

# COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE STARK COUNTY  
TEACHERS' ASSOCIATION

AND

THE STARK COUNTY CUSD #100  
BOARD OF EDUCATION

FOR THE PERIOD BEGINNING AUG. 15, 2011  
AND ENDING THE FIRST DAY OF SCHOOL  
2014-2015

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## ARTICLE I

### 1.1 RECOGNITION

The Board of Education of Stark County Community Unit School District #100, hereinafter referred to as “the Board”, recognizes the Stark County Education Association, IEA-NEA, as the sole and exclusive bargaining agent for all regularly employed certified personnel, hereinafter referred to as “Teachers”, except for teachers’ aides, the superintendent, building principals, and other supervisory staff as defined by the Illinois Education Labor Relations Act.

### 1.2 EXCLUSIVITY

The Board agrees not to negotiate or to consult with any other Teachers’ Organization, individual teacher, or group of teachers with regard to hours, wages, and working conditions during the term of this agreement unless otherwise provided for in this Agreement or unless mutually agreed to by the parties during the term of the Agreement and thereafter unless an intervening labor organization shall be certified by the Illinois Education Labor Relations Board as the exclusive bargaining agent or an election results in a majority of ballots cast by employees in the bargaining unit for the choice of “No Representative”.

## ARTICLE II: NEGOTIATIONS PROCEDURE

- 2.1 The parties shall commence bargaining for a successor agreement on or before March 1.
- 2.2 Each party shall select its own representatives. The parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make tentative agreements in the course of negotiations.
- 2.3 Teachers shall not attempt to negotiate with or influence individual Board members on issues under discussion via individual conferences which are not provided for in this contract. Likewise, Board members shall not attempt to negotiate with or influence individual teachers on issues under discussion via individual conferences which are not provided for in this Agreement.
- 2.4 There shall be two signed copies of any final Agreement. One copy shall be retained by the Employer and one by the Association.
- 2.5 Within thirty (30) days after the Agreement is signed, copies of this Agreement

shall be printed by the Board and presented to each bargaining unit member.

- 2.6. If at the expiration of this contract negotiations have not resulted in a new Agreement, the Board will honor the terms of the expired contract, and the members of the Stark County Education Association agree to continue to perform all of their contracted teaching and extra-curricular duties. While negotiations are underway teachers will be paid the same base salary for teaching as they were paid last year.
- 2.7. Should either party declare impasse, the parties shall jointly request the Federal Mediation and Conciliation Service (FMCS) to provide the services of a mediator. Should the FMCS be unable to provide a mediator the parties shall jointly request the American Arbitration Association (AAA) to provide a mediator. In the event that the parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board shall be notified.
- 2.8. The mediator shall not make public any recommendations without the express written consent of both parties.
- 2.9. The costs of mediation, if any, shall be shared equally by the Association and the Board.

### ARTICLE III: GRIEVANCE PROCEDURE

#### 3.1 A. DEFINITION

A grievance shall be a claim by the Association or any employee that there has been an alleged violation, misrepresentation, or misapplication of the terms of this agreement.

- B. All time limits consist of teacher employment days except during the summer recess; then time limits shall consist of all weekdays.

#### 3.2 PROCEDURES

The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately involved 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 or the Association, a grievance may be processed as follows:

- A. Step 1--Within ten (10) school days of when the alleged violation should reasonably have become known, the employee or the Association shall

present the grievance in writing to the supervisor involved. The article and clause alleged to have been violated and the remedy sought should be specified. This supervisor shall arrange for a meeting to take place within ten (10) days after receipt of the grievance. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the supervisor's written response, including the reasons for the decision.

- B. Step 2--If the grievant is not satisfied with the disposition of the grievance at Step 1, then the grievance may be referred to the superintendent or the superintendent's official designee within five (5) days after receipt of the Step 1 answer. The superintendent shall arrange with the grievant and the Association representative for a meeting to take place within ten (10) days of the superintendent's receipt of the appeal. Each party shall have the right to include in its representation counselors as it deems necessary. Within ten (10) days of the meeting, the grievant and Association shall be provided with the superintendent's written response including the reasons for the decision.
- C. Step 3--If the grievant is not satisfied with the disposition of the grievance at Step 2, the Association may submit the grievance to final and binding arbitration conducted by the American Arbitration Association or Federal Mediation and Conciliation Service, in accordance with the voluntary labor arbitration rules. If a demand for arbitration is not filed within **thirty (30) days** of the Step 2 disposition then the grievance shall be deemed withdrawn.

### 3.3 DISCLOSURE

Neither the Board nor the Association shall be permitted to assert any grounds or claims or issues before the arbitrator which were not previously disclosed to the other party.

### 3.4 ARBITRATOR

The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the agreement. His decision must be based only upon his interpretation of the meaning or application of the express relevant language of the Agreement.

### 3.5 BYPASS OF STEPS

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

### 3.6 ASSOCIATION PARTICIPATION--MEMBER OR NON-MEMBER

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

### 3.7 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.

### 3.8 FILING OF MATERIALS

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

### 3.9 GRIEVANCE WITHDRAWAL

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

### 3.10 NO WRITTEN RESPONSE

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

### 3.11 BAR OF APPEAL

The failure of the teacher or Association to act within the time limits set forth shall preclude further appeal of the grievance.

### 3.12 FEES AND EXPENSES

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

## ARTICLE IV: ASSOCIATION RIGHTS

### 4.1 BOARD-STAFF COMMUNICATIONS

The Board shall post a copy of the agenda of any special or regular Board meeting and the notice of any special Board meeting in each building at a reasonable time before such meetings. The Board shall post in each school building a copy of the public minutes of such meetings after such minutes have been approved by the Board.



## 4.2 NOTIFICATION OF BOARD MEETINGS

- A. The president of the employee Association will be notified of Board meetings by a notice in his/her school mailbox. In case of special or emergency meetings, the Association president shall be notified in the same fashion as Board members.
- B. The Board shall provide to the Association president a copy of the packet of materials sent to Board members prior to each Board meeting. This packet should be received by the president before each school board meeting. It should be complete excluding materials involving personnel matters, student discipline, or any confidential matters.

## 4.3 FAIR SHARE

- A. Each teacher as of July 1, 2000, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties, shall join the Association or pay a fair share fee to the association equivalent to the amount of dues uniformly required of members of the Association, including local, state, and national dues, or an amount as may be determined in conformance with policies and procedures of the Illinois Educational Labor Relations Board.

In the event that the bargaining unit member does not pay his/her fair share fee directly to the Association by September 30 of the contract year, the Board shall deduct the fair share fee from the wages of the non-member.

Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.

The obligation to pay a fair share fee will not apply to any employee who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such employee is a member or a belief sincerely held with the strength of traditional religious views, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

- B. In the event of any legal action against the employer brought in a court or administrative agency because of its compliance with this Article, the

Association agrees to defend such action at its own expense and through its own counsel, provided:

- a. the employer gives timely notice of such action in writing to the Association and permits the Association intervention as a part if it so desires, and
- b. the employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both trial and appellate levels.

The Association agrees that in any action so defended, it will indemnify and hold harmless the employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the employer's good faith compliance with this Article.

It is expressly understood that this hold harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board.

#### 4.4 DUES DEDUCTION

Any member of the bargaining unit who is a member or has applied for membership in the Association may sign and deliver to the Board an authorization for continuous or annual dues deduction. The appropriate authorization forms shall be provided by the Association. These authorizations shall remain in effect according to its terms, provided such may be revoked by giving fifteen (15) calendar days written notice to the Board. The Board shall notify the Association of such revocation. Such authorization shall be deemed to be automatically revoked upon termination of employment. All dues authorization shall be effective no later than fifteen (15) calendar days following receipt by the Board. All dues deducted by the Board shall be remitted to the Association no later than ten (10) calendar days after such deductions are made, provided the Association shall, in accepting such dues, agree to hold harmless the Board for all actions pursuant to this section, provided the Board shall have complied therewith.

#### 4.5 ASSOCIATION USE OF SCHOOL FACILITIES

The teachers shall have the right to use the school facilities for Association membership meetings. Meetings shall be held during non-school hours and notice of meetings will be given to the building principal prior to the meeting. Use of the school building shall not interfere with or interrupt normal school operations or other uses previously committed. When custodial services are required, the Board may make a reasonable charge for this service.

### ARTICLE V: EMPLOYMENT OF TEACHERS

5.1 The Board will not discriminate against any employee on the basis of age, race, creed, color, sex, or national origin.

#### 5.2 PHYSICAL EXAMINATION

Any physical or mental examination which may be required by the Board of any teacher after the teacher's initial employment shall be financed by the Board at a cost not to exceed that for a routine, not a complete, physical.

#### 5.3 INDIVIDUAL CONTRACT

All personnel shall be issued a contract, which they sign, by the first payday of a school year. Each individual's contract shall specify:

1. the employee's individual duties and responsibilities;
2. teaching salary;
3. salary for extra-curricular and other duties;
4. job description for extra-curricular and other duties;
5. insurance benefit;
6. number of accumulated sick days;
7. amount of retirement;
8. evaluation instrument;
9. direction to see District 403(b) Plan for current list of approved annuity companies.

## 5.4 SCHOOL CALENDAR

- A. A school calendar containing the information listed below shall be issued to all teachers in the district as part of their individual contracts:
1. date teachers report;
  2. date students report;
  3. date student year ends;
  4. date teacher year ends;
  5. school closings for holidays, vacation, additional days;
  6. Quarter and Semester ends;
  7. the number of pupil attendance days, the number of institute days, the number of emergency days, and when these are planned.
  8. pay dates;
  9. regularly scheduled faculty meeting dates;
  10. due dates for progress reports at end of fourth week of each quarter.
- B. The superintendent will, each Spring, meet with a committee of teachers to discuss the calendar for the next school year.
- C. Once the calendar has been established, possible modifications shall be jointly discussed by the superintendent and the Association.

## ARTICLE VI: SALARY AND RELATED BENEFITS

### 6.1 DEFINITIONS OF PERSONNEL

- A. Full-time personnel shall be defined as any employee contracted to perform teaching duties and responsibilities for **a daily length of time as outlined in Article VIII, Section 8.1, paragraph one, of this agreement,**

for one school year.

- B. Part-time teachers shall be defined as any teachers contracted to perform teaching duties and responsibilities for less than **a daily length of time as outlined in Article VIII, Section 8.1, paragraph one, of this agreement**, for all or part of one school year.
- C. Short-term teachers shall be defined as any teacher contracted to perform teaching duties and responsibilities for **a daily length of time as outlined in Article VIII, Section 8.1, paragraph one, of this agreement**, for less than one school year.
- D. An overload shall be defined as any class assigned to a teacher in grades 6 – 12 that is in addition to the teachers' normal teaching load as defined in section 8.3. The overload shall be paid on a pro-rata basis of the teachers' salary using the following formula:

$((\text{Teacher's annual contracted salary}) / 180) / 8 \times (\# \text{ of teaching days for which the overload is contracted})$

Example: Teacher A is contracted for \$36,000, but agrees to teach an overload for first semester. Teacher A's salary would be:

$\$36,000 + ((\$36,000/180) / 8) \times 90$  or  
 $\$36,000 + (\$200/8) \times 90$  or  
 $\$36,000 + 2250$  or  
 $\$38,250$

## 6.2 SALARY SCHEDULE

For the **2011-2012, 2012-2013 and 2013-2014** school terms, full-time teachers shall be compensated pursuant to the salary schedule and extra-curricular pay schedule in the Appendix which is incorporated in this contract. Part-time and short-term employees shall be compensated on a pro-rata basis based on their place on the annual salary schedule.

Longevity pay is, for employees with 20 years or more years of service in the district, an additional 2% of their respective salary on the salary schedule **(BA+16 through MA+32)**.

## 6.3 ADVANCEMENT ON THE SALARY SCHEDULE

- A. Any graduate hours or undergraduate hours whether taken in district or out of district and approved in writing by the superintendent shall qualify for

advancement on the salary schedule.

- B. Courses sponsored and taught by the district and approved by the superintendent shall qualify for advancement on the salary schedule according to the following criteria:
  - 1. Credit will only be counted within the district;
  - 2. Credit and attendance requirements will be established by the superintendent;
  - 3. Participants must successfully complete the course.
- C. Any part-time teacher shall advance vertically one step on the salary schedule in the next school year after the equivalent of one full year has been completed and be credited with one (1) full year of experience. Unused fractions of years shall accumulate.
- D. Short-term employees who teach at least 50% of a school year for two (2) consecutive years will advance one step on the salary schedule.
- E. Years of experience recognized for step advancement on the salary schedule shall be only full years acquired before the beginning of a new school year. There is no mid-year advancement on the salary schedule.
- F. Longevity pay is, for employees with 20 years or more years of service in the district, an additional 2% of their respective salary on the salary schedule (BA+16 through MA+32).

#### 6.4 TUITION REIMBURSEMENT

- A. Tuition reimbursement shall be made at the rate of one hundred fifty dollars (\$150.00) per semester hour for college accredited courses taken outside the district. Tuition reimbursement shall be made at the rate of forty dollars (\$40.00) per semester hour for courses offered within the district. Such coursework must be of value to the district and pre-approved by the superintendent. Beginning with the 2009-2010 school year, the district will establish an annual tuition reimbursement pool of \$20,000 for use by certified employees. Funds shall be expended on a “first-to-apply, first in right” basis until available funds are expended.
- B. In order to qualify for reimbursement, the teacher shall present an official transcript of the completed course with a grade of C or better in a graded class or a certificate of successful completion for a non-graded class to the

superintendent. Notice of completion shall be filed by September 1.

- C. Under certain circumstances it may be to the advantage of the district to request a teacher to take a course to qualify to teach in other areas than those for which the teacher is currently qualified. In these cases, prior written approval must be given by the Board indicating remuneration in full will be paid for the course. In this event, an amount of \$75.00 per semester hour will be paid for successful completion of the course. This payment shall be added to the teacher's annual calculated salary each year for a five (5) year period or until the teacher terminates employment with the district, **which ever is less**. Hours requested by the board will apply toward advancement on the salary schedule.

## 6.5 SALARY CHECKS AND DEDUCTIONS

### A. PAYROLL PERIOD

Paychecks will be received by direct deposit by the 5th and the 20th of each month. If payday falls on a Saturday, Sunday, or a legal holiday, checks will be issued on the preceding office workday.

- B. Employees have the option of receiving their salary on a 9, 10, or 12 month basis. Employees choosing the 9 month option will receive their first direct deposit on September 20. Notification of preference should be reported to the office by September 1.
- C. Additional payroll deductions for tax sheltered annuities, credit unions, professional dues, and insurance may be deducted at the teacher's request. Tax sheltered annuity changes are limited per the District 403(b) Plan.
- D. When a teacher absence is unexcused, the teacher's pay will be reduced by 1/180th of the annual salary.

## 6.6 GRANT INCENTIVE

The Board shall pay a **one-time stipend** to any teacher who successfully applies for and obtains, on behalf of the district, any new first year grants for student educational programs. **Such stipend shall be an amount equal to ten percent (10%) of the grant or Nine hundred dollars (\$900.00), whichever is less. In order to qualify for the stipend, such grant applications** must be approved by the superintendent prior to seeking application. Said grants shall be within the teacher's assignment or with the cooperation of other affected teaching staff. A new first year grant is defined as a grant that is "written in that contract year".

## 6.7 PROFESSIONAL DUES

Professional dues, excluding Association dues, or subscription to professional journals will be paid by the Board if approved by the superintendent. The maximum amount to be paid is fifty dollars (\$50.00) per teacher.

## 6.8 INSURANCE AND FRINGE BENEFIT PACKAGE

- A. Health Insurance will be offered to all full-time teachers. The maximum yearly amount the Board of Education will contribute toward the cost of an annual individual health insurance premium is **\$7001 in FY12, \$7351 in FY13 and \$7719 in FY14.**
- B. If the single insurance premium is more than the amount indicated in A., the difference will be deducted from the teacher's paycheck. If the single insurance premium is less than the amount indicated in A., the excess will be paid equally to all staff members in one check by the October 20 payday.
- C. In lieu of receiving the insurance benefit, any full-time teacher who has a spouse employed full-time in the district or who can show evidence of insurability with another group health insurance plan may elect to invest in the school sponsored (HRA). The district will make an annual HRA contribution of \$2500 on behalf of employees qualifying for this option.
- D. Determination of insurance carriers and amount of premiums shall be determined by mutual consent of a committee made up of two board members, four Association members, and the superintendent.

### E. PACKAGE EXPLANATIONS

- 1. Short-term teachers will receive the fringe benefit as of their date of employment.
- 2. Part-time teachers will receive the insurance benefit on a pro rata basis. If the part-time teacher wishes to participate in the group insurance plan, the balance of the premium must be paid by the employee.
- 3. For those employees wishing policy coverage for their dependents, the unit shall use payroll deduction for the difference between a single plan and a family plan.



## 6.9 TEACHER RETIREMENT

- A.** All full, part time, and short-term teachers hired on a yearly basis shall participate in the State of Illinois Teachers' Retirement System as required by law. The full amount of the teacher's required contribution shall be paid by the district for those teachers employed in continuous contractual service prior to Sept. 1, 2009. For those teachers employed after Sept. 1, 2009, the district will pay a percentage of the required TRS contribution not to exceed 10.3753%. No teacher shall have the option of choosing to receive the amounts contributed by the Board directly.
- B.** Upon an employee tendering his/her irrevocable resignation up to three years before his/her final year of teaching and prior to July 1, the board agrees to provide a retirement incentive based on up to three consecutive 6% increases in total compensation. The employee's compensation in the year he/she tenders his/her resignation, shall be referred to as the employee's index number. Compensation for the remainder of the employee's career (up to three years) will be calculated as follows:

Total compensation for year 1:            Index Number x 1.06  
Total compensation for year 2:            Total compensation for year 1 x 1.06  
Total compensation for final year:        Total compensation for year 2 x 1.06

If an employee's duties change at any time after retirement notice is given, the index number will be recalculated, keeping in mind that in no case, will an employee receive a yearly compensation greater than 106% of his/her previous years' total compensation.

In addition, a "lump sum" post retirement bonus, will be offered to the employee on or about July 1<sup>st</sup>, but no earlier than after the last employee paycheck is received by the employee and the employee's retirement has become effective.

The post-retirement bonus will be calculated as follows:

\*(Index Number x .20) minus (year 1 total compensation increase) minus (year 2 total compensation increase, if applicable) minus (year 3 total compensation increase, if applicable)

\*Average of index numbers if duties change.  
(See Exhibit A for examples)

The employee must have at least 10 years of full-time service in the district before requesting to receive the incentives. The incentive, excluding the post retirement bonus, will be added to his/her regular monthly salary payments. The additional

compensation will be reported to TRS as creditable earnings. In no case will an employee receive more than 106% of their previous year's total compensation.

Teachers who elect to take advantage of the Illinois Early Retirement Option (ERO) are not eligible for this additional compensation package.

## 6.10 TRAVEL

- A. Travel beyond district boundaries necessary to perform teaching or extra-curricular duties will be reimbursed at the rate equal to that utilized by the Internal Revenue Service for tax deductions for such travel. Such travel must have prior approval by the building principal who will submit the request for reimbursement to the superintendent.
- B. Mileage will be paid for teachers who, after reporting to work at one building, are required to travel to another building to teach or perform an extra duty other than an extra-curricular duty listed in the Appendix. Mileage will be paid one way unless the teacher is required to perform additional contracted duties other than extra-curricular at the first building. Reimbursement will be at the rate equal to that utilized by the Internal Revenue Service for tax deductions for such travel. Such records of mileage must be submitted to the superintendent for acceptance prior to the reimbursement.
- C. A travel allowance of \$50 will be paid to a teacher performing extra-curricular duties who satisfies the following criteria:
  - 1. Immediately following the completion of his/her last duty of the school day in one community he/she is required to travel to the other community to perform extra-curricular duties.
  - 2. The site of the extra-curricular duty is not located in his/her community of residence.
- D. Travel time shall be scheduled so that it does not infringe upon the traveling teacher's stated lunch period. Every effort shall be made to schedule travel time so that it does not infringe upon the traveling teacher's preparation period. If such a schedule proves to be impossible, a conference will be held to discuss the problem with the teacher involved. If the teacher agrees to use preparation period time, compensation shall be made on a pro rata basis based on his/her place on the annual salary schedule.

## ARTICLE VII: LEAVES

### 7.1 SICK LEAVE

- A. All full-time teachers shall be entitled to sick leave with pay as provided by law. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness in the immediate family or household.

Legal interpretation of immediate family includes parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, or legal guardians.

- B. Each teacher shall have ten (10) days of sick leave per year and shall be permitted to accumulate as follows: 380 of such days.

### 7.2 BEREAVEMENT LEAVE

- A. An allowance shall be granted up to, but not exceeding, three (3) school days with pay for a death in the immediate family as defined under sick leave.
- B. Additional time in connection with funerals that may exceed the limitations indicated above may be excused without pay or applied against sick leave.

### 7.3 EMERGENCY LEAVE

- A. The district shall grant an employee up to two (2) days emergency leave with pay per school year for absence incurred through extenuating circumstances requiring justified absence. Leave taken under this provision shall be used only for the purpose of handling special affairs which cannot be handled on the weekend or after school hours. Examples of reasons for granting emergency leave are as follows:

1. Funeral not of the immediate family and not allowed under bereavement leave;
2. Graduation of member of the immediate family (including self);
3. Wedding of member of the immediate family (including self);

4. Adoption proceedings;
  5. Legal transaction of a will and estate settlement;
  6. Request from Internal Revenue for audit of tax records.
- B. Unused emergency leave days will be added to the employee's accumulated sick leave days at the end of the school year.

#### 7.4 JURY DUTY LEAVE

Jury duty leave will be granted but shall not be counted against sick, personal, or emergency leave time. Employees may choose whether to continue to draw regular salary and return any jury duty pay received to the district or keep jury duty pay and forfeit school district salary.

#### 7.5 PROFESSIONAL LEAVE

- A. Professional days to attend workshops, conferences, in-service programs, conventions, professional training, or to visit other schools shall be allowed without loss of pay or benefits if there is prior approval by the Board or superintendent.
- B. Teachers shall be reimbursed for expenses met in attending professional meetings, excluding institutes, as follows:
1. Mileage limit of 500 miles per round trip at the maximum rate per mile allowed by the IRS for miles driven from the place of employment or the employee's residence. When school is not in session, mileage will be paid from employee's place of residence.
  2. Registration fees will be paid by the district with a limit of \$100.00;
  3. The cost of actual lodging will be paid up to the cost of the conference hotel/motel. If there is no conference site hotel/motel, the cost of actual lodging will be paid up to \$50.00. Lodging over \$50.00 will be paid with prior superintendent approval;
  4. Meal expenses, in association with the conference, will be paid in full. Meal expenses not provided by the conference will be reimbursed (if accompanied by receipts) at the maximum daily amount allowed by the IRS for meals;

5. Other receipted legitimate expenses (toll, parking, etc.) will be paid;
  6. Total amounts to be spent above \$500.00 require Board or superintendent approval;
  7. Unless there are extenuating circumstances staff members will be limited to two school days for professional meetings;
  8. Vouchers and/or receipts must be provided to receive reimbursement. Non-receipted expenses will be paid at the Board's discretion.
- C. The Board may grant a leave of absence without pay to tenured teachers for any purpose it deems appropriate and beneficial to the school district for a period up to one school year on such conditions as imposed by the Board. The granting, withholding, or conditioning of such leave of absence shall be within the sole discretion of the Board and shall not set a precedent. No experience credit will be granted for the time the teacher is on such leave. With express written consent of the carrier, the teacher may maintain insurance benefits by making timely payments of all premiums which may be due to the district's administrative office or elsewhere pursuant to its direction. 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 FAMILY MEDICAL LEAVE ACT.
- D. The superintendent may grant a leave of absence with or without pay to any teacher for the purpose of attending professional workshops, conferences, in-service programs, conventions, or professional training designed to improve the school curriculum and individual competence. The amount of reimbursement, if any, for teacher expenses shall be determined by the superintendent or Board in his or its discretion. The granting, withholding, or conditioning of such leaves shall be within the sole discretion of the superintendent or Board and shall not set a precedent.
- E. In the event the Association desires to send its official representatives to attend a convention of its state or national affiliate, no more than three teachers may be excused for such purpose for not more than two (2) days per teacher per school year provided that the Association promptly reimburses the Board for substitute teachers if required and the Association makes written request for such absence to the superintendent at least ten (10) school days in advance.

## **F. FAMILY MEDICAL LEAVE ACT**

### **7.6 NURSING MOTHER IN THE WORKPLACE ACT**

### **7.7 PERSONAL LEAVE**

Each teacher shall be entitled to two (2) personal leave days per year at the discretion of the employee and with the approval of the administrator.

- A. Five days prior notice to the building principal shall be given except in special circumstances agreed to by the administrator.
- B. On any particular day no more than two (2) teachers in one building may be gone on personal leave.
- C. The use of personal leave on the first or last day of school, during examination periods, days directly before or after holidays, or on parent-teacher conference days is prohibited.
- D. Unused personal days shall convert to unused sick leave at the end of each school year.

## **ARTICLE VIII: TEACHER RESPONSIBILITIES AND DUTIES**

### **8.1 SCHOOL DAY FOR STAFF**

The teacher work day shall not exceed 7 1/2 hours including preparation periods and lunch periods unless professional duties mandate additional time. Professional duties include extra-curricular duties agreed to by the teacher, teacher institutes, parent conferences, and staff meetings. Start and end times for each building will be determined by the superintendent to ensure appropriate supervision of students at each site.

On a day preceding a school holiday or a vacation, unless professional duties mandate additional time, the teacher's day shall end when the building administrator has determined that students have safely left the building or are under the supervision of assigned personnel.

When schools are closed to students due to inclement weather, an Act of God, or a threat to health and safety, teachers shall not be required to report for duty and shall not be disciplined for failure to report. When school is dismissed due to inclement weather, an Act of God, or a threat to health and safety, teachers shall be allowed to leave when the building administrator has determined that students have safely left the building or are under the supervision of assigned personnel.

## 8.2 DUTY FREE LUNCH

Each teacher shall be entitled to a duty-free lunch period equal to that of the students or not less than thirty (30) minutes.

## 8.3 NORMAL TEACHING LOAD

Normal teaching load shall be defined as follows:

At the High School and Jr. High - Maximum of 6 periods out of 8 periods with 1 prep period per 8-period day. A non-instructional responsibility (such as a study hall) may be assigned for the remaining period.

At the Elementary School—Maximum 390 minutes student contact time per employee work day, including preparation time.

## 8.4 PREPARATION TIME

Each teacher shall be provided preparation time during the student day as follows:

At the **Jr. High** and High School--a minimum of one period per day;

At the **Elementary School**--a minimum of 220 minutes per week with at least 30 consecutive minutes per day. If necessary, adjustments in the number of consecutive minutes may be made in non-mandatory state programs such as pre-school or kindergarten.

# ARTICLE IX: TEACHER EVALUATION

9.1 Association members will be included on an evaluation committee with the administration to develop the evaluation plan.

9.2 At the beginning of the school term, the regularly employed evaluation form(s) and/or instrument(s) that will be utilized for that school year shall be distributed to each teacher with the individual contracts.

## 9.3 OBSERVATION PROCEDURE

A. All non-tenured teachers will be evaluated in writing with at least two (2) prior classroom visits of at least thirty (30) consecutive minutes. These

observations of a teacher shall be conducted with the full knowledge of the teacher in advance. A fall evaluation will be prepared for presentation at the November Board meeting where the status of non-tenured staff will be brought to the attention of the Board by the administration. A spring evaluation will be conducted in the same manner as the fall evaluation and presented to the Board at their March meeting with recommendations for renewal or non-renewal at that time.

- B. All tenured teachers will be evaluated at least one (1) time in the course of every two (2) years according to the evaluation procedure developed by the Evaluation Committee and approved by the State of Illinois.

#### 9.4 WRITTEN EVALUATIONS

- A. All written evaluations shall be signed by the administrators who prepared them. Written evaluations shall be discussed with the teacher within ten (10) days after the classroom observation. Teachers are also to sign the evaluation indicating by the signature that they have read and discussed the evaluation with the administrator.
- B. The signed evaluation instrument shall be placed in the teacher's personnel file. A photocopy of the evaluation shall be given to the teacher.
- C. If a tenured teacher feels that any written evaluation is incomplete, inaccurate, or unjust, the teacher may put any objection or rebuttal in writing and have that attached to the evaluation in the teacher's personnel file. A copy of the objection or rebuttal shall be signed by the administration and the teacher. A photocopy of the signed objection shall be given to the teacher.

#### 9.5 REMEDIATION

See Illinois School Code

- 9.6 Nothing contained herein shall limit the right of the administration to evaluate a teacher's performance of assigned duties by informal observation. If such informal observation is put into writing, a copy must be given to the teacher within three (3) days of the observation.

### ARTICLE X: PERSONNEL FILE

#### 10.1 CONTENTS OF FILE



A personnel file for each teacher shall be kept in the superintendent's office. The following information must be included in the folder:

- A. Up-to-date transcripts of all college credits earned;
- B. Up-to-date list of teaching qualifications;
- C. Completed withholding form;
- D. Teacher service record information;
- E. Evaluations and communications;
- F. Copy of all teaching certificates;
- G. Copies of each year's individual contract.

## 10.2 REVIEW OF FILE

Each employee shall have the right, upon request, to review the contents of said employee's personnel file and to place therein written reactions to any of its contents. Nothing may be permanently removed from the employee's file without notification of the teacher in writing. Nothing may be added to the employee's file unless a copy to be signed is sent to the teacher. Such review shall be at a mutually convenient time and in the presence of a designated employee of the Board. The right to review does not extend to college placement or credential files and evaluation or reference material originating prior to the teacher's employment in the school district.

## ARTICLE XI: ASSIGNMENT AND TRANSFER

### 11.1 STAFF INPUT

The administration shall discuss with the teacher written requests for transfer or assignment prior to the final decision.

### 11.2 POSTING OF OPENINGS

- A. Any teaching assignment which becomes available for the following school year shall be posted in each of the school buildings and sufficient time should be given for unit personnel to apply.

- B. Positions temporarily filled by the Board for the duration of a year will follow the above procedure before being permanently filled.
- C. Applications made by teachers currently employed by the district for job openings shall be considered in a like manner as applications from other qualified applicants without preferences or prejudice.

### 11.3 NOTIFICATION OF ASSIGNMENT

Notification of tentative teaching assignments for the next school term should be given by **May 1** of the current school year. **Teaching assignments will not be changed within 30 days prior to the start of school year unless a teacher is determined to be legally or physically unable to fulfill a teaching responsibility for which he/she was previously scheduled to teach, or an unforeseen change in student enrollment or educational need dictates a need to by the district to amend current assignments. Should a change in assignment within 30 days prior to the start of the school year be necessary, the affected teacher(s) will be notified immediately.**

## ARTICLE XII: SENIORITY

### 12.1 DEFINITIONS

- A. Seniority shall be defined as follows: years of continuous service as a full-time teacher in the school district including continuous service immediately preceding the formation of District #100 in any predecessor district now a part of District #100.
  - 1. Service as a part-time teacher shall not count toward seniority.
  - 2. Service as a short-term teacher shall not count toward seniority except in the case where the short-term teacher teaches all of the second semester and is retained for the following school year as a full-time teacher. In that case, the short-term teacher receives one half (1/2) year's credit toward seniority.
- B. Service shall not be construed to include services rendered beyond the regular school term or services rendered in connection with extra-curricular activities.
- C. Legal qualifications or legally qualified shall be defined as the requirements found in Illinois State Board of Education Document No. 1 (or its' successor or supplementary requirements) in effect at the time of

dismissal and/or recall.

## 12.2 SENIORITY LIST

- A. Prior to February 1 of each school term, the administration shall post in each building a listing of the seniority rank of all tenured teachers in the school district along with a copy of this policy. Said list shall be updated between September 1 and February 1 each school year. The list shall record teachers in order of seniority in the district, total years of teaching experience in Illinois public schools, and each teacher's area of certification.
- B. Seniority in the district shall begin with date of hire (according to Board minutes) of the first year of service for all staff prior to July 1, 1992. For all staff hired after July 1, 1992, seniority shall begin with the first day of employment as stated in the individual teacher's contract.
- C. In the event that two staff members have the same seniority with the district the one with more years of service in Illinois public schools shall be given the higher seniority. In the event that both of these criteria are equal, the following criteria will be used until the tie is broken:
  - 1. Highest degree attained in their major field and recognized on the salary schedule;
  - 2. Most hours attained and recognized on the salary schedule;
  - 3. Winner of a random selection (lottery, drawing).
- D. Teachers shall have thirty (30) days from the date this list is posted in all buildings to notify the superintendent in writing of any discrepancies in the seniority lists.

## ARTICLE XIII: REDUCTION IN FORCE

- 13.1 If the Board determines, because of economic necessity, to decrease the number of teachers employed or to discontinue some particular type of teaching service, reductions shall be made as follows:
  - A. Attrition where applicable;

- B. The Board will first remove or dismiss all non-tenured teachers before removing or dismissing any tenured teacher who is legally qualified to hold a position currently held by a non-tenured teacher;
- C. In the event a reduction of tenured teachers is necessary, those with lesser seniority in the district shall be honorably discharged first;
- D. Any reduction-in-force must be acted upon by the Board prior to sixty (60) days before the end of the school year;
- E. Neither this reduction-in-force-policy nor a teacher's tenure status may preclude the Board, in its discretion, from either making teaching assignments or transferring teachers to positions for which they are legally qualified.

## 13.2 RECALL

If the Board has any vacancies for the following school term or within one calendar year from the beginning of the following school term, recall shall be as follows:

1. Teachers with the most seniority will be placed in the first available position for which they are qualified in its entirety.
2. Vacant positions include full-time teaching positions and part-time teaching positions which last a full year.
3. A teacher recalled retains his/her tenure status and all accumulated seniority; however, the period such tenured teacher did not teach shall not be counted toward seniority.
4. To be eligible for recall, the honorably dismissed tenured teacher must provide the Board in writing, prior to the last day of the school term of dismissal, with the address where such teacher may be reached. The teacher must also notify the Board in writing, within 20 calendar days of mailing by certified mail or personal messenger of the acceptance of any vacant position offered to the teacher during the recall period. Failure to notify the Board of acceptance shall constitute rejection of the offer of employment. If a teacher rejects an offer of a part-time position, the teacher shall not be deemed to have waived his/her recall rights and will continue to be eligible for any other vacant positions that become available within the recall time period. If a teacher rejects an offer of a full-time vacant position, the teacher shall be deemed to have waived his/her recall rights and will no longer be eligible for any other vacant

positions that become available within the recall time period.

## ARTICLE XIV: TEACHER HEARING RIGHTS

### 14.1 BOARD APPEARANCE

When a teacher is required to appear before the Board, concerning any matter which could directly affect the continuation of that teacher in this employment, the teacher shall be given reasonable prior notice of the reasons for such meeting and shall be entitled to counsel of his/her choosing.

### 14.2 DISCIPLINARY PROCEDURE

- A. No teacher shall be disciplined including warnings, reprimands and suspensions, without sufficient cause. The specific grounds forming the basis for disciplinary action will be made available to the teacher and the Association in writing. No teacher will be suspended without pay without cause. Except in the case of an emergency, the teacher shall be informed of the reason for the suspension at the conference with the superintendent or designee prior to the beginning of the suspension.
- B. An employee may at his request be accompanied by a representative of the Association when involved in any conference concerning employment.

### 14.3 SUSPENSION

A teacher may be suspended with pay by the superintendent when such suspension, in the opinion of the superintendent, is in the best interests of the school district.

### 14.4 PARENT-STUDENT COMPLAINTS

No disciplinary action shall be initiated against a teacher as a result of a parent or student complaint until the teacher has been notified of the complaint and an investigation has taken place. Notification shall take place through an administrative-teacher conference. The teacher may request the presence of a representative of the Association at such a conference.

## ARTICLE XV: EXTRA-DUTY ASSIGNMENTS

### 15.1 EXTRA-CURRICULAR ASSIGNMENTS

- A. Extra-curricular assignments will be made in a teacher's first contract with the district. After the initial contract, additional extra-curricular duties shall not be assigned without the consent of the teacher.
- B. Pay for extra-curricular duties shall be according to the extra-curricular pay schedule which is included in the Appendix to this Agreement.
- C. A list of a teacher's extra-curricular duties and pay for such duties shall be listed on that teacher's individual contract.
- D. Employees promoted from an "assistant" position to a "head" position in the same activity will receive experience credit for their years as "assistant".
- E. Any extracurricular assignment which becomes available for the following school year shall be posted in each of the school buildings and sufficient time should be given for unit personnel to apply.

### 15.2 ADDITIONAL DUTY

- A. Additional duties shall not be assigned without the consent of the teacher.
- B. If a teacher accepts extra duties, he/she shall be paid according to the extra duty schedule in the Appendix. The Board will maintain the authority to offer an extended contract to a teacher, when, as determined by the Board, it is beneficial for the district to enter in to such agreement. Such agreements shall be negotiated with the association.
- C. If during an unassigned period a teacher agrees to cover the class of an absent teacher, the substituting teacher will be paid at a rate of \$20 per period at the junior/senior high level and a pro-rata basis at the elementary.
- D. Response to Intervention (RtI) Team Member: For the purposes of this contract, an RtI Team Member will receive a stipend as defined in the attached Extra Duty Schedule.

An RtI Team Member is defined as a teacher designated as a "standing

member” of his/her building’s RtI team. Assignment to this team can change from year to year and is at the sole discretion of the administration. No Building Team shall have more than 4 “standing members” at any one time. Compensation for assignments made or accepted during the school year will be pro-rated based on number of days of “standing membership”. No teacher will be required to serve as a “standing member” against his/her will. No additional compensation will be provided to Ad Hoc members of the RtI Team.

### 15.3 SUMMER SCHOOL

Summer school teaching assignments will be made on a voluntary basis.

### 15.4 MEDICATION

Teachers shall not be required to dispense medication, but may be required to monitor students who take medication.

## ARTICLE XVI: EFFECT OF AGREEMENT

### 16.1 CONTRACTUAL AMENDMENTS

Mutually satisfactory changes to this Agreement may be made at any time. Such changes shall be reduced to writing and signed by the parties.

### 16.2 SAVINGS CLAUSE

If any provision of the Agreement shall be found contrary to law, then such provisions shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions shall continue in full force and effect.

### 16.3 INCLUSION CLAUSE

Board policies and each teacher’s individual contract shall not be inconsistent with this Agreement.

### 16.4 NO STRIKE PROVISION

Neither the Association nor any teacher shall instigate, aid, or engage in any strike or withholding of services from District #100 for the duration of this Agreement.

### 16.5 DURATION

The Agreement shall be effective as of the first day of school, 2011-2012, and shall continue in force until the beginning of school, 2014-2015.

#### 16.6 MUTUAL UNDERSTANDING AND MODIFICATIONS

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 the voluntary, mutual consent of the parties in the written Agreement.

#### 16.7 REOPENING FOR ANNEXATION

In the event of the annexation of another district to Stark County Community Unit School District #100, this Agreement may be reopened for discussion at the request of either the Board or the Association. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in the written Agreement

#### 16.8 ILLINOIS SCHOOL CODE AUTHORITY

The parties understand that certain rights and duties not included in this Agreement may be subject to the Illinois School Code, and the parties agree that such rights and duties, including enforcement thereof, shall continue in the manner provided in said Code.



## **EXTRA DUTY SCHEDULE**

DRIVER EDUCATION	\$20.00 PER HOUR
SUMMER SCHOOL	\$20.00 PER HOUR
HOMEBOUND TEACHER	\$15.00 PER HOUR
DETENTION SUPERVISOR	\$15.00 PER HOUR
BUS TRIP SUPERVISOR	\$20.00 PER HOUR
AM SUPERVISOR	\$550.00 PER YEAR
PM SUPERVISOR	\$450.00 PER YEAR
NOON SUPERVISOR	\$900.00 PER YEAR
STAFF TICKET SELLER	\$25.00 PER EVENT
IN-HOUSE IN-SERVICE PRESENTER	\$50.00 PER HOUR
HEAD TEACHER	\$500.00 PER YEAR
DEAN OF STUDENTS	\$500.00 PER YEAR
BUILDING TECHNOLOGY COORDINATOR	\$600.00 PER YEAR
ACTIVITY SUPERVISOR	\$25.00 PER EVENT
VOCATIONAL DIRECTOR	\$1000.00 PER YEAR
RtI TEAM MEMBER	\$400.00 PER YEAR

The following extra duties are paid through grant funds. Any extra duty paid by grant funds shall be paid in accordance with grant specifications.

Gifted Teacher	\$250.00
Drug-Free Coordinator	\$300.00
Pre-K Coordinator	\$500.00
Title I Coordinator	\$500.00
Gifted Coordinator	\$500.00

## Exhibit A

- Ex 1: Salary: \$45000  
Extra-duty: \$3000  
Total compensation: \$48000  
Retirement notice is given June 30, 2007 to retire at the end of the 2007-08 year.  
Index number: \$48000  
Year 1:  $48000 \times 1.06 = \underline{50880}$  (Increase of 2880 over Index)  
2007-08 compensation: \$50880  
Post-retirement bonus:  $(20\% \times 48000) - 2880 =$   
 $9600 - 2880 = \mathbf{6720}$
- Ex 2: Salary: \$45000  
Extra-duty: \$3000  
Total compensation: \$48000  
Retirement notice is given June 30, 2007 to retire at the end of the 2009-10 year.  
Index number: \$48000  
Year 1:  $48000 \times 1.06 = 50880$  (Increase of 2880 over Index)  
2007-08 compensation:  $48000 + 2880 = \underline{50880}$   
Year 2:  $50880 \times 1.06 = 53932.80$  (Increase of 3052.80 over Year 1)  
2008-09 compensation:  $50880 + 3052.80 = \underline{53932.80}$   
Year 3:  $53932.80 \times 1.06 = 57168.77$  (Increase of 3235.97 over Year 2)  
2009-10 compensation:  $53932.80 + 3235.97 = \underline{57168.77}$   
Post-retirement bonus:  $(20\% \times 48000) - 2880 - 3052.80 - 3235.97 = \mathbf{431.23}$
- Ex 3: Retire with 3 years notice; drop a \$1500 extra duty.  
Year 1:  $48000 \times 1.06 = \underline{50880}$  (Increase of 2880 over Index)  
Year 2:  $50880 \times 1.06 = \underline{53932.80}$  (Increase of 3052.80 over Year 1)  
Year 3:  $(53932.80 - 1500) \times 1.06 = \underline{55578.77}$  (Increase of 1645.97 over Year 2)  
Post retirement bonus:  
 $20\% \times (48000 + 48000 + 46500) / 3 - \text{year 1} - \text{year 2} - \text{year 3}$   
 $9500 - 2880 - 3052.80 - 1645.97 = \mathbf{1921.23}$
- Ex 4: Retire with 2 years notice; adds \$1500 extra duty.  
Year 1:  $48000 \times 1.06 = \underline{50880}$  (Increase of 2880 over Index)  
Year 2:  $50880 \times 1.06 = \underline{53932.80}$  (Increase of 3052.80 over Year 1)  
Post retirement bonus:  
 $20\% \times (48000 + 49500) / 2 - \text{year 1} - \text{year 2}$   
 $9750 - 2880 - 3052.80 = \mathbf{3817.20}$   
9751

## Extra Curricular Salary Schedule

**2011-2012** (Will need 3 years)

Years Experience:	1	2	3	
HS Athletic Director	2903	3511	3967	without TRS
HS Head Football	3204	3875	4379	with TRS
HS Head Basketball				
HS Volleyball	2248	2698	3071	without TRS
HS Cheerleading	2481	2978	3390	with TRS
HS Track				
HS Baseball				
HS Softball				
HS Asst Basketball				
HS Asst Football				
HS Asst Volleyball	1874	2248	2560	without TRS
7th/8th Basketball	2068	2481	2826	with TRS
Golf				
Speech				
Vocal director (6-12)				
HS Asst Track	1421	1705	1941	without TRS
HS Asst Baseball	1568	1882	2142	with TRS
HS Asst Softball				
Weight Training				
HS/Elem Band director				
JH Athl Director				
JH Track	1313	1577	1796	without TRS
Asst Speech	1449	1741	1982	with TRS
Play Director	1217	1460	1663	without TRS
HS Yearbook	1343	1611	1836	with TRS
Musical Art director				
Musical Music director				
Scholastic Bowl				
HS Student Council	1126	1350	1538	without TRS
5th/6th Basketball	1243	1490	1696	with TRS
Pom pons				
FFA/FCCLA	1030	1235	1407	without TRS
	1137	1363	1553	with TRS
Class advisor	936	1124	1279	without TRS
JH Asst Track	1033	1240	1412	with TRS
JH Cheerleading				
JH Scholastic				
JH Volleyball				
JH Band director	562	676	770	without TRS
National Honor Society	620	746	850	with TRS
HS Asst Student Council				
JH Student Council				
Asst musical director				
Stark Smart				
Science Olympiad				
Rebel Reporter				

# SALARY SCHEDULE

## 2011-2012 (w/o TRS)

Year	Bachelors	Plus 8	Plus 16	Plus 24	Plus 32	Masters	Plus 8	Plus 16	Plus 24	Plus 32	Year
1	28433	28733	29033	29333	29633	30133	30468	30803	31138	31473	1
2	29570	29882	30194	30506	30818	31338	31687	32035	32384	32732	2
3	30708	31032	31356	31680	32004	32544	32905	33267	33629	33991	3
4	31845	32181	32517	32853	33189	33749	34124	34499	34875	35250	4
5	32982	33330	33678	34026	34374	34954	35343	35731	36120	36509	5
6	34120	34480	34840	35200	35560	36160	36562	36964	37366	37768	6
7	35257	35629	36001	36373	36745	37365	37780	38196	38611	39027	7
8	36394	36778	37162	37546	37930	38570	38999	39428	39857	40285	8
9	37532	37928	38324	38720	39116	39776	40218	40660	41102	41544	9
10	38669	39077	39485	39893	40301	40981	41436	41892	42348	42803	10
11	39806	40226	40646	41066	41486	42186	42655	43124	43593	44062	11
12	40944	41376	41808	42240	42672	43392	43874	44356	44839	45321	12
13			42969	43413	43857	44597	45093	45588	46084	46580	13
14				44586	45042	45802	46311	46821	47330	47839	14
15				45759	46227	47007	47530	48053	48575	49098	15
16						48213	48749	49285	49821	50357	16
17											17
18											18
19											19
20			43828	46675	47152	49177	49724	50270	50817	51364	20

## 2011-2012 (w/TRS)

Year	Bachelors	Plus 8	Plus 16	Plus 24	Plus 32	Masters	Plus 8	Plus 16	Plus 24	Plus 32	Year
1	31383	31714	32045	32376	32708	33259	33629	33999	34369	34738	1
2	32638	32983	33327	33671	34016	34590	34974	35359	35743	36128	2
3	33894	34251	34609	34966	35324	35920	36319	36719	37118	37517	3
4	35149	35520	35891	36262	36632	37251	37665	38079	38493	38907	4
5	36404	36788	37173	37557	37941	38581	39010	39439	39868	40297	5
6	37660	38057	38454	38852	39249	39911	40355	40799	41242	41686	6
7	38915	39326	39736	40147	40557	41242	41700	42159	42617	43076	7
8	40170	40594	41018	41442	41866	42572	43045	43519	43992	44465	8
9	41426	41863	42300	42737	43174	43902	44390	44879	45367	45855	9
10	42681	43131	43582	44032	44482	45233	45736	46239	46741	47244	10
11	43936	44400	44863	45327	45791	46563	47081	47598	48116	48634	11
12	45192	45668	46145	46622	47099	47894	48426	48958	49491	50023	12
13			47427	47917	48407	49224	49771	50318	50866	51413	13
14				49212	49715	50554	51116	51678	52240	52802	14
15				50507	51024	51885	52461	53038	53615	54192	15
16						53215	53807	54398	54990	55581	16
17											17
18											18
19											19
20			48376	51517	52044	54279	54883	55486	56090	56693	20

# SALARY SCHEDULE

## 2012-2013 (w/o TRS)

Year	Bachelors	Plus 8	Plus 16	Plus 24	Plus 32	Masters	Plus 8	Plus 16	Plus 24	Plus 32	Year
1	29002	29302	29602	29902	30202	30702	31037	31372	31707	32042	1
2	30162	30474	30786	31098	31410	31930	32278	32627	32975	33324	2
3	31322	31646	31970	32294	32618	33158	33520	33882	34244	34605	3
4	32482	32818	33154	33490	33826	34386	34761	35137	35512	35887	4
5	33642	33990	34338	34686	35034	35614	36003	36392	36780	37169	5
6	34802	35162	35522	35882	36242	36842	37244	37646	38048	38450	6
7	35962	36334	36706	37078	37450	38070	38486	38901	39317	39732	7
8	37123	37507	37891	38275	38659	39299	39727	40156	40585	41014	8
9	38283	38679	39075	39471	39867	40527	40969	41411	41853	42295	9
10	39443	39851	40259	40667	41075	41755	42210	42666	43122	43577	10
11	40603	41023	41443	41863	42283	42983	43452	43921	44390	44859	11
12	41763	42195	42627	43059	43491	44211	44693	45176	45658	46140	12
13			43811	44255	44699	45439	45935	46431	46926	47422	13
14				45451	45907	46667	47176	47685	48195	48704	14
15				46647	47115	47895	48418	48940	49463	49986	15
16						49123	49659	50195	50731	51267	16
17											17
18											18
19											19
20			44687	47580	48057	50106	50652	51199	51746	52293	20

## 2012-2013 (w/TRS)

Year	Bachelors	Plus 8	Plus 16	Plus 24	Plus 32	Masters	Plus 8	Plus 16	Plus 24	Plus 32	Year
1	32011	32342	32673	33004	33336	33887	34257	34627	34997	35366	1
2	33291	33636	33980	34325	34669	35243	35627	36012	36397	36781	2
3	34572	34930	35287	35645	36002	36598	36998	37397	37796	38196	3
4	35852	36223	36594	36965	37336	37954	38368	38782	39196	39610	4
5	37133	37517	37901	38285	38669	39309	39738	40167	40596	41025	5
6	38413	38811	39208	39605	40003	40665	41109	41552	41996	42440	6
7	39694	40104	40515	40925	41336	42020	42479	42937	43396	43854	7
8	40974	41398	41822	42246	42670	43376	43849	44322	44796	45269	8
9	42255	42692	43129	43566	44003	44731	45219	45708	46196	46684	9
10	43535	43985	44436	44886	45336	46087	46590	47093	47596	48098	10
11	44815	45279	45743	46206	46670	47442	47960	48478	48995	49513	11
12	46096	46573	47050	47526	48003	48798	49330	49863	50395	50928	12
13			48356	48847	49337	50153	50701	51248	51795	52342	13
14				50167	50670	51509	52071	52633	53195	53757	14
15				51487	52003	52864	53441	54018	54595	55172	15
16						54220	54811	55403	55995	56586	16
17											17
18											18
19											19
20			49324	52517	53044	55304	55908	56511	57115	57718	20

# SALARY SCHEDULE

## 2013-2014 (w/o TRS)

Year	Bachelors	Plus 8	Plus 16	Plus 24	Plus 32	Masters	Plus 8	Plus 16	Plus 24	Plus 32	Year
1	29582	29882	30182	30482	30782	31282	31617	31952	32287	32622	1
2	30765	31077	31389	31701	32013	32533	32882	33230	33578	33927	2
3	31949	32273	32597	32921	33245	33785	34146	34508	34870	35232	3
4	33132	33468	33804	34140	34476	35036	35411	35786	36161	36537	4
5	34315	34663	35011	35359	35707	36287	36676	37064	37453	37842	5
6	35498	35858	36218	36578	36938	37538	37940	38342	38744	39146	6
7	36682	37054	37426	37798	38170	38790	39205	39620	40036	40451	7
8	37865	38249	38633	39017	39401	40041	40470	40899	41327	41756	8
9	39048	39444	39840	40236	40632	41292	41734	42177	42619	43061	9
10	40232	40640	41048	41456	41864	42544	42999	43455	43910	44366	10
11	41415	41835	42255	42675	43095	43795	44264	44733	45202	45671	11
12	42598	43030	43462	43894	44326	45046	45528	46011	46493	46976	12
13			44669	45113	45557	46297	46793	47289	47785	48281	13
14				46333	46789	47549	48058	48567	49076	49585	14
15				47552	48020	48800	49323	49845	50368	50890	15
16						50051	50587	51123	51659	52195	16
17											17
18											18
19											19
20			45563	48503	48980	51052	51599	52146	52692	53239	20

## 2013-2014 (w/TRS)

Year	Bachelors	Plus 8	Plus 16	Plus 24	Plus 32	Masters	Plus 8	Plus 16	Plus 24	Plus 32	Year
1	32651	32982	33313	33645	33976	34528	34897	35267	35637	36007	1
2	33957	34302	34646	34990	35335	35909	36293	36678	37062	37447	2
3	35263	35621	35979	36336	36694	37290	37689	38088	38488	38887	3
4	36569	36940	37311	37682	38053	38671	39085	39499	39913	40327	4
5	37875	38260	38644	39028	39412	40052	40481	40910	41339	41768	5
6	39181	39579	39976	40374	40771	41433	41877	42321	42764	43208	6
7	40488	40898	41309	41719	42130	42814	43273	43731	44190	44648	7
8	41794	42217	42641	43065	43489	44195	44669	45142	45615	46088	8
9	43100	43537	43974	44411	44848	45576	46065	46553	47041	47529	9
10	44406	44856	45306	45757	46207	46958	47460	47963	48466	48969	10
11	45712	46175	46639	47102	47566	48339	48856	49374	49892	50409	11
12	47018	47495	47971	48448	48925	49720	50252	50785	51317	51850	12
13			49304	49794	50284	51101	51648	52195	52743	53290	13
14				51140	51643	52482	53044	53606	54168	54730	14
15				52486	53002	53863	54440	55017	55594	56170	15
16						55244	55836	56427	57019	57611	16
17											17
18											18
19											19
20			50290	53535	54062	56349	56952	57556	58159	58763	20

