

AGREEMENT
BETWEEN
THE BOARD OF EDUCATION
OF
DISTRICT NO. 165
AND
THE MARENGO AREA EDUCATION ASSOCIATION
IEA-NEA
2022-2027

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ARTICLE I
RECOGNITION

The Board of Education of District No. 165, McHenry County, Illinois, hereinafter referred to as the “Board” or “District” hereby recognizes the Marengo Area Education Association, IEA-NEA, hereinafter referred to as the “Association” as the exclusive and sole negotiation representative for all regularly employed, full-time, and part-time certified teaching personnel, Speech Therapists, Psychologists, Certified School Nurses and Social Workers. Exceptions shall be: Superintendents, principals, teacher aides, non-regularly employed certified teaching personnel, such as substitutes, and other employees excluded now or hereafter from the definition of “educational employee” for the purposes of the Illinois Education Labor Relations Act. Additionally, those employees designated in Section 5.3 of this contract are also excluded.

ARTICLE II

GENERAL ASSOCIATION RIGHTS

2.1 ASSOCIATION DUES

The Board will continue to deduct and remit Association dues as provided by state law. The Board or designee will promptly notify the Association in writing of any cancellation of membership.

2.2 NOTICE OF BOARD MINUTES

The president of the Association or the president's designee shall be given reasonable prior written notice of all regular and special meetings of the Board together with a copy of the agenda or statement of purpose for the meetings.

2.3 USE OF SCHOOL EQUIPMENT

The Association shall be allowed reasonable use of the school owned business equipment (e.g. school typewriters, mailboxes, intercom system) provided that the use of said equipment does not interfere in the instructional and/or extra-curricular programs. The Association shall provide or purchase all supplies and materials used in the business of the Association. A reasonable charge for photocopying shall be paid by the Association.

2.4 BOARD MINUTES

One (1) copy of all Approved Board of Education minutes shall be emailed within forty-eight (48) hours following approval. Upon request (verbal or written) any and all official actions voted on when closed session is re-opened will be given to the President of the Association within forty-eight (48) hours of that meeting.

2.5 TEACHER ROSTER

Names and addresses of newly-employed teachers shall be provided to the Association by September 1 or within seven (7) calendar days after signing of agreement of the contract, whichever occurs first.

2.6 ASSOCIATION CONFERENCES

Should the Association send representatives to local, state or national conferences or on other business pertinent to Association affairs, these representatives shall be excused without loss of salary providing that the Association shall reimburse the District for the cost of the substitutes(s). A written notification for leave shall be submitted to the Superintendent by the president of the Association. No more than four (4) days may be used per year and no more than two (2) teachers may be gone at any one time.

2.7 COPIES OF THE AGREEMENT

The Board shall distribute copies of the Agreement by email. New employees will be directed to the District website where the contract is posted.

2.8 PERSONNEL FILES

There shall be one official personnel file for each teacher. Each teacher shall have the right, upon request, to review the contents of the teacher's personnel file, to have an Association representative present, and to have photocopies of any materials therein except college placement credentials. Such request shall be made in writing to the Superintendent. The Superintendent shall have five (5) work days to comply with said request. The Superintendent or his/her designee shall be present during the review.

2.9 MATERIAL IN FILES

All materials shall be added to the file in a timely manner and in no case later than thirty (30) days after receipt. Any material of a negative nature shall be photocopied and given to the teacher within five (5) days of being added to the file.

2.10 CHALLENGE OF CONTENTS

The teacher has the right to challenge in writing any materials of a negative nature concerning the teacher. The challenge shall be attached to the negative materials in a prompt manner and shall become a part of the teacher's personnel file.

2.11 NEGATIVE MATERIALS

After two (2) years, the negative material shall be reviewed by the current administrator and the teacher involved. If the problem has been corrected, a written statement so indicating shall be placed in the teacher's personnel file.

2.12 TEACHER REPRESENTATIVES

At least two (2) teacher representatives shall be included in the interviewing process of a Superintendent and/or a principal(s), and none others.

2.13 ASSOCIATION MEETINGS

The Association will be given time at the beginning of the year during workshop days to hold an Association meeting. The time of this meeting will be mutually agreed upon by the District and the Association.

During new teacher orientation, the association will be given the opportunity to meet and inform new teachers regarding the association.

Any future general association meetings may be scheduled in collaboration with building administration and at the need of the association.

ARTICLE III

WORKING CONDITIONS

3.0 GENERAL WORKING CONDITIONS

Teachers shall not be required to work under conditions that are determined to be unsafe for students by the building administrator/superintendent. Such conditions being defined as, but are not limited to, a safe supply of water for drinking/sanitary purposes, extreme heat index. If the situation cannot be rectified and deemed safe by the board of health, the administrator will dismiss all students, teachers and staff to go to an offsite location. The administration will have a plan in place and notify all teachers and staff of the emergency dismissal from the building.

Teachers shall not be required to perform basic housekeeping functions such as mopping, sweeping and the cleaning of lavatories. Whiteboards/student work area will be cleaned on a weekly basis. The aforementioned housekeeping activities will be provided as long as the teachers maintain their classrooms and/or work area in an orderly manner to facilitate the housekeeping tasks.

3.1 SCHOOL CALENDAR

The employment year for all certified staff will consist of 183 days of which no more than 176 can be student attendance days. The difference between student attendance and the total employment year may be used for parent teacher conferences, teacher institute days or teacher/curriculum workdays. The teacher/curriculum workdays will be added to beginning of the school calendar year.

3.2 TEACHER WORK DAY

The work day for teachers shall be 7 hours and 40 minutes, including the 30-minute duty free lunch period. The Student Day will consist of 6 hours and 55 minutes. Student Day does not include time at lockers or walking to bus.

	<u>Work Day</u>	<u>Student Day</u>
Locust School	7:55-3:35	8:20-3:20
MCMS/Grant	7:20-3:00	7:30-2:30

Occasionally, a teacher may need to leave before the Work Day is completed. The teacher may do so with the permission of the building administrator.

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

3.2.1 Faculty Meetings

Each building may hold one staff meeting per month. All teachers are required to attend. All faculty meetings will be announced and posted within the first week of each trimester. These meetings will not be scheduled the day before a school holiday. Such meetings shall start as soon as practicable and shall not generally exceed one hour. These meetings are part of each teacher’s professional responsibilities and will not be compensable.

3.2.2 Professional Meetings

Professional meetings include, but are not limited to IEP meetings, 504 meetings, parent-teacher meetings, and curriculum meetings called by the administration. Teachers will be given a minimum of 72 hours’ notice by administration of professional meetings that extend beyond the Work Day. Teachers will be

compensated at the staffing/TAT rate of pay for any professional meetings scheduled by the administration that extend beyond the teacher Work Day, excluding the monthly faculty meeting.

3.3 PLANNING

Each teacher shall be given daily time for lesson planning purposes. Such time will be scheduled by the administration as part of the regular Student Day and in a manner so as to optimize student learning time most efficiently. All teachers will be scheduled for planning time no less than 200 minutes per week. Every effort will be made to ensure that a majority of these minutes are continuous—specifically not less than increments of 15 minutes. For teachers engaged in a co-teaching classroom as defined by a student’s IEP, every effort shall be made to allow for a common plan period. If the schedule cannot accommodate a common plan time, teachers may timecard up to one hour per week at the scheduled curriculum writing rate.

3.4 EARLY DISMISSAL

On days before Christmas and Easter, and on days when school closes early due to bad weather or as a result of other unforeseen problems, teachers may leave fifteen (15) minutes after the last student dismissal in the District. On all other early dismissal days, the Superintendent will set the time. The District reserves the right to schedule a SIP day on the days before Christmas, Thanksgiving, and Easter. If such a day is scheduled, teachers will be dismissed at 1:30.

3.5 REQUIRED MATERIALS

Teachers are required to attend four (4) evening events which shall include one (1) parent/teacher conferences which may be held in the fall or spring, two (2) specific educational building evening activities or cePTA sponsored (ie. Poetry Night, STEAM Night, Music Concerts, School Dances, Trunk or Treat, Care-O-Ling, etc), and 8th grade graduation. For the purposes of supply drop-off in the fall, teachers will be required to stay until 5:30 pm, but this will not count as an evening activity as the workday will begin at 10:00 am. Teachers may be required to attend two additional district sponsored evening activities. The tentative schedule of the above activities will be available to teachers within the first week of the school year.

For teachers that are required to attend the Springfield Trip, a stipend of \$150.00 will be paid to them on either the December 10th or June 10th payroll dependent upon timing of field trip.

3.6 MORNING DUTY

Duty may occur (15) minutes prior to the admittance bell and/or the dismissal bell. Teachers shall be assigned to this duty no more than once per week.

3.7 DRESS CODE

Teacher will dress in a manner that enhances their profession and is appropriate for the day’s activities. The following are some examples of what is not included as professional dress; hoodies, flip flops, denim jeans of any color, leggings or yoga pants, and/or t-shirts. Fridays will be designated as business casual which may include jeans.

3.8 PROTECTION FROM SUIT

Pursuant to School Codes Section 10.20.20, the School Board will provide legal counsel and necessary assistance to defend teachers, acting within the scope of their authority, against civil claims brought by parents. This protection does not extend to criminal defense since criminal activity is outside the teachers’ scope of authority.

3.9 CLASS SIZE

The Board of Education and the Association share a commitment to education for the children of this community. The parties agree that class size and the availability of aides is an important aspect of an effective educational program. Therefore, an effort will be made to keep class size to a minimum or make aides available when financially possible.

The Board and the Association recognize that class size and ability level have a direct bearing on effective teaching, and therefore is a key concern throughout the district. Accordingly, the Board agrees that it will make every effort to maintain a reasonable enrollment for each class.

If the number of students in a classroom and/or the specific needs of the students in a classroom are such that the class composition requires re-evaluation, the district and the Association shall examine the situation and formulate a plan.

3.10 SUMMER SCHOOL

Due to the nature of summer school being a remedial situation, the Superintendent shall restrict size of class to 15:1, on a best efforts basis.

3.11 INFORMAL CONCERNS COMMITTEE

Concerns may be expressed in each building in a written format to the principal at the monthly concerns meeting. The principal will have 10 days to respond in writing to the concerns. Any concerns that cannot be resolved will be presented to the Superintendent in writing by the building administrator and/or the association representative along with a copy for the other parties. The Superintendent will address the issue or concern within 10 working days. Concerns that cannot be resolved will be taken to the Board President and addressed during the regularly scheduled board meeting.

ARTICLE IV

LEAVES

4.1 PAID LEAVES

- 4.1.1 A teacher with less than eight (8) years of service, as defined by the seniority list, will receive twelve (12) sick days per year. A part-time teacher with less than (8) years of service, as defined by the seniority lists, will receive a pro-rated amount of (6) half days per year. A teacher with eight (8) years or more of service, as defined by the seniority list, will receive fifteen (15) sick days per year. Unused sick days shall accumulate to a maximum of 340 days. A part-time teacher with (8) years or more of service, as defined by the seniority list, will receive a pro-rated amount of (7) half days per year. Teachers that work in excess of 190 full school days shall receive 20 sick days and 4 personal days. Employer reserves the right to request a doctor's note for pre-planned absences before or after a long weekend, Christmas or Spring Break, and a doctor's note to return to work when absent for three (3) consecutive days.
- 4.1.2 Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. The immediate family, for purposes of this section, shall include parents, spouse, brothers, sisters, children, grandparents, *and* grandchildren. In the event of the death of immediate family, up to six (6) sick days may be taken for bereavement purposes. The extended family for purposes of the section shall include parents-in-law, sons-in-law, daughters-in-law, sisters-in-law, brothers-in-law, and legal guardians. In the event of the death of extended family, up to three (3) sick days may be taken for bereavement purposes. In the event of death of relatives or friends other than as listed above, the teacher may utilize sick leave for bereavement purposes. Any sick leave taken for bereavement purposes shall be deducted from the teacher's sick leave allotment.
- 4.1.3 Total sick leave credit can be found in Employee Access.
- 4.1.4 Bargaining unit members absent due to injury or illness incurred in the course of the members' employment have two options for pay for the duration of the absence:
(1) he/she can keep the workers' compensation benefit check, and not use sick leave; or
(2) turn over the benefit check to the district, in exchange for full pay and creditable service, and 1/3 of a sick leave day being charged to the employee's accrued sick leave.
- 4.1.5 A teacher with less than eight (8) years of service, as defined by the seniority list, may use up to three (3) sick days of those days provided in 4.1.1 above for personal business each year. A part-time teacher with less than eight (8) years of service, as defined by the seniority list, may use no more than (1) half day for those days provided in 4.1.1 above for personal business each year. A teacher with eight (8) years or more of service, as defined by the seniority list, may use up to four (4) sick days of those days provided in 4.1.1 above for personal business each year. A part-time teacher with eight (8) years or more of service, as defined by the seniority list, may use no more than (2) half days for those days provided in 4.1.1 above for personal business each year. Except in an emergency, 48 hours' notice must be given to the building administrator on the form provided.

Personal days may not be taken during the first five (5) school days or last five (5) school days, or the day preceding or following a school holiday, or consecutively unless approved by the superintendent. Approval is the sole discretion of the superintendent on a case by case basis

No more than three (3) teachers may use personal business days on any one day. Sick days that are not used for personal business shall accumulate as provided in 4.1.1 above.

- 4.1.6 An employee called for jury duty during working hours or who is subpoenaed to testify during working hours in a judicial matter shall be paid his/her full salary for such time and suffer no loss of benefits, provided that the employee shall pay to District any jury duty pay or witness fees received. All jury duty notices must be submitted to the district. Jury duty checks for service of 2 days or less do not need to be remitted to the district. All witness fees must be paid to the district in order to receive full compensation.
- 4.1.7 All Special Education teachers shall have two (2) student free days during the year to work on Individual Education Plans (IEP). Such days shall be designated by the Coordinator of Special Programs and Services or designee after consultation with the Special Education teachers involved. Such days shall be coordinated with the Special Education Director and be granted as full days unless other extenuating circumstances present (such as sub shortage).
- 4.1.8 Teachers that have not received a year over year salary increase of 6% or more, or a retirement bonus increase of 6% and do not take any sick, personal or dock days during a semester are eligible to receive a \$150 bi-annual bonus payable on the January 26 payroll for the half of the school year and the June 26 payroll for the second half of the school year.

Metric to be used:

- first half of school year –last day before Christmas Break
- second half of year – return from Christmas Break to last day of school

4.2 SICK LEAVE BANK

A voluntary sick leave bank shall be established and shall consist of accumulated sick days contributed by the certified staff. Only certified staff who participate in the sick bank are eligible to use the sick bank. Each certified staff member who participates in the sick bank as of the effective date of this Agreement shall voluntarily contribute two sick days to establish the bank. Thereafter, each newly hired certified staff member shall contribute one sick day per year for the first two years of employment. In the event the bank is depleted to less than 50 days, each bargaining unit member shall contribute one additional day. Unused days remaining in the sick leave bank at the end of the year will accumulate for the following year. Any one member may use a lifetime benefit of no more than 60 sick days. Any sick days donated will not be matched by the Board of Education.

Definition of sick day: Each sick day shall be commensurate to the employees contracted workday.

2. Eligibility

- A. An employee must have one-year seniority with the district prior to the accident or illness for which application is made, to be eligible.
- B. The one (1) year requirement will be waived for those employees who were previously employed by the District and contributed to the sick bank. This waiver shall be on a case by case basis with the mutual agreement of all parties.

3. Procedure for the use of the sick bank

- a. Any employee currently employed in the district shall be entitled to draw from the bank provided the following conditions are met:
 - i. The employee has used all his/her personal accumulated sick days and personal days.
 - ii. Only serious illness or accidents are applicable.

- iii. The employee shall produce a doctor's certificate as proof of need.
- iv. The employee has been absent more than seven consecutive work days in connection with the same illness. If days are awarded by the bank they would be retroactive to the first day of eligibility.

b. A sick bank committee shall request the employee's attendance record and utilize the data in the evaluation of the employee's request.

c. The committee shall also take into consideration the employee's eligibility for disability benefits from any source whatsoever before ruling on the employee's application.

4. Governing Committee

a. A committee shall be established to act as the governing body for the administration of the sick leave bank. Said committee shall consist of the vice president of MAEA, respective building rep and Superintendent.

4.3.1 UNPAID LEAVES OF ABSENCE

4.3.1 Teachers may be granted a leave of absence to study for a degree. Such requests shall be made in writing to the Board by March 1st prior to the opening of the school year in which the leave is to commence. Each request for leave shall be considered by the Board on an individual basis. The teacher shall not be given salary schedule credit for this period of time. Such leave shall not be arbitrarily denied. This leave shall be granted for no more than one school year.

4.3.2 In accordance with the Family Medical Leave Act of 1993, teachers may be eligible to request leave for foster care within the first twelve months of placement, to provide for the care of a family member who has a serious health condition, or a serious health condition of the employee.

If a teacher wishes to request leave provisions beyond those provided by the Family Medical Leave Act of 1993, a one hundred-twenty (120) day written notice is required. Such notice shall be delivered to the Superintendent. A teacher on leave shall be allowed to continue all insurance coverage by paying the group rate premium due, if permitted by the insurance carrier *and in accordance with state and federal law*. For leaves beginning on or after May 1st, the leave may be continued into the next school year provided the teacher provides notice of the same one hundred-twenty (120) days prior to the start of the new school year. Such leave time shall not count for seniority or salary schedule credit. For those returning from a leave of absence the following is required:

If the employee wishes to end a year on leave, but start work the following year, notice must be provided to the district of the intention to return to work by April 15.

A doctor's authorization to return to work which includes any restrictions and length of time of any restriction.

4.4 SABBATICAL LEAVE

The Board at its sole discretion may grant a sabbatical leave in accordance with Section 24-6.1 of the School Code.

4.5 RETIREMENT BONUS

Upon retirement from teaching service from District 165, all teachers shall be eligible to receive a lump sum payment of \$50 per unused sick days, not to exceed a maximum of 200 days after all eligible sick days are subtracted from the teachers' total sick days (340 days) allowed for retirement

under TRS regulations. Payment will be made on the first payroll in October following retirement. Notice of retirement must be received prior to August 15 to be eligible for bonus.

4.6 NOTICE OF RETIREMENT

If given two years notice of retirement, the Board will raise the last two years' salary as follows:

- Employees who have worked for the District 20-25 years 6%
- Employees who have worked for the District 15-19 years 5%
- Employees who have worked for the District 10-14 years 4%

Years of service is delineated in the employee's annual teaching contract. If the TRS maximum changes during the term of this contract, this item may be renegotiated.

4.7 RETIREMENT ACCEPTANCE/RESCINDMENT

Upon acceptance by the Board, the Employee's request (including his/her resignation and retirement date) shall be irrevocable. However, an Employee may request to rescind his/her retirement and withdraw from it due to extreme life-altering circumstances. Such circumstances may include, but are not limited to:

- Diagnosis of serious illness of the Employee or his/her spouse;
- Death of the Employee's spouse;
- Total disability of the Employee's spouse
- Loss of employment by the Employee's spouse or decrease in annual salary of 50% or more
- Serious illness of a medically and financially dependent child or parent of the Employee;
- A judgment for dissolution of the Employee's marriage or for legal separation becomes final before the Employee's retirement date

On the last student attendance day of the final year, retirement is irrevocable with no exceptions.

ARTICLE V

TEACHER ASSIGNMENT AND TRANSFER

5.1 TEACHER ASSIGNMENT

- 5.1.1 All teachers shall be given notice of their building class and/or subject assignments for the forthcoming year no later than the last Friday in April.
- 5.1.2 The Superintendent shall have posted in each building and shall send the Association president a notice of all vacancies after the administration has made transfers. Such notice shall contain the necessary information relative to the vacant position (starting date, salary range, etc.) Extra-compensation positions shall be included in this posting. Notices shall be posted in the offices and faculty rooms of all buildings. During the summer, vacancy notices shall be emailed to the teacher's @marengo165.org email address.

5.2 VACANCIES AND TRANSFERS

- 5.2.1 The Superintendent shall have posted in each building and shall send the Association president a notice of all vacancies after the administration has made transfers. Such notice shall contain the necessary information relative to the vacant position (starting date, salary range, etc.) During the summer, vacancy notices shall be emailed to each teacher at their district email address or home email address as reported on the year-end check out list. (Extra-compensation positions shall be included in this posting.) Notices shall be posted in the offices and faculty rooms of all buildings.
- 5.2.2 The teacher who is involuntarily transferred shall be given the reasons for the transfer in writing within five (5) school days, if so requested. The teacher to be transferred will receive assistance in packing and moving, within the district, and be reimbursed \$250 for supplies related to new assignment. Receipts for reimbursement must be turned in October 1. No teacher shall be subjected to an involuntary transfer of position more than one time in a three-year period unless necessitated by a decrease or increase in student enrollment

ARTICLE VI

DEVELOPMENT AND APPRAISAL

- 6.1 Teachers shall maintain a continuous high level of professional service and shall discharge their teaching assignments with a high level of professional proficiency.
- 6.2 PROFESSIONAL GROWTH
- 6.2.1 Teacher Mentor Program
- A first year stipend payable via the stipend schedule rate will be paid to each mentor who assists an Initial Certification Holder in the first year of the mentor program.
- A second year stipend payable via the stipend schedule rate will be paid to each mentor who assists an Initial Certificate Holder in the second year of the mentor program.
- For teachers who have
1. transferred into the district or
 2. are in need of mentor support, a first year stipend payable the stipend schedule rate will be awarded to the mentor teacher
 3. Upon recommendation of the mentor oversight committee, a second year may granted.
- 6.3 The parties agree that the primary objective of the program to evaluate classroom teaching performance is to improve the quality of instruction of both probationary and tenure teachers.
- 6.4 Evaluation of classroom teaching performance shall be in accordance with the District Evaluation Plan. The committee which has equal representation of administrators and certified staff will review the District Evaluation Plan on a yearly basis and recommend changes to the plan. The Board of Education will approve the plan on a yearly basis. Staff members will have access to the plan electronically and will receive yearly training.
- 6.5 If a teacher feels the formal written evaluation of classroom teaching performance was incomplete or inaccurate, the teacher may put those objections in writing and have them attached to the evaluation report.

ARTICLE VII

DISTRICT SENIORITY AND REDUCTION IN STAFF

7.1 DISTRICT SENIORITY

- 7.1.1 "Seniority" shall be defined as the length of a bargaining unit member's continuous teaching service within the District. Said service shall be computed from the first day of uninterrupted employment within the District and shall include all continuous full and part-time teaching service to the District. Once tenure has been granted, all continuous part-time service shall count. Part-time service shall be counted as it's prorate value.
- 7.1.2 Seniority will not accrue during any leave-of-absence without pay.
- 7.1.3 Teachers who are promoted or transferred out of the bargaining unit and subsequently returned to the bargaining unit without a break in service shall have their seniority computed from their first day of original employment and will be credited with seniority credit for the time spent outside the bargaining unit.
- 7.1.4 In the event District seniority is equal between teachers, the following procedures shall be utilized in the order listed to break the tie:
- A. Previous experience credit inside and outside the District which is allowed for credit on the salary schedule.
 - B. Education beyond the bachelor's degree which is allowed as credit on the salary schedule.
 - C. The results of the formal, yearly evaluation(s) as determined by the Board.

7.2 REDUCTION IN STAFF

- 7.2.1 When the Board decides it is necessary to reduce the number of teachers in the District because of decreased enrollment, lack of funds, or other reasons, the Association will be consulted on such reduction in staff in advance of any public announcement. The Association shall be given an opportunity to discuss the number of teachers not to be reemployed, the particular positions to be eliminated, and alternatives to such reduction in staff.
- 7.2.2 PA 96-0861 (PERA) and PA 97-0008 (SB7). A joint committee comprised of an equal amount of members from the Association-four (4) members, as appointed by the President, and the administration-four (4) members. The committee shall establish the criteria for moving individuals from Group 2 into Group 3 and any alternative definition of placement into Group 4. All decisions of the committee shall be majority vote. Any decision of the committee to alter an employee's Group Rating is final and not subject to grievance. The committee shall meet prior to December 1st of each year. Placement parameters shall be determined by February 1 of each year in order to determine RIF sequence for the Spring. The District will provide to the Union President a confidential list of Groups which include ratings and years of service for all employees. RIF lists shall be provided to the Association by March 15.
- 7.2.3 The duration of the right to be recalled shall be in accordance with the Illinois School Code. The most senior teacher as determined by the criteria of ARTICLE VII, (7.1.1) shall be recalled first. If the recalled teacher does not accept the position offered within 20 calendar days of receipt of the offer, the Board may offer the position to the next teacher in line.

7.2.4 Recalled teachers will return to the same rights and benefits that they had before layoff. They will receive no salary credit for the time on layoff and will receive no seniority for the time of layoff.

ARTICLE VIII

GRIEVANCE PROCEDURE

8.1 GRIEVANCE PROCEDURE

A grievance is any claim by a teacher or the Association that there has been a violation of the terms of this agreement. If the Association files the grievance, the teacher or teachers whose rights were violated must be named.

8.2 TIME LIMITS

All time limits shall consist of week days.

8.3 RESOLVING GRIEVANCES

The parties hereto acknowledge that it is usually most desirable for a teacher and the teacher's immediately involved supervisor to resolve problems through free and informal communications. When requested by the teacher, an Association representative may accompany the teacher to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the teacher or the Association, a grievance may be processed as follows:

8.3.1 STEP I - Within 20 week days of the occurrence or within 20 week days of the time the teacher became aware of the occurrence, the teacher or the Association on behalf of the individually named teacher(s) shall present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within ten (10) week days after receipt of the grievance. The teacher, the Association representative, and the immediately involved supervisor shall be present for the meeting. Within ten (10) week days of the meeting, the teacher and the Association shall be provided with the supervisor's written response.

8.3.2 STEP II - If the grievance is not resolved at STEP I, the teacher or Association may refer the grievance to the Superintendent or his designee in writing within ten (10) days of the date of the STEP I response. The Superintendent or designee, shall arrange, with the teacher, for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation, such witnesses and counselors as it deems necessary. Within ten (10) days of the meeting, the teacher and the Association shall be provided with the Superintendent's or the designee's written response.

8.3.3 STEP III - If the Association is not satisfied with the disposition of the grievance at STEP II, the Association may submit the grievance to final binding arbitration through the American Arbitration Association, which shall act as the administrator of the proceeding. If a demand for arbitration is not received by the American Arbitration Association within thirty (30) days of the date for STEP II answer, then the grievance shall be deemed withdrawn. The arbitrator shall have no power to alter the terms of this agreement. Neither the Board nor the Association shall be permitted to assert any disclosures or evidence before the arbitrator which was not previously disclosed to the other party.

8.4 BYPASSING STEPS

By mutual agreement, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.

8.5 REPRESENTATIVE WHO MAY PARTICIPATE

The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at STEPS I, II, or III and no teacher shall be required to discuss any grievance if the Association's representative is not present. Any individual teacher or group of teachers may present grievances to the Superintendent and have them adjusted provided the adjustment is not inconsistent with the terms of this agreement and provided the Association has been given the opportunity to be present at such meetings.

8.6 BOARD COOPERATION

The Board will provide to the Association information necessary to process a grievance when the information is not reasonably available to the Association otherwise.

8.7 BOARD NOT TO REPRISE

No reprisals shall be taken by the Board or the administration against any employee because of the teacher's participation in a grievance.

8.8 GRIEVANCE HEARING

No grievance hearing will be held during school hours except by mutual agreement of the parties. Should the grievance hearing require that an employee or an Association representative be released from their regular assignment, the employee and/or Association representative shall be released for above mentioned reason without loss of pay or benefits.

8.9 RECORDS

All records related to a grievance shall be filed separately from the personnel file of the teacher.

8.10 WITHDRAWING A GRIEVANCE

A grievance may be withdrawn at any level without establishing precedent. If withdrawn, the grievance shall be treated as though never having been filed, although the written record shall be retained in a file other than the personnel file.

8.11 NO TIMELY DECISION

If no written decision has been rendered within the time limits indicated by a step, then the grievance may be processed to the next step.

8.12 AMERICAN ARBITRATION ASSOCIATION

By mutual agreement, the Expedited Arbitration Rules of the American Arbitration Association shall be used instead of the Voluntary Labor Arbitration Rules.

8.13 FEES/EXPENSES

The fees and the expenses of the arbitrator shall be shared equally by the parties.

8.14 POSTPONEMENT

If only one party requests the postponement or cancellation of an arbitration hearing, that party shall bear the cost of such postponement.

8.15 GRIEVANCE REPORT FORM

Grievance # _____ School District _____

Distribution of form:

1. Superintendent
2. Association
3. Grievant

Submitted to Superintendent in Duplicate

Name of Grievant _____ Date Filed _____

STEP I

A. Date Cause of Grievance Occurred:

B. 1. Statement of Grievance:

2. Applicable provisions of the Contract:

3. Relief Sought:

Signature _____ Date _____

C. Disposition of Superintendent:

Signature _____ Date _____

D. Disposition of Grievant and/or Union/Association:

Signature _____ Date _____

STEP II

- A. Date Received by Superintendent or Designee:
- B. Disposition of Superintendent or Designee:

Signature _____ Date _____

- C. Position of Grievant and/or Association:

Signature _____ Date _____

STEP III

- A. Date Submitted to Arbitration:
- B. Disposition and Award of Arbitrator:

Signature _____ Date _____

Arbitrator

ARTICLE IX

EMPLOYMENT COMPENSATION AND FRINGE BENEFITS

9.1 SALARY SCHEDULES

- 9.1.1 Regular salary schedules, incorporated as part of this contract, are affixed hereto as Appendix I.

Per precedent, SEDOM employees who become regular employees of the District may be transferred in whole on seniority schedules and will retain the SEDOM salary, any changes in compensation and/or benefit will be negotiated by MAEA and said employee will become members of the MAEA and pay any and all associated dues.

The District reserves the right to consider and offer "Fair Market Value" compensation which is not on the salary schedule in special education positions such as Speech Therapists and Psychologists where a market shortage exists.

- 9.1.2 The District, at its discretion, will provide a program of extracurricular activities to supplement the educational program. In-district teachers who apply for extracurricular positions and meet qualifications established for the position shall be considered prior to outside applicants. The compensation schedules for extra stipend pay, incorporated as part of this contract are affixed hereto as Appendix II. The Superintendent shall have posted in each building and shall send the Association president a notice of all vacancies. Such notice shall contain the necessary information relative to the vacant position, (starting date, salary range, etc.). During the summer, vacancy notices shall be emailed to each teacher at their district email address or home email address as reported on the year-end check out list. Notices shall be posted in the offices and faculty rooms of all buildings.
- 9.1.3 Pursuant to the Contribution Rate Schedule of the State of Illinois Teachers' Retirement System, the BOARD shall deduct and remit for each TEACHER the sum equal to the TEACHER'S salary times the required Member TRS retirement contribution rate for that year times the TEACHER'S salary to be applied for the retirement account of such TEACHER (rather than the survivors' annuity account) and the sum equal to the TEACHER'S salary times the required Member THIS (insurance) contribution for that year times the TEACHER'S salary for the insurance contribution rate for the Teachers Retirement System Insurance Plan. In addition, the BOARD will deduct the Member TRS retirement contribution rate from any payments made as required by TRS rules pursuant to Article XIII and XIV to be applied to the retirement account of such TEACHER and the Member THIS (insurance) contribution rate for the Insurance contribution to the Teachers' Retirement Insurance Plan. It is the intent of the parties by this AGREEMENT to qualify these payments under Section 414(h) of the Internal Revenue Code. The TEACHERS have no right or claim to the fund so remitted except as they may subsequently become available upon retirement or resignation from the State of Illinois Teacher's Retirement System.

9.2 INSURANCE AND BENEFITS

- 9.2.1 The Board will continue to contribute 100% of the individual policy rate per month for District endorsed comprehensive major medical insurance plan. The Board will continue to contribute \$1,500 annually to the family premium and \$500 annually to the spouse or child(ren) premium. The Board will continue to pursue cost effective options The benefits and coverage shall not be less than the prior school year coverage and shall be for a full twelve (12) month period. New hires insurance begins in September and runs through August.

Teachers may choose to participate in any alternative Board offered major medical plan, but the employee will be responsible for any premium fees above the District endorsed plan.

- 9.2.2 The Board shall provide, to all employees that are a minimum of .8 FTE, without cost to the employee, term life insurance in the amount of \$50,000.00. The policy shall include an additional \$50,000.00 indemnity provision for accidental death. Per mandates in the policy insurance level benefits decline starting at age 65.
- 9.2.3 The Board shall provide disability insurance at 66 2/3% of base salary. The disability insurance as provided by the Board will coordinate benefits with any and all other disability payments an employee is entitled to under state, federal, or TRS rules.
- 9.2.4 During the terms of this amendment, the Board shall provide the option of allowing first year retiree's to participate in the district approved health insurance plan or the Teacher Retirement System's health insurance premium at no cost to the retiring teacher. This option is for a period of one year following the effective date of retirement typically September 1 through August 31. Employees that are eligible for Medicare must enroll in Medicare as their primary insurance in order to continue participation in the district plan.
- 9.2.5 It is the responsibility of the employee to notify District Office upon a covered dependent's 26th birthday.

9.3 PAYROLL RULES

- 9.3.1 The annual salary shall be divided into twenty-four (24) equal installments, less such deductions required by law, contract, or initiated by the employee. The equal installments shall be deposited to the employee's account of choice, electronically on the 10th and 26th of the month. Employees will review check pay stub via Employee Access. If these dates fall on a weekend or holiday, the payment will be deposited the last work day prior to the holiday or weekend.
- 9.3.2 The Board of Education authorizes voluntary payroll deductions for certain purposes when requested by employees and approved by the Board. All docks must be completed by the last payroll in May and may not be spread-out for more than 8 pay periods. If an employee has used up all sick and personal time during the school year, the dock shall be taken in the corresponding payroll unless the superintendent approves extenuating conditions such as a maternity leave. All docks need to be paid by June 10
- 9.3.3 Any dues, payments, or contributions payable by the employee labor professional organization will be deducted only upon receipt of a signed authorization by the individual employee. This must be done by September 15.
- 9.3.4 In the event that the District is served with a specially certified Order of Withholding and a Notice of Delinquency, the District is required to withhold payment of income for the support of a child or maintenance of a spouse from an employee under the following acts:

The Illinois Public Aid Code; the Illinois Marriage and Dissolution of Marriage Act; Non-Support of Spouse and Children Act; the Revised Uniform Reciprocal Enforcement of Support Act; the Paternity Act.

The District may deduct a one-dollar service fee each pay period from the employee's income when support or maintenance funds are withheld or the statutory fee, whichever is more.

- 9.3.5 Regular pay statement normally due on the 10th or 26th of a month will be paid on the last workday prior to these dates if they fall on a weekend or holiday.

9.3.6 Duty and Coaching Stipends are paid on the first payroll in December and the first payroll in June. Time cards for extra duty are to be turned in within two weeks of the date of the duty.

9.3.7 Mileage and other reimbursements are paid after formal approval by the Board of Education.

9.4 IN-HOUSE SUBSTITUTES

Voluntary in-house substitution shall be compensated at the rate of one-fifth (1/5) of the current substitute rate. The in-house substitution rate will only apply for a teacher who is subbing during a scheduled planning time or has taken an additional class in addition to their own. This shall apply to instructional classes only. Every effort will be made to obtain a substitute for each classroom or specialist teacher as needed. Internal substitutions will only occur in an emergency situation.

9.5 Teachers shall be compensated for the use of their automobiles for school business which has been authorized by the Superintendent. The mileage rate shall be set by the IRS Guidelines.

9.6 SALARY SCHEDULE CREDIT

9.6.1 Credits earned shall be usable to meet the requirements for a degree in education or directly applicable to field in which the teacher is teaching.

9.6.2 Special courses for which remuneration is sought are subject to the approval of the Superintendent and/or the Board.

9.6.3 Tuition reimbursement will be at the actual cost of the course, up to the current campus rate per semester hour for a Master's Degree, based upon the Main Campus rate for Northern Illinois University plus \$50.00. The maximum reimbursement in one school year is 3,500.00. If tuition exceeds 3,500.00 per calendar year, upon completion of Master's Degree, a teacher may be reimbursed up to \$1,000.00 per year until all reimbursements are paid for classes taken.

Hours beyond the Master's Degree may also be reimbursed by the District up to current campus rate per semester hour for a Master's Degree for Northern Illinois for courses that lead to an additional approval on Educator's License, second Master's Degree or Doctorate, but not to exceed 6 semester hours per school year. The Superintendent's decision in this regard is final on undergraduate courses and graduate courses not related to the subject matter being taught by the teacher or designed for improvement of classroom instruction. Employees who resign from the district within three (3) years of achieving a Masters will be expected to reimburse the district for tuition benefit (cost of classes only, not movement on salary schedule). District reserves the right to "dock" pay to make whole.

Lane changes will be allowed in September and February. Lane changes will be allowed on September 1 if, prior to August 31, the teacher provides the District with the grade transcript or original university grade report.

If the documentation provided is a grade report, the teacher shall provide the District with an official transcript by November 1. A February lane change will occur only on the completion of a Masters. For all part-time employees the tuition reimbursement will be reimbursed half of the given rate. Employees may only move one lane per year, unless they are in an approved Master's Program.

9.6.4 In order for teachers to gain credit on the salary schedule for college work above a master's degree, the teacher must take college approved courses, subject to approval by the Superintendent.

9.6.5 Non-College credit professional growth incentive for teachers at or above a Master’s Degree.

Non-graduate coursework beyond the Master’s level may be reimbursed and used for salary advancement if the teacher has received prior written approval of the Superintendent based on his/her determination that such coursework will benefit the teacher’s assignment or the District. Any teacher seeking such approval shall submit to the Superintendent a statement of the reasons why the course in question ought to be considered for approval. No more than the equivalent of three (3) credits can be applied towards lane movement. Evidence of completion of workshop must be submitted to the District Office within 12 months of the date of the workshop. No employee may receive CPDU credit for lane movement if the workshop was taken on a regularly scheduled work day. The Superintendent’s decision in this regard is final and non-grievable.

Formal education referred to above could earn credit on the number of hours the class would meet as follows:

- Class hours from 5 to 11 = 0.5 semester credit
- Class hours from 12 to 18 = 1.0 semester credit
- Class hours from 19 to 25 = 1.5 semester credit
- Class hours from 26 to 32 = 2.0 semester credit
- Class hours from 33 to 39 = 2.5 semester credit
- Class hours from 40 to 46 = 3.0 semester credit

9.6.6 New hires to the district will not be reimbursed for classes for the first two years that they work in the district. After the completion of the second year, a teacher may be reimbursed up to \$1,000.00 per year until all reimbursements are paid for classes taken during the previous approved two years. These reimbursements will start 30 days after the beginning of the third year of employment. Teachers must always have classes pre-approved, even in the first two years of employment.

An exception to this would occur if directed by the Superintendent to take additional coursework for the purpose of achieving an additional endorsement on the PEL. Tuition reimbursement would follow 9.6.3

9.6.7 In evaluating prior teaching experience, full credit shall be given for the first five (5) years and one-half (1/2) credit for experience beyond five (5) years. Maximum years of experience allowable shall be ten (10).

9.6.8 Full credit shall be given for military service if the person was teaching when entering service, or had previous teaching experience. One-half (1/2) credit for military service shall be given if the person had no previous teaching experience, provided the person had, or was eligible to receive a teacher's certificate prior to entering service. In either case, the above shall be counted as experience outside the system.

9.6.9 Teachers will be given credit on the salary schedule in accordance to their prior teaching experience. This credit will be prorated to account for partial year experience. The provisions of Section 9.6.7 above also apply.

9.6.10 The longevity bonus that will be applied for those individuals (and only those individuals) who are not presently eligible for further movement downward on the salary schedule due to “bottoming Out” at MA+45. The individual longevity bonus will be calculated at a rate equal to:

- FY23 2%
- FY24 2%
- FY25 2%
- FY26 2%
- FY27 2%

Longevity bonus will be paid on the first payroll in October and the last payroll in May. If an employee is eligible for the Longevity Bonus, but has submitted letter of retirement, such bonus will be remitted as a lump sum payment in the October following the date of retirement.

ARTICLE X

ACADEMIC FREEDOM

- 10.1 Freedom to investigate, study and discuss is essential to the educative process. Students shall be encouraged to search for the facts about subjects of a controversial nature which are appropriate to their age and maturity. They shall be permitted to seek the truth without prejudice, and they shall be encouraged to withhold judgment while facts are being collected. The teacher shall, when expressing an opinion, identify it as a personal judgment.

ARTICLE XI

SEPARABILITY

- 11.1 If any provision of this Agreement or any application of this Agreement to any bargaining unit member or to any group of bargaining unit members is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- 11.2 It is further agreed that within thirty (30) days of receipt of notification of such findings by any court of competent jurisdiction, and upon written demand by either party, negotiations shall commence for the purpose of reaching agreement on the affected matter.
- 11.3 Any agreement reached and ratified under this procedure shall be reduced to writing, signed by each party, and made a part of the collective bargaining agreement.

ARTICLE XII

MANAGEMENT RIGHTS

- 12.1 It is understood and agreed that the Board has and retains all the customary and usual rights, functions and authority of management including setting of the school calendar.
- 12.2 The Board hereby retains and reserves unto itself, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State and of the United States.
- 12.3 Except as provided in this agreement, the Board hereby retains and reserves unto itself the following rights:
- To the exclusive managerial, organizational and administrative control of the District and its properties and facilities.
 - To direct the work of its teachers, determine the time of operation and determine the kinds and levels of services to be provided and the methods and means of providing those services including entering into contracts with private vendors for services.
 - To hire and dismiss teachers, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, and to review, evaluate, and assign all such teachers.
 - To establish educational policies, goals and objectives; to ensure rights and educational opportunities of students; to determine staffing patterns; to determine the number and kinds of teachers required in order to maintain the efficiency of District operations with input from the Association where feasible.
 - To build, move or modify facilities; establish budget procedures and determine budgetary allocation; and take action on any matter in the event of an emergency.
- 12.4 The exercise of the foregoing powers, right, authority, duties, responsibilities by the Board, in 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 express terms of the agreement.

ARTICLE XIII

NEGOTIATIONS PROCEDURE

- 13.1 The Board and Association shall commence bargaining for a successor agreement on or before April 1 of the last year of this agreement.
- 13.2 It is agreed that the Board and Association will, in a prompt and timely manner, jointly request the services of the Federal Mediation and Conciliative Service (FMCS), if both parties to this agreement declares impasse. Should FMCS be unavailable, the parties shall immediately commence discussions as to a mutually acceptable replacement. In the event the parties cannot agree upon a replacement the Illinois Education Labor Relations Board will be notified.
- 13.3 Either party may utilize the services of outside consultants and may call upon professional and lay representatives to assist in the negotiations.
- 13.4 Good faith, for the purpose of this agreement, is defined as the willingness of both parties to meet, discuss the issues, and make proposals and counter-proposals in an effort to reach an agreement. It does not imply acquiescence or concession to either party's demands in whole or in part.

ARTICLE XIV

NO STRIKE

- 14.1 The Association agrees not to strike or engage in or support or encourage any concerted refusal to render full and complete service to the Board of Education for the duration of this agreement.

ARTICLE XV

DURATION OF AGREEMENT

This Agreement shall be effective as of July 1, 2022 and shall continue in effect until the 30th day of June, 2027. This Agreement shall expire at such expiration date unless it is extended for a specific period of periods by mutual written agreement of the parties or is replaced by a Successor Agreement.

For the Board of Education

For the Association

President Date

President Date

APPENDIX I

SALARY SCHEDULE

FY-23: Step plus 4.0% to base

FY-24: Step plus 3.5% to base*

FY-25: Step plus 3.0 % to base*

FY-25: Step plus 3.0% to base*

FY-27: Step plus 3.0 % % to base*

An employee who is in the retirement pipeline may not exceed a 6% increase over the previous year of TRS reportable compensation. Any employee who retires with a carryover amount, the carryover amount will be remitted as a lump sum payment in the October following the date of retirement.

*Increases as presented are binding in absence of a mutually agreed upon dissolution of the salary schedule as studied by a committee which consists of superintendent, business manager, and four (4) teachers with a minimum of one from each attendance center.

SIDE LETTER OF INTENT

If during the duration of this contract, state guidelines for recertification allow for districts to determine their own criteria for recertification, a committee consisting of the Administrators, Board of Education members, and Association representatives (chosen by the Association) will meet to discuss the criteria and the impact of the criteria upon the bargaining unit employees. This criteria will be ratified by both parties separate from this agreement.

For the Board of Education

For the Association

President

President

Date

Date

MAEA SALARY SCHEDULE 2022-2023

Step	BA	BA+9	BA+18	BA+24	MA	MA+9	MA+18	MA+27	MA+36	MA+45	GF MA
1	42,259	42,922	43,750	44,682	45,635	47,601	48,635	50,380	51,256	52,280	46,567
2	43,103	43,781	44,623	45,573	46,549	48,552	49,608	51,388	52,280	53,326	47,499
3	43,966	44,655	45,516	46,486	47,479	49,524	50,600	52,416	53,326	54,393	48,449
4	44,847	45,581	46,425	47,414	48,427	50,514	51,609	53,461	54,392	55,478	49,415
5	45,741	46,457	47,355	48,363	49,393	51,521	52,641	54,527	55,476	56,586	50,400
6	46,652	47,384	48,297	49,325	50,382	52,550	53,691	55,616	56,583	57,715	51,410
7	47,586	48,330	49,263	50,311	51,385	53,600	54,762	56,726	57,713	58,868	52,433
8	48,534	49,292	50,246	51,315	52,411	54,668	55,856	57,859	58,865	60,043	53,481
9	49,501	50,278	51,250	52,341	53,459	55,760	56,971	59,013	60,040	61,240	54,550
10	50,490	51,283	52,271	53,383	54,524	56,872	58,110	60,210	61,238	62,463	55,636
11	51,498	52,306	53,316	54,478	56,935	59,390	60,680	62,834	63,927	65,206	58,097
12	52,527	53,350	54,377	55,562	58,073	60,574	61,891	64,088	65,204	66,508	59,259
13	53,575	54,685	55,464	56,673	59,232	61,783	63,125	65,368	66,505	67,833	60,440
14	54,644	55,499	56,570	57,803	60,415	63,017	64,385	66,673	67,830	69,187	61,648
15	55,735	56,608	57,700	58,957	61,620	64,274	65,671	68,002	69,186	70,571	62,877
16	56,847	57,738	58,850	60,132	62,850	65,559	66,979	69,361	70,567	71,980	64,133
17	57,980	58,889	60,026	61,334	64,106	66,866	68,319	70,745	71,976	73,416	65,414
18		60,065	61,224	62,559	65,384	68,201	69,683	72,156	73,412	74,878	66,719
19			62,447	63,808	66,690	69,564	71,071	73,597	74,876	76,375	68,051
20			63,693	65,082	68,020	70,949	72,491	75,064	76,371	77,898	69,410
21					69,379	72,367	73,939	76,563	77,896	79,454	70,795
22					70,765	73,810	75,415	78,092	79,450	81,040	72,209
23						75,283	76,919	79,651	81,037	82,658	
24							78,455	81,241	82,652	84,306	
25								82,863	84,306	85,991	
26								84,517	85,987	87,706	
27								86,204	87,703	89,457	

MAEA SALARY SCHEDULE 2023-2024

Step	BA	BA+9	BA+18	BA+24	MA	MA+9	MA+18	MA+27	MA+36	MA+45	GF MA
1	43,738	44,425	45,281	46,246	47,233	49,267	50,338	52,143	53,050	54,110	48,197
2	44,612	45,313	46,185	47,169	48,178	50,251	51,345	53,187	54,110	55,193	49,161
3	45,505	46,218	47,109	48,113	49,141	51,257	52,371	54,251	55,193	56,297	50,145
4	46,416	47,177	48,050	49,074	50,122	52,282	53,416	55,332	56,296	57,420	51,144
5	47,342	48,083	49,012	50,056	51,122	53,324	54,483	56,435	57,418	58,567	52,165
6	48,285	49,043	49,987	51,051	52,146	54,389	55,571	57,562	58,563	59,735	53,209
7	49,251	50,021	50,987	52,072	53,183	55,476	56,678	58,711	59,733	60,928	54,269
8	50,232	51,018	52,005	53,111	54,245	56,581	57,811	59,884	60,926	62,145	55,353
9	51,233	52,038	53,044	54,173	55,330	57,711	58,965	61,078	62,141	63,384	56,459
10	52,257	53,078	54,100	55,252	56,432	58,863	60,144	62,318	63,381	64,649	57,583
11	53,301	54,137	55,182	56,384	58,928	61,468	62,803	65,033	66,164	67,488	60,131
12	54,366	55,218	56,280	57,506	60,106	62,694	64,057	66,331	67,487	68,836	61,333
13	55,450	56,599	57,406	58,657	61,305	63,945	65,334	67,656	68,832	70,207	62,556
14	56,556	57,441	58,550	59,826	62,530	65,223	66,638	69,007	70,204	71,608	63,806
15	57,685	58,589	59,719	61,020	63,777	66,523	67,970	70,382	71,607	73,041	65,078
16	58,837	59,759	60,910	62,237	65,050	67,854	69,323	71,788	73,037	74,499	66,378
17	60,010	60,950	62,127	63,481	66,349	69,207	70,710	73,221	74,495	75,986	67,703
18		62,167	63,367	64,749	67,673	70,588	72,122	74,681	75,981	77,499	69,054
19			64,633	66,041	69,024	71,999	73,558	76,173	77,496	79,048	70,433
20			65,923	67,360	70,401	73,433	75,028	77,692	79,043	80,624	71,839
21					71,807	74,899	76,527	79,243	80,623	82,235	73,273
22					73,242	76,393	78,054	80,825	82,230	83,876	74,736
23						77,918	79,611	82,439	83,874	85,551	
24							81,201	84,084	85,545	87,257	
25								85,763	87,257	89,001	
26								87,475	88,996	90,776	
27								89,221	90,772	92,588	

MAEA SALARY SCHEDULE 2024-2025

Step	BA	BA+9	BA+18	BA+24	MA	MA+9	MA+18	MA+27	MA+36	MA+45	GF MA
1	45,050	45,757	46,640	47,633	48,649	50,745	51,848	53,707	54,641	55,733	49,643
2	45,950	46,673	47,571	48,584	49,623	51,759	52,885	54,783	55,733	56,848	50,636
3	46,870	47,605	48,523	49,556	50,615	52,795	53,942	55,878	56,848	57,986	51,649
4	47,809	48,592	49,491	50,546	51,626	53,850	55,018	56,992	57,985	59,143	52,679
5	48,762	49,526	50,482	51,557	52,656	54,924	56,118	58,129	59,140	60,324	53,729
6	49,733	50,514	51,487	52,582	53,710	56,021	57,238	59,289	60,320	61,527	54,806
7	50,729	51,522	52,517	53,634	54,779	57,140	58,379	60,473	61,524	62,756	55,897
8	51,739	52,548	53,565	54,704	55,872	58,279	59,545	61,681	62,753	64,009	57,013
9	52,770	53,599	54,635	55,798	56,990	59,443	60,734	62,911	64,005	65,285	58,153
10	53,825	54,670	55,723	56,909	58,125	60,629	61,948	64,187	65,283	66,589	59,311
11	54,900	55,761	56,837	58,076	60,696	63,312	64,687	66,984	68,149	69,512	61,935
12	55,997	56,874	57,969	59,232	61,909	64,575	65,978	68,321	69,511	70,901	63,173
13	57,113	58,297	59,128	60,416	63,144	65,864	67,294	69,686	70,897	72,313	64,432
14	58,253	59,165	60,307	61,621	64,406	67,179	68,637	71,077	72,310	73,756	65,720
15	59,416	60,347	61,511	62,851	65,690	68,519	70,009	72,493	73,755	75,232	67,030
16	60,602	61,551	62,737	64,104	67,001	69,889	71,403	73,942	75,228	76,734	68,369
17	61,810	62,779	63,991	65,385	68,340	71,283	72,831	75,417	76,730	78,265	69,734
18		64,032	65,268	66,691	69,703	72,706	74,286	76,922	78,260	79,824	71,126
19			66,572	68,022	71,095	74,159	75,765	78,458	79,821	81,420	72,546
20			67,900	69,381	72,513	75,636	77,279	80,022	81,415	83,043	73,994
21					73,961	77,146	78,823	81,620	83,041	84,702	75,471
22					75,439	78,685	80,396	83,250	84,697	86,392	76,978
23						80,256	81,999	84,912	86,390	88,118	
24							83,637	86,607	88,112	89,875	
25								88,336	89,875	91,671	
26								90,099	91,666	93,499	
27								91,898	93,495	95,366	

MAEA SALARY SCHEDULE 2025-2026

Step	BA	BA+9	BA+18	BA+24	MA	MA+9	MA+18	MA+27	MA+36	MA+45	GF MA
1	46,401	47,130	48,039	49,062	50,109	52,267	53,403	55,319	56,280	57,405	51,132
2	47,329	48,073	48,998	50,041	51,112	53,311	54,472	56,426	57,405	58,554	52,155
3	48,276	49,033	49,978	51,043	52,134	54,379	55,560	57,555	58,554	59,725	53,198
4	49,243	50,050	50,976	52,062	53,174	55,466	56,669	58,702	59,724	60,917	54,259
5	50,225	51,011	51,997	53,104	54,235	56,572	57,801	59,872	60,914	62,133	55,341
6	51,225	52,029	53,031	54,160	55,321	57,702	58,955	61,068	62,130	63,373	56,450
7	52,251	53,068	54,092	55,243	56,422	58,854	60,130	62,287	63,370	64,638	57,574
8	53,291	54,125	55,172	56,346	57,548	60,027	61,332	63,531	64,636	65,929	58,724
9	54,353	55,207	56,274	57,472	58,700	61,226	62,556	64,798	65,925	67,244	59,897
10	55,439	56,310	57,395	58,617	59,869	62,448	63,806	66,113	67,241	68,586	61,090
11	56,547	57,434	58,543	59,818	62,517	65,212	66,628	68,993	70,194	71,598	63,793
12	57,677	58,580	59,708	61,009	63,766	66,512	67,958	70,371	71,596	73,028	65,068
13	58,827	60,046	60,902	62,229	65,038	67,840	69,313	71,776	73,024	74,482	66,365
14	60,001	60,939	62,116	63,470	66,338	69,195	70,697	73,209	74,480	75,969	67,691
15	61,198	62,157	63,356	64,736	67,661	70,575	72,109	74,668	75,968	77,489	69,041
16	62,420	63,398	64,620	66,027	69,011	71,986	73,545	76,160	77,485	79,036	70,420
17	63,664	64,662	65,910	67,347	70,390	73,421	75,016	77,680	79,032	80,613	71,826
18		65,953	67,226	68,692	71,794	74,887	76,515	79,229	80,608	82,218	73,259
19			68,569	70,063	73,228	76,384	78,038	80,812	82,216	83,862	74,722
20			69,937	71,462	74,688	77,905	79,598	82,423	83,857	85,534	76,214
21					76,180	79,461	81,188	84,068	85,533	87,243	77,735
22					77,702	81,046	82,808	85,748	87,238	88,984	79,287
23						82,663	84,459	87,459	88,982	90,761	
24							86,146	89,205	90,755	92,571	
25								90,986	92,571	94,421	
26								92,802	94,416	96,304	
27								94,655	96,300	98,227	

MAEA SALARY SCHEDULE 2026-2027

Step	BA	BA+9	BA+18	BA+24	MA	MA+9	MA+18	MA+27	MA+36	MA+45	GF MA
1	47,793	48,544	49,480	50,534	51,612	53,835	55,005	56,978	57,969	59,127	52,666
2	48,749	49,515	50,468	51,542	52,645	54,911	56,106	58,119	59,127	60,311	53,720
3	49,725	50,504	51,478	52,574	53,698	56,010	57,227	59,281	60,311	61,517	54,794
4	50,720	51,551	52,506	53,624	54,770	57,130	58,369	60,463	61,516	62,744	55,887
5	51,731	52,542	53,557	54,697	55,862	58,269	59,535	61,669	62,742	63,997	57,002
6	52,762	53,590	54,622	55,785	56,981	59,433	60,723	62,900	63,994	65,274	58,143
7	53,818	54,660	55,715	56,901	58,115	60,620	61,934	64,155	65,271	66,578	59,301
8	54,890	55,748	56,827	58,036	59,275	61,828	63,172	65,437	66,575	67,907	60,485
9	55,984	56,863	57,962	59,196	60,461	63,063	64,432	66,742	67,903	69,261	61,694
10	57,103	58,000	59,117	60,375	61,665	64,321	65,721	68,096	69,259	70,644	62,923
11	58,243	59,157	60,299	61,613	64,392	67,168	68,627	71,063	72,300	73,746	65,706
12	59,407	60,338	61,499	62,839	65,679	68,508	69,997	72,482	73,744	75,219	67,020
13	60,591	61,847	62,729	64,096	66,989	69,875	71,392	73,929	75,215	76,717	68,356
14	61,801	62,768	63,979	65,374	68,328	71,270	72,817	75,405	76,714	78,248	69,722
15	63,034	64,022	65,257	66,679	69,691	72,692	74,273	76,908	78,247	79,813	71,112
16	64,293	65,300	66,558	68,008	71,081	74,146	75,751	78,445	79,809	81,407	72,533
17	65,574	66,602	67,888	69,367	72,502	75,624	77,267	80,010	81,403	83,032	73,981
18		67,932	69,243	70,753	73,948	77,134	78,810	81,606	83,026	84,685	75,457
19			70,626	72,165	75,425	78,675	80,379	83,236	84,682	86,378	76,964
20			72,036	73,606	76,929	80,242	81,986	84,896	86,373	88,100	78,501
21					78,466	81,845	83,623	86,590	88,099	89,861	80,067
22					80,033	83,477	85,292	88,320	89,855	91,654	81,666
23						85,143	86,993	90,083	91,651	93,484	
24							88,730	91,881	93,478	95,348	
25								93,716	95,348	97,254	
26								95,586	97,249	99,193	
27								97,495	99,189	101,174	

STIPEND SCHEDULE

	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
PBIS Internal Coach	\$639.57	\$658.76	\$678.52	\$698.87	\$719.84
PBIS External Coach	\$959.35	\$988.13	\$1,017.78	\$1,048.31	\$1,079.76
Scholastic Bowl	\$1,003.22	\$1,033.32	\$1,064.32	\$1,096.25	\$1,129.13
Student Clubs (BOE Approved)	\$969.28	\$998.36	\$1,028.31	\$1,059.16	\$1,090.93
Student Council (Less than 6 activities/year)	\$1,213.45	\$1,249.86	\$1,099.78	\$1,138.27	\$1,178.11
Student Council (More than 6 activities/year)	\$2,101.21	\$2,164.25	\$2,229.17	\$2,296.05	\$2,364.93
Pep Band (Less than 6 activities/year)	\$1,213.45	\$1,249.86	\$1,099.78	\$1,138.27	\$1,178.11
Pep Band (More than 6 activities/year)	\$2,101.21	\$2,164.25	\$2,229.17	\$2,296.05	\$2,364.93
Dean of Students	\$14,008.09	\$14,428.34	\$14,861.19	\$15,307.02	\$15,766.23
Athletic Director	\$5,436.97	\$5,600.08	\$5,768.08	\$5,941.12	\$6,119.36
Mentoring Stipend-1 st Year	\$647.57	\$667.00	\$687.01	\$707.62	\$728.85
Mentoring Stipend-2 nd year	\$323.78	\$333.49	\$343.50	\$353.80	\$364.42
Yearbook -Locust	\$969.28	\$998.36	\$1,028.31	\$1,059.16	\$1,090.93
Yearbook-Grant/MCMS	\$969.28	\$998.36	\$1,028.31	\$1,059.16	\$1,090.93

Head Coaching Positions *	1-2 years	3-4 years	5-6 years	7-8 years	9 + years
7 th and 8 th Girls Basketball, 7 th and 8 th Grade Boys Basketball, Boys and Girls Track, Cross Country, Volleyball, Soccer	\$2,060.00	\$2,163.00	\$2,266.00	\$2,369.00	\$2,472.00
6 th Grade Boys and Girls Basketball, Cheerleading	\$2,008.50	\$2,111.50	\$2,214.50	\$2,317.50	\$2,420.50

Asst. Coaching Positions *	1-2 years	3-4 years	5-6 years	7-8 years	9 + years
Girls and Boys Track	\$1,545.00	\$1,622.25	\$1,699.50	\$1,776.75	\$1,854.00

*1/2 year credit will be granted for newly hired coaches and current employees who have been assistant coaches up to 10 years of previous experience.

Current coaches will be placed in the stipend matrix on actual years of service as a MCMS Coach

3 % increase each year as mutually agreed upon by MAEA and BOE