

CONTRACT BETWEEN

**ANNA ELEMENTARY
DISTRICT NO. 37**

AND

**ANNA ELEMENTARY EDUCATION
ASSOCIATION,
IEA/NEA**

2022-2023

2023-2024

2024-2025

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ARTICLE I

Recognition

1.1 Recognition

The Board of Education of District No. 37, Union County, Illinois (hereinafter referred to as the "Employer" or the "Board") recognizes the Anna Elementary Education Association-IEA-NEA (hereinafter referred to as the "Association" or the "Union") as the sole and exclusive bargaining representative for all regularly employed full-time and part-time certified (licensed) employees and all full-time and regularly employed part-time non-certified (non-licensed) employees, exclusive of the Superintendent, all Principals, the Superintendent's secretary, the District Bookkeeper, the Board Treasurer, Information Technology (IT) employees, and all supervisory, managerial, confidential, and short-term employees, as defined by the Illinois Educational Labor Relations Act.

1.2 Part-time Benefits

Part-time teachers will receive all the contractual rights provided by this agreement and all benefits will be provided on a pro-rata basis unless otherwise specified.

1.3 Management Rights

The Board reserves unto itself, without limitation, all powers, rights and authority, duties and responsibilities conferred and vested in it by the laws of the Constitution of the State of Illinois and of the United States. The exercise of the foregoing powers, rights, authority, duties, and responsibilities of the Board and by the Board in adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Illinois and the Constitution and laws of the United States.

ARTICLE II

Employee and Association Rights

2.1 Right to Organize

Employees shall have the right to organize, join, and assist the Association and to participate in professional negotiations with the Board. The Board shall not discriminate against any employee with respect to hours, wages, terms, and conditions of employment for reasons of his or her membership in the Association, participation in negotiations with the Board, or the institution of a grievance, complaint, or proceeding under this Agreement. Employees shall also have the right to refrain from these activities and the Association shall not discriminate or retaliate against an employee for refraining from any such activity.

2.2 Personnel File

An employee may examine his or her personnel file at any time that is mutually convenient for himself or herself and the Superintendent. An employee shall have the right to attach an explanation to any materials that are placed in his or her personnel file. Each employee shall

receive a copy of each item placed in his or her personnel file by the administration at the time of placement.

Any time a FOIA request is made by a third party and the District releases said materials held within an employee's personnel file to that third party, the employee shall be notified within 3 business days of the request and by whom the request was made. Employees shall be given a copy of all documents given to a third party, naming the third party at the time they are released.

2.3 Rules and Regulations

All policies, regulations, and work rules of the Employer will be available to the Association upon request. Copies of employee handbooks and Board Policy manuals shall be available in each building. Changes in existing regulations and rules shall be made known to Employees. All changes which are related to wages, hours, and working conditions, either in a direct way or by impact and if a mandatory subject of bargaining shall be communicated to the employees and Association president prior to implementation.

2.4 Employee Discipline

Any employee who has reason to believe that any meeting requested by the Board or administration may be disciplinary in nature, or may result in discipline, shall be entitled to have an Association representative present. The role of the Association representative is to assist the employee; the representative may also attempt to clarify the facts or suggest other individuals who may have knowledge of them. The Board or administration retains the right to insist on hearing the employee's own account of the matter under investigation.

Employee discipline shall be fair and reasonable, and enforcement of such shall be progressive.

The parties agree the concept of progressive discipline is designed to provide a structure, corrective action process to improve and prevent a recurrence of undesirable employee behavior or performance.

Outlined below are the steps of the District's progressive discipline policy and procedure. The Board and administration reserve the right to combine steps or to skip steps, depending on the nature of the offense and the facts of each situation. The level of disciplinary intervention may also vary based on circumstances.

Progressive discipline should include the appropriate intervention(s) from the following:

1. Oral warning(s) and directive(s)
2. Written reprimand(s) and directive(s)
3. Suspension with pay for up to five (5) days
4. Suspension without pay for up to five (5) days
5. Suspension without pay for up to thirty (30) days
6. Discharge

Factors that will be considered by the Board and administration include but are not limited to the nature of the misconduct, the employee's prior discipline record, whether the offense is repeated despite previous coaching, counseling or training, the employee's overall work record, and the

impact the conduct and performance issues have on the District's operations and the learning environment.

2.5 Association Matter - Board Agenda

The Board shall place the Association on the agenda of each regular Board meeting. The Association president or designee shall indicate whether the comments are most appropriate during the "Visitor and Correspondence" portion or the "New Business" (with three school days' notice) of the Agenda. The Association shall be allowed to request agenda items for the Board of Education meeting.

2.6 Access Information

Upon request by the president of the Association, the Board shall provide one (1) copy of the following information to the president or designee of the Association:

1. Written notice of all regular and special meetings of the Board and a copy of the agenda or statement of the purpose of the meeting at least twenty-four (24) hours prior to the scheduled time of the meeting.
2. All open session approved Board minutes. Tentative minutes will be posted.
3. The Annual Budget - ISBE FORM 50-36
4. The Annual Financial Report - ISBE FORM 50-35
5. Prior to negotiations and upon request to the Superintendent, the Association will be given paper and digital copies of the current non-certified salary schedule and the current certified salary schedule, and be notified of salary schedule placement for each employee.

2.7 Meetings, Notices, and General Information

The Association may request and shall not without reason be denied the following:

1. The use of school buildings for meetings. Meetings are to be held after regular school hours and time spent at the meeting will not be considered paid time. The Association shall provide a tentative meeting schedule to the superintendent for approval and designate a member to be responsible for the building. In the event that additional meetings are required, the Association shall request permission from one of the building's available administrators.
2. The use of employee mailboxes and a designated school bulletin board for the purposes of internal communications;
3. The use of the school equipment, typewriters, duplicating, and photocopying machines.
4. During the district's first teacher institute, the district shall designate a one-hour portion of the agenda to the AEEA for a start-of-year meeting. During this designated meeting, all employees shall be free to attend regardless of work duties.

2.8 Dues Deduction

This Board shall deduct from the employee's pay the current annual dues of IEA-NEA, provided that the Board has an employee-executed authorization for continuing dues deduction. The amount shall annually be certified by the Association. The authorization shall remain in effect from year to year, except that the employee may revoke it by September 1 of any year. The employee may also revoke it when employment with this district ceases.

In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel. The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs.

ARTICLE III

Grievance Procedure

3.1 Definitions

A grievance shall be any allegation by the Association, an Employee, or group of Employees concerning misapplication or interpretation of this agreement.

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

3.2 Procedures

The parties acknowledge that an Employee and the Employer may resolve problems through free and informal communications. However, a grievance shall be filed within ten (10) days of the event or knowledge of the event, which gave rise to the alleged grievance.

STEP I - The grievant may present the grievance in writing (Appendix A) to the immediately involved supervisor, who will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The Association's building representative, the grievant, and the immediately involved supervisor shall be present for the meeting. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the supervisor's written response, including the reasons for the decision.

STEP II - If the grievance is not resolved at Step I, then the Association may refer the grievance to the Superintendent or the Superintendent's official designee within ten (10) days after receipt of the Step I answer. The Superintendent shall arrange, with the Association representative, for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent's written response, including the reasons for the decision.

STEP III - If the Association is not satisfied with the disposition of the grievance at Step II, the Association may submit the grievance to final and binding arbitration. If a demand for arbitration is not filed with the Employer within thirty (30) days of the date of the Step II answer, then the grievance shall be deemed withdrawn. If the parties cannot agree on an arbitrator, the demand shall be submitted to the American Arbitration Association, which shall act as the administrator of the proceedings.

The arbitrator will have no power to alter the terms of this agreement or by his/her recommendation, add to or subtract from the provision of this agreement.

The arbitrator's decision will be based upon his/her interpretation of the meaning or application of the provisions of this agreement.

3.3 Bypass

By mutual agreement, any step of the grievance procedure may be bypassed.

3.4 Class Grievance

Class grievances involving one or more Employees or one or more supervisors, and grievances involving an administrator above the building level may be initially filed by the Association at Step II.

3.5 Release Time

Should an arbitration hearing held during the school day require that the grievant/representative be released from their regular assignment, they shall be released without loss of pay or benefits. Witnesses shall also be released for the period of actual testimony.

3.6 Filing of Materials

Grievance decisions shall not be filed in the personnel files of the Employees.

3.7 Grievance Withdrawal

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

3.8 No Written Response

If no written decision has been rendered within the time limits indicated by a step, then the grievance shall automatically be advanced to the next step.

3.9 Arbitration

The Voluntary Labor Arbitration Rules of AAA shall be used.

3.10 Costs

The fees and the expenses of the arbitrator shall be shared equally by the parties.

3.11 Postponement

If only one party requests the postponement of an arbitration hearing, that party shall bear the cost of such postponement.

3.12 Settlement

By mutual agreement, a grievance may be settled at any step without establishing precedent.

3.13 Grievance Forms

All grievance forms shall be mutually developed and agreed to by the parties. (See attached Form)

ARTICLE IV

No Strike

4.1 No Strike

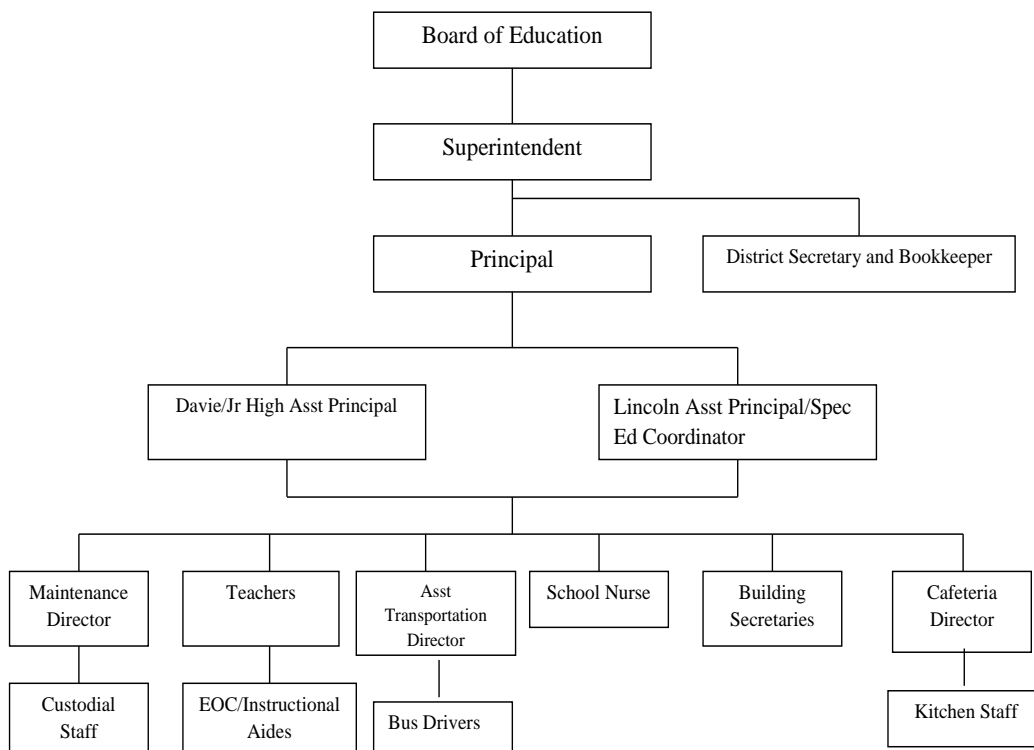
The Association, bargaining unit members, officers, agents, and members agree and understand that there will be no strike or withholding of service during the term of this agreement.

ARTICLE V

Working Conditions

5.1 Organizational Structure

If the superintendent, Building Principal, or other administrator is temporarily unavailable, the succession of authority and responsibility will be determined and designated by the Superintendent or building level administrator.



5.2 School Calendar

An employee advisory committee made up of the Association president and an Association representative from each learning center shall make recommendations to the Administration in January. The Superintendent shall provide the Association president or designee with a tentative school calendar for the upcoming school year. The Superintendent will communicate the Association's views regarding the tentative calendar to the coordinating Union County school districts, and will take all such feedback into consideration in establishing the Anna District #37 school calendar for the recommendation to the School Board for official adoption.

5.3 Length of Employee Work Day

The length of the Work Day and Work year for each category of employment are defined as follows:

Certified Faculty: Certified employees are required to work 180 days a year. The length of the regular work day shall be 7 ¼ hours (currently 8:00 a.m. to 3:15 p.m.), including a regularly scheduled preparation period and duty-free lunch. In addition, certified employees shall remain on duty at least fifteen (15) minutes after student dismissal, except on days of staff meetings. On early dismissal days, unless faculty meetings or programs are scheduled, certified employees may leave fifteen (15) minutes after student dismissal. Certified employees on bus duty will remain on duty until the buses have left the school grounds. Certified employees will be expected to attend open house or back-to-school events unless approved absence is granted by administration. Teacher institutes, including the ROE institute, are paid full days. Parent/teacher conferences are scheduled for two evenings during the week. Each evening counts as a half-day worked. Appropriate faculty and/or staff are expected to attend these scheduled events. Failure to attend or follow leave procedures can result in administrative action.

Aides: There are currently 4 different lanes/categories of paraprofessionals. Aides are required to work 177 days a year. The length of the regular workday shall be 7 ¼ hours, not including a duty-free lunch.

Secretary: Secretaries are required to work 190, 200, 205, or 210 days a year. The length of the regular workday shall be 7 hours, not including a duty-free lunch.

School Nurse: The School Nurse is required to work 185 days a year. The length of the regular workday shall be 7 ½ hours, including a daily lunch period, for which the nurse shall be “on-call”.

Cafeteria Director: The Cafeteria Director is required to work 180 days a year. The length of the regular workday shall be 7 hours, not including a duty-free lunch.

Cook: Cooks are required to work 178 days a year. The length of the regular workday shall be 6 ½ hours, not including a duty-free lunch.

Maintenance Director: The Maintenance Director is required to work 260 days a year. The length of the regular workday shall be 8 hours, not including a duty-free lunch.

Custodian: Custodians are required to work 260 days a year. The length of the regular workday shall be 8 hours, not including a duty-free lunch.

Bus Driver: Bus Drivers are required to work 176 days a year. The length of the regular workday shall be 4 hours.

Custodian/Bus Driver (BUSTODIAN): Employees who perform regular duties of both categories, and receive the full salary of both categories, work 260 days a year as a custodian, with 176 of those days also as a bus driver. The length of the regular workday on days performing both duties shall be 10 hours, which is 8 hours as a custodian and 2 hours as a bus driver, not including a duty-free lunch. The length of a regular workday on days only performing custodian duties is 8 hours, not including a duty-free lunch.

Aide/Bus Driver: Employees who perform regular duties of both categories, and receive the full salary of both categories, work 177 days as an aide, with 176 of those days also as a bus driver. The length of the regular workday on days performing both duties shall be 9 ¼ hours, which is 7 ¼ hours as an aide and 2 hours as a bus driver, not including a duty-free lunch. The length of a regular workday on days only performing aide duties is 7 ¼ hours, not including a duty-free lunch.

5.4 Preparation Periods

Junior High School teachers shall be entitled to not less than one (1) unassigned planning period each day. Teachers in charge of elementary classrooms are entitled to a preparation period. Preparation periods shall take place during the regularly scheduled class periods.

5.5 Class Size

The Board agrees to attempt to balance and maintain reasonable size of classes, study halls, and other supervisory stations. Any teacher who feels his or her class load is detrimental to the educational process may present a written appeal to the administration for review of the problem.

5.6 Notification of Assignments

All employees shall be given notice of their tentative assignments for the forthcoming school year by the last week of school if at all possible but no later than June 30. In the event changes in such assignment are proposed, the employee affected shall be notified promptly. In no event shall changes in the teacher's assignments be made later than August 5th, preceding the commencement of the school term, unless an emergency situation exists.

5.7 Extracurricular Activities

Employment in extracurricular activities shall be on a voluntary basis, unless an emergency exists. Proper compensation will be made to the Employee as set forth in the extra-duty stipends (Appendix D). Employment in these activities will be on a yearly basis. By April 15 of each school year, the athletic director or assistant athletic director will establish which employees wish to continue in their present position(s). Should an employee decide not to continue, he/she will tender his/her resignation by April 15. All openings, including any positions filled by persons outside the district, shall be posted at all three schools as of May 1. The district may seek to employ volunteers outside the district after May 1; however, if other factors are equal, preference will be given to qualified employees.

5.8 Simultaneous Responsibility Limitation

A teacher shall not be asked to assume the responsibility of another teacher's students simultaneously with his or her own students unless an emergency exists or unless he/she volunteers to do so.

5.9 Assistance for Student Control and Discipline

Teachers will be involved in developing the district discipline policy.

The primary responsibility for discipline in the teacher's assignment rests with the teacher. As the need arises, the employer will support and assist the employee with respect to the maintenance of control and discipline of the students. The employer or its designated representatives shall take reasonable steps to assist the employee with responsibility in respect to students who are disruptive or who repeatedly violate rules and regulations. Employees may not use physical force with a student unless it is necessary to protect themselves, fellow employees, an administrator, the student himself, or another student from attack, physical abuse, or injury, or to prevent damage to district property.

5.10 Reduction in Force (RIF) and Recall of Teachers

In the event of a decision by the Board to decrease the number of teachers employed, or to discontinue some particular type of teaching service, the Board of Education will comply with the Illinois School Code Section 24-12 regarding involuntary reduction in force ("RIF"). Following a reduction in force, should a teacher resign and a vacancy occur, or should the Board decide to increase the number of teachers creating a new or vacant position during a period of two (2) years from August 1 following the date of notice of reduction in teaching staff, the Board shall offer positions of reemployment to those teachers who were removed or dismissed during the reduction in force, in accordance with the sequence and procedures set forth in the *Illinois School Code Section 24-12*, and provided that the teacher is certified for the position that has become open and is eligible for recall under School Code. Failure to respond to an offer to recall will relinquish further recall rights.

5.11 ESP Reduction in Staff and Recall Procedure

This section is applicable whenever the Board of Education decides to decrease the number of educational support personnel or discontinue some particular type of educational support service and, as a result of that action, an educational support employee is removed, dismissed, or his or her hours are reduced.

The Board shall use a seniority list to determine the order of dismissal or removal. The seniority list, categorized by positions, shows the length of continuing service of each full-time educational support employee. The employee with the shorter length of continuing service within the respective category of position shall be dismissed first.

Except as provided below, written notice will be given the employee by certified mail, return receipt requested, at least 30 days before the employee is removed or dismissed, or his or her hours are reduced, together with a statement of honorable dismissal and the reason therefore if entering into a contract with a third party for non-instructional services. The prior written notice will be shortened to at least 5 days before an employee's hours are reduced as a result of an unforeseen reduction in the student population.

Any vacancies for the following school term or within one calendar year from the beginning of the following school term, shall be offered to the employee so removed or dismissed from that category of position provided they are qualified to hold such positions.

5.12 Classroom Requisitions

- A. Teachers may request classroom materials and/or classroom items through the requisition process. Procedures and expectations of said process shall be defined and disseminated by the superintendent.
- B. Failure to correctly and/or completely fill out all paperwork required in the requisition process may impact whether a requested item is purchased. If an error is found or a change must occur, the teacher shall have a designated window of opportunity to communicate with the superintendent about possible solutions.
- C. Teachers shall receive a list of approved purchases from the superintendent. At the earliest opportunity, the superintendent shall communicate what minimum amount was possible for each teacher. Purchases above and beyond that minimum amount will be determined on a case-by-case basis.
- D. Teachers should make a copy of budget requests and/or purchase orders prior to turning them into the district office.
- E. On or before the first teacher institute date of each school year, teachers shall receive a final copy of budget sheets along with, if applicable, notice and justification as to why items could not be purchased.

5.13 General Supply Allowance

Classroom teachers will be allowed an equitable amount annually, for the purchase of ordinary supplies for the school year. The administration may approve exceptions to the amount in unusual circumstances.

5.14 Posting of Positions and Extracurricular Assignments

When a position in the district becomes available, the information concerning the position will be posted in some form so that all currently employed personnel will be aware of the opening. Such postings shall contain the following information: Type of work, location of work, and anticipated time of shift. Job descriptions and minimum requirements for each position are available online. Internal posting must occur before external posting. In the event of an emergency, such as a mid-year vacancy, a simultaneous posting may occur.

If the hiring for a position creates availability of another position in the district, the position will also be posted.

If positions become available during the summer vacation period, the Superintendent will notify the AEEA president or representative concerning the openings. The AEEA president will be responsible for notifying members concerning the openings. School personnel may apply for these openings by contacting the Superintendent in writing 7 days from notification to the president or representative. If any positions become available August 1 to the start of school, the Superintendent will not need to notify the association or wait a certain amount of days unless the Superintendent desires.

5.15 Probationary Period for ESP's

Non-certified staff will be hired on a 90-day probationary period. Custodians will have a one-year probationary period. Probationary personnel can be evaluated twice within the 90-day probationary period. Custodians shall be evaluated at least once during the probationary

period. New employees may be dismissed at any time during the probationary period, without recourse, at the discretion of the administration.

5.16 Voluntary Transfers

School personnel may apply for all positions when they initially are posted as vacant. Internal applicants will be guaranteed an interview if they are deemed qualified for the position desired.

In the event the internal applicant is not chosen for the desired position, the employee can request an explanation.

At any time throughout the year, an employee may submit a letter of interest for a transfer to a position for which they are qualified, in the case of a vacancy. Any such application shall be kept on file for one year. Any employee interested in an open position must submit a current letter of interest at the time of the job posting in order to be considered for that position.

ARTICLE VI

Employee Evaluation

6.1 Procedure for Teacher Evaluation

All information regarding teacher evaluation may be found in the Anna Community Consolidated School District 37 Teacher Evaluation Plan. Pursuant to Illinois state statute, the Performance Evaluation Reform Act of 2010, the Anna C.C.S.D. 37 PERA Joint Committee, comprised of four representatives of the Anna Elementary Education Association and four representatives of Anna C.C.S.D. 37 School Board/Administration, developed the Anna C.C.S.D. 37 Teacher Evaluation Plan.

The plan is a working document that was written, and is reviewed at least annually by the Anna C.C.S.D. 37 PERA Joint Committee.

Any changes to the plan will be done by a simple majority vote of the Anna C.C.S.D. 37 PERA Committee, in accordance with state law.

Procedural aspects of the Teacher Evaluation Plan shall be subject to the grievance procedure, as written in Article 3 and all rights and limitations contained therein. By contrast, substantive matters contained in the Teacher Evaluation Plan (such as the teachers' formative and summative performance evaluation rating, shall not be subject to the grievance process.)

6.2 ESP Evaluation

A. Each employee shall be evaluated at least once every two years.

B. Employees shall not be evaluated by fellow bargaining unit members. Director-level employees will be expected to provide input on the evaluation of fellow bargaining unit members regarding the employee's performance factors as described in 6.2.C.

C. Each ESP employee evaluation shall include, but not be limited to the following performance factors: work quality, promptness, attendance (excepting sick and personal leave), reliability, conduct, judgement, and cooperation.

D. Each ESP employee shall be offered a paper or digital copy of the final evaluation once completed.

ARTICLE VII

Compensation and Fringe Benefits

7.1 Additional Credit

- A. All advanced degrees must be from a college or university that is a recognized school using CAEP as a basis of recognition.
- B. All advanced degrees or courses above the Bachelor's level must pertain to the field of employment, which shall be understood to mean in the field of education.
- C. Notification of any work above the bachelor's level must be submitted in writing to the Superintendent prior to the coursework. (If work is suspended more than one semester, including the summer, notification must be re-submitted.) Any work above the master's level must have prior approval by the Board in order to be applied to the district salary schedule.
- D. Credit for additional training must be registered with the Superintendent's office in a manner that meets one of the following criteria:
 - a. Transcripts must be registered by August 15th or as soon as the university will release them to gain increments for the upcoming school year.
 - b. Transcripts must be registered by May 15th or as soon as the university will release them to gain increments starting June 15th.
 - c. Transcripts must be registered by January 15th or as soon as the university will release them to gain increments for midyear.

7.2 Teacher Full Experience Credit

The teacher shall be awarded full credit for teaching experience in accredited schools outside the district provided, however, that beginning with the 2022-2023 school year the following be implemented:

Teachers having only public school service credit:

- A. Any teacher hired in the 2022-2023 school year or later who has more than eight (8) years of public school service shall be brought in at no less than eight (8) years.
- B. Those teachers hired in the 2022-2023 school year or later with eight (8) or less years of public school service will be brought in at full experience credit.

Teachers having only parochial/private school credit:

- C. Any teacher hired in the 2022-2023 school year or later who has more than eight (8) years of parochial/private school service shall be brought in at no less than eight (8) years.
- D. Those teachers hired in the 2022-2023 school year or later with eight (8) or less years of parochial/private school service will be brought in at full experience credit.

Teachers having a combination of both public and parochial/private school credit:

- E. Any teacher hired in the 2022-2023 school year or later who has a combined total of eight (8) or more years of public and parochial/private school service shall be brought in at no less than eight (8) years. No more than eight (8) of the ten or more years may be from parochial/private school credit.

- F. Those teachers hired in the 2022-2023 school year or later who have a combined total of eight (8) or less of public and parochial/private school service will be brought in at full experience credit.

7.3 Salary Schedules

Year 1 (22-23)	Bachelors Changes	B	B+8	B+16	B+24
	Base Salary	\$39,600.00	\$40,392.00	\$41,199.84	\$42,023.84
	Base Salary Increase	3.92%	5.12%	6.25%	7.11%
	Yearly Increment	2%			
	Longevity Increment Amount	3%			
	Longevity Increment Years	5, 10, and 15			
	Last Step	25	26	26	28

Year 2 (23-24)	Bachelors Changes	B	B+8	B+16	B+24
	Base Salary	\$40,590.00	\$41,401.80	\$42,229.84	\$43,074.43
	Base Salary Increase	2.5%			
	Yearly Increment	2%			
	Longevity Increment Amount	3%			
	Longevity Increment Years	5, 10, and 15			
	Last Step	25	26	26	28

Year 3 (24-25)	Bachelors Changes	B	B+8	B+16	B+24
	Base Salary	\$41,604.75	\$42,436.85	\$43,285.58	\$44,151.29
	Base Salary Increase	2.5%			
	Yearly Increment	2%			
	Longevity Increment Amount	3%			
	Longevity Increment Years	5, 10, and 15			
	Last Step	25	26	26	28

Year 1 (22-23)	Masters Changes	M	M+8	M+16	M+24
	Base Salary	\$44,500.00	\$45,390.00	\$46,297.80	\$47,223.76
	Base Salary Increase	7.89%	8.28%	9.93%	11.59%
	Yearly Increment	2%			
	Longevity Increment Amount	3%			
	Longevity Increment Years	5, 10, and 15			
	Last Step	30	32	33	34

Year 2 (23-24)	Masters Changes	M	M+8	M+16	M+24
	Base Salary	\$45,612.50	\$46,524.75	\$47,455.25	\$48,404.35
	Base Salary Increase	2.5%			
	Yearly Increment	2%			
	Longevity Increment Amount	3%			
	Longevity Increment Years	5, 10, and 15			
	Last Step	30	32	33	34

Year 3 (24-25)	Masters Changes	M	M+8	M+16	M+24
	Base Salary	\$46,752.81	\$47,687.87	\$48,641.63	\$49,614.46
	Base Salary Increase	2.5%			
	Yearly Increment	2%			
	Longevity Increment Amount	3%			
	Longevity Increment Years	5, 10, and 15			
	Last Step	30	32	33	34

Year 1 (22-23)	Aide Changes	Aide 1	Aide 2	Aide 3	Aide 4
	Base Hourly Rate	\$17.00	\$19.50	\$20.75	\$22.00
	Base Rate Increase	4.81%	5.58%	5.17%	5.01%
	Yearly Increment	0.25%			
	Longevity Increment Amount	2%			
	Longevity Increment Years	10 and 20+			
	Last Step	20+			

Year 2 (23-24)	Aide Changes	Aide 1	Aide 2	Aide 3	Aide 4
	Base Hourly Rate	\$17.51	\$20.09	\$21.37	\$22.66
	Base Rate Increase	3%			
	Yearly Increment	0.25%			
	Longevity Increment Amount	2%			
	Longevity Increment Years	10 and 20+			
	Last Step	20+			

Year 3 (24-25)	Aide Changes	Aide 1	Aide 2	Aide 3	Aide 4
	Base Hourly Rate	\$18.04	\$20.69	\$22.01	\$23.34
	Base Rate Increase	3%			
	Yearly Increment	0.25%			
	Longevity Increment Amount	2%			
	Longevity Increment Years	10 and 20+			
	Last Step	20+			

All Years	Secretary Changes	Year 1	Year 2	Year 3
	Base Hourly Rate	\$23.15	\$23.84	\$24.56
	Base Rate Increase	4.80%	3%	3%
	Yearly Increment	0.30%		
	Longevity Increment Amount	3.5%		
	Longevity Increment Years	10 and 20+		
	Last Step	20+		

All Years	Café Director Changes	Year 1	Year 2	Year 3
	Base Hourly Rate	\$23.50	\$24.21	\$24.93
	Base Rate Increase	17.32%	3%	3%
	Yearly Increment	0.80%		
	Longevity Increment Amount	3%		
	Longevity Increment Years	10 and 20+		
	Last Step	20+		

All Years	Cook Changes	Year 1	Year 2	Year 3
	Base Hourly Rate	\$21.50	\$22.15	\$22.81
	Base Rate Increase	6.33%	3%	3%
	Yearly Increment	0.50%		
	Longevity Increment Amount	2%		
	Longevity Increment Years	10 and 20+		
	Last Step	20+		

All Years	Maintenance Director Changes	Year 1	Year 2	Year 3
	Base Hourly Rate	\$20.00	\$20.30	\$20.60
	Base Rate Increase	-3.89%	3%	3%
	Yearly Increment	1.5%		
	Longevity Increment Amount	3%		
	Longevity Increment Years	10 and 20+		
	Last Step	20+		

All Years	Custodian Changes	Year 1	Year 2	Year 3
	Base Hourly Rate	\$18.00	\$18.54	\$19.10
	Base Rate Increase	2.97%	3%	3%
	Yearly Increment	1.5%		
	Longevity Increment Amount	3%		
	Longevity Increment Years	10 and 20+		
	Last Step	20+		

All Years	Nurse Changes	Year 1	Year 2	Year 3
	Base Hourly Rate	\$30.25	\$31.16	\$32.09
	Base Rate Increase	3.74%	3%	3%
	Yearly Increment	1.5%		
	Longevity Increment Amount	4%		
	Longevity Increment Years	10 and 20+		
	Last Step	20+		

All Years	Bus Driver Changes	Year 1	Year 2	Year 3
	Base Hourly Rate	\$16.75	\$17.25	\$17.77
	Base Rate Increase	4.56%	3%	3%
	Yearly Increment	2%		
	Longevity Increment Amount	2.5%		
	Longevity Increment Years	10 and 20+		
	Last Step	20+		

All	Extra Duty Stipend Changes	Year 1	Year 2	Year 3
	Salary Increase	3.5%	3%	3%

7.4 Pay Days

Each employee shall be paid on the basis of twenty-four (24) equal payments. Paydays shall be on the 15th and 30th of each month, except for February in which case paydays shall be on the 15th and 28th. Paychecks will be directly deposited to his or her banking account electronically.

7.5 Paydays - School Not in Session

If a regular pay date during the school term falls on a date when school is not in session, payment shall be made on the closest preceding business day.

7.6 Supplemental Jobs -- Added to Salary Schedule

The supplemental pay schedule (Extra Curricular Salary Schedule) shall be set forth in Appendix D, which is attached to and incorporated into this Agreement.

7.7 Supplemental Jobs - Payroll Procedures

Supplemental pay shall be added to the total yearly salary at the beginning of the school year. It shall become a part of the salary paid proportionately over the number of pay periods (24) or the balance of the remaining pay periods if the assignment is made after the beginning of the school year. If the employee chooses by September 1 and if the extra duty stipend is less than \$650, supplemental pay shall be paid in one lump sum in a separate check with the appropriate tax and TRS/IMRF amount deducted at the same time the last payment in May is issued or at the first payroll following completion of the extra-curricular work.

7.8 Hospitalization, Medical, and Life Insurance

3-year contract:

2022-2023: \$650

2023-2024: \$660

2024-2025: \$675

The Board agrees to pay a maximum of \$650.00 (2022-2023), \$660.00 (2023-2024), and \$675.00 (2024-2025) towards the employee's monthly health premium for individual or family coverage.

The premium cost for an employee's contribution shall be deducted from each check. The Board shall also pay a proportional amount of the above premium for eligible part-time certified employees, based upon a percent of the salary she/he receives from the salary schedule.

The insurance committee will make a recommendation to the Superintendent. The insurance committee will include equal representation of board/administration and the AEEA members. The committee will provide all proposals along with their recommended carrier and policy terms and conditions to the Superintendent of District #37 no later than October 15th of each year of this contract. The Board will then approve the carrier selected by the AEEA. Any changes must be mutually agreed upon by both the District and the Association.

7.9 Teacher Board Paid Retirement

The Board shall pay the employee's contribution up to a maximum of 9.4% (factor of 10.3753%) of Taxable (Column 1) to the Downstate Illinois Teachers' Retirement System, in addition to the salary of (Column 1) of each horizontal step (and any supplemental pay) for each employee as reflected in Appendices B and D. Total salary shall include all earnings of the employee, including amounts paid on the salary schedule and supplemental pay for work performed in addition to the normal workday duties. The full contribution paid for the employee shall be in conformance with the Internal Revenue Service rulings (Section 414.h) and the Downstate Teachers' Retirement System rules and regulations.

Should the Internal Revenue Service or any court of competent jurisdiction rule that any contributions by the Board are taxable income and/or prohibited, said contributions by the Board shall immediately cease and an equal amount of pay shall be added to each employee's salary.

7.10 Teacher Retirement Benefit and Longevity Increment

A. Retirement Incentive

Upon fifteen years of service in School District No. 37 and attaining the age of fifty-five (55) or over, the teacher will receive an eight thousand-dollar (\$8,000.00) retirement incentive, so long as the employee's retirement does not cost the District an additional payment (such as any TRS penalty, TRS lump sum payment) other than routine payments resulting from the teacher's salary. The retiring teacher must submit his/her irrevocable letter of retirement to the district office prior to March 1 of the school year in which the employee desires to begin receiving the benefit, but no less than three school years in advance of retirement [e.g., notice by March 1, 2022 for retirement following the 2024-2025 school year].

Additional considerations regarding the retirement incentive could be taken under the following circumstances:

1. In the occurrence of a life changing event, such as illness or unexpected death of a spouse, the superintendent may approve a pause in the teacher's retirement benefit and irrevocable letter of retirement. The retirement benefit will begin again at the request of the teacher. Under no circumstances will the employee receive more than the \$8,000 retirement incentive.
2. If a teacher has not turned in an irrevocable letter of retirement in accordance with section 7.10.A, but is facing a life-changing event such as a personal illness, illness of a spouse, or death of a spouse, the superintendent may approve an emergency submission of an irrevocable letter of retirement. If approved, the teacher would still receive the retirement incentive, as long as he or she met all of the other incentive criteria.

B. Distribution

- 1) The total dollar amount of the incentive together with all TRS contributions paid in behalf of the employee shall be the incentive amount
- 2) The initial calculations may be based upon estimates made at the time the notice of retirement is received and a final calculation shall be made and the amount of the incentive adjusted as necessary at the actual time of retirement. All final calculations shall be made based on the certificated employee's proper placement on the appropriate salary schedule in the year of retirement.

3) Once calculated, the dollar amount of the incentive shall be distributed as follows:

For each school year between the times the notice of retirement is given and the date of retirement, beginning with the year the notice is given, the employee shall receive his/her regularly scheduled increases in creditable earnings, plus that portion of the incentive needed to result in the creditable earnings being 106% of the previous year's creditable earnings (or, if the Pension law is changed, the maximum amount below 106% that will avoid TRS penalties to the District). The portion paid that is above his/her regularly scheduled increases shall be deducted from the pooled incentive amount. At the time of retirement any remaining incentive funds shall be paid as one lump sum following the last day of employment and receipt of the final payroll check. Such post retirement payment shall not be considered TRS creditable earnings.

The mutual intent of the Anna Elementary Education Association and Anna District #37 is that the retiring teachers will accumulate creditable earnings equal to 106% of the previous year's creditable earnings (or, if the Pension law is changed, the maximum amount below 106% that will avoid TRS penalties to the District). It is also the parties' mutual intent that Anna District #37 will not incur any TRS penalties or mandatory contributions for exceeding the 106% limit (or such lower amount as may be set by changes in the law).

For each year of notice (1, 2, or 3), the teacher's TRS creditable earnings will be calculated to six percent (6%) of the previous year's creditable earnings by using extra-duty money or using monies from the retirement incentive of eight thousand dollars (\$8000). This will be done for each individual teacher. The teacher may work extra-duties (i.e., substituting, staff development, after, school, etc.) with the understanding that they shall not exceed 6% of the previous year's creditable earnings. If needed, monies from the retirement incentive of eight thousand dollars (\$8,000) will be used to maximize their total creditable earnings to 6%, or lower amount as may be set by Pension law changes, of the previous year's creditable earnings.

At the time of the final paycheck, the year's creditable earnings will be calculated. Any remaining retirement incentive monies as well as the retirement benefit of the 2.2 reimbursements, and payment for unused sick leave days (8.1), shall be paid as a lump sum following the last day of employment and receipt of the final payroll checks. Such post retirement payment will not count as TRS creditable earnings.

This procedure will assure that the district and the retiring teacher have accurate and up to date creditable earnings data. The district should not incur a penalty for exceeding 6% of the previous year's creditable earnings (or the maximum amount below 106% that will avoid TRS penalties to the District), and the retiring employee will have the benefit of working for extra stipends, if desired, to get the full benefit of the 6% creditable earnings increase (or the maximum amount below 106% that will avoid TRS penalties to the District) for the year and receive the remainder of the \$8000 retirement benefit and the 2.2 reimbursement, and payment for unused sick leave days (8.1) in one lump sum after the final payroll paycheck.

- C. The total incentive amount shall never be exceeded.
- D. In calculation of the six percent (6%) increases (or lower amount as may be set by law), the amount may be rounded down to the nearest \$5.00 yearly to avoid TRS penalties.

- E. These provisions may be bargained at the discretion of the parties in successor agreements; however, any employee offering an irrevocable letter of retirement under this Provision will receive the incentive as a minimum guarantee as outlined herein regardless of the inclusion of this provision in a successor agreement or the expiration of the agreement.
- F. The parties agree that payments to employees under this Provision shall be limited to the portion of such payment (if any) which avoids an overall increase in creditable earnings to the employee of more than 6% from the preceding year, and which avoids any TRS penalty or additional contribution to be paid by the District.

The parties agree that their intent is to avoid the District incurring penalties or additional contribution under the new TRS rules. This Agreement shall be reopened for reconsideration upon written demand to bargain by either party, provided that the District becomes subject to such TRS penalties or contributions. Such negotiations shall be for the purpose of negotiating appropriate revisions to assure that retiring employees shall receive, to the maximum extent possible, the full value of the benefit provided under the Agreement while avoiding and preventing the imposition of TRS penalties to the District.

- G. Employees shall be responsible for providing and sharing information with the District regarding any retirement costs and/or penalties, and to provide proof to the District that the employee's retirement shall not cause a penalty to the District, in order to be eligible for such payments.

7.11 Retirement Incentive for Educational Support Staff

A. Retirement Incentive:

A retirement incentive shall be paid to the educational support personnel who are eligible for and who elect to become annuitants under the Illinois Municipal Retirement Fund (IMRF), in accordance with the following provisions:

Upon completing 15 consecutive years of full-time IMRF creditable earnings with the Anna Community Consolidated School District No. 37, and reaching the age of fifty-five (55) or over, support staff employees shall receive an eight thousand dollar (\$8,000.00) retirement incentive, so long as the employee's retirement does not cost the District an additional payment (such as any IMRF penalty, IMRF lump sum payment) other than routine payments resulting from the employee's salary.

B. Eligibility and Distribution:

In order for an employee to receive the retirement incentive, he/she must be eligible to receive regular retirement funds from the Illinois Municipal Retirement, excluding early retirement options. The retiring employee must submit his/her irrevocable letter of retirement, including the retirement date, to the district offices no less than three work years in advance of the retirement date.

Additional consideration regarding the retirement incentive could be taken under the following circumstances:

1. In the occurrence of a life changing event, such as illness or unexpected death of a spouse, the superintendent may approve a pause in the employee's retirement benefit and irrevocable letter of retirement. The retirement benefit will begin again at the request of the teacher. Under no circumstances will the employee receive more than the \$8,000 retirement incentive.
2. If an employee has not turned in an irrevocable letter of retirement in accordance with section 7.10.A, but is facing a life changing event such as a personal illness, illness of a spouse, or death of a spouse, the superintendent may approve and emergency submission of an irrevocable letter of retirement. If approved, the employee would still receive the retirement incentive, as long as he or she met all of the other incentive criteria.

The employee shall begin receiving the retirement incentive on the pay date which immediately follows the acceptance of the resignation by the Board of Education. The retirement incentive shall then be paid in equal installments, not exceeding 6% of the previous year's salary during the remainder of the employee's employment with the District (or, if the Pension law is changed, the maximum amount below 6% that will avoid IMRF penalties to the District). Any portion of the bonus not dispensed during the course of employment, including payment for unused sick leave days (8.1), shall be made in the form of a severance payment. Any post-retirement severance payments will not count as IMRF creditable earnings.

The mutual intent of the Anna Elementary Education Association and Anna District #37 is that the retiring employee will accumulate creditable earnings equal to 106% of the previous year's creditable earnings (or, if the Pension law is changed, the maximum amount below 106% that will avoid IMRF penalties to the District). It is also the parties' mutual intent that Anna District #37 will not incur any IMRF penalties or mandatory contributions for exceeding the 106% limit (or the maximum amount below 106% set by law that will avoid IMRF penalties to the District).

C. These provisions may be bargained at the discretion of the parties in successor agreements; however, any employee offering an irrevocable letter of retirement under this Provision will receive the incentive as a minimum guarantee as outlined herein regardless of the inclusion of this provision in a successor agreement or the expiration of the agreement.

The parties agree that payments to employees under this Provision shall be limited to the portion of such payment (if any) which avoids an overall increase in creditable earnings to the employee of more than 6% from the preceding year (or such lower amount as may be set by law), and which avoids any IMRF penalty or additional contribution to be paid by the District.

The parties agree that their intent is to avoid the District incurring penalties or additional contributions under IMRF rules. This Agreement shall be reopened for consideration upon written demand to bargain by either party, provided that the District becomes subject to IMRF penalties or contributions. Such negotiations shall be for the purpose of negotiating appropriate revisions to assure that retiring employees shall receive, to the maximum extent possible, the full value of the benefit provided under the Agreement while avoiding and preventing the imposition of IMRF penalties to the District.

D. Employees shall be responsible for providing and sharing information with the District regarding any retirement costs and/or penalties, and to provide proof to the District that the employee's retirement shall not cause a penalty to the District, in order to be eligible for such payments.

7.12 Travel Expense

Travel by personal automobile for District approved or District directed purposes shall be reimbursed at the current IRS rate per mile.

7.13 Extra Assignment Compensation (Not Included in 7.17 and 7.18)

There are extra assignment opportunities beyond defined work days and work years that are offered on a voluntary bases and have an established rate of pay (independent of 7.17 or 7.18), including Extracurricular Activities (5.7).

Basketball Games – An employee shall be paid \$40, with no TRS/IMRF retirement withheld unless required by applicable statute and/or TRS/IMRF regulation, each time he/she works at a basketball game.

Volleyball Games – An employee shall be paid \$40, with no TRS/IMRF retirement withheld unless required by applicable statute and/or TRS/IMRF regulation, each night he/she works a volleyball game.

Saturday School – An employee shall be paid \$40, with no TRS/IMRF retirement withheld unless required by applicable statute and/or TRS/IMRF regulation, each time he/she works at Saturday School.

7.14 Approved Educational Conferences

Educational Conferences or Personal Development Day may be approved by the Superintendent. The Board will pay the substitute as well as reimburse pre-approved expenses of the employee attending.

7.15 Paid Tuition

Should a teacher be required by the Board to go to school for extra hours for certification in a school designated teaching area, the Board will reimburse the tuition of those courses for that employee upon successful completion of those courses. Courses required under remediation are excluded.

7.16 License Acquisition and Maintenance

As a condition of employment each bargaining unit employee is responsible for obtaining a valid license or certification for any position held in the District, as well as the fees and criteria necessary to maintain it, at all times employed, except as specifically set forth below.

For District employees whose position requires bus driving duty, the Board will pay/reimburse:

- the cost of registration at the annual bus driver refresher course provided by the Regional Office of Education, up to a maximum of \$25;
- the cost of the annual bus driver physical examination, up to a maximum equal to the cost of the District's provider for such physical examination;

- the cost for renewal of commercial driver's license (CDL), up to a maximum of \$60, to be reimbursed to any employee no more than once every 4 years. ROE 30 offers a two-hour bus driver refresher course every year, typically in October.

Because the ROE bus driver refresher course is offered in the evening, night shift employees shall attend this training during their typical work schedule. The typical work schedule of day shift custodians will be reduced by two hours during the same week of this training or at a time agreed upon between the employee and the superintendent to allow for their attendance. The resulting schedule change will be handed by the superintendent.

For employees whose position requires food service licensure, the Board will reimburse:

- the cost for renewal of state-required food service license, up to a maximum of \$100, to be reimbursed to any employee no more than once every 5 years.

Trainings that are required by law, including ROE training courses, can be considered paid working time if such trainings are offered typical work schedules and approved by the superintendent. This does not include physical examinations or trainings that primarily benefit the employee. The parties recognize that the time employees spend in efforts to acquire, maintain, or renew their personal licenses or certifications - including receiving the ROE training courses and/or physical examinations - is primarily for the benefit of the employee, rather than the District. Accordingly, the parties agree that time spent in such tasks is not considered to be paid working time in the District (unless otherwise required by law). All trainings are subject to superintendent approval.

7.17 Pay to Reflect Hours Worked in Position

The parties mutually agree that non-exempt employees of the District should be paid in accordance with the principle that their pay should reflect the hours worked in each position(s) of employment within the district, including overtime pay where applicable and in accordance with the Fair Labor Standards Act (FLSA).

- ESP hourly rates of pay are set forth and published in the index pages of this agreement.
- The Length of ESP regular work days and years are defined in Article 5, Section 3 of this agreement.
- A custodian's general daily schedule is to be flexible from the standpoint that, in a given day, there may be an area(s) that needs more attention than another. In that case, less time would be spent on the less dirty area, and more time on the dirtier or problem area. If a task is completed prior to the end the scheduled time for that task, other duties or tasks should be attended to until the employee's assigned shift is over.
- If a person is regularly scheduled to work a total of 10 hours per day, as in the case of a custodian and bus driver, then all 10 hours are to be worked in an appropriate capacity for the District's needs. When paid time is not scheduled or needed for bus driving duties, then the person is performing his/her custodial duties, and vice versa.
- Additional Compensation: When an employee is expected to work beyond their regular work day, they will be paid as follows:

- If an ESP has been approved to work extra days to complete the duties of their primary job, they will be paid at their regular rate of pay.
 - If an ESP is expected to work beyond their regular work day, regardless of the type of work, and overtime status will not be reached, they will continue to be paid at their regular rate of pay. (Example: A cook's day is 6.5 hours. If a cook subs as a custodian, they will receive their cook's hourly rate for the entire 8 hours of custodial work.)
 - Summer hours will be paid at a per diem rate of \$125 for non-certified staff members.
 - Hours beyond the regular work day, such as tutoring or after school day care, will be paid at the rate of \$30/hr.
 - Back to School nights and Open houses are optional for non-certified staff members, however, it is strongly encouraged that they attend these events. Any ESP who is required by administration to attend these events will be paid the same as they would for working a ballgame as outlined in section 7.13 of the CBA unless the time is counted toward their regularly worked days past 178 days of student attendance. (For example, if they work 190 days and they are required to work open house, it could count as ½ day toward their 190 days worked.
- If an employee works one job/duty during a work week over 40 hours, then they shall earn 1.5 of their regular rate of pay for the hours over 40.
 - When an ESP has worked more than 40 hours a week and overtime status has been reached, the employee shall be compensated based on the rate of pay of the particular job/duty at which he/she was working after 40 is reached. Depending on the situation, an individual would get 1.5 of their rate of pay for that position, or of the sub rate, whichever is appropriate.
 - If an employee who performs more than one job (for example, custodian + bus driver) works over 40 hours in a week, he or she shall receive the rate of pay for the primary job, and payment at one and a half times the regular pay rate for work done on the second job. If a person is regularly scheduled to work a total of 10 hours per day, as in the case of a custodian and bus driver, then all 10 hours are to be worked in an appropriate capacity for the District's needs. When paid time is not scheduled or needed for bus driving duties, then the person is performing his/her custodial duties, and vice versa.
 - Overtime pay is only due for work weeks in which an employee actually works more than 40 hours in a work week, not for sick days, personal days, vacation, etc.
 - Custodians and maintenance employees are expected to work all scheduled days, including inclement weather and Act of God days, unless the individual calls out for sick leave, personal day, etc. The Board and administration may call non-custodial/maintenance employees in to perform work duties, at its discretion. The District will pay (not dock) non-custodial/maintenance ESP employees at a rate of \$125 per day, for up to five (5) Act of God days in any particular year.

7.18 In-House Substitute

Teachers who agree to an additional teaching assignment during their regularly scheduled planning period on duty-free lunch shall be paid eighteen dollars (18.00) per assignment plus retirement as set forth in section 7.9 per additional class period.

Teachers who are expected to attend an IEP or MDC/SST meeting that results in them having less than 1 planning period that day, and/or during their duty-free lunch, shall be paid \$18 plus retirement as set forth in section 7.9 per time period.

Teachers who agree to an additional duty or assignment above and beyond their regular work year or length of their regular work day (as defined by Article 5, Section 3) shall be paid \$125 per day (based on an 8-hour day).

7.19 ESP Experience Portability

Education support personnel, when transferred from one position in the District to another, shall carryover experience/steps if earned within the same category of position as their new position, to be used for placement on the new position's salary schedule.

ARTICLE VIII

Leaves

8.1 Sick Leave

Each employee shall accrue sick days per school terms without loss of pay. Each employee's unused sick leave may accumulate.

Sick leave days will be granted according to the following based on years of service within District 37:

Years of Service within District #37	Annual Sick Leave Allotment
0 to completion of 10th year	15 sick days
Start of 11th year to completion of 20th year	18 sick days
Start of 21st year plus	20 sick days

Employees are responsible for filling out paperwork regarding leaves. Certified Staff will fill out absence paperwork electronically within one week of the absence, while non-certified staff will maintain accurate information regarding leaves on their assigned time sheet. If proper paperwork is not filed with the bookkeeper, the days will be counted as personal or vacation time.

Sick leave shall be interpreted to be consistent with, and the Board shall comply with, the definitions and provisions of the School Code (105 ILCS 5/24-6). Use the following URL to review the sick leave statute:

<http://www.ilga.gov/legislation/ilcs/fulltext.asp?DocName=010500050K24-6>

As of the date of this Agreement, under School Code "Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household. Sick leave shall also be interpreted to mean birth, adoptions, placement for adoptions, and the acceptance of a child in need of foster care." The immediate family for this Article shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, aunts, uncles, and legal guardians. If no personal

days are available, then sick leave may also be used to attend the funeral of family not already covered in the above.

An employee will not be assessed sick leave or absences from work which occur during the final fifteen (15) minutes of the work day, so long as the absence qualifies as sick leave, the teacher has arranged for a colleague to cover his or her absence, and the absence is approved by the principal.

The Board may require a physician's verification of illness or disability, including a statement of the length of the illness or disability during leave after an absence of 3 consecutive days for personal illness. If the school board does require a certificate during leave of less than 3 days for personal illness, the school board shall reimburse, from school funds, the expenses incurred by the teachers or other employees in obtaining the certificate.

The District agrees to compensate a retiring teacher \$10 per day for unused sick leave days not included in calculations of service by TRS for their retirement annuity up to 100 Days. Payment will be made in the form of a severance payment after the final paycheck.

The District agrees to compensate a retiring non-certified employee \$10 per day for unused sick leave days not included in calculations of service by IMRF for their retirement annuity up to 100 days. Payment will be made in the form of a severance payment after the final paycheck.

8.2 Personal Leave

The Board shall grant each employee three (3) days of personal leave per school year without loss of pay, and four (4) days of personal leave for other licensed employees who work at least 220 days. A personal day may be used at the discretion of the employee. An employee planning to use a personal day shall notify the records secretary at least 5 calendar days in advance, except in cases of emergency when approval of the Superintendent or designee is required and if substitutes are available. Unless approved by the Superintendent, no more than five (5) teachers per district shall be on personal leave at one time, no more than two (2) aides shall be on personal leave at one time, and no more than one (1) employee within any other ESP classification (i.e. no more than one cook, one custodian, or one bus driver) shall be on personal leave at one time.

Unused personal days shall accumulate to six (6). No more than five (5) consecutive days may be used at one time. After the end of each school year, employees will be paid for the excess over three (3) days at the specified substitute rate unless they request in writing, on or before their last working day of the year, that the excess days accumulate as sick leave.

Leave cannot be taken the first or last week of school, during the mandated student assessment, or during parent-teacher conferences without the approval of the Superintendent or designee. The first or last week of school is defined as the first five (5) and the last five (5) working days of the school calendar year.

If an employee has no personal days and needs to attend a funeral other than allowed in Section 8.1 then the employee may borrow a day from next year's allocation.

8.3 Half-Day Leave Definition

Sick Leave and Personal Leave may also be used in half-day increments. One-half (1/2) day is defined as an absence which covers any portion of ½ of the scheduled work day (Section 5.2); currently from 8:00 a.m. to 11:45 a.m.; or 11:45 a.m. to 3:30 p.m.

8.4 Maternity Disability/Leave

Absence due to pregnancy-related disability shall be treated as sick leave when certified by a physician. The beginning and termination dates of the disability shall be determined by the employee's physician. The employee will return to work when the disability ceases, unless the Board grants or has granted a request for a maternity leave of absence without pay. Conditions for leaves of absence are to be determined by the Board. An employee who returns from maternity leave shall be reinstated to her same or similar position.

8.5 Association Leave

The Association will be granted the time of eight (8) work days per year for representative(s) to attend regional, state, or national meetings. The Association will reimburse the district for the salary of the substitute(s) at the current cost. The following provisions will be followed by the Association in use of Association Leave: (1) the president of the Association shall submit a written request to the principal at least one (1) week in advance of the anticipated usage; (2) the frequency of such meetings shall not impair the quality of classroom instruction; and (3) no more than 10 percent (10%) of the Association members shall be on Association Leave at one time.

8.6 Short-term Leave

After ten (10) years of service in the district any teacher shall be granted a leave of absence without pay for medical or educational purposes. After fifteen (15) years of service any teacher shall be granted a leave of absence without pay. A short-term leave under this provision shall be for one (1) year or one (1) semester.

ESP employees may request a leave of absence for similar reasons after similar years of service as set forth for teachers above. Such requests shall be granted at the discretion of the Board of Education.

8.7 Vacations for Twelve-Month Employees (Custodians)

Requests for vacations should be submitted to the employee's supervisor at least two (2) weeks in advance of the desired dates, and must be approved by the Superintendent or his/her designee. Every effort will be made to meet the desire of the employee consistent with the needs of the school district.

After one (1) year of continuous employment, 12-month employees shall be eligible for paid vacation days according to the following schedule:

Length of Employment		Monthly Accumulation
FROM:	TO:	
Start of year 2	End of year 5	0.83 Days
Start of year 6	End of year 15	1.25 Days
Start of year 16	End of each year	1.67 Days

Part time employees who work at least half-time are entitled to the number of vacation days determined on the same basis as for full-time employees, but the pay will be based on the employee's average number of part-time hours per week during the last vacation accrual year.

Vacation days earned in one fiscal year must be used by the end of the following fiscal year or the employee will lose them; they do not accumulate. Employees terminating their employment are entitled to remuneration for the amount of vacation earned to the date of termination, provided they have been an employee of the District for at least one year. Vacation remuneration shall be paid only when employment is terminated by action of the School Board or by two week notice in writing by the employee.

No more than two (2) custodians shall be granted simultaneous vacation days during days that students are not in attendance unless approved in advance by the superintendent.

8.8 Paid Holidays for 12-Month Employees (Custodians)

The School Board designates certain days during the school year as school holidays. Generally, custodians shall not be required to work on legal school holidays which include the following days (please consult the applicable school calendar):

New Year's Eve	Labor Day
New Year's Day	Columbus Day
Martin Luther King Jr.'s Birthday	Election Day**
President's Day	Veteran's Day
Good Friday	Thanksgiving
Memorial Day	Friday Following Thanksgiving
Juneteenth*	Christmas Eve
Independence Day	Christmas Day

In case of an emergency or for the continued operation and maintenance of facilities or property, the District may require custodians to work on school holidays. On such days, the custodian shall receive his or her ordinary pay, along with the holiday pay (i.e. "double-time").

* Juneteenth will be observed only if it falls on a weekday.

**Election Day will be observed when the district is required by statute to be closed for Election Day

8.9 Family Medical Leave Act (FMLA)

Nothing in this Agreement shall diminish or alter the rights protected by the Family Medical Leave Act (FMLA). Eligible employees may use family medical leave or other contractual leave in accordance with applicable law(s) and regulations.

ARTICLE IX

Effect of Agreement

9.1 Complete Understanding

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

9.2 Contractual Amendments

This Agreement shall constitute a binding obligation on both the Employer and the ("Association or "Union") and for the duration hereof may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of these parties in a written and signed amendment to this Agreement.

9.3 Savings Clause

If any provision of this Agreement or any application of this Agreement to any Bargaining Unit Member or Employee or group of Bargaining Unit Members or Employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall be continued in full force and effect.

ARTICLE X

Duration of Agreement

10.1 Duration

This Agreement shall be effective as of the first employee workday of the 2022-2023 school term and shall continue in effect until 11:59 p.m. on the day preceding the first employee work day of the 2025-2026 school term.

In witness thereof and for:

The Anna Elementary Education Association



President

3-6-23

Date



President-Elect

03-06-23

Date

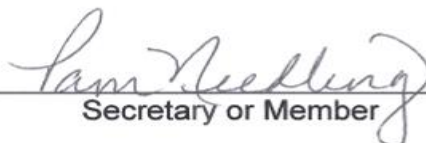
The Board of Education of Anna CCSD 37



President

3/6/2023

Date



Secretary or Member

3-6-2023

Date

GRIEVANCE REPORT FORM

Grievance # _____

Anna Elementary District No. 37

Submit to Superintendent/Principal in Duplicate

Building

Assignment

Name of Grievant

Date Filed

STEP I

A. Date Cause of Grievance Occurred _____

B. 1. Statement of Grievance: _____

2. Applicable provisions of the Contract: _____

3. Relief Sought: _____

Signature

Date

C. Step I Response of Supervisor/Principal: _____

Signature

Date

DATE REFERRED TO STEP II _____

D. Step II Response of Superintendent: _____

Signature

Date

DATE REFERRED TO STEP III _____

Anna CCSD 37 Bachelors Degree Salary Schedule 2022-2023

<u>Years</u>	<u>Bachelors</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>B+8</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>B+16</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>B+24</u>	<u>TRS</u>	<u>Cred Earn</u>
0	\$39,600.00	\$3,916.48	\$43,516.48	\$40,392.00	\$3,994.81	\$44,386.81	\$41,199.84	\$4,074.71	\$45,274.55	\$42,023.84	\$4,156.20	\$46,180.04
1	\$40,392.00	\$3,994.81	\$44,386.81	\$41,199.84	\$4,074.71	\$45,274.55	\$42,023.84	\$4,156.20	\$46,180.04	\$42,864.31	\$4,239.32	\$47,103.63
2	\$41,199.84	\$4,074.71	\$45,274.55	\$42,023.84	\$4,156.20	\$46,180.04	\$42,864.31	\$4,239.32	\$47,103.63	\$43,721.60	\$4,324.11	\$48,045.71
3	\$42,023.84	\$4,156.20	\$46,180.04	\$42,864.31	\$4,239.32	\$47,103.63	\$43,721.60	\$4,324.11	\$48,045.71	\$44,596.00	\$4,410.59	\$49,006.59
4	\$42,864.31	\$4,239.32	\$47,103.63	\$43,721.60	\$4,324.11	\$48,045.71	\$44,596.03	\$4,410.59	\$49,006.62	\$45,487.95	\$4,498.80	\$49,986.75
5	\$44,150.24	\$4,366.50	\$48,516.74	\$45,033.25	\$4,453.83	\$49,487.08	\$45,933.91	\$4,542.91	\$50,476.82	\$46,852.59	\$4,633.77	\$51,486.36
6	\$45,033.25	\$4,453.83	\$49,487.08	\$45,933.91	\$4,542.91	\$50,476.82	\$46,852.59	\$4,633.77	\$51,486.36	\$47,789.64	\$4,726.44	\$52,516.08
7	\$45,933.91	\$4,542.91	\$50,476.82	\$46,852.59	\$4,633.77	\$51,486.36	\$47,789.64	\$4,726.44	\$52,516.08	\$48,745.44	\$4,820.97	\$53,566.41
8	\$46,852.59	\$4,633.77	\$51,486.36	\$47,789.64	\$4,726.44	\$52,516.08	\$48,745.44	\$4,820.97	\$53,566.41	\$49,720.34	\$4,917.39	\$54,637.73
9	\$47,789.64	\$4,726.44	\$52,516.08	\$48,745.44	\$4,820.97	\$53,566.41	\$49,720.34	\$4,917.39	\$54,637.73	\$50,714.75	\$5,015.74	\$55,730.49
10	\$49,223.33	\$4,868.24	\$54,091.57	\$50,207.80	\$4,965.60	\$55,173.40	\$51,211.95	\$5,064.91	\$56,276.86	\$52,236.19	\$5,166.21	\$57,402.40
11	\$50,207.80	\$4,965.60	\$55,173.40	\$51,211.95	\$5,064.91	\$56,276.86	\$52,236.19	\$5,166.21	\$57,402.40	\$53,280.92	\$5,269.54	\$58,550.46
12	\$51,211.95	\$5,064.91	\$56,276.86	\$52,236.19	\$5,166.21	\$57,402.40	\$53,280.92	\$5,269.54	\$58,550.46	\$54,346.54	\$5,374.93	\$59,721.47
13	\$52,236.19	\$5,166.21	\$57,402.40	\$53,280.92	\$5,269.54	\$58,550.46	\$54,346.54	\$5,374.93	\$59,721.47	\$55,433.47	\$5,482.43	\$60,915.90
14	\$53,280.92	\$5,269.54	\$58,550.46	\$54,346.54	\$5,374.93	\$59,721.47	\$55,433.47	\$5,482.43	\$60,915.90	\$56,542.14	\$5,592.07	\$62,134.21
15	\$54,879.35	\$5,427.62	\$60,306.97	\$55,976.93	\$5,536.17	\$61,513.10	\$57,096.47	\$5,646.90	\$62,743.37	\$58,238.40	\$5,759.84	\$63,998.24
16	\$55,976.93	\$5,536.17	\$61,513.10	\$57,096.47	\$5,646.90	\$62,743.37	\$58,238.40	\$5,759.84	\$63,998.24	\$59,403.17	\$5,875.03	\$65,278.20
17	\$57,096.47	\$5,646.90	\$62,743.37	\$58,238.40	\$5,759.84	\$63,998.24	\$59,403.17	\$5,875.03	\$65,278.20	\$60,591.23	\$5,992.53	\$66,583.76
18	\$58,238.40	\$5,759.84	\$63,998.24	\$59,403.17	\$5,875.03	\$65,278.20	\$60,591.23	\$5,992.53	\$66,583.76	\$61,803.06	\$6,112.38	\$67,915.44
19	\$59,403.17	\$5,875.03	\$65,278.20	\$60,591.23	\$5,992.53	\$66,583.76	\$61,803.06	\$6,112.38	\$67,915.44	\$63,039.12	\$6,234.63	\$69,273.75
20	\$60,591.23	\$5,992.53	\$66,583.76	\$61,803.06	\$6,112.38	\$67,915.44	\$63,039.12	\$6,234.63	\$69,273.75	\$64,299.90	\$6,359.32	\$70,659.22
21	\$61,803.06	\$6,112.38	\$67,915.44	\$63,039.12	\$6,234.63	\$69,273.75	\$64,299.90	\$6,359.32	\$70,659.22	\$65,585.90	\$6,486.51	\$72,072.41
22	\$63,039.12	\$6,234.63	\$69,273.75	\$64,299.90	\$6,359.32	\$70,659.22	\$65,585.90	\$6,486.51	\$72,072.41	\$66,897.62	\$6,616.24	\$73,513.86
23	\$64,299.90	\$6,359.32	\$70,659.22	\$65,585.90	\$6,486.51	\$72,072.41	\$66,897.62	\$6,616.24	\$73,513.86	\$68,235.57	\$6,748.57	\$74,984.14
24	\$65,585.90	\$6,486.51	\$72,072.41	\$66,897.62	\$6,616.24	\$73,513.86	\$68,235.57	\$6,748.57	\$74,984.14	\$69,600.28	\$6,883.54	\$76,483.82
25	\$66,897.62	\$6,616.24	\$73,513.86	\$68,235.57	\$6,748.57	\$74,984.14	\$69,600.28	\$6,883.54	\$76,483.82	\$70,992.28	\$7,021.21	\$78,013.49
26				\$69,600.28	\$6,883.54	\$76,483.82	\$70,992.28	\$7,021.21	\$78,013.49	\$72,412.13	\$7,161.63	\$79,573.76
27										\$73,860.37	\$7,304.86	\$81,165.23
28										\$75,337.58	\$7,450.96	\$82,788.54

The Board will pay 9.8901% to TRS that will be reported as creditable earnings.

Anna CCSD 37 Bachelors Degree Salary Schedule 2023-2024

<u>Years</u>	<u>Bachelors</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>B+8</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>B+16</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>B+24</u>	<u>TRS</u>	<u>Cred Earn</u>
0	\$40,590.00	\$4,014.39	\$44,604.39	\$41,401.80	\$4,094.68	\$45,496.48	\$42,229.84	\$4,176.57	\$46,406.41	\$43,074.43	\$4,260.10	\$47,334.53
1	\$41,401.80	\$4,094.68	\$45,496.48	\$42,229.84	\$4,176.57	\$46,406.41	\$43,074.43	\$4,260.10	\$47,334.53	\$43,935.92	\$4,345.31	\$48,281.23
2	\$42,229.84	\$4,176.57	\$46,406.41	\$43,074.43	\$4,260.10	\$47,334.53	\$43,935.92	\$4,345.31	\$48,281.23	\$44,814.64	\$4,432.21	\$49,246.85
3	\$43,074.43	\$4,260.10	\$47,334.53	\$43,935.92	\$4,345.31	\$48,281.23	\$44,814.64	\$4,432.21	\$49,246.85	\$45,710.93	\$4,520.86	\$50,231.79
4	\$43,935.92	\$4,345.31	\$48,281.23	\$44,814.64	\$4,432.21	\$49,246.85	\$45,710.93	\$4,520.86	\$50,231.79	\$46,625.15	\$4,611.27	\$51,236.42
5	\$45,254.00	\$4,475.67	\$49,729.67	\$46,159.08	\$4,565.18	\$50,724.26	\$47,082.26	\$4,656.48	\$51,738.74	\$48,023.91	\$4,749.61	\$52,773.52
6	\$46,159.08	\$4,565.18	\$50,724.26	\$47,082.26	\$4,656.48	\$51,738.74	\$48,023.91	\$4,749.61	\$52,773.52	\$48,984.38	\$4,844.60	\$53,828.98
7	\$47,082.26	\$4,656.48	\$51,738.74	\$48,023.91	\$4,749.61	\$52,773.52	\$48,984.38	\$4,844.60	\$53,828.98	\$49,964.07	\$4,941.50	\$54,905.57
8	\$48,023.91	\$4,749.61	\$52,773.52	\$48,984.38	\$4,844.60	\$53,828.98	\$49,964.07	\$4,941.50	\$54,905.57	\$50,963.35	\$5,040.33	\$56,003.68
9	\$48,984.38	\$4,844.60	\$53,828.98	\$49,964.07	\$4,941.50	\$54,905.57	\$50,963.35	\$5,040.33	\$56,003.68	\$51,982.62	\$5,141.13	\$57,123.75
10	\$50,453.92	\$4,989.94	\$55,443.86	\$51,462.99	\$5,089.74	\$56,552.73	\$52,492.25	\$5,191.54	\$57,683.79	\$53,542.10	\$5,295.37	\$58,837.47
11	\$51,462.99	\$5,089.74	\$56,552.73	\$52,492.25	\$5,191.54	\$57,683.79	\$53,542.10	\$5,295.37	\$58,837.47	\$54,612.94	\$5,401.27	\$60,014.21
12	\$52,492.25	\$5,191.54	\$57,683.79	\$53,542.10	\$5,295.37	\$58,837.47	\$54,612.94	\$5,401.27	\$60,014.21	\$55,705.20	\$5,509.30	\$61,214.50
13	\$53,542.10	\$5,295.37	\$58,837.47	\$54,612.94	\$5,401.27	\$60,014.21	\$55,705.20	\$5,509.30	\$61,214.50	\$56,819.30	\$5,619.49	\$62,438.79
14	\$54,612.94	\$5,401.27	\$60,014.21	\$55,705.20	\$5,509.30	\$61,214.50	\$56,819.30	\$5,619.49	\$62,438.79	\$57,955.69	\$5,731.88	\$63,687.57
15	\$56,251.33	\$5,563.31	\$61,814.64	\$57,376.36	\$5,674.58	\$63,050.94	\$58,523.88	\$5,788.07	\$64,311.95	\$59,694.36	\$5,903.83	\$65,598.19
16	\$57,376.36	\$5,674.58	\$63,050.94	\$58,523.88	\$5,788.07	\$64,311.95	\$59,694.36	\$5,903.83	\$65,598.19	\$60,888.25	\$6,021.91	\$66,910.16
17	\$58,523.88	\$5,788.07	\$64,311.95	\$59,694.36	\$5,903.83	\$65,598.19	\$60,888.25	\$6,021.91	\$66,910.16	\$62,106.01	\$6,142.35	\$68,248.36
18	\$59,694.36	\$5,903.83	\$65,598.19	\$60,888.25	\$6,021.91	\$66,910.16	\$62,106.01	\$6,142.35	\$68,248.36	\$63,348.13	\$6,265.19	\$69,613.32
19	\$60,888.25	\$6,021.91	\$66,910.16	\$62,106.01	\$6,142.35	\$68,248.36	\$63,348.13	\$6,265.19	\$69,613.32	\$64,615.10	\$6,390.50	\$71,005.60
20	\$62,106.01	\$6,142.35	\$68,248.36	\$63,348.13	\$6,265.19	\$69,613.32	\$64,615.10	\$6,390.50	\$71,005.60	\$65,907.40	\$6,518.31	\$72,425.71
21	\$63,348.13	\$6,265.19	\$69,613.32	\$64,615.10	\$6,390.50	\$71,005.60	\$65,907.40	\$6,518.31	\$72,425.71	\$67,225.55	\$6,648.67	\$73,874.22
22	\$64,615.10	\$6,390.50	\$71,005.60	\$65,907.40	\$6,518.31	\$72,425.71	\$67,225.55	\$6,648.67	\$73,874.22	\$68,570.06	\$6,781.65	\$75,351.71
23	\$65,907.40	\$6,518.31	\$72,425.71	\$67,225.55	\$6,648.67	\$73,874.22	\$68,570.06	\$6,781.65	\$75,351.71	\$69,941.46	\$6,917.28	\$76,858.74
24	\$67,225.55	\$6,648.67	\$73,874.22	\$68,570.06	\$6,781.65	\$75,351.71	\$69,941.46	\$6,917.28	\$76,858.74	\$71,340.29	\$7,055.63	\$78,395.92
25	\$68,570.06	\$6,781.65	\$75,351.71	\$69,941.46	\$6,917.28	\$76,858.74	\$71,340.29	\$7,055.63	\$78,395.92	\$72,767.09	\$7,196.74	\$79,963.83
26				\$71,340.29	\$7,055.63	\$78,395.92	\$72,767.09	\$7,196.74	\$79,963.83	\$74,222.43	\$7,340.67	\$81,563.10
27										\$75,706.88	\$7,487.49	\$83,194.37
28										\$77,221.02	\$7,637.24	\$84,858.26

The Board will pay 9.8901% to TRS that will be reported as creditable earnings.

Anna CCSD 37 Bachelors Degree Salary Schedule 2024-2025

<u>Years</u>	<u>Bachelors</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>B+8</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>B+16</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>B+24</u>	<u>TRS</u>	<u>Cred Earn</u>
0	\$41,604.75	\$4,114.75	\$45,719.50	\$42,436.85	\$4,197.05	\$46,633.90	\$43,285.58	\$4,280.99	\$47,566.57	\$44,151.29	\$4,366.61	\$48,517.90
1	\$42,436.85	\$4,197.05	\$46,633.90	\$43,285.58	\$4,280.99	\$47,566.57	\$44,151.29	\$4,366.61	\$48,517.90	\$45,034.32	\$4,453.94	\$49,488.26
2	\$43,285.58	\$4,280.99	\$47,566.57	\$44,151.29	\$4,366.61	\$48,517.90	\$45,034.32	\$4,453.94	\$49,488.26	\$45,935.01	\$4,543.02	\$50,478.03
3	\$44,151.29	\$4,366.61	\$48,517.90	\$45,034.32	\$4,453.94	\$49,488.26	\$45,935.01	\$4,543.02	\$50,478.03	\$46,853.71	\$4,633.88	\$51,487.59
4	\$45,034.32	\$4,453.94	\$49,488.26	\$45,935.01	\$4,543.02	\$50,478.03	\$46,853.71	\$4,633.88	\$51,487.59	\$47,790.78	\$4,726.56	\$52,517.34
5	\$46,385.35	\$4,587.56	\$50,972.91	\$47,313.06	\$4,679.31	\$51,992.37	\$48,259.32	\$4,772.90	\$53,032.22	\$49,224.50	\$4,868.35	\$54,092.85
6	\$47,313.06	\$4,679.31	\$51,992.37	\$48,259.32	\$4,772.90	\$53,032.22	\$49,224.50	\$4,868.35	\$54,092.85	\$50,208.99	\$4,965.72	\$55,174.71
7	\$48,258.32	\$4,772.80	\$53,031.12	\$49,224.50	\$4,868.35	\$54,092.85	\$50,208.99	\$4,965.72	\$55,174.71	\$51,213.17	\$5,065.03	\$56,278.20
8	\$49,224.50	\$4,868.35	\$54,092.85	\$50,208.99	\$4,965.72	\$55,174.71	\$51,213.17	\$5,065.03	\$56,278.20	\$52,237.44	\$5,166.34	\$57,403.78
9	\$50,208.99	\$4,965.72	\$55,174.71	\$51,213.17	\$5,065.03	\$56,278.20	\$52,237.44	\$5,166.34	\$57,403.78	\$53,282.19	\$5,269.66	\$58,551.85
10	\$51,715.26	\$5,114.69	\$56,829.95	\$52,749.57	\$5,216.99	\$57,966.56	\$53,804.56	\$5,321.32	\$59,125.88	\$54,880.65	\$5,427.75	\$60,308.40
11	\$52,749.57	\$5,216.99	\$57,966.56	\$53,804.56	\$5,321.32	\$59,125.88	\$54,880.65	\$5,427.75	\$60,308.40	\$55,978.26	\$5,536.31	\$61,514.57
12	\$53,804.56	\$5,321.32	\$59,125.88	\$54,880.65	\$5,427.75	\$60,308.40	\$55,978.26	\$5,536.31	\$61,514.57	\$57,097.83	\$5,647.03	\$62,744.86
13	\$54,880.65	\$5,427.75	\$60,308.40	\$55,978.26	\$5,536.31	\$61,514.57	\$57,097.83	\$5,647.03	\$62,744.86	\$58,239.79	\$5,759.97	\$63,999.76
14	\$55,978.26	\$5,536.31	\$61,514.57	\$57,097.83	\$5,647.03	\$62,744.86	\$58,239.79	\$5,759.97	\$63,999.76	\$59,404.58	\$5,875.17	\$65,279.75
15	\$57,657.61	\$5,702.40	\$63,360.01	\$58,810.76	\$5,816.44	\$64,627.20	\$59,986.98	\$5,932.77	\$65,919.75	\$61,186.72	\$6,051.43	\$67,238.15
16	\$58,810.76	\$5,816.44	\$64,627.20	\$59,986.98	\$5,932.77	\$65,919.75	\$61,186.72	\$6,051.43	\$67,238.15	\$62,410.45	\$6,172.46	\$68,582.91
17	\$59,986.98	\$5,932.77	\$65,919.75	\$61,186.72	\$6,051.43	\$67,238.15	\$62,410.45	\$6,172.46	\$68,582.91	\$63,658.66	\$6,295.91	\$69,954.57
18	\$61,186.72	\$6,051.43	\$67,238.15	\$62,410.45	\$6,172.46	\$68,582.91	\$63,658.66	\$6,295.91	\$69,954.57	\$64,931.84	\$6,421.82	\$71,353.66
19	\$62,410.45	\$6,172.46	\$68,582.91	\$63,658.66	\$6,295.91	\$69,954.57	\$64,931.84	\$6,421.82	\$71,353.66	\$66,230.47	\$6,550.26	\$72,780.73
20	\$63,658.66	\$6,295.91	\$69,954.57	\$64,931.84	\$6,421.82	\$71,353.66	\$66,230.47	\$6,550.26	\$72,780.73	\$67,555.08	\$6,681.26	\$74,236.34
21	\$64,931.84	\$6,421.82	\$71,353.66	\$66,230.47	\$6,550.26	\$72,780.73	\$67,555.08	\$6,681.26	\$74,236.34	\$68,906.18	\$6,814.89	\$75,721.07
22	\$66,230.47	\$6,550.26	\$72,780.73	\$67,555.08	\$6,681.26	\$74,236.34	\$68,906.18	\$6,814.89	\$75,721.07	\$70,284.31	\$6,951.19	\$77,235.50
23	\$67,555.08	\$6,681.26	\$74,236.34	\$68,906.18	\$6,814.89	\$75,721.07	\$70,284.31	\$6,951.19	\$77,235.50	\$71,689.99	\$7,090.21	\$78,780.20
24	\$68,906.18	\$6,814.89	\$75,721.07	\$70,284.31	\$6,951.19	\$77,235.50	\$71,689.99	\$7,090.21	\$78,780.20	\$73,123.79	\$7,232.02	\$80,355.81
25	\$70,284.31	\$6,951.19	\$77,235.50	\$71,689.99	\$7,090.21	\$78,780.20	\$73,123.79	\$7,232.02	\$80,355.81	\$74,586.27	\$7,376.66	\$81,962.93
26				\$73,123.79	\$7,232.02	\$80,355.81	\$74,586.27	\$7,376.66	\$81,962.93	\$76,077.99	\$7,524.19	\$83,602.18
27										\$77,599.55	\$7,674.67	\$85,274.22
28										\$79,151.55	\$7,828.17	\$86,979.72

The Board will pay 9.8901% to TRS that will be reported as creditable earnings.

Anna CCSD 37 Masters Degree Salary Schedule 2022-2023

<u>Years</u>	<u>Masters</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>M+8</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>M+16</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>M+24</u>	<u>TRS</u>	<u>Cred Earn</u>
0	\$44,500.00	\$4,401.09	\$48,901.09	\$45,390.00	\$4,489.12	\$49,879.12	\$46,297.80	\$4,578.90	\$50,876.70	\$47,223.76	\$4,670.48	\$51,894.24
1	\$45,390.00	\$4,489.12	\$49,879.12	\$46,297.80	\$4,578.90	\$50,876.70	\$47,223.76	\$4,670.48	\$51,894.24	\$48,168.23	\$4,763.89	\$52,932.12
2	\$46,297.80	\$4,578.90	\$50,876.70	\$47,223.76	\$4,670.48	\$51,894.24	\$48,168.23	\$4,763.89	\$52,932.12	\$49,131.60	\$4,859.16	\$53,990.76
3	\$47,223.76	\$4,670.48	\$51,894.24	\$48,168.23	\$4,763.89	\$52,932.12	\$49,131.60	\$4,859.16	\$53,990.76	\$50,114.23	\$4,956.35	\$55,070.58
4	\$48,168.23	\$4,763.89	\$52,932.12	\$49,131.60	\$4,859.16	\$53,990.76	\$50,114.23	\$4,956.35	\$55,070.58	\$51,116.51	\$5,055.47	\$56,171.98
5	\$49,613.28	\$4,906.80	\$54,520.08	\$50,605.54	\$5,004.94	\$55,610.48	\$51,617.65	\$5,105.04	\$56,722.69	\$52,650.01	\$5,207.14	\$57,857.15
6	\$50,605.54	\$5,004.94	\$55,610.48	\$51,517.65	\$5,095.15	\$56,612.80	\$52,650.01	\$5,207.14	\$57,857.15	\$53,703.01	\$5,311.28	\$59,014.29
7	\$51,617.65	\$5,105.04	\$56,722.69	\$52,650.01	\$5,207.14	\$57,857.15	\$53,703.01	\$5,311.28	\$59,014.29	\$54,777.07	\$5,417.51	\$60,194.58
8	\$52,650.01	\$5,207.14	\$57,857.15	\$53,703.01	\$5,311.28	\$59,014.29	\$54,777.07	\$5,417.51	\$60,194.58	\$55,872.61	\$5,525.86	\$61,398.47
9	\$53,703.01	\$5,311.28	\$59,014.29	\$54,777.07	\$5,417.51	\$60,194.58	\$55,872.61	\$5,525.86	\$61,398.47	\$56,990.06	\$5,636.37	\$62,626.43
10	\$55,314.10	\$5,470.62	\$60,784.72	\$56,420.38	\$5,580.03	\$62,000.41	\$57,548.79	\$5,691.63	\$63,240.42	\$58,699.76	\$5,805.46	\$64,505.22
11	\$56,420.38	\$5,580.03	\$62,000.41	\$57,548.79	\$5,691.63	\$63,240.42	\$58,699.76	\$5,805.46	\$64,505.22	\$59,873.76	\$5,921.57	\$65,795.33
12	\$57,548.79	\$5,691.63	\$63,240.42	\$58,699.76	\$5,805.46	\$64,505.22	\$59,873.76	\$5,921.57	\$65,795.33	\$61,071.23	\$6,040.01	\$67,111.24
13	\$58,699.76	\$5,805.46	\$64,505.22	\$59,873.76	\$5,921.57	\$65,795.33	\$61,071.23	\$6,040.01	\$67,111.24	\$62,292.66	\$6,160.81	\$68,453.47
14	\$59,873.76	\$5,921.57	\$65,795.33	\$61,071.23	\$6,040.01	\$67,111.24	\$62,292.66	\$6,160.81	\$68,453.47	\$63,538.51	\$6,284.02	\$69,822.53
15	\$61,669.97	\$6,099.22	\$67,769.19	\$62,903.37	\$6,221.21	\$69,124.58	\$64,161.44	\$6,345.63	\$70,507.07	\$65,444.67	\$6,472.54	\$71,917.21
16	\$62,903.37	\$6,221.21	\$69,124.58	\$64,161.44	\$6,345.63	\$70,507.07	\$65,444.67	\$6,472.54	\$71,917.21	\$66,753.56	\$6,601.99	\$73,355.55
17	\$64,161.44	\$6,345.63	\$70,507.07	\$65,444.67	\$6,472.54	\$71,917.21	\$66,753.56	\$6,601.99	\$73,355.55	\$68,088.63	\$6,734.03	\$74,822.66
18	\$65,444.67	\$6,472.54	\$71,917.21	\$66,753.56	\$6,601.99	\$73,355.55	\$68,088.63	\$6,734.03	\$74,822.66	\$69,450.40	\$6,868.71	\$76,319.11
19	\$66,753.56	\$6,601.99	\$73,355.55	\$68,088.63	\$6,734.03	\$74,822.66	\$69,450.40	\$6,868.71	\$76,319.11	\$70,839.41	\$7,006.09	\$77,845.50
20	\$68,088.63	\$6,734.03	\$74,822.66	\$69,450.40	\$6,868.71	\$76,319.11	\$70,839.41	\$7,006.09	\$77,845.50	\$72,256.20	\$7,146.21	\$79,402.41
21	\$69,450.40	\$6,868.71	\$76,319.11	\$70,839.41	\$7,006.09	\$77,845.50	\$72,256.20	\$7,146.21	\$79,402.41	\$73,701.32	\$7,289.13	\$80,990.45
22	\$70,839.41	\$7,006.09	\$77,845.50	\$72,256.20	\$7,146.21	\$79,402.41	\$73,701.32	\$7,289.13	\$80,990.45	\$75,175.35	\$7,434.92	\$82,610.27
23	\$72,256.20	\$7,146.21	\$79,402.41	\$73,701.32	\$7,289.13	\$80,990.45	\$75,175.35	\$7,434.92	\$82,610.27	\$76,678.86	\$7,583.62	\$84,262.48
24	\$73,701.32	\$7,289.13	\$80,990.45	\$75,175.35	\$7,434.92	\$82,610.27	\$76,678.86	\$7,583.62	\$84,262.48	\$78,212.44	\$7,735.29	\$85,947.73
25	\$75,175.35	\$7,434.92	\$82,610.27	\$76,678.86	\$7,583.62	\$84,262.48	\$78,212.44	\$7,735.29	\$85,947.73	\$79,776.68	\$7,889.99	\$87,666.67
26	\$76,678.86	\$7,583.62	\$84,262.48	\$78,212.44	\$7,735.29	\$85,947.73	\$79,776.68	\$7,889.99	\$87,666.67	\$81,372.22	\$8,047.79	\$89,420.01
27	\$78,212.44	\$7,735.29	\$85,947.73	\$79,776.68	\$7,889.99	\$87,666.67	\$81,372.22	\$8,047.79	\$89,420.01	\$82,999.66	\$8,208.75	\$91,208.41
28	\$79,776.68	\$7,889.99	\$87,666.67	\$81,372.22	\$8,047.79	\$89,420.01	\$82,999.66	\$8,208.75	\$91,208.41	\$84,659.66	\$8,372.93	\$93,032.59
29	\$81,372.22	\$8,047.79	\$89,420.01	\$82,999.66	\$8,208.75	\$91,208.41	\$84,659.66	\$8,372.93	\$93,032.59	\$86,352.85	\$8,540.38	\$94,893.23
30	\$82,999.66	\$8,208.75	\$91,208.41	\$84,659.66	\$8,372.93	\$93,032.59	\$86,352.85	\$8,540.38	\$94,893.23	\$88,079.91	\$8,711.19	\$96,791.10
31				\$86,352.85	\$8,540.38	\$94,893.23	\$88,079.91	\$8,711.19	\$96,791.10	\$89,841.50	\$8,885.41	\$98,726.91
32				\$88,079.91	\$8,711.19	\$96,791.10	\$89,841.50	\$8,885.41	\$98,726.91	\$91,638.33	\$9,063.12	\$100,701.45
33							\$91,638.33	\$9,063.12	\$100,701.45	\$93,471.10	\$9,244.39	\$102,715.49
34										\$95,340.52	\$9,429.27	\$104,769.79

The Board will pay 9.8901% to TRS that will be reported as creditable earnings.

Anna CCSD 37 Masters Degree Salary Schedule 2023-2024

<u>Years</u>	<u>Masters</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>M+8</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>M+16</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>M+24</u>	<u>TRS</u>	<u>Cred Earn</u>
0	\$45,612.50	\$4,511.12	\$50,123.62	\$46,524.75	\$4,601.34	\$51,126.09	\$47,455.25	\$4,693.37	\$52,148.62	\$48,404.35	\$4,787.24	\$53,191.59
1	\$46,524.75	\$4,601.34	\$51,126.09	\$47,455.25	\$4,693.37	\$52,148.62	\$48,404.35	\$4,787.24	\$53,191.59	\$49,372.44	\$4,882.98	\$54,255.42
2	\$47,455.25	\$4,693.37	\$52,148.62	\$48,404.35	\$4,787.24	\$53,191.59	\$49,372.44	\$4,882.98	\$54,255.42	\$50,359.89	\$4,980.64	\$55,340.53
3	\$48,404.35	\$4,787.24	\$53,191.59	\$49,372.44	\$4,882.98	\$54,255.42	\$50,359.89	\$4,980.64	\$55,340.53	\$51,367.08	\$5,080.26	\$56,447.34
4	\$49,372.44	\$4,882.98	\$54,255.42	\$50,359.89	\$4,980.64	\$55,340.53	\$51,367.08	\$5,080.26	\$56,447.34	\$52,394.43	\$5,181.86	\$57,576.29
5	\$50,853.61	\$5,029.47	\$55,883.08	\$51,870.68	\$5,130.06	\$57,000.74	\$52,908.10	\$5,232.66	\$58,140.76	\$53,966.26	\$5,337.32	\$59,303.58
6	\$51,870.68	\$5,130.06	\$57,000.74	\$52,908.10	\$5,232.66	\$58,140.76	\$53,966.26	\$5,337.32	\$59,303.58	\$55,045.58	\$5,444.06	\$60,489.64
7	\$52,908.10	\$5,232.66	\$58,140.76	\$53,966.26	\$5,337.32	\$59,303.58	\$55,045.58	\$5,444.06	\$60,489.64	\$56,146.49	\$5,552.94	\$61,699.43
8	\$53,966.26	\$5,337.32	\$59,303.58	\$55,045.58	\$5,444.06	\$60,489.64	\$56,146.49	\$5,552.94	\$61,699.43	\$57,269.42	\$5,664.00	\$62,933.42
9	\$55,045.58	\$5,444.06	\$60,489.64	\$56,146.49	\$5,552.94	\$61,699.43	\$57,249.42	\$5,662.02	\$62,911.44	\$58,414.81	\$5,777.28	\$64,192.09
10	\$56,696.95	\$5,607.39	\$62,304.34	\$57,830.89	\$5,719.53	\$63,550.42	\$58,987.51	\$5,833.92	\$64,821.43	\$60,167.26	\$5,950.60	\$66,117.86
11	\$57,830.89	\$5,719.53	\$63,550.42	\$58,987.51	\$5,833.92	\$64,821.43	\$60,167.26	\$5,950.60	\$66,117.86	\$61,370.60	\$6,069.61	\$67,440.21
12	\$58,987.51	\$5,833.92	\$64,821.43	\$60,167.26	\$5,950.60	\$66,117.86	\$61,370.60	\$6,069.61	\$67,440.21	\$62,598.01	\$6,191.01	\$68,789.02
13	\$60,167.26	\$5,950.60	\$66,117.86	\$61,370.60	\$6,069.61	\$67,440.21	\$62,598.01	\$6,191.01	\$68,789.02	\$63,849.97	\$6,314.83	\$70,164.80
14	\$61,370.60	\$6,069.61	\$67,440.21	\$62,598.01	\$6,191.01	\$68,789.02	\$63,849.97	\$6,314.83	\$70,164.80	\$65,126.97	\$6,441.12	\$71,568.09
15	\$63,211.72	\$6,251.70	\$69,463.42	\$64,475.95	\$6,376.74	\$70,852.69	\$65,765.47	\$6,504.27	\$72,269.74	\$67,080.78	\$6,634.36	\$73,715.14
16	\$64,475.95	\$6,376.74	\$70,852.69	\$65,765.47	\$6,504.27	\$72,269.74	\$67,080.78	\$6,634.36	\$73,715.14	\$68,422.40	\$6,767.04	\$75,189.44
17	\$65,765.47	\$6,504.27	\$72,269.74	\$67,080.78	\$6,634.36	\$73,715.14	\$68,422.40	\$6,767.04	\$75,189.44	\$69,790.85	\$6,902.38	\$76,693.23
18	\$67,080.78	\$6,634.36	\$73,715.14	\$68,422.40	\$6,767.04	\$75,189.44	\$69,790.85	\$6,902.38	\$76,693.23	\$71,186.66	\$7,040.43	\$78,227.09
19	\$68,422.40	\$6,767.04	\$75,189.44	\$69,790.85	\$6,902.38	\$76,693.23	\$71,186.66	\$7,040.43	\$78,227.09	\$72,610.40	\$7,181.24	\$79,791.64
20	\$69,790.85	\$6,902.38	\$76,693.23	\$71,186.66	\$7,040.43	\$78,227.09	\$72,610.40	\$7,181.24	\$79,791.64	\$74,062.61	\$7,324.87	\$81,387.48
21	\$71,186.66	\$7,040.43	\$78,227.09	\$72,610.40	\$7,181.24	\$79,791.64	\$74,062.61	\$7,324.87	\$81,387.48	\$75,543.86	\$7,471.36	\$83,015.22
22	\$72,610.40	\$7,181.24	\$79,791.64	\$74,062.61	\$7,324.87	\$81,387.48	\$75,543.86	\$7,471.36	\$83,015.22	\$77,054.73	\$7,620.79	\$84,675.52
23	\$74,062.61	\$7,324.87	\$81,387.48	\$75,543.86	\$7,471.36	\$83,015.22	\$77,054.73	\$7,620.79	\$84,675.52	\$78,595.83	\$7,773.21	\$86,369.04
24	\$75,543.86	\$7,471.36	\$83,015.22	\$77,054.73	\$7,620.79	\$84,675.52	\$78,595.83	\$7,773.21	\$86,369.04	\$80,167.75	\$7,928.67	\$88,096.42
25	\$77,054.73	\$7,620.79	\$84,675.52	\$78,595.83	\$7,773.21	\$86,369.04	\$80,167.75	\$7,928.67	\$88,096.42	\$81,771.10	\$8,087.24	\$89,858.34
26	\$78,595.83	\$7,773.21	\$86,369.04	\$80,167.75	\$7,928.67	\$88,096.42	\$81,771.10	\$8,087.24	\$89,858.34	\$83,406.52	\$8,248.99	\$91,655.51
27	\$80,167.75	\$7,928.67	\$88,096.42	\$81,771.10	\$8,087.24	\$89,858.34	\$83,406.52	\$8,248.99	\$91,655.51	\$85,074.65	\$8,413.97	\$93,488.62
28	\$81,771.10	\$8,087.24	\$89,858.34	\$83,406.52	\$8,248.99	\$91,655.51	\$85,074.65	\$8,413.97	\$93,488.62	\$86,776.15	\$8,582.25	\$95,358.40
29	\$83,406.52	\$8,248.99	\$91,655.51	\$85,074.65	\$8,413.97	\$93,488.62	\$86,776.15	\$8,582.25	\$95,358.40	\$88,511.67	\$8,753.89	\$97,265.56
30	\$85,074.65	\$8,413.97	\$93,488.62	\$86,776.15	\$8,582.25	\$95,358.40	\$88,511.67	\$8,753.89	\$97,265.56	\$90,281.90	\$8,928.97	\$99,210.87
31				\$88,511.67	\$8,753.89	\$97,265.56	\$90,281.90	\$8,928.97	\$99,210.87	\$92,087.54	\$9,107.55	\$101,195.09
32				\$90,281.90	\$8,928.97	\$99,210.87	\$92,087.54	\$9,107.55	\$101,195.09	\$93,929.29	\$9,289.70	\$103,218.99
33							\$93,929.29	\$9,289.70	\$103,218.99	\$95,807.88	\$9,475.50	\$105,283.38
34										\$97,724.03	\$9,665.00	\$107,389.03

The Board will pay 9.8901% to TRS that will be reported as creditable earnings.

Anna CCSD 37 Masters Degree Salary Schedule 2024-2025

<u>Years</u>	<u>Masters</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>M+8</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>M+16</u>	<u>TRS</u>	<u>Cred Earn</u>	<u>M+24</u>	<u>TRS</u>	<u>Cred Earn</u>
0	\$46,752.81	\$4,623.90	\$51,376.71	\$47,687.87	\$4,716.38	\$52,404.25	\$48,641.63	\$4,810.71	\$53,452.34	\$49,614.46	\$4,906.92	\$54,521.38
1	\$47,687.87	\$4,716.38	\$52,404.25	\$48,641.63	\$4,810.71	\$53,452.34	\$49,614.46	\$4,906.92	\$54,521.38	\$50,606.75	\$5,005.06	\$55,611.81
2	\$48,641.63	\$4,810.71	\$53,452.34	\$49,614.46	\$4,906.92	\$54,521.38	\$50,606.75	\$5,005.06	\$55,611.81	\$51,618.88	\$5,105.16	\$56,724.04
3	\$49,614.46	\$4,906.92	\$54,521.38	\$50,606.75	\$5,005.06	\$55,611.81	\$51,618.88	\$5,105.16	\$56,724.04	\$52,651.26	\$5,207.26	\$57,858.52
4	\$50,606.75	\$5,005.06	\$55,611.81	\$51,618.88	\$5,105.16	\$56,724.04	\$52,651.26	\$5,207.26	\$57,858.52	\$53,704.29	\$5,311.41	\$59,015.70
5	\$52,124.95	\$5,155.21	\$57,280.16	\$53,167.45	\$5,258.31	\$58,425.76	\$54,230.80	\$5,363.48	\$59,594.28	\$55,315.41	\$5,470.75	\$60,786.16
6	\$53,167.45	\$5,258.31	\$58,425.76	\$54,230.80	\$5,363.48	\$59,594.28	\$55,315.41	\$5,470.75	\$60,786.16	\$56,421.72	\$5,580.16	\$62,001.88
7	\$54,230.80	\$5,363.48	\$59,594.28	\$55,315.41	\$5,470.75	\$60,786.16	\$56,421.72	\$5,580.16	\$62,001.88	\$57,550.16	\$5,691.77	\$63,241.93
8	\$55,315.41	\$5,470.75	\$60,786.16	\$56,421.72	\$5,580.16	\$62,001.88	\$57,550.16	\$5,691.77	\$63,241.93	\$58,701.16	\$5,805.60	\$64,506.76
9	\$56,421.72	\$5,580.16	\$62,001.88	\$57,550.16	\$5,691.77	\$63,241.93	\$58,701.16	\$5,805.60	\$64,506.76	\$59,875.18	\$5,921.72	\$65,796.90
10	\$58,114.37	\$5,747.57	\$63,861.94	\$59,276.66	\$5,862.52	\$65,139.18	\$60,462.19	\$5,979.77	\$66,441.96	\$61,671.44	\$6,099.37	\$67,770.81
11	\$59,276.66	\$5,862.52	\$65,139.18	\$60,462.19	\$5,979.77	\$66,441.96	\$61,671.44	\$6,099.37	\$67,770.81	\$62,904.87	\$6,221.35	\$69,126.22
12	\$60,462.19	\$5,979.77	\$66,441.96	\$61,671.44	\$6,099.37	\$67,770.81	\$62,904.87	\$6,221.35	\$69,126.22	\$64,162.96	\$6,345.78	\$70,508.74
13	\$61,674.44	\$6,099.66	\$67,774.10	\$62,904.87	\$6,221.35	\$69,126.22	\$64,162.96	\$6,345.78	\$70,508.74	\$65,446.22	\$6,472.70	\$71,918.92
14	\$62,904.87	\$6,221.35	\$69,126.22	\$64,162.96	\$6,345.78	\$70,508.74	\$65,446.22	\$6,472.70	\$71,918.92	\$66,755.15	\$6,602.15	\$73,357.30
15	\$64,792.01	\$6,407.99	\$71,200.00	\$66,087.85	\$6,536.15	\$72,624.00	\$67,409.61	\$6,666.88	\$74,076.49	\$68,757.80	\$6,800.22	\$75,558.02
16	\$66,087.85	\$6,536.15	\$72,624.00	\$67,409.61	\$6,666.87	\$74,076.38	\$68,757.80	\$6,800.22	\$75,558.02	\$70,132.96	\$6,936.22	\$77,069.18
17	\$67,409.61	\$6,666.88	\$74,076.49	\$68,757.80	\$6,800.22	\$75,558.02	\$70,132.96	\$6,936.22	\$77,069.18	\$71,535.62	\$7,074.94	\$78,610.56
18	\$68,757.80	\$6,800.22	\$75,558.02	\$70,132.96	\$6,936.22	\$77,069.18	\$71,535.62	\$7,074.94	\$78,610.56	\$72,966.33	\$7,216.44	\$80,182.77
19	\$70,132.96	\$6,936.22	\$77,069.18	\$71,535.62	\$7,074.94	\$78,610.56	\$72,966.33	\$7,216.44	\$80,182.77	\$74,425.66	\$7,360.77	\$81,786.43
20	\$71,535.62	\$7,074.94	\$78,610.56	\$72,966.33	\$7,216.44	\$80,182.77	\$74,425.66	\$7,360.77	\$81,786.43	\$75,914.17	\$7,507.99	\$83,422.16
21	\$72,966.33	\$7,216.44	\$80,182.77	\$74,425.66	\$7,360.77	\$81,786.43	\$75,914.17	\$7,507.99	\$83,422.16	\$77,432.45	\$7,658.15	\$85,090.60
22	\$74,425.66	\$7,360.77	\$81,786.43	\$75,914.17	\$7,507.99	\$83,422.16	\$77,432.45	\$7,658.15	\$85,090.60	\$78,981.10	\$7,811.31	\$86,792.41
23	\$75,914.17	\$7,507.99	\$83,422.16	\$77,432.45	\$7,658.15	\$85,090.60	\$78,981.10	\$7,811.31	\$86,792.41	\$80,560.73	\$7,967.54	\$88,528.27
24	\$77,432.45	\$7,658.15	\$85,090.60	\$78,981.10	\$7,811.31	\$86,792.41	\$80,560.73	\$7,967.54	\$88,528.27	\$82,171.94	\$8,126.89	\$90,298.83
25	\$78,981.10	\$7,811.31	\$86,792.41	\$80,560.73	\$7,967.54	\$88,528.27	\$82,171.94	\$8,126.89	\$90,298.83	\$83,815.38	\$8,289.42	\$92,104.80
26	\$80,560.73	\$7,967.54	\$88,528.27	\$82,171.94	\$8,126.89	\$90,298.83	\$83,815.38	\$8,289.42	\$92,104.80	\$85,491.69	\$8,455.21	\$93,946.90
27	\$82,171.94	\$8,126.89	\$90,298.83	\$83,815.38	\$8,289.42	\$92,104.80	\$85,491.69	\$8,455.21	\$93,946.90	\$87,201.52	\$8,624.32	\$95,825.84
28	\$83,815.38	\$8,289.42	\$92,104.80	\$85,491.69	\$8,455.21	\$93,946.90	\$87,201.52	\$8,624.32	\$95,825.84	\$88,945.55	\$8,796.80	\$97,742.35
29	\$85,491.69	\$8,455.21	\$93,946.90	\$87,201.52	\$8,624.32	\$95,825.84	\$88,945.55	\$8,796.80	\$97,742.35	\$90,724.46	\$8,972.74	\$99,697.20
30	\$87,201.52	\$8,624.32	\$95,825.84	\$88,945.55	\$8,796.80	\$97,742.35	\$90,724.46	\$8,972.74	\$99,697.20	\$92,538.95	\$9,152.19	\$101,691.14
31				\$90,724.46	\$8,972.74	\$99,697.20	\$92,538.95	\$9,152.19	\$101,691.14	\$94,389.73	\$9,335.24	\$103,724.97
32				\$92,538.95	\$9,152.19	\$101,691.14	\$94,389.73	\$9,335.24	\$103,724.97	\$96,277.52	\$9,521.94	\$105,799.46
33							\$96,277.52	\$9,521.94	\$105,799.46	\$98,203.07	\$9,712.38	\$107,915.45
34										\$100,167.14	\$9,906.63	\$110,073.77

The Board will pay 9.8901% to TRS that will be reported as creditable earnings.

Anna CCSD 37 Hourly Wage Schedule

Aides 2022-2023					Aides 2023-2024					Aides 2024-2025				
	Lane 1	Lane 2	Lane 3	Lane 4		Lane 1	Lane 2	Lane 3	Lane 4		Lane 1	Lane 2	Lane 3	Lane 4
0	\$17.00	\$19.50	\$20.75	\$22.00	0	\$17.51	\$20.09	\$21.37	\$22.66	0	\$18.04	\$20.69	\$22.01	\$23.34
1	\$17.04	\$19.55	\$20.80	\$22.06	1	\$17.55	\$20.14	\$21.43	\$22.72	1	\$18.08	\$20.74	\$22.07	\$23.40
2	\$17.09	\$19.60	\$20.85	\$22.11	2	\$17.60	\$20.19	\$21.48	\$22.77	2	\$18.13	\$20.79	\$22.12	\$23.46
3	\$17.13	\$19.65	\$20.91	\$22.17	3	\$17.64	\$20.24	\$21.53	\$22.83	3	\$18.17	\$20.84	\$22.18	\$23.52
4	\$17.17	\$19.70	\$20.96	\$22.22	4	\$17.69	\$20.29	\$21.59	\$22.89	4	\$18.22	\$20.90	\$22.23	\$23.57
5	\$17.21	\$19.74	\$21.01	\$22.28	5	\$17.73	\$20.34	\$21.64	\$22.94	5	\$18.26	\$20.95	\$22.29	\$23.63
6	\$17.26	\$19.79	\$21.06	\$22.33	6	\$17.77	\$20.39	\$21.70	\$23.00	6	\$18.31	\$21.00	\$22.35	\$23.69
7	\$17.30	\$19.84	\$21.12	\$22.39	7	\$17.82	\$20.44	\$21.75	\$23.06	7	\$18.35	\$21.05	\$22.40	\$23.75
8	\$17.34	\$19.89	\$21.17	\$22.44	8	\$17.86	\$20.49	\$21.80	\$23.12	8	\$18.40	\$21.10	\$22.46	\$23.81
9	\$17.39	\$19.94	\$21.22	\$22.50	9	\$17.91	\$20.54	\$21.86	\$23.17	9	\$18.45	\$21.16	\$22.51	\$23.87
10	\$17.73	\$20.34	\$21.65	\$22.95	10	\$18.27	\$20.95	\$22.30	\$23.64	10	\$18.81	\$21.58	\$22.96	\$24.35
11	\$17.78	\$20.39	\$21.70	\$23.01	11	\$18.31	\$21.00	\$22.35	\$23.70	11	\$18.86	\$21.63	\$23.02	\$24.41
12	\$17.82	\$20.44	\$21.75	\$23.06	12	\$18.36	\$21.06	\$22.41	\$23.76	12	\$18.91	\$21.69	\$23.08	\$24.47
13	\$17.87	\$20.49	\$21.81	\$23.12	13	\$18.40	\$21.11	\$22.46	\$23.82	13	\$18.96	\$21.74	\$23.14	\$24.53
14	\$17.91	\$20.55	\$21.86	\$23.18	14	\$18.45	\$21.16	\$22.52	\$23.88	14	\$19.00	\$21.80	\$23.19	\$24.59
15	\$17.96	\$20.60	\$21.92	\$23.24	15	\$18.50	\$21.22	\$22.58	\$23.94	15	\$19.05	\$21.85	\$23.25	\$24.65
16	\$18.00	\$20.65	\$21.97	\$23.30	16	\$18.54	\$21.27	\$22.63	\$24.00	16	\$19.10	\$21.91	\$23.31	\$24.72
17	\$18.05	\$20.70	\$22.03	\$23.35	17	\$18.59	\$21.32	\$22.69	\$24.06	17	\$19.15	\$21.96	\$23.37	\$24.78
18	\$18.09	\$20.75	\$22.08	\$23.41	18	\$18.63	\$21.38	\$22.75	\$24.12	18	\$19.19	\$22.02	\$23.43	\$24.84
19	\$18.14	\$20.80	\$22.14	\$23.47	19	\$18.68	\$21.43	\$22.80	\$24.18	19	\$19.24	\$22.07	\$23.49	\$24.90
20+	\$18.50	\$21.22	\$22.58	\$23.94	20+	\$19.05	\$21.86	\$23.26	\$24.66	20+	\$19.63	\$22.51	\$23.96	\$25.40
Hours: 7.25, Days: 177														

Anna CCSD 37 Hourly Wage Schedules

	Secretary			Cafeteria Director			Cook		
	2022-23	2023-24	2024-25	2022-23	2023-24	2024-25	2022-23	2023-24	2024-25
0	\$23.15	\$23.84	\$24.56	\$23.50	\$24.21	\$24.93	\$21.50	\$22.15	\$22.81
1	\$23.22	\$23.92	\$24.63	\$23.69	\$24.40	\$25.13	\$21.61	\$22.26	\$22.92
2	\$23.29	\$23.99	\$24.71	\$23.88	\$24.59	\$25.33	\$21.72	\$22.37	\$23.04
3	\$23.36	\$24.06	\$24.78	\$24.07	\$24.79	\$25.53	\$21.82	\$22.48	\$23.15
4	\$23.43	\$24.13	\$24.86	\$24.26	\$24.99	\$25.74	\$21.93	\$22.59	\$23.27
5	\$23.50	\$24.20	\$24.93	\$24.46	\$25.19	\$25.94	\$22.04	\$22.70	\$23.39
6	\$23.57	\$24.28	\$25.01	\$24.65	\$25.39	\$26.15	\$22.15	\$22.82	\$23.50
7	\$23.64	\$24.35	\$25.08	\$24.85	\$25.59	\$26.36	\$22.26	\$22.93	\$23.62
8	\$23.71	\$24.42	\$25.16	\$25.05	\$25.80	\$26.57	\$22.38	\$23.05	\$23.74
9	\$23.78	\$24.50	\$25.23	\$25.25	\$26.00	\$26.78	\$22.49	\$23.16	\$23.86
10	\$24.61	\$25.35	\$26.11	\$26.00	\$26.78	\$27.59	\$22.94	\$23.62	\$24.33
11	\$24.69	\$25.43	\$26.19	\$26.21	\$27.00	\$27.81	\$23.05	\$23.74	\$24.46
12	\$24.76	\$25.51	\$26.27	\$26.42	\$27.21	\$28.03	\$23.17	\$23.86	\$24.58
13	\$24.84	\$25.58	\$26.35	\$26.63	\$27.43	\$28.26	\$23.28	\$23.98	\$24.70
14	\$24.91	\$25.66	\$26.43	\$26.85	\$27.65	\$28.48	\$23.40	\$24.10	\$24.82
15	\$24.99	\$25.74	\$26.51	\$27.06	\$27.87	\$28.71	\$23.52	\$24.22	\$24.95
16	\$25.06	\$25.81	\$26.59	\$27.28	\$28.10	\$28.94	\$23.63	\$24.34	\$25.07
17	\$25.14	\$25.89	\$26.67	\$27.50	\$28.32	\$29.17	\$23.75	\$24.46	\$25.20
18	\$25.21	\$25.97	\$26.75	\$27.72	\$28.55	\$29.40	\$23.87	\$24.59	\$25.32
19	\$25.29	\$26.05	\$26.83	\$27.94	\$28.78	\$29.64	\$23.99	\$24.71	\$25.45
20+	\$26.17	\$26.96	\$27.77	\$28.78	\$29.64	\$30.53	\$24.47	\$25.20	\$25.96
	Hours: 7, Days: 190, 205, or 210			Hours: 7, Days: 180			Hours: 7, Days: 178		

Anna CCSD 37 Hourly Wage Schedules

	Maintenance Director			Custodian			Nurse		
	2022-23	2023-24	2024-25	2022-23	2023-24	2024-25	2022-23	2023-24	2024-25
0	\$20.00	\$20.60	\$21.22	\$18.00	\$18.54	\$19.10	\$30.25	\$31.16	\$32.09
1	\$20.30	\$20.91	\$21.54	\$18.27	\$18.82	\$19.38	\$30.70	\$31.62	\$32.57
2	\$20.60	\$21.22	\$21.86	\$18.54	\$19.10	\$19.67	\$31.16	\$32.10	\$33.06
3	\$20.91	\$21.54	\$22.19	\$18.82	\$19.39	\$19.97	\$31.63	\$32.58	\$33.56
4	\$21.23	\$21.86	\$22.52	\$19.10	\$19.68	\$20.27	\$32.11	\$33.07	\$34.06
5	\$21.55	\$22.19	\$22.86	\$19.39	\$19.97	\$20.57	\$32.59	\$33.57	\$34.57
6	\$21.87	\$22.52	\$23.20	\$19.68	\$20.27	\$20.88	\$33.08	\$34.07	\$35.09
7	\$22.20	\$22.86	\$23.55	\$19.98	\$20.58	\$21.19	\$33.57	\$34.58	\$35.62
8	\$22.53	\$23.21	\$23.90	\$20.28	\$20.89	\$21.51	\$34.08	\$35.10	\$36.15
9	\$22.87	\$23.55	\$24.26	\$20.58	\$21.20	\$21.83	\$34.59	\$35.63	\$36.69
10	\$23.55	\$24.26	\$24.99	\$21.20	\$21.83	\$22.49	\$35.97	\$37.05	\$38.16
11	\$23.91	\$24.62	\$25.36	\$21.52	\$22.16	\$22.83	\$36.51	\$37.61	\$38.73
12	\$24.27	\$24.99	\$25.74	\$21.84	\$22.49	\$23.17	\$37.06	\$38.17	\$39.32
13	\$24.63	\$25.37	\$26.13	\$22.17	\$22.83	\$23.52	\$37.61	\$38.74	\$39.90
14	\$25.00	\$25.75	\$26.52	\$22.50	\$23.17	\$23.87	\$38.18	\$39.32	\$40.50
15	\$25.37	\$26.14	\$26.92	\$22.84	\$23.52	\$24.23	\$38.75	\$39.91	\$41.11
16	\$25.75	\$26.53	\$27.32	\$23.18	\$23.87	\$24.59	\$39.33	\$40.51	\$41.73
17	\$26.14	\$26.93	\$27.73	\$23.53	\$24.23	\$24.96	\$39.92	\$41.12	\$42.35
18	\$26.53	\$27.33	\$28.15	\$23.88	\$24.60	\$25.33	\$40.52	\$41.74	\$42.99
19	\$26.93	\$27.74	\$28.57	\$24.24	\$24.97	\$25.71	\$41.13	\$42.36	\$43.63
20+	\$27.74	\$28.57	\$29.43	\$24.97	\$25.71	\$26.49	\$42.77	\$44.06	\$45.38
	Hours: 8, Days: 260			Hours: 8, Days: 260			Hours: 7.5, Days: 185		

Anna CCSD 37 Hourly Wage Schedule

	Bus Driver		
	2022-23	2023-24	2024-25
0	\$16.75	\$17.25	\$17.77
1	\$17.09	\$17.60	\$18.13
2	\$17.43	\$17.95	\$18.49
3	\$17.78	\$18.31	\$18.86
4	\$18.13	\$18.67	\$19.23
5	\$18.49	\$19.05	\$19.62
6	\$18.86	\$19.43	\$20.01
7	\$19.24	\$19.82	\$20.41
8	\$19.63	\$20.21	\$20.82
9	\$20.02	\$20.62	\$21.24
10	\$20.52	\$21.13	\$21.77
11	\$20.93	\$21.56	\$22.20
12	\$21.35	\$21.99	\$22.65
13	\$21.77	\$22.43	\$23.10
14	\$22.21	\$22.88	\$23.56
15	\$22.65	\$23.33	\$24.03
16	\$23.11	\$23.80	\$24.51
17	\$23.57	\$24.28	\$25.00
18	\$24.04	\$24.76	\$25.50
19	\$24.52	\$25.26	\$26.01
20+	\$25.13	\$25.89	\$26.66
	Hours: 4, Days: 176		

Anna CCSD 37 Extra Duty Stipend Salary Schedule

	2022-23	2023-24	2024-25
Transportation Director Asst	\$3,198.85	\$3,294.82	\$3,393.66
Athletic Director Asst	\$3,198.85	\$3,294.82	\$3,393.66
Head Boys Basketball	\$3,314.14	\$3,413.57	\$3,515.97
Asst Boys Basketball	\$2,520.44	\$2,596.06	\$2,673.94
6th Boys Basketball	\$1,083.87	\$1,116.39	\$1,149.88
5th Boys Basketball	\$1,083.87	\$1,116.39	\$1,149.88
Little Indians	\$531.14	\$547.08	\$563.49
Bowling	\$531.14	\$547.08	\$563.49
Baseball	\$1,550.64	\$1,597.16	\$1,645.07
Head Girls Basketball	\$3,314.14	\$3,413.57	\$3,515.97
Asst Girls Basketball	\$2,520.44	\$2,596.06	\$2,673.94
6th Girls Basketball	\$1,083.87	\$1,116.39	\$1,149.88
5th Girls Basketball	\$1,083.87	\$1,116.39	\$1,149.88
Softball	\$1,550.64	\$1,597.16	\$1,645.07
Volleyball	\$1,550.64	\$1,597.16	\$1,645.07
Cheerleading Jr Hi	\$1,468.23	\$1,512.28	\$1,557.65
Cheerleading 5th & 6th	\$744.24	\$766.56	\$789.56
Girls Track	\$1,550.64	\$1,597.16	\$1,645.07
Boys Track	\$1,550.64	\$1,597.16	\$1,645.07
Cross Country	\$1,527.72	\$1,573.55	\$1,620.76
Scholar Bowl	\$531.81	\$547.77	\$564.20
Beta Club	\$531.81	\$547.77	\$564.20
Student Council	\$531.81	\$547.77	\$564.20
Instrumental Music	\$1,358.43	\$1,399.18	\$1,441.16
Vocal Music	\$1,358.43	\$1,399.18	\$1,441.16
Yearbook	\$1,358.43	\$1,399.18	\$1,441.16
Art Club	\$531.81	\$547.77	\$564.20
Drama Club	\$531.81	\$547.77	\$564.20