

COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE STARK COUNTY
TEACHERS' ASSOCIATION

AND

THE STARK COUNTY CUSD #100
BOARD OF EDUCATION

FOR THE PERIOD BEGINNING AUG. 15, 2016
AND ENDING THE FIRST DAY OF SCHOOL
2017-2018

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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 30 days after the Agreement is signed, copies of this Agreement shall be

placed on the District 100 website.

- 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. teaching salary;
2. salary for extra-curricular and other duties;
3. job description for extra-curricular and other duties;
4. insurance benefit;
5. number of accumulated sick days;
6. amount of retirement;
7. directions to the evaluation instrument on the District 100 website;
8. 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 2016-2017 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 2016-2017 school year, the district will establish an annual tuition reimbursement pool of \$25,000 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, whichever 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 \$7719.
- 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 May 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 \$2,500 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. In addition to the base salary set forth on the attached salary schedule(s) and the co-curricular salary schedule(s), the Board shall pay up to an additional 9.4 percent (9.4%) of the base salary directly to the Teachers' Retirement System on behalf of teachers in contractual service. The purpose of such contribution is to shelter such payment from federal income tax consistent with tax rulings 414H(2), 81-35 and 81-36. Should such shelter be subsequently declared illegal by a court of competent jurisdiction or superseded by a later tax ruling, such payment shall become gross income to the teacher.

6.10 RETIREMENT INCENTIVE

- A. A Teacher tendering an irrevocable letter of resignation and retirement in conformance with the following conditions shall be eligible for a retirement incentive for a period of up to his/her final three (3) years of teaching.
- B. To be eligible, the Teacher must:
1. Be at least sixty (60) years of age by the last day of service in the school district of the school year of retirement; or
 2. Be at least fifty-five (55) years of age with at least thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the school district; and
 3. Have at least ten (10) years of continuous full-time teaching service in the school district; and
 4. Submit an irrevocable letter of resignation on or before July 1 of the school year the incentive is to commence; and
 5. Retire the first year eligible to receive an annuity without a reduction because of age or service credit; and
 6. Have not applied for any other TRS early retirement option.
- C. In exchange for the Teacher's binding, irrevocable resignation, the Board agrees to remove the Teacher from the salary schedule and for each year of eligibility the Teacher's base salary will be increased by four percent (4%) over the Teacher's base salary for the prior year of employment. The calculation each year may be rounded down to the nearest \$5.00 to avoid possible TRS penalties or additional contributions.

- D. Once an irrevocable letter of resignation and retirement is submitted, the Teacher will not be assigned any additional extra duties or TRS reportable duties not currently being performed without the consent of the Teacher.
- E. If a Teacher fails to complete the pre-retirement period, leaves the District prior to the designated retirement date or otherwise retires under the statutory Early Retirement Option causing the Board to have to pay a penalty or other monies constituting a surcharge to the Teachers' Retirement System, the Board shall be entitled to damages for breach of contract against the Teacher in an amount equal to the retirement award payment(s) received by Teacher, including tax and retirement withholdings. Upon complete reimbursement, the Teacher shall be entitled to any general wage increase, which would have been applicable during the pre-retirement period.
- F. In the event the retirement award provided for in this article would cause the Board to have to pay an additional contribution, penalty or other monies constituting a surcharge to the Teachers' Retirement System, or would conflict with any state statute or final rule or regulation promulgated by the Teachers' Retirement System, the provisions of this section shall become void and either party may demand to reopen this agreement and attempt to midterm bargain changes necessary to correct any defect created by this incentive.
- G. Notwithstanding the above, if a teacher's creditable earnings should increase by more than six percent (6.0%) as a result of the receipt of any other creditable earnings during the years this retirement incentive is in effect, or any such lesser amount that would trigger a District paid penalty or fee to TRS during the years this retirement incentive is in effect, the teacher shall receive only the maximum increase to TRS creditable compensation under this retirement incentive that would enable the District to avoid such District paid penalty or fee.

6.11 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.

C. Donation of Sick Days

Each full-time teacher(s) shall have the right to donate up to two sick days per school year to another full-time teacher if the following conditions are met:

- 1) The receiving teacher must have exhausted all of his or her own sick time available.
- 2) The maximum number of sick leave days that a teacher may obtain by donation in a one year period is twenty (20). Once the maximum has been reached, no additional days may be received by the donation recipient for a period of one rolling calendar year from the conclusion of the donated sick leave.
- 3) There will be no obligation or authority to “return” unused days that are received by donation to the donor. Should the receiving teacher not use all donated days, the unused days will be forfeited at the end of the school year when donated.
- 4) Teachers will not be required or permitted to receive sick days by donation for purposes of applying for disability benefits or retirement from the Illinois Teachers Retirement System (TRS).
- 5) Sick days may be donated for sick leave as defined in this Section. It shall be the duty of the Association President to make a determination of whether a teacher is eligible to receive donated days, and to report said donation to the Superintendent, in writing, at least five (5) days prior to the commencement of use of donated sick days by the recipient teacher.

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, as well as first generation aunts and uncles.
- 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, such as a situation in which a staff member is required to attend a professional meeting at the request of any district administrator, 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. Any leave of absence provided under this section shall run concurrently with leave that may be available pursuant to the Family Medical Leave Act, such that no leave of absence shall exceed one year.

- 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.

7.6 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 supervisory responsibility (such as a study hall) may be assigned for the remaining period. For the purposes of 8.3, a study hall is deemed to be a class period in which students are required to study and/or complete academic assignments and lessons assigned by the student's content area teacher. A study hall teacher is expected to monitor student attendance, to monitor student behavior, and to the best of his/her ability, provide academic help or guidance to students. Although it may be necessary for a study hall teacher to maintain productive communication with a student's content area teacher, the study hall teacher is not responsible for preparing lesson plans, preparing for new learning, or for grading student work assigned by another teacher.

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 (for the purposes of this issue, the student day shall be defined as the time from the

students' starting bell to the students' ending bell, for the building in which the teacher works. The board of education maintains the authority to determine the length of 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 TEACHER EVALUATION

Within two weeks after the beginning of school the building principal or appropriate administrator will acquaint each teacher under his/her supervision with the currently approved evaluation process. No formal classroom evaluation shall be conducted until such information has been disseminated to the teachers.

9.3 FREQUENCY

- A. Tenured teachers will be formally evaluated at least once every two (2) school years unless the teacher's previous evaluation rating was "Needs Improvement" or "Unsatisfactory", in which case the employee shall also be evaluated in the school year following receipt of such evaluation rating.
- B. Non-tenured teachers will be formally evaluated at least once per school year.
- C. Nothing herein shall prohibit or limit the right of the administration to evaluate a teacher's performance of assigned duties by informal observation. If information gathered during an informal observation will be used as criteria in determining a teacher's summative evaluation rating, the evaluator will provide the teacher with that information in either paper or electronic form within 10 days of the informal observation. Additionally, a copy of this information will be placed in the teacher's personnel file.
- D. In each year a teacher is to be evaluated the teacher will be provided with a summative evaluation on or before March 1 and within ten (10) days thereafter a meeting will be held with the teacher to discuss such

evaluation.

- E. The teacher and administration will agree upon a pre-observation meeting time that will give the teacher at least one week notice prior to a formal observation.

9.4 WRITTEN EVALUATIONS

- A. All written evaluations shall be signed by the administrator who conducted the evaluation. Written evaluations will be discussed with the teacher within ten (10) days after a formal classroom observation. Teachers shall sign the evaluation indicating that they have read and discussed the evaluation with the administrator.
- B. The signed summative evaluation instrument, which may include information from formal classroom observations, informal classroom observations, and data or artifacts regarding teacher professional practice, shall be placed in the teacher's personnel file. A photocopy of the evaluation shall be given to the teacher.
- C. The teacher shall have right to attach a written response to any adverse evaluation or observation that is placed in his/her personnel file. Any written response shall be submitted to the evaluator within ten (10) days of receipt of the evaluation or observation report.

9.5 REMEDIATION

If a tenured teacher receives a summative evaluation rating of "Unsatisfactory", the teacher will be placed on a remediation plan for a period of ninety (90) school days. A written remediation plan will be developed within thirty (30) school days of receipt of the "Unsatisfactory" evaluation rating. Participants in the remediation plan shall include the teacher rated unsatisfactory, a qualified consulting teacher, and a qualified evaluator(s). It may include other third parties to assist in correcting areas identified as unsatisfactory. The written remediation plan will contain a description of the deficiencies, a plan designed to achieve identified expectations, the type of assistance to be provided, a system of monitoring performance and time lines for completion. Teachers on a remediation plan will be evaluated at least at the mid-point and end of the remediation period. A written copy of such evaluations shall be provided to the teacher within ten school (10) days of each evaluation. The employee assumes responsibility for the successful completion of the remediation plan.

9.6 PROFESSIONAL DEVELOPMENT PLAN

If a tenured teacher receives a summative evaluation of “Needs Improvement”, the teacher will be placed on a professional development plan. The qualified evaluator shall develop a professional development plan in consultation with the teacher within thirty school (30) days of receipt of the “Needs Improvement” rating. The plan will be directed to areas in which the teacher must improve, and shall take into account the teacher’s ongoing professional development responsibilities, including the teacher’s regular teaching assignment, and include supports the District will provide in performance areas needing improvement. The employee assumes responsibility for the successful completion of a professional development plan.

9.7 Nothing herein shall abrogate the Board’s right to terminate non-tenured teachers in accordance with Section 24-11 of The School Code.

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. Copy of all teaching certificates;
- C. 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. Thereafter, the employee cannot challenge their placement on the list in that school year. If a challenge results in an employee's placement being altered, the administration shall provide a revised list to the Association.

ARTICLE XIII: REDUCTION IN FORCE AND NOTICE OF RECALL

13.1. REDUCTION IN FORCE

If the Board determines, because of economic necessity, to decrease the number of teachers employed or to discontinue some particular type of teaching service, non-tenured teachers without any evaluation will be dismissed first. All other teachers, both tenured and non-tenured, will be placed in performance groups based upon their most recent summative evaluation. If a teacher is removed or dismissed as a result of a decision by the Board to decrease the number of teachers employed or to discontinue some particular type of teaching service, the provisions of Section 24-12 of The School Code relating to the above will be followed.

13.2. CONTINUOUS SERVICE

Continuous service shall be defined as the continuous length of service within the district in a position requiring certification. Accumulation of continuous service shall begin on the employee's first working day in a position requiring certification.

13.3 CONTINUOUS SERVICE TIE-BREAKERS

If the Board determines it is necessary to have a reduction in force and two or more teachers have the same amount of continuous service, the following tie breakers set forth in Section 12.2.C. will be used to determine the order in which they will be dismissed.

13.4. NOTICE OF RECALL

The Board will provide notice(s) of recall to teachers in performance groups 3 and 4 by certified mail to the last address on file with the Board.

13.5 EMPLOYEE RECALL RESPONSE

An employee shall have fourteen (14) calendar days from receipt of the recall notice to respond as to whether he/she will accept the position. The failure of an employee to respond within fourteen (14) days or a rejection of the offer will result in the employee forfeiting his/her right to recall. 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. 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 position.

13.6 RETENTION OF TENURE STATUS

A recalled teacher retains his/her tenure status, accumulated sick leave and all accumulated continuous service; however, the period such teacher did not teach shall not be counted toward continuous service.

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.

- E. Standing Building Committee: A Standing Building Committee for the purposes of this section of the contract, is a building-level group of certified staff members, assigned by the building principal to conduct planning, implementation, assessment, research, development or outreach for a specific purpose determined by the administration. In general, a Standing Building Committee and its membership will be designated at the start of the school year by the building principal and reported to the Superintendent. A Standing Building Committee is a committee that is expected to meet on multiple occasions throughout the school year.

No certified staff member will receive additional compensation for serving on any committee during the regular school hours, nor be required to serve on a Standing Building Committee outside the regular school day.

Each school year, each school principal will be notified by the superintendent of his/her budget for Standing Building Committee meetings held outside the school day. Certified staff shall be compensated at a rate of \$10 per half-hour or \$20 per hour, for taking part in such committee meetings.

No compensation will be provided for serving on a district-level committee (Academics is Priority #1, Technology, PERA, etc.) that

certified staff attend either voluntarily or are required to attend based on recommendations or directions from their Teachers' Association.

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, 2016-17, and shall continue in force until the beginning of school, 2017-18.

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 | \$550.00 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 |

Extracurricular Salary Schedule

2016-2017

| Experience | 1 | 2 | 3 | |
|--------------------------|---------------------|---------------------|---------------------|--------------------------------|
| Athletic Director | 6341 6968 | 6851 7529 | 7385 8115 | without TRS with TRS |
| HS Head Football | 3767 | 4150 | 4738 | without TRS |
| HS Head Basketball | 4140 | 4561 | 5206 | with TRS |
| HS Athletic Director | | | | |
| HS Volleyball | 2895 | 3293 | 3661 | without TRS |
| HS Softball | 3181 | 3619 | 4023 | with TRS |
| HS Track | | | | |
| HS Baseball | | | | |
| HS Cheerleading | 2793 | 3150 | 3508 | without TRS |
| HS Asst. Basketball | 3069 | 3462 | 3855 | with TRS |
| HS Asst. Football | | | | |
| Golf | | | | |
| HS Asst. Volleyball | 2076 | 2501 | 2949 | without TRS |
| 7th/8th Basketball | 2281 | 2748 | 3241 | with TRS |
| Speech | | | | |
| Vocal director (6-12) | | | | |
| HS Asst. Baseball | | | | |
| HS Asst. Softball | | | | |
| HS Asst. Track | | | | |
| Band director (6-12) | | | | |
| Weight Training | | | | |
| JH Athletic Director | | | | |
| JH Track | 1454 | 1747 | 1989 | without TRS |
| HS/Elem Band | 1598 | 1920 | 2186 | with TRS |
| Play Director | 1348 | 1617 | 1842 | without TRS |
| HS Yearbook | 1482 | 1777 | 2024 | with TRS |
| Musical Art director | | | | |
| Musical Music director | | | | |
| Scholastic Bowl | | | | |
| Asst. Speech | | | | |
| JH Volleyball | | | | |
| FFA/FCCLA | 1244 | 1492 | 1700 | without TRS |
| Pom Pons | 1367 | 1640 | 1868 | with TRS |
| HS Student Council | | | | |
| 5th/6th Basketball | | | | |
| JH Ass.t Track | 1036 | 1245 | 1417 | without TRS |
| JH Cheerleading | 1139 | 1368 | 1557 | with TRS |
| JH Scholastic | | | | |
| Class Advisor | | | | |
| Prom Advisor | | | | |
| National Honor Society | 622 | 749 | 853 | without TRS |
| HS Asst. Student Council | 684 | 823 | 937 | with TRS |
| Asst. musical director | | | | |
| Stark Smart | | | | |
| Science Olympiad | | | | |
| Rebel Reporter | | | | |
| 5th Grade Band | | | | |
| JH Band | | | | |

SALARY SCHEDULE

| Year | Bachelors | Plus 8 | Plus 16 | Plus 24 | Plus 32 | Masters | Plus 8 | Plus 16 | Plus 24 | Plus 32 | Year |
|------|-----------|--------|---------|---------|---------|---------|--------|---------|---------|---------|------|
| 1 | 32012 | 32312 | 32612 | 32912 | 33212 | 33712 | 34047 | 34382 | 34717 | 35052 | 1 |
| 2 | 33292 | 33604 | 33916 | 34228 | 34540 | 35060 | 35409 | 35757 | 36106 | 36454 | 2 |
| 3 | 34573 | 34897 | 35221 | 35545 | 35869 | 36409 | 36771 | 37133 | 37494 | 37856 | 3 |
| 4 | 35853 | 36189 | 36525 | 36861 | 37197 | 37757 | 38133 | 38508 | 38883 | 39258 | 4 |
| 5 | 37134 | 37482 | 37830 | 38178 | 38526 | 39106 | 39495 | 39883 | 40272 | 40660 | 5 |
| 6 | 38414 | 38774 | 39134 | 39494 | 39854 | 40454 | 40856 | 41258 | 41660 | 42062 | 6 |
| 7 | 39695 | 40067 | 40439 | 40811 | 41183 | 41803 | 42218 | 42634 | 43049 | 43464 | 7 |
| 8 | 40975 | 41359 | 41743 | 42127 | 42511 | 43151 | 43580 | 44009 | 44438 | 44867 | 8 |
| 9 | 42256 | 42652 | 43048 | 43444 | 43840 | 44500 | 44942 | 45384 | 45826 | 46269 | 9 |
| 10 | 43536 | 43944 | 44352 | 44760 | 45168 | 45848 | 46304 | 46760 | 47215 | 47671 | 10 |
| 11 | 44817 | 45237 | 45657 | 46077 | 46497 | 47197 | 47666 | 48135 | 48604 | 49073 | 11 |
| 12 | 46097 | 46529 | 46961 | 47393 | 47825 | 48545 | 49028 | 49510 | 49992 | 50475 | 12 |
| 13 | | | 48266 | 48710 | 49154 | 49894 | 50390 | 50885 | 51381 | 51877 | 13 |
| 14 | | | | 50026 | 50482 | 51242 | 51751 | 52261 | 52770 | 53279 | 14 |
| 15 | | | | 51343 | 51811 | 52591 | 53113 | 53636 | 54159 | 54681 | 15 |
| 16 | | | | | | 53939 | 54475 | 55011 | 55547 | 56083 | 16 |
| 17 | | | | | | | | | | | 17 |
| 18 | | | | | | | | | | | 18 |
| 19 | | | | | | | | | | | 19 |
| 20 | | | 49231 | 52370 | 52847 | 55018 | 55565 | 56111 | 56658 | 57205 | 20 |

2016-17

(with TRS)

| Year | Bachelors | Plus 8 | Plus 16 | Plus 24 | Plus 32 | Masters | Plus 8 | Plus 16 | Plus 24 | Plus 32 | Year |
|------|-----------|--------|---------|---------|---------|---------|--------|---------|---------|---------|------|
| 1 | 35178 | 35508 | 35837 | 36167 | 36497 | 37046 | 37414 | 37782 | 38151 | 38519 | 1 |
| 2 | 36585 | 36928 | 37271 | 37614 | 37957 | 38528 | 38911 | 39294 | 39677 | 40059 | 2 |
| 3 | 37992 | 38348 | 38704 | 39060 | 39416 | 40010 | 40407 | 40805 | 41203 | 41600 | 3 |
| 4 | 39399 | 39769 | 40138 | 40507 | 40876 | 41492 | 41904 | 42316 | 42729 | 43141 | 4 |
| 5 | 40807 | 41189 | 41571 | 41954 | 42336 | 42974 | 43401 | 43828 | 44255 | 44682 | 5 |
| 6 | 42214 | 42609 | 43005 | 43400 | 43796 | 44455 | 44897 | 45339 | 45781 | 46222 | 6 |
| 7 | 43621 | 44030 | 44438 | 44847 | 45256 | 45937 | 46394 | 46850 | 47307 | 47763 | 7 |
| 8 | 45028 | 45450 | 45872 | 46294 | 46716 | 47419 | 47890 | 48361 | 48833 | 49304 | 8 |
| 9 | 46435 | 46870 | 47305 | 47740 | 48176 | 48901 | 49387 | 49873 | 50359 | 50845 | 9 |
| 10 | 47842 | 48290 | 48739 | 49187 | 49636 | 50383 | 50883 | 51384 | 51885 | 52385 | 10 |
| 11 | 49249 | 49711 | 50172 | 50634 | 51095 | 51865 | 52380 | 52895 | 53411 | 53926 | 11 |
| 12 | 50656 | 51131 | 51606 | 52081 | 52555 | 53346 | 53877 | 54407 | 54937 | 55467 | 12 |
| 13 | | | 53039 | 53527 | 54015 | 54828 | 55373 | 55918 | 56463 | 57008 | 13 |
| 14 | | | | 54974 | 55475 | 56310 | 56870 | 57429 | 57989 | 58548 | 14 |
| 15 | | | | 56421 | 56935 | 57792 | 58366 | 58941 | 59515 | 60089 | 15 |
| 16 | | | | | | 59274 | 59863 | 60452 | 61041 | 61630 | 16 |
| 17 | | | | | | | | | | | 17 |
| 18 | | | | | | | | | | | 18 |
| 19 | | | | | | | | | | | 19 |
| 20 | | | 54100 | 57549 | 58074 | 60459 | 61060 | 61661 | 62262 | 62862 | 20 |

SIGNATURE PAGE

The Board of Education of Stark County Community Unit School District #100 and the Stark County Education Association approved May 2016.

Stark County CUSD #100 Board of Education

Board President

Board Secretary

Negotiations Team Member

Negotiations Team Member

Stark County Education Association

SCEA President

Negotiations Team Member

Negotiations Team Member

Negotiations Team Member

Negotiations Team Member

Negotiations Team Member

Negotiations Team Member

Negotiations Team Member