

2017-2021 CONTRACT AGREEMENT BETWEEN
BOARD OF EDUCATION OF COMMUNITY UNIT SCHOOL DISTRICT NO.7,
MACOUPIN COUNTY, ILLINOIS, AND
MACOUPIN COUNTY FEDERATION OF TEACHERS LOCAL NO. 528,
AMERICAN FEDERATION OF TEACHERS

September 2017

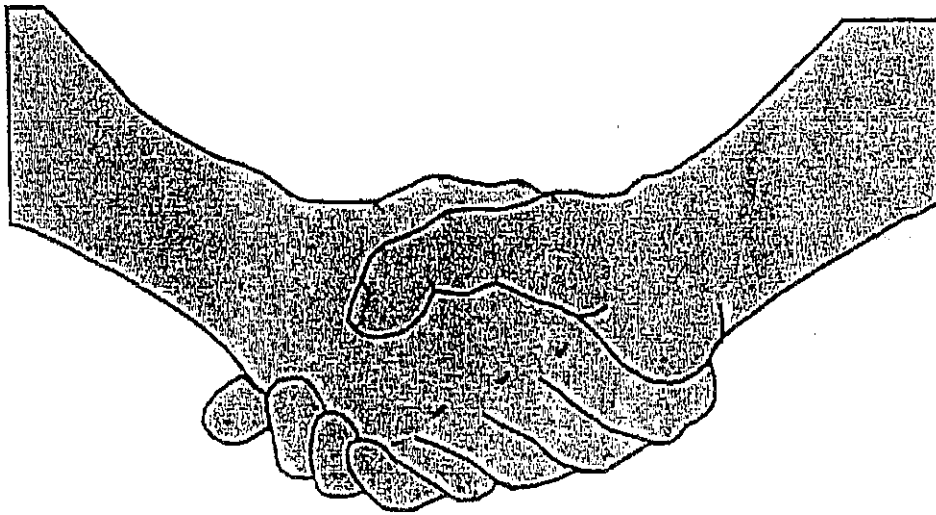


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**CONTRACT AGREEMENT BETWEEN
COMMUNITY UNIT SCHOOL DISTRICT NO. 7 BOARD OF EDUCATION AND
LOCAL NO. 528, AMERICAN FEDERATION OF TEACHERS**

This Agreement is made and entered into by and between the Board of Education of Community Unit School District No. 7 of Macoupin County, Gillespie, Illinois, hereinafter referred to as the "BOARD", and the Macoupin County Federation of Teachers, Local No. 528, an affiliate of the American Federation of Teachers, AFL-CIO, hereinafter referred to as the "UNION".

This Agreement is entered into as of the beginning of the 2017-2018 school year and will continue in force through the 2020-2021 school year. This contract will be renegotiated at the expiration of the four-year term, which is June 30, 2021. This contract will be open for negotiations on any date after January 1, 2021.

**ARTICLE I
PREAMBLE**

WHEREAS the Board and the Union believe in the importance of schools as an agency for the preservation and extension of our Democracy; and

WHEREAS the teachers represented have as their primary interest, the welfare of students, quality education, and professional status; and

WHEREAS it is the mutual responsibility of all members of Community Unit School District No. 7 to ensure that good order and discipline are maintained throughout the system and that the classroom teacher is fully supplied by the Administration and School Board in all reasonable measures taken by him/her to maintain and effectuate good order and discipline in his/her classroom; and

WHEREAS the success of the Community Unit School District No. 7 educational program is dependent upon the knowledge, skill, and creative ability of teachers; and

WHEREAS the Union recognizes that the basic responsibility of each teacher is to use his/her skill and experience in the most effective manner to improve the quality of education offered by Community Unit School District No. 7; and

WHEREAS to obtain this goal, it is imperative that there be understanding and cooperation between the teachers in the classroom and the Board which is responsible for the operation of the school system; and

WHEREAS the parties of this Contract Agreement believe that the best interests of public education will be served by established procedures for bargaining with the teachers' representative on matters mutually agreed upon and for providing orderly channels for appeals should any differences not be resolved; and

WHEREAS the Union has been recognized by the Board and elected by the teachers as the exclusive representative of teachers for the purpose of bargaining with the Board on matters of teacher concern; and

WHEREAS the laws of the State of Illinois authorize collective bargaining for public employees and authorize public employers to enter into written agreements with the representatives of their employees; and

WHEREAS the parties desire to incorporate their Agreements and certain other matters into a formal Contract, and believe that such action is in the best interests of community, children, school system and teachers.

THEREFORE, the parties agree as follows:

RECOGNITION

The School Board of Community Unit School District No. 7 recognizes the Macoupin County Federation of Teachers, Local No. 528, hereinafter known as the "Union", as the sole and exclusive bargaining representative for all certified personnel, excluding those hired as a substitute teacher, those working on a temporary substitute teacher contract, and administrators. Administration refers to the composition of the Board of Education, Superintendent, Principals, assistants or their representatives, collectively or singly. Administrators refer to the Superintendent and Principals, assistants or their representatives, collectively or singly, as the context may require.

The Board and the Union agree that the Union is the exclusive bargaining agent in regard to salaries and all other economic benefits, working conditions, and all other matters mutually agreed upon.

ARTICLE II MUTUAL PRACTICES

1. The Board will not discriminate against any teacher on the basis of race, creed, color, national origin, sex, disability, marital status, military status, membership, participation, or association with the activities of the Union, or non-membership, non-participation, or non-association with the activities of the Union.
2. The Union agrees in accordance with its constitution to admit persons to membership without discrimination on the basis of race, creed, color, national origin, sex, disability, marital status, and military status.
3. The Board may employ members of the same family.
4. The Board agrees that it, and its representatives, will not form any policy affecting basic working conditions, salary, or fringe benefits of teachers without prior negotiations with the Union unless considered administrative policy.
5. The Board shall make available to the Union, upon request by the Union, any and all

information, statistics, and records that are under administrative supervision which the Union may deem relevant to negotiations or necessary for the proper enforcement of the terms of this Contract Agreement.

6. The Superintendent shall meet with representatives of the Union, by proper appointment, when necessary to discuss matters relating to the implementation of this Contract Agreement.
7. The Principal of each school shall meet with the Union Building Committee, at the request of the Principal or the Union Building Committee, to discuss school operations and questions relating to the implementation of this Contract Agreement. The Union Building Committee shall consist of not more than three (3) Union teachers from that school. Proposed changes in existing practices and/or procedures adopted or maintained by any Principal shall be consistent with the terms of this Contract Agreement and the accepted policies and procedures of Community Unit School District No. 7.
8. The Union shall provide the Superintendent's office with sufficient copies of this Contract Agreement, so that he/she can issue to each building a copy of this Contract Agreement on file. The cost of preparing these Contract Agreements shall be shared equally.
9. The President of the Union will be allowed to visit schools at the end of the regular academic day. The Union President, or his/her designee, or the building representative shall be allowed to visit the schools to investigate working conditions, teachers, complaints, problems, or for any other purpose relating to better conditions in Community Unit School District No. 7. Upon request of said Union at any school, prior appointment will be made with the Principal, or in his/her absence, the acting administrator, in order to facilitate the Union representative's visit. If conferences with the teachers are necessary, they shall be scheduled so as not to interfere with the instructional program.
10. The Union shall be given a place on the agenda of all teachers' meetings for brief reports and announcements following the meeting.
11. All records of federal, state, or local funds received by, available to, or anticipated by Community, Gillespie, Illinois, are open for inspection by the Union and any other interested citizen during normal school hours or by prior appointment.
12. Availability of Financial Data:

The Union shall have access to current information concerning the financial position of the schools. This shall include when prepared:

- A. Use of a copy of the annual audit report;
- B. The monthly statement of financial position;
- C. The tentative budget;
- D. The final budget, after adoption;
- E. Other standard financial reports compiled and issued from time to time; and
- F. Notice of additional revenue.

13. Neither the Union nor its members shall solicit membership during an employee's class time.
14. In order that teachers shall be able to come in to work when school is not in session, teachers shall, upon request, be given a key for access to their work site. Teachers will be responsible for securing the building.
15. The Union and Board share a mutual desire to present a professional image of the District. Professionalism is expected of all employees. The Board expects employees to dress in a manner that is appropriate to the profession, and to refrain from use of cell phones for personal, non-school purposes during instructional times. Personal opinions pertaining to students, faculty members, administrators, school Board members, and other employees of the school district shall not be discussed with students or shared via public forums on social media outlets such as Facebook, LinkedIn, Twitter, Snapchat and Instagram.

ARTICLE III TEACHING CONDITIONS

1. Teachers will carry out their duties under safe and healthful conditions in the schools.
2. Assistance and guidance in classroom techniques shall be provided to every new teacher. All available resources, as well as the experience and diverse abilities of all teachers, including principals, shall be utilized to help in-service the new teachers.
3. Each school shall be provided with a clean, attractive, comfortable teachers' lounge when finances permit.
4. Teachers shall have a duty-free lunch period equal to the regular local school lunch period, but not less than 30 minutes, to use at their own discretion. No teacher shall be required to give up his/her duty-free lunch period.
5. To the extent administratively possible, teachers shall be given opportunity to work with classes of varying achievement levels. This shall be done on the rotation system with the approval of participating teachers.
6. All elementary classroom teachers shall have at least one 30-minute preparation period per day. This shall be duty free and shall be coordinated by teacher and administrator. K-5 attendance registers will be maintained in the school offices.
7. Middle school and high school teachers (teachers in grades 6 through 12) shall have one plan period per day. Each teacher's plan period shall be during one of the regular class periods (i.e., first hour, second hour, third hour, etc.) If requested, a teacher may voluntarily give up his/her plan period to take a class at the rate in Article XIV, Section I.
8. In order to provide the best possible educational opportunities, the Board of Community Unit School District No. 7 agrees to strive to maintain a faculty- student ratio of 1:18 and

a class size not to exceed 25. This is not to be construed to determine classroom load.

9. Any assignment of a teacher to teach outside of his/her certification must be approved by the Regional Office of Education. The District agrees to hold harmless any teacher assigned to teach outside his/her certification from any legal action that is brought against the teacher in the performance of his/her duties to the extent the legal action is based on the teacher's lack of certification for a position (rather than negligence or other wrongdoing).

The Board agrees that for teachers who are assigned by the District to a teaching area outside of the teacher's area(s) of licensure for more than 25% of the day of the year, the district will conduct a performance evaluation as required to be conducted under Section 24A-5 of the school code. However, any evaluations or observations shall only take place within the teacher's area(s) of licensure. Any such resulting performance evaluation rating will be deemed at least Proficient. The evaluator and teacher will collaboratively develop a plan whereby the district will provide effective feedback, resources, and support to the teacher who is teaching outside the area(s) of licensure specific to that teacher's needs.

10. No changes shall be made in teaching conditions without prior consultation with administrator and teacher.
11. No teacher shall be assigned duties that are principally custodial in nature, not to be construed as opening shades, doors, windows, and turning on and off the lights.
12. It shall be the job of the guidance department to form some program concerning the orientation of the new student who has come from outside the District. With the new student, there should be information as complete as possible that gives his/her background. The new student shall be brought to the classroom by someone from the guidance department or administration and introduced to the teacher.
13. No person other than supervisory personnel shall observe, listen to, or record classroom proceedings or other activities conducted with students or other persons by a teacher either in person or by photo or mechanical means without express permission of the teacher concerned.
14. The school calendar shall include a half-day afternoon workshop on the first day of the second semester, and in addition teachers should have three (3) hours to work in their rooms, on at least one (1) in-service day before the start of the school year.
15. The school day is from 8:00 a.m. until 3:00 p.m. (*teachers report at 7:45 a.m.*) or from 7:45 a.m. until 2:30 p.m. (*teachers report at 7:30 a.m.*) if assigned. All teachers will be responsible for establishing their daily schedules or programs within this time limit and in cooperation with the Principal. Teachers will be released at 3:30 p.m. (8:00 a.m. start time), or at 3:15 p.m. (7:45 a.m. start time) on normal working days and after official dismissal of school on days before holidays and weekends, except when assigned to oversee detentions, to complete bus duty, to assist students who need additional help, to

attend faculty meetings scheduled by the administration, or in case of unforeseen emergencies.

ARTICLE IV TEACHERS' RIGHTS AND STANDARDS

1. Teachers shall carry out the instructional program of the District within the framework of Board policies.
2. Teachers shall be permitted to leave their school during their lunch periods. The office of the school involved shall be informed of their absence.
3. The official personnel file is located in the Superintendent's office. Each teacher's file is available to him/her and may be examined by him/her at his/her request in the presence of the Superintendent or his/her designee.
4. The teacher shall be permitted to reproduce any material in his/her official personnel folder. The content of these official files may not be removed from the office, and the teacher shall arrange with the Superintendent for reproduction of desired material at the teacher's expense.
5. Beginning with the first payday in September 2018, payday shall be on the 1st and 15th of every month, for a total of 24 payrolls. In the event a payday falls over a holiday or weekend, the paychecks will be distributed on the last school day prior to the holiday or weekend.

Paychecks or direct deposit slips will be placed in the teachers' mailboxes on the scheduled payday. During the summer, checks will be available on the scheduled payday at the Superintendent's Office during regular business hours, or in the event that a payday falls on a holiday, on the last work day prior to the holiday. Before the end of the school year, the Superintendent will notify the teachers of his/her office's summer hours.

The Board will mail, at its expense, any teacher's check upon request of the teacher. A check-mailing request will be completed by all teachers prior to the start of the school year except in case of extended illness or leave of absence. The teacher has the following mailing options:

- a. Mail all checks for the current school year;
- b. Mail check for summer months only and in case of extended illness or leave of absence;
- c. Do not mail any checks except in case of illness or leave of absence.

Any checks mailed will be posted to only one address. Checks will be mailed one day prior to the scheduled payday.

6. Union Dues: A pro-rated share of each member's Union dues will be withheld from the second regular pay period each month during the academic year. It shall be the responsibility of the Union treasurer to monitor the check for this deduction on a monthly basis.

7. The Board shall immediately inform the Union if it is considering applying to the State Board of Education for any waivers from any regulations of the State Board of Education or from any provisions of the School Code related to wages, hours, or terms and conditions of employment; or if it is considering an application for a charter school. The Board also agrees that it will meet with the Union to discuss and allow teacher input on any such applications at least thirty (30) days before making such application.

ARTICLE V SENIORITY RIGHTS

1. After July 1 of each school year, no tenured teacher in Community Unit School District No. 7 schools shall be transferred from one level - elementary (K-5), middle school (6-8), high school (9-12) - to another level, except on a qualification basis as described below, and after consultation between the teacher and the administration.
2. Teachers may express in writing to their principal or superintendent their preference of grade level, subject, department assignment, extracurricular assignment, and school committee. The request will be considered in light of the applicable provisions of the Illinois School Code, governing the filling of vacant positions and the assignment of teachers. Such request shall be kept on file for one school year in the superintendent's office. Requests that are not acted upon may ask for an explanation.
3. Seniority shall be determined by system-wide seniority defined as an employee's length of continuous service under Contract. Any conflict is determined as follows: qualification, competency, and seniority shall be the deciding factors in placing applicants for certified teaching positions in Community Union School District No. 7. In case of equal qualifications and competency, competency decided by the administration, seniority shall be the deciding factor per the Illinois School Code and as described below.
4. The Board and Union agree that teacher assignments and transfer of teaching staff will comply with the applicable provisions of the Illinois School Code governing the filling of new and vacant positions and the assignment of teachers.

If for any reason it becomes necessary for the Board to eliminate and/or reduce programs or staff, certified staff will be honorably dismissed according to the District sequence of honorable dismissal list ("RIF list") developed annually for certified employees. The honorable dismissal list will include the following system:

First, categorizing employees in one or more position lists by certification and qualifications; and Second, placing employees on each position list in one of four "Groups" based on performance evaluations, if any. Teachers will be ranked within each Group in accordance with the School Code and applicable ISBE regulations.

Recall will be in reverse order of lay-off among those certified teachers eligible for recall under the Illinois School Code (Groups 3 and 4) to any available position for which the eligible teacher is qualified.

5. All vacancies in Community Unit School District No. 7, Macoupin County, Illinois requiring a teacher's certificate, shall be listed by vacancy positions and made available to teachers.
6. Notification will be posted in building offices and in teachers' lounges for five (5) days before the deadline for application. During summer vacation, notices will be included with the pay checks or direct deposit slips.

ARTICLE VI LEAVE POLICIES

1. Sick Leave:

- A. Sick Leave shall be used as described in the School Code, Section 24-6, and shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. "Immediate family" shall include parents, spouse, brothers, sisters, children, grandchildren, grandparents, parents-in-law, brothers-in-law, sisters-in-law, grandparents-in-law, aunts, uncles, and legal guardians. The Board may require a physician's certificate to verify illness of any employee after three consecutive days, or as it deems necessary, in accordance with School Code.

Sick leave will accumulate as follows: twelve days for the first year; fifteen days for the second year; sixteen for the third year; seventeen for the fourth year; eighteen days for those on tenure. Sick leave will accumulate to a 340-day maximum.

PROVIDED THAT: If, during the term of this Agreement, the statutory cap limiting the number of sick leave days which may be used for TRS purposes is raised by legislative action, the 340 day maximum sick leave accumulation in this provision of the Agreement will be raised by the same number of days.

If an employee concludes a school year with 340 accumulated sick leave days, then at the beginning of the following school year, such employee shall receive 20 sick leave days for use during that school year. At the end of such year, the employee shall be compensated \$10 per day for each of those 20 sick leave days the employee may have remaining (if any); *i.e.*, the employee shall be compensated \$10 per day for any sick leave days in excess of 340, up to a potential of \$200 in annual compensation.

- B. Teachers will be issued a yearly statement noting their accumulated sick leave and tentative salary on the date of the first paycheck reflecting the teacher's salary for the new fiscal year.

2. FMLA Leave:

Nothing in this Collective Bargaining Agreement shall diminish the rights protected

by the Family Medical Leave Act (“FMLA”). All eligible employees may use family medical leave or any contractual leave in accordance with District Board policy and applicable laws.

3. Sabbatical Leave:

A contract teacher may apply for a year sabbatical leave after six (6) years of continuous service and further action in accordance with the *School Code*. Applications will be considered and acted on by the Board.

4. Leaves of Absence:

- A. Application for approved absence without pay for reasons of personal business may be granted by the Administration.
- B. A certified teacher who serves in the Peace Corps and who is teaching or certified prior to entering the Peace Corps shall be entitled to experience credit for Peace Corps teaching.
- C. A teacher who is granted professional service leave shall be entitled to experience credit.
- D. A teacher returning from an approved leave of absence shall be returned to a position equivalent to that formerly occupied.
- E. In an endeavor to stimulate professional growth, a teacher, with prior consent of his/her Principal, Superintendent, and the Board, may visit other districts or area schools or attend professional meetings. This consent shall be obtained at least one month before the professional visitation.
- F. A teacher shall not advance an increment on the salary schedule while on any year's leave of absence, except for call up to active military duty.
- G. The Board may grant a full-year's leave of absence without pay. The following limitations will determine the granting of such leave of absence:
 - (1) Must be employed by Community Unit School District No. 7 for six (6) years.
 - (2) Application for leave must be submitted by February 1st.
 - (3) Notification of intent to return to school position must be received by February 1st of the school year. Failure to notify the Board by February 1st. will result in forfeiture of all rights to that position.
 - (4) A maximum of two (2) teachers per year can be granted a leave of absence. Requests for leave will be on a first-come, first-served basis.
 - (5) If a teacher does not return, this can be viewed as loss through attrition.
 - (6) This section does apply to other leaves in the contract.
- H. Teachers shall be allowed to attend a workshop, conference, or any qualified educational experience that is presented by a provider certified by ISBE once each

school calendar semester, not to exceed a total of three

(3) School Calendar Days in any one Fiscal School Year Calendar. Attendance at such workshops must comply with the teacher's approved Professional Development Plan, and requires prior approval of the building Principal. The District shall provide release time for the teacher to attend such workshop, and shall pay for tuition cost of in-state workshop tuition, (including workshops held in St. Louis, Missouri). Upon return, teachers will provide an informative written evaluation and report regarding such workshop for applicable staff. The document relating to such professional development activities shall be maintained in the LPDC file and personnel file.

5. Community Unit School District No. 7 will allow a teacher to serve on jury duty with full pay. Daily rates received for such duties shall be reimbursed to the District only for those working days when the teacher was absent. Compensation received for food or travel is excluded from reimbursement by the teacher to the District.
6. Personal Leave: A personal day is to be defined as a paid day of absence to be used at the individual's discretion. Employees shall be entitled to three (3) personal leave days per year that will be paid for by the School District, and the employee will have the opportunity for a fourth personal day if he/she reimburses the School District for the cost of the substitute teacher. The Principal must be notified, if possible, by noon the preceding day before this leave can be invoked. Unused personal days shall accumulate to a maximum of 18 days in a sick leave bank. Personal leave bank days are available for use after other accumulated sick leave days are exhausted.
7. Pregnancy Leave of Absences: The maternity leave policy will permit a pregnant teacher to continue to teach until such date as verified in a medical certificate from her doctor as to her health and ability to perform her duties as a teacher. An employee on pregnancy leave may request, in writing, a childcare leave without pay, after receiving a doctor's release to return to work, for the remainder of that school year. The medical certificates shall be provided upon request of the Board.

The pregnant teacher may use her unused accumulated sick leave during her pregnancy leave.

The teacher's seniority and placements rights shall not be affected by the maternity leave.

8. Union Officer Leave: Up to four (4) Union officers shall be granted up to two (2) release days each, per school year, to attend Union conferences, workshops, or other activities that pertain directly to Union business. The School District will be reimbursed by the Union for the cost of the substitute teacher(s) per the then- applicable substitute teacher rate.

ARTICLE VII

GRIEVANCEPROCEDURE

1.
 - A. A grievance shall mean only a complaint that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this Agreement or the written Board Policy Manual, or unequal or inequitable treatment of any member of the bargaining unit, of Community Unit School District No. 7, Macoupin County, Illinois.
 - B. Nothing within this procedure shall be construed to deny any teacher his/her rights or to deny the rights of the Board or of its administration.
 - C. A grievant shall mean either (1) an individual employee, (2) a group of employees having the same grievance, or (3) the Union.
 - D. The term "days" when used in this Contract shall mean regular working days unless otherwise specified.
2. Procedure for Adjustment of Grievance: Grievances shall be presented and adjusted in accordance with the following provisions:
 - A. Any grievant shall, within fourteen calendar days after occurrence of alleged grievance, discuss the matter with the Principal and may be accompanied by the school building Union representative with the objective of resolving the matter.
 - B. In the event that the matter is not solved as set out in 2A, two (2) copies of the grievance, stated in writing and signed by the aggrieved teacher, shall be submitted to the chairman of the Grievance Committee of the Union within seven (7) days of receiving the Principal's response to the meeting described in 2A above. The Principal's response may be either verbal or written, and may be delivered to the grievant during the meeting described in 2A above.

Within seven (7) calendar days after receiving the grievance, the Chairman shall, if the committee considers the complaint to be justified or practical, submit one (1) copy of the grievance to the grievance officer at the building in which the grievance originated - the Union shall submit one (1) copy of the grievance to the Superintendent, with the objective of resolving the matter formally.
 - C. If there is no response from the Principal at the meeting or within seven (7) days after the meeting as described in 2A, the informal response will be considered a denial of the grievance by the Principal, and the aggrieved teacher shall have seven (7) days to submit the formal grievance in writing as described in 2B.
 - D. The Superintendent shall have seven (7) calendar days to reach a formal resolution of the matter. If within seven (7) calendar days after the grievance has been filed with the Superintendent and no agreement is reached, the Union grievance

committee or representative thereof, shall then schedule a meeting with the grievance committee of the Board or representative thereof with the objective of formally resolving the matter. Such meeting shall occur within twenty-eight (28) calendar days of the Board's receipt of the request. The Board will render its decision to the Union within seven (7) calendar days following the next regular monthly meeting of the Board, or within seven (7) calendar days following any special meeting of the Board called to address the grievance, whichever is sooner.

E. Within twenty-eight (28) calendar days after receiving the decision of the Board, the Union may submit the grievance to arbitration under the voluntary arbitration rules of the Federal Mediation and Conciliation Services. The arbitrator shall follow the standard rules of the F.M.C.S. and his/her decision shall be binding on all parties. Expenses for arbitration shall be borne equally by the Board and Union.

3. The Union agrees that there shall be no strike, withholding of services, or refusal to render full and complete services to the Board during the term of this Agreement.

ARTICLE VIII DISCIPLINE

1. It is imperative to the teacher's authority that he/she has administrative backing in discipline so as to ensure that the entire school does not suffer deterioration in standards, morals, and climate favorable for teaching and learning. At the same time, it is important that teachers maintain effective classroom management strategies to allow students every opportunity to receive quality instruction within the classroom.
2. A teacher may temporarily dismiss students who are causing serious disruptions from his/her class and refer the student to the Principal's office. The teacher should promptly confer with the Principal, Counselor, or Dean of Students to provide the necessary information concerning the problem and shall provide a statement of the problem at the earliest opportunity. The teacher will readmit the student after adjustment has been made, following a conference between the teacher, the student and at least one of the following parties: an administrator, a counselor, the dean of students, or a parent/guardian of the student.
3. Examples of serious disruptions for which students may be referred to the Principal include profanity or obscenity, fighting, gambling, class skips, deliberate and open defiance of authority, inappropriate use of cell phone or other electronic devices, inciting others to violence or disobedience, possession of pornographic literature, petty theft, petty vandalism, use of cigarettes or narcotics, etc.

ARTICLE IX GRADING AND REPORT CARDS

Teachers shall administer the approved marking system or other approved means of evaluating pupil progress. The teacher shall maintain the responsibility and right to determine grades and other evaluations of students within the grading policies of the District based upon

his/her professional judgment of available criteria pertinent to any given subject area or activity for which he/she is responsible. District policy shall provide the procedure and reasons by and for which a grade may be changed; provided that no grade or evaluation shall be changed without notification to the teacher concerning the nature and reasons for such change; and if such a change is made, the person making the change shall assume such responsibility of determining the grade or evaluation and shall initial such change.

ARTICLE X IMPROVEMENT OF PROGRAM

1. Testing: Regularly scheduled testing shall be set at times which will be least disruptive to the instructional program. Testing will be done by trained personnel, and be scored and graded by the guidance department. The completed test will be available for teacher viewing.
2. Curriculum changes: If the Board or Superintendent recommends a change in curriculum, there shall be offered an in-service training workshop or meeting prior to, and subsequent to, the implementation of these new approaches to the teaching of any subject and every teacher involved shall attend.
3. Textbooks: Textbooks shall be reviewed every four (4) years. The Union and/or teachers may request an earlier review of a particular textbook. Qualified teachers in the field in which the book is to be bought, acting as a book selection committee, shall review and evaluate each textbook being considered. The result of their review and evaluation shall be used as one of the deciding factors in selection of new textbooks. The Board must officially adopt all textbooks.

ARTICLE XI IMPROVEMENT OF FACILITIES

All school buildings shall have adequate lunchroom, workroom, restroom and lavatory available designated exclusively for teacher, staff, and non-student use.

ARTICLE XII CARE OF SCHOOL PROPERTY

Teachers will be expected to provide normal care of instructional school equipment. However, they shall not be required to do major repair or replacement work on equipment or property.

ARTICLE XIII EXTRA-CURRICULAR ACTIVITIES

1. For ticket-taking, a voluntary teacher pool will be formed with assignment on a rotation basis at the rate of \$30 per event.

2. No teacher will be required to transport a student in other than a school vehicle,
3. The following duties will be considered beyond a teacher's normal responsibilities:
 - A. Duty at concession stands; and
 - B. Evening duty during homecoming week.

One (1) teacher from the class sponsoring a concession stand or activity will be paid at the rate of \$30 per person, per event. Teachers will be assigned to this duty on a rotating basis. If a conflict arises, a teacher has the right to ask another teacher who sponsors that class to substitute for him/her.

4.	<u>Club Sponsorship</u>	<u>Salary:</u>
	Effective with the 2013-2014 school year;	
	Drama Club	\$ 1,175.00
	Future Homemakers of America	\$ 825.00
	Miners' Light	\$ 825.00
	Student Council	\$ 1,000.00
	Photography	\$ 475.00
	Instrumental Music: 10 months	\$ 3,075.00
	Magazine Drive Sponsor	\$ 650.00
	Prom Chairmanship	\$ 650.00
	Future Farmers of America: 10 months	\$ 3,500.00
	Middle School Yearbook	\$ 1,000.00
	Elementary Yearbook	\$ 1,000.00
	Annual **	\$3,000.00 cap*
	Vocal Music **	\$3,000.00 cap*
	TV Sponsor **	\$3,000.00 cap*
	Athletic Director Supervisor Duties **	\$1,500.00 cap*

*Additional hours must be approved in advance by the Superintendent.

**The hourly rates shall be \$30. This increase will be effective beginning in the first year of the Agreement, which will then remain the rate over the course of this Agreement.

5. All extra-curricular activities that are not related to a subject area or academic assignment are voluntary. All extracurricular activities that are related to subject area or academic assignment are: FFA, FHA, Instrumental Music, vocal music, T.V. Sponsor and Annual Resignations for extracurricular activities should be submitted by March 1st of the preceding year. Coaches and sponsors of extracurricular activities shall be informed by July 1st whether or not they shall be rehired for those positions for the following school year.
6. Any new positions added by the Board during this Agreement shall be reopened for negotiations.

ARTICLE XIV
OTHER ACTIVITIES INVOLVING PAYMENT

1. If a substitute teacher is not obtained, a teacher, if he/she gives up his/her planning period to take the class, will be paid at the rate of \$30 for that period and any period for which he/she substitutes thereafter. This increase will be effective for the entire course of the Agreement.
2. Summer school pay for teachers will be \$30 per hour. This increase will be effective for the entire course of the Agreement. Driver's Education or other teachers will be paid the same rate for working before or after school.
3. Curriculum project persons will be paid as per federal allotment.
4. Tuition Reimbursement: The Board will pay up to the following rates of tuition and fees (including book fees) during each fiscal year for graduate level academic course work taken by each teacher at accredited colleges and universities for which the teacher received a grade of "A" or "B".

Three thousand, one-hundred dollars (\$3,100) for the entire duration of the Agreement.

5. Tuition: For teachers hired after September 1, 2017, tuition reimbursement for post-graduate degrees and/or credit hours will be granted only if the degree and/or credit hours are earned in fields directly related to the practice of teaching or to the subject area of the teacher's assigned classes with the District. Degrees and credit hours earned in coursework related to education administration or in any field unrelated to education will not receive reimbursement.

However, employees who were members of the bargaining unit prior to September 1, 2017 will not ever be subject to this requirement. Said employees shall continue to receive tuition reimbursement for post graduate classes as per the practice of the parties prior to September 1, 2017 and per prior language from the previous collective bargaining agreement as follows:

All work on an advanced degree must be in the major or minor field in undergraduate school or in the field of teaching. Work in related field of teaching must be with approval of the Superintendent. In the event a teacher leaves the District by his/her choice, or elects to take a leave of absence, and voluntarily decides not to return after the leave, the teacher will reimburse the Board the amount paid to the teacher for tuition and fees reimbursed during his or her last teaching year.

6. Credit for all military service is dependent on certification prior to military service (placement on salary schedule).
7. Dual Credit Courses: The District will pay a stipend to employees who teach dual credit courses in conjunction with the local community college (or other institutions of higher education). Employees who teach dual credit courses which require a Master's Degree in the subject area will be eligible to receive the stipend. Beginning with the 2017-2018 school

year, the Dual Credit stipend shall be \$500 per such section per semester.

8. Coaches will receive the following compensation for coaching, based on the particular sport, coaching title, and the individual's experience in coaching the sport. Experience is earned only in the specific sport. If an employee moves to another named activity, only experience previously earned in the specific named activity (if any) will be counted.

2017-2018 Coaching Schedule

Sport/Coaching Title	1-3 years	4-6 years	7-9 years	10+ years
Football				
Head Coach	\$ 4,250.00	\$ 5,250.00	\$ 6,250.00	\$ 6,750.00
Asst. Varsity	\$ 2,850.00	\$ 3,450.00	\$ 4,050.00	\$ 4,350.00
Freshman Coach	\$ 2,850.00	\$ 3,450.00	\$ 4,050.00	\$ 4,350.00
Asst. Freshman	\$ 1,800.00	\$ 2,100.00	\$ 2,400.00	\$ 2,550.00
Volleyball				
Head Coach	\$ 4,250.00	\$ 5,250.00	\$ 6,250.00	\$ 6,750.00
Asst. Coach	\$ 2,850.00	\$ 3,450.00	\$ 4,050.00	\$ 4,350.00
8th Grade Coach	\$ 2,500.00	\$ 3,000.00	\$ 3,500.00	\$ 3,750.00
7th Grade Coach	\$ 2,500.00	\$ 3,000.00	\$ 3,500.00	\$ 3,750.00
Boys Basketball				
Head Coach	\$ 4,250.00	\$ 5,250.00	\$ 6,250.00	\$ 6,750.00
Asst. Varsity	\$ 2,850.00	\$ 3,450.00	\$ 4,050.00	\$ 4,350.00
Freshman Coach	\$ 2,850.00	\$ 3,450.00	\$ 4,050.00	\$ 4,350.00
8th Grade Coach	\$ 2,500.00	\$ 3,000.00	\$ 3,500.00	\$ 3,750.00
7th Grade Coach	\$ 2,500.00	\$ 3,000.00	\$ 3,500.00	\$ 3,750.00
Girls Basketball				
Head Coach	\$ 4,250.00	\$ 5,250.00	\$ 6,250.00	\$ 6,750.00
Asst. Coach	\$ 2,850.00	\$ 3,450.00	\$ 4,050.00	\$ 4,350.00
8th Grade Coach	\$ 2,500.00	\$ 3,000.00	\$ 3,500.00	\$ 3,750.00
7th Grade Coach	\$ 2,500.00	\$ 3,000.00	\$ 3,500.00	\$ 3,750.00
High School Track				
Head Boys Coach	\$ 2,900.00	\$ 3,500.00	\$ 4,100.00	\$ 4,400.00
Head Girls Coach	\$ 2,900.00	\$ 3,500.00	\$ 4,100.00	\$ 4,400.00
Assistant	\$ 1,850.00	\$ 2,150.00	\$ 2,450.00	\$ 2,600.00
Middle School Track				
Head Boys Coach	\$ 2,500.00	\$ 3,000.00	\$ 3,500.00	\$ 3,750.00

Head Girls Coach	\$ 2,500.00	\$ 3,000.00	\$ 3,500.00	\$ 3,750.00
Assistant	\$ 1,800.00	\$ 2,100.00	\$ 2,400.00	\$ 2,550.00
Boys Baseball				
Head Coach	\$ 2,900.00	\$ 3,500.00	\$ 4,100.00	\$ 4,400.00
Asst. Coach	\$ 1,850.00	\$ 2,150.00	\$ 2,450.00	\$ 2,600.00
Middle School Head	\$ 2,150.00	\$ 2,500.00	\$ 2,850.00	\$ 3,025.00
Asst. Middle School	\$ 1,450.00	\$ 1,650.00	\$ 1,850.00	\$ 1,950.00
Girls Softball				
Head Coach	\$ 2,900.00	\$ 3,500.00	\$ 4,100.00	\$ 4,400.00
Asst. Coach	\$ 1,850.00	\$ 2,150.00	\$ 2,450.00	\$ 2,600.00
Cheerleaders				
High School	\$ 2,900.00	\$ 3,500.00	\$ 4,100.00	\$ 4,400.00
Middle School	\$ 1,800.00	\$ 2,100.00	\$ 2,400.00	\$ 2,550.00
Soccer				
Head Coach	\$ 1,850.00	\$ 2,150.00	\$ 2,450.00	\$ 2,600.00
Asst. Coach	\$ 1,500.00	\$ 1,700.00	\$ 1,900.00	\$ 2,000.00
Academic Bowl				
High School Coach	\$ 2,500.00	\$ 3,000.00	\$ 3,500.00	\$ 3,750.00
Middle School	\$ 1,450.00	\$ 1,650.00	\$ 1,850.00	\$ 1,950.00
Bowling				
Head Coach	\$ 1,450.00	\$ 1,650.00	\$ 1,850.00	\$ 1,950.00
Athletic Director	\$ 3,225.00	\$ 3,825.00	\$ 4,425.00	\$ 5,025.00
Dance				
Head Coach	\$ 2,900.00	\$ 3,500.00	\$ 4,100.00	\$ 4,400.00

2018-2019 Coaching Schedule

Sport/Coaching Title	1-3 years	4-6 years	7-9 years	10+ years
Football				
Head Coach	\$ 4,300.00	\$ 5,300.00	\$ 6,300.00	\$ 6,800.00
Asst. Varsity	\$ 2,900.00	\$ 3,500.00	\$ 4,100.00	\$ 4,400.00
Freshman Coach	\$ 2,900.00	\$ 3,500.00	\$ 4,100.00	\$ 4,400.00
Asst. Freshman	\$ 1,850.00	\$ 2,150.00	\$ 2,450.00	\$ 2,600.00

Volleyball				
Head Coach	\$ 4,300.00	\$ 5,300.00	\$ 6,300.00	\$ 6,800.00
Asst. Coach	\$ 2,900.00	\$ 3,500.00	\$ 4,100.00	\$ 4,400.00
8th Grade Coach	\$ 2,550.00	\$ 3,050.00	\$ 3,550.00	\$ 3,800.00
7th Grade Coach	\$ 2,550.00	\$ 3,050.00	\$ 3,550.00	\$ 3,800.00
Boys Basketball				
Head Coach	\$ 4,300.00	\$ 5,300.00	\$ 6,300.00	\$ 6,800.00
Asst. Varsity	\$ 2,900.00	\$ 3,500.00	\$ 4,100.00	\$ 4,400.00
Freshman Coach	\$ 2,900.00	\$ 3,500.00	\$ 4,100.00	\$ 4,400.00
8th Grade Coach	\$ 2,550.00	\$ 3,050.00	\$ 3,550.00	\$ 3,800.00
7th Grade Coach	\$ 2,550.00	\$ 3,050.00	\$ 3,550.00	\$ 3,800.00
Girls Basketball				
Head Coach	\$ 4,300.00	\$ 5,300.00	\$ 6,300.00	\$ 6,800.00
Asst. Coach	\$ 2,900.00	\$ 3,500.00	\$ 4,100.00	\$ 4,400.00
8th Grade Coach	\$ 2,550.00	\$ 3,050.00	\$ 3,550.00	\$ 3,800.00
7th Grade Coach	\$ 2,550.00	\$ 3,050.00	\$ 3,550.00	\$ 3,800.00
High School Track				
Head Boys Coach	\$ 3,000.00	\$ 3,600.00	\$ 4,200.00	\$ 4,500.00
Head Girls Coach	\$ 3,000.00	\$ 3,600.00	\$ 4,200.00	\$ 4,500.00
Assistant	\$ 1,950.00	\$ 2,250.00	\$ 2,550.00	\$ 2,700.00
Middle School Track				
Head Boys Coach	\$ 2,550.00	\$ 3,050.00	\$ 3,550.00	\$ 3,800.00
Head Girls Coach	\$ 2,550.00	\$ 3,050.00	\$ 3,550.00	\$ 3,800.00
Assistant	\$ 1,850.00	\$ 2,150.00	\$ 2,450.00	\$ 2,600.00
Boys Baseball				
Head Coach	\$ 3,000.00	\$ 3,600.00	\$ 4,200.00	\$ 4,500.00
Asst. Coach	\$ 1,950.00	\$ 2,250.00	\$ 2,550.00	\$ 2,700.00
Middle School Head	\$ 2,200.00	\$ 2,550.00	\$ 2,900.00	\$ 3,075.00
Asst. Middle School	\$ 1,500.00	\$ 1,700.00	\$ 1,900.00	\$ 2,000.00
Girls Softball				
Head Coach	\$ 3,000.00	\$ 3,600.00	\$ 4,200.00	\$ 4,500.00
Asst. Coach	\$ 1,950.00	\$ 2,250.00	\$ 2,550.00	\$ 2,700.00
Cheerleaders				
High School	\$ 3,000.00	\$ 3,600.00	\$ 4,200.00	\$ 4,500.00
Middle School	\$ 1,850.00	\$ 2,150.00	\$ 2,450.00	\$ 2,600.00

Soccer				
Head Coach	\$ 1,950.00	\$ 2,250.00	\$ 2,550.00	\$ 2,700.00
Asst. Coach	\$ 1,600.00	\$ 1,800.00	\$ 2,000.00	\$ 2,100.00
Academic Bowl				
High School Coach	\$ 2,550.00	\$ 3,050.00	\$ 3,550.00	\$ 3,800.00
Middle School	\$ 1,500.00	\$ 1,700.00	\$ 1,900.00	\$ 2,000.00
Bowling				
Head Coach	\$ 1,500.00	\$ 1,700.00	\$ 1,900.00	\$ 2,000.00
Athletic Director	\$ 3,225.00	\$ 3,825.00	\$ 4,425.00	\$ 5,025.00
Dance				
Head Coach	\$ 3,000.00	\$ 3,600.00	\$ 4,200.00	\$ 4,500.00

2019-2020 Coaching Schedule

Sport/Coaching Title	1-3 years	4-6 years	7-9 years	10+ years
Football				
Head Coach	\$ 4,350.00	\$ 5,350.00	\$ 6,350.00	\$ 6,850.00
Asst. Varsity	\$ 2,950.00	\$ 3,550.00	\$ 4,150.00	\$ 4,450.00
Freshman Coach	\$ 2,950.00	\$ 3,550.00	\$ 4,150.00	\$ 4,450.00
Asst. Freshman	\$ 1,900.00	\$ 2,200.00	\$ 2,500.00	\$ 2,650.00
Volleyball				
Head Coach	\$ 4,350.00	\$ 5,350.00	\$ 6,350.00	\$ 6,850.00
Asst. Coach	\$ 2,950.00	\$ 3,550.00	\$ 4,150.00	\$ 4,450.00
8th Grade Coach	\$ 2,600.00	\$ 3,100.00	\$ 3,600.00	\$ 3,850.00
7th Grade Coach	\$ 2,600.00	\$ 3,100.00	\$ 3,600.00	\$ 3,850.00
Boys Basketball				
Head Coach	\$ 4,350.00	\$ 5,350.00	\$ 6,350.00	\$ 6,850.00
Asst. Varsity	\$ 2,950.00	\$ 3,550.00	\$ 4,150.00	\$ 4,450.00
Freshman Coach	\$ 2,950.00	\$ 3,550.00	\$ 4,150.00	\$ 4,450.00
8th Grade Coach	\$ 2,600.00	\$ 3,100.00	\$ 3,600.00	\$ 3,850.00
7th Grade Coach	\$ 2,600.00	\$ 3,100.00	\$ 3,600.00	\$ 3,850.00
Girls Basketball				
Head Coach	\$ 4,350.00	\$ 5,350.00	\$ 6,350.00	\$ 6,850.00
Asst. Coach	\$ 2,950.00	\$ 3,550.00	\$ 4,150.00	\$ 4,450.00

8th Grade Coach	\$ 2,600.00	\$ 3,100.00	\$ 3,600.00	\$ 3,850.00
7th Grade Coach	\$ 2,600.00	\$ 3,100.00	\$ 3,600.00	\$ 3,850.00
High School Track				
Head Boys Coach	\$ 3,100.00	\$ 3,700.00	\$ 4,300.00	\$ 4,600.00
Head Girls Coach	\$ 3,100.00	\$ 3,700.00	\$ 4,300.00	\$ 4,600.00
Assistant	\$ 2,050.00	\$ 2,350.00	\$ 2,650.00	\$ 2,800.00
Middle School Track				
Head Boys Coach	\$ 2,600.00	\$ 3,100.00	\$ 3,600.00	\$ 3,850.00
Head Girls Coach	\$ 2,600.00	\$ 3,100.00	\$ 3,600.00	\$ 3,850.00
Assistant	\$ 1,900.00	\$ 2,200.00	\$ 2,500.00	\$ 2,650.00
Boys Baseball				
Head Coach	\$ 3,100.00	\$ 3,700.00	\$ 4,300.00	\$ 4,600.00
Asst. Coach	\$ 2,050.00	\$ 2,350.00	\$ 2,650.00	\$ 2,800.00
Middle School Head	\$ 2,250.00	\$ 2,600.00	\$ 2,950.00	\$ 3,125.00
Asst. Middle School	\$ 1,550.00	\$ 1,750.00	\$ 1,950.00	\$ 2,050.00
Girls Softball				
Head Coach	\$ 3,100.00	\$ 3,700.00	\$ 4,300.00	\$ 4,600.00
Asst. Coach	\$ 2,050.00	\$ 2,350.00	\$ 2,650.00	\$ 2,800.00
Cheerleaders				
High School	\$ 3,100.00	\$ 3,700.00	\$ 4,300.00	\$ 4,600.00
Middle School	\$ 1,900.00	\$ 2,200.00	\$ 2,500.00	\$ 2,650.00
Soccer				
Head Coach	\$ 2,050.00	\$ 2,350.00	\$ 2,650.00	\$ 2,800.00
Asst. Coach	\$ 1,700.00	\$ 1,900.00	\$ 2,100.00	\$ 2,200.00
Academic Bowl				
High School Coach	\$ 2,600.00	\$ 3,100.00	\$ 3,600.00	\$ 3,850.00
Middle School	\$ 1,550.00	\$ 1,750.00	\$ 1,950.00	\$ 2,050.00
Bowling				
Head Coach	\$ 1,550.00	\$ 1,750.00	\$ 1,950.00	\$ 2,050.00
Athletic Director	\$ 3,225.00	\$ 3,825.00	\$ 4,425.00	\$ 5,025.00
Dance				
Head Coach	\$ 3,100.00	\$ 3,700.00	\$ 4,300.00	\$ 4,600.00

2020-2021 Coaching Schedule

Sport/Coaching Title	1-3 years	4-6 years	7-9 years	10+ years
Football				
Head Coach	\$ 4,400.00	\$ 5,400.00	\$ 6,400.00	\$ 6,900.00
Asst. Varsity	\$ 3,000.00	\$ 3,600.00	\$ 4,200.00	\$ 4,500.00
Freshman Coach	\$ 3,000.00	\$ 3,600.00	\$ 4,200.00	\$ 4,500.00
Asst. Freshman	\$ 1,950.00	\$ 2,250.00	\$ 2,550.00	\$ 2,700.00
Volleyball				
Head Coach	\$ 4,400.00	\$ 5,400.00	\$ 6,400.00	\$ 6,900.00
Asst. Coach	\$ 3,000.00	\$ 3,600.00	\$ 4,200.00	\$ 4,500.00
8th Grade Coach	\$ 2,650.00	\$ 3,150.00	\$ 3,650.00	\$ 3,900.00
7th Grade Coach	\$ 2,650.00	\$ 3,150.00	\$ 3,650.00	\$ 3,900.00
Boys Basketball				
Head Coach	\$ 4,400.00	\$ 5,400.00	\$ 6,400.00	\$ 6,900.00
Asst. Varsity	\$ 3,000.00	\$ 3,600.00	\$ 4,200.00	\$ 4,500.00
Freshman Coach	\$ 3,000.00	\$ 3,600.00	\$ 4,200.00	\$ 4,500.00
8th Grade Coach	\$ 2,650.00	\$ 3,150.00	\$ 3,650.00	\$ 3,900.00
7th Grade Coach	\$ 2,650.00	\$ 3,150.00	\$ 3,650.00	\$ 3,900.00
Girls Basketball				
Head Coach	\$ 4,400.00	\$ 5,400.00	\$ 6,400.00	\$ 6,900.00
Asst. Coach	\$ 3,000.00	\$ 3,600.00	\$ 4,200.00	\$ 4,500.00
8th Grade Coach	\$ 2,650.00	\$ 3,150.00	\$ 3,650.00	\$ 3,900.00
7th Grade Coach	\$ 2,650.00	\$ 3,150.00	\$ 3,650.00	\$ 3,900.00
High School Track				
Head Boys Coach	\$ 3,200.00	\$ 3,800.00	\$ 4,400.00	\$ 4,700.00
Head Girls Coach	\$ 3,200.00	\$ 3,800.00	\$ 4,400.00	\$ 4,700.00
Assistant	\$ 2,150.00	\$ 2,450.00	\$ 2,750.00	\$ 2,900.00
Middle School Track				
Head Boys Coach	\$ 2,650.00	\$ 3,150.00	\$ 3,650.00	\$ 3,900.00
Head Girls Coach	\$ 2,650.00	\$ 3,150.00	\$ 3,650.00	\$ 3,900.00
Assistant	\$ 1,950.00	\$ 2,250.00	\$ 2,550.00	\$ 2,700.00
Boys Baseball				
Head Coach	\$ 3,200.00	\$ 3,800.00	\$ 4,400.00	\$ 4,700.00
Asst. Coach	\$ 2,150.00	\$ 2,450.00	\$ 2,750.00	\$ 2,900.00

Middle School Head	\$ 2,300.00	\$ 2,650.00	\$ 3,000.00	\$ 3,175.00
Asst. Middle School	\$ 1,600.00	\$ 1,800.00	\$ 2,000.00	\$ 2,100.00
Girls Softball				
Head Coach	\$ 3,200.00	\$ 3,800.00	\$ 4,400.00	\$ 4,700.00
Asst. Coach	\$ 2,150.00	\$ 2,450.00	\$ 2,750.00	\$ 2,900.00
Cheerleaders				
High School	\$ 3,200.00	\$ 3,800.00	\$ 4,400.00	\$ 4,700.00
Middle School	\$ 1,950.00	\$ 2,250.00	\$ 2,550.00	\$ 2,700.00
Soccer				
Head Coach	\$ 2,150.00	\$ 2,450.00	\$ 2,750.00	\$ 2,900.00
Asst. Coach	\$ 1,800.00	\$ 2,000.00	\$ 2,200.00	\$ 2,300.00
Academic Bowl				
High School Coach	\$ 2,650.00	\$ 3,150.00	\$ 3,650.00	\$ 3,900.00
Middle School	\$ 1,600.00	\$ 1,800.00	\$ 2,000.00	\$ 2,100.00
Bowling				
Head Coach	\$ 1,600.00	\$ 1,800.00	\$ 2,000.00	\$ 2,100.00
Athletic Director	\$ 3,225.00	\$ 3,825.00	\$ 4,425.00	\$ 5,025.00
Dance				
Head Coach	\$ 3,200.00	\$ 3,800.00	\$ 4,400.00	\$ 4,700.00

* An additional plan period per day will be provided for responsibilities.

It is the parties' understanding that when the assistant boys and girls track positions are held by one employee, the employee will only be compensated for one position.

It is the parties' understanding that the dance team has a similar commitment to that of cheerleading sponsor. The parties agree that the dance salary should reflect that of the cheerleading sponsor, i.e., \$850 in the 2004-05 school year.

9. Teachers employed for more than the customary nine (9) months, shall be paid 11% of the salary for each addition month worked.
10. Homebound teachers shall be paid \$30 per hour for homebound teaching. This increase will be effective for the entire course of the Agreement. Any instructor who performs these duties outside all work day will be paid at the same rate.

11. The Board and Union agree the Board will pay up to the following amounts per month per employee for health insurance. The amount shall be \$575 per month in year one of the Agreement; the amount will increase to \$585 per month beginning in the second year of the Agreement, the amount will increase to \$595 per month beginning in the third year of the Agreement, and will increase to \$605 in year four of the agreement. In addition, the Board will agree that the remaining premium above this amount shall be shared 50/50 by the Board and the employee.

Any employee who is not covered or who is not directly receiving the benefits may receive \$200 per month stipend, in accordance with applicable IRS and TRS regulations. Eligibility for the stipend option shall be contingent on the employee's ability to demonstrate that said employee is covered by comparable insurance through some stable source. The Board's agreement to such payment is contingent on the participation of the necessary number of employees to ensure the District does not lose money, and does not incur additional payments or penalties under applicable state or federal law.

If any of the health insurance or related provisions of this article (including stipend in lieu of insurance) do or would create a penalty for the District under applicable federal or state law, such benefits and/or other related payments will be limited to such amount as to not create a penalty for the District; and the parties will meet to discuss and agree to appropriate revisions to this provision, to ensure that the employee continues to receive – to the maximum extent possible – the value of this benefit, while avoiding any penalty to the District.

Any employee who is not covered or who is not directly receiving the benefits and whose spouse is currently covered by the school's insurance may have the Board's contribution applied to the spouse's plan to help defray costs. Employees who retire or who cannot work due to temporary or permanent disability will be allowed to continue their coverage under the District's group health insurance plan at their own expense. The insurance committees established by the Board and Union shall continue study of all insurance options.

12. The Board will establish a plan that will allow non-taxable treatment of employee contributions to group benefits in accordance with Section 125 of the Internal Revenue Code.
13. Teachers assigned to travel in their own automobiles shall be paid at the I.R.S. mileage rate. Mileage expense vouchers will be presented to the building principal for approval and transmittal to the Administration Office for payment on a monthly basis.
14. Should either the State or Federal government pass legislation mandating all employers to participate in a national or statewide health care plan, it is agreed to by the parties to this Agreement that the employer contributions for the employees' health care that were negotiated into the Agreement prior to the passage of such State or Federal law, shall continue to be a part of this Agreement unless mutually agreed otherwise.
15. Teachers who voluntarily agree to serve recess and/or cafeteria duty shall be paid at a rate of \$30 per hour in performance of those duties during their normal work day. This increase will be effective for the entire course of the Agreement.

16. Teachers hired before September 15 of a given school year, who are present and teaching in their classes for each school day of an entire school year will receive a bonus of four hundred dollars (\$400) payable by June 30th of the same year. If the teacher is absent for one (1) day, a bonus of two hundred fifty dollars (\$250) shall be paid by June 30th of the same year. If the teacher is absent for two (2) days, a bonus of one hundred dollars (\$100) shall be paid by June 30 of the same year. Exceptional circumstances may be reviewed by the building Principal.

If any of the salary, bonus, incentive, or other payment provisions of this agreement do or would create a penalty for the District under applicable federal or state law, such salary, bonus, incentive, and/or other payments will be limited to such amount as to not create a penalty for the District; and the parties will meet to discuss and agree to appropriate revisions to this provision, to ensure that the employee continues to receive – to the maximum extent possible – the value of this benefit, while avoiding any penalty to the District.

ARTICLE XV COPY OF AGREEMENT

The parties will have available copies of this Agreement upon request, and the cost of preparing will be equally borne by each party.

ARTICLE XVI BULLETIN BOARDS

A bulletin board will be available for posting of proper and legitimate school material in the teachers' lounge.

ARTICLE XVII EFFECT OF AGREEMENT

Section 1: With respect to matters not covered by this Agreement, which are proper subjects for collective bargaining, the Board agrees that it will not make changes without appropriate prior consultation and negotiation with the Union unless considered an administrative policy.

Section 2: The Board retains and reserves unto itself all powers, rights, duties, and responsibilities conferred upon and vested in it by the statutes of the State of Illinois, except as otherwise expressly provided by this Agreement.

Section 3: Severability. Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, or in the event the Congress or the Legislature enacts a law in conflict with any article, section, or clause of this Agreement, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The parties agree to bargain replacement language. The remaining articles, section, and clauses shall remain in force and effect for the duration of this Agreement.

Section 4: Entire Agreement. The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified

only through written mutual consent of the parties.

ARTICLE XVIII SALARY SCHEDULE

1. The School Board will pay up to 9.4 % of the retirement deduction taken from each teacher's pay.
2. Placement of new employees on salary schedule shall be in accordance with the *School Code*.
3. No one shall advance more than one (1) step per year on the salary schedule.
4. Part-time teachers are to be paid on a pro-rated salary as per salary schedule.
5. Both the Union and the Board agree that August 31 is the termination date in the Contract for insurance and that salary schedules coincide with the school term; however, payroll for any given year shall be over a twelve (12) month period.
6. Retirement Incentive

Each full-time employee who has worked at least 20 years of continuous service as a teacher in the District and who has submitted a timely irrevocable written notice of resignation as described below shall be eligible for the optional retirement benefit program described below.

In order to receive the payment described in this section, the employees must:

1. Submit an irrevocable written notice of retirement to the Superintendent by January 15. An employee giving a two-year notice must submit his/her letter of retirement on or before January 15, one year before his/her last year of employment. An employee giving a three-year notice must submit his/her letter of retirement on or before January 15 two years before his/her last year of employment. An employee giving a four-year notice must submit his/her letter of retirement on or before January 15 three years before his/her last year of teaching;
2. Be eligible to retire within 6 months of the date of resignation as an annuitant into the Teachers Retirement System, and;
3. Not retire in a manner which causes the district to be compelled to pay TRS any form of "penalty" or other payment caused by the employee's retirement.
4. Be a "Tier 1" member of the Teachers Retirement System of the State of Illinois.

The optional retirement benefit program shall be a total payment of \$9,000 for 20 years of service, \$12,000 for 25 years of service and \$15,000 for 30 or more years of service, which is to be paid in two forms – i) as TRS creditable earnings and/or ii) in a separate retirement severance payment which shall not be TRS creditable earnings, and shall be paid according to the following procedures:

1. A calculation will be made comparing the employee's creditable earnings of the immediate previous year with his/her creditable earnings of the year he/she gave

notice. If such creditable earnings are less than 106% of his/her creditable earnings of the previous year (or such other lower amount as may be set by law), that portion of the retirement program payment necessary to increase his/her creditable earnings to 106% (or such other lower amount as may be set by law), shall be paid to the employee in his/her last regular paycheck prior to June 30 of the first notice year.

2. For each succeeding year of the notice period, where there exists a balance of the program payment to be made, comparison will be made between the employee's creditable earnings of the previous year and the current year. That portion of the program payment necessary to increase the employee's creditable earnings for the current year to 106% (or such other lower amount as may be set by law), will be paid to the employee as creditable earnings in his/her last regular paycheck prior to June 30 of the current year. In any succeeding year, if the balance of the program payment due is less than the amount needed to increase the employee's creditable earnings to 106% (or such other lower amount as may be set by law), then only the amount remaining of the program payment will be paid to the employee as creditable earnings in the current year.
3. In the event the entire program payment due the employee is not paid as creditable earnings during the notice period; the remaining balance will be paid to the employee as a post-retirement severance payment. Such payment shall be made within ten (10) days after the employee's last workday and/or receipt of his/her last regular paycheck, whichever comes last. This payment shall be deemed compensation for the employee's waiver of tenure or other right of continuing employment, and shall not be deemed payment for professional or other services rendered. The payment shall be subject to withholding as required by law. The parties agree to the mutual intent that this post-retirement severance payment will not be treated as creditable earnings under TRS.
4. This provision shall be of no effect to the extent that Teachers Retirement System determines that the payments mentioned in this paragraph results in any penalty or other costs to the employer in respect to the employee's retirement. In such event this Section shall be deemed stricken, and the parties shall meet as soon as possible and negotiate a successor provision which results in no penalty.
5. The parties mutually agree that the payment of any severance payment pursuant to this Section shall be limited to the portion (if any) of the above payment that does not cause the District to incur a TRS penalty. The parties agree that any Employee requesting payment of such severance payment shall be responsible for providing and sharing information with the District regarding any retirement costs and/or penalties, and to provide proof to the District that the employee's retirement shall not cause a penalty to the District, in order to be entitled to such severance payment.

The parties mutually agree that the payment of any severance payment pursuant to this Section shall be limited to the portion (if any) of the above payment that does not cause the District to incur a TRS penalty. The parties agree that any Employee requesting payment of such severance payment shall be responsible for providing and sharing information with the District regarding any retirement costs and/or penalties, and to

provide proof to the District that the employee's retirement shall not cause a penalty to the District, in order to be entitled to such severance payment.

7. The Board will agree to fully fund all so-called "step increases" in the Agreement in a four-year contract term.

In addition to the above step increases, the Board will increase each cell of the current salary schedule by the following amounts:

Year 1: Board will fund all vertical and horizontal steps + 1.00%

Year 2: Board will fund all vertical and horizontal steps + 1.00%

Year 3: Board will fund all vertical and horizontal steps + 1.00%

Year 4: Board will fund all vertical and horizontal steps + 1.25%

The parties agree that the increase in payment of any employee pursuant to this Agreement shall be limited to the portion (if any) which avoids an overall salary increase to the employee of more than 6% from the preceding year, and which avoids any TRS penalty to be paid by the District.

The parties agree that the payment of any employee pursuant to this Agreement shall be limited to the portion (if any) of such payment which does not cause the District to incur a TRS penalty. The parties agree that any Employee shall be responsible for providing and sharing information with the District regarding any retirement costs and/or penalties, and to provide proof to the District that the employee's retirement shall not cause a penalty to the District, in order to be eligible for such payment.

8. For teachers hired after September 1, 2017, salary schedule advancement for post-graduate degrees and/or credit hours (horizontal movement) will be granted only if the degree and/or credit hours are earned in fields directly related to the practice of teaching or to the subject area of the teacher's assigned classes within the District. Degrees and credit hours earned in coursework related to education administration or in any field unrelated to education will not result in any advancement on the salary schedule.

However, employees who were members of the bargaining unit prior to September 1, 2017 will not ever be subject to this requirement. Said employees shall continue to receive salary advancement for post-graduate classes per the practice of the parties prior to September 1, 2017 and prior language from the previous collective bargaining agreement.

ARTICLE XIX STAFF EVALUATION

1. Evaluation Committee - Certified Staff:

An evaluation committee consisting of our four (4) administrators of Community Unit School District No. 7 and four (4) representatives appointed by the Union shall be established. The Superintendent of Community Unit School District No. 7 shall act as chairperson of the committee.

- A. The evaluation committee shall provide input in the development of the evaluation plan to the Board of Education of Community Unit School District No. 7. The input provided the Board shall be advisory and the Board decision as to the implementation of the adoption of the plan shall be final and not subject to the grievance procedure.
 - B. All Community Unit School District No. 7 employees will be informed of the evaluation plan.
2. Job Descriptions - Certified Staff:

A copy of a general job description will be provided to members of the staff of Community Unit School District No. 7.
 3. The Staff Evaluation Plan shall become a part of the Board of Education's Policy Manual.

ARTICLE XX FAIR SHARE CONTRACT LANGUAGE

1. All employees covered by this Agreement who are not members of the Union, commencing on the effective date of this Agreement, or upon their initial employment, and continuing during the term of this Agreement, and so long as they remain nonmembers of the Union, shall pay to the Union each month their fair share of the costs of the services rendered by the Union that are chargeable to non-members under State and Federal law.
2. Such fair share payment by non-members shall be deducted by the Board from the earnings of the non-member employees and remitted to the Union; provided, however, that the Union shall submit to the Board an Affidavit which specifies the amount constituting said fair share to exceeding the dues uniformly required of members of the Union, and which describes the rationale and method by which the fair share was determined, including a description of the expenditures which were excluded in determining the fair share.
3. Upon receipt of said affidavit, the Board shall cooperate with the Union to ascertain the names of all employee non-members of the Union from whose earnings the fair share payments shall be deducted, their work locations and available space to post a notice concerning fair share.
4. The Union shall cause to be posted a notice containing the fair share fee information specified in section (2) above and advising that any non-member may object to the amount of the fee: (A) through the Union internal appeal procedure by sending a letter to the Union President by certified or registered mail at any time after the notice, but within thirty (30) days after the first salary payment of the school year from which his/her fair share fee has been deducted. (B) by filing a fair share fee objection or unfair labor practice against the Union with the Illinois Educational Labor Relations Board, or (C) by taking any other action available to them by law.

5. A copy of the Union internal appeal procedure of any objector's claims shall be supplied to the Board. The Union shall advise the Board of any subsequent changes therein.
6. Upon receipt of formal notice of an objection and unfair labor practice charge to the Labor Board, the Union and the Board hereby agree to comply with the Labor Board rules. The Board shall forward the objector's fee or portion of the objector's fees being contested to the Labor Board to be placed in an escrow account pending a decision or mutually agreeable settlement between the Union and the objector(s).
7. Upon the Union's receipt of notice of an objector's invocation of the internal appeal procedure described above or other action available at law without prescribed escrow procedures, the Union shall deposit in an escrow account, separate from all other Union funds, the amount of fee payments received on behalf of the objector or objectors that is fairly placed at issue by the objection(s). Upon written request, the Union shall furnish objector and the Board with verification of the terms of the escrow arrangement and, upon request, the status of the fund as reported by the bank or trust company.

The escrow fund will be established and maintained by a reputable independent bank or trust company and the Agreement; therefore, shall provide that the escrow accounts be interest bearing at the highest available rate; that the escrowed funds be outside of the terminate and the fund therein be distributed only by the terms of an ultimate award, determination, or judgment including any appeals or by the terms of a mutually agreeable settlement between the Union and an objector or group of objectors.

8. If an ultimate decision in any proceeding hereunder directs that the amount of the fair share fee should be lower than the amount fixed by the Union, the Union shall promptly adopt said determination and notify the Board to reduce deductions from the earnings of non-members to said prescribed amount.
9. The Union shall indemnify and hold harmless the Board, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of or by reason of action taken by the Board for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit, or assignment furnished under any such provision.
10. If during the term of this Agreement, the Labor Board or a court of competent jurisdiction rules any part of this Article void or not enforceable, the Union and Board agree to convene negotiations on this matter immediately for the sole purpose of bringing this Article into compliance with the standards or rulings of said Labor Board or court.
11. The parties expressly recognize their obligations to and the rights of non-members based upon their bona fide religious tenets or teachings of a church or religious body as provided in Section 11 of the IELRA. If a nonmember employee declares the right of non-association based upon bona fide religious tenets or teachings of a church or religious body of which such employee is a member, such employee shall be required to pay an amount equal to his/her proportionate share to a non-religious charitable organization mutually agreed upon by the employee and the Union. If the employee and the Union are

unable to reach agreement on the matter, a charitable organization shall be selected from a list established and approved by the Illinois Educational Labor Relations Board in accordance with its rules.

12. The Union agrees to indemnify and save the Board harmless against any claims, charges, demands, suits, or other forms of liability which may arise by reason of any action taken or omitted by the association or the Board in complying with the provisions of this Section, including reimbursement for any legal fees or expenses incurred in connection therewith. If any incorrect deduction is made, the association shall refund any such amount directly to the involved employee.
13. The Board agrees to notify the Union promptly, in writing, any written claim, demand, or suit in regard to which it will seek to implement the provisions of Section 12 above, and, if the Union so requests in writing, to surrender claims, demands, suites or other forms of liability.

ARTICLE XXI
RATIFICATION OF AGREEMENT

Dated this _____ day of _____, 2017.

Board President

Union President

Board Vice-President

Union Vice-President

Board Secretary

Union Secretary

APPENDIX A - SALARY SCHEDULES

2017-2018

	BA-TRS	BA-TRS	MA-TRS	MA-TRS	MA+16-TRS	MA+16-TRS
A	\$37,458	\$41,163	\$39,731	\$43,660	\$41,552	\$45,662
B	\$38,958	\$42,811	\$41,231	\$45,309	\$43,052	\$47,310
C	\$40,458	\$44,459	\$42,731	\$46,957	\$44,552	\$48,958
0	\$41,958	\$46,108	\$44,231	\$48,605	\$46,052	\$50,607
1	\$43,027	\$47,282	\$45,446	\$49,941	\$47,265	\$51,940
2	\$44,080	\$48,440	\$46,654	\$51,268	\$48,477	\$53,271
3	\$45,147	\$49,612	\$47,872	\$52,607	\$49,687	\$54,601
4	\$46,205	\$50,775	\$49,081	\$53,935	\$50,903	\$55,937
5	\$47,268	\$51,943	\$50,292	\$55,266	\$52,113	\$57,267
6	\$48,329	\$53,108	\$51,510	\$56,604	\$53,332	\$58,607
7	\$49,397	\$54,283	\$52,718	\$57,932	\$54,541	\$59,935
8	\$50,452	\$55,441	\$53,934	\$59,268	\$55,755	\$61,269
9	\$51,515	\$56,610	\$55,144	\$60,598	\$56,963	\$62,597
10	\$52,568	\$57,768	\$56,358	\$61,932	\$58,181	\$63,935
11	\$53,636	\$58,941	\$57,569	\$63,263	\$59,394	\$65,268
12	\$54,703	\$60,113	\$58,791	\$64,606	\$60,604	\$66,598
13	\$55,761	\$61,276	\$59,997	\$65,931	\$61,819	\$67,933
14	\$56,818	\$62,437	\$61,206	\$67,259	\$63,026	\$69,259
15	\$57,886	\$63,611	\$62,416	\$68,589	\$64,236	\$70,589
16	\$58,941	\$64,770	\$63,622	\$69,914	\$65,444	\$71,916
17	\$60,006	\$65,941	\$64,832	\$71,244	\$66,654	\$73,246
18	\$61,074	\$67,114	\$66,045	\$72,577	\$67,867	\$74,579
19	\$62,129	\$68,274	\$67,256	\$73,908	\$69,083	\$75,915
20	\$63,196	\$69,446	\$68,470	\$75,242	\$70,293	\$77,245
21	\$64,264	\$70,620	\$69,682	\$76,574	\$71,508	\$78,580
22	\$65,319	\$71,779	\$70,895	\$77,907	\$72,721	\$79,913
23	\$66,381	\$72,946	\$72,109	\$79,241	\$73,934	\$81,246
24	\$67,442	\$74,112	\$73,321	\$80,572	\$75,148	\$82,580
25	\$68,504	\$75,279	\$74,535	\$81,907	\$76,362	\$83,914
26	\$69,568	\$76,448	\$75,748	\$83,240	\$77,574	\$85,246
27	\$70,628	\$77,613	\$76,961	\$84,573	\$78,789	\$86,581
28	\$71,691	\$78,781	\$78,177	\$85,909	\$80,000	\$87,912
29	\$72,752	\$79,948	\$79,388	\$87,240	\$81,215	\$89,247
30	\$73,816	\$81,116	\$80,604	\$88,576	\$82,428	\$90,580

2018-2019

	BA-TRS	BA-TRS	MA-TRS	MA-TRS	MA+16-TRS	MA+16-TRS
A	\$37,833	\$41,574	\$40,128	\$44,097	\$41,968	\$46,118
B	\$39,358	\$43,250	\$41,643	\$45,762	\$43,483	\$47,783
C	\$40,863	\$44,904	\$43,158	\$47,427	\$44,998	\$49,448
0	\$42,378	\$46,569	\$44,673	\$49,091	\$46,512	\$51,113
1	\$43,457	\$47,755	\$45,900	\$50,440	\$47,738	\$52,459
2	\$44,521	\$48,924	\$47,120	\$51,781	\$48,962	\$53,804
3	\$45,598	\$50,108	\$48,351	\$53,133	\$50,184	\$55,147
4	\$46,668	\$51,283	\$49,572	\$54,474	\$51,412	\$56,497
5	\$47,741	\$52,462	\$50,795	\$55,819	\$52,634	\$57,840
6	\$48,812	\$53,639	\$52,025	\$57,170	\$53,865	\$59,193
7	\$49,891	\$54,825	\$53,245	\$58,511	\$55,086	\$60,535
8	\$50,956	\$55,996	\$54,473	\$59,861	\$56,313	\$61,882
9	\$52,030	\$57,176	\$55,695	\$61,204	\$57,533	\$63,223
10	\$53,094	\$58,345	\$56,922	\$62,551	\$58,763	\$64,575
11	\$54,172	\$59,530	\$58,145	\$63,895	\$59,988	\$65,921
12	\$55,250	\$60,714	\$59,379	\$65,252	\$61,210	\$67,264
13	\$56,319	\$61,889	\$60,597	\$66,590	\$62,437	\$68,612
14	\$57,386	\$63,061	\$61,818	\$67,932	\$63,656	\$69,952
15	\$58,465	\$64,247	\$63,040	\$69,275	\$64,878	\$71,295
16	\$59,530	\$65,418	\$64,258	\$70,613	\$66,098	\$72,636
17	\$60,606	\$66,600	\$65,480	\$71,956	\$67,320	\$73,979
18	\$61,684	\$67,785	\$66,705	\$73,303	\$68,546	\$75,325
19	\$62,750	\$68,957	\$67,928	\$74,647	\$69,774	\$76,675
20	\$63,828	\$70,140	\$69,155	\$75,994	\$70,996	\$78,017
21	\$64,907	\$71,326	\$70,379	\$77,339	\$72,223	\$79,366
22	\$65,972	\$72,497	\$71,604	\$78,686	\$73,448	\$80,712
23	\$67,045	\$73,676	\$72,830	\$80,033	\$74,673	\$82,059
24	\$68,116	\$74,853	\$74,054	\$81,378	\$75,900	\$83,406
25	\$69,189	\$76,032	\$75,280	\$82,726	\$77,126	\$84,753
26	\$70,263	\$77,213	\$76,505	\$84,072	\$78,350	\$86,099
27	\$71,335	\$78,390	\$77,731	\$85,418	\$79,577	\$87,447
28	\$72,408	\$79,569	\$78,959	\$86,768	\$80,800	\$88,791
29	\$73,480	\$80,747	\$80,182	\$88,112	\$82,027	\$90,140
30	\$74,554	\$81,927	\$81,410	\$89,462	\$83,252	\$91,486

2019-2020

	BA-TRS	BA-TRS	MA-TRS	MA-TRS	MA+16-TRS	MA+16-TRS
A	\$38,211	\$41,990	\$40,530	\$44,538	\$42,387	\$46,579
B	\$39,751	\$43,683	\$42,060	\$46,219	\$43,917	\$48,261
C	\$41,271	\$45,353	\$43,590	\$47,901	\$45,447	\$49,942
0	\$42,802	\$47,035	\$45,120	\$49,582	\$46,978	\$51,624
1	\$43,892	\$48,233	\$46,359	\$50,944	\$48,215	\$52,984
2	\$44,966	\$49,414	\$47,592	\$52,299	\$49,451	\$54,342
3	\$46,054	\$50,609	\$48,834	\$53,664	\$50,686	\$55,699
4	\$47,134	\$51,796	\$50,067	\$55,019	\$51,926	\$57,062
5	\$48,218	\$52,987	\$51,303	\$56,377	\$53,160	\$58,418
6	\$49,300	\$54,176	\$52,545	\$57,742	\$54,404	\$59,785
7	\$50,390	\$55,374	\$53,778	\$59,096	\$55,637	\$61,140
8	\$51,466	\$56,556	\$55,018	\$60,459	\$56,876	\$62,501
9	\$52,551	\$57,748	\$56,252	\$61,816	\$58,108	\$63,855
10	\$53,625	\$58,929	\$57,491	\$63,177	\$59,350	\$65,220
11	\$54,714	\$60,125	\$58,726	\$64,534	\$60,588	\$66,580
12	\$55,802	\$61,321	\$59,973	\$65,904	\$61,822	\$67,936
13	\$56,882	\$62,508	\$61,203	\$67,256	\$63,062	\$69,298
14	\$57,960	\$63,692	\$62,436	\$68,611	\$64,293	\$70,651
15	\$59,050	\$64,890	\$63,671	\$69,968	\$65,527	\$72,008
16	\$60,125	\$66,072	\$64,901	\$71,319	\$66,759	\$73,362
17	\$61,212	\$67,266	\$66,135	\$72,676	\$67,994	\$74,718
18	\$62,301	\$68,463	\$67,372	\$74,036	\$69,231	\$76,078
19	\$63,378	\$69,646	\$68,608	\$75,393	\$70,472	\$77,441
20	\$64,466	\$70,842	\$69,846	\$76,754	\$71,706	\$78,798
21	\$65,556	\$72,040	\$71,083	\$78,113	\$72,945	\$80,160
22	\$66,632	\$73,222	\$72,320	\$79,472	\$74,183	\$81,519
23	\$67,716	\$74,413	\$73,558	\$80,833	\$75,420	\$82,879
24	\$68,797	\$75,601	\$74,795	\$82,192	\$76,659	\$84,240
25	\$69,881	\$76,793	\$76,033	\$83,553	\$77,897	\$85,601
26	\$70,966	\$77,985	\$77,271	\$84,913	\$79,133	\$86,960
27	\$72,048	\$79,174	\$78,508	\$86,272	\$80,373	\$88,322
28	\$73,132	\$80,365	\$79,748	\$87,636	\$81,608	\$89,679
29	\$74,215	\$81,555	\$80,984	\$88,993	\$82,848	\$91,041
30	\$75,300	\$82,747	\$82,224	\$90,356	\$84,085	\$92,401

2020-2021

	BA-TRS	BA-TRS	MA-TRS	MA-TRS	MA+16-TRS	MA+16-TRS
A	\$38,689	\$42,515	\$41,036	\$45,095	\$42,917	\$47,162
B	\$40,248	\$44,229	\$42,585	\$46,797	\$44,466	\$48,864
C	\$41,787	\$45,920	\$44,135	\$48,500	\$46,016	\$50,567
0	\$43,337	\$47,623	\$45,684	\$50,202	\$47,565	\$52,269
1	\$44,441	\$48,836	\$46,939	\$51,581	\$48,818	\$53,646
2	\$45,529	\$50,031	\$48,187	\$52,952	\$50,069	\$55,021
3	\$46,630	\$51,242	\$49,445	\$54,335	\$51,319	\$56,395
4	\$47,723	\$52,443	\$50,693	\$55,707	\$52,575	\$57,775
5	\$48,821	\$53,649	\$51,944	\$57,081	\$53,825	\$59,148
6	\$49,916	\$54,853	\$53,202	\$58,464	\$55,084	\$60,532
7	\$51,020	\$56,066	\$54,450	\$59,835	\$56,333	\$61,904
8	\$52,109	\$57,263	\$55,706	\$61,215	\$57,587	\$63,282
9	\$53,207	\$58,470	\$56,956	\$62,588	\$58,834	\$64,653
10	\$54,295	\$59,665	\$58,209	\$63,966	\$60,092	\$66,036
11	\$55,398	\$60,877	\$59,460	\$65,341	\$61,345	\$67,412
12	\$56,500	\$62,088	\$60,722	\$66,728	\$62,595	\$68,786
13	\$57,593	\$63,289	\$61,968	\$68,097	\$63,850	\$70,165
14	\$58,684	\$64,488	\$63,217	\$69,469	\$65,097	\$71,535
15	\$59,788	\$65,701	\$64,466	\$70,842	\$66,346	\$72,908
16	\$60,877	\$66,898	\$65,712	\$72,211	\$67,594	\$74,279
17	\$61,977	\$68,107	\$66,962	\$73,584	\$68,844	\$75,652
18	\$63,080	\$69,319	\$68,215	\$74,961	\$70,096	\$77,029
19	\$64,170	\$70,517	\$69,465	\$76,336	\$71,352	\$78,409
20	\$65,272	\$71,727	\$70,719	\$77,713	\$72,602	\$79,783
21	\$66,375	\$72,940	\$71,971	\$79,089	\$73,857	\$81,162
22	\$67,465	\$74,137	\$73,224	\$80,466	\$75,110	\$82,538
23	\$68,562	\$75,343	\$74,478	\$81,844	\$76,363	\$83,915
24	\$69,657	\$76,546	\$75,730	\$83,219	\$77,617	\$85,293
25	\$70,755	\$77,752	\$76,984	\$84,597	\$78,871	\$86,671
26	\$71,853	\$78,960	\$78,236	\$85,974	\$80,122	\$88,047
27	\$72,949	\$80,163	\$79,489	\$87,351	\$81,377	\$89,426
28	\$74,046	\$81,369	\$80,745	\$88,731	\$82,628	\$90,800
29	\$75,142	\$82,574	\$81,996	\$90,106	\$83,883	\$92,179
30	\$76,241	\$83,781	\$83,252	\$91,486	\$85,136	\$93,556