick leave days have been exhausted, he/she may use the number of days he/she has in the bank.
- E. When a member has exhausted the days he/she had in the bank, he/she may borrow up to a maximum of fifty (50) days per school year, provided that the member:
- a. Provides, upon Board request, a doctor's statement indicating the need for additional sick leave.
  - b. Provides, upon Board request, a doctor's statement indicating that upon returning to work he/she is able to perform his/her duties.
- F. When a member's employment at River Ridge ends, he/she may draw from the sick leave bank up to the number of days the member has contributed to the sick leave bank and has not used.

### Section 7.3

**Parental Leave:** Absence due to pregnancy related disability shall be treated as sick leave. The Board shall grant requests for parental leave-of-absence. The beginning and termination dates of the leave shall be determined by the teacher and his/her physician and a school appointed doctor as a consultant if so desired. Within any calendar year a teacher who returns from parental leave shall be reinstated to his/her former position.



#### **Section 7.4** **Family and Medical Leave**

Family and medical leave is available in one or more of the following instances:

- A. The birth and first-year care of a son or daughter.
- B. The adoption or foster placement of a child.
- C. The serious health condition of an employee's spouse, parent, or child.
- D. The employee's own serious health condition.

**Note:** Refer to River Ridge District Board Policy Manual ~ Section 5:185

#### **Section 7.5**

**Association Leave:** In the event that the Association desires to send a representative to local, state, or national conferences or on other business pertinent to Association affairs, the representative shall be excused without loss of salary for an aggregate total of four (4) days in any school year. The Association will pay the cost of the substitute at the current rate. The representative shall give at least five (5) days' notice of the Association business.

#### **Section 7.6**

**Paid Retirement:** The Board agrees to shelter the full pension to the Illinois Teachers' Retirement System on behalf of each certified employee, based on their current salary.

#### **Section 7.7**

##### **Insurance:**

- A. The Board will make a contribution to provide health insurance for all teachers employed half (1/2), full time equivalent, or more. No annuities or extra monies will be paid. Teachers who are married and are both employed at River Ridge may apply the amount of both of their single coverage premiums towards family coverage.
- B. The monthly Board contributions shall be single premium plus twenty-five percent (25%) of the difference between family insurance minus single premium for employees desiring: Single plus Spouse, Single plus Children, or Family Insurance. Teachers who are married and are both employed at River Ridge and select insurance above single coverage, only one teacher gets the twenty-five percent (25%) towards family insurance.
- C. If the single coverage health insurance premium increase is ten percent (10%) or more, either party may re-open negotiations on the premium issue only.
- D. Life insurance: \$25,000

#### **Section 7.8**

##### **Payroll Deductions**

- A. Withholding Tax for Certified Teachers: Federal Income Tax will be withheld on the basis of information furnished by the teachers on Form W-4.
- B. Other Deductions: When so authorized by the teacher in writing, deductions will be withheld for such items as professional dues, local dues, insurance, and other approved deductions.

## Article 8

### Personal Leave

#### Section 8.1

##### Guidelines

- A. The Board shall grant each teacher two (2) days of personal leave per year without loss of pay. Teachers may accumulate five (5) days of personal leave.
- B. Except in the case of an emergency, as determined by the superintendent, advanced notice of the necessity for personal leave shall be submitted at least twenty-four (24) hours, and sooner if possible, to the Superintendent or the Superintendent's designee. If substitutes are not available, the Administration may require that leaves be rescheduled.
- C. For the first and last student attendance days of the school year, personal leave shall not be used to extend summer vacation. The Superintendent may grant personal leave for those days, if the teacher's absence is reasonably unavoidable.
- D. At the teacher's option, personal leave in excess of three (3) days accumulated may be taken off or the teacher may elect to work and receive additional compensation equivalent to that normally paid substitute teachers. Upon retirement or the accrual of more than five (5) personal days, a teacher shall receive additional compensation equivalent to that normally paid substitute teachers for unused personal days or may request those days be turned into sick leave.

#### Section 8.2

**Leave of Absence:** Leaves of absence without pay may be granted to employees 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 School Board.

Each approved leave of absence shall be of the shortest possible duration required to meet the purpose for the leave consistent with a reasonable continuity of instruction for students. Leaves of absence without pay for more than two years may be granted to teachers according to the following conditions:

- A. Written requests for leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the School Board.
- B. Dates of departure and return must be acceptable to the Administration and determined prior to initiating the request.
- C. Leaves of less than one (1) month, if acceptable to and approved by the administration, will not require School Board approval or three (3) months' notice.
- D. Leaves may be granted for:
  - a. Advanced study leading to a degree at an approved university
  - b. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program

- c. Military service
- d. Other reasons acceptable to the School Board which will improve educational programs in the District.
- E. Employees on such leave may continue insurance benefits if they reimburse the District for any pro-rate costs of benefits for which they apply and are eligible.
- F. Employees shall advance on the salary schedule while on any approved leave of absence by working at least one hundred (100) days in any given school year in which a leave is effective.
- G. Employees shall earn seniority while on any approved leave of absence.
- H. "Dock Days" or Leave without Pay are not an authorized leave category but is described here to clarify the difference between approved leave and leave that is not approved. Employees are not allotted "Dock Days" and they do not represent a separate type of leave available to them. Because "Dock Days" are unauthorized, use of them may potentially lead to disciplinary action against an employee, up to and including discharge. Realizing there may be rare extraordinary circumstances which will be dealt with on a case by case situation.

#### **Section 8.2**

**Jury Duty:** In the event a teacher is summoned for jury duty, the period of time shall not be deducted from any leave. There shall be no loss in salary. The amount of pay received for jury duty, the teacher will turn over the check received to the District.

### **Article 9**

#### **Strikes**

#### **Section 9.1**

The Association agrees that it will not, during the period of this Agreement, directly or indirectly, engage in or assist in a strike.

### **Article 10**

#### **Teacher Evaluation: In compliance with PERA**

#### **Section 10.1**

Non-tenured teachers shall be evaluated a minimum of twice in each school term. Tenured teachers shall be evaluated at least once every two school terms.

#### **Section 10.2**

The administration shall attempt to provide the teacher with assistance to improve the quality of teaching and to eliminate any deficiencies noted in the evaluation.

#### **Section 10.3**

Evaluation procedures will be determined by Joint Agreement of the Administration and the RREA in accordance with State Code/Laws/Mandates.

## **Article 11**

### **Seniority**

#### **Section 11.1**

Additions to the seniority list will conform to the following rules:

- A. Seniority is the length of the teacher's service within the bargaining unit starting with the first day on which duties are performed. Part-time service of tenured teachers for a full school term will count as a full year of service. Leaves of absence will count as time in service.
- B. Ties within the seniority list will be broken only when there exists a need to resolve the tie. Evaluations will be used to determine position status. (PERA)

## **Article 12**

### **Recall**

#### **Section 12.1**

Any tenured teacher who has been dismissed for economic reasons, a reduction in force, declining enrollment, or the reduction or elimination of a program shall have recall rights as follows:

- A. Recall rights shall be in effect until the beginning of the third (3) school term following the teacher's dismissal.
- B. Recalled teachers shall have the accumulated sick leave, salary schedule position, and seniority they had when dismissed.
- C. The Board shall offer available positions to the most senior qualified teacher. Qualifications are to be determined at the time of recall according to the standards set by the State Board of Education.
- D. It shall be the teacher's responsibility to keep the District informed as to where he/she may be contacted and of any additional areas of qualification obtained.
- E. A teacher may elect to be passed over, in which case the teacher retains his/her position on the recall list and the Board will offer the position to the next most senior qualified teacher. Having chosen to be passed over for the position, the teacher forfeits his/her rights, under this Article, to that position, unless it should subsequently become available again. Then the teacher could again be offered the position according to the conditions of this Article.

## **Article 13**

### **Miscellaneous**

#### **Section 13.1**

**Savings Clause:** Should any Article, Section, or Clause of this Agreement be declared illegal by a court of competent jurisdiction, then those Articles, Sections, or Clauses affected thereby shall be deleted from this Agreement to the extent that they violate the law. The remaining Articles, Sections and Clauses shall remain in full force and effect.

## Article 14

### Duration of Agreement

#### Section 14.1


This Agreement replaces the previous Agreement between the Board and the Association and shall be effective as of July 1, 2022, and shall continue in effect until June 30, 2025.

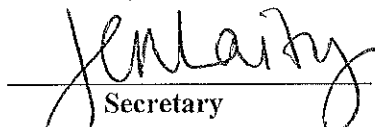
#### Section 14.2

This Agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties or is replaced by a Successor Agreement.


#### In witness thereof:

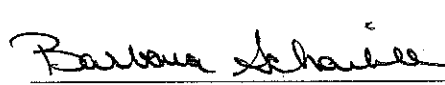
For the River Ridge  
Education Association

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

For the Board of Education  
River Ridge School District #210

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

## EXTRA DUTIES 2022-2023

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	Experience	Base														
2		\$44,015	1.0%	1.5%	2.0%	2.5%	3.0%	3.5%	4.0%	5.0%	6.0%	7.0%	9.0%	10.0%	12.0%	16.0%
3			1.00%	1.50%	2.00%	2.50%	3.00%	3.50%	4.00%	5.00%	6.00%	7.00%	9.00%	10.00%	12.00%	16.00%
4	0	Salary	\$440	\$660	\$880	\$1,100	\$1,320	\$1,541	\$1,761	\$2,201	\$2,641	\$3,081	\$3,961	\$4,402	\$5,282	\$7,042
5		TRS+salary	\$486	\$729	\$972	\$1,215	\$1,458	\$1,701	\$1,944	\$2,430	\$2,917	\$3,403	\$4,375	\$4,861	\$5,833	\$7,778
6		% of Base	1.17%	1.75%	2.33%	2.92%	3.50%	4.08%	4.67%	5.83%	7.00%	8.17%	10.50%	11.67%	14.00%	18.67%
7	5	Salary	\$514	\$770	\$1,027	\$1,284	\$1,541	\$1,797	\$2,054	\$2,568	\$3,081	\$3,595	\$4,622	\$5,135	\$6,162	\$8,216
8		TRS+salary	\$567	\$851	\$1,134	\$1,418	\$1,701	\$1,985	\$2,268	\$2,836	\$3,403	\$3,970	\$5,104	\$5,671	\$6,805	\$9,074
9		% of Base	1.33%	2.00%	2.67%	3.33%	4.00%	4.67%	5.33%	6.67%	8.00%	9.33%	12.00%	13.33%	16.00%	21.33%
10	10	Salary	\$587	\$880	\$1,174	\$1,467	\$1,761	\$2,054	\$2,347	\$2,934	\$3,521	\$4,108	\$5,282	\$5,869	\$7,042	\$9,390
11		TRS+salary	\$648	\$972	\$1,296	\$1,620	\$1,944	\$2,268	\$2,593	\$3,241	\$3,889	\$4,537	\$5,833	\$6,481	\$7,778	\$10,370
12		% of Base	1.50%	2.25%	3.00%	3.75%	4.50%	5.25%	6.00%	7.50%	9.00%	10.50%	13.50%	15.00%	18.00%	24.00%
13	15	Salary	\$660	\$990	\$1,320	\$1,651	\$1,981	\$2,311	\$2,641	\$3,301	\$3,961	\$4,622	\$5,942	\$6,602	\$7,923	\$10,564
14		TRS+salary	\$729	\$1,094	\$1,458	\$1,823	\$2,187	\$2,552	\$2,917	\$3,646	\$4,375	\$5,104	\$6,562	\$7,291	\$8,750	\$11,666
15																
16																
17	<u>Middle School</u>			<u>High School</u>												
18																
19	Eighth Grade		1%				Athletic Director			16%				Musical		4%
20	Student Council		2%				Football			10%				Assistant Musical		3%
21	Yearbook		3%				Assistant Football							Assistant Musical		3%
22	Drama		3%				Assistant Football			7%				Drama		5%
23	Assistant Drama		2%				Golf			7%				Assistant Drama		3%
24	Academic Bowl		3%				Volleyball			10%				Academic Bowl		5%
25	Football		6%				Assistant Volleyball			7%				Assistant Academic Bowl		3%
26	Assistant Football		6%				Freshmen Volleyball			7%				Instrumental Music - Marching		3%
27	Volleyball		6%				Boys Basketball			12%				Summer Band		Per Agreement
28	Assistant Volleyball		6%				Assistant Boys Basketball			9%				Vocal Music		1%
29	Boys Basketball		6%				Freshmen Basketball			9%				F.F.A.		1/9 of Salary
30	Assistant Basketball		6%				Girls Basketball			12%				AFS Club		1.5%
31	Girls Basketball		6%				Girls Assistant Basketball			9%				SADD		1.5%
32	Assistant Basketball		6%				Freshmen Basketball			9%				Student Council		2%
33	Track		3%				Cheerleader			9%				National Honor Society		1.5%
34	Assistant Track		2%				Pom Pon Squad			3.5%				Speech		5%
35	Cheerleader		3%				Baseball			3.5%				Senior Advisor		4%
36	Assistant Athletic Dir. (all supervision)		5%				Assistant Baseball			10%				Junior Advisor		4%
37	Assistant Athletic Dir. (partial supervision)		4%				Assistant Cross Country			7%				Sophomore Advisor		2%
38	Science Club		3%				Assistant Softball			7%				Freshmen Advisor		2%
39							Assistant Girls Track			7%				WYSE		2%
40							Assistant Boys Track			7%				Detention Supervisor		3%
41							Assistant Soccer			7%				Servant Leadership	DIV. BY 2	2%



	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	Experience	Base														
2		\$48,527	1.0%	1.5%	2.0%	2.5%	3.0%	3.5%	4.0%	5.0%	6.0%	7.0%	9.0%	10.0%	12.0%	16.0%
3			1.00%	1.50%	2.00%	2.50%	3.00%	3.50%	4.00%	5.00%	6.00%	7.00%	9.00%	10.00%	12.00%	16.00%
4	0	Salary	\$485	\$728	\$971	\$1,213	\$1,456	\$1,698	\$1,941	\$2,426	\$2,912	\$3,397	\$4,367	\$4,853	\$5,823	\$7,764
5		TRS+salary	\$536	\$804	\$1,072	\$1,340	\$1,608	\$1,876	\$2,144	\$2,680	\$3,216	\$3,752	\$4,823	\$5,359	\$6,431	\$8,575
6		% of Base	1.17%	1.75%	2.33%	2.92%	3.50%	4.08%	4.67%	5.83%	7.00%	8.17%	10.50%	11.67%	14.00%	18.67%
7	5	Salary	\$566	\$849	\$1,132	\$1,415	\$1,698	\$1,982	\$2,265	\$2,831	\$3,397	\$3,963	\$5,095	\$5,661	\$6,794	\$9,058
8		TRS+salary	\$625	\$938	\$1,251	\$1,563	\$1,876	\$2,188	\$2,501	\$3,126	\$3,752	\$4,377	\$5,627	\$6,253	\$7,503	\$10,004
9		% of Base	1.33%	2.00%	2.67%	3.33%	4.00%	4.67%	5.33%	6.67%	8.00%	9.33%	12.00%	13.33%	16.00%	21.33%
10	10	Salary	\$647	\$971	\$1,294	\$1,618	\$1,941	\$2,265	\$2,588	\$3,235	\$3,882	\$4,529	\$5,823	\$6,470	\$7,764	\$10,352
11		TRS+salary	\$715	\$1,072	\$1,429	\$1,786	\$2,144	\$2,501	\$2,858	\$3,573	\$4,287	\$5,002	\$6,431	\$7,146	\$8,575	\$11,433
12		% of Base	1.50%	2.25%	3.00%	3.75%	4.50%	5.25%	6.00%	7.50%	9.00%	10.50%	13.50%	15.00%	18.00%	24.00%
13	15	Salary	\$728	\$1,092	\$1,456	\$1,820	\$2,184	\$2,548	\$2,912	\$3,640	\$4,367	\$5,095	\$6,551	\$7,279	\$8,735	\$11,646
14		TRS+salary	\$804	\$1,206	\$1,608	\$2,010	\$2,412	\$2,814	\$3,216	\$4,019	\$4,823	\$5,627	\$7,235	\$8,039	\$9,647	\$12,862

<u>Middle School</u>																
17																
18																
19	Eighth Grade			1%												4%
20	Student Council			2%												3%
21	Yearbook			3%												3%
22	Drama			3%												5%
23	Assistant Drama			2%												3%
24	Academic Bowl			3%												5%
25	Football			6%												3%
26	Assistant Football			6%												3%
27	Volleyball			6%												3%
28	Assistant Volleyball			6%												3%
29	Boys Basketball			6%												3%
30	Assistant Basketball			6%												3%
31	Girls Basketball			6%												3%
32	Assistant Basketball			6%												3%
33	Track			3%												3%
34	Assistant Track			2%												3%
35	Cheerleader			3%												3%
36	Assistant Athletic Dir. (all supervision)			5%												2%
37	Assistant Athletic Dir. (partial supervision)			4%												3%
38	Science Club			3%												2%
39																
40																
41																
<u>High School</u>																
	Athletic Director			16%												Musical
	Football			10%												Assistant Musical
	Assistant Football			7%												Assistant Musical
	Assistant Football			7%												Drama
	Golf			7%												Assistant Drama
	Volleyball			10%												Academic Bowl
	Assistant Volleyball			7%												Assistant Academic Bowl
	Freshmen Volleyball			7%												Instrumental Music - Marching
	Boys Basketball			12%												Summer Band
	Assistant Boys Basketball			9%												Vocal Music
	Freshmen Basketball			9%												F.F.A.
	Girls Basketball			12%												1/9 of Salary
	Girls Assistant Basketball			9%												AFS Club
	Freshmen Basketball			9%												SADD
	Cheerleader			3.5%												Student Council
	Pom Pon Squad			3.5%												National Honor Society
	Baseball			10%												Speech
	Assistant Baseball			7%												Senior Advisor
	Assistant Cross Country			7%												Junior Advisor
	Assistant Softball			7%												Sophomore Advisor
	Assistant Girls Track			7%												Freshmen Advisor
	Assistant Boys Track			7%												WYSE
	Assistant Soccer			7%												Detention Supervisor
																Servant Leadership DIV. BY 2