

# Contract Agreement

---

Board of Education  
Griggsville-Perry Community Unit School District No. 4  
and  
Griggsville-Perry Federation of Teachers and Support Personnel  
Illinois Federation of Teachers, Local 4141

Cynthia R Lytle  
GP FED. OF TEACHERS

June 16, 2021

Paul N. Ays  
GP FED. OF TEACHERS

June 16, 2021

Eric Kunsam  
GP BOARD OF EDUCATION

June 16, 2021

July 1, 2021- June 30, 2024

## Table of Contents

ARTICLE I.....	4
RECOGNITION, JURISDICTION AND SCOPE.....	4
ARTICLE II.....	4
WORKING CONDITIONS .....	4
2.1 Personnel File .....	4
2.2 Early Dismissal .....	4
2.3 Consultation Committee.....	4
2.4 Pay Periods .....	5
2.5 Assignments .....	5
2.6 Lunch.....	5
2.7 Involuntary Transfers .....	5
2.8 Posting of Vacancies/New Positions.....	5
2.9 Reduction in Force- Certified.....	5
2.10 Reduction in Force-Para Staff Members.....	5
2.11 Para Staff Member Working Conditions.....	6
2.12 Medical Requirements for All Employees .....	6
2.13 Health and Safety .....	7
2.14 Safety Committee .....	7
2.15 Probationary Period.....	7
ARTICLE III .....	7
EVALUATION .....	7
3.1 Teachers .....	7
ARTICLE IV .....	8
LEAVES OF ABSENCE .....	8
4.1 Sick Leave .....	8
4.2 Personal Leave .....	9
4.3 Minimum Half-Day Increments .....	9
4.4 Courtesy Leave.....	10
4.5 Bereavement Leave .....	10
4.6 Professional Leave .....	10
4.7 Court Appearances .....	10

4.8	Extended Leave of Absence .....	10
4.9	Sick Leave Bank.....	11
ARTICLE V.....		12
GRIEVANCE PROCEDURE .....		12
5.1	Definition .....	12
5.2	Time Limits .....	12
5.3	Statement of Basic Principles.....	12
5.4	Procedures .....	12
ARTICLE VI .....		13
SALARY & BENEFITS .....		13
6.1	Salary Schedule and Retirement Shelter .....	13
6.2	Insurance .....	14
6.5	Mileage Allowance .....	14
6.6	Vacation for Para Staff Members.....	15
6.7	Holidays for Para Staff Members.....	15
6.8	Credit Hours .....	16
6.9	Payroll Date.....	16
6.10	Substitute Pay.....	16
6.11A	In-School Suspension.....	16
6.11B	After-School Detention .....	16
6.12	Extra-Curricular- See Appendix C.....	16
6.13	Mentoring Program .....	17
6.14	Retirement Incentive (Certified) .....	17
6.15	Retirement Incentive (non-certified).....	19
6.16	Extend Contract.....	19
ARTICLE VII.....		20
DURATION AND RELATED TECHNICAL CLAUSES.....		20

ARTICLE I  
RECOGNITION, JURISDICTION AND SCOPE

- 1.1 The Board of Education of Griggsville-Perry, District #4, will hereinafter be referred to as the "Board" and the Griggsville-Perry Federation of Teachers, Local #4141 Illinois Federation of Teachers, American Federation of Teachers, AFL-CIO, will hereinafter be referred to as the "Union" or "Federation".
- 1.2 For the purpose of collective bargaining with respect to wages, hours and working conditions, the Board recognizes the Union as the sole and exclusive representative for all full-time certified teaching personnel of the Board, the School Nurse, and all full and part-time secretaries/clerical, aides, cooks and custodians, (hereinafter referred to as Para Staff Members), during the term of this agreement, excepting only supervisors and administrators, managerial and confidential employees, including the Superintendent, Principals, Superintendent's secretary, Head Custodian and Special Project Life Health Safety Maintenance employees.
- 1.3 Within this Agreement, any reference to a "certified" or "certificated" employee, it shall mean an employee with a Professional Educator License (PEL).

ARTICLE II  
WORKING CONDITIONS

2.1 Personnel File

- .1 Every employee shall have the right to add material to his/her Personnel File and attach dissenting or explanatory material to any document or other piece of material on file.
- .2 The files are the property of the Griggsville-Perry Unit #4 Board of Education and are under the jurisdiction and custody of the Principal and Superintendent.

2.2 Early Dismissal

- .1 Schools shall be dismissed after the 300-minute rule for each building on the day of Open House. On the day of Parent-Teacher Conference school will be dismissed at the end of the regular school day as defined by the Illinois State Board of Education.
- .2 At the beginning of each school year the Superintendent will provide the Para Staff Members with each member's expected work schedule for the remainder of the year, including days of required early school dismissals. On days of inclement weather or in case of an emergency, the Superintendent may dismiss school early and dismiss Para Staff Members at full pay from their work schedules that day based on the needs of the District.

2.3 Consultation Committee

A committee shall be formed for the purpose of establishing goals to guide the staff, administration, and Board in a direction for the students, personnel, school and the community. The committee shall consist of no more than two Board members, three staff members and one administrator. The committee shall not negotiate items included in the collective bargaining agreement. An agenda of issues shall be submitted prior to each meeting. The committee shall meet quarterly at times that are mutually agreeable to both parties.

2.4 Pay Periods

Employees in the bargaining unit shall have the option of receiving their pay on a nine (9) or twelve (12) month basis. Employees shall be required to inform the District, in writing, by the second workday of the new school year, as to their preference.

2.5 Assignments

- .1 Teachers shall be notified in writing no later than May 1 of tentative teaching assignments for the following school term, as to grade level, school and/or subject area. All other staff shall be notified no later than July 1 of their tentative assignments for the following school term.
- .2 Teachers shall be at school and ready to commence their teaching assignment by 8 a.m. and remain until 3:30 p.m.

2.6 Lunch

- .1 Teachers shall have a duty-free lunch period equal to the regular school lunch period but not less than thirty (30) minutes during each school day.
- .2 Para Staff employees who are employed at least five consecutive hours during the normal school day and who are employed principally at a school building where lunch is served by cafeteria employees, may elect to receive without charge the basic student lunch that is served on student attendance days. Teachers may elect to receive at no charge the basic student lunch on days that they have lunch duty. Any food items, in addition to the basic student lunch, purchased by Para Staff employees or teachers shall be at the same cost as charged to the students.

2.7 Involuntary Transfers

If the Administration decides that a teacher needs to be transferred involuntarily from one teaching assignment to another for a full school year or semester, then the Administration shall afford the teacher prior notice of such a transfer. The teacher will be given an opportunity to respond regarding the transfer. Nothing shall restrict the Administration and the Board in its decisions regarding the transfer of an employee.

2.8 Posting of Vacancies/New Positions

Vacancy notices shall be posted the same day at each attendance center within ten (10) calendar days prior to the position being filled. Employees within the bargaining unit will have the first opportunity to apply and be considered for said vacancies.

2.9 Reduction in Force- Certified

Reductions in force for certified employees shall be conducted as provided in the Illinois School Code §24-11 and §24-12, as amended.

2.10 Reduction in Force-Para Staff Members

- A. Reduction in Force. If an employee is removed or dismissed as a result of a decision of the Board to decrease the number of employees or to discontinue some particular type of service, written notification shall be given the employee as required by Section 10-23.5 of the Illinois School Code (105 ILCS 5/10-23.5). The employee with the shorter length of continuing service within the job category with the district shall be dismissed first.

- B. Elimination of Position. If an assignment is eliminated, the employee whose position is eliminated shall retain their seniority according to the Union's Seniority List and shall have the right to the comparable assignment held by the person with less seniority. A comparable assignment is defined as a job assignment in the same category equal to the same number of hours as the assignment that was eliminated.
- C. An employee who is honorably dismissed and participating in the school district's current health insurance program shall be eligible to continue in the program according to the terms of the health insurance program through the last day of August of the current year.
- D. Recall. If the Board has any vacancies for the following school term or within one (1) calendar year from the beginning of the following school term, the positions thereby becoming available within a specific category of position shall be tendered to the employees honorably dismissed from that category of position, so far as they are qualified to hold such positions.
- E. Waiver of Recall Rights. Failure of the employee to respond within five (5) calendar days after the receipt of the Board's letter of recall sent by certified mail to the employee's address on file with the Board recalling such employee will result in the termination of the employee's right of recall to any subsequent vacant position. It shall be the responsibility of the employee to inform the Superintendent of any change in home address.

#### 2.11 Para Staff Member Working Conditions

- .1 Para Staff Members will be given job descriptions that delineate the duties and responsibilities of the position.
- .2 Para staff will receive adequate training and support for working with students with special medical, nutritional, and personal hygiene needs.
- .3 Para Staff Members will be given advance notification of required meetings and institute dates which they are expected to attend.
- .4 Lunch Provided as per No. 2.6 in contract.
- .5 When a Para Staff Member has not been informed of a school cancellation due to snow, said bargaining unit members shall receive one and one-half his/her hourly rate of pay as show up time. Show up/cancellation time shall be limited to a maximum of two (2) hours.
- .6 If a Para Staff Member substitutes in a position that is paid at a higher rate of pay, the bargaining unit member shall receive the higher rate of pay while fulfilling that position.

#### 2.12 Medical Requirements for All Employees

- .1 The Board may require an employee to provide a statement from the employee's personal physician stating that an employee is physically fit to return to work after an absence from work due to injury or illness of five (5) continuous workdays or may require an employee to submit to a medical examination by a physician of the Board's choice and at the Board's expense for a second opinion or to determine the fitness of an employee to perform work.

2.13 Health and Safety

- .1 The Board and the Union agree that safeguarding the health, safety, or wellbeing of students, employees, and general public, along with the protection of District property is both in their common and best interest and is a priority of the parties. The Board and the Union agree that they will work cooperatively to provide an environment that does not endanger the health, safety or wellbeing of the students, staff members and general public.

2.14 Safety Committee

- .1 A Safety Committee will be established and include the Superintendent, or designee, two (2) other members chosen by the Superintendent, and three (3) members of the Union, chosen by Union Leadership. The Safety Committee will meet in August and January of each year, or more times if needed to review safety practices, making recommendations for safety policy and/or procedural changes.

2.15 Probationary Period

- .1 Newly hired non-certified employees shall be subject to a ninety (90) day probationary period, during which the employee shall be evaluated by the administration. During the probationary period, the Board may discipline or dismiss the employee without cause or notice.

ARTICLE III  
EVALUATION

3.1 Teachers

.1 Evaluation

- A. All tenured teachers shall be evaluated at least once in the course of two (2) consecutive school years. Non-tenured teachers shall be evaluated at least once each school year. Evaluations for tenured teachers and non-tenured teachers shall be conducted pursuant to the Teacher Evaluation Plan and Instrument attached to this Agreement as Appendix A.
- B. An evaluation committee consisting of not more than three (3) Union members and not more than three (3) Administrators shall convene as soon as practicable to develop a Teacher Evaluation Plan and instrument in compliance with the Illinois School Code. The evaluation committee shall consist of at least one Union member from elementary, junior high school and high school. The Teacher Evaluation Plan and Instrument shall address, but not be limited to, a teacher's attendance, planning, instructional methods, classroom management and competency in the subject matter taught. The evaluation committee shall discuss and consider how best to address ideas and matters of concern in the Plan and Instrument. The Plan shall provide a teacher be rated only as "excellent", "proficient", "needs improvement" or "unsatisfactory". Each subsequent year, the evaluation committee shall convene May 15<sup>th</sup> to review, discuss or recommend any changes to the evaluation procedures, plan, and instrument for teachers.
- C. Nothing contained herein shall limit an Administrator's right to discuss with a teacher performance of assigned duties or responsibilities during the school day.

.2 Appeal Process

Members shall have the right to utilize the appeals process for "unsatisfactory" ratings

under Section 24A-5, pursuant to Section 24A-5.5 of the School Code, and in accord with the process developed by the PERA Joint Committee.

While the PERA Joint Committee shall select and agree to who serves on the panel of qualified evaluators ("Panel"), the Panel shall be comprised of three members, of which, at a minimum, one member shall be a union member, who is a qualified evaluator. The PERA Joint Committee will review and may make changes to the composition of the panel each year.

If there are no members from the bargaining unit who are qualified, the union will select a member(s) and pay for the evaluator prequalification and retraining fees.

.3 RIF Joint Committee

The RIF Joint Committee, as established pursuant to Public Act 97-008 (SB 7) shall continue to meet as necessary and as required by law.

.4 PERA Joint Committee

The PERA Joint Committee, as established pursuant to Public Act 96-0861 (Performance Evaluation Reform Act) shall meet as required by law and Part 50 ISBE Regulations.

.5 Para Evaluation

The Superintendent or his/her designee shall formally evaluate Para Staff Members in writing at least every other year. Para Staff Members may be evaluated more frequently if deemed necessary by the Administration or as requested by the Para Staff Member. The Administration shall seek the input and cooperation of the Para Staff Members in the design of the evaluation tool.

ARTICLE IV  
LEAVES OF ABSENCE

4.1 Sick Leave

.1 Certified Employees

Teachers shall be entitled to sick leave as follows:

0- 19 years of teaching in Griggsville-Perry School District	12 sick leave days per year
20 - 25 years of teaching in Griggsville-Perry School District	18 sick leave days per year
26 - 29 years of teaching in Griggsville-Perry School District	24 sick leave days per year
30 or more years of teaching in Griggsville-Perry School District	30 sick leave days per year



However, no teacher shall accrue sick leave days above a limit of 360 days of accumulated sick leave. In the six (6) years of a teacher first becoming eligible to receive a retirement annuity under TRS rules and regulations, the number of sick leave days a teacher may receive in any such year shall not be greater than the sick leave days the teacher can use in that given year according to TRS rules and regulations.

.2 Para Staff Members

Full-time nine-month and twelve-month employees shall be entitled to thirteen (13) days of sick leave each year without loss of pay. After twenty (20) years of employment in the District, full-time nine-month and twelve-month employees shall be entitled to fifteen (15) days of sick leave each year without loss of pay.

Regular part-time employees shall be entitled to six (6) sick days per year without loss of pay.

.3 Sick Leave Bonus

Any employee utilizing two (2) or fewer days each year will be granted a one-time payment of \$300 at the time of their last paycheck for the contract year.

4.2 Personal Leave

.1 Certified Employees

Each teacher shall be entitled to three (3) days per year for personal business or emergency without loss of pay or reduction of sick leave. Teachers shall notify the Superintendent at least twenty-four (24) hours in advance. The Superintendent may waive the twenty-four (24) hour advance notice at his/her discretion. It shall not be necessary for the employee to include the reason for taking such leave when making this request. Not more than three (3) teachers may be absent for personal reasons on the same day without approval of the Superintendent. Personal days shall not be granted the day before or after a holiday, first or last day of school, day before or after institutes or vacations unless special permission is granted by the Superintendent. Each teacher's unused personal leave days at the end of the school year will be converted to sick leave days, unless the teacher requests in writing by the last required teacher attendance day that the Board reimburse the teacher for unused personal days at the rate of \$90 per day.

.2 Para Staff Members

Except for non-regular, short-term, or summer employees, each employee shall be entitled to three (3) personal days per year. Employees shall notify the Superintendent at least twenty-four (24) hours in advance. The Superintendent may waive the advance notice at his/her discretion. It shall not be necessary for the employee to include the reason for taking such leave when making this request. Not more than two (2) employees may be absent for personal reasons on the same day without approval of the Superintendent. Personal days shall not be granted the day before or after a holiday, first required workday or last required workday of school, day before or after institutes, or vacations unless special permission is granted by the Superintendent. Each employee's unused personal leave day at the end of the school year will be converted to sick leave days unless employee requests in writing by the last required teacher attendance day that the Board reimburse the employee for unused personal days at the rate of \$75 per day.

4.3 Minimum Half-Day Increments.

All leave less than one-half (1/2) day shall be entered on the employee's record as one-half (1/2), all leave for more than one-half (1/2) day shall be entered on the employee's record as a full day.

#### 4.4 Courtesy Leave

Each teacher shall be granted a courtesy leave of up to three (3) times per year. This leave shall be for periods of less than one quarter (1/4) day increment, or less than ninety (90) minutes, in which the teacher needs to leave the school premises. The teacher will be responsible for finding another certified teacher to cover the teacher's class activity at no additional cost to the district. If another certified teacher is not available for that time, no courtesy leave will be granted. All courtesy leave must be approved by the Superintendent. This leave will not be deducted from Personal Leave. Any leave under this provision that exceeds three (3) times per year shall comply with Article IV, section 4.3.

Staff members may choose to exchange one-half (1/2) of, or all of, a personal leave day in exchange for two (2) or four (4) courtesy leaves. One-half (1/2) personal leave day equals two (2) courtesy leave.

#### 4.5 Bereavement Leave

In the event of the death of a member of an employee's family, (parent, spouse, children), such employee shall be entitled up to five (5) days of leave per occurrence without loss of pay and without loss of personal or sick leave. In the event of the death of a member of an employee's family (brothers, sisters, grandparents, grandchildren, parent-in-law, brother-in-law, sister-in-law, and legal guardians) such employee shall be entitled up to three (3) days of leave per occurrence without loss of pay and without loss of personal or sick leave.

#### 4.6 Professional Leave

Employees, who have received prior approval from the Superintendent to attend workshops, seminars, conventions, or other educational forums, shall not suffer loss of pay. In deciding whether to approve professional leave for an employee, the Superintendent shall consider the needs of the District and the relevancy of the professional program to the employee's teaching or job assignment. The Superintendent may require an employee to attend a professional program if the needs of the District require.

#### 4.7 Court Appearances

An employee called for jury duty when school is in session shall receive full salary during the time the employee is on jury duty. Jury duty remuneration received by the employee shall be forfeited by the employee to the District.

#### 4.8 Extended Leave of Absence

A. Full-time employees who have been continually employed by the school district for at least five (5) years shall be granted an unpaid leave of absence for reason that is deemed to benefit the school district or is for a personal family situation not covered by the FMLA, provided that not more than two (2) employees are on unpaid leave under this Article for any one semester at any one time and the Board is able to secure a replacement for the employee's absence who the Board deems suitable and legally qualified. Any subsequent request by an employee for a leave under this Article may be granted by the Board. Request for this leave should be submitted on or before March 1 or November 1 preceding the school semester.

B. Unpaid leave shall not extend beyond one (1) calendar year from the effective date of the leave unless the Board of Education extends the leave to coincide with the start of the next semester or academic year to best meet the needs of the district.

C. Unpaid leave will be without pay and the employee shall not accrue seniority during the leave or advance on the salary schedule. Accrued benefits earned up to the time leave begins shall be retained but no such benefits shall accrue during the period of leave. Accrued benefits shall include, but not be limited to, tenure status, accumulated sick leave, placement on salary schedule, other accumulated leave, salary or board paid insurance.

#### 4.9 Sick Leave Bank

A Sick Leave Bank is established for all employees of the Griggsville-Perry School District.

- .1 All employees are eligible to join.
- .2 Initially, in order to participate, all employees may voluntarily contribute personal or sick days to the bank by September 1<sup>st</sup>.
- .3 Each year following, all employees will be required to donate at least one day in order to be eligible to withdraw from the bank.
- .4 Any days not needed by an employee at the end of the year shall carry over to successive years.
- .5 Donated days will not be reimbursed by the district.
- .6 Once the bank has 100 days in it only newly hired employees or current employees who have not previously joined will be required to donate days to the bank.
- .7 Once an employee utilizes the sick leave bank, they must contribute at least one day to rejoin the bank.

4.9A The purpose of the Sick Leave Bank shall be to provide extended sick leave for employees who have exhausted their personally accumulated sick leave due to prolonged illness or injury to the employee or a member of his/her immediate family (spouse, children, parents, parents-in-law, legal guardian).

- .1 Examples would include, but not be limited to, heart attack, cancer, car accident, major surgery, etc.
- .2 This program would not be used for short-term illness or normal pregnancies.
- .3 The bank shall not provide more than twenty days for the benefit of one person.
- .4 If there are not enough days in the bank to accommodate those being requested, then the days shall be divided equitably.
- .5 Retirees who have accumulated more than 340 sick days may donate excess days to the sick bank.

4.9B A Sick Leave Committee, consisting of the Superintendent and two employees selected by the union, shall govern the Sick Leave Bank.

- .1 An employee needing to make a withdrawal from the bank will submit a request to the committee before the end of the school year.
- .2 The Committee will review request in executive session.
- .3 All requests and withdrawals will be confidential.

.4 The Committee will make available donation and request forms.

.5 The Committee may request verification from a doctor.

The above procedures will remain in force until any changes in the Sick Leave Bank are mutually agreed to by both parties.

## ARTICLE V GRIEVANCE PROCEDURE

### 5.1 Definition

A written complaint by an employee 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 current school term, time limits shall consist of all weekdays.

### 5.3 Statement of Basic Principles

.1 No reprisal shall be taken by the Board or the Administration against an employee because of his/her participation in a grievance.

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

#### .3 Time Bar

Failure of an employee or the Union to act on any grievance within the prescribed time limits will bar any further appeal.

#### .4 Class Grievance

Class grievance involving one or more employees, or one or more supervisors shall be initially filed by the Union at Step .2. The Principal or Superintendent may, in their discretion, combine grievances of a similar nature involving one or more teachers to more efficiently resolve the grievance and decide those grievances as a class. The grievant may appeal.

### 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:

.1 The employee shall present the grievance in writing within ten (10) days of the alleged contract violation, or of the reasonable knowledge of the violation, specifying the article and clause alleged to have been violated and slating the remedy sought, to the Principal immediately involved, who will arrange 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 to the grievant within ten (10) days of the receipt of the grievance.

.2 If the grievant is not satisfied with the disposition of the grievance at Step.1, the grievant may refer the grievance in writing to the Superintendent within seven (7) days after the receipt of 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 to the grievance within ten (10) days after the meeting.

- .3 If the grievant is not satisfied with the disposition of the grievance at Step.2, the grievant may submit the grievance to the Board for a determination. The Board shall allow the grievant to present his/her case to the Board at the next regularly scheduled Board meeting provided the Board has at least ten (10) days' notice of the appeal before such regularly scheduled Board meeting. If an appeal to the Board is not filed within fifteen (15) days of the Step .2 answer, then the grievance shall be deemed withdrawn. If an answer is not received within ten (10) days the grievance will move to the next step.
- .4 Within twenty (20) days after receiving the decision of the Board, the Union may submit the grievance to arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association. The arbitrator shall follow the standard rules of the AAA and his/her decision shall be binding on all parties. Expenses for the arbitration services shall be borne equally by the School Board and the Union. If a demand for arbitration is not filed within twenty (20) days of the date for the Step .3 answer, then the grievance shall be deemed withdrawn.
  - (a) 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.
  - (b) The arbitrator, in his opinion, shall not amend, modify, nullify, ignore or add to the provisions of the agreement. This authority shall be strictly limited to deciding only issues presented to him in the written grievance. The arbitrator's decision must be based only upon his interpretation of other meaning or application of express relevant language of the Agreement.
  - (c) Each party shall bear the full costs for its representation in the grievance procedure.
  - (d) If either party requests a transcript of the proceedings, that party shall bear full costs for that transcript. If both parties order a transcript, the cost of the two transcripts shall be divided equally between the Board and the grievant.
  - (e) Expenses from the American Arbitration Association shall be borne equally by the Board and the Union.
  - (f) By mutual agreement of both parties at Step 5.4, .1-.3, the grievance shall by-pass to the next step of the grievance process.

## ARTICLE VI SALARY & BENEFITS

### 6.1 Salary Schedule and Retirement Shelter

- .1 Certified: See Appendix B.1 for 2021-2022, and B.2 for 2022-2023, B.3 2023-2024.
- .2 Para Staff Members: See Appendix B.4 for 2021-2022, 2022-2023, 2023-2024.
- .3 Extracurricular Stipend Schedule shall be set forth in the current Appendix C.

6.2 Insurance

District employees who are enrolled in the PPO plan will pay the first \$1,500.00 of their and their family members' annual deductible amount of \$3,500.00. The Board will reimburse an employee up to \$2,000.00 annual deductible for deductible expenses covered employees or their family members incur in excess of the first \$1,500.00. To receive a reimbursement for deductible expenses, the employee must provide to the Board a copy of the Explanation of Benefits (EOB) provided to the employee by the insurance provider, which states the amount of deductible paid by the employee. The Board shall pay-out reimbursements only on the 15th and 30th of each month. Neither individual with COBRA coverage or Health Savings Account (HSA) holders or current annuity recipients are eligible for the deductible reimbursements.

.1 Certified

The Board shall pay the full single Health/Dental/Life insurance premium up to the amount designated below. The employees who elect to take the HSA Plan will receive the difference between the PPO and HSA Premiums in the HSA account. Any changes in the insurance coverage shall be made only if agreed to by the Union.

2021-2022	\$725.00 per month
2022-2023	\$750.00 per month
2023-2024	\$775.00 per month

.2 Para Staff Members

The Board shall pay each bargaining unit member a sum equal to one- half of the monthly Health/Dental insurance premium cost up to \$375 for the 2021-2022 school year, \$385 for the 2022-2023 school year, and \$395 for the 2023-2024 school year, for single insurance coverage. Para staff employees who elect not to participate in the health insurance plan shall be paid the same amount as a monthly stipend.

.3 An insurance committee comprised of three members of the Union, selected by the Union including the Union President or his/her designee, and three representatives of the District including the Board President or his/her designee, selected by the Board, will work cooperatively for the purpose of maintaining a quality insurance coverage program. The committee will meet at least annually to review the current insurance program, consider alternative insurance programs, and make updates/recommendations to the Union and the Board.

6.3 The Board shall offer the opportunity for staff to participate as allowed by law in a limited flexible insurance plan and will serve as the administrative body thereof.

6.4 The Board may employ persons to work during the summer months as short-term employees. No other benefits under this contract shall accrue to such summer employees or to short-term employees generally.

6.5 Mileage Allowance

Employees 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 for travel outside the boundaries of the School District at a per mile rate equal to the IRS per mile (maximum without taxation). The IRS per mile rate used for each school year shall be the rate in effect on the July 1 preceding the start of that school year.

6.6 Vacation for Para Staff Members

After a year of continuous employment 12-month Para Staff Members shall be eligible for paid vacation days according to the following schedule:

Length of Employment		Monthly Accumulation	Maximum Vacation Leave Earned Per Year
From	To		
Beginning of year 2	End of year 10	$\frac{5}{6}$ Day	10 Days
Beginning of year 11	End of year 15	1 $\frac{1}{4}$ Days	15 Days
Beginning of year 16		1 $\frac{2}{3}$ Days	20 Days

Part-time Para Staff Members who work at least half-time are entitled to vacation days on the same basis as for full-time employees, but the pay will be based on the employee's average number of part-time hours per week during the last vacation accrual year. The Superintendent will determine the procedure for requesting vacation.

Vacation days earned in one fiscal year must be used by the end of the following fiscal year; If possible. If circumstances prevent this, the employee may choose to:

1. Carry over up to five (5) unused days to the next fiscal year, or
2. Receive their daily rate of pay for up to five (5) unused days.

Para Staff Members resigning or whose employment is terminated are entitled to the monetary equivalent of all earned vacation.

6.7 Holidays for Para Staff Members

Twelve-month Para Staff Members shall be paid for the following holidays:

New Year's Day	Labor Day
Martin Luther King Jr.'s Birthday	Columbus Day
Abraham Lincoln's Birthday/ Presidents Day	Veteran's Day
Casmir Pulaski's Birthday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Friday before Easter
Friday after Thanksgiving	Christmas Eve
New Year's Eve	

If a twelve-month Para Staff Member is required to work on a holiday that the employee will be paid time and one-half of their regular hourly rate of pay. If the holiday falls on a weekend, the employee shall receive the Friday prior to the holiday as their paid holiday, unless it is a student attendance day.

Nine-month Para Staff Members shall receive pay for all holidays taken during the school year.

Employees will not be eligible for holiday pay on any holiday for which the Board has received a waiver for general student attendance on that holiday and school is in session on such holiday.

6.8 Credit Hours

The certified staff shall submit to the Superintendent for approval all graduate college hours which may apply toward the horizontal advancement on the salary schedule. The Board shall pay at the rate established by Western Illinois University as of September 1 each year. The school will pay at a rate for the entire year and this rate will not change until the following September 1. Credits for advancement on the salary schedule must be filed in the Superintendent's office by September 1. By special approval of the Board the teacher may receive credit for undergraduate courses. All college credits, CEU, workshops and other CPDU credits taken for the purpose of the teacher's five-year certification plan shall be paid for by the district. In order to qualify for horizontal movement on the salary schedule, credit hours must be from institutions of higher education accredited by the state and regional accrediting agency wherein the institution is located and approved by the U.S. Department of Education to offer courses for credit. Griggsville-Perry Unit #4 will not be obligated to pay for summer school if a teacher resigned from their position during the summer months. In any one fiscal year the total sum for all teachers seeking reimbursement for college credit the Board shall be required to pay shall not exceed \$8,000.00. If this sum does not pay the full reimbursement for the college credits approved, then the reimbursement shall be on a pro rata basis so the total payment does not exceed the per fiscal year limit.

6.9 Payroll Date

Employees will receive their salary check on the 22 of each month. When the 22<sup>nd</sup> occurs during a weekend or holiday vacation period, salary checks will be issued in the last day school is in session immediately preceding the weekend or holiday vacation.

6.10 Substitute Pay

Teachers will be paid at the rate of Twenty (20) dollars for each full elementary and middle school class period for which they substitute. Teachers will be paid at the rate of Thirty (30) dollars for each block class for which they substitute.

6.11A In-School Suspension

An effort will be made to find a substitute to supervise in-school suspension when they are greater than one-half day. When teachers are required to supervise in-school suspension they will be paid at the rate of Twenty (20) for each full elementary and middle school class period. Teachers will be paid at the rate of Thirty (30) dollars per each block period for supervision of in school suspensions. The entire staff will be used.

6.11B After-School Detention

After school detention will be paid at the rate of fifteen (15) dollars per session.

6.12 Extra-Curricular- See Appendix C

Bargaining unit members who perform the duties of a coach or activity sponsor in the same sport or activity for five (5) consecutive years in this District shall receive a 5% longevity bonus on the regular coaching or sponsorship stipend as forth in Appendix C. After a bargaining unit member completes the five (5) consecutive years of service as a coach or activity sponsor in the same sport or activity, then the member shall be eligible for a longevity bonus based on cumulative years of service in the same sport or activity of 10% after ten (10) years, 20% after twenty (20) and 25%



after twenty-five (25) years on the regular coaching or activity stipend.

For the purposes of calculating consecutive years of service in an activity, it is understood that service as 8<sup>th</sup> Grade, Freshmen, Sophomore, Junior and Senior Class Sponsor shall be considered the same activity even though paid at different stipends for each class. Any longevity bonus will be applied to the class sponsor stipend rate the member is receiving in that year.

6.13 Mentoring Program

The Board and Union shall, following the ratification of this Agreement, develop a New Teacher Mentoring Program for non-tenured full-time classroom teachers to be mentored by full-time tenured classroom teachers who have completed required ISBE mentoring training (and any ISBE required supplemental mentoring training) and who have achieved an excellent rating on each of their two immediate past evaluations under Article III of this Agreement. Any qualifying Mentor Teacher who the Superintendent assigns to conduct mentoring of a new teacher shall be paid a stipend of \$200.00 per mentored teacher per school year. This payment shall be made to the mentoring teacher provided that the mentoring teacher has completed all documentation required by the New Teacher Mentoring Program and has completed the mentoring teacher's obligation under the Program to the new teacher. The New Teacher Mentoring Program developed by the Parties shall be reduced to writing in the form of a Memorandum of Understanding (MOU) and ratified upon a majority vote of the membership of the Union and upon a majority vote of the membership of the Board of Education. The MOU shall not become effective until ratified by both Parties as prescribed herein. Upon ratification by both Parties, the MOU shall be attached to this Agreement and shall be incorporated herein by reference.

6.14 Retirement Incentive (Certified)

This retirement incentive shall apply only to teachers who have served their irrevocable notice of retirement required in this Section below by March 1, 2024.

a. Eligibility

To be eligible for any of the following Plans, an employee must have at least (15) fifteen years of full-time teaching service in the District and have attained whatever requirements may be necessary under the Illinois Pension Code and/or TRS regulations to eliminate any employer-paid retirement penalty on behalf of the teacher.

b. Definitions

For purposes of this Section, TRS creditable compensation (earnings) shall be determined in accordance with TRS regulations.

c. Plans

One Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement no later than March 1 one (1) year prior to beginning the incentive stating that he/she shall retire at the end of the following school year, the employee will be removed from the salary schedule and for the final year of employment, the employee's TRS creditable earnings shall be increased by five percent (5%) over the employee's TRS creditable earnings for the prior year of employment.

Example: The employee's prior year TRS creditable earnings were \$40,000.00. The employee's final year TRS creditable earnings will be \$42,000.00 (i.e., \$40,000.00 x 1.05 = \$42,000.00).

### Two Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement no later than March 1 two (2) years prior to beginning the incentive, the employee will be removed from the salary schedule, and for the final two (2) years of employment the employee's TRS creditable earnings shall be increased by five percent (5%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to March 1, 2022, stating he/she will retire on June 30, 2024. The employee's TRS creditable earnings for the 2021-2022 school year were \$40,000.00. The employee's TRS creditable earnings for the 2022-2023 school year will be \$42,000.00 (i.e.,  $\$40,000.00 \times 1.05 = \$42,000.00$ ). The employee's TRS creditable earnings for the 2023-2024 school year will be \$44,100.00 (i.e.,  $\$42,000.00 \times 1.05 = \$44,100.00$ ).

### Three Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement no later than March 1 three (3) years prior to beginning the incentive, the employee will be removed from the salary schedule, and for the final three (3) years of employment the employee's TRS creditable earnings shall be increased by five percent (5%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to March 1, 2022, stating he/she will retire on June 30, 2025. The employee's TRS creditable earnings for the 2021-2022 school year were \$40,000.00. The employee's TRS creditable earnings for the 2022-2023 school year will be \$42,000.00 (i.e.,  $\$40,000.00 \times 1.05 = \$42,000.00$ ). The employee's TRS creditable earnings for the 2023-2024 school year will be \$44,100.00 (i.e.,  $\$42,000.00 \times 1.05 = \$44,100.00$ ). The employee's TRS creditable earnings for the 2024-2025 school year will be \$46,305.00 (i.e.,  $\$44,100.00 \times 1.05 = \$46,305.00$ ).

### Four Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement no later than March 1 four (4) years prior to beginning the incentive, the employee will be removed from the salary schedule, and for the final four (4) years of employment the employee's TRS creditable earnings shall be increased by five percent (5%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to March 1, 2022, stating he/she will retire on June 30, 2026. The employee's TRS creditable earnings for the 2021-2022 school year were \$40,000.00. The employee's TRS creditable earnings for the 2022-2023 school year will be \$42,000.00 (i.e.,  $\$40,000.00 \times 1.05 = \$42,000.00$ ). The employee's TRS creditable earnings for the 2023-2024 school year will be \$44,100.00 (i.e.,  $\$42,000.00 \times 1.05 = \$44,100.00$ ). The employee's TRS creditable earnings for the 2024-2025 school year will be \$46,305.00 (i.e.,  $\$44,100.00 \times 1.05 = \$46,305.00$ ). The employee's TRS creditable earnings for the 2025-2026 school year will be \$48,620.25. (i.e.,  $46,305.00 \times 1.05 = \$48,620.25$ ).

#### d. Miscellaneous

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra-duties or TRS reportable duties not currently being performed without the consent of the employee.

If after submitting an irrevocable letter of retirement, the employee resigns from or is removed from duties for which the employee was compensated the previous year (i.e., Appendix C, extended contract and/or stipends) the employee's TRS creditable earnings will be adjusted accordingly.

Example: The employee's TRS creditable earnings from the 2020-2021 school year were \$43,000.00, of which \$3,000.00 was compensation for coaching basketball in 2020-2021. Under the employee's retirement plan, he/she would be scheduled to receive \$45,150.00 TRS creditable earnings for the 2021-2022 school year (i.e.,  $\$43,000.00 \times 1.05 = \$45,150.00$ ). However, the employee resigns from his/her coaching position before the start of the 2021-2022 school year. The employee's TRS creditable earnings for the 2021-2022 school year will be \$42,000.00 (i.e.,  $\$40,000.00 \times 1.05 = \$42,000.00$ ) rather than \$45,150.00.

In the event an employee has submitted his/her timely irrevocable letter of retirement but fails to meet the eligibility requirements because of illness or life changing circumstances, the Board, in its sole discretion, may allow the employee to rescind his/her letter of retirement, provided the employee returns to the Board any TRS creditable earnings paid to the employee in excess of the amount the employee would otherwise have received under the salary schedule for such year(s) in which the creditable earnings were paid.

If legislation is enacted and/or administrative rules are adopted during the life of this Agreement that result, by reason of a teacher retiring hereunder, in a greater cost to the District than the costs generated by this paragraph, the provisions of this paragraph shall be null and void.

Notwithstanding any other provision of this Agreement, the employer shall not be required to assign a teacher to any duties that would cause that teacher's creditable earnings in any year to exceed six percent (6%) of the preceding year, or otherwise to incur a "penalty" payable to TRS under applicable law or regulation.

If an employee works less than the full year, the salary will be pro-rated.

#### 6.15 Retirement Incentive (non-certified)

##### .1 Retirement Severance

Upon retirement from the District, an employee with at least fifteen (15) years of service shall be paid at the time of retirement \$45.00 per day for each unused sick day not to exceed 20 sick days. (Example 30 sick days of accumulation employee receives  $\$45.00 \times 20 = \$900.00$ )

An employee who is less than four (4) years from retirement eligibility may not receive an increase in excess of six percent (6%) of the prior year's reported earnings.

#### 6.16 Extend Contract

The speech-language pathologist, school social worker, and guidance counselor shall work an extended contract of two hundred (200) workdays per school year, and work days in excess of one hundred eighty (180) paid at the employee's per diem rate. The specific schedule of additional days shall be agreed upon by the employee and the Superintendent.

ARTICLE VII  
DURATION AND RELATED TECHNICAL CLAUSES

7.1 Duration

This agreement shall become effective August 20, 2021 and shall continue in effect through August 19, 2024. When the Union executes written notification to the other party after February 2, 2024, that it wishes to renegotiate the Agreement, the Board shall meet with the Union no later than April 30, 2024, or on a mutually agreed upon date to receive the Union's proposal and negotiations shall continue in an effort to reach an agreement.

7.2 The Board and the Union agree there shall be no reprisal for anyone participating in the strike.

7.3 All days missed during the strike shall be made up by extending the school year. If emergency and snow days are not used, those days shall be eliminated from the school year.

7.4 No Strike

Except as provided in this Agreement and during the term of this Agreement, the certificated full-time teaching employees represented by the Union agree not to strike or engage in or support or encourage any concerted refusal to render full and complete services in the school district.

7.5 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. The Board, however, shall not take any action which shall violate any of the specific provisions of this Agreement.

7.6 Additional Bargaining

The parties each voluntarily and unqualifiedly waive any rights which might otherwise exist under law to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively during the term of this Agreement with respect to any matter (except as otherwise specifically 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 the Agreement.

The above zipper clause shall be applicable only during the term of this Agreement and shall not be construed to limit the subjects of negotiations between the parties after the expiration of this collective bargaining agreement. It is the understanding of the Union that this does not preclude impact bargaining during the term of this contract.

7.7 Savings Clause

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 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 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.

This Agreement was executed on the \_\_\_\_ day of June 2021.

GRIGGSVILLE-PERRY FEDERATION OF  
SUPPORT PERSONNEL, 1FT/AFT  
LOCAL#4141

BOARD OF EDUCATION, GRIGGSVILLE-  
PERRY COMMUNITY UNIT SCHOOL  
DISTRICT NO. 4

BY: \_\_\_\_\_  
President

BY: \_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Secretary

Appendix B.1

**Certified Salary 2021-2022**

Board contributes 8.5% TRS contributions

YEARS	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	SPCLS
0	\$35,982	\$36,425	\$36,871	\$37,314	\$37,759	\$38,202	\$38,647	\$39,092	\$39,537	\$39,981	\$40,426
1	\$36,445	\$36,888	\$37,333	\$37,777	\$38,222	\$38,665	\$39,110	\$39,554	\$40,000	\$40,444	\$40,889
2	\$36,913	\$37,356	\$37,802	\$38,245	\$38,691	\$39,133	\$39,579	\$40,023	\$40,470	\$40,912	\$41,357
3	\$37,387	\$37,832	\$38,276	\$38,719	\$39,165	\$39,609	\$40,053	\$40,496	\$40,944	\$41,387	\$41,832
4	\$37,866	\$38,311	\$38,755	\$39,199	\$39,644	\$40,087	\$40,533	\$40,975	\$41,423	\$41,866	\$42,312
5	\$38,351	\$38,796	\$39,239	\$39,683	\$40,128	\$40,571	\$41,017	\$41,460	\$41,907	\$42,349	\$42,796
6	\$38,835	\$39,279	\$39,724	\$40,168	\$40,612	\$41,056	\$41,501	\$41,943	\$42,391	\$42,834	\$43,277
7	\$39,320	\$39,764	\$40,208	\$40,651	\$41,096	\$41,541	\$41,985	\$42,429	\$42,875	\$43,319	\$43,763
8	\$39,803	\$40,247	\$40,693	\$41,136	\$41,581	\$42,024	\$42,469	\$42,913	\$43,359	\$43,803	\$44,247
9	\$40,288	\$40,732	\$41,176	\$41,619	\$42,066	\$42,509	\$42,954	\$43,397	\$43,844	\$44,287	\$44,732
10	\$40,771	\$41,217	\$41,661	\$42,104	\$42,549	\$42,992	\$43,439	\$43,881	\$44,328	\$44,771	\$45,216
11	\$41,256	\$41,701	\$42,144	\$42,587	\$43,033	\$43,476	\$43,922	\$44,365	\$44,813	\$45,255	\$45,701
12	\$41,739	\$42,185	\$42,629	\$43,073	\$43,517	\$43,960	\$44,407	\$44,849	\$45,296	\$45,739	\$46,185
13	\$42,225	\$42,669	\$43,112	\$43,556	\$44,002	\$44,445	\$44,890	\$45,333	\$45,781	\$46,223	\$46,669
14	\$42,708	\$43,153	\$43,598	\$44,041	\$44,485	\$44,929	\$45,375	\$45,818	\$46,264	\$46,708	\$47,154
15	\$43,193	\$43,637	\$44,081	\$44,524	\$44,971	\$45,413	\$45,858	\$46,302	\$46,749	\$47,192	\$47,642
16	\$43,676	\$44,121	\$44,566	\$45,009	\$45,454	\$45,897	\$46,344	\$46,786	\$47,233	\$47,676	\$48,122
17	\$44,161	\$44,606	\$45,049	\$45,492	\$45,939	\$46,381	\$46,827	\$47,270	\$47,718	\$48,160	\$48,606
18	\$44,645	\$45,090	\$45,534	\$45,978	\$46,422	\$46,865	\$47,312	\$47,754	\$48,201	\$48,644	\$49,091
19	\$45,130	\$45,574	\$46,017	\$46,462	\$46,907	\$47,350	\$47,795	\$48,238	\$48,686	\$49,128	\$49,574
20	\$45,614	\$46,058	\$46,502	\$46,946	\$47,390	\$47,835	\$48,280	\$48,722	\$49,169	\$49,612	\$50,059
21	\$46,098	\$46,542	\$46,987	\$47,430	\$47,875	\$48,318	\$48,763	\$49,207	\$49,654	\$50,131	\$50,542
22	\$46,582	\$47,026	\$47,471	\$47,913	\$48,360	\$48,803	\$49,248	\$49,691	\$50,137	\$50,582	\$51,026
23	\$47,066	\$47,510	\$47,955	\$48,398	\$48,844	\$49,286	\$49,732	\$50,176	\$50,623	\$51,065	\$51,509
24	\$47,550	\$47,995	\$48,439	\$48,881	\$49,328	\$49,771	\$50,217	\$50,659	\$51,106	\$51,550	\$51,996
25	\$48,034	\$48,480	\$48,923	\$49,367	\$49,812	\$50,254	\$50,700	\$51,144	\$51,624	\$52,033	\$52,479
26	\$48,517	\$48,963	\$49,407	\$49,850	\$50,296	\$50,851	\$51,185	\$51,627	\$52,075	\$52,518	\$52,964
27	\$49,001	\$49,446	\$49,890	\$50,335	\$50,780	\$51,223	\$51,669	\$52,113	\$52,559	\$53,002	\$53,447
28	\$49,483	\$49,929	\$50,373	\$50,818	\$51,263	\$51,708	\$52,153	\$52,596	\$53,043	\$53,487	\$53,930
29				\$51,302	\$51,747	\$52,191	\$52,636	\$53,080	\$53,527	\$53,970	\$54,414
30				\$51,784	\$52,229	\$52,675	\$53,120	\$53,563	\$54,009	\$54,454	\$54,897
31						\$53,154	\$53,599	\$54,043	\$54,489	\$54,933	\$55,377

All full-time employees employed for the entire duration of the 2020-2021 school year, shall receive a one-time bonus stipend of \$500 to be paid no later than December 31, in each of the three years of this contract. For part-time employees, the bonus stipend shall be \$250.00.

Appendix B.2

**Certified Salary 2022-2023**

Board contributes 8.5% TRS contributions

YEARS	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	SPCLS
0	\$36,701	\$37,154	\$37,608	\$38,060	\$38,515	\$38,966	\$39,420	\$39,873	\$40,328	\$40,781	\$41,234
1	\$37,173	\$37,626	\$38,080	\$38,532	\$38,987	\$39,438	\$39,892	\$40,345	\$40,800	\$41,253	\$41,707
2	\$37,651	\$38,104	\$38,558	\$39,010	\$39,464	\$39,916	\$40,371	\$40,823	\$41,279	\$41,730	\$42,184
3	\$38,135	\$38,588	\$39,041	\$39,494	\$39,948	\$40,401	\$40,854	\$41,306	\$41,763	\$42,214	\$42,669
4	\$38,624	\$39,077	\$39,530	\$39,983	\$40,437	\$40,889	\$41,343	\$41,795	\$42,252	\$42,703	\$43,158
5	\$39,118	\$39,572	\$40,024	\$40,477	\$40,930	\$41,382	\$41,838	\$42,289	\$42,745	\$43,196	\$43,652
6	\$39,612	\$40,065	\$40,518	\$40,971	\$41,425	\$41,877	\$42,331	\$42,782	\$43,239	\$43,691	\$44,142
7	\$40,106	\$40,559	\$41,013	\$41,464	\$41,918	\$42,371	\$42,825	\$43,278	\$43,732	\$44,186	\$44,638
8	\$40,600	\$41,052	\$41,507	\$41,958	\$42,413	\$42,864	\$43,318	\$43,772	\$44,226	\$44,679	\$45,132
9	\$41,094	\$41,546	\$42,000	\$42,451	\$42,907	\$43,359	\$43,813	\$44,265	\$44,721	\$45,173	\$45,627
10	\$41,587	\$42,042	\$42,494	\$42,946	\$43,400	\$43,852	\$44,308	\$44,759	\$45,215	\$45,666	\$46,120
11	\$42,081	\$42,535	\$42,987	\$43,439	\$43,893	\$44,346	\$44,801	\$45,252	\$45,709	\$46,160	\$46,615
12	\$42,574	\$43,029	\$43,481	\$43,934	\$44,388	\$44,839	\$45,295	\$45,746	\$46,202	\$46,654	\$47,108
13	\$43,069	\$43,522	\$43,975	\$44,427	\$44,882	\$45,334	\$45,788	\$46,240	\$46,696	\$47,148	\$47,602
14	\$43,563	\$44,016	\$44,470	\$44,921	\$45,375	\$45,828	\$46,282	\$46,735	\$47,189	\$47,642	\$48,097
15	\$44,057	\$44,509	\$44,963	\$45,415	\$45,870	\$46,322	\$46,775	\$47,228	\$47,684	\$48,136	\$48,595
16	\$44,550	\$45,004	\$45,457	\$45,909	\$46,363	\$46,815	\$47,271	\$47,722	\$48,178	\$48,629	\$49,084
17	\$45,044	\$45,498	\$45,950	\$46,402	\$46,858	\$47,309	\$47,764	\$48,215	\$48,672	\$49,124	\$49,578
18	\$45,538	\$45,992	\$46,444	\$46,897	\$47,351	\$47,802	\$48,258	\$48,709	\$49,165	\$49,617	\$50,072
19	\$46,032	\$46,485	\$46,938	\$47,391	\$47,845	\$48,297	\$48,751	\$49,203	\$49,659	\$50,111	\$50,566
20	\$46,527	\$46,979	\$47,432	\$47,884	\$48,338	\$48,792	\$49,245	\$49,697	\$50,152	\$50,604	\$51,060
21	\$47,020	\$47,472	\$47,927	\$48,379	\$48,832	\$49,285	\$49,738	\$50,191	\$50,647	\$51,134	\$51,553
22	\$47,514	\$47,967	\$48,420	\$48,872	\$49,327	\$49,779	\$50,233	\$50,685	\$51,140	\$51,593	\$52,046
23	\$48,007	\$48,460	\$48,914	\$49,366	\$49,821	\$50,272	\$50,727	\$51,179	\$51,635	\$52,087	\$52,539
24	\$48,501	\$48,955	\$49,408	\$49,859	\$50,315	\$50,766	\$51,221	\$51,673	\$52,128	\$52,581	\$53,035
25	\$48,995	\$49,449	\$49,902	\$50,354	\$50,808	\$51,259	\$51,714	\$52,167	\$52,657	\$53,074	\$53,529
26	\$49,488	\$49,942	\$50,395	\$50,847	\$51,302	\$51,868	\$52,208	\$52,660	\$53,117	\$53,568	\$54,023
27	\$49,981	\$50,434	\$50,888	\$51,342	\$51,795	\$52,248	\$52,703	\$53,155	\$53,610	\$54,062	\$54,516
28	\$50,473	\$50,928	\$51,380	\$51,835	\$52,288	\$52,742	\$53,196	\$53,648	\$54,104	\$54,556	\$55,009
29				\$52,328	\$52,782	\$53,235	\$53,689	\$54,141	\$54,597	\$55,050	\$55,502
30				\$52,820	\$53,274	\$53,728	\$54,182	\$54,635	\$55,089	\$55,543	\$55,995
31						\$54,217	\$54,671	\$55,124	\$55,579	\$56,032	\$56,484

All full-time employees employed for the entire duration of the 2020-2021 school year, shall receive a one-time bonus stipend of \$500 to be paid no later than December 31, in each of the three years of this contract. For part-time employees, the bonus stipend shall be \$250.00.

Appendix B.3

**Certified Salary 2023-2024**

Board contributes 8.5% TRS contributions

YEARS	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	SPCLS
0	\$37,435	\$37,897	\$38,361	\$38,821	\$39,285	\$39,745	\$40,208	\$40,671	\$41,135	\$41,596	\$42,059
1	\$37,917	\$38,379	\$38,841	\$39,303	\$39,767	\$40,227	\$40,690	\$41,152	\$41,616	\$42,078	\$42,541
2	\$38,404	\$38,866	\$39,329	\$39,790	\$40,254	\$40,714	\$41,178	\$41,640	\$42,104	\$42,565	\$43,028
3	\$38,898	\$39,360	\$39,822	\$40,283	\$40,747	\$41,209	\$41,672	\$42,132	\$42,598	\$43,059	\$43,522
4	\$39,396	\$39,859	\$40,321	\$40,782	\$41,246	\$41,707	\$42,170	\$42,631	\$43,097	\$43,557	\$44,021
5	\$39,900	\$40,363	\$40,825	\$41,286	\$41,749	\$42,210	\$42,674	\$43,135	\$43,600	\$44,060	\$44,525
6	\$40,404	\$40,866	\$41,329	\$41,790	\$42,253	\$42,715	\$43,177	\$43,638	\$44,104	\$44,564	\$45,025
7	\$40,909	\$41,370	\$41,833	\$42,293	\$42,756	\$43,219	\$43,681	\$44,143	\$44,607	\$45,070	\$45,531
8	\$41,412	\$41,873	\$42,337	\$42,797	\$43,261	\$43,722	\$44,184	\$44,647	\$45,111	\$45,573	\$46,034
9	\$41,916	\$42,377	\$42,840	\$43,300	\$43,765	\$44,226	\$44,690	\$45,150	\$45,615	\$46,077	\$46,539
10	\$42,419	\$42,882	\$43,344	\$43,805	\$44,268	\$44,729	\$45,194	\$45,654	\$46,119	\$46,580	\$47,042
11	\$42,923	\$43,385	\$43,847	\$44,308	\$44,771	\$45,233	\$45,697	\$46,157	\$46,623	\$47,084	\$47,547
12	\$43,426	\$43,889	\$44,351	\$44,813	\$45,275	\$45,736	\$46,201	\$46,661	\$47,126	\$47,587	\$48,050
13	\$43,931	\$44,392	\$44,854	\$45,316	\$45,779	\$46,241	\$46,704	\$47,164	\$47,630	\$48,091	\$48,555
14	\$44,434	\$44,897	\$45,359	\$45,820	\$46,282	\$46,744	\$47,208	\$47,669	\$48,133	\$48,595	\$49,059
15	\$44,938	\$45,400	\$45,862	\$46,323	\$46,788	\$47,248	\$47,711	\$48,172	\$48,637	\$49,099	\$49,567
16	\$45,441	\$45,904	\$46,366	\$46,827	\$47,291	\$47,751	\$48,216	\$48,677	\$49,141	\$49,602	\$50,066
17	\$45,945	\$46,408	\$46,869	\$47,330	\$47,795	\$48,255	\$48,719	\$49,180	\$49,645	\$50,106	\$50,570
18	\$46,449	\$46,912	\$47,373	\$47,835	\$48,298	\$48,758	\$49,223	\$49,684	\$50,148	\$50,609	\$51,074
19	\$46,953	\$47,415	\$47,876	\$48,339	\$48,802	\$49,263	\$49,726	\$50,187	\$50,653	\$51,113	\$51,577
20	\$47,457	\$47,919	\$48,380	\$48,842	\$49,305	\$49,767	\$50,230	\$50,691	\$51,156	\$51,616	\$52,081
21	\$47,960	\$48,422	\$48,886	\$49,346	\$49,809	\$50,270	\$50,733	\$51,195	\$51,660	\$52,156	\$52,584
22	\$48,464	\$48,926	\$49,389	\$49,849	\$50,314	\$50,775	\$51,237	\$51,699	\$52,163	\$52,625	\$53,087
23	\$48,967	\$49,429	\$49,893	\$50,353	\$50,817	\$51,278	\$51,741	\$52,203	\$52,668	\$53,128	\$53,590
24	\$49,471	\$49,934	\$50,396	\$50,856	\$51,321	\$51,782	\$52,245	\$52,706	\$53,171	\$53,632	\$54,096
25	\$49,974	\$50,438	\$50,900	\$51,361	\$51,824	\$52,285	\$52,748	\$53,210	\$53,710	\$54,135	\$54,599
26	\$50,477	\$50,941	\$51,403	\$51,864	\$52,328	\$52,905	\$53,252	\$53,713	\$54,179	\$54,639	\$55,103
27	\$50,980	\$51,443	\$51,906	\$52,368	\$52,831	\$53,293	\$53,757	\$54,218	\$54,682	\$55,144	\$55,606
28	\$51,482	\$51,946	\$52,408	\$52,872	\$53,334	\$53,797	\$54,260	\$54,721	\$55,186	\$55,648	\$56,109
29				\$53,375	\$53,837	\$54,300	\$54,763	\$55,224	\$55,689	\$56,151	\$56,612
30				\$53,876	\$54,339	\$54,803	\$55,266	\$55,727	\$56,191	\$56,654	\$57,115
31						\$55,302	\$55,764	\$56,226	\$56,691	\$57,152	\$57,614

All full-time employees employed for the entire duration of the 2020-2021 school year, shall receive a one-time bonus stipend of \$500 to be paid no later than December 31, in each of the three years of this contract. For part-time employees, the bonus stipend shall be \$250.00.



Appendix B.4

Non-Certs Salary Schedule			
Position	2021-22	2022-23	2023-24
Secretary	\$16.09	\$17.09	\$18.09
Head Cook	\$14.55	\$15.55	\$16.55
Assistant Cook	\$12.50	\$13.50	\$14.50
Custodians	\$15.02	\$16.02	\$17.02
Library Assistant	\$13.27	\$14.27	\$15.27
Paraprofessionals	\$13.27	\$14.52	\$15.52
Part-time Cooks	\$12.50	\$13.50	\$14.50
Part-time Paraprofessionals	\$13.27	\$14.52	\$15.52
Pre-K Coordinator	\$21.84	\$22.84	\$23.84

Stipend	2021-2022	2022-2023	2023-2024
1-3 years	750	800	850
4-7 years	800	850	900
8-11 years	900	950	1000
12-15 years	1000	1050	1100
16-20 years	1100	1150	1200
21-24 years	1200	1250	1300
25-29 years	1300	1350	1400
30 and over	1400	1450	1500

\*Stipend is to be paid in December of each year and is based on years completed.

Additional compensation:

All full-time employees employed for the entire duration of the 2020-2021 school year, shall receive a one-time bonus stipend of \$500 to be paid no later than December 31, 2021 (year one of the contract only). For part-time employees, the bonus stipend shall be \$250.00.

Appendix C: Sponsor Pay Schedule

	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>
High School Athletic Director	\$2,000	\$2,060	\$2,120
High School Girls' Volleyball	\$3,000	\$3,090	\$3,180
High School Boys' Basketball	\$4,000	\$4,120	\$4,240
High School Girls' Basketball	\$4,000	\$4,120	\$4,240
High School Cheerleading	\$1,500	\$1,550	\$1,590
High School Boys' Baseball	\$2,800	\$2,880	\$2,970
High School Girls' Softball	\$2,800	\$2,880	\$2,970
Middle School Athletic Director	\$2,000	\$2,060	\$2,120
Middle School Boys' Baseball	\$1,700	\$1,750	\$1,800
Middle School Girls' Softball	\$1,700	\$1,750	\$1,800
Middle School Girls' Basketball	\$3,000	\$3,090	\$3,180
Middle School Boys' Basketball	\$3,000	\$3,090	\$3,180
Middle School Cheerleading	\$1,100	\$1,130	\$1,170
Middle School Girls' Volleyball	\$1,800	\$1,850	\$1,800
Middle School Track	\$1,700	\$1,750	\$1,910
Senior Class Sponsor	\$800	\$820	\$850
Junior Class Sponsor	\$1,050	\$1,080	\$1,110
Sophomore Class Sponsor	\$600	\$620	\$640
Freshman Class Sponsor	\$600	\$620	\$640
Eighth Grade Class Sponsor	\$600	\$620	\$640
Middle School Speech	\$650	\$670	\$690
High School Speech	\$850	\$880	\$900
High School Yearbook	\$1,500	\$1,550	\$1,590
FFA	\$1,500	\$1,550	\$1,590
Middle School Ag Club	\$500	\$520	\$530
Honor Society	\$530	\$550	\$560
High School Science Club	\$500	\$520	\$530
Middle School Science Club	\$500	\$520	\$530
High School Play	\$850	\$880	\$900
Middle School Quiz Bowl	\$650	\$670	\$690
High School Quiz Bowl	\$680	\$700	\$720
Chorus	\$950	\$980	\$1,010
Band	\$1,400	\$1,440	\$1,490
High School Student Council	\$790	\$810	\$840
Middle School Student Council	\$790	\$810	\$840
WYSE	\$530	\$550	\$560
SADD	\$530	\$550	\$560
Website Coordinator	\$1,650	\$1,700	\$1,750