
AGREEMENT

BETWEEN THE

**Southeastern Community Unit School
District Number 337
Board of Education**

AND THE

Southeastern Education Association

FROM

July 1, 2018

THROUGH

June 30, 2021

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ARTICLE I

RECOGNITION

- 1.1 The Board of Education of Southeastern School District No. 337, Augusta, and Bowen, Illinois, recognizes the Southeastern Education Association which is affiliated with the Illinois Education Association and the National Educational Association as the exclusive bargaining agent for the certified full and part time regularly scheduled classroom teachers including media specialist and counselors except temporary and substitute teachers, principals, superintendent, and assistant superintendents.
- 1.2 The Board agrees not to negotiate with any other employee's representative organization during the term of this Agreement.
- 1.3 In the event that both parties mutually agree that an impasse exists, the parties shall jointly request that the Federal Mediation and Conciliation Service shall provide a mediator.

ARTICLE II

NEGOTIATIONS PROCEDURE

- 2.1 Both parties agree to negotiate in good faith. "Good faith" shall mean that the parties shall confer at reasonable times and at reasonable places with the purpose of making proposals and counter proposals to reach a collectively bargained agreement.
- 2.2 The parties shall commence bargaining for a successor Agreement on or before April 1 of the year the Agreement is set to expire.
- 2.3 The Board will pay the cost of copying this Agreement for each member of the unit.

ARTICLE III

GRIEVANCE PROCEDURE

3.1 SCOPE

A grievance shall be defined as a claim by the Association, by a member or group of members of the bargaining unit of violation of any provision of this Agreement.

3.2 PROCEDURES

A. Stage One

The grievant shall attempt to resolve any potential grievance in an informal discussion with his or her attendance center principal within fifteen (15) days from the time the employee became aware of the occurrence of the first event giving rise to the alleged violation of this Agreement. The attendance center principal shall respond orally within fifteen (15) days of the informal discussion.

B. Stage Two

If the grievance cannot be resolved at Stage One, the grievant or Association shall file a written statement of the grievance with his attendance center principal. Such written statement of a grievance shall be filed within ten (10) days from the receipt of the oral response of the attendance center principal and contain a statement of the factual basis of the grievance and the section or sections of the Agreement which are alleged to have been violated. The attendance center principal shall respond in writing within ten (10) days of receipt of the written grievance his response and the reasons on which it was based.

C. Stage Three

If the grievance cannot be resolved at Stage Two, the Association may appeal the decision of the attendance center principal in writing to the District Superintendent within ten (10) days of the receipt of the written decision of the attendance center principal. The District Superintendent within ten (10) days shall convene a meeting with the grievant and Association representative to discuss the grievance and shall respond in writing within ten (10) days of such meeting giving his response and the reasons on which it is based.

D. Stage Four

If the grievance is not resolved at Stage Three, the Association may appeal the decision of the District Superintendent in writing to the

Board of Education within ten (10) days of the receipt of the written decision of the Superintendent. The Board of Education or a committee designated by the Board of Education within twenty (20) days shall convene a meeting with the grievant and Association representative to discuss the grievance and shall respond in writing within ten (10) days of such meeting giving the response and the reasons on which it is based.

E. **Stage Five**

If the grievance is not satisfactorily resolved at Stage Four, the Association may submit to the Superintendent within twenty (20) days of the receipt of the answer in Step Four a written request on behalf of the grievant to enter into binding arbitration.

Arbitration proceedings shall be conducted by an arbitrator to be selected from a roster of arbitrators provided by the American Arbitration Association. Expenses for the arbitrator's services will be borne equally by the District and Association.

The arbitrator's decision shall be binding on all parties. The arbitrator shall not amend or modify any of the provision of this Agreement, the arbitrator's authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the School District and Association and shall be based solely on the wording of this Agreement. The arbitrator shall be limited to directing the parties to comply with the terms of this Agreement.

The Board acknowledges the right of the teacher to request the Association's grievance representative to be present at any level of the grievance.

3.3 **WITHDRAWAL**

A grievance may be withdrawn at Stage One or Stage Two without establishing a precedent.

3.4 **BYPASS**

By mutual written agreement of the District and the Association, any step of this procedure may be bypassed.

3.5 **NO REPRISALS**

No employee shall be subject to dismissal as a result of the employee's filing of a grievance.

ARTICLE IV

EMPLOYEE AND ASSOCIATION RIGHTS

4.1 RIGHT TO ORGANIZE

The Board acknowledges that the teachers have a right to join the Association and that the Association has the right to conduct collective negotiations with the Board.

4.2 NOTICE OF BOARD MEETINGS

The President of the Association shall be given notice of all open scheduled regular meetings and non-emergency special meetings of the Board, together with an agenda for such regular meetings at least twenty-four (24) hours prior to the meeting.

4.3 FACILITIES USE

The Association shall be granted from time to time, reasonable use of a room in a school district building for the purpose of conducting meetings of members of the bargaining unit when such use does not, in the judgment of the district, conflict with the use of the building by other groups or with the needs of the district. Such use shall be granted after school hours on school days. The district shall have the right to require the Association to pay for the actual costs of the use.

The Association shall be granted reasonable use of a photocopy machine of the district for the purpose of making copies of proposals and counter proposals in connection with collective negotiations.

The Association shall be granted reasonable use of a computer, Internet services, fax equipment, and a photocopy machine designated by the district for the purpose of making copies or notices of Association meetings or other local Association purposes. The Association shall, at the district's discretion, pay the actual cost of the copies or replace the copy materials used. The maximum number of copies which may be produced per year under the Section shall not exceed three hundred (300). This usage should not interfere with any student's usage of computers or internal services.

4.4 ASSOCIATION NOTICES

The Association shall have a right to post notices on one bulletin board in each attendance center designated by the building principal.

The Association shall have a right to use employee mailboxes for communication.

4.5 **PERSONNEL FILE**

Each employee covered by this Agreement shall have the right to review his or her own personnel file at any reasonable time with the exception of pre-employment recommendations.

4.6 **RIGHT TO REPRESENTATION**

When any teacher is required to appear before the Board of Education concerning any complaint which could adversely affect his or her employment, the teacher shall be entitled to have a representative present.

4.7 **JURY SERVICE**

No employee shall suffer a loss of pay due to service on a jury. Any fees, except expenses for such service, shall be remitted to the district.

4.8 **ASSIGNMENTS, TRANSFERS, AND VACANCIES**

Teachers may from time to time make a written request to the Superintendent for consideration for new assignment or vacancies within the district. All copies of teachers' requests for new assignments or to fill vacancies shall be deemed filed with the Board and shall be available for Board review and consideration. The Board shall retain the sole discretion to make assignments in accordance with the determination of the needs of the district.

Teachers shall be given notice of tentative assignments within thirty (30) days of the beginning of the school year. If such assignment constitutes a change from the preceding year, a teacher subject to such change of assignment shall be permitted a conference with the Superintendent to discuss the change. If the teacher remains dissatisfied after the conference, the teacher shall be permitted to resign without penalty.

4.9 **TEACHER EVALUATIONS**

A teacher evaluation committee will meet annually to review the then-current teacher evaluation plan. It will be comprised of equal members of Board of Education Representatives, including Administrators, and Association Representatives. The committee has the authority to make any alterations to the plan or evaluation procedures through mutual agreement of the committee and in compliance with any relevant laws.

ARTICLE V

LEAVES

5.1 ADOPTION LEAVE

Any teacher required to be home with an adoptive child as an express condition of such adoption as required by written requirement of an organized adoption agency, shall be granted a non-paid leave of absence not to exceed ninety (90) days for such purposes. Any teacher requesting such leave shall inform the Board of the beginning date of such leave at least seven (7) days in advance. No such leave shall extend beyond the then current school year and shall be in accordance with such further reasonable conditions as the Board may require.

5.2 SICK LEAVE

Each full-time teacher shall be granted twelve (12) days sick leave each year and the accumulation shall be unlimited. The use of sick leave shall be in accordance with Section 24-6 of the Illinois School Code.

Each teacher shall be notified of the number of accumulated sick days which they have to their credit at the beginning of the school year and after the end of each semester.

5.3 PERSONAL LEAVE

Each full-time teacher shall receive two (2) personal days for the transaction of business which cannot be transacted on non-school days. No more than four (4) teachers shall be granted personal leave from the district on any one day.

The district may waive the above restrictions in an appropriate case in its sole discretion. However, such waiver or non-waiver shall not constitute a precedent nor serve as a basis for any grievance under the provisions of this Agreement.

At the end of each school year, each full-time teacher may elect to have any unused portion of personal leave (one half day or more) credited to sick leave and/or personal leave for use in the following year(s). A teacher may accumulate a maximum of four (4) personal days.

5.4 ATTENDANCE INCENTIVE

An attendance incentive is offered annually, payable in the June payroll, to any full-time teacher with, not to include administrative approved professional days nor three (3) bereavement days per death. The three (3) bereavement days in this sense apply only to the chain of attendance, not to be confused with existing bereavement policy language. Use of bereavement days and administrative approved professional

days are not considered in determination of perfect attendance. Dock days do count against the attendance incentive.

- \$600 is awarded if a teacher does not use any sick leave or personal leave.
- \$400 is awarded if a teacher uses only one day of sick leave or personal leave.
- \$100 is awarded if a teacher uses only two days of sick leave or personal leave.

5.5 **BEREAVEMENT LEAVE**

Each teacher shall be granted three (3) days per death as bereavement leave for which no deduction shall be made from accumulated sick leave. Such days may be utilized in the event of a death in the employee's immediate family or in his/her spouse's immediate family. For the purpose of this agreement, "immediate family" shall be defined as spouse, child, grandchild, parent, brother, brother-in-law, sister, sister-in-law, son-in-law, daughter-in-law, aunt, uncle, grandparent, niece, nephew, or legal guardian. Such days shall also be available to be used in the event of the death of a close friend not mentioned above.

Use of extra days will be drawn from remaining personal days or accumulated sick leave days subject to approval by the teacher's building administrator.

5.6 **ASSOCIATION LEAVE**

The Association President or his/her designee shall be provided three (3) days per year release time to attend the Association business. The Association will reimburse the district for the cost of a substitute teacher.

ARTICLE VI

EMPLOYEE COMPENSATION

6.1 SALARY SCHEDULE ADVANCEMENT

Horizontal advancement on the salary schedule is dependent upon graduate level courses taken in each individual's teaching field and approved by the Superintendent or other courses as approved by the Superintendent. Vertical advancement for service after July 1, 1986, shall not be conditioned upon completion of further course work.

For the term of this contract, teachers who are stepped out in their respective lanes will receive the equivalent of step plus base raise over the previous year's salary. A teacher may elect lane movement, but in no case should this result in a decrease in pay.

For the duration of this Agreement, teachers will advance both horizontally and vertically as applicable.

6.2 HEALTH INSURANCE RE-OPENER

Should National Health Insurance guidelines and/or standards significantly impact the coverage, cost, or program components of our present insurance program for either the Board or the Teachers, the contract will be reopened to address the Health Insurance issue. This would apply anytime during the inclusive dates of this contract.

6.3 TEACHERS' PAY DATES

Teachers shall be paid bimonthly (exact dates to be published by unit office). Salary shall be paid in twenty-four (24) equal installments.

Payment for extracurricular assignments will be paid in one (1) of two (2) ways as follow:

- A. Lump sum payment on the next pay period following completion of the season or event; or
- B. Lump sum payment in June

Indication of which method for salary and extracurricular assignments will be made at the beginning of the school year on a form supplied by the unit office. Also, if the payment method of A or B (above) is selected, the payee is requested to file a reminder for payment. There will be a joint responsibility to be sure increments are paid in a timely method.

Sick day adjusted tally will appear on the second (2nd) check of each month. It is recommended that salary deductions, additions or changes be made prior to the 1st check of the new school year (September), or immediately following the tax filing deadline (April 15th).

6.4 **SICK LEAVE BANK**

The Board of Education, in conjunction with the Southeastern Education Association, shall establish a Sick Leave Bank according to the following guidelines:

- A. The intent of this plan is to provide extended sick leave to those persons covered by this agreement who incur a period of prolonged illness, injury, or hospitalization. This plan is for employees only and not family members.
- B. The certified personnel or designated representative of the teacher should contact the Governing Committee within three (3) days prior to his/her need to draw upon the bank.
- C. All certified personnel from the Southeastern School District may join the Sick Leave Bank.
- D. Five members of the Southeastern Education Association appointed by the Association President will act as a Governing Committee in all matters that concern the policies of the Sick Leave Bank.
- E. The last day to join the Sick Leave Bank is two weeks after the start of school, or two weeks after a full-time certified staff member is employed and indicates they have had the Sick Bank explained.
- F. One (1) day per year is donated by each member to the Sick Leave Bank until the maximum number of days is reached. The member will have one (1) day of personal contracted sick days subtracted from his/her accumulated sick days. In the event a member is forced to draw from the Bank, that member will not be required to add a day to the bank the following year to remain a member. The maximum number of accumulated sick days shall be 180. Once the maximum is reached, each new member will still be required to donate a day to the bank to become a member. These days will be kept in reserve to be used to fill in days as they become needed and before assessing current members any additional days to replenish the bank.

A member must use his/her sick days up first before drawing an amount from the Sick Leave Bank. Then days may be drawn from the Sick Leave Bank after a member has presented a doctor's written verification of his illness and his request has been approved by the Governing Committee. In no case

shall the Sick Leave Bank provide more than 180 days per individual illness. If a prolonged illness or hospitalization for any person continues from one school year to another, that person will be entitled to no more and no less than the total number of days accrued from the accumulated sick leave and the Sick Leave Bank as calculated at the beginning of the illness.

- G. Whenever the Sick Leave Bank is depleted to 100 days, the Governing Committee shall assess all participating members one (1) additional day to restock the bank until the maximum is again reached. They shall be limited to restocking the bank to one time per school year.
- H. The member receiving the days from the Sick Leave Bank shall not be required to pay back the number of days borrowed from the bank.
- I. The member may not withdraw any donated sick days from the bank except through the above procedure.
- J. The sick leave bank may be terminated by a two-thirds (66%) vote of the current year's membership. If the sick leave bank is terminated, any contributing members who are currently employed by the district may regain up to their total number of donated days. If there are less than the total of all current employees' donated days available, then the days remaining will be pro-rated to the nearest one half, rounding down so that no days are returned that are not remaining in the bank. Any remaining days will be discarded.

6.5 **AFTER HOURS STAFFINGS**

If an employee is required to attend a staffing on Saturdays, Sundays, or holidays, he/she shall be reimbursed at the hourly rate of \$20.00 for every hour or portion thereof that they must work. In addition, if an employee must drive to the required staffing, they will be reimbursed the current district rate per mile driven (to and from).

6.6 **ADDITIONAL COMPENSATION**

- A. In addition to stated compensation on the appropriate salary schedule, the Board of Education shall pay:

A total of 9.0% plus factor to TRS.

All other dollars paid to TRS will be sheltered and forwarded to TRS on behalf of the teachers.

- B. The Board of Education shall pay a total of:

\$760.00 of health insurance per month for 2018-2019; \$800.00 of health insurance per month for 2019-2020; \$840.00 of health insurance per month for 2020-2021.

C. **Flexible Spending**

The Board agrees to pay the initial start-up costs, the annual administrative fee, and monthly member participating fees to a \$12 per month maximum. Any amount in addition to the \$12 maximum monthly participation fee will be deducted from the employee's pay. Participation in this Flexible Spending Plan is at the employee's option.

D. **Tuition Reimbursement**

Teachers are responsible for maintaining a continuously high level of professional service and are responsible for discharging their assignments with professional proficiency.

Teachers who have two full years of consecutive years of contractual service with the District are eligible to request tuition reimbursement for up to three (3) credit hours of graduate level tuition per calendar year, not to exceed \$150.00 per credit hour, for courses taken at an accredited educational institution for which a grade of "A" or "B" is received, or in the case of a pass/fail only course, a passing grade is received.

In order to receive the tuition reimbursement, said teacher must present the receipt for tuition paid and the grade transcript verifying course completion and grade received for said course within 90 days to the District Superintendent.

6.7 **TAX SHELTERED ANNUITIES**

The District shall provide an opportunity for employees to enroll in a tax-sheltered annuity program administered by the School District. A committee consisting of an equal number of administrators and Association representatives will oversee the selection of which financial vendors will be permitted to participate in the School District's tax-sheltered annuity program. Employees who wish to join or alter their participation in the tax-sheltered annuity program will be permitted to do so by notifying the District's Business Office prior to the 20th day of the calendar month so that their enrollment or alteration will become effective beginning with the first payroll period in the following month. Participation in such program is voluntary and District has no financial obligations related to an employee's participation in the program. Employees will only be able to enroll with financial investment vendors approved by the School District, as selected by the committee established by this provision.

6.8 RETIREMENT INCENTIVES

Eligibility

To be eligible for any of the following Plans, an employee must meet the following requirements as of the anticipated last day of service in the District:

Must have served satisfactorily in the district continuously for a minimum of five (5) full-time years immediately preceding his/her retirement and one of the following:

1. Must be at least sixty (60) years of age by the last day of service in the District; or
2. Must be at least fifty-five (55) years of age with thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the District.

The District may require proof of eligibility.

The irrevocable letter of retirement submitted pursuant to this provision may be submitted during any year in which this agreement is in effect although the effective date of retirement will be after the termination of this Agreement.

Definitions

For purposes of this Article, TRS creditable compensation (earnings) shall be defined by TRS rules.

One Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement submitted under this provision prior to March 1 stating that he/she shall retire at the end of the next 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 six percent (6%) over the employee's TRS creditable earnings for the year of employment in which such notice of retirement is given.

Two Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement submitted under this provision prior to March 1 effective at the end of the next two (2) ensuing school years, the employee will be removed from the salary schedule and for each of the final two (2) years of employment the employee's TRS creditable earnings shall be increased in the first of such years by six percent (6%) over the employee's TRS

creditable earnings for the year of employment in which such notice is given and shall be further increased in the second of such years by six percent (6%) over the employee's TRS creditable earnings for the first of such years.

Three Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement submitted under this provision prior to March 1 effective at the end of the three (3) ensuing school years, 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 in the first such years by six percent (6%) over the employee's TRS creditable earnings for the year of employment in which such notice is given; further increased in the second of such years by six percent (6%) over the employee's TRS creditable earnings for the first of such years; and, further increased in the third of such years by six percent (6%) over the employee's TRS creditable earnings for the second of such years over the employee's TRS creditable earnings.

Miscellaneous

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional 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, the employee's TRS creditable earnings will be adjusted accordingly. The excess amount of compensation will be refunded by the employee to the Board of Education by the June 30th of the year in which the employee resigns or is removed.

In the event an employee has submitted his/her timely irrevocable letter of retirement but fails to meet the specific eligibility requirements set forth above because of the employee's personal illness or life-changing circumstances personally affecting the employee, 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. The Board of Education is under no obligation to allow an employee to rescind a letter of retirement and exercise of the Board's decision is not subject to the grievance procedures. It is specially understood that, for example, the availability of other retirement options, great benefits that might accrue, or circumstances that do not affect the employee meeting the requirements is not a basis to request that the Board of Education allow an employee to rescind a letter.

If legislation is enacted and/or administrative rules are adopted during the life of this agreement that result in a greater cost to the District than the costs generated by this agreement, the parties agree to re-open this provision of the contract for purposes of bargaining impact of the change. Such change, however, will not affect any employee who has already submitted an irrevocable letter of retirement.

6.9 **TEACHING EXPERIENCE**

Additional years of teaching experience may be granted upon the District's needs and not to exceed the employee's actual teaching experience by more than seven (7) years, if the employee is hired in one of the following positions: School Psychologist, School Counselor, and Speech Pathologist.

ARTICLE VII

TECHNICAL CAUSES

7.1 DURATION

This Agreement shall become effective on the 1st day of July, 2018, and continue until the 30th day of June, 2021.

7.2 INDIVIDUAL CONTRACTS

The terms and conditions of this Agreement shall be the terms and conditions of individual contracts of members of the bargaining unit.

7.3 COMPLETE UNDERSTANDING

This Agreement constitutes the full and complete understanding between the parties. 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 take no action which shall violate any of the specific provisions of this Agreement.

7.4 REOPENER

If agreed to by both parties (mutually), the Board of Education and the Association will meet annually, not later than June 30th, during the term of the contract to discuss any contract language relating to terms of conditions of employment.

7.5 WAIVER OF ADDITIONAL BARGAINING

The parties acknowledge that during the course of the negotiations which resulted in this Agreement each had the right to make demands, proposals, counter proposals with respect to any matter not specifically excluded by law and that this Agreement has been arrived at following the full exercise of this right. It is therefore understood that neither party shall be obliged to bargain collectively with respect to any subject or matter referred to or covered by the Agreement or with regard to any subject or matter not referred to or covered by this Agreement.

7.6 SUPERSEDED PRIOR AGREEMENTS

This Agreement supersedes and nullifies all previous written Agreements between the Board and the Association.

7.7 **NO STRIKES**

The Association agrees that it will not, during the period of this Agreement or any extension thereof, engage in or assist in a strike.

In the event of any violation or violations of this article by the Association, its members, representatives or, any employee covered by this contract, the Association shall upon notice from the Board, immediately direct such employees both orally and in writing to resume normal operation immediately and take every other reasonable effort to end any violations.

7.8 **VALIDITY**

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that part shall be deleted to the extent that it violates the law and the remaining articles, sections, and clauses shall remain in effect.

7.9 **TERM OF CONTRACT**

This Agreement covers the school years of 2018-2021. The Contract is to expire on June 30, 2021.

Dated this 30th day of September 2019.

Signature	Date
Board of Education	
Southeastern CUSD # 337	

Signature	Date
Southeastern Education Association	
IEA-NEA	

Base 1.25%
Step 1.75%
Step+Base 3.00%
TRS 0.098901

Salary Schedule 2018-2019

	BS	BS + 8	BS + 16	BS + 24	MS	MS + 8	MS + 16
Step 0	\$29,357	\$29,652	\$29,947	\$30,247	\$30,852	\$31,161	\$31,472
TRS	\$2,903	\$2,933	\$2,962	\$2,991	\$3,051	\$3,082	\$3,113
Total	\$32,261	\$32,584	\$32,909	\$33,239	\$33,903	\$34,242	\$34,585
Step 1	\$29,865	\$30,164	\$30,464	\$30,770	\$31,385	\$31,699	\$32,016
TRS	\$2,954	\$2,983	\$3,013	\$3,043	\$3,104	\$3,135	\$3,166
Total	\$32,818	\$33,147	\$33,477	\$33,813	\$34,489	\$34,834	\$35,183
Step 2	\$30,381	\$30,685	\$30,991	\$31,302	\$31,928	\$32,247	\$32,570
TRS	\$3,005	\$3,035	\$3,065	\$3,096	\$3,158	\$3,189	\$3,221
Total	\$33,386	\$33,720	\$34,056	\$34,398	\$35,085	\$35,436	\$35,791
Step 3	\$30,533	\$30,839	\$31,146	\$31,458	\$32,087	\$32,408	\$32,732
TRS	\$3,020	\$3,050	\$3,080	\$3,111	\$3,173	\$3,205	\$3,237
Total	\$33,553	\$33,889	\$34,226	\$34,570	\$35,261	\$35,614	\$35,970
Step 4	\$31,067	\$31,378	\$31,691	\$32,009	\$32,649	\$32,976	\$33,305
TRS	\$3,073	\$3,103	\$3,134	\$3,166	\$3,229	\$3,261	\$3,294
Total	\$34,140	\$34,482	\$34,825	\$35,174	\$35,878	\$36,237	\$36,599
Step 5	\$31,611	\$31,927	\$32,245	\$32,568	\$33,221	\$33,552	\$33,888
TRS	\$3,126	\$3,158	\$3,189	\$3,221	\$3,286	\$3,318	\$3,352
Total	\$34,737	\$35,085	\$35,434	\$35,789	\$36,506	\$36,871	\$37,240
Step 6	\$32,164	\$32,486	\$32,810	\$33,139	\$33,802	\$34,140	\$34,481
TRS	\$3,181	\$3,213	\$3,245	\$3,277	\$3,343	\$3,376	\$3,410
Total	\$35,345	\$35,699	\$36,055	\$36,416	\$37,145	\$37,516	\$37,891
Step 7	\$32,727	\$33,054	\$33,384	\$33,719	\$34,394	\$34,737	\$35,085
TRS	\$3,237	\$3,269	\$3,302	\$3,335	\$3,402	\$3,436	\$3,470
Total	\$35,964	\$36,324	\$36,686	\$37,054	\$37,795	\$38,172	\$38,554
Step 8	\$33,300	\$33,633	\$33,968	\$34,308	\$34,995	\$35,345	\$35,699
TRS	\$3,293	\$3,326	\$3,359	\$3,393	\$3,461	\$3,496	\$3,531
Total	\$36,593	\$36,960	\$37,328	\$37,701	\$38,456	\$38,840	\$39,229
Step 9	\$33,883	\$34,222	\$34,563	\$34,909	\$35,608	\$35,963	\$36,323
TRS	\$3,351	\$3,385	\$3,418	\$3,452	\$3,522	\$3,557	\$3,592
Total	\$37,234	\$37,607	\$37,981	\$38,361	\$39,130	\$39,520	\$39,916

Step 10	\$34,476	\$34,820	\$35,168	\$35,520	\$36,231	\$36,593	\$36,959
TRS	\$3,410	\$3,444	\$3,478	\$3,513	\$3,583	\$3,619	\$3,655
Total	\$37,885	\$38,264	\$38,646	\$39,032	\$39,814	\$40,212	\$40,614
Step 11	\$35,079	\$35,430	\$35,783	\$36,141	\$36,865	\$37,233	\$37,606
TRS	\$3,469	\$3,504	\$3,539	\$3,574	\$3,646	\$3,682	\$3,719
Total	\$38,549	\$38,934	\$39,322	\$39,716	\$40,511	\$40,915	\$41,325
Step 12	\$35,693	\$36,049	\$36,410	\$36,774	\$37,510	\$37,884	\$38,264
TRS	\$3,530	\$3,565	\$3,601	\$3,637	\$3,710	\$3,747	\$3,784
Total	\$39,223	\$39,615	\$40,011	\$40,411	\$41,220	\$41,631	\$42,048
Step 13	\$36,317	\$36,681	\$37,046	\$37,417	\$38,166	\$38,548	\$38,934
TRS	\$3,592	\$3,628	\$3,664	\$3,701	\$3,775	\$3,812	\$3,851
Total	\$39,909	\$40,308	\$40,710	\$41,118	\$41,940	\$42,360	\$42,784
Step 14	\$36,953	\$37,322	\$37,695	\$38,072	\$38,834	\$39,222	\$39,615
TRS	\$3,655	\$3,691	\$3,728	\$3,765	\$3,841	\$3,879	\$3,918
Total	\$40,607	\$41,014	\$41,423	\$41,837	\$42,675	\$43,102	\$43,533
Step 15		\$37,976	\$38,355	\$38,738	\$39,514	\$39,909	\$40,308
TRS		\$3,756	\$3,793	\$3,831	\$3,908	\$3,947	\$3,986
Total		\$41,732	\$42,148	\$42,570	\$43,421	\$43,856	\$44,294
Step 16			\$39,025	\$39,417	\$40,206	\$40,607	\$41,014
TRS			\$3,860	\$3,898	\$3,976	\$4,016	\$4,056
Total			\$42,885	\$43,315	\$44,182	\$44,624	\$45,070
Step 17				\$40,106	\$40,909	\$41,318	\$41,731
TRS				\$3,967	\$4,046	\$4,086	\$4,127
Total				\$44,073	\$44,955	\$45,404	\$45,859
Step 18					\$41,625	\$42,040	\$42,462
TRS					\$4,117	\$4,158	\$4,199
Total					\$45,741	\$46,198	\$46,661
Step 19					\$42,353	\$42,776	\$43,205
TRS					\$4,189	\$4,231	\$4,273
Total					\$46,542	\$47,007	\$47,478
Step 20					\$43,095	\$43,526	\$43,961
TRS					\$4,262	\$4,305	\$4,348
Total					\$47,357	\$47,830	\$48,308
Step 21						\$44,287	\$44,729
TRS						\$4,380	\$4,424
Total						\$48,667	\$49,153

Base .75%
Step 1.75%
Step+Base 2.50%
TRS 0.098901

Salary Schedule 2019-2020

	BS	BS + 8	BS + 16	BS + 24	MS	MS + 8	MS + 16
Step 0	\$29,578	\$29,874	\$30,171	\$30,474	\$31,083	\$31,394	\$31,708
TRS	\$2,925	\$2,955	\$2,984	\$3,014	\$3,074	\$3,105	\$3,136
Total	\$32,503	\$32,829	\$33,155	\$33,488	\$34,158	\$34,499	\$34,844
Step 1	\$30,091	\$30,393	\$30,696	\$31,003	\$31,623	\$31,940	\$32,259
TRS	\$2,976	\$3,006	\$3,036	\$3,066	\$3,128	\$3,159	\$3,190
Total	\$33,067	\$33,399	\$33,731	\$34,070	\$34,751	\$35,099	\$35,450
Step 2	\$30,611	\$30,918	\$31,226	\$31,539	\$32,170	\$32,492	\$32,817
TRS	\$3,028	\$3,058	\$3,088	\$3,119	\$3,182	\$3,213	\$3,246
Total	\$33,639	\$33,976	\$34,314	\$34,659	\$35,352	\$35,705	\$36,062
Step 3	\$31,141	\$31,453	\$31,766	\$32,084	\$32,726	\$33,053	\$33,384
TRS	\$3,080	\$3,111	\$3,142	\$3,173	\$3,237	\$3,269	\$3,302
Total	\$34,220	\$34,563	\$34,907	\$35,258	\$35,963	\$36,322	\$36,686
Step 4	\$31,296	\$31,610	\$31,925	\$32,245	\$32,890	\$33,219	\$33,551
TRS	\$3,095	\$3,126	\$3,157	\$3,189	\$3,253	\$3,285	\$3,318
Total	\$34,391	\$34,736	\$35,082	\$35,434	\$36,142	\$36,504	\$36,869
Step 5	\$31,844	\$32,163	\$32,483	\$32,809	\$33,466	\$33,800	\$34,138
TRS	\$3,149	\$3,181	\$3,213	\$3,245	\$3,310	\$3,343	\$3,376
Total	\$34,993	\$35,344	\$35,696	\$36,054	\$36,775	\$37,143	\$37,514
Step 6	\$32,401	\$32,726	\$33,051	\$33,382	\$34,051	\$34,391	\$34,735
TRS	\$3,205	\$3,237	\$3,269	\$3,302	\$3,368	\$3,401	\$3,435
Total	\$35,606	\$35,962	\$36,320	\$36,684	\$37,419	\$37,793	\$38,171
Step 7	\$32,968	\$33,298	\$33,631	\$33,967	\$34,647	\$34,993	\$35,343
TRS	\$3,261	\$3,293	\$3,326	\$3,359	\$3,427	\$3,461	\$3,495
Total	\$36,229	\$36,592	\$36,957	\$37,327	\$38,074	\$38,454	\$38,839
Step 8	\$33,545	\$33,881	\$34,219	\$34,562	\$35,253	\$35,605	\$35,962
TRS	\$3,318	\$3,351	\$3,384	\$3,418	\$3,487	\$3,521	\$3,557
Total	\$36,863	\$37,232	\$37,603	\$37,980	\$38,740	\$39,127	\$39,518
Step 9	\$34,132	\$34,474	\$34,817	\$35,166	\$35,870	\$36,228	\$36,591
TRS	\$3,376	\$3,410	\$3,443	\$3,478	\$3,548	\$3,583	\$3,619
Total	\$37,508	\$37,884	\$38,261	\$38,644	\$39,417	\$39,811	\$40,210

Step10	\$34,730	\$35,078	\$35,427	\$35,781	\$36,498	\$36,862	\$37,232
TRS	\$3,435	\$3,469	\$3,504	\$3,539	\$3,610	\$3,646	\$3,682
Total	\$38,165	\$38,547	\$38,931	\$39,320	\$40,108	\$40,508	\$40,914
Step 11	\$35,338	\$35,691	\$36,047	\$36,408	\$37,136	\$37,508	\$37,883
TRS	\$3,495	\$3,530	\$3,565	\$3,601	\$3,673	\$3,710	\$3,747
Total	\$38,833	\$39,220	\$39,612	\$40,008	\$40,809	\$41,218	\$41,630
Step 12	\$35,956	\$36,316	\$36,677	\$37,045	\$37,787	\$38,164	\$38,546
TRS	\$3,556	\$3,592	\$3,627	\$3,664	\$3,737	\$3,774	\$3,812
Total	\$39,512	\$39,907	\$40,305	\$40,708	\$41,524	\$41,938	\$42,359
Step 13	\$36,586	\$36,951	\$37,320	\$37,694	\$38,448	\$38,831	\$39,221
TRS	\$3,618	\$3,654	\$3,691	\$3,728	\$3,803	\$3,840	\$3,879
Total	\$40,204	\$40,605	\$41,011	\$41,422	\$42,250	\$42,672	\$43,099
Step 14	\$37,225	\$37,598	\$37,973	\$38,353	\$39,120	\$39,511	\$39,907
TRS	\$3,682	\$3,718	\$3,756	\$3,793	\$3,869	\$3,908	\$3,947
Total	\$40,907	\$41,316	\$41,728	\$42,146	\$42,989	\$43,419	\$43,854
Step 15		\$38,256	\$38,637	\$39,024	\$39,805	\$40,203	\$40,605
TRS		\$3,784	\$3,821	\$3,859	\$3,937	\$3,976	\$4,016
Total		\$42,039	\$42,458	\$42,883	\$43,742	\$44,179	\$44,621
Step 16			\$39,313	\$39,707	\$40,501	\$40,907	\$41,316
TRS			\$3,888	\$3,927	\$4,006	\$4,046	\$4,086
Total			\$43,202	\$43,634	\$44,507	\$44,953	\$45,402
Step 17				\$40,402	\$41,211	\$41,623	\$42,039
TRS				\$3,996	\$4,076	\$4,117	\$4,158
Total				\$44,398	\$45,286	\$45,739	\$46,197
Step 18					\$41,932	\$42,350	\$42,775
TRS					\$4,147	\$4,189	\$4,230
Total					\$46,079	\$46,539	\$47,005
Step 19					\$42,665	\$43,091	\$43,523
TRS					\$4,220	\$4,262	\$4,304
Total					\$46,885	\$47,353	\$47,828
Step 20					\$43,412	\$43,846	\$44,285
TRS					\$4,293	\$4,336	\$4,380
Total					\$47,705	\$48,182	\$48,665
Step 21						\$44,614	\$45,060
TRS						\$4,412	\$4,456
Total						\$49,026	\$49,516

Base .25%
Step 1.75%
Step+Base 2.00%
TRS 0.098901

Salary Schedule 2020-2021

	BS	BS + 8	BS + 16	BS + 24	MS	MS + 8	MS + 16
Step 0	\$29,652	\$29,949	\$30,247	\$30,550	\$31,161	\$31,473	\$31,788
TRS	\$2,933	\$2,962	\$2,991	\$3,021	\$3,082	\$3,113	\$3,144
Total	\$32,584	\$32,911	\$33,238	\$33,572	\$34,243	\$34,586	\$34,931
Step 1	\$30,169	\$30,471	\$30,775	\$31,084	\$31,705	\$32,022	\$32,343
TRS	\$2,984	\$3,014	\$3,044	\$3,074	\$3,136	\$3,167	\$3,199
Total	\$33,153	\$33,485	\$33,819	\$34,158	\$34,841	\$35,189	\$35,541
Step 2	\$30,693	\$31,001	\$31,309	\$31,623	\$32,256	\$32,578	\$32,904
TRS	\$3,036	\$3,066	\$3,097	\$3,128	\$3,190	\$3,222	\$3,254
Total	\$33,729	\$34,067	\$34,406	\$34,751	\$35,446	\$35,801	\$36,159
Step 3	\$31,224	\$31,537	\$31,851	\$32,170	\$32,813	\$33,142	\$33,473
TRS	\$3,088	\$3,119	\$3,150	\$3,182	\$3,245	\$3,278	\$3,311
Total	\$34,312	\$34,656	\$35,001	\$35,352	\$36,059	\$36,419	\$36,784
Step 4	\$31,763	\$32,082	\$32,401	\$32,726	\$33,380	\$33,714	\$34,052
TRS	\$3,141	\$3,173	\$3,205	\$3,237	\$3,301	\$3,334	\$3,368
Total	\$34,905	\$35,255	\$35,606	\$35,963	\$36,682	\$37,049	\$37,419
Step 5	\$31,922	\$32,242	\$32,563	\$32,890	\$33,547	\$33,883	\$34,222
TRS	\$3,157	\$3,189	\$3,221	\$3,253	\$3,318	\$3,351	\$3,385
Total	\$35,079	\$35,431	\$35,784	\$36,143	\$36,865	\$37,234	\$37,606
Step 6	\$32,481	\$32,806	\$33,133	\$33,465	\$34,135	\$34,476	\$34,820
TRS	\$3,212	\$3,245	\$3,277	\$3,310	\$3,376	\$3,410	\$3,444
Total	\$35,693	\$36,051	\$36,410	\$36,775	\$37,511	\$37,886	\$38,264
Step 7	\$33,049	\$33,380	\$33,712	\$34,050	\$34,732	\$35,079	\$35,430
TRS	\$3,269	\$3,301	\$3,334	\$3,368	\$3,435	\$3,469	\$3,504
Total	\$36,318	\$36,682	\$37,047	\$37,418	\$38,167	\$38,548	\$38,934
Step 8	\$33,628	\$33,964	\$34,303	\$34,647	\$35,340	\$35,693	\$36,050
TRS	\$3,326	\$3,359	\$3,393	\$3,427	\$3,495	\$3,530	\$3,565
Total	\$36,953	\$37,323	\$37,696	\$38,073	\$38,835	\$39,223	\$39,615
Step 9	\$34,216	\$34,558	\$34,903	\$35,253	\$35,959	\$36,317	\$36,681
TRS	\$3,384	\$3,418	\$3,452	\$3,487	\$3,556	\$3,592	\$3,628
Total	\$37,600	\$37,976	\$38,355	\$38,739	\$39,515	\$39,909	\$40,309

Step 10	\$34,815	\$35,164	\$35,514	\$35,869	\$36,587	\$36,953	\$37,323
TRS	\$3,443	\$3,478	\$3,512	\$3,548	\$3,619	\$3,655	\$3,691
Total	\$38,258	\$38,641	\$39,026	\$39,417	\$40,206	\$40,608	\$41,014
Step 11	\$35,425	\$35,779	\$36,136	\$36,497	\$37,228	\$37,599	\$37,976
TRS	\$3,504	\$3,539	\$3,574	\$3,610	\$3,682	\$3,719	\$3,756
Total	\$38,928	\$39,318	\$39,710	\$40,107	\$40,910	\$41,318	\$41,732
Step 12	\$36,044	\$36,404	\$36,768	\$37,136	\$37,879	\$38,258	\$38,641
TRS	\$3,565	\$3,600	\$3,636	\$3,673	\$3,746	\$3,784	\$3,822
Total	\$39,609	\$40,005	\$40,404	\$40,808	\$41,625	\$42,042	\$42,462
Step 13	\$36,675	\$37,042	\$37,411	\$37,786	\$38,542	\$38,927	\$39,317
TRS	\$3,627	\$3,663	\$3,700	\$3,737	\$3,812	\$3,850	\$3,889
Total	\$40,303	\$40,706	\$41,111	\$41,523	\$42,354	\$42,777	\$43,206
Step 14	\$37,317	\$37,690	\$38,066	\$38,448	\$39,217	\$39,608	\$40,005
TRS	\$3,691	\$3,728	\$3,765	\$3,803	\$3,879	\$3,917	\$3,957
Total	\$41,008	\$41,417	\$41,831	\$42,250	\$43,095	\$43,525	\$43,961
Step 15		\$38,350	\$38,732	\$39,120	\$39,902	\$40,301	\$40,705
TRS		\$3,793	\$3,831	\$3,869	\$3,946	\$3,986	\$4,026
Total		\$42,142	\$42,563	\$42,989	\$43,849	\$44,287	\$44,731
Step 16			\$39,410	\$39,804	\$40,601	\$41,007	\$41,417
TRS			\$3,898	\$3,937	\$4,016	\$4,056	\$4,096
Total			\$43,307	\$43,741	\$44,617	\$45,063	\$45,514
Step 17				\$40,501	\$41,311	\$41,725	\$42,142
TRS				\$4,006	\$4,086	\$4,127	\$4,168
Total				\$44,507	\$45,397	\$45,852	\$46,310
Step 18					\$42,035	\$42,455	\$42,880
TRS					\$4,157	\$4,199	\$4,241
Total					\$46,192	\$46,654	\$47,121
Step 19					\$42,771	\$43,198	\$43,630
TRS					\$4,230	\$4,272	\$4,315
Total					\$47,001	\$47,470	\$47,945
Step 20					\$43,519	\$43,953	\$44,394
TRS					\$4,304	\$4,347	\$4,391
Total					\$47,823	\$48,300	\$48,784
Step 21						\$44,722	\$45,171
TRS						\$4,423	\$4,467
Total						\$49,146	\$49,638

				Base Salary \$29,357	Base Salary \$29,578	Base Salary \$29,652
Activity	Location	2017-2018	% of Base	2018-2019	2019-2020	2020-2021
Baseball/Softball	Junior High	\$2,040	7%	\$2,055	\$2,070	\$2,076
Baseball/Softball Assistant	Junior High	\$1,457	5%	\$1,468	\$1,479	\$1,483
Basketball (Boys/Girls)	Junior High	\$3,496	12%	\$3,523	\$3,549	\$3,558
Basketball Assistant (Boys/Girls)	Junior High	\$2,040	7%	\$2,055	\$2,070	\$2,076
Basketball 5/6 (Boys/Girls)	Junior High	\$2,040	7%	\$2,055	\$2,070	\$2,076
Basketball Assistant 5/6 (Boys/Girls)	Junior High	\$1,457	5%	\$1,468	\$1,479	\$1,483
Speech	Junior High	N/A	4%	\$1,174	\$1,183	\$1,186
Music Director	Junior High	\$1,165	4%	\$1,174	\$1,183	\$1,186
Technology	Junior High	\$4,079	15%	\$4,404	\$4,437	\$4,448
Scholastic Bowl	Junior High	\$1,020	4%	\$1,174	\$1,183	\$1,186
Science Club	Junior High	\$2,040	7%	\$2,055	\$2,070	\$2,076
Science Club Assistant	Junior High	N/A	5%	\$1,468	\$1,479	\$1,483
Track	Junior High	\$2,040	7%	\$2,055	\$2,070	\$2,076
Track Assistant	Junior High	\$1,457	5%	\$1,468	\$1,479	\$1,483
Volleyball	Junior High	\$2,914	10%	\$2,936	\$2,958	\$2,965
Volleyball Assistant	Junior High	\$1,457	5%	\$1,468	\$1,479	\$1,483
Volleyball 5/6	Junior High	\$1,457	5%	\$1,468	\$1,479	\$1,483
Volleyball Assistant 5/6	Junior High	\$874	3%	\$881	\$887	\$890
Yearbook	Junior High	N/A	2%	\$587	\$592	\$593
First Aid Responder	Junior High	N/A	1%	\$294	\$296	\$297

Activity	Location	2017-2018	% of Base	Base Salary	Base Salary	Base Salary
				\$29,357	\$29,578	\$29,652
				2018-2019	2019-2020	2020-2021
Band Director	High School	\$2,040	8%	\$2,349	\$2,366	\$2,372
Baseball/Softball	High School	\$2,622	10%	\$2,936	\$2,958	\$2,965
Baseball/Softball Assistant	High School	\$2,040	7%	\$2,055	\$2,070	\$2,076
Basketball	High School	\$4,079	15%	\$4,404	\$4,437	\$4,448
Basketball Assistant (Boys/Girls)	High School	\$2,622	10%	\$2,936	\$2,958	\$2,965
Cheerleading	High School	\$2,040	8%	\$2,349	\$2,366	\$2,372
FBLA	High School	\$1,457	6%	\$1,761	\$1,775	\$1,779
FFA	High School	\$2,186	9%	\$2,642	\$2,662	\$2,669
Golf	High School	\$1,749	7%	\$2,055	\$2,070	\$2,076
Technology	High School	\$4,079	15%	\$4,404	\$4,437	\$4,448
National Honor Society	High School	\$437	3%	\$881	\$887	\$890
Play Accompanist	High School	\$729	4%	\$1,174	\$1,183	\$1,186
Play Assistant	High School	\$874	4%	\$1,174	\$1,183	\$1,186
Play Sponsor	High School	\$1,603	7%	\$2,055	\$2,070	\$2,076
Scholastic Bowl	High School	\$1,457	6%	\$1,761	\$1,775	\$1,779
Science Club	High School	\$2,331	9%	\$2,642	\$2,662	\$2,669
Science Club Assistant	High School	\$1,457	6%	\$1,761	\$1,775	\$1,779
Volleyball	High School	\$3,496	13%	\$3,816	\$3,845	\$3,855
Volleyball Assistant	High School	\$2,040	8%	\$2,349	\$2,366	\$2,372
Yearbook	High School	\$2,040	8%	\$2,349	\$2,366	\$2,372
Junior Class Sponsor	High School	\$437	3%	\$881	\$887	\$890
Senior Class Sponsor	High School	\$437	3%	\$881	\$887	\$890
Work Study	High School	\$4,079	14%	\$4,110	\$4,141	\$4,151
District Special Education Director	High School	\$2,331	9%	\$2,642	\$2,662	\$2,669
First Aid Responder	High School	NA	1%	\$294	\$296	\$297