

AGREEMENT BETWEEN
BOARD OF EDUCATION OF SCHOOL DISTRICT NO.22
NOKOMIS, ILLINOIS

AND

NOKOMIS EDUCATION ASSOCIATION, IEA-NEA

2019-2020

2020-2021

2021-2022

2022-2023

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ARTICLE I

A. Recognition

The Board of Education of School District 22, Nokomis Illinois, hereinafter referred to as the "Board", hereby recognizes the Nokomis Education Association IEA-NEA, hereinafter referred to as the "Association", as the exclusive and sole negotiation agent for all full time and part time regularly employed certificated teaching personnel including counselors and teacher certified librarians. The Superintendent, Administrative Assistant, principals, assistant principals and any other supervisory personnel as defined by IELRA 2 (g) shall be exempted from the bargaining unit.

B. Part-time Teachers

Part time teachers shall be included in the bargaining unit but shall receive pro-rationed salary, sick leave, and personal leave. Part time teachers shall receive no other benefits except as may be specifically stipulated to the contrary elsewhere herein.

ARTICLE II

A. Board Meetings--Association Right to Speak

The Association shall have the same right to speak at Board meetings as do parents, students, other organizations and members of the public.

B. Board Meetings--Notice

The President of the Association or his/her designee shall be given notice of all Special Board meetings. The NEA President or his/her designee shall be provided with a complete and updated policy book. He/She shall also be provided with amended policies and new policies upon the first reading.

C. Board Meetings--Press Releases

Two (2) copies of all post Board meeting press releases shall be placed in the mail box of the President of the Association at the same time such press releases are publicly distributed, or alternatively, the Superintendent shall provide the press release by email.

D. Freedom of Information Act

The Board will comply with the Illinois Freedom of Information Act.

E. Association Leave

The Association shall have the right to use three (3) days total per year provided the Association reimburses the District for the cost of the teacher. No more than two (2) teachers can be on leave at one time to attend to Association business.

F. Use of Facilities

The Association shall have the right to request use of school buildings, facilities and equipment for Association purposes which use shall not be unreasonably withheld. Any costs associated with such use shall be paid by the Association including additional custodial cost, costs of materials expended, damage, rents and other incidental cost. No use shall be reasonable which conflicts with previously scheduled school activities.

G. Mailboxes

The Association may use the employee mailboxes for official Association business. The Association may have use of the interschool mail system provided such a system exists.

H. Bulletin Boards

The District shall provide a bulletin board in each teacher lounge for the posting of Association announcements.

I. Minutes of Board Meetings

Two (2) copies of all open session Board minutes shall be placed in the mailbox of the President of the Association within five (5) days of adoption, or alternatively, the Superintendent shall provide the press release by email.

J. Right of Access

The Association's Uniserv Director or attorneys shall be permitted to transact official Association business on school property so long as such business is transacted outside the class hours or unless the teacher is otherwise assigned.

K. Contract Distribution

Within thirty (30) days of ratification of the agreement, the Board shall have at its expense sufficient copies of the agreement prepared and delivered to the Association for its distribution to each teacher in the District.

L. Vacancy Definition

A vacancy shall be defined as created by:

1. resignation in a position to be filled;
2. retirement in a position to be filled;
3. dismissal-nonrenewal in a position to be filled;
4. creation of a new position;
5. death in a position to be filled

M. Vacancy Notice

Whenever a vacancy occurs the Superintendent shall within two working days post a vacancy notice in the District office. The Association President, or his/her designee shall be notified of vacancies within three (3) days of posting.

N. Vacancy Application

Existing employees shall be entitled to make timely application for vacancies for which they are legally qualified. Such application shall be submitted to the Superintendent.

O. Vacancy Temporary Appointment

Positions temporarily filled to avoid undue disruption of the educational program will follow the above procedures before being permanently filled.

Q. Assignment--Notice of

Teachers shall be given written notice of their tentative building, class and/or subject assignments not later than forty-five (45) days prior to the start of the forthcoming school year. In the event of a change in assignment becomes necessary after the notification date, the teacher so reassigned shall be notified in

writing. The teacher shall be entitled to a conference with the Superintendent to discuss the reassignment. If dissatisfied with the result of the conference, the teacher shall be permitted to resign without penalty.

R. Dues Deduction

The Board shall deduct from each teacher's pay the current dues of the Association provided the teacher has signed an annual authorization provided by the Association which has been submitted in writing to the District by September 15 of each year or within ten (10) days of initial employment if initial employment occurs after the school year has commenced.

Pursuant to such authorization the Board shall deduct beginning in September and through July, or from sign up through July, in substantially equal installments, the NEA-IEA-NEA dues.

A dues deduction authorization may be revoked provided a written revocation is received by the District. There shall be a minimum ten (10) day clerical waiting period while notification of The Association and clerical changes are made after any revocation is received by the District. The Association shall be notified of any revocation before said revocation takes effect. The District is expressly relieved of all dues deduction liability with regard to:

1. insufficient earnings to cover deduction;
2. unpaid dues in arrears where the District has complied with its deduction responsibilities; and
3. the dues of teachers no longer employed by the District or teachers on unpaid leaves of absence.

The Board shall remit said deduction to the Association within ten (10) days following the deduction.

ARTICLE III

A. Formal Evaluation

Before any formal evaluation is performed the evaluator shall acquaint the teacher with the evaluation procedure and instrument.

B. Evaluation Minimums

Each nontenured teacher shall be evaluated at least two (2) times per school year. Each tenured teacher, who received an "Excellent" rating in the previous year, shall be evaluated at least once in the course of every two school years. However, it is understood that any tenured teachers whose summative rating is either "proficient," "needs improvement," or "unsatisfactory" must be evaluated at least once in the school year following the receipt of such rating.

C. Response to Evaluation

Each teacher shall have the right to submit such written response to the evaluation as the teacher may desire. Such response shall become part of the evaluation.

D. Personnel File

Each teacher shall have the right during regular business hours and upon reasonable notice in advance to inspect the nonconfidential contents of the teacher's personnel file. Administration shall have a representative present at such review. The teacher shall be provided copies of materials contained in the file upon request.

E. Informal Evaluation

The Board reserves the right to conduct such informal observations which may relate to teaching performance as it may deem necessary.

F. Evaluators

Formal evaluations shall be conducted only by District Administrators or competent outside professionals.

G. Disciplinary Appearance

Should an employee be required to appear before the Board on any matter which could reasonably lead to the employee's reprimand, supervision, or dismissal, the employee shall be given notice of the required appearance minimally equivalent to notice given Board members of a special meeting and shall be entitled to such representation as the employee may desire.

ARTICLE IV

A. Work Year

The teacher work year will consist of no more than one hundred eighty (180) teacher attendance days. Days declared "Act of God" days by the State, will count toward the one hundred eighty (180) teacher attendance days.

B. Work Day

The teacher workday shall not exceed seven and one-half (7 1/2) clock hours including duty free lunch except that teachers shall be required to work a longer day on occasion to accommodate:

1. extra duties as compensated in Article VIII (B)(D)
2. open houses
3. faculty meetings
4. conferences
5. special education staffing
6. emergencies
7. detentions
8. chaperoning

The instructional day for students/teachers will begin at 8:22 a.m. and conclude at 3:12 p.m. except on School Improvement Days.

C. Duty-Free Lunch

All bargaining unit members shall be entitled to a duty-free, 30 minute, uninterrupted lunch period.

D. Traveling Teachers--Lunch

Teachers who are assigned to more than one school shall have their schedules arranged so that the travel time does not infringe on the traveling teacher's duty-free lunch.

Should travel time negatively impact the traveling teacher's instructional period, the administration and association shall attempt to modify the schedule.

ARTICLE V

A. Sick Leave

Each teacher shall be entitled to twelve (12) sick leave days per school term without loss of pay. Sick leave accumulation shall be unlimited. Sick leave shall be interpreted to mean personal illness, or illness or death in the immediate family or household, birth, adoption, or placement of adoption. The immediate family for purposes of the Article shall include that which is provided in the School Code.

Teachers may use two (2) days sick leave per year for bereavement purposes for deaths outside of the immediate family.

The school board may require a certificate from a physician licensed in Illinois to practice medicine and surgery in all its branches, an advanced practice nurse who has a written collaborative agreement with a collaborating physician that authorizes the advanced practice nurse to perform health examinations, or a physician assistant who has been delegated the authority to perform health examinations by his or her supervising physician, or if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence of three (3) days for personal illness, or as it may deem necessary in other cases.

B. Accumulated Sick Leave--Notice

The Board shall notify each teacher of his/her accumulated sick leave at the beginning of each school year.

C. Personal Leave

Each teacher shall be granted two (2) personal leave days per year without loss of pay provided however use of such days on any particular day shall require request of the teacher and approval of the building principal and superintendent. The Board shall not obstruct any individual teacher's entitlement to the two (2) days but may deny individual requests wherein more than two (2) teacher requests district-wide are received for a given day.

In the event that an employee does not use more than five (5) sick leave days in a school year, the Board will grant one (1) additional personal day the following school year. This additional personal day is not accumulative, therefore, no more than three (3) personal leave days will be allowed in any single school year. (Clarification per district practice for both noncertified and certified: dock days used during that school year are counted toward that sick day maximum. For example, if a staff member has used 4 sick days, but he/she has also requested and received three (3) dock days, that person would not be eligible for the additional personal day)

A teacher may not request a personal day both before and after the same holiday.

Any unused personal leave days shall accumulate as sick leave.

D. Leave of Absence Without Pay

Leaves of absence may be granted without pay to tenured employees who desire to return to employment in a similar capacity at a time mutually agreed upon.

Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave. Leaves of absence without pay for not more than one (1) year may be granted to tenured teachers according to the following conditions:

1. Written requests for leave of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the Board.
2. Dates of departure and return must be mutually acceptable to the teacher and administration and determined prior to any final action on the request.
3. Leaves may be granted for:
 - a. advanced study leading to a degree in an approved university;
 - b. educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program;
 - c. military service;
 - d. maternity, adoption of an infant, paternity;
 - e. other reasons acceptable to the Board
4. Employees on such leave may continue insurance benefits if they reimburse pro-rata costs of benefits for which they apply and providing the then current carrier permits.
5. Employees will not advance on the salary schedule while on the approved leave of absence without pay unless working at least eighty-eight (88) days during the school year in which the leave was taken.
6. The Board may waive the above restrictions at its discretion.
7. Nothing herein shall prevent a disabled teacher from using sick leave for maternity based disability but in such cases where sick leave is so used no maternity leave of absence shall be approved.

E. Emergency Days

Emergency Days may be granted at the discretion of the Superintendent not to exceed three (3) days. Emergency is defined as an event of a personal and serious nature occurring on a school attendance day, which could not have been anticipated or avoided. Emergency days will only be granted if all other days (either personal or sick – depending on the appropriateness of the event) have been exhausted.

F. Attendance Incentive

If a licensed teacher missed zero (0) sick, personal, or dock days for the school year, a bonus of \$250 will be paid to the teacher the following September.

If a licensed teacher missed only one (1) sick or personal days, and no dock days for the school year, a bonus of \$175 will be paid the following September.

If a licensed teacher missed only two (2) sick or personal days, and no dock days for the school year, a bonus of \$100 will be paid the following September.

However, the bonus is subject to the limitation on TRS nonexempt creditable compensation provided in this Agreement. For a teacher whose TRS nonexempt creditable compensation is limited to the lesser of five percent (5%) or the maximum retirement incentive permitted by law without the Board incurring a penalty, the incentive money will be paid as a post-retirement bonus.

ARTICLE VI

A. Definitions.

A Grievance shall be:

Any claim by the Association or any employee that there has been a violation, misrepresentation, and misapplication of the terms of this Agreement.

B. All time limits consists 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 double and shall consist of all week days.

C. Procedures

The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately involved supervisor to resolve problems through free and informal communications. When requested by the employee, an Association representative may accompany the employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the employee or the Association, a grievance may be processed as follows:

D. Step I - The employee or the Association may present the grievance in writing within ten (10) days of the event giving rise to the grievance or knowledge of same whichever is later to the Superintendent or the Superintendent's official designee. The Superintendent shall arrange with the grievant for a meeting to take place within ten (10) days of the Superintendent's receipt of the grievance. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent's written response.

E. Step II - If the grievance is not resolved at Step I, then the grievant may refer the grievance to a closed session of the Board within ten (10) days after receipt of the Step One answer. The Board shall arrange with the grievant for a hearing to take place at the next regularly scheduled Board meeting.

F. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the Board's written response.

G. Step III - If the Association is not satisfied with the disposition of the grievance of Step two, the Association may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the Step II answer, then the grievance shall be deemed withdrawn.

H. Bypass to Arbitration

If the Superintendent and the Association agree, a grievance may be submitted directly to arbitration.

I. Class Grievance

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

J. Grievance--No Reprisals Clause

No reprisals shall be taken by the Board or the administration against any employee because of the employee's participation in a grievance.

K. Released Time

Should the Board require that an employee or an Association representative be released from their regular assignment, the employee or Association representative shall be released without loss of pay or benefits.

L. Filing of Materials

All records related to a grievance shall be filed separately from the personnel files of the employees.

M. Grievance Withdrawal

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

N. No Written Response

If no written decision has been rendered within the time limits indicated by a step, then the grievance may process to the next step. The time limits indicated in this section regarding each step of the grievance process are mandatory and jurisdictional.

O. AAA Rules

If the parties mutually agree, the Expedited Arbitration Rules of the American Arbitration Association shall be used instead of the Voluntary Labor Arbitration Rules.

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

Q. The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the specific issues submitted to him/her in writing and his/her decision shall be based solely upon his/her interpretation of the meaning or application of the specific terms of this Agreement to the facts of the grievance presented.

ARTICLE VII

A. No Strike

Neither the Association nor any individual acting alone or in concert shall directly or indirectly engage in or assist in any work stoppage, slow down or any other disruption in the delivery of educational services during the term of this Agreement.

B. 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 modified only through the written mutual consent of the parties.

C. Individual Contracts

The terms and conditions of this Agreement shall be reflected in individual contracts or employment agreements.

D. Savings Clause

Should any article, section, or clause of this Agreement be declared illegal by a body of competent jurisdiction then 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.

E. Successor Agreement

The parties shall commence bargaining for a successor agreement on or before June 2023 and shall bargain as per the Illinois Educational Labor Relations Act and its Rules and Regulations.

F. Impasse

It is agreed that the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) if either party to this agreement declares impasse. Should FMCS be unavailable, the parties shall immediately commence discussions as to a replacement. In the event that the parties cannot agree upon a replacement, the Illinois Education Labor Relations Board shall be notified.

G. Duration

This agreement shall be effective the first day of the 2019-2020 school year and shall continue in full force and effect through and including the last day before the first day of the 2023-2024 school year.

ARTICLE VIII

A. Salary Schedule

For the 2019-2020 School Year:

	BA	BA+8	BA+16	BA+24	MS	MS+8	MS+16	MS+24	MS+32
1	36300	37301	38302	39303	40304	41305	42306	43307	44308
2	37090	38091	39092	40093	41094	42095	43096	44097	45098
3	37880	38881	39882	40883	41884	42885	43886	44887	45888
4	38670	39671	40672	41673	42674	43675	44676	45677	46678
5	39460	40461	41462	42463	43464	44465	45466	46467	47468
6	40250	41251	42252	43253	44254	45255	46256	47257	48258
7	41040	42041	43042	44043	45044	46045	47046	48047	49048
8	41830	42831	43832	44833	45834	46835	47836	48837	49838
9	42620	43621	44622	45623	46624	47625	48626	49627	50628
10	43410	44411	45412	46413	47414	48415	49416	50417	51418
11	44200	45201	46202	47203	48204	49205	50206	51207	52208
12	44990	45991	46992	47993	48994	49995	50996	51997	52998
13	45780	46781	47782	48783	49784	50785	51786	52787	53788
14	46570	47571	48572	49573	50574	51575	52576	53577	54578
15	47360	48361	49362	50363	51364	52365	53366	54367	55368
16	48150	49151	50152	51153	52154	53155	54156	55157	56158
17	48940	49941	50942	51943	52944	53945	54946	55947	56948
18	49730	50731	51732	52733	53734	54735	55736	56737	57738
19	50520	51521	52522	53523	54524	55525	56526	57527	58528
20	51310	52311	53312	54313	55314	56315	57316	58317	59318
21	52100	53101	54102	55103	56104	57105	58106	59107	60108
22	52890	53891	54892	55893	56894	57895	58896	59897	60898
23	53680	54681	55682	56683	57684	58685	59686	60687	61688
24	54470	55471	56472	57473	58474	59475	60476	61477	62478
25	55260	56261	57262	58263	59264	60265	61266	62267	63268
26	55660	56661	57662	58663	59664	60665	61666	62667	63668
27	56060	57061	58062	59063	60064	61065	62066	63067	64068
28	56460	57461	58462	59463	60464	61465	62466	63467	64468
29	56860	57861	58862	59863	60864	61865	62866	63867	64868
30	57260	58261	59262	60263	61264	62265	63266	64267	65268
31	57660	58661	59662	60663	61664	62665	63666	64667	65668

For the 2020-2021 School Year:

	BA	BA+8	BA+16	BA+24	MS	MS+8	MS+16	MS+24	MS+32
1	37550	38551	39552	40553	41554	42555	43556	44557	45558
2	38340	39341	40342	41343	42344	43345	44346	45347	46348
3	39130	40131	41132	42133	43134	44135	45136	46137	47138
4	39920	40921	41922	42923	43924	44925	45926	46927	47928
5	40710	41711	42712	43713	44714	45715	46716	47717	48718
6	41500	42501	43502	44503	45504	46505	47506	48507	49508
7	42290	43291	44292	45293	46294	47295	48296	49297	50298
8	43080	44081	45082	46083	47084	48085	49086	50087	51088
9	43870	44871	45872	46873	47874	48875	49876	50877	51878
10	44660	45661	46662	47663	48664	49665	50666	51667	52668
11	45450	46451	47452	48453	49454	50455	51456	52457	53458
12	46240	47241	48242	49243	50244	51245	52246	53247	54248
13	47030	48031	49032	50033	51034	52035	53036	54037	55038
14	47820	48821	49822	50823	51824	52825	53826	54827	55828
15	48610	49611	50612	51613	52614	53615	54616	55617	56618
16	49400	50401	51402	52403	53404	54405	55406	56407	57408
17	50190	51191	52192	53193	54194	55195	56196	57197	58198
18	50980	51981	52982	53983	54984	55985	56986	57987	58988
19	51770	52771	53772	54773	55774	56775	57776	58777	59778
20	52560	53561	54562	55563	56564	57565	58566	59567	60568
21	53350	54351	55352	56353	57354	58355	59356	60357	61358
22	54140	55141	56142	57143	58144	59145	60146	61147	62148
23	54930	55931	56932	57933	58934	59935	60936	61937	62938
24	55720	56721	57722	58723	59724	60725	61726	62727	63728
25	56510	57511	58512	59513	60514	61515	62516	63517	64518
26	56910	57911	58912	59913	60914	61915	62916	63917	64918
27	57310	58311	59312	60313	61314	62315	63316	64317	65318
28	57710	58711	59712	60713	61714	62715	63716	64717	65718
29	58110	59111	60112	61113	62114	63115	64116	65117	66118
30	58510	59511	60512	61513	62514	63515	64516	65517	66518
31	58910	59911	60912	61913	62914	63915	64916	65917	66918

For the 2021-2022 School Year:

	BA	BA+8	BA+16	BA+24	MS	MS+8	MS+16	MS+24	MS+32
1	38800	39801	40802	41803	42804	43805	44806	45807	46808
2	39590	40591	41592	42593	43594	44595	45596	46597	47598
3	40380	41381	42382	43383	44384	45385	46386	47387	48388
4	41170	42171	43172	44173	45174	46175	47176	48177	49178
5	41960	42961	43962	44963	45964	46965	47966	48967	49968
6	42750	43751	44752	45753	46754	47755	48756	49757	50758
7	43540	44541	45542	46543	47544	48545	49546	50547	51548
8	44330	45331	46332	47333	48334	49335	50336	51337	52338
9	45120	46121	47122	48123	49124	50125	51126	52127	53128
10	45910	46911	47912	48913	49914	50915	51916	52917	53918
11	46700	47701	48702	49703	50704	51705	52706	53707	54708
12	47490	48491	49492	50493	51494	52495	53496	54497	55498
13	48280	49281	50282	51283	52284	53285	54286	55287	56288
14	49070	50071	51072	52073	53074	54075	55076	56077	57078
15	49860	50861	51862	52863	53864	54865	55866	56867	57868
16	50650	51651	52652	53653	54654	55655	56656	57657	58658
17	51440	52441	53442	54443	55444	56445	57446	58447	59448
18	52230	53231	54232	55233	56234	57235	58236	59237	60238
19	53020	54021	55022	56023	57024	58025	59026	60027	61028
20	53810	54811	55812	56813	57814	58815	59816	60817	61818
21	54600	55601	56602	57603	58604	59605	60606	61607	62608
22	55390	56391	57392	58393	59394	60395	61396	62397	63398
23	56180	57181	58182	59183	60184	61185	62186	63187	64188
24	56970	57971	58972	59973	60974	61975	62976	63977	64978
25	57760	58761	59762	60763	61764	62765	63766	64767	65768
26	58160	59161	60162	61163	62164	63165	64166	65167	66168
27	58560	59561	60562	61563	62564	63565	64566	65567	66568
28	58960	59961	60962	61963	62964	63965	64966	65967	66968
29	59360	60361	61362	62363	63364	64365	65366	66367	67368
30	59760	60761	61762	62763	63764	64765	65766	66767	67768
31	60160	61161	62162	63163	64164	65165	66166	67167	68168

For the 2022-2023 School Year

	BA	BA+8	BA+16	BA+24	MS	MS+8	MS+16	MS+24	MS+32
1	40000	41001	42002	43003	44004	45005	46006	47007	48008
2	40790	41791	42792	43793	44794	45795	46796	47797	48798
3	41580	42581	43582	44583	45584	46585	47586	48587	49588
4	42370	43371	44372	45373	46374	47375	48376	49377	50378
5	43160	44161	45162	46163	47164	48165	49166	50167	51168
6	43950	44951	45952	46953	47954	48955	49956	50957	51958
7	44740	45741	46742	47743	48744	49745	50746	51747	52748
8	45530	46531	47532	48533	49534	50535	51536	52537	53538
9	46320	47321	48322	49323	50324	51325	52326	53327	54328
10	47110	48111	49112	50113	51114	52115	53116	54117	55118
11	47900	48901	49902	50903	51904	52905	53906	54907	55908
12	48690	49691	50692	51693	52694	53695	54696	55697	56698
13	49480	50481	51482	52483	53484	54485	55486	56487	57488
14	50270	51271	52272	53273	54274	55275	56276	57277	58278
15	51060	52061	53062	54063	55064	56065	57066	58067	59068
16	51850	52851	53852	54853	55854	56855	57856	58857	59858
17	52640	53641	54642	55643	56644	57645	58646	59647	60648
18	53430	54431	55432	56433	57434	58435	59436	60437	61438
19	54220	55221	56222	57223	58224	59225	60226	61227	62228
20	55010	56011	57012	58013	59014	60015	61016	62017	63018
21	55800	56801	57802	58803	59804	60805	61806	62807	63808
22	56590	57591	58592	59593	60594	61595	62596	63597	64598
23	57380	58381	59382	60383	61384	62385	63386	64387	65388
24	58170	59171	60172	61173	62174	63175	64176	65177	66178
25	58960	59961	60962	61963	62964	63965	64966	65967	66968
26	59360	60361	61362	62363	63364	64365	65366	66367	67368
27	59760	60761	61762	62763	63764	64765	65766	66767	67768
28	60160	61161	62162	63163	64164	65165	66166	67167	68168
29	60560	61561	62562	63563	64564	65565	66566	67567	68568
30	60960	61961	62962	63963	64964	65965	66966	67967	68968
31	61360	62361	63362	64363	65364	66365	67366	68367	69368

**B. Nokomis Community Unit School District #22
Athletic Salary Schedule**

The percentages stated below for the Athletic and Extra-Duty Schedules will be calculated on the base salary:

2019-2020: \$36,300
 2020-2021: \$37,550
 2021-2022: \$38,800
 2022-2023: \$40,000

Position	Lane 1	Lane 2	Lane 3
	Years 1-4	Years 5-9	Year 10+
Head HS Football	15%	16%	17%
Head HS Volleyball	15%	16%	17%
Head HS Boys Basketball	15%	16%	17%
Head HS Girls Basketball	15%	16%	17%
Head HS Baseball	12%	13%	14%
Head HS Softball	12%	13%	14%
Head HS Golf	9%	10%	11%
F/S and JV Football	9%	10%	11%
F/S and JV Volleyball	9%	10%	11%
F/S and JV Boys Basketball	9%	10%	11%
F/S and JV Girls Basketball	9%	10%	11%
F/S and JV Baseball	8%	8%	8%
F/S and JV Softball	8%	8%	8%
HS Cheerleading	10%	11%	12%
Assistant Football	5%	6%	7%
Assistant HS Boys Basketball	5%	6%	7%
JH Head Volleyball	7%	8%	9%
JH Head Boys Basketball	7%	8%	9%
JH Head Girls Basketball	7%	8%	9%
JH Head Baseball	6%	6%	6%
JH Head Softball	6%	6%	6%
JH Cheerleading	3%	4%	5%
JH Assistant Boys Basketball	3%	4%	5%
JH Assistant Girls Basketball	3%	4%	5%
JH Assistant Volleyball	3%	4%	5%

Present coaches (2014-2015 school year) will be frozen at their current 2014-2015 salary. All new coaches or change in coaching positions (starting in the 2015-2016 school year) will then be placed on the current schedule (above).

All current teachers who are also coached for the 2015-2016 school year will remain frozen at their 2015-2016 coaches salary until such time that they may reach the new scale.

C. Teacher Retirement Shelter

From and out of each teacher's gross salary as listed on the salary schedule, plus such extra duties as the teacher may be paid for, the Board shall pay on behalf of the teacher directly to the Teacher Retirement System as a Board-paid and sheltered pension contribution. Such payment shall be made consistent with Internal Revenue Service ruling 1414H-2 and tax opinions 81-35 and 81-36.

D. Extra-Duty Schedules

F.F.A.		10.50%
HS Yearbook		4.50%
Student Council		4.50%
Music Director		9.00%
FCCLA		3.00%
Art Club		3.00%
Junior Class		5.50%
Senior Class		1.85%
Sophomore Class		1.75%
Freshman Class		1.75%
Foreign Language Sponsor		1.75%
Science Club		1.75%
Academic Bowl		2.00%
National Honor Society		2.00%
Jr. High Yearbook		1.35%
North School Yearbook		1.35%
Junior High Advisory		2.00%
WYSE		1.50%
Fine Art/Drama		4.00%
JH Speech		1.50%
JH Scholastic Bowl		1.50%

The Board will accept applications for co-curricular positions either individually or jointly and the stipend will be split accordingly.

Certified employees working as ticket sellers, timers, scorers, and bus chaperones shall be paid \$12.00 per hour.

E. Passes

Certificated employees shall be allowed free admission to all home games. In addition, the immediate families (spouse and child(ren)) of coaches shall be allowed free admission to all home games..

F. Health Insurance and Options

The Board will pay for the cost of single coverage of health insurance up to \$30 per month over the previous year's monthly premium. Each employee who selects to participate in the district dental plan will be responsible for all costs associated with the monthly premiums. Certified staff newly hired under this contract will be granted health/dental insurance. However, employees hired prior to 2012-2013 contract taking effect, who previously did not elect to take health/dental insurance and currently have an annuity shall maintain their rights to have the option of electing a life insurance or an annuity of substantially equal premium. If they elect to forego the annuity at any time, they may elect to change to health/dental insurance but not return to the annuity option thereafter.

An Insurance Committee will be created to consider insurance options. The Nokomis Education Association shall have the right to select three (3) members to serve on the Insurance Advisory Committee. The Committee shall make suggestions for any changes to coverage and carriers to the Board.

If, during the term of this Agreement, legislation alters this Section F ("Health Insurance"), the parties will bargain the impact of that legislation.

G. Retirement Bonus Incentive

1. Retirement Eligibility

The Board shall recognize the service of full-time certified employees who have rendered at least twenty (20) years of uninterrupted creditable service to Nokomis C.U.S.D. #22 immediately preceding retirement, and who are eligible to receive regular retirement pension benefits through the Teacher Retirement System of the State of Illinois. An eligible certified employee may access the end-of-career earnings increases if:

- 1) Must be at least sixty (60) years of age at the time of retirement, with at least ten (10) years of service with the Illinois Teacher Retirement System; OR
- 2) Must be at least fifty-five (55) years of age at the time of retirement, with thirty-five (35) years of service with the Illinois Teachers Retirement System; OR
- 3) Must be at least sixty-two (62) years of age at the time of retirement, with at least five (5) years of service with the Illinois Teachers Retirement System.

Also, non-exempt TRS creditable compensation (earnings) is defined by TRS rules and regulations. Eligibility requirements are for the year the retirement becomes effective, NOT the year the irrevocable letter of retirement is submitted.

2. Notice of Retirement

An eligible employee may access the end-of-career earnings increases if they deliver an irrevocable letter of retirement, stating the effective date of retirement to the employer, so that the employer receives the letter by May 1st in the school year preceding the employee's access to the retirement incentive. During the first year of this contract, an eligible employee must deliver an irrevocable letter of retirement stating the effective date of retirement to the employer within thirty (30) days of the ratification of this contract. The notice of retirement may be given up to four (4) school years between the time of the notice of retirement and the date of retirement. In order to access the end-

of-career earnings increases, the employee must give the notice of retirement when eligible. The Board, may, at its discretion, allow a member to withdraw the irrevocable letter of resignation, provided that the employee can demonstrate a justifiable economic need that did not exist when the letter was issued, and provided that the employee and the Board can agree upon a repayment plan and amount of repayment, which may include interest at the highest rate that the Board is receiving on investments during that same period. This discretionary decision by the Board shall not be subject to grievance, and the Association waives all right to arbitration with regard to that decision.

3. End-of-Career Earnings Incentive

An eligible employee who has submitted a notice of retirement under Paragraph 2 above shall be eligible to participate in one of the following plans for an end-of-career earnings increase:

Four Year Plan

If an eligible Teacher gives the Board an irrevocable letter of retirement prior to May 1, four (4) years prior to the year of retirement, the Teacher will be removed from the salary schedule and for the final four (4) years of employment the Teacher's nonexempt TRS salary shall be increased by the lesser of five percent (5%) or the maximum retirement incentive permitted by law without the Board incurring a penalty over the Teacher's nonexempt TRS salary for the years prior of employment respectively.

Three Year Plan

If an eligible Teacher gives the Board an irrevocable letter of retirement prior to May 1 three (3) years prior to the year of retirement, the Teacher will be removed from the salary schedule and for the final three (3) years of employment the Teacher's nonexempt TRS salary shall be increased by the lesser of five percent (5%) or the maximum retirement incentive permitted by law without the Board incurring a penalty over the Teacher's nonexempt TRS salary for the years prior of employment respectively.

Two Year Plan

If an eligible Teacher gives the Board an irrevocable letter of retirement prior to May 1 two (2) years prior to the year of retirement, the Teacher will be removed from the salary schedule and for the final two (2) years of employment the Teacher's nonexempt TRS salary shall be the lesser of five percent (5%) or the maximum retirement incentive permitted by law without the Board incurring a penalty over the Teacher's nonexempt TRS salary for the years prior of employment respectively.

One Year Plan

If an eligible Teacher gives the Board an irrevocable letter of retirement prior to May 1 one (1) year prior to the year of retirement, the Teacher will be removed from the salary schedule and for the final one (1) year of employment the Teacher's nonexempt TRS salary shall be increased by the lesser of five percent (5%) or the maximum retirement incentive permitted by law without the Board incurring a penalty over the Teacher's nonexempt TRS salary for the years prior of employment respectively.

In addition, any increase in earnings under these plans shall be subject to the following:

- a. No Employee's nonexempt TRS salary shall increase from one school year to the next by the lesser of five percent (5%) or the maximum retirement incentive permitted by law

without the Board incurring a penalty or be otherwise increased so as to create liability on the part of the Board or District for any portion of an Employee's retirement annuity, or result in any District or Board paid penalty or fee to TRS.

- b. If after submitting an irrevocable letter of retirement, the Teacher resigns from or is removed from duties for which the Teacher was compensated the previous year (i.e. Supplemental Salary Schedule, extended contract, and or stipends), the Teacher's nonexempt TRS creditable earnings will be adjusted.

4. TRS Earnings Limitation

When a teacher is ten (10) or less years from eligibility for a TRS annuity, and regardless of the teacher's actual age, the teacher's nonexempt creditable TRS earnings from employment in the District, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, shall not exceed the amount specified hereinafter:

No teacher's nonexempt creditable TRS earnings shall increase from one school year to the next by the lesser of five percent (5%) or the maximum retirement incentive permitted by law without the Board incurring a penalty or otherwise increase so as to create liability on the part of the District for any portion of a teacher's retirement annuity, or result in any District paid penalty or fee to TRS.

H. Docking Formula

The docking formula shall be 1/180 (the teacher's total gross salary) per day.

I. In House Substitution

In House Substitution shall be compensated in departmental situations only at the rate of Fifteen dollars (\$15.00) per class period and at the rate of Twelve dollars (\$12.00) per class period in self-contained situations to be paid no later than the regular pay date in the following month.

J. Payroll Installment

Teachers shall receive their pay in twelve (12) monthly installments.

K. Placement on Salary Schedule

Placement on the salary schedule will be based on the number of years of teaching experience in-district, with consideration of years of experience outside of the district. Educational increments will be awarded in 8 hour blocks, as indicated on the schedules. Transcripts will need to be submitted to the Unit Office by September 1st for verification before movement can occur on the schedule. Only hours earned after the completion of a master's degree will be applied to the schedule beyond the master's degree steps.

L. Options to Negotiate

Upon mutual consent of the Local Board of Education and the Local Teachers' Association, this contract may be reopened to negotiate mutually agreed upon items. All items to be considered for negotiations must be submitted to the Board/Association ten (10) working days prior to the Board's/Association's consent.

M. TRS - Retired Teacher Health Insurance

The Board will contribute the total cost of the mandated salary deduction to support the Retired Teacher Health Insurance Program.

N. Tuition Reimbursement

Teachers who earn graduate hour credit may advance on the salary schedule provided the following requirements are met:

1. The employee shall present a request for graduate coursework/subject to the Superintendent in advance of taking the course.
2. The Superintendent may accept or reject the course based on its pertinence to the area of education or as the course relates to areas of responsibility or school administration.
3. Once advance approval for the course is given and the course is taken, the following conditions must be met prior to the teacher receiving appropriate salary schedule placement.
 - a. All hours must be earned from an accredited college or university.
 - b. Satisfactory completion of the course must be demonstrated.
 - c. A transcript from the college or university demonstrating successful completion must be on file in the District's Administrative Office no later than September 5. However, in the event the college or university experiences delays, the employee may present an unofficial transcript obtained from the college or university website until an official transcript can be mailed directly to the District's Administrative Office by October 5.

The teacher will be reimbursed the actual cost of tuition and lab fees (not to exceed the \$150.00 per semester hour). The District will be responsible for a maximum of nine semester hours earned per contract year per teacher. Reimbursement shall only be made if the teacher earns a grade of an "A" or "B" in the class.

All courses submitted for reimbursement must be relevant to the teacher's current instructional area, progressing towards an additional endorsement or certification or be a part of a Master's Degree or certification in educational administration.

For every year the District reimburses a licensed teacher the maximum amount (\$1,350), the teacher agrees to accept employment for an additional year of service. Failure to do so, will require the teacher to pay one-half of the reimbursement back to the District within six (6) months of departure.

O. Prep Time

All Middle School and High School teachers shall have a prep equivalent to one full class period of preparation time per day. All elementary teachers shall have a minimum of two hundred and twenty (220) minutes of preparation time per week which shall not include travel time. The Board will make every attempt to provide at least an increment of 20 minute preparation time at least once a day.

It is understood by both parties that on days or weeks when there is an altered schedule or early dismissal, the minimum prep time may not be observed.

This Agreement is signed this _____ day of March 20__.

In witness whereof:

For the Nokomis Education Association, IEA/NEA

_____ President

_____ Vice President

For the Board of Education, Nokomis Community Unit District #22

_____ Board President

_____ Board Secretary

APPENDIX A – Salary Schedule

The Board agrees to pay the following percentages towards the Teacher's Retirement System (TRS) as part of the Board paid benefit:

- 2019-2020 – 1%
- 2020-2021 – 1.5%
- 2021-2022 – 2%
- 2022-2023 – 2.5%

Both percentages includes total credible earnings.

For the 2019-2020 School Year

	BA	BA+8	BA+16	BA+24	MS	MS+8	MS+16	MS+24	MS+32
1	36300	37301	38302	39303	40304	41305	42306	43307	44308
Gross Pay	33396	34317	35238	36159	37080	38001	38922	39842	40763
TRS (B)	363	373	383	393	403	413	423	433	443
2	37090	38091	39092	40093	41094	42095	43096	44097	45098
Gross Pay	34123	35044	35965	36886	37806	38727	39648	40569	41490
TRS (B)	371	381	391	401	411	421	431	441	451
3	37880	38881	39882	40883	41884	42885	43886	44887	45888
Gross Pay	34850	35771	36691	37612	38533	39454	40375	41296	42217
TRS (B)	379	389	399	409	419	429	439	449	459
4	38670	39671	40672	41673	42674	43675	44676	45677	46678
Gross Pay	35576	36497	37418	38339	39260	40181	41102	42023	42944
TRS (B)	387	397	407	417	427	437	447	457	467
5	39460	40461	41462	42463	43464	44465	45466	46467	47468
Gross Pay	36303	37224	38145	39066	39987	40908	41829	42750	43671
TRS (B)	395	405	415	425	435	445	455	465	475
6	40250	41251	42252	43253	44254	45255	46256	47257	48258
Gross Pay	37030	37951	38872	39793	40714	41635	42556	43476	44397
TRS (B)	403	413	423	433	443	453	463	473	483
7	41040	42041	43042	44043	45044	46045	47046	48047	49048
Gross Pay	37757	38678	39599	40520	41440	42361	43282	44203	45124
TRS (B)	410	420	430	440	450	460	470	480	490
8	41830	42831	43832	44833	45834	46835	47836	48837	49838
Gross Pay	38484	39405	40325	41246	42167	43088	44009	44930	45851
TRS (B)	371	371	371	371	371	371	371	371	371
9	42620	43621	44622	45623	46624	47625	48626	49627	50628

Gross Pay	39210	40131	41052	41973	42894	43815	44736	45657	46578
TRS (B)	426	436	446	456	466	476	486	496	506
10	43410	44411	45412	46413	47414	48415	49416	50417	51418
Gross Pay	39937	40858	41779	42700	43621	44542	45463	46384	47305
TRS (B)	434	444	454	464	474	484	494	504	514
11	44200	45201	46202	47203	48204	49205	50206	51207	52208
Gross Pay	40664	41585	42506	43427	44348	45269	46190	47110	48031
TRS (B)	442	452	462	472	482	492	502	512	522
12	44990	45991	46992	47993	48994	49995	50996	51997	52998
Gross Pay	41391	42312	43233	44154	45074	45995	46916	47837	48758
TRS (B)	450	460	470	480	490	500	510	520	530
13	45780	46781	47782	48783	49784	50785	51786	52787	53788
Gross Pay	42118	43039	43959	44880	45801	46722	47643	48564	49485
TRS (B)	458	468	478	488	498	508	518	528	538
14	46570	47571	48572	49573	50574	51575	52576	53577	54578
Gross Pay	42844	43765	44686	45607	46528	47449	48370	49291	50212
TRS (B)	466	476	486	496	506	516	526	536	546
15	47360	48361	49362	50363	51364	52365	53366	54367	55368
Gross Pay	43571	44492	45413	46334	47255	48176	49097	50018	50939
TRS (B)	474	484	494	504	514	524	534	544	554
16	48150	49151	50152	51153	52154	53155	54156	55157	56158
Gross Pay	44298	45219	46140	47061	47982	48903	49824	50744	51665
TRS (B)	482	492	502	512	522	532	542	552	562
17	48940	49941	50942	51943	52944	53945	54946	55947	56948
Gross Pay	45025	45946	46867	47788	48708	49629	50550	51471	52392
TRS (B)	489	499	509	519	529	539	549	559	569
18	49730	50731	51732	52733	53734	54735	55736	56737	57738
Gross Pay	45752	46673	47593	48514	49435	50356	51277	52198	53119
TRS (B)	497	507	517	527	537	547	557	567	577
19	50520	51521	52522	53523	54524	55525	56526	57527	58528
Gross Pay	46478	47399	48320	49241	50162	51083	52004	52925	53846
TRS (B)	505	515	525	535	545	555	565	575	585
20	51310	52311	53312	54313	55314	56315	57316	58317	59318
Gross Pay	47205	48126	49047	49968	50889	51810	52731	53652	54573

TRS (B)	513	523	533	543	553	563	573	583	593
21	52100	53101	54102	55103	56104	57105	58106	59107	60108
Gross Pay	47932	48853	49774	50695	51616	52537	53458	54378	55299
TRS (B)	521	531	541	551	561	571	581	591	601
22	52890	53891	54892	55893	56894	57895	58896	59897	60898
Gross Pay	48659	49580	50501	51422	52342	53263	54184	55105	56026
TRS (B)	529	539	549	559	569	579	589	599	609
23	53680	54681	55682	56683	57684	58685	59686	60687	61688
Gross Pay	49386	50307	51227	52148	53069	53990	54911	55832	56753
TRS (B)	537	547	557	567	577	587	597	607	617
24	54470	55471	56472	57473	58474	59475	60476	61477	62478
Gross Pay	50112	51033	51954	52875	53796	54717	55638	56559	57480
TRS (B)	545	555	565	575	585	595	605	615	625
25	55260	56261	57262	58263	59264	60265	61266	62267	63268
Gross Pay	50839	51760	52681	53602	54523	55444	56365	57286	58207
TRS (B)	553	563	573	583	593	603	613	623	633
26	55660	56661	57662	58663	59664	60665	61666	62667	63668
Gross Pay	51207	52128	53049	53970	54891	55812	56733	57654	58575
TRS (B)	557	567	577	587	597	607	617	627	637
27	56060	57061	58062	59063	60064	61065	62066	63067	64068
Gross Pay	51575	52496	53417	54338	55259	56180	57101	58022	58943
TRS (B)	561	571	581	591	601	611	621	631	641
28	56460	57461	58462	59463	60464	61465	62466	63467	64468
Gross Pay	51943	52864	53785	54706	55627	56548	57469	58390	59311
TRS (B)	565	575	585	595	605	615	625	635	645
29	56860	57861	58862	59863	60864	61865	62866	63867	64868
Gross Pay	52311	53232	54153	55074	55995	56916	57837	58758	59679
TRS (B)	569	579	589	599	609	619	629	639	649
30	57260	58261	59262	60263	61264	62265	63266	64267	65268
Gross Pay	52679	53600	54521	55442	56363	57284	58205	59126	60047
TRS (B)	573	583	593	603	613	623	633	643	653
31	57660	58661	59662	60663	61664	62665	63666	64667	65668
Gross Pay	53047	53968	54889	55810	56731	57652	58573	59494	60415
TRS (B)	576.6	586.61	596.62	606.63	616.64	626.65	636.66	646.67	656.68

For the 2020-2021 School Year

	BA	BA+8	BA+16	BA+24	MS	MS+8	MS+16	MS+24	MS+32
1	37550	38551	39552	40553	41554	42555	43556	44557	45558
Gross Pay	34734	35660	36586	37512	38437	39363	40289	41215	42141
TRS (B)	563	578	593	608	623	638	653	668	683
2	38340	39341	40342	41343	42344	43345	44346	45347	46348
Gross Pay	35465	36390	37316	38242	39168	40094	41020	41946	42872
TRS (B)	575	590	605	620	635	650	665	680	695
3	39130	40131	41132	42133	43134	44135	45136	46137	47138
Gross Pay	36195	37121	38047	38973	39899	40825	41751	42677	43603
TRS (B)	587	602	617	632	647	662	677	692	707
4	39920	40921	41922	42923	43924	44925	45926	46927	47928
Gross Pay	36926	37852	38778	39704	40630	41556	42482	43407	44333
TRS (B)	599	614	629	644	659	674	689	704	719
5	40710	41711	42712	43713	44714	45715	46716	47717	48718
Gross Pay	37657	38583	39509	40435	41360	42286	43212	44138	45064
TRS (B)	611	626	641	656	671	686	701	716	731
6	41500	42501	43502	44503	45504	46505	47506	48507	49508
Gross Pay	38388	39313	40239	41165	42091	43017	43943	44869	45795
TRS (B)	623	638	653	668	683	698	713	728	743
7	42290	43291	44292	45293	46294	47295	48296	49297	50298
Gross Pay	39118	40044	40970	41896	42822	43748	44674	45600	46526
TRS (B)	634	649	664	679	694	709	724	739	754
8	43080	44081	45082	46083	47084	48085	49086	50087	51088
Gross Pay	39849	40775	41701	42627	43553	44479	45405	46330	47256
TRS (B)	646	661	676	691	706	721	736	751	766
9	43870	44871	45872	46873	47874	48875	49876	50877	51878
Gross Pay	40580	41506	42432	43358	44283	45209	46135	47061	47987
TRS (B)	658	673	688	703	718	733	748	763	778
10	44660	45661	46662	47663	48664	49665	50666	51667	52668
Gross Pay	41311	42236	43162	44088	45014	45940	46866	47792	48718
TRS (B)	670	685	700	715	730	745	760	775	790
11	45450	46451	47452	48453	49454	50455	51456	52457	53458

Gross Pay	42041	42967	43893	44819	45745	46671	47597	48523	49449
TRS (B)	682	697	712	727	742	757	772	787	802
12	46240	47241	48242	49243	50244	51245	52246	53247	54248
Gross Pay	42772	43698	44624	45550	46476	47402	48328	49253	50179
TRS (B)	694	709	724	739	754	769	784	799	814
13	47030	48031	49032	50033	51034	52035	53036	54037	55038
Gross Pay	43503	44429	45355	46281	47206	48132	49058	49984	50910
TRS (B)	705	720	735	750	766	781	796	811	826
14	47820	48821	49822	50823	51824	52825	53826	54827	55828
Gross Pay	44234	45159	46085	47011	47937	48863	49789	50715	51641
TRS (B)	717	732	747	762	777	792	807	822	837
15	48610	49611	50612	51613	52614	53615	54616	55617	56618
Gross Pay	44964	45890	46816	47742	48668	49594	50520	51446	52372
TRS (B)	729	744	759	774	789	804	819	834	849
16	49400	50401	51402	52403	53404	54405	55406	56407	57408
Gross Pay	45695	46621	47547	48473	49399	50325	51251	52176	53102
TRS (B)	741	756	771	786	801	816	831	846	861
17	50190	51191	52192	53193	54194	55195	56196	57197	58198
Gross Pay	46426	47352	48278	49204	50129	51055	51981	52907	53833
TRS (B)	753	768	783	798	813	828	843	858	873
18	50980	51981	52982	53983	54984	55985	56986	57987	58988
Gross Pay	47157	48082	49008	49934	50860	51786	52712	53638	54564
TRS (B)	765	780	795	810	825	840	855	870	885
19	51770	52771	53772	54773	55774	56775	57776	58777	59778
Gross Pay	47887	48813	49739	50665	51591	52517	53443	54369	55295
TRS (B)	777	792	807	822	837	852	867	882	897
20	52560	53561	54562	55563	56564	57565	58566	59567	60568
Gross Pay	48618	49544	50470	51396	52322	53248	54174	55099	56025
TRS (B)	788	803	818	833	848	863	878	894	909
21	53350	54351	55352	56353	57354	58355	59356	60357	61358
Gross Pay	49349	50275	51201	52127	53052	53978	54904	55830	56756
TRS (B)	800	815	830	845	860	875	890	905	920
22	54140	55141	56142	57143	58144	59145	60146	61147	62148
Gross Pay	50080	51005	51931	52857	53783	54709	55635	56561	57487

TRS (B)	812	827	842	857	872	887	902	917	932
23	54930	55931	56932	57933	58934	59935	60936	61937	62938
Gross Pay	50810	51736	52662	53588	54514	55440	56366	57292	58218
TRS (B)	824	839	854	869	884	899	914	929	944
24	55720	56721	57722	58723	59724	60725	61726	62727	63728
Gross Pay	51541	52467	53393	54319	55245	56171	57097	58022	58948
TRS (B)	836	851	866	881	896	911	926	941	956
25	56510	57511	58512	59513	60514	61515	62516	63517	64518
Gross Pay	52272	53198	54124	55050	55975	56901	57827	58753	59679
TRS (B)	848	863	878	893	908	923	938	953	968
26	56910	57911	58912	59913	60914	61915	62916	63917	64918
Gross Pay	52642	53568	54494	55420	56345	57271	58197	59123	60049
TRS (B)	854	869	884	899	914	929	944	959	974
27	57310	58311	59312	60313	61314	62315	63316	64317	65318
Gross Pay	53012	53938	54864	55790	56715	57641	58567	59493	60419
TRS (B)	860	875	890	905	920	935	950	965	980
28	57710	58711	59712	60713	61714	62715	63716	64717	65718
Gross Pay	53382	54308	55234	56160	57085	58011	58937	59863	60789
TRS (B)	866	881	896	911	926	941	956	971	986
29	58110	59111	60112	61113	62114	63115	64116	65117	66118
Gross Pay	53752	54678	55604	56530	57455	58381	59307	60233	61159
TRS (B)	872	887	902	917	932	947	962	977	992
30	58510	59511	60512	61513	62514	63515	64516	65517	66518
Gross Pay	54122	55048	55974	56900	57825	58751	59677	60603	61529
TRS (B)	878	893	908	923	938	953	968	983	998
31	58910	59911	60912	61913	62914	63915	64916	65917	66918
Gross Pay	54492	55418	56344	57270	58195	59121	60047	60973	61899
TRS (B)	883.65	898.665	913.68	928.695	943.71	958.725	973.74	988.755	1003.77

For the 2021-2022 School Year

	BA	BA+8	BA+16	BA+24	MS	MS+8	MS+16	MS+24	MS+32
1	38800	39801	40802	41803	42804	43805	44806	45807	46808
Base	36084	37015	37946	38877	39808	40739	41670	42601	43531
TRS (B)	776	796	816	836	856	876	896	916	936
2	39590	40591	41592	42593	43594	44595	45596	46597	47598
Base	36819	37750	38681	39611	40542	41473	42404	43335	44266
TRS (B)	792	812	832	852	872	892	912	932	952
3	40380	41381	42382	43383	44384	45385	46386	47387	48388
Base	37553	38484	39415	40346	41277	42208	43139	44070	45001
TRS (B)	808	828	848	868	888	908	928	948	968
4	41170	42171	43172	44173	45174	46175	47176	48177	49178
Base	38288	39219	40150	41081	42012	42943	43874	44805	45736
TRS (B)	823	843	863	883	903	924	944	964	984
5	41960	42961	43962	44963	45964	46965	47966	48967	49968
Base	39023	39954	40885	41816	42747	43677	44608	45539	46470
TRS (B)	839	859	879	899	919	939	959	979	999
6	42750	43751	44752	45753	46754	47755	48756	49757	50758
Base	39758	40688	41619	42550	43481	44412	45343	46274	47205
TRS (B)	855	875	895	915	935	955	975	995	1015
7	43540	44541	45542	46543	47544	48545	49546	50547	51548
Base	40492	41423	42354	43285	44216	45147	46078	47009	47940
TRS (B)	871	891	911	931	951	971	991	1011	1031
8	44330	45331	46332	47333	48334	49335	50336	51337	52338
Base	41227	42158	43089	44020	44951	45882	46812	47743	48674
TRS (B)	887	907	927	947	967	987	1007	1027	1047
9	45120	46121	47122	48123	49124	50125	51126	52127	53128
Base	41962	42893	43823	44754	45685	46616	47547	48478	49409
TRS (B)	902	922	942	962	982	1003	1023	1043	1063
10	45910	46911	47912	48913	49914	50915	51916	52917	53918
Base	42696	43627	44558	45489	46420	47351	48282	49213	50144
TRS (B)	918	938	958	978	998	1018	1038	1058	1078
11	46700	47701	48702	49703	50704	51705	52706	53707	54708
Base	43431	44362	45293	46224	47155	48086	49017	49948	50878
TRS (B)	934	954	974	994	1014	1034	1054	1074	1094
12	47490	48491	49492	50493	51494	52495	53496	54497	55498
Base	44166	45097	46028	46958	47889	48820	49751	50682	51613

TRS (B)	950	970	990	1010	1030	1050	1070	1090	1110
13	48280	49281	50282	51283	52284	53285	54286	55287	56288
Base	44900	45831	46762	47693	48624	49555	50486	51417	52348
TRS (B)	966	986	1006	1026	1046	1066	1086	1106	1126
14	49070	50071	51072	52073	53074	54075	55076	56077	57078
Base	45635	46566	47497	48428	49359	50290	51221	52152	53083
TRS (B)	981	1001	1021	1041	1061	1082	1102	1122	1142
15	49860	50861	51862	52863	53864	54865	55866	56867	57868
Base	46370	47301	48232	49163	50094	51024	51955	52886	53817
TRS (B)	997	1017	1037	1057	1077	1097	1117	1137	1157
16	50650	51651	52652	53653	54654	55655	56656	57657	58658
Base	47105	48035	48966	49897	50828	51759	52690	53621	54552
TRS (B)	1013	1033	1053	1073	1093	1113	1133	1153	1173
17	51440	52441	53442	54443	55444	56445	57446	58447	59448
Base	47839	48770	49701	50632	51563	52494	53425	54356	55287
TRS (B)	1029	1049	1069	1089	1109	1129	1149	1169	1189
18	52230	53231	54232	55233	56234	57235	58236	59237	60238
Base	48574	49505	50436	51367	52298	53229	54159	55090	56021
TRS (B)	1045	1065	1085	1105	1125	1145	1165	1185	1205
19	53020	54021	55022	56023	57024	58025	59026	60027	61028
Base	49309	50240	51170	52101	53032	53963	54894	55825	56756
TRS (B)	1060	1080	1100	1120	1140	1161	1181	1201	1221
20	53810	54811	55812	56813	57814	58815	59816	60817	61818
Base	50043	50974	51905	52836	53767	54698	55629	56560	57491
TRS (B)	1076	1096	1116	1136	1156	1176	1196	1216	1236
21	54600	55601	56602	57603	58604	59605	60606	61607	62608
Base	50778	51709	52640	53571	54502	55433	56364	57295	58225
TRS (B)	1092	1112	1132	1152	1172	1192	1212	1232	1252
22	55390	56391	57392	58393	59394	60395	61396	62397	63398
Base	51513	52444	53375	54305	55236	56167	57098	58029	58960
TRS (B)	1108	1128	1148	1168	1188	1208	1228	1248	1268
23	56180	57181	58182	59183	60184	61185	62186	63187	64188
Base	52247	53178	54109	55040	55971	56902	57833	58764	59695
TRS (B)	1124	1144	1164	1184	1204	1224	1244	1264	1284
24	56970	57971	58972	59973	60974	61975	62976	63977	64978
Base	52982	53913	54844	55775	56706	57637	58568	59499	60430
TRS (B)	1139	1159	1179	1199	1219	1240	1260	1280	1300
25	57760	58761	59762	60763	61764	62765	63766	64767	65768
Base	53717	54648	55579	56510	57441	58371	59302	60233	61164
TRS (B)	1155	1175	1195	1215	1235	1255	1275	1295	1315
26	58160	59161	60162	61163	62164	63165	64166	65167	66168

Base	54089	55020	55951	56882	57813	58743	59674	60605	61536
TRS (B)	1163	1183	1203	1223	1243	1263	1283	1303	1323
27	58560	59561	60562	61563	62564	63565	64566	65567	66568
Base	54461	55392	56323	57254	58185	59115	60046	60977	61908
TRS (B)	1171	1191	1211	1231	1251	1271	1291	1311	1331
28	58960	59961	60962	61963	62964	63965	64966	65967	66968
Base	54833	55764	56695	57626	58557	59487	60418	61349	62280
TRS (B)	1179	1199	1219	1239	1259	1279	1299	1319	1339
29	59360	60361	61362	62363	63364	64365	65366	66367	67368
Base	55205	56136	57067	57998	58929	59859	60790	61721	62652
TRS (B)	1187	1207	1227	1247	1267	1287	1307	1327	1347
30	59760	60761	61762	62763	63764	64765	65766	66767	67768
Base	55577	56508	57439	58370	59301	60231	61162	62093	63024
TRS (B)	1195	1215	1235	1255	1275	1295	1315	1335	1355
31	60160	61161	62162	63163	64164	65165	66166	67167	68168
Base	55949	56880	57811	58742	59673	60603	61534	62465	63396
TRS (B)	1203.2	1223.22	1243.24	1263.26	1283.28	1303.3	1323.32	1343.34	1363.36

For the 2022-2023 School Year

	BA	BA+8	BA+16	BA+24	MS	MS+8	MS+16	MS+24	MS+32
1	40000	41001	42002	43003	44004	45005	46006	47007	48008
Base	37400	38336	39272	40208	41144	42080	43016	43952	44887
TRS (B)	1000	1025	1050	1075	1100	1125	1150	1175	1200
2	40790	41791	42792	43793	44794	45795	46796	47797	48798
Base	38139	39075	40011	40946	41882	42818	43754	44690	45626
TRS (B)	1020	1045	1070	1095	1120	1145	1170	1195	1220
3	41580	42581	43582	44583	45584	46585	47586	48587	49588
Base	38877	39813	40749	41685	42621	43557	44493	45429	46365
TRS (B)	1040	1065	1090	1115	1140	1165	1190	1215	1240
4	42370	43371	44372	45373	46374	47375	48376	49377	50378
Base	39616	40552	41488	42424	43360	44296	45232	46167	47103
TRS (B)	1059	1084	1109	1134	1159	1184	1209	1234	1259
5	43160	44161	45162	46163	47164	48165	49166	50167	51168
Base	40355	41291	42226	43162	44098	45034	45970	46906	47842
TRS (B)	1079	1104	1129	1154	1179	1204	1229	1254	1279
6	43950	44951	45952	46953	47954	48955	49956	50957	51958
Base	41093	42029	42965	43901	44837	45773	46709	47645	48581
TRS (B)	1099	1124	1149	1174	1199	1224	1249	1274	1299
7	44740	45741	46742	47743	48744	49745	50746	51747	52748
Base	41832	42768	43704	44640	45576	46512	47448	48383	49319

TRS (B)	1119	1144	1169	1194	1219	1244	1269	1294	1319
8	45530	46531	47532	48533	49534	50535	51536	52537	53538
Base	42571	43506	44442	45378	46314	47250	48186	49122	50058
TRS (B)	1138	1163	1188	1213	1238	1263	1288	1313	1338
9	46320	47321	48322	49323	50324	51325	52326	53327	54328
Base	43309	44245	45181	46117	47053	47989	48925	49861	50797
TRS (B)	1158	1183	1208	1233	1258	1283	1308	1333	1358
10	47110	48111	49112	50113	51114	52115	53116	54117	55118
Base	44048	44984	45920	46856	47792	48728	49663	50599	51535
TRS (B)	1178	1203	1228	1253	1278	1303	1328	1353	1378
11	47900	48901	49902	50903	51904	52905	53906	54907	55908
Base	44787	45722	46658	47594	48530	49466	50402	51338	52274
TRS (B)	1198	1223	1248	1273	1298	1323	1348	1373	1398
12	48690	49691	50692	51693	52694	53695	54696	55697	56698
Base	45525	46461	47397	48333	49269	50205	51141	52077	53013
TRS (B)	1217	1242	1267	1292	1317	1342	1367	1392	1417
13	49480	50481	51482	52483	53484	54485	55486	56487	57488
Base	46264	47200	48136	49072	50008	50943	51879	52815	53751
TRS (B)	1237	1262	1287	1312	1337	1362	1387	1412	1437
14	50270	51271	52272	53273	54274	55275	56276	57277	58278
Base	47002	47938	48874	49810	50746	51682	52618	53554	54490
TRS (B)	1257	1282	1307	1332	1357	1382	1407	1432	1457
15	51060	52061	53062	54063	55064	56065	57066	58067	59068
Base	47741	48677	49613	50549	51485	52421	53357	54293	55229
TRS (B)	1277	1302	1327	1352	1377	1402	1427	1452	1477
16	51850	52851	53852	54853	55854	56855	57856	58857	59858
Base	48480	49416	50352	51288	52223	53159	54095	55031	55967
TRS (B)	1296	1321	1346	1371	1396	1421	1446	1471	1496
17	52640	53641	54642	55643	56644	57645	58646	59647	60648
Base	49218	50154	51090	52026	52962	53898	54834	55770	56706
TRS (B)	1316	1341	1366	1391	1416	1441	1466	1491	1516
18	53430	54431	55432	56433	57434	58435	59436	60437	61438
Base	49957	50893	51829	52765	53701	54637	55573	56509	57445
TRS (B)	1336	1361	1386	1411	1436	1461	1486	1511	1536
19	54220	55221	56222	57223	58224	59225	60226	61227	62228
Base	50696	51632	52568	53504	54439	55375	56311	57247	58183
TRS (B)	1356	1381	1406	1431	1456	1481	1506	1531	1556
20	55010	56011	57012	58013	59014	60015	61016	62017	63018
Base	51434	52370	53306	54242	55178	56114	57050	57986	58922
TRS (B)	1375	1400	1425	1450	1475	1500	1525	1550	1575
21	55800	56801	57802	58803	59804	60805	61806	62807	63808

Base	52173	53109	54045	54981	55917	56853	57789	58725	59660
TRS (B)	1395	1420	1445	1470	1495	1520	1545	1570	1595
22	56590	57591	58592	59593	60594	61595	62596	63597	64598
Base	52912	53848	54784	55719	56655	57591	58527	59463	60399
TRS (B)	1415	1440	1465	1490	1515	1540	1565	1590	1615
23	57380	58381	59382	60383	61384	62385	63386	64387	65388
Base	53650	54586	55522	56458	57394	58330	59266	60202	61138
TRS (B)	1435	1460	1485	1510	1535	1560	1585	1610	1635
24	58170	59171	60172	61173	62174	63175	64176	65177	66178
Base	54389	55325	56261	57197	58133	59069	60005	60940	61876
TRS (B)	1454	1479	1504	1529	1554	1579	1604	1629	1654
25	58960	59961	60962	61963	62964	63965	64966	65967	66968
Base	55128	56064	56999	57935	58871	59807	60743	61679	62615
TRS (B)	1474	1499	1524	1549	1574	1599	1624	1649	1674
26	59360	60361	61362	62363	63364	64365	65366	66367	67368
Base	55502	56438	57373	58309	59245	60181	61117	62053	62989
TRS (B)	1484	1509	1534	1559	1584	1609	1634	1659	1684
27	59760	60761	61762	62763	63764	64765	65766	66767	67768
Base	55876	56812	57747	58683	59619	60555	61491	62427	63363
TRS (B)	1494	1519	1544	1569	1594	1619	1644	1669	1694
28	60160	61161	62162	63163	64164	65165	66166	67167	68168
Base	56250	57186	58121	59057	59993	60929	61865	62801	63737
TRS (B)	1504	1529	1554	1579	1604	1629	1654	1679	1704
29	60560	61561	62562	63563	64564	65565	66566	67567	68568
Base	56624	57560	58495	59431	60367	61303	62239	63175	64111
TRS (B)	1514	1539	1564	1589	1614	1639	1664	1689	1714
30	60960	61961	62962	63963	64964	65965	66966	67967	68968
Base	56998	57934	58869	59805	60741	61677	62613	63549	64485
TRS (B)	1524	1549	1574	1599	1624	1649	1674	1699	1724
31	61360	62361	63362	64363	65364	66365	67366	68367	69368
Base	57372	58308	59243	60179	61115	62051	62987	63923	64859
TRS (B)	1534	1559.025	1584.05	1609.075	1634.1	1659.125	1684.15	1709.175	1734.2

