

ALDEN-HEBRON
DISTRICT #19
SCHOOL BOARD
AND ALDEN-HEBRON
EDUCATION
ASSOCIATION

August 20, 2019 - August 19, 2023

*2019-2020 through
2022-2023*

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Article I

Recognition and Definitions

1.1 Recognition

The Board of Education of District 19, McHenry County, Illinois (hereinafter referred to as the “Board”) recognizes the Alden-Hebron Education Association, IEA-NEA or union of choice, (hereinafter referred to as the “Association” as the sole and exclusive bargaining representative for all regularly employed certified Teachers (hereinafter referred to as “Teachers”), exclusive of the Superintendent, principals, assistant principal and day-to-day substitutes.

1.2 Part-Time Teachers

Teachers employed less than full time shall receive salary benefits on a pro-rata basis corresponding to the teaching assignment.

1.3 Definitions

A. Days

The term “days” when used in this Agreement shall, except where otherwise indicated, mean working days.

B. Superintendent

The title “Superintendent” shall indicate the Superintendent of Schools or his/her designee.

Article II

Negotiation Procedures

The Board and Association shall commence bargaining for a successor Agreement no earlier than February 15 in the year the Agreement expires.

The Board and Association will present in writing their counterproposals within thirty (30) days of the date they receive the negotiable items.

It is agreed that the Board and Association will use the services of the Federal Mediation and Conciliation Service (FMCS) in the event of impasse. Should FMCS be unavailable, the Illinois Education Labor Relations Board (IELRB) will be notified. The parties shall mutually select a mediator.

Bargaining sessions shall be closed to the public. Dates of meetings shall be determined by mutual agreement. Meetings shall generally last two and one-half hours; either party may adjourn session(s) at an earlier time and both parties may mutually agree to extend session(s).

Tentative agreements shall be reduced to writing and initialed by the spokesperson of the respective teams at the meeting the tentative agreement is reached; and upon final agreement, the entire contract shall be submitted to the Association for ratification and subsequently to the Board for adoption.

Article III

Grievance Procedure

3.1 Definitions

A grievance shall be:

- 3.1.1 Any claim by the Association, a Teacher, or group of Teachers that there has been an alleged violation, misrepresentation, or misapplication of any of the specific provisions of this Agreement.
- 3.1.2 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. Timelines may be extended by mutual written consent.

3.2 Procedures

The parties acknowledge that a Teacher and an Administrator may resolve problems through free and informal communications. The informal disposition of problems in no way prohibits the Association from filing a grievance nor does it establish a precedent. However, a grievance shall be processed as follows:

- 3.2.1 **STEP I** - The grievant shall present the grievance in writing, signed, dated and specifying the remedy sought, to the immediately involved administrator within ten (10) days of the occurrence, stating the Article and Section of the Agreement alleged to have been violated. The administrator will arrange for a meeting to take place within ten (10) days of receipt of the grievance. The Association's representative, the grievant, and the immediately involved administrator shall be present for the meeting. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the administrator's written response, including the reasons for the decision.
- 3.2.2 **STEP II** - If the grievance is not resolved at STEP I, then the Association shall refer the grievance to 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 (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 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.
- 3.2.3 **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. The American Arbitration Association shall act as the administrator of the proceedings using the Voluntary Labor Arbitration Rules.

If a demand for arbitration is not filed with the Board within thirty (30) days of the day of the Step II answer, then the grievance shall be deemed withdrawn.

- 3.2.3.1 Neither the Board nor the grievant shall be permitted to assert any grounds of evidence before the arbitrator, which was not previously disclosed to the party.

- 3.2.3.2 The arbitrator shall have no power to alter the terms of this Agreement.
- 3.2.3.3 Each party shall bear the full cost for its representation in the grievance procedure.
- 3.2.3.4 The fees and the expenses of the arbitrator shall be shared equally by the parties.
- 3.2.3.5 If only one party requests the presence of a court reporter, that party shall bear the cost of the reporter. If both parties request a court reporter, they shall share the costs.
- 3.2.3.6 If only one party requests the postponement of an arbitration hearing, that party shall bear the cost of such postponement.

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 Teachers 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 Grievance Withdrawal

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

3.6 No Reprisals Clause

No reprisals shall be taken against any Teacher because of the Teacher's participation in a grievance.

3.7 Precedent

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

Article IV

Teacher Rights

4.1 Board Hearings

When a Teacher is required to appear before the Board concerning any matter, which could adversely affect the Teacher's employment, the Teacher shall be entitled to have a representative of the Teacher's choice present. The Teacher shall be advised one week in advance in writing of the reasons for the requirement.

4.2 Notification of Assignments

Known changes in Teacher assignments for the forthcoming year shall be given in writing no later than the last working day of the current school year.

In the event of change after the last Teacher workday of the school year the affected Teacher will be notified in writing in a reasonable time and shall be allowed to resign if the change is not acceptable.

4.3 Typing and Duplicating Equipment

In each building a computer, printer and copy machine will be made available to aid Teachers in the proper execution of their assigned duties.

Article V

Association Rights

5.1 Board Meeting - Notification

The president of the Association shall be given a copy of the agenda or statement of purpose of any regular or special meeting of the Board when such notice is posted or mailed to the news media. This agenda will serve as written notice of the meeting.

5.2 Board of Education Agendas and Board Related Materials

One copy of the agenda of each Board meeting shall be posted in each building when the agenda is ready for general distribution. AFR (50-35), budget, public committee reports, and general information in the Board packets shall be given to the Association president.

5.3 Board Minutes - Association Copies

Unofficial summaries of Board actions that are of interest to staff will be posted in each building within three business days after each Board meeting.

5.4 Association Announcement

The Association shall have the use of one bulletin Board per building designated by the Superintendent.

5.5 Names and Addresses - New Employees

Names and addresses of newly hired Teachers shall be provided to the Association within fourteen (14) days after their hiring.

New Teachers must have certificates registered, physical and TB tests completed, and transcripts on file prior to receiving the second paycheck.

5.6 Association Dues-Payroll Deductions

The Board shall deduct from each participating Teacher's pay the current union dues in the amount of which shall annually be certified by the Association by August 1 of each school year. Such dues shall be deducted in equal payments beginning with the first September paycheck and ending with the last May paycheck. All dues deducted by the Board shall be remitted to the Illinois Education Association or a union of the Association's choice no later than the 30th of each month.

5.7 Association Use of District Facilities

The Association shall have the use of one schoolroom for local Association meetings, as long as the meeting does not conflict with school activities, with the permission of the building administrator. Meetings are limited to local members, to one room, and shall be of no charge. Other meetings shall be charged at established rates.

5.8 Business by Association Representatives on School Property

Duly authorized representatives of the Association and its respective affiliates shall be permitted to transact official Association business on school property in areas designated by the building administrator. Such business shall be conducted only after the student day or during duty-free lunch periods.

5.9 Bulletin Board, Mail Facilities, and Mail Boxes

The Association shall have reasonable use of school mailboxes and the inter-school mail service.

5.10 Association Meetings

Upon advance notice to the Superintendent, a facility will be made available during the school term after student dismissal one day per month for Association meetings, provided it does not interfere with any district program and causes no expense to the district. If the Association wishes to hold additional meetings, a facility will be made available after work hours.

Article VI

Board Rights

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

Article VII

Working Conditions

7.1 Length of Workday

- A. Teachers must arrive 7:15 a.m. and may leave at 3:15 p.m. The regular workday for Teachers will be eight hours inclusive of the duty-free lunch period plus any extra-curricular assignments. **The Teacher's regular workday may be extended when necessary for staff meetings, duties, parent conferences, IEP/504 meetings or in-service activities.** On in-service and SIP days, the Teachers' workday will be 7:15 a.m. – 3:15 p.m. On the day before Thanksgiving Break and Winter Break, once Teachers are prepared for the next teaching day, teachers can leave 10 minutes after dismissal.
- B. All Teachers shall have a duty-free lunch period of no less than thirty minutes.
- C. All Teachers shall have a preparation period of no less than one class period per day for senior high school Teachers. Elementary and middle school Teachers shall have total preparation time of similar length to the senior high school Teachers.
- D. Birth to 3 teachers will be required to help at Open House and one (1) additional Parent Night, (not including the required Group Connections). Pre-Kindergarten Teachers will be required to help at Open House and one (1) Parent Night. Elementary Teachers will be required to help at Open House and one (1) concert per year. Middle school Teachers will be required to help at Open House and Middle School Recognition. Senior high Teachers will be required to help at Open House and High School Graduation.
- E. In-service meetings for part-time Teachers will be assigned by the Superintendent on a pro-rata basis. Part-time Teachers shall be required to attend staff meetings only when the meeting coincides with their contracted workday.
- F. The District periodically schedules institute or in-service programs for teachers. Individual teachers may request to participate in an alternative professional development activity if a scheduled program is not relevant to the Teacher's assignment. A Teacher who wishes to participate in an alternate professional development activity must submit in advance of the activity a written outline of the alternate activity to the building principal for consideration. Alternate activities must be approved by the building principal and by the Superintendent. Certificate of attendance must be submitted upon completion of the activity. All agendas for institute days must be posted one week in advance to give Teachers adequate time to register for alternative programs.
- G. The Board of Education and the Association acknowledge that Least Restrictive Environment is a federally mandated program and also recognize that the extent to which any individual student with disabilities should participate in regular education programs must be appropriate to that student's unique needs as determined by a Multidisciplinary Team and the Individual Education Plan (IEP). In-order to meet State and Federal requirements, the District will ensure that:
- Teachers will be provided training, as required by the IEP or state regulations.
 - Teachers may request professional day(s) for additional training in working with students with disabilities.
 - Teachers shall not be required to perform medical procedures, such as, but not limited to: injections, catherizations and tracheotomy care, except for those specifically certified and/or licensed and hired for such activities.

- H. No middle or high school teacher shall be required to teach more than five (5) different preparations. If a sixth teacher preparation period is added to a teacher's schedule, that class shall be considered an overload. Special Education co-taught classes will not count towards the total number of preparations and will not be considered an overload for the Special Education Teacher.

Any elementary school teacher assigned to teach a multi age classroom, which they teach the entire required core curriculum simultaneously, without the support of another teacher, will be considered an overload.

Any teacher assigned an overload will receive a \$3,600 stipend.

- I. In the event that "Early Bird" classes are offered, teaching assignments will be voluntary. Teacher's teaching "Early Bird" classes will have one less teaching assignment during the school day. If a teacher is assigned an "Early Bird" class, his/her employment day shall end after the teacher's last period, including planning and supervisory periods.

7.2 Calendar

The school calendar will provide a minimum of no more than 185 days to ensure 176 days of actual pupil attendance computed under Section 18-8 of the School Code of Illinois. The 185-day calendar will include built-in emergency days. The calendar shall contain no more than 180 certified staff member workdays. New teachers will also be required to attend New Teacher In-service Days (maximum of 3 days).

7.3 Resignation

A Teacher may resign at any time by agreement of the school Board or by serving at least a 30-calendar day written notice upon the secretary of the Board. However, no Teacher may resign during the school year to accept another teaching assignment without the concurrence of the school Board. A Teacher who resigns on terms inconsistent with the above risks suspension of his/her teaching certificate for a period not to exceed one year. The Board is not obligated to accept a resignation until a suitable replacement is found. However, if extenuating circumstances surround a Teacher's resignation, the Board will take those into consideration prior to taking steps to seek suspension of a certificate.

Article VIII

Personnel File

Copies of any material of an evaluative nature shall be provided to the Teacher prior to placement in the Teacher's personnel record on file in the district office. The Teacher shall sign the file copy and be permitted to write reactions to said material. The Teacher shall have the right, twice a year, to examine their personnel file during regular district office hours in the presence of the Superintendent or his designee. Letters of reference, tests, and other exempt materials shall be exempt from Teacher view.

Article IX

Leaves

9.1 Sick Leave

Each Teacher shall be entitled to sick leave days per school year without loss of pay. Sick days will be determined by **years of service in District #19**.

Years of Service	Sick Days
1-10	11
11-20	14
21-+	16

Sick leave shall accumulate to the maximum days allowed by TRS. Sick leave shall be interpreted to mean personal illness, quarantine at home, or illness or death in the immediate family of household. The immediate family, for purpose of this Article, shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians, or members of the immediate household. All employees may use one (1) sick leave day each school year in order to attend a funeral for a person not defined as immediate family.

Certified staff that work 240 days or more will receive 20 sick days per year.

At the beginning of each school year, each Teacher shall receive written notification of the number of days of accumulated sick leave.

9.2 Personal, Professional and Association Leave

A. Personal Leave

At the beginning of each school term each certified staff member shall be credited with two (2) days of leave to be used for personal business, which cannot be handled during non-school days or hours. All requests shall be made at least five (5) workdays in advance of the desired date of the leave, except in an emergency approved by the Superintendent or designee. Personal leave shall not be allowed for participation in a work stoppage. No personal leave day may be used immediately before a holiday, immediately after a holiday, or during the last two weeks of the school year unless prior approval is granted by the Superintendent. Unused personal leave days may roll over to the following school year, accumulate up to four (4) days. If a staff member is requesting more than 2 consecutive days, the staff member will need to submit a request to the Superintendent or designee. Unused personal leave days up to four (4) will accumulate as sick leave. Personal leave days can be requested in increments of 1/2 day or a whole day.

B. Professional Leave

Each Teacher shall be entitled to two (2) professional leave days per year without loss of pay. Staff requests for professional leave shall include a professional purpose of the leave with a strong emphasis placed on district and/or school improvement plan goals. Professional leave days shall be requested in writing at least one week in advance. The building Principal and/or

Superintendent shall have the right to reject the leave based on the statement of purpose and planned activities.

C. Personal and Professional

When the schools are officially closed, due to snow days, etc..., leave days previously arranged by a Teacher shall not be deducted, nor will this day be included in their work year (180).

D. Association Leave

The Board shall excuse Association representatives for attendance to Association business. Notification for such leave shall be submitted in writing to the Superintendent or his/her designee a minimum of five (5) teaching days prior to the departure date. Notification for such Association Leave shall be made by the President of the Association and approved by the Superintendent or his/her designee. Leave requests must be limited to an accumulated total not to exceed 4 days in any one (1) academic year. The Association agrees to reimburse the District the actual cost of substitutes for any number of days used for this purpose.

9.3 Additional Paid Leave

A. Jury Service

A Teacher shall notify the building principal and/or superintendent of pending jury duty no later than fifteen (15) days prior to the first day of duty.

A jury duty leave of absence shall be granted to a Teacher with no loss of pay. Teachers shall endorse the payment for jury duty, minus travel, to the district before receiving payment for the day(s) from the District.

9.4 Non-Paid Leaves

A. Procedures and Duration

Leaves of absence without pay may be granted for up to one (1) year to tenured employees who have rendered satisfactory service to the District and who desire to return to employment in a similar capacity at the time mutually consistent with the needs of the District as determined by the Board.

Written request for leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the Board.

Employees will not advance on the salary schedule while on any approved leave of absence without pay unless working at least one hundred (100) days in any given school year in which a leave is effective.

Teachers will not be granted a leave of absence to teach in another District or seek other employment.

The contractual continued service status of a Teacher is not affected because of absence while in the military service of the United States.

Article X

Evaluation

10.1 Tenured

Teachers with four years of experience in the Alden-Hebron District who receive a proficient or excellent rating in the overall performance-rating category on the previous year's evaluation shall be evaluated biannually.

10.2 Non-Tenured Teachers

Non-tenured Teachers shall be evaluated at least twice annually.

If a non-tenured Teacher receives an unsatisfactory evaluation in any area, he/she may submit a written request to the principal asking for assistance from a tenured Teacher to improve his/her performance. The choice of tenured Teacher must be acceptable to the non-tenured Teacher, principal, and tenured Teacher. The three parties will work together to improve the non-tenured Teacher's performance. The tenured Teacher shall receive pay of \$100.00 per year.

10.3 Certified Staff Evaluation

Upon implementation of the Performance Evaluation Reform Act (PERA), the provision for certified staff evaluation will be in accordance with statute. Any conflicts within this provision and SB 7 will be superseded by Ed Reform.

10.4 Evaluation Instrument

The evaluation instrument will be placed in the staff Information Guide. The administration will acquaint all new Teachers with the evaluation procedures and instruments at the beginning of the school year. Association will have input in any changes made in the evaluation instrument and procedures.

10.5 Observations

Employees shall be evaluated by their principals and/or other certified district administrators or other person(s) determined as a qualified evaluator by ISBE and the evaluations shall be in writing. The evaluation will be shared with the employee and signed by the employee and the principal. The employee's signature is not to imply acceptance of or agreement with the evaluation. The employee may add comments as an addendum to the evaluation. The evaluation and addendum, if any, shall be placed in the employee's personnel file.

10.6 Mentor Program

The District shall provide a mentor program for all teachers new to the District. Teachers who meet the District's state approved mentor guidelines would be eligible to apply for a "mentor teacher" position. The District will do its best to take in consideration to assign mentor teachers in the same content area and/or grade levels when possible. Mentor teachers would provide in-building support as well as hold monthly meetings with colleagues. These teachers would be eligible for an annual stipend according to Appendix C.

Article XI

Staff Reductions

11.1 Sequence of Honorable Dismissal

(Formerly known as a Reduction in Force or RIF)

On June 13, 2011, Illinois signed into law the Education Reform Act of 2011. PA 97-0008 (Senate Bill 7 or SB 7) made various changes to the Illinois School Code with respective implementation dates. Though not inclusive, substantial changes were made to collective bargaining, acquisition of tenure/certified staff dismissal, Reduction in Force/Recall, the filling of new/vacant certified staff positions and certified staff evaluation. To the reader of this Collective Bargaining Agreement, the Board and Association agree to comply will all provisions in SB 7. Whereas previous Agreements provided text for Reduction in Force/Recall, evaluation of certified staffs, et al, this Agreement cites the new law only and the administration of these provisions will be applied according to statute. Subcommittees related to both SB 7 and PERA will be utilized to negotiate items that are bargainable under the applicable statutes.

A. Procedures

In the event the Board decides to reduce the number of certified staffs, to discontinue some type of teaching service, or a reduction in the number of programs or positions in a special education joint agreement, the reductions will be driven by performance evaluation according to rating/grouping and not seniority. Certified staffs will be grouped based on their performance ratings and dismissal based on their group as defined by Illinois State Board of Education (ISBE).

This section of the Agreement is subject to the grievance procedure of the contract only if the Board and Association agree in writing and the Association and the grieving certified staff(s) waive in writing their right to file a complaint in any court of law concerning a violation of such provision of The School Code. Any arbitrator's decision interpreting this section and any remedy the arbitrator may grant shall be consistent with such statutory provisions and court decisions. Nothing herein shall preclude either part from appealing the arbitrator's decision.

B. Seniority

If the seniority is equal between two or more teachers as determined above, the following criteria shall be used in determining which Teacher(s) shall be honorably dismissed by the Board in the order stated:

1. Seniority will be determined based on the certified staff's performance: quality of service, as determined by the Board of Education.
2. The district, in consultation with the union, will establish on an annual basis, an Honorable Dismissal List, categorized by positions and groups and will be distributed to the union at least 75 calendar days before the end of the school year.

11.2 Recall

- A. Notice of recall shall be sent to certified staff(s) by certified mail (return receipt requested) to the last known address submitted to the Superintendent or his/her designee by the certified staff(s). Failure of the certified staff(s) to affirmatively respond to such notice within fourteen (14) calendar days of its receipt or within seventeen (17) days of its mailing, whichever is less, shall terminate the responsibility of the Board under this Article.

- B. However, in the event a vacancy occurs within twenty-one (21) calendar days of the first working day preceding the first day of the school calendar, notice of recall shall be sent to the certified staff(s) by certified mail (return receipt requested) to the last known address submitted to the Superintendent or his/her designee by the certified staff(s). The notice shall include a telephone number of an appropriate administrator in order to facilitate an immediate response. Failure of the certified staff(s) to affirmatively respond to such notice within three (3) calendar days of its receipt or within seven (7) calendar days of its mailing, whichever is less, shall terminate the responsibility of the Board under this Article.

11.3 Vacancies

The Board will post and e-mail vacancy notices to all Association members of the vacant certified and extra-curricular positions throughout the district. The posting shall be for a minimum of five (5) calendar days prior to public posting. The five (5) day posting requirement may be waived within thirty (30) days before the 1st day of school, or during the school year if no current Association members have the appropriate certification for the position.

A vacancy shall be defined as a position made available by:

1. resignation
2. death
3. termination or
4. newly created position

Each vacancy notice posted must contain qualifications, application procedures and the starting base salary.

11.4 Extracurricular Activity Positions

The Board may, at its discretion, provide a program of extracurricular activities to supplement the educational program. Any new position will be bargained with the Association as to salary. In-district teachers who apply for extracurricular positions and meet qualifications established for the position shall be considered prior to outside applicants.

Article XII

Compensation

12.1 Compensation

Staff members included in this contract will be compensated on a working day per diem basis equal to 1/180 of their salary. Staff members hired or released during the regular school term shall be paid on the per diem basis.

12.2 Payroll Deductions

Teachers shall have the right to authorize payroll deductions for the following:

- A. Credit Union and/or banking institution
- B. Tax-Sheltered Annuities (Limited by the District's written plan document to meet with the 403(b) compliance regulations.)
- C. Insurance Programs
- D. Association Memberships (see Article 5.6)
- E. United Way
- F. Flexible Spending Section 125 Plan

A health insurance program shall be available to each Association member. This insurance program will be mutually selected and agreed upon by the insurance committee with Board approval. Association member shall be allowed to authorize payroll deduction before September 1st. After such time, Association member shall be limited to two (2) authorization changes per program per school year. Change shall be defined as the enrollment or any change in the amount of money deducted at any time during the school year; however, once an Association member cancels a deduction, he/she shall not be allowed to reenroll in the program for the remainder of the school year.

With the exception of catastrophic situations, changes in insurance status must be indicated to the district office prior to the current insurance company's annual policy renewal date.

12.3 Education Credit and Reimbursement

The following requirements must be met to move on the salary schedule and/or to receive reimbursement:

1. Course work must be graduate level and received from an accredited college or university and approved by the Superintendent.
2. Non graduate coursework may be reimbursed and used for salary advancement if the teacher has received prior written approval of the Superintendent based on his/her determination that such coursework will benefit the teacher's assignment or the District. Any teacher seeking such approval shall submit to the Superintendent a statement of the reasons why the course in question ought to be considered for approval. The parties understand that this is a narrow exception and that normally only semester hours of graduate credit will be considered for reimbursement and salary advancement. Each teacher will be notified of approval/non-approval decision within 10 calendar days, including reasons for non-approval. The Superintendent's decision is final and non-grievable

on undergraduate courses and graduate courses not related to the subject matter being taught by the teacher or designed for improvement of classroom instruction.

3. Courses eligible for reimbursement shall be limited to courses directly related to the teacher's field of instruction (content/subject matter), obtaining additional teacher or administrative certification, or the District's current staff development plan.
4. All courses must be taken during a time that falls outside the Student Instructional Hours unless that teacher uses a personal day.
5. No advanced degree programs will be approved in the first year of employment in the District.
6. Teachers who choose not to return to a full time position in the District shall compensate the District for any coursework reimbursement received during the prior 12 month period. This shall include teachers on leave who do not return to a full time position following completion of the leave. Exceptions include death, long term disability, spousal relocation which renders commuting to the District unreasonable, reduction in forces, non-renewal, and call to active military service.
7. Employees must agree to commit to the District for two additional years of employment following the attainment of a master's degree(s) and three additional years after any PhD or EdD. Employees who do not complete these years will reimburse the District for all coursework that was reimbursed during the prior 24 months for a master's degree and prior 36 months for a PhD or EdD. Exceptions include death, long term disability, spousal relocation which renders commuting to the District unreasonable, reduction in forces, non-renewal, and call to active military service.
8. Reimbursement shall apply to a maximum of 9 credit hours per calendar year and shall apply to tuition costs only. This reimbursement shall not apply to hours taken through a program for which a teacher receives a subsidy from other sources, except when the subsidy is less than the rate designated, then the balance shall be reimbursed by the District.
9. A calendar year shall be defined as September 1 through August 31.
10. Teachers must submit a request for reimbursement form with proof of payment by August 31st to be part of the previous years credit allotment. Paperwork turned in after September 1st will result in the credits counting towards the current year allotment. Evidence of completion of the approved coursework must be submitted to the District office and reflect a grade of "B" or better. Official transcripts must be on file by November 1 and for horizontal lane change, the teacher must submit a Certified Staff Request for Change on Salary Schedule form by May 1 of the year prior to the lane change.
11. The Board shall reimburse teachers at a rate of \$300.00 per credit hour. If the university rate is lower than the contract rate, reimbursement will be the actual cost.

12.4 Insurance

The Board shall provide for each Teacher during the term of the Agreement the following insurance:

- A. The District will provide medical coverage for all full-time certified employees of the district subject to paragraph B below. When a spouse is also a full-time employee, the equal amount may be used toward family group coverage. Employees have the options of choosing from a 3-tiered price system of single coverage, family coverage, and an employee plus one.

- B. Teachers have the option of choosing between several medical plans. The District will pay **up to** the following amounts toward **single** health care coverage: 2019-2020 - \$707, 2020-21 - \$750, 2021-22 - \$795, 2022-23 - \$843.
- C. If required by the insurance company, the District shall pay for a term life insurance and accidental death policy with a minimum value of \$15,000 for all full-time certified employees of the district.
- D. An insurance committee, consisting of Association members, support personnel, and administration, shall be established to review various options to maintain high quality and cost effective health insurance benefits for the District's employees. It will be the responsibility of the insurance committee to review the District's current health insurance program, investigate alternative health insurance options, assist in providing insurance information to the employees, investigate cost containment options, report findings, and to annually recommend an appropriate, cost effective group health insurance plan to the Association and the Board of Education for approval. The insurance committee shall recommend group health insurance plan options. The plan shall include surgical and major medical insurance coverage and prescription drug coverage for all Teachers enrolled under the health insurance plan.

12.5 Mileage

Teachers shall be paid the maximum IRS mileage to perform assigned duties.

12.6 Payroll Installments

All full-time and part-time Teachers shall be paid biweekly. The gross salary shall be divided into twenty-six (26) equal amounts. Separate checks shall be issued for additional duties.

Teachers will receive all remaining pay for the current school year on the second pay period in June. Teachers will have two options:

1. A lump sum paycheck for the total amount, by either paper check or direct deposit.
2. Four separate paper paychecks for the remaining pay periods, given on the last pay period in June.

Teachers must give written notice of their choice to the Superintendent by May 1.

12.7 Pay Day Specified

Paydays shall be on alternating Fridays, beginning on the first Friday of the start of the new school year.

12.8 School Year - Salary Schedule

The salary schedules shall be set forth in Appendix A, which is attached to and incorporated in this Agreement reflects salary with and without Board paid TRS (10.098901%). The salaries set forth shall be for a 180-day school year.

12.9 Stipends/Coaches Salary

The Board of Education and Association determine the coaches' salary through the negotiation process.

All coaches will receive their stipend at the end of the season (activity). The end of the activity is determined when the completed post-season evaluation has been submitted to the Athletic Director. All

coaches for that sport will be given one week's time to complete the coaching duties. (Inventory of equipment, location of equipment, awards, and end-of-season reports.) Upon completion of the coach's duties, the stipend will be included in the next pay period providing there are at least five (5) days for processing. Coaches stipends will be by check only, no direct deposits.

12.10 Attendance Bonus

A Teacher shall receive an attendance bonus (See Appendix C) per semester if the Teacher used one or no sick days during the semester, payable in June. Use of personal and professional days shall not affect eligibility to receive the bonus. Bonuses for part-time staff will be pro-rated according to their individual contract.

12.11 Internal Substitution Pay

Any Teacher assigned to a class, which requires the forfeiting of a preparation period, shall be compensated at the rate indicated in Appendix C payable in February and June.

12.12 Lunchroom Supervision Pay

The compensation for Teachers who supervise the lunchroom during their duty-free lunch period or during their only preparation period will be compensated at the daily rate shown in Appendix C.

12.13 Athletic/Extracurricular Supervision

Teachers wanting to participate in Athletic/Extracurricular Supervision must participate in a supervision training held by the Administration. Teachers attending the supervision training will sign up for supervision events based on seniority. The Administration will have a list of all Athletic Supervision dates at the supervision training. Because of limited dates, each Teacher will sign up for one date at a time until all Teachers have the opportunity to obtain dates and all dates available are filled. In the event that more dates become available at a later time, the Administration will contact Teachers in attendance at the supervision training on a continually rotating basis. Any teacher not following the requirements set forth in the training session will not be allowed to supervise Athletic/Extracurricular events for the remainder of that school year.

12.14 Activity Pay

A Teacher may earn activity pay and/or vacation day(s) by selling tickets at school-sponsored events/activities. A sign-up sheet will be made available to the Teachers by the Administration at the beginning of the school year

Teachers who wish to earn one vacation day by working five (5) events/activities, on the basis of seniority, will get to choose first.

Teachers who wish to earn an additional vacation day by working the required number of events/activities will select second.

Teachers who wish to work fewer than five (5) events/activities will get to choose activities last.

In the event, all events/activities are not covered via the sign-up sheet or events/activities are added, the administration will require Teachers to cover the events using the following selection criteria:

- First: Teachers with the least number of event/activity sign-ups
- Second: Teachers with least seniority
- Third: Teachers not currently involved in extracurricular activities at Alden-Hebron beyond the regular school day

No Teacher shall receive activity pay while performing his extracurricular duties as listed in Appendix B.

Any event that requires a Teacher to be present more than three (3) hours shall be acknowledged as two (2) events.

The following compensations will be in effect:

--a Teacher who works five (5) events will be compensated by one (1) vacation day.

--a Teacher who works one (1) or fewer than five (5) events/activities will be compensated as shown in Appendix C for each event/activity.

It becomes the Teachers' responsibility to be present or make the necessary arrangements for an acceptable substitute at any or all event/activities he/she has committed to in accordance with the sign-up sheet. **Failure to show up and sell tickets may result in a salary deduction equal to the amount of the activity pay.**

In the event that activities are cancelled, the Teacher responsible for working the event shall be entitled to count the cancelled activity toward their additional vacation day(s). The Administration or his/her designee will notify the teacher as soon as possible.

All vacation day(s) earned must be used within the current school year.

12.15 Summer Educational Assignments

Any Teacher who is approved by the Superintendent for an educational assignment during the summer months will be compensated at the hourly rate shown in Appendix C.

12.16 McHenry County College Dual credit class at Alden-Hebron

Teachers who teach a McHenry County College Dual credit class at Alden-Hebron will be compensated according to Appendix C. Activities may include but are not limited to; gaining MCC approval to be an instructor of the class, following all MCC instructor guidelines and requirements which may include attending workshops, submitting attendance, meeting with and being observed by an MCC instructor, and submitting final grades. Stipend will be paid after the proof of final grade submission.

12.17 Payroll Discrepancies

A. At the beginning of each year the District will provide teachers with a salary verification form (Appendix D) that will accurately reflect payroll information.

B. When an adjustment in salary is made, the teacher shall receive a written notice from the superintendent explaining the change prior to the implementation of the adjustment.

12.18 Retirement

For a teacher with 20 years of service to the District, the District will provide managed care single health insurance through the Teacher's Retired Insurance Plan (TRIP) for retired Teachers until the end of the month in which the retiree turns age 65. If the retiree chooses the regular indemnity plan, the Board will pay the cost of the managed care plan toward the cost of the regular indemnity plan, if the Teacher will be fully vested with 35 years of service and age 55-59 or 60+ years of age with 20 years of service. The Teacher must sign a non-rescindable agreement to retire by June 30th of the prior year. A Teacher will not qualify for horizontal movement after they have turned in their letter of intent to retire and any extracurricular assignments will be frozen at the current rate of pay.

NOTE: As of May 2011, the two teachers at BA+48 column are grandfathered if they have 18+ years of service to the district so they may be eligible for the TRIP insurance above.

Article XIII

Continuity of Operations

Each certified staff member will not in an effort to effect a settlement of disagreement with the Board, engage in strike or disruptive picketing.

Effective June 13, 2011, (Ed Reform/PA 97-0008) requires that certified staffs whose collective bargaining agreements expire or is terminated to wait at least fourteen (14) days after final offers have been publicized by the mediator or Illinois Education Labor Relations Board (IELRB) before going on strike.

After fifteen (15) days from the start of mediation, either party may declare an impasse; the mediator can declare an impasse at any time. Within seven (7) days after an impasse, the board and union must submit final offers in writing to the mediator, the other party and the IELRB; the IELRB will publish offers on its website.

Article XIV

Effect of Agreement

14.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be changed only through the written mutual consent of the parties.

14.2 Individual Contracts

Any contracts issued by the Board to individual Teachers shall reflect the terms and conditions of this Agreement.

14.3 Savings Clause

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

APPENDIX A

Salary Schedule 2019-2020

	BA		BA+16		BA+32/MA		MS+16		MA+32	
	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS
1	\$36,579	\$40,197	\$38,258	\$42,042	\$40,021	\$43,979	\$41,872	\$46,013	\$43,816	\$48,149
2	\$37,318	\$41,009	\$39,034	\$42,895	\$40,836	\$44,875	\$42,727	\$46,953	\$44,714	\$49,136
3	\$38,073	\$41,838	\$39,827	\$43,766	\$41,668	\$45,789	\$43,601	\$47,913	\$45,632	\$50,145
4	\$38,845	\$42,687	\$40,637	\$44,656	\$42,519	\$46,724	\$44,495	\$48,896	\$46,569	\$51,175
5	\$39,633	\$43,553	\$41,465	\$45,566	\$43,388	\$47,679	\$45,408	\$49,899	\$47,528	\$52,229
6	\$39,633	\$43,553	\$42,311	\$46,496	\$44,277	\$48,656	\$46,341	\$50,924	\$48,508	\$53,305
7	\$39,633	\$43,553	\$43,176	\$47,446	\$45,185	\$49,654	\$47,294	\$51,971	\$49,509	\$54,405
8	\$39,633	\$43,553	\$44,060	\$48,418	\$46,113	\$50,674	\$48,268	\$53,042	\$50,532	\$55,530
9	\$39,633	\$43,553	\$44,963	\$49,410	\$47,062	\$51,716	\$49,264	\$54,136	\$51,578	\$56,679
10	\$39,633	\$43,553	\$45,886	\$50,424	\$48,031	\$52,781	\$50,282	\$55,255	\$52,646	\$57,853
11	\$39,633	\$43,553	\$45,886	\$50,424	\$49,521	\$54,419	\$51,822	\$56,947	\$54,238	\$59,602
12	\$39,633	\$43,553	\$45,886	\$50,424	\$50,534	\$55,532	\$52,885	\$58,115	\$55,355	\$60,830
13	\$39,633	\$43,553	\$45,886	\$50,424	\$51,568	\$56,668	\$53,972	\$59,310	\$56,495	\$62,082
14	\$39,633	\$43,553	\$45,886	\$50,424	\$52,626	\$57,831	\$55,082	\$60,530	\$57,661	\$63,364
15	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$56,217	\$61,777	\$58,853	\$64,674
16	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$57,377	\$63,052	\$60,071	\$66,012
17	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$58,562	\$64,354	\$61,315	\$67,379
18	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$59,774	\$65,686	\$62,587	\$68,777
19	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$61,012	\$67,046	\$63,887	\$70,205
20	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$65,216	\$71,666
21	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$66,573	\$73,157
22	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$67,961	\$74,682
23	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$69,379	\$76,241
24	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$70,828	\$77,833
25	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$72,310	\$79,462
26	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$74,323	\$81,674
27	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$75,871	\$83,375
28	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$77,452	\$85,112
29	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$79,068	\$86,888
30	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$80,719	\$88,702
31	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$82,407	\$90,557
32	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$84,132	\$92,453
33	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$85,895	\$94,390
34	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$87,697	\$96,370
35	\$39,633	\$43,553	\$45,886	\$50,424	\$53,707	\$59,019	\$62,277	\$68,436	\$89,538	\$98,393

NOTE: As of May 2011, the two teachers at BA+48 column are grandfathered into the MA+16 lane.

Salary Schedule 2020-2021

	BA		BA+16		BA+32/MA		MS+16		MA+32	
	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS
1	37,676	41,402	39,560	43,473	41,538	45,646	43,615	47,929	45,796	50325
2	38,505	42,313	40,431	44,430	42,452	46,651	44,575	48,984	46,803	51432
3	39,352	43,244	41,320	45,407	43,386	47,677	45,555	50,060	47,833	52564
4	40,218	44,196	42,229	46,405	44,340	48,725	46,557	51,162	48,885	53720
5	41,103	45,168	43,158	47,426	45,316	49,798	47,582	52,288	49,961	54902
6	41,103	45,168	44,108	48,470	46,313	50,893	48,629	53,438	51,060	56110
7	41,103	45,168	45,078	49,536	47,332	52,013	49,698	54,613	52,183	57344
8	41,103	45,168	46,070	50,626	48,373	53,157	50,792	55,815	53,331	58605
9	41,103	45,168	47,083	51,740	49,437	54,326	51,909	57,043	54,505	59896
10	41,103	45,168	48,119	52,878	50,525	55,522	53,051	58,298	55,704	61213
11	41,103	45,168	48,119	52,878	51,636	56,743	54,218	59,580	56,929	62559
12	41,103	45,168	48,119	52,878	52,772	57,991	55,411	60,891	58,182	63936
13	41,103	45,168	48,119	52,878	53,933	59,267	56,630	62,231	59,462	65343
14	41,103	45,168	48,119	52,878	55,120	60,571	57,876	63,600	60,770	66780
15	41,103	45,168	48,119	52,878	56,333	61,904	59,149	64,999	62,107	68249
16	41,103	45,168	48,119	52,878	56,333	61,904	60,451	66,430	63,473	69751
17	41,103	45,168	48,119	52,878	56,333	61,904	61,780	67,890	64,870	71286
18	41,103	45,168	48,119	52,878	56,333	61,904	63,140	69,385	66,297	72854
19	41,103	45,168	48,119	52,878	56,333	61,904	64,529	70,911	67,755	74456
20	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	69,246	76094
21	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	70,769	77768
22	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	72,326	79479
23	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	73,917	81227
24	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	75,543	83014
25	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	77,205	84841
26	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	78,904	86708
27	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	80,640	88615
28	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	82,414	90565
29	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	84,227	92557
30	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	86,080	94593
31	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	87,974	96675
32	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	89,909	98801
33	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	91,887	100975
34	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	93,909	103197
35	41,103	45,168	48,119	52,878	56,333	61,904	65,948	72,470	95,975	105467

NOTE: As of May 2011, the two teachers at BA+48 column are grandfathered into the MA+16 lane.

Salary Schedule 2021-2022

	BA		BA+16		BA+32/MA		MS+16		MA+32	
	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS
1	38,731	42,562	40,667	44,689	42,701	46,924	44,836	49,270	47,078	51,734
2	39,583	43,498	41,562	45,673	43,640	47,956	45,822	50,354	48,113	52,871
3	40,454	44,455	42,477	46,678	44,600	49,011	46,830	51,462	49,172	54,035
4	41,344	45,433	43,411	47,704	45,582	50,090	47,861	52,595	50,254	55,224
5	42,253	46,432	44,366	48,754	46,584	51,191	48,914	53,752	51,359	56,438
6	42,253	46,432	45,342	49,826	47,609	52,318	49,990	54,934	52,489	57,680
7	42,253	46,432	46,340	50,923	48,657	53,469	51,089	56,142	53,644	58,949
8	42,253	46,432	47,359	52,043	49,727	54,645	52,213	57,377	54,824	60,246
9	42,253	46,432	48,401	53,188	50,821	55,847	53,362	58,640	56,030	61,571
10	42,253	46,432	49,466	54,358	51,939	57,076	54,536	59,930	57,263	62,926
11	42,253	46,432	49,466	54,358	53,082	58,332	55,736	61,248	58,523	64,311
12	42,253	46,432	49,466	54,358	54,250	59,615	56,962	62,596	59,810	65,725
13	42,253	46,432	49,466	54,358	55,443	60,926	58,215	63,973	61,126	67,171
14	42,253	46,432	49,466	54,358	56,663	62,267	59,496	65,380	62,471	68,649
15	42,253	46,432	49,466	54,358	57,909	63,636	60,805	66,819	63,845	70,159
16	42,253	46,432	49,466	54,358	57,909	63,636	62,143	68,289	65,250	71,703
17	42,253	46,432	49,466	54,358	57,909	63,636	63,501	69,781	66,685	73,280
18	42,253	46,432	49,466	54,358	57,909	63,636	64,907	71,326	68,152	74,892
19	42,253	46,432	49,466	54,358	57,909	63,636	66,335	72,896	69,652	76,541
20	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	71,184	78,224
21	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	72,750	79,945
22	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	74,351	81,704
23	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	75,986	83,501
24	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	77,658	85,338
25	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	79,366	87,215
26	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	81,112	89,134
27	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	82,897	91,096
28	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	84,721	93,100
29	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	86,585	95,148
30	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	88,489	97,241
31	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	90,436	99,380
32	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	92,426	101,567
33	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	94,459	103,801
34	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	96,537	106,085
35	42,253	46,432	49,466	54,358	57,909	63,636	67,794	74,499	98,661	108,419

NOTE: As of May 2011, the two teachers at BA+48 column are grandfathered into the MA+16 lane.

Salary Schedule 2022-2023

	BA		BA+16		BA+32/MA		MS+16		MA+32	
	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS
1	39,118	42,987	41,074	45,136	43,128	47,393	45,284	49,763	47,548	52,251
2	39,979	43,933	41,978	46,130	44,077	48,436	46,281	50,858	48,595	53,401
3	40,858	44,899	42,901	47,144	45,046	49,501	47,299	51,977	49,664	54,576
4	41,757	45,887	43,845	48,181	46,037	50,590	48,339	53,120	50,756	55,776
5	42,676	46,897	44,810	49,242	47,050	51,703	49,403	54,289	51,873	57,003
6	42,676	46,897	45,796	50,325	48,085	52,841	50,490	55,484	53,014	58,257
7	42,676	46,897	46,803	51,432	49,143	54,003	51,600	56,703	54,180	59,538
8	42,676	46,897	47,833	52,564	50,224	55,191	52,736	57,952	55,372	60,848
9	42,676	46,897	48,885	53,720	51,329	56,405	53,896	59,226	56,591	62,188
10	42,676	46,897	49,960	54,901	52,459	57,647	55,081	60,529	57,836	63,556
11	42,676	46,897	49,960	54,901	53,613	58,915	56,293	61,860	59,108	64,954
12	42,676	46,897	49,960	54,901	54,792	60,211	57,532	63,222	60,408	66,382
13	42,676	46,897	49,960	54,901	55,997	61,535	58,797	64,612	61,737	67,843
14	42,676	46,897	49,960	54,901	57,229	62,889	60,091	66,034	63,095	69,335
15	42,676	46,897	49,960	54,901	58,488	64,273	61,413	67,487	64,484	70,862
16	42,676	46,897	49,960	54,901	58,488	64,273	62,764	68,971	65,902	72,420
17	42,676	46,897	49,960	54,901	58,488	64,273	64,145	70,489	67,352	74,013
18	42,676	46,897	49,960	54,901	58,488	64,273	65,556	72,040	68,834	75,642
19	42,676	46,897	49,960	54,901	58,488	64,273	66,998	73,624	70,348	77,305
20	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	71,896	79,007
21	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	73,478	80,745
22	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	75,094	82,521
23	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	76,746	84,336
24	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	78,434	86,191
25	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	80,160	88,088
26	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	81,924	90,026
27	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	83,726	92,007
28	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	85,568	94,031
29	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	87,450	96,099
30	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	89,374	98,213
31	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	91,340	100,374
32	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	93,350	102,582
33	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	95,404	104,840
34	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	97,503	107,146
35	42,676	46,897	49,960	54,901	58,488	64,273	68,472	75,244	99,648	109,503

NOTE: As of May 2011, the two teachers at BA+48 column are grandfathered into the MA+16 lane.

APPENDIX B

2019 – 2023 Extracurricular Salary Schedule

High School		1 to 3	4+
Football	Head	3,429	3,906
	Assistant	2,401	2,734
	Assistant	2,401	2,734
	Assistant	2,401	2,734
Volleyball	Head	3,429	3,906
	Assistant	2,401	2,734
B. Basketball	Head	3,429	3,906
	Assistant	2,401	2,734
G. Basketball	Head	3,429	3,906
	Assistant	2,401	2,734
Wrestling	Head	3,258	3,675
	Assistant	2,281	2,599
Baseball	Head	3,258	3,712
	Assistant	2,281	2,599
Softball	Head	3,258	3,712
	Assistant	2,281	2,599
G. Track	Head	3,258	3,712
B. Track	Head	3,258	3,712
Cheer	Football	684	784
	Basketball	1,029	1,167
GIM	Head	1,715	1,951
Middle School			
Volleyball	Head	1,371	1,530
	Assistant	1,096	1,225
*Football	Head	1,371	1,530
B. Basketball	Head	1,371	1,530
	Assistant	1,096	1,225
G. Basketball	Head	1,371	1,530
	Assistant	1,096	1,225
Soccer	Head	1,371	1,530
Wrestling	Head	1,371	1,530
B.Track	Head	991	1,073
G. Track	Head	991	1,073
Cheer	Head	684	763
	Assistant	548	668

High School

Class Sponsors

	9th	491	605
	10th	491	605
	11th	1139	1,254
	12th	1139	1,254
Student Council		408	521
**Yearbook	Editor	1521	1597
	Photographer	651	684
NHS		400	438
WYSE		400	438
HS Play		895	1011

Middle School

Student Council		700	742
8th Grade Sponsor		191	212
MS Play		895	1011

Elementary

Yearbook		2000	2050
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District

Music		105 per	115 per
Teacher/Director		event	event

*Only if no cost to District

**Only if not offered as a Class

Assistant Coaches will be determined by the Administration and sport participation.

APPENDIX C

Miscellaneous Compensations

	2019-2023
Summer Ed. Assignment, Extra-curricular Supervision (per hour)	26
Internal Sub Pay (per minute)	.43
Lunch Duty (per duty)	13
Activity Pay (per 3 hours)	25
Attendance Bonus (per semester)	180
MCC Courses taught at AHHS	200 per class
Mentoring (per year, IF there is Not a district Instructional Coach provided)	210 per mentee

Compensation Schedule

<u>Article</u>	<u>Title</u>	<u>Time of Payment</u>
12.5	Mileage	Monthly
12.7	Salary	Alternating Fridays
12.9	Stipends/Coaches Salary	Conclusion of activity allowing minimum of five days for processing
12.10	Attendance Bonus	June
12.11	Internal Substitution Pay	1 st pay after each semester
12.12	Lunchroom Supervision Pay	1 st pay after each semester
12.16	Summer Educational Assignments	Conclusion of activity allowing minimum of five days for processing

APPENDIX D

Salary Verification Form

SALARY VERIFICATION FORM

Birth Date:
Phone Number:
Occupation:

Wages:

Description	Total Contract	Remaining Payments	Regular Days	Absence per Day	Start Date	End Date	Type
	31,964.00	26.00	180.00	177.58	08/15/2012		Employer

Deductions:

Deduction ID	Description	Rate Type	Balance	Amount	Frequency	Frequency	End Date	Type
EMPTH	EMPLOYER-TH	Percent Table	0.00	0.66	Every Pay Period	Week 1		Employer
EMPTHEX	EMPLOYER-TH-EXTRA	Percent Table	0.00	0.66	Every Pay Period	Week 1		Employer
EMPTR	EMPLOYER-TR	Percent Table	0.00	0.58	Every Pay Period	Week 1		Employer
EMPTREX	EMPLOYER-TR-EXTRA	Percent Table	0.00	0.58	Every Pay Period	Week 1		Employer
IEANEA	DUES	Fixed Table	0.00	30.05	Every Pay Period	Week 1	05/31/2012	Employee
LID	LIFE	Fixed Table	0.00	2.70	Every Pay Period	Week 1		Employee
MDENPPO	Dental Single	Fixed Table	0.00	15.79	Every Pay Period	Week 1		Employee
MDENPPO	Dental Single	Fixed Table	0.00	15.79	Every Pay Period	Week 2		Employee
MDHSA	Dist Med Single	Fixed Table	0.00	0.18	Every Pay Period	Week 1		Employee
MDHSA	Dist Med Single	Fixed Table	0.00	0.18	Every Pay Period	Week 2		Employee
MDHSA	Dist Med Single	Fixed Table	0.00	431.00	Every Pay Period	Week 1		Employee
TH	THSHEALTH	Percent Table	0.00	0.92	Every Pay Period	Week 1		Employee
THEX	THSHEALTH-EXTRA	Percent Table	0.00	0.92	Every Pay Period	Week 1		Employee
TR	TRS	Percent Table	0.00	9.40	Every Pay Period	Week 1		Employee
TRPK	TRPK	Percent Table	0.00	10.38	Every Pay Period	Week 1		Employee
TS	TRSEXTRA	Percent Table	0.00	9.40	Every Pay Period	Week 1		Employee

Taxes:

Tax ID	Description	Tax Table	Exempt	Allowances	Add'l Rate Type	Frequency	Amount
FIT	FIT	S	1	1			
FUTA	FUTA	C					
MEDICARE	MEDICARE	C					
SITL	SITL	C		1			
SUTAIL	SUTA-IL	C					
WCIL	WC-IL	C					

Direct Deposit:

Type	Method	Bank Name	Tran Code	Routing Number	Account Number	Amount
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Custom Dates:
Custom Numeric:
DAYS PAID 180.00
Custom Referenced:

Custom Text:
ADDN HRS 0
EmployeeType F
CERTIFIED TOTAL YRS EXPERIENCE Y 2
DEGREE BA

Employee Signature

*** Please sign and return to the District Office by August 13, 2012 in order to get paid on August 17th, 2012***

Article XV

Duration

This Agreement shall be effective as of August 20, 2019 and shall continue to be in effect until August 19, 2023.

EDUCATIONAL ASSOCIATION

BOARD OF EDUCATION

By _____
President

President

By _____
Negotiating Committee Member

Vice President

By _____
Negotiating Committee Member

Secretary

By _____
Negotiating Committee Member

Member

Member

Member

Member