

ARTICLE I - RECOGNITION

- A. The Board of Education of School District No. 5, White County, Illinois, hereinafter referred to as the "Board," recognizes the Carmi-White County Education Association/IEA/NEA, hereinafter referred to as the "Association," as the negotiation agent for all regularly employed, certified personnel, hereinafter referred to as "Teachers," except for the Superintendent, Principals, Director of Pupil Services, or any individual who supervises fifty percent (50%) or more of his/her time.

- B. Regularly employed part-time teachers shall be included in the bargaining unit but their salaries and benefits shall be based on their fractionalized employment status. Eligibility in the District's insurance program shall be determined by the insurance carrier subject to Article VI of this Agreement.

ARTICLE II - ASSOCIATION RIGHTS

A. Use of School Buildings

School buildings may be used for Association meetings after regular school class hours, provided such meetings do not interfere with the instructional program. The Association representative shall arrange with the building principal for use of a room. If a meeting is held, other than when the custodian is on duty, the Association will pay a custodial fee to Unit No. 5 for the time the building is open.

B. Representative on School Grounds

Duly authorized representatives of the CWCEA shall have the right to meet and transact official CWCEA business on school property, provided they inform the administration and such activities do not interfere with or interrupt the regular or extracurricular activities of the District or interfere with the scheduled activities of any teacher.

C. Use of Mailboxes

The Association shall have the right to use faculty mailboxes for appropriate announcements relating to the conduct of the negotiating agent's business on behalf of the members of the negotiating unit.

D. Use of Bulletin Board

The Association shall be provided with bulletin board space as approved by the principal in each building. Only authorized representatives of the Association will use the bulletin boards for Association announcements and all material posted will relate only to the Association's official business as negotiating agent of the teaching staff.

E. Use of School Mail Server/Internet

The Association shall have the right to use the school mail server and/or Internet for appropriate correspondence relating to the conduct of association business as long as such activities do not interfere with or interrupt the regular school day activities.

F. Board Meeting Notification

The Board will furnish a copy of the notice of regular and special meetings along with the agenda of such meetings. In addition, the Board shall provide one (1) copy of the information provided to the board members regarding open session discussions that is available to Board members. Along with such information, the Association President shall be provided one (1) copy of official and unofficial open Board minutes. The above information shall be provided the Association President at the same time the information is given to members of the Board of Education.

G. Copy of Agreement

The Board will furnish a master copy of the Agreement to the CWCEA President when the Agreement is signed.

H. Salary Schedule

The Board will furnish a copy of the current salary schedule to all certified personnel. The Board will also furnish a copy of the additional duty schedule to the CWCEA President and all others affected by the schedule.

I. Budget and Audit

The school budget and audit shall be made available to the CWCEA so that copies of both documents may be made on the Central Office machine using their own personnel and at a charge equaling cost to the District per copy.

J. Length of Continuing Service

1. Tie Breaker

If two or more teachers have equal length of continuous contractual service based upon date of hire, the greater amount of total teaching experience will control (i.e. the teacher with the greater amount of total teaching experience is the more senior). If they continue to be tied, the teacher with the greater amount of education is the more senior.

2. Sequence of Honorable Dismissal List

The Board shall furnish a copy of the sequence of honorable dismissal list to the Carmi-White County Education Association President. The CWCEA President will be given names, addresses, and listed telephone numbers of new hires within two (2) weeks of the Board's official action to employ such individuals.

K. Dues Deduction

The Board shall deduct from each teacher who is a member of the Association the current dues of the Association, provided that the Board has an employee-executed authorization for dues deduction, the amount of which shall annually be certified by the Association by September 20. The authorization form shall be furnished by the Association. The authorization shall remain in effect from year-to-year, except that the employee may revoke it by giving notice between September 1 and September 15 of any year. Upon receipt of any revocation, the Board shall notify the Association in writing of same. All dues deducted by the Board shall be remitted to the Association no later than ten (10) days following the deduction. If a teacher resigns after September 15 of any year, the Board shall deduct the unpaid portion of the annual dues from the teacher's final paycheck.

All monies deducted for the IEA credit union, annuities, and other such payroll deductions shall be mailed to the provided address within five (5) days following each pay date. The total amount of deductions, non-itemized, shall be shown on the employee's paycheck statement.

L. Copy of Individual Documents

If an employee is required by the administration to sign a school document, the employee shall be given a copy of the document.

M. Personnel File

1. Each employee shall have the right, upon forty-eight (48) hours advance notice to the Superintendent or designee, or at a time mutually agreed upon between the Superintendent and employee, to review the contents of said personnel file (except for that material in the file which is exempt from review by the Illinois Personnel Records Act).
2. If the employee requests in writing copies of any material from the personnel file, it will be provided to the employee within five (5) business days of such request. In the case of a request for limited information by the employee, the five (5) day parameter may be waived by the Superintendent. The employee shall pay for the cost of copying such material.
3. The employee shall not remove any material from the personnel file and must

review the contents of the file in the presence of the Superintendent or designee. The Superintendent or designee will not interfere with the employee's review of his/her personnel file. Such review shall be made during the regular business hours of the District's administrative office.

4. The employee may attach and place therein written reactions to any of the contents of the personnel file.

N. Fair Share

Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of the dues uniformly required of members of the Association, including local, state, and national dues.

In the event that the bargaining unit member does not pay his/her fair share fees directly to the Association by a certain date established by the Association, the Board shall deduct a fair share fee from the wages of the non-member.

Such fee shall be paid to the Association by the Board no later than ten (10) days following the deduction.

In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own legal counsel, provided:

The employer gives timely notice of such action in writing to the Association and permits the Association intervention as a party if it so desires; and,

The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both trial and all Appellate levels.

The Association agrees that in any action so defended, it will indemnify and hold harmless the employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the employer's compliance with this Article.

It is expressly understood that this save harmless provision will not apply to any claim, demand, suit, or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

The obligation to pay a fair share will not apply to any employee who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such

employee is a member, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment in behalf of the employee to a mutually agreeable nonreligious, charitable organization as per Association policy and the Rules and Regulations of the Illinois Education Labor Relations Board.

O. Honorable Dismissal

The Board agrees that the Association shall be notified prior to February 15 of any possible decision to honorably dismiss any current member of the staff. In addition, the Board will make every effort to make such reductions through normal attrition and savings due to increased retirements.

P. Nondiscrimination

Employees shall be entitled to full rights of citizenship, and no religious, political, private, or personal activities of any employee or the lack thereof shall be grounds for any discipline or discrimination with respect to the employment status of such employee, provided such activities are conducted outside established duty hours and provided such activities do not have a clearly deleterious impact on or cause a substantial disruption to the normal activities of the District.

Nothing herein shall limit the right of the District to dismiss an employee for just and sufficient cause.

Q. Public Comments at Board Meetings

The Board shall include on every Board agenda a statement that informs the general public that public comments concerning personnel of the District should be made in closed sessions of the Board.

A teacher will be afforded a separate audience before the Board of Education concerning a parental complaint that is presented to the Board of Education at an official meeting.

ARTICLE III - BOARD RIGHTS

The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself all powers, rights, authority, duties and responsibility conferred upon and vested in it by the Statutes and Constitution of the State of Illinois and the United States, along with decisional law by the courts, provided that such rights and responsibilities shall be exercised in conformity with the provisions of this Agreement and the rules and regulations of the Illinois Educational Labor Relations Act.

ARTICLE IV - WORKING CONDITIONS, COMMITTEE WORK

A. Work Day

1. Teachers will be free daily for thirty (30) minutes without supervision of students. Any absence from the building during a planning period must be approved by the building principal.
2. Teachers will have students ready to go to lunch at noon (washroom and water fountain) and will receive students directly from the playground at the end of the noon period.
3. All time between 8:00 a.m. and 3:30 p.m., except lunch period, is part of the working day and must be spent at school as approved by the principal in each teacher's schedule. Teachers are to be available until 4:00 p.m. for meetings or conferences. Staff dismissal time for elementary buildings is currently set at 3:15 p.m.

As agreed by Memorandum of Understanding dated February 17, 1997, the high school lunch period was shortened by seven minutes to better meet the needs of the high school students and the state minimum attendance policy and the dismissal of high school teachers has been changed to 3:23 p.m. rather than 3:30 p.m. as stated above.

As agreed by Memorandum of Understanding dated March 16, 1998, the middle school schedule was changed to better meet the needs of the middle school students for band, chorus, intramural activities, Title I, and special education. The agreement allowed for classes to begin at 8:05 a.m. rather than 8:15 a.m. and the dismissal of middle school teachers at 3:20 p.m. rather than 3:30 p.m.

As agreed by Memorandum of Understanding dated March 22, 1999, the Brownsville School staff dismissal time has been changed from 3:30 to 3:15 p.m.

4. Late arrivals and early departures of any emergency nature shall be granted at the discretion of the building principal.

5. The school year for teachers shall consist of one hundred eighty-five (185) days, five (5) of which will be emergency days and will not become teacher work days if not used as emergency days. Teachers new to the District shall have an obligation of two (2) additional days scheduled by the administration for the purpose of orientation and related activities.

B. Duty Free Lunch

Teachers shall be entitled to and allowed a duty free lunch period equal to the regular local school lunch period, but not less than thirty (30) minutes in each school day. A teacher may leave the building provided he or she notifies the receptionist/office as to where the teacher can be contacted.

C. Summer School

1. In the event that summer school is offered by the Carmi-White County School District, volunteers shall be sought. A vacancy notice shall be posted in each building advertising the need for summer school teachers. A copy of the summer school vacancy notice shall be provided the Association President.
2. Members of the bargaining unit shall be offered summer school positions. If another school district enters into an agreement with Carmi-White County Community Unit District No. 5, which provides monies to the Carmi-White County District for summer school, the District will offer positions to employees of the cooperative district which provides monies to the District. The number of employees outside the bargaining unit who will be offered summer school positions shall be based on a pro rata share of the total monies provided by the cooperating Districts and Carmi-White County Community Unit District No. 5.
3. To be eligible to teach summer school, a teacher must be currently teaching the target subject/area and grade range (i.e. K-5, 6-8, 9-12). A roster consisting of those teachers who are eligible to teach summer school will be developed based on the District's seniority list, subject/area taught, and grade range. Unless so noted, positions will be offered beginning with the most senior teachers and progressing through the list to the least senior teacher by subject/area and grade range. In the event that summer school is funded by Title I funds, Title I teachers who are at least 2 time will be offered and given summer school teaching positions before any other teachers are offered summer school positions. In the event that summer school vacancies are not filled after progressing through the seniority list by subject/area and grade range, the Board may hire at its own discretion.
4. Teachers shall be paid according to their salary scheduled amount. If the employee qualifies for Social Security (FICA), the District will provide the employer's share of such benefits.

D. Committee Work

1. Purposes and/or goals of committee should be defined.
2. The committee should make recommendations for course of action, when applicable; however, all recommendations are subject to final approval by the Administration and/or Board.
3. Committee meetings shall occur and conclude with the normal working day (4:00 p.m. with present time schedule).
4. Advance notice of at least two (2) days will be given for committee meetings with special exceptions, as emergencies.
5. Advance notice of at least two (2) days will be given by the teacher to the building principal or director if the teacher will be unable to attend in cases of conflict requiring absences (excepting emergencies).

E. Labor Management Committee

A Labor Management Committee consisting of the superintendent, CWCEA president, and chosen designees selected by the CWCEA president and the superintendent shall meet as needed, when situations occur, and at mutually agreed upon times, as determined by the association president and the superintendent.

The purpose of the committee shall be to establish a means of communication between the administration and the association other than the collective bargaining process. The committee shall not have the authority to negotiate, but shall only be established as a situational entity and will report findings to both the board and the association.

ARTICLE V - ASSIGNMENTS, EVALUATION, DISCIPLINE, TERMINATION

A. Assignments

The Superintendent will inform teachers of their tentative assignments for the following school year by July 30. Should changes and/or adjustments in assignments be necessary after July 30 and during the regular school year, the teacher will be notified in writing as promptly as circumstances permit in order that the teacher may prepare for such assignments. Any changes in assignments other than of a temporary nature will be discussed with the teacher prior to public announcement.

B. Vacancies

Notices of vacancies will be submitted to the office of the Educational Service Region where they will be on file. A copy of the vacancy notice will also be given to the Association President at the same time it is given to the Regional Superintendent. During the summer months, an employee will receive a copy of the vacancy notice provided they provide the district ten (10) self-addressed stamped envelopes. If there is a need for more than ten (10) vacancy notices, the District shall provide the notices to the employee at no cost. If there are less than ten (10) vacancy notices during the summer months, any unused envelopes shall be returned to the employee. Members of the bargaining unit will be given consideration for a vacant position but the Board shall not be limited in its selection of teachers. Consideration shall be defined as providing an interview to an interested candidate who requests such interview and who is legally qualified for the vacant position.

Prior to the summer vacation period, the administration shall inform the staff of the above procedure.

C. Evaluation Plan

A joint committee consisting of no more than three (3) members selected by the Association President and three (3) members of the administration/board shall be formed

to review and recommend to the board any changes to the evaluation plan.

D. Right of Representation

Whenever an employee is required to appear before the building principal to discuss the termination of the employee, reduction in salary, suspension with or without pay, or when a written record is kept, the employee shall have the right to have a local Association Representative present, if one is requested, at such conference.

If the Superintendent or the Board of Education requests the employee to appear for the above reasons, the employee shall have the right to have any Association Representative present if one is requested. Prior to the scheduled meeting before the Board of Education, the employee shall be given written notice of the meeting along with the reasons for the meeting.

Nothing prevents the administration from conducting exploratory conferences or meetings to determine the merits of allegations levied against teachers without the presence of an Association Representative. During an exploratory conference, an employee may request Association representation, but the administration may not be required to continue the meeting.

A teacher shall not have the right of representation during pre or post teacher evaluation conferences. However, a tenured teacher who has received an unsatisfactory rating shall have the right of Association representation at any subsequent meeting regarding the teacher's unsatisfactory rating.

E. Just Cause - Tenured Teachers

The parties agree that for remediable offenses of tenured teachers, the Board of Education shall follow the practice of progressive discipline. No tenured teacher shall have a written warning or suspension without pay taken against him/her except for just cause. The parties agree that proper forum for the dismissal of tenured teachers is Section 24-12 of the School Code and not the grievance procedure.

F. Election of Remedies

If the Association or any employee files any claim or complaint in any forum other than under the grievance procedure of this Agreement, then the Board shall not be required to process said claim or set of facts through the grievance procedure unless an administrative agency or court of competent jurisdiction defers the complaint to the grievance procedure.

G. Termination

Dismissal of teachers shall be in compliance with reasons and procedures as outlined in the School Code. Termination of employment will be discussed with the teacher involved prior to a public announcement.

ARTICLE VI - EMPLOYEE BENEFITS

A. Experience Credit

1. Experienced teachers entering the system will be granted full credit for public and private teaching experience outside the District (this includes full credit outside Illinois).
2. Individuals who have 2 year teaching experience due to beginning their teaching careers mid-year, leave of absence, or other reasons, may move vertically on the salary schedule at semester time.
3. For each two (2) years of teacher aide service in or out of the District, one (1) year credit will be given the employee on the teacher's salary schedule.

B. Armed Service Credit

Teachers who serve or have served in the Armed Forces shall be granted one (1) year credit for experience on salary schedule for each year of service in the Armed Forces.. Maximum of four (4) years credit will be granted.

C. Non-Degree Vocational Instructor Credit on Salary Schedule

Non-degree vocational-technical instructors with a Special Vocational Certificate, teaching in an approved reimbursable program and having three (3) years work experience in their teaching field, will be placed on the BS column of the salary schedule. Credit for one (1) year teaching experience will be granted for each two (2) full years work experience in teaching field beyond the first three (3) years. One (1) step for each year's teaching experience shall be earned by each teacher. Non-degree vocational-technical instructors with a Special Vocational Certificate placed on the BS column may move to the BS+16 column upon the successful completion of an additional sixteen (16) semester hours credit in accordance with Section D of this Article.

Vocational-technical instructors who have a degree will find their place on the salary

schedule and will be given one (1) year teaching credit for each two (2) full years of work experience in the teaching field.

D. Horizontal Movement

1. Course hours to be applied to salary schedule increments must be related to teacher's duties and programs.
2. The Superintendent shall have the discretion of granting credit for special courses outside teacher's duties and responsibilities for those below three hundred (300) level that might be of benefit to the District. Course hours beyond B.S. or M.S. degrees to be applied to salary schedule must be earned following the date of the degree and must be three hundred (300) level or above.
3. Teachers who earn credit sufficient to change columns between the beginning of the school term and prior to the beginning of the second semester will be allowed to change columns for the second semester. The salary change will be a pro rata change equal to 2 of the scheduled increment.
4. Teachers who are eligible for horizontal movement for the 2013-2014 school year will be granted such movement, providing course work was approved by the superintendent no later than February 28, 2013 and completed with an official transcript submitted to the unit office no later than June 30, 2013.
5. No more than six (6) on-line course hours will be applied to the salary schedule for possible horizontal movement in any one semester unless the classes are being utilized toward a master=s or doctorate program approved by the Superintendent. Additional on-line course hours may be taken in the summertime. No more than a maximum of 18 hours per year of on-line classes will be applied to the salary schedule.

E. Travel

1. Teachers attending meetings or conferences, if approved by the Superintendent and administrative staff, shall be reimbursed mileage. This payment for appropriate expenses for registration, parking, toll, lodging, and meals shall be paid upon presentation of paid receipts by the employees.
2. Mileage Rate - If the administration requires an employee to use his/her personal vehicle for school district business, the employee shall be paid at the rate of forty cents (\$.40) per mile of approved travel.

F. Insurance

1. Eligibility in the District's insurance program shall be determined by the insurance carrier. The Board reserves the right to determine the insurance and carrier following the recommendations of an insurance committee representative of all employees. The teacher representatives on the insurance committee, two (2) from the high school and one (1) from each of the other buildings, will be selected by the Association and shall be responsible to the chairperson of that committee who will be named by the administration. The committee will also have one (1) voting representative from each of the other work groups. The Board agrees to reformulate the insurance committee to evaluate our current insurance proposal and others.

2. Medical Insurance

- a. For each year of this contract, the Board shall pay up to \$675.00 per month toward the health insurance premium benefit on behalf of each employee.
- b. Should a husband and wife both work in the school district, their Board provided insurance payments will be combined toward the family coverage. The balance due for the family coverage will be deducted from the employee who indicates such choice. This combination of insurance benefits is voluntary for employees.

3. Life Insurance

The Board agrees to pay up to Four Dollars (\$4) for individual term life and AD&D insurance each year.

G. Paychecks

Teachers will be paid on the 10th and 25th of each month with checks put into individual envelopes. Should these dates fall on a Monday holiday, Saturday, or Sunday, checks will be issued the previous Friday. Mechanical breakdown of machinery will not be grounds for a grievance being filed on this provision of this Article. Any action that causes a change in the check will be explained on the check stub, through the Superintendent's Bulletin, or accompanied by a written statement.

H. Sick Leave

Teachers with ten (10) or fewer years of full-time teaching service in the district will be allowed thirteen (13) days of sick leave per year.

Teachers with more than ten (10) but with fifteen (15) or fewer years of full-time teaching service in the district will be allowed fourteen (14) days of sick leave per year.

Teachers with more than fifteen (15) but with twenty (20) or fewer years of full-time teaching service in the district will be allowed fifteen (15) days of sick leave per year.

Teachers with more than twenty (20) but with twenty-five (25) or fewer years of full-time teaching service in the district will be allowed sixteen (16) days of sick leave per year.

Teachers with more than twenty-five (25) but with thirty (30) or fewer years of full-time teaching service in the district will be allowed seventeen (17) days of sick leave per year.

Teachers with more than thirty (30) years of full-time teaching service in the district will be allowed eighteen (18) days of sick leave per year.

Unused sick days shall accumulate from year to year up to three hundred forty (340), excluding the leave of the current year. The leave days may be used by a bargaining unit member for the following reasons and subject to the following conditions:

1. **Personal Illness or Disability**

The employee may use all or any portion of his/her leave for his/her illness or disability. All disabilities caused or contributed to by pregnancy, miscarriage, or childbirth shall be included.

2. **Illness or Death in the Immediate Family**

Immediate family shall be interpreted as parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brother-in-law, sister-in-law, aunt, uncle, cousin, and legal guardian.

3. **Birth, Adoption, or Placement for Adoption of a Child**

4. **Teachers may be required to provide proof of illness at the expense of the board.**

I. **Types of Absences**

1. **Full Pay - No Deductions**

a. Sick leave as described above.

b. **Personal Leave**

An employee shall be entitled to two (2) personal days per year subject to the following procedures:

- (1) The employee shall inform the principal/administration at least forty-eight (48) hours prior to the day of the intended use. However, the superintendent may waive the forty-eight (48) hour restriction on a per request basis.
- (2) Personal leave will not be granted in less than one-half (2) day increments.
- (3) Personal leave days may be taken during the first and last week of school or on work days immediately preceding or following a holiday with the following limitations:

No more than one teacher may take personal leave per building on any day constituting the first week of school (a week is defined as five [5] pupil/teacher attendance days) . No more than one teacher may take personal leave per building immediately preceding or following a holiday. Personal leave will be granted on a first come, first served basis.
- (4) The maximum number of teachers who may be granted personal leave on the same day and in the same building will be:

Prekindergarten	1
Lincoln Attendance Center	3
Jefferson Attendance Center	3
Crossville Attendance Center	3
Brownsville Attendance Center	2
Carmi-White County Middle School	4
Carmi-White County High School.....	5
- (5) These restrictions may be waived by the superintendent, dependent upon the ability to procure substitute teachers. Teaching positions that do not involve the employment of a substitute will not be included in the numerical count.
- (6) Unused personal leave days shall accumulate as sick leave.
- (7) Individuals may carry up to two personal leave days forward to the next school year for a maximum accumulation of four.

c. Emergency Leave

Emergency leave requests may be granted by the Superintendent. Days used as emergency leave shall be subtracted from sick leave available. Emergency leave days may not be granted until all personal leave has been exhausted. Emergencies may include natural or personal disasters and funeral leaves not covered under Article VI, Section H. The Superintendent's denial of a personal emergency leave shall not be subject to the grievance procedure.

d. Jury Duty/Subpoena Leave

Any employee called for jury duty during working hours or who is subpoenaed as a third party witness by a court of competent jurisdiction or who is subpoenaed as a third party witness to testify in a child abuse case by an administrative agency shall be paid his or her full salary for such time and shall not suffer loss of pay or benefits. The daily per diem rate received by the employee shall be reimbursed to the District by personal check. The employee shall retain the amount allocated by administrative law received for food and travel.

If the Illinois Educational Labor Relations Board or a representative of such subpoenas a member of the bargaining unit, the District shall excuse without loss of pay or benefits up to two employees. The maximum total number of days the District will allow with pay will be two days per school year for such testimony.

e. Association Leave

The Board will pay for substitutes for the equivalent of eight (8) days for teachers to attend the IEA State Association meeting.

f. IEA/NEA Officer Leave

If a member of the Association is elected to an IEA or NEA office, the member shall be released without loss of pay or benefits, provided the District is reimbursed the amount of the member's per diem salary schedule rate of pay for each day of absence. The employee shall give the District at least forty-eight (48) hours notice prior to the day of scheduled absence. The District will try to assign the same substitute teacher for the regular employee's absence.

2. Substitute Pay Deduction

a. Association Leave

Association to pay for substitutes for an aggregate of twelve days to attend state, national, regional, or local IEA/NEA meetings. No one association member may use more than six of these days. Granting of local association leave is subject to the approval of the Superintendent.

- b. Sickness beyond accumulated sick leave days, not to exceed twenty (20) days total per year.
- c. Emergency requests (not known in advance) may be granted by the Superintendent.
- d. Other requests may be granted by the Superintendent. Requests should be made in writing to the immediate supervisor at least one (1) day prior to the day requested.
- e. Substitute pay deduction shall be defined as the employee or the association paying for the cost of the substitute.

3. Full Deduction

When an employee is granted an excused absence by the Superintendent and the employee has no other leave of absence available, the employee shall have his/her salary reduced by 1/185th for every day of excused absence, such as:

- a. Pleasure or work, or any case where the individual may profit financially from the absence.
- b. Nonattendance at institutes, teacher meetings, and workshops when school has been dismissed for that purpose.

4. Maternity Leave - Leave of Absence Without Pay

- a. Teachers who are pregnant and wish to apply for maternity leave of absence without pay shall make written application for the leave with the Superintendent no later than sixty (60) days prior to the date that the leave is to commence. The leave of absence shall be for a fixed period, mutually agreed upon by the teacher and the Superintendent, but not to exceed one (1) calendar year in duration. Final disposition of the teacher's request shall be determined by the Board of Education.
- b. Disabilities caused or contributed to by pregnancy, childbirth, or related medical conditions shall be considered as any other medical disability and the teacher may use sick leave days to the extent that she has them. Excessive teacher sick leave absence prior to the maternity leave

commencing may indicate an extended disability. A physical by a physician mutually agreed upon by the Superintendent and the teacher and at the district's expense may be required of the teacher in order to substantiate her ability to continue to teach.

- c. The teacher begins the maternity leave on the mutually agreed upon date. All sick leave benefits shall cease during the maternity leave of absence without pay and shall be available again only when the teacher returns to active employment.
- d. Teachers who are granted maternity leave shall retain all tenure rights and seniority upon return.
- e. At the conclusion of the maternity leave of absence, the teacher may be required to provide a physician's statement indicating her fitness to resume employment in the district.

5. Maternity Leave - Sick Leave

a. No Maternity Leave Requested

A teacher who has not applied for a maternity leave may continue to use sick leave benefits for maternity-based disability to the extent that she has sick leave available.

b. Advanced Maternity Leave Requested

A teacher has applied for and has been granted a maternity leave to commence at some future date but who becomes maternity-based disabled prior to the date the maternity leave is to commence shall have the following options:

- (1) She may withdraw her request for maternity leave in order to use sick leave for maternity-based disability in accordance with "a" above; or,
- (2) She may elect to commence her maternity leave earlier than the agreed upon date. A teacher who elects to commence her maternity leave early may choose to use up to ten (10) days of accumulated sick leave before the beginning of her unpaid maternity leave.

J. Economics

1. Salary/Additional-Duty/Stipend Schedules

- a. The Salary Schedule for the 2017-2018, 2018-2019, 2019-2020 and 2020-2021 school years is incorporated into this Agreement as Appendix I-A. The Salary Schedule for the 2021-2022 school year is incorporated into this agreement as Appendix I-B.

Teachers who were initially employed in the District prior to the 2013-2014 school year shall be allowed to move vertically on the Salary Schedule up to a total of six (6) steps during the first four (4) years of this Agreement. The intent of said movement is to place teachers on the Salary Schedule during the 2020-2021 school year where they would have been placed had they been allowed to move on the Salary Schedule during the 2013-2014 and 2014-2015 school years. During the 2017-2018 school year, each teacher shall be paid the median dollar amount between one and two vertical steps beyond the teacher's 2016-2017 schedule placement. During the 2018-2019 school year, each such teacher shall be placed three vertical steps beyond where the teacher was placed during the 2016-2017 school year. During the 2019-2020 school year, each such teacher shall be paid the median dollar amount between four and five vertical steps beyond the teacher's 2016-2017 schedule placement. During the 2020-2021 school year, each such teacher shall be placed six vertical steps beyond where the teacher was placed during the 2016-2017 school year.

Example: Teacher A was placed on the MS column at Step 10 during the 2012-2013 school year and remained in said placement during the 2013-2014 and 2014-2015 school years. During the 2017-2018 school year, Teacher A will be paid the base salary of \$50,965.50 (the median amount between Steps 11 and 12 on the Salary Schedule). During the 2018-2019 school year, Teacher A will be paid the base salary of \$52,789 (Step 13 on the Salary Schedule). During the 2019-2020 school year, Teacher A will be paid the base salary of \$54,613 (the median amount between Steps 14 and 15 on the Salary Schedule). During the 2020-2021 school year, Teacher A will be paid the base salary of \$56,437 (Step 16 on the Salary Schedule).

Teachers who were initially employed in the District during the 2013-2014 school year shall be allowed to move vertically on the Salary Schedule up to three (3) steps during the first two (2) years of this Agreement. The intent of said movement is to place teachers on the Salary Schedule during the 2018-2019 school year where they would have been placed had they been allowed to move on the Salary Schedule during the 2014-2015 school year. During the 2017-2018 school year, each such teacher shall be paid the median dollar amount between one and two vertical steps beyond the teacher's 2016-2017 schedule placement. During the 2018-2019

school year, each such teacher shall be placed three vertical steps beyond where the teacher was placed during the 2016-2017 school year.

Example: Teacher B was initially employed during the 2013-2014 school year and placed in the BS column at Step 1, where she remained during the 2014-2015 school year. During the 2016-2017 school year, Teacher B was placed at Step 3 on the Salary Schedule. During the 2017-2018 school year, Teacher B will be paid the base salary of \$40,021 (the median amount between Steps 4 and 5 on the Salary Schedule). During the 2018-2019 school year, Teacher B will be paid the base salary of \$41,845 (Step 6 on the Salary Schedule).

Teachers who were initially employed in the District during or after the 2014-2015 school year shall be allowed to advance one (1) step vertically during each year of this Agreement.

Teachers shall be allowed to move horizontally on the salary schedule pursuant to Article VI, Section D of this agreement.

Teachers who will not receive a step increase under this Section because they reached the end of the Salary Schedule in their respective column before the previous school year and because there was no negotiated increase to the Salary Schedule shall receive a longevity increase to be added to their salary equal to one percent (1.0%) over their previous year's base salary during the 2017-2018, 2019-2020 and 2021-2022 school years. Such teachers shall receive no base salary increase during the 2018-2019 or 2020-2021 school years

The Salary Schedule for the 2021-2022 school year (Appendix I-B) represents an increase of one percent (1.0%) on each above the 2020-2021 Salary Schedule.

From the established salary schedule, the board of education agrees to pay the Teachers= Retirement System on behalf of each teacher for the teacher=s contribution to the Teachers= Retirement System and will shelter said amount for tax purposes. The board will continue to pay to TRS from future established salary schedules, on behalf of each teacher, the pension from the teacher=s respective scheduled earnings. Should any of the above be declared improper by an IRS ruling or opinion, that clause, or portion thereof, shall be deleted from the agreement to the extent that it violates the ruling or opinion.

- b. The Additional-Duty Schedules are incorporated into this Agreement as Appendix II.

- c. A stipend of Six Hundred Dollars (\$600) will be paid to those Special Education teachers who are listed in Appendix II.
- d. For the duration of this agreement only, the board shall pay to the Teachers' Retirement System an amount equal to .88% of each teachers' salary as a portion of the employee's Teachers' Health Insurance Security contribution.
- e. Saturday school, after hours tutoring, and after hours driver education instruction shall be set at an hourly rate based on the beginning teacher=s salary.

2. Teaching During Preparation Period

High school teachers who agree to teach a class in lieu of preparation period will be paid an additional 1/12 of their salary for each semester of additional load.

3. Coaching Stipends

If no Assistant Coach is employed by the Board, the Coach shall not receive both the Head and Assistant stipends for that sport.

4. Medicare/Medicaid Fees

If present requirements concerning new employee payment of Medicare and Medicaid fees are changed, the Carmi-White County Community Unit School District shall follow proper procedures for possible reimbursement of employee previously paid Medicare and Medicaid fees.

5. Nurse

If the District requires the nurse to work more than the regular work year (185 days), the nurse shall be reimbursed his/her per diem salary for each day worked beyond the regular work year.

6. Cafeteria Plan

If mutual agreement is reached as to whom the third party administrator will be, a third party administrator will be employed to administer a cafeteria plan under section 125 of the Internal Revenue Code. The Board of Education will bear no

cost or assume any legal liability agreeing to this contractual item.

7. Physical Examination

Any teacher who does not have a record of a physical examination in his/her personnel file will be allowed to meet this requirement by getting a physical examination. No time limits will be placed upon the employee to get a physical examination unless the Illinois State Board of Education or its representatives require a copy of a physical examination. In such case, the employee shall be required to follow the Illinois State Board of Education requirements.

8. Retirement

RETIREMENT INCENTIVE LANGUAGE: The board shall recognize the service of full-time teachers who have completed at least fifteen (15) years of full-time creditable service to Carmi-White County Community Unit District No. 5 immediately preceding retirement and who are eligible to receive regular retirement benefits through the Illinois Teachers= Retirement System.

a. Requirement to qualify: To be eligible for this benefit, a teacher must comply with all of the following requirements and limitations:

- (1) Must be at least sixty (60) years of age on the date of retirement;
or
- (2) Must be fifty-five (55) years of age by December 31 of the year of retirement with thirty-five (35) years or more of creditable service with the Illinois Teachers= Retirement System. No more than two (2) years of previous service with the Illinois Municipal Retirement System (IMRF) may be counted as reciprocal service credit toward meeting the TRS requirement in order to avoid an early retirement deduction or ERO penalty (as agreed by Memorandum of Understanding dated May 21, 2012); **and**
- (3) Have a minimum of fifteen (15) years full-time teaching employment at Carmi-White County Community Unit District No. 5.
- (4) Must submit an irrevocable letter of retirement. As many as the last four (4) years of an employee=s career may be included in the pre-retirement period. An irrevocable letter of retirement establishing the date of retirement will create and determine the length of the pre-retirement period. During the pre-retirement period, the employee shall be removed from the salary schedule and will

receive a 6% increase in TRS creditable earnings in each year of the pre-retirement period and be paid 106% of the previous year=s TRS creditable earnings, which will be paid in equal installments over 9 or 12 months (depending upon teacher preference).

- (5) The irrevocable letter of retirement must be filed on or before March 1 of the year prior to the year of the pre-retirement period. The pre-retirement period may be from one to four years in duration depending upon when the irrevocable letter of retirement is received and the specified effective date of retirement. For example, employees who file by March 1, 2012 may indicate a retirement date of 2013, 2014, 2015, or 2016. Employees indicating retirement in 2013 will have a pre-retirement period of one year. Employees indicating retirement in 2014 will have a pre-retirement period of two years. Employees indicating retirement in 2015 will have a pre-retirement period of three years. Employees indicating retirement in 2016 will have a pre-retirement period of four years.
- (6) No teacher may participate in this retirement program unless he/she has sufficient service credit with the Illinois Teachers= Retirement System to exempt the employer from the payment of any penalty or other additional amount to the Teachers= Retirement System, including, but not limited to, ERO penalties and payments to fund a teacher=s TRS annuity. **However, this agreement does not preclude a teacher from participating in the Early Retirement Option (ERO).** In the event a teacher who has submitted a letter of retirement under this provision retires prior to the stated retirement date, thereby subjecting the district to an ERO penalty or payment, the teacher shall repay to the board the entire amount of salary increases the teacher has received because of this incentive. The board may enforce the repayment by whatever means may be legal and necessary.
- (7) The parties agree that a teacher=s TRS creditable earnings shall not increase more than 6% per year in any year the employee receives retirement benefits. The district agrees that it will not involuntarily assign additional TRS paid duties to a teacher who is receiving these retirement benefits if the additional duties would cause the teacher=s TRS creditable earnings to increase by more than 6%.
- (8) However, to be eligible for continued payment of certain TRS creditable salary, including, but not limited to, extracurricular

activities, stipends, extended contracts, committee or grant work during this period, the teacher must continue to work such activity or stipend during the period of the retirement program. In the event the teacher does not continue to perform such activity or stipend, the amount the teacher received from the activity or stipend will not be calculated in any 6% salary increase. For example, if a teacher=s salary was \$50,000 and included a \$1,500 extracurricular stipend and the teacher did not perform that stipend work in his/her next year of employment, the teacher=s retirement benefit under this provision would be \$2,910 ($\$50,000 - \$1,500 = \$48,500 \times 6\%$ salary increase = \$2,910) for a total TRS creditable earnings in the following year of employment of \$51,410 ($\$48,500 + \$2,910 = \$51,410$).

Examples:

One Year Notice:

2011-2012	\$50,000	TRS
	creditable earnings	
2012-2013	\$50,000 x 6% =	
	\$3,000	
Final Year=s Salary	\$50,000 + \$3,000 = \$53,000	
	TRS	
	creditable earnings	

Two Year Notice:

2011-2012	\$50,000	TRS
	creditable earnings	
2012-2013	\$50,000 x 6% =	
	\$3,000 (Year 1 TRS	
	creditable earnings \$50,000 +	
	\$3,000 = \$53,000)	
2013-2014	\$53,000 x 6% =	
	\$3,180	
Final Year=s Salary	\$53,000 + \$3,180 = \$56,180	
	TRS	
	creditable earnings	

9. Attendance Incentive

Teachers who use no more than one (1) day combined of sick leave under Section

H and personal leave under Section I in a school year shall be paid at the following rate:

0 days absent	\$400
0.5 days absent	\$300
1 day absent.....	\$200

Teachers who use no more than one (1) day of sick leave under Section H, but have used personal leave under Section I in a school year, shall be paid at the following rate:

0 days absent	\$300
0.5 days absent	\$200
1 day absent.....	\$100

Absences for professional development or other work-related leave approved by the administration shall not be counted as an absence for purposes of this section. Teachers shall be paid any amount due for this incentive by separate check no later than June 30 after the school year. No incentive shall be paid to any teacher if the payment would cause that teacher=s creditable earnings for that school year to exceed 106 % of the previous year=s creditable earnings.

ARTICLE VII - GRIEVANCE PROCEDURE

A. Definition of Grievance

Any claim by a teacher or the Association that there has been an alleged violation, misinterpretation, or misapplication of the terms of the labor agreement. The Association may use the Grievance Procedure for Association related matters.

B. Days

All time limits shall consist of school days provided that when a grievance is submitted fewer than ten (10) days before the close of the school year, time limits shall consist of business days.

C. Procedure

The parties acknowledge that a teacher and the involved supervisor must try to resolve problems through free and informal communications. However, if this fails, a grievance shall be processed as follows:

Step 1 - The grievant shall present the grievance in writing to his/her immediate supervisor within fifteen (15) days of the occurrence of the event giving rise to the grievance or within fifteen (15) days of the grievant becoming aware of the event. The written grievance shall state the article or articles alleged to have been violated and the proposed remedy. The supervisor will arrange for a meeting with the grievant within ten (10) days and will provide a written answer, including reasons for the decision to the grievant and the Association within ten (10) days of the meeting.

Step 2 - If the grievance is not resolved at Step 1, then the grievant may refer the grievance to the Superintendent or the Superintendent's designee within ten (10) days of the receipt of the Step 1 decision. The Superintendent shall arrange with the grievant for a meeting to take place within ten (10) days of the receipt of the appeal. Within ten (10) days of the meeting, the Superintendent shall provide the grievant and the Association with a written response, including the reasons for the decision.

Step 3 - If the grievance is not resolved at Step 2, the grievant may refer the grievance to the Board within ten (10) days of the Step 2 answer. The President of the Board shall

arrange for a meeting to take place within twenty (20) days of receiving the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop their case. The President of the Board shall provide a written decision including the reasons, within ten (10) days to the grievant and the Association.

Arbitration - If the alleged grievance is not resolved at Step 3, the Association may submit the grievance to final and binding arbitration within ten (10) days of the receipt of the Step 3 response. The American Arbitration Association shall be requested to submit a list of nine (9) arbitrators from which the parties shall select an arbitrator by striking the list, with the Board having the opportunity to strike first. The A.A.A. shall act as administrator of the proceedings.

1. Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitrator and A.A.A. shall be divided equally between the parties.
2. If only one party requests a transcript, that party shall bear the cost of the transcript. If a transcript is requested by the arbitrator, the cost will be divided equally.
3. Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which had not previously been disclosed to the other party during the previous steps.
4. The arbitrator shall have no power to nullify, alter, amend, or add to the terms of the labor agreement. The arbitrator's authority shall be limited to deciding only the grievance. The arbitrator's decision must be based only upon an interpretation of the meaning or application of this agreement.

D. Other Conditions

Class grievances involving two (2) or more teachers, grievances involving one (1) or more supervisor, or grievances involving an administrator above the building level may be filed by the Association at Step 2.

E. Association Cooperation

The Association or grievant shall not interrupt the instructional process of the school in the investigation of a grievance.

F. Released Time

Should attendance at any grievance meeting with the Administration, Board, or Arbitrator require that a teacher be released from a regular assignment, he/she shall be released without loss of pay or benefits.

G. Timeliness

The failure of any grievant to act on a grievance within the prescribed time limits shall bar further appeal. If the Board/Administration fails to act on a grievance within the prescribed time limit, the grievant may proceed to the next step.

H. No Reprisals

No reprisals of any kind shall be taken by the Board or the Association against any teacher because of his/her participation or lack of participation in a grievance.

I. Grievance Withdrawal

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

J. Association Representation

An Association representative may be present if requested by the teacher at any meeting, hearing, appeal, or proceeding relating to a grievance. If a settlement is reached without Association representation, the settlement shall not be regarded as precedent.

ARTICLE VIII - BARGAINING GUARANTEES, TERM OF AGREEMENT

A. Negotiations for a successor agreement shall begin on or about one year prior to the expiration of this contract.

B. The parties agree that their duly elected representatives shall negotiate in good faith with respect to all subjects mandated by law, if requested, and such permissive subjects as agreed to by the parties. All tentative and formal agreements made through bargaining shall be reduced to writing and signed by the parties.

C. No Strike

The Association, or any employee covered by this Agreement, agrees not to strike, authorize a strike, to engage in any work slowdown or to engage in picketing which would in any manner tend to disrupt the operation of any school in the district during the term of this Agreement.

D. No Reprisals/Amnesty

The Board of Education and/or its administrative agents shall take no reprisals including, but not limited to, any adverse action or discrimination with respect to hiring, discharge, promotion, demotion, transfer, assignment, wages, fringe benefits (i.e. insurance, leave, other non-salary benefits), hours, or any other terms or conditions of employment, because of employee participation in or conduct during, or support of a strike, or events leading to a strike, except as agreed to herein.

E. Complete Understanding

1. The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions of this Agreement may be modified by alteration, change, addition to, or deletion only through the voluntary, mutual consent of both parties in a written amendment executed in accordance with the provisions of this Agreement.

2. In the event that a reduction-in-force is contemplated by the Board of Education or introduces a new early retirement incentive program, the Board shall meet with the Association for the purpose of negotiating the implementation of the above.
3. During this contract, the Association agrees to waive its right to bargain the replacement of staff due to attrition as well as the impact of such.

F. Savings Clause

Both parties agree to abide by all Federal and State laws. Should any article, section, or clause of this Agreement be declared illegal by a court 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.

G. Codify Agreements

Both parties agree to have representatives meet to codify the current agreement between the Board of Education and the Carmi-White County Education Association. The purpose of the codification is not to modify any terms of the agreement but rather to eliminate outdated provisions and to bring all active agreements within the bounds of the contract.

H. Term of Agreement

This agreement shall be effective on May 30, 2017 and shall continue in effect until June 30, 2022.

This Agreement is signed this 30th day of May, 2017.

IN WITNESS WHEREOF:

FOR THE BOARD OF EDUCATION

FOR THE EDUCATION ASSOCIATION

PRESIDENT

PRESIDENT

SECRETARY

SECRETARY

NEGOTIATION CHAIRPERSON

NEGOTIATION CHAIRPERSON

CARMI-WHITE COUNTY COMMUNITY UNIT DISTRICT NO. 5

APPENDIX I-A

SALARY SCHEDULE--2017-2018, 2018-2019, 2019-2020 AND 2020-2021

STEP	BS	BS+16	MS	MS+16	MS+32	MS+48	MS+64/ PhD
1	35766	36981	38197	39412	40630	41845	43062
2	36981	38197	39412	40630	41845	43062	44277
3	38197	39412	40630	41845	43062	44277	45492
4	39412	40630	41845	43062	44277	45492	46708
5	40630	41845	43062	44277	45492	46708	47926
6	41845	43062	44277	45492	46708	47926	49141
7	43062	44277	45492	46708	47926	49141	50358
8	44277	45492	46708	47926	49141	50358	51573
9	45492	46708	47926	49141	50358	51573	52789
10	46708	47926	49141	50358	51573	52789	54004
11	47926	49141	50358	51573	52789	54004	55222
12	49141	50358	51573	52789	54004	55222	56437
13	50358	51573	52789	54004	55222	56437	57652
14	51573	52789	54004	55222	56437	57652	58869
15	52789	54004	55222	56437	57652	58869	60084
16	54004	55222	56437	57652	58869	60084	61299
17	55222	56437	57652	58869	60084	61299	62517
18	56437	57652	58869	60084	61299	62517	63732
19	60248	60518	60789	61299	62517	63732	64948
20		62788	63083	63368	63732	64948	66164
21			63368	63732	64948	66164	67380
22			66660	66760	67081	67380	68595
23				69141	69414	69594	69813
24					71682	72952	74224

CARMI-WHITE COUNTY COMMUNITY UNIT DISTRICT NO. 5

APPENDIX I-B

SALARY SCHEDULE—2021-2022

							MS+64/
STEP	BS	BS+16	MS	MS+16	MS+32	MS+48	PhD
1	36124	37351	38579	39806	41036	42263	43493
2	37351	38579	39806	41036	42263	43493	44720
3	38579	39806	41036	42263	43493	44720	45947
4	39806	41036	42263	43493	44720	45947	47175
5	41036	42263	43493	44720	45947	47175	48405
6	42263	43493	44720	45947	47175	48405	49632
7	43493	44720	45947	47175	48405	49632	50862
8	44720	45947	47175	48405	49632	50862	52089
9	45947	47175	48405	49632	50862	52089	53317
10	47175	48405	49632	50862	52089	53317	54544
11	48405	49632	50862	52089	53317	54544	55774
12	49632	50862	52089	53317	54544	55774	57001
13	50862	52089	53317	54544	55774	57001	58229
14	52089	53317	54544	55774	57001	58229	59458
15	53317	54544	55774	57001	58229	59458	60685
16	54544	55774	57001	58229	59458	60685	61912
17	55774	57001	58229	59458	60685	61912	63142
18	57001	58229	59458	60685	61912	63142	64369
19	60850	61123	61397	61912	63142	64369	65597
20		63416	63714	64002	64369	65597	66826
21			64002	64369	65597	66826	68054
22			67327	67428	67752	68054	69281
23				69832	70108	70290	70511
24					72399	73682	74966

APPENDIX II

ADDITIONAL-DUTY COMPENSATION

CARMI-WHITE COUNTY COMMUNITY UNIT DISTRICT NO. 5

POSITION	% OF STARTING BS DEGREE BASE	\$35,766 BASE	
Athletic Director/HS	0.17	\$6,080	
Athletic Director/MS	0.045	\$1,609	
Athletic Director (if combined in same person)	0.215	\$7,690	\$7,690
FOOTBALL			
Head/HS	0.15	\$5,365	\$5,365
Assistant/HS	0.08	\$2,861	\$2,861
Frosh/Soph (3)	0.07	\$2,504	\$7,511
Summer Class (2)	0.045	\$1,609	\$3,219
Weight Train/Field Maint.	0.055	\$1,967	\$1,967
BASKETBALL			
Boys Head/HS	0.16	\$5,723	\$5,723
Boys Assistant/HS	0.09	\$3,219	\$3,219
Boys Frosh/Soph	0.07	\$2,504	\$2,504
Girls Head/HS	0.16	\$5,723	\$5,723
Girls Assistant/HS	0.09	\$3,219	\$3,219
8 th Grade/Boys	0.08	\$2,861	\$2,861
7 th Grade/Boys	0.065	\$2,325	\$2,325
6 th Grade/Boys	0.04	\$1,431	\$1,431
5 th Grade/Boys	0.023	\$823	\$823
8 th Grade/Girls	0.08	\$2,861	\$2,861
7 th Grade/Girls	0.065	\$2,325	\$2,325
6 th Grade/Girls	0.04	\$1,431	\$1,431
5 th Grade/Girls	0.023	\$823	\$823

APPENDIX II

ADDITIONAL-DUTY COMPENSATION

CARMI-WHITE COUNTY COMMUNITY UNIT DISTRICT NO. 5

POSITION	% OF STARTING BS DEGREE BASE	\$35,766 BASE	
VOLLEYBALL			
Head/HS	0.09	\$3,219	\$3,219
Assistant/HS	0.045	\$1,609	\$1,609
Head/MS	0.06	\$2,146	\$2,146
Assistant/MS	0.0325	\$1,162	\$1,162
WRESTLING			
Head/HS	0.09	\$3,219	\$3,219
Assistant/HS	0.045	\$1,609	\$1,609
TENNIS			
Boys	0.07	\$2,504	\$2,504
Girls	0.07	\$2,504	\$2,504
GOLF			
	0.07	\$2,504	\$2,504
CROSS COUNTRY			
	0.07	\$2,504	\$2,504
TRACK			
High School (2)	0.07	\$2,504	\$5,007
Assistant High School (2)	0.045	\$1,609	\$3,219
Middle School (2)	0.06	\$2,146	\$4,292
Assistant Middle School (2)	0.0325	\$1,162	\$2,325
BASEBALL			
Head/HS	0.08	\$2,861	\$2,861
Assistant/HS	0.045	\$1,609	\$1,609
Head/MS	0.06	\$2,146	\$2,146
Assistant/MS	0.0325	\$1,162	\$1,162

APPENDIX II

ADDITIONAL-DUTY COMPENSATION

CARMI-WHITE COUNTY COMMUNITY UNIT DISTRICT NO. 5

POSITION	% OF STARTING BS DEGREE BASE	\$35,766 BASE	
SOFTBALL			
Head/HS	0.08	\$2,861	\$2,861
Assistant/HS	0.045	\$1,609	\$1,609
Head/MS	0.06	\$2,146	\$2,146
Assistant/MS	0.0325	\$1,162	\$1,162
ALPHA POSITION			
Head/HS	0.02	\$715	\$715
Assistant/HS	0.01	\$358	\$358
MUSIC			
Band 6-12	0.12	\$4,292	\$4,292
Choir 6-12	0.06	\$2,146	\$2,146
Jazz 6-7-8 Choir	0.035	\$1,252	\$1,252
LIBRARIAN K-5 (3)	0.035	\$1,252	\$3,755
BLDG TECH COORD (7.5)	0.035	\$1,252	\$9,389
MATH TEAM (2)	0.02	\$715	\$1,431
JETS/WYSE TEAM (1)	0.02	\$715	\$715
K-12 SCHOLASTIC BOWL	0.02	\$715	\$715
STUDENT COUNCIL			
High School (2)	0.02	\$715	\$1,431
Middle School (2)	0.01	\$358	\$715
CLASS SPONSOR			
Senior Class	0.02	\$715	\$715
Junior Class	0.03	\$1,073	\$1,073
CHEERLEADER SPONSOR			
High School	0.08	\$2,861	\$2,861
Middle School	0.04	\$1,431	\$1,431

APPENDIX II

ADDITIONAL-DUTY COMPENSATION

CARMI-WHITE COUNTY COMMUNITY UNIT DISTRICT NO. 5

POSITION	% OF STARTING BS DEGREE BASE	\$35,766 BASE	
PLAY SUPERVISOR			
One Play/MS	0.04	\$1,431	\$1,431
One Play/HS	0.04	\$1,431	
Two Plays/HS	0.055	\$1,967	\$1,967
H.S. GUIDANCE (For additional grade assign- ment beyond two grades)	0.085	\$3,040	\$3,040
FFA SPONSOR	0.085	\$3,040	\$3,040
TOTAL			\$159,731

OTHER COMPENSATION:

Concessions	
High School	\$20
Middle School	\$20
Fan Bus Chaperone	\$17
Timekeeper/Scorekeeper	\$20
Ticket Workers	\$17

APPENDIX III
SPECIAL EDUCATION STIPEND LIST

Julie Stanley

Brownsville Attendance Center, MIS