

2025 – 2030

***BARGAINING AGREEMENT BETWEEN THE
EXECUTIVE BOARD OF THE GRUNDY COUNTY
SPECIAL EDUCATION COOPERATIVE (GCSEC)
AND THE
GRUNDY COUNTY EDUCATION ASSOCIATION
(GCEA)***



BARGAINING AGREEMENT between the Executive Board of the Grundy County Special Education Cooperative and the Grundy County Education Association

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ARTICLE 1: RECOGNITION

1-1 PREAMBLE

The Governing Board of the Grundy County Special Education Cooperative, hereinafter referred to as the "Board" or "GCSEC", and the Grundy County Education Association, an affiliate of the IEA/NEA, hereinafter referred to as the "Association" or "GCEA", recognize that the ultimate goal of public schools is to provide the best education possible for children. Attainment of these educational objectives is a joint responsibility of the Board, the administrative and supervisory staff and the professional teaching personnel and requires mutual understanding, cooperation, and fair treatment. To this end, free and open exchange of views is desirable and necessary, with all parties participating in good faith negotiations leading to the determination of matters of mutual concern defined as negotiable in Article 8-1.

1-2 ASSOCIATION RECOGNITION

The Board hereby recognizes the GCEA as the exclusive bargaining representative and sole negotiation agent for all full-time and regularly employed part-time licensed professional personnel and speech and language pathologists employed by the Grundy County Special Education Cooperative but excluding social workers, psychologists, and all supervisory, managerial, confidential, and short-term employees as defined by the Illinois Educational Labor Relations Act. The Board agrees not to negotiate with or to consult with any other professional organization, individual employee or group of employees with regard to negotiable items as defined in Article 8-1, unless otherwise provided for in the Agreement or unless mutually agreed to by the parties during the duration of the Agreement.

ARTICLE 2: EMPLOYEE RIGHTS

2-1 RIGHTS OF REPRESENTATION

When any licensed professional employee is required to appear before the Board or an administrator for a formal discussion concerning the continuation of that licensed professional employee in his/her position of employment as such, the licensed professional employee shall be given reasonable prior written notice of the reasons for such meeting and shall be entitled to have a representative of the GCEA present to advise him/her and represent him/her during such meeting if the licensed professional employee so desires. This clause shall not apply to conferences held between administrator and licensed professional employees pursuant to the normal, routine evaluation procedures of the Board.

2-2 PERSONNEL FILE

Each licensed professional employee shall have the right, upon request to the director or designee, to review the contents of his/her personnel file during regular working hours or by appointment and to place therein written reactions to any of its contents.

2-3 RIGHT TO ORGANIZE

Licensed professional employees shall have the right to organize, join, and assist the GCEA and to participate in professional negotiations with the GCSEC Executive Board. Licensed professional employees shall also have the right to refrain from any or all association activities. The Board shall not discriminate against any licensed professional employee with respect to hours, wages, terms, and conditions of employment for reasons of his/her membership in the GCEA, participation in negotiations with the Board, or the initiation of any grievance complaint or proceeding under this agreement.

2-4 DUES DEDUCTION

The Board shall deduct from each certified employee's pay, the current dues of the GCEA providing that the Board has an employee-executed authorization for continuing the deduction, the amount of which shall annually be certified by the GCEA. The cooperative shall accept the electronically signed online form as authorization. They are currently being deducted over a ten-month basis.

ARTICLE 3: ASSOCIATION PRIVILEGES

3-1 BOARD MEETINGS: NOTIFICATION/ATTENDANCE

The packet which is distributed to Board members for regular meetings minus any confidential information will be delivered electronically to the President of GCEA 48 hours prior to the Board meeting. One union member (union president or officer) will be allowed release time to attend each monthly executive board meeting at the cost of the Board.

3-2 PERTINENT INFORMATION

The GCEA may request financial reports and audits, treasurer's reports, and public information which will assist the GCEA in developing intelligent, accurate, informed, and constructive programs on behalf of the employees. The cost of providing this information shall be as stated in the Directory of How to Obtain Public School Records-Freedom of Information Act.

3-3 DISTRIBUTION OF THE CONTRACT

The Board shall provide the GCEA President with an electronic copy of the Agreement. Employees may print a copy of the contract at school.

3-4 ASSOCIATION USE OF FACILITIES

The Association shall have the privilege of using the Board's facilities for Association business. Association meetings may be held in the Board's administrative building with prior approval of the administration. Association notices may be posted on bulletin boards in staff workrooms and lounges in the Board's administrative building. The Association may distribute Association notices and newsletters in Teacher's mailboxes and through cooperative email accounts. The Board's administrative building printing facilities and paper may be used for printing monthly newsletters and notices with costs to be paid by GCEA at the rate of \$0.10 per copy.

3-5 MEETING ATTENDANCE

In the event that the GCEA desires to send representatives to local, state, or national conferences or on other business pertinent to Association affairs, these representatives shall be excused without loss of salary for a maximum of three (3) days per representative per occurrence with no more than three (3) representatives sent at a time, providing the Association reimburse the Cooperative for the cost of the substitute(s), further, providing the frequency of excused absences does not impair the quality of classroom instruction and that a written request for the absence has been submitted to the Director at least three (3) days prior to the date.

3-6 LABOR/MANAGEMENT MEETINGS

The administration and the Association recognize the importance of communication in maintaining good relationships. Monthly meetings shall be scheduled and held with reasonable written notice. The agenda of items to be discussed will be exchanged prior to the meetings. It is understood that if neither party has items to be discussed, a meeting will not be held.

- A. The committee shall be composed of the Director or his/her designee and the Association President or his/her designee.
- B. The committee will also include no more than two (2) other members per team.
- C. It is understood by both parties that these labor/management meetings are NOT a replacement for the grievance procedure.
- D. If agreements are reached on any issue, those agreements are NOT considered part of the Negotiated Agreement between the parties but an understanding of operation between the parties.

3-7 EMPLOYEE INFORMATION

Upon request, GCSEC shall provide GCEA once each contract year with the following information for each member of the bargaining unit:

- A. Name, Address, Phone Number, Job Title and Building Assignment
- B. Salary Schedule Lane and Step and/or any form of additional compensation

GCSEC shall furnish GCEA with the above information for each new employee who is a member of the bargaining unit within two (2) weeks after his/her date of hire.

ARTICLE 4: GRIEVANCE PROCEDURE

4-1 DEFINITIONS

A grievance shall be any claim by an employee that there has been a violation, misrepresentation, or misapplication of the terms of this Agreement. All time limits consist of school days as determined by the cooperative calendar, except during summer recess during which time limits shall consist of normal work days (Monday through Friday, excluding holidays).

4-2 PROCEDURES

The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediate supervisor to resolve problems through free and informal communications. When requested by the employee, an Association representative may accompany the employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the employee, a grievance may be processed as follows:

STEP 1 – The employee may present the grievance in writing to the immediately involved supervisor within twenty (20) school days of the occurrence which precipitated the grievance. Such grievance shall specify the Article, Section or provision of the agreement alleged to have been violated, the facts underlying the allegations and remedy sought. The immediately involved supervisor will arrange for a meeting to take place within five (5) school days after receipt of the written grievance

to discuss the claim. Within ten (10) school days of the meeting, the employee and the Association shall be provided with the immediately involved supervisor's written response, including the reasons for the decision, where pertinent and appropriate.

STEP 2 – If the grievance is not resolved at Step I, then the employee or Association may refer the grievance to the Director within fifteen (15) school days after receipt of the Step I response. The Director shall arrange with the Association representative for a meeting to take place within five (5) school days of the Director's receipt of appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within ten (10) school days of the meeting, the employee and the Association shall be provided with the Director's written response, including the reasons for the decision, where pertinent and appropriate.

STEP 3 – If the grievance is not resolved in Step I and II, then the employee or Association may refer the grievance to the Board within ten (10) school days after receipt of the Step II answer. The Board shall arrange with the Association representative for a meeting within twenty-five (25) school days of the Board's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within ten (10) school days of the meeting, the employee and the Association shall be provided with the Board's written response, including the reasons for the decision, where pertinent and appropriate.

STEP 4 – If the Association is not satisfied with the disposition of the grievance at Step III, the association may submit the grievance to final and binding arbitration through the American Arbitration Association (AAA) or Federal Mediation and Conciliation Service (FMCS), which shall act as the administrator of the proceedings. Neither the Board nor the Association shall be permitted to assert any issue before the arbitrator which was not previously disclosed to the other party. The arbitrator shall have no power to alter the terms of this Agreement. If a demand for arbitration is not filed within twenty (20) school days of the date for the Step III answer, then the grievance shall be deemed withdrawn.

4-3 BYPASS TO THE DIRECTOR

If the Association and the Director agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.

4-4 CLASS GRIEVANCE

Class grievances involving two or more employees or two or more supervisors may be initially filed by the Association at Step 2.

4-5 ASSOCIATION PARTICIPATION - EMPLOYEE REPRESENTATION

The Board acknowledges the right of the Association grievance representative to participate in the processing of a grievance at any level, and no employee shall be required to discuss any grievance if the Association representative is not present.

4-6 BOARD/ADMINISTRATION – ASSOCIATION COOPERATION

The Board, the administration, and the Association shall cooperate with each other in the investigation of any grievance by providing the specific information required to reach a satisfactory disposition.

4-7 NO REPRISALS CLAUSE

No reprisals shall be taken by the Board or the administration against any employee because of the employee's participation in a grievance.

4-8 RELEASE TIME

The employee and/or the Association representative shall be afforded, with the agreement of the Administration and the Association President, adequate time for discussion, investigation, and processing of the grievance without loss of pay.

4-9 FILING OF MATERIALS

All records dealing with the processing of a grievance shall be filed separately from the personnel files of the employees.

4-10 GRIEVANCE WITHDRAWAL

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

4-11 NO WRITTEN RESPONSE

If no written response has been rendered within the time limits indicated by a step, then the grievance may be processed to the next step.

4-12 FEES & EXPENSES OF ARBITRATOR

The fees and the expenses of the arbitrator shall be shared equally by the parties.

ARTICLE 5: EMPLOYMENT CONDITIONS

5-1 WORK DAY

All licensed staff shall follow the calendar and the hours designated by the Director and/or their designee. The teacher's normal work day shall be seven (7) hours and thirty (30) minutes inclusive of a duty-free lunch as outlined in Section 24-9 of the Illinois School Code. In addition, the appropriate employees are expected to attend school-sponsored activities such as open house and parent-teacher conferences and participate in committee work which may extend beyond the work day (as defined above) to fulfill the requirements that may be imposed upon the cooperative by the Illinois General Assembly and/or the Illinois State Board of Education without additional compensation. The school calendar shall conform to the requirements of the Illinois School Code and shall not exceed one hundred eighty-five (185) days which includes emergency, work, and institute days. On Fridays, days before holidays, and days when teachers attend evening student activities, teachers shall be free to leave 10 minutes after the students are dismissed.

5-2 CLASSROOM SET-UP

Teachers and Itinerants who elect will be paid 5 hours to set up their classroom or Itinerant schedules to prepare for the upcoming school year. This will take place during a day in August preceding any institute days. This will be paid at a rate of \$100.

5-3 TUTORING

Any employee may feel free to tutor pupils outside of school hours providing that the pupil is not a member of his/her class or has not been during the immediate past three months. Fees for tutoring are left to the discretion of the employee. Nothing in this section is meant to, nor can be allowed to, supersede Board Policies on the promotion and/or retention of a student or possible summer school remediation programs.

5-4 TEACHING VISITATION AND CONFERENCES

Visitation in other school systems, not to exceed two days per school year, is allowed for each employee. The visitation must be approved by the supervising program coordinator previous to the visit and a complete report of the visitation filed with his/her office immediately following the visitation. Employees may attend workshops or conventions within the state upon prior approval of the Director or designee. Employees may attend national workshops or conventions upon prior approval of the Board.

- a. Expenses may be paid by the Board as follows: Cost of transportation, both ways, at the rate per mile as set by the IRS or coach air fare, whichever is less.
- b. Cost of room.
- c. Cost of meals if they are connected with a workshop or conference session.

5-5 VACANCIES AND TRANSFERS

(A) ASSIGNMENTS

Employees shall be notified on or before June 15th if their assignment is changed for the following year. If changes in assignments become necessary after the original notification, employees shall be notified of the new assignments as soon as possible and, if the employee requests, the Director will meet with the employee for a discussion about the change. Upon request, the Cooperative will assist in moving any staff that has been transferred. Any teacher who received a change in building assignment and is required to move their classroom outside of the contracted school year will receive compensation. Compensation is based on the teacher's negotiated hourly rate, up to two days upon approval of the Director.

(B) VACANCY NOTICES

1. Whenever a new opening or vacancy in an existing position occurs in a bargaining unit position, a notification will be sent via email to all internal staff 24 hours prior to posting it on the website. After 24 hours, the GCSEC administration may post the position on the Grundy County Special Education website (www.grundyspecialled.org). Any qualified teacher applicant within the cooperative will be given consideration. Current cooperative candidates shall not be requested to submit formal application. However, a letter of interest in the vacant position must be submitted to the Director. Beginning on June 15th, vacancy notices shall be posted to the Cooperative website. Vacancies which occur in the bargaining unit after June 15th may be filled immediately.
2. Any employee interested in being considered for a different position should notify the Director or designee of the interest, in writing, no later than May 1st.
3. Should the transfer be denied, the employee shall be notified in writing no later than ten (10) days after the vacancy has been filled.
4. If a teacher is denied a transfer, the teacher, upon request, may meet with the Director to discuss the reason for the denial of the transfer.

(C) INVOLUNTARY TRANSFER

1. Any involuntary transfer shall mean a transfer which the employee has not requested nor agreed. An involuntary transfer is further defined as relocation to another building/site or reassignment to an entirely new teaching area.
2. Whenever possible, teachers being involuntarily transferred will be informed of the transfer prior to May 1st.
3. Prior to a teacher being involuntarily transferred, volunteers shall be considered.
4. If a teacher is involuntarily transferred, the teacher, upon request, may meet with the Director and receive the reason for his/her involuntary transfer.
5. If a teacher disagrees with the involuntary transfer, he/she shall be allowed to take a one (1) year unpaid leave of absence or to resign without prejudice. If granted a one (1) year unpaid leave of absence, the teacher will be required to notify the Executive Director of their intent to return to work no later than February 1st of the year of leave. Failure to provide notification by this deadline will result in the forfeiture of employment and recommendation of termination to the board.

5-6 EXTRA DUTY POSITIONS

See **APPENDIX C** for Extra Duty Positions and Compensation. These "Extra Duty Positions" shall be filled by the Director or the Director's designee with first consideration given to current staff. These extra duty assignments and supervision of student teachers shall be voluntary. Nothing in this section shall preclude the Board from its right to reinstate or to add extra duty assignments, with the understanding that the compensation for said positions is a mandatory subject of bargaining prior to reinstatement.

5-7 REQUIRED PHYSICALS

In such cases where the health of an employee may be in question, the Board may require an examination at Board expense.

5-8 INTERNAL SUBSTITUTION

It is the goal of GCSEC Leadership that a full-time licensed teacher not be required to assume the responsibilities of another teacher's students simultaneously with his/her own students. However, if GCSEC Leadership deems this necessary, teachers may be asked to cover classrooms for 30 minutes without compensation. Following the initial 30 minutes, the teacher will be paid in 15-minute intervals at \$38 an hour (Including TRS). See **APPENDIX C**.

5-9 TEACHER EVALUATION PROCESS

Each year an Evaluation Committee, with a maximum of three (3) members from each group, shall work to incorporate into the Cooperative's evaluation plan, all statutory changes with respect to evaluations, including the use of data and indicators on student growth as a significant factor in rating teacher performance, and shall review any other proposed changes to the plan. The Evaluation Committee will make recommendations for any necessary changes prior to the end of the school year. This committee shall also review any concerns regarding the evaluation plan (i.e. procedures/tool). No formal observations of staff will be completed during the first two weeks or the last two weeks of the school year. Nothing in this section shall relieve either the GCEA, or the Board from their duties and responsibilities under Section 24A of the School Code or revisions to the provisions of that section. Teachers who are on cycle to be evaluated and who do not receive an evaluation will have a letter placed in their personnel file stating that performance was excellent.

5-10 TRAVEL REIMBURSEMENT

Employees who are required to travel in the course of their normal employment duties shall be reimbursed for mileage at the IRS rate in effect at the time of the travel. Mileage vouchers shall be submitted at the end of each calendar month.

5-11 PREPARATION TIME/STIPEND

The intent of the Cooperative is to provide our students with a high-quality education. To reach that end, the Board recognizes that preparation time for certified staff is an important part of the overall teaching process and may require allocation of time during the work day for the purpose of teacher preparation time. In addition, the Board believes that, as professionals, teachers also recognize that adequate preparation, from time to time, may require the use of time outside of the work day. With respect to the student day, the Board and Grundy County Special Education Cooperative as a matter of policy, will strive to provide over the course of a week, where feasible, 225 minutes in the allotment of preparation time within buildings/district among all grade levels. Daily minutes of preparation time shall be in continuous blocks of at least 40 minutes.

For those positions that by their nature and/or those positions that by changing circumstances throughout the course of the school year do not allow for preparation time during the school day, the Director shall, upon verification, reimburse the employee(s) for the preparation time outside the normal duty day at the rate of \$2,750 prorated and to be paid on an annual basis, based on eligibility.

5-12 ANNUAL REVIEW PREPARATION TIME

All licensed staff working for the Grundy County Special Education Cooperative will be granted two (2) days of the school calendar to complete any necessary data collection/assessments, and documents in preparation for Annual Reviews, so long as such work is performed at the teacher's home school or at GCSEC offices. Individuals who are absorbing another position's caseload will be allotted two (2) extra days of the school calendar to complete any necessary data collection/assessments and documents in preparation for Annual Reviews, so long as the work is performed at the teacher's home school or GCSEC offices.

5-13 USE OF VOLUNTEERS

The Board and the GCEA recognize the value of the use of volunteers in the educational process, both with respect to the instructional programs and extra duty positions. It is mutually agreed that the use of volunteers is for the purpose of enhancing program offerings and not for the purpose of supplanting the Board's non-volunteer licensed staff. For specific procedures reference the GCSEC Board Policy Manual, Section 6:250.

5-14 PROFESSIONAL GROWTH

Each licensed professional employee will meet the certification and professional development requirements as outlined by the state of Illinois. Licensed professional employees not complying with this provision will not be entitled to any increment shown on the salary schedule nor any increases provided by changes in the schedule itself until the provision is met and may be subject to termination for failure to maintain proper certification. All credit hours toward professional growth for the purpose of advancement on the salary schedule shall be pre-approved college credit hours. CPDUs will be provided during teacher institutes, early dismissals and late start.

ARTICLE 6: EMPLOYEE COMPENSATION AND FRINGE BENEFITS

6-1 SALARY SCHEDULE

Employees shall be paid in accordance with the salary schedules contained in Appendices A & B. Appendix A reflects a teacher's salary without the additional Board contribution as stated in Section 6-9 and Appendix B reflects the teacher's salary including Board-paid teacher retirement. Speech/Language Pathologists and BCBAs shall be paid from the MA+30 Lane of the salary schedule.

6- 2 SALARY SCHEDULE – CERTIFICATE OF CLINICAL COMPETENCE (CCC)

Any Speech/Language Pathologist (SLP) who completes his/her CCC certification will receive \$2,000 annually. The Board will pay the ISHA & ASHA dues on behalf of speech pathologists and speech pathologists will, in addition to the professional growth opportunities historically provided by the Board, be reimbursed as much as \$500 to attend additional conferences and other professional development opportunities, upon approval of the Director and Director's designee.

6-3 NATIONAL BOARD CERTIFICATION

A one-time stipend of \$1,000 will be provided to those teachers earning the National Board Certification upon approval of the Director.

6-4 EXPERIENCE CREDIT

A new employee may be awarded full credit for up to ten (10) years of teaching experience outside of the Cooperative as determined by the Director. This may be waived by mutual agreement of the Executive Director and the prospective new employee. For positions where a limited number of licensed applicants exist or in times of extraordinary market conditions, the director, at his or her sole discretion, may offer a signing bonus not to exceed three thousand (\$3,000) upon the successful completion of the first year of teaching.

6-5 BOARD CERTIFIED BEHAVIOR ANALYST (BCBA)

For purposes of hiring and retaining Board Certified Behavior Analysts (BCBAs), defined as a hard to fill position, the following incentives may, if necessary be used by the Cooperative:

1. The director, at his or her sole discretion, may offer additional years of experience.
2. Any BCBA will receive \$2,000 annually in addition to the salary schedule.

6-6 PAYDAYS AND HOLIDAYS

Employees will be paid in twenty-four bi-monthly installments. Payment will be issued on the fifteenth (15th) and the thirtieth (30th) of each calendar month unless that day is a holiday or falls on a weekend.

6-7 TUITION REIMBURSEMENT

The Board shall reimburse teachers for undergraduate/graduate level college credit course(s). Prior approval of the Director or designee is required. All courses must be successfully completed with a grade of "A" or "B" to qualify for reimbursement. A teacher may receive reimbursement for a maximum of 9 semester hours during a contract year unless

enrolled in an approved Master's Program, then a total of 12 semester hours may be reimbursed during a contract year. Part-time employees' reimbursement for semester hours will be proportionate to their FTE. The following will be required for reimbursement:

1. Receipt of an "official" transcript in the director's office. "Official" transcript shall be defined as one which is received in the office from the college/university unopened and with the seal of the college/university affixed.
2. Copy of a receipt which indicated payment of tuition for the specific course(s) which reimbursement is being requested. This receipt may be a copy of a credit card receipt, copy of a canceled check and/or a copy of a receipt from the college/university.

The rate of reimbursement will be the lesser of:

- a. The actual tuition cost paid at the time of enrollment and payment of tuition.
- b. The rate of reimbursement will be \$400.00 per credit hour, or the cost of the class per credit hour earned, whichever is less. Reimbursement will be paid at 100% of this rate for a grade of "A" or "B".
- c. No reimbursement shall be given for any undergraduate/graduate level college credit course(s) beyond one hundred twenty (120) days after the completion of said course work. Nothing in this section shall preclude the staff member from just reimbursement due to the late filing of transcript information, errors, or delays caused by the college or university.

6-8 INSURANCE

- A. **MEDICAL INSURANCE** -Each full-time employee shall be provided access, upon meeting plan eligibility requirements, to the employee only and/or family coverage portions of the hospitalization and medical insurance plan throughout the term of the contract.
- B. **INSURANCE COMMITTEE** – The Board and the Association shall establish a joint Medical Insurance committee consisting of equal numbers of the Board and Association representatives. Annually the committee shall monitor the existing insurance program and review and investigate insurance coverage options that might minimize health insurance costs for the Cooperative and its employees. The committee will reduce the recommendations to writing along with any dissenting options to the Association and the Board. Any change in coverage shall be mutually agreed to by the Association and the Board.
- C. **DENTAL INSURANCE** -Each full-time employee shall be provided employee dental insurance paid by the Board in the amount stated in subsection D.
- D. **LIFE INSURANCE** -The Board will provide a \$10,000.00 term life insurance policy on all full-time employees.
- E. **COST SHARING** –The Board shall contribute 85% of each premium for the employee-only or family health insurance and 100% of employee-only dental insurance. Employee contributions to the plan shall be withheld by payroll deductions over 24 pay period. The board will contribute 50% of the insurance plan's in-network individual or family deductible to the respective employee's HSA account on a prorated monthly basis.

6-9 TEACHERS' PENSION

In addition to the salary shown in **APPENDIX A**, the Board shall pay on behalf of each licensed employee to the State of Illinois Teachers' Retirement System the licensed employee's required contribution up to a maximum of 9.4%. The employees shall not have any right or claim to said amounts, except as they may become available at the time of retirement or resignation from the State of Illinois Teachers' Retirement System. Both the Board and the employees acknowledge that the employees did not have the option of choosing to receive the contributed amounts directly, instead of having such contributions paid by the Board to the Teachers' Retirement System, and further acknowledge that such contributions are made as a condition of employment to secure the employee's future services, knowledge and experience. If the employee's required contribution to the Teachers' Retirement System exceeds 9.4%, the parties agree to re-open Article 6: EMPLOYEE COMPENSATION AND FRINGE BENEFITS, Section 6-9 entitled TEACHERS' PENSION for negotiations.

6-10 RETIREMENT PROGRAM

The Board will maintain a retirement program (hereinafter "Program") to recognize the contributions made by long-term, full-time certificated employees. The Program is designed to complement the provisions of the Illinois Teachers' Retirement System (TRS).

Conditions of the Program are as follows:

1. ELIGIBILITY REQUIREMENTS

- A. To be eligible, the employee must have completed twelve (12) years of full-time employment as a certificated

employee of the Board and must provide the Director with timely notice of his or her intent to retire, as well as an irrevocable letter of resignation, to take advantage of the Program; and

B. To be eligible, the employee must:

- 1) Be at least sixty (60) years of age by the date of retirement; or
- 2) Be at least fifty-five (55) years of age and have thirty-five (35) years of creditable service with TRS by the date of retirement; and
- 3) Provide to the Board verification by appropriate records of the applicant's number of years of creditable TRS service or any other such verification of information to establish the applicant's eligibility for benefits.

Those employees who elect to continue working in school years commencing after the date that they have qualified for a full non-discounted 75% TRS pension are not eligible to participate in the Program.

2. PROGRAM BENEFITS

So long as the eligible employee provides timely notice of his or her intent to retire, as well as an irrevocable letter of resignation effective on the date of retirement, the employee will receive increases in compensation sufficient to increase his or her TRS creditable earnings for the current school year to maximum rate allowed by law without the district incurring additional costs from TRS with a maximum of six percent (6.00%) over his or her prior year's TRS creditable earnings, as follows:

- A. If the eligible employee gives the Director a notice of intent to retire and an irrevocable letter of resignation by September 1 four (4) years prior to the year of retirement, the Board will increase the employee's creditable earnings over those of the prior year, maximum rate allowed by law without the district incurring additional costs from TRS with a maximum of six percent (6.00%), for the final four (4) years of service.
- B. If the eligible employee gives the Director a notice of intent to retire and an irrevocable letter of resignation by September 1 three (3) years prior to the year of retirement, the Board will increase the employee's creditable earnings over those of the prior year, at the maximum rate allowed by law without the district incurring additional costs from TRS with a maximum of six percent (6.00%), for the final three (3) years of service.
- C. If the eligible employee gives the Director a notice of intent to retire and an irrevocable letter of resignation by September 1 two (2) years prior to the year of retirement, the Board will increase the employee's creditable earnings over those of the prior year, at the maximum rate allowed by law without the district incurring additional costs from TRS with a maximum of six percent (6.00%), for the final two (2) years of service.
- D. If the eligible employee gives the Director a notice of intent to retire and an irrevocable letter of resignation by September 1 one (1) year prior to the year of retirement, the Board will increase the employee's creditable earnings over those of the prior year, at the maximum rate allowed by law without the district incurring additional costs from TRS with a maximum of six percent (6.00%), for the final one (1) year of service.

Once an eligible employee submits his or her notice of intent and irrevocable letter of resignation, that employee shall be removed from the Salary Schedules and all calculations for increased TRS creditable earnings will be based on the TRS creditable earnings in the prior year. However, the employee shall perform all duties that are used in determining the increase in creditable earnings in the years in which the increases are received. An employee who does not perform such duties shall have his/her compensation reduced accordingly. Once the eligible employee submits the notice of intent, the employee's TRS creditable earnings will not increase by more than maximum rate allowed by law without the district incurring additional costs from TRS with a maximum of six percent (6.00%), for the final one over those of the prior year.

Upon providing a letter of intent to retire to the Cooperative, the Cooperative and the teacher shall enter into a "Retirement Agreement" outlining the creditable earnings for the base year, and the subsequent years. This agreement will be submitted to the GCSEC Board for approval. If teacher meets retirement requirements, then the GCSEC board will approve the request. After such approval, the employee will receive a signed copy.

Additionally, The Board will pay a teacher \$35.00 for each accumulated unused sick leave day not utilized for retirement. Such payment will be made in a single lump sum post retirement and, therefore, shall be treated as non-creditable earnings. Only sick leave days earned in District will be eligible for such payment.

3. QUALIFYING EVENTS TO EXTEND RETIREMENT

In the event an employee fails to meet the eligibility requirements set forth in subparagraph 1 above because of a qualifying event(s) in his or her last year of employment, the Administration may, at its discretion, work with the employee to extend his or her employment for a sufficient period of time to meet the eligibility requirements.

6-11 PLACEMENT ON THE SALARY SCHEDULE

Any licensed professional staff member hired on a full-time basis as a replacement and/or addition to the present staff after February 1st, will remain at the same level for the next full school term if retained on staff. Nothing in this article is meant to address the employee's seniority rights or their placement on the seniority list for the Board.

ARTICLE 7: LEAVES

7-1 ELIGIBILITY

Full time licensed employees shall be eligible for leaves as provided for under this Article. In addition, part-time licensed (i.e. those working on other than a full-time basis) and temporary full-time licensed employees (i.e. those working full time for 90 school days or more) shall be eligible for sick, personal, and funeral leaves on a proportionate basis equal to a ratio of such part-time or temporary full-time employees' work day and work year compared to such full-time employees work day and work year. For ease of administrative calculation, Leave may be taken in $\frac{1}{4}$, $\frac{1}{2}$, $\frac{3}{4}$, or full-day increments. $\frac{1}{4}$ Day = 105 minutes or less, $\frac{1}{2}$ Day = 106 to 210 minutes, $\frac{3}{4}$ Day = 211 to 315 minutes, and a Full Day = 315 minutes or more. Also, for purposes of this section, the work day shall be as set by the administration before the start of each school year, and the work year shall be deemed to be 180 days. Also, for purposes of this section, the work day shall be that as set by the administration prior to the start of each school year and work year shall be deemed to be 180 days.

7-2 SICK LEAVE

Teachers who work 180 days contract will be awarded sick leave as follows:

Years 0-9: sixteen (16) days of sick leave each year

Years 10-19: eighteen (18) days of sick leave each year

Years 20+: twenty (20) days of sick leave each year

If an individual teaching contract exceeds 180 days, non-tenured teachers will be given an additional .0611 days of sick leave for each day worked; tenured teachers will be given an additional .077 days of sick leave for each day worked. Employees will not be compensated for unused sick leave days, annually, but they may accumulate from year to year, without limitation. In order to qualify for payment of \$30.00 per day for unused sick leave days, as provided below, an employee must be employed by the Board for a minimum of twelve (12) years:

Employees cannot be compensated for any accumulated sick leave days that are used for service credit with TRS. In the event a retiring employee does not apply all of his or her accumulated sick leave toward additional service credit with TRS, then that employee will be paid for any unused accumulated sick leave days, so long as the Board is not required to make an Early Retirement Option (ERO) penalty payment to TRS on behalf of the retiring employee. Said payment shall be made to the retired employee sixty (60) days after the effective date of the retirement or last paycheck, but in no event earlier than October 1.

In the event an employee resigns with the intent to defer retirement, said payment shall be made to the former employee sixty (60) days after the effective date of the resignation or last paycheck, but in no event earlier than October 1.

Should any full-time teacher with twelve (12) years of service to the District/GCSEC die, then the teacher will be paid for accumulated sick leave at the rate of \$30.00 per day, unless the teacher was discharged for cause. In the event of a teacher's death, said payment shall be made to the teacher's estate. Sick leave shall be interpreted to mean personal illness, quarantine at home, illness or death in the immediate family. The term "immediate family" for purposes of this section shall include: household members, parents, spouse, brothers, sisters, children, step-children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, and legal guardians.

If the employee's assigned school building is open and the employee is unable to travel due to inclement weather, then a personal day (or in the event personal days are exhausted a sick day) shall be used to such occurrence. When personal leave days or sick leave days have been exhausted and this situation occurs, then the employee shall be docked 1/180th of his/her annual salary for this day.

7-3 VOLUNTARY SICK LEAVE BANK

1) PURPOSE

The purpose of the sick leave bank ("Bank") is to allow teachers of the GCSEC, through the assistance of the GCSEC Executive Director, to insure themselves against the loss of income due to one's personal or a member of one's immediate family's long term or catastrophic illnesses or disabilities by the voluntary contribution of sick leave days to a bank against which they may draw in the event of such illness or disability.

2) SICK LEAVE BANK COMMITTEE

- a) A Sick Leave Bank Committee will be formed to act as the governing body for the administration of the Bank consisting of 2 members of the bargaining unit, named by the Association and a member of the District Administration.
- b) The committee will notify the eligible participants of the option to donate prior to September 1st and all donations must be received by September 30th.
- c) Before October 30th of each school year, the Sick Leave Bank Committee, Director and Payroll person for the Cooperative will verify the number of days in the Bank, the individuals who are contributing to the Bank and the number of days used during the previous school year and the total number of days remaining in the Bank at the start of the current school year.

3) ELIGIBILITY

- a) A teacher shall be eligible to participate in the bank on a voluntary basis. A teacher may participate in the bank by donating one day of sick leave to the bank.
- b) The committee will ask for an additional day to be donated to the sick leave bank by teachers whenever the number of sick leave days in the bank falls below thirty (30) days.
- c) Days donated shall not be refunded to the participating teacher under any circumstances.

4) UTILIZATION OF SICK DAYS

- a) A participating teacher may utilize up to a maximum of twenty (20) paid sick leave days per school year from the bank upon:
 - i) Presentation of evidence from a medical provider of the participating teacher's own, personal illness or disability or the personal illness of the participating teacher's immediate family member and evidence from a medical provider demonstrating that such illness or disability will require prolonged absence of the participating teacher from employment; and
 - ii) Exhaustion of the participating teacher's paid sick leave (and any other available paid leave), in addition to ten (10) unpaid working days, and his/her absence from work due to such illness or disability for of at least thirty (30) working days after the beginning of the illness or disability.
- b) Unused days in the bank at the end of the school year will accumulate for the following school year.
- c) In no case will the granting of leave from the Bank cause the participating teacher to receive more than his or her annual salary. Sick leave may not be granted for the period of disability when monies are paid to the teacher under the Worker's Compensation Law.

The existence of the Bank does not negate or eliminate any other sick leave policies of the Cooperative nor does it in any way negate a teacher's right to other sick leave benefits included in this Agreement. The Association agrees with respect to the operation of the Bank that it will hold harmless and defend the Cooperative, the member districts, the Board, its members, administrators, employees and/or agents, as regards any action, complaint or suit of any type, provided only that the Board or Cooperative shall fulfill its responsibilities as set forth above. In the event any action, complaint or suit of any type in any form shall be brought against the Cooperative, the Board, its members, administrators, employees and/or agents, the Board or Cooperative shall retain the exclusive right to select counsel, to defend such action, complaint or suit and/or to determine whether such action, complaint or suit should be compromised or settled.

7-4 FUNERAL LEAVE

In case of the death of any member of the immediate family of an employee, the Board will grant an excused absence not to exceed three (3) days for each death or three (3) days inclusive for multiple deaths at one time. This leave must be taken within 30 days of the death. Any excused absence for this purpose from regularly scheduled days of work for the employee shall be paid as if the employee had worked. The term "immediate family" for the purposes of this subsection shall include: household members, parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law and legal guardians. Reasonable notice of such death shall be given by the employee to the principal of his or her building. Absence for attending a funeral of other than a member of the "immediate

family" shall result in the usage, in the following order, of (a) sick days, if available; otherwise (b) personal days, if available; otherwise (c) dockage of 180th of the employees' salary for each regularly scheduled work day the employee is absent.

7-5 PERSONAL LEAVE

Three personal days are permitted each school year cumulative to five (5) days. Written permission for a personal leave must be granted in advance from the direct supervisor. Approval shall not be granted during the first and last week of school, on the day before, or the day after vacation periods and holidays, except under special circumstances as determined by the administration. Personal leave may not be granted for less than one quarter($\frac{1}{4}$) day increments. Those personal days accumulated over five (5) shall be added to sick leave. Those personal days accumulated over five (5) shall be added to sick leave.

Any certified employee who does not use any sick leave days during a school year will be credited with an additional personal leave day for the next school year. Any licensed employee who retires will receive a monetary bonus equal to a substitute's pay in the Grundy County Alternative School for each unused day. Such leave shall not be used at any time for participation in any work stoppage or collective bargaining dispute, or for any such activity which will produce taxable income for the licensed employee.

7-6 FAMILY AND MEDICAL LEAVE

With respect to leaves described in this section, the Board retains the power to require medical certification to go on or return from leave, to limit spousal leaves, to recover health insurance premiums, to condition leaves at the end of a semester, and to retain all other powers provided or recognized in the Family and Medical Leave Act. The parties hereby agree to incorporate by reference into this agreement the provisions of the Federal Family and Medical Leave Act of 1993 as amended. Major portions of the law include the following:

1. Eligible Employees -Those who have worked at least 12 months for the Board, and who have worked at least 1250 hours for the Board during the 12 months before leave is requested.
2. Reasons for Leave -Eligible employees are entitled to 12 workweeks of unpaid leave, except as otherwise noted in this section, during a 12-month period defined from August 1 - July 30 for any of the following reasons:
 - a. Because of the birth of a son or daughter of the employee and in order to care for such son or daughter.
 - b. Because of the placement of a son or daughter with the employee for adoption or foster care.
 - c. In order to care for the spouse, or a son, daughter, or parent of the employee, if such spouse, son, daughter or parent has a serious health condition.
 - d. Because of a serious health condition that makes the employee unable to perform the function of his/her position.
3. Intermittent or Reduced Schedule Leave - Leave because of the birth of a child, or because of the placement of a son or daughter with an employee for adoptive or foster care, may not be taken on an intermittent or reduced schedule basis unless the Board and employee agree. However, leave for serious health conditions, either of the employee's spouse, child, or parent, generally may be taken intermittently or on a reduced schedule basis when medically necessary. Leave taken on an intermittent or reduced schedule basis will reduce the total amount of the leave to which the employee is entitled by the amount of leave actually taken.
4. Relationship to Paid Leave -The Board may require employees to first use their paid personal and/or sick leave for any part of the 12-week period. If paid leave is used by the employee, the Board is required to provide only enough unpaid leave to total 12 weeks, except as otherwise provided in sections 7-2, 7-6, and 7-7 of this article.
5. Foreseeable Leave -Where the necessity for leave is foreseeable (e.g., birth or placement of a child with the employee), the employee must provide 30 days' notice of the leave or, if the date of birth or placement requires leave to begin in less than 30 days, the employee must provide such notice as is practicable. Similar notice must be given where leave is taken for serious health conditions---either of a family member or of the employee ---based on planned medical treatment. In such situations, the employee must also make a reasonable effort to schedule treatment so as not to disrupt unduly the operation of the district.
6. Health Insurance Benefits -The Board shall continue the group health insurance benefits for individuals who are on Family and Medical Leave Act leave under the same terms as are applicable to employees currently working.
7. Return to Work -All leaves of absence shall be granted with the full understanding that the teacher may be assigned to any position for which he/she is qualified upon completion of the leave. Every consideration shall be given to returning the teacher to his/her former position.
8. Concurrent Leaves - The parties agree that contractual leave and Family and Medical Leave Act leave for pregnancy, child-rearing or illness shall run concurrently and that any contractual leave that extends beyond the Family and Medical Leave Act leave period shall be controlled by this contract's language and not by the language of the Family and Medical Leave Act.

7-7 UNPAID LEAVE OF ABSENCE

A leave of absence without pay for health or professional study may be granted to a tenured teacher by the Board for a period of one year or less upon the recommendation of the Director. A teacher desiring a leave of absence shall notify the Director in writing of his/her desire to take such leave at least ninety (90) calendar days prior to the date on which the leave

is requested to begin. In emergency cases, the Director may waive the ninety (90) calendar days if, in his/her judgment, the employee submits in writing an explanation with proper verification and/or documentation indicating the events, occasions, or occurrences beyond the control of the employee who requested that the ninety (90) calendar day be waived. The Director and teacher shall mutually agree upon the date on which the teacher shall return to work. The Board retains the authority to require medical certification to go on or return from leaves under this section. The granting of leaves of absence is a separate matter for each teacher and is based upon individual facts in each case. The fact that a leave is granted to one teacher shall not be a precedent for granting of a leave to another teacher, but the Board shall not handle the granting of leaves in a discriminatory fashion. The Board may extend the leave for an additional school term upon written request from the teacher no later than ninety (90) calendar days prior to the end of the school term during which the employee is on leave. However, no leave of absence may cover more than a total of two full school terms. An employee on leave of absence may keep his/her health insurance in effect by paying the full premium, except as otherwise required by the Family Medical Leave Act and Section 7-5 of this agreement. The employee retains any unused accumulated sick leave, usable upon return to regular employment, but does not earn additional sick leave until the employee returns to service. All leaves of absence shall be granted with the full understanding that the teacher may be assigned to any position for which he/she is qualified upon completion of the leave. Every consideration shall be given to returning the teacher to his/her former position. Teachers on leave shall be subject to the same reduction in force displacement as any other tenured teacher. Notification of intention to return to the employ of the school district from an unpaid leave of absence shall be made in writing to the Director no later than February 15th prior to the end of the school year preceding the expected return. Failure to notify the Director in writing shall be deemed a resignation. Employees returning from an unpaid leave of absence shall be placed on the salary schedule at the same place they occupied at the beginning of the leave unless they shall have completed teaching at least ninety-three (93) days of the current year. In the latter case, employees shall be granted a full year's credit on the salary schedule if the partial year of service started before the commencement of the leave. Employees returning from an unpaid leave of absence shall resume their duties only at the beginning of the school term unless otherwise recommended by the Director and approved by the Executive Board. Prior to the approval of any leave request pursuant to this clause, the Director and/or the Board may require that the employee submit proper documentation such as statements of a physician or admission in an institution of higher learning.

7-8 MATERNITY/CHILD-REARING LEAVE OF ABSENCE

A teacher who has entered upon contractual continued service shall be eligible for maternity/child-rearing leave without pay or other benefits subject to the following conditions: (As used herein, "teacher" means a tenured teacher, except in Sub-section 4, which is applicable only to non-tenured teachers, and in Sub-sections 5, and 6, which are applicable to all teachers.)

1. After consultation with the teacher, the Director or designee shall prepare a plan for the commencement and termination of such leave, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree, and the pertinent time factors related thereto. The leave shall not exceed the balance of the school term in which it commences and one (1) additional school term. Every effort shall be made to have such leave terminate immediately prior to the start of a new school term. Such leave shall commence upon 1) the date agreed upon by the Director or designee and the teacher; or 2) the actual date of delivery; whichever shall first occur. Such leaves which commence during the summer recess shall begin no later than July 1st.
2. With the consent of the carrier, except as otherwise required by the Family and Medical Leave Act, the teacher may maintain insurance benefits by making timely payments of all premiums which may be due to the Cooperative's Business Office or elsewhere pursuant to its direction.
3. Any teacher who has been employed ninety-three (93) or more days of the school term prior to the commencement of such leave shall be entitled to such advancement on the salary schedule as she would have had if the leave had not been granted. If the leave exceeds the school term in which such leave commences, the second school term shall not be considered for step advancement on the salary scale if the teacher works less than ninety-three (93) days of such second school term.
4. A maternity/child-rearing leave may be granted to a non-tenured teacher under unusual circumstances by action of the Board, subject to all the conditions applicable to a tenured teacher, and provided the term of such leave shall not be considered in computing full-time employment under Section 24-11 of the Illinois School Code for purposes of the continuous employment necessary to attain contractual continued service status. Upon the return from such leave, the teacher shall be considered to have commenced her/his first probationary year. However, if the teacher has completed 93 days or more of a school year, the teacher will have been considered to have completed a full year of probationary service. The granting of maternity leave to any non-tenured teacher shall not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request shall be judged on its own merits and shall be within the sole discretion of the Board. Additional conditions or restrictions may be established for any such leave, provided nothing herein shall be construed as requiring any non-tenured teacher to apply for such leave or to accept the conditions established therefore.
5. Nothing in this policy shall be construed as requiring any teacher to apply for a maternity/child-rearing leave.
6. A teacher granted a leave of absence hereunder shall agree as a condition precedent to waive any claim to unemployment compensation.

7. All leaves of absence shall be granted with the full understanding that the teacher may be assigned to any position for which he/she is qualified upon completion of the leave. Every consideration shall be given to returning the teacher to his/her former position.
8. When circumstances allow, the substitute hired to take the maternity leave will shadow the teacher 2 days prior to the leave and will remain for two days upon completion of the leave.

7-9 MILITARY LEAVE

An employee whose absence from his/her position is necessitated by reason of service in the military shall be entitled to reemployment rights and benefits as required and allowed by applicable federal and Illinois law.

7-10 JURY DUTY

In the event a teacher is summoned for jury duty, the period of time shall not be deducted from any leave. There shall be no loss in salary except that the Board will make a deduction equal to the amount of pay received for jury duty, or an option, the teacher may turn over the check received for jury duty to the Board and no deduction will be necessary.

7-11 SUBPOENAED EMPLOYEES

Any employee who is subpoenaed to testify during work hours in an employment related judicial or administrative matter shall be paid his/her full compensation for such time with no loss of any leaves, seniority, or loss of any other benefits.

7-12 PRE-ARRANGED LEAVE

On days when school is officially closed, any pre-arranged leave from section 7-4 or 7-5 of this contract charged against the teacher shall be re-credited to the teacher's allowances.

7-13 STAFF DEVELOPMENT

All staff members returning from a leave of absence shall be required, at the request of the administration, to complete any and all staff development training programs required of other members of the respective building and/or district.

ARTICLE 8: NEGOTIATION PROCEDURES

8-1 PROCESS

The parties agree that their duly designated representative shall negotiate in "good faith" with respect to wages, hours, terms and conditions of employment. Each party shall select its own representatives. In years when negotiations are scheduled, it is implied that the parties desire to negotiate. The Director shall contact the parties on approximately February 1 of those years and schedule the initial meeting for no later than March 1 unless both parties agree to a later date.

8-2 DURATION

Once commenced, collective bargaining shall continue for at least a sixty (60) day period, unless a contract has been negotiated.

8-3 NOTIFICATION REGARDING STATUS OF NEGOTIATIONS

If an agreement has not been reached within ninety (90) days before the scheduled start of the forthcoming school year, the Board and GCEA shall notify the Illinois Educational Labor Relations Board concerning the status of negotiations.

8-4 MEDIATION REQUEST

If after a reasonable period of negotiation and within forty-five (45) days of the scheduled start of the forthcoming school year an impasse has been reached, either party may request mediation.

8-5 COST OF MEDIATION

The costs of fact finding and mediation shall be shared equally between the Board and the GCEA.

8-6 FEDERAL MEDIATION AND CONCILIATION SERVICE

Both parties agree to use the Federal Mediation and Conciliation Service for the purpose of mediation.

ARTICLE 9: NO STRIKE - NO LOCKOUT

9-1 PROVISIONS

During the term of this Agreement or any extension thereof, the Board shall not lock out its employees; and no employee covered by this Agreement, nor the GCEA shall ever or at any time engage in, authorize, or instigate any picketing, any recognition of any picketed line at the Cooperative's premises, any strike, slowdown, or other refusal to render full and complete services to the Board.

9-2 VIOLATIONS

In the event of any violation or violations of any provisions of Paragraph 9-1, the GCEA shall, upon notice from the Board that there has been a violation of the no-strike clause, immediately direct their members both orally and in writing to resume normal operations immediately and make every other reasonable effort to end any violation.

ARTICLE 10: REDUCTION-IN-FORCE/SENIORITY

10-1 REDUCTION-IN-FORCE AND RECALL PROCEDURES

If the Board determines to decrease the number of teachers employed or to discontinue some particular type of teaching service, the Board shall remove teachers from within the category of position, based on each teacher's placement in 1 of 4 performance evaluation groups in the "sequence of honorable dismissal list." Teachers shall be honorably dismissed in group order (i.e., 1-4); with teachers in Group 1 the first to be honorably dismissed and teachers in Group 4 the last to be honorably dismissed. From amongst those teachers in Group 1, the District shall have the discretion to honorably dismiss in any sequence. Within Group 2, the sequence of dismissal shall be based upon the average performance evaluation ratings, with the teacher with the lowest average performance rating dismissed first. In the event two or more teachers in Group 2 have an identical average evaluation rating, the teacher with the shorter length of continuing service (i.e., less seniority) shall be honorably dismissed first. Within Groups 3 and 4, the teachers with the shorter length of continuing service (i.e., less seniority) shall be honorably dismissed first.

Teachers so dismissed shall receive timely notices of honorable dismissal in accordance with the requirements of The School Code. In addition, the Board shall hold a public hearing on the question of its dismissal prior to approving any reduction-in-force of teachers in which the number of proposed honorable dismissal notices exceeds five (5), or 150 percent (150%) of the average number of teachers honorably dismissed in the preceding three (3) years, whichever is more.

Neither this reduction-in-force policy nor a teacher's tenure status shall preclude the Board, in its discretion, from assigning or transferring teachers to positions for which they are legally qualified.

If a vacancy occurs for the following school term or within one calendar year from the beginning of the school term following its reduction-in-force, teachers who are honorably dismissed shall have the right to be recalled in accordance with the Illinois School Code, provided the teacher is qualified to hold the vacant position based on legal qualifications and any other qualifications established by the District or in a job description. Such teachers shall be recalled in inverse order of the honorable dismissal. Any recalled tenured teacher shall retain his or her accrued rights and all accumulated seniority.

VACANCY OR VACANT POSITION is deemed to include all full-time and part-time teaching positions, but does not include any substitute position or any short-time position becoming vacant because of leaves whether paid or unpaid, of less than ninety (90) days duration. To be eligible for recall, an honorably dismissed tenured teacher must provide the Board in writing, prior to the last day of the school term of dismissal, with the address and/or telephone (text)/email where the teacher may be reached. The GSCEC Leadership team will make direct contact (i.e. phone conversation or response from teacher via email or text) with the teacher when notifying them of a position. The teacher must notify the GSCEC Leadership team within five (5) calendar days of the offer of the acceptance of any vacant position tendered to the teacher during the recall period. Failure to notify the Board of acceptance shall constitute rejection of the offer of employment. Any teacher who rejects an offer of a full-time vacant position shall be deemed to have waived his or her recall rights and will no longer be eligible for any other vacant positions that become available within the recall period.

10-2 SENIORITY

SENIORITY shall be deemed as follows:

- 1) Total years of continuous teaching service in the Cooperative; provided, however, that less than full-time service shall be computed on a pro-rata basis and that unpaid leaves of absence of ninety (90) consecutive employment days or more shall not be counted in determining seniority.
- 2) If the years of continuous service are equal between two or more teachers, seniority shall be determined by total years of continuous teaching service with the Cooperative; provided, however, that less than full-time service shall be computed on a pro-rata basis and that unpaid leaves of absence of ninety (90) consecutive employment days or more shall not be counted in determining seniority.
- 3) If the years of total continuous teaching service with the Cooperative are equal between two or more teachers, then seniority shall be determined by total teaching service in the Cooperative, whether or not continuous. Such service shall be computed in the manner described in (1) and (2) above.

- 4) If the years of total teaching service with the Cooperative are equal between two or more teachers, then seniority staff shall be determined by placement on the salary schedule i.e., the teacher with the higher salary shall be deemed the most senior.
- 5) If two or more teachers remain equal after application of the factor(s) set forth in (4) above, then seniority shall be determined by lot.

10-3 DEFINITIONS

TEACHER is defined as any employee regularly required to be licensed under The School Code, including administrators and employees holding school service personnel licenses.

TEACHING SERVICE shall be deemed to include service in both teaching and administrative positions.

LEGAL QUALIFICATIONS or LEGALLY QUALIFIED includes any statutory and regulatory prerequisites for teaching service in a specific position, including the licensure requirements of Article 21 of The School Code, the academic experience requirements of State Board of Education Document No. 1 (or its successor or supplementary regulations), and any additional requirements for the position established by the Board and in effect at the time of its last hiring for the position in question.

ARTICLE 11: MANAGEMENT RIGHTS

11-1 MANAGEMENT RIGHTS

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

ARTICLE 12: EFFECT OF AGREEMENT

12-1 COMPLETE UNDERSTANDING

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

12-2 SAVINGS CLAUSE

Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this agreement to the extent that it violated the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted article, section, or clause.

12-3 ADDITIONAL BARGAINING

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties. Therefore, the Board and Association for the life of this Agreement each voluntarily and unqualifiedly waive any right which may otherwise exist to negotiate over a matter within a general subject area which either is referred to in this Agreement or which was referred to in a proposal or counterproposal made by either party during the course of negotiations during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any specific matter within such general subject area whether or not specifically referred to or covered in this Agreement.

12-4 DURATION

This Agreement shall be effective on the first day of 2025-2026 school year. The Agreement shall expire on August 15, 2030.

SIGNATURE PAGE

This agreement is signed this 19th day of February, 2025. In witness thereof:

For the Grundy County Education Association (GCEA)

Representative

Julia Easter, GCEA President

For the Executive Board of the Grundy County Special Education Cooperative

Board President

Craig Ortiz, GCSEC Board President

APPENDIX A
SALARY SCHEDULE*
STEP PLACEMENT

*Schedules **DO NOT** include 9.0% Co-op paid TRS

*Anyone submitting a four (4) year retirement letter beginning the 2025-2026 school year or anyone already in the 4-year retirement track will follow the language in 6-10 Retirement Program.

2025-2026

Step	BA	BA+6	BA+15	BA+30	BA+45	MA / BA+60	MA+15	MA+30
1	\$46,500	\$47,058	\$47,670	\$48,814	\$50,010	\$51,235	\$51,760	\$53,028
2	\$47,639	\$48,211	\$48,838	\$50,010	\$51,235	\$52,490	\$53,028	\$54,327
3	\$48,806	\$49,392	\$50,034	\$51,235	\$52,490	\$53,776	\$54,327	\$55,658
4	\$50,002	\$50,602	\$51,260	\$52,490	\$53,776	\$55,094	\$55,658	\$57,022
5	\$51,227	\$51,842	\$52,516	\$53,776	\$55,094	\$56,444	\$57,022	\$58,419
6	\$52,482	\$53,112	\$53,803	\$55,094	\$56,444	\$57,826	\$58,419	\$59,850
7	\$53,768	\$54,413	\$55,121	\$56,444	\$57,826	\$59,243	\$59,850	\$61,317
8	\$55,085	\$55,746	\$56,471	\$57,826	\$59,243	\$60,695	\$61,317	\$62,819
9	\$56,435	\$57,112	\$57,855	\$59,243	\$60,695	\$62,182	\$62,819	\$64,358
10	\$57,818	\$58,511	\$59,272	\$60,695	\$62,182	\$63,705	\$64,358	\$65,935
11	\$59,234	\$59,945	\$60,724	\$62,182	\$63,705	\$65,266	\$65,935	\$67,550
12	\$60,685	\$61,414	\$62,212	\$63,705	\$65,266	\$66,865	\$67,550	\$69,205
13	\$62,172	\$62,918	\$63,736	\$65,266	\$66,865	\$68,503	\$69,205	\$70,901
14	\$63,695	\$64,460	\$65,298	\$66,865	\$68,503	\$70,181	\$70,901	\$72,638
15	\$65,256	\$66,039	\$66,898	\$68,503	\$70,181	\$71,901	\$72,638	\$74,417
16	\$66,855	\$67,657	\$68,537	\$70,181	\$71,901	\$73,662	\$74,417	\$76,241
17	\$68,493	\$69,315	\$70,216	\$71,901	\$73,662	\$75,467	\$76,241	\$78,109
18	\$68,493	\$69,315	\$71,936	\$73,662	\$75,467	\$77,316	\$78,109	\$80,022
19	\$68,493	\$69,315	\$73,698	\$75,467	\$77,316	\$79,210	\$80,022	\$81,983
20	\$68,493	\$69,315	\$75,504	\$77,316	\$79,210	\$81,151	\$81,983	\$83,991
21	\$68,493	\$69,315	\$77,354	\$79,210	\$81,151	\$83,139	\$83,991	\$86,049
22	\$68,493	\$69,315	\$77,354	\$81,151	\$83,139	\$85,176	\$86,049	\$88,157
23	\$68,493	\$69,315	\$77,354	\$83,139	\$85,176	\$87,263	\$88,157	\$90,317
24	\$68,493	\$69,315	\$77,354	\$85,176	\$87,263	\$89,401	\$90,317	\$92,530
25	\$68,493	\$69,315	\$77,354	\$87,263	\$89,401	\$91,591	\$92,530	\$94,797
26	\$68,493	\$69,315	\$77,354	\$87,263	\$91,591	\$93,835	\$94,797	\$97,119
27	\$68,493	\$69,315	\$77,354	\$87,263	\$93,835	\$96,134	\$97,119	\$99,499
28	\$68,493	\$69,315	\$77,354	\$87,263	\$96,134	\$98,489	\$99,499	\$101,937
29	\$68,493	\$69,315	\$77,354	\$87,263	\$96,134	\$100,902	\$101,937	\$104,434
30	\$68,493	\$69,315	\$77,354	\$87,263	\$96,134	\$103,375	\$104,434	\$106,993
31	\$68,493	\$69,315	\$77,354	\$87,263	\$96,134	\$105,907	\$106,993	\$109,614
32	\$68,493	\$69,315	\$77,354	\$87,263	\$96,134	\$108,502	\$109,614	\$112,300
33	\$68,493	\$69,315	\$77,354	\$87,263	\$96,134	\$111,160	\$112,300	\$115,051

2026-2027

Step	BA	BA+6	BA+15	BA+30	BA+45	MA / BA+60	MA+15	MA+30
1	\$48,100	\$48,677	\$49,310	\$50,493	\$51,731	\$52,998	\$53,541	\$54,853
2	\$49,278	\$49,870	\$50,518	\$51,731	\$52,998	\$54,296	\$54,853	\$56,197
3	\$50,486	\$51,092	\$51,756	\$52,998	\$54,296	\$55,627	\$56,197	\$57,574
4	\$51,723	\$52,343	\$53,024	\$54,296	\$55,627	\$56,989	\$57,574	\$58,984
5	\$52,990	\$53,626	\$54,323	\$55,627	\$56,989	\$58,386	\$58,984	\$60,429
6	\$54,288	\$54,940	\$55,654	\$56,989	\$58,386	\$59,816	\$60,429	\$61,910
7	\$55,618	\$56,286	\$57,017	\$58,386	\$59,816	\$61,282	\$61,910	\$63,427
8	\$56,981	\$57,665	\$58,414	\$59,816	\$61,282	\$62,783	\$63,427	\$64,980
9	\$58,377	\$59,077	\$59,845	\$61,282	\$62,783	\$64,321	\$64,980	\$66,573
10	\$59,807	\$60,525	\$61,312	\$62,783	\$64,321	\$65,897	\$66,573	\$68,204
11	\$61,272	\$62,008	\$62,814	\$64,321	\$65,897	\$67,512	\$68,204	\$69,875
12	\$62,774	\$63,527	\$64,353	\$65,897	\$67,512	\$69,166	\$69,875	\$71,586
13	\$64,311	\$65,083	\$65,929	\$67,512	\$69,166	\$70,860	\$71,586	\$73,340
14	\$65,887	\$66,678	\$67,545	\$69,166	\$70,860	\$72,596	\$73,340	\$75,137
15	\$67,501	\$68,311	\$69,199	\$70,860	\$72,596	\$74,375	\$75,137	\$76,978
16	\$69,155	\$69,985	\$70,895	\$72,596	\$74,375	\$76,197	\$76,978	\$78,864
17	\$70,849	\$71,700	\$72,632	\$74,375	\$76,197	\$78,064	\$78,864	\$80,796
18	\$70,849	\$71,700	\$74,411	\$76,197	\$78,064	\$79,976	\$80,796	\$82,776
19	\$70,849	\$71,700	\$76,234	\$78,064	\$79,976	\$81,936	\$82,776	\$84,804
20	\$70,849	\$71,700	\$78,102	\$79,976	\$81,936	\$83,943	\$84,804	\$86,881
21	\$70,849	\$71,700	\$80,016	\$81,936	\$83,943	\$86,000	\$86,881	\$89,010
22	\$70,849	\$71,700	\$80,016	\$83,943	\$86,000	\$88,107	\$89,010	\$91,191
23	\$70,849	\$71,700	\$80,016	\$86,000	\$88,107	\$90,266	\$91,191	\$93,425
24	\$70,849	\$71,700	\$80,016	\$88,107	\$90,266	\$92,477	\$93,425	\$95,714
25	\$70,849	\$71,700	\$80,016	\$90,266	\$92,477	\$94,743	\$95,714	\$98,059
26	\$70,849	\$71,700	\$80,016	\$90,266	\$94,743	\$97,064	\$98,059	\$100,461
27	\$70,849	\$71,700	\$80,016	\$90,266	\$97,064	\$99,442	\$100,461	\$102,922
28	\$70,849	\$71,700	\$80,016	\$90,266	\$99,442	\$101,878	\$102,922	\$105,444
29	\$70,849	\$71,700	\$80,016	\$90,266	\$99,442	\$104,374	\$105,444	\$108,027
30	\$70,849	\$71,700	\$80,016	\$90,266	\$99,442	\$106,932	\$108,027	\$110,674
31	\$70,849	\$71,700	\$80,016	\$90,266	\$99,442	\$109,551	\$110,674	\$113,386
32	\$70,849	\$71,700	\$80,016	\$90,266	\$99,442	\$112,235	\$113,386	\$116,164
33	\$70,849	\$71,700	\$80,016	\$90,266	\$99,442	\$114,985	\$116,164	\$119,010

2027-2028

Step	BA	BA+6	BA+15	BA+30	BA+45	MA / BA+60	MA+15	MA+30
1	\$49,650	\$50,246	\$50,899	\$52,121	\$53,398	\$54,706	\$55,266	\$56,620
2	\$50,866	\$51,477	\$52,146	\$53,398	\$54,706	\$56,046	\$56,620	\$58,008
3	\$52,113	\$52,738	\$53,424	\$54,706	\$56,046	\$57,419	\$58,008	\$59,429
4	\$53,389	\$54,030	\$54,732	\$56,046	\$57,419	\$58,826	\$59,429	\$60,885
5	\$54,697	\$55,354	\$56,073	\$57,419	\$58,826	\$60,267	\$60,885	\$62,377
6	\$56,038	\$56,710	\$57,447	\$58,826	\$60,267	\$61,744	\$62,377	\$63,905
7	\$57,410	\$58,099	\$58,855	\$60,267	\$61,744	\$63,256	\$63,905	\$65,470
8	\$58,817	\$59,523	\$60,297	\$61,744	\$63,256	\$64,806	\$65,470	\$67,074
9	\$60,258	\$60,981	\$61,774	\$63,256	\$64,806	\$66,394	\$67,074	\$68,718
10	\$61,734	\$62,475	\$63,287	\$64,806	\$66,394	\$68,021	\$68,718	\$70,401
11	\$63,247	\$64,006	\$64,838	\$66,394	\$68,021	\$69,687	\$70,401	\$72,126
12	\$64,796	\$65,574	\$66,426	\$68,021	\$69,687	\$71,394	\$72,126	\$73,893
13	\$66,384	\$67,181	\$68,054	\$69,687	\$71,394	\$73,144	\$73,893	\$75,704
14	\$68,010	\$68,826	\$69,721	\$71,394	\$73,144	\$74,936	\$75,704	\$77,558
15	\$69,677	\$70,513	\$71,429	\$73,144	\$74,936	\$76,772	\$77,558	\$79,459
16	\$71,384	\$72,240	\$73,179	\$74,936	\$76,772	\$78,653	\$79,459	\$81,405
17	\$73,133	\$74,010	\$74,972	\$76,772	\$78,653	\$80,579	\$81,405	\$83,400
18	\$73,133	\$74,010	\$76,809	\$78,653	\$80,579	\$82,554	\$83,400	\$85,443
19	\$73,133	\$74,010	\$78,691	\$80,579	\$82,554	\$84,576	\$85,443	\$87,536
20	\$73,133	\$74,010	\$80,619	\$82,554	\$84,576	\$86,648	\$87,536	\$89,681
21	\$73,133	\$74,010	\$82,594	\$84,576	\$86,648	\$88,771	\$89,681	\$91,878
22	\$73,133	\$74,010	\$82,594	\$86,648	\$88,771	\$90,946	\$91,878	\$94,129
23	\$73,133	\$74,010	\$82,594	\$88,771	\$90,946	\$93,174	\$94,129	\$96,435
24	\$73,133	\$74,010	\$82,594	\$90,946	\$93,174	\$95,457	\$96,435	\$98,798
25	\$73,133	\$74,010	\$82,594	\$93,174	\$95,457	\$97,796	\$98,798	\$101,219
26	\$73,133	\$74,010	\$82,594	\$93,174	\$97,796	\$100,192	\$101,219	\$103,699
27	\$73,133	\$74,010	\$82,594	\$93,174	\$100,192	\$102,646	\$103,699	\$106,239
28	\$73,133	\$74,010	\$82,594	\$93,174	\$102,646	\$105,161	\$106,239	\$108,842
29	\$73,133	\$74,010	\$82,594	\$93,174	\$102,646	\$107,738	\$108,842	\$111,509
30	\$73,133	\$74,010	\$82,594	\$93,174	\$102,646	\$110,377	\$111,509	\$114,241
31	\$73,133	\$74,010	\$82,594	\$93,174	\$102,646	\$113,082	\$114,241	\$117,039
32	\$73,133	\$74,010	\$82,594	\$93,174	\$102,646	\$115,852	\$117,039	\$119,907
33	\$73,133	\$74,010	\$82,594	\$93,174	\$102,646	\$118,690	\$119,907	\$122,845

2028-2029

Step	BA	BA+6	BA+15	BA+30	BA+45	MA / BA+60	MA+15	MA+30
1	\$51,150	\$51,764	\$52,437	\$53,695	\$55,011	\$56,359	\$56,936	\$58,331
2	\$52,403	\$53,032	\$53,721	\$55,011	\$56,359	\$57,739	\$58,331	\$59,760
3	\$53,687	\$54,331	\$55,038	\$56,359	\$57,739	\$59,154	\$59,760	\$61,224
4	\$55,002	\$55,662	\$56,386	\$57,739	\$59,154	\$60,603	\$61,224	\$62,724
5	\$56,350	\$57,026	\$57,767	\$59,154	\$60,603	\$62,088	\$62,724	\$64,261
6	\$57,731	\$58,423	\$59,183	\$60,603	\$62,088	\$63,609	\$64,261	\$65,835
7	\$59,145	\$59,855	\$60,633	\$62,088	\$63,609	\$65,168	\$65,835	\$67,448
8	\$60,594	\$61,321	\$62,118	\$63,609	\$65,168	\$66,764	\$67,448	\$69,101
9	\$62,079	\$62,823	\$63,640	\$65,168	\$66,764	\$68,400	\$69,101	\$70,794
10	\$63,599	\$64,363	\$65,199	\$66,764	\$68,400	\$70,076	\$70,794	\$72,528
11	\$65,158	\$65,940	\$66,797	\$68,400	\$70,076	\$71,793	\$72,528	\$74,305
12	\$66,754	\$67,555	\$68,433	\$70,076	\$71,793	\$73,551	\$74,305	\$76,126
13	\$68,389	\$69,210	\$70,110	\$71,793	\$73,551	\$75,353	\$76,126	\$77,991
14	\$70,065	\$70,906	\$71,828	\$73,551	\$75,353	\$77,200	\$77,991	\$79,902
15	\$71,782	\$72,643	\$73,587	\$75,353	\$77,200	\$79,091	\$79,902	\$81,859
16	\$73,540	\$74,423	\$75,390	\$77,200	\$79,091	\$81,029	\$81,859	\$83,865
17	\$75,342	\$76,246	\$77,237	\$79,091	\$81,029	\$83,014	\$83,865	\$85,919
18	\$75,342	\$76,246	\$79,130	\$81,029	\$83,014	\$85,048	\$85,919	\$88,024
19	\$75,342	\$76,246	\$81,068	\$83,014	\$85,048	\$87,131	\$88,024	\$90,181
20	\$75,342	\$76,246	\$83,054	\$85,048	\$87,131	\$89,266	\$90,181	\$92,390
21	\$75,342	\$76,246	\$85,089	\$87,131	\$89,266	\$91,453	\$92,390	\$94,654
22	\$75,342	\$76,246	\$85,089	\$89,266	\$91,453	\$93,694	\$94,654	\$96,973
23	\$75,342	\$76,246	\$85,089	\$91,453	\$93,694	\$95,989	\$96,973	\$99,349
24	\$75,342	\$76,246	\$85,089	\$93,694	\$95,989	\$98,341	\$99,349	\$101,783
25	\$75,342	\$76,246	\$85,089	\$95,989	\$98,341	\$100,750	\$101,783	\$104,277
26	\$75,342	\$76,246	\$85,089	\$95,989	\$100,750	\$103,219	\$104,277	\$106,831
27	\$75,342	\$76,246	\$85,089	\$95,989	\$103,219	\$105,748	\$106,831	\$109,449
28	\$75,342	\$76,246	\$85,089	\$95,989	\$105,748	\$108,338	\$109,449	\$112,130
29	\$75,342	\$76,246	\$85,089	\$95,989	\$105,748	\$110,993	\$112,130	\$114,877
30	\$75,342	\$76,246	\$85,089	\$95,989	\$105,748	\$113,712	\$114,877	\$117,692
31	\$75,342	\$76,246	\$85,089	\$95,989	\$105,748	\$116,498	\$117,692	\$120,575
32	\$75,342	\$76,246	\$85,089	\$95,989	\$105,748	\$119,352	\$120,575	\$123,529
33	\$75,342	\$76,246	\$85,089	\$95,989	\$105,748	\$122,276	\$123,529	\$126,556

2029-2030

Step	BA	BA+6	BA+15	BA+30	BA+45	MA / BA+60	MA+15	MA+30
1	\$52,350	\$52,978	\$53,667	\$54,955	\$56,301	\$57,681	\$58,272	\$59,700
2	\$53,633	\$54,276	\$54,982	\$56,301	\$57,681	\$59,094	\$59,700	\$61,162
3	\$54,947	\$55,606	\$56,329	\$57,681	\$59,094	\$60,542	\$61,162	\$62,661
4	\$56,293	\$56,968	\$57,709	\$59,094	\$60,542	\$62,025	\$62,661	\$64,196
5	\$57,672	\$58,364	\$59,123	\$60,542	\$62,025	\$63,545	\$64,196	\$65,769
6	\$59,085	\$59,794	\$60,571	\$62,025	\$63,545	\$65,101	\$65,769	\$67,380
7	\$60,532	\$61,259	\$62,055	\$63,545	\$65,101	\$66,696	\$67,380	\$69,031
8	\$62,016	\$62,760	\$63,576	\$65,101	\$66,696	\$68,330	\$69,031	\$70,722
9	\$63,535	\$64,297	\$65,133	\$66,696	\$68,330	\$70,005	\$70,722	\$72,455
10	\$65,092	\$65,873	\$66,729	\$68,330	\$70,005	\$71,720	\$72,455	\$74,230
11	\$66,686	\$67,486	\$68,364	\$70,005	\$71,720	\$73,477	\$74,230	\$76,048
12	\$68,320	\$69,140	\$70,039	\$71,720	\$73,477	\$75,277	\$76,048	\$77,912
13	\$69,994	\$70,834	\$71,755	\$73,477	\$75,277	\$77,121	\$77,912	\$79,820
14	\$71,709	\$72,569	\$73,513	\$75,277	\$77,121	\$79,011	\$79,820	\$81,776
15	\$73,466	\$74,347	\$75,314	\$77,121	\$79,011	\$80,946	\$81,776	\$83,780
16	\$75,266	\$76,169	\$77,159	\$79,011	\$80,946	\$82,930	\$83,780	\$85,832
17	\$77,110	\$78,035	\$79,049	\$80,946	\$82,930	\$84,961	\$85,832	\$87,935
18	\$77,110	\$78,035	\$80,986	\$82,930	\$84,961	\$87,043	\$87,935	\$90,090
19	\$77,110	\$78,035	\$82,970	\$84,961	\$87,043	\$89,176	\$90,090	\$92,297
20	\$77,110	\$78,035	\$85,003	\$87,043	\$89,176	\$91,360	\$92,297	\$94,558
21	\$77,110	\$78,035	\$87,086	\$89,176	\$91,360	\$93,599	\$94,558	\$96,875
22	\$77,110	\$78,035	\$87,086	\$91,360	\$93,599	\$95,892	\$96,875	\$99,248
23	\$77,110	\$78,035	\$87,086	\$93,599	\$95,892	\$98,241	\$99,248	\$101,680
24	\$77,110	\$78,035	\$87,086	\$95,892	\$98,241	\$100,648	\$101,680	\$104,171
25	\$77,110	\$78,035	\$87,086	\$98,241	\$100,648	\$103,114	\$104,171	\$106,723
26	\$77,110	\$78,035	\$87,086	\$98,241	\$103,114	\$105,640	\$106,723	\$109,338
27	\$77,110	\$78,035	\$87,086	\$98,241	\$105,640	\$108,228	\$109,338	\$112,016
28	\$77,110	\$78,035	\$87,086	\$98,241	\$108,228	\$110,880	\$112,016	\$114,761
29	\$77,110	\$78,035	\$87,086	\$98,241	\$108,228	\$113,597	\$114,761	\$117,573
30	\$77,110	\$78,035	\$87,086	\$98,241	\$108,228	\$116,380	\$117,573	\$120,453
31	\$77,110	\$78,035	\$87,086	\$98,241	\$108,228	\$119,231	\$120,453	\$123,404
32	\$77,110	\$78,035	\$87,086	\$98,241	\$108,228	\$122,152	\$123,404	\$126,428
33	\$77,110	\$78,035	\$87,086	\$98,241	\$108,228	\$125,145	\$126,428	\$129,525

APPENDIX B
SALARY SCHEDULE*
STEP PLACEMENT

*Schedules include 9.0% Co-op paid TRS

*Anyone submitting a four (4) year retirement letter beginning the 2025-2026 school year or anyone already in the 4-year retirement track will follow the language in 6-10 Retirement Program.

2025-2026

Step	BA	BA+6	BA+15	BA+30	BA+45	MA / BA+60	MA+15	MA+30
1	\$51,099	\$51,712	\$52,384	\$53,642	\$54,956	\$56,302	\$56,879	\$58,273
2	\$52,351	\$52,979	\$53,668	\$54,956	\$56,302	\$57,682	\$58,273	\$59,700
3	\$53,633	\$54,277	\$54,983	\$56,302	\$57,682	\$59,095	\$59,700	\$61,163
4	\$54,947	\$55,607	\$56,330	\$57,682	\$59,095	\$60,543	\$61,163	\$62,662
5	\$56,294	\$56,969	\$57,710	\$59,095	\$60,543	\$62,026	\$62,662	\$64,197
6	\$57,673	\$58,365	\$59,124	\$60,543	\$62,026	\$63,546	\$64,197	\$65,770
7	\$59,086	\$59,795	\$60,572	\$62,026	\$63,546	\$65,102	\$65,770	\$67,381
8	\$60,533	\$61,260	\$62,056	\$63,546	\$65,102	\$66,697	\$67,381	\$69,032
9	\$62,016	\$62,761	\$63,577	\$65,102	\$66,697	\$68,332	\$69,032	\$70,723
10	\$63,536	\$64,298	\$65,134	\$66,697	\$68,332	\$70,006	\$70,723	\$72,456
11	\$65,093	\$65,874	\$66,730	\$68,332	\$70,006	\$71,721	\$72,456	\$74,231
12	\$66,687	\$67,488	\$68,365	\$70,006	\$71,721	\$73,478	\$74,231	\$76,050
13	\$68,321	\$69,141	\$70,040	\$71,721	\$73,478	\$75,278	\$76,050	\$77,913
14	\$69,995	\$70,835	\$71,756	\$73,478	\$75,278	\$77,122	\$77,913	\$79,822
15	\$71,710	\$72,570	\$73,514	\$75,278	\$77,122	\$79,012	\$79,822	\$81,777
16	\$73,467	\$74,348	\$75,315	\$77,122	\$79,012	\$80,948	\$81,777	\$83,781
17	\$75,267	\$76,170	\$77,160	\$79,012	\$80,948	\$82,931	\$83,781	\$85,834
18	\$75,267	\$76,170	\$79,051	\$80,948	\$82,931	\$84,963	\$85,834	\$87,936
19	\$75,267	\$76,170	\$80,987	\$82,931	\$84,963	\$87,044	\$87,936	\$90,091
20	\$75,267	\$76,170	\$82,971	\$84,963	\$87,044	\$89,177	\$90,091	\$92,298
21	\$75,267	\$76,170	\$85,004	\$87,044	\$89,177	\$91,362	\$92,298	\$94,559
22	\$75,267	\$76,170	\$85,004	\$89,177	\$91,362	\$93,600	\$94,559	\$96,876
23	\$75,267	\$76,170	\$85,004	\$91,362	\$93,600	\$95,893	\$96,876	\$99,250
24	\$75,267	\$76,170	\$85,004	\$93,600	\$95,893	\$98,243	\$99,250	\$101,681
25	\$75,267	\$76,170	\$85,004	\$95,893	\$98,243	\$100,650	\$101,681	\$104,172
26	\$75,267	\$76,170	\$85,004	\$95,893	\$100,650	\$103,116	\$104,172	\$106,725
27	\$75,267	\$76,170	\$85,004	\$95,893	\$103,116	\$105,642	\$106,725	\$109,339
28	\$75,267	\$76,170	\$85,004	\$95,893	\$105,642	\$108,230	\$109,339	\$112,018
29	\$75,267	\$76,170	\$85,004	\$95,893	\$105,642	\$110,882	\$112,018	\$114,763
30	\$75,267	\$76,170	\$85,004	\$95,893	\$105,642	\$113,598	\$114,763	\$117,574
31	\$75,267	\$76,170	\$85,004	\$95,893	\$105,642	\$116,382	\$117,574	\$120,455
32	\$75,267	\$76,170	\$85,004	\$95,893	\$105,642	\$119,233	\$120,455	\$123,406
33	\$75,267	\$76,170	\$85,004	\$95,893	\$105,642	\$122,154	\$123,406	\$126,430
With TRS								

2026-2027

Step	BA	BA+6	BA+15	BA+30	BA+45	MA / BA+60	MA+15	MA+30
1	\$52,857	\$53,491	\$54,187	\$55,487	\$56,847	\$58,239	\$58,836	\$60,278
2	\$54,152	\$54,802	\$55,514	\$56,847	\$58,239	\$59,666	\$60,278	\$61,755
3	\$55,479	\$56,145	\$56,874	\$58,239	\$59,666	\$61,128	\$61,755	\$63,268
4	\$56,838	\$57,520	\$58,268	\$59,666	\$61,128	\$62,626	\$63,268	\$64,818
5	\$58,231	\$58,929	\$59,695	\$61,128	\$62,626	\$64,160	\$64,818	\$66,406
6	\$59,657	\$60,373	\$61,158	\$62,626	\$64,160	\$65,732	\$66,406	\$68,033
7	\$61,119	\$61,852	\$62,656	\$64,160	\$65,732	\$67,343	\$68,033	\$69,699
8	\$62,616	\$63,368	\$64,191	\$65,732	\$67,343	\$68,992	\$69,699	\$71,407
9	\$64,150	\$64,920	\$65,764	\$67,343	\$68,992	\$70,683	\$71,407	\$73,157
10	\$65,722	\$66,511	\$67,375	\$68,992	\$70,683	\$72,414	\$73,157	\$74,949
11	\$67,332	\$68,140	\$69,026	\$70,683	\$72,414	\$74,189	\$74,949	\$76,785
12	\$68,982	\$69,810	\$70,717	\$72,414	\$74,189	\$76,006	\$76,785	\$78,666
13	\$70,672	\$71,520	\$72,450	\$74,189	\$76,006	\$77,868	\$78,666	\$80,594
14	\$72,403	\$73,272	\$74,225	\$76,006	\$77,868	\$79,776	\$80,594	\$82,568
15	\$74,177	\$75,067	\$76,043	\$77,868	\$79,776	\$81,731	\$82,568	\$84,591
16	\$75,995	\$76,907	\$77,906	\$79,776	\$81,731	\$83,733	\$84,591	\$86,664
17	\$77,857	\$78,791	\$79,815	\$81,731	\$83,733	\$85,785	\$86,664	\$88,787
18	\$77,857	\$78,791	\$81,771	\$83,733	\$85,785	\$87,886	\$88,787	\$90,962
19	\$77,857	\$78,791	\$83,774	\$85,785	\$87,886	\$90,039	\$90,962	\$93,191
20	\$77,857	\$78,791	\$85,826	\$87,886	\$90,039	\$92,245	\$93,191	\$95,474
21	\$77,857	\$78,791	\$87,929	\$90,039	\$92,245	\$94,505	\$95,474	\$97,813
22	\$77,857	\$78,791	\$87,929	\$92,245	\$94,505	\$96,821	\$97,813	\$100,210
23	\$77,857	\$78,791	\$87,929	\$94,505	\$96,821	\$99,193	\$100,210	\$102,665
24	\$77,857	\$78,791	\$87,929	\$96,821	\$99,193	\$101,623	\$102,665	\$105,180
25	\$77,857	\$78,791	\$87,929	\$99,193	\$101,623	\$104,113	\$105,180	\$107,757
26	\$77,857	\$78,791	\$87,929	\$99,193	\$104,113	\$106,664	\$107,757	\$110,397
27	\$77,857	\$78,791	\$87,929	\$99,193	\$106,664	\$109,277	\$110,397	\$113,102
28	\$77,857	\$78,791	\$87,929	\$99,193	\$109,277	\$111,954	\$113,102	\$115,873
29	\$77,857	\$78,791	\$87,929	\$99,193	\$109,277	\$114,697	\$115,873	\$118,711
30	\$77,857	\$78,791	\$87,929	\$99,193	\$109,277	\$117,507	\$118,711	\$121,620
31	\$77,857	\$78,791	\$87,929	\$99,193	\$109,277	\$120,386	\$121,620	\$124,600
32	\$77,857	\$78,791	\$87,929	\$99,193	\$109,277	\$123,336	\$124,600	\$127,652
33	\$77,857	\$78,791	\$87,929	\$99,193	\$109,277	\$126,357	\$127,652	\$130,780

With TRS

2027-2028

Step	BA	BA+6	BA+15	BA+30	BA+45	MA / BA+60	MA+15	MA+30
1	\$54,560	\$55,215	\$55,933	\$57,275	\$58,679	\$60,116	\$60,732	\$62,220
2	\$55,897	\$56,568	\$57,303	\$58,679	\$60,116	\$61,589	\$62,220	\$63,745
3	\$57,267	\$57,954	\$58,707	\$60,116	\$61,589	\$63,098	\$63,745	\$65,306
4	\$58,670	\$59,374	\$60,146	\$61,589	\$63,098	\$64,644	\$65,306	\$66,906
5	\$60,107	\$60,828	\$61,619	\$63,098	\$64,644	\$66,228	\$66,906	\$68,546
6	\$61,580	\$62,319	\$63,129	\$64,644	\$66,228	\$67,850	\$68,546	\$70,225
7	\$63,088	\$63,845	\$64,675	\$66,228	\$67,850	\$69,513	\$70,225	\$71,946
8	\$64,634	\$65,410	\$66,260	\$67,850	\$69,513	\$71,216	\$71,946	\$73,708
9	\$66,218	\$67,012	\$67,883	\$69,513	\$71,216	\$72,960	\$73,708	\$75,514
10	\$67,840	\$68,654	\$69,547	\$71,216	\$72,960	\$74,748	\$75,514	\$77,364
11	\$69,502	\$70,336	\$71,250	\$72,960	\$74,748	\$76,579	\$77,364	\$79,260
12	\$71,205	\$72,059	\$72,996	\$74,748	\$76,579	\$78,455	\$79,260	\$81,201
13	\$72,949	\$73,825	\$74,784	\$76,579	\$78,455	\$80,378	\$81,201	\$83,191
14	\$74,737	\$75,633	\$76,617	\$78,455	\$80,378	\$82,347	\$83,191	\$85,229
15	\$76,568	\$77,486	\$78,494	\$80,378	\$82,347	\$84,364	\$85,229	\$87,317
16	\$78,444	\$79,385	\$80,417	\$82,347	\$84,364	\$86,431	\$87,317	\$89,456
17	\$80,365	\$81,330	\$82,387	\$84,364	\$86,431	\$88,549	\$89,456	\$91,648
18	\$80,365	\$81,330	\$84,406	\$86,431	\$88,549	\$90,718	\$91,648	\$93,893
19	\$80,365	\$81,330	\$86,474	\$88,549	\$90,718	\$92,941	\$93,893	\$96,194
20	\$80,365	\$81,330	\$88,592	\$90,718	\$92,941	\$95,218	\$96,194	\$98,551
21	\$80,365	\$81,330	\$90,763	\$92,941	\$95,218	\$97,551	\$98,551	\$100,965
22	\$80,365	\$81,330	\$90,763	\$95,218	\$97,551	\$99,941	\$100,965	\$103,439
23	\$80,365	\$81,330	\$90,763	\$97,551	\$99,941	\$102,389	\$103,439	\$105,973
24	\$80,365	\$81,330	\$90,763	\$99,941	\$102,389	\$104,898	\$105,973	\$108,569
25	\$80,365	\$81,330	\$90,763	\$102,389	\$104,898	\$107,468	\$108,569	\$111,229
26	\$80,365	\$81,330	\$90,763	\$102,389	\$107,468	\$110,101	\$111,229	\$113,954
27	\$80,365	\$81,330	\$90,763	\$102,389	\$110,101	\$112,798	\$113,954	\$116,746
28	\$80,365	\$81,330	\$90,763	\$102,389	\$112,798	\$115,562	\$116,746	\$119,607
29	\$80,365	\$81,330	\$90,763	\$102,389	\$112,798	\$118,393	\$119,607	\$122,537
30	\$80,365	\$81,330	\$90,763	\$102,389	\$112,798	\$121,294	\$122,537	\$125,539
31	\$80,365	\$81,330	\$90,763	\$102,389	\$112,798	\$124,265	\$125,539	\$128,615
32	\$80,365	\$81,330	\$90,763	\$102,389	\$112,798	\$127,310	\$128,615	\$131,766
33	\$80,365	\$81,330	\$90,763	\$102,389	\$112,798	\$130,429	\$131,766	\$134,994

With TRS

2028-2029

Step	BA	BA+6	BA+15	BA+30	BA+45	MA / BA+60	MA+15	MA+30
1	\$56,209	\$56,883	\$57,623	\$59,006	\$60,451	\$61,932	\$62,567	\$64,100
2	\$57,586	\$58,277	\$59,035	\$60,451	\$61,932	\$63,450	\$64,100	\$65,671
3	\$58,997	\$59,705	\$60,481	\$61,932	\$63,450	\$65,004	\$65,671	\$67,279
4	\$60,442	\$61,167	\$61,963	\$63,450	\$65,004	\$66,597	\$67,279	\$68,928
5	\$61,923	\$62,666	\$63,481	\$65,004	\$66,597	\$68,229	\$68,928	\$70,617
6	\$63,440	\$64,201	\$65,036	\$66,597	\$68,229	\$69,900	\$70,617	\$72,347
7	\$64,994	\$65,774	\$66,629	\$68,229	\$69,900	\$71,613	\$72,347	\$74,119
8	\$66,587	\$67,386	\$68,262	\$69,900	\$71,613	\$73,367	\$74,119	\$75,935
9	\$68,218	\$69,037	\$69,934	\$71,613	\$73,367	\$75,165	\$75,935	\$77,795
10	\$69,889	\$70,728	\$71,648	\$73,367	\$75,165	\$77,006	\$77,795	\$79,701
11	\$71,602	\$72,461	\$73,403	\$75,165	\$77,006	\$78,893	\$79,701	\$81,654
12	\$73,356	\$74,236	\$75,201	\$77,006	\$78,893	\$80,826	\$81,654	\$83,655
13	\$75,153	\$76,055	\$77,044	\$78,893	\$80,826	\$82,806	\$83,655	\$85,704
14	\$76,995	\$77,918	\$78,931	\$80,826	\$82,806	\$84,835	\$85,704	\$87,804
15	\$78,881	\$79,827	\$80,865	\$82,806	\$84,835	\$86,913	\$87,804	\$89,955
16	\$80,813	\$81,783	\$82,846	\$84,835	\$86,913	\$89,043	\$89,955	\$92,159
17	\$82,793	\$83,787	\$84,876	\$86,913	\$89,043	\$91,224	\$92,159	\$94,417
18	\$82,793	\$83,787	\$86,956	\$89,043	\$91,224	\$93,459	\$94,417	\$96,730
19	\$82,793	\$83,787	\$89,086	\$91,224	\$93,459	\$95,749	\$96,730	\$99,100
20	\$82,793	\$83,787	\$91,269	\$93,459	\$95,749	\$98,095	\$99,100	\$101,528
21	\$82,793	\$83,787	\$93,505	\$95,749	\$98,095	\$100,498	\$101,528	\$104,015
22	\$82,793	\$83,787	\$93,505	\$98,095	\$100,498	\$102,960	\$104,015	\$106,564
23	\$82,793	\$83,787	\$93,505	\$100,498	\$102,960	\$105,483	\$106,564	\$109,175
24	\$82,793	\$83,787	\$93,505	\$102,960	\$105,483	\$108,067	\$109,175	\$111,849
25	\$82,793	\$83,787	\$93,505	\$105,483	\$108,067	\$110,715	\$111,849	\$114,590
26	\$82,793	\$83,787	\$93,505	\$105,483	\$110,715	\$113,427	\$114,590	\$117,397
27	\$82,793	\$83,787	\$93,505	\$105,483	\$113,427	\$116,206	\$117,397	\$120,273
28	\$82,793	\$83,787	\$93,505	\$105,483	\$116,206	\$119,053	\$120,273	\$123,220
29	\$82,793	\$83,787	\$93,505	\$105,483	\$116,206	\$121,970	\$123,220	\$126,239
30	\$82,793	\$83,787	\$93,505	\$105,483	\$116,206	\$124,958	\$126,239	\$129,332
31	\$82,793	\$83,787	\$93,505	\$105,483	\$116,206	\$128,020	\$129,332	\$132,500
32	\$82,793	\$83,787	\$93,505	\$105,483	\$116,206	\$131,156	\$132,500	\$135,747
33	\$82,793	\$83,787	\$93,505	\$105,483	\$116,206	\$134,370	\$135,747	\$139,072

With TRS

2029-2030

Step	BA	BA+6	BA+15	BA+30	BA+45	MA / BA+60	MA+15	MA+30
1	\$57,527	\$58,218	\$58,975	\$60,390	\$61,870	\$63,385	\$64,035	\$65,604
2	\$58,937	\$59,644	\$60,420	\$61,870	\$63,385	\$64,938	\$65,604	\$67,211
3	\$60,381	\$61,105	\$61,900	\$63,385	\$64,938	\$66,529	\$67,211	\$68,858
4	\$61,860	\$62,602	\$63,416	\$64,938	\$66,529	\$68,159	\$68,858	\$70,545
5	\$63,376	\$64,136	\$64,970	\$66,529	\$68,159	\$69,829	\$70,545	\$72,273
6	\$64,928	\$65,708	\$66,562	\$68,159	\$69,829	\$71,540	\$72,273	\$74,044
7	\$66,519	\$67,317	\$68,193	\$69,829	\$71,540	\$73,293	\$74,044	\$75,858
8	\$68,149	\$68,967	\$69,863	\$71,540	\$73,293	\$75,088	\$75,858	\$77,716
9	\$69,819	\$70,656	\$71,575	\$73,293	\$75,088	\$76,928	\$77,716	\$79,621
10	\$71,529	\$72,387	\$73,329	\$75,088	\$76,928	\$78,813	\$79,621	\$81,571
11	\$73,282	\$74,161	\$75,125	\$76,928	\$78,813	\$80,744	\$81,571	\$83,570
12	\$75,077	\$75,978	\$76,966	\$78,813	\$80,744	\$82,722	\$83,570	\$85,617
13	\$76,916	\$77,839	\$78,851	\$80,744	\$82,722	\$84,749	\$85,617	\$87,715
14	\$78,801	\$79,746	\$80,783	\$82,722	\$84,749	\$86,825	\$87,715	\$89,864
15	\$80,731	\$81,700	\$82,762	\$84,749	\$86,825	\$88,952	\$89,864	\$92,066
16	\$82,709	\$83,702	\$84,790	\$86,825	\$88,952	\$91,132	\$92,066	\$94,321
17	\$84,736	\$85,753	\$86,867	\$88,952	\$91,132	\$93,364	\$94,321	\$96,632
18	\$84,736	\$85,753	\$88,996	\$91,132	\$93,364	\$95,652	\$96,632	\$98,999
19	\$84,736	\$85,753	\$91,176	\$93,364	\$95,652	\$97,995	\$98,999	\$101,425
20	\$84,736	\$85,753	\$93,410	\$95,652	\$97,995	\$100,396	\$101,425	\$103,910
21	\$84,736	\$85,753	\$95,698	\$97,995	\$100,396	\$102,856	\$103,910	\$106,456
22	\$84,736	\$85,753	\$95,698	\$100,396	\$102,856	\$105,376	\$106,456	\$109,064
23	\$84,736	\$85,753	\$95,698	\$102,856	\$105,376	\$107,957	\$109,064	\$111,736
24	\$84,736	\$85,753	\$95,698	\$105,376	\$107,957	\$110,602	\$111,736	\$114,473
25	\$84,736	\$85,753	\$95,698	\$107,957	\$110,602	\$113,312	\$114,473	\$117,278
26	\$84,736	\$85,753	\$95,698	\$107,957	\$113,312	\$116,088	\$117,278	\$120,151
27	\$84,736	\$85,753	\$95,698	\$107,957	\$116,088	\$118,932	\$120,151	\$123,095
28	\$84,736	\$85,753	\$95,698	\$107,957	\$118,932	\$121,846	\$123,095	\$126,111
29	\$84,736	\$85,753	\$95,698	\$107,957	\$118,932	\$124,831	\$126,111	\$129,201
30	\$84,736	\$85,753	\$95,698	\$107,957	\$118,932	\$127,890	\$129,201	\$132,366
31	\$84,736	\$85,753	\$95,698	\$107,957	\$118,932	\$131,023	\$132,366	\$135,609
32	\$84,736	\$85,753	\$95,698	\$107,957	\$118,932	\$134,233	\$135,609	\$138,931
33	\$84,736	\$85,753	\$95,698	\$107,957	\$118,932	\$137,522	\$138,931	\$142,335

With TRS

APPENDIX C

EXTRA DUTY POSITIONS	
Extended School Year (ESY) Instructor	Teacher's daily rate prorated for the hours worked based upon a 7.5 hour day
Staff Development/Improvement Presenter	Teacher's daily rate prorated for the hours worked based upon a 7.5 hour day
Staff Development/Improvement Attendee	Extra Duty Assignment Rate (\$34)
Mentor Teacher (Year 1)	\$500 stipend per mentee for 10 contact hours
Mentor Teacher (Year 2)	\$500 stipend per mentee for 10 contact hours
Internal Substitution*	\$38 per hour including TRS
Classroom Set-Up/Itinerant Scheduling	\$100 stipend for a 5 hour day
School Sponsored Special Activities Preparation*	Extra Duty Assignment Rate (\$34)
School-Sponsored Special Activity Supervision *	Teacher's daily rate prorated for the hours worked based upon a 7.5 hour day
Opening Day In-service	Teacher's daily rate prorated for the hours worked based upon a 7.5 hour day
CPI Training	Extra Duty Assignment Rate (\$34)
Curriculum Work*	Teacher's daily rate prorated for the hours worked based upon a 7.5 hour day

***Upon prior approval from the Director or their designee**