

COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
THE PEARL CITY BOARD OF EDUCATION  
AND THE  
PEARL CITY FEDERATION OF TEACHERS

2009-2011

THE PEARL CITY BOARD OF EDUCATION AND THE PEARL CITY  
FEDERATION OF TEACHERS ENTER INTO THIS CONTRACT WITH THE  
UNDERSTANDING THAT THE STUDENTS OF PEARL CITY COMMUNITY  
SCHOOL DISTRICT WILL BE ONE OF THE MAIN BENEFACTORS OF SAID  
COLLECTIVE BARGAINING AGREEMENT

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## **ARTICLE I RECOGNITION AND REPRESENTATION**

### **1.1 Parties to the Agreement**

This Agreement is made and entered into this 21<sup>st</sup> day of April, 2009 by and between the Board of Education of the Community Unit District #200, Stephenson County, Illinois hereinafter referred to as the “Board” and the Pearl City Federation of Teachers, Local 4002, AFT/IFT, AFL-CIO, hereinafter referred to as the “PCFT” pursuant to and in compliance with the Illinois Educational Labor Relations Act, Public Act 83-1014.

### **1.2 Recognition, Jurisdiction and Scope**

A. For the purpose of collective bargaining with respect to wages, hours, and terms and conditions of employment, the Board recognizes the PCFT as the sole and exclusive representative for all full-time and regularly employed part-time certified teachers of School District #200.

B. The Board agrees not to negotiate with any other employees’ organization with regard to items contained in this Agreement unless otherwise provided for in this Agreement or unless mutually agreed to by the parties during the term of this Agreement. It is understood and agreed, however, that the Board, Administration, individual employees or group of employees in the District retain their right to discuss problems relating to educational matters which are beyond the scope of salaries and the terms covered by this Agreement.

### **1.3 Conformity to Law**

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, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections, or clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted article, section, or clause.

## **ARTICLE II PCFT-BOARD RELATIONS**

### **2.1 Right to Representation**

The PCFT agrees to represent equally and without prejudice, all members of the bargaining unit for purposes of negotiations with the Board concerning terms and conditions of their employment.

### **2.2 PCFT/Superintendent Meetings**

The Superintendent shall meet, upon request of either party, with a representative of the PCFT to discuss matters relating to the implementation of this Agreement.

### **2.3 PCFT-Principal Meetings**

The Principal of each school shall meet, upon request of either party, with a representative of the PCFT to discuss matters relating to the implementation of this Agreement.

### **2.4 Information to the PCFT**

The Board shall furnish the PCFT President with the following documents as they are received, completed, or compiled.

- A. Board Agendas
- B. Official minutes of the Board meetings
- C. Monthly budget summaries
- D. Board policy manual
- E. Annual auditor's report and management letter
- F. Current fiscal year budget
- G. Statistical information, not including teachers' names, pertaining to teacher step placement, salary lane placement, and extended service placement.
- H. Faculty lists including home addresses and listed telephone numbers. The list of new teachers hired shall be given to the PCFT by September of each year and names and addresses of persons employed after that date shall be made available on a monthly basis

### **2.5 Meetings, Notices and General Information**

The PCFT shall have the right to use the IMC for meetings provided that such meetings do not interfere with instructional and/or extra-curricular programs. Any out of ordinary expenses, as a result of said meeting(s), will be reimbursed to the District by the PCFT. The PCFT may use teacher school mailboxes and teacher lounge bulletin boards for PCFT matters, and the Superintendent shall be given a copy of all open communications. The PCFT shall be allowed reasonable use of computers and office equipment. The PCFT will pay for all consumable materials used. No school equipment shall be removed from the premises without permission or used for political purposes.

### **2.6 Dues Check Off**

The Board shall deduct from the regular paycheck of each teacher from whom it receives written authorization to do so, the required amount of PCFT dues. The dues and a list of employees from whom the dues have been deducted and the amount deducted from each shall be forwarded to the proper PCFT officer no later than thirty (30) days after such deductions were made. Deductions shall continue unless and until the authorization is withdrawn by the teacher by written notice to the Superintendent and PCFT President.

2.7 District Directory

The PCFT and its officers shall be listed in the District Directory.

2.8 PCFT Representation

The PCFT president or his/her designee, when it is necessary and have so informed the Superintendent, may have the last thirty (30) minutes of teacher institute days to make announcements, give brief reports, and elicit opinions and concerns of the faculty.

**ARTICLE III**

**MANAGEMENT RIGHTS**

- 3.1 The Board, on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself, without limitation, all powers, rights, authority duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State and of the United States, including, but without limiting the generality of foregoing the right:
- A. To the executive management organization and administrative control of the District and its properties and facilities, and the activities of its employees;
  - B. To direct the work of its employees, determine the time and hours of operation and determine the kinds and levels of services including entering into contracts with private vendors for services;
  - C. To hire all employees, and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, discipline, dismissal or demotion; and to promote, assign and transfer all such employees;
  - D. To establish educational policies, goals and objectives; to insure rights and educational opportunities of students; to determine staffing patterns; to determine the number and kinds of personnel required in order to maintain the efficiency of District operations; and
  - E. To build, move or modify facilities; establish budget procedures and determine budgetary allocation; determine the methods of raising revenue; and take action on any matter in the event of an emergency.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board in adoption of policies, rules, regulations and practices in furtherance thereof, specific and express items of this Agreement, and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the State of Illinois and the Constitution and laws of the United States.

## **ARTICLE IV NO STRIKE PROVISION**

### **4.1 No Strike**

Educational employees shall not engage in a strike except under the following conditions:

- A. They are represented by an exclusive bargaining representative;
- B. Mediation has been used without success;
- C. At least 10 days have elapsed after a notice of intent to strike has been given by the exclusive bargaining representative to the educational employer, the regional superintendent and to the Illinois Educational Labor Relations Board;
- D. The collective bargaining agreement between the educational employer and educational employees, if any, has expired; and
- E. The employer and the exclusive bargaining representative have not mutually submitted the unresolved issues to arbitration.

If, however, in the opinion of an employer a strike is or has become a clear and present danger to the health or safety of the public, it may initiate in the circuit court of the county in which such danger exists an action for relief which may include, but is not limited to, injunction. The court may grant appropriate relief upon the finding that such clear and present danger exists. An unfair practice or other evidence of lack of clean hands by the educational employer is a defense to such action except as provided for in this subparagraph.

## **ARTICLE V                    CONDITIONS OF EMPLOYMENT**

### **5.1 School Calendar and Year**

The school year for all teachers shall consist of the recommended ISBE pupil attendance requirements. A representative from the PCFT will present the Board of Education a proposed school calendar annually.

### **5.2 Employee Workday**

The intended normal employee workday shall consist of the following unless otherwise provided for in this agreement:

A. **Hours**

1) 7 Hours 30 minutes - All teachers

B. **Lunch Period**

The employee workday shall include at least a thirty (30) minute duty free lunch period.

C. **Secondary Planning Period**

High school and Junior high teachers will be granted a planning period equal in length to a regular class period.

D. **Elementary Planning Period**

At a minimum elementary teachers shall be assured a daily planning period equivalent to the number of consecutive minutes as an elementary P.E. class period. There shall be no change in the minimum planning time for elementary teachers during the term of this agreement.

E. **End of Day**

Teachers shall be free to leave for the day after their professional responsibilities have been met.

F. **Extended Contract – Counselor**

Shall be allowed five days prior to the first day of the school year for which she/he can take compensatory days during the school year. The guidance counselor may use up to five days at the end of the school year and receive compensation for those days at a rate 1/180 of his/her salary per day.

G. **Compensation – Librarian**

The high school librarian may receive compensation for summer work. Requests will be reviewed annually by the board due to district needs.

H. **Compensation School Nurse**

The school nurse will receive one day (1/180) his/her salary worked before the beginning of the school year.

I. **Extended Contract – FFA/Agriculture**

The FFA/Agriculture instructor will receive ten (10) days, (10/180) his/her salary to fulfill related duties during the summer concluding the completed school year. The FFA/Agriculture instructor may be compensated for up to an additional ten (10) days, upon approval of the superintendent, during the summer concluding the completed school year for related duties. These days will be compensated at a rate of 1/180 of his/her salary per day.

### **5.3 Student Grades**

The responsibility and prerogative for assigning grades to students rest with the classroom teacher. The administration shall not change any grade recorded by a teacher without the said teacher's knowledge. Teachers will also update student grades each week on the district's grading software program.

#### 5.4 Internal Substituting

Every effort shall be made to secure substitutes to assume the duties of regularly employed teachers in their absence. For emergency situations (when no substitute is available) each school shall maintain a list of teachers who would be willing to substitute during their preparation period. Should it be necessary for a teacher to teach, during his/her preparatory period due to the unavailability of a substitute teacher, such teacher shall be compensated at  $1/8 \times 1/180 \times$  that teachers current salary per period of substitution.

Teachers will not be asked to substitute during their regularly scheduled class time or outside their contracted duties. In the event two teachers are regularly assigned to the same classroom at the same time, and a substitute can not be secured for the absent teacher, the remaining teacher will be compensated at the appropriate fraction of the substitute rate but at no less than  $1/8 \times 1/180 \times$  base salary per period of substitution.

This section shall not apply to those teachers who are scheduled for more than one preparation period per day. The Board reserves the right to assign substitute teaching duties during those other preparation periods.

In the event there is not an adequate number of volunteer internal substitutes, management reserves the right to designate or assign the responsibility.

#### 5.5 Student Discipline

The parties agree that the employee has the primary responsibility for maintenance of discipline within the classroom. The administration, however, recognizes its responsibilities within Board Policy to assist the employee in maintenance of control and discipline. "Assist" is to be interpreted as follows: Extreme cases shall be taken to the Building Principal and mutual follow-up shall be made between teacher, Building Principal and the pupil. The Building Principal will offer suggestions and recommendations to help the employee resolve the problem. The ultimate responsibility for maintaining discipline, however, will remain with the employee. Final action, if necessary, shall be left with the Building Principal and/or the Superintendent. The decision of the administration will not be subject to the grievance procedure. As required by the Illinois School Code, Chapter 105 ILCS 5/24-24 Maintenance of Discipline, a teacher may use reasonable force as needed to maintain safety for the other students and may remove a student from the classroom for disruptive behavior.

## 5.6 Personnel

The official file of all materials related to an employee shall exist at the Administrative Center Office. Each employee shall have the right to review the contents of said employee's personnel file with the exception of pre-employment confidential materials, and to attach and place therein written reactions to the contents. The employee may review his/her file upon reasonable notice to the Superintendent and/or his/her designee during the regular hours established for the Central Office. An employee shall be informed of material being placed in the employee's file which is derogatory to an employee's conduct or service. The employee shall acknowledge that he/she has seen such material by affixing his/her signature on the actual copy to be filed. The signature does not indicate agreement with the content of the materials. The employee may not remove any materials from said file, however, copies of materials shall be made for the employee (at his/her expense) if requested.

Any documents or the contents thereof relating to teacher evaluation and performance and all materials placed in a teacher's file by an administrator will be respected by the teacher and administrator as confidential vis-a-vis students and the general public except as may be required by the teacher or by the Board in bringing charges.

## 5.7 Personnel – Maintaining Certification

Teachers are responsible for maintaining their certification with the Illinois State Board of Education.

## 5.8 Notification of Assignments

In the event changes in work assignments are required, the employee affected shall be notified promptly, in writing.

## 5.9 Vacancies, Promotions and Transfers

The Superintendent will post in all school buildings a notice of all vacancies in positions as they occur. Except in the case of an emergency, no vacancy shall be filled until such vacancy shall have been posted for at least five (5) working days. During holidays and the summer, these notices shall be mailed to each employee. A teacher's written request for re-assignment to teach a different grade level or subject in which a vacancy occurs shall be considered by the appropriate administrator(s). Serious consideration will be given by administrators to situations in which qualified teachers mutually agree to exchange teaching assignments. Denial of such requests shall be made in writing. In the event involuntary transfers are necessary, the employee(s) affected by such involuntary transfer shall receive first consideration in a subsequently requested transfer.

## 5.10 Teacher Physicals

Teachers shall not be required to have routine physical exams after initial employment.

## 5.11 Committee/Faculty Meetings

The administration shall make an effort to limit the number of required committee/faculty meetings before and after school.

## **ARTICLE VI GRIEVANCE PROCEDURE**

### **6.1 Definition**

A grievance shall mean only a complaint that there has been an alleged violation or misapplication of any of the specific provisions of this agreement and that such grievance must be filed fifteen (15) days from the time of the original occurrence or when a person would reasonably have become aware that such an alleged violation had occurred.

### **6.2 General Provisions**

#### **A. Presentation of Grievance**

Every teacher covered by this agreement shall have the right to present grievances in accordance with these following procedures. The written information contained in the filed grievance shall include:

- 1) A description of the specific grounds of the grievance, including names, dates, and places necessary for a complete understanding of the grievance;
- 2) A list of the provisions of this agreement which are alleged to have been violated or misapplied;
- 3) A listing of specific actions requested of the administration which will remedy the grievance.

#### **B. Representation**

No teacher at any stage of the formal grievance procedure will be required to meet without a PCFT representative.

#### **C. No Reprisals**

A teacher who participates in the grievance procedure shall not be subjected to disciplinary action or reprisal because of such participation.

#### **D. Copies of Testimony and Material**

The teacher shall have a copy of all testimony and all material submitted by other parties concerned in the grievance.

#### **E. Grievance Initiation**

A grievance may be initiated and/or conducted by:

1. A teacher in his/her behalf;
2. A teacher accompanied by a PCFT representative;
3. The PCFT, as an organization in the event the alleged violation does not affect an individual but rather the PCFT as an organization; and
4. The PCFT on behalf of an individual.

#### **F. Definition of Days**

All reference to days shall mean school days, except that between the end of the school year and the beginning of the next school year, days shall mean week days.

#### **G. Stage 1 Bypass**

If the PCFT and the Superintendent agree, a grievance may be brought directly to stage two.

#### **H. Bypass to Arbitration**

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

### 6.3 Procedure

Any teacher may at any time present grievances to the administration without the intervention of the PCFT provided that the PCFT has been given the opportunity to be present at all meetings beyond the building level.

The failure of a teacher or the PCFT to act within the time limits will act as a bar to any further appeal, and an administrator's failure to render a decision or meet within the time limits set forth shall permit the teacher(s) or PCFT to proceed to the next step. Time limits may be extended only by mutual agreement.

Hearings and conferences held under this procedure shall be conducted by mutual agreement.

### 6.4 Informal Conference

Before a grievance is filed, a sincere attempt should be made to resolve any differences informally between the aggrieved and the principal or whomever the grievance is against.

### 6.5 Formal Procedure for Adjustment of Grievances

#### A. First Stage

The filing of the grievance at the first stage must be within fifteen (15) school days of the original occurrence of the grievance. The meeting with the principal, or appropriate District representative, will take place within five (5) school days of the receipt of the written grievance. The principal, or appropriate District representative who has authority to make a decision on the grievance, shall make such decision and communicate it in writing within five (5) school days after the meeting, to the teacher, Superintendent and the PCFT President.

#### B. Second Stage

In the event a grievance has not been satisfactorily resolved at the first stage, the aggrieved teacher and his/her PCFT designee will file within five (5) school days of receipt of the principal's written decision or answer at the first stage, a letter to the Superintendent requesting a meeting. Within five (5) school days after such written grievance is received by the Superintendent, the aggrieved, the principal, and/or the Superintendent or his/her designee, will meet to resolve the grievance. The Superintendent will file an answer within five (5) school days for the second stage grievance meeting and will communicate it in writing to the teacher, principal and PCFT President.

#### C. Third Stage

If the grievance is not resolved satisfactorily to the grievant and the PCFT after the second stage, there shall be a third step of impartial arbitration. The PCFT may submit in writing, within fifteen (15) days of the Superintendent's decision, a request to enter into such arbitration.

D. Selection of an Arbitrator

The parties shall jointly request the Federal Mediation and Conciliation Service (FMCS) to submit to them a list of five (5) arbitrator's names and qualifications. The panel shall have arbitrators who are members of the National Academy of Arbitrators. Either party may reject one (1) list in its entirety and request that another list be submitted. From such list, the party initially requesting the arbitration shall strike two (2) names and the other party shall then strike (2) names. The person whose name remains shall be the arbitrator. The arbitrator selected shall be jointly notified of his/her selection and requested to contact the parties with respect to setting up a time for a hearing.

E. Expenses of Arbitration

The Board and PCFT shall share all expenses incurred equally. It is understood that such expenses will be limited to the arbitrator's fee and the court reporter's fee. If either party requests a transcript from the court reporter, the cost of the transcript is the responsibility of the party requesting such document, unless both parties agree to split the cost for the transcript. Any legal expenses incurred should be paid for by the party engaging the legal counsel.

F. Powers of the Arbitrator

Insofar as such arbitration is limited solely and simply to interpretation and implementation of the terms of this Agreement, both parties agree to abide by the results of the findings of the arbitrator. The arbitrator shall not have the power to add to, subtract from, alter, or modify in any way, any of the terms and/or conditions of this Agreement.

## **ARTICLE VII EVALUATION**

### **7.1 Procedure and Instrument**

No formal evaluation shall take place until the Building Principal or evaluator acquaints each teacher under his/her supervision with the evaluation procedures and instruments. The Building Principal or evaluator shall advise such teacher as to whom shall observe and evaluate the teacher's performance.

### **7.2 Formal Evaluation and Conference**

A formal classroom evaluation shall be defined as one involving a classroom visitation of not less than fifteen (15) minutes and a written evaluation of the visitation followed by a conference between the evaluator and the teacher. Such conference shall be scheduled within seven (7) school days of the visitation and shall be held within fifteen (15) school days of visitation.

### **7.3 Written Evaluation**

The evaluator shall formally evaluate each teacher in writing, using an evaluation instrument. All formal evaluations shall be done with the full knowledge of the teacher.

### **7.4 Number of Evaluations**

Non-tenured teachers shall be formally evaluated at least twice a year. Tenured teachers shall, if determined by the Administration to be necessary, be formally evaluated at least once a year, but not less than once every two (2) years.

### **7.5 Constructive Assistance and Deficiencies**

The evaluator shall provide the teacher constructive assistance to improve the quality of instruction as well as a written statement of any deficiencies. Suggestions for improving deficiencies shall be offered by the evaluator, recognizing that the responsibility for improvement rests with the teacher.

### **7.6 Copies of Evaluation and Right to Object**

The teacher shall sign copies of the written evaluation and receive a copy of said evaluation. If the teacher feels that his/her formal evaluation is incomplete, inaccurate or unjust, he/she may put his/her objections in writing. The evaluator shall sign the teacher's objection. A copy of which shall be given to the teacher and one (1) copy attached to the evaluation report to be placed in the teacher's official personnel file.

### **7.7 Informal Evaluation**

Nothing contained herein shall limit the right of administration to utilize informal observations to evaluate the performance of a teacher during his/her assigned duties. Any informal observations which are to be used to evaluate the employee shall be reduced to writing and discussed with the employee prior to being placed in the teacher's personnel file.

### **7.8 Consulting Teachers**

Consulting teachers will receive release time to perform their duties as consulting teachers. In the event it is necessary to employ a substitute to perform the consulting teacher's teaching duties during their consulting time, the school district will pay the cost of the substitute. Participation as a consulting teacher will be voluntary.

7.9 Limited Right to Grieve

Any grievance filed relative to this Article shall be limited to violations of the specific procedures as outlined in Sections 7.1 through 7.8 above. All other aspects of evaluation, including but not limited to criteria, instruments, or personalities, shall not be grievable.

## **ARTICLE VIII LEAVES**

### **8.1 Sick Leave**

The Board shall grant each full-time teacher with 0-15 years of experience eleven (11) paid sick leave days each school year, each full time teacher with 16-24 years of experience twelve (12) paid sick leave days each school year and each full time teacher with 25 or more years of experience thirteen (13) paid sick leave days each school year. Years of experience shall be years employed with the Pearl City School District. The Board shall grant each part-time teacher eleven (11) paid sick leave days each school year prorated to the number of hours the part-time teacher is employed each day. If any teacher does not use the full amount of annual sick leave, the amount shall accumulate to a maximum of 340 days. Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in one's immediate family or household. Immediate family shall mean parents, spouse, brother, sister, children, grandchildren, grandparents, parent-in-law, and legal guardians.

Employees shall receive notice of the number of accumulated sick leave days at the commencement of each school year. Sick days will be applied during the term of the contract. (This is not retroactive)

### **8.2 Professional Leave**

Reasonable expenses for food, travel, registration, and lodging, not to exceed \$150 per day will be reimbursed. Receipts for all expenses claimed shall be turned into the administration for review before reimbursement is approved.

### **8.3 Maternity Leave**

A teacher requesting maternity leave will be allowed to utilize twenty (20) sick leave days for a vaginal delivery or thirty (30) days for a cesarean delivery. Any sick days needed in excess of 20/30 days will require a physician's written statement regarding the employee's inability to return to work. The Board of Education may, at its own discretion and cost verify the employee's physicians written evaluation. It is the responsibility of the employee to assure that the proper notification is on file in the Superintendent's office and sick leave will not be granted until such notification from the physician has been received.

In the event leave is foreseeable, such as leave taken for the birth of a child, the employee must provide at least thirty (30) days advance written notice.

If the employee exhausts all of her accumulated and current sick leave and has not been released by her doctor to return to work the situation will be treated as leave without pay.

### **8.4 Uncompensated Sick Leaves of Absence**

Any teacher or certified personnel who becomes ill or physically incapacitated and who has used all accumulated sick leave during any school year, shall be granted an uncompensated leave of absence for the duration of said school year. In case of any disagreement between the teacher and the Board of Education as to the necessity of such leave of absence, the Board of Education may require the certificate of a medical doctor of the Board's choice giving evidence of such disability and the evidence of the doctor shall be final. All accrued medical fees for this examination shall be paid by the Board.

### 8.5 Personal and/or Emergency Leave

Each teacher shall be granted two (2) personal days at full pay per school year for the purpose of personal business which cannot be attended to at any other time except during school hours.

Notification for such personal leave shall be made to the principal at least forty-eight (48) hours before taking such leave, except in the case of an emergency. Personal leave will not be granted during Parent/Teacher conferences and during the first five (5) or last five (5) attendance days of the school year except under the following conditions: family weddings, family graduation, legal business, or for specific circumstances approved by the Superintendent or Board. No more than an aggregate of three (3) advance notice personal leave days will be allowed in the district in any one (1) week unless approved by the superintendent. Unused personal and/or emergency leave days for any employee as of June 30 each year shall be added to said employee's accrued sick leave.

### 8.6 Other Leaves of Absence

Upon the recommendation of the Superintendent and/or his/her designee, leave of absence for an extended period of time may be granted by the Board. Any employee desiring a leave of absence without pay must submit to the Superintendent, an application in writing at least seventy-five (75) calendar days before the desired date of the commencement of the leave. In emergency cases, the Superintendent may waive the seventy-five (75) calendar days if, in his/her judgment, the employee submits in writing an explanation with proper verification and/or documentation indicating the events, occasions or occurrences beyond the control of the employee who requested that the seventy-five (75) day period be waived.

#### A. Reasons for Leave

A leave of absence for an extended period of time may be granted to teachers for any of the following reasons or purposes: illness, military in accordance with the Military Leave of Absence Act and the Public Employee and Services Rights Act, professional study, government or professional service, educational growth, parental leave and for such other reasons which, in the judgment of the Superintendent, may be recommended to the Board for approval.

#### B. Duration of Leave

Under this policy, no leave shall exceed one (1) year unless an extension thereof is requested by the employee in writing and recommended by the Superintendent and approved by the Board of Education. Any request for an extension must be submitted to the Superintendent no later than ninety (90) calendar days prior to the end of the school year during which the employee is on leave. In no event shall any employee be granted an unpaid leave of absence in excess of two (2) years.

#### C. Rights on Leaves

Any teacher on leave authorized by the Board shall be accorded the opportunity, if the carrier approves, to maintain at their expense the insurance benefits to which an employee would have been entitled were the employee regularly employed.

#### D. Notification of Intent to Return

Notification of intention to return to the employment of the school district from an unpaid leave of absence shall be made in writing to the Superintendent at least sixty-five (65) calendar days prior to the end of the school year preceding the expected return. Failure to notify the Superintendent, in writing, shall be deemed a resignation.

#### E. Conditions Upon Return

Employees returning from an unpaid leave of absence shall be placed on the salary schedule at the same place (in terms of years of service, not in additional hours) that they occupied at the beginning of the leave unless they shall have completed teaching at least ninety (90) days of the current year. In the latter case, employees shall be granted one-half (1/2) year's credit on the salary schedule if the partial year of service started before the commencement of the leave. Employees returning from an unpaid leave of absence shall resume their duties only at the beginning of the school year unless otherwise recommended by the Superintendent and approved by the Board. Prior to the approval of any leave request pursuant to this clause, the Superintendent and/or the Board may require that the employee submit proper documentation such as statements of a physician, admission of higher learning, or approval by the proper agency of adoption. Upon expiration of the leave and upon presentation of evidence satisfactory to the Board of Education manifesting compliance with the conditions of the leave, the employee shall be returned to a position within the school district, however, not necessarily at the same building and/or position formerly occupied.

#### 8.7 Bereavement Leave

The Board will allow the use of one (1) sick leave day (per occurrence) for the death of a close friend or relative other than immediate family. In special circumstances the superintendent may allow the use of one (1) sick leave day for bereavement purposes.

#### 8.8 P.C.F.T. Business Leaves

Business leaves will be granted if the P.C.F.T. desires to send no more than two (2) representatives per meeting to local, state, or national meetings. These representatives shall be excused without loss of salary or leave days provided the P.C.F.T. reimburses the employer for the cost of the substitutes. These days may be used on a fractional basis provided the administration is given three (3) days notice of intent to do so. No more than two (2) days shall be granted per representative per year.

#### 8.9 Family Medical Leave of Absence

Eligible employees are entitled to twelve (12) work weeks of unpaid family and medical leave during the twelve (12) month period in accordance with the Family and Medical Leave Act of 1993. Any other accrued paid or unpaid leave which qualifies under the Act may be substituted for all or the corresponding portion of an employee's leave entitlement under the Act. Similarly, if an employee requests paid leave for a FMLA-qualifying purpose, the paid leave shall be counted against the employee's twelve (12) week FMLA leave entitlement if the employer notifies the employee at the time the leave commences. The District will grant up to twelve (12) work weeks of family and medical leave in any calendar year (January 1 - December 31).

## **ARTICLE IX REDUCTION IN FORCE**

### 9.1 Reduction - Attrition

When the Board of Education deems it necessary to reduce the number of teachers in the District because of reasons such as, but not limited to, declining enrollments, inadequate finance, the elimination of programs, or consolidation, every effort will be made to make reductions through attrition.

### 9.2 Reduction - School Code

If this is not possible, then reductions shall be in accordance with the School Code of Illinois and this Agreement.

### 9.3 Bumping and Recall

Tenured teachers shall be given the opportunity to teach in positions held by non-tenured teachers for which they meet the requirements for proper certification of the Illinois State Board of Education, when such certification is on file at least sixty (60) days before the end of the school year preceding reduction. Such transfers shall be contingent upon the criteria in Section 9.2 above, and experience in the grade levels or subject area available. Recalls shall be made according to the School Code of Illinois.

### 9.4 Seniority

For the purpose of this Article, shall be defined as the length of continuous service within the District. Said service shall be computed from the first day of current uninterrupted employment within the District. The "first day" shall be defined as the day upon which duties are performed.

## **ARTICLE X FRINGE BENEFITS**

### **10.1 Sheltering Teacher Retirement Contribution**

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 the amount due to the Teacher Retirement System from the established compensation schedule to the Teacher Retirement System on behalf of each teacher. The Board will continue to pay to Teacher Retirement System from future established compensation schedules, on behalf of each teacher, the amount due to Teacher Retirement System and shelter said amount for tax purposes. Should any of the above be 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.

### **10.2 Insurance**

#### **A. Hospitalization/Major Medical Insurance**

The Board shall pay the single coverage premiums for each employee. Each employee shall have the option to purchase dependent insurance coverage and have these premiums deducted from his/her salary. A committee composed of three teachers from the PCFT and three Board members will meet to reevaluate insurance options. The purpose of the committee will be to review and select an insurance plan with a cost increase of twelve percent or less annually. The decision of the committee is binding for that school year.

#### **B. Life Insurance**

Each employee shall receive a Board-paid thirty thousand (\$30,000) dollar life insurance policy.

### **10.3 Pay Periods**

Salaries shall be divided equally over twenty-six (26) payments with checks being issued biweekly on Friday. During the school year, when the Friday is a holiday or a teacher non-attendance, day checks will be issued one (1) business day prior to that Friday.

### **10.4 Sheltering Dependent Insurance Premiums**

Each employee may designate a portion of his/her compensation for each contract year as salary reduction contributions to the extent an employee so elects to pay the employee's share of the cost of coverage under any existing Board sponsored health, medical, single/dependent dental or hospitalization insurance plan for employees; provided however, that salary reduction contributions for any employee shall not exceed four thousand six hundred eighty dollars (\$4680.00) in any contract year. This amount may be adjusted by the Board if there is a change in the cost of the particular type of coverage selected by an employee. An employee may not change coverages during a contract year because of a change in the cost of coverages.

Salary reduction contributions shall reduce the employee's compensation ratably on each payday during the contract year.

An employee's initial benefit election shall be made as part of his Application to Participate. Thereafter, an employee may change this benefit election for a subsequent contract year by providing written notice thereof to the Board on a form acceptable to the Board at least fifteen (15) days prior to the first day of the contract year for which such change is to be effective. An employee's benefit election for any contract year shall be irrevocable during the contract year, except for automatic adjustment provided hereinabove and except that in the event that there is a change in an employee's marital status or number of dependents or there is a termination of employment of the employee's spouse, an employee shall be entitled to change his/her benefit election in a manner that is consistent with such change in marital, dependent, or employment status, by providing written notice thereof to the Board, on a form acceptable to the Board. Any such change shall be effective for the latter of (a) the first day of the first calendar month beginning not less than thirty (30) days after the date such employee's written notice is received by the Board or; (b) the first day of the first calendar month in which such change occurs.

#### 10.5 Salary Schedule

Salary Schedule(s) are attached and identified as Appendix A.

#### 10.6 Co-Curricular Compensation Schedule

Co-Curricular Compensation Schedule is attached and identified as Appendix B.

#### 10.7 Tuition Reimbursement

The Board shall pay up to one hundred fifty (150) dollars per credit hour tuition, limited to \$1350 per fiscal year, unless additional credit hours are requested by the administration. Those enrolled in an approved Masters Degree program will be limited to \$2,700 per fiscal year toward administrator approved graduate level course(s). This program will commence upon a teacher reaching tenured status.

#### 10.8 Day Off Without Pay

If a teacher's request for leave without pay is approved, the teacher shall be docked at the rate of 1/180 of his/her annual teaching salary excluding any extracurricular pay.

#### 10.9 T.H.I.S. Payments

The Board shall pay the T.H.I.S. contribution for all teachers.

10.10 Coursework not related to a master's degree will not be applied to the salary schedule when the teacher acquires a master's degree (example Bachelor's +24 and will not become Master's + 24).

#### 10.11 Retirement Incentive (RI)

##### A. Eligibility

1. Completed at least 10 or more of certified teaching service years in the District
2. Who within the current or within the next 4 years of teaching service is eligible to receive a retirement annuity without discount from the TRS of Illinois
3. Filed for participation in the retirement program of the Illinois Teacher Retirement System

##### B. Procedures

To select the RI, the teacher must submit to the Board an irrevocable written notice of intent to retire by August 15 of the preceding year that he/she intends

to retire in one (1), two (2), three (3), or four (4) years. Note: Teachers, who decide to take the RI beginning with 2009-10 school year, must submit to the Board by August 15, 2009 an irrevocable written notice of intent to retire at the conclusion of the selected year/years. For the 2009-10 school year teachers wishing to use the old incentive may request this option by August 1, 2009.

### C. Benefit

During the final One to Four teaching years, teachers receiving the RI will be paid a total increase of 2% in said teacher's salary (excluding extra duties) over the previous year's salary in year 1, 2.5% in said teacher's salary (excluding extra duties) over the previous year's salary in year 2, 3% in said teacher's salary (excluding extra duties) over the previous year's salary in year 3, and 4% in said teacher's salary (excluding extra duties) over the previous year's salary in year 4. In the event that any paid increases applied to a teacher during the period of the RI would cause the teachers creditable earnings to exceed 6% of the previous year's earnings, the PCFT agrees that the teacher's salary will be reduced, or frozen, at a 6% increase.

#### 1. One Year Notification

Provided timely notice is given as required, the District will increase the teacher's salary (excluding extra duties) in the final year of service by 4% for said year. The RI is an increase in a teacher's final year of salary (excluding extra duties) to a total of 4% more than the teachers salary reported to TRS for the teacher for the year prior to the final year of service.

#### 2. Two Year Notification

Provided timely notice is given as required, the District will increase the teacher's salary (excluding extra duties) in the second to last year of service by 3% for said year. The RI is an increase in a teacher's second to last year of salary (excluding extra duties) to a total of 3% more than the teacher's salary reported to TRS for the teacher for the year prior to the second to last year of service.

#### 3. Three Year Notification

Provided timely notice is given as required, the District will increase the teacher's salary (excluding extra duties) in the third to last year of service by 2.5% for said year. The RI is an increase in a teacher's third to last year of salary (excluding extra duties) to a total of 2.5% more than the teacher's salary reported to TRS for the teacher for the year prior to the third to last year of service.

#### 4. Four Year Notification

Provided timely notice is given as required, the District will increase the teacher's salary(excluding extra duties) in the fourth to last year of service by 2% for said year. The RI is an increase in a teacher's fourth to last year of salary (excluding extra duties) to a total of 2% more than the teacher's salary reported to TRS for the teacher for the year prior to the fourth to last year of service.

#### 10.12 Overload Compensation

Overload for an extra classroom responsibility would be equal to 1/8 of base salary. An overload shall be defined as having to give up a preparatory period.

## **ARTICLE XI FAIR SHARE**

### **11.1 Non-members**

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 non-members of the Union, shall pay to the Union each month their fair share of the costs of the service rendered by the Union that are chargeable to non-members under state and federal law.

### **11.2 Certification**

The Union shall certify to the Board a fair share amount not to exceed the dues uniformly required of members in conformity with state and federal law and Labor Board rules.

### **11.3 Payroll Deduction**

Such fair share payment by non-members shall be deducted by the Board from earnings of the non-member employees and remitted to the Union within ten (10) workdays, unless required to remit a fee to the Labor Board for escrow.

### **11.4 Non-member Payments**

The Board shall cooperate with the Union to ascertain the names of all employees non-members of the Union from whose earnings the fair share payments shall be deducted and their work locations and shall provide Union space to post a notice concerning fair share.

### **11.5 Labor Board Rules**

The Union and the Board shall comply with the Labor Board concerning notices, objectives and related matters contained in its fair share rules.

### **11.6 Appeal Procedure**

Upon adoption of any Union internal appeal procedure, the Union shall supply the Board with a copy.

### **11.7 Indemnification**

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 forms of liability that shall rise 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 by the Union.

### **11.8 Compliance With Law**

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 the Board agree to convene negotiations on this matter immediately for the sole purpose of bringing this Article into compliance with the standards of rulings of said Labor Board or court.

**ARTICLE XII EFFECT OF AGREEMENT**

12.1 Effective Dates and Negotiations

This Agreement shall become effective on August 15, 2009 and shall continue in effect until August 14, 2011. The PCFT negotiating team shall initiate the negotiation process with the Board of Education no later than January 2011. The Agreement may be continued by mutual consent.

12.2 Contract - Agreement and Limitations

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties and may be modified only through written mutual consent of the parties. It is understood that all rights, powers and authority of the Board not specifically limited by the language of this Agreement are retained by the Board. The Board shall take no action which will violate any of the specific provisions of this Agreement.

12.3 To Wit:

This Agreement is signed this 21<sup>st</sup> day of April, 2009 in witness thereof:

FOR THE PEARL CITY FEDERATION  
OF TEACHERS, AMERICAN FEDERATION

FOR THE BOARD OF EDUCATION  
OF C.U. SCHOOL DISTRICT #200

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APPENDIX A  
SALARY SCHEDULES

**2009-10**

	BS	BS + 8	BS + 16	BS + 24	MS	MS + 8	MS + 16	MS + 24	MS + 32
0	\$28,225	\$29,213	\$30,201	\$31,189	\$32,177	\$33,164	\$34,152	\$35,140	\$36,128
1	\$29,213	\$30,201	\$31,189	\$32,177	\$33,164	\$34,152	\$35,140	\$36,128	\$37,116
2	\$30,201	\$31,189	\$32,177	\$33,164	\$34,152	\$35,140	\$36,128	\$37,116	\$38,104
3	\$31,189	\$32,177	\$33,164	\$34,152	\$35,140	\$36,128	\$37,116	\$38,104	\$39,092
4	\$32,177	\$33,164	\$34,152	\$35,140	\$36,128	\$37,116	\$38,104	\$39,092	\$40,080
5	\$33,164	\$34,152	\$35,140	\$36,128	\$37,116	\$38,104	\$39,092	\$40,080	\$41,067
6	\$34,152	\$35,140	\$36,128	\$37,116	\$38,104	\$39,092	\$40,080	\$41,067	\$42,055
7	\$35,140	\$36,128	\$37,116	\$38,104	\$39,092	\$40,080	\$41,067	\$42,055	\$43,043
8	\$36,128	\$37,116	\$38,104	\$39,092	\$40,080	\$41,067	\$42,055	\$43,043	\$44,031
9	\$37,116	\$38,104	\$39,092	\$40,080	\$41,067	\$42,055	\$43,043	\$44,031	\$45,019
10	\$38,104	\$39,092	\$40,080	\$41,067	\$42,055	\$43,043	\$44,031	\$45,019	\$46,007
11	\$39,092	\$40,080	\$41,067	\$42,055	\$43,043	\$44,031	\$45,019	\$46,007	\$46,995
12	\$40,080	\$41,067	\$42,055	\$43,043	\$44,031	\$45,019	\$46,007	\$46,995	\$47,983
13		\$42,055	\$43,043	\$44,031	\$45,019	\$46,007	\$46,995	\$47,983	\$48,970
14			\$44,031	\$45,019	\$46,007	\$46,995	\$47,983	\$48,970	\$49,958
15				\$46,007	\$46,995	\$47,983	\$48,970	\$49,958	\$50,946
16					\$47,983	\$48,970	\$49,958	\$50,946	\$51,934
17					\$48,970	\$49,958	\$50,946	\$51,934	\$52,922
22	\$41,067	\$43,043	\$45,019	\$46,995	\$49,958	\$50,946	\$51,934	\$52,922	\$53,910
26	\$42,055	\$44,031	\$46,007	\$47,983	\$50,946	\$51,934	\$52,922	\$53,910	\$54,898
	\$46,007								

\* Cell is locked until all teachers in cell have retired at which time the cell will be eliminated.

**2009-10 Salary Schedule with TRS**

	BS	BS + 8	BS + 16	BS + 24	MS	MS + 8	MS + 16	MS + 24	MS + 32
0	\$28,225	\$29,213	\$30,201	\$31,189	\$32,177	\$33,164	\$34,152	\$35,140	\$36,128
	\$31,153	\$32,244	\$33,334	\$34,425	\$35,515	\$36,605	\$37,696	\$38,786	\$39,876
1	\$29,213	\$30,201	\$31,189	\$32,177	\$33,164	\$34,152	\$35,140	\$36,128	\$37,116
	\$32,244	\$33,334	\$34,425	\$35,515	\$36,605	\$37,696	\$38,786	\$39,876	\$40,967
2	\$30,201	\$31,189	\$32,177	\$33,164	\$34,152	\$35,140	\$36,128	\$37,116	\$38,104
	\$33,334	\$34,425	\$35,515	\$36,605	\$37,696	\$38,786	\$39,876	\$40,967	\$42,057
3	\$31,189	\$32,177	\$33,164	\$34,152	\$35,140	\$36,128	\$37,116	\$38,104	\$39,092
	\$34,425	\$35,515	\$36,605	\$37,696	\$38,786	\$39,876	\$40,967	\$42,057	\$43,147
4	\$32,177	\$33,164	\$34,152	\$35,140	\$36,128	\$37,116	\$38,104	\$39,092	\$40,080
	\$35,515	\$36,605	\$37,696	\$38,786	\$39,876	\$40,967	\$42,057	\$43,147	\$44,238
5	\$33,164	\$34,152	\$35,140	\$36,128	\$37,116	\$38,104	\$39,092	\$40,080	\$41,067
	\$36,605	\$37,696	\$38,786	\$39,876	\$40,967	\$42,057	\$43,147	\$44,238	\$45,328
6	\$34,152	\$35,140	\$36,128	\$37,116	\$38,104	\$39,092	\$40,080	\$41,067	\$42,055
	\$37,696	\$38,786	\$39,876	\$40,967	\$42,057	\$43,147	\$44,238	\$45,328	\$46,419
7	\$35,140	\$36,128	\$37,116	\$38,104	\$39,092	\$40,080	\$41,067	\$42,055	\$43,043
	\$38,786	\$39,876	\$40,967	\$42,057	\$43,147	\$44,238	\$45,328	\$46,419	\$47,509
8	\$36,128	\$37,116	\$38,104	\$39,092	\$40,080	\$41,067	\$42,055	\$43,043	\$44,031
	\$39,876	\$40,967	\$42,057	\$43,147	\$44,238	\$45,328	\$46,419	\$47,509	\$48,599
9	\$37,116	\$38,104	\$39,092	\$40,080	\$41,067	\$42,055	\$43,043	\$44,031	\$45,019
	\$40,967	\$42,057	\$43,147	\$44,238	\$45,328	\$46,419	\$47,509	\$48,599	\$49,690
10	\$38,104	\$39,092	\$40,080	\$41,067	\$42,055	\$43,043	\$44,031	\$45,019	\$46,007
	\$42,057	\$43,147	\$44,238	\$45,328	\$46,419	\$47,509	\$48,599	\$49,690	\$50,780
11	\$39,092	\$40,080	\$41,067	\$42,055	\$43,043	\$44,031	\$45,019	\$46,007	\$46,995
	\$43,147	\$44,238	\$45,328	\$46,419	\$47,509	\$48,599	\$49,690	\$50,780	\$51,870
12	\$40,080	\$41,067	\$42,055	\$43,043	\$44,031	\$45,019	\$46,007	\$46,995	\$47,983
	\$44,238	\$45,328	\$46,419	\$47,509	\$48,599	\$49,690	\$50,780	\$51,870	\$52,961
13		\$42,055	\$43,043	\$44,031	\$45,019	\$46,007	\$46,995	\$47,983	\$48,970
		\$46,419	\$47,509	\$48,599	\$49,690	\$50,780	\$51,870	\$52,961	\$54,051
14			\$44,031	\$45,019	\$46,007	\$46,995	\$47,983	\$48,970	\$49,958
			\$48,599	\$49,690	\$50,780	\$51,870	\$52,961	\$54,051	\$55,142
15				\$46,007	\$46,995	\$47,983	\$48,970	\$49,958	\$50,946
				\$50,780	\$51,870	\$52,961	\$54,051	\$55,142	\$56,232
16					\$47,983	\$48,970	\$49,958	\$50,946	\$51,934
					\$52,961	\$54,051	\$55,142	\$56,232	\$57,322
17					\$48,970	\$49,958	\$50,946	\$51,934	\$52,922
					\$54,051	\$55,142	\$56,232	\$57,322	\$58,413
22	\$41,067	\$43,043	\$45,019	\$46,995	\$49,958	\$50,946	\$51,934	\$52,922	\$53,910
	\$45,328	\$47,509	\$49,690	\$51,870	\$55,142	\$56,232	\$57,322	\$58,413	\$59,503
26	\$42,055	\$44,031	\$46,007	\$47,983	\$50,946	\$51,934	\$52,922	\$53,910	\$54,898
	\$46,419	\$48,599	\$50,780	\$52,961	\$56,232	\$57,322	\$58,413	\$59,503	\$60,593

\*\*\$46,007

\*\*\$50,780

\*\* Cell is locked until all teachers in cell have retired at which time the cell will be eliminated.

**2010-11**

	BS	BS + 8	BS + 16	BS + 24	MS	MS + 8	MS + 16	MS + 24	MS + 32
0	\$28,688	\$29,692	\$30,696	\$31,700	\$32,704	\$33,708	\$34,712	\$35,717	\$36,721
1	\$29,692	\$30,696	\$31,700	\$32,704	\$33,708	\$34,712	\$35,717	\$36,721	\$37,725
2	\$30,696	\$31,700	\$32,704	\$33,708	\$34,712	\$35,717	\$36,721	\$37,725	\$38,729
3	\$31,700	\$32,704	\$33,708	\$34,712	\$35,717	\$36,721	\$37,725	\$38,729	\$39,733
4	\$32,704	\$33,708	\$34,712	\$35,717	\$36,721	\$37,725	\$38,729	\$39,733	\$40,737
5	\$33,708	\$34,712	\$35,717	\$36,721	\$37,725	\$38,729	\$39,733	\$40,737	\$41,741
6	\$34,712	\$35,717	\$36,721	\$37,725	\$38,729	\$39,733	\$40,737	\$41,741	\$42,745
7	\$35,717	\$36,721	\$37,725	\$38,729	\$39,733	\$40,737	\$41,741	\$42,745	\$43,749
8	\$36,721	\$37,725	\$38,729	\$39,733	\$40,737	\$41,741	\$42,745	\$43,749	\$44,753
9	\$37,725	\$38,729	\$39,733	\$40,737	\$41,741	\$42,745	\$43,749	\$44,753	\$45,757
10	\$38,729	\$39,733	\$40,737	\$41,741	\$42,745	\$43,749	\$44,753	\$45,757	\$46,761
11	\$39,733	\$40,737	\$41,741	\$42,745	\$43,749	\$44,753	\$45,757	\$46,761	\$47,766
12	\$40,737	\$41,741	\$42,745	\$43,749	\$44,753	\$45,757	\$46,761	\$47,766	\$48,770
13		\$42,745	\$43,749	\$44,753	\$45,757	\$46,761	\$47,766	\$48,770	\$49,774
14			\$44,753	\$45,757	\$46,761	\$47,766	\$48,770	\$49,774	\$50,778
15				\$46,761	\$47,766	\$48,770	\$49,774	\$50,778	\$51,782
16					\$48,770	\$49,774	\$50,778	\$51,782	\$52,786
17					\$49,774	\$50,778	\$51,782	\$52,786	\$53,790
22	\$41,741	\$43,749	\$45,757	\$47,766	\$50,778	\$51,782	\$52,786	\$53,790	\$54,794
26	\$42,745	\$44,753	\$46,761	\$48,770	\$51,782	\$52,786	\$53,790	\$54,794	\$55,798
	\$46,761								

\* Cell is locked until all teachers in cell have retired at which time the cell will be eliminated.

**2010-11 Salary Schedule with TRS**

	BS	BS + 8	BS + 16	BS + 24	MS	MS + 8	MS + 16	MS + 24	MS + 32
0	\$28,688	\$29,692	\$30,696	\$31,700	\$32,704	\$33,708	\$34,712	\$35,717	\$36,721
	\$31,664	\$32,773	\$33,881	\$34,989	\$36,097	\$37,206	\$38,314	\$39,422	\$40,531
1	\$29,692	\$30,696	\$31,700	\$32,704	\$33,708	\$34,712	\$35,717	\$36,721	\$37,725
	\$32,773	\$33,881	\$34,989	\$36,097	\$37,206	\$38,314	\$39,422	\$40,531	\$41,639
2	\$30,696	\$31,700	\$32,704	\$33,708	\$34,712	\$35,717	\$36,721	\$37,725	\$38,729
	\$33,881	\$34,989	\$36,097	\$37,206	\$38,314	\$39,422	\$40,531	\$41,639	\$42,747
3	\$31,700	\$32,704	\$33,708	\$34,712	\$35,717	\$36,721	\$37,725	\$38,729	\$39,733
	\$34,989	\$36,097	\$37,206	\$38,314	\$39,422	\$40,531	\$41,639	\$42,747	\$43,855
4	\$32,704	\$33,708	\$34,712	\$35,717	\$36,721	\$37,725	\$38,729	\$39,733	\$40,737
	\$36,097	\$37,206	\$38,314	\$39,422	\$40,531	\$41,639	\$42,747	\$43,855	\$44,964
5	\$33,708	\$34,712	\$35,717	\$36,721	\$37,725	\$38,729	\$39,733	\$40,737	\$41,741
	\$37,206	\$38,314	\$39,422	\$40,531	\$41,639	\$42,747	\$43,855	\$44,964	\$46,072
6	\$34,712	\$35,717	\$36,721	\$37,725	\$38,729	\$39,733	\$40,737	\$41,741	\$42,745
	\$38,314	\$39,422	\$40,531	\$41,639	\$42,747	\$43,855	\$44,964	\$46,072	\$47,180
7	\$35,717	\$36,721	\$37,725	\$38,729	\$39,733	\$40,737	\$41,741	\$42,745	\$43,749
	\$39,422	\$40,531	\$41,639	\$42,747	\$43,855	\$44,964	\$46,072	\$47,180	\$48,288
8	\$36,721	\$37,725	\$38,729	\$39,733	\$40,737	\$41,741	\$42,745	\$43,749	\$44,753
	\$40,531	\$41,639	\$42,747	\$43,855	\$44,964	\$46,072	\$47,180	\$48,288	\$49,397
9	\$37,725	\$38,729	\$39,733	\$40,737	\$41,741	\$42,745	\$43,749	\$44,753	\$45,757
	\$41,639	\$42,747	\$43,855	\$44,964	\$46,072	\$47,180	\$48,288	\$49,397	\$50,505
10	\$38,729	\$39,733	\$40,737	\$41,741	\$42,745	\$43,749	\$44,753	\$45,757	\$46,761
	\$42,747	\$43,855	\$44,964	\$46,072	\$47,180	\$48,288	\$49,397	\$50,505	\$51,613
11	\$39,733	\$40,737	\$41,741	\$42,745	\$43,749	\$44,753	\$45,757	\$46,761	\$47,766
	\$43,855	\$44,964	\$46,072	\$47,180	\$48,288	\$49,397	\$50,505	\$51,613	\$52,721
12	\$40,737	\$41,741	\$42,745	\$43,749	\$44,753	\$45,757	\$46,761	\$47,766	\$48,770
	\$44,964	\$46,072	\$47,180	\$48,288	\$49,397	\$50,505	\$51,613	\$52,721	\$53,830
13		\$42,745	\$43,749	\$44,753	\$45,757	\$46,761	\$47,766	\$48,770	\$49,774
		\$47,180	\$48,288	\$49,397	\$50,505	\$51,613	\$52,721	\$53,830	\$54,938
14			\$44,753	\$45,757	\$46,761	\$47,766	\$48,770	\$49,774	\$50,778
			\$49,397	\$50,505	\$51,613	\$52,721	\$53,830	\$54,938	\$56,046
15				\$46,761	\$47,766	\$48,770	\$49,774	\$50,778	\$51,782
				\$51,613	\$52,721	\$53,830	\$54,938	\$56,046	\$57,154
16					\$48,770	\$49,774	\$50,778	\$51,782	\$52,786
					\$53,830	\$54,938	\$56,046	\$57,154	\$58,263
17					\$49,774	\$50,778	\$51,782	\$52,786	\$53,790
					\$54,938	\$56,046	\$57,154	\$58,263	\$59,371

22	\$41,741	\$43,749	\$45,757	\$47,766	\$50,778	\$51,782	\$52,786	\$53,790	\$54,794
	\$46,072	\$48,288	\$50,505	\$52,721	\$56,046	\$57,154	\$58,263	\$59,371	\$60,479
26	\$42,745	\$44,753	\$46,761	\$48,770	\$51,782	\$52,786	\$53,790	\$54,794	\$55,798
	\$47,180	\$49,397	\$51,613	\$53,830	\$57,154	\$58,263	\$59,371	\$60,479	\$61,587

\*\* \$46,761

\*\* \$51,613

\*\* Cell is locked until all teachers in cell have retired at which time the cell will be eliminated.

APPENDIX B  
CO-CURRICULAR COMPENSATION SCHEDULE

<b>Activity/Position</b>	<b>Base Pay %</b>
Football - Varsity Head Coach	13
Football - Assistant Coach	8
Football - Fresh-Soph Coach	8
Football - 8th Grade Coach	4
Football - 7th Grade Coach	4
Volleyball - Varsity Head Coach	13
Volleyball - Fresh-Soph Coach	8
Volleyball - 8th Grade Coach	4
Volleyball - 7th Grade Coach	4
Basketball - Varsity Head Coach	14
Basketball - Fresh-Soph Coach	10
Basketball - 8th Grade Coach	5
Basketball - 7th Grade Coach	5
Baseball	10
Softball	10
Track	10
Golf	10
Speech - Varsity Head Coach	6
Speech - Assistant Coach	4
Academic Team	4
FFA Director	10
Musical - High School Director	6
Musical - High School Assistant Director	3
Musical - Instrumental Director *	2
Play - High School Director	4
Play - High School Assistant Director	3
Pearlanna	4
Howler *	2
Band - HS (Pep Band & Contests)	4
Chorus - HS (Show Choir & Contests)	4
Operetta *	2
FCCLA *	1
Student Council *	2
National Honor Society *	1
Class Advisor - Senior *	1
Class Advisor - Senior *	1
Class Advisor - Junior *	2
Class Advisor - Junior *	2
Class Advisor - Sophomore *	1.5
Class Advisor - Sophomore *	1.5
Class Advisor - Freshman *	0.5
Class Advisor - Freshman *	0.5
Art Program *	1
Grade School Academic Activity Coordinator *	0.5
K-8 Yearbook Coordinator *	0.5
Foreign Language *	1

An Additional 1% will be added to each increment after every five years of experience.  
(Experience does not have to be within the district)

\* - These positions are not eligible for longevity stipends

