

**AGREEMENT**

**COMMUNITY UNIT SCHOOL DISTRICT NO. 425**

**BOARD OF EDUCATION**

**AND**

**INDIAN CREEK EDUCATION ASSOCIATION**

**2019 - 2020**

**2020 - 2021**

**2021 - 2022**

**2022 - 2023**

**2023 - 2024**

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## ARTICLE I

### Agreement and Recognition

#### Section 1

This agreement is entered into on August 24, 2019 between the Board of Education of Community Unit School District No. 425, DeKalb County, Illinois, hereafter referred to as the "Board," and the Indian Creek Education Association, hereafter referred to as the "Association," affiliated with the Illinois Education Association and the National Education Association.

#### Section 2

The Board recognizes the Association as the sole and exclusive bargaining agent for all licensed classroom teachers under contract or on approved leave. This includes classroom teachers, specialized teachers (i.e., art, music, physical education), counselors, social workers and media specialists. The term "teacher" when used hereinafter in the agreement shall refer to all professional employees represented by the Association in the bargaining unit as above defined.

## ARTICLE II

### Management Rights

#### Section 1

The Board on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the constitution of the State of Illinois and of the United States, including, but without limiting the generality of the foregoing, the right:

- A. To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees;
- B. To hire all employees and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion; and to promote and transfer all such employees;
- C. To establish grades and courses of instruction, including special programs, and provide for the athletic, recreational and social events for students, all as deemed necessary or advisable by the Board;
- D. To decide upon the means and methods of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect

thereto, and with respect to administrative and non-teaching activities, and the terms and conditions of employment.

## **Section 2**

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and expressed terms of this agreement, and then only to the extent such specific and expressed terms hereof are in conformance with the constitution and the laws of the State of Illinois and the constitution and laws of the United States.

## **ARTICLE III**

### **Association Privileges**

#### **Section 1 – Dues Deduction**

The District Financial Office shall deduct from each Association member's pay the current dues of the ICEA and its affiliated organizations provided the Board has received authorization from the Association.

- A. Pursuant to such authorization the District Financial Office shall deduct such dues from the regular salary check of the Association member in the following manner. ICEA affiliated organizations shall be deducted annually over 16 pay periods during the months of September through April and the ICEA dues shall be collected in the month of May in two equal amounts.
- B. Such authorization shall be submitted to the District Financial Office 14 days prior to the first September pay day.

#### **Section 2 – Use of Equipment**

- A. The Association shall not be denied the reasonable use of district equipment to conduct Association business including the use of digital equipment and whiteboards. Such use of district equipment will in no manner interfere with the educational program of the district.
- B. The Association shall have the right to post a reasonable volume of notices of its activities and matters of Association concern(s) on teacher bulletin boards, at least one of which shall be provided in each school building at the Association's cost. A copy of all materials posted shall be provided to the building Principal at the time of or prior to the posting.

### **Section 3 – Use of Interschool Delivery**

The Association shall have the right to distribute a reasonable number of appropriate announcements through the district delivery service, in faculty mailboxes, or e-mail.

### **Section 4 – Use of Facilities**

- A. The Association shall not be denied the reasonable use of meeting space in school facilities for Association meetings, provided such meetings neither interfere with instructional and extracurricular programs of the school district nor conflicts with school events or employee's assignments.
- B. The Association shall have the right to store a file cabinet within a classroom of the Association's choosing.

### **Section 5 – Transaction of Association Business**

- A. Duly authorized representatives of the Association and their respective affiliates shall have the right to transact official Association business on school property at all reasonable times, provided that this shall not interfere with or interrupt the scheduled instructional programs.
- B. The Association officers may use their preparation time to attend to lawful Association business, provided that this shall not interfere with the educational program of the district.

### **Section 6 – Association Leave**

- A. In the event that the Association desires to send appointed representatives to local, state, or national conferences or on other business pertinent to Association affairs, these representatives shall be excused without loss of salary for an aggregate amount of at least twelve (12) days in any school term, limited to three (3) days per individual unless approved by the superintendent. A written notification of leave shall be submitted to the Superintendent at least four (4) school days prior to the use of any leave days provided for in this section. Substitute costs shall be paid by the Association at the time the request for leave is submitted. The Association President will be given a receipt to evidence such payment.
- B. In the event a teacher is elected or appointed to a state or national office or committee affiliated with the Association, the Board shall grant him/her a minimum of four (4) leave days with pay for conducting state or national association business. A written notice of such leave shall be made to the Superintendent at least four (4) days prior to the use of such leave. Substitute costs shall be paid by the Association at the time the request for leave is submitted. The Association President will be given a receipt to evidence such payment.

## **ARTICLE IV**

### **Negotiations**

#### **Section 1**

Neither party shall have any control over the selection or number of representatives on either negotiations team. The parties mutually pledge that their representatives shall have all necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations. The agreement shall not be binding until after ratified by the Board and the Association.

#### **Section 2**

Negotiations for a subsequent contract shall begin at least 90 days prior to the expiration of the existing contract unless it is initially agreed by both parties to begin at a later date. Collective bargaining shall be conducted as per the Illinois Educational Labor Relations Act and the rules and regulations of the Labor Relations Board.

#### **Section 3**

The negotiation teams shall agree to share digitally a set of minutes of each session. The minutes shall reflect the general tone of the discussions, but shall in no instance attempt to keep word-for-word statements made by any participant. The exception will be that when the participants reach an agreement, the item will be reduced to writing and initialed by the spokesperson for each team. All items initialed in this fashion shall become part of the total tentative agreement that is submitted to the Board and the Association for ratification. When necessary, provisions in the agreement shall be reflected in the individual teacher's contract. The agreement shall not discriminate against any member of the teaching profession due to the individual's membership or lack of membership in any teachers' organization. There shall be no reprisals made against any teacher for participation in the negotiation process.

#### **Section 4**

In the event that no agreement is reached 15 days before the start of the school year, an impasse should be declared or invoked. Then the parties shall follow the rules and regulations governing impasse as set forth in the Illinois Educational Labor Relations Act. It is agreed that the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) if either party to this agreement declares impasse. Should FMCS be unavailable, the parties shall immediately commence discussions as to a replacement. In the event that the parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board shall be notified.



## ARTICLE V

### Continuity of Operations

#### Section 1

The Association shall not cause, engage in, or sanction any strike or interruption of normal school operations, nor shall there be any strike or interruption of work during the term of this agreement because of any disputes or disagreements between any persons who are not signatory parties of this agreement.

#### Section 2

The Board agrees that there will be no lockout of the Association or Association members during the life of this agreement.

## ARTICLE VI

### Teaching Hours and Work Loads

#### Section 1 – School Prep Planning Session

All teachers shall work in their assigned building a minimum of ten hours prior to the opening of school in August each year, preparing their rooms and planning for the school year. The ten hours must be arranged with, and supervised by a school administrator. (See Article VIII, Section 10 – “School Prep Planning Session Pay”.)

#### Section 2 - Teaching Assignments

The teachers will be notified of their tentative assignments for the following school year by the last day of pupil attendance. A teacher may be assigned to any subjects or teaching position in Community Unit School District No. 425 for which he/she is qualified. Any such assignment or change of assignment will not be made unless a private conference is first held with the individual or individuals concerned. At said conference the teacher may be accompanied by a teacher or district employee of his or her choosing. A person involuntarily transferred will be considered for staff openings the following year.

#### Section 3 - Length of Teacher Workday

All teachers are required to be in the school building 30 minutes before school begins and 30 minutes after student dismissal.

#### **Section 4 - Personnel File**

No evaluative materials shall be placed in the official file of a bargaining unit member unless the employee has had an opportunity to read such material. The employee will acknowledge that the materials have been received by affixing her/his signature on the copy to be read.

#### **Section 5 - Staff Meeting**

Once a month, the administrative staff may call a district level or building meeting not to exceed 45 minutes, immediately before school or after school. On the days the meeting is held in the morning before school starts, the attending teaching staff will be dismissed upon bus departure.

#### **Section 6 - Dismissal Time**

On days preceding Thanksgiving, winter break and spring break, and the last teacher workday, the teacher's workday shall end at 2:15 p.m. or otherwise consistent with Illinois State Law. On Fridays, the day shall end upon student bus departure unless it is the end of the grading period.

#### **Section 7 - Parent-Teacher Conferences**

Following an early school dismissal (set at the discretion of the superintendent, but no later than 2:15 p.m.), scheduled parent-teacher conferences will be conducted over two-day conference times that shall not exceed seven (7) hours.

#### **Section 8 - End of Grading Period**

Students will be dismissed at 2:15 p.m. on the last day of each grading period with teachers staying until 3:30 p.m. Should there be a teacher institute day on the first day after winter break, and that day is considered to be the end of the second quarter, teachers will be released from the Teacher Institute following winter break at 2:15 p.m. and stay until 3:30 p.m.

#### **Section 9 - School Calendar**

The district will prepare a tentative school calendar of 183 school days plus 5 emergency days for each school year in this contract, which shall be posted on the teachers' bulletin board in each building on or before February 15. All teachers covered by this agreement may submit their suggestions or comment in writing to the Association concerning the tentative calendar no later than March 1. The Association shall appoint one association member from each of the buildings in the district to work collaboratively with the superintendent in the preparation and recommendation of the school calendar. A final calendar shall be in place by May 1. If necessary, the district may use e-learning days in lieu of rescheduling emergency days.

#### **Section 10 - Master Schedule**

The district will prepare a tentative master schedule which shall be posted on the teachers' bulletin board in each building on or before April 1. All teachers covered by this agreement may submit

their suggestions or comments to the Association concerning the tentative schedule not later than May 1.

### **Section 11 – Safety**

Teaching staff shall not be required to work under conditions which are determined to be unsafe in the opinion of the building principal.

### **Section 12 - Planning Time**

Each full-time bargaining unit member shall be provided with a minimum of three hundred (300) minutes planning time per week. The planning time per week for those members who are part-time employees shall be prorated accordingly.

## **ARTICLE VII**

### **Grievance Procedures**

#### **Section 1 – Definition**

A grievance shall mean only a complaint by the Association and/or the teacher that there has been an alleged violation or misapplication of any of the specific provisions of the agreement and that such grievance must be filed 15 school days from the time of the original occurrence of the event complained of or the knowledge of same, whichever occurs later; and further, every teacher covered by this agreement shall have the right to present grievances in accordance with the following procedures. The written information contained in the filed grievance shall include:

- A. A description of the specific grounds of the grievance, including names, dates, and places necessary for a complete understanding of the grievance;
- B. A listing of the provisions of this agreement which are alleged to have been violated, or misapplied;
- C. A listing of specific actions requested of the administration which will remedy the grievance.

For purposes of this article, school days will be defined as days school is in session.

#### **Section 2 – Procedure**

Any teacher may at any time present grievances to the administration without the intervention of the Association, provided that the Association has been given the opportunity to be present at all meetings beyond the building level. The failure of a teacher or the Association to act within the time limits will act as a bar to any further appeal, and an administrator's failure to render a decision or meet within the time limits set forth shall permit the teacher(s) or Association to proceed to the

next step. Time limits may be extended only by mutual agreement. Hearings and conferences held under this procedure shall be conducted by mutual agreement.

### **Section 3 - Informal Conference**

Before a grievance is filed, a sincere attempt should be made to resolve any difference informally between the aggrieved and the administrator.

### **Section 4 - Formal Procedure for Adjustment of Grievances**

- A. **First Stage.** The filing of the grievance at the first stage must be within fifteen (15) school days of the original occurrence of the grievance. The meeting with the immediate supervisor will take place within five (5) school days of the receipt of the written grievance. The immediate supervisor, who has authority to make a decision on the grievance, shall make such decision and communicate it in writing within five (5) school days after the meeting, to the teacher, superintendent, and the Association president.
- B. **Second Stage.** In the event a grievance has not been satisfactorily resolved at the first stage, the aggrieved teacher and his/her Association designee will file, within ten (10) school days of the receipt of the immediate supervisor's written decision or answer at the first stage, a letter to the superintendent requesting a meeting. Within ten (10) school days after such written grievance is received by the superintendent, the aggrieved, the supervisor, and/or the superintendent or his designee will meet to resolve the grievance. The superintendent will file an answer within ten (10) school days of the second stage grievance meeting and will communicate it in writing to the teacher, the supervisor and Association president.
- C. **Third Stage.** If the grievance is not resolved satisfactorily to the grievant and the Association after the second stage, there shall be a third step of impartial arbitration. The Association may submit in writing, within thirty (30) days of the director's decision, a request to enter into binding arbitration.

The parties shall jointly request the American Arbitration Association to submit to them a list of arbitrators' names and qualifications. Either party may reject one list in its entirety and request that another list be submitted. From such list, the party initially requesting the arbitration shall strike two names and the other party shall then strike two names. The person whose name remains shall be the arbitrator. The arbitrator selected shall be jointly notified of his selection and requested to contact the parties with respect to setting up a time for a hearing.

All expenses incurred shall be shared equally by the Board and Association. It is understood that such expenses shall be limited to the arbitrator's fee. Any legal expenses incurred shall be paid for by the party engaging the legal counsel.

Insofar as such arbitration is limited solely and simply to interpretation and implementation of the terms of this agreement, both parties agree to abide by the results of the findings of the arbitrator. The arbitrator shall not have the power to add to, subtract from, alter, or modify in any way any terms of this agreement. It shall be the function of the arbitrator, and he shall be empowered, except as his powers are limited below, after due investigation, to make a decision in cases of alleged violation of the specific articles and sections of this agreement.

1. He shall have no power to establish salary structures.
2. He shall have no power to change any practice, policy, or rule of the Board, nor to substitute his judgment for that of the Board as to the reasonableness of any such practice, policy, rule, or any action taken by the Board. His powers shall be limited to deciding whether the Board has violated the expressed articles or sections of the agreement.
3. All claims for back wages shall be limited to the amount of wages that an employee would have otherwise earned, less any unemployment or other compensation that he may have received from any source during the period of back pay. No decision in any case shall require a retroactive wage adjustment in any other case. In any case, an award shall not go back further than the beginning date of this agreement.
4. Any grievance occurring during the period between the termination date of this agreement and the effective date of a new agreement shall not be processed if the remedy sought would have an impact on the negotiations in progress. Any grievance which arose prior to the effective date of this agreement shall not be processed.
5. The fact that the grievance has been considered by the parties in the preceding steps of the grievance shall not constitute a waiver of jurisdictional limitations upon the arbitrator in this agreement.
6. If either party requests a transcript of the proceedings, that party shall bear the full cost of that transcript. If both parties order a transcript, the cost of the two transcripts shall be divided equally between the Board and the Association.

#### **Section 5 - Bypass to Superintendent**

If the Association and the superintendent agree, stage one of the grievance procedure may be bypassed and the grievance brought directly to stage two.

#### **Section 6 - Bypass to Arbitration**

If the superintendent and the Association agree, a grievance may be submitted directly to arbitration.

### **Section 7 - Class Grievances**

Class grievances involving one or more teachers, or one or more supervisors, and grievances above the building level may be initially filed by the Association at stage two.

### **Section 8 - Association Participation - Teacher Not Represented**

When a teacher is not represented by the Association, the Association shall reserve the right to have its local building representative and/or Association representative at stage two. Any grievance processed without the intervention of the Association or any settlement agreed to without the agreement of the Association shall not be precedent setting.

## **ARTICLE VIII**

### **Compensation**

#### **Section 1 - Placement on Salary Schedule**

Employees covered under this bargaining agreement shall receive compensation in accordance with the salary schedules attached hereto as Appendix A.

All certified classroom teachers shall be placed on the approved salary schedule for the year of employment. Movement on the salary schedule shall be limited to one vertical step during each year of employment. Teaching experience gained both inside and outside of Community Unit School District No. 425 shall be recognized for advancement on the salary schedule based on the following criteria:

- A. No more than one year's credit will be granted for any one year of work.
- B. Teachers who teach less than a full year must have taught at least 120 full days in a year to receive credit for that year.
- C. Teachers who teach less than a full day must teach the equivalent of 120 full days to receive credit for a year's service (i.e., half-time teachers would not receive credit for a year's experience until they had completed two years of service).
- D. Teachers must have held a valid teaching certificate and must have been employed in a position for which certification was required by the State of Illinois at the time the experience was gained.
- E. Teachers with prior experience may receive up to full credit for all of such prior experience. The teacher will receive written notice confirming the prior experience allowed and salary schedule placement. Annually, the Superintendent will notify the ICEA President of the prior experience credit allowed for newly employed teachers.

- F. Eligible teachers shall annually receive a single step advancement on the salary schedule for the duration of the collective bargaining agreement.
- G. Each teacher shall receive notification of his/her projected salary schedule progression for the duration of the current collective bargaining agreement. It is acknowledged that the projected calculation illustrated in the individual notification will not address any lane movement that may occur during the period of this agreement, and will only show step progression within the teacher's current lane placement. It is further acknowledged that once a teacher reaches the bottom step in his/her respective lane, no further step advancement shall occur

### **Section 2 - Salary Payments**

The annual salary shall be divided into 24 equal installments, less such deductions as are required, and will be payable by the 8th and 22<sup>nd</sup> day of each calendar month. If the pay period is on Saturday, Sunday or legal holiday, payment will be on the preceding workday. Salary payment will be made by direct deposit unless notification has been submitted to the district office by September 1st. The Board requests that checks be cashed before the end of the calendar month. The usual deductions from salary consist of the following:

- A. Teacher retirement if applicable
- B. Federal and state income taxes
- C. Insurance if applicable
- D. IEA and NEA dues (16 pay periods) when authorized in writing

### **Section 3 - Teacher Retirement Contributions**

In accordance with guidelines set by the U. S. Internal Revenue Service and the Illinois Teachers' Retirement System, the Board shall make teacher retirement payments directly to the Illinois Teachers' Retirement System. In addition to the gross compensation paid to a teacher, the Board shall pick up and pay on the teacher's behalf, 9.8901% the teacher's base salary as described in the salary schedule attached hereto to the Illinois Teachers' Retirement System. It is the intention of the parties to qualify all such payments picked up and paid by the Board on the teacher's behalf as employer payments pursuant to Section 414(h) of the Internal Revenue Code of 1986, as amended. The teacher shall have no right or claim to the funds so remitted except as they may subsequently become available from the Illinois Teachers' Retirement System upon retirement or resignation.

## **Section 4 – Tuition Reimbursement and Salary Schedule Advancement**

### **A. Tuition Reimbursement**

A full-time teacher shall be eligible for tuition reimbursement by meeting all of the following requirements:

1. The coursework has been pre-approved in writing by the Superintendent and must be offered by a regionally accredited institution at the graduate course level, unless otherwise approved by the Superintendent.
2. The teacher must have successfully completed the course with a grade of "B" or better.
3. The institution may not award more than four (4) semester hours of credit for the course.
4. The course may not have been previously taken or completed by the teacher.
5. No more than one (1) course per semester may be taken during the school year unless otherwise approved by the Superintendent.
6. Requests for approval for summer courses must be received by the Superintendent no later than May 31.

Teachers who meet all of the above requirements will be reimbursed at an amount not to exceed the actual cost of the credit or the per credit tuition rate at Northern Illinois University, whichever is less. No more than six (6) semester hours of credit will be reimbursed annually. Courses leading to an Illinois administrator license will not be subject to reimbursement unless otherwise approved by the Superintendent.

In order to receive tuition reimbursement, the teacher must submit the request on a form provided by the District along with a copy of the official transcript (which may be digital) noting the course(s) taken and successful completion. Such form and transcript must be received by the Superintendent no later than 45 days after the posting of final grades by the graduate institution.

In order to be eligible for tuition reimbursement, the teacher must return to District employment in the year following receipt of reimbursement and remain employed by the District for at least one (1) calendar year following reimbursement. Failure to complete this requirement will require the repayment of the received tuition reimbursement within ten (10) days of the date of voluntary termination. This requirement will not apply to teachers involuntarily terminated due to reduction-in-force, non-renewal, or dismissal for cause prior to receipt of the reimbursement.



## **B. Salary Schedule Advancement**

In order for coursework to be eligible for salary schedule advancement, the coursework must meet all of the requirements noted above for Tuition Reimbursement. In order to receive salary advancement credit beginning at the start of the school year, the official transcript evidencing successful course or degree completion must be submitted no later than September 1<sup>st</sup>. Transcripts received on or before February 1<sup>st</sup> of the school year will entitle the teacher to salary advancement credit at the beginning of the second semester.

Salary schedule advancement will only be available for courses successfully completed after the last, highest earned degree.

### **Section 5 - Additional Education Required**

The Board will reimburse a teacher for the required costs incurred by the teacher to take course work at a regionally accredited college or university, if such course work is taken at the request of the Board. Teachers will be required to take this course work at Northern Illinois University if the program is offered at that facility. If coursework must be taken at a college or university other than Northern Illinois, approval of the college or university to be attended must be given by the Superintendent prior to enrollment. Reimbursement for required costs incurred shall be made after the teacher provides evidence of successful completion and presents paid receipts for tuition and other approved costs. Costs to be reimbursed shall include tuition, mileage, and room and board, dependent upon the situation and prior approval by the Superintendent.

### **Section 6 - Tax Sheltered Annuity Program**

The Board has authorized staff participation in the tax-sheltered annuity program (Code Sec.403B). Persons desiring to participate in this program should contact, through school authorities, the insurance representative for more details about the program. In order to participate, eligible teachers must submit voluntary payroll deduction forms on or before May 15 or December 15 of each school term in order that the proper payroll deductions may be completed.

### **Section 7 - Insurance Program**

All teachers shall be eligible to participate in group medical-life and/or a group income protection policy and group life insurance as provided by the Board. In the event that the individual monthly premium for said insurance coverage exceeds \$275 the Board will pay 50% and the employees will pay 50% of the increased costs.

All teachers who opt to participate in the Board insurance plan shall be enrolled at their option in any of the plans offered.

A committee consisting of up to 4 members appointed by the Association and up to 4 members appointed by the Board will be established to monitor the current insurance coverage, explore options to maintain coverage, and restrain cost increases. The committee shall meet at least two times a year at mutually agreed times and places. An insurance agent or broker shall be invited to

attend at least one insurance committee meeting. The Joint Insurance Committee may make an annual report with recommendations to the Board of Education. The Board shall retain final authority on any changes in the current health insurance.

#### **Section 8 - Home Tutoring**

The rate of pay for tutoring home- or hospital-bound students shall be at least \$25.00 per hour. Teachers involved in other teaching assignments, such as adult classes, outside the regular teaching schedule shall be paid according to the rate in effect at the time.

#### **Section 9 - Substitute Pay**

Teacher substitution during the school day by the regular staff shall be paid at a rate of \$25.00 per hour, rounded to the nearest quarter hour and paid in quarter hour (i.e., 15 minute) increments. Teachers will not be paid when substituting in place of their regular assignment. Accumulated substitute hours shall be turned in at the end of each month and shall be paid the following month.

#### **Section 10 - School Prep Planning Session Pay**

Teachers will be paid the current substitute rate per day for their participation in the planning days required in Article VI, Section 1. Payment for these days of work shall be included as extra pay in the September paycheck. Teachers are expected to work 10 total hours in 1-hour increments with a minimum of 2 hours with an administrator present.

#### **Section 11 - Teaching Overload**

Any teacher who volunteers or is required to give up his/her individual planning period for either the full school year or one (1) full semester will be paid at the rate of one-eighth (1/8) of his/her regular base salary for the loss of the individual planning period. For example, a teacher whose annual regular base salary is \$50,000 and is assigned the additional teaching load in lieu of individual plan time will be paid an additional \$6,250 (1/8 X \$50,000).

#### **Section 12 - Extracurricular Duties**

The Board and Association shall maintain an extra-curricular committee comprised of the Superintendent, a Board member, and three association members as designated by the association leadership.

Teachers will not be required to accept extracurricular duties.

#### **Section 13 - Salary Schedules and Extracurricular Schedules**

Employees covered by the bargaining agreement shall receive compensation in accordance with the salary schedules (See Appendix A) and extra duty schedules attached hereto as appendices (See Appendix B).

#### **Section 14 - Mileage Reimbursement**

Faculty who are required to travel as part of their teaching assignment or when attending approved professional meetings/conventions, shall be paid mileage at the current rate as set by the IRS. Prior to using his/her personal vehicle, the faculty member should first secure the use of a District-owned vehicle, if available.

#### **Section 15 - Teachers Off the Salary Schedule**

Teachers who are not on the relevant salary schedules (i.e. off schedule) shall, for the duration of this collective bargaining agreement receive an annual salary increase of 3.5% over each previous year's base salary.

### **ARTICLE IX**

#### **Absences and Leaves**

##### **Section 1 - Leave for Illness**

- A. The Board shall grant full-time teachers sick leave benefits according to the School Code of Illinois and in the amount of thirteen (13) days at full pay during the school term in each school year.
- B. In the event a teacher does not use the full amount of annual sick leave allowed, the unused amount shall be accumulated to a maximum of available leave of 340 days at full pay, excluding the leave for the current year.
- C. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household, or for birth, adoption or placement for adoption. Immediate family shall be interpreted to mean parent, grandparent, mother-in-law, father-in-law, sister-in-law, brother-in-law, sister, brother, aunt, uncle, spouse, child, grandchildren, and legal guardians. Unless otherwise certified by a physician, sick leave for birth is limited to thirty (30) days and must be taken contiguous to the birth (unless birth occurs between the end of the school term and the start of the next school term). Sick leave use for adoption or placement for adoption is limited to thirty (30) days and must be taken contiguous to the adoption event.
- D. The Board may require a physician's certificate as a basis for pay during sick leave. Sick leave days may not be used for the purpose of extending an established vacation period. This does not preclude the use of sick leave at the beginning or end of a vacation period when there is legitimate illness or death in the immediate family, but is intended to eliminate the use of sick leave for vacation.
- E. Deductions for salary, if this should be necessary, will be computed as 1/183 of the nine-month contract. Teachers on longer contracts will be computed accordingly.

- F. When an employee continues to be eligible for sick leave except that the employee has no remaining sick leave days, the employee will automatically be placed on a non-paid leave of absence until such time as the employee returns to work or the end of the current school year, whichever occurs first.
- G. A sick day may be used for bereavement for a family member not listed above or a close friend if personal days have been exhausted.

### **Section 2 - Leave of Absence**

Any teacher who has achieved contractual continued service with the district may apply for and may be granted a leave of absence without pay, not to exceed one full year, for personal and/or educational reasons. Said request shall be made in writing to the superintendent for the District no later than the March 15 of the school year preceding the desired leave for the Fall Semester or Full year, or September 15th for the Spring semester. Upon return to the district, sick leave accumulated prior to leave shall be reinstated. A teacher on such leave shall give formal notice of intent to return at least 60 days prior to close of the school term preceding such return. Any teacher who is placed on leave of absence shall have the right to maintain her/his insurance program through the school group insurance policy during the leave period, provided that the teacher pays the premium for the policy.

### **Section 3 - Child Care Leave**

Child care leave shall be defined as a leave granted for maternity, paternity, foster, or adoptive parenthood. It is understood that foster and adoptive parenthood will apply to cases involving children under the age of ten (10) years. A teacher covered by this Agreement shall be permitted a leave of absence without compensation, without loss of tenure, or position on the salary schedule under the following conditions.

1. If a child care leave is desired, the teacher shall arrange for a meeting with the Superintendent at least 120 calendar days prior to the start of the anticipated leave. The purpose of this meeting shall be to work out the period of such leave subject to the provisions of this section. In the case of foster or adoptive parenthood, notification of anticipation of a leave shall be given to the Superintendent at the time the teacher has been notified of eligibility.
2. In order to preserve continuity of instruction, it is agreed that a child care leave shall, if at all possible, begin and/or end at a natural break in the quarter or semester. Notification of a teacher's intent to return shall be given to the Superintendent by March 1<sup>st</sup> prior to the date his/her leave expires. Failure to provide such notice will be viewed as a resignation by the teacher.
3. A child care leave shall not exceed the remainder of the school year in which it is granted and up to one additional school year. A request for extension of a child care leave shall be submitted to the Superintendent at least sixty (60) calendar days

prior to the expiration date of the leave. Granting of an extension is discretionary by the Board.

4. Upon returning from the child care leave, a teacher shall be placed in the position he/she held at the time the leave commenced, if that position still exists, or a position for which he/she is qualified, if such is available.

#### **Section 4 - Family and Medical Leave (FMLA)**

Eligible Teachers are entitled to leave according to the terms of the Family and Medical Leave Act ("FMLA") subject to the following provisions:

1. "Eligible Teachers" means a teacher who has been employed by the District for at least twelve (12) months and who has worked at least 1,250 hours during the twelve (12) months preceding the period of the requested leave.
2. An Eligible Teacher will be granted FMLA leave up to a total of twelve (12) weeks for one or more of the following conditions:
  - i. The birth of a child and the care for the newborn child.
  - ii. The placement with the teacher of a child for adoption or foster care and the care for the newly placed child.
  - iii. To care for the teacher's spouse, child, parent, or teacher's household with a serious health condition.
  - iv. A serious health condition that makes the teacher unable to perform one or more of the essential functions of his or her job.
  - v. For certain qualifying exigencies, as defined by FMLA, arising out of covered military member's active duty status, or notification of an impending call or order to active duty status, in support of a contingency operation.
3. The twelve (12) month period in which the twelve (12) weeks of leave may be taken will be calculated under a rolling twelve (12) month period measured backward from the date a teacher uses any FMLA leave. Under this method, each time a teacher takes FMLA leave, the remaining leave entitlement would be any balance of the twelve (12) weeks which has not been used during the immediately preceding twelve (12) months.
4. Teachers taking FMLA leave to care for a child, spouse, parent, teacher's household or the teacher's own serious health condition may choose to use accrued paid sick leave days concurrently with the running of the period of FMLA leave. For that period FMLA leave for the birth and care of a newborn child during which the teacher is unable to perform one or more of the functions of his or her job, the

teacher may use accrued paid sick leave days (for conditions for which sick leave is applicable) concurrently with the running of the period of FMLA leave.

5. In any case in which the necessity for FMLA leave is based upon an expected birth or placement for adoption, or planned medical treatment for a serious health condition of the teacher, family member, or member of the teacher's household, the teacher will provide the Superintendent with at least thirty (30) calendar days advance written notice of the date the leave is to begin. When the need for FMLA leave is due to unforeseen circumstances and advance notice is not practicable, the teacher will provide notice of the need for such leave as soon as practicable. Whenever feasible, the teacher will provide the Superintendent with at least thirty (30) calendar days advance notice of intent to return from the leave.
6. FMLA leaves will be governed by the terms of the Act and the regulations issued by the U.S. Department of Labor, subject to the terms of this Agreement. In the event the Family and Medical Leave Act is repealed, then this Section of this Article will no longer be in force and effect.

#### **Section 5 - Personal Leave**

Two days each year will be granted to each teacher for personal leave. If a teacher does not need to use the personal leave days, the personal leave days will become unused sick leave days at the end of that school year and be credited to his/her accumulated sick leave, or the teacher may elect to receive compensation for said personal leave days in an amount commensurate with the District daily rate for compensation for substitute teachers. The use of a personal day is subject to the following conditions:

1. Personal leave shall not be granted on a teacher employment day immediately preceding or following a school vacation, holiday, or summer recess period, nor on any scheduled in-service or institute day.
2. Notification of leave must be given to the principal 48 hours (2 business days) prior to the leave.
3. Leave shall not be taken during the first and last week of the school year.
4. Leave may not be used in increments of less than one half (.5) day.
5. Personal leave cannot be used when the teacher's absence would create an undue hardship.

In extraordinary and exceptional circumstances, the Superintendent may grant personal leave outside the foregoing limits at his or her sole discretion and any such action shall not be appealable or precedential in any respect.

### Section 6 - Release Time

Recommendations for release time for teaching personnel should be discussed and submitted through regular administrative channels.

## ARTICLE X

### Retirement

#### Section 1 - Eligibility

A retirement program shall be available for the duration of this Agreement for the teachers who meet all of the following eligibility criteria:

- A. Completed at least 10 years of full time, or its equivalent, teacher service in the District at the time of retirement. All part-time, full-year teaching that is substantiated by a contract in the School District's files will be recognized on a prorated basis;
- B. Are considered by TRS to be 55 or over on the effective date of retirement;
- C. Have agreed in writing to file for participation in the retirement program of TRS with a retirement date of June 30 but no later than June 30, 2028, provided, however, that this retirement program shall not be available to any teacher who elects to participate in the Modified Early Retirement Option or whose retirement requires the Board to pay to TRS a contribution or "penalty"; and
- D. Submitted a Letter of Intent to Retire as required below.

#### Section 2 - Procedures

- A. In order to be eligible to participate in this retirement program, a teacher must submit an irrevocable notice of retirement to the Superintendent between May 1 and June 30 of any year of this Agreement, setting forth a desired retirement date at the end of a school year but not later than June 30, 2028.
- B. The Board may annually limit the number of qualified retirees to no more than seven (7) teachers in a school year. Teachers will be approved in the order of requests.

Any teacher denied participation because of such limitation shall be moved to the top of the list and allowed to participate in the following year. Teachers submitting an Irrevocable Notice of Retirement shall be notified of the Board's decision on their request no later than the following September 1.

- C. Participating teachers who elect to retire under the provisions of this program will receive only the benefits of this program, and will not be entitled to receive any benefits under any retirement program negotiated in a successor bargaining agreement.
- D. A teacher who fails to meet the eligibility requirements above at any time, or has requested and the Board has accepted the rescission of their Notice of Retirement shall be required to reimburse the District for the value of all salary and benefits received under this retirement program that exceed what the teacher would have otherwise earned had he or she not participated in this retirement program. The administration, with input from the teacher, will develop a repayment plan of deductions from the teacher's remaining paychecks, and additional deductions, if necessary, will be made from any post-retirement payments the teacher would otherwise be entitled to receive.

### **Section 3 – Benefit**

#### **A. Stipend**

As a voluntary retirement benefit for teachers who qualify as provided above, the Board agrees to increase the teacher's TRS creditable earnings by 6% over the teacher's prior year's reported TRS creditable earnings for each remaining year of the teacher's employment in the District, in lieu of any other raise, step, or other creditable earnings increase the teacher may otherwise have been entitled to. This increase will be granted beginning in the school year immediately following the school year in which the teacher gives notice as provided above. A retiring teacher may receive no more than four (4) years of 6% creditable earnings increases under this program. A teacher for whom an extra-duty or extra-schedule stipend was part of the teacher's creditable earnings in the school year prior to the school year in which notice is given and who ceases to perform such duty in any year prior to retirement will have the stipend for that duty subtracted from the creditable earnings increases provided under this program for each remaining year. Under no circumstances may a teacher participating in this program receive creditable earnings increase exceeding 6% over the teacher's prior year's creditable earnings.

#### **B. Accumulated Sick Days**

As an additional voluntary retirement benefit for teachers who qualify as provided above, teachers who retire from Unit District #425 and have accumulated more than 340 sick days shall be paid \$45 for each sick leave day accumulated in excess of 340 up to the maximum of 353 days. Retirement shall be in compliance with the rules and regulations of the TRS. Payment shall be made after the teacher has retired and received his or her final paycheck for regular earnings.



1  
**Section 4 - Program Duration**

Regardless of the participation and experience in the implementation of this Agreement, in no event shall this Agreement create an expectancy of a property interest among staff members beyond June 30, 2024, nor shall the same be regarded as a policy, custom, practice, or contractual agreement between the parties beyond such date. Nothing in this Agreement, however, shall be deemed to prohibit the parties from mutually agreeing to amend this Agreement or to continue this Agreement during or after June 30, 2024. This limitation in no way restricts staff members who have complied with Sections 1 and 2 of this Article from receiving the benefits described herein through June 30, 2028.

**ARTICLE XI**

**Final Provisions**

**Section 1**

This agreement shall constitute the full and complete commitments between both parties. It supersedes and cancels all previous agreements, verbal or written, or based on alleged past practices between the Board and the Association. This agreement may be altered, changed, added to or deleted from, or modified only through the voluntary mutual consent of the parties in written and signed amendment to this agreement. All items contained in this contract shall be considered an integral part of each individual teacher's contract.

**Section 2**

This agreement is subject in all respects to the laws of the State of Illinois with respect to the powers, rights, duties, and obligations of the Board, the Association, and the employees in the bargaining unit, and in the event that any provision of this agreement shall be at any time held to be contrary to law by a court of competent jurisdiction, from whose final judgment or decree no appeal has been taken within the time provided for doing so, such provision shall be void and inoperative; however, all other provisions of the Agreement shall continue in effect.

**ARTICLE XII**

**Duration and Termination**

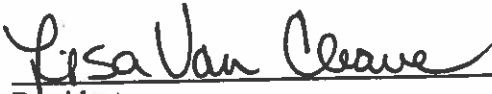
This agreement shall take effect August 24, 2019, and shall remain in effect until August 23, 2024.

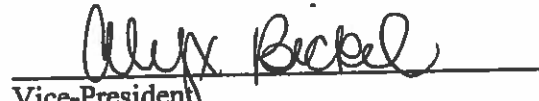
**ARTICLE XIII**


**Labor Management**


**Section 1 - Labor Relations Committee**

The Board and the Association shall establish a labor management group to convene no more than once monthly during the school term to discuss a pre-agreed upon agenda.

  
\_\_\_\_\_  
President  
Indian Creek Education Association

  
\_\_\_\_\_  
Vice-President  
Indian Creek Education Association

  
\_\_\_\_\_  
President  
Board of Education  
Community Unit School District No. 425

  
\_\_\_\_\_  
Secretary  
Board of Education  
Community Unit School District No. 425

Date: 8-23-2019

Date: 8-23-2019



	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	
1.02																					
Salary	\$18,094	\$18,237	\$18,414	\$18,627	\$18,875	\$19,158	\$19,477	\$19,833	\$20,227	\$20,660	\$21,134	\$21,650	\$22,210	\$22,816	\$23,470	\$24,174	\$24,930	\$25,740	\$26,606	\$27,531	\$28,518
TMS	\$1,768	\$1,811	\$1,857	\$1,906	\$1,957	\$2,010	\$2,065	\$2,122	\$2,181	\$2,242	\$2,305	\$2,370	\$2,437	\$2,506	\$2,577	\$2,650	\$2,725	\$2,802	\$2,881	\$2,962	\$3,045
Total	\$20,062	\$20,218	\$20,409	\$20,633	\$20,882	\$21,158	\$21,463	\$21,800	\$22,178	\$22,592	\$23,049	\$23,540	\$24,067	\$24,636	\$25,247	\$25,904	\$26,606	\$27,352	\$28,143	\$28,979	\$29,863
2																					
Salary	\$20,237	\$20,414	\$20,627	\$20,875	\$21,158	\$21,477	\$21,833	\$22,227	\$22,660	\$23,134	\$23,650	\$24,210	\$24,816	\$25,470	\$26,174	\$26,930	\$27,740	\$28,606	\$29,531	\$30,518	\$31,568
TMS	\$2,041	\$2,097	\$2,157	\$2,220	\$2,285	\$2,353	\$2,424	\$2,497	\$2,572	\$2,649	\$2,728	\$2,809	\$2,892	\$2,977	\$3,064	\$3,153	\$3,244	\$3,337	\$3,432	\$3,529	\$3,628
Total	\$22,278	\$22,511	\$22,784	\$23,095	\$23,443	\$23,830	\$24,261	\$24,734	\$25,252	\$25,819	\$26,432	\$27,099	\$27,812	\$28,577	\$29,394	\$30,264	\$31,194	\$32,189	\$33,243	\$34,361	\$35,546
3																					
Salary	\$22,414	\$22,614	\$22,847	\$23,115	\$23,418	\$23,757	\$24,133	\$24,547	\$24,999	\$25,490	\$26,020	\$26,590	\$27,199	\$27,848	\$28,538	\$29,270	\$30,045	\$30,864	\$31,728	\$32,638	\$33,596
TMS	\$2,314	\$2,377	\$2,444	\$2,514	\$2,587	\$2,663	\$2,741	\$2,821	\$2,903	\$2,987	\$3,073	\$3,161	\$3,251	\$3,343	\$3,437	\$3,533	\$3,631	\$3,731	\$3,833	\$3,937	\$4,043
Total	\$24,728	\$24,991	\$25,291	\$25,629	\$26,005	\$26,420	\$26,878	\$27,378	\$27,922	\$28,517	\$29,157	\$29,841	\$30,572	\$31,351	\$32,175	\$33,043	\$33,959	\$34,925	\$35,941	\$37,008	\$38,130
4																					
Salary	\$24,591	\$24,814	\$25,071	\$25,363	\$25,691	\$26,056	\$26,460	\$26,904	\$27,388	\$27,913	\$28,480	\$29,090	\$29,743	\$30,440	\$31,183	\$31,973	\$32,811	\$33,698	\$34,636	\$35,626	\$36,670
TMS	\$2,587	\$2,656	\$2,729	\$2,805	\$2,884	\$2,966	\$3,051	\$3,139	\$3,230	\$3,323	\$3,419	\$3,517	\$3,617	\$3,719	\$3,823	\$3,929	\$4,037	\$4,147	\$4,259	\$4,373	\$4,489
Total	\$27,178	\$27,470	\$27,800	\$28,168	\$28,575	\$29,022	\$29,511	\$30,043	\$30,622	\$31,253	\$31,939	\$32,679	\$33,472	\$34,319	\$35,216	\$36,160	\$37,154	\$38,201	\$39,303	\$40,463	\$41,690
5																					
Salary	\$26,768	\$27,014	\$27,295	\$27,612	\$27,966	\$28,359	\$28,792	\$29,266	\$29,781	\$30,338	\$30,938	\$31,582	\$32,271	\$33,006	\$33,788	\$34,619	\$35,500	\$36,432	\$37,416	\$38,454	\$39,548
TMS	\$2,860	\$2,935	\$3,014	\$3,096	\$3,181	\$3,269	\$3,360	\$3,454	\$3,551	\$3,651	\$3,753	\$3,857	\$3,963	\$4,071	\$4,181	\$4,293	\$4,407	\$4,523	\$4,641	\$4,761	\$4,883
Total	\$29,628	\$29,949	\$30,309	\$30,708	\$31,147	\$31,628	\$32,152	\$32,716	\$33,327	\$33,984	\$34,735	\$35,589	\$36,444	\$37,307	\$38,279	\$39,263	\$40,267	\$41,292	\$42,337	\$43,395	\$44,468
6																					
Salary	\$28,945	\$29,214	\$29,518	\$29,858	\$30,235	\$30,650	\$31,104	\$31,598	\$32,133	\$32,709	\$33,327	\$33,988	\$34,693	\$35,444	\$36,242	\$37,089	\$37,987	\$38,937	\$39,940	\$40,998	\$42,114
TMS	\$3,133	\$3,214	\$3,299	\$3,387	\$3,478	\$3,572	\$3,669	\$3,769	\$3,871	\$3,975	\$4,081	\$4,189	\$4,299	\$4,411	\$4,525	\$4,641	\$4,759	\$4,879	\$5,001	\$5,125	\$5,251
Total	\$32,078	\$32,428	\$32,817	\$33,245	\$33,713	\$34,222	\$34,773	\$35,363	\$35,994	\$36,674	\$37,408	\$38,197	\$39,042	\$39,943	\$40,906	\$41,934	\$43,026	\$44,186	\$45,417	\$46,719	\$48,095
7																					
Salary	\$31,122	\$31,414	\$31,742	\$32,107	\$32,510	\$32,952	\$33,435	\$33,959	\$34,525	\$35,133	\$35,784	\$36,479	\$37,218	\$37,993	\$38,806	\$39,658	\$40,561	\$41,516	\$42,525	\$43,589	\$44,710
TMS	\$3,406	\$3,494	\$3,586	\$3,681	\$3,779	\$3,880	\$3,983	\$4,089	\$4,197	\$4,307	\$4,419	\$4,533	\$4,649	\$4,767	\$4,887	\$5,009	\$5,133	\$5,259	\$5,387	\$5,517	\$5,649
Total	\$34,528	\$34,908	\$35,328	\$35,788	\$36,289	\$36,832	\$37,418	\$38,048	\$38,722	\$39,442	\$40,203	\$41,012	\$41,871	\$42,780	\$43,743	\$44,765	\$45,844	\$46,982	\$48,181	\$49,446	\$50,780
8																					
Salary	\$33,299	\$33,614	\$33,974	\$34,370	\$34,803	\$35,275	\$35,787	\$36,340	\$36,935	\$37,574	\$38,258	\$38,988	\$39,765	\$40,590	\$41,464	\$42,388	\$43,364	\$44,393	\$45,476	\$46,614	\$47,808
TMS	\$3,679	\$3,773	\$3,871	\$3,972	\$4,076	\$4,183	\$4,293	\$4,405	\$4,519	\$4,635	\$4,753	\$4,873	\$4,995	\$5,119	\$5,245	\$5,373	\$5,503	\$5,635	\$5,769	\$5,905	\$6,043
Total	\$36,978	\$37,387	\$37,845	\$38,342	\$38,879	\$39,458	\$40,082	\$40,745	\$41,459	\$42,223	\$43,031	\$43,881	\$44,776	\$45,717	\$46,707	\$47,747	\$48,847	\$49,997	\$51,197	\$52,447	\$53,711
9																					
Salary	\$35,476	\$35,814	\$36,198	\$36,629	\$37,108	\$37,627	\$38,187	\$38,789	\$39,434	\$40,124	\$40,860	\$41,643	\$42,475	\$43,357	\$44,290	\$45,275	\$46,314	\$47,408	\$48,559	\$49,768	\$51,037
TMS	\$3,952	\$4,053	\$4,158	\$4,267	\$4,379	\$4,493	\$4,609	\$4,727	\$4,847	\$4,969	\$5,093	\$5,219	\$5,347	\$5,477	\$5,609	\$5,743	\$5,879	\$6,017	\$6,157	\$6,300	\$6,445
Total	\$39,428	\$39,867	\$40,356	\$40,896	\$41,487	\$42,120	\$42,796	\$43,516	\$44,281	\$45,093	\$45,953	\$46,862	\$47,819	\$48,826	\$49,889	\$50,999	\$52,157	\$53,376	\$54,647	\$55,977	\$57,362
10																					
Salary	\$37,653	\$38,014	\$38,421	\$38,875	\$39,378	\$39,922	\$40,507	\$41,134	\$41,804	\$42,518	\$43,277	\$44,082	\$44,934	\$45,835	\$46,786	\$47,788	\$48,842	\$49,949	\$51,111	\$52,329	\$53,605
TMS	\$4,225	\$4,332	\$4,443	\$4,557	\$4,674	\$4,793	\$4,914	\$5,037	\$5,162	\$5,289	\$5,418	\$5,549	\$5,681	\$5,815	\$5,951	\$6,089	\$6,229	\$6,371	\$6,515	\$6,661	\$6,809
Total	\$41,878	\$42,346	\$42,864	\$43,432	\$44,052	\$44,715	\$45,421	\$46,171	\$46,966	\$47,807	\$48,696	\$49,635	\$50,626	\$51,670	\$52,767	\$53,917	\$55,121	\$56,380	\$57,640	\$58,990	\$60,444
11																					
Salary	\$39,830	\$40,214	\$40,645	\$41,124	\$41,653	\$42,234	\$42,858	\$43,527	\$44,242	\$45,004	\$45,814	\$46,673	\$47,583	\$48,545	\$49,560	\$50,629	\$51,754	\$52,936	\$54,176	\$55,475	\$56,834
TMS	\$4,498	\$4,611	\$4,728	\$4,848	\$4,971	\$5,097	\$5,225	\$5,355	\$5,487	\$5,621	\$5,757	\$5,895	\$6,035	\$6,177	\$6,321	\$6,467	\$6,615	\$6,765	\$6,917	\$7,071	\$7,227
Total	\$44,328	\$44,825	\$45,373	\$45,972	\$46,624	\$47,331	\$48,083	\$48,882	\$49,729	\$50,625	\$51,571	\$52,568	\$53,613	\$54,712	\$55,867	\$57,079	\$58,341	\$59,651	\$61,013	\$62,436	\$63,921
12																					
Salary	\$42,007	\$42,414	\$42,871	\$43,379	\$43,939	\$44,553	\$45,224	\$45,953	\$46,742	\$47,592	\$48,504	\$49,479	\$50,518	\$51,623	\$52,796	\$54,038	\$55,350	\$56,733	\$58,188	\$59,726	\$61,349
TMS	\$4,771	\$4,890	\$5,014	\$5,141	\$5,271	\$5,404	\$5,540	\$5,679	\$5,821	\$5,965	\$6,112	\$6,261	\$6,412	\$6,565	\$6,721	\$6,879	\$7,039	\$7,201	\$7,365	\$7,531	\$7,700
Total	\$46,778	\$47,304	\$47,885	\$48,520	\$49,210	\$49,957	\$50,764	\$51,632	\$52,563	\$53,557	\$54,616	\$55,738	\$56,929	\$58,188	\$59,517	\$60,917	\$62,392	\$63,943	\$65,573	\$67,287	\$69,090
13																					
Salary	\$44,184	\$44,614	\$45,099	\$45,630	\$46,208	\$46,836	\$47,515	\$48,246	\$49,030	\$49,868	\$50,762	\$51,713	\$52,722	\$53,791	\$54,921	\$56,113	\$57,368	\$58,687	\$60,072	\$61,524	\$63,044
TMS	\$5,044	\$5,170	\$5,301	\$5,436	\$5,574	\$5,715	\$5,859	\$6,006	\$6,156	\$6,309	\$6,465	\$6,623	\$6,783	\$6,945	\$7,109	\$7,275	\$7,443	\$7,613	\$7,785	\$7,959	\$8,135
Total	\$49,228	\$49,784	\$50,399	\$51,066	\$51,782	\$52,551	\$53,374	\$54,252	\$55,188	\$56,187	\$57,247	\$58,375	\$59,560	\$60,806	\$62,112	\$63,488	\$64,930	\$66,440	\$68,017	\$69,663	\$71,389
14																					
Salary	\$46,361	\$46,814	\$47,323	\$47,888	\$48,501	\$49,163	\$49,876	\$50,641	\$51,458	\$52,329	\$53,256	\$54,240	\$55,282	\$56,384	\$57,547	\$58,772	\$60,060	\$61,413	\$62,832	\$64,318	\$65,873
TMS	\$5,317	\$5,450	\$5,588	\$5,730	\$5,876	\$6,025	\$6,177	\$6,332													



## **SCHOOL DISTRICT 425**

### **APPENDIX B**

#### **Extra-Curricular Schedule**

A list of extra-curricular duties is attached to this Appendix and includes the amount of money to be paid annually to any teacher selected to perform the listed duties. Teachers selected to perform the extra duties do not attain tenure in the position (s) and have no expectation of continuing in the position from year to year. The Board of Education reserves the right to determine which, if any, extra-curricular activities will be offered annually and who shall receive extra duty assignments.

A review of the extra-curricular positions/duties will be performed, as needed, by the Extra Curricular Committee comprised of the Superintendent, a member of the School Board, and three (3) members of the Association selected by Association leadership. This Committee will formulate guidelines relating to:

1. Selection criteria for coaches and activity sponsors.
2. Recognition of prior experience in the extra duty position.
3. The sharing of a stipend for teachers sharing an extra duty position.
4. Consideration for compensation for coaches for transportation to events and post-season duties.
5. Applications for new activities and/or review of existing activities.

APPENDIX - INDIAN CANTONMENT BIRTH RECORDS IN LAKE CHARLES, MISSISSIPPI

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39	Step 40	Step 41	Step 42	Step 43	Step 44	Step 45	Step 46	Step 47	Step 48	Step 49	Step 50	Step 51	Step 52	Step 53	Step 54	Step 55	Step 56	Step 57	Step 58	Step 59	Step 60	Step 61	Step 62	Step 63	Step 64	Step 65	Step 66	Step 67	Step 68	Step 69	Step 70	Step 71	Step 72	Step 73	Step 74	Step 75	Step 76	Step 77	Step 78	Step 79	Step 80	Step 81	Step 82	Step 83	Step 84	Step 85	Step 86	Step 87	Step 88	Step 89	Step 90	Step 91	Step 92	Step 93	Step 94	Step 95	Step 96	Step 97	Step 98	Step 99	Step 100																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
Boy Scout	\$4,100	\$4,222	\$4,344	\$4,466	\$4,588	\$4,710	\$4,832	\$4,954	\$5,076	\$5,198	\$5,320	\$5,442	\$5,564	\$5,686	\$5,808	\$5,930	\$6,052	\$6,174	\$6,296	\$6,418	\$6,540	\$6,662	\$6,784	\$6,906	\$7,028	\$7,150	\$7,272	\$7,394	\$7,516	\$7,638	\$7,760	\$7,882	\$8,004	\$8,126	\$8,248	\$8,370	\$8,492	\$8,614	\$8,736	\$8,858	\$8,980	\$9,102	\$9,224	\$9,346	\$9,468	\$9,590	\$9,712	\$9,834	\$9,956	\$10,078	\$10,200	\$10,322	\$10,444	\$10,566	\$10,688	\$10,810	\$10,932	\$11,054	\$11,176	\$11,298	\$11,420	\$11,542	\$11,664	\$11,786	\$11,908	\$12,030	\$12,152	\$12,274	\$12,396	\$12,518	\$12,640	\$12,762	\$12,884	\$13,006	\$13,128	\$13,250	\$13,372	\$13,494	\$13,616	\$13,738	\$13,860	\$13,982	\$14,104	\$14,226	\$14,348	\$14,470	\$14,592	\$14,714	\$14,836	\$14,958	\$15,080	\$15,202	\$15,324	\$15,446	\$15,568	\$15,690	\$15,812	\$15,934	\$16,056	\$16,178	\$16,300	\$16,422	\$16,544	\$16,666	\$16,788	\$16,910	\$17,032	\$17,154	\$17,276	\$17,398	\$17,520	\$17,642	\$17,764	\$17,886	\$18,008	\$18,130	\$18,252	\$18,374	\$18,496	\$18,618	\$18,740	\$18,862	\$18,984	\$19,106	\$19,228	\$19,350	\$19,472	\$19,594	\$19,716	\$19,838	\$19,960	\$20,082	\$20,204	\$20,326	\$20,448	\$20,570	\$20,692	\$20,814	\$20,936	\$21,058	\$21,180	\$21,302	\$21,424	\$21,546	\$21,668	\$21,790	\$21,912	\$22,034	\$22,156	\$22,278	\$22,400	\$22,522	\$22,644	\$22,766	\$22,888	\$23,010	\$23,132	\$23,254	\$23,376	\$23,498	\$23,620	\$23,742	\$23,864	\$23,986	\$24,108	\$24,230	\$24,352	\$24,474	\$24,596	\$24,718	\$24,840	\$24,962	\$25,084	\$25,206	\$25,328	\$25,450	\$25,572	\$25,694	\$25,816	\$25,938	\$26,060	\$26,182	\$26,304	\$26,426	\$26,548	\$26,670	\$26,792	\$26,914	\$27,036	\$27,158	\$27,280	\$27,402	\$27,524	\$27,646	\$27,768	\$27,890	\$28,012	\$28,134	\$28,256	\$28,378	\$28,500	\$28,622	\$28,744	\$28,866	\$28,988	\$29,110	\$29,232	\$29,354	\$29,476	\$29,598	\$29,720	\$29,842	\$29,964	\$30,086	\$30,208	\$30,330	\$30,452	\$30,574	\$30,696	\$30,818	\$30,940	\$31,062	\$31,184	\$31,306	\$31,428	\$31,550	\$31,672	\$31,794	\$31,916	\$32,038	\$32,160	\$32,282	\$32,404	\$32,526	\$32,648	\$32,770	\$32,892	\$33,014	\$33,136	\$33,258	\$33,380	\$33,502	\$33,624	\$33,746	\$33,868	\$33,990	\$34,112	\$34,234	\$34,356	\$34,478	\$34,600	\$34,722	\$34,844	\$34,966	\$35,088	\$35,210	\$35,332	\$35,454	\$35,576	\$35,698	\$35,820	\$35,942	\$36,064	\$36,186	\$36,308	\$36,430	\$36,552	\$36,674	\$36,796	\$36,918	\$37,040	\$37,162	\$37,284	\$37,406	\$37,528	\$37,650	\$37,772	\$37,894	\$38,016	\$38,138	\$38,260	\$38,382	\$38,504	\$38,626	\$38,748	\$38,870	\$38,992	\$39,114	\$39,236	\$39,358	\$39,480	\$39,602	\$39,724	\$39,846	\$39,968	\$40,090	\$40,212	\$40,334	\$40,456	\$40,578	\$40,700	\$40,822	\$40,944	\$41,066	\$41,188	\$41,310	\$41,432	\$41,554	\$41,676	\$41,798	\$41,920	\$42,042	\$42,164	\$42,286	\$42,408	\$42,530	\$42,652	\$42,774	\$42,896	\$43,018	\$43,140	\$43,262	\$43,384	\$43,506	\$43,628	\$43,750	\$43,872	\$43,994	\$44,116	\$44,238	\$44,360	\$44,482	\$44,604	\$44,726	\$44,848	\$44,970	\$45,092	\$45,214	\$45,336	\$45,458	\$45,580	\$45,702	\$45,824	\$45,946	\$46,068	\$46,190	\$46,312	\$46,434	\$46,556	\$46,678	\$46,800	\$46,922	\$47,044	\$47,166	\$47,288	\$47,410	\$47,532	\$47,654	\$47,776	\$47,898	\$48,020	\$48,142	\$48,264	\$48,386	\$48,508	\$48,630	\$48,752	\$48,874	\$48,996	\$49,118	\$49,240	\$49,362	\$49,484	\$49,606	\$49,728	\$49,850	\$49,972	\$50,094	\$50,216	\$50,338	\$50,460	\$50,582	\$50,704	\$50,826	\$50,948	\$51,070	\$51,192	\$51,314	\$51,436	\$51,558	\$51,680	\$51,802	\$51,924	\$52,046	\$52,168	\$52,290	\$52,412	\$52,534	\$52,656	\$52,778	\$52,900	\$53,022	\$53,144	\$53,266	\$53,388	\$53,510	\$53,632	\$53,754	\$53,876	\$54,000	\$54,122	\$54,244	\$54,366	\$54,488	\$54,610	\$54,732	\$54,854	\$54,976	\$55,098	\$55,220	\$55,342	\$55,464	\$55,586	\$55,708	\$55,830	\$55,952	\$56,074	\$56,196	\$56,318	\$56,440	\$56,562	\$56,684	\$56,806	\$56,928	\$57,050	\$57,172	\$57,294	\$57,416	\$57,538	\$57,660	\$57,782	\$57,904	\$58,026	\$58,148	\$58,270	\$58,392	\$58,514	\$58,636	\$58,758	\$58,880	\$59,002	\$59,124	\$59,246	\$59,368	\$59,490	\$59,612	\$59,734	\$59,856	\$59,978	\$60,100	\$60,222	\$60,344	\$60,466	\$60,588	\$60,710	\$60,832	\$60,954	\$61,076	\$61,198	\$61,320	\$61,442	\$61,564	\$61,686	\$61,808	\$61,930	\$62,052	\$62,174	\$62,296	\$62,418	\$62,540	\$62,662	\$62,784	\$62,906	\$63,028	\$63,150	\$63,272	\$63,394	\$63,516	\$63,638	\$63,760	\$63,882	\$64,004	\$64,126	\$64,248	\$64,370	\$64,492	\$64,614	\$64,736	\$64,858	\$64,980	\$65,102	\$65,224	\$65,346	\$65,468	\$65,590	\$65,712	\$65,834	\$65,956	\$66,078	\$66,200	\$66,322	\$66,444	\$66,566	\$66,688	\$66,810	\$66,932	\$67,054	\$67,176	\$67,298	\$67,420	\$67,542	\$67,664	\$67,786	\$67,908	\$68,030	\$68,152	\$68,274	\$68,396	\$68,518	\$68,640	\$68,762	\$68,884	\$69,006	\$69,128	\$69,250	\$69,372	\$69,494	\$69,616	\$69,738	\$69,860	\$69,982	\$70,104	\$70,226	\$70,348	\$70,470	\$70,592	\$70,714	\$70,836	\$70,958	\$71,080	\$71,202	\$71,324	\$71,446	\$71,568	\$71,690	\$71,812	\$71,934	\$72,056	\$72,178	\$72,300	\$72,422	\$72,544	\$72,666	\$72,788	\$72,910	\$73,032	\$73,154	\$73,276	\$73,398	\$73,520	\$73,642	\$73,764	\$73,886	\$74,008	\$74,130	\$74,252	\$74,374	\$74,496	\$74,618	\$74,740	\$74,862	\$74,984	\$75,106	\$75,228	\$75,350	\$75,472	\$75,594	\$75,716	\$75,838	\$75,960	\$76,082	\$76,204	\$76,326	\$76,448	\$76,570	\$76,692	\$76,814	\$76,936	\$77,058	\$77,180	\$77,302	\$77,424	\$77,546	\$77,668	\$77,790	\$77,912	\$78,034	\$78,156	\$78,278	\$78,400	\$78,522	\$78,644	\$78,766	\$78,888	\$79,010	\$79,132	\$79,254	\$79,376	\$79,498	\$79,620	\$79,742	\$79,864	\$79,986	\$80,108	\$80,230	\$80,352	\$80,474	\$80,596	\$80,718	\$80,840	\$80,962	\$81,084	\$81,206	\$81,328	\$81,450	\$81,572	\$81,694	\$81,816	\$81,938	\$82,060	\$82,182	\$82,304	\$82,426	\$82,548	\$82,670	\$82,792	\$82,914	\$83,036	\$83,158	\$83,280	\$83,402	\$83,524	\$83,646	\$83,768	\$83,890	\$84,012	\$84,134	\$84,256	\$84,378	\$84,500	\$84,622	\$84,744	\$84,866	\$84,988	\$85,110	\$85,232	\$85,354	\$85,476	\$85,598	\$85,720	\$85,842	\$85,964	\$86,086	\$86,208	\$86,330	\$86,452	\$86,574	\$86,696	\$86,818	\$86,940	\$87,062	\$87,184	\$87,306	\$87,428	\$87,550	\$87,672	\$87,794	\$87,916	\$88,038	\$88,160	\$88,282	\$88,404	\$88,526	\$88,648	\$88,770	\$88,892	\$89,014	\$89,136	\$89,258	\$89,380	\$89,502	\$89,624	\$89,746	\$89,868	\$89,990	\$90,112	\$90,234	\$90,356	\$90,478	\$90,600	\$90,722	\$90,844	\$90,966	\$91,088	\$91,210	\$91,332	\$91,454	\$91,576	\$91,698	\$91,820	\$91,942	\$92,064	\$92,186	\$92,308	\$92,430	\$92,552	\$92,674	\$92,796	\$92,918	\$93,040	\$93,162	\$93,284	\$93,406	\$93,528	\$93,650	\$93,772	\$93,894	\$94,016	\$94,138	\$94,260	\$94,382	\$94,504	\$94,626	\$94,748	\$94,870	\$94,992	\$95,114	\$95,236	\$95,358	\$95,480	\$95,602	\$95,724	\$95,846	\$95,968	\$96,090	\$96,212	\$96,334	\$96,456	\$96,578	\$96,700	\$96,822	\$96,944	\$97,066	\$97,188	\$97,310	\$97,432	\$97,554	\$97,676	\$97,798	\$97,920	\$98,042	\$98,164	\$98,286	\$98,408	\$98,530	\$98,652	\$98,774	\$98,896	\$99,018	\$99,140	\$99,262	\$99,384	\$99,506	\$99,628	\$99,750	\$99,872	\$100,000

APPENDIX - INDIAN CANTONMENT BIRTH RECORDS IN LAKE CHARLES, MISSISSIPPI

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36	Step 37	Step 38	Step 39	Step 40	Step 41	Step 42	Step 43	Step 44	Step 45	Step 46	Step 47	Step 48	Step 49	Step 50	Step 51	Step 52	Step 53	Step 54	Step 55	Step 56	Step 57	Step 58	Step 59	Step 60	Step 61	Step 62	Step 63	Step 64	Step 65	Step 66	Step 67	Step 68	Step 69	Step 70	Step 71	Step 72	Step 73	Step 74	Step 75	Step 76	Step 77	Step 78	Step 79	Step 80	Step 81	Step 82	Step 83	Step 84	Step 85	Step 86	Step 87	Step 88	Step 89	Step 90	Step 91	Step 92	Step 93	Step 94	Step 95	Step 96	Step 97	Step 98	Step 99	Step 100
Boy Scout	\$4,100	\$4,222	\$4,344	\$4,466	\$4,588	\$4,710	\$4,832	\$4,954	\$5,076	\$5,198	\$5,320	\$5,442	\$5,564	\$5,686	\$5,808	\$5,930	\$6,052	\$6,174	\$6,296	\$6,418	\$6,540	\$6,662	\$6,784	\$6,906	\$7,028	\$7,150	\$7,272	\$7,394	\$7,516	\$7,638	\$7,760	\$7,882	\$8,004	\$8,126	\$8,248	\$8,370	\$8,492	\$8,614	\$8,736	\$8,858	\$8,980	\$9,102	\$9,224	\$9,346	\$9,468	\$9,590	\$9,712	\$9,834	\$9,956	\$10,078	\$10,200	\$10,322	\$10,444	\$10,566	\$10,688	\$10,810	\$10,932	\$11,054	\$11,176	\$11,298	\$11,420	\$11,542	\$11,664	\$11,786	\$11,90																																			

INDIAN CHECK HS EXTRA-CURRICULAR SCHEDULE

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Weightlifting (Fall)*	\$1,450	\$1,494	\$1,538	\$1,584	\$1,632	\$1,681
Weightlifting (Winter)*	\$1,450	\$1,494	\$1,538	\$1,584	\$1,632	\$1,681
Weightlifting (Spring)*	\$1,450	\$1,494	\$1,538	\$1,584	\$1,632	\$1,681
Weightlifting (Summer)*	\$1,450	\$1,494	\$1,538	\$1,584	\$1,632	\$1,681
Cherleading	\$2,500	\$2,575	\$2,652	\$2,732	\$2,814	\$2,898
Dance Team	\$1,250	\$1,288	\$1,326	\$1,366	\$1,407	\$1,449
Head Bass Fishing	\$1,100	\$1,133	\$1,167	\$1,202	\$1,238	\$1,275
Assistant Bass Fishing	\$475	\$489	\$504	\$519	\$535	\$551
Yearbook	\$1,900	\$1,957	\$2,016	\$2,076	\$2,138	\$2,203
Academic Bowl	\$1,350	\$1,391	\$1,432	\$1,475	\$1,519	\$1,565
Play Director	\$1,750	\$1,803	\$1,857	\$1,912	\$1,970	\$2,029
Band	\$2,800	\$2,884	\$2,971	\$3,060	\$3,151	\$3,246
Choral	\$1,600	\$1,648	\$1,697	\$1,748	\$1,801	\$1,855
FCCA	\$1,000	\$1,030	\$1,061	\$1,093	\$1,126	\$1,159
Student Council	\$1,325	\$1,363	\$1,405	\$1,448	\$1,491	\$1,536
Sr Class Advisor# of advisors	\$825					
Jr Class Advisor# of advisors	\$825					
So Class Advisor# of advisors	\$825					
Ft Class Advisor# of advisors	\$825	\$747	\$769	\$792	\$816	\$840
National Honor Society	\$725	\$747	\$769	\$792	\$816	\$840
DCPSAFE	\$725	\$747	\$769	\$792	\$816	\$840
Chess	\$650	\$670	\$690	\$710	\$732	\$754
Weightlifting (Fall)*	\$1,475	\$1,520	\$1,565	\$1,612	\$1,661	\$1,710
Weightlifting (Winter)*	\$1,475	\$1,520	\$1,565	\$1,612	\$1,661	\$1,710
Weightlifting (Spring)*	\$1,475	\$1,520	\$1,565	\$1,612	\$1,661	\$1,710
Weightlifting (Summer)*	\$1,475	\$1,520	\$1,565	\$1,612	\$1,661	\$1,710
Cherleading	\$2,544	\$2,620	\$2,699	\$2,780	\$2,863	\$2,949
Dance Team	\$1,272	\$1,310	\$1,349	\$1,390	\$1,432	\$1,474
Head Bass Fishing	\$1,119	\$1,153	\$1,187	\$1,223	\$1,260	\$1,298
Assistant Bass Fishing	\$483	\$498	\$513	\$528	\$544	\$560
Yearbook	\$1,933	\$1,991	\$2,051	\$2,113	\$2,176	\$2,241
Academic Bowl	\$1,374	\$1,415	\$1,457	\$1,501	\$1,546	\$1,592
Play Director	\$1,781	\$1,834	\$1,889	\$1,946	\$2,004	\$2,064
Band	\$2,849	\$2,934	\$3,023	\$3,113	\$3,207	\$3,303
Choral	\$1,628	\$1,677	\$1,727	\$1,779	\$1,832	\$1,887
FCCA	\$1,018	\$1,048	\$1,079	\$1,112	\$1,145	\$1,180
Student Council	\$1,348	\$1,389	\$1,430	\$1,473	\$1,517	\$1,563
Sr Class Advisor# of advisors	\$839					
Jr Class Advisor# of advisors	\$839					
So Class Advisor# of advisors	\$839					
Ft Class Advisor# of advisors	\$839	\$760	\$783	\$806	\$830	\$855
National Honor Society	\$738	\$760	\$783	\$806	\$830	\$855
DCPSAFE	\$738	\$760	\$783	\$806	\$830	\$855
Chess	\$661	\$681	\$702	\$723	\$744	\$767
Weightlifting (Fall)*	\$1,501	\$1,546	\$1,593	\$1,640	\$1,690	\$1,740
Weightlifting (Winter)*	\$1,501	\$1,546	\$1,593	\$1,640	\$1,690	\$1,740
Weightlifting (Spring)*	\$1,501	\$1,546	\$1,593	\$1,640	\$1,690	\$1,740
Weightlifting (Summer)*	\$1,501	\$1,546	\$1,593	\$1,640	\$1,690	\$1,740
Cherleading	\$2,588	\$2,666	\$2,746	\$2,828	\$2,913	\$3,001
Dance Team	\$1,294	\$1,333	\$1,373	\$1,414	\$1,457	\$1,500
Head Bass Fishing	\$1,139	\$1,173	\$1,208	\$1,244	\$1,282	\$1,320
Assistant Bass Fishing	\$492	\$507	\$522	\$537	\$553	\$570
Yearbook	\$1,967	\$2,026	\$2,087	\$2,149	\$2,214	\$2,280
Academic Bowl	\$1,398	\$1,440	\$1,483	\$1,527	\$1,573	\$1,620
Play Director	\$1,812	\$1,866	\$1,922	\$1,980	\$2,039	\$2,100
Band	\$2,899	\$2,986	\$3,075	\$3,168	\$3,263	\$3,361
Choral	\$1,656	\$1,706	\$1,757	\$1,810	\$1,864	\$1,920
FCCA	\$1,035	\$1,066	\$1,098	\$1,131	\$1,165	\$1,200
Student Council	\$1,372	\$1,413	\$1,455	\$1,499	\$1,544	\$1,590
Sr Class Advisor# of advisors	\$854					
Jr Class Advisor# of advisors	\$854					
So Class Advisor# of advisors	\$854					
Ft Class Advisor# of advisors	\$854	\$773	\$796	\$820	\$845	\$870
National Honor Society	\$751	\$773	\$796	\$820	\$845	\$870
DCPSAFE	\$751	\$773	\$796	\$820	\$845	\$870
Chess	\$673	\$693	\$714	\$735	\$757	\$780

Weightlifting Schedule (12 weeks/72 hours/5 days)\*

INDIAN CHECK HS EXTRA-CURRICULAR SCHEDULE

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Weightlifting (Fall)*	\$1,577	\$1,573	\$1,620	\$1,669	\$1,719	\$1,771
Weightlifting (Winter)*	\$1,577	\$1,573	\$1,620	\$1,669	\$1,719	\$1,771
Weightlifting (Spring)*	\$1,577	\$1,573	\$1,620	\$1,669	\$1,719	\$1,771
Weightlifting (Summer)*	\$1,577	\$1,573	\$1,620	\$1,669	\$1,719	\$1,771
Cherleading	\$2,634	\$2,713	\$2,794	\$2,878	\$2,964	\$3,053
Dance Team	\$1,317	\$1,346	\$1,397	\$1,439	\$1,482	\$1,527
Head Bass Fishing	\$1,139	\$1,194	\$1,229	\$1,266	\$1,304	\$1,343
Assistant Bass Fishing	\$500	\$515	\$531	\$547	\$563	\$580
Yearbook	\$2,002	\$2,062	\$2,123	\$2,187	\$2,253	\$2,320
Academic Bowl	\$1,422	\$1,465	\$1,509	\$1,554	\$1,601	\$1,649
Play Director	\$1,833	\$1,899	\$1,956	\$2,014	\$2,075	\$2,137
Band	\$2,940	\$3,038	\$3,129	\$3,223	\$3,320	\$3,419
Choral	\$1,635	\$1,736	\$1,788	\$1,842	\$1,897	\$1,954
FCCA	\$1,053	\$1,085	\$1,118	\$1,151	\$1,186	\$1,221
Student Council	\$1,396	\$1,438	\$1,481	\$1,525	\$1,571	\$1,618
Sr Class Advisor# of advisors	\$869					
Jr Class Advisor# of advisors	\$869					
So Class Advisor# of advisors	\$869					
Ft Class Advisor# of advisors	\$869	\$787	\$810	\$835	\$860	\$885
National Honor Society	\$764	\$787	\$810	\$835	\$860	\$885
DCPSAFE	\$764	\$787	\$810	\$835	\$860	\$885
Chess	\$685	\$705	\$726	\$748	\$771	\$794
Weightlifting (Fall)*	\$1,554	\$1,601	\$1,649	\$1,698	\$1,749	\$1,802
Weightlifting (Winter)*	\$1,554	\$1,601	\$1,649	\$1,698	\$1,749	\$1,802
Weightlifting (Spring)*	\$1,554	\$1,601	\$1,649	\$1,698	\$1,749	\$1,802
Weightlifting (Summer)*	\$1,554	\$1,601	\$1,649	\$1,698	\$1,749	\$1,802
Cherleading	\$2,680	\$2,760	\$2,843	\$2,928	\$3,016	\$3,106
Dance Team	\$1,340	\$1,380	\$1,421	\$1,464	\$1,508	\$1,553
Head Bass Fishing	\$1,179	\$1,214	\$1,251	\$1,288	\$1,327	\$1,367
Assistant Bass Fishing	\$509	\$524	\$540	\$556	\$573	\$590
Yearbook	\$2,037	\$2,098	\$2,161	\$2,225	\$2,292	\$2,361
Academic Bowl	\$1,447	\$1,490	\$1,535	\$1,581	\$1,629	\$1,677
Play Director	\$1,876	\$1,932	\$1,990	\$2,050	\$2,111	\$2,175
Band	\$3,001	\$3,091	\$3,184	\$3,279	\$3,378	\$3,479
Choral	\$1,715	\$1,766	\$1,819	\$1,874	\$1,930	\$1,988
FCCA	\$1,072	\$1,104	\$1,137	\$1,171	\$1,206	\$1,243
Student Council	\$1,420	\$1,463	\$1,507	\$1,552	\$1,598	\$1,646
Sr Class Advisor# of advisors	\$884					
Jr Class Advisor# of advisors	\$884					
So Class Advisor# of advisors	\$884					
Ft Class Advisor# of advisors	\$884	\$800	\$824	\$849	\$875	\$901
National Honor Society	\$777	\$800	\$824	\$849	\$875	\$901
DCPSAFE	\$777	\$800	\$824	\$849	\$875	\$901
Chess	\$697	\$718	\$739	\$761	\$784	\$808



**INDIAN CREKEMS EXTRA CURRICULAR SCHEDULE**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Head Soccer	\$2,050	\$2,112	\$2,175	\$2,240	\$2,307	\$2,377
Assistant Soccer	\$1,700	\$1,751	\$1,804	\$1,858	\$1,913	\$1,971
8th Grade Volleyball	\$2,050	\$2,112	\$2,175	\$2,240	\$2,307	\$2,377
7th Grade Volleyball	\$1,700	\$1,751	\$1,804	\$1,858	\$1,913	\$1,971
6th Grade Volleyball	\$850	\$876	\$902	\$929	\$957	\$985
8th Grade Boys BB	\$2,050	\$2,112	\$2,175	\$2,240	\$2,307	\$2,377
7th Grade Boys BB	\$1,700	\$1,751	\$1,804	\$1,858	\$1,913	\$1,971
8th Grade Girls BB	\$2,050	\$2,112	\$2,175	\$2,240	\$2,307	\$2,377
7th Grade Girls BB	\$1,700	\$1,751	\$1,804	\$1,858	\$1,913	\$1,971
Head Track	\$2,050	\$2,112	\$2,175	\$2,240	\$2,307	\$2,377
Assistant Track 1	\$1,400	\$1,442	\$1,485	\$1,530	\$1,576	\$1,623
Assistant Track 2	\$1,000	\$1,030	\$1,061	\$1,093	\$1,126	\$1,159
Southall	\$1,400	\$1,442	\$1,485	\$1,530	\$1,576	\$1,623
Assistant Southall	\$950	\$979	\$1,008	\$1,038	\$1,069	\$1,101
Band	\$1,400	\$1,442	\$1,485	\$1,530	\$1,576	\$1,623
Band	\$1,200	\$1,216	\$1,231	\$1,246	\$1,261	\$1,276
Choral	\$800	\$824	\$849	\$874	\$900	\$927
Spelling Bee	\$350	\$361	\$371	\$382	\$394	\$406
Yearbook	\$500	\$515	\$530	\$546	\$563	\$580
Scholastic Bowl	\$350	\$361	\$371	\$382	\$394	\$406
8th Grade Cheerleading	\$650	\$670	\$690	\$710	\$732	\$754
7th Grade Cheerleading	\$400	\$412	\$424	\$437	\$450	\$464

**INDIAN CREKEMS EXTRA CURRICULAR SCHEDULE**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Head Soccer	\$2,085	\$2,148	\$2,213	\$2,279	\$2,348	\$2,418
Assistant Soccer	\$1,730	\$1,782	\$1,835	\$1,890	\$1,947	\$2,005
8th Grade Volleyball	\$2,085	\$2,148	\$2,213	\$2,279	\$2,348	\$2,418
7th Grade Volleyball	\$1,730	\$1,782	\$1,835	\$1,890	\$1,947	\$2,005
6th Grade Volleyball	\$865	\$891	\$918	\$945	\$973	\$1,003
8th Grade Boys BB	\$2,085	\$2,148	\$2,213	\$2,279	\$2,348	\$2,418
7th Grade Boys BB	\$1,730	\$1,782	\$1,835	\$1,890	\$1,947	\$2,005
8th Grade Girls BB	\$2,085	\$2,148	\$2,213	\$2,279	\$2,348	\$2,418
7th Grade Girls BB	\$1,730	\$1,782	\$1,835	\$1,890	\$1,947	\$2,005
Head Track	\$2,085	\$2,148	\$2,213	\$2,279	\$2,348	\$2,418
Assistant Track 1	\$1,425	\$1,467	\$1,511	\$1,557	\$1,603	\$1,651
Assistant Track 2	\$1,018	\$1,048	\$1,079	\$1,112	\$1,145	\$1,180
Southall	\$1,425	\$1,467	\$1,511	\$1,557	\$1,603	\$1,651
Assistant Southall	\$967	\$996	\$1,025	\$1,056	\$1,088	\$1,121
Band	\$1,221	\$1,238	\$1,255	\$1,274	\$1,294	\$1,314
Choral	\$814	\$838	\$864	\$891	\$916	\$944
Spelling Bee	\$356	\$367	\$378	\$389	\$401	\$413
Yearbook	\$509	\$524	\$540	\$556	\$573	\$590
Scholastic Bowl	\$356	\$367	\$378	\$389	\$401	\$413
8th Grade Cheerleading	\$661	\$681	\$702	\$723	\$744	\$767
7th Grade Cheerleading	\$407	\$419	\$432	\$445	\$458	\$472

**INDIAN CREKEMS EXTRA CURRICULAR SCHEDULE**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Head Soccer	\$2,122	\$2,186	\$2,252	\$2,319	\$2,389	\$2,460
Assistant Soccer	\$1,760	\$1,813	\$1,867	\$1,923	\$1,981	\$2,040
8th Grade Volleyball	\$2,122	\$2,186	\$2,252	\$2,319	\$2,389	\$2,460
7th Grade Volleyball	\$1,760	\$1,813	\$1,867	\$1,923	\$1,981	\$2,040
6th Grade Volleyball	\$880	\$906	\$934	\$962	\$990	\$1,020
8th Grade Boys BB	\$2,122	\$2,186	\$2,252	\$2,319	\$2,389	\$2,460
7th Grade Boys BB	\$1,760	\$1,813	\$1,867	\$1,923	\$1,981	\$2,040
8th Grade Girls BB	\$2,122	\$2,186	\$2,252	\$2,319	\$2,389	\$2,460
7th Grade Girls BB	\$1,760	\$1,813	\$1,867	\$1,923	\$1,981	\$2,040
Head Track	\$2,122	\$2,186	\$2,252	\$2,319	\$2,389	\$2,460
Assistant Track 1	\$1,449	\$1,493	\$1,538	\$1,584	\$1,631	\$1,680
Assistant Track 2	\$1,035	\$1,065	\$1,098	\$1,131	\$1,165	\$1,200
Southall	\$1,449	\$1,493	\$1,538	\$1,584	\$1,631	\$1,680
Assistant Southall	\$984	\$1,013	\$1,043	\$1,075	\$1,107	\$1,140
Band	\$1,242	\$1,260	\$1,279	\$1,298	\$1,318	\$1,338
Choral	\$828	\$853	\$879	\$905	\$932	\$960
Spelling Bee	\$362	\$373	\$384	\$396	\$408	\$420
Yearbook	\$518	\$533	\$549	\$566	\$583	\$600
Scholastic Bowl	\$362	\$373	\$384	\$396	\$408	\$420
8th Grade Cheerleading	\$673	\$693	\$714	\$735	\$757	\$780
7th Grade Cheerleading	\$414	\$427	\$440	\$453	\$466	\$480

**INDIAN CREKEMS EXTRA CURRICULAR SCHEDULE**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Head Soccer	\$2,160	\$2,224	\$2,291	\$2,360	\$2,431	\$2,503
Assistant Soccer	\$1,791	\$1,845	\$1,900	\$1,957	\$2,016	\$2,076
8th Grade Volleyball	\$2,160	\$2,224	\$2,291	\$2,360	\$2,431	\$2,503
7th Grade Volleyball	\$1,791	\$1,845	\$1,900	\$1,957	\$2,016	\$2,076
6th Grade Volleyball	\$895	\$922	\$950	\$978	\$1,008	\$1,038
8th Grade Boys BB	\$2,160	\$2,224	\$2,291	\$2,360	\$2,431	\$2,503
7th Grade Boys BB	\$1,791	\$1,845	\$1,900	\$1,957	\$2,016	\$2,076
8th Grade Girls BB	\$2,160	\$2,224	\$2,291	\$2,360	\$2,431	\$2,503
7th Grade Girls BB	\$1,791	\$1,845	\$1,900	\$1,957	\$2,016	\$2,076
Head Track	\$2,160	\$2,224	\$2,291	\$2,360	\$2,431	\$2,503
Assistant Track 1	\$1,475	\$1,519	\$1,565	\$1,612	\$1,660	\$1,710
Assistant Track 2	\$1,052	\$1,085	\$1,118	\$1,151	\$1,186	\$1,221
Southall	\$1,475	\$1,519	\$1,565	\$1,612	\$1,660	\$1,710
Assistant Southall	\$1,001	\$1,031	\$1,062	\$1,094	\$1,126	\$1,160
Band	\$1,475	\$1,519	\$1,565	\$1,612	\$1,660	\$1,710
Band	\$1,264	\$1,282	\$1,301	\$1,321	\$1,343	\$1,365
Choral	\$863	\$888	\$914	\$941	\$969	\$997
Spelling Bee	\$369	\$380	\$391	\$403	\$415	\$427
Yearbook	\$527	\$543	\$559	\$576	\$593	\$611
Scholastic Bowl	\$369	\$380	\$391	\$403	\$415	\$427
8th Grade Cheerleading	\$685	\$705	\$726	\$748	\$771	\$794
7th Grade Cheerleading	\$421	\$434	\$447	\$460	\$474	\$488

**INDIAN CREKEMS EXTRA CURRICULAR SCHEDULE**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Head Soccer	\$2,197	\$2,263	\$2,331	\$2,401	\$2,473	\$2,547
Assistant Soccer	\$1,822	\$1,877	\$1,933	\$1,991	\$2,051	\$2,112
8th Grade Volleyball	\$2,197	\$2,263	\$2,331	\$2,401	\$2,473	\$2,547
7th Grade Volleyball	\$1,822	\$1,877	\$1,933	\$1,991	\$2,051	\$2,112
6th Grade Volleyball	\$911	\$938	\$967	\$996	\$1,025	\$1,056
8th Grade Boys BB	\$2,197	\$2,263	\$2,331	\$2,401	\$2,473	\$2,547
7th Grade Boys BB	\$1,822	\$1,877	\$1,933	\$1,991	\$2,051	\$2,112
8th Grade Girls BB	\$2,197	\$2,263	\$2,331	\$2,401	\$2,473	\$2,547
7th Grade Girls BB	\$1,822	\$1,877	\$1,933	\$1,991	\$2,051	\$2,112
Head Track	\$2,197	\$2,263	\$2,331	\$2,401	\$2,473	\$2,547
Assistant Track 1	\$1,501	\$1,546	\$1,592	\$1,640	\$1,689	\$1,740
Assistant Track 2	\$1,077	\$1,104	\$1,137	\$1,171	\$1,206	\$1,243
Southall	\$1,501	\$1,546	\$1,592	\$1,640	\$1,689	\$1,740
Assistant Southall	\$1,018	\$1,049	\$1,080	\$1,113	\$1,146	\$1,180
Band	\$1,501	\$1,546	\$1,592	\$1,640	\$1,689	\$1,740
Band	\$1,297	\$1,315	\$1,333	\$1,352	\$1,372	\$1,391
Choral	\$887	\$913	\$940	\$968	\$996	\$1,024
Spelling Bee	\$375	\$386	\$398	\$410	\$422	\$435
Yearbook	\$535	\$552	\$569	\$586	\$603	\$621
Scholastic Bowl	\$375	\$386	\$398	\$410	\$422	\$435
8th Grade Cheerleading	\$697	\$718	\$739	\$761	\$784	\$808
7th Grade Cheerleading	\$429	\$442	\$455	\$468	\$483	\$497

**INDIAN CREKEMS EXTRA CURRICULAR SCHEDULE**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Head Soccer	\$2,222	\$2,288	\$2,356	\$2,426	\$2,498	\$2,572
Assistant Soccer	\$1,780	\$1,835	\$1,891	\$1,949	\$2,009	\$2,070
8th Grade Volleyball	\$2,222	\$2,288	\$2,356	\$2,426	\$2,498	\$2,572
7th Grade Volleyball	\$1,780	\$1,835	\$1,891	\$1,949	\$2,009	\$2,070
6th Grade Volleyball	\$900	\$927	\$955	\$984	\$1,013	\$1,043
8th Grade Boys BB	\$2,222	\$2,288	\$2,356	\$2,426	\$2,498	\$2,572
7th Grade Boys BB	\$1,780	\$1,835	\$1,891	\$1,949	\$2,009	\$2,070
8th Grade Girls BB	\$2,222	\$2,288	\$2,356	\$2,426	\$2,498	\$2,572
7th Grade Girls BB	\$1,780	\$1,835	\$1,891	\$1,949	\$2,009	\$2,070
Head Track	\$2,222	\$2,288	\$2,356	\$2,426	\$2,498	\$2,572
Assistant Track 1	\$1,469	\$1,514	\$1,560	\$1,607	\$1,655	\$1,704
Assistant Track 2	\$1,045	\$1,075	\$1,106	\$1,138	\$1,171	\$1,205
Southall	\$1,469	\$1,514	\$1,560	\$1,607	\$1,655	\$1,704
Assistant Southall	\$984	\$1,013	\$1,043	\$1,075	\$1,107	\$1,140
Band	\$1,242	\$1,260	\$1,279	\$1,298	\$1,318	\$1,338
Choral	\$828	\$853	\$879	\$905	\$932	\$960
Spelling Bee	\$362	\$373	\$384	\$396	\$408	\$420
Yearbook	\$518	\$533	\$549	\$566	\$583	\$600
Scholastic Bowl	\$362	\$373	\$384	\$396	\$408	\$420
8th Grade Cheerleading	\$673	\$693	\$714	\$735	\$757	\$780
7th Grade Cheerleading	\$414	\$427	\$440	\$453	\$466	\$480

## APPENDIX C

1. Teachers first employed in the 2006-2007 school year shall receive a single step advancement on the 2007-2008 salary schedule and a single step advancement each year thereafter for the duration of the 2007-2011 collective bargaining agreement.
2. Teachers first employed in the 2005-2006 school year shall receive a double step advancement on the 2007-2008 salary schedule, and a single step advancement each year thereafter for the duration of the 2007-2011 collective bargaining agreement.
3. Teachers first employed in the 2004-2005 school year shall receive a double step advancement on the 2007-2008 salary schedule, a single step advancement on the 2008-2009 salary schedule, a double step advancement on the 2009-2010 salary schedule, and a single step advancement on the 2010-2011 salary schedule.
4. Teachers employed in the 2003-2004 school year and prior school years shall receive a double step advancement on the 2007-2008 salary schedule, a single step advancement on the 2008-2009 salary schedule, a double step advancement on the 2009-2010 salary schedule, and a single step advancement on the 2010-2011 salary schedule.

SUCH STEP ADVANCEMENT IS ILLUSTRATED AS FOLLOWS:

#STEPS MOVEMENT FOR EACH YEAR COVERED BY THE 2007-2011 CBA

<b>Year of Hire</b>	<b>2007-2008</b>	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>
2003-2004 (and prior years)	Two steps	One step	Two steps	One step
2004-2005	Two steps	One step	Two steps	One step
2005-2006	Two steps	One step	One step	One step
2006-2007	One step	One step	One step	One step

5. The Board and the Association further acknowledge and agree that the terms and conditions of this Appendix C do not constitute a precedent with respect to any course of dealing, past, present or future, between the parties and/or any member of the bargaining unit, nor with respect to the resolution of any issues which may arise between the parties in the past, present or future.