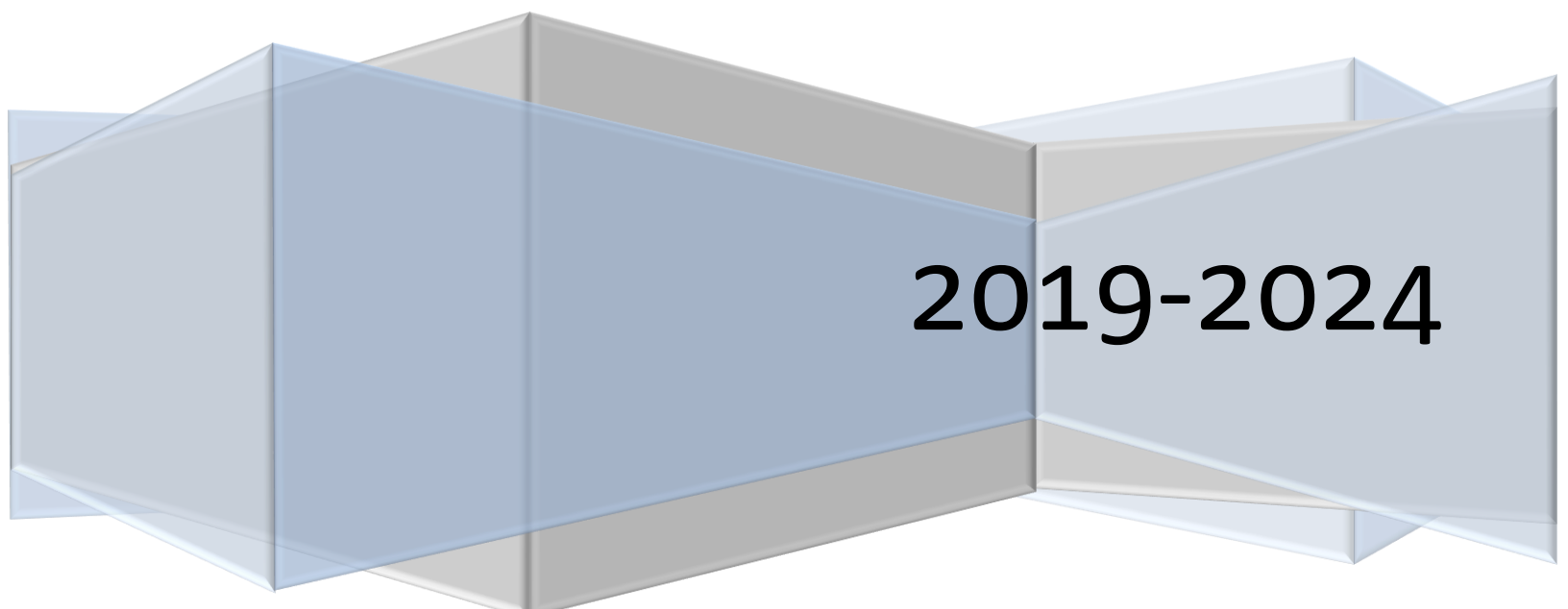


Collective Bargaining Agreement between the Riley Education Association and the Board of Education

**Riley Community Consolidated School
District #18**

Marengo, Illinois



2019-2024

This contract shall begin on the first day of school in 2019 at 12:01 AM and shall terminate at 12:00 AM on the day ending prior to the first day of school in 2024

Table of Contents

Article 1: Recognition	3
Article 2: School Calendar	3
Article 3: Length of Workday.....	3
Article 4: Planning Time.....	3
Article 5: Salary.....	4
Article 6: Payroll	5
Article 7: Health Insurance	5
Article 8: Life Insurance	6
Article 9: Sick Leave	6
Article 10: Maternity/Paternity Leave.....	7
Article 11: Military Leave.....	7
Article 12: Personal Days.....	7
Article 13: Continuing Education.....	8
Article 14: Curriculum Planning, Committees, and In-Service Days.....	9
Article 15: Physical Examination.....	9
Article 16: Jury Duty	9
Article 17: Mileage Reimbursement.....	9
Article 18: Notification of Available Employment Opportunities.....	9
Article 19: Reduction in Force of Certified Teaching Personnel.....	10
Article 20: Seniority Defined.....	10
Article 21: Seniority List.....	11
Article 22: Extra Duty/Extra Curricular Assignments.....	11
Article 23: Extra-Duty Stipend Schedule	12
Article 24: Retirement	12
Article 25: Documentation Availability.....	13
Article 26: In-House Substitutions.....	13
Article 27: Grievance Procedure.....	13
Article 28: No Strike Clause	14
Article 29: Part-Time Teachers	14
Article 30: Agreement	15
Article 31: Illinois Statutes/School Code	15
Article 32: School Board	15
Appendix I: Stipend Schedule.....	16

Appendix II: Salary Schedule 17

 School Year 2019-2020..... 17

 School Year 2019-2020 Salary Breakdown..... 18

 School Year 2020-2021..... 19

 School Year 2021-2022..... 20

 School Year 2022-2023..... 21

 School Year 2023-2024..... 22

Appendix III: Grievance Report Form 23

Article 1: Recognition

The Board of Education of Riley Community Consolidated School District #18 recognizes the Riley Education Association, IEA-NEA, as the exclusive representative for all regularly employed full and part-time certified teachers for purposes of bargaining under the Illinois Education Labor Relations Act.

Article 2: School Calendar

The employment year for all full-time certified teachers shall not exceed 183 attendance days. The salary indexes for this contract shall be based on one hundred eighty three (183) days. Prior to adoption of the calendar by the Board, the Administration will receive advisory input from the teaching staff.

Article 3: Length of Workday

Teachers must arrive twenty (20) minutes prior to the start of school and may leave twenty (20) minutes after the end of school. The start of school begins at 8:10 AM and ends at 3:02 PM.

The time before and after school is intended to be used for planning, lesson preparation, curriculum development, committee work, conferencing with students, parents, or teachers, and attending meetings scheduled by administration or their designee.

All full-time certified teachers shall receive a minimum of a forty (40) minute duty free lunch. A longer duty free lunch shall be given when the schedule permits.

Efforts will be made to avoid scheduling a school related meeting for the purposes of conducting an IEP, 504 Plan, or special administrative meeting during the teacher's lunch period to the extent possible. If a meeting is authorized by the administration for the purposes of conducting an IEP, 504 Plan, or special administrative meeting during the lunchtime, all efforts will be made to give teacher(s) a thirty (30) minute duty free lunch and if not, compensation will be paid at the in-house substitution rate. Meetings that require the teacher to work outside the hours of 7:10 AM – 4:00 PM shall be compensated at the teacher's hourly salary equivalent, with a one hour minimum.

Article 4: Planning Time

All full-time certified teachers will receive planning time of not less than the time equivalent of five (5) Junior High School periods per week or prorated time based on student contact days per week, whichever is less.

The Board of Education shall reimburse those staff members who agree to teach in excess of five (5) teaching classes or teach during the semester(s) in lieu of either their assigned planning time or non-teaching period. Payment for teaching each additional period will be one-seventh (1/7) of their base salary for the semester(s), paid as part of regular payroll.

Article 5: Salary

Beginning in 2019-2020, teachers will be paid using a salary schedule mutually agreed upon by the Board of Education and the Riley Education Association. The schedule shall include increases as follows:

- 2019-2020: Employees placed on schedule according to years of service and education levels.
- 2020-2021: 1.5% added to 2019-2020 schedule base
- 2021-2022: 1.5% added to 2020-2021 schedule base
- 2022-2023: 1.4% added to 2021-2022 schedule base
- 2023-2024: 1.4% added to 2022-2023 schedule base

All increases are shown on the salary schedules located in Appendix II.

Salary increases based on the salary schedule, shall not exceed the maximum percent increase allowed by the Illinois State Law or the Teacher Retirement System. If an employee's contracted increase exceeds that allowed by Illinois State Law or the Teacher Retirement System, the teacher shall be paid that max percentage for that school year, and then will continue to their scheduled lane/step increase for subsequent years. Maximum percent increase shall be calculated prior to adding salaries from stipend positions.

A teacher who reaches the last step in a column as follows: BA Step 17, BA+9 Step 18, BA+27 Step 20, MA Step 22, MA+9 Step 23, MA+18 Step 24, without furthering their educational lane shall remain frozen at that step until educational advancement is achieved. Any teacher who reaches the last step in one of the afore mentioned columns, but does not advance their education lane, shall receive an increase equal to the percentage (%) added to the base schedule.

Any individual who has advanced to MA+27, MA+36, or MA+45 beyond step 27 shall receive a two percent (2.0%) increase annually to their base salary and shall not be eligible for further lane changes.

The following educational levels for advancement will apply for all teachers: BA, BA+9, BA+18, BA+27, MA, MA+9, MA+18, MA+27, MA+36, MA+45.

All stipends reflected on the stipend schedule (Appendix I) for extra-curricular activities will increase by the Consumer Price Index (CPI-U) for Urban Consumers with a ceiling of three percent (3%). Individuals will move to the next placement step according to Appendix I.

Part-time teachers will receive an annual salary increase on a pro-rata basis, based on their Full-Time Equivalency (FTE) as a percentage of a full-time assignment.

If a teacher is contracted for less than one full year, that teacher's salary will be determined as follows: the teacher's salary rate divided by one hundred eighty (183) days times the number of days worked. For teachers working a portion of a day, their salary shall be determined as a percentage (%) of the daily established salary times the days worked.

The Board agrees to pay the employee contribution established under the provisions of the Teacher Retirement System (TRS) to the Teacher's Retirement System (TRS) for required compensation, inclusive of base salary and all stipends requiring TRS contribution, on behalf of its certified employees, up to 9.08901%.

For the 2019-2020 school year, in order to be placed on the salary schedule, no certified staff shall take a deduction in pay. If a teacher is scheduled to take less than one and one-half percent (1.5%) increase for the 2019-

2020 school year, that teacher will receive a one and one-half percent (1.5%) raise for that year. Those teachers will then be moved their appropriate step for the 2020-2021 school year.

Employees agree to pay the employee member portion of the Teacher's Health Insurance System (THIS). The Board shall pay the appropriate employer contribution portion of the THIS fund.

Article 6: Payroll

Teachers will be paid on a twelve (12) month basis. Method of payment will be through direct deposit payments. Payroll will be issued the last business day before the 16th as well as the last business day of each month. Employees will be provided with pay information in print and/or electronically.

Article 7: Health Insurance

For the teachers who take the single coverage PPO, or the HSA health insurance coverage, the employee will contribute 5% toward individual single insurance premium coverage and the Board of Education will contribute 95% toward each full-time certified teacher's individual single insurance premium coverage as specified within the conditions of this agreement under the health insurance plan(s) annually approved by the Board as the District's Preferred Plan(s) for the duration of this agreement.

For those who take family health insurance (including family, employee + child, or employee + spouse), the Board of Education will contribute toward each full-time certified teacher's family insurance coverage an amount equal to fifty-eight and three-tenths percent (58.3%/ 7/12ths), of the family health insurance premium.

The District's Preferred Health Plan(s) shall include a PPO and HSA plan for single and family coverage for the duration of this contract agreement unless an alternate insurance plan is mutually agreed upon between the Board of Education and the REA.

Minimal Plan Coverage shall consist of the following (Unless discontinued by provider):

PPO: A minimum of \$1,500 deductible/\$3,000 out-of-pocket with an 80/60 coinsurance.

HSA: A single and family \$1,500 deductible/\$3,000 out-of-pocket with an 80/60 coinsurance.

For employees hired before June 1, 2005, who do not take insurance plan benefits and have been grandfathered in, a \$1,000 annual payment shall be made In-Lieu of health insurance. In the case whereby an employee's health insurance status changes within a given contract year, the In-Lieu of payment shall not be paid and any prior payment or portion made shall be reimbursed to the district for the given contract year. Should the employee choose to receive insurance benefits in the future, they will be excluded permanently from further In-Lieu of payments. Eligible for In-Lieu payments are: Leah Campanelli and Gretchen Mallegni.

For employees who take the Health Savings Account (HSA), the Board of Education agrees to contribute to current employees' HSA account fifty percent (50%) of the yearly deductible based upon the first year of the contract agreement. This amount will remain capped until the expiration of the contract agreement unless an alternate insurance plan is mutually agreed upon between the Board of Education and the REA for years two (2) through five (5) of this agreement. The HSA deductible contributions will be payable October and January to the custodian of the HSA account.

Teachers will have the option of dental and/or vision insurance with the full premium cost paid by the employee, provided there are no additional costs to the District Preferred Plan(s).

The Board of Education reserves the contractual right to pay an amount equal or greater to a percentage of Full-Time Equivalent (FTE) toward the cost of the individual health insurance premium provided the teacher is regularly scheduled to work a minimum of thirty (30) hours per week.

A committee of teachers, board members, and administration shall be convened as needed to review insurance rates and plans, annually. If the existing plan is discontinued by the provider, a committee of teachers, board members, and administration shall be convened to review insurance rates and plans.

Article 8: Life Insurance

The District shall provide all full-time certified employees with fifty thousand and 00/100 dollars (\$50,000) of term life insurance coverage through a group carrier. An employee must be eligible for the District’s major medical health insurance program in order to receive term life insurance.

Article 9: Sick Leave

All full-time certified personnel are guaranteed sick leave provisions according to years of service in this district in the amount of:

- 0-4 Years.....12 Days
- 5-19 Years.....15 Days
- 20+ Years.....20 Days

This will be prorated for part-time employees. Sick days are to be used for purposes of illness, disability, and/or medical reasons pertaining to the immediate family (defined as the employee’s spouse, children, parents, siblings, grandparents, and grandchildren. The preceding list shall be inclusive of family considered “step,” “half,” and those acquired through marriage).

Where a pregnancy exists with certified personnel, the use of paid sick leave is permissible during the time of disability due to the pregnancy. Individuals using paid sick leave for disability conditions must return to work when any disability conditions no longer exist. Certified personnel may request an unpaid leave for maternity/paternity leave.

Sick days may be used due to the loss of an immediate family member to attend or to make arrangements for appropriate services, and/or to arrange for medical or nursing care. Employees may use two (2) sick days per year to attend a funeral of a friend or non-immediate family member.

The unused sick and/or personal days, for which the employee can be compensated, shall accumulate to a maximum of three hundred eighty five (385) days.

Article 10: Maternity/Paternity Leave

All tenured, certified personnel shall be granted a maternity/paternity leave (including adoptions) not to exceed one year. Written application for leave shall be made to the Superintendent no later than thirty (30) days prior to the date the leave is to commence. The application shall state the anticipated beginning and ending dates of the leave, and the type or combination (sick and/or unpaid) leave(s) desired.

A maximum of twelve (12) weeks of accumulated sick leave may be used for compensated maternity/paternity leave. Used compensated sick leave days shall be applied in accordance to eligible days under the Family Medical Leave Act (FMLA). Uncompensated leave time does not contribute to service time for purposes of establishing steps or seniority.

Employees, while on a FMLA leave of absence for the purpose of maternity/paternity, shall continue to receive health insurance benefits with the same coverage and cost as otherwise contained in this agreement, for the duration of this agreement.

When granted a non-compensated maternity/paternity leave outside of FMLA, employees may continue group insurance benefits based on the insurance provider's policy at the employee's expense. This may include the necessity to move to a COBRA plan.

After maternity/paternity leave, the employee shall return to a position for which she/he is legally qualified, at the same wage and benefit level as prior to the leave of absence.

Notwithstanding, anything in this article to the contrary, a teacher shall not be entitled to a maternity/paternity leave of more than nine (9) weeks if she/he has been previously granted a maternity/paternity leave and has not returned to full-time employment for at least one (1) full school year since the termination of such prior leave. A teacher may use accumulated paid sick days of nine (9) weeks or less during subsequent maternity/paternity leave.

Article 11: Military Leave

The School Board will follow military leave regulations provided by Federal and State Law.

Article 12: Personal Days

All full-time certified personnel may substitute three (3) days personal leave in lieu of three (3) sick leave days. All requests for personal leave shall be made to the Superintendent or his/her designee. Personal leave days do not accumulate from year to year.

The administration may limit teachers who are approved to use a personal day to three (3) on any given day. All personal leaves must be requested as soon as possible and at least twenty-four (24) hours before the absence is to begin, except in extreme emergencies. Personal days should not be used the day before or after a holiday, scheduled school breaks, during the first or last five (5) instructional days of school, or in conjunction with sick days. This will be pro-rated for part-time employees. Any exceptions to this policy shall require prior approval from the Superintendent or his/her designee.

Article 13: Continuing Education

Continuing education reimbursement eligibility is for full-time teachers who have previously taught at Riley School for one school year and have a contract with Riley School for the following school year.

All reimbursable course work must receive prior approval in writing by the Superintendent or designee. The granting or denying of approval of such courses shall not be deemed precedential to other applications for tuition reimbursement. Before reimbursement shall occur, certified staff shall submit a receipt for the course and an official transcript or similar document from the institution showing successful completion of the course. Reimbursement will be made only for satisfactorily completed course work with a grade of "B" or higher. Reimbursement for courses completed while school is not in session will be made after the first Board of Education meeting following submission of all documentation required for reimbursement. Reimbursement for online course work for an approved graduate degree program shall not exceed thirty six (36) credit hours. The Superintendent must be given information which demonstrates that the individual is following a planned course leading to a Master's Degree after completing BA+27 credit hours. All other teacher reimbursement for online course work NOT in an approved graduate degree program shall be limited to six (6) hours per year.

If an application for reimbursable course work is denied through the Superintendent, the employee shall be allowed to follow the grievance procedure, up through the Board of Education, in the form of a closed-session meeting.

Eligible teachers who choose not to return to a full-time position at the start of the school year shall compensate the District for any coursework reimbursement received during the prior twelve (12) month period. This shall include teachers on leave who do not return to a full-time position following completion of the leave.

Reimbursement is not to exceed twelve (12) credit hours total in a twelve (12) month period beginning September 1st and ending August 31st. All continuing education shall be reimbursed up to \$350 per credit hour. The maximum rate shall be paid based upon receipts provided by employees for credit hours satisfactorily completed. The employee is responsible for all other course related costs; to include, but not limited to: materials, fees, books, and technology related charges. A maximum allowance of twenty-five thousand, two hundred dollars (\$25,200) will be available as a whole to all teachers per year. No teacher will receive more than four thousand, two hundred dollars (\$4,200). These funds will be available on a first approved basis. Once the twenty-five thousand, two hundred dollars (\$25,200) has been exhausted, no other funding for coursework will be available in that twelve (12) month period.

Teachers planning to receive compensation on the salary schedule for the next school year for graduate level course work completed from September 1st to August 31st will notify the business manager in writing by September 1st annually, and provide supporting documentation for the lane change by October 15th of the current school year.

Article 14: Curriculum Planning, Committees, and In-Service Days

The district will provide a minimum of two (2) early dismissal days to address school needs as determined by administration and teacher committee(s) as related to areas of school improvement, curriculum planning, teacher in-service, and committee work. Early dismissal days will be in addition to any other early dismissal days approved by the Board of Education in accordance with the School Code of Illinois. All dismissal times shall meet the minimum number of school hours for a school day in order to meet attendance requirements for General State Aid reimbursement.

A minimum of fifty percent (50%) of the annually prorated CPDU's required for certified staff to maintain current teaching degrees will be provided by the District each school year during mandatory in-service training. CPDU's for activities that meet the requirement of Professional Development by the Illinois State Board of Education (ISBE) shall be given at the conclusion of the in-service training/school improvement session.

Article 15: Physical Examination

Should the District have reasonable suspicion that an employee is suffering from injury or medical ailment that poses a risk to students or other staff, the District may mandate that the employee be evaluated by a medical professional. The employee will be expected to seek immediate medical attention, and will be released from work without reduction in accumulated time off, pay, or other forms of compensation for the day. The District shall bear the sole cost and expense of the evaluation, but shall not be otherwise responsible for costs or expenses related to the follow-up appointments, treatments, or other ongoing therapy.

Article 16: Jury Duty

Any teacher serving on jury duty or subpoenaed to witness will be paid their regular salary, providing the teacher pays Riley School District #18 an amount equal to what they have received for jury duty.

Article 17: Mileage Reimbursement

Mileage shall be at the Internal Revenue Service's established rate per mile. Any mileage reimbursement shall receive the prior approval of the administration.

Article 18: Notification of Available Employment Opportunities

Any teaching or administrative position available, or any new teaching positions to be created by the Board, will be formally announced. This information will be made available to all members of the Riley School teaching staff near the faculty mailboxes. Notice in daily announcements of two (2) days will also be made. When school is not in session, teachers will be notified by mail and School Messenger or equivalent auto call and will have seventy two (72) hours in which to respond.

All K-8 teaching assignments for the forthcoming year are to be tentatively communicated prior to the last day of school. In the event changes in such assignments are proposed, the employees affected shall be notified promptly.

Article 19: Reduction in Force of Certified Teaching Personnel

The REA shall be consulted about reduction of certified teaching personnel in advance of any public announcement when the School Board is considering reducing the number of teachers in the District due to decreased enrollment, lack of funds, or for any other reason. A three (3) member committee from both the REA and School Board, along with the Superintendent and Principal shall meet to discuss the number of teachers to be dismissed and teaching positions eliminated. This meeting shall be held no later than fifteen (15) working days prior to the Board meeting at which the School Board officially acts to reduce teachers or positions. The REA shall submit to the School Board Committee and Superintendent in writing, within ten (10) days following the initial meeting, any recommendations or alternatives to the proposed reductions. The final reduction of certified teaching personnel shall rest with the School Board.

If the REA makes recommendations or alternatives to proposed reductions that will be considered by the School Board, the Board, in writing, shall inform the REA of their final decision with regard to reductions. If it is imminent that the reduction of certified teacher personnel is the only recourse, the Board of Education will give the named teachers a written notice of dismissal by certified mail return receipt in accordance with the regulations and time frame as stipulated in accordance with The School Code. If it is necessary to remove teachers who have entered into continued contractual service, then the following seniority rules in Article 20 shall be applied in making such decisions.

Article 20: Seniority Defined

Length of continuous service in the District as utilized in Sections 24-12 of The School Code will be defined as follows:

Seniority shall be defined as the length of continuous service as a teacher in the District from date of actual hire as reflected in the approved Board of Education meeting minutes. Less than full-time teaching service will be computed on a pro-rata basis. Time on unpaid leaves of absence of more than ninety (90) consecutive working days will not be counted in determining seniority.

If a tie exists in group three (3) or group four (4), the order of dismissal and/or recall in each group will be determined by horizontal credit on the salary schedule with the person with more credit considered more senior. If a tie remains after the application of the above procedures, the order of dismissal and/or recall will be based on the school's needs as determined by a committee of three (3) teachers and the administration.

If the School Board, within one (1) calendar year thereafter, increases the number of teachers or reinstates the position so discontinued, the positions thereby becoming available shall be tendered to the teachers so removed or dismissed if they are legally qualified to hold such positions and available to return within the District's time frame. The most senior teachers, based on the seniority list, will be recalled first.

Article 21: Seniority List

By February 1st annually, the Board will publish a seniority list which is prepared according to the provisions herein. The dated list will be given to the REA President, or designee, to copy for distribution among the teachers for a seven day verification period. The verification process will include the REA President, or designee's, responsibility to respond directly to the Superintendent or designee to any discrepancies. The final list once approved by the Board of Education at a regularly scheduled meeting will be made available to the REA President for distribution to teachers. Each teacher shall have thirty (30) calendar days thereafter to file, through the union, written objections to his or her ranking. A teacher's failure to make a timely objection shall be deemed an acceptance of the ranking, and the teacher cannot thereafter challenge his/her seniority until the following year. In a situation where the seniority list will determine who is RIF'd the teacher, with REA representation, will meet with equal representation from the administration to review and verify the information is correct. Any Reduction in Force (RIF) shall not be in conflict with The School Code or P.A. 97-08

Article 22: Extra Duty/Extra Curricular Assignments

When a vacancy exists in any assignment in addition to the normal teaching load, the assignments will first be made available to the Riley teaching staff members. Reasonable requests by certified personnel will be given primary consideration in assignment of extra-curricular duties listed on the Extra Duty Stipend Schedule (Appendix I). As long as sufficient individuals who are determined to be qualified are willing to volunteer, extra-curricular assignments will be made on a voluntary basis. When individuals no longer exist on a volunteer basis, the Principal may seek certified or non-certified individuals from outside the District to fulfill an activity.

Once a teacher volunteers and is assigned an extra-curricular assignment, he/she will complete said assignment, unless the Principal or Superintendent determines that extenuating circumstances exist that may prohibit completion of such assignment.

The administration and/or Board will determine qualifications. A teacher who desires to be considered for any coaching assignment or other extra-curricular assignment may submit a written letter to the Superintendent. The selection process will involve the Superintendent, with input from the athletic director regarding coaching positions, with a final recommendation by the athletic director to the Superintendent for recommendation to the Board of Education.

A teacher, who will not be retained in the same capacity in a paid extra-curricular assignment as listed on the Extra-Duty Stipend Schedule (Appendix I), shall be notified in writing within thirty (30) calendar days after the end of the activity. An individual may request a meeting with the administration to discuss the assignment. If a stipend position is eliminated, due to lack of student participation, or elimination of a sporting event by the conference, individuals in those positions will be notified as soon as possible that the position is no longer available.

A listing of all stipend positions, as listed on the Extra-Duty Stipend Schedule (Appendix I), shall be posted at least seven (7) working days prior to the end of the school year. The listing will include the names of those individuals currently holding stipend positions who wish to keep their position for the following year.

Further, it is understood that the establishment of a schedule does not require the Board of Education to conduct each activity listed on the schedule. By mutual agreement of the representatives, the Board may pay an amount beyond this schedule.

Article 23: Extra-Duty Stipend Schedule

The extra-duty stipend schedule reflecting the Board of Education approved list of extra-curricular assignments will be aligned regarding placement of various extra-curricular assignments in order to reflect position and time spent to adequately fulfill that position (Appendix I). The stipend schedule will be updated annually to reflect increases approved within this agreement.

The Board of Education retains the option to employ at-will, non-certified individuals at any time in non-instructional supervisory positions at undetermined rates of compensation. Certified personnel recruited by the administration for non-instructional supervisory positions will reflect the hourly compensation rate of \$20.00 per hour for the duration of the contract agreement. The positions can include, but may not be limited to, such positions as lunch or recess duty.

In the event no junior high teacher accepts the stipend for junior high Response to Intervention (RTI), the administration will resort to assigning RTI services to staff.

Article 24: Retirement

A retiring employee with a minimum of twenty (20) consecutive years within Riley CCSD 18 will be granted, based upon the Salary Schedule, the maximum percent increase allowed by Illinois State Law and Teacher Retirement System (TRS) for their final two (2) teaching contract years based on his/her last year's pay, provided there are no penalty costs to the district, plus one (1) year of the individual health insurance coverage at the TRS individual HMO rate. If this type of policy does not exist any longer, then the policy selected must be Board approved.

A retiring employee with a minimum of twenty-five (25) consecutive years within Riley CCSD 18 will be granted, based upon the Salary Schedule, the maximum percent increase allowed by the Illinois State Law and Teacher Retirement System (TRS) for their final three (3) teaching contract years based on his/her last year's pay, provided there are no penalty costs to the district, plus one (1) year of the individual health insurance coverage at the TRS individual HMO rate. If this type of policy does not exist any longer, then the policy selected must be Board approved.

The maximum is calculated on the teacher's base salary of each year eligible for the retirement package within this contract duration and does not include stipend amount that may be part of the teacher's previous creditable earnings unless the teacher continues in that stipend position.

Example: Teacher "A" receives a salary of \$50,000 plus a stipend of \$1,000 has total creditable earnings of \$51,000. However, in year two or three of the retirement bonus years, the teacher stops accepting a stipend, which reduces the creditable earnings salary to \$50,000. The bonus in this case is applicable to the \$50,000 salary for the following two years and not the \$51,000.

To receive the two-year bonus, the employee must notify the district Superintendent in writing by the first day of September, two (2) years prior to retirement. To receive the three-year bonus, the employee must notify the district Superintendent in writing by the first day of September, three (3) years prior to retirement. Approved leaves of absence shall accrue toward the twenty (20) consecutive years, provided the individual returns following the leave as specified. If an employee leaves due to reduction-in-force, the time separated up to one year may be counted toward the consecutive twenty (20) years. The consecutive years will be determined broken upon a

resignation from the employee. A teacher must retire or declare their intention to retire within the duration of the contract to be eligible for the retirement benefits stipulated within the contract.

Upon acceptance by the Board, the employee's retirement request, including his/her resignation, shall be irrevocable. However, an employee may submit, in writing, to the Board of Education no later than May 1st of the second year, a request to withdraw his/her retirement request due to extenuating circumstances considered life-altering. The final decision to accept or deny the employee's retirement withdrawal request shall be determined solely by the Board of Education. In all requests, approved or denied, the decision shall not set precedence for all further retirement withdrawal requests. Board approved retirement withdrawal requests require all monies paid as a bonus to be repaid through twelve (12) equal monthly installments.

All retiring employees will be compensated for the number of unused allowable sick days at a rate of \$60.00 per day. The maximum paid days shall be thirty (30). The employee shall notify the District in writing of their plans to retire by September 1st of the last year in order to receive the afore mentioned benefits. The payment for thirty (30) sick days at the \$60.00 rate shall be made post-retirement on the first available pay period, sixty (60) days following the official Teacher Retirement System approved date of retirement. Payment shall only be made for sick leave days that are not used for retirement.

Article 25: Documentation Availability

The Board will provide the representative, designated by the Riley Education Association, a copy of the board agenda and board minutes when those documents are available for distribution. The Riley Education Association will inform the Riley Board of Education in writing by September 1st of each year, who is their designated representative to receive documentation.

Article 26: In-House Substitutions

A teacher who is required to take over for another teacher will be reimbursed at a rate determined by the following formula: Base Salary (BA Step 1) divided by one hundred eighty-three (183) days, divided by seven (7) periods per day with TRS to be paid on total salary for the year. This base salary for the first year of agreement shall prevail. This amount will be paid monthly after a time sheet has been submitted by the principal.

Article 27: Grievance Procedure

A grievance shall be any claim by the Association, an employee, or group of employees that there has been a potential violation of the terms of this agreement. If the Association files the grievance, the teacher, or teachers, whose contractual rights were violated, must be named.

All time limits are defined as school days. A school day is a pupil attendance day as listed in the yearly school calendar.

Nothing shall prevent the association from filing a grievance on its own behalf, should the infraction impact multiple employees. Only the Association can agree to modifications of contractual rights, benefits, etc. A grievance shall be processed as follows:

Step 1

The grievant shall present the grievance in writing to the Superintendent within ten (10) days of the incident. The Superintendent will arrange for a meeting to take place within (10) days after receipt of the grievance. Within ten (10) days of the meeting, the Superintendent shall provide the grievant and the Association a written response.

Step 2

If the grievance is not resolved at Step 1, the Association or grievant may refer the grievance to the Board of Education for a hearing. The Board of Education requires five (5) days notification before its next regularly scheduled meeting to add the hearing to the agenda. The written notice shall identify the parties who will be present at the hearing to discuss the grievance. Within ten (10) days of meeting, the Board shall provide the grievant and the Association a written response.

Step 3

If the grievance is not resolved at Step 2, the Association may submit the grievance to final and binding arbitration under the American Arbitration Association rules and procedures. Only the association may advance a matter to arbitration. The parties shall share the arbitrator fees and expenses equally. Each party is responsible for their own legal fees. If the grievance is not filed within thirty (30) days from the date of the written response in Step 2, the grievance is considered withdrawn.

Time limits may be extended by mutual agreement.

A grievance may be withdrawn at any step without establishing prejudice or precedent.

All records related to a grievance shall be filed separately from the personnel files of employees.

All grievances shall be recorded on a Grievance Report Form as shown within Appendix III.

Article 28: No Strike Clause

During the terms of the agreement, employees represented by the Association agree not to strike, engage in, support, or encourage any concerted refusal to tender full and complete services in the school district; or to engage in or support any activity whatsoever which would disrupt in any manner the operation of the school.

Article 29: Part-Time Teachers

Any part-time certified staff, who receives TRS benefits, will be afforded the benefits outlined herein, prorated at 50%, with the exception outlined in Article 7 of the full-time rate or terms. Part-time staff health insurance shall consist only of single coverage. For the purposes of this agreement, "part-time" is considered at least eighteen (18) hours but not more than twenty five (25) hours per week for the school year.

Article 30: Agreement

This agreement supersedes and cancels all previous agreements: verbal, written, or based on alleged past practices, between the School Board and the REA and constitutes the entire agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party, unless executed in writing by the parties.

Article 31: Illinois Statutes/School Code

If any section, paragraph, sentence, or clause of this agreement is held invalid or unconstitutional by the State of Illinois Statutes or the Illinois School Code, such decision shall not affect the remaining portion of this agreement or any section or part thereof. The State of Illinois Statutes and the Illinois School Code shall prevail, otherwise the parties mutually agree that the terms and conditions set forth in this agreement may be altered, changed, added to, deleted, or modified only through the consent of both parties by way of an amendment.

Article 32: School Board

It is recognized and agreed to that the legal responsibility for education is vested in the local School Board and that this responsibility of final decision-making cannot be delegated. The management of the school, including the determination, direction, and control of school operations and the working force, is vested to the School Board, except as otherwise provided in this agreement.

The Superintendent is the chief executive officer of the School Board and the person to whom it looks for educational leadership. In this capacity, the Superintendent shall recommend to the School Board a course of action on all matters relating to negotiations. The Superintendent may be used as a consultant to both the School Board and the REA, but shall not be a member of either negotiating team.

Riley Education Association President

Board of Education President

Date

Date

Appendix I: Stipend Schedule

Board of Education approved list of extra-curricular assignments:

Track	RTI (3)	Yearbook	Special Education Coordinator
Girls Volleyball	Detention	Digital Memories	Technology Coordinator
7/8 th Boys Basketball	7/8 th Girls Basketball	8 th Grade Sponsor	Science Fair

Stipend increases shall be based on the 2017-2018 stipend schedules for extra-curricular activities and shall be increased annually by the Consumer Price Index (CPI-U) for Urban Consumers with a ceiling of three percent (3%) for the duration of this contract agreement. Individuals will move to the next placement step according to the schedule for the duration of this contract.

All assignments shall be in accordance with the job description approved by the Board of Education. CPI will be obtained from the McHenry County Tax Levy for each of the contracted years.

- School Year: 2019-2020
- CPI (2018): 1.900%
- TRS: 9.08901%

2019/2020 Stipend Schedule

Stipend Schedule does not reflect District's 9.08901% TRS contribution

Extra-Curricular Assignment

Years of Service	Extra-Curricular Assignment								Special Educaion Coordinator	Technology		
	Eligibility, RTI (3)	Science Fair	Digital Memories	Yearbook	Track	Detention	Girls VB, 7/8th Boys BB, 7/8th Girls BB, Soccer, 8th Sponsor					
	1 - 4	\$491	\$737	\$981	\$1,718	\$1,963	\$2,208	\$2,454				
	5 - 7	\$499	\$750	\$1,000	\$1,750	\$2,000	\$2,249	\$2,500				
8 +	\$511	\$765	\$1,020	\$1,785	\$2,041	\$2,296	\$2,552					
Paid to Salary								\$7,566	\$6,449			

Appendix II: Salary Schedule

School Year 2019-2020

Salary Schedule does not reflect District's 9.08901% TRS contribution

Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	MA + 27	MA + 36	MA + 45
1	\$ 39,967	\$ 40,595	\$ 41,378	\$ 42,259	\$ 43,161	\$ 45,020	\$ 45,998	\$ 47,648	\$ 48,476	\$ 49,445
2	\$ 40,766	\$ 41,407	\$ 42,204	\$ 43,102	\$ 44,025	\$ 45,919	\$ 46,918	\$ 48,602	\$ 49,445	\$ 50,435
3	\$ 41,582	\$ 42,234	\$ 43,048	\$ 43,965	\$ 44,905	\$ 46,838	\$ 47,856	\$ 49,574	\$ 50,435	\$ 51,444
4	\$ 42,415	\$ 43,110	\$ 43,908	\$ 44,843	\$ 45,801	\$ 47,775	\$ 48,811	\$ 50,562	\$ 51,443	\$ 52,470
5	\$ 43,260	\$ 43,938	\$ 44,787	\$ 45,741	\$ 46,715	\$ 48,727	\$ 49,786	\$ 51,570	\$ 52,468	\$ 53,518
6	\$ 44,122	\$ 44,815	\$ 45,678	\$ 46,650	\$ 47,650	\$ 49,701	\$ 50,780	\$ 52,600	\$ 53,515	\$ 54,585
7	\$ 45,005	\$ 45,709	\$ 46,591	\$ 47,583	\$ 48,599	\$ 50,693	\$ 51,792	\$ 53,650	\$ 54,583	\$ 55,675
8	\$ 45,902	\$ 46,620	\$ 47,521	\$ 48,533	\$ 49,569	\$ 51,703	\$ 52,827	\$ 54,722	\$ 55,673	\$ 56,787
9	\$ 46,817	\$ 47,552	\$ 48,471	\$ 49,503	\$ 50,560	\$ 52,736	\$ 53,882	\$ 55,813	\$ 56,784	\$ 57,920
10	\$ 47,752	\$ 48,502	\$ 49,437	\$ 50,489	\$ 51,567	\$ 53,789	\$ 54,959	\$ 56,945	\$ 57,918	\$ 59,076
11	\$ 48,706	\$ 49,470	\$ 50,425	\$ 51,524	\$ 53,848	\$ 56,169	\$ 57,389	\$ 59,427	\$ 60,461	\$ 61,670
12	\$ 49,679	\$ 50,457	\$ 51,428	\$ 52,549	\$ 54,924	\$ 57,290	\$ 58,535	\$ 60,613	\$ 61,669	\$ 62,902
13	\$ 50,670	\$ 51,720	\$ 52,457	\$ 53,600	\$ 56,020	\$ 58,433	\$ 59,702	\$ 61,824	\$ 62,899	\$ 64,154
14	\$ 51,681	\$ 52,489	\$ 53,503	\$ 54,669	\$ 57,139	\$ 59,600	\$ 60,894	\$ 63,058	\$ 64,152	\$ 65,435
15	\$ 52,712	\$ 53,538	\$ 54,571	\$ 55,760	\$ 58,279	\$ 60,789	\$ 62,110	\$ 64,315	\$ 65,434	\$ 66,744
16	\$ 53,765	\$ 54,607	\$ 55,659	\$ 56,872	\$ 59,442	\$ 62,004	\$ 63,347	\$ 65,600	\$ 66,741	\$ 68,077
17	\$ 54,836	\$ 55,696	\$ 56,771	\$ 58,008	\$ 60,629	\$ 63,241	\$ 64,614	\$ 66,908	\$ 68,073	\$ 69,435
18		\$ 56,808	\$ 57,905	\$ 59,167	\$ 61,839	\$ 64,503	\$ 65,905	\$ 68,243	\$ 69,431	\$ 70,818
19			\$ 59,061	\$ 60,348	\$ 63,074	\$ 65,792	\$ 67,217	\$ 69,606	\$ 70,816	\$ 72,234
20			\$ 60,240	\$ 61,553	\$ 64,332	\$ 67,102	\$ 68,560	\$ 70,994	\$ 72,229	\$ 73,674
21					\$ 65,617	\$ 68,442	\$ 69,930	\$ 72,411	\$ 73,672	\$ 75,146
22					\$ 66,928	\$ 69,808	\$ 71,325	\$ 73,858	\$ 75,142	\$ 76,645
23						\$ 71,201	\$ 72,748	\$ 75,332	\$ 76,643	\$ 78,176
24							\$ 74,201	\$ 76,836	\$ 78,171	\$ 79,735
25								\$ 78,370	\$ 79,735	\$ 81,329
26								\$ 79,934	\$ 81,324	\$ 82,950
27								\$ 81,530	\$ 82,947	\$ 84,607

School Year 2019-2020 Salary Breakdown

Applicable only to certified staff employed during school year 2018-2019

Breakdown does not reflect District's 9.08901% TRS contribution

Name	2019-2020 Step	Education Credit	Current 18-19 Salary	Percent Increase	2019-2020 Salary
Adler, N.	11	MS+9	\$ 54,606	2.86%	\$ 56,169
Campanelli, L.	16	MS+36	\$ 66,442	1.50%	\$ 67,439
Coates, J.	11	BA	\$ 47,098	3.40%	\$ 48,706
Cosman, R.	14	MA+0	\$ 56,315	1.50%	\$ 57,160
Fogel, K.	18	MS+18	\$ 63,769	3.35%	\$ 65,905
Gruber, L.	12	MS+32	\$ 46,977	3.22%	\$ 48,490
Hazek, M.	18	BA+60	\$ 57,363	3.14%	\$ 59,164
Hostetler, M.	7	BA+3	\$ 44,046	2.18%	\$ 45,005
Klopfenstein, E.	10	MA+0	\$ 51,907	1.50%	\$ 52,686
Kunde, C.	28	MS+30	\$ 78,373	2.00%	\$ 79,940
Long, C.	23	MS+57	\$ 78,087	1.50%	\$ 79,258
Maas, J.	10	MS+0	\$ 51,967	1.50%	\$ 52,747
Lagerstrom, R.	4	BA+27	\$ 44,290	1.50%	\$ 44,954
Mallegni, G.	23	MS+18	\$ 70,257	3.55%	\$ 72,748
Moore, C.	13	MS+45	\$ 63,381	1.50%	\$ 64,332
Mortimer, C.	7	MA+0	\$ 46,109	5.40%	\$ 48,599
O'Brien, K.	23	MS+9	\$ 67,607	5.32%	\$ 71,201
Paluch, K.	12	MS+45	\$ 61,828	1.74%	\$ 62,902
Polizzi, M.	12	BA+0	\$ 48,511	2.41%	\$ 49,679
Stratton, N.	23	MS+36	\$ 76,946	1.50%	\$ 78,100
Warren, B.	28	MS+45	\$ 85,819	2.00%	\$ 87,535
Wessel, S.	4	BA+0	\$ 41,367	2.53%	\$ 42,415
Wisted, T.	28	MS+30	\$ 78,373	6.00%	\$ 83,075
Wojcik, C.	2	MA+0	\$ 43,065	2.23%	\$ 44,025
Zont, S.	16	MS+36	\$ 66,488	1.50%	\$ 67,485

School Year 2020-2021

Salary Schedule does not reflect District's 9.08901% TRS contribution

Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	MA + 27	MA + 36	MA + 45
1	\$ 40,567	\$ 41,204	\$ 41,999	\$ 42,893	\$ 43,808	\$ 45,695	\$ 46,688	\$ 48,363	\$ 49,203	\$ 50,187
2	\$ 41,377	\$ 42,028	\$ 42,837	\$ 43,749	\$ 44,685	\$ 46,608	\$ 47,622	\$ 49,331	\$ 50,187	\$ 51,192
3	\$ 42,206	\$ 42,868	\$ 43,694	\$ 44,624	\$ 45,579	\$ 47,541	\$ 48,574	\$ 50,318	\$ 51,192	\$ 52,216
4	\$ 43,051	\$ 43,757	\$ 44,567	\$ 45,516	\$ 46,488	\$ 48,492	\$ 49,543	\$ 51,320	\$ 52,216	\$ 53,257
5	\$ 43,909	\$ 44,597	\$ 45,459	\$ 46,427	\$ 47,416	\$ 49,458	\$ 50,533	\$ 52,344	\$ 53,257	\$ 54,321
6	\$ 44,784	\$ 45,487	\$ 46,363	\$ 47,350	\$ 48,365	\$ 50,447	\$ 51,542	\$ 53,389	\$ 54,321	\$ 55,404
7	\$ 45,680	\$ 46,395	\$ 47,290	\$ 48,297	\$ 49,328	\$ 51,453	\$ 52,569	\$ 54,455	\$ 55,404	\$ 56,510
8	\$ 46,591	\$ 47,319	\$ 48,234	\$ 49,261	\$ 50,313	\$ 52,479	\$ 53,619	\$ 55,543	\$ 56,510	\$ 57,639
9	\$ 47,519	\$ 48,265	\$ 49,198	\$ 50,246	\$ 51,318	\$ 53,527	\$ 54,690	\$ 56,650	\$ 57,639	\$ 58,789
10	\$ 48,468	\$ 49,230	\$ 50,179	\$ 51,246	\$ 52,341	\$ 54,596	\$ 55,783	\$ 57,799	\$ 58,787	\$ 59,962
11	\$ 49,437	\$ 50,212	\$ 51,181	\$ 52,297	\$ 54,656	\$ 57,012	\$ 58,250	\$ 60,318	\$ 61,368	\$ 62,595
12	\$ 50,424	\$ 51,214	\$ 52,199	\$ 53,337	\$ 55,748	\$ 58,149	\$ 59,413	\$ 61,522	\$ 62,594	\$ 63,846
13	\$ 51,430	\$ 52,496	\$ 53,244	\$ 54,404	\$ 56,860	\$ 59,309	\$ 60,598	\$ 62,751	\$ 63,842	\$ 65,116
14	\$ 52,456	\$ 53,276	\$ 54,306	\$ 55,489	\$ 57,996	\$ 60,494	\$ 61,807	\$ 64,004	\$ 65,114	\$ 66,417
15	\$ 53,503	\$ 54,341	\$ 55,390	\$ 56,596	\$ 59,153	\$ 61,701	\$ 63,042	\$ 65,280	\$ 66,416	\$ 67,745
16	\$ 54,571	\$ 55,426	\$ 56,494	\$ 57,725	\$ 60,334	\$ 62,934	\$ 64,297	\$ 66,584	\$ 67,742	\$ 69,098
17	\$ 55,659	\$ 56,531	\$ 57,623	\$ 58,878	\$ 61,538	\$ 64,190	\$ 65,583	\$ 67,912	\$ 69,094	\$ 70,477
18		\$ 57,660	\$ 58,774	\$ 60,055	\$ 62,767	\$ 65,471	\$ 66,894	\$ 69,267	\$ 70,472	\$ 71,880
19			\$ 59,947	\$ 61,253	\$ 64,020	\$ 66,779	\$ 68,225	\$ 70,650	\$ 71,878	\$ 73,318
20			\$ 61,144	\$ 62,476	\$ 65,297	\$ 68,109	\$ 69,588	\$ 72,059	\$ 73,312	\$ 74,779
21					\$ 66,601	\$ 69,469	\$ 70,979	\$ 73,497	\$ 74,777	\$ 76,273
22					\$ 67,932	\$ 70,855	\$ 72,395	\$ 74,966	\$ 76,269	\$ 77,795
23						\$ 72,269	\$ 73,839	\$ 76,462	\$ 77,793	\$ 79,349
24							\$ 75,314	\$ 77,989	\$ 79,344	\$ 80,931
25								\$ 79,546	\$ 80,931	\$ 82,549
26								\$ 81,133	\$ 82,544	\$ 84,194
27								\$ 82,753	\$ 84,191	\$ 85,876

School Year 2021-2022

Salary Schedule does not reflect District's 9.08901% TRS contribution

Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	MA + 27	MA + 36	MA + 45
1	\$ 41,175	\$ 41,822	\$ 42,629	\$ 43,536	\$ 44,466	\$ 46,381	\$ 47,388	\$ 49,088	\$ 49,941	\$ 50,939
2	\$ 41,998	\$ 42,659	\$ 43,480	\$ 44,405	\$ 45,356	\$ 47,307	\$ 48,336	\$ 50,071	\$ 50,939	\$ 51,959
3	\$ 42,839	\$ 43,511	\$ 44,349	\$ 45,294	\$ 46,262	\$ 48,254	\$ 49,302	\$ 51,072	\$ 51,959	\$ 52,999
4	\$ 43,697	\$ 44,413	\$ 45,235	\$ 46,198	\$ 47,185	\$ 49,219	\$ 50,286	\$ 52,090	\$ 52,999	\$ 54,056
5	\$ 44,568	\$ 45,266	\$ 46,141	\$ 47,124	\$ 48,127	\$ 50,200	\$ 51,291	\$ 53,129	\$ 54,056	\$ 55,136
6	\$ 45,456	\$ 46,170	\$ 47,059	\$ 48,060	\$ 49,090	\$ 51,203	\$ 52,315	\$ 54,190	\$ 55,136	\$ 56,235
7	\$ 46,365	\$ 47,091	\$ 47,999	\$ 49,021	\$ 50,068	\$ 52,225	\$ 53,357	\$ 55,272	\$ 56,235	\$ 57,358
8	\$ 47,289	\$ 48,029	\$ 48,957	\$ 50,000	\$ 51,067	\$ 53,266	\$ 54,424	\$ 56,376	\$ 57,358	\$ 58,503
9	\$ 48,232	\$ 48,989	\$ 49,936	\$ 50,999	\$ 52,088	\$ 54,330	\$ 55,511	\$ 57,500	\$ 58,503	\$ 59,671
10	\$ 49,195	\$ 49,968	\$ 50,931	\$ 52,015	\$ 53,126	\$ 55,415	\$ 56,620	\$ 58,666	\$ 59,669	\$ 60,862
11	\$ 50,178	\$ 50,965	\$ 51,949	\$ 53,081	\$ 55,476	\$ 57,867	\$ 59,124	\$ 61,223	\$ 62,288	\$ 63,534
12	\$ 51,181	\$ 51,982	\$ 52,982	\$ 54,137	\$ 56,584	\$ 59,022	\$ 60,304	\$ 62,445	\$ 63,533	\$ 64,803
13	\$ 52,202	\$ 53,283	\$ 54,043	\$ 55,220	\$ 57,713	\$ 60,199	\$ 61,506	\$ 63,693	\$ 64,800	\$ 66,093
14	\$ 53,243	\$ 54,075	\$ 55,120	\$ 56,321	\$ 58,866	\$ 61,401	\$ 62,735	\$ 64,964	\$ 66,091	\$ 67,413
15	\$ 54,305	\$ 55,156	\$ 56,220	\$ 57,445	\$ 60,040	\$ 62,626	\$ 63,987	\$ 66,259	\$ 67,412	\$ 68,761
16	\$ 55,390	\$ 56,257	\$ 57,341	\$ 58,591	\$ 61,239	\$ 63,878	\$ 65,262	\$ 67,583	\$ 68,758	\$ 70,135
17	\$ 56,493	\$ 57,379	\$ 58,487	\$ 59,761	\$ 62,462	\$ 65,152	\$ 66,567	\$ 68,930	\$ 70,131	\$ 71,534
18		\$ 58,525	\$ 59,655	\$ 60,955	\$ 63,708	\$ 66,453	\$ 67,897	\$ 70,306	\$ 71,530	\$ 72,958
19			\$ 60,846	\$ 62,172	\$ 64,980	\$ 67,781	\$ 69,249	\$ 71,710	\$ 72,956	\$ 74,417
20			\$ 62,061	\$ 63,413	\$ 66,276	\$ 69,130	\$ 70,632	\$ 73,140	\$ 74,412	\$ 75,901
21					\$ 67,600	\$ 70,511	\$ 72,044	\$ 74,600	\$ 75,899	\$ 77,417
22					\$ 68,951	\$ 71,918	\$ 73,481	\$ 76,090	\$ 77,413	\$ 78,962
23						\$ 73,353	\$ 74,947	\$ 77,609	\$ 78,960	\$ 80,539
24							\$ 76,444	\$ 79,158	\$ 80,534	\$ 82,145
25								\$ 80,739	\$ 82,145	\$ 83,787
26								\$ 82,350	\$ 83,782	\$ 85,457
27								\$ 83,994	\$ 85,454	\$ 87,164

School Year 2022-2023

Salary Schedule does not reflect District's 9.08901% TRS contribution

Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	MA + 27	MA + 36	MA + 45
1	\$ 41,751	\$ 42,407	\$ 43,225	\$ 44,146	\$ 45,088	\$ 47,030	\$ 48,052	\$ 49,775	\$ 50,640	\$ 51,653
2	\$ 42,586	\$ 43,256	\$ 44,088	\$ 45,026	\$ 45,991	\$ 47,969	\$ 49,013	\$ 50,772	\$ 51,653	\$ 52,687
3	\$ 43,439	\$ 44,120	\$ 44,970	\$ 45,928	\$ 46,910	\$ 48,929	\$ 49,993	\$ 51,787	\$ 52,687	\$ 53,741
4	\$ 44,309	\$ 45,035	\$ 45,868	\$ 46,845	\$ 47,846	\$ 49,908	\$ 50,990	\$ 52,820	\$ 53,741	\$ 54,813
5	\$ 45,191	\$ 45,900	\$ 46,787	\$ 47,783	\$ 48,801	\$ 50,903	\$ 52,009	\$ 53,873	\$ 54,813	\$ 55,907
6	\$ 46,092	\$ 46,816	\$ 47,717	\$ 48,733	\$ 49,777	\$ 51,920	\$ 53,047	\$ 54,948	\$ 55,907	\$ 57,022
7	\$ 47,014	\$ 47,750	\$ 48,671	\$ 49,707	\$ 50,769	\$ 52,956	\$ 54,104	\$ 56,045	\$ 57,022	\$ 58,161
8	\$ 47,951	\$ 48,702	\$ 49,643	\$ 50,700	\$ 51,782	\$ 54,011	\$ 55,186	\$ 57,165	\$ 58,161	\$ 59,322
9	\$ 48,907	\$ 49,675	\$ 50,635	\$ 51,713	\$ 52,817	\$ 55,091	\$ 56,288	\$ 58,305	\$ 59,322	\$ 60,506
10	\$ 49,884	\$ 50,668	\$ 51,644	\$ 52,743	\$ 53,869	\$ 56,191	\$ 57,413	\$ 59,487	\$ 60,504	\$ 61,714
11	\$ 50,881	\$ 51,679	\$ 52,676	\$ 53,824	\$ 56,252	\$ 58,677	\$ 59,951	\$ 62,080	\$ 63,160	\$ 64,423
12	\$ 51,897	\$ 52,710	\$ 53,724	\$ 54,895	\$ 57,376	\$ 59,848	\$ 61,148	\$ 63,319	\$ 64,422	\$ 65,710
13	\$ 52,932	\$ 54,029	\$ 54,799	\$ 55,993	\$ 58,521	\$ 61,042	\$ 62,368	\$ 64,584	\$ 65,707	\$ 67,018
14	\$ 53,988	\$ 54,833	\$ 55,892	\$ 57,110	\$ 59,690	\$ 62,261	\$ 63,613	\$ 65,873	\$ 67,016	\$ 68,357
15	\$ 55,065	\$ 55,928	\$ 57,007	\$ 58,250	\$ 60,881	\$ 63,503	\$ 64,883	\$ 67,187	\$ 68,356	\$ 69,724
16	\$ 56,166	\$ 57,045	\$ 58,144	\$ 59,411	\$ 62,096	\$ 64,772	\$ 66,175	\$ 68,529	\$ 69,721	\$ 71,117
17	\$ 57,284	\$ 58,183	\$ 59,306	\$ 60,598	\$ 63,336	\$ 66,065	\$ 67,499	\$ 69,895	\$ 71,112	\$ 72,535
18		\$ 59,344	\$ 60,490	\$ 61,809	\$ 64,600	\$ 67,383	\$ 68,848	\$ 71,290	\$ 72,531	\$ 73,980
19			\$ 61,698	\$ 63,042	\$ 65,890	\$ 68,729	\$ 70,218	\$ 72,714	\$ 73,978	\$ 75,459
20			\$ 62,930	\$ 64,301	\$ 67,204	\$ 70,098	\$ 71,621	\$ 74,164	\$ 75,454	\$ 76,963
21					\$ 68,547	\$ 71,498	\$ 73,052	\$ 75,644	\$ 76,961	\$ 78,501
22					\$ 69,916	\$ 72,925	\$ 74,510	\$ 77,156	\$ 78,497	\$ 80,607
23						\$ 74,380	\$ 75,996	\$ 78,695	\$ 80,065	\$ 81,666
24							\$ 77,514	\$ 80,267	\$ 81,661	\$ 83,295
25								\$ 81,869	\$ 83,295	\$ 84,960
26								\$ 83,503	\$ 84,955	\$ 86,654
27								\$ 85,170	\$ 86,650	\$ 88,385

School Year 2023-2024

Salary Schedule does not reflect District's 9.08901% TRS contribution

Step	BA	BA + 9	BA + 18	BA + 27	MA	MA + 9	MA + 18	MA + 27	MA + 36	MA + 45
1	\$ 42,336	\$ 43,001	\$ 43,831	\$ 44,764	\$ 45,719	\$ 47,688	\$ 48,724	\$ 50,472	\$ 51,349	\$ 52,376
2	\$ 43,182	\$ 43,861	\$ 44,706	\$ 45,657	\$ 46,635	\$ 48,641	\$ 49,699	\$ 51,483	\$ 52,376	\$ 53,424
3	\$ 44,047	\$ 44,737	\$ 45,600	\$ 46,571	\$ 47,567	\$ 49,614	\$ 50,693	\$ 52,512	\$ 53,424	\$ 54,493
4	\$ 44,929	\$ 45,665	\$ 46,511	\$ 47,501	\$ 48,516	\$ 50,607	\$ 51,704	\$ 53,559	\$ 54,493	\$ 55,580
5	\$ 45,824	\$ 46,542	\$ 47,442	\$ 48,452	\$ 49,484	\$ 51,615	\$ 52,737	\$ 54,627	\$ 55,580	\$ 56,690
6	\$ 46,737	\$ 47,471	\$ 48,385	\$ 49,415	\$ 50,474	\$ 52,647	\$ 53,790	\$ 55,718	\$ 56,690	\$ 57,820
7	\$ 47,673	\$ 48,418	\$ 49,353	\$ 50,403	\$ 51,480	\$ 53,698	\$ 54,862	\$ 56,830	\$ 57,820	\$ 58,975
8	\$ 48,623	\$ 49,383	\$ 50,338	\$ 51,410	\$ 52,507	\$ 54,768	\$ 55,958	\$ 57,966	\$ 58,975	\$ 60,153
9	\$ 49,592	\$ 50,371	\$ 51,344	\$ 52,437	\$ 53,557	\$ 55,862	\$ 57,076	\$ 59,121	\$ 60,153	\$ 61,353
10	\$ 50,582	\$ 51,377	\$ 52,367	\$ 53,482	\$ 54,624	\$ 56,977	\$ 58,217	\$ 60,320	\$ 61,351	\$ 62,578
11	\$ 51,593	\$ 52,402	\$ 53,414	\$ 54,578	\$ 57,040	\$ 59,498	\$ 60,791	\$ 62,949	\$ 64,045	\$ 65,325
12	\$ 52,624	\$ 53,448	\$ 54,476	\$ 55,664	\$ 58,180	\$ 60,686	\$ 62,005	\$ 64,206	\$ 65,324	\$ 66,630
13	\$ 53,673	\$ 54,786	\$ 55,566	\$ 56,777	\$ 59,340	\$ 61,897	\$ 63,241	\$ 65,489	\$ 66,627	\$ 67,957
14	\$ 54,744	\$ 55,600	\$ 56,674	\$ 57,909	\$ 60,526	\$ 63,133	\$ 64,503	\$ 66,796	\$ 67,954	\$ 69,314
15	\$ 55,836	\$ 56,711	\$ 57,806	\$ 59,065	\$ 61,733	\$ 64,392	\$ 65,791	\$ 68,127	\$ 69,312	\$ 70,700
16	\$ 56,952	\$ 57,844	\$ 58,958	\$ 60,243	\$ 62,965	\$ 65,679	\$ 67,102	\$ 69,488	\$ 70,697	\$ 72,112
17	\$ 58,086	\$ 58,997	\$ 60,136	\$ 61,446	\$ 64,223	\$ 66,989	\$ 68,444	\$ 70,874	\$ 72,108	\$ 73,551
18		\$ 60,175	\$ 61,337	\$ 62,674	\$ 65,504	\$ 68,326	\$ 69,811	\$ 72,288	\$ 73,546	\$ 75,016
19			\$ 62,562	\$ 63,925	\$ 66,813	\$ 69,692	\$ 71,201	\$ 73,732	\$ 75,013	\$ 76,516
20			\$ 63,811	\$ 65,201	\$ 68,145	\$ 71,079	\$ 72,624	\$ 75,202	\$ 76,510	\$ 78,041
21					\$ 69,506	\$ 72,499	\$ 74,075	\$ 76,703	\$ 78,039	\$ 79,600
22					\$ 70,895	\$ 73,946	\$ 75,553	\$ 78,236	\$ 79,596	\$ 81,188
23						\$ 75,421	\$ 77,060	\$ 79,797	\$ 81,186	\$ 82,810
24							\$ 78,599	\$ 81,390	\$ 82,804	\$ 84,461
25								\$ 83,015	\$ 84,461	\$ 86,150
26								\$ 84,672	\$ 86,144	\$ 87,867
27								\$ 86,363	\$ 87,864	\$ 89,622

Appendix III: Grievance Report Form

Riley Consolidated Community School District No. 18

Grievance # _____

Distribution of Form: 1. Superintendent 2. Association 3. Grievant

Name of Grievant(s): _____ Date: _____

Step 1

Date cause of grievance occurred: _____

Statement of Grievance:

Applicable provisions of the Contract:

Relief Sought:

Signature of Grievant(s): _____ Date: _____

Disposition of Superintendent:

Signature of Superintendent: _____ Date: _____

Disposition of Grievant:

Signature of Grievant: _____ Date: _____

Step II

Date Received by Superintendent: _____

Disposition of Superintendent:

Signature of Superintendent: _____ Date: _____

Disposition of Grievant:

Signature of Grievant: _____ Date: _____