

PROFESSIONAL AGREEMENT

BETWEEN

**THE BOARD OF EDUCATION
NEW LENOX SCHOOL DISTRICT 122**

AND

**THE NEW LENOX COUNCIL AFT-LOCAL 604
IFT/AFT**

2019-2020; 2020-2021; 2021-2022; 2022-2023; 2023-2024

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Article I: Recognition

1.1 **Recognition of Local 604**

The Board of Education of New Lenox School District #122, Will County Illinois, hereinafter referred to as the “Board”, hereby recognizes the New Lenox Council, AFT Local 604, IFT/AFT, hereinafter referred to as the “Union”, as the sole negotiating agent for the bargaining unit which consists of all full-time and part-time certified personnel with regard to wages, hours, and terms and conditions of employment. Excluded from this unit are substitute teachers, classified personnel, administrative, managerial, and supervisory personnel. The term “teacher” when used hereinafter in this Agreement shall refer to all teachers, social workers, psychologists, speech pathologists, reading specialists, information specialists, occupational therapists, physical therapists, and certified nurses represented by the bargaining unit. New Lenox School District #122 will hereinafter be referred to as the “District”.

1.2 **Complete Understanding**

The terms and conditions set forth in this Agreement represent the full and complete understanding between the Board and the Union. The terms and conditions may only be changed through mutual agreement between the Board and the Union.

1.3 **Saving Clause**

Should any article, section or clause of this Agreement be declared illegal by a court of law, that portion shall be deleted from this Agreement to the extent that it violated the law. The remaining articles, sections and clauses shall remain in effect for the duration of the Agreement.

1.4 **Availability of Benefits**

All benefits negotiated between the Union and the Board will become available to all full-time and part-time certified personnel of the District. Part-time is defined as 0.5 FTE (full time equivalency) or greater. Where appropriate, each benefit will be pro-rated based on the employee’s FTE. Example: if a part-time 0.5 FTE staff chooses family insurance, where the Board of Education’s portion of the premium is \$14,000 for a 1.0 FTE staff, the Board of Education’s portion of the premium for this part-time teacher would be \$14,000 X 0.5 FTE = \$7,000.

1.5 **Teacher Membership**

No teacher will be required to join either a local, state, or national teachers’ union or association in order to receive negotiated benefits or as a condition of employment. The following are definitions regarding teacher membership:

- Bargaining Unit Member is an individual who is covered by the collective bargaining agreement.
- Union Dues Payer is an individual who is in the bargaining unit and has signed a dues authorization card with the Union, allowing the employer to deduct dues from his/her paycheck to remit to the Union. An individual can be a dues payer and not be a member of the Union.
- Union Member is an individual who has signed a membership card with the Union.

1.6 **Teacher Discrimination**

No teacher or group of teachers of the District will be discriminated against by either the Union or the Board on the basis of age, race, ethnicity, color, religion, gender, marital status, sexual orientation, or any other legally protected categories.

Article II: Board/Union Relations

2.1 **Negotiations**

The Board and the Union agree to engage in good faith negotiations. The parties agree “good faith” means consideration of proposals and counter proposals will be presented by either side and an effort made to arrive at an agreement. The parties shall commence bargaining for a successor Agreement on or before March 15, and shall conduct bargaining according to the rules and regulations established by the Illinois Educational Labor Relations Act. Each negotiating party shall present the names of team members to the other party. When the Board Committee and the Union Committee reach agreement on all matters being negotiated, the items shall be reproduced to writing and shall be submitted to the membership of the Union for ratification and to the Board for final approval. All aspects of the reproduction of the final Agreement shall be at the discretion of the Board. Copies of this Agreement shall be duplicated by the Board and provided to all certified teaching staff. The cost incurred for the reproduction of this Agreement shall be shared equally by the Board and the Union. There shall be four (4) copies of the final Agreement bearing original signatures. Two (2) copies shall be retained by the Board; and two (2) copies shall be retained by the Union.

2.2 **Union-Administrative Meetings**

The Superintendent and President of the Union, and other union representatives as necessary, shall meet at mutually agreed times to discuss items of common concern and interest. Union building representatives and the building administrators shall meet monthly to discuss items of common concern and interest.

2.3 **Information to the Union**

Upon request, the Superintendent shall furnish to the Union President, within a reasonable time frame, information as required by the Illinois Freedom of Information Act. Nothing herein shall be construed as to require the Board or administration to research information.

2.4 **Dues Check Off**

Payroll deductions for union dues shall be made upon receipt of a signed deduction form, provided by the Union, and kept in the payroll office. The Union’s Treasurer will certify to the Board in writing the amount of annual dues and pro-rated annual dues prior to the beginning of each school year, as well as the names of members for said deduction. Deductions shall continue unless and until the authorization is withdrawn by the individual teacher with written notice to the Payroll Office and to the Union Treasurer. A list of teachers and the amounts deducted shall be forwarded to the Union’s Treasurer no later than ten (10) school days after the issuance of the payroll checks. The Union agrees to indemnify and hold the Board harmless against any and all claims, suits, orders or judgments brought or issued against the Board, directly or indirectly, as a result of any action taken or not taken by the Board pursuant to any written communication from the Union.

2.5 **Union Officers**

The Union President shall submit a roster of the Union's officers and building representatives within thirty (30) days of their election to the Superintendent. Rosters shall be updated as necessary.

2.6 **Practices for Union Officers**

No more than three (3) union officers and/or building representatives may utilize an aggregate of three (3) days annually to attend AFT recommended meetings, workshops and/or training sessions. The request is subject to the approval of the Superintendent. Union Officers and Union Representatives may also use New Lenox School District 122 resources, which includes email, for official union correspondence.

Article III: Employment Status

3.1 **Seniority**

District seniority is defined as the length of continuous service with the district. Seniority shall be determined by the date of employment, i.e., the date of official Board action. Seniority rights shall apply only to tenured teachers of 0.5 FTE status or greater. Seniority ties shall be broken in the following order:

- ◆ Continuous service in the District plus any previous years of teaching within the District.
- ◆ Continuous service in the District plus previous public school teaching experience in Illinois.
- ◆ Continuous service in the District plus previous public school teaching experience outside the State of Illinois.
- ◆ Highest degree attained and recognized for credit for compensation purposes.
- ◆ Greatest number of college credits (hours) attained and recognized for credit for compensation purposes.
- ◆ Drawing by lot.

A full year's service credit for seniority and compensation shall be granted for one hundred days of service in the same school year.

No service credit shall be awarded for:

- ◆ Substitute service of any type.
- ◆ Year(s) on Board-approved unpaid leaves.
- ◆ Out-of-district service--unless in the event of a tie.
- ◆ In-district service but not as a teacher (teacher paraprofessional, for example).
- ◆ Prior teaching experience in the District where there has been a clear break in service due to a resignation -- unless in the event of a tie.

3.2 **Honorable Dismissal (Reduction in Force)**

Reductions in force shall be accomplished in accordance with The School Code of Illinois and the Performance Evaluation Reform Act (PERA)-Public Act 96-0861. The Board shall determine when reductions in force are necessary. The Union President shall be notified, and if necessary, a date scheduled to commence bargaining the impact of the proposed reductions. If a teacher is recalled, notification of recall by certified mail shall be sent to the teacher at the address on file

with the Board. The teacher shall notify the Board by certified mail of his/her intent to return or not to return to the employment of the District within 20 calendar days of receipt of notification. The teacher forfeits all rights of recall if a response is not made within 20 days.

Article IV: Teacher Reserved Rights

4.1 Right to Organize and Participate

Teachers shall have the right to organize, join and assist the Union, or refrain from such activity.

4.2 Personnel File Review

Teachers will be notified when any disciplinary letter and/or documentation is placed in their personnel files. Notification will occur via email, phone, or letter. Teachers shall have the right, upon a written, twenty-four (24) hour request notice to the Superintendent or designee, to review the contents of their District Office personnel file. A mutually satisfactory time will be scheduled for this review. The review shall take place in the presence of a District Office administrator during District Office business hours. Copies may be made of the contents of the file. A reasonable fee shall be assessed per page of copy. Neither the file nor its contents shall be removed from the District Office. After review of a file, the teacher will initial the file, indicating the date and time. The review of the file shall not include review of pre-employment, confidential materials. One member of the local Union may, at the teacher’s request, accompany the teacher in this review.

4.3 Availability of Roster (New Certified)

Names, addresses, email addresses, and hire dates of new teachers shall be provided to the Union when available, but not sooner than fourteen (14) calendar days prior to the New Teacher Orientation day(s).

Article V: Teacher Evaluation

5.1 Procedures

The building principal or designee shall acquaint the certified staff with the District’s Evaluation Plan. Full and part time teachers, including those who job share as outlined in Section 15.8 of the agreement, will be evaluated according to the guidelines in the following chart.

| Tenured Excellent/Proficient | Tenured Needs Improvement | Tenured Unsatisfactory | Non-Tenured Year 4 | Non-Tenured Years 1-3 |
|---|--|--|---------------------------------|----------------------------------|
| 2 Observations (1 Formal) | 3 Observations (2 Formal) Professional Development Plan Required | 3 Observations (2 Formal) Remediation Plan Required | 3 Observations (2 Formal) | 3 Observations (2 Formal) |
| Every Other Year | Every Year Until a P or E | Every Year Until a P or E | Every Year | Every Year |
| Retiring Certified Staff Members | | | | |
| Any teacher entering the retirement track will be offered the option to waive out of the evaluation process and receive a PROFICIENT rating. The administration reserves the right to observe and evaluate if the certified staff member’s performance deteriorates and is no longer considered PROFICIENT. | | | | |

Article VI: Grievance Procedures

6.1 Definition

A grievance is defined as any claim by a teacher or the Union that there has been a misinterpretation, misapplication, or violation of the terms of this Agreement, Board Policy, or Illinois Labor Law. All time limits specified in the grievance process are understood to be work days when the District Office is open for business.

6.2 Provisions

- ◆ Every teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures.
- ◆ Failure of a grievant to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to deliver a decision within the time limits shall permit the grievant to proceed to the next step. The time limits may be extended by mutual written agreement.
- ◆ Any investigation or processing of the grievance shall not result in interruption, interference, or disruption of the instructional program and related work activities of the grievant or other teaching staff.
- ◆ A grievance may be introduced at Step 3 if filed by the Union as a class action grievance or as the result of a specific action by the Superintendent/Board.
 - One Forum - If the Union or any teacher files any claim or complaint in any forum other than under the grievance procedure of this Agreement, the District shall not be required to process the same grievance through the grievance procedure.
 - Union Participation/Teacher Representation - The Board acknowledges the right of the Union's grievance representative(s) to participate in the processing of a grievance at the formal steps of the procedures outlined in 6.3.
 - No Reprisals Clause - It is agreed among the Board, Administration, and Union that no reprisals shall result against any persons for participation or refusal to participate in the grievance process.
 - Filing of Materials - All records related to a grievance shall be filed separately from the personnel files of the teacher.
 - Grievance Withdrawal - A grievance may be withdrawn or compromised at any level without establishing precedent.

6.3 Procedures

Step 1

It is agreed that free and informal communication is most desirable for the resolution of conflict and problems. However, if the informal process fails to satisfy the teacher or the Union, a grievance may be processed as follows:

Step 2

The teacher or Union presents the grievance in writing to the principal within fifteen (15) days of the occurrence of the event giving rise to the grievance, or when the grievant became aware, whichever occurs later. The nature of the grievance shall be stated, noting the specific clause or clauses of the Agreement on which the grievance is based, and a remedy proposed. The principal will arrange a meeting to take place between the parties at a mutually agreeable time within

seven days (7) after receipt of the grievance. A subsequent written response from the principal shall be presented to the teacher and the Union within ten (10) days.

Step 3

In the event a grievance has not been satisfactorily resolved at Step 2, the grievant shall, within five (5) days of receipt of the principal's response in Step 2, file a copy of the grievance with the Superintendent. Within seven (7) days after such filing, the grievant and the Superintendent or designee shall meet to resolve the grievance. A written response with reasons from the Superintendent or designee shall be presented to the grievant and the Union within ten (10) days after this Step 3 meeting.

Step 4

In the event a grievance is not satisfactorily resolved at Step 3, the grievant shall refer the grievance to the Board within seven (7) days after receipt of the Superintendent's written response. Within thirty (30) days after such written grievance has been received by the Board, the Board shall conduct a meeting with the grievant to hear the grievance. Within ten (10) days after said meeting, the Board shall present a decision with reasons in writing to the grievant and the Union.

Step 5

If the grievance is not resolved at Step No. 4, the grievant may submit the grievance to mediation by giving the Board and Superintendent written notice within ten (10) days of receipt of the Step 4 response. The parties shall select the mediator within ten (10) days of such notice. If the parties cannot agree to a mediator within ten (10) days of the mediation demand, the Federal Mediation and Conciliation Service will be requested to provide a panel of mediators. The mediator's ruling shall be considered non-binding.

Step 6

No grievance shall be submitted to binding arbitration except with the concurrence of the Union. If the grievance is not resolved at Step No. 5, the grievant may submit the grievance to binding arbitration by giving the Board and Superintendent written notice within ten (10) days of receipt of the Step 5 response. The parties shall select the arbitrator within ten (10) days of such notice. If the parties cannot agree to an arbitrator within ten (10) days of the arbitration demand, the American Arbitration Association will be requested to provide a panel of arbitrators for selection by the parties in accordance with its rules.

All evidence presented in Steps No. 1, No. 2, No. 3, No. 4 and No. 5 may be introduced at Step No. 6. However, either the Board or the Union can present evidence that has not been provided to the mediator in Step 5. The same shall apply for the arbitrator in Step 6. The arbitrator shall render a decision, which shall be binding upon both parties, but the arbitrator shall have no power to render a decision that adds to, subtracts from or modifies this Agreement. The decision shall be confined to the meaning of the contract provision which gave rise to the dispute and the consideration of a remedy. The parties to the arbitration shall bear equally the expenses of the arbitrator. All other expenses related to the arbitration will be borne by the party incurring the expenses, including but not limited to the expenses of investigating the grievance, the expenses of any witnesses called by such party, and the cost of a transcript if requested by only one party.

Article VII: Retirement Provisions

7.1 Retirement Incentive Program

The District's Retirement Incentive Program is designed to recognize the professional contributions made to the District by eligible, full-time teachers.

The following conditions must be met:

- ◆ An eligible teacher may elect to participate in the program any time after he/she reaches the age of fifty-five (55), or if he/she will receive maximum pension and be age fifty-five (55) within 6 months of retirement.
- ◆ Teachers wishing to access the benefits of this article shall have completed a minimum of fifteen (15) consecutive years of service in a certified position with the District upon retirement.
- ◆ All retirements must occur before June 30 of the summer of the last year of teaching in the District.
- ◆ Appropriate deductions for income taxes, FICA, and TRS contributions shall be made from all payments made to the teacher.
- ◆ Once given and accepted by the Board, a teacher's notification of intent to retire may not be rescinded. If an employee ends his/her employment prior to the Board approved date of retirement, the employee will not receive District payment of the individual employee health insurance premium to TRS/IMRF.
- ◆ Creditable earnings paid during the retirement notice period shall be inclusive of approved extra-duty compensation. A teacher who takes on a new extra-duty assignment during the notice period shall receive no additional compensation. If during the notice period the Board discontinues an extra duty position filled by a teacher who gave a four, three, two, or one year retirement notice, no deduction shall be made from the specified annual increases. If, however, a teacher voluntarily discontinues such an assignment, or if the teacher is removed from the position for just cause, compensation for the position will be deducted from the total creditable earnings received for that year.
- ◆ An eligible teacher must notify the Board of his/her intent, in writing, no later than November 1 of the fourth year prior to retirement to receive full post-retirement benefits as depicted within this section. Example: A teacher retiring at the end of the 2023-2024 school year must notify the Board by November 1, 2020. A one, two, or three year notice may also be given.
- ◆ In the event that an employee gives notice and participates in the Retirement Incentive Program and a penalty is triggered, the District will facilitate a meeting with the certified staff member, a union representative and a Superintendent designee to resolve any penalty issues. If there is no resolution, the District may stop the incentive.
- ◆ The Board shall allow a maximum number of retirees equal to 30% of those who are eligible, rounded to the nearest whole number by seniority. In any given school year, the Board, in its sole and non-reviewable discretion, may permit additional retirees which shall not be deemed to create a past practice or precedent nor shall a decision to take or not take action be subject to a grievance.

7.2 **Medical Reimbursement and Post-Retirement Payment**

Eligible participants have the option to choose a one, two, three, or four-year irrevocable retirement notice as outlined above. The following chart depicts the notice year and the associated TRIP/IMRF medical reimbursement and post-retirement cash payment.

| Notice | Post-Retirement Payment | TRIP/IMRF Dollar Equivalent (85/15) |
|---------------|--------------------------------------|---|
| 1-Year Notice | \$250 per year of NLSD 122 service | 85% TRIP/IMRF Equivalent (Retiree pays 15% of TRIP Single Premium.) |
| 2-Year Notice | \$500 per year of NLSD 122 service | 85% TRIP/IMRF Equivalent (Retiree pays 15% of TRIP Single Premium.) |
| 3-Year Notice | \$750 per year of NLSD 122 service | 85% TRIP/IMRF Equivalent (Retiree pays 15% of TRIP Single Premium.) |
| 4-Year Notice | \$1,000 per year of NLSD 122 service | 85% TRIP/IMRF Equivalent (Retiree pays 15% of TRIP Single Premium.) |

The post retirement cash payment will be made within 60 days of when TRS makes its calculations to determine if any penalty should be assessed.

7.3 **TRS Penalty (3% Rule)**

In order to be eligible to participate in the Retirement Incentive program, the retiree must choose one of the following:

1. 3% raises for the duration of the contract. Salary, stipends, and any other creditable earnings may not exceed 3% in the last four years; or
2. Forfeit post-retirement payment and TRIP equivalent reimbursement.

7.4 **Medical Insurance**

- ◆ As outlined above, eligible participants may elect to receive upon retirement partial premium reimbursement for major medical health insurance; the reimbursement shall be for single coverage only and shall continue for five (5) years during retirement or until the teacher reaches age 65, whichever occurs first. The reimbursement received will be 85% of the current District health care plan or 85% of the cost of TRIP/IMRF endorsed plan(s) equivalent insurance, whichever is less.
- ◆ The teacher shall pay the cost of the Illinois Teachers' Retirement Insurance Program (TRIP)/IMRF endorsed plan(s) equivalent, but shall be reimbursed monthly for the percentage of the premium as stated above.
- ◆ Neither life insurance nor dental and vision insurance will be available to the participants under the provisions of this program.

7.5 **Retirement Recognition Payment**

In recognition for service in the District, upon retirement, an additional benefit shall be paid at the rate of twenty-five dollars (\$25) per day for each unused accumulated sick leave day up to and including 255 days that are not used for experience credit in the certified staff member's pension program. To be eligible, the teacher shall have completed fifteen (15) years of continuous service with the District and shall be at least fifty-five (55) years of age. Persons who have lost sick days due to maximization can use their lost sick leave days in the District for this provision. Retirement must be under the conditions set forth in the certified staff member's pension program. The retiree is eligible to receive this reward payment only once. This payment shall be paid no later than 60 days after commencement of retirement and shall not be pensionable.

7.6 **Legislation Change(s)**

If within one year, before June 30, 2020, of the Board of Education approval of the Teachers' Contract, the State of Illinois Senate and House of Representatives approve legislation that repeals the 3% language and returns to the 6% language regarding creditable earning increases at the end-of career for TRS members, both parties agree to remove the negotiated, ratified, and Board of Education approved Article VII, and replace with the language from the previous 2014-2019 Teachers' Contract that pertains to Plan B (page 13). However, if the new allowable end-of-year increase is higher than 3%, but lower than 6%, both parties agree to meet and discuss a new percentage increase, or maintain the mutually agreed and approved post-retirement language from April 24, 2019 (Article VII: Retirement Provisions).

Article VIII: Teacher Assignment and Transfer Provisions

8.1 **Postings**

The Superintendent shall have posted in all school buildings and on the District website a notice of all vacancies as they occur with minimum specifications for the job. Summer vacancies will be posted on the staff portal under the Human Resources section. The Union President or designee shall be furnished with an updated listing of vacancies.

8.2 **Notification of Assignment/Salary Statement**

Teachers shall receive written notification of tentative assignments from the Personnel Office no later than May 30th for the following school year. Additionally, by the first day of school, each teacher will be able to access through the employee portal his or her annual Employee Salary Statement which includes name, salary, and step/lane information.

8.3 **Voluntary Transfer**

Any teacher may submit a written request to transfer to another building and/or grade level/department assignment as vacancies occur. An interview may be given to District teachers with appropriate certification. Notification of the final decision will be provided to all interviewees and/or those demonstrating interest in the position. The teacher may submit a written request to the administration to further discuss the decision. A part-time teacher may be transferred to a full-time position should a midyear vacancy occur for which he/she is qualified.

8.4 **Involuntary Transfer**

An involuntary transfer occurs when there is a relocation and/or re-assignment of a teacher without the teacher's request. Involuntary transfers that result in relocating a teacher to another building or placing a teacher in a different position will be made only after a meeting between the teacher(s) and the principal(s) involved. At this meeting, the teacher will receive a verbal explanation of the reasons and rationale for the transfer or re-assignment. The teacher will be afforded an opportunity to share reactions to the proposed transfer/assignment during this meeting. If after the meeting, the teacher objects to the transfer or re-assignment, he/she may appeal, in writing, to the Superintendent. If requested by the teacher, the Superintendent and teacher shall meet to discuss the teacher's objections to the transfer/re-assignment. The teacher shall receive, in writing, the Superintendent's decision which shall be final and binding on the teacher and without basis or cause for the filing of a grievance. Any teacher who is notified of an involuntary transfer after May 30th of the current school year will be eligible to receive compensation for packing his/her classroom materials over the summer. The compensation will be no more than two days (per diem) of the teacher's annual salary.

Article IX: Use of School Facilities and Equipment

9.1 School Facilities

The Union and its representatives may use school facilities after school hours for their Union meetings if approved by the building administrator at least two (2) days prior to meeting and provided this does not conflict with regularly or previously scheduled building or District activities.

Committee meetings of five (5) or less members may be held after school hours prior to 4:45 p.m. without special permission. When special custodial services are required, the Board will charge the Union for said services at the usual and customary rates.

9.2 School Equipment

The Union and its representatives shall be permitted, upon prior consent from the building administrator, to use office equipment. The Union will reimburse the District for the cost of all materials and supplies used. The utilization of school equipment shall not impede or impair the regular operations of the schools, and first priority for equipment used shall be the needs of the instructional program.

Article X: Insurance

10.1 Health Insurance

All teachers in the District will have access to a quality health care plan for the duration of this contract. Dependent coverage shall be available to teachers as outlined below. Coverage will be available to teachers for medical, dental, vision, and Flexible Spending Account (FSA) Section 125. The District will endeavor to offer HMO, PPO, and HSA options for the duration of the contract. The teacher must pay a share of the premium for the insurance packages they choose according to the following schedule:

| Coverage | Board Share | Teacher Share |
|--------------|-------------|---------------|
| Family | 85% | 15% |
| Employee | 85% | 15% |
| Employee + 1 | 85% | 15% |

10.2 Level of Benefits

The insurance plan for the duration of the contract shall have the same essential elements of the plan in effect on January 1st of each year unless the annual premium increases more than 8%, and then section 10.4 shall be followed.

10.3 **District Health Insurance Committee**

A district health insurance committee shall work on an ongoing basis to provide input to the Board regarding insurance issues. The committee shall review insurance costs and trends with the core duty of the committee to provide recommendations regarding premium cost containment measures to the Board of Education. The committee will be comprised of two district level administrators, two building level administrators, the Union President or designee, one teacher union representative from each building, one member from each classified group (maintenance, secretarial, and teacher aide) and a certified nurse. If a member is not able to attend, an alternate person in the same position/building should attend the meeting in his/her place. When an issue arises before the committee that requires a vote, there must be a caucus of at least 60% of the members.

10.4 **Premium Cost Containment**

In the event the premium cost increases more than 8% from one year to the next, the insurance committee will convene to implement cost containment measures to maintain an increase of no more than 8%. The committee will provide cost containment measures to the Board of Education. The Board of Education will review cost containment measures and determine the final cost.

10.5 **Medical Insurance Option**

Those certified members who elect not to take the health insurance plan will be eligible to receive a flexible spending account (FSA) of \$500 provided the employee is enrolled in a qualified group health plan that meets the minimum essential value. Proof of such coverage will be required. The FSA may be used for copays, deductible, coinsurance, vision, or dental expenses for the employee or employee's family members. Any unused portion will not carry over into the next plan year. This amount is not TRS creditable nor taxable under IRS Code Section 105.

10.6 **Term Life Insurance/Accidental Death & Dismemberment**

All full-time and part-time teachers in the District will be insured under a group term life insurance policy and AD&D policy paid by the Board to the extent of \$50,000 per policy per teacher for the period of this Agreement. The Board will select the carrier and the insurance program to be installed.

10.7 **Income Protection Insurance**

The Board shall provide an income protection program for all full-time teachers who become permanently disabled while they are employed by the District. Details regarding the provisions of the plan are as follows:

After twenty-one (21) consecutive days of absence from work, due to illness or non-occupational injury, and after all accumulative sick and personal leave pay is exhausted, a teacher shall become eligible to receive \$200 per week, subject to a maximum of 66 2/3% of basic weekly salary when combined with other income benefits, including disability benefit provisions of the Illinois Teachers' Retirement System. Benefits are payable for a maximum of 26 weeks or to the end of the school year, whichever occurs first.

10.8 **Conditions of Insurability**

The insurance programs described in this Article, which were selected by the Board, shall be provided to all teachers who are eligible, wish to enroll, and meet the criteria. For insurance purposes, the school year is defined as the first mandatory day of teacher attendance through August 14th of the following calendar year. The District's benefit plan year is January 1st through December 31st of each year. Open enrollment is held each fall. Open enrollment for new employees is within the first 30 days of employment.

If retirees are accepted immediately into TRS insurance coverage, District insurance coverage shall remain in effect through June 30.

If a teacher's employment terminates before the end of the school year, insurance coverage ends on the last day of the month in which the teacher ceases professional services to the District. If a teacher's employment terminates after the end of the school year, insurance coverage ends on August 14th.

A teacher, who has been granted a non-FMLA leave of absence under the provisions of Article XI, Section 11.2, may remain in the District's group insurance program, if permitted by the carrier, provided the teacher pays the entire premium for all portions of the selected insurance program for the length of the leave. The District will cease payment of all insurance premiums for the teacher at the end of the month for which the last payroll check is issued. The teacher shall make the monthly premium payments directly to the administrative agent of the insurance program in a timely fashion. Failure to pay on time will result in loss of coverage.

Article XI: Leave of Absence Provisions

11.1 **Personal/Emergency Days**

A Personal/Emergency Day is defined as a leave that conflicts with the teacher's regular school day, is beyond the teacher's control, and is not authorized under other leave provisions.

The Board authorizes each full-time teacher a maximum of three (3) Personal/Emergency Days per school year on a non-accumulative basis in accordance with the provisions of this Article. If feasible, Personal/Emergency Days may be taken for periods of less than a full work day, but for no less than 3 hours (1/2 day).

Restrictions on the use of Personal/Emergency Days are as follows. A Personal/Emergency Day may not be used:

- ◆ for recreational or vacation purposes;
- ◆ on the school day immediately preceding or following a regularly scheduled school holiday, the first or last teacher working days in a school year, and/or parent-teacher conference days;
- ◆ for purposes of appearing before governmental bodies where the petitioner for the leave is a participant to any degree, including membership in an organization, in any action brought against the Board or teacher of the District;
- ◆ for purposes of strikes or walkouts, work stoppages or slowdowns.

The Superintendent or designee may grant exceptions to these restrictions on a case by case basis, with notice to the Union President. Any exceptions shall not be grievable.

Requests for Personal/Emergency shall be in writing on the established District form and submitted through the respective building principals to the Superintendent or designee at least 72 hours prior to the requested date. The principals shall forward the request to the Superintendent or designee.

Occasionally, written requests for Personal/Emergency may be submitted after the fact. The form shall be completed within forty-eight (48) hours of the teacher's return to work.

Approval must be granted by the Superintendent or designee prior to the Personal/Emergency. This stipulation may be waived in emergency situations. The teacher will be responsible for notifying the procurer of substitutes and requesting a replacement for the dates of the approved absence.

Unused Personal/Emergency days will be applied toward sick leave accumulation, not to exceed three (3) days per school year.

11.2 **Leave of Absence Without Pay**

A leave of absence without pay shall be given to no more than two (2) tenured teachers per school year. All requests for such leaves must be submitted in writing, to the Superintendent or designee prior to March 1, preceding the school year for which the leave is requested. Leaves without pay may be requested for the following reasons:

- A. Exchange teaching programs in other states, territories, or countries as a full-time participant. The program must be under the direct sponsorship of a nationally recognized agency and/or the Federal/State government.
- B. Foreign or military teaching programs, as a full-time participant.
- C. Peace Corps, Teacher Corps, Job Corps, as a full-time participant.
- D. Advanced study - full-time enrollment (a minimum of 10 hours of credit per fall/winter/spring terms) in an approved program of studies leading to a master's, specialist, and/or doctorate degree. Proof of enrollment and full-time status is to be provided each term (fall/winter/spring) to the Board.

A leave without pay shall be granted for a period not to exceed one school year, August through June. There shall be no provision for a one-term leave (a fall/winter or spring term).

The teacher(s) shall notify the Board, in writing, prior to March 1 of the school year of the leave, as to their intent of returning to their teaching position for the beginning of the next school term. When the purpose of the leave is for conditions A, B, and/or C of this section, a signed, official contract or agreement between the agent and the teacher shall be provided to the Board.

A teacher will maintain seniority status during the leave. Upon returning from the unpaid leave, the teacher shall advance to the next step on the salary schedule.

11.3 **Parental Leave**

A tenured full-time or part-time teacher, male or female, shall be eligible for a parental leave without pay or other benefits, subject to the following conditions:

A teacher may request a parental leave for purposes of providing care for a newborn child. Said leave is also available when the teacher adopts a child, newborn up to and including age five (by September 1). A teacher adopting a school-age child (age five by September 1 or beyond) shall be granted a maximum leave of five (5) consecutive days.

A parental leave shall be granted under the following conditions:

- ◆ The teacher must make application to the Superintendent or designee at least sixty (60) days prior to the commencement of the leave.
- ◆ A teacher adopting a child and anticipating the request of a parental leave shall notify the Superintendent or designee upon first making application for adoption. The leave shall be granted upon written notification to the Superintendent or designee, as to the date of the child's expected arrival. The teacher shall inform the Superintendent as to the ongoing status of the proceedings.
- ◆ For a tenured teacher, a parental leave shall be granted for no longer than the remainder of the school year in which the leave commences. However, the Board may grant an additional year of parental leave as specified in this section. The granting or withholding of such leave shall be without precedential effect and non-grievable.
- ◆ A letter of request shall contain a statement from the teacher stating the inclusive dates requested for the leave of absence.
- ◆ Under exceptional circumstances, the Board may waive the period of notification in granting a parental leave. Such Board action shall be without precedential effect and non-grievable.
- ◆ No later than March 1, or fifteen (15) days after the start of the leave, a teacher on parental leave shall advise the Superintendent or designee, in writing, of his/her intentions for the next school year. When applicable, a letter of resignation should accompany the notification.
- ◆ The use of sick leave shall not be applicable during the period of the parental leave.
- ◆ A teacher returning to employment will be credited with the amount of sick leave accumulated at the commencement of the leave.
- ◆ All district-paid fringe benefits for teachers shall terminate thirty (30) calendar days after the commencement of the leave. With consent of the insurance carrier, the teacher may maintain medical insurance benefits by making timely payments of 100% of all premiums.
- ◆ Prior to returning to work, the teacher shall consult with the Superintendent or designee regarding availability of positions. Except in cases where the Board decides to decrease the number of employed teachers or discontinue some particular type of teaching service pursuant to the exercise of its dismissal powers under The School Code of Illinois, the teacher will be offered the same position he/she held prior to the leave, if said position is available, or a comparable position (as determined by the administration) for which he/she is qualified. Should the teacher refuse a position which is vacant, and for which he/she is qualified, he/she shall forfeit all employment rights with the District.
- ◆ A teacher on a parental leave shall not be eligible for employment as a substitute. The teacher shall be eligible to contract for co-curricular assignments that would be conducted after regular school hours.

- ◆ A teacher granted a leave under this provision shall not accrue seniority or advance for purposes of salary adjustment unless the teacher was employed for a minimum of one hundred (100) days of the school year the leave commenced. The teacher would then be given credit for one year of seniority and experience on the compensation schedule. If the teacher worked less than 100 days, upon return his/her salary shall be equal to the amount for the step and lane at the commencement of the leave.
- ◆ A parental leave shall be granted pursuant to the provisions of this Article, provided the teacher complies with the provisions stated. Failure to comply with these provisions may constitute grounds for denying a parental leave of absence. Failure to return from an approved leave, as provided in this Article, or failure to request a leave of absence as provided in this Article, shall be considered a voluntary resignation, and the teacher shall lose all re-employment rights.
- ◆ A teacher who has been granted a parental leave shall not become eligible for a subsequent parental leave until he/she has returned to full-time teaching service for at least one (1) complete school term. However, under exceptional circumstances, the Board may grant an additional leave. The granting or withholding of such leave shall be without precedential effect and said decision shall be non-grievable by the teacher or Union.
- ◆ A teacher granted a leave of absence under the provisions of the Agreement shall waive any claim to unemployment compensation. If benefits are received, the teacher shall reimburse the Board for the full amount received.
- ◆ Parental leave is granted on the condition that the teacher taking such leave will not engage in alternate employment which is in any way equivalent in either income or career potential to the teacher's position in the District.
- ◆ Nothing in this section is intended to require a teacher to apply for a parental leave nor to limit the right of the teacher from requesting a leave under the provisions of the Family and Medical Leave Act of 1993.

11.4 **Sick Leave**

At the beginning of each work year, all regularly employed, full-time teachers with 0-15 years of District 122 service shall be credited with fifteen (15) days of sick leave. At the beginning of each work year, all regularly employed, full-time teachers with 16-20 years of District 122 service shall be credited with seventeen (17) days of sick leave. At the beginning of each work year, all regularly employed, full-time teachers with 21-25 years of District 122 service shall be credited with nineteen (19) days of sick leave. At the beginning of each work year, all regularly employed, full-time teachers with 26 years of District 122 service or more shall be credited with twenty-one (21) days of sick leave.

Teachers who are hired after the commencement of the school year will be granted sick leave days on a pro-rated basis. Teachers shall neither receive nor accumulate sick leave days during non-paid leaves of absence.

Teachers absent due to illness for 1-3 hours shall be charged with 1/2 day of sick leave. For more than 3 hours, a full day of sick leave shall be charged. Sick leave days shall be allowed to accumulate to a maximum of 420. Sick leave shall, for the purpose of this Article, mean: personal illness, serious illness, injury, or quarantine in the immediate family or household, or birth, adoption, or placement for adoption. The immediate family of the teacher shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law,

brothers-in-law, sisters-in-law, legal guardians, and persons living in the household who are not related as indicated above.

The Board may require a physician's certificate as a basis for pay during leave, should the absence exceed three (3) consecutive days, or as it may deem necessary in other cases.

Regularly employed, part-time teachers (0.5 FTE or greater) shall receive a fractionalized portion of sick leave benefits as directly related to the full-time equivalency of their contract. All benefits of the sick leave plan are subject to the completion of the full year of work. An appropriate deduction will be made from the final pay of any teacher who leaves before the teaching year is completed and who has used more than the allowable leave.

It shall be the responsibility of the teacher to inform the Superintendent or designee of a pending disability for which sick leave of ten (10) or more consecutive days may be utilized. This notification shall be accompanied by a physician's statement. If the disability is pregnancy related, a written statement from the attending physician shall: (1) certify the pregnancy, and (2) estimate the date of delivery of the child. Upon the physician's release, the teacher shall immediately return to work or if previously requested and the disability is pregnancy related, the teacher shall activate a parental leave of absence. All extended uses of sick leave shall require a written release from the doctor stating the date the teacher is eligible to return to work and that the teacher is in physical condition to perform the duties of the school position.

11.5 **Family Leave**

A tenured full-time or part-time teacher shall be eligible for a family leave without pay or other benefits subject to the following conditions:

A teacher may request a family leave for purposes of providing care for immediate family members. The immediate family of the teacher shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, and persons living in the household who are not related as indicated above.

The leave shall follow the provisions of a parental leave as noted in Section 11.3 of the contract.

11.6 **Condolence Leave**

A paid leave shall be granted to teachers for each death that occurs in the family unit as defined:

5 days leave (The teacher's parents, spouse, children, or spouse's parents)

3 days leave (The teacher's brothers, sisters, grandparents, grandchildren, brothers-in-law, sisters-in-law, legal guardians, or persons who are living in the household who are not related as indicated above)

The Superintendent or designee has the discretion to grant an exception to the condolence leave. Notification of the exception shall be given to the Union President. The exception shall not be grievable. The building principal should be notified of the death. The teacher shall contact the Superintendent or designee if there is a need to extend condolence leave using sick leave.

Article XII: Professional Growth

12.1 Approval and Reimbursement (College and Licensure)

Full-time teachers are eligible for tuition reimbursement. Specialists are eligible for a combination of licensure and tuition reimbursement (not to exceed designated amounts). Eligible staff members may receive an annual maximum reimbursement of \$1,000.00 in the first two years in the District; an annual maximum reimbursement of \$1,200.00 for teachers in the third and fourth years in the District; an annual maximum reimbursement of \$1,500.00 for teachers who have five or more years in the District. (Calendar year to be defined as August 15th through August 14th.) A teacher who receives a grant/scholarship toward the payment of tuition will not be reimbursed by the Board. The prerequisite for approval is that the coursework and/or professional association dues (dues or professional development licensure requirements) for licensure requirements shall be in the applicant's special area of instruction in which he/she is serving the District, in the field of professional education, or hours toward a planned and approved program for an advanced degree. To qualify for lane changes beyond the master's level the teacher must complete all qualifying coursework after receiving the master's degree.

Teachers who are considering retirement are urged to refer to Article VII-section 7.3 to avoid post-retirement penalties when increasing their compensation due to lane changes.

Full-time teachers, excluding those on leave from the District, and including teachers covered by Section 11.2 of this Agreement, may be reimbursed for tuition expenses incurred in earning college credits, in addition to earning salary adjustment for a lane advancement when applicable. The teacher must submit the District's course approval form (CAA1), available at each school office. The request is subject to the approval of the principal and Superintendent or designee. Only those hours that have been approved by the principal, Superintendent, or designee, prior to the teacher's enrollment in the course, may be used for salary lane advancement and/or tuition reimbursement.

To be eligible to receive course reimbursement, the applicant must successfully complete the course for credit and earn a grade of "B" or better. The administration will determine the equivalence of marks. Only tuition is reimbursable. Additional expenses such as books, materials, transcript fees, travel expenses, etc., are excluded. To receive reimbursement, a District reimbursement form accompanied by a paid receipt from the college must be filed with the Superintendent or designee. In addition, an official transcript for each course must accompany the reimbursement forms and be received in the District Office before payment shall be disbursed.

Reimbursement for the fall, winter, spring, and summer courses will be made as soon as possible, (1) according to the schedule established by the District for the payment of bills at regular school board meetings, and (2) after receipt of all required documents. The request for tuition reimbursement for winter, spring, and summer coursework shall be accompanied by a voucher/contract that obligates the teacher to repay, in cash or via a remaining payroll deduction, the tuition reimbursement in the event that the teacher does not return to the District for the next school year.

12.2 **Staff Development Plan**

Annually, a Professional Development Committee comprised of teachers and administrators will plan the comprehensive professional development activities for the upcoming school year. The Administration shall consider the proposal from the committee and shall make the final decision regarding the plan, based on the needs of the faculty, Administration, students, and community.

For in-district courses offered beyond the work day, District teaching personnel will be given the first opportunity to serve as the staff development instructors and will be paid \$50.00 per hour, per presentation. A one time, annual preparation fee at the same hourly rate per course will be available, not to exceed the presentation time. Instructor applicants shall submit a proposal and provide evidence of their qualifications for teaching the course. On advanced approval, teachers who successfully complete the District staff development experience shall be paid \$25.00 per hour.

Teachers who are considering retirement are urged to refer to Article VII-Section 7.3 to avoid post-retirement penalties when participating in compensated staff development activities.

12.3 **New Teacher Orientation/Mentor Program**

New teachers shall be required to attend new teacher meetings for a period of two (2) years in order to fulfill local criteria and/or ISBE certification requirements. New teachers will not be paid for these requirements. Mentor teachers will be assigned to the new teachers for a period of one year. When needed, a new teacher may be assigned a mentor for a second year. In addition, a veteran teacher assigned to a new grade level or content area may also be assigned a mentor. Mentors will be paid \$500.00 for mentoring a teacher.

Article XIII: Teacher Compensation Provisions

13.1 **Provisions**

The published salary schedule shall consist of the following Lanes: BA, BA+10, BA+20, MA/BA+45, MA+15, MA+30 and MA+45. Teachers should make every attempt to notify the District as soon as possible that a lane change may occur. In order for the lane change to be retroactive to the start of the school year, the documentation required for salary schedule advancement must be received in the Superintendent's office by October 1. Teachers may advance at mid-year. In order to advance mid-year, the documentation required for salary schedule advancement must be received in the Superintendent's office by February 15. In the event that securing official documentation is a problem, the teacher should contact the Superintendent's office to make alternate arrangements.

13.2 **Number of Pay Periods**

Salary shall be paid to teachers using a twenty-six (26) pay period schedule through direct deposit.

13.3 **Salary Schedules**

The salary schedules for the 2019-2020, 2020-2021, 2021-2022, 2022-2023, and 2023-2024 school years are contained in Appendix B. Transcript evaluation and previous experience drive initial placement on salary schedule. The Board will pay 100% of the employee contribution to TRS.

13.4 **Substitution Pay**

The administration shall make every effort to hire qualified substitute teachers. When substitutes are not available, volunteers will be selected from available teachers for the area of instruction that requires the substitute. If no teacher volunteers, teachers may be assigned on a rotational basis. A teacher is considered a substitute when he/she takes a class or requested duty in lieu of his/her non-instructional time or duty free lunch. Reimbursement shall be \$30.00 per every 30 minutes.

13.5 **Homebound Tutoring Pay**

| | |
|-----------|------------------------|
| Year(s) | Homebound Tutoring Pay |
| 2019-2024 | \$50.00 per hour |

13.6 **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 agrees to shelter and send to the Teacher Retirement System, on behalf of each teacher, an amount equal to full employee TRS contribution.

Should any of the above be declared improper by an IRS, TRS, Illinois School Code ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent that it violates the ruling or opinion.

Article XIV: Extra Duties

14.1 **Assignment of Paid Extra Duties**

All positions are approved on a yearly basis. Paid extra duty positions will be posted and made available to the staff. Priority shall be given to the teacher currently holding the position.* If expectations have not been met, written notification with an explanation shall be given to the teacher by June 1. The Board reserves the right to add to and/or delete extra duties as the needs so dictate. (*Exception to this: SIT shall rotate new team members on with one third of the team members rotating off every year. These positions shall be posted.)

14.2 **Payment of Paid Extra Duties**

All payments for extra-duty will be paid on one of the five (5) designated days by the Superintendent’s Office, typically-October, December, February, April and June. Teachers selected to perform extra duties shall be compensated monetarily according to the Extra Duty schedule (Appendix A). Full payment of the stipend shall be based on the successful completion of the assignment.

Teachers shall have the following options:

- Year-long extra-duty payments will be paid in a lump sum on the June designated pay date, or split between the December and June pay dates.
- Payment of all other extra-duties (non-year-long) will be made on one of the 5 designated pay dates after completion of the stipend.

The five (5) payment dates will be published by the Superintendent’s Office during the first week of the school year. Every effort will be made to pay the certified staff member on the first of the five dates available closest to the completion of an extra duty or activity.

14.3 Non-Paid Extra Duties

In each building there may be a variety of duties which must be assigned to teachers during the regular work day for which no stipend will be paid. The building principal is responsible for establishing an equitable and rotating schedule of supervisory duties.

14.4 Summer School and/or ESY

In the event that summer school is offered in the District, all summer school positions shall first be offered to District teachers. The administration shall reserve the right to select the summer school staff from all applications received.

14.5 Payment for Summer School/ESY

The following Extended School Year (ESY) positions will be credited with “lanes of experience.” Lanes of experience will be determined by total years of experience in this profession, not limited to NLSD 122 experience. Years of experience will be evaluated and determined by the Administration per ELIS record. No other positions will earn this type of credit.

| Position | 0-2 Years | 3-5 Years | 6-8 Years | 9+Years |
|-----------------|-----------|-----------|-----------|---------|
| Certified Staff | \$3800 | \$4000 | \$4200 | \$4500 |

14.6 Payment for Summer Special Education Evaluations

A certified staff member participating in any summer special education evaluation shall receive \$50 per hour or his/her hourly rate, whichever is greater.

14.7 Payment for Lead Teachers

A District certified staff member serving in one of the following lead positions shall receive the associated stipend:

| | |
|---|----------|
| Lead Psychologist | \$10,000 |
| Lead Social Worker | \$10,000 |
| Lead Adaptive PE Teacher | \$10,000 |
| Lead Speech Pathologist | \$10,000 |
| Lead Board Certified Behavioral Analyst | \$10,000 |
| Lead Nurse | \$20,000 |

Article XV: Miscellaneous Working Conditions

15.1 Faculty Meetings

Each building principal may conduct one faculty meeting per full month of school, not to exceed nine (9) per year. The maximum time per meeting shall not exceed forty-five (45) minutes outside of the regularly established work day. All teachers assigned to teach/serve in that respective building must be present, unless excused by the building principal. No staff are required to attend a meeting prior to 7:00 am.

The building principal shall establish (and print) a schedule of faculty meetings. Except for emergencies, the Principal will notify the teachers of each meeting date, one week in advance.

15.2 Teacher Planning Time

Each teacher shall be granted a minimum of one block of thirty (30) minutes of unassigned time for planning during the student day. A proration system shall be utilized by the building principal on those 1/2 days designated by the Board for state-approved in-service training. When a teacher loses his/her planning time for a qualified reason, the time shall be rescheduled by the principal or paid at the rate of \$30 per thirty (30) minutes. Teachers with extra planning time may be used for other supervisory duties as well as internal subbing.

The District administrators shall work in conjunction with the Information Specialists and building principals in an attempt to provide additional planning time for classroom teachers at the primary and intermediate buildings. If additional planning time can be provided, a schedule will be implemented. The Union recognizes that there will be occasions when this additional planning time will be canceled due to conflicts. Furthermore, the Union recognizes if the District implements personnel changes related to financial conditions and the information specialist time is limited, planning time may not be provided.

15.3 Mileage Reimbursement

Teachers who use personal vehicles to perform their duties shall be reimbursed at the current IRS rate. Teachers who use personal vehicles to and from a conference shall be reimbursed at the current IRS rate, not to exceed 40 miles. No food or toll expenses will be reimbursable.

15.4 School Calendar

Prior to the adoption of the School Calendar by the Board, the Superintendent shall involve a representative of the Union to be a part of a committee providing input for the calendar. The administration shall consider the proposal from the committee and shall make the decision regarding the plan based on the needs of the administration, schools, faculty, students, and community. A half-day teacher preparation day for Parent/Teacher Conferences will be provided prior to the November Parent/Teacher Conferences.

15.5 School Year

The school calendar shall consist of 181 days, of which 176 will be student attendance days and 181 will be teacher work days, one being an individual flex day. A flex day is self-directed and at the discretion of the teacher; however, it must be used prior to the start of the school year. As required by law, 5 emergency days shall be included in the calendar for a total of 186 days. Unused emergency days shall not become work days for teachers. Teachers shall be paid for 181 days of service. Any docking of a teacher's pay shall be determined by the formula (1/181). This formula does not apply to summer school.

15.6 **Additional Work Days**

Should any teacher be required to work in addition to 181 days, he/she shall be paid a sum equal to 1/181 for each such day. Staff members will be provided a log by their principal to provide verification of full days worked as defined in Section 15.7. Certified staff members who may be required to work an extended year are as follows:

| | |
|--------------------------------|---------------|
| Psychologists | Up to 5 days |
| Band Director | Up to 20 days |
| Orchestra Director | Up to 10 days |
| Instructional Technology Coach | Up to 20 days |

15.7 **Length of Work Day**

The teacher work day is the period during which a teacher is required to be present. The length of every teacher work day shall be seven (7) hours and fifteen (15) minutes. This includes thirty (30) minutes prior to the scheduled beginning of the student instructional day and fifteen (15) minutes after the last dismissal except on those days where a need exists for teachers to meet their professional responsibilities, (i.e. open house programs, curriculum projects, staffings, etc.). Part-time teachers' responsibilities will reflect a percentage of the work day. At the discretion of the principal, any portion of the thirty (30) minutes before and fifteen (15) minutes after the student instructional day may be utilized for faculty meeting purposes. In addition, it is the expectation that during the thirty (30) minutes prior to the beginning of the student instructional day, that teachers will be present in their classrooms or in the door/hallway of the classroom during the last ten (10) minutes of this thirty (30) minute timeframe, unless they have an assigned morning duty.

Required or expected evening events shall be limited to three non-compensatory activities per school year, with Open House/Expectation Night being one of the required evening events for all staff. Teachers who are assigned to more than one building shall attend Open House/Expectation Night at all their assigned buildings, and add one additional night during the school year to fulfill the three night requirement. If additional evening activities are required or expected, payment will be made at the rate of \$30 an hour.

Staffing meetings scheduled outside the contractual work day shall be paid at the rate of \$30 an hour.

All teachers will be held accountable to report to work on time. The principal may adjust the before and/or after school minutes for a specific need or excuse a teacher from such minimum time requirements. The length of a given student day may be shortened or lengthened by the Superintendent due to emergency conditions. Depending on the circumstances, the teachers' dismissal may or may not coincide with the student dismissal.

The teacher work day shall include a minimum thirty (30) minute, duty free lunch period, except when emergency situations as determined by the principal, and/or unusual conditions prevail; i.e., field trips, etc. A teacher who is required to participate in a meeting or other activity during his/her duty free lunch period shall be given the option of having his/her lunch period rescheduled or receive payment for the loss of the lunch period at the rate of \$30 per 30 minute lunch period. A teacher who may find it necessary to leave the building at any time during the

work day must first notify the principal or designee of his/her intent to leave and where the teacher can be reached.

The length of all teacher institute days and in-service days shall be the same as a regular school day (seven [7] hours and fifteen [15] minutes), or less if so approved by the Superintendent.

15.8 Job Sharing

Teachers interested in job sharing shall submit a letter of interest and a proposed plan per the Job Sharing Procedures to the Superintendent or designee. A copy of the letter of interest and plan shall be forwarded to the building principal no later than May 30th of the year prior to the requested Job Share assignment. Teachers will be notified of approval/disapproval by June 30th. Those teachers approved will receive and sign the Job Sharing Guideline document. All guidelines shall be enforced and non-grieveable. All benefits will be at the level of 50%. Furthermore, the Union recognizes that job sharing assignments will be awarded at the sole discretion of the Superintendent and/or designee. Job Sharing Procedures may be obtained from the Office of the Superintendent.

15.9 Sick Bank

After two (2) full years of employment in the District, any teacher who has accumulated at least twenty (20) Sick Days shall be eligible to participate voluntarily in the "Sick Leave Bank." The intention of the Sick Leave Bank is to provide extended sick leave to members of the bank who incur a period of prolonged illness, injury, or hospitalization. Any teacher who desires to participate in the Sick Leave Bank shall submit to the Union President a written notice of intent to participate on a union established form provided. Such notice shall be forwarded to the Administration by the Friday of the end of the first full week of school.

To be a member of the Sick Bank, an employee shall contribute two (2) sick days per year for the first two (2) years of membership. Each succeeding year, an employee will contribute one (1) day per year until the bank accumulates approximately one thousand (1000) days. If the maximum number of days is reached before the beginning of a school year, donation days will be waived. If accumulated days drop below one thousand (1000), members will donate one (1) additional day for that school year.

If a member withdraws from the bank, the days already contributed by the individual shall remain in the bank. A member withdrawing days from the bank will not be asked to replace the days except as a regular yearly contribution. Re-enrollment in the Sick Bank will occur annually.

The Sick Bank will officially be administered by the Teachers' Union. Committee membership shall consist of the Union President or designee, five (5) teachers, and (1) administrator. The committee must have a quorum in attendance to take any action. Four (4) members in attendance shall equal a quorum. The committee may ask for additional information and records from the physician prior to an approval and/or denial. It will be at the discretion of the Sick Leave Committee to determine the minimum and maximum numbers of days granted to any applicant during a school year. Days do not have to be consecutive or full days. The member's history of sick days used may be reviewed by the committee and taken into consideration when granting sick days.

A member of the Sick Bank may not withdraw sick days until the said member has: 1) exhausted his/her own accumulative sick days; 2) submitted a written certificate of illness from a licensed physician; and (3) completed the sick leave bank application form.

The sick leave bank shall be applicable only to sick leave bank members. In addition, members of the sick bank may request days for the illness of immediate family. Immediate family includes spouse, children, or any individual whom you have been granted legal custody as defined by Illinois law and statutes. The sick leave bank shall not be applicable for: 1) cosmetic surgery (as defined in insurance policy), except if complications result therefrom; 2) elective surgery or other treatment which may be safely deferred until a vacation or holiday period, except if complications result therefrom.

If the sick bank is terminated, the available days will be prorated by the Sick Bank Committee to contributing members employed at the time of such termination. No sick leave bank members may receive more than the total number of days he/she contributed to the bank. Fractional days less than one-half (1/2) days shall not be distributed.

Teachers retiring from the District with excess sick days may donate according to the following schedule: If retiring at the end of the 2019-2020 school year, 8 days; if retiring at the end of the 2020-2021 school year, 7 days; if retiring at the end of the 2021-2022 school year, 6 days; and for the remainder of the contract, 5 days.

15.10 Class Size

If a teacher has a concern related to his/her class size or composition, he/she has the right to ask the principal to review the concern and explore possible solutions. The principal will inform the Superintendent of the concern and the possible solutions to the concern. A written response to the concern shall be directed to the teacher and the Union President.

15.11 Special Education Committee

A District special education committee shall work on an ongoing basis to provide input to the special education workload plan as referenced in 23 Administrative Code§226.730/§226.735.

Article XVI: Acceptance and Effect

16.1 Provisions

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

During the negotiations process which resulted in this Agreement, each party had the unlimited right and opportunity to make demands and proposals with respect to any subject matter not removed by law or by specific agreement within the area of collective bargaining, and the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

The parties hereby acknowledge that the terms and conditions included in the Agreement represent the full and complete understanding between the parties. The Board and the Union, for the life of this Agreement, waive any obligation to bargain collectively with respect to any subject or matter that may or may not have been known to either or both of the parties at the

time this Agreement was negotiated or signed, and that any bargaining will be limited to a successor Agreement, except that with the written mutual consent of both parties, such matters may be discussed and the Agreement modified.

The parties agree that if no contract has been ratified and approved by both parties after the date of expiration of this Agreement, the Agreement will remain in force until a new contract or Agreement is reached unless the Union initiates a strike against the Board, at which time the provisions of this contract, including salary and fringe benefits, may become void for those individuals who do not report to work when so called.

Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year and avoidance of disputes, which threaten to interfere with such operations. Since the parties have established a comprehensive grievance procedure under which unresolved disputes may be settled by impartial means, the parties have removed the basic course of work interruptions during the period of this Agreement. Thus, the Union and all of the District's teachers agree not to strike, withhold services, or otherwise refuse to render complete service to the Board during the duration of this Agreement.

Article XVII: Duration of the Agreement

17.1 Duration of the Agreement

This agreement shall become effective on August 14, 2019 and shall continue in effect until August 13, 2024.

This agreement is signed this April 24, 2019

In Witness Whereof:

For the New Lenox Council AFT Local 604



Mary Wolf, President




Cheryl Martino, Recording Secretary/Treasurer

Members of Negotiating Team

Kelly Burns
Alison Brosius
Jennifer Christophersen
Amy Gagliano
John Wettergren
Cathleen Kollross, AFT Field Service Director

For the Board of Education District 122



William Pender, President



Nicole Swallow, Secretary

Members of Negotiating Team

Margaret M. Manville, Superintendent
Lori Motsch, Director of Personnel
Robert Groos, Business Manager

APPENDIX A

Extra Duty

- Extra Duty positions shall be made available on an annual basis and may be subject to change. The District Office Administration, based on financial circumstances, lack of student participation, lack of adult supervision, or lack of space, has the authority to discontinue extra duty positions. Notification of discontinuance must occur no later than May 1st for the upcoming school year.
- All Extra Duty positions will be filled based on the sole discretion of the building principal and/or immediate supervisor.
- Those staff members chosen to represent the District in any of these positions may be released due to unsatisfactory performance expectations. The direct supervisor will notify the staff member of the release in person and in writing no later than June 1st.
- One coach for two teams shall receive 1.5 times the stipend, NOT double salary, except in the event that true differential time periods are established for each team and the approval of the administrative supervisors and the athletic director(s).
- Extra Duty positions will be posted District wide when a position is available. Other applicants may be considered if there are no applicants covered under the collective bargaining unit within the District.
- If a teacher is released from regular supervisory duties, they will receive no stipend.
- In 2019-2020, a one-time longevity stipend will be paid to those certified staff members who held CHART A stipend positions during the 2018-2019 school year. The stipend will be based upon a percentage of the new 2019-2020 stipends and years of service in the position as follows: 3-5 years=5% of new stipend; 6-8 years=10% of the new stipend; 9+ years=15% of the new stipend.

NLSD122 Extra Duty Stipend Base Pay Rates (excludes TRS)

| Position | JH | I | P | K/EC | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 |
|---------------------------------|----|---|---|------|---------------|------------------|------------------|------------------|------------------|
| ATHLETICS | | | | | | | | | |
| Athletic Director | X | X | | | \$ 4,500 | \$ 4,613 | \$ 4,728 | \$ 4,846 | \$ 4,967 |
| Boys Basketball Jr. High | X | | | | \$ 4,500 | \$ 4,613 | \$ 4,728 | \$ 4,846 | \$ 4,967 |
| Girls Basketball Jr.High | X | | | | \$ 4,500 | \$ 4,613 | \$ 4,728 | \$ 4,846 | \$ 4,967 |
| Wrestling Head Coach | X | | | | \$ 4,500 | \$ 4,613 | \$ 4,728 | \$ 4,846 | \$ 4,967 |
| Wrestling Assistant Coach | X | | | | \$ 3,500 | \$ 3,588 | \$ 3,677 | \$ 3,769 | \$ 3,863 |
| Boys Intermediate Basketball | | X | | | \$ 3,750 | \$ 3,844 | \$ 3,940 | \$ 4,038 | \$ 4,139 |
| Girls Intermediate Basketball | | X | | | \$ 3,750 | \$ 3,844 | \$ 3,940 | \$ 4,038 | \$ 4,139 |
| Girls Volleyball | X | | | | \$ 3,500 | \$ 3,588 | \$ 3,677 | \$ 3,769 | \$ 3,863 |
| Boys Volleyball | X | | | | \$ 3,000 | \$ 3,075 | \$ 3,152 | \$ 3,231 | \$ 3,311 |
| Boys Cross Country Head Coach | X | | | | \$ 3,000 | \$ 3,075 | \$ 3,152 | \$ 3,231 | \$ 3,311 |
| Girls Cross Country Head Coach | X | | | | \$ 3,000 | \$ 3,075 | \$ 3,152 | \$ 3,231 | \$ 3,311 |
| Cross Country Assistant Coach | X | | | | \$ 2,200 | \$ 2,255 | \$ 2,311 | \$ 2,369 | \$ 2,428 |
| Boys Track Head Coach | X | | | | \$ 3,000 | \$ 3,075 | \$ 3,152 | \$ 3,231 | \$ 3,311 |
| Girls Track Head Coach | X | | | | \$ 3,000 | \$ 3,075 | \$ 3,152 | \$ 3,231 | \$ 3,311 |
| Track Boys Assistant Coach | X | | | | \$ 2,200 | \$ 2,255 | \$ 2,311 | \$ 2,369 | \$ 2,428 |
| Track Girls Assistant Coach | X | | | | \$ 2,200 | \$ 2,255 | \$ 2,311 | \$ 2,369 | \$ 2,428 |
| Cheerleading Head Coach | X | | | | \$ 3,000 | \$ 3,075 | \$ 3,152 | \$ 3,231 | \$ 3,311 |
| Cheerleading Assistant Coach | X | | | | \$ 2,500 | \$ 2,563 | \$ 2,627 | \$ 2,692 | \$ 2,760 |
| Poms | X | | | | \$ 2,200 | \$ 2,255 | \$ 2,311 | \$ 2,369 | \$ 2,428 |
| Score Keeper | X | X | | | \$30 per game | \$30.75 per game | \$31.52 per game | \$32.31 per game | \$33.11 per game |
| Time Keeper | X | X | | | \$30 per game | \$30.75 per game | \$31.52 per game | \$32.31 per game | \$33.11 per game |
| FINE ARTS | | | | | | | | | |
| Band Director | X | | | | \$ 3,950 | \$ 4,049 | \$ 4,150 | \$ 4,254 | \$ 4,360 |
| Jazz Band | X | | | | \$ 1,000 | \$ 1,025 | \$ 1,051 | \$ 1,077 | \$ 1,104 |
| Pep Band | X | | | | \$ 1,000 | \$ 1,025 | \$ 1,051 | \$ 1,077 | \$ 1,104 |
| Orchestra Director | X | | | | \$ 3,950 | \$ 4,049 | \$ 4,150 | \$ 4,254 | \$ 4,360 |
| Orchestra Allegro | X | | | | \$ 1,000 | \$ 1,025 | \$ 1,051 | \$ 1,077 | \$ 1,104 |
| Jr. High Choir | X | | | | \$ 2,375 | \$ 2,434 | \$ 2,495 | \$ 2,558 | \$ 2,622 |
| Before/After School Chorus | X | | | | \$ 1,200 | \$ 1,230 | \$ 1,261 | \$ 1,292 | \$ 1,325 |
| Before/After School Orchestra | X | | | | \$ 1,200 | \$ 1,230 | \$ 1,261 | \$ 1,292 | \$ 1,325 |
| Before/After School Band | X | | | | \$ 1,200 | \$ 1,230 | \$ 1,261 | \$ 1,292 | \$ 1,325 |
| Spring Play | X | | | | \$ 1,200 | \$ 1,230 | \$ 1,261 | \$ 1,292 | \$ 1,325 |
| Spring Play Assistant | X | | | | \$ 1,000 | \$ 1,025 | \$ 1,051 | \$ 1,077 | \$ 1,104 |
| Show Choir/Madrigals | X | | | | \$ 1,000 | \$ 1,025 | \$ 1,051 | \$ 1,077 | \$ 1,104 |
| Fine Arts (Music/Art/ PE) Max 3 | X | X | X | X | \$ 565 | \$ 579 | \$ 594 | \$ 608 | \$ 624 |
| IGSMA Choral/Festival | X | | | | \$ 1,000 | \$ 1,025 | \$ 1,051 | \$ 1,077 | \$ 1,104 |
| Accompanist | X | X | X | X | \$ 275 | \$ 282 | \$ 289 | \$ 296 | \$ 304 |

| Position | JH | I | P | K/EC | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 |
|-----------------------------------|----|---|---|------|-----------|-----------|-----------|-----------|-----------|
| SUPERVISION (CLUBS) | | | | | | | | | |
| Yearbook | X | | | | \$ 1,600 | \$ 1,640 | \$ 1,681 | \$ 1,723 | \$ 1,766 |
| Student Council 4-6 | | X | | | \$ 800 | \$ 820 | \$ 841 | \$ 862 | \$ 883 |
| Student Council 7-8 | X | | | | \$ 1,200 | \$ 1,230 | \$ 1,261 | \$ 1,292 | \$ 1,325 |
| NJHS | X | | | | \$ 1,200 | \$ 1,230 | \$ 1,261 | \$ 1,292 | \$ 1,325 |
| SUPERVISION (STUDENTS) | | | | | | | | | |
| Bus AM | X | X | X | X | \$ 1,000 | \$ 1,025 | \$ 1,051 | \$ 1,077 | \$ 1,104 |
| Bus PM | X | X | X | X | \$ 1,000 | \$ 1,025 | \$ 1,051 | \$ 1,077 | \$ 1,104 |
| Early Bird | X | | | | \$ 1,900 | \$ 1,948 | \$ 1,996 | \$ 2,046 | \$ 2,097 |
| Detention 2X | | X | | | \$ 1,400 | \$ 1,435 | \$ 1,471 | \$ 1,508 | \$ 1,545 |
| Detention 3X | X | | | | \$ 2,000 | \$ 2,050 | \$ 2,101 | \$ 2,154 | \$ 2,208 |
| Lunchroom | X | X | X | | \$ 1,800 | \$ 1,845 | \$ 1,891 | \$ 1,938 | \$ 1,987 |
| Recess | | X | X | | \$ 1,800 | \$ 1,845 | \$ 1,891 | \$ 1,938 | \$ 1,987 |
| Homework 2X | | X | | | \$ 1,000 | \$ 1,025 | \$ 1,051 | \$ 1,077 | \$ 1,104 |
| Homework 3X | X | | | | \$ 1,200 | \$ 1,230 | \$ 1,261 | \$ 1,292 | \$ 1,325 |
| Athletic Study Hall (Max 4) | X | X | | | \$ 750 | \$ 769 | \$ 788 | \$ 808 | \$ 828 |
| CONTESTS | | | | | | | | | |
| Mathletes | X | | | | \$ 1,800 | \$ 1,845 | \$ 1,891 | \$ 1,938 | \$ 1,987 |
| Scholastic Bowl | X | | | | \$ 1,800 | \$ 1,845 | \$ 1,891 | \$ 1,938 | \$ 1,987 |
| IESA Speech | X | | | | \$ 1,000 | \$ 1,025 | \$ 1,051 | \$ 1,077 | \$ 1,104 |
| Geography Bee | X | X | | | \$ 500 | \$ 513 | \$ 525 | \$ 538 | \$ 552 |
| Spelling Bee | X | X | | | \$ 500 | \$ 513 | \$ 525 | \$ 538 | \$ 552 |
| OTHER | | | | | | | | | |
| Digital Learning Ambassador (DLA) | X | X | X | X | \$ 750 | \$ 769 | \$ 788 | \$ 808 | \$ 828 |
| Local Education Agency (LEA) | X | X | X | X | \$ 1,600 | \$ 1,640 | \$ 1,681 | \$ 1,723 | \$ 1,766 |
| Web Site Publisher | X | X | X | X | \$ 665 | \$ 682 | \$ 699 | \$ 716 | \$ 734 |
| 180 Turn Around | X | | | | \$ 1,000 | \$ 1,025 | \$ 1,051 | \$ 1,077 | \$ 1,104 |
| 180 Turn Around Mentor | X | | | | \$ 1,900 | \$ 1,948 | \$ 1,996 | \$ 2,046 | \$ 2,097 |
| SIT Team Member | X | X | X | X | \$ 300 | \$ 308 | \$ 315 | \$ 323 | \$ 331 |

Flex Club Required Guidelines

The following Extra Duty positions are considered CLUBS and will be paid annually based on a CLUB RUBRIC. No lane experience adjustments will be made. Clubs must have at least 7 participating students, unless approved by the Superintendent or designee.

Primary School maximum expenditure (per school) \$3,500.00

Intermediate School maximum expenditure (per school) \$10,800.00

Junior High School maximum expenditure (per school) \$16,500.00

Rubric Point Value: \$150.00 How is payment for a club calculated?

- 1) Determine the rubric points for the number of students in the club.
- 2) Determine the rubric points for the number of contact hours of club meetings.
- 3) Add the points together, and then use the chart of stipends to determine the payment.

Flex Club Rubric Calculation Chart

| Points | 1 | 2 | 3 | 4 | 5 | 6 |
|-----------------------|------|-------|-------|-------|-------|--------|
| Number of Students* | 7-10 | 11-17 | 18-23 | 24-30 | 31-35 | 36+ |
| Student Contact Hours | 9-15 | 16-25 | 26-35 | 36-55 | 56-75 | 76-105 |

Example: A club with 15 students meeting for a total of 34 weeks (one hour per week).

2 points + 3 points = 5-point club

5 points x \$150.00 = \$750 stipend

| Club Point Total | 2019-2024 Base Stipend |
|---|------------------------|
| 1 point** | \$150.00 |
| 2 points | \$300.00 |
| 3 points | \$450.00 |
| 4 points | \$600.00 |
| 5 points | \$750.00 |
| 6 points | \$900.00 |
| **Flex Clubs not meeting for at least 9 hours will be paid at a point value of one (1). | |

**APPENDIX B
Salary Schedules**

| Salary Schedule - 2019-2020 (TRS at 9.0%) | | | | | | | | | | | | | | |
|---|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|
| Step | BA | | BA+10 | | BA+20 | | BA+45 / MA | | MA+15 | | MA+30 | | MA+45 | |
| | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS |
| 0 | 41,280 | 45,363 | 42,106 | 46,271 | 42,948 | 47,196 | 44,665 | 49,083 | 45,559 | 50,065 | 46,470 | 51,066 | 47,399 | 52,087 |
| 1 | 42,169 | 46,340 | 43,013 | 47,267 | 43,873 | 48,212 | 45,628 | 50,140 | 46,540 | 51,143 | 47,471 | 52,166 | 48,420 | 53,209 |
| 2 | 43,090 | 47,352 | 43,953 | 48,300 | 44,832 | 49,266 | 46,627 | 51,238 | 47,558 | 52,262 | 48,510 | 53,308 | 49,478 | 54,372 |
| 3 | 44,034 | 48,389 | 44,913 | 49,355 | 45,812 | 50,343 | 47,644 | 52,356 | 48,596 | 53,403 | 49,569 | 54,472 | 50,560 | 55,560 |
| 4 | 45,003 | 49,454 | 45,904 | 50,444 | 46,820 | 51,450 | 48,695 | 53,511 | 49,668 | 54,581 | 50,663 | 55,674 | 51,675 | 56,786 |
| 5 | 46,053 | 50,608 | 46,974 | 51,620 | 47,912 | 52,650 | 49,830 | 54,758 | 50,825 | 55,851 | 51,842 | 56,969 | 52,879 | 58,108 |
| 6 | 47,125 | 51,785 | 48,067 | 52,821 | 49,027 | 53,876 | 50,989 | 56,032 | 52,008 | 57,152 | 53,050 | 58,296 | 54,110 | 59,461 |
| 7 | 48,227 | 52,997 | 49,193 | 54,058 | 50,175 | 55,137 | 52,182 | 57,343 | 53,226 | 58,490 | 54,291 | 59,661 | 55,378 | 60,855 |
| 8 | 49,351 | 54,232 | 50,338 | 55,317 | 51,346 | 56,424 | 53,398 | 58,679 | 54,465 | 59,852 | 55,555 | 61,050 | 56,667 | 62,272 |
| 9 | 50,505 | 55,500 | 51,516 | 56,611 | 52,545 | 57,742 | 54,649 | 60,054 | 55,741 | 61,254 | 56,854 | 62,477 | 57,992 | 63,728 |
| 10 | 51,692 | 56,804 | 52,727 | 57,942 | 53,782 | 59,101 | 55,937 | 61,469 | 57,050 | 62,692 | 58,193 | 63,948 | 59,354 | 65,224 |
| 11 | 52,897 | 58,128 | 53,954 | 59,290 | 55,034 | 60,477 | 57,234 | 62,894 | 58,381 | 64,154 | 59,548 | 65,438 | 60,738 | 66,746 |
| 12 | 54,060 | 59,407 | 55,143 | 60,596 | 56,244 | 61,807 | 58,497 | 64,282 | 59,666 | 65,567 | 60,860 | 66,879 | 62,075 | 68,214 |
| 13 | 55,246 | 60,710 | 56,351 | 61,924 | 57,477 | 63,162 | 59,776 | 65,688 | 60,972 | 67,002 | 62,193 | 68,344 | 63,435 | 69,709 |
| 14 | 56,465 | 62,049 | 57,592 | 63,288 | 58,743 | 64,553 | 61,093 | 67,135 | 62,315 | 68,478 | 63,561 | 69,847 | 64,834 | 71,246 |
| 15 | 57,702 | 63,409 | 58,860 | 64,681 | 60,039 | 65,977 | 62,440 | 68,616 | 63,688 | 69,987 | 64,961 | 71,385 | 66,260 | 72,814 |
| 16 | 58,973 | 64,806 | 60,153 | 66,102 | 61,362 | 67,431 | 63,815 | 70,126 | 65,092 | 71,530 | 66,395 | 72,962 | 67,722 | 74,419 |
| 17 | 60,273 | 66,234 | 61,480 | 67,561 | 62,709 | 68,911 | 65,218 | 71,668 | 66,523 | 73,102 | 67,851 | 74,562 | 69,210 | 76,055 |
| 18 | 61,605 | 67,697 | 62,837 | 69,051 | 64,092 | 70,431 | 66,657 | 73,249 | 67,989 | 74,714 | 69,348 | 76,207 | 70,737 | 77,733 |
| 19 | 62,958 | 69,185 | 64,217 | 70,568 | 65,501 | 71,979 | 68,121 | 74,859 | 69,482 | 76,354 | 70,874 | 77,883 | 72,290 | 79,439 |
| 20 | 64,342 | 70,706 | 65,628 | 72,119 | 66,941 | 73,561 | 69,619 | 76,505 | 71,012 | 78,035 | 72,431 | 79,595 | 73,881 | 81,187 |

Longevity steps 21 and above are calculated by multiplying the previous year's base salary by 1.055 (5.5%).
Lane change for teachers beyond step 20 shall be at the same % as the lane change on the salary schedule.

| Salary Schedule - 2020-2021 (TRS at 9.0%) | | | | | | | | | | | | | | |
|---|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|
| Step | BA | | BA+10 | | BA+20 | | BA+45 / MA | | MA+15 | | MA+30 | | MA+45 | |
| | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS |
| 0 | 41,590 | 45,703 | 42,422 | 46,618 | 43,270 | 47,550 | 45,000 | 49,451 | 45,900 | 50,440 | 46,818 | 51,449 | 47,755 | 52,478 |
| 1 | 42,518 | 46,724 | 43,369 | 47,659 | 44,236 | 48,611 | 46,005 | 50,555 | 46,925 | 51,566 | 47,864 | 52,597 | 48,821 | 53,650 |
| 2 | 43,434 | 47,730 | 44,304 | 48,685 | 45,189 | 49,659 | 46,997 | 51,645 | 47,936 | 52,677 | 48,895 | 53,731 | 49,873 | 54,805 |
| 3 | 44,383 | 48,773 | 45,272 | 49,749 | 46,177 | 50,744 | 48,026 | 52,775 | 48,985 | 53,830 | 49,965 | 54,907 | 50,963 | 56,003 |
| 4 | 45,355 | 49,840 | 46,261 | 50,836 | 47,187 | 51,854 | 49,073 | 53,926 | 50,054 | 55,005 | 51,056 | 56,106 | 52,077 | 57,227 |
| 5 | 46,353 | 50,938 | 47,281 | 51,957 | 48,224 | 52,994 | 50,155 | 55,116 | 51,158 | 56,218 | 52,183 | 57,344 | 53,225 | 58,489 |
| 6 | 47,434 | 52,126 | 48,383 | 53,168 | 49,349 | 54,230 | 51,325 | 56,401 | 52,349 | 57,527 | 53,397 | 58,678 | 54,465 | 59,852 |
| 7 | 48,538 | 53,339 | 49,509 | 54,405 | 50,498 | 55,492 | 52,519 | 57,713 | 53,569 | 58,867 | 54,641 | 60,045 | 55,733 | 61,245 |
| 8 | 49,674 | 54,587 | 50,668 | 55,679 | 51,680 | 56,791 | 53,748 | 59,064 | 54,823 | 60,245 | 55,920 | 61,451 | 57,039 | 62,681 |
| 9 | 50,831 | 55,859 | 51,848 | 56,976 | 52,886 | 58,117 | 55,000 | 60,439 | 56,099 | 61,648 | 57,222 | 62,881 | 58,367 | 64,140 |
| 10 | 52,020 | 57,165 | 53,061 | 58,309 | 54,122 | 59,474 | 56,288 | 61,855 | 57,413 | 63,091 | 58,560 | 64,351 | 59,732 | 65,640 |
| 11 | 53,243 | 58,508 | 54,309 | 59,680 | 55,395 | 60,874 | 57,615 | 63,313 | 58,762 | 64,573 | 59,939 | 65,867 | 61,135 | 67,181 |
| 12 | 54,484 | 59,872 | 55,572 | 61,069 | 56,685 | 62,291 | 58,951 | 64,781 | 60,132 | 66,079 | 61,335 | 67,401 | 62,561 | 68,748 |
| 13 | 55,682 | 61,189 | 56,797 | 62,414 | 57,931 | 63,661 | 60,251 | 66,210 | 61,455 | 67,534 | 62,686 | 68,885 | 63,937 | 70,261 |
| 14 | 56,904 | 62,531 | 58,041 | 63,782 | 59,202 | 65,057 | 61,570 | 67,659 | 62,801 | 69,012 | 64,059 | 70,395 | 65,338 | 71,800 |
| 15 | 58,159 | 63,911 | 59,320 | 65,187 | 60,506 | 66,490 | 62,926 | 69,149 | 64,184 | 70,532 | 65,467 | 71,942 | 66,779 | 73,383 |
| 16 | 59,433 | 65,311 | 60,625 | 66,621 | 61,840 | 67,956 | 64,313 | 70,674 | 65,599 | 72,087 | 66,909 | 73,527 | 68,248 | 74,998 |
| 17 | 60,743 | 66,750 | 61,958 | 68,085 | 63,203 | 69,454 | 65,729 | 72,230 | 67,045 | 73,676 | 68,387 | 75,151 | 69,753 | 76,652 |
| 18 | 62,081 | 68,221 | 63,325 | 69,587 | 64,590 | 70,979 | 67,175 | 73,818 | 68,519 | 75,295 | 69,887 | 76,799 | 71,286 | 78,337 |
| 19 | 63,453 | 69,728 | 64,722 | 71,123 | 66,015 | 72,544 | 68,657 | 75,447 | 70,029 | 76,955 | 71,429 | 78,493 | 72,859 | 80,065 |
| 20 | 64,847 | 71,260 | 66,143 | 72,685 | 67,466 | 74,138 | 70,165 | 77,104 | 71,567 | 78,645 | 73,000 | 80,220 | 74,458 | 81,822 |

Longevity steps 21 and above are calculated by multiplying the previous year's base salary by 1.03 (3.0%).
Lane change for teachers beyond step 20 shall be at the same % as the lane change on the salary schedule.

Salary Schedule - 2021-2022 (TRS at 9.0%)

| Step | BA | | BA+10 | | BA+20 | | BA+45 / MA | | MA+15 | | MA+30 | | MA+45 | |
|------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|
| | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS |
| 0 | 41,902 | 46,046 | 42,740 | 46,967 | 43,595 | 47,906 | 45,338 | 49,822 | 46,245 | 50,818 | 47,169 | 51,834 | 48,113 | 52,871 |
| 1 | 42,837 | 47,074 | 43,695 | 48,016 | 44,568 | 48,976 | 46,350 | 50,935 | 47,277 | 51,953 | 48,223 | 52,992 | 49,187 | 54,052 |
| 2 | 43,794 | 48,125 | 44,671 | 49,088 | 45,563 | 50,070 | 47,386 | 52,072 | 48,333 | 53,113 | 49,300 | 54,175 | 50,286 | 55,259 |
| 3 | 44,738 | 49,162 | 45,633 | 50,146 | 46,545 | 51,148 | 48,406 | 53,194 | 49,375 | 54,258 | 50,362 | 55,343 | 51,369 | 56,450 |
| 4 | 45,715 | 50,236 | 46,630 | 51,242 | 47,563 | 52,266 | 49,466 | 54,359 | 50,455 | 55,445 | 51,464 | 56,554 | 52,492 | 57,683 |
| 5 | 46,715 | 51,335 | 47,649 | 52,361 | 48,602 | 53,409 | 50,545 | 55,544 | 51,556 | 56,655 | 52,588 | 57,789 | 53,639 | 58,944 |
| 6 | 47,744 | 52,466 | 48,700 | 53,516 | 49,671 | 54,584 | 51,660 | 56,769 | 52,693 | 57,905 | 53,749 | 59,064 | 54,822 | 60,244 |
| 7 | 48,857 | 53,690 | 49,835 | 54,763 | 50,830 | 55,857 | 52,864 | 58,093 | 53,920 | 59,253 | 54,999 | 60,438 | 56,099 | 61,647 |
| 8 | 49,995 | 54,939 | 50,994 | 56,037 | 52,013 | 57,157 | 54,094 | 59,444 | 55,176 | 60,633 | 56,280 | 61,847 | 57,405 | 63,083 |
| 9 | 51,164 | 56,224 | 52,188 | 57,350 | 53,230 | 58,495 | 55,360 | 60,836 | 56,467 | 62,052 | 57,598 | 63,294 | 58,751 | 64,561 |
| 10 | 52,356 | 57,534 | 53,404 | 58,686 | 54,473 | 59,860 | 56,650 | 62,252 | 57,782 | 63,497 | 58,939 | 64,768 | 60,118 | 66,064 |
| 11 | 53,581 | 58,880 | 54,653 | 60,058 | 55,745 | 61,259 | 57,977 | 63,711 | 59,136 | 64,984 | 60,316 | 66,282 | 61,524 | 67,609 |
| 12 | 54,840 | 60,264 | 55,938 | 61,470 | 57,057 | 62,700 | 59,344 | 65,213 | 60,525 | 66,510 | 61,737 | 67,843 | 62,969 | 69,197 |
| 13 | 56,118 | 61,668 | 57,240 | 62,901 | 58,386 | 64,160 | 60,719 | 66,724 | 61,936 | 68,061 | 63,175 | 69,423 | 64,437 | 70,810 |
| 14 | 57,353 | 63,025 | 58,501 | 64,287 | 59,669 | 65,571 | 62,059 | 68,197 | 63,299 | 69,560 | 64,566 | 70,952 | 65,856 | 72,369 |
| 15 | 58,611 | 64,407 | 59,782 | 65,695 | 60,978 | 67,009 | 63,417 | 69,689 | 64,685 | 71,082 | 65,981 | 72,506 | 67,298 | 73,954 |
| 16 | 59,903 | 65,828 | 61,100 | 67,143 | 62,321 | 68,485 | 64,814 | 71,224 | 66,110 | 72,648 | 67,431 | 74,100 | 68,782 | 75,585 |
| 17 | 61,216 | 67,271 | 62,444 | 68,620 | 63,695 | 69,995 | 66,243 | 72,794 | 67,567 | 74,249 | 68,917 | 75,733 | 70,296 | 77,248 |
| 18 | 62,565 | 68,753 | 63,816 | 70,128 | 65,099 | 71,537 | 67,701 | 74,397 | 69,057 | 75,886 | 70,439 | 77,405 | 71,846 | 78,951 |
| 19 | 63,944 | 70,268 | 65,224 | 71,675 | 66,528 | 73,108 | 69,190 | 76,033 | 70,574 | 77,554 | 71,983 | 79,103 | 73,425 | 80,687 |
| 20 | 65,356 | 71,820 | 66,664 | 73,257 | 67,996 | 74,720 | 70,716 | 77,710 | 72,130 | 79,264 | 73,572 | 80,848 | 75,045 | 82,467 |

Longevity steps 21 and above are calculated by multiplying the previous year's base salary by 1.03 (3.0%).
Lane change for teachers beyond step 20 shall be at the same % as the lane change on the salary schedule.

Salary Schedule - 2022-2023 (TRS at 9.0%)

| Step | BA | | BA+10 | | BA+20 | | BA+45 / MA | | MA+15 | | MA+30 | | MA+45 | |
|------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|
| | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS |
| 0 | 42,216 | 46,391 | 43,061 | 47,320 | 43,922 | 48,265 | 45,678 | 50,196 | 46,592 | 51,199 | 47,523 | 52,223 | 48,474 | 53,268 |
| 1 | 43,159 | 47,427 | 44,022 | 48,376 | 44,902 | 49,343 | 46,698 | 51,317 | 47,632 | 52,343 | 48,584 | 53,389 | 49,556 | 54,457 |
| 2 | 44,122 | 48,486 | 45,006 | 49,457 | 45,905 | 50,445 | 47,741 | 52,463 | 48,696 | 53,512 | 49,669 | 54,582 | 50,663 | 55,673 |
| 3 | 45,108 | 49,569 | 46,011 | 50,561 | 46,930 | 51,572 | 48,807 | 53,634 | 49,783 | 54,707 | 50,779 | 55,801 | 51,794 | 56,917 |
| 4 | 46,080 | 50,637 | 47,002 | 51,650 | 47,941 | 52,683 | 49,859 | 54,790 | 50,856 | 55,886 | 51,873 | 57,003 | 52,910 | 58,143 |
| 5 | 47,086 | 51,743 | 48,029 | 52,779 | 48,989 | 53,834 | 50,950 | 55,989 | 51,968 | 57,108 | 53,008 | 58,251 | 54,066 | 59,414 |
| 6 | 48,117 | 52,875 | 49,078 | 53,932 | 50,060 | 55,011 | 52,062 | 57,211 | 53,103 | 58,355 | 54,166 | 59,523 | 55,248 | 60,712 |
| 7 | 49,176 | 54,040 | 50,161 | 55,122 | 51,161 | 56,221 | 53,210 | 58,472 | 54,274 | 59,642 | 55,361 | 60,836 | 56,467 | 62,051 |
| 8 | 50,323 | 55,300 | 51,330 | 56,406 | 52,354 | 57,532 | 54,450 | 59,836 | 55,537 | 61,030 | 56,649 | 62,251 | 57,782 | 63,497 |
| 9 | 51,494 | 56,587 | 52,524 | 57,719 | 53,573 | 58,871 | 55,717 | 61,228 | 56,831 | 62,452 | 57,969 | 63,702 | 59,127 | 64,975 |
| 10 | 52,699 | 57,911 | 53,754 | 59,070 | 54,827 | 60,250 | 57,021 | 62,661 | 58,161 | 63,913 | 59,326 | 65,193 | 60,513 | 66,498 |
| 11 | 53,927 | 59,260 | 55,006 | 60,446 | 56,107 | 61,656 | 58,349 | 64,120 | 59,516 | 65,402 | 60,707 | 66,711 | 61,922 | 68,046 |
| 12 | 55,188 | 60,646 | 56,293 | 61,860 | 57,418 | 63,096 | 59,716 | 65,622 | 60,910 | 66,934 | 62,126 | 68,270 | 63,370 | 69,637 |
| 13 | 56,485 | 62,071 | 57,616 | 63,314 | 58,769 | 64,581 | 61,124 | 67,169 | 62,340 | 68,506 | 63,589 | 69,878 | 64,858 | 71,273 |
| 14 | 57,802 | 63,518 | 58,957 | 64,788 | 60,137 | 66,085 | 62,541 | 68,726 | 63,794 | 70,103 | 65,070 | 71,506 | 66,371 | 72,935 |
| 15 | 59,073 | 64,916 | 60,256 | 66,215 | 61,460 | 67,538 | 63,921 | 70,243 | 65,198 | 71,646 | 66,503 | 73,080 | 67,831 | 74,540 |
| 16 | 60,369 | 66,339 | 61,576 | 67,666 | 62,807 | 69,019 | 65,319 | 71,779 | 66,625 | 73,215 | 67,960 | 74,682 | 69,317 | 76,173 |
| 17 | 61,700 | 67,803 | 62,933 | 69,157 | 64,191 | 70,539 | 66,758 | 73,360 | 68,093 | 74,827 | 69,454 | 76,323 | 70,846 | 77,853 |
| 18 | 63,053 | 69,289 | 64,317 | 70,678 | 65,606 | 72,095 | 68,230 | 74,978 | 69,594 | 76,477 | 70,984 | 78,005 | 72,404 | 79,565 |
| 19 | 64,442 | 70,815 | 65,731 | 72,232 | 67,052 | 73,683 | 69,732 | 76,629 | 71,128 | 78,163 | 72,552 | 79,727 | 74,001 | 81,320 |
| 20 | 65,862 | 72,376 | 67,181 | 73,825 | 68,524 | 75,301 | 71,265 | 78,314 | 72,692 | 79,881 | 74,143 | 81,476 | 75,628 | 83,107 |

Longevity steps 21 and above are calculated by multiplying the previous year's base salary by 1.03 (3.0%).
 Lane change for teachers beyond step 20 shall be at the same % as the lane change on the salary schedule.

Salary Schedule - 2023-2024 (TRS at 9.0%)

| Step | BA | | BA+10 | | BA+20 | | BA+45 / MA | | MA+15 | | MA+30 | | MA+45 | |
|------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|
| | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS | Salary w/o TRS | Salary w/ TRS |
| 0 | 42,532 | 46,739 | 43,384 | 47,674 | 44,251 | 48,627 | 46,021 | 50,572 | 46,941 | 51,583 | 47,879 | 52,615 | 48,837 | 53,667 |
| 1 | 43,482 | 47,783 | 44,353 | 48,739 | 45,239 | 49,713 | 47,048 | 51,701 | 47,989 | 52,735 | 48,949 | 53,790 | 49,928 | 54,866 |
| 2 | 44,453 | 48,850 | 45,343 | 49,828 | 46,249 | 50,824 | 48,099 | 52,856 | 49,061 | 53,913 | 50,042 | 54,991 | 51,043 | 56,091 |
| 3 | 45,446 | 49,941 | 46,356 | 50,940 | 47,282 | 51,959 | 49,173 | 54,036 | 50,157 | 55,117 | 51,159 | 56,219 | 52,183 | 57,344 |
| 4 | 46,461 | 51,056 | 47,391 | 52,078 | 48,338 | 53,119 | 50,271 | 55,243 | 51,277 | 56,348 | 52,302 | 57,475 | 53,348 | 58,624 |
| 5 | 47,462 | 52,156 | 48,412 | 53,200 | 49,380 | 54,263 | 51,354 | 56,433 | 52,381 | 57,562 | 53,429 | 58,713 | 54,497 | 59,887 |
| 6 | 48,499 | 53,295 | 49,470 | 54,363 | 50,459 | 55,450 | 52,479 | 57,669 | 53,527 | 58,821 | 54,598 | 59,998 | 55,688 | 61,196 |
| 7 | 49,560 | 54,462 | 50,550 | 55,550 | 51,562 | 56,662 | 53,624 | 58,927 | 54,696 | 60,105 | 55,791 | 61,308 | 56,906 | 62,534 |
| 8 | 50,651 | 55,661 | 51,665 | 56,775 | 52,696 | 57,908 | 54,806 | 60,227 | 55,902 | 61,431 | 57,022 | 62,661 | 58,161 | 63,913 |
| 9 | 51,833 | 56,959 | 52,870 | 58,098 | 53,925 | 59,258 | 56,084 | 61,631 | 57,204 | 62,861 | 58,348 | 64,119 | 59,515 | 65,402 |
| 10 | 53,039 | 58,285 | 54,100 | 59,450 | 55,180 | 60,638 | 57,389 | 63,065 | 58,536 | 64,325 | 59,708 | 65,613 | 60,901 | 66,924 |
| 11 | 54,280 | 59,649 | 55,367 | 60,842 | 56,472 | 62,057 | 58,732 | 64,540 | 59,906 | 65,831 | 61,105 | 67,149 | 62,328 | 68,493 |
| 12 | 55,545 | 61,038 | 56,656 | 62,260 | 57,790 | 63,506 | 60,100 | 66,044 | 61,301 | 67,364 | 62,528 | 68,712 | 63,779 | 70,087 |
| 13 | 56,844 | 62,466 | 57,981 | 63,716 | 59,140 | 64,989 | 61,508 | 67,591 | 62,737 | 68,942 | 63,990 | 70,318 | 65,271 | 71,726 |
| 14 | 58,180 | 63,934 | 59,344 | 65,214 | 60,532 | 66,519 | 62,958 | 69,184 | 64,210 | 70,561 | 65,496 | 71,974 | 66,804 | 73,411 |
| 15 | 59,536 | 65,424 | 60,725 | 66,731 | 61,941 | 68,067 | 64,417 | 70,788 | 65,708 | 72,206 | 67,022 | 73,651 | 68,362 | 75,123 |
| 16 | 60,845 | 66,863 | 62,064 | 68,202 | 63,303 | 69,564 | 65,838 | 72,350 | 67,154 | 73,796 | 68,498 | 75,273 | 69,866 | 76,776 |
| 17 | 62,180 | 68,330 | 63,423 | 69,696 | 64,691 | 71,089 | 67,279 | 73,933 | 68,624 | 75,411 | 69,999 | 76,922 | 71,397 | 78,458 |
| 18 | 63,551 | 69,837 | 64,821 | 71,232 | 66,116 | 72,655 | 68,761 | 75,561 | 70,136 | 77,072 | 71,538 | 78,613 | 72,971 | 80,188 |
| 19 | 64,944 | 71,367 | 66,247 | 72,799 | 67,574 | 74,258 | 70,277 | 77,227 | 71,682 | 78,771 | 73,114 | 80,345 | 74,577 | 81,952 |
| 20 | 66,375 | 72,940 | 67,703 | 74,399 | 69,063 | 75,894 | 71,824 | 78,928 | 73,262 | 80,508 | 74,729 | 82,119 | 76,221 | 83,759 |

Longevity steps 21 and above are calculated by multiplying the previous year's base salary by 1.03 (3.0%).
 Lane change for teachers beyond step 20 shall be at the same % as the lane change on the salary schedule.

| OT/PT Starting Annual Salary Schedule | | | | | |
|---------------------------------------|-----------|-----------|-----------|-----------|-----------|
| Step | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 |
| 0 | \$51,280 | \$51,665 | \$52,052 | \$52,442 | \$52,836 |
| 1 | \$52,434 | \$52,827 | \$53,223 | \$53,622 | \$54,025 |
| 2 | \$53,614 | \$54,016 | \$54,421 | \$54,829 | \$55,240 |
| 3 | \$54,820 | \$55,231 | \$55,645 | \$56,063 | \$56,483 |
| 4 | \$56,053 | \$56,474 | \$56,897 | \$57,324 | \$57,754 |
| 5 | \$57,315 | \$57,744 | \$58,177 | \$58,614 | \$59,053 |
| 6 | \$58,604 | \$59,044 | \$59,486 | \$59,933 | \$60,382 |
| 7 | \$59,923 | \$60,372 | \$60,825 | \$61,281 | \$61,741 |
| 8 | \$61,271 | \$61,730 | \$62,193 | \$62,660 | \$63,130 |
| 9 | \$62,650 | \$63,119 | \$63,593 | \$64,070 | \$64,550 |
| 10 | \$64,059 | \$64,540 | \$65,024 | \$65,511 | \$66,003 |
| 11 | \$65,500 | \$65,992 | \$66,487 | \$66,985 | \$67,488 |
| 12 | \$66,974 | \$67,477 | \$67,983 | \$68,492 | \$69,006 |
| 13 | \$68,481 | \$68,995 | \$69,512 | \$70,034 | \$70,559 |
| 14 | \$70,022 | \$70,547 | \$71,076 | \$71,609 | \$72,146 |
| 15 | \$71,597 | \$72,134 | \$72,675 | \$73,221 | \$73,770 |
| 16 | \$73,208 | \$73,757 | \$74,311 | \$74,868 | \$75,430 |
| 17 | \$74,856 | \$75,417 | \$75,983 | \$76,553 | \$77,127 |
| 18 | \$76,540 | \$77,114 | \$77,692 | \$78,275 | \$78,862 |
| 19 | \$78,262 | \$78,849 | \$79,440 | \$80,036 | \$80,636 |
| 20 | \$80,023 | \$80,623 | \$81,228 | \$81,837 | \$82,451 |

Once hired, each person’s individual raise equals the teacher contract annual increase: 2019-2020=5.5%; 2020-2021=3%; 2021-2022=3%; 2022-2023=3%; 2023-2024=3%.

The District also pays 6.2 % FICA and 10.2% IMRF as required by law in addition to the above salary. These rates are subject to change per IRS and IMRF each year.

The employee is responsible to pay his or her own 4.5% IMRF employee contribution per IMRF law. This rate is subject to change per IMRF each year.

