

COLLECTIVE BARGAINING CONTRACT

BETWEEN

**THE BOARD OF EDUCATION OF
LA MOILLE COMMUNITY UNIT
SCHOOL DISTRICT NO. 303**

AND

**THE LA MOILLE FEDERATION OF TEACHERS
COUNCIL AFT
LOCAL 604 IFT/AFT AFL-CIO**

2021 - 2024

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ARTICLE I
RECOGNITION

1. Recognition. The Board of Education of La Moille Community Unit School District No. 303, Bureau County, Illinois (hereinafter referred to as the "Board"), recognizes the La Moille Federation of Teachers Council AFT, Local 604 IFT/AFT AFL-CIO (hereinafter referred to as the "Union"), as the exclusive bargaining representative for all professional employees regularly required to be certificated, except the Superintendent, principals, supervisors, confidential employees, and short-term employees, as such excluded employees are defined in Section 2 of the Illinois Educational Labor Relations Act.
2. Definition of "Teacher". As used hereinafter in this agreement, the term "teacher" shall refer to a member of the bargaining unit as set forth above in Section I.1.
3. Management Rights. The Union agrees and acknowledges that the Board retains and reserves unto itself all powers and duties conferred upon and vested in it by the statutes of the State of Illinois, except as limited by the express terms of this agreement.

ARTICLE II
UNION AND TEACHER RIGHTS

1. Use of Mailboxes. An authorized representative of Local 604 shall have the right to place a reasonable number of announcements in the faculty mailboxes. The Superintendent shall receive a copy signed by the authorized Union representative of all items placed in faculty mailboxes.
2. Union Leave. Local 604 shall be allowed three (3) school days per year to allow their representative to attend union functions or activities. The teacher attending these Union functions and/or activities shall have their salaries deducted at the rate equal to the substitute pay during their absence. Nothing herein shall preclude the Union from reimbursing the affected teacher.
3. Board Agenda. The Board shall place on the agenda of each regular Board meeting under "New Business" any matter brought to its attention for its consideration by the Union, provided the matters are made known in writing to the Superintendent by the Friday before the Board meeting. Agenda will be available online on District Website lamoilleschools.org before the week of the Board Meeting in the Board of Education Tab.
4. Use of Equipment and Facilities. Local 604 shall have the use of school and central office duplicating equipment and facilities for the conduct of its business. The Union shall pay a yearly fee of thirty dollars (\$30.00) for said use.
5. Union Announcements. The Union President or designee shall be afforded an opportunity to address all teachers on the first Institute Day of the school year and make announcements at regular faculty meetings.
6. Access the Public Records. The District office will email all teachers:
 - a) Board agendas
 - b) Official minutes of Board meetings
 - c) Monthly budget summaries

Upon request, the following documents may be secured by the Union President or his designee when not available online:

- a) Board Policy Manual and revisions
 - b) Annual auditor's report and management letter
 - c) Current fiscal year budget
 - d) Statistical information, not including teachers' names, pertaining to teacher step placement, salary line placement, extended service placement, and present insurance coverage.
 - e) The Union President shall be notified within five (5) workdays of the District's receipt of a FOIA request that asks for information about any bargaining unit member, including, but not limited to, names, email addresses, any part of a home address, or list of members of the union, dues payers, or non-members.
7. Substitutes. The Administration will provide a qualified substitute when given at least three (3) working days notice for all teachers (including music, PE, special education, and itinerant teachers). It is understood by all parties concerned that when given less than three (3) working days notice there will be times a qualified substitute will not be available and changes in the regular school routine will be necessary. As a last resort, it is understood that itinerant teachers will be used as a substitute.
 8. Room Assignments. Teachers shall have assigned rooms, desks, and chairs.
 9. Extra-Curricular Duties. Qualified teachers shall be given first consideration for all extra-curricular assignments subject to board decision. All coaching extra-curricular activities shall be filled on a voluntary basis only. Teachers shall have the right to refuse any coaching extra-curricular activity; however, no teacher shall be allowed to coach the same sport or activity in another district when that sport or activity is unfilled in La Moille School District. Once a teacher holds such a position outside the District, the teacher shall not then be required to fill a vacant position in La Moille School District.

10. Individual Treatment. Administrators and teachers should treat each other with courtesy and respect. It is understood by all parties that they should settle their differences in an area of privacy.

11. Class Interruptions. Classroom interruptions, including phone calls for students, should be kept to a minimum.

12. Student Grades. Teachers are responsible for assigning grades to their students on the basis of classroom performance. No grades will be assigned until the teacher has acquainted each student with evaluation procedures, standards for grades and testing instruments used. The administration has the right to request and receive a full explanation of any assigned grade. Teachers have the responsibility to explain assigned grades to students and parents upon their request. The teacher or parent shall have the right to have an administrator present at such meetings. The administration will not change any grade of a student unless a written request from the teacher is received to do so.

13. Building Departures. With prior permission of the administration, teachers may leave the building during their non-teaching periods. If the administration is not present, the teacher shall notify the office.

14. Staff Facilities. Teachers shall be afforded a clean, attractive, and comfortable room for staff use in each building. A computer for the teachers' use will be provided in each building. Teachers shall have the use of school and central duplicating equipment, laminating equipment, and facilities for the conduct of its business.

15. Keys or Fobs. Each teacher shall be provided with keys or fobs necessary for access to the building, assigned rooms, and copy machine. Keys will be returned upon resignation or dismissal from the District.

16. Faculty Meetings and After School Activities. Teachers will be required to attend one (1) faculty meeting, one (1) grade-level cluster meeting, and one (1) student-growth meeting per month. These meetings will be conducted during the contractual work day and not exceed thirty (30) minutes in length. At a minimum, teachers will also attend Open House (1), Parent Teacher Conferences, and one (1) additional after-school event per year.

When teachers voluntarily attend meetings or functions specified by the Administration, not mentioned in the previous paragraph, that extends their contractual work day, they shall be compensated at the rate specified in the schedule of this contract regarding extra-duty pay. This provision includes meetings just prior to and following the contractual work day along with any evening functions that require teacher attendance and participation. It shall be the teacher's responsibility to document his/her attendance and participation at meetings and events that take him/her beyond the contractual work day by filling out an appropriate form and submitting it to the principal.

17. Right to Representation. If a teacher is called to a disciplinary conference (i.e. regarding dismissal, suspension, holding-on-step, where a teacher has been determined to be unsatisfactory in the evaluation process, remedial warning, or reprimand) by an administrator, he/she shall have the right to a Union representative present at the conference. The administrator will provide the teacher with any written document which results from a disciplinary conference.

18. Adverse Criticism. In the event of adverse criticism by third parties of teaching methods or materials, and in the event that informal discussion between the parent(s) and the employees covered by this agreement are unsuccessful, the following procedures shall be applied except that where a claim of discrimination including sexual harassment is made, claimants may begin the process at Step 1 without attempting to resolve their differences.

Step 1. The Principal or the Superintendent or both shall attempt to informally resolve all situations involving adverse criticism not involving civil rights complaints.

Step 2. If Step 1 is unsuccessful, administration may attempt to involve the teacher and parent/guardian in a dialogue to resolve the problems. If the parent refuses to participate in the dialogue, the Board of Education reserves the right to deny the complaint at the board level.

Step 3. If Step 2 is unsuccessful, any objections and/or complaints shall be reduced to writing by the complainant (who must be a resident of the district). The complainant shall present the complaint to the Board of Education at the next regularly scheduled Board meeting. The teacher shall be afforded an opportunity to ask questions and present testimony and documentation in support of his/her position at the meeting. The decision of the Board shall be final on all parties.

19. Negotiated Agreement. The Board shall provide each employee with a copy of the negotiated agreement within thirty (30) days of ratification by both parties via email. A hard copy will be provided upon request otherwise can be accessed online at lamoilleschools.org.

20. Internal Substitution. Internal substitution will be limited to those periods when the substituting teacher has a scheduled planning period, when asked. These teachers shall be paid the amount shown in Appendix B for each period for which they substitute. The salary shall be paid monthly.

21. Illinois Educational Labor Relations Act. The District shall honor employees' individually authorized deduction forms, and shall make such deductions in the amounts certified by the Union for union dues, assessments, or fees. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions. Dues revocations are processed by the Union. In the event that an employee revokes his or her dues in accordance with their terms in which he or she authorized the dues deductions, the Union will notify the employer after the close of the revocation window.

The District agrees to remit these dues and/or fees to the Union once each month that dues/fees are deducted. A list of teachers for whom deductions have been made and the amount of each deduction shall accompany the first remission. Any changes in personnel from the list previously furnished shall be submitted to the Union with ten (10) workdays.

22. Class Size. The Board will make every attempt to keep the ratio of pupils to classroom teachers in grades K-2 not to exceed 25 to 1, and the ratio of pupils to classroom teachers in grades 3 -12 not to exceed 28-1 if economically feasible. Upon the request of a teacher, a teacher's aide will be assigned to assist in K-2 classes when those classes exceed twenty-seven (27) students. Teachers with fewer than 27 students may make a request for a teacher's aide to the appropriate administrator. Supporting evidence must be presented and approval of hiring is subject to administrative recommendation and School Board approval.

23. Union Management Meetings: The Superintendent and Principals shall meet at least once a month during the months of September through May with representatives of the Union at a mutually agreed upon time outside of the contractual work day to discuss matters relating to the implementation of this Agreement. Proposed changes in existing policies and procedures and new policies and procedures may be subject for discussion at such meetings.

24. Medical Duties: Except as otherwise required by law, no teacher shall be required to perform medical procedures or administer medication to students except that teachers must summon help immediately if a child in their care requires medication or other medical assistance.

ARTICLE III
GRIEVANCE PROCEDURE

1. Definitions. A grievance is any written claim by the Union or a teacher that there has been a violation, misinterpretation, or misapplication of the specific terms of this Agreement.

All time limits shall consist of working days, except during summer vacation when time limits shall consist of days on which the Business Office is scheduled to be open. If the grievant or the Union fails to pursue the grievance to the next step within the prescribed time limits, the grievance shall be dropped. If the Board fails to respond within the prescribed time limits, the grievance will automatically proceed to the next step. The prescribed time limits may be extended by mutual consent of the Union and the Board.

The immediate supervisor for the purposes of this Article shall be that supervisor with primary responsibility to resolve the grievance.

2. Procedure.

Step 1. Within fifteen (15) working days from the occurrence or within fifteen (15) days from the date upon which the grievance should have been reasonably known to have occurred, a teacher and/or the Union shall verbally present the problem to the immediate supervisor. Said supervisor shall attempt to resolve the grievance by the end of the fifth (5th) working day following the day the grievance is presented.

Step 2. If the matter is not satisfactorily adjusted at Step 1, the grievance shall be reduced to writing, signed by the grievant and/or the Union, and presented to the Superintendent or designee. Such written grievance shall be submitted within five (5) working days of the Step 1 supervisor's deadline.

Step 3. If the matter is not satisfactorily adjusted at Step 2 or the Superintendent or designee does not respond within five (5) working days of notification, the grievant and/or the Union may submit the grievance to the Board of Education by written notice with a request for a meeting. The Board of Education shall hear the grievance at the next regular board meeting that falls no fewer than five (5) days after the Step 3 grievance has been filed and issue a written response within five (5) working days after the meeting.

Arbitration. If the grievance has not been satisfactorily resolved at Step 3 of the grievance procedure, upon request of the Union within twenty (20) working days from the date of the Board response at Step 3, the Board of Education or its designee and the Union shall follow the rules of procedure for the selection of any arbitrator as determined by the American Arbitration Association or the Illinois Educational Labor Relations Board. The parties will share the cost of arbitration. The arbitrator shall have authority only to interpret and apply the provisions of this Agreement and only to the extent necessary to decide the submitted grievance and shall not have authority to add to, detract from, or in any way alter the provisions of this agreement. The decision of the arbitrator shall be binding upon the parties.

Teachers participating in the grievance procedure shall not be subjected to discipline or reprisal because of such participation.

3. General Provisions. The grievant shall be allowed representation of his/her choosing at any step of the process. When a teacher is not represented by the Union, the Union may be present as an observer at all meetings. If a teacher is required by the Board to be involved in the processing of a grievance during school hours, he/she shall be excused for such purposes without loss of pay.

A grievance may be withdrawn at any level without prejudice or without establishing precedent and, if withdrawn, shall be treated as though never having been filed.

ARTICLE IV
EDUCATIONAL DEVELOPMENT COMMITTEE

1. Members. The Educational Development Committee shall consist of the Superintendent, one teacher representing each building (elected by the teachers from the respective building) and one Board member. A recording secretary and/or two people from the district at large may be appointed by the standing committee. An alternate shall be named in each building to attend the meeting if the regular building representative cannot attend. With the exception of the Superintendent, all members will serve one-year terms.
2. Meetings. The Committee shall meet as needed during the school year and shall establish its own rules of procedure and its own time of meetings as determined by the collective committee.
3. Agenda. Each member of the Committee shall be able to place items on the agenda.
4. Report to Board. The Superintendent shall report to the Board on the matters it has considered and its recommendations respecting the same. A written report of the meetings will be given to all members of the teaching staff and the Board by a Committee member. If a member of the Board is unable to attend a monthly Committee meeting, a member of the Committee will be welcomed at the next scheduled Board meeting and allowed five (5) minutes to make an oral presentation to the Board concerning the discussions of the Committee.
5. Advisory Function. It is understood by both parties that this Committee is an advisory committee.

ARTICLE V
SCHOOL DAY AND CALENDAR

1. School Day. The regular school day for teachers shall be from 8:00 a.m. to 3:25p.m. The administration has the prerogative to allow a teacher to leave earlier than this closing time for justifiable reasons. On early dismissal days before vacations or weather-caused dismissal, teachers may leave their respective buildings as soon as the buses have departed from their building.

2. Duty-Free Lunch. A duty-free lunch period not less than thirty (30) minutes, shall be provided each teacher.

3. Preparation Time. Preparation time of a minimum of one full class period (in consecutive minutes) shall be afforded each full time teacher. Part-time teachers will be accorded a prorated preparation time based on their assigned periods. It is recognized that class period duration varies among school buildings. Currently, Allen = 48 minutes and La Moille High School = 48 minutes. Travel time to and from buildings is not included in the preparation time.

4. Teaching Load. In grades 6-12 full-time teaching duties shall consist of six (6) assigned periods out of a seven (7) period day. In cases in which the teaching load exceeds the six (6) assigned periods, the teacher shall be compensated at a rate equal to 1/7 of his regularly-scheduled teaching salary per period or 1/14 for only 1 semester.

RtI is not considered part of the normal teaching load nor is it considered an overload pay. Teachers shall not be required to do formal planning for RtI Tier 3 with the exception of the Title I teacher.

5. Calendar. The teacher work year shall consist of 174 pupil attendance days, four (4) institute days, and two (2) parent-teacher conference days. If teachers are required to work more than 180 days, they shall be paid 1/180th of their annual salary for each additional day worked. Recommendations for use of the four (4) institute days shall be made by the District Calendar Committee annually. The Committee shall be comprised of six (6) persons: the District Superintendent; Principals; and three (3) Teachers appointed by the Union, one (1) from the High School, one (1) from the Junior High (6-8), one (1) from the Elementary (K-5), and a parent volunteer.

6. Parent-Teacher Conferences. Parent-Teacher conferences shall not exceed seven (7) total hours.

Parent-Teacher conferences shall be held a maximum of two times per school year and conducted during the work week when school is in session.

Individual Teachers shall have the right to leave after completing all scheduled conferences.

7. Union Calendar Recommendations. The proposed school calendar shall be presented to the Union President for study and recommendation at least one month prior to Board action.

ARTICLE VI
TEACHER EVALUATION

1. Teacher Evaluation. The District shall conduct Teacher evaluations in accordance with IL School Code (105 ILCS 5/24A) and Title 23 of the IL Administrative Code Part 50 – Evaluation of Certified Employees. The La Moille Community Unit School District #303 – Evaluation Plan and Guidebook shall be included as part of the Collective Bargaining Agreement. Modifications during the life of the contract can only be done so by Joint Evaluation Committee agreement and ratification by both the Union and Board of Education. Any and all agreed to changes shall be formally presented to the staff prior to implementation.

2. Placement in Personnel File. A copy of all formal written evaluations and any explanation submitted by the teacher shall be placed in the teacher's official personnel file. Correspondence, information, and written material of any nature relative to a faculty member's performance shall be included in the personnel folder only with the personal approval of the Superintendent and with concurrent notification of the employee of the placement. Employees shall have the right to respond to any material in their personnel folder and have this response placed in the file.

ARTICLE VII
STUDENT DISCIPLINE

1. Responsibility. The responsibility for student discipline is jointly shared by the teachers and administrators.
2. Discipline Procedures. A list of procedures for handling disciplinary problems, compiled by the administration and faculty, shall be listed in the District 303 Handbook and kept updated.
3. Referral to Office. A teacher may temporarily exclude a student from class for exhibiting grossly offensive or persistently disruptive behaviors. The student is to be sent to the building administrator's office. The administrator will determine the length of the exclusion from class. The administrator, with the input of the teacher, will determine the conditions necessary for student re-admittance to the class as well as further consequences, if any. Nothing in the section shall prevent the student from removal from the classroom again if the inappropriate behavior continues after re-admittance to the class.
4. Review Policy. The Handbook Committee shall meet annually to review policies and procedures. This meeting called by the administration shall review and make recommendations for changes (as needed) to the Board of Education at its regular meeting held in June.

ARTICLE VIII
LEAVES

1. Family and Medical Leave (FMLA). Full-time teachers who have been employed by the Board for at least twelve (12) months and have worked at least 1,250 hours during the preceding twelve (12) months shall be eligible for medical and/or family leave in accordance with the provisions of the federal *Family and Medical Leave Act of 1993* ("FMLA"). Such leave shall be unpaid unless accumulated sick and personal leave is available to a teacher; any such available paid leave must be used concurrently with FMLA leave. An eligible teacher is entitled to FMLA leave for up to twelve (12) work weeks during a twelve (12) month period, as calculated under the "rolling" 12-month period measured backward from the date the teacher uses any FMLA leave. Each time a teacher takes FMLA leave, the remaining leave to which the teacher is entitled would be any balance of the twelve (12) weeks which has not been used during the immediately preceding twelve (12) months.

FMLA leave may be used for the following purposes:

- A. The birth of a child and to care for the newborn child, provided the leave is taken no later than twelve (12) months after the birth of the child;
- B. The placement of a child for adoption or foster care, provided the leave is taken no later than twelve (12) months after the placement of the child;
- C. The care of the teacher's spouse/partner, child, or parent with a serious health condition;
- D. The treatment of a serious health condition that makes the teacher unable to perform the functions of the job; or
- E. Certain military-related reasons

A teacher shall provide thirty (30) days' notice to the Superintendent before a foreseeable FMLA leave is to begin based upon an expected birth, placement for adoption, foster care, or planned medical treatment. If thirty (30) days' notice is not practicable due to a lack of knowledge, a change in circumstances, or medical emergency, notice shall be given as soon as practicable. If the request is for an intermittent leave or leave on a reduced-schedule basis, the teacher shall also advise the Superintendent of the reasons why the leave schedule is necessary and of the schedule for treatment.

2. Sick Leave. Each teacher shall be entitled to sick leave each year, as defined in The School Code, without loss of pay. Sick leave not used in the year of service for which it is granted shall accumulate to 340 days. Teachers shall be notified in writing at the beginning of each school year, and periodically thereafter upon request, as to the current number of sick days they have accumulated. For purposes of sick leave use, pregnancy shall be treated as any other disability.

Sick leave days will be awarded according to the follow schedule:

Employed:	1-10 years	11-15 years	16+ years
Sick days:	11 days	14 days	20 days

3. Personal Leave. Five (5) days of paid personal leave shall be granted each teacher annually. Requests for personal leave may be denied if the request is during the first five or last five days of the school year, in conjunction with a school holiday, institute days, or if granting the leave would reduce the number of regular teachers in the district by 3 or more.

Notice of personal leave must be made in writing two (2) days in advance to the appropriate administrator. In an emergency, notice may be made verbally, but such notice shall be reduced to writing as soon as possible. No salary or sick leave deductions shall be made. Each teacher not using all of his/her personal leave days in a given school shall have such unused days added to his/her accumulated sick leave.

4. Unpaid Leave. Three (3) days of unpaid leave may be granted to teachers annually for personal reasons. Notice of unpaid leave must be made in writing two (2) days in advance to the appropriate administrator. In an emergency, notice may be made verbally, but such notice shall be reduced to writing as soon as possible.

5. Bereavement Leave. Upon the death of an immediate family member, the Administration shall grant a two (2) day paid leave. Additional bereavement days not to exceed three (3) days may be taken but will be deducted from sick leave. For purposes of this section, "immediate family" shall include parents, spouse/partner, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, aunts, uncles, nieces, nephews, and legal guardians (as defined in 105 ILCS 5/24-6).

6. Leaves of Absence. Upon the recommendation of the Superintendent or designee, a leave of absence for an extended period of time may be granted by the Board of Education. Except in an emergency situation, all requests for such unpaid leaves shall be made in writing to the Superintendent or designee at least sixty (60) calendar days prior to the beginning of such leave or, if the leave is for the following school year, by May 1 of the preceding year.

As a condition of any unpaid leave, a teacher must notify the Superintendent or designee in writing of his/her intent to return at least sixty (60) days prior to the expiration of the leave or by March 1 if the leave extends to the end of the school year. If written notice as required herein has not been received by the Superintendent or designee, the failure to give notice shall be deemed a submission of resignation from employment. Teachers returning from an unpaid leave of absence shall resume their duties only at the beginning of the school semester, unless otherwise recommended by the Superintendent and approved by the Board.

Prior to the approval of any leave request pursuant to this section, the Superintendent and/or Board of Education may require that the teacher submit proper documentation such as a statement from a physician, proof of admission to an institute of higher learning, or approval by the proper agency of adoption.

Any teacher granted an unpaid leave under this section shall be allowed to continue to participate in the group life and health plan by paying the monthly premium to the District Business Office, provided that the insurance carrier agrees.

A teacher will not be given seniority credit or experience credit for step advancement during the time on leave. Any teacher who has been employed ninety (90) or more days of the school year, or the equivalent of one (1) semester, in the year in which a leave of absence commences shall be entitled to pro-rata seniority credit and such advancement of the salary schedule as the teacher would have had if the leave had not been granted. Teachers shall lose no accumulated benefits as a result of such leave.

A teacher may apply for early termination of an extended unpaid leave, provided a position is available for which the teacher is qualified. Any substitute employed to take the place of a teacher absent under this section shall not acquire contractual continued service status and may upon receipt of any application for reinstatement from the teacher on leave, be discharged upon thirty (30) days written notice.

7. Sabbatical Leave. Every school board may grant a sabbatical leave of absence to a teacher, principal or superintendent performing contractual continued service, for a period of at least 4 school months but not in excess of one school term, for resident study, research, travel or other purposes designed to improve the school system. The grant of a sabbatical leave by a school board shall constitute a finding that the leave is deemed to benefit the school system by improving the quality and level of experience of the teaching force.

This leave may be granted after completion of at least 6 years of satisfactory service as a full time teacher, principal or superintendent and may again be granted after completion of a subsequent period of 6 years of such service. However, 2 sabbatical leaves, each consisting of at least 4 months but totaling no more than the equivalent of one school year, may be granted within a 6 year period. A leave granted for a period of one school year or less shall bar a further sabbatical leave until completion of 6 years additional satisfactory service, except that 2 leaves which total no more than the equivalent of one school year shall bar a further sabbatical leave only until the completion of 6 years additional satisfactory service following the completion of the first such leave. The leave shall be conditional upon a plan for resident study, research, travel or other activities proposed by the applicant and deemed by the board to benefit the school system, which plan shall be approved by the board and not thereafter modified without the approval of the board.

Before a leave is granted pursuant to this Section, the applicant shall agree in writing that is at the expiration of such leave he does not return to and perform contractual continued service in the district for at least one school year after his return, all sums of money received from the board during his sabbatical leave will be refunded to the board unless such return and performance is prevented by illness or incapacity.

During absence pursuant to such leave, such teacher, principal or superintendent shall receive the same basic salary as if in actual service, except that there may be deducted there from an amount equivalent to the amount payable for substitute service. However, such salary after deduction for substitute service shall in no case be less than the minimum provided by Section 24-8 of this Act [105 ILCS 5/24-8] or ½ of the basic salary, whichever is greater. The person on leave shall not engage in any activity for which salary or compensation is paid unless the activity is directly related to the purpose for which the leave is granted and is approved by the board. A sabbatical leave may be granted to enable the applicant, if otherwise eligible, to accept scholarships for study or research. Unless justified by illness, or incapacity, failure of any person granted a leave under this Section to devote the entire period to the purposes for which the leave was granted shall constitute a cause for removal from teaching service.

Upon expiration of a leave granted pursuant to this Section, and upon presentation of evidence satisfactory to the board showing compliance with the conditions of the leave, the teacher, principal or superintendent shall be returned to a position equivalent to that formerly occupied. The contractual continued service status of the person on sabbatical leave shall not be affected.

Absence during a leave granted pursuant to this Section shall not be construed as a discontinuance of service for any purpose, including progression on the salary schedule if one is in effect in the district. The board shall pay the contribution to the Teachers' Retirement System required of the person on leave computed on the annual full-time salary rate under which the member last received earnings immediately prior to the leave or a proportionate part of such rate for a partial year of sabbatical leave credit.

This Section in no way limits the power of the board to grant leaves for other purposes.

8. Professional Leave. Each teacher shall be entitled to leave with full pay to attend in-state and/or out-of-state conventions, conferences, meetings, or workshops relating to their teaching field or for visitation to other schools. Application for such leave shall be submitted to the Superintendent for approval. Substitutes shall be paid by the Board. The Board shall reimburse reasonable expenses within forty-five (45) days of properly filed claims.

ARTICLE IX
ASSIGNMENTS, TRANSFERS, AND VACANCIES

1. Assignments. Teachers shall be given written notice no later than June 15 of any change in their teaching assignment for the next school term. A teacher's regular teaching assignment shall not be changed during the regular school year without the teacher's consent, unless it is necessary to do so in the best interests of the District. Any teacher who objects to a change in his/her teaching assignment may discuss the matter with the Superintendent.
2. Voluntary Transfers. Teachers may request a voluntary transfer or reassignment. Such requests must be made by April 1st preceding the school term for which the transfer or reassignment is requested. The Superintendent shall consider such a request if a vacancy occurs due to retirement, layoff, or resignation which would allow for such a transfer or reassignment. If more than one teacher requests a voluntary transfer under this section, then seniority will govern if qualifications are substantially equal.
3. Involuntary Transfer. The Board shall attempt to avoid involuntary transfers. If such a transfer is determined to be necessary in the best interests of the District, then the affected teacher shall receive written notification from the Superintendent of the contemplated transfer fifteen (15) working days in advance of the Board's final decision. The teacher may request and receive a meeting with the Superintendent to discuss the transfer. If unsatisfied with the results of the Superintendent's decision, the teacher may request and receive a meeting with the Board of Education to present reasons why the involuntary transfer should not be made. The decision of the Board shall be final, except that any teacher who refuses to accept the transfer shall be released at the teacher's request from his/her contract with the board.
4. Vacancy Posting. All known openings (subsequent to involuntary transfers) in professional positions shall be posted in the teachers' workroom on a designated form for ten (10) working days (or days when the Business Office is open) prior to the permanent filling of the position. If a vacancy occurs during the period when school is not in session, the Superintendent shall mail or email notice of such a vacancy or otherwise inform all those teachers who have filed a written request with the Superintendent to receive such notices.
5. Teaching Assignment/Number of Preparations. The District shall make every attempt to limit a high school teacher's assignment to five (5) or less preparations (different classes to prepare for). High school teachers can refuse six preps without penalty.

ARTICLE X
SENIORITY, LAY-OFF, AND RECALL

1. Seniority Definition. Seniority shall be defined as the length of continuous full-time service in the District. Part-time continuous service shall be pro-rated, except such service will be given full credit if rendered after a teacher has achieved tenure and is reduced to part-time service involuntarily. Exclusively for the purpose of Lay-off and Recall, only tenured teachers accrue seniority (Contractual Continuous Service).

2. Seniority Tie-Breakers. If a conflict arises concerning two or more tenured teachers with identical seniority, ties shall be broken on the following basis:
 - a) First day of work
 - b) Date of Board action
 - c) By lottery

3. Layoff and Recall Joint Committee. The Layoff and Recall Committee established by operation of law shall consist of equal numbers of Board and Union members. The Committee shall follow the applicable provisions of The Illinois School Code in all matters, including establishing District Grouping of teachers. The Committee may, by majority vote, consider a standard to move employees from Group 2 to Group 3. It is the intent of the parties not to place teachers in any group based on the teacher's non-district evaluations, unless required to do so by applicable law or the Committee's policies, procedures, and forms.

4. Notification. By January, after the start of the school year, the administration shall furnish a District seniority list to the Union. The seniority list shall show the names of all teachers in the District in order of their continuous service in the School District.

ARTICLE XI
PERSONNEL FILES

1. Official File. Only one official Board file shall be kept for each teacher. If any other files contain material that relates to the teacher in any way, a copy of such material shall be placed in the official Board file. One major purpose of this file shall be to provide the teacher with a single point at which he/she can find any and all evaluations, letters, reports, memoranda, and any other documents or materials that exist in the District or that have been initiated by District personnel relating to the nature and quality of his/her service and professional conduct. This official Board file shall be maintained in such a way as to accomplish the major purposes stated above and under the conditions in this Article.
2. Access Rights. Every teacher shall have reasonable access to all material in his/her official file.
3. Privacy Rights. Neither a teacher's file nor any of its contents shall be copied or otherwise made known without the teacher's prior notification either during or after his/her service in the School District.
4. File Copies. A teacher shall immediately be given a copy of any evaluative or adverse material added to his/her official Board file. Every teacher shall have the right to be furnished within twenty-four (24) hours with a reasonable number of copies of any or all file material.
5. Response to File Materials. A teacher shall have the right to add material to his/her official Board file and to attach dissenting or explanatory material to any document or other piece of material on file.

ARTICLE XII
PROFESSIONAL COMPENSATION AND FRINGE BENEFITS

1. Attendance Bonus (\$150). Teachers with no used sick time (whole or partial days) will be given an incentive bonus specified in the extra-curricular/clubs schedule of this contract payable at the end of the school term (before June 30). Sick days used due to death in the immediate family, School Code 122-24-6, will not be recorded against the incentive bonus provision.

2. Professional Compensation. For the 2021-24 school terms, teachers shall be paid according to the schedules set forth in salary Appendix A. All teachers who can advance on the salary schedule shall advance one (1) step from the prior year's placement.

Any teacher who has been at the last step of a column on the salary schedule for one or more years shall be entitled to a longevity increase of \$1,000.

3. Extra-Duty Stipends. Teachers assigned to extra-curricular activities shall be paid according to the schedules set forth in Appendix B (High School) and Appendix C (Grade School).

4. Major Medical Plan. The Board of Education shall pay ninety-five percent (95%) per year toward the cost of an individual teacher's health insurance premium and the participating employee shall contribute the remaining five percent (5%) toward the health insurance plan determined by the Board of Education. The individual employee will pay the first 50% of the individual deductible while the Board/District will reimburse the remaining 50% of the deductible, if applicable. The insurance committee shall consist of equal representation from union and board/administration.

The District Insurance Committee will provide its recommendation to the Board, and the insurance carrier and plan shall only be changed by mutual agreement regarding the health insurance company selected, with the understanding that the coverage, providers, network, and levels of benefits shall remain substantially the same or greater during the life of the contract. In the event of a tie, the decision defaults to the Board.

The Board of Education will offer an employee contributed cafeteria plan for the 2021-2022, 2022-23, and 2023-2024 school terms. The district will manage the plan with each teacher enrolled contributing \$1.00 per month for administrative costs.

5. Life Insurance. The Board shall provide each teacher at no cost with a term life insurance policy equal to \$25,000.

6. Tuition Reimbursement and Salary Schedule Advancement. The board shall reimburse each teacher up to \$1,250 per fiscal year (July 1 through June 30) for graduate courses. Teachers planning to take advantage of this reimbursement must seek prior approval from the Superintendent. The request for approval must be on the appropriate District form and shall constitute an intention and not an obligation. Reimbursement for such classes will be made following the next School Board meeting after a teacher shows evidence of tuition cost and satisfactory (C Average) completion of the course.

7. Mileage Allowance. Teachers who are required to use their personal vehicles in the course of their employment or otherwise use their vehicles in authorized service to the School District shall be reimbursed at the authorized rate established by the Internal Revenue Service at the beginning of the school term.

8. Pay Schedules. Teachers shall have the option of being paid on either a twenty (20) paycheck schedule or a twenty-four (24) paycheck schedule. The choice must be made by the 10th school day of each school year. Paychecks will be issued on the 15th and 30th (February: the 28th) of each month that the teacher has selected as a payment option. The first check of the year will be issued on the 15th of September. All paychecks will be issued through direct deposit. Salary summary sheets will be available on Skyward.

9. Prior Teaching Credit. Teachers entering the District shall be allowed up to their maximum number of year's actual teaching experience.

10. Part-Time Teacher Benefits. Part-time teachers shall be compensated on a pro-rata basis and if eligible under the rules of the insurance carrier, shall be entitled to participate in the District's group health and life insurance plan. The Board shall contribute on a pro-rata basis towards the costs of a part-time teacher's participation in the health insurance plan.

11. Teacher Retirement Contribution. The Board shall for the duration of this contract pay 9% (factor 1.098901) of each teacher's total creditable earnings to the Illinois Teachers' Retirement System (TRS). However, if there is an additional payment required by law beyond this percent, the teachers and board shall equally split the increase.

Example: If the employee portion is increased by two (2%) percent, the board will pay one (1%) percent and teacher will pay one (1%) percent.

The balance of the amount due each teacher, pursuant to the compensation schedules, shall be payable to the teacher as salary in installments as otherwise provided herein. The Board shall deduct from all monies due said teacher as required by law or as authorized by the employee pursuant to this Agreement or as otherwise authorized by the Board. Such withholding shall include any and all additional amounts required to be paid to the Illinois Teachers' Retirement System for the account of such employee.

It is the intent of the parties by this Agreement to qualify these payments as employer payments under Section 414(h) of the Internal Revenue Code. The employees have no right or claim to the fund so remitted except as they may subsequently become available upon retirement or resignation from the Illinois Teachers' Retirement System.

12. Retirement. In order to be eligible for the retirement incentive set forth herein, an employee must have at least ten (10) years of teaching service in the District at the time of his/her retirement.

If an employee should elect to avail himself/herself of the early retirement provisions under the laws of the State of Illinois "Early Retirement Program", which requires a one-time contribution to the "Teachers' Retirement System" by both the employee and the Board, the employee may not participate in the retirement incentive set forth in this paragraph. Employees eligible under this paragraph who select the retirement incentive offered herein shall notify the District by submitting, on or before August 1st of the year in which the retirement incentive is to commence, a letter of intent to retire. Such employees may select a plan length between four years and one year. If the employee selects a four-year plan, his/her total creditable earnings during the fourth year before the retirement shall be increased by 6% over what it was the previous year. During the remaining three years of employment, the employee's total creditable earnings shall be 6% more than it was the previous year. If an employee selects a plan of less than four years, his/her creditable earnings in each of the years remaining until retirement shall be 6% greater than the previous year. Limitation: It is the intent of the parties that the Board of Education not be assessed any actuarial costs or other penalties by TRS as a result of employee compensation increases in any of the last four years of employment exceeding 6%. Therefore, the pay increase shall be limited to the amount that is TRS creditable without additional payment by the Board for employees participating in the Early Retirement Program contained in this paragraph.

Any member electing to rescind his/her notice of intent to retire and/or his/her early retirement incentive must do so by April 1st of the school year preceding their first year of retirement. If a member elects to rescind his/her notice of intent to retire and/or his/her early retirement incentive, he/she is obligated to repay the employer any early retirement incentive monies received. Participating employees that desire to shorten their retirement incentive duration may voluntarily do so, but must not cost the district an ERO penalty and retire at the end of the school year. Exceptions may be allowed at the discretion of the Board of Education.

13. State Early Retirement Option (ERO). To the extent available, eligible employees may elect retirement under the state ERO program. The Board will pay the full one-time employer contribution to the Illinois Teachers Retirement System. The employee will be responsible to pay the one-time member contribution to the Illinois Teachers Retirement System. Employees selecting this retirement option shall notify the District by submitting a letter of intent to retire, have a minimum of ten (10) years of service in the district at the time of retirement and a minimum of twenty (20) years of total service credit at the time of retirement with the Teachers Retirement System (TRS).

ARTICLE XIII
DURATION AND EFFECT OF AGREEMENT

1. Savings Provision. If any article, section, or provision of this Agreement is declared illegal or unenforceable by a court of competent jurisdiction, said article, section, or provision shall be automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and provisions shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or provision. Either party may request negotiations on any article, section, or provision held to be legally invalid or unenforceable.

2. Complete Understanding. The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary mutual consent of the parties in a written amendment executed according to the provisions of this Agreement.

The parties acknowledge that, during the negotiations of this Agreement, they have had a full and complete opportunity to negotiate, and hereby voluntarily and unqualifiedly waive any right which might otherwise exist under law to negotiate over any matter during the term of this Agreement. Each party further agrees that the other shall not be obligated to bargain collectively with respect to any matter which might arise during the term of this Agreement (except as otherwise specifically provided herein), even though such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

3. No Strike Agreement. During the term of this Agreement and any extension thereof, no employee covered by this Agreement, nor the Union, nor any person acting on behalf of the Union shall engage in, authorize, or instigate any non-informational picketing, any recognition of any non-informational picket line at the School District's premises, any strike, slow-down, or other refusal to render full and complete services to the Board, or any activity whatsoever which would disrupt in any manner in whole or in part the operation of the School District.

In the event of any violation or violations of any provision of this section by the Union, its members, or representatives, or by any employee, the violating employee(s) may be subject to discipline or discharge.

5. Duration. This Agreement shall be in full force and effect from August 13, 2021 through August 13, 2024 and from year to year thereafter, provided that both parties have the right to request bargaining on any subject at the end of the last year of this Agreement. In the event a request to bargain is desired by either party, written notice shall be given to the other at least sixty (60) days prior to June 1st of the last year of the Agreement, but not prior to January 1st and any subsequent January 1st thereafter. It is further agreed that the provisions of this Agreement shall remain in effect during the period of negotiations for a new Agreement.

In the event of a suit by any Union concerning this section, Local 604 shall indemnify and hold harmless the board of Education, its members, officers, agents, and employees from and against any and all claims, demands, actions, complaints, suits, or other forms of liability that shall arise out of complying with the above provisions of this article and shall provide any legal defense necessary at its expense.

IN WITNESS WHEREOF, this Agreement is executed by the authorized agents below this 17th day of June, 2021.

LA MOILLE FEDERATION OF TEACHERS
COUNCIL AFT
LOCAL 604 IFT/AFT AFL-CIO

BOARD OF EDUCATION
LA MOILLE COMMUNITY UNIT
SCHOOL DISTRICT NO. 303
BUREAU COUNTY, ILLINOIS

Amanda Fischer

Co-President

Annifer Williams

Co-President

Jeff Paul

President

ATTEST:

Tara Robinson

Secretary

ATTEST:

Michelle Paul

Secretary

**APPENDIX A
TEACHER SALARY SCHEDULE
2021 - 2022**

	<u>B.S.</u>	<u>B.S.+9</u>	<u>B.S.+18</u>	<u>B.S.+27</u>	<u>B.S.+36/M.S.</u>	<u>M.S.+9</u>	<u>M.S.+18</u>	<u>M.S.+27</u>
1	35,311	36,163	37,014	37,865	38,897	39,748	40,599	41,451
2	35,821	36,684	37,549	38,412	39,456	40,320	41,184	42,048
3	36,337	37,214	38,091	38,967	40,024	40,901	41,777	42,654
4	36,861	37,750	38,641	39,531	40,600	41,490	42,379	43,269
5	37,394	38,296	39,199	40,102	41,185	42,087	42,990	43,893
6	38,265	39,169	40,072	40,974	42,057	42,960	43,863	44,765
7	39,138	40,040	40,943	41,847	42,930	43,832	44,735	45,638
8	40,010	40,913	41,816	42,718	43,801	44,705	45,608	46,511
9	40,883	41,785	42,698	43,591	44,674	45,576	46,479	47,382
10	41,755	42,658	43,561	44,463	45,546	46,449	47,352	48,255
11	42,628	43,530	44,433	45,336	46,419	47,321	48,224	49,127
12	43,500	44,403	45,306	46,208	47,291	48,194	49,097	50,000
13	44,373	45,275	46,178	47,081	48,164	49,066	49,969	50,872
14	45,244	46,148	47,051	47,953	49,036	49,939	50,842	51,745
15	46,117	47,019	47,922	48,826	49,909	50,812	51,714	52,617
16	46,989	47,892	48,795	49,697	50,780	51,684	52,587	53,490
17	47,862	48,764	49,667	50,570	51,653	52,556	53,458	54,362
18	48,734	49,637	50,540	51,442	52,525	53,428	54,331	55,234
19	49,607	50,509	51,412	52,315	53,398	54,301	55,203	56,106
20	50,479	51,382	52,285	53,187	54,270	55,173	56,076	56,979
21	51,352	52,254	53,157	54,060	55,143	56,046	56,948	57,851
22					56,016	56,919	57,821	58,724
23						57,792	58,694	59,597
24							59,567	60,470
25								61,343

**TEACHER SALARY SCHEDULE
2022 - 2023**

	<u>B.S.</u>	<u>B.S.+9</u>	<u>B.S.+18</u>	<u>B.S.+27</u>	<u>B.S.+36/M.S.</u>	<u>M.S.+9</u>	<u>M.S.+18</u>	<u>M.S.+27</u>
1	36,194	37,046	37,897	38,748	39,967	40,818	41,669	42,521
2	36,704	37,567	38,432	39,295	40,526	41,390	42,254	43,118
3	37,220	38,097	38,974	39,850	41,094	41,971	42,847	43,724
4	37,744	38,633	39,524	40,414	41,670	42,560	43,449	44,339
5	38,277	39,179	40,082	40,985	42,255	43,157	44,060	44,963
6	39,148	40,052	40,955	41,857	43,127	44,030	44,933	45,835
7	40,021	40,923	41,826	42,730	44,000	44,902	45,805	46,708
8	40,893	41,796	42,699	43,601	44,871	45,775	46,678	47,581
9	41,766	42,668	43,581	44,474	45,744	46,646	47,549	48,452
10	42,638	43,541	44,444	45,346	46,616	47,519	48,422	49,325
11	43,511	44,413	45,316	46,219	47,489	48,391	49,294	50,197
12	44,383	45,286	46,189	47,091	48,361	49,264	50,167	51,070
13	45,256	46,158	47,061	47,964	49,234	50,136	51,039	51,942
14	46,127	47,031	47,934	48,836	50,106	51,009	51,912	52,815
15	47,000	47,902	48,805	49,709	50,979	51,882	52,784	53,687
16	47,872	48,775	49,678	50,580	51,850	52,754	53,657	54,560
17	48,745	49,647	50,550	51,453	52,723	53,626	54,528	55,432
18	49,617	50,520	51,423	52,325	53,595	54,498	55,401	56,304
19	50,490	51,392	52,295	53,198	54,468	55,371	56,273	57,176
20	51,362	52,265	53,168	54,070	55,340	56,243	57,146	58,049
21	52,235	53,137	54,040	54,943	56,213	57,116	58,018	58,921
22					57,086	57,989	58,891	59,794
23						58,862	59,764	60,667
24							60,637	61,540
25								62,413

**TEACHER SALARY SCHEDULE
2023 - 2024**

	<u>B.S.</u>	<u>B.S.+9</u>	<u>B.S.+18</u>	<u>B.S.+27</u>	<u>B.S.+36/M.S.</u>	<u>M.S.+9</u>	<u>M.S.+18</u>	<u>M.S.+27</u>
1	37,099	37,951	38,802	39,653	41,066	41,917	42,768	43,620
2	37,609	38,472	39,337	40,200	41,625	42,489	43,353	44,217
3	38,125	39,002	39,879	40,755	42,193	43,070	43,946	44,823
4	38,649	39,538	40,429	41,319	42,769	43,659	44,548	45,438
5	39,182	40,084	40,987	41,890	43,354	44,256	45,159	46,062
6	40,053	40,957	41,860	42,762	44,226	45,129	46,032	46,934
7	40,926	41,828	42,731	43,635	45,099	46,001	46,904	47,807
8	41,798	42,701	43,604	44,506	45,970	46,874	47,777	48,680
9	42,671	43,573	44,486	45,379	46,843	47,745	48,648	49,551
10	43,543	44,446	45,349	46,251	47,715	48,618	49,521	50,424
11	44,416	45,318	46,221	47,124	48,588	49,490	50,393	51,296
12	45,288	46,191	47,094	47,996	49,460	50,363	51,266	52,169
13	46,161	47,063	47,966	48,869	50,333	51,235	52,138	53,041
14	47,032	47,936	48,839	49,741	51,205	52,108	53,011	53,914
15	47,905	48,807	49,710	50,614	52,078	52,981	53,883	54,786
16	48,777	49,680	50,583	51,485	52,949	53,853	54,756	55,659
17	49,650	50,552	51,455	52,358	53,822	54,725	55,627	56,531
18	50,522	51,425	52,328	53,230	54,694	55,597	56,500	57,403
19	51,395	52,297	53,200	54,103	55,567	56,470	57,372	58,275
20	52,267	53,170	54,073	54,975	56,439	57,342	58,245	59,148
21	53,140	54,042	54,945	55,848	57,312	58,215	59,117	60,020
22					58,185	59,088	59,990	60,893
23						59,961	60,863	61,766
24							61,736	62,639
25								63,512

**APPENDIX B
HIGH SCHOOL EXTRA-CURRICULAR STIPENDS
2021-2022**

	<u>1-2 yrs</u>	<u>3-4 yrs</u>	<u>5-6 yrs</u>	<u>7-9 yrs</u>	<u>10+yrs</u>
H.S. Athletic Director	\$3,937	\$4,026	\$4,135	\$4,267	\$4,301
Elementary AD	\$2,120	\$2,167	\$2,227	\$2,298	\$2,382
Totals for AD	\$6,057	\$6,192	\$6,362	\$6,566	\$6,807
Varsity Football	\$3,811	\$3,894	\$3,995	\$4,118	\$4,262
Assistant Football	\$2,490	\$2,545	\$2,610	\$2,691	\$2,785
Varsity Basketball	\$3,811	\$3,894	\$3,995	\$4,118	\$4,262
Assistant Basketball	\$2,490	\$2,545	\$2,610	\$2,691	\$2,785
Volleyball	\$3,811	\$3,894	\$3,995	\$4,118	\$4,262
Assistant Volleyball	\$2,490	\$2,545	\$2,610	\$2,691	\$2,785
Track	\$2,930	\$2,994	\$3,072	\$3,167	\$3,278
Assistant Track	\$1,611	\$1,647	\$1,690	\$1,742	\$1,803
Boys Baseball	\$2,930	\$2,994	\$3,072	\$3,167	\$3,278
Assistant Baseball	\$1,611	\$1,647	\$1,690	\$1,742	\$1,803
Girls Softball	\$2,930	\$2,994	\$3,072	\$3,167	\$3,278
Assistant Softball	\$1,611	\$1,647	\$1,690	\$1,742	\$1,803
H.S. Cheerleading					
Football	\$335	\$342	\$353	\$364	\$377
Basketball	\$840	\$858	\$882	\$910	\$944
Head Teacher	\$2,490	\$2,545	\$2,610	\$2,691	\$2,785
Play	\$1,025	\$1,048	\$1,074	\$1,107	\$1,146
Annual	\$881	\$900	\$922	\$951	\$985

Class Sponsors					
(Fr, So, Sr)	\$294	\$300	\$308	\$318	\$329
(Jr)	\$881	\$900	\$922	\$951	\$985
National Honor Society	\$147	\$150	\$154	\$158	\$164
Student Council	\$1,062	\$1,084	\$1,112	\$1,146	\$1,187
Scholastic Bowl	\$733	\$748	\$767	\$792	\$818
Music					
(Jr Hi & H.S. Band)	\$1,025	\$1,048	\$1,074	\$1,107	\$1,146
FFA	\$1,098	\$1,121	\$1,151	\$1,184	\$1,227
LEA Special Ed Rep	\$560	\$573	\$588	\$607	\$629
Extra Duty Pay	\$9.91 per day per extra duty (ex. breakfast, lunch or bus duty)				
Professional Development	\$16.47/hr				
Driver Education	\$21.32/hr				
Internal Substitute	\$16.47/hr				
Attendance Bonus	\$150				

**HIGH SCHOOL EXTRA-CURRICULAR STIPENDS
2022-2023**

	<u>1-2 yrs</u>	<u>3-4 yrs</u>	<u>5-6 yrs</u>	<u>7-9 yrs</u>	<u>10+yrs</u>
H.S. Athletic Director	\$4,055	\$4,144	\$4,253	\$4,385	\$4,419
Elementary AD	\$2,184	\$2,231	\$2,291	\$2,362	\$2,446
Totals for AD	\$6,239	\$6,374	\$6,544	\$6,748	\$6,989
Varsity Football	\$3,925	\$4,008	\$4,109	\$4,232	\$4,376
Assistant Football	\$2,565	\$2,620	\$2,685	\$2,766	\$2,860
Varsity Basketball	\$3,925	\$4,008	\$4,109	\$4,232	\$4,376
Assistant Basketball	\$2,565	\$2,620	\$2,685	\$2,766	\$2,860
Volleyball	\$3,925	\$4,008	\$4,109	\$4,232	\$4,376
Assistant Volleyball	\$2,565	\$2,620	\$2,685	\$2,766	\$2,860
Track	\$3,018	\$3,082	\$3,160	\$3,255	\$3,366
Assistant Track	\$1,659	\$1,695	\$1,738	\$1,790	\$1,851
Boys Baseball	\$3,018	\$3,082	\$3,160	\$3,255	\$3,366
Assistant Baseball	\$1,659	\$1,695	\$1,738	\$1,790	\$1,851
Girls Softball	\$3,018	\$3,082	\$3,160	\$3,255	\$3,366
Assistant Softball	\$1,659	\$1,695	\$1,738	\$1,790	\$1,851
H.S. Cheerleading					
Football	\$345	\$352	\$363	\$374	\$387
Basketball	\$865	\$883	\$907	\$935	\$969
Head Teacher	\$2,565	\$2,620	\$2,685	\$2,766	\$2,860
Play	\$1,056	\$1,079	\$1,105	\$1,138	\$1,177
Annual	\$907	\$926	\$948	\$977	\$1,011

Class Sponsors					
(Fr, So, Sr)	\$303	\$309	\$317	\$327	\$338
(Jr)	\$907	\$926	\$948	\$977	1,011
National Honor Society	\$151	\$154	\$158	\$162	\$168
Student Council	\$1,094	\$1,116	\$1,144	\$1,178	\$1,219
Scholastic Bowl	\$755	\$770	\$789	\$814	\$840
Music					
(Jr Hi & H.S. Band)	\$1,056	\$1,079	\$1,105	\$1,138	\$1,177
FFA	\$1,131	\$1,154	\$1,184	\$1,217	\$1,260
LEA Special Ed Rep	\$577	\$590	\$605	\$624	\$646
Extra Duty Pay	\$10.21 per day per extra duty (ex. breakfast, lunch or bus duty)				
Professional Development	\$16.96/hr				
Driver Education	\$21.96/hr				
Internal Substitute	\$16.96/hr				
Attendance Bonus	\$150				

**HIGH SCHOOL EXTRA-CURRICULAR STIPENDS
2023-2024**

	<u>1-2 yrs</u>	<u>3-4 yrs</u>	<u>5-6 yrs</u>	<u>7-9 yrs</u>	<u>10+yrs</u>
H.S. Athletic Director	\$4,136	\$4,225	\$4,334	\$4,466	\$4,500
Elementary AD	\$2,228	\$2,275	\$2,335	\$2,406	\$2,490
Totals for AD	\$6,364	\$6,499	\$6,669	\$6,873	\$7,114
Varsity Football	\$4,004	\$4,087	\$4,188	\$4,311	\$4,455
Assistant Football	\$2,616	\$2,671	\$2,736	\$2,817	\$2,911
Varsity Basketball	\$4,004	\$4,087	\$4,188	\$4,311	\$4,455
Assistant Basketball	\$2,616	\$2,671	\$2,736	\$2,817	\$2,911
Volleyball	\$4,004	\$4,087	\$4,188	\$4,311	\$4,455
Assistant Volleyball	\$2,616	\$2,671	\$2,736	\$2,817	\$2,911
Track	\$3,078	\$3,142	\$3,220	\$3,315	\$3,426
Assistant Track	\$1,692	\$1,728	\$1,771	\$1,823	\$1,884
Boys Baseball	\$3,078	\$3,142	\$3,220	\$3,315	\$3,426
Assistant Baseball	\$1,692	\$1,728	\$1,771	\$1,823	\$1,884
Girls Softball	\$3,078	\$3,142	\$3,220	\$3,315	\$3,426
Assistant Softball	\$1,692	\$1,728	\$1,771	\$1,823	\$1,884
H.S. Cheerleading					
Football	\$352	\$359	\$370	\$381	\$394
Basketball	\$882	\$900	\$924	\$952	\$986
Head Teacher	\$2,616	\$2,671	\$2,736	\$2,817	\$2,911
Play	\$1,077	\$1,100	\$1,126	\$1,159	\$1,198
Annual	\$925	\$944	\$966	\$995	\$1,029

Class Sponsors					
(Fr, So, Sr)	\$309	\$315	\$323	\$333	\$344
(Jr)	\$925	\$944	\$966	\$995	\$1,029
National Honor Society	\$154	\$157	\$161	\$165	\$171
Student Council	\$1,116	\$1,138	\$1,166	\$1,200	\$1,241
Scholastic Bowl	\$770	\$785	\$804	\$829	\$855
Music					
(Jr Hi & H.S. Band)	\$1,077	\$1,100	\$1,126	\$1,159	\$1,198
FFA	\$1,154	\$1,177	\$1,207	\$1,240	\$1,283
LEA Special Ed Rep	\$589	\$602	\$617	\$636	\$658
Extra Duty Pay	\$10.41 per day per extra duty (ex. breakfast, lunch or bus duty)				
Professional Development	\$17.30/hr				
Driver Education	\$22.40/hr				
Internal Substitute	\$17.30/hr				
Attendance Bonus	\$150				

APPENDIX C
 GRADE SCHOOL EXTRA-CURRICULAR STIPENDS
 2021-2022

	<u>1-2 yrs</u>	<u>3-4 yrs</u>	<u>5-6 yrs</u>	<u>7-9 yrs</u>	<u>10+ yrs</u>
Volleyball	\$1,611	\$1,647	\$1,690	\$1,742	\$1,803
Boys Basketball	\$1,611	\$1,647	\$1,690	\$1,742	\$1,803
Girls Basketball	\$1,611	\$1,647	\$1,690	\$1,742	\$1,803
Track	\$1,464	\$1,497	\$1,536	\$1,582	\$1,638
Assistant Coach	\$1,172	\$1,198	\$1,229	\$1,267	\$1,311
Cheerleading	\$584	\$597	\$613	\$631	\$653
Music (Jr Hi & H.S. Chorus)	\$584	\$597	\$613	\$631	\$653
Head Teacher	\$2,490	\$2,545	\$2,590	\$2,691	\$2,785
Student Council	\$733	\$748	\$767	\$790	\$818
Scholastic Bowl	\$733	\$748	\$767	\$790	\$818
8th Grade Sponsor	\$733	\$748	\$767	\$790	\$818
Extra Duty Pay	\$9.91 per day per extra duty (ex. breakfast, lunch or bus duty)				
Professional Development	\$16.47/hr				
Internal Substitute	\$16.47/hr				
Attendance Bonus	\$150				

**GRADE SCHOOL EXTRA-CURRICULAR STIPENDS
2022-2023**

	<u>1-2 yrs</u>	<u>3-4 yrs</u>	<u>5-6 yrs</u>	<u>7-9 yrs</u>	<u>10+ yrs</u>
Volleyball	\$1,659	\$1,695	\$1,738	\$1,790	\$1,851
Boys Basketball	\$1,659	\$1,695	\$1,738	\$1,790	\$1,851
Girls Basketball	\$1,659	\$1,695	\$1,738	\$1,790	\$1,851
Track	\$1,508	\$1,541	\$1,580	\$1,626	\$1,682
Assistant Coach	\$1,207	\$1,233	\$1,264	\$1,302	\$1,346
Cheerleading	\$602	\$615	\$631	\$649	\$671
Music (Jr Hi & H.S. Chorus)	\$602	\$615	\$631	\$649	\$671
Head Teacher	\$2,565	\$2,620	\$2,665	\$2,766	\$2,860
Student Council	\$755	\$770	\$789	\$812	\$840
Scholastic Bowl	\$755	\$770	\$789	\$812	\$840
8th Grade Sponsor	\$755	\$770	\$789	\$812	\$840
Extra Duty Pay	\$10.21 per day per extra duty (ex. breakfast, lunch or bus duty)				
Professional Development	\$16.96/hr				
Internal Substitute	\$16.96/hr				
Attendance Bonus	\$150				

**GRADE SCHOOL EXTRA-CURRICULAR STIPENDS
2023-2024**

	<u>1-2 yrs</u>	<u>3-4 yrs</u>	<u>5-6 yrs</u>	<u>7-9 yrs</u>	<u>10+ yrs</u>
Volleyball	\$1,692	\$1,728	\$1,771	\$1,823	\$1,884
Boys Basketball	\$1,692	\$1,728	\$1,771	\$1,823	\$1,884
Girls Basketball	\$1,692	\$1,728	\$1,771	\$1,823	\$1,884
Track	\$1,538	\$1,571	\$1,610	\$1,656	\$1,712
Assistant Coach	\$1,231	\$1,257	\$1,288	\$1,326	\$1,370
Cheerleading	\$614	\$627	\$643	\$661	\$683
Music (Jr Hi & H.S. Chorus)	\$614	\$627	\$643	\$661	\$683
Head Teacher	\$2,616	\$2,671	\$2,716	\$2,817	\$2,911
Student Council	\$770	\$785	\$804	\$827	\$855
Scholastic Bowl	\$770	\$785	\$804	\$827	\$855
8th Grade Sponsor	\$770	\$785	\$804	\$827	\$855
Extra Duty Pay	\$10.41 per day per extra duty (ex. breakfast, lunch or bus duty)				
Professional Development	\$17.30/hr				
Internal Substitute	\$17.30/hr				
Attendance Bonus	\$150				