

# MASTER CONTRACT

## MEREDOSIA-CHAMBERSBURG COMMUNITY UNIT DISTRICT #11

For School Years

2021-2022, 2022 - 2023, 2023 - 2024

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## ARTICLE I

### RECOGNITION, JURISDICTION AND SCOPE

1.1 The Board of Education of Community Unit School District No. 11 of Morgan, Cass, Brown and Pike Counties, Illinois, will HEREINAFTER be referred to as the "Board". Meredosia-Chambersburg Education Association, IEA/NEA, will hereinafter be referred to as the "Association".

1.2 For the purpose of collective bargaining with respect to wages, hours and working conditions, the Board recognizes the Association as the sole and exclusive representative for all full-time certified teaching personnel including part-time teaching personnel of the District that were employed previous to July 1, 1984, during the term of this agreement, excepting administrators and managerial employees.

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

## ARTICLE II

### MANAGEMENT RIGHTS

2.1 All new teachers employed by Meredosia-Chambersburg CUSD 11 will be given full credit on the salary schedule for their education and experience.

In case of emergency, the Board reserves the right to alter and/or deviate from the salary schedule (i.e. teachers in a severe shortage area or lack of qualified candidates). Teachers employed at the level above the salary schedule will be paid according to the salary scheduled after two years of service.

## ARTICLE III

### EMPLOYEE AND ASSOCIATION RIGHTS

#### 3.1 Non-Discrimination

The Board shall not discriminate against any employee for reason of race, creed, color, marital status, age, sex or national origin.

### 3.2 **Teacher Conference**

Parents or other individuals desiring a conference with a teacher may make arrangements through the principal's office or by contacting the teacher directly. The building principal, if contacted, will attempt to find out the reason for the conference request, the time desired and relay this information to the teacher. If the requested time for the conference is not satisfactory, the principal will inform the person desiring a conference that the teacher is not available at that time. The principal would then ask the parent or other individual to call back at a convenient time to talk with the teacher and to arrange a time mutually agreeable to both parties.

### 3.3 **Meeting Notices and General Information**

The Association will be granted the following:

- A. The use of school buildings for meeting upon clearance of the building principal.
- B. The use of employee mail boxes, inter-school mail, e-mail, and one bulletin board in each attendance center – the one located in the faculty room at the high school and the one located near the mailbox at the elementary school.
- C. The use of school equipment. The cost of mailing supplies, consumables and telephone use will be paid by the Association.

### 3.4 **Evaluation – As outlined in PERA and Senate Bill 7**

- All Illinois school districts must begin using new teacher evaluation systems that incorporate student growth measures Sept. 1, 2016 (Smart Goals). In addition, district Joint Committees must identify two assessment types to measure student growth for each category of teacher as well as one or more measurement models that use multiple data points to determine student growth using the selected assessments (Illinois Administrative Code, Part 50, Sub..A, Sec. 50.110[b]). In selecting assessments to measure student growth, districts must select from three types of assessments:

Assessment Type Description:

- Type I – A reliable assessment that measures a certain group or subset of students in the same manner with the same potential assessment items, is scored by a non-district entity, and is administered either statewide or beyond Illinois.
- Type II – Any assessment developed or adopted and approved for use by the school district and used on a districtwide basis by all teachers in a given grade or subject area.

- Type III – Any assessment that is rigorous, that is aligned to the course curriculum, and that the qualified evaluator and teacher determine measures student learning in that course.

NOTE: Type I and II assessments also may be considered Type III if they align to the curriculum and are capable of measuring student learning in the subject (Illinois Administrative Code, Part 50, Sub. A, Sec. 50.30).

- Teachers with tenure will be evaluated every other year, though a tenured teacher rated “Needs Improvement” or “Unsatisfactory” in any one year will be evaluated the following year. Teachers without tenure will be evaluated every year.

Evaluation Every Year	Evaluation Every Other Year
Non-tenured teachers	
Tenured teachers rated “Needs Improvement” or “Unsatisfactory”	Tenured teachers rated “Proficient” or “Excellent”
Any teacher may be subject to an evaluation during a principal’s first year at a school	

#### EVALUATION CYCLE:

#### TEACHER EVALUATION CYCLE REQUIREMENTS: NON-TENURED

Who Years 1 – 3 Non-Tenured All first through third year non-tenured Teachers	Year 4 Non-Tenured All fourth year non-tenured Teachers
<ul style="list-style-type: none"> <li>• A minimum of three observations to be required each school year, of which two must be formal observations. Formal observations include both pre- and post-conference observation</li> <li>• Non-tenured teachers into out of the last three years of non-tenured status must have a summative rating of proficient or excellent</li> <li>• Non-tenured teachers have summative ratings of excellent during the first three years are eligible for early tenure</li> </ul>	<ul style="list-style-type: none"> <li>• A minimum of three observations to be required each school year, of which two must be formal observations. Form observations include both pre- and post-conference observation</li> <li>• Non-tenured teachers in the fourth year of non-tenured status must have a summative rating of proficient or excellent</li> </ul>
Summative Evaluation – Annual	Summative Evaluation - Annual

<b>TEACHER EVALUATION CYCLE REQUIREMENTS: TENURED</b> <b>Tenured – Proficient/Excellent Rating</b> All tenured Teachers who receive a rating of Proficient or Excellent	<b>Tenured – Needs Improvement Rating</b> All tenured Teachers who receive a rating of Needs Improvement	<b>Tenured – Unsatisfactory Rating</b> All tenured Teachers who receive a rating of Unsatisfactory
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A minimum of two (2) observations shall be required each evaluation cycle, of which one (1) must be a formal observation (formal observations include both a pre- and post- observation conference)	A minimum of two (2) observations shall be required each evaluation cycle, of which one (1) must be a formal observation (formal observations include both a pre- and post- observation conference) If the Teacher has corrected the performance areas and receives a rating of "proficient" or "excellent", he or she is returned to the regular evaluation cycle	A minimum of two (2) observations shall be required each evaluation cycle, of which one (1) must be a formal observation (formal observations include both a pre- and post- observation conference) If, at the conclusion of the remediation period, the Teacher has not corrected the performance deficiencies, the Teacher is subject to dismissal
Every two years	Every two years No minimum or maximum	90 school days unless shortened by agreement

A teacher evaluation will have a post conference meeting summarizing their evaluation within 10 working calendar days of the date of the evaluation.

The Board approved evaluation instrument that has been established by the M-CEA, the Administration and the Board of Education is a part of Board Policy No. 5:320. It shall be changed only after consultation between the Board and the Association.

### 3.5 **Termination/Discipline**

- A. Prior to the issuance of a written notice of termination, the appropriate administrator will have a conference with the employee.
- B. Termination of Tenured Employee  
The Board must approve a motion containing specific charges against the teacher. The Board shall provide the employee with a written notice of the specific charges against the tenured employee along a bill of particulars within five (5) days of the adoption of the motion. No hearing is required unless a teacher, within ten (10) days after receiving notice, requests in writing of the Board that a hearing be scheduled. If the teacher does request a hearing, the Board will then schedule a hearing on the charges before a disinterested hearing officer on a date no less than fifteen (15) or more than thirty (30) days after the enactment of the motion. The Board may schedule the hearing, contingent upon the teacher's request, at the same meeting where the notice of charges is adopted. After a receipt of the teacher's request for a hearing and scheduling thereof, the Secretary of the Board must forward a copy of the notice of the charges to the State Board of Education. Within five (5) days of the receipt of the notice, the State Board of Education must provide the list of hearing officers. The Board and the teacher or their legal representative shall within three (3)

days, alternately strike one name from the list until only one name remains. The procedure regarding such hearing shall be:

1. The employee shall have the right to attend the hearing, to be represented by counsel, to cross-examine witnesses and to present evidence and witnesses in the employee's defense.
2. The Board or the administration shall not present evidence, which was not recorded in the employee's personnel file prior to notification of the termination.
3. The employee or employer may choose whether the hearing will be open.

C. Each Teacher acknowledges that he/she will uphold the code of conduct of my teaching profession as set by the Standards of the Illinois State Board of Education/I.S.B.E., which is under the I.S.B.E. Code of Ethics and the District's policies and rules. If there is an alleged violation of the Conduct Clause (Code of Conduct) of ISBE or the District's policies and rules, the said individual who is accused will be given due process according to this contract and state law.

### 3.6 **Personnel File**

Each employee shall have the right, upon request, to review the content of said employee's personnel file and to place therein written reactions to any of its contents. The Superintendent will honor the request within five (5) working days. Personnel files may only be copied by the Superintendent or his/her designated person. A request form is available on the website or in the District office.

### 3.7 **Right to Organize**

Employees shall have the right to organize, join and assist the Association and to participate in professional negotiations with the Board. The Board shall not discriminate against any employee with respect to hours, wages, terms and conditions of employment or reason of membership in the Association, participation in negotiations with the Board, or the institution of any grievance, complaint or proceeding under this Agreement.

### 3.8 **Fair Share**

Each bargaining unit member employed after January 1, 1984 shall join the Association within 30 days of commencing his duties, or pay annually a fair share fee for services rendered to the Association not to exceed the amount of dues uniformly required of members of the association.

The bargaining unit members hired on or before January 1, 1984, who wish to remain non-members shall be considered under the grandfather clause and be required to pay annually a fair share amount equal to the local dues or an amount equal to a member's

proportionate share of the Association's (Home) budget for teacher welfare whichever is less.

The amount certified by the exclusive representative shall not include any fees for contributions related to the election or support of any candidate for political office. In the event that the bargaining unit member does not pay his/her fair share fee directly to the Association, the Board shall deduct the fair share fee from the wages of the non-member in a manner consistent with present dues deduction procedures. Such fee shall be paid to the Association by the Board no later than ten (10) days following the deduction.

The obligation to pay a fair share fee will not apply to any employee who, on the basis of a bonafide religious tenet or teaching of a church or religious body of which such employee is a member, 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 in behalf of the employee to a mutually agreeable non-religious charitable organization as per Association policy and Rules and Regulations of the Illinois Educational Labor Relations Board.

#### **Board Indemnification and Save Harmless Provision**

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 notice of such action in writing to the Association, and permits Association intervention as a party if the Association 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 all 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 compliance with this article.

#### **Exception**

It is expressly understood that this save harmless provision will not apply to any claim demand, suit or other form of liability which may arise as a result of and type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this article.

#### **3.9 School Calendar**

The Board shall establish a school calendar, which does not exceed 185 days. The calendar shall contain no more than 180 workdays. The Superintendent shall draft a

minimum of two (2) tentative calendars; to be discussed with the calendar committee consisting of the superintendent and members of the association before being distributed to staff members for approval. Staff members shall communicate in writing their calendar preference to the Superintendent no later than the date of the April Board meeting. The Superintendent will report the preference of the staff to the board at the April meeting.

### **3.10 Seniority Rights**

Seniority shall be defined as the length of a bargaining unit member's service within the District. The first day shall be defined as the day upon which regular teaching duties were scheduled to be performed. Seniority will not accrue during any leave of absence without pay except when leave is for educational purposes. Seniority will not be interrupted due to other excused absences or illness. In the event district seniority is equal between tenure employees, the following procedures are to be utilized as a tiebreaker.

- A. Previous experience credit inside and outside the District, which is allowed for credit on the salary schedule.
- B. Education beyond the bachelor's degree which is allowed as credit on the salary schedule.
- C. Any further ties will be broken as determined by the Board of Education.

### **3.11 Use of School Equipment**

Use of facilities and equipment owned by the school district shall be considered fringe benefits for employees as long as consumable materials are not used without payment and there are not conflicts with previously scheduled activities. Permission must be obtained from the building principal or person responsible for the area. Heat, lights and water are not included as consumable materials for payment.

## **ARTICLE IV**

### **LEAVES**

#### **4.1 Sick Leave**

The Board shall grant their full time teachers and other employee's sick leave provisions not less in amount than thirteen (13) days. If any such teacher or employee does not use the full amount of annual leave thus allowed, the unused days shall accumulate at full pay. Staff members who have extended contracts will be granted one (1) extra day for each month or fraction thereof that their contract is extended. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. The Board may require a physician's certificate, or

if the treatment is of prayer or spiritual means, that of a practitioner of such person's faith, as a basis for pay during leave after an absence of three days for personal illness, or as it may deem necessary in other cases. Immediate family is defined as parents, spouse, sister, brother, children, grandparent, grandchildren, parent-in-law, brother-in-law, sister-in-law and legal guardian of employee.

All employees starting their thirtieth (30) year of teaching in public schools with at least ten (10) years of experience in the Meredosia-Chambersburg School District shall receive a bonus of .5 days sick leave for every day of the leave accumulated at that time. These days must be available for use when granted. In the last year of the individual's employment (retirement year) any additional sick leave days granted by this provision will be given in compliance with TRS rules and regulations.

#### **4.2 Family and Medical Leave**

The Board will grant requests for family and medical leave in accordance with Board Policy No. 5:185.

#### **4.3 Association Leave**

In the event that the Association desires to send representatives two (2) to local, state or national conferences or on other business pertinent to Association affairs, these representatives shall be excused without loss of salary provided, the Association reimburses the District for the cost of the substitute at the prevailing rate regularly paid for substitutes in the District and further providing, the frequency of excused leaves does not impair the quality of classroom instruction and that written request for the leave has been submitted and approved by the superintendent. The maximum aggregate days of such leave shall not exceed four (4) days. These are considered professional leave days.

#### **4.4 Personal Leave**

Each teacher shall be entitled to three (3) days per year for personal business or emergency without loss of pay. Personal leave requests are subject to the following limitations:

1. 48-hour notice is to be given to the building principal.
2. The day shall not be used the school day previous to, or the school day following a school holiday.
3. The day may not be used on an institute day or school improvement day.
4. Any unused personal days will be converted to sick days and will be added to the total available for use during the next year.
5. No personal days should be taken during the first two weeks or the last two weeks of school.

6. Exceptions to the above may be granted at the discretion of the building principal or superintendent.

#### 4.5 **Funeral Leave**

Each employee is allowed a maximum of five (5) consecutive workdays paid leave for the death of a spouse, parent, child, sibling, grandparent or parent-in-law. An employee will be allowed a maximum of three (3) consecutive workdays paid leave for the death of any other immediate family member as defined in Article 4.1. Any additional leave beyond that specified above will be considered as regular sick leave. Funeral leave is neither accumulative nor limited in number.

#### 4.6 **Sick Leave Bank**

A sick leave bank shall be established for employees of the district represented by the Association. Each year, each teacher may donate one (1) day to the bank. The total number of days to accumulate in the bank will not exceed 100. Teachers may donate additional days to the bank anytime the total days drop below 100 days. The bank can exceed the maximum of 100 days to accommodate any teacher new to the district who wishes to contribute to the bank. Teachers electing to contribute to the sick leave bank shall be eligible to apply for sick days from the sick leave bank.

Any days not used during one school year shall be accumulated in the bank to be available for use in successive school years.

Any teacher currently employed by the district who contributed sick days to the bank shall be eligible to request sick days from the bank provided that:

1. The employee has used all his/her personal accumulated sick days.
2. The committee (governing body) must approve the request by a majority vote.

A committee will be established to act as the governing body for the administration of the sick leave bank. Said committee shall consist of two employees named by the Association and 2 administrators named by the School Board. There must be a majority vote.

The sick leave bank committee will provide reports on the status of the sick leave bank, including the number of days remaining, to the Association at least once during every school year. In no event shall the sick leave bank provide more than twenty (20) days to any one person in any school year. No person shall be eligible to the sick leave bank benefits who are on disability leave or who is eligible to receive benefits for disability from the district or from any other source.

The bank can exceed the maximum of 100 days to accommodate any teacher new to the district who wishes to contribute to the bank.

## GUIDELINE FOR APPLYING TO SICK LEAVE BANK

An employee that has contributed to the sick leave bank may request days only if there is a catastrophic illness or accident involving the employee or his/her immediate family.

## ARTICLE V

### GRIEVANCE PROCEDURE

#### 5.1 Definition

A written complaint by a teacher that there has been a violation of the terms of this Agreement shall be a grievance.

#### 5.2 Time Limits

All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) days before the close of the school term, time limits shall consist of all weekdays.

#### 5.3 Statement of Basic Principles

- A. No reprisals shall be taken by the Board of the administration against a teacher because of his/her participation in a grievance.
- B. A grievance may be withdrawn at any level without establishing precedent.
- C. Time Bar – Failure of a teacher or the Association to act on any grievance within the prescribed time limits will bar any further appeal.
- D. Class Grievance – The principal or superintendent may, at their discretion, combine grievances of a similar nature involving one or more teachers to more efficiently resolve their grievances and decide those grievances as a class.

#### 5.4 Procedures

Informal Step: An attempt shall be made by the grievant to resolve any grievance by means of an informal, verbal discussion between the grievant and his/her immediately involved principal. If, however, the informal process fails to satisfy the grievant, a grievance may be processed as follows:

- Step 1. The teacher shall present the grievance in writing within ten (10) days of the alleged contract violation, specifying the article and clause alleged to have been violated and stating the remedy sought to the principal immediately involved, who will arrange for a meeting to take place with the grievant within seven (7) days after the receipt of the grievance. The principal shall provide a written answer stating the reasons for the decision to the grievant within ten (10) days of the receipt of the grievance.
- Step 2. If the grievant is not satisfied with disposition of the grievance at Step 1, the grievant may refer the grievance in writing to the superintendent within five (5) days after the receipt of the Step 1 answer. The superintendent will arrange for a meeting to take place with the grievant within ten (10) days after his receipt of the grievance. The superintendent shall provide a written answer stating the reasons for his decision to the grievant within ten (10) days after the meeting.
- Step 3. If the superintendent does not resolve the grievance, the grievant and the Association shall refer it to the Board of Education for hearing at the next regularly scheduled meeting in writing within five (5) days of receipt of the Step 2 answer. The aggrieved teacher, the Association's representative, and the immediately involved supervisor shall meet with the Board of Education to discuss the grievance. The Board of Education shall give its written response to the grievance, stating the reasons for their decision, within ten (10) days following the meeting.
- Step 4. If the grievant is not satisfied with the disposition of the grievance at Step 3, the grievant may submit the grievance to arbitration in accordance with the Illinois Labor Relations Act. If a demand for arbitration is not filed with the superintendent within fourteen (14) days of the date of the Step 3 answer, then the grievance shall be deemed withdrawn.
1. Neither the Board of Education nor the grievant shall be permitted to assert any grounds or evidence before the arbitrator, which has not been previously disclosed to the other party.
  2. The arbitrator in his opinion, shall not amend, modify, nullify, ignore or add to the provisions of the agreement. His authority shall be strictly limited to deciding only the issues presented to him in writing by the School District and the Grievant and his decision must be based only upon his interpretation of the meaning or application of the express relevant language of the Agreement.
  3. Each party shall bear the full costs for its representation in the grievance procedure.
  4. If either party requests a transcript of the proceedings, that party shall bear full costs for the transcript. If both order transcripts, the cost of

- the two transcripts shall be divided equally between the Board and the grievant.
5. The M-CEA and the School District shall split the cost of the arbitration.
6. By mutual agreement of both parties at any of the grievance procedural steps outlined in Article 5.4, Steps 1-3, the grievance shall by-pass to the next step of the grievance process.

## ARTICLE VI

### TEACHER ASSIGNMENTS

#### 6.1 Arrival and Dismissal Time

Teachers will arrive at school at least thirty (30) minutes before the start of the school day; which is 7:45 am and in their assigned classrooms or supervisory posts fifteen (15) minutes after arriving. The start of the school day is 8:15 am. The teacher's day will end thirty (30) minutes after the close of the student's day at 3:05 pm. On days when students are not in attendance, the workday will be the same as when students are in attendance.

Teachers will not be required to remain past the above-mentioned teacher day except for:

- A. Altered bus schedules.
- B. Teacher's meetings are not to last past 3:45 pm.
- C. Teacher trainings other than SIP or Teacher Institute days will require a 48 hour notice with an agenda.
- D. Curriculum meetings.
- E. Scheduled appointments with parents.
- F. Open house, parent-teacher conferences, or PCA meetings.
- G. Emergency situations which endanger student welfare or safety, which require employee's presence as determined by the superintendent or principal.
- H. Employees with extra duty assignments shall remain to perform such duties.
- I. Special education staffing's.
- J. Meetings with the administration or Board.

#### 6.2 Job Assignments

The Board can assign teachers to any position in the District for which they are certified or approved. Notice of a possible change in job assignment for the forthcoming year should be given to affected personnel by August 1. It should be understood by the Association that when changes in job assignments must be made after August 1 because of a change of District enrollment or personnel needs, notification will be made

to the affected personnel as soon as possible after a decision of the change in job assignment has been made.

### 6.3 **Extra Duty Assignments**

A. All teachers are to accept a regular schedule of extra duty activities as per Appendix B. These may include clubs, music, dramatics, sports, committee work, school programs in the evening, lunch program and other activities assigned by the Principal, Superintendent and is subject to Board approval.

B. All certified staff members will be given first opportunity to be a class sponsor. If no certified staff is wanting the sponsorship then an administrator may approve a non-certified staff member to be a class sponsor.

### 6.4 **Teaching and Extracurricular Vacancies**

A notice of all teaching and extracurricular activity vacancies for certified personnel shall be posted in all attendance centers during the school year. All vacancies shall be posted within 10 days of opening and shall be posted for a minimum of 5 days prior to filling the position. If school is not in session, notices will be sent to those personnel who have requested vacancy notification.

### 6.5 **Planning Period**

Preparation time for elementary teachers should include a planning period equivalent to the normal teaching period at the junior-senior high school.

All Jr/Sr. HS teachers will have a full class period for planning. This period may not be split period.

### 6.6 **Substitutes**

In the event of a teacher absence, the administration or designee will make a strong attempt to find a substitute in all subject areas.

Teachers will prepare and file in the principal's office a special two-day substitute plan for use by a substitute teacher if the daily lesson plans prepared by is not readily available.

### 6.7 **In-House Substitutes**

The board shall pay as per Appendix B to all regularly employed teachers, which are assigned to substitute for another teacher's class during their planning period in the course of any school day.

## 6.8 Curriculum Committee

The Board shall recognize curriculum committees established by the M-CEA at specific grade levels i.e. primary, intermediate, junior or senior high, or subject matter areas. In collaboration with the building principal and superintendent, such committees would make suggestions or changes in classes taught and/or textbooks. The Board will adopt, upon recommendation of the superintendent, a curriculum that meets adoption criteria set forth in Board Policy No. 6:40.

## ARTICLE VII

### SALARY AND FRINGE BENEFITS

#### Compensation Cap

Notwithstanding any other provision in this Agreement, no employee who is within 5 years of first becoming eligible to receive a retirement annuity under TRS rules and regulations, shall either receive and/or be paid by the school district an increase in creditable earnings that would constitute an increase of more than 6% per annum in the TRS creditable earnings the teacher earned in the immediately preceding fiscal year. "Creditable earnings" include all earnings of whatsoever kind or nature paid to an employee by the District which TRS credits under its rules and regulations toward a retirement annuity for the employee. Any such creditable earnings that exceed the 6% cap on increases from one fiscal year to another shall not be considered as due and owing to any employee within this 5 year period. If, however, an employee earns compensation that TRS considers exempt from the 6% cap under PA 94-1057, the employee shall be paid such exempt earnings provided the payment does not require an additional employee contribution to TRS because of a payment to the employee exceeding the 6% cap.

No teacher shall be required to accept an extracurricular sponsorship or athletic coaching assignment which the teacher was not performing in the year immediately preceding the first year of the five year Compensation Cap. Nothing shall prevent the Board and a teacher from mutually agreeing to release a teacher from an extracurricular sponsorship or an athletic coaching assignment during the duration of the Compensation Cap.

In the event TRS modifies its rules and regulations in effect on July 1, 2007, regarding the obligation of the school district to pay an additional employee contribution to TRS for exceeding this 6% creditable earnings limitation during the employee's retirement eligible period, then the parties agree to promptly commence good faith collective bargaining as may be required consistent with such modification.

### 7.1 **Dues Deduction**

Any part or full-time certified teacher may sign and deliver to the central office an authorization for annual dues deduction. The appropriate authorization forms shall be provided by the Association. This authorization will be presented to the Board between August 15 and September 10 of each year from those teachers requesting dues deduction. Those teachers who are employed after the beginning of the school year may request dues deduction for the remainder of the year, equivalent to the amount of dues to be deducted for the remainder of the school year.

### 7.2 **Retirement Shelter**

According to authority granted by the Pension Reform Act of 1974, Section 414 (h) (2) of the Internal Revenue Code, the Board agrees to pay on behalf of each teacher 100% of the individual teacher's contribution to the Teacher Retirement System and 100% of the individual's contribution to the Teacher's Health Insurance System/Teacher's Retirement Insurance Program (THINS/TRIP) as a tax sheltered direct contribution. Should any of the above be declared improper by the IRS ruling or opinion or by a court of competent jurisdiction, that clause or portion thereof shall be deleted to the extent that it violates the ruling or opinion. The term employee refers only to those persons who are paid based on the teacher salary schedule.

### 7.3 **Mileage Allowance**

Teachers who are required to use their personal vehicles in the course of their employment or otherwise use their vehicles in authorized service to the School District shall be reimbursed at the standard mileage rate established by the IRS. Mileage will be paid from the point of departure to the point of return. No mileage will be paid for attendance at an event held in Meredosia.

### 7.4 **Credit Hours**

The certified full time teaching staff shall submit to the Superintendent for approval all accredited college hours for CEU/CPDU hours, which may apply toward the horizontal advancement on the salary schedule. Proof of credit in the appropriate teaching areas or accumulated CEU/CPDU shall be submitted by September 1 of each year for advancement on the pay scale with the requested school year. The Superintendent will provide the staff member with signed and dated documentation of this move on the salary schedule on district letterhead. It is the employee's responsibility to keep track of his/her hours and submit the completed form for pay advancement on the salary schedule.

**One continuing education unit (CEU) is defined as fifteen (15) contact hours/CPDU's of participation in an organized continuing education experience under responsible sponsorship, capable direction and qualified instruction.**

**Eight (8) continuing education units equal one (1) horizontal advancement on the salary schedule.**

**This practice can only be exercised one (1) every five years from the date of salary advancement approval by the superintendent.**

**All past practices are null and void.**

#### **7.5 Graduate Hours**

- A. The Board will pay Two Hundred Dollars (\$200) per semester hour for up to nine (9) semester hours per year of approved and completed graduate level work toward a Master's degree or courses taken for recertification. Courses must have the Superintendent's approval, be conferred by an accredited institution of higher education, and earn a grade of "A" or "B" or receive a "Pass" in the event such courses are only evaluated on the Pass/Fail basis. Prior to reimbursement the employee must submit proof of successful course completion and documentation of tuition paid. The Board of Education shall only pay for up to forty (40) semester hours of approved class work during the employment of the teacher.
- B. If a teacher is just before, at, or over their (40) semester hours they may petition the Administration and Board for approval of a Masters in their field or in an attempt to obtain a Master's in Education Administration (Type 75 Certificate). If approved by the Board then their Master's Program would be paid back in full over a 5 year span after upon completion.

#### **7.6 Pay Schedule**

1. Teachers will be placed on the schedule based upon their appropriate years of teaching experience and their educational level as per Appendix A.
2. Teachers will advance one (1) step vertically for each year of experience.
3. Teachers will be allowed to move horizontally by acquiring additional education hours with approved CEU/CPDU signed documentation from the Superintendent.
4. The extra duty pay schedule shall be set forth in Appendix B, which is attached to and incorporated in the agreement. Supplemental pay shall be added to the employee's salary.
5. Paydays shall be twice a month on the eighth (8<sup>th</sup>) day and the twenty-second (22<sup>nd</sup>) day of each month. If a regular pay date during the school term falls on a day when school is not in session, employees shall receive their check on the last workday prior thereto. All employees will receive

their pay through direct deposit to an account in the name of the employee at a financial institution designated by the employee.

6. All special education teachers under the administration of Community Unit 11 will be paid according to our salary schedule, not according to the Four Rivers salary schedule.

#### 7.7 Insurance Benefits

1. Each certified employee who is employed full time will receive a \$10,000 group term life insurance policy. All existing teachers prior to this contract periods are grandfathered in receiving the Life Insurance benefit.
2. All employees who are employed full time will have the option of enrolling in the group health insurance program or receiving a \$3,000.00 lump sum stipend to be paid out by the 2<sup>nd</sup> payday cycle of September. This stipend will be paid every year to employees not enrolled in the District's Insurance plan. On behalf of the employee, the stipend is supplemental to the Board paid portion of the group health insurance paid for the individual coverage. All existing teachers prior to this contract period are grandfathered in to receiving the Health Insurance benefits.
3. Changes in insurance coverage may only be made during the month of April or May to be effective June 1. The only exceptions will be for marriage, divorce, birth/adoption of a child or death of a covered dependent.
4. If an employee withdraws funds from the 403B Plan and such action results in a penalty not allowing contributions on behalf of the employee to the Plan until such the penalty expires. All back contributions will be paid into the Plan at expiration of the penalty. No back contributions will be paid directly to the employee. Any employee currently receiving the 403B benefit who wishes to change to the insurance program or who is in the insurance program and wishes to change to the 403B Plan may do so according to the eligibility periods in the respective insurance or 403B Plan documents.
5. The board will pay ninety percent (90%) of the annual health insurance premium for single coverage. The MCEA will provide a committee of two representatives and a Board appointed committee consisting of two board members or two administrators will decide which insurance company and policy the district enrolls in.
6. Contributions to tax sheltered annuities expressly authorized and allowed in the District's Plan Document effective on or before January 1, 2009, shall be subject to salary deduction. At least annually, the Administration shall notify employees of the option to participate, the time period which

election may be made and summarize the Plan's essential features. The  
403B Plan shall be developed in cooperation with the MCEA or District  
committee in which the MCEA shall have one representative.

#### 7.8 **Hepatitis Shots**

Any certified employee not having been immunized for viral hepatitis shall be given the opportunity to receive said vaccination at the cost to the district.

#### 7.9 **Salary Enhancement**

Full time teachers with at least 35 years of creditable teaching service, and who meet the other eligibility criteria enumerated below, may be eligible for a salary enhancement as an inducement to retire. For teachers who qualify for a four-year incentive payment, the Board shall increase the teacher's salary over the previous year's salary by 6% for the first year, 6% for the second year, 6% for the third year, and 6% for the fourth year prior to retirement. These increases in any year shall not exceed 6% of the creditable earnings over the prior year's creditable earnings.

For teachers who qualify for a three-year incentive payment, the Board shall increase the teacher's salary over a previous year's salary by 6% for the first year, 6% for the second year and 6% for the third prior to retirement. These increases in any year shall not exceed 6% of the creditable earnings over the prior year's creditable earnings.

For teachers who qualify for a two-year incentive payment, the Board shall increase the teacher's salary over the previous year's salary by 6% for the first year and 6% for the second year prior to retirement. These increases in any year shall not exceed 6% of the creditable earnings over the prior year's creditable earnings.

For teachers who qualify for a one-year incentive payment, the Board shall increase the teacher's salary over the previous year's salary by 6% in the year prior to retirement. The increase in any year shall not exceed 6% of the creditable earnings over the prior year's creditable earnings.

In order to qualify for a salary enhancement, the teacher is subject to the following criteria and limitations:

- A. The teacher must be eligible to retire on the date of retirement under the Illinois Teachers' Retirement System and receive an immediate benefit, but not under the statutory Early Retirement Option. (ERO).
- B. The teacher must have 35 years of creditable teaching service upon completion of salary increase provisions.
- C. To participate in this benefit, the teacher must submit an irrevocable retirement letter by July 1<sup>st</sup> of the school year preceding then choose your plan of either 4

years, 3 years, 2 years, or 1 year prior to the effective retirement date. This letter must be accompanied by a TRS member requested "Personal Statement of Benefits" and a "Benefits Estimate" confirmation of total years of service.

- D. No teacher may participate in the program unless he/she has sufficient service credit and/or age credit under the Illinois Teachers' Retirement System (Tier I Member) to exempt the employer from the payment of any penalty or other additional amount to the Teachers' Retirement System.
- E. The Board of Education shall not be responsible for both the payment of a salary enhancement and the Board required contribution to TRS under that system's statutory Early Retirement Option program (ERO). ERO does not include the TRS 2.2 formula for retirement purposes.

This provision is tentatively agreed to and ratified with the understanding that it will be submitted to TRS for review to obtain reasonable assurance from TRS that the District will incur no penalties or additional assessments resulting from it, and that it is not otherwise problematic to TRS. If TRS should have objections or advises that the District will incur penalties by reason of this paragraph, then before this provision becomes effective it shall be revised through the negotiation process as necessary based upon findings from TRS and resubmitted and revised until reasonable assurance from TRS is obtained.

#### 7.10 **Assignment Limitations**

No Teacher, who elects to participate in the Salary Enhancement program specified in Paragraph 7.9 of this Agreement, shall be required to accept an extracurricular sponsorship or athletic coaching assignment which the teacher was not performing in the year immediately preceding that teacher's first year in the Salary Enhancement program. Nothing shall prevent the Board and a teacher from mutually agreeing to release a teacher from an extracurricular sponsorship or an athletic coaching assignment during the Salary Enhancement years.

#### 7.11 **Severance Pay**

- A. Certified employees who have not elected the salary enhancement options in Paragraph 7.9 and who have 35 years of TRS creditable service and are eligible to receive a TRS retirement annuity shall receive a severance payment of 20% of the annual total creditable earnings reported by the District to TRS earned by that employee in his/her year of retirement. To elect the severance pay option, the eligible certified employee must submit an irrevocable letter of retirement to the Board of Education on or before May 31<sup>st</sup> of the year prior to the employee's retirement effective date. The Board shall receive one year's notice of retirement from the eligible certified employee.

- B. Certified employees who have exercised the salary enhancement in Paragraph 7.9 shall receive the 20% severance payment as outlined in subparagraph A hereinabove less the total amount paid to the teacher pursuant to the Paragraph 7.9 salary enhancement payments made to the teacher.
- C. No severance payment to any eligible certified employee shall be due and owing to that employee until January of the year immediately following the certified employee's effective date of retirement. The District shall make the severance payment to the former certified employee in January of that year.

This provision is tentatively agreed to and ratified with the understanding that it will be submitted to TRS for review to obtain reasonable assurance from TRS that the District will incur no penalties or additional assessments resulting from it, and that it is not otherwise problematic to TRS. If TRS should have objection objections or advises that the District will incur penalties by reason of this paragraph, then before this provision becomes effective it shall be revised through the negotiation process as necessary based upon findings from TRS and resubmitted and revised until reasonable assurance from TRS is obtained.

#### **7.12 Before and After School Tutoring**

Before and after school tutoring will be paid at the same rate as home tutoring. To be determined and approved by the District Superintendent.

### **ARTICLE VIII**

#### **DURATION AND RELATED TECHNICAL CLAUSES**

##### **8.1 Duration**

This agreement shall become effective of July 1, 2021 and shall continue in effect until June 30, 2024 with a salary schedule in effect for the 2023 - 2024 school year and subsequent years to be negotiated prior to June 30, 2024. When one party executed written notification to the other party after February 1 of the year the contract terminates that it wishes to re-negotiate the Agreement, the parties shall meet no later than April 30 to receive the mutual proposals and negotiations shall continue in an effort to reach an agreement.

##### **8.2 No Strike – No Lock Out**

During the term of this Agreement, the certificated teaching employees represented by the Association agree not to strike or engage in or support or encourage any concerted

refusal to render full and complete services in the school district. The Board shall not "Lock Out" its employees during the term of this agreement.

**8.3 Complete Understanding**

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. It is understood that all rights, powers and authority of the Board and/or its administrative staff not specifically limited by the language of this Agreement are retained by the Board.

**8.4 Waiver of Additional Bargaining**

The parties each voluntarily and unqualifiedly waive any rights which might otherwise exist during law to negotiate during the term of this agreement, with respect to any matter (except as otherwise specially provided herein) even though each subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this agreement.

This salary agreement is signed this \_\_\_\_\_ day of \_\_\_\_\_ 2021 in witness thereof:

The salary agreement will be for 3 years (2021-2022, 2022-2023, 2023-2024) .

FOR THE BOARD OF EDUCATION  
COMMUNITY UNIT SCHOOL DISTRICT #11

\_\_\_\_\_  
President of the Board

\_\_\_\_\_  
Secretary of the Board

FOR THE MEREDOSIA-CHAMBERSBURG  
EDUCATION ASSOCIATION,

\_\_\_\_\_  
President of the Association

\_\_\_\_\_  
Secretary of the Association

## Appendix A

Salary Schedules for 2021-2022, 2022-2023, 2023-2024 are attached.

To Year One (1) of the contract for the 2021-2022 school year the amount of three percent (0.03) will be added to the salary base.

To Year Two (2) of the contract for the 2022-2023 school year the amount of two percent (0.02) will be added to the salary base.

To Year three (3) of the contract for the 2023-2024 school year the amount of two percent (0.02) will be added to the salary base.

# APPENDIX B

## Extra Duty Schedule 2021 - 2024

\* Payment of stipend contingent upon fulfilling contract requirements.

8/5/2021

Extra Duty Salaries Increase	Year	Year	Year
Position	2021-2022	2022-2023	2023-2024
Athletic Director	\$4,606	\$4,698	\$4,792
HS Head Volleyball Coach	\$3,933	\$4,012	\$4,092
HS Assistant Volleyball Coach	\$2,465	\$2,514	\$2,564
HS Head Track Coach	\$2,706	\$2,760	\$2,815
JH Head Track Coach	\$1,854	\$1,891	\$1,929
JH & HS Assistant Track Coach (1 Position)	\$1,672	\$1,705	\$1,739
JH Head Volleyball Coach	\$1,947	\$1,986	\$2,025
JH Assistant Volleyball Coach	\$1,168	\$1,191	\$1,215
JH Head Girls Basketball Coach	\$1,947	\$1,986	\$2,026
JH Assistant Basketball Coach	\$1,413	\$1,441	\$1,470
JH Head Girls Softball Coach	\$1,947	\$1,986	\$2,025
JH Assistant Girls Softball Coach	\$1,168	\$1,191	\$1,215
JH Head Baseball Coach	\$1,947	\$1,986	\$2,026
JH Assistant Baseball Coach	\$1,168	\$1,191	\$1,215
Scholastic Bowl / WYSE Team	\$650	\$663	\$676
* FHA	\$500	\$510	\$520
* HS Student Council	\$1,890	\$1,928	\$1,967
* JH Student Council	\$1,890	\$1,928	\$1,967
* National Honor Society Sponsor	\$650	\$663	\$676
* HS Speech	\$650	\$663	\$676
* JH Speech	\$650	\$663	\$676
Yearbook	\$1,352	\$1,379	\$1,407
Extra Duty Band	\$2,704	\$2,758	\$2,813
Extra Duty Vocal	\$1,230	\$1,255	\$1,280
Senior Class Sponsor (1 Male)	\$1,663	\$1,696	\$1,730
Senior Class Sponsor (1 Female)	\$1,663	\$1,696	\$1,730
Senior Class Sponsor Stipend (1 Male)	\$276	\$282	\$288
Senior Class Sponsor Stipend (1 Female)	\$276	\$282	\$288
Junior Class Sponsor (1 Male)	\$1,423	\$1,451	\$1,480
Junior Class Sponsor (1 Female)	\$1,423	\$1,451	\$1,480
Prep Time Subbing Rate	\$25	\$25	\$25
Ticket Taker	\$25	\$25	\$25
Homebound Instruction	\$32	\$33	\$34
After School Driving	\$29	\$30	\$31
Before / After School Tutoring	\$32	\$33	\$34
Website Administrator	\$2,164	\$2,207	\$2,251
<b>**Drama Sponsor (if only 1 sponsor)</b>	<b>\$3,000</b>	<b>\$3,060</b>	<b>\$3,121</b>
<b>**Drama Sponsor (if 2 people \$1890.00 ea)</b>	<b>\$1,890</b>	<b>\$1,928</b>	<b>\$1,967</b>
<b>**Drama Sponsor (if 2 people \$1890.00 ea)</b>	<b>\$1,890</b>	<b>\$1,928</b>	<b>\$1,967</b>
<b>Totals</b>	<b>\$57,918</b>	<b>\$59,075</b>	<b>\$60,257</b>

- There may be up to two (2) individuals responsible for a high school drama presentation. If two (2) individuals are assigned, both will receive a stipend of \$1,890.00. If, however, only one person is assigned, that person will receive a stipend of \$3,000.00.

Duration of the 3- year contract

Definitions of duties for activity sponsors listed on this Appendix B- Extra Duty Schedule:

In order to receive the stated stipend in Appendix B – Extra Duty Schedule the sponsors will need to fulfill the following duties:

### **National Honor Society**

During the school year, the Meredosia-Chambersburg National Honor Society must plan and execute four (4) community/school events. Examples of these would be hosting a Red Cross Blood Drive in the Fall or Spring semester, providing peer tutoring services during advisory or focus periods or before or after school when available and including work with junior high and elementary students, organizing and conducting a food drive, organizing a city cleanup event, or other types of charitable events.

### **High School Student Council**

During the school year, the Meredosia-Chambersburg High School Student Council must plan and execute four (4) community/school events. Examples of these would be planning and decorating for Homecoming, organizing and hosting the town Trunk or Treat Halloween activity, conducting fundraisers to help with the Christmas Gifts for Students activity, including buying, wrapping and distributing gifts to elementary students, running a Valentine Crush Soda fundraiser, organizing and hosting a community Easter Egg hunt, and preparing and distributing a free Thanksgiving meal in our community.

### **Junior High Student Council**

During the school year, the Meredosia-Chambersburg Junior High Student Council must plan and execute three (3) school events. Examples of this would be planning and hosting a junior high dance in the Fall semester, planning and hosting a Spring semester dance, providing assistance with other organizations to execute community events such as the Trunk or Treat or Easter egg hunt activities, as well as other charitable activities which might include Christmas bell ringers, town cleanup volunteers, or activities that present themselves.

## **FHA**

During the school year, the Meredosia-Chambersburg FHA must plan and execute three (3) school/community events. Examples of this would be planning and conducting a reception for the National Honor Society induction ceremony, preparing and serving refreshments for the high school homecoming dance held here, and participating in other charitable events.

In the event that circumstances beyond the control of the district could restrict, alter, or prevent the execution or success of these organizations' efforts to fulfill the defined duties, the stipends would be adjusted to compensate for any accomplished work. The COVID 19 Pandemic would be an example of not successfully being able to complete planned events.

The association agrees that in the event that there is not a participant for any extra duty assignment, the stipend will not be paid in that school year.

Salary Schedule 2021-2022				Step 1		Step 2		Step 3 (20)		Step 4		Step 5		Step 6		Step 7		Step 8		Step 9		Step 10		Step 11		Step 12		Step 13		Step 14		Step 15		Step 16		Step 17		Step 18		Step 19		Step 20		Step 21		Step 22		Step 23		Step 24		Step 25		Step 26		Step 27		Step 28		Step 29		Step 30		Step 31		Step 32		Step 33		Step 34		Step 35		Step 36		Step 37		Step 38		Step 39		Step 40		Step 41		Step 42		Step 43		Step 44		Step 45		Step 46		Step 47		Step 48		Step 49		Step 50		Step 51		Step 52		Step 53		Step 54		Step 55		Step 56		Step 57		Step 58		Step 59		Step 60		Step 61		Step 62		Step 63		Step 64		Step 65		Step 66		Step 67		Step 68		Step 69		Step 70		Step 71		Step 72		Step 73		Step 74		Step 75		Step 76		Step 77		Step 78		Step 79		Step 80		Step 81		Step 82		Step 83		Step 84		Step 85		Step 86		Step 87		Step 88		Step 89		Step 90		Step 91		Step 92		Step 93		Step 94		Step 95		Step 96		Step 97		Step 98		Step 99		Step 100		Step 101		Step 102		Step 103		Step 104		Step 105		Step 106		Step 107		Step 108		Step 109		Step 110		Step 111		Step 112		Step 113		Step 114		Step 115		Step 116		Step 117		Step 118		Step 119		Step 120		Step 121		Step 122		Step 123		Step 124		Step 125		Step 126		Step 127		Step 128		Step 129		Step 130		Step 131		Step 132		Step 133		Step 134		Step 135		Step 136		Step 137		Step 138		Step 139		Step 140		Step 141		Step 142		Step 143		Step 144		Step 145		Step 146		Step 147		Step 148		Step 149		Step 150		Step 151		Step 152		Step 153		Step 154		Step 155		Step 156		Step 157		Step 158		Step 159		Step 160		Step 161		Step 162		Step 163		Step 164		Step 165		Step 166		Step 167		Step 168		Step 169		Step 170		Step 171		Step 172		Step 173		Step 174		Step 175		Step 176		Step 177		Step 178		Step 179		Step 180		Step 181		Step 182		Step 183		Step 184		Step 185		Step 186		Step 187		Step 188		Step 189		Step 190		Step 191		Step 192		Step 193		Step 194		Step 195		Step 196		Step 197		Step 198		Step 199		Step 200		Step 201		Step 202		Step 203		Step 204		Step 205		Step 206		Step 207		Step 208		Step 209		Step 210		Step 211		Step 212		Step 213		Step 214		Step 215		Step 216		Step 217		Step 218		Step 219		Step 220		Step 221		Step 222		Step 223		Step 224		Step 225		Step 226		Step 227		Step 228		Step 229		Step 230		Step 231		Step 232		Step 233		Step 234		Step 235		Step 236		Step 237		Step 238		Step 239		Step 240		Step 241		Step 242		Step 243		Step 244		Step 245		Step 246		Step 247		Step 248		Step 249		Step 250		Step 251		Step 252		Step 253		Step 254		Step 255		Step 256		Step 257		Step 258		Step 259		Step 260		Step 261		Step 262		Step 263		Step 264		Step 265		Step 266		Step 267		Step 268		Step 269		Step 270		Step 271		Step 272		Step 273		Step 274		Step 275		Step 276		Step 277		Step 278		Step 279		Step 280		Step 281		Step 282		Step 283		Step 284		Step 285		Step 286		Step 287		Step 288		Step 289		Step 290		Step 291		Step 292		Step 293		Step 294		Step 295		Step 296		Step 297		Step 298		Step 299		Step 300		Step 301		Step 302		Step 303		Step 304		Step 305		Step 306		Step 307		Step 308		Step 309		Step 310		Step 311		Step 312		Step 313		Step 314		Step 315		Step 316		Step 317		Step 318		Step 319		Step 320		Step 321		Step 322		Step 323		Step 324		Step 325		Step 326		Step 327		Step 328		Step 329		Step 330		Step 331		Step 332		Step 333		Step 334		Step 335		Step 336		Step 337		Step 338		Step 339		Step 340		Step 341		Step 342		Step 343		Step 344		Step 345		Step 346		Step 347		Step 348		Step 349		Step 350		Step 351		Step 352		Step 353		Step 354		Step 355		Step 356		Step 357		Step 358		Step 359		Step 360		Step 361		Step 362		Step 363		Step 364		Step 365		Step 366		Step 367		Step 368		Step 369		Step 370		Step 371		Step 372		Step 373		Step 374		Step 375		Step 376		Step 377		Step 378		Step 379		Step 380		Step 381		Step 382		Step 383		Step 384		Step 385		Step 386		Step 387		Step 388		Step 389		Step 390		Step 391		Step 392		Step 393		Step 394		Step 395		Step 396		Step 397		Step 398		Step 399		Step 400		Step 401		Step 402		Step 403		Step 404		Step 405		Step 406		Step 407		Step 408		Step 409		Step 410		Step 411		Step 412		Step 413		Step 414		Step 415		Step 416		Step 417		Step 418		Step 419		Step 420		Step 421		Step 422		Step 423		Step 424		Step 425		Step 426		Step 427		Step 428		Step 429		Step 430		Step 431		Step 432		Step 433		Step 434		Step 435		Step 436		Step 437		Step 438		Step 439		Step 440		Step 441		Step 442		Step 443		Step 444		Step 445		Step 446		Step 447		Step 448		Step 449		Step 450		Step 451		Step 452		Step 453		Step 454		Step 455		Step 456		Step 457		Step 458		Step 459		Step 460		Step 461		Step 462		Step 463		Step 464		Step 465		Step 466		Step 467		Step 468		Step 469		Step 470		Step 471		Step 472		Step 473		Step 474		Step 475		Step 476		Step 477		Step 478		Step 479		Step 480		Step 481		Step 482		Step 483		Step 484		Step 485		Step 486		Step 487		Step 488		Step 489		Step 490		Step 491		Step 492		Step 493		Step 494		Step 495		Step 496		Step 497		Step 498		Step 499		Step 500		Step 501		Step 502		Step 503		Step 504		Step 505		Step 506		Step 507		Step 508		Step 509		Step 510		Step 511		Step 512		Step 513		Step 514		Step 515		Step 516		Step 517		Step 518		Step 519		Step 520		Step 521		Step 522		Step 523		Step 524		Step 525		Step 526		Step 527		Step 528		Step 529		Step 530		Step 531		Step 532		Step 533		Step 534		Step 535		Step 536		Step 537		Step 538		Step 539		Step 540		Step 541		Step 542		Step 543		Step 544		Step 545		Step 546		Step 547		Step 548		Step 549		Step 550		Step 551		Step 552		Step 553		Step 554		Step 555		Step 556		Step 557		Step 558		Step 559		Step 560		Step 561		Step 562		Step 563		Step 564		Step 565		Step 566		Step 567		Step 568		Step 569		Step 570		Step 571		Step 572		Step 573		Step 574		Step 575		Step 576		Step 577		Step 578		Step 579		Step 580		Step 581		Step 582		Step 583		Step 584		Step 585		Step 586		Step 587		Step 588		Step 589		Step 590		Step 591		Step 592		Step 593		Step 594		Step 595		Step 596		Step 597		Step 598		Step 599		Step 600		Step 601		Step 602		Step 603		Step 604		Step 605		Step 606		Step 607		Step 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808		Step 809		Step 810		Step 811		Step 812		Step 813		Step 814		Step 815		Step 816		Step 817		Step 818		Step 819		Step 820		Step 821		Step 822		Step 823		Step 824		Step 825		Step 826		Step 827		Step 828		Step 829		Step 830		Step 831		Step 832		Step 833		Step 834		Step 835		Step 836		Step 837		Step 838		Step 839		Step 840		Step 841		Step 842		Step 843		Step 844		Step 845		Step 846		Step 847		Step 848		Step 849		Step 850		Step 851		Step 852		Step 853		Step 854		Step 855		Step 856		Step 857		Step 858		Step 859		Step 860		Step 861		Step 862		Step 863		Step 864		Step 865		Step 866		Step 867		Step 868		Step 869		Step 870		Step 871		Step 872		Step 873		Step 874		Step 875		Step 876		Step 877		Step 878		Step 879		Step 880		Step 881		Step 882		Step 883		Step 884		Step 885		Step 886		Step 887		Step 888		Step 889		Step 890		Step 891		Step 892		Step 893		Step 894		Step 895		Step 896		Step 897		Step 898		Step 899		Step 900		Step 901		Step 902		Step 903		Step 904		Step 905		Step 906		Step 907		Step 908		Step 909		Step 910		Step 911		Step 912		Step 913		Step 914		Step 915		Step 916		Step 917		Step 918		Step 919		Step 920		Step 921		Step 922		Step 923		Step 924		Step 925		Step 926		Step 927		Step 928		Step 929		Step 930		Step 931		Step 932		Step 933		Step 934		Step 935		Step 936		Step 937		Step 938		Step 939		Step 940		Step 941		Step 942		Step 943		Step 944		Step 945		Step 946		Step 947		Step 948		Step 949		Step 950		Step 951		Step 952		Step 953		Step 954		Step 955		Step 956		Step 957		Step 958		Step 959</	
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Salary Schedule 2022-2023											
0.02 PERCENT INCREASE TO BASE		Step 1		500							
		Step 2		1400							
		Step 3 (20)		600							
Years	35259	BA	BA+8	BA+16	BA+24	BA+32	MA	MA+8	MA+16	MA+24	MA+32
0		35964	36464	36964	37464	37964	39364	39864	40364	40864	41364
1		36464	36964	37464	37964	38464	39864	40364	40864	41364	41864
2		36964	37464	37964	38464	38964	40364	40864	41364	41864	42364
3		37464	37964	38464	38964	39464	40864	41364	41864	42364	42864
4		37964	38464	38964	39464	39964	41364	41864	42364	42864	43364
5		38464	38964	39464	39964	40464	41864	42364	42864	43364	43864
6		38964	39464	39964	40464	40964	42364	42864	43364	43864	44364
7		39464	39964	40464	40964	41464	42864	43364	43864	44364	44864
8		39964	40464	40964	41464	41964	43364	43864	44364	44864	45364
9		40464	40964	41464	41964	42464	43864	44364	44864	45364	45864
10		40964	41464	41964	42464	42964	44364	44864	45364	45864	46364
11		41464	41964	42464	42964	43464	44864	45364	45864	46364	46864
12		41964	42464	42964	43464	43964	45364	45864	46364	46864	47364
13		42464	42964	43464	43964	44464	45864	46364	46864	47364	47864
14		42964	43464	43964	44464	44964	46364	46864	47364	47864	48364
15		43464	43964	44464	44964	45464	46864	47364	47864	48364	48864
16		43964	44464	44964	45464	45964	47364	47864	48364	48864	49364
17		44464	44964	45464	45964	46464	47864	48364	48864	49364	49864
18		44964	45464	45964	46464	46964	48364	48864	49364	49864	50364
19		45464	45964	46464	46964	47464	48864	49364	49864	50364	50864
20		46064	46564	47064	47564	48064	49464	49964	50464	50964	51464
21		46664	47164	47664	48164	48664	50064	50564	51064	51564	52064
22		47264	47764	48264	48764	49264	50664	51164	51664	52164	52664
23		47864	48364	48864	49364	49864	51264	51764	52264	52764	53264
24		48464	48964	49464	49964	50464	51864	52364	52864	53364	53864
25		49064	49564	50064	50564	51064	52464	52964	53464	53964	54464
26		49664	50164	50664	51164	51664	53064	53564	54064	54564	55064
27		50264	50764	51264	51764	52264	53664	54164	54664	55164	55664
28		50864	51364	51864	52364	52864	54264	54764	55264	55764	56264
29		51464	51964	52464	52964	53464	54864	55364	55864	56364	56864
30		52064	52564	53064	53564	54064	55464	55964	56464	56964	57464
31		52664	53164	53664	54164	54664	56064	56564	57064	57564	58064
32		53264	53764	54264	54764	55264	56664	57164	57664	58164	58664
33		53864	54364	54864	55364	55864	57264	57764	58264	58764	59264

