

AGREEMENT BETWEEN

THE BOARD OF EDUCATION OF

NORTH CLAY COMMUNITY UNIT #25

AND

THE NORTH CLAY EDUCATION ASSOCIATION

IEA/NEA

2015-2017

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ARTICLE I
RECOGNITION

- 1.1 The Board of Education of North Clay Community Unit #25, Louisville, Illinois, hereinafter referred to as the “Board,” recognizes the North Clay Education Association, IEA/NEA, hereinafter referred to as the “Association,” as the sole and exclusive negotiation agent for all regularly employed, full-time and part-time certificated teaching personnel and certificated nurse, hereinafter referred to as employees, that are employees of the District; except for the Superintendent and any assistants, principals and any assistants, and any other administrative or supervisory personnel having the authority to hire, transfer, assign, promote, discharge, discipline, or evaluate other teachers or effectively recommend the same.
- 1.2 The Board agrees not to negotiate or to consult with any other employee’s organization, individual employee, or group of employees, covered by this Agreement with regard to negotiable items as specifically contained in this Agreement for the duration of this Agreement. The District shall deal exclusively with the NCEA President or his/her designee for all contractual considerations. Nothing herein shall preclude individual teachers, groups of teachers or members of the community from presenting their views and recommendations to the Board or administrative staff.
- 1.3 Definitions
- A. The title Superintendent shall mean the Superintendent of Schools or his/her designee, unless otherwise specified.
- B. The term “teacher”, “classroom teacher”, “certified staff”, “member, or “members of the bargaining unit” when used in this Agreement shall refer to all members of the defined bargaining unit as recognized by this Agreement.
- C. The term “part-time teacher” means those teachers regularly employed by the District on less than a full-time basis. Unless otherwise set forth in this Agreement part-time teachers shall receive the compensation and benefits set forth in this Agreement in the same pro rata basis as their employment.

ARTICLE II
BOARD AUTHORITY AND MANAGEMENT RIGHTS

- 2.1 It is the law of the State of Illinois that the determination and administration of school policy, the operation and management of the schools and the direction of employees are vested exclusively in the Board. It is the duty of all employees to carry out the policies and regulations as stipulated by the Board. The decision of the Board of Education in matters pertaining to the determination and administration of school policy, the operation and management of the schools and the direction of employees shall be final unless it

violates the laws or regulations of the United States, the State of Illinois, or their regulatory agencies.

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

ARTICLE III **ASSOCIATION AND EMPLOYEE RIGHTS**

- 3.1 Neither the Board nor the Association shall discriminate against any member of the bargaining unit because of the member's race, national origin, color, religion, marital status, age, sex, membership or non-membership in the Association, or participation or nonparticipation in a grievance, complaint or proceeding under the provisions of this Agreement.
- 3.2 A. When an employee is required to appear before the Board concerning in any matter which could adversely affect his/her continued employment or result in a loss of salary the teacher shall be entitled to have a representative present.
- B. If requested by the employee, an employee shall have the right to have a local Association representative present at any meeting held with the Superintendent subsequent to a formal disciplinary action.
- 3.3 Each employee shall have the right upon forty-eight (48) hours advance written notice to the Superintendent to review the contents of his/her personnel file. Said review shall take place during the regular hours established for the central office. The teacher may place therein written reactions to its contents. Upon request the teacher may have one copy per year of any documents contained therein provided to the employee free of charge.
- 3.4 Meetings, Notices and General Information
- A. The Association shall have the right upon approval of the Unit Superintendent, to use school buildings for meetings at a time when school is not in session provided that such meeting do not interfere with instructional and/or extracurricular programs. All meeting areas shall be approved by the Superintendent. Whenever special custodial service is required, the Board may make a reasonable charge for this service.
- B. 1. The Association shall have the right to use employee mailboxes for the purpose of internal communications. Association materials placed in teacher mailboxes shall be sealed or stapled in such a manner as to prevent casual observation.
2. The Association shall have the right to use administrator designated

bulletin boards for the purpose of internal communication. Designated bulletin boards shall be used for the purposes of internal communications, announcement of Association, social and business affairs, and matters pertaining to the educational program.

- C. The Association shall be allowed reasonable use of school-owned business equipment. The Association will also be allowed use of designated instructional computers subject to Building Principal approval. Unit office equipment shall be excepted from this provision. Use of said equipment shall not infringe upon the educational or instructional program. The association shall not infringe upon any copyrights. The Association shall pay for or provide all consumable supplies.
- 3.5
- A. The President of the Association shall receive written notice of all regular and special meetings of the Board together with a copy of the agenda. Said material shall be placed in the President's mailbox or be sent by electronic delivery.
 - B. Three copies of all Board minutes shall be posted on the district's website and/or be sent by electronic delivery to the association's president. If electronic means is unavailable, other methods of distribution will be used.
 - C. One copy of the District's annual budget and annual financial report to the State Board of Education shall be provided to the Association without cost upon request.
- 3.6
- Any complaint regarding an employee made to a Board member or administrator by a parent which might lead to disciplinary action against the teacher shall be submitted to the teacher in writing as soon as possible after the complaint has been lodged but in no event later than five working days from the date of the complaint. The complaining party shall be permitted to express his/her complaint and shall be asked to discuss the matter with the employee involved in an attempt to resolve any differences. The disposition of any such conference between the employee and the complainant shall be reported to the appropriate administrator. No teacher will be required to meet with a parent without an administrator present. However, this requirement does not apply to parent/teacher conferences. Anonymous complaints shall not be the basis for disciplinary action.
- 3.7
- The rights granted herein to the Association shall not be granted to any other competing employee organization during the terms of this Agreement.
- 3.8
- Within forty-five (45) days after the Association and Board have ratified this Agreement, the Board shall have sufficient copies of the Agreement prepared and delivered to the Association for its distribution to the employees. The cost of consumable supplies shall be prorated based upon the number of copies requested by the parties.
- 3.9
- Dues Deductions

Any member of the bargaining unit who is a member or who has applied for membership

in the Association may sign and deliver to the Board an authorization for continual or annual dues deduction. The appropriate authorization forms will be provided by the Association. A continual authorization shall remain in effect unless the employee revokes said authorization in writing between September 1 and September 15 of any year or leaves the employ of the District. Should the final paycheck not contain sufficient funds the Board shall deduct only the amount available. With a dues deduction authorization, the Board shall deduct one-ninth (1/9) of such dues from the regular salary check of the bargaining unit member each month for nine (9) months beginning in September and ending in May of each year. The Board shall remit deducted dues to the Association within ten (10) days following the pay period.

3.10 Reduction in Force-Seniority Defined

Seniority shall attach from the first day of consecutive service to the District as a teacher. Teachers having equal seniority by this method shall be ordered by the following criteria until the tie is broken:

- A. length of total public school teaching experience;
- B. highest degree attained and recognized on the salary schedule;
- C. most graduate hours attained and recognized on the salary schedule; and
- D. random selection.

RIF (Senate Bill 7) Committee

A committee shall be established with four members appointed by the Association and four members appointed by the District.

1. The joint committee must consider and may agree to criteria for excluding from grouping 2 and placing into grouping 3 a teacher whose last two (2) performance evaluations include a Needs Improvement and either a Proficient or Excellent.
2. The joint committee must consider and may agree to an alternative definition for grouping 4, which definition must take into account prior performance evaluations and may take into account other factors that relate to the school district's or program's education objectives. An alternative definition for grouping 4 may not permit the inclusion of a teacher in the grouping with a Needs Improvement or Unsatisfactory performance evaluation rating on either of the teacher's last two (2) performance evaluation ratings.
3. The joint committee may agree to including within the definition of a performance evaluation rating a performance evaluation rating administered by a school district or joint agreement other than the school district or joint agreement determining the sequence of dismissal.
4. Upon request by a joint committee member submitted to the employing board by no later than 10 days after the distribution of the sequence of honorable dismissal list, a

representative of the employing board shall, within 5 days after the request, provide to members of the joint committee a list showing the most recent and prior performance evaluation ratings of each teacher identified only by length of continuing service in the district or joint agreement and not by name. If, after review of this list, a member of the joint committee has a good faith belief that a disproportionate number of teachers with greater length of continuing service with the district or joint agreement have received a recent performance evaluation rating lower than the prior rating, the member may request that the joint committee review the list to assess whether such a trend may exist. Following the joint committee's review, but by no later than the end of the applicable school term, the joint committee or any member or members of the joint committee may submit a report of the review to the employing board and exclusive bargaining representative, if any. Nothing in this paragraph (4) shall impact the order of honorable dismissal or a school district's or joint agreement's authority to carry out a dismissal in accordance with other parts of this section.

5. Agreement by the joint committee as to a matter requires the majority vote of all committee members, and if the joint committee does not reach agreement on a matter, then the otherwise applicable requirements of the school code shall apply. The first meeting of the joint committee must occur on or before December 1 of every school year. The joint committee must reach agreement on a matter on or before February 1 of a school year in order for the agreement of the joint committee to apply to the sequence of dismissal determined during that school year. Subject to the February 1 deadline for agreements, the agreement of a joint committee on a matter shall apply to the sequence of dismissal until the agreement is amended or terminated by the joint committee.

Sequence of Honorable Dismissal List

Each year the administration shall prepare a list of teachers grouped in accordance with the provisions of 105 ILCS 5/24-11&12. This list shall be provided to the association president in two (2) formats: one list with names, and one with a unique anonymous identifier in place of a name. These lists shall be provided no later than 75 days prior to the end of the school year. In the event there is a tie on this list, the RIF Committee shall determine a tiebreaker before the list is distributed.

Reductions in Force

The administration shall notify the association as soon as possible of any possible reductions in force. Reductions in force shall be done in compliance with 105 ILCS 5/24-12. Employees shall be notified in person and by certified mail (return receipt requested) of any reductions in force no later than 45 days prior to the last day of attendance for teachers.

Recall

If a position becomes available within one (1) year for teachers in group 3 and 4, recall shall be as follows:

- A. Upon recall the teacher with the highest position on the sequence of honorable dismissal list will be placed in the first available position for which they are qualified.
- B. Failure to respond within twenty (20) calendar days after the mailing of the Board's letter to recall sent by certified mail to the employee's address on file with the Board recalling such employee, shall result in termination of the employee's rights of recall hereunder, unless mutually agreed upon by the association & administration.

3.11 Fair Share

- A. It is recognized that the Association's duties as the sole and exclusive bargaining agent entail expenses which appropriately should be shared by all members of the bargaining unit who are beneficiaries of said Agreement. To this end, 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.
- B. The fair share fee shall be equivalent to the amount of dues uniformly required of members of the Association, including local, state and national dues. However, in accordance with the Rules and Regulations of the Illinois Educational Labor Relations Board at least fourteen (14) calendar days prior to commencement of payroll deductions of fair share fees, the Association shall provide proper notice to all nonmembers of the fair share fee and the right to file an objection. Any fair share fee payer, who objects to the fee assessed, must file an objection with the Illinois Educational Labor Relations Board in accordance with the posted IELRB notice, to contest the amount of the fee.
- C. The Association shall annually certify to the Board the amount of the fair share fee and that notification of this fee has been properly posted in accordance with the applicable Rules and Regulations of the Illinois Educational Labor Relations Board. Such certification shall be made in writing by the authorized Association representative.
- D. If a bargaining unit member does not join the Association by a certain date as established by the Association, such staff member shall:
 - 1. Pay directly to the Association the fair share fee; or
 - 2. Execute an authorization for the deduction of the fair share fee in the same manner as provided in Article III, section 3.9 of this Agreement.

In the event an authorization for the deduction of the fair share fee is not signed or such payment is not made within thirty (30) days following the

commencement of employment of the staff member, or the effective date of this Agreement, or the date established by the Association for joining the Association, whichever is later, the Board shall deduct such amount in equal payments from the regular salary check of the staff member in the same manner as provided in Article III, Section 3.9 of this Agreement.

- E. All fair share fees collected by the Board shall be paid to the Association within ten (10) days following deduction. In the event a non-member files an objection to the amount of the fair share fee, the Board shall continue to deduct the fair share fee from the objecting employee's pay and shall transmit that portion of the fee being disputed to the Illinois Educational Labor Relations Board to hold in an escrow account pending a final determination by the Illinois Educational Labor Relations Board as to the appropriateness of the imposed fee. Such determination, and any resulting refund entitlement, will be made in accordance with the Rules and Regulations of the Illinois Educational Labor Relations Board.
- F. The obligation to pay a fair share fee 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 or a belief sincerely held with the strength of traditional religious views, 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 on behalf of the employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.
- G. In the event of any legal action against the employer brought in a court or administrative agency because of its compliance with this Section, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
 - 1. The employer gives immediate notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires; and
 - 2. 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.
- H. The North Clay Education Association, the Illinois Education Association and the National Education Association agree to defend, indemnify and save the Board harmless against any claim, demand, suit or other form of liability which may arise by reason of any action taken by the Board in complying with the provisions of this Section. 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 and/or non-compliance with the contract obligations imposed upon it by this Article.

ARTICLE IV **WORKING CONDITIONS**

4.1 Work Day

- A. Each employee shall be entitled to a duty free lunch period as provided by the School Code.
- B. Half (1/2) days for the purpose of leave days shall be defined as follows:
 - 1. Elementary Teachers – lunch period for students
 - 2. Junior High Teachers - the end of the fourth period
 - 3. High School Teachers – the teacher's regularly scheduled lunch period
- C. Any teacher required to forfeit a preparation period shall be compensated at the rate of \$12.50 per class period or \$6.25 per half period, said compensation to be paid not less than quarterly.
- D. Teachers will be allowed to leave the building following the last student dismissal to attend college/university classes beginning at 5:00 p.m. or earlier and for doctor and dentist appointments. Teachers may be required to provide confirmation of appointments and class schedules. Subject to the approval of the Superintendent teachers may be allowed to leave the building following the last student dismissal to attend District sponsored activities in which they have supervisory responsibilities or children participating in the activity.
- E. Teachers shall arrive no later than 8:00 a.m. and depart no sooner than 3:30 p.m., unless otherwise specified in the contract or released earlier by the administration. Excluding Building Principal approval, exceptions would include staffings, faculty meetings, and delays in student dismissal due to unusual circumstances. On the last work day prior to a holiday, teachers shall be allowed to leave following the departure of school buses.

4.2 School Calendar

The Board shall establish a school calendar of no greater than a maximum of one-hundred eighty (180) days and five (5) emergency days.

4.3 Teacher Assignments

- A. Teachers shall be assigned to positions and work sites based upon the best interest

of the students and School District.

- B. Teachers shall be given written notice of their tentative assignments for the forthcoming school year by no later than August 1.
- C. In the event a change in assignment is proposed the teacher will be notified and provided an opportunity to have a conference with the Administration to discuss the proposed change. If a proposed change in assignment is unacceptable the teacher shall be allowed to resign without penalty.
- D. Staff members may request changes of assignment in writing to the Superintendent. Request for a change in assignment will be evaluated by the Administration based upon the best interest of the students and the School District.

4.4 Vacancies

- A. A vacancy shall be defined as a newly created position within the scope of the defined bargaining unit or a previously existing position within the bargaining unit scheduled to be continued which has been vacated by reason of resignation, retirement, dismissal or death.
- B. When a vacancy occurs a notice of such vacancy shall be posted within five (5) working days by electronic means to each employee, which notice shall include the job title and minimum qualifications for the position. During the summer months notices of vacancies will be e-mailed and/or delivered to the Association President.
- C. Members of the bargaining unit who apply for a vacancy for which they are qualified may be interviewed by the Administration to discuss the position and the reasons for applying.

4.5 Evaluations - PERA Committee

A committee shall be established with five (5) members appointed by the association, and five (5) members appointed by the board and administration. Its charge shall be to develop and implement a new evaluation plan and instrument in accordance with 105 ILCS 5/24.A. This committee shall begin meeting no later than October 15, 2013 and thereafter as necessary to complete its charge. After the completion of the initial plan and instrument, the committee shall continue to meet to evaluate and revise the plan and instrument as needed, but at least once annually. The committee shall come to decisions by consensus, which shall be defined as: all parties shall be in agreement, or at least have no objections, to any decisions.

4.6 Working Conditions/Safety

The district shall provide and maintain a safe work environment including, but not limited to, security, adequate heat, light, ventilation, water, sanitary disposal, etc.

ARTICLE V
EMPLOYEE COMPENSATION AND FRINGE BENEFITS

5.1 Teacher Salary Schedule

The Teacher Salary Schedule shall be as set forth in Appendix A-5 and Appendix A-6, which are attached to and incorporated into this Agreement. In order to qualify for an experience step advancement on the salary schedule a teacher must work not less than one-hundred thirty (130) school days during the preceding school term.

5.2 The extra assignment compensation schedule shall be set forth in Appendix A-7.

5.3 An employee shall have the right to receive his/her pay on a ten (10) or twelve (12) month basis. Said decision shall be made by September 10 of each school year and thereafter shall not be changed.

5.4 Insurance

The Board shall make available to members of the bargaining unit group hospital and medical insurance and, effective July 1, 2013, the Board will contribute \$420 per month, and, effective July 1, 2014, the Board will contribute \$445 per month toward the cost of this insurance for each member of the bargaining unit employed on a full-time basis by the District. Staff members shall have the option of taking dependent coverage under the District medical insurance program if they pay the additional premium for full family coverage.

5.5 Shelter Teacher Retirement Contribution

From the established salary schedule, according to authority granted by the Pension Reform Act of 1974, Section 414 (h) (2) of the Internal Revenue Code, the Board of Education agrees to pay to the Teacher Retirement System on behalf of each employee, nine percent (9.4%) of earnings reflected for each employee, and will shelter said amount for tax purposes. The Board will continue to pay to TRS from future established compensation schedules, on behalf of each employee, nine percent (9.4%) of the employee's respective gross scheduled earnings. Should any of the above to declared improper by an IRS ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent that it violates the ruling or opinion.

5.6 Employee Use of Personal Vehicles

Employees shall be reimbursed at the rate set by the IRS on July 1 of each year of this Agreement if such travel is required for the position. Only administrative approved jobs and mileage will qualify for reimbursement.

5.7 Admission to School Events

Teachers are encouraged to attend all school events and shall be allowed to do so without charge. Teachers agree that as part of their professional responsibilities whenever they are in attendance at a school event they will assist in the monitoring and supervision of the participants and spectators. At the beginning of each school year each teacher shall be issued a pass entitling the teacher to free admission to school events. Free admission does not extend to family members.

5.8. Teacher Recruitment Incentive Payment

The Association and Board recognize the importance and value to the School District of filling job vacancies with the best possible replacement teachers. It is further recognized that there is currently a shortage of highly qualified teachers in selected teaching fields. Accordingly, the Association and the Board agree that in order to recruit the best available teachers the District may offer a one-time incentive payment, the amount of which shall be at the sole discretion of the Board, but shall not exceed one thousand five hundred dollars (\$1,500), to teachers accepting employment with the School District.

5.9 Teacher Retirement Incentive

A. Qualifications for Retirement Benefit Options

Eligibility occurs only once. Applicant must be:

1. Be at least 55 years of age with 35 years of creditable service as defined by Illinois Teacher Retirement System by the last day of service in the District (the District may require proof of eligibility).
OR
At least age 60 and having completed or completing 20 or more years of creditable service with North Clay CUSD #25.
2. Irrevocable letter of resignation presented to the North Clay CUSD #25 Board of Education, which indicates the school year of intended retirement. The applicable letter must be received by March 1 of the year before the agreement is to begin, based upon Options 1 and 2 outlined below, which are designed to enable the school district to not be required to pay a retirement penalty according to Public Act 94-0004. In the first year of this contract (2013-14), retirement letters will be accepted if received by July 1, 2013.
3. Whenever a teacher who has a minimum of twenty (20) years of full-time service in the District is first eligible to retire without an ERO cost to the Board, he or she must retire by the close of the school year in which he or she first gains eligibility. Failure to retire

at the close of the year in which he or she first gains eligibility will forever foreclose the teacher from the benefits of this incentive for the remainder of the teacher's employment within the District. A teacher who is eligible to retire with no ERO costs cannot defer eligibility. **Eligibility occurs only once.** This section will remain applicable so long as there is a statutory ERO penalty provision.

For purposes of this Article, TRS creditable compensation (earnings) shall be as determined by the TRS.

B. Other Conditions

In recognition that circumstances may change after a teacher has submitted an irrevocable letter of retirement and resignation in order to participate in the Retirement Incentive Program, the following additional conditions are set forth:

1. In emergency situations, a teacher may submit to the board a written request to withdraw the irrevocable letter of retirement and resignation. Acceptance of the request is at the sole discretion of the board. Should the board accept the request to withdraw the irrevocable letter of retirement and resignation, the previously retiring teacher shall be required to sign a payroll deduction authorization form to repay the retirement incentive. The repayment shall be made over the same number of years that the retirement incentive had been received. The amount of each repayment shall be an average of the retirement incentive annual amounts. Said repayments shall be made no later than June 15 for the applicable number of repayment years until such time the retirement incentive money has been repaid in full or no later than the teacher's last day of employment, whichever is sooner.
2. The calculation of the retirement incentive, as set forth above, presumes that during the year(s) in which the teacher is receiving the retirement incentive, the teacher will be providing the same level of service that during the year(s) in which the teacher is receiving the as provided in the base year used in the calculation. Accordingly, the following will apply:
 - a) During the years(s) in which the retiring teacher is receiving the retirement incentive, the board will not require the teacher to perform any additional duties which would otherwise increase the teacher's creditable earnings. (For example, the board will not extend the teacher's contract or assign additional duties).
 - b) If, during the year(s) in which the retiring teacher is receiving the retirement incentive, the teacher is **voluntarily** providing less services, such as working less than full time, not responsible for an extra duty which was part of the teacher's assigned responsibility in the base year, or responsible for an extra duty paying a lesser salary than the extra duty which was part of the teacher's assigned responsibility in the base year, the calculation of the teacher's creditable earnings increase will be

adjusted to reflect the reduction in the level of services being provided. (For example, if a teacher drawing from retirement incentive funds received \$42,000 in TRS creditable earnings in the prior year, of which \$40,000 was salary and \$2,000 was for extra duties, but in a retirement incentive year(s) voluntarily discontinues performing the extra duty, then the six percent (6%) increase shall be based upon the \$40,000, not the \$42,000.)

- c) If, during the year(s) in which the retiring teacher is drawing money from the retirement incentive funds, the teacher is **involuntarily** providing less services, such as working less than full time, not responsible for an extra duty which was part of the teacher's assigned responsibility in the base year, or responsible for an extra duty paying a lesser salary than the extra duty which was part of the teacher's assigned responsibility in the base year, the calculation of the teacher's creditable earnings increase will not be adjusted to reflect the reduction in the level of services being provided. (For example, if a teacher drawing money from the pool received \$42,000 in TRS creditable earnings in the prior year, of which \$40,000 was salary and \$2,000 was for extra duties, but in a retirement incentive fund year(s) the district did not assign the teacher the extra duties or assigned extra duties with lesser compensation, then the six percent (6%) increase shall be based upon the \$42,000, not the \$40,000.

C. Other Considerations

The parties further agree that in the event of any changes in the current TRS regulations exempting any compensation now considered as part of the 6% increase beyond which the board would have to pay a TRS contribution, this provision will be revised so as to maximize the retirement incentive reflective of and separate from the exempted compensation(s) (For example, a teacher participating in the Retirement Incentive Program received a total of \$40,000 one year and was therefore to receive \$42,400 ($\$40,000 + (\$40,000 \times 6\%)$) under the provisions above. If the salary schedule otherwise provided for a step increase of \$1,000 and if the TRS regulations were changed to exempt said \$1,000 step from subject to additional employer contribution, the teacher's salary would be \$43,400 ($\$40,000 + (\$40,000 \times 6\%) + \$1,000$).

Except as otherwise provided for in the paragraph immediately above, status quo in the event of a change in the law or a rules change or interpretation by TRS subsequent to the incorporation of this provision shall be in compliance with this provision (to the extent possible without TRS contribution or additional cost to the district), but under no circumstances shall status quo be interpreted to require the district to incur any assessment or additional contribution not contemplated by the parties at the time this provision was bargained. If and when bargaining begins pursuant to a demand to bargain (resulting from a change in the law, rules change or interpretation by TRS), and if and when no agreement can be reached on the issue, the employer shall not be required to distribute any monies in a fashion that would result in any increased cost to the district

due to a TRS assessment or additional contribution, resulting from the change in the law or a rules change or interpretation by TRS or legislative change beyond the negotiated contribution amount paid on behalf of the employee (9.4% of creditable earnings up to 106% of the previous year's TRS gross; all as permitted without additional contribution), including any incentive amount that would not result in additional assessment or contribution.

The parties agree that the retirement incentive contained herein can be "captured" and can be "run out" beyond the life of this agreement to the extent that payments under the Retirement Incentive Program herein extend beyond the expiration of this agreement.

OPTION 1 (in compliance with the requirements of Public Act 94-0004)

With TWO (2) YEARS of service remaining, and having exactly 35 total years (39 total years for teachers that did not participate in the 2.2 upgrade option) of TRS service credit (including sick leave and optional service credit) by the end of the two (2) years OR being at least age 60 and having completed or completing 20 or more years of creditable service with North Clay CUSD #25, the teacher shall receive an increase in salary of exactly 6% per year for the remaining two (2) years prior to retirement. Receipt of the retirement letter totally removes the teacher from the salary schedule for the remaining two (2) years leading to retirement. Effective with the school year that begins on July 1 of the year the letter for retirement is submitted, and through the effective date of the retirement, the teacher is unable to receive additional payments of any nature for any reason that would be considered reportable to TRS.

The increase for the first year would be equal to a 6% increase of the teaching salary reportable to TRS for the school year in which the retirement letter is submitted. The last year would be paid a 6% increase of the TRS reportable salary for the immediately preceding year. (Example: TRS reportable salary is \$50,000 for 2010 – 2011 and the teacher plans to retire effective June 30, 2013. In 2011 - 2012, the teacher would receive \$53,000. In 2012 - 2013, the teacher would receive a 6% increase of \$53,000 earned in 2011 - 2012 or \$56,180. The 6% increase would include salary only from the salary schedule (excludes extra-duty salaries) and would represent the total increases in salary to which the teacher is entitled over and above the teacher's salary for the two years preceding retirement.

OPTION 2 (in compliance with the requirements of Public Act 94-0004)

With ONE (1) YEAR of service remaining, and having exactly 35 total years (39 total years for teachers that did not participate in the 2.2 upgrade option) of TRS service credit (including sick leave and optional service credit) by the end of the one (1) year OR being at least age 60 and having completed or completing 20 or more years of creditable service with North Clay CUSD #25, the teacher shall receive an increase in salary of exactly 6% for the remaining one (1) year prior to retirement. Receipt of the retirement letter totally removes the teacher from the salary schedule for the remaining one (1) year leading to retirement. Effective with the school year that

begins on July 1 of the year the letter for retirement is submitted, and through the effective date of the retirement, the teacher is unable to receive additional payments of any nature for any reason that would be considered reportable to TRS.

The increase for the year of retirement would be equal to a 6% increase of the teaching salary reportable to TRS for the school year in which the retirement letter is submitted. (Example: TRS reportable salary is \$50,000 for 2010 – 2011 and the teacher plans to retire effective June 30, 2012. In 2011 - 2012, the teacher would receive \$53,000. The 6% increase would include salary only from the salary schedule (excludes extra-duty salaries) and would represent the total increases in salary to which the teacher is entitled over and above the teacher's salary for the four years preceding retirement.

*Contract for application in Appendix A-1

ARTICLE VI **LEAVES**

6.1 Sick Leave

- A. Each employee shall be granted twelve (12) days sick leave per year to be used for personal illness, quarantine at home, or serious illness or death in the immediate family or household. For purposes of this article immediate family shall be defined as parents, spouse, brothers, sisters, children, grandparents, grandchildren, legal guardians, or birth, adoption, or placement for adoption. The listed family members also include step- families and in-laws. If an employee does not use the full amount of sick leave allowed during the 2013-14 school year, the unused days shall accumulate to a maximum of (232) days, including the leave for the current year. During the 2013-14 and 2014-15 school years, the maximum number of accumulated sick days shall be (232) days.
- B. Employees who over the course of the school year use no sick leave or unpaid leave shall be entitled to one additional personal day awarded the following school year. Employees who receive this award may accumulate up to five (5) personal days during that year.

6.2 Personal Leave

Each employee shall be granted two (2) days per year for personal business subject to the following regulations governing the use of personal leave:

- A. No more than four (4) employees may be absent from work at the North Clay Elementary/Junior High at any one time; and no more than two (2) from the North Clay High School at any one time. In no case may more than six (6) employees be absent from the Unit at any one time. For the purpose of counting staff members by attendance center, an employee's home building will be determined by the building he/she teaches in a majority of the time.

- B. A written application for personal leave shall be made to the immediate supervisor. Advance notice of personal leave shall be given as early as possible in advance of the requested leave and except in emergency situations shall be at least five (5) days, but no more than one year prior to the day of the leave.
- C. Request for personal leave will be given priority in the order received by the building principals. An employee working in multiple buildings should report this to each building principal on the same work day.
- D. Personal leave days may not be taken during the first or last day of student attendance, on days when semester or final examinations are being given, on parent-teacher conference days or other special event days, except in emergency situations outside the control of the staff member and/or as approved by the Superintendent.
- E. At the end of the school year, unused personal leave days may be converted to sick days or allowed to accumulate to a maximum of four (4) days, but with the further provision that not more than two (2) consecutive days may be used unless specifically approved by the Board of Education.
- F. Teachers who have exhausted personal leave will be entitled to one (1) bereavement leave day for the death of a friend or relative. This day shall not accumulate as sick leave.

6.3 Association Leave

In the event the Association desires to send representatives to a State Association meeting, the representatives will be excused without loss of salary providing the Association reimburses the District for the cost of substitutes. The Association shall be limited to a maximum of four (4) days per school year. Notification of such leave shall be submitted in writing to the Superintendent at least ten (10) school days in advance of the date of the leave and shall state the specific purpose of the meeting, the date of meeting, and the teacher (s) who will attend the meeting.

6.4 Leave of Absence

- A. Leaves of absence may be granted without pay to **tenured** employees who have render satisfactory service to the District and who desire to return to employment in a similar capacity upon termination of said leave. Said leave shall not be counted as teaching experience on the salary schedule. A letter of intent to return from a leave of absence must be filed with the Superintendent thirty (30) days prior to the end of said leave.
- B. Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave consistent with a reasonable continuity of instruction

for students. Leaves of absence without pay for not more than one (1) year may be granted to **tenured** employees according to the following conditions:

1. Written requests for leaves of absence without pay should be made at least two (2) months before leave is desired, subject to approval by the Board.
2. Dates of departure and return must be acceptable to the administration and determined prior to initiating the request.
3. Leaves of less than one (1) month, if acceptable to and approved by the Superintendent, will not require two (2) months notice.

C. Leaves may be granted for:

1. advanced study leading to a degree in an approved university;
2. educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program;
3. military service;
4. maternity; or
5. other reasons acceptable to the Board.

6.5 Family Leave

Upon request the Board shall grant an eligible employee an unpaid leave of absence consistent with the provisions of the Family Leave statute. If an employee takes paid or unpaid leave under other provisions of this Agreement such leave will reduce the number of days of leave available under the Family Leave provision.

ARTICLE VII **GRIEVANCE PROCEDURE**

7.1 Definitions

- A. Any claim by an employee or by the Association that there has been an alleged violation, misinterpretation or misapplication of the terms of this Agreement shall be a grievance.
- B. All time limits shall consist of school days, except that when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of all weekdays.

7.2 Procedures

The parties hereto acknowledge that it is usually most desirable for an employee and his or her immediately involved supervisor to resolve problems through free and informal communications. An attempt shall be made by the grievant to resolve any grievance by means of an informal verbal communication between the grievant and his or her immediately involved supervisor. If however, the informal process fails to satisfy the grievant, a grievance may be processed as follows.

Step (a) If the grievance is not resolved informally, then the grievant shall present the grievance in writing to the immediately involved supervisor. The grievance shall specify the article and clause alleged to have been violated and shall state the remedy sought.

The grievance shall be initiated at this step within twenty (20) days from the point the grievant becomes aware of the alleged violation, or should have become aware, whichever is later. The immediately involved supervisor shall arrange for a meeting to take place with the grievant within ten (10) days after the receipt of the grievance. The immediately involved supervisor shall provide a written answer to the grievant within five (5) days of the scheduled meeting.

Step (b) If the grievance is not resolved at Step (a), the aggrieved may refer the grievance to the Superintendent or his official designee within ten (10) days after the receipt of the Step (a) answer. The Superintendent or his official designee shall arrange for a meeting to take place within ten (10) days of his receipt of the appeal. Within five (5) days of the meeting, the grievant shall be provided with the Superintendent's written response.

Step (c) If the Association is not satisfied with the disposition of the grievance at Step (b), the Association may submit the grievance to the American Arbitration Association for a binding resolution under the Voluntary Labor Arbitration Rules of the American Arbitration Association. If a request for a hearing is not filed within thirty (30) days of the date of the Step (b) answer, then the grievance shall be deemed withdrawn.

1. Neither the Board of Education nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which has not previously been disclosed to the other party.
2. The arbitrator shall have no power to amend, modify, add to or subtract from this Agreement and shall be limited to a decision based on the provision contained within the four corners of this Agreement.
3. Each party shall bear the full costs of its representation in the grievance procedure.
4. Each party shall share equally the cost of the arbitrator and the American Arbitration Association. If either party requests a transcript of the

proceedings, that party shall bear full costs for that transcript. If both parties order a transcript, the costs of the two transcripts shall be divided equally between the Board and the Association.

5. If the Association or any employee files a complaint or suit in a court of competent jurisdiction, the School District shall not be required to process the claim or set of facts through the grievance procedure.

7.3 Class Grievance

Class grievances involving one or more employees or a supervisor above the building level shall be initially filed by the Association at Step (b).

7.4 Grievance Withdrawal

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

7.5 Time Bar

Failure of the grievant or the Association to act on any grievance within the prescribed time limits will bar any further appeal. Failure of the administration to act on the grievance within the prescribe time limits will allow the grievant to appeal to the next step.

7.6 By-Pass to Superintendent

If the grievant and the Superintendent agree, Step (a) of the formal grievance procedure may be by-passed and the grievance brought directly to Step (b).

7.7 Filing of Materials

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

7.8 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.

7.9 Handling of Grievance

Any investigation or other handling or processing of any grievance by the grievant or the Association shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grievant or of the District's employees.

7.10 Another Forum

If an employee or the Association files any claim or complaint in any forum other than under the grievance procedure of this Agreement, then the District shall not be required to process the same claim or set of facts through the grievance procedure. If no decision is rendered or resolution is reached in another forum the grievance procedure will be available and the applicable time limits will not start until the matter is no longer being pursued in the other forum.

ARTICLE VIII
NEGOTIATIONS PROCEDURE

- 8.1 Good faith, for the purpose of this Agreement, is defined as the willingness of both parties to meet, discuss the issues, and make proposals and counterproposals in an effort to reach an agreement. It does not imply acquiescence or concession to either party's demands either in whole or in part. Each party shall select its own representatives not to exceed six (6) in number at any given session.
- 8.2 Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counterproposals, and to seek tentative agreements. Tentative agreements shall be reduced to writing and initialed by the spokesperson of the respective teams at the meeting the tentative agreement is reached, and upon final agreement the entire contract shall be submitted to the Association for ratification and subsequently to the Board for adoption.
- 8.3 Negotiations shall begin no later than May 15. All items proposed by the Association shall be presented in writing to the Board at the first formal bargaining session on a date mutually agreed to by the parties. The Board will present in writing its counterproposals as well as its own proposals for change within forty-five (45) days of the date it receives the Association's proposals. After the proposals have been exchanged in the manner referenced above, neither party may introduce new topics for negotiation.
- 8.4 Bargaining sessions shall be closed. Dates of meetings shall be determined by mutual agreement. Meetings shall generally last two (2) hours, except that either party may adjourn a meeting earlier if no progress is being made toward settlement. The parties may mutually agree to extend a meeting.
- 8.5 If agreement is not reached on all items forty-five (45) days prior to the start of the next school year, either party may declare to the other in writing that an impasse exists, and call for the service of a mediator. Services of the Federal Mediation and Conciliation Services will be used in cases of impasse.
- 8.6 When an impasse has been declared, the Federal Mediation and Conciliation Service shall be requested by the parties to appoint a Mediator from its staff. The Mediator shall meet as soon as possible with the parties or their representatives or both, either jointly or

separately, and shall take such steps as the Mediator deems appropriate to persuade the parties to resolve their difference and effect a mutually acceptable agreement.

ARTICLE IX
EFFECT OF AGREEMENT

- 9.1 The parties mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding between the parties hereto which may be altered, changed, added to, deleted from, or modified only through written, voluntary, and mutual consent of the parties in an amendment hereto.
- 9.2 The Association agrees that during the effective dates of this Agreement, it or its members will not take any concerted activity against the Board, individual Board members, or its representatives, including the withholding in whole or part of any duty or service, picketing, or disruptive activity. The Association recognizes its responsibility to ensure the enforcement of this article.
- 9.3 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.
- 9.4 This Agreement shall become effective on the first day of the 2007-08 school term and shall continue in effect through the last day preceding the 2009-10 school term. When either party provides written notification to the other party prior to April 1 of the year the contract terminates that it wishes to renegotiate the Agreement, the parties shall meet by no later than May 15th to receive the proposal of the party requesting the negotiations. The parties will continue to meet in an effort to reach an agreement.

This agreement is signed this ___th day of _____, 2013.

In witness thereof:

FOR THE NORTH CLAY
EDUCATION ASSOCIATION

FOR THE NORTH CLAY
BOARD OF EDUCATION

President

President

Secretary

Secretary

Appendix A-1

CONTRACT FOR INCENTIVE RETIREMENT BONUS

(Teacher applying for retirement bonus must complete
and return this according to deadline in contract)

THIS AGREEMENT entered into this _____ day of _____, 20___, by and between THE BOARD OF EDUCATION OF NORTH CLAY CUSD #25 (“the Board”), and _____ (“the Teacher”).

WHEREAS, the Board has entered into a Collective Bargaining Agreement with the NORTH CLAY EDUCATION ASSOCIATION, which provides for an incentive retirement bonus program; and

WHEREAS, the Teacher wishes to participate in and receive the benefits of said incentive retirement bonus program; and

WHEREAS, as the result of the Teacher’s election to participate in the incentive retirement bonus program and in accordance with the terms of said Collective Bargaining Agreement, any requirement that the Board make ERO contributions for the Teacher is eliminated; and

WHEREAS, the Collective Bargaining Agreement provides that if the Board makes an ERO contribution for the Teacher, the incentive program becomes null and void and the Board has the authority to recover any and all funds paid to the Teacher or on behalf of the Teacher to any third party as a retirement incentive bonus; and

WHEREAS, the Teacher has, contemporaneously with the execution of this agreement, submitted an irrevocable letter of resignation notifying the District of his/her intent to retire effective the end of the _____ - _____ school year.

IT IS THEREFORE AGREED BY AND BETWEEN THE PARTIES AS FOLLOWS:

1. The Teacher elects to participate in the incentive retirement bonus program pursuant to the Collective Bargaining Agreement between the District and North Clay Education Association.

2. The Board shall not make any ERO contributions for the Teacher. If the Board pays any ERO contributions for the Teacher, this incentive program shall be null and void with regard to the Teacher and the Board shall have the authority to recover any and all funds paid to the Teacher or on behalf of the Teacher to any third party as a retirement incentive bonus.

3. By signing this agreement, the Teacher specifically authorizes the Board or its designee to recover any money the Board may be required to make as an ERO payment on behalf of the Teacher.

BOARD OF EDUCATION OF
NORTH CLAY CUSD #25

BY: _____

Its _____

TEACHER

Appendix A-2

Memorandum of Understanding

Special Education Class Size Caseload

For the remainder of the 2009-10 school year, North Clay Community Unit School District 25 shall continue to determine caseload of special educators as it did for the 2008-09 school year.

Beginning with the 2009-10 school year, ISBE Administrative Rule 226.730 Class Size Rules (total number of students an educator serves during any special education class period) will be followed. Work load (total number of students served during the course of a day, week, or month) will be determined for each teacher by a review of all services required under the students' IEPs, as well as all needed ancillary and support services provided at the requisite level of intensity while promoting goal attainment and the integrity of instructional delivery. This review will include, but not be limited to: the individualized instruction being provided; the required consultative services and other collaboration among staff members; attendance required at IEP meetings and other staff conferences; and the paperwork and reporting obligations.

A process shall be established whereby a special educator with concerns about his or her work load may request a meeting with the Special Education Coordinator to review the special educator's work load. Any changes will be made in the opinion and at the discretion of the Special Education Coordinator.

Student assignments to teacher class lists (for the purpose of IEP case management) will be completed to ensure that student numbers are as equitable and balanced as possible.

President - NCEA

Date

President – North Clay Board of Education

Date

Appendix A-3

**Memorandum of Agreement between
The Board of Education of North Clay Community Unit #25
And
The North Clay Education Association**

The parties hereby agree that the following will serve as an addendum to clarify Article IV (Working Conditions), Section 1 (Work Day), Subsection C (compensation for forfeiture of preparation period) of the Agreement between the Parties.

For the purposes of compensation for forfeiture of a preparation period, members of the bargaining unit shall be compensated per Article IV, 1.C in the following situations:

- Administering standardized testing
- Staffing meetings
- Internal substitutions
- Meeting with parents at the request of administration
- Assemblies

Members of the bargaining unit shall not be compensated for forfeiture of a preparation period or a lunch hour in the following situations:

- Kiddie Parade
- Early release
- Field trips
- Extracurricular activity in which you are paid through appendix A-4
- Other duties for which you receive compensation

This Memorandum shall be considered part of the Agreement between the Parties.

for the Board

date

for the Association

date

Appendix A-4

MEMORANDUM OF UNDERSTANDING

UNPAID LEAVE REQUESTS

1. The Board remains with the philosophy of following the negotiated contract language that is currently in effect. Other than that, the Board has discussed extensively how a decision shall be made regarding a requested unpaid leave of absence.
2. In addition to considering items 6.4.C.1-4 in the negotiated agreement, item 5 states “other reasons acceptable to the Board” and will be considered based upon the following guidelines:
 - a. Unpaid leave of absence requests shall be decided upon after determining whether the request is for the purpose of an emergency or other reason that is outside the control of the employee.
 - b. In defining “outside the control of the employee”, it will be up to each individual board member to determine whether he or she feels the request is one that is necessary and of this nature. Then the Board shall vote on the request and determine a decision regarding the request.
 - c. There is no “absolute” method to narrow a list of requests that would be “outside the control of the employee” or “an emergency”. Therefore, it is the interpretation of each individual board member as to what is or isn’t a valid request.
 - d. The Board welcomes an employee to either attend the meeting to explain the reason for the request or to thoroughly explain in advance (according to contract language) through a written, submitted statement the reason for the request. By attending, you will be able to hear the proceedings and any action taken regarding your request.
 - e. The Board does not consider vacation time as a reason for unpaid leave of absence.
 - f. The timing and the importance of the dates requested will also be taken into consideration in making a decision. For example, if the request is during the time of direct instruction or required testing periods and the Board deliberates in determining whether the request is valid or invalid, that information may weigh on the decision. Obviously if it is of an emergency nature, provisions will be considered.
 - g. Proper notice shall be given (according to the guidelines listed in the negotiated agreement) and must be completed for the request to be considered.
 - h. The request must be truthful and valid to be considered.
 - i. Leaves of absence shall be considered for *tenured* employees as the negotiated agreement states.
 - j. **“Dock days” are not an employee right.** Dock days must either be approved unpaid leave or a matter for discipline.
 - k. If the board does not approve unpaid leave and it is taken anyway or prior to possible approval, it is a cause for discipline including possible dismissal.

NORTH CLAY COMMUNITY UNIT NO. 25
 Teachers Salary Schedule
 2015-16

APPENDIX A-5

	<u>BS</u>		<u>BS+12</u>		<u>BS+24</u>		<u>MS</u>		<u>MS+16</u>
0	\$ 37,233.03	\$	\$ 37,803.73	\$	\$ 38,376.73	\$	\$ 39,045.01	\$	\$ 39,623.78
	\$ 3,499.90	\$	\$ 3,553.55	\$	\$ 3,607.41	\$	\$ 3,670.23	\$	\$ 3,724.64
	\$ 33,733.13	\$	\$ 34,250.18	\$	\$ 34,769.32	\$	\$ 35,374.78	\$	\$ 35,899.14
1	\$ 37,629.04	\$	\$ 38,205.82	\$	\$ 38,784.91	\$	\$ 39,460.30	\$	\$ 40,045.22
	\$ 3,537.13	\$	\$ 3,591.35	\$	\$ 3,645.78	\$	\$ 3,709.27	\$	\$ 3,764.25
	\$ 34,091.91	\$	\$ 34,614.47	\$	\$ 35,139.13	\$	\$ 35,751.03	\$	\$ 36,280.97
2	\$ 37,841.93	\$	\$ 38,421.97	\$	\$ 39,004.34	\$	\$ 39,683.55	\$	\$ 40,271.78
	\$ 3,557.14	\$	\$ 3,611.67	\$	\$ 3,666.41	\$	\$ 3,730.25	\$	\$ 3,785.55
	\$ 34,284.79	\$	\$ 34,810.30	\$	\$ 35,337.93	\$	\$ 35,953.30	\$	\$ 36,486.23
3	\$ 38,214.76	\$	\$ 38,800.51	\$	\$ 39,388.62	\$	\$ 40,074.51	\$	\$ 40,668.54
	\$ 3,592.19	\$	\$ 3,647.25	\$	\$ 3,702.53	\$	\$ 3,767.00	\$	\$ 3,822.84
	\$ 34,622.57	\$	\$ 35,153.26	\$	\$ 35,686.09	\$	\$ 36,307.51	\$	\$ 36,845.70
4	\$ 38,591.25	\$	\$ 39,182.78	\$	\$ 39,776.69	\$	\$ 40,469.34	\$	\$ 41,069.22
	\$ 3,627.58	\$	\$ 3,683.18	\$	\$ 3,739.01	\$	\$ 3,804.12	\$	\$ 3,860.51
	\$ 34,963.67	\$	\$ 35,499.60	\$	\$ 36,037.68	\$	\$ 36,665.22	\$	\$ 37,208.71
5	\$ 38,971.47	\$	\$ 39,568.81	\$	\$ 40,168.57	\$	\$ 40,868.05	\$	\$ 41,473.84
	\$ 3,663.32	\$	\$ 3,719.47	\$	\$ 3,775.85	\$	\$ 3,841.60	\$	\$ 3,898.54
	\$ 35,308.15	\$	\$ 35,849.34	\$	\$ 36,392.72	\$	\$ 37,026.45	\$	\$ 37,575.30
6	\$ 39,499.04	\$	\$ 40,097.66	\$	\$ 40,698.68	\$	\$ 41,400.69	\$	\$ 42,007.76
	\$ 3,712.91	\$	\$ 3,769.18	\$	\$ 3,825.68	\$	\$ 3,891.66	\$	\$ 3,948.73
	\$ 35,786.13	\$	\$ 36,328.48	\$	\$ 36,873.00	\$	\$ 37,509.03	\$	\$ 38,059.03
7	\$ 40,026.63	\$	\$ 40,626.50	\$	\$ 41,228.79	\$	\$ 41,933.34	\$	\$ 42,541.67
	\$ 3,762.50	\$	\$ 3,818.89	\$	\$ 3,875.51	\$	\$ 3,941.73	\$	\$ 3,998.92
	\$ 36,264.13	\$	\$ 36,807.61	\$	\$ 37,353.28	\$	\$ 37,991.61	\$	\$ 38,542.75
8	\$ 40,554.20	\$	\$ 41,155.35	\$	\$ 41,758.92	\$	\$ 42,466.00	\$	\$ 43,075.60
	\$ 3,812.09	\$	\$ 3,868.60	\$	\$ 3,925.34	\$	\$ 3,991.80	\$	\$ 4,049.11
	\$ 36,742.11	\$	\$ 37,286.75	\$	\$ 37,833.58	\$	\$ 38,474.20	\$	\$ 39,026.49
9	\$ 41,081.77	\$	\$ 41,684.19	\$	\$ 42,390.67	\$	\$ 43,205.36	\$	\$ 43,819.16
	\$ 3,861.69	\$	\$ 3,918.31	\$	\$ 3,984.72	\$	\$ 4,061.30	\$	\$ 4,119.00
	\$ 37,220.08	\$	\$ 37,765.88	\$	\$ 38,405.95	\$	\$ 39,144.06	\$	\$ 39,700.16
10	\$ 41,609.36	\$	\$ 42,213.03	\$	\$ 42,922.06	\$	\$ 43,740.57	\$	\$ 44,355.66
	\$ 3,911.28	\$	\$ 3,968.02	\$	\$ 4,034.67	\$	\$ 4,111.61	\$	\$ 4,169.43
	\$ 37,698.08	\$	\$ 38,245.01	\$	\$ 38,887.39	\$	\$ 39,628.96	\$	\$ 40,186.23
11	\$ 42,136.92	\$	\$ 42,741.87	\$	\$ 43,453.45	\$	\$ 43,910.38	\$	\$ 44,892.14
	\$ 3,960.87	\$	\$ 4,017.74	\$	\$ 4,084.62	\$	\$ 4,127.58	\$	\$ 4,219.86
	\$ 38,176.05	\$	\$ 38,724.13	\$	\$ 39,368.83	\$	\$ 39,782.80	\$	\$ 40,672.28
12	\$ 42,664.50	\$	\$ 43,270.72	\$	\$ 43,984.84	\$	\$ 44,810.99	\$	\$ 45,428.62
	\$ 4,010.46	\$	\$ 4,067.45	\$	\$ 4,134.57	\$	\$ 4,212.23	\$	\$ 4,270.29
	\$ 38,654.04	\$	\$ 39,203.27	\$	\$ 39,850.27	\$	\$ 40,598.76	\$	\$ 41,158.33

	<u>BS</u>	<u>BS+12</u>	<u>BS+24</u>	<u>MS</u>	<u>MS+16</u>
13	\$ 43,192.07	\$ 43,799.55	\$ 44,516.22	\$ 45,346.20	\$ 45,965.10
	\$ 4,060.05	\$ 4,117.16	\$ 4,184.52	\$ 4,262.54	\$ 4,320.72
	\$ 39,132.02	\$ 39,682.39	\$ 40,331.70	\$ 41,083.66	\$ 41,644.38
14	\$ 43,719.65	\$ 44,328.41	\$ 45,047.60	\$ 45,881.41	\$ 46,501.59
	\$ 4,109.65	\$ 4,166.87	\$ 4,234.47	\$ 4,312.85	\$ 4,371.15
	\$ 39,610.00	\$ 40,161.54	\$ 40,813.13	\$ 41,568.56	\$ 42,130.44
15	\$ 44,247.23	\$ 44,857.26	\$ 45,578.99	\$ 46,416.62	\$ 47,038.07
	\$ 4,159.24	\$ 4,216.58	\$ 4,284.43	\$ 4,363.16	\$ 4,421.58
	\$ 40,087.99	\$ 40,640.68	\$ 41,294.56	\$ 42,053.46	\$ 42,616.49
16	\$ 44,975.78	\$ 45,612.75	\$ 46,376.06	\$ 47,251.30	\$ 47,900.28
	\$ 4,227.72	\$ 4,287.60	\$ 4,359.35	\$ 4,441.62	\$ 4,502.63
	\$ 40,748.06	\$ 41,325.15	\$ 42,016.71	\$ 42,809.68	\$ 43,397.65
17	\$ 45,704.33	\$ 46,368.22	\$ 47,173.14	\$ 48,117.96	\$ 48,652.52
	\$ 4,296.21	\$ 4,358.61	\$ 4,434.28	\$ 4,523.09	\$ 4,573.34
	\$ 41,408.12	\$ 42,009.61	\$ 42,738.86	\$ 43,594.87	\$ 44,079.18
18	\$ 46,432.89	\$ 47,123.72	\$ 47,970.22	\$ 48,679.26	\$ 49,213.83
	\$ 4,364.69	\$ 4,429.63	\$ 4,509.20	\$ 4,575.85	\$ 4,626.10
	\$ 42,068.20	\$ 42,694.09	\$ 43,461.02	\$ 44,103.41	\$ 44,587.73
19	\$ 47,161.46	\$ 47,878.76	\$ 48,767.30	\$ 49,554.61	\$ 50,115.90
	\$ 4,433.18	\$ 4,500.60	\$ 4,584.13	\$ 4,658.13	\$ 4,710.89
	\$ 42,728.28	\$ 43,378.16	\$ 44,183.17	\$ 44,896.48	\$ 45,405.01
20	\$ 47,890.00	\$ 48,634.70	\$ 49,564.39	\$ 50,429.96	\$ 51,018.00
	\$ 4,501.66	\$ 4,571.66	\$ 4,659.05	\$ 4,740.42	\$ 4,795.69
	\$ 43,388.34	\$ 44,063.04	\$ 44,905.34	\$ 45,689.54	\$ 46,222.31
21	\$ 48,618.56	\$ 49,390.19	\$ 50,240.69	\$ 51,178.59	\$ 51,920.08
	\$ 4,570.14	\$ 4,642.68	\$ 4,722.62	\$ 4,810.79	\$ 4,880.49
	\$ 44,048.42	\$ 44,747.51	\$ 45,518.07	\$ 46,367.80	\$ 47,039.59
22	\$ 49,347.12	\$ 50,145.67	\$ 51,035.85	\$ 52,009.27	\$ 52,822.16
	\$ 4,638.63	\$ 4,713.69	\$ 4,797.37	\$ 4,888.87	\$ 4,965.28
	\$ 44,708.49	\$ 45,431.98	\$ 46,238.48	\$ 47,120.40	\$ 47,856.88
23	\$ 50,075.67	\$ 50,901.16	\$ 51,831.03	\$ 52,839.96	\$ 53,677.65
	\$ 4,707.11	\$ 4,784.71	\$ 4,872.12	\$ 4,966.96	\$ 5,045.70
	\$ 45,368.56	\$ 46,116.45	\$ 46,958.91	\$ 47,873.00	\$ 48,631.95
24	\$ 50,804.23	\$ 51,656.66	\$ 52,626.20	\$ 53,670.62	\$ 54,535.73
	\$ 4,775.60	\$ 4,855.73	\$ 4,946.86	\$ 5,045.04	\$ 5,126.36
	\$ 46,028.63	\$ 46,800.93	\$ 47,679.34	\$ 48,625.58	\$ 49,409.37
25	\$ 51,532.78	\$ 52,138.10	\$ 53,421.37	\$ 54,501.30	\$ 55,393.81
	\$ 4,844.08	\$ 4,900.98	\$ 5,021.61	\$ 5,123.12	\$ 5,207.02
	\$ 46,688.70	\$ 47,237.12	\$ 48,399.76	\$ 49,378.18	\$ 50,186.79
26	\$ 52,261.35	\$ 53,167.65	\$ 54,216.54	\$ 55,331.97	\$ 56,251.89
	\$ 4,912.57	\$ 4,997.76	\$ 5,096.35	\$ 5,201.21	\$ 5,287.68
	\$ 47,348.78	\$ 48,169.89	\$ 49,120.19	\$ 50,130.76	\$ 50,964.21

	<u>BS</u>	<u>BS+12</u>	<u>BS+24</u>	<u>MS</u>	<u>MS+16</u>
27	\$ 52,989.89	\$ 53,923.13	\$ 55,011.69	\$ 56,162.65	\$ 57,109.97
	\$ 4,981.05	\$ 5,068.77	\$ 5,171.10	\$ 5,279.29	\$ 5,368.34
	\$ 48,008.84	\$ 48,854.36	\$ 49,840.59	\$ 50,883.36	\$ 51,741.63
28	\$ 53,718.46	\$ 54,678.62	\$ 55,806.86	\$ 56,993.35	\$ 57,968.04
	\$ 5,049.54	\$ 5,139.79	\$ 5,245.84	\$ 5,357.37	\$ 5,449.00
	\$ 48,668.92	\$ 49,538.83	\$ 50,561.02	\$ 51,635.98	\$ 52,519.04
29	\$ 55,175.55	\$ 55,434.11	\$ 56,602.03	\$ 57,824.01	\$ 58,826.13
	\$ 5,186.50	\$ 5,210.81	\$ 5,320.59	\$ 5,435.46	\$ 5,529.66
	\$ 49,989.05	\$ 50,223.30	\$ 51,281.44	\$ 52,388.55	\$ 53,296.47
30	\$	\$ 56,189.61	\$ 57,397.20	\$ 58,654.70	\$ 59,684.20
	\$	\$ 5,281.82	\$ 5,395.34	\$ 5,513.54	\$ 5,610.31
	\$	\$ 50,907.79	\$ 52,001.86	\$ 53,141.16	\$ 54,073.89
31	\$	\$ 56,945.09	\$ 58,192.38	\$ 59,485.36	\$ 60,542.29
	\$	\$ 5,352.84	\$ 5,470.08	\$ 5,591.62	\$ 5,690.98
	\$	\$ 51,592.25	\$ 52,722.30	\$ 53,893.74	\$ 54,851.31
32	\$	\$ 57,700.59	\$ 58,987.53	\$ 60,316.04	\$ 61,400.35
	\$	\$ 5,423.86	\$ 5,544.83	\$ 5,669.71	\$ 5,771.63
	\$	\$ 52,276.73	\$ 53,442.70	\$ 54,646.33	\$ 55,628.72
33		\$	\$ 59,782.69	\$ 61,146.72	\$ 62,258.45
		\$	\$ 5,619.57	\$ 5,747.79	\$ 5,852.29
		\$	\$ 54,163.12	\$ 55,398.93	\$ 56,406.16
34		\$	\$ 60,577.86	\$ 61,977.40	\$ 63,116.52
		\$	\$ 5,694.32	\$ 5,825.88	\$ 5,932.95
		\$	\$ 54,883.54	\$ 56,151.52	\$ 57,183.57

NORTH CLAY COMMUNITY UNIT NO. 25
 Teachers Salary Schedule
 2016-17

APPENDIX A-6

	<u>BS</u>		<u>BS+12</u>		<u>BS+24</u>		<u>MS</u>		<u>MS+16</u>
0	\$ 37,605.36	\$	\$ 38,181.77	\$	\$ 38,760.49	\$	\$ 39,435.46	\$	\$ 40,020.02
	\$ 3,534.90	\$	\$ 3,589.09	\$	\$ 3,643.49	\$	\$ 3,706.93	\$	\$ 3,761.88
	\$ 34,070.46	\$	\$ 34,592.68	\$	\$ 35,117.00	\$	\$ 35,728.53	\$	\$ 36,258.14
1	\$ 38,193.48	\$	\$ 38,778.91	\$	\$ 39,366.68	\$	\$ 40,052.20	\$	\$ 40,645.90
	\$ 3,590.19	\$	\$ 3,645.22	\$	\$ 3,700.47	\$	\$ 3,764.91	\$	\$ 3,820.71
	\$ 34,603.29	\$	\$ 35,133.69	\$	\$ 35,666.21	\$	\$ 36,287.29	\$	\$ 36,825.19
2	\$ 38,409.56	\$	\$ 38,998.30	\$	\$ 39,589.40	\$	\$ 40,278.80	\$	\$ 40,875.86
	\$ 3,610.50	\$	\$ 3,665.84	\$	\$ 3,721.40	\$	\$ 3,786.21	\$	\$ 3,842.33
	\$ 34,799.06	\$	\$ 35,332.46	\$	\$ 35,868.00	\$	\$ 36,492.59	\$	\$ 37,033.53
3	\$ 38,787.98	\$	\$ 39,382.51	\$	\$ 39,979.45	\$	\$ 40,675.63	\$	\$ 41,278.57
	\$ 3,646.07	\$	\$ 3,701.96	\$	\$ 3,758.07	\$	\$ 3,823.51	\$	\$ 3,880.19
	\$ 35,141.91	\$	\$ 35,680.55	\$	\$ 36,221.38	\$	\$ 36,852.12	\$	\$ 37,398.38
4	\$ 39,170.12	\$	\$ 39,770.52	\$	\$ 40,373.34	\$	\$ 41,076.38	\$	\$ 41,685.26
	\$ 3,681.99	\$	\$ 3,738.43	\$	\$ 3,795.09	\$	\$ 3,861.18	\$	\$ 3,918.41
	\$ 35,488.13	\$	\$ 36,032.09	\$	\$ 36,578.25	\$	\$ 37,215.20	\$	\$ 37,766.85
5	\$ 39,556.05	\$	\$ 40,162.34	\$	\$ 40,771.10	\$	\$ 41,481.07	\$	\$ 42,095.95
	\$ 3,718.27	\$	\$ 3,775.26	\$	\$ 3,832.48	\$	\$ 3,899.22	\$	\$ 3,957.02
	\$ 35,837.78	\$	\$ 36,387.08	\$	\$ 36,938.62	\$	\$ 37,581.85	\$	\$ 38,138.93
6	\$ 40,091.53	\$	\$ 40,699.12	\$	\$ 41,039.16	\$	\$ 42,021.70	\$	\$ 42,637.88
	\$ 3,768.60	\$	\$ 3,825.72	\$	\$ 3,857.68	\$	\$ 3,950.04	\$	\$ 4,007.96
	\$ 36,322.93	\$	\$ 36,873.40	\$	\$ 37,181.48	\$	\$ 38,071.66	\$	\$ 38,629.92
7	\$ 40,627.03	\$	\$ 41,235.90	\$	\$ 41,847.22	\$	\$ 42,562.34	\$	\$ 43,179.80
	\$ 3,818.94	\$	\$ 3,876.17	\$	\$ 3,933.64	\$	\$ 4,000.86	\$	\$ 4,058.90
	\$ 36,808.09	\$	\$ 37,359.73	\$	\$ 37,913.58	\$	\$ 38,561.48	\$	\$ 39,120.90
8	\$ 41,162.52	\$	\$ 41,772.68	\$	\$ 42,385.30	\$	\$ 43,102.99	\$	\$ 43,721.73
	\$ 3,869.28	\$	\$ 3,926.63	\$	\$ 3,984.22	\$	\$ 4,051.68	\$	\$ 4,109.84
	\$ 37,293.24	\$	\$ 37,846.05	\$	\$ 38,401.08	\$	\$ 39,051.31	\$	\$ 39,611.89
9	\$ 41,698.00	\$	\$ 42,309.46	\$	\$ 43,026.53	\$	\$ 43,853.44	\$	\$ 44,476.45
	\$ 3,919.61	\$	\$ 3,977.09	\$	\$ 4,044.49	\$	\$ 4,122.22	\$	\$ 4,180.79
	\$ 37,778.39	\$	\$ 38,332.37	\$	\$ 38,982.04	\$	\$ 39,731.22	\$	\$ 40,295.66
10	\$ 42,233.50	\$	\$ 42,846.22	\$	\$ 43,565.89	\$	\$ 44,396.68	\$	\$ 45,021.00
	\$ 3,969.95	\$	\$ 4,027.54	\$	\$ 4,095.19	\$	\$ 4,173.29	\$	\$ 4,231.97
	\$ 38,263.55	\$	\$ 38,818.68	\$	\$ 39,470.70	\$	\$ 40,223.39	\$	\$ 40,789.03
11	\$ 42,768.98	\$	\$ 43,383.00	\$	\$ 44,105.25	\$	\$ 44,569.04	\$	\$ 45,565.52
	\$ 4,020.28	\$	\$ 4,078.00	\$	\$ 4,145.89	\$	\$ 4,189.49	\$	\$ 4,283.16
	\$ 38,748.70	\$	\$ 39,305.00	\$	\$ 39,959.36	\$	\$ 40,379.55	\$	\$ 41,282.36
12	\$ 43,304.47	\$	\$ 43,919.78	\$	\$ 44,644.61	\$	\$ 45,483.16	\$	\$ 46,110.05
	\$ 4,070.62	\$	\$ 4,128.46	\$	\$ 4,196.59	\$	\$ 4,275.42	\$	\$ 4,334.34
	\$ 39,233.85	\$	\$ 39,791.32	\$	\$ 40,448.02	\$	\$ 41,207.74	\$	\$ 41,775.71

	<u>BS</u>	<u>BS+12</u>	<u>BS+24</u>	<u>MS</u>	<u>MS+16</u>
13	\$ 43,839.95	\$ 44,456.55	\$ 45,183.96	\$ 46,026.39	\$ 46,654.57
	\$ 4,120.96	\$ 4,178.92	\$ 4,247.29	\$ 4,326.48	\$ 4,385.53
	\$ 39,718.99	\$ 40,277.63	\$ 40,936.67	\$ 41,699.91	\$ 42,269.04
14	\$ 44,375.45	\$ 44,993.34	\$ 45,723.31	\$ 46,569.63	\$ 47,199.11
	\$ 4,171.29	\$ 4,229.37	\$ 4,297.99	\$ 4,377.55	\$ 4,436.72
	\$ 40,204.16	\$ 40,763.97	\$ 41,425.32	\$ 42,192.08	\$ 42,762.39
15	\$ 44,910.94	\$ 45,530.11	\$ 46,262.68	\$ 47,112.87	\$ 47,743.65
	\$ 4,221.63	\$ 4,279.83	\$ 4,348.69	\$ 4,428.61	\$ 4,487.90
	\$ 40,689.31	\$ 41,250.28	\$ 41,913.99	\$ 42,684.26	\$ 43,255.75
16	\$ 45,650.41	\$ 46,296.94	\$ 47,071.70	\$ 47,960.06	\$ 48,618.78
	\$ 4,291.14	\$ 4,351.91	\$ 4,424.74	\$ 4,508.25	\$ 4,570.17
	\$ 41,359.27	\$ 41,945.03	\$ 42,646.96	\$ 43,451.81	\$ 44,048.61
17	\$ 46,389.90	\$ 47,063.75	\$ 47,880.74	\$ 48,839.73	\$ 49,382.31
	\$ 4,360.65	\$ 4,423.99	\$ 4,500.79	\$ 4,590.93	\$ 4,641.94
	\$ 42,029.25	\$ 42,639.76	\$ 43,379.95	\$ 44,248.80	\$ 44,740.37
18	\$ 47,129.38	\$ 47,830.58	\$ 48,689.77	\$ 49,409.45	\$ 49,952.04
	\$ 4,430.16	\$ 4,496.07	\$ 4,576.84	\$ 4,644.49	\$ 4,695.49
	\$ 42,699.22	\$ 43,334.51	\$ 44,112.93	\$ 44,764.96	\$ 45,256.55
19	\$ 47,868.88	\$ 48,596.94	\$ 49,498.81	\$ 50,297.93	\$ 50,867.64
	\$ 4,499.67	\$ 4,568.11	\$ 4,652.89	\$ 4,728.01	\$ 4,781.56
	\$ 43,369.21	\$ 44,028.83	\$ 44,845.92	\$ 45,569.92	\$ 46,086.08
20	\$ 48,608.35	\$ 49,364.22	\$ 50,307.85	\$ 51,186.41	\$ 51,783.27
	\$ 4,569.18	\$ 4,640.24	\$ 4,728.94	\$ 4,811.52	\$ 4,867.63
	\$ 44,039.17	\$ 44,723.98	\$ 45,578.91	\$ 46,374.89	\$ 46,915.64
21	\$ 49,347.84	\$ 50,131.05	\$ 50,994.30	\$ 51,946.27	\$ 52,698.88
	\$ 4,638.70	\$ 4,712.32	\$ 4,793.46	\$ 4,882.95	\$ 4,953.69
	\$ 44,709.14	\$ 45,418.73	\$ 46,200.84	\$ 47,063.32	\$ 47,745.19
22	\$ 50,087.32	\$ 50,897.85	\$ 51,801.39	\$ 52,789.41	\$ 53,614.50
	\$ 4,708.21	\$ 4,784.40	\$ 4,869.33	\$ 4,962.20	\$ 5,039.76
	\$ 45,379.11	\$ 46,113.45	\$ 46,932.06	\$ 47,827.21	\$ 48,574.74
23	\$ 50,826.81	\$ 51,664.68	\$ 52,608.49	\$ 53,632.56	\$ 54,482.81
	\$ 4,777.72	\$ 4,856.48	\$ 4,945.20	\$ 5,041.46	\$ 5,121.38
	\$ 46,049.09	\$ 46,808.20	\$ 47,663.29	\$ 48,591.10	\$ 49,361.43
24	\$ 51,566.29	\$ 52,431.51	\$ 53,415.59	\$ 54,475.68	\$ 55,353.76
	\$ 4,847.23	\$ 4,928.56	\$ 5,021.07	\$ 5,120.71	\$ 5,203.25
	\$ 46,719.06	\$ 47,502.95	\$ 48,394.52	\$ 49,354.97	\$ 50,150.51
25	\$ 52,305.77	\$ 52,920.18	\$ 54,222.69	\$ 55,318.82	\$ 56,224.71
	\$ 4,916.74	\$ 4,974.50	\$ 5,096.93	\$ 5,199.97	\$ 5,285.12
	\$ 47,389.03	\$ 47,945.68	\$ 49,125.76	\$ 50,118.85	\$ 50,939.59
26	\$ 53,045.27	\$ 53,965.16	\$ 55,029.79	\$ 56,161.95	\$ 57,095.67
	\$ 4,986.26	\$ 5,072.73	\$ 5,172.80	\$ 5,279.22	\$ 5,366.99
	\$ 48,059.01	\$ 48,892.43	\$ 49,856.99	\$ 50,882.73	\$ 51,728.68

	<u>BS</u>	<u>BS+12</u>	<u>BS+24</u>	<u>MS</u>	<u>MS+16</u>
27	\$ 53,784.74	\$ 54,731.98	\$ 55,836.87	\$ 57,005.09	\$ 57,966.62
	\$ 5,055.77	\$ 5,144.81	\$ 5,248.67	\$ 5,358.48	\$ 5,448.86
	\$ 48,728.97	\$ 49,587.17	\$ 50,588.20	\$ 51,646.61	\$ 52,517.76
28	\$ 54,524.24	\$ 55,498.80	\$ 56,643.96	\$ 57,848.25	\$ 58,837.56
	\$ 5,125.28	\$ 5,216.89	\$ 5,324.53	\$ 5,437.74	\$ 5,530.73
	\$ 49,398.96	\$ 50,281.91	\$ 51,319.43	\$ 52,410.51	\$ 53,306.83
29	\$ 56,003.19	\$ 56,265.63	\$ 57,451.06	\$ 58,691.37	\$ 59,708.52
	\$ 5,264.30	\$ 5,288.97	\$ 5,400.40	\$ 5,516.99	\$ 5,612.60
	\$ 50,738.89	\$ 50,976.66	\$ 52,050.66	\$ 53,174.38	\$ 54,095.92
30	\$	\$ 57,032.45	\$ 58,258.16	\$ 59,534.52	\$ 60,579.47
	\$	\$ 5,361.05	\$ 5,476.27	\$ 5,596.24	\$ 5,694.47
	\$	\$ 51,671.40	\$ 52,781.89	\$ 53,938.28	\$ 54,885.00
31	\$	\$ 57,799.27	\$ 59,065.26	\$ 60,377.64	\$ 61,450.43
	\$	\$ 5,433.13	\$ 5,552.13	\$ 5,675.50	\$ 5,776.34
	\$	\$ 52,366.14	\$ 53,513.13	\$ 54,702.14	\$ 55,674.09
32	\$	\$ 58,566.10	\$ 59,872.34	\$ 61,220.78	\$ 62,321.36
	\$	\$ 5,505.21	\$ 5,628.00	\$ 5,754.75	\$ 5,858.21
	\$	\$ 53,060.89	\$ 54,244.34	\$ 55,466.03	\$ 56,463.15
33		\$	\$ 60,679.43	\$ 62,063.92	\$ 63,192.32
		\$	\$ 5,703.87	\$ 5,834.01	\$ 5,940.08
		\$	\$ 54,975.56	\$ 56,229.91	\$ 57,252.24
34		\$	\$ 61,486.53	\$ 62,907.06	\$ 64,063.26
		\$	\$ 5,779.73	\$ 5,913.26	\$ 6,021.95
		\$	\$ 55,706.80	\$ 56,993.80	\$ 58,041.31

APPENDIX A-7

EXTRA DUTY PAY SCHEDULE	<u>2015-16</u>	<u>2016-17</u>
<u>High School Athletics</u>		
Head Boys Basketball	3893	3893
Asst. Boys Basketball & F/S Coach	2078	2078
<i>Head Fall Baseball</i>	<i>1815</i>	<i>1815</i>
<i>Asst. Fall Baseball (if more than 15 part.)</i>	<i>1045</i>	<i>1045</i>
Head Spring Baseball	2337	2337
Asst. Spring Baseball (if more than 15 part.)	1303	1303
Head Girls Basketball	3893	3893
Asst. Girls Basketball	1303	1303
Head Girls Volleyball	2854	2854
Asst. Girls Volleyball	1303	1303
<i>Head Softball</i>	<i>2337</i>	<i>2337</i>
<i>Asst. Softball (if more than 15 part.)</i>	<i>1303</i>	<i>1303</i>
<i>Scholar Bowl</i>	<i>1303</i>	<i>1303</i>
Cheerleading Coach	2078	2078
<i>Asst. Scholar Bowl (if more than 15 part.)</i>	<i>781</i>	<i>781</i>
<i>Cross Country</i>	<i>1303</i>	<i>1303</i>
<u>Other High School Extracurriculars</u>		
FFA Sponsor	1427	1427
FCCLA Sponsor	1174	1174
Senior Class Sponsors (2) - non-mandatory	393	393
Junior Class Sponsors (2) - non-mandatory	393	393
Sophomore Class Sponsors (2) - non-mandatory	135	135
Freshman Class Sponsors (2) - non-mandatory	135	135
National Honors Society Sponsor	205	205
Student Council Sponsor	135	135
<u>INACTIVE as of July 1, 2013</u>		
Athletic Director	2595	2595
Golf	1045	1045
Athletic Director w/ prep (inactive)	2078	2078
Dance Team	1045	1045
Multimedia Sponsor	781	781
Yearbook Sponsor	781	781
Class Play	781	781
Newspaper	264	264
Spanish Club	135	135
Ind. Arts Club	135	135
Business Club	135	135
Science Club	135	135
Drama Club	135	135

ITALICS INDICATES PRIVATELY FUNDED

	<u>2015-16</u>	<u>2016-17</u>
<u>Grade School Athletics</u>		
Head Boys Basketball	3371	3371
Asst. Boys Basketball (7th grade)	1815	1815
Head Baseball	1303	1303
Asst. Baseball (if 15 or more part.)	1045	1045
<i>Track (two coaches if more than 15 part.)</i>	1303	1303
Head Girls Basketball	3371	3371
Asst. Girls Basketball (if more than 15 part.)	1815	1815
<i>5th/6th Grade Basketball (Boys and Girls)</i>	1045	1045
Head Volleyball	1303	1303
Asst. Volleyball (if more than 15 part.)	1045	1045
Cheerleading Coach	1556	1556
<i>Scholar Bowl</i>	910	910
<i>Head Softball</i>	1303	1303

	<u>2015-16</u>	<u>2016-17</u>
<u>INACTIVE</u>		
Cross Country	1303	1303
Athletic Director w/ prep	2078	2078
Athletic Director	2595	2595
Band Concerts (2) - Band @ games GS/HS	910	910
Spring Concert - Vocal	205	205
Christmas Program - Grade School	205	205
County Fair Assignment - Prepared & Taken	135	135
Scrabble Club	135	135
USNC Club	135	135

ITALICS INDICATES PRIVATELY FUNDED

Other Work

Summer work in Ag/Ag Mech. - \$12.00 per hour (max. 250 hrs.)

Extra Duty Pay - \$15.75 per hr.

(workshops, Saturday School, Driver's Education after school driving, etc.)

Note: All positions will be filled at the discretion of the Board of Education. All amounts reflected by this schedule include applicable TRS and/or FICA contributions. As a general rule, assistant coaches will not be appointed for sports teams with fewer than fifteen (15) participants finishing the previous season or indicating an interest in participating in the current season.