

AGREEMENT BETWEEN THE
BOARD OF EDUCATION
CENTRALIA SCHOOL DISTRICT #135

AND

CENTRALIA CITY SCHOOLS
TEACHER ASSOCIATION
SCHOOL DISTRICT #135

2020 - 2021

2021 - 2022

2022 - 2023

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ARTICLE I

RECOGNITION

The Board of Education of School District #135, hereinafter referred to as the "Board," recognizes the Centralia City Schools Teacher Association of District #135, affiliated with the Illinois Education Association/National Education Association, hereinafter referred to as the "Association," as the sole and exclusive negotiating representative for all regularly employed non-temporary certificated teaching personnel, hereinafter referred to as "teachers," except for the Superintendent, Assistant Superintendent, Principals, Assistant Principals, Supervisor of Title Programs, and other supervisory and managerial personnel as defined in the Illinois Educational Labor Relations Act.

ARTICLE II

MANAGEMENT RIGHTS

It is expressly understood and agreed that all functions, rights, powers or authority of the Administration of the School District and the Board of Education which are not specifically limited by the express language of this Agreement are retained by the Board provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement.

ARTICLE III
TEACHER RIGHTS

3.1 Notification of Assignments

All teachers shall be given written notice of their teaching assignments no less than thirty (30) days preceding the first day of the new school term. In the event changes in such assignments are proposed, the teacher affected shall be notified promptly and consulted. Consulted will be defined as a meeting between the affected teacher and the administration. In no event shall changes in the teacher's assignments be made later than thirty (30) days preceding the commencement of the next school term unless an emergency exists. In the event an assignment is unacceptable to the teacher, the teacher may request a leave of absence or be allowed to resign. Junior high teachers shall be notified of their specific subjects to be taught.

3.2 Personnel Files

- A. Only one (1) official file shall be kept for each teacher in the District and such file shall be kept in the Central Administration offices.
- B. Each teacher may review the contents of his/her personnel file not specifically exempt from inspection by the Employee Records Act during normal business hours, provided such inspection does not interfere with the operations of the central office.
- C. Teachers may not remove any material from their file, provided transcripts, certificate and any item of personal value (TB X-ray, etc.) are available to the teacher at the time of termination of employment upon request. Non-classified materials may be copied, and the teacher will be charged the then prevailing rate for same.
- D. All letters of reprimand shall be removed from a teacher's personnel file after five (5) years provided there are not subsequent reprimands. If any teacher feels that material in his/her personnel file is inaccurate, incomplete or unjust, the teacher may put any objections or clarifications in writing and have them become a part of the file. A teacher shall be provided with a copy of all official letters of reprimand placed in the teacher's personnel file.

3.3 Employer Hearings/Teacher Rights

When a teacher is required to appear before the Board for purposes of discharge or discipline, the teacher shall be entitled to written notice of the reasons for such meeting within a reasonable time prior to such meeting. The teacher shall be entitled to have a representative of his/her choosing present at any such meeting. When a teacher is required to appear before an administrator and is subject to an investigatory interview which the teacher reasonably believes might result in discipline, the teacher may request representation before proceeding with the interview.

ARTICLE IV

ASSOCIATION RIGHTS

4.1 Payroll Deductions

- A. The Board agrees to deduct Association membership dues uniformly levied by the Association from the pay of those teachers who individually request it on a form approved by the Board.
- B. Upon receipt of such written authorization from the Association, deductions of Association annual/semi-annual dues shall be made in accordance with the procedures of the Board, and shall be remitted monthly to the Association official at the address designated in writing by the Association. The amount of deductions shall be submitted to the payroll secretary by the Association at least ten (10) days prior to the scheduled payroll date.
- C. In the event a teacher terminates his/her employment, any Association dues that are still outstanding will be deducted from his/her final payroll check and remitted to the Association in the usual manner.
- D. The Association shall indemnify, defend and hold the Board harmless against any claim, demand, suit or liability arising from any action taken by the Board in complying with this Article.

4.2 Board Meetings - Notification

The president of the Association shall be given written or emailed notice of any regular or special meeting or a notice of any emergency meeting of the Board together with a copy of the agenda or statement of purpose for such meeting if one exists.

4.3 Association Leave

In the event the Association desires to send representatives to local, state or national conferences or to attend special meetings concerning Association business, those representatives shall be excused without loss of salary providing:

- A. The total amount of time so taken does not exceed a maximum of twenty (20) days per school year by all teachers and the total amount of time so taken by a teacher does not exceed seven (7) days per school year.
- B. The Association or teacher reimburses the district for the cost of a substitute(s).
- C. No more than five (5) teachers will be excused for the same day under this provision.
- D. Association leave may not be used in increments of less than one-half (1/2) days.

ARTICLE IV

ASSOCIATION RIGHTS

4.3 Association Leave (continued)

- E. Association leave may not be used the day before or after a holiday unless prior approval is granted by the Superintendent.
- F. At least five (5) days prior written or emailed notice is given to the appropriate principal and Superintendent of the expected use of such leave.
- G. Association leave shall not accumulate.

4.4 Board Policy Manual

The Board Policy Manual will be posted on the district website and the Superintendent will send out a district email as events occur.

4.5 Association - Board Meetings

The Association understands the importance of maintaining good communication and agree to the formation of a Consultation Committee. The committee shall be composed of the CCSTA President and one Association member from each of the attendance centers, the President of the Board, the Superintendent and one (1) other designee. The Committee shall meet a minimum of once a quarter to discuss matters of mutual concern. Agenda items from both sides shall be exchanged five working days before the scheduled meeting date.

4.6 Board Minutes - Association Copies

Board minutes shall be sent as an electronic copy to President of the Association after the minutes have been approved by the Board. Minutes of all closed sessions are specifically exempt from this provision unless they are subsequently made public.

4.7 Administration Selection Process

The Association has the right to give input through discussion and/or written suggestions in the selection of any District administrator. The input shall be provided to the Superintendent or Board President within the timeframe of the posted notice of vacancy for administrative positions.

ARTICLE V

WORKING CONDITIONS

5.1 Arrival and Leaving Time for Teachers

On regular student attendance days, all teachers will be expected to be on duty beginning at 8:00 a.m. and ending at 3:30 p.m. On days when students are dismissed early, teachers will be allowed to leave fifteen (15) minutes following the dismissal of the students. On days of in-district workshops when students are not required to attend, the work day will be defined as 8:30 a.m. to 3:30 p.m. with one hour off for lunch.

5.2 Planning Periods and Lunch Periods

Each teacher in grades K-4 will receive a duty free lunch period of a minimum of thirty (30) minutes. In addition to the thirty minute lunch period, a twenty-five (25) minute planning period will be scheduled in all K-4 attendance centers. With authorization of the principal, teachers may leave the building for school related matters during the twenty-five minute planning periods.

Itinerant teachers in the K-4 buildings shall not be assigned supervisory duties during the mid-day plan period unless they are scheduled in that building before, during and beyond the noon hour. Itinerant teachers shall be assigned supervisory duties comparable in time to those assigned teachers based in one building.

Each certified full-time teacher at the Junior High School shall receive a duty free lunch period of thirty (30) minutes plus one planning period per day equal in time to the regular class periods used in the daily schedule. If an assembly takes all or part of a planning period, the teacher will not have supervisory duties.

In the event it is necessary to schedule a parental meeting or conference during the teacher's planning period or before or after school, the teacher shall be consulted in scheduling the appointment to the extent possible.

The administration shall attempt to maximize the use of the paid noon-time supervisors and the facilities so as to minimize any reduction in planning periods at the K-4 level.

ARTICLE V

WORKING CONDITIONS

5.3 Substitute Teachers

In the event Aesop is unable to obtain a substitute for a physical education teacher, vocal music teacher, Title 1 teacher, a non-itinerant, special education teacher, or a regular classroom teacher, the administrator who is responsible for obtaining substitute teachers in that attendance center shall call all teachers on the approved substitute teacher list in order to obtain a substitute for the absent teacher. If Aesop and the principal are unable to obtain a substitute, the principal may request a teacher to cover that class only during his or her planning period. In the event a substitute teacher is not available, a teacher shall have the right to refuse to accept assignment to a class other than his/her own, without evaluation repercussions. Teachers accepting a temporary class assignment shall be compensated according to Appendix II - Temporary Class Assignment (Per Period). Building principal will make every effort not to ask any K-8 teacher receiving a 6% increase in his/her TRS creditable earning in each of the four (4) years prior to retirement as provided for in paragraph 11.5 of this contract to accept extra students.

5.4 Calendar

A. School Year

Teachers shall not be required to work more than the minimum number of teacher attendance days required by law each school year without extended contract or extra duty pay.

B. The Board of Education shall develop the school calendar in the following manner:

A calendar advisory committee will be organized to advise the Board in the development of the school calendar. This committee will be composed of three (3) teachers, two (2) non-certified employees, principals, two (2) Board members and the Superintendent. Teacher representatives will be appointed by the Association President. All other members of the committee will be appointed by the President of the Board or his/her designee. The committee will make its report and recommendations to the Board no later than the March meetings of the Board of Education.

C. The Board agrees to early dismissal of classes at 2:15 p.m. on the last day of school prior to the Labor Day, Thanksgiving, Christmas, Easter, and Memorial Day vacations.

ARTICLE V

WORKING CONDITIONS

5.5 Reimbursement for Personal Property

In the event a teacher is required by his/her principal to use a specifically designated item of personal property for instruction and the item is damaged, lost or destroyed by actions other than the teacher, the Board shall reimburse the teacher for the loss.

5.6 Staff Meetings

A. Building Meetings

Regular teachers' meetings may be scheduled by each building principal on specific dates each month, said dates to be published no later than fifteen (15) days after the first pupil attendance day of the school term. Such meeting shall not exceed one (1) per month. Additional meetings may be scheduled as required by special or emergency situations. Such meetings will last no longer than 4:15 p.m. Those persons needing to leave early shall request this of their building principal prior to such meetings.

B. District Meetings

District-wide meetings shall be held during the normal school day. Those persons needing to leave prior to the regular dismissal time shall secure this individual permission from the Superintendent prior to such meeting.

5.7 Inclusion

In the event the Board is mandated to adopt Inclusion for the District, the Board agrees to reopen contract negotiations relative to items deemed directly related to that decision.

5.8 Student Preparations

A teacher may, at his or her discretion, prior to the commencement of the school year, undertake activities in his/her attendance center to prepare for the first day of student attendance. The teacher shall be compensated for such activities at \$15.00 per hour, but not exceed a total payment of \$150.00. The principal shall verify in writing to the Superintendent the hours worked. This provision of the contract will sunset June 30, 2023. Any continuation of this provision will have to be negotiated.

ARTICLE VI

LEAVES

6.1 Sick Leave

The Board of Education shall grant full-time teachers sick leave provisions to the amount of fourteen (14) days at full pay per year. Sick leave may be used for illness, disability, or injury of teacher, appointments with the doctor, dentist or other recognized practitioners, for illness, disability, injury, or death of a member of the immediate family of the teacher. The Superintendent may require a physician's certificate as a basis of pay during a leave of absence of three (3) consecutive working days for personal illness, or as it may deem necessary in other cases where abuse of sick leave is suspected.

One sick day may be fractionalized down to the hour. This fractionalized time is dependent upon the teacher coordinating coverage with administrative approval. Fractionalized time may be denied if coverage cannot be found.

Immediate family of the teacher shall be defined as parents, spouse, sisters, brothers, children, grandparents, grandchildren, brother/sister-in-law, father/mother-in-law, son/daughter-in-law, domestic partnership, and step-parent per IL Sick Leave Act.

Unused sick leave shall accumulate without limit.

Each teacher may use three (3) sick leave days annually for bereavement purposes for persons not defined in this provision.

Any teacher who uses no sick leave days during a school year shall receive \$300.00 (IRS) included in the June payroll as a reward for good attendance.

Any teacher who uses one (1) sick leave day during a school year shall receive \$200.00 (IRS) included in the June payroll as a reward for good attendance.

Any teacher who uses two (2) sick leave days during a school year shall receive \$100.00 (IRS) included in the June payroll as a reward for good attendance

6.2 Personal Leave

Teachers shall be entitled to two (2) personal leave days per school year without loss of pay subject to the following:

- A. No reason need be given if five (5) days prior notice is given.
- B. With less than five (5) days notice, written reason must be given to the Principal.

ARTICLE VI

LEAVES

6.2 Personal Leave (continued)

- C. No days may be used the day before or after a holiday unless prior approval is granted by the Superintendent.
- D. One personal leave day may not be used in increments of less than one-half (1/2) day at a time.
- E. One personal leave day may be fractionalized down to the hour. This fractionalized time independent upon the teacher coordinating coverage with administrative approval. Fractionalized time may be denied coverage cannot be found. This will be for one year (2020-2021) and maybe continued at the discretion of the Superintendent.

These days, if unused, shall accumulate without limit as sick leave.

Any teacher who uses no personal leave days or sick leave days during a school year shall receive \$200.00 (IRS) included in the June payroll as a reward for good attendance.

6.3 Leaves of Absence

- A. Leaves of absence may be granted without pay to tenured teachers who have rendered satisfactory service to the District and who desire to return to employment in a similar capacity upon termination of said leave.
- B. A request for maternity leave shall be granted under the conditions contained herein.
- C. Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave consistent with a reasonable continuity of instruction for students. Leaves of absence without pay for not more than one (1) year may be granted to tenured employees according to the following conditions:
 - 1. Written requests for leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the Board.
 - 2. Dates of departure and return must be acceptable to the administration and determined prior to initiating the request.
 - 3. Leaves of less than one (1) month, if acceptable to and approved by the administration, will not require Board approval nor three (3) months' notice.

ARTICLE VI

LEAVES

6.3 Leaves of Absence (continued)

4. Leaves may be granted for:

- a. Advanced study leading to a degree at an approved university.
- b. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program. (Does not include personal vacations.)
- c. Military service.
- d. Parental purposes.
- e. Other reasons acceptable to the Board.

5. Teachers on approved leaves will retain seniority, subject to the provisions of the Reduction in Force-Seniority Section of this Agreement.

6. Teachers on such leave may continue insurance benefits if they reimburse the District for any pro-rata costs of premiums for which they apply.

7. A teacher will not advance on the salary schedule while on any approved leave of absence without pay.

6.4 Professional Visitation Day

Each teacher may request visitation days with full pay to attend a professional conference, meeting or workshop of an education nature, or to observe a program in another educational setting; attendance at said conference, workshop or meeting to be subject to approval of the Superintendent. Approval to use a professional visitation day must be requested a minimum of five (5) days in advance of the date of the conference, workshop or meeting. A maximum of ten (10) teachers may be absent from work on the same date to attend professional conferences, meetings or workshops.

The Board of Education agrees to reimburse teachers using professional visitation days for mileage at the IRS rate, registration fees not to exceed \$125.00, plus the cost of banquet and luncheon tickets. In cases where it is necessary to stay overnight, the Board will reimburse the teacher at an amount not to exceed \$125.00 for hotel and motel expense.

ARTICLE VI

LEAVES

6.4 Professional Visitation Day (continued)

If the Superintendent asks a teacher to attend a professional conference, the Board of Education agrees to pay the cost upfront for:

1. the teacher's registration fees, plus the cost of banquet and luncheon tickets
2. hotel or motel expense
3. commercial prepaid travel expenses.

If the teacher fails to meet their obligations to attending approved professional conference, that teacher will reimburse the district through payroll deduction the amount covered by the district.

6.5 Jury Duty or Other Related Appearances

Any teacher called to jury duty or who is subpoenaed to testify during work hours in any judicial or administrative matter, shall be paid his/her full compensation for such time with no loss of any leaves, seniority or other benefits.

This provision is not applicable if the teacher is a witness against the District, the Board of Education, or its representatives as a result of any action commenced by or on behalf of the teacher. Daily rates received for such duties or appearances shall be reimbursed to the District for those days when the employee was absent with the exception that there shall be no reimbursement for compensation received for food or travel.

6.6 Accident or Injury Leave

If a teacher receives payments under the Illinois Worker's Compensation Act for injuries suffered while in the employ of the Board, the teacher may elect 1) to surrender all such payments to the District and utilize his/her sick leave entitlements, or 2) retain such payments in lieu of use of sick leave, or 3) if such payments are less than the teacher's daily rate of pay, request the Board to pay the difference, provided the teacher's sick leave entitlement will be adjusted on the appropriate prorated basis.

ARTICLE VII

VACANCIES AND TRANSFERS

7.1 Vacancies

- A. When a vacancy occurs, teachers with seniority shall be given full consideration before a position is filled, however, seniority shall not be the governing factor and shall not prevent the appointment of an applicant with less seniority whose abilities and qualifications are greater than that of the senior teacher.
- B. When a vacancy or new position occurs during the school year, the Superintendent shall email the president of the association and post on the district website and in the main office of all attendance centers a notice of all vacancies and new positions. Such notices shall be accompanied by a job title and minimum qualifications. For vacancies or new positions that occur during June, July, and August, notices shall be emailed to the president of the association and posted on the district website and Administration Building bulletin board.
- C. No vacancy shall be filled within seven (7) days after posting providing that nothing herein shall prevent the administration from filling a vacancy on a temporary basis. In the event the senior teacher does not receive the position, he/she shall be notified by the Superintendent and given the reasons. The decision of the Superintendent shall be binding.

7.2 Transfers

The Board of Education reserves the right to assign and maintain to all attendance centers, a sufficient number of teachers who possess the skill, knowledge and certification to properly attend to the needs of that attendance center. The assignments of all transfers shall be the responsibility of the Superintendent.

7.3 Extra Duty Pay Jobs

Effective immediately, all extra paid duties shall be shared equally between qualified certified and non-certified staff that have applied. The principal shall email all vacancies to the entire staff at the beginning of every school year. In the event that more staff members apply than positions are available, the principal shall make every reasonable effort to divide the position equitably on a rotating basis.

ARTICLE VIII

REDUCTION IN FORCE - SENIORITY

8.1 Definition

A teacher shall not acquire seniority in the District until he/she achieves tenure. Upon the acquisition of tenure, the teacher shall be credited with seniority from the teacher's date of hire for full-time continuous service to the District. (Date of Hire being defined as the date the Board takes official action to employ the teacher.)

8.2 Acquisition of Seniority

- A. Tenured teacher shall acquire one year of seniority for each complete year of full-time employment in the District. A tenured teacher working less than a complete school year shall acquire fractional seniority calculated by dividing the number of days worked by the number of workdays in the school calendar. For purposes of this section, "days worked" shall be defined as days for which the teacher received regular salary from the District. Days for which the teacher does not receive regular salary shall not result in seniority credit for more than a full year's seniority in any given school year.
- B. Teachers who are on paid leaves of absences as included in this contract or as otherwise approved by the Board, shall continue to acquire seniority. Such leaves will not constitute a break in service.
- C. Teachers who are on unpaid leaves of absences as included in this contract or otherwise approved by the Board will not acquire seniority during the time they are on leave. Such leaves will constitute a break in service, but the years of experience gained prior to the leave of absence will not be removed from the employee's seniority position. A part-time teacher or a teacher who is reduced to less than full-time either at the teacher's request or by action of the Board shall acquire a fraction of the year's seniority according to the following:
 - 1. If the teacher is required to teach a portion of each day, seniority is calculated by dividing the number of hours the teacher is required to be at school divided by the number of hours required of full-time teachers.
 - 2. If the teacher is required to teach whole days but not whole weeks, seniority is calculated by dividing the number of days the teacher is required to work divided by the number of days required of full-time teachers. Reduction to less than full-time does not constitute a break in service.

ARTICLE VIII

REDUCTION IN FORCE - SENIORITY

8.3 Notification of Reduction in Force

- A. When a reduction in the number of teachers is eminent as determined by the Board, the Administration shall notify the affected teacher(s) no later than five (5) days prior to any final action being taken by the Board.
- B. In the event that a reduction in staff is necessary, the BOARD will comply with the provisions of The School Code 105 ILCS/1-1 et seq., regarding such reduction. Changes in RIF procedures will be in collaboration with the district RIF Joint Committee and will be conveyed to all employees by administrative personnel prior to implementation.

8.4 Re-employment Procedures after Layoff

- A. It shall be the responsibility of each teacher subject to recall to apprise the Board in writing of said teacher's mailing address at the time of layoff and of each mailing address change during the recall period. The Board's obligation to recall shall be met when it sends an offer to recall a teacher of layoff by certified mail, posted to the teacher at the last mailing address the teacher has provided the Board. The teacher shall have ten (10) days from the date of receipt of such recall offer to respond to such offer. If the Board does not receive such response before the ten (10) day period has elapsed, the teacher will be presumed to have rejected the offer.

Any Board offer of a position to a teacher on layoff and subject to recall, rejected by the teacher, will discharge all Board obligations to the teacher to offer future recalls from the instant layoff.

- B. Recalled tenured teachers shall have the same accumulated sick leave, salary schedule position and seniority they had when honorably dismissed. Any tenured teacher with recall rights may be added to the approved substitutes list if requested by the teacher.

ARTICLE IX

TEACHER EVALUATION COMMITTEE

9.1 Annual Review of Evaluation Plan

The District's evaluation plan shall be reviewed annually no later than April 30th by a committee of four (4) teacher representatives appointed by the Association President and four (4) Board/Administration representatives for the purpose of making recommendations for revisions as needed. The revisions will become effective the following school year on the agreement of both the Association and the Board.

9.2 Alteration of Evaluation Plan

All evaluations shall be conducted in good faith to this end and in accordance with all provisions of the Teacher Evaluation Plan, as jointly created and approved by the District and Association in April 2016 and adopted by the Board of Education in May 2016.

The Teacher Evaluation Plan may be altered only through:

1. joint agreement between the District and the Association or
2. requirements mandated by law

ARTICLE X
GRIEVANCE PROCEDURE

10.1 Purpose

- A. The purpose of this grievance procedure is to establish and maintain harmonious and cooperative working relationships between School District #135 and its teachers or Association, to assure equitable treatment of teachers, and to provide for the teachers or the Association an expeditious means of resolving teacher dissatisfactions over circumstances or conditions of employment therein.
- B. It is the policy of School District #135 that teachers will be treated fairly in all respects and that they will be privileged to freely discuss and settle their problems with their supervisors. This right may be exercised by the teacher(s) or by the teacher(s) and the Association as hereinafter set forth.

10.2 Waiver and Extension

Grievances must be submitted to immediate supervisors, Superintendent of School District #135, and Chairman of the Grievance Committee of the School Board of School District #135, in the form and manner hereinafter set forth, and within the time limits hereinafter set forth. A teacher's failure to submit a grievance to his/her immediate supervisor, Superintendent of School District #135, and the Chairman of the Grievance Committee of the School Board of District #135 within said specified time limits shall be construed as an abandonment and waiver of rights to further hearing hereon unless such time limits are extended by mutual agreement of the teacher and the Chairman of the Grievance Committee of the School Board of School District #135.

10.3 Local Level

A grieving teacher shall, within five (5) scheduled work days after he learns of the circumstances or conditions which prompt his/her grievance, submit his/her grievance to his/her immediate supervisor, in writing, informing such immediate supervisor of the nature of his/her grievance and as to particulars concerning same. Within five (5) scheduled work days after receipt of the teacher's written statement of grievance, the immediate supervisor shall give an answer, in writing, and shall cause a copy of said decision to be given to the teacher.

10.4 Intermediate Level

If the grievance is not resolved to the teacher's satisfaction within five (5) days after submission of the grievance to his/her immediate supervisor, the teacher may submit his/her grievance to the Superintendent. The grievance must be submitted to

ARTICLE X

GRIEVANCE PROCEDURE

10.4 Intermediate Level (continued)

the Superintendent in writing within ten (10) scheduled work days after submission to the teacher's immediate supervisor. Within ten (10) scheduled work days after receipt of the teacher's written statement of grievance, the Superintendent shall give an answer, in writing, and shall cause a copy of said decision to be given to the teacher.

10.5 Committee Level

A. If the grievance is not resolved to the teacher's satisfaction within ten (10) scheduled work days after submission of the grievance to the Superintendent, the teacher may submit his/her grievance to the Chairman of the Grievance Committee in writing informing said Chairman of the nature of his/her grievance and as to the particulars concerning same. The grieving teacher shall be entitled to be represented by any person of his/her choice in any oral discussion of the grievance wherein he is in attendance which is conducted or ordered by the Chairman. Within twenty (20) scheduled work days after receipt of the teacher's written statement of grievance, the Grievance Committee shall render a decision thereon, in writing, and shall cause a copy of said decision to be served upon the grieving teacher.

1. The Board and Administration acknowledges the right of any teacher to have representation in the processing of a grievance at any level. When such right is exercised, the person hearing the grievance will do so with stenographer present. No teacher shall be required to discuss their grievance if the representative of their choice is absent. Grievance, involving teachers and a representative of their choice, will be heard during non-school hours - time to be agreed upon by both parties.
2. The written statement of the teacher's grievance and the recommendations of the Grievance Committee shall be made part of a separate file for grievances.

10.6 Arbitration

A. If the grievance is not resolved satisfactorily at committee level, there shall be available and additional steps of impartial, binding arbitration. The Association may submit, in writing, a request on behalf of the grieving teacher to the Superintendent within 30 scheduled work days from receipt of the committee level answer to enter into arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the 2 parties within 7

ARTICLE X

GRIEVANCE PROCEDURE

10.6 Arbitration (continued)

scheduled work days after said notice is given. If the parties fail to reach agreement on an arbitrator within 7 scheduled work days, the AAA will be requested to provide a panel of 7 arbitrators.

Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator shall be binding on the parties.

- B. Expenses for the arbitrator's services shall be borne equally by the District and Association.
- C. The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His/her authority shall be limited to deciding only the issues presented to him in writing by the District and Association and his/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

ARTICLE XI

RETIREMENT BENEFITS

11.1 Teacher Retirement Benefits

After retirement, the Board agrees to reimburse all certificated teachers for all accumulated and unused sick leave that are used in pension calculations but did not result in additional retirement income compensation at the rate of \$120 per day. Payment for this reimbursement shall be made to eligible retired teachers on the second regular payroll following the final payment of TRS reportable earnings made to any retiring teacher. For example, a retiring teacher who receives his/her final payment of TRS reportable earnings in the June payroll will receive his/her reimbursement for accumulated and unused sick leave days in the August payroll. Prior to, and as a condition to such payment, a retiring employee shall be required to provide the District certified verification from TRS of number of such uncompensated sick leave days.

In the event legislation is passed that causes a change in the impact of the Teacher Retirement Benefits to the district, this section will be reopened for negotiations.

11.2 Medical Insurance after Retirement

Any teacher who retires from the District may continue his/her comprehensive major medical insurance coverage subject to the conditions and requirements of the group carrier. Such coverage shall be at the expense of the retiree.

11.3 Life Insurance after Retirement

Any teacher who retires from the District may continue his/her life insurance coverage subject to the conditions and requirements of the group carrier. Such coverage shall be at the expense of the retiree.

11.4 Retirement Notification, Bonus and Distribution

Teachers who notify the Board of their intent to retire four (4) years prior to their TRS retirement date and who will have less than 36 years of TRS credit upon retirement shall receive a 6% increase in their TRS creditable earnings in each of the four (4) years prior to retirement.

TRS creditable earnings during any of the years following the notice to retire and prior to retirement shall not exceed a 6% increase from one year to the next. The 6% limit shall supercede any other benefits that would otherwise increase the employee's TRS creditable earnings and said earnings shall be considered complete compensation for all services rendered.

ARTICLE XI

RETIREMENT BENEFITS

11.4 Retirement Notification, Bonus and Distribution (continued)

This written notice of date of retirement shall be submitted on or before September 1, preceding the initial 6% increase in TRS creditable earnings. This notice shall be binding with the exception that it may be rescinded prior to the last day of the school year in the event of a tragedy, such as the loss of a spouse, the elimination of a spouse's employment, or other similar occurrences.

There shall be a mutual understanding and agreement between the Board and Association that teachers who announce their intent to retire under the current contract shall receive the benefits of the current contract for each of the years prior to their retirement.

The base amount for the initial calculation of increase in TRS creditable earnings shall be based upon the employee's placement upon the salary schedule for the preceding year of full time employment. Extra duty pay from Section B Appendix II will also be included in the base calculation if the employee held an extra duty pay assignment at the end of the preceding school year and continues to do so at the time of calculation. Subsequent calculations of increase in TRS creditable earnings in the amount of 6% per year will be conducted on an annual basis in the same manner thereafter for each year remaining until the stated retirement date.

Teachers who notify the Board of their intent to retire as outlined in this section shall be paid a bonus equal to the greater of \$3,500 bonus (IRS), or \$350 (IRS) per year of service in District #135. This bonus shall be paid to the teacher as non-TRS reportable income. Payment shall be issued on the 2nd regular payroll following the final payment of TRS reportable income made to the teacher. For example, a teacher who receives his/her final payment of TRS reportable income in the June payroll will receive his/her bonus in the August payroll.

11.5 Preferential Part-Time Employment

Retired teachers of the District shall be given full consideration for any vacancy for part-time positions for which the teacher is qualified, and for which the teacher submits a written letter of interest to the Superintendent within the timeframe of the posted notice of vacancy.

ARTICLE XII

COMPENSATION AND RELATED PROVISIONS

12.1 Professional Growth

- A. The Board of Education will pay \$150.00 per semester hour toward tuition reimbursement for college/university courses taken,
 - 1. Toward a graduate degree.
 - 2. In one's major education field.
 - 3. Other courses with special permission of the Superintendent.
- B. All requests for payment of coursework must be made in writing to the Superintendent. Tuition reimbursement shall be given only for those courses that have been pre-approved by the Superintendent. Payment for courses will be made by check to the teacher after submission of a transcript indicating satisfactory completion of the course and proof of payment.
- C. The Board agrees to reimburse teachers up to a maximum of 15 semester hours annually with approval from the Superintendent. Teachers may only take two classes for reimbursement at any given time during the school year.
- D. Teachers enrolled as part of a cohort program or other classes similarly structured for working adults as approved by the Superintendent may be reimbursed for all classes taken up to the limit of the contractual benefit.

12.2 Pay for Chaperoning Students at Athletic/Extra-Curricular Events

- A. The Board agrees to pay teachers assigned to act as chaperones on buses/cars transporting students to athletic or extra-curricular events, provided the event does not occur during the normal school day and the teacher receives no extra-curricular increment for such assignments. The Board will pay a maximum of two (2) teacher/chaperones per bus/car.
- B. The Board also agrees to pay each teacher who works at athletic events the rate of pay according to Appendix II. Any teacher in the District desiring to work at CJHS athletic events may make the request to the CJHS Principal. Assignment of workers at athletic events will be at the discretion of the CJHS principal.

12.3 Teacher Life Insurance

The Board of Education of School District #135 agrees to provide a minimum \$2,000.00 term life policy for teachers employed more than half-time.

ARTICLE XII

COMPENSATION AND RELATED PROVISIONS

12.4 Teacher Health Insurance

- A. The Board of Education shall provide hospitalization, medical, and major medical insurance program for more than half-time certificated teaching personnel. The Board will contribute 100% of the Plan B for employee only coverage for eligible employees enrolled in the group health insurance plan. Employees will have the option to choose from the plan designs offered by Egyptian Trust and may apply that money towards any coverage level to include dental, or vision.

If an employee chooses the Egyptian Trust HDHP, which is a high deductible medical plan, they shall receive the difference between the Plan B employee only rate and the HDHP employee rate in a health savings account as allowed by federal law. This deposit will be made on a monthly basis.

- B. Teachers on an approved leave of absence shall be able to continue coverage within the group up to one year with the premiums to be paid by the teacher.
- C. The Board of Education shall approve the insurance carrier. However, any changes in the policy, coverage of the policy, or carrier shall be with agreement of the Board and the Association. The trustee that shall represent the group on any insurance trust shall be selected from the participants, by the Association and submitted to the Board for approval.
- D. Insurance - Family Plan Tax Sheltering:
According to the authority granted under Section 125 of the Internal Revenue Code, teachers who elect the family plan shall be permitted to pay their share of the premium on a tax deductible basis by completing the appropriate "Election Form" supplied by the District.
- E. The Board and the Association Bargaining team agree to form an insurance committee. The insurance committee will meet a minimum of once per semester each school year. The committee will analyze and discuss health insurance. The committee will begin meeting Fall of 2020. The goal of the committee is to find solutions for future health insurance costs with a goal of implementing a cost control plan for the next contract.

12.5 Payroll Distribution

- A. All teachers shall be paid on the 15th of each month. All teachers shall receive their salary in twelve monthly payment transfers. Teachers shall have their salary electronically deposited into one bank account only, with the electronic transfer being conducted on the 14th of each month, or the last business day prior to the 15th. Payroll information to be access from SDS portal.
- B. Any teacher that uses a dock day agrees also to pay insurance for days missed.

ARTICLE XII

COMPENSATION AND RELATED PROVISIONS

12.6 Retirement Fund Contribution

- A. The Board agrees to pay the statutory contribution to the downstate Teacher's Retirement System for the duration of this contract up to 9.4%.

12.6 Retirement Fund Contribution (continued)

- B. If the percentage required by law increases, the Board agrees to pay half the increase percentage and the remaining half will be withheld through payroll deduction.
- C. The Board agrees to withhold the members' health insurance contribution as designated by the TRS on their behalf to the Teachers' Health Insurance Security Fund.

12.7 Initial Placement on the Salary Schedule

Teachers shall be placed on the Salary Schedule for each year of teaching experience in the Public School System according to their years of full-time teaching experience in public schools.

12.8 Committee Work

Teachers who agree to serve on stipend committee work will be paid a minimum stipend of \$10.00 per hour for their participation. The teachers who agree to work on registration day shall receive a stipend of \$15.00 per hour. The committees to be paid stipends will be designated by the Superintendent.

12.9 Summer School

Teachers of the Centralia City Schools, after having made application, who meet minimal Illinois State Board of Education requirements, will be employed by the Board to teach summer school before any outside applications are considered. The rate of (See Appendix II) per hour will be paid for the summer school program.

All teachers will be expected to be on duty at school 15 minutes prior to the opening of school and remain 15 minutes following dismissal of students.

All teachers shall be paid within 15 days after the last day of school.

Substitute teachers shall be paid at the same hourly rate.

When considered appropriate by the summer school coordinator, the concepts of team teaching may be utilized.

12.10 Salary Schedule - Attached as Appendix I

12.11 Extra Duty Pay - Attached as Appendix II

ARTICLE XIII

EFFECT OF AGREEMENT

13.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties.

13.2 Contractual Amendments

This Agreement shall constitute a binding obligation of both the Employer and the Association and for the duration hereof may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of these parties in written and signed amendment to this Agreement.

13.3 Individual Contracts

Any individual contract between the Employer and an individual Association member heretofore executed shall be subject to and consistent with the terms and conditions of this Agreement. Any individual contract hereafter executed shall be expressly made subject to and consistent with the terms and conditions of this or subsequent Agreements to be executed by the parties. If an individual contract contains any language inconsistent with the Agreement, this Agreement, during its duration, shall be controlling.

13.4 Terms of Agreement

Should any article, section or clause of this Agreement be declared illegal or contrary to law, then that article, section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections and clauses shall remain in full force and effect. In any event should the affected provision subsequently become legal, valid or otherwise enforceable, it shall revert to the original agreement unless both parties agree otherwise.

13.5 No Strike Clause

The Association and each teacher covered by this Agreement agree that they will not, during the period of this Agreement, directly or indirectly engage in or assist in a strike, slowdown or other refusal to render full and complete services to the Board.

ARTICLE XIV

DURATION

14.1 Future Negotiations

In future negotiations, both parties agree to participate in good faith negotiations with duly designated representatives.

14.2 Effect of Agreement

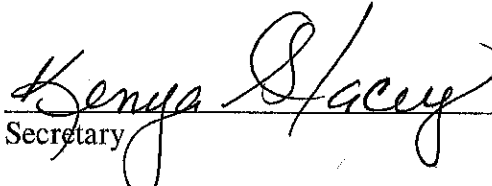
This Agreement shall be effective as of August 31, 2020, and shall remain in effect until August 31, 2023. Upon written demand of either party prior to April 1, 2023, negotiations shall commence within one (1) calendar month of receipt of demand relative to changes in the Agreement for the 2022-2023 school year.

Association has the right to reopen this contract after two years.

CENTRALIA CITY SCHOOLS
TEACHER ASSOCIATION



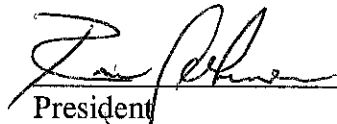
President



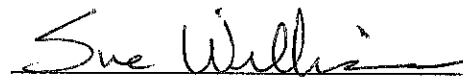
Secretary

Date June 10, 2020

BOARD OF EDUCATION
SCHOOL DISTRICT #135



President



Secretary

Date June 9, 2020

Schedule A
IRS Salary 2020-2021

Exp	BA	BA+12	BA+24	MA	MA+12	MA+24	SPEC
0	37752	38402	38999	39598	40225	40843	41753
1	38608	39257	39857	40609	41238	41856	42767
2	39464	40113	40714	41623	42244	42869	43778
3	40323	40969	41570	42635	43258	43879	44792
4	41184	41834	42426	43647	44273	44894	45805
5	42040	42692	43291	44662	45288	45907	46817
6	42901	43553	44149	45683	46296	46924	47833
7	43760	44409	45010	46686	47311	47933	48844
8	44621	45277	45871	47704	48328	48953	49861
9	45484	46133	46729	48715	49341	49966	50874
10	46340	46990	47589	49727	50356	50977	51883
11	47199	47850	48452	50745	51367	51988	52895
12	48061	48713	49309	51758	52378	53005	53911
13	48968	49620	50219	52821	53451	54067	54975
14	49882	50535	51132	53892	54517	55142	56051
15	50790	51443	52040	54962	55580	56203	57118
16	51705	52353	52950	56026	56652	57273	58189
17	52615	53262	53863	57097	57719	58346	59260
18	53523	54175	54771	58167	58787	59413	60325
19	55033	55684	56282	59231	59858	60482	61389
20	56042	56700	57312	60315	60954	61592	62516
21	58105	58791	59424	64667	65325	65986	66944
22	59202	59890	60523	65768	66424	67078	68041
23	60188	60879	61510	66753	67411	68067	69035
24	61175	61868	62503	67739	68398	69052	70020
25	62163	62852	63488	68731	69382	70040	71008
26	63152	63843	64476	69716	70369	71026	71995
27	64138	64828	65460	70706	71361	72016	72982
28	65130	65816	66448	71693	72347	73008	73970
29	66115	66807	67439	72678	73336	73993	74961
30	67101	67791	68427	73666	74326	74981	75944
31	68085	68784	69412	74655	75319	75973	76932
32	69073	69769	70401	75639	76305	76961	77921
33	70571	71271	71907	77184	77850	78511	79478
34	71565	72268	72901	78179	78849	79506	80470
35	72561	73262	73896	79174	79842	80501	81466
36	73558	74256	74892	80169	80835	81495	82461

Schedule A
IRS Salary 2021-2022

Exp	BA	BA+12	BA+24	MA	MA+12	MA+24	SPEC
0	38507	39170	39779	40390	41030	41660	42588
1	39380	40042	40654	41421	42063	42693	43622
2	40253	40915	41528	42455	43089	43726	44654
3	41129	41788	42401	43488	44123	44757	45688
4	42008	42671	43275	44520	45158	45792	46721
5	42881	43546	44157	45555	46194	46825	47753
6	43759	44424	45032	46597	47222	47862	48790
7	44635	45297	45910	47620	48257	48892	49821
8	45513	46183	46788	48658	49295	49932	50858
9	46394	47056	47664	49689	50328	50965	51891
10	47267	47930	48541	50722	51363	51997	52921
11	48143	48807	49421	51760	52394	53028	53953
12	49022	49687	50295	52793	53426	54065	54989
13	49947	50612	51223	53877	54520	55148	56075
14	50880	51546	52155	54970	55607	56245	57172
15	51806	52472	53081	56061	56692	57327	58260
16	52739	53400	54009	57147	57785	58418	59353
17	53667	54327	54940	58239	58873	59513	60445
18	54593	55259	55866	59330	59963	60601	61532
19	56134	56798	57408	60416	61055	61692	62617
20	57163	57834	58458	61521	62173	62824	63766
21	59267	59967	60612	65960	66632	67306	68283
22	60386	61088	61733	67083	67752	68420	69402
23	61392	62097	62740	68088	68759	69428	70416
24	62399	63105	63753	69094	69766	70433	71420
25	63406	64109	64758	70106	70770	71441	72428
26	64415	65120	65766	71110	71776	72447	73435
27	65421	66125	66769	72120	72788	73456	74442
28	66433	67132	67777	73127	73794	74468	75449
29	67437	68143	68788	74132	74803	75473	76460
30	68443	69147	69796	75139	75813	76481	77463
31	69447	70160	70800	76148	76825	77492	78471
32	70454	71164	71809	77152	77831	78500	79479
33	71982	72696	73345	78728	79407	80081	81068
34	72996	73713	74359	79743	80426	81096	82079
35	74012	74727	75374	80757	81439	82111	83095
36	75029	75741	76390	81772	82452	83125	84110

Schedule A
IRS Salary 2022-2023

Exp	BA	BA+12	BA+24	MA	MA+12	MA+24	SPEC
0	39662	40345	40972	41602	42261	42910	43866
1	40561	41243	41874	42664	43325	43974	44931
2	41461	42142	42774	43729	44382	45038	45994
3	42363	43042	43673	44793	45447	46100	47059
4	43268	43951	44573	45856	46513	47166	48123
5	44167	44852	45482	46922	47580	48230	49186
6	45072	45757	46383	47995	48639	49298	50254
7	45974	46656	47287	49049	49705	50359	51316
8	46878	47568	48192	50118	50774	51430	52384
9	47786	48468	49094	51180	51838	52494	53448
10	48685	49368	49997	52244	52904	53557	54509
11	49587	50271	50904	53313	53966	54619	55572
12	50493	51178	51804	54377	55029	55687	56639
13	51445	52130	52760	55493	56156	56802	57757
14	52406	53092	53720	56619	57275	57932	58887
15	53360	54046	54673	57743	58393	59047	60008
16	54321	55002	55629	58861	59519	60171	61134
17	55277	55957	56588	59986	60639	61298	62258
18	56231	56917	57542	61110	61762	62419	63378
19	57181	57852	58477	62228	62877	63524	64486
20	58138	58809	59434	63367	64013	64659	65621
21	59101	59772	60397	64467	65113	65759	66721
22	60069	60740	61365	65627	66273	66919	67881
23	61045	61716	62341	66747	67393	68039	69001
24	62026	62697	63322	67877	68523	69169	70131
25	63013	63684	64309	69017	69663	70309	71271
26	64006	64677	65302	70167	70813	71459	72421
27	65005	65676	66301	71327	71973	72619	73581
28	66010	66681	67306	72497	73143	73789	74751
29	67021	67692	68317	73677	74323	74969	75931
30	68038	68709	69334	74867	75513	76159	77121
31	69061	69732	70357	76067	76713	77359	78321
32	70090	70761	71386	77277	77923	78569	79531
33	71125	71796	72421	78507	79153	79799	80761
34	72166	72837	73462	79757	80403	81049	82011
35	73213	73884	74509	81017	81663	82309	83271
36	74266	74937	75562	82287	82933	83579	84541

Schedule B
IRS Salary 2020-2021

Exp	BA	BA+12	BA+24	MA	MA+12	MA+24	SPEC
0	34488	35139	35734	36336	36960	37580	38490
1	35344	35995	36593	37345	37973	38594	39504
2	36199	36850	37449	38357	38983	39605	40514
3	37058	37706	38306	39372	39995	40616	41529
4	37919	38570	39162	40384	41009	41632	42542
5	38776	39430	40028	41397	42026	42643	43552
6	39637	40291	40885	42420	43033	43660	44570
7	40495	41147	41747	43423	44047	44671	45581
8	41357	42015	42608	44440	45065	45689	46597
9	42220	42871	43466	45452	46079	46702	47612
10	43076	43728	44326	46464	47093	47716	48619
11	43937	44587	45188	47481	48104	48724	49631
12	44798	45450	46045	48495	49114	49741	50648
13	45704	46358	46956	49558	50188	50803	51712
14	46618	47273	47868	50629	51255	51878	52787
15	47527	48180	48776	51699	52316	52941	53855
16	48442	49090	49686	52762	53389	54009	54924
17	49352	49999	50600	53833	54455	55084	55996
18	50261	50910	51508	54904	55525	56148	57060
19	51770	52421	53020	55970	56594	57220	58127
20	52779	53437	54047	57051	57691	58328	59252
21	54842	55529	56160	61402	62061	62723	63679
22	55939	56626	57261	62506	63161	63815	64778
23	56924	57616	58247	63490	64148	64803	65773
24	57911	58603	59239	64476	65135	65789	66757
25	58900	59589	60224	65467	66119	66777	67744
26	59889	60580	61213	66453	67106	67763	68732
27	60874	61565	62197	67442	68099	68752	69719
28	61867	62553	63185	68430	69084	69744	70708
29	62852	63542	64176	69416	70071	70731	71696
30	63838	64528	65164	70401	71063	71719	72679
31	64822	65521	66149	71391	72056	72710	73670
32	65810	66505	67138	72376	73042	73697	74658
33	67308	68007	68644	73921	74588	75248	76214
34	68301	69004	69635	74916	75584	76242	77207
35	69298	69999	70633	75910	76578	77241	78204
36	70295	70993	71628	76906	77572	78232	79196

Schedule B
IRS Salary 2021-2022

Exp	BA	BA+12	BA+24	MA	MA+12	MA+24	SPEC
0	35523	36193	36806	37426	38069	38707	39645
1	36404	37075	37691	38465	39112	39752	40689
2	37285	37956	38572	39508	40152	40793	41729
3	38170	38837	39455	40553	41195	41834	42775
4	39057	39727	40337	41596	42239	42881	43818
5	39939	40613	41229	42639	43287	43922	44859
6	40826	41500	42112	43693	44324	44970	45907
7	41710	42381	42999	44726	45368	46011	46948
8	42598	43275	43886	45773	46417	47060	47995
9	43487	44157	44770	46816	47461	48103	49040
10	44368	45040	45656	47858	48506	49147	50078
11	45255	45925	46544	48905	49547	50186	51120
12	46142	46814	47426	49950	50587	51233	52167
13	47075	47749	48365	51045	51694	52327	53263
14	48017	48691	49304	52148	52793	53434	54371
15	48953	49625	50239	53250	53885	54529	55471
16	49895	50563	51177	54345	54991	55629	56572
17	50833	51499	52118	55448	56089	56737	57676
18	51769	52437	53053	56551	57191	57832	58772
19	53323	53994	54611	57649	58292	58937	59871
20	54362	55040	55668	58763	59422	60078	61030
21	56487	57195	57845	63244	63923	64605	65589
22	57617	58325	58979	64381	65056	65729	66721
23	58632	59344	59994	65395	66072	66747	67746
24	59648	60361	61016	66410	67089	67763	68760
25	60667	61377	62031	67431	68103	68780	69776
26	61686	62397	63049	68447	69119	69796	70794
27	62700	63412	64063	69465	70142	70815	71811
28	63723	64430	65081	70483	71157	71836	72829
29	64738	65448	66101	71498	72173	72853	73847
30	65753	66464	67119	72513	73195	73871	74859
31	66767	67487	68133	73533	74218	74891	75880
32	67784	68500	69152	74547	75233	75908	76898
33	69327	70047	70703	76139	76826	77505	78500
34	70350	71074	71724	77163	77852	78529	79523
35	71377	72099	72752	78187	78875	79558	80550
36	72404	73123	73777	79213	79899	80579	81572

Schedule B
IRS Salary 2022-2023

Exp	BA	BA+12	BA+24	MA	MA+12	MA+24	SPEC
0	36944	37641	38278	38923	39592	40255	41231
1	37860	38558	39199	40004	40676	41342	42317
2	38776	39474	40115	41088	41758	42425	43398
3	39697	40390	41033	42175	42843	43507	44486
4	40619	41316	41950	43260	43929	44596	45571
5	41537	42238	42878	44345	45018	45679	46653
6	42459	43160	43796	45441	46097	46769	47743
7	43378	44076	44719	46515	47183	47851	48826
8	44302	45006	45641	47604	48274	48942	49915
9	45226	45923	46561	48689	49359	50027	51002
10	46143	46842	47482	49772	50446	51113	52081
11	47065	47762	48406	50861	51529	52193	53165
12	47988	48687	49323	51948	52610	53282	54254
13	48958	49659	50300	53087	53762	54420	55394
14	49938	50639	51276	54234	54905	55571	56546
15	50911	51610	52249	55380	56040	56710	57690
16	51891	52586	53224	56519	57191	57854	58835
17	52866	53559	54203	57666	58333	59006	59983
18	53840	54534	55175	58813	59479	60145	61123
19	55456	56154	56795	59955	60624	61294	62266
20	56536	57242	57895	61114	61799	62481	63471
21	58746	59483	60159	65774	66480	67189	68213
22	59922	60658	61338	66956	67658	68358	69390
23	60977	61718	62394	68011	68715	69417	70456
24	62034	62775	63457	69066	69773	70474	71510
25	63094	63832	64512	70128	70827	71531	72567
26	64153	64893	65571	71185	71884	72588	73626
27	65208	65948	66626	72244	72948	73648	74683
28	66272	67007	67684	73302	74003	74709	75742
29	67328	68066	68745	74358	75060	75767	76801
30	68383	69123	69804	75414	76123	76826	77853
31	69438	70186	70858	76474	77187	77887	78915
32	70495	71240	71918	77529	78242	78944	79974
33	72100	72849	73531	79185	79899	80605	81640
34	73164	73917	74593	80250	80966	81670	82704
35	74232	74983	75662	81314	82030	82740	83772
36	75300	76048	76728	82382	83095	83802	84835

APPENDIX II EXTRA DUTY PAY (IRS)

SECTION A

Chaperones		
	For Ballgames	66.61
	For Other Assigned Extra-Curricular Activities per hour	15.82
Athletic Event Workers		
	Ticket Taker	50.80
	Score Keeper	56.46
	Score Board	56.46
	Crowd Control	56.46
Temporary Class Assignment (per period)		20.33
K-4 Lunchroom Supervisor (per full period)		26.53
K-4 Noon Playground Supervisor (per full period)		26.53
Detention Supervisor (per night)		20.33
Summer School (per hour)		35.47

SECTION B

Athletic Director	4,081.00
Baseball Assistant Coach - Boys'	1,722.00
Baseball Coach - Boys'	2,005.00
Basketball Coach - 7th Grade Boys'	3,079.00
Basketball Coach - 7th Grade Girls'	3,079.00
Basketball Coach - 8th Grade Boys'	3,361.00
Basketball Coach - 8th Grade Girls'	3,361.00
Cheerleader Sponsor	3,079.00
Cross Country - Boys'	2,005.00
Cross Country - Girls'	2,005.00
Music - Instrumental Director	7,500.00
Music - Marching Band Assistant Director	1,722.00
Music - Vocal Director	3,079.00
Nurse - CJHS	2,500.00
Nurse - K-4	2,500.00
Robotics Assistant Coach	1,000.00
Robotics Coach	2,005.00
Scholar Bowl Coach	2,005.00
Softball Assistant Coach - Girls'	1,722.00
Softball Coach - Girls'	2,005.00
Track Coach - 7th Grade Boys'	1,003.00
Track Coach - 7th Grade Girls'	1,003.00
Track Coach - 8th Grade Boys'	1,003.00
Track Coach - 8th Grade Girls'	1,003.00
Volleyball Coach - 7th Grade Girls'	1,722.00
Volleyball Coach - 8th Grade Girls'	2,005.00
Yearbook-Newspaper Sponsor	2,893.00

MEMORANDUM OF UNDERSTANDING I

- A. The district curriculum coordinator will form a committee that will include a member of KSED and certified employees that represent all grade levels and buildings to develop grade level curriculum resources for RtI Tier I, II and III instruction for the successful implementation of RtI. The committee will create and/or provide resources for monitoring, documenting and interventions that will be used to implement RtI by October 1.
- B. For grades K-5, regular education teachers provide RtI instructions to students. Self contained Special Education teachers will provide tier instruction to his/her students inside of his/her classroom who cannot be included into a tiered RtI group. Other students may be assigned to that tier group.
- C. The Board agrees to a one-hour early dismissal one day per month for the purpose of school/instructional improvement (grade-level meetings, curriculum alignment, etc.) Agendas for such meetings shall be determined by the staff with recommendations from the principal of each building. During these improvement meetings, there will be time allotted for RtI monitoring, documenting, and intervention collaboration. The teachers will be dismissed at regular dismissal time.