

ALDEN-HEBRON
DISTRICT #19
SCHOOL BOARD
AND ALDEN-HEBRON
EDUCATION
ASSOCIATION

August 20, 2023 - August 19, 2027

2023-2024
through
2026-2027

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Article I

Recognition and Definitions

1.1 Recognition

The Board of Education of District 19, McHenry County, Illinois (hereinafter referred to as the “Board”) recognizes the Alden-Hebron Education Association, IEA-NEA or union of choice, (hereinafter referred to as the “Association” as the sole and exclusive bargaining representative for all regularly employed certified Teachers (hereinafter referred to as “Teachers”), exclusive of the Superintendent, principals, assistant principal and day-to-day substitutes.

1.2 Part-Time Teachers

Teachers employed 32 hours per week shall receive salary benefits on a pro-rata basis corresponding to the teaching assignment.

1.3 Definitions

A. Days

The term “days” when used in this Agreement shall, except where otherwise indicated, mean working days.

B. Superintendent

The title “Superintendent” shall indicate the Superintendent of Schools or his/her designee.

Article II

Negotiation Procedures

The Board and Association shall commence bargaining for a successor Agreement no earlier than February 15 in the year the Agreement expires.

The Board and Association will present in writing their counter proposals within thirty (30) days of the date they receive the items to be negotiated.

It is agreed that the Board and Association will use the services of the Federal Mediation and Conciliation Service (FMCS) in the event of an impasse. Should FMCS be unavailable, the Illinois Education Labor Relations Board (IELRB) will be notified. The parties shall mutually select a mediator.

Bargaining sessions shall be closed to the public. Dates of meetings shall be determined by mutual agreement. Meetings shall generally last two and one-half hours; either party may adjourn session(s) at an earlier time and both parties may mutually agree to extend session(s).

Tentative agreements shall be reduced to writing and initialed by the spokesperson of the respective teams at the meeting the tentative agreement is reached; and upon final agreement, the entire contract shall be submitted to the Association for ratification and subsequently to the Board for adoption.

Article III

Grievance Procedure

3.1 Definitions

A grievance shall be:

- 3.1.1 Any claim by the Association, a Teacher, or group of Teachers that there has been an alleged violation, misrepresentation, or misapplication of any of the specific provisions of this Agreement.
- 3.1.2 All time limits consist of school days. Except when a grievance is submitted fewer than ten (10) days before the close of the current school term, then time limits shall consist of all weekdays in which the District office is open. Timelines may be extended by mutual written consent.

3.2 Procedures

The parties acknowledge that a Teacher and an Administrator may resolve problems through free and informal communications. The informal disposition of problems in no way prohibits the Association from filing a grievance nor does it establish a precedent. However, a grievance shall be processed as follows:

- 3.2.1 **STEP I** - The grievant shall present the grievance in writing, signed, dated and specifying the remedy sought, to the immediately involved administrator within ten (10) days of the incident or within 45 calendar days, stating the Article and Section of the Agreement alleged to have been violated. The administrator will arrange for a meeting to take place within ten (10) days of receipt of the grievance. The Association's representative, the grievant, and the immediately involved administrator shall be present for the meeting. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the administrator's written response, including the reasons for the decision.
- 3.2.2 **STEP II** - If the grievance is not resolved at STEP I, then the Association shall refer the grievance to the Superintendent's official designee within ten (10) days after receipt of the STEP I answer. The Superintendent shall arrange with the Association representative for a meeting to take place within (10) days of the Superintendent's receipt of the appeal. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent's receipt of the appeal. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent's written response, including the reasons for the decision.
- 3.2.3 **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 and binding arbitration. The American Arbitration Association shall act as the administrator of the proceedings using the Voluntary Labor Arbitration Rules.

If a demand for arbitration is not filed with the Board within thirty (30) days of the Association's receipt of the Step II answer, then the grievance shall be deemed withdrawn.

- 3.2.3.1 Neither the Board nor the grievant shall be permitted to assert any grounds of evidence before the arbitrator, which was not previously disclosed to the party.

- 3.2.3.2 The arbitrator shall have no power to alter the terms of this Agreement.
- 3.2.3.3 Each party shall bear the full cost for its representation in the grievance procedure.
- 3.2.3.4 The fees and the expenses of the arbitrator shall be shared equally by the parties.
- 3.2.3.5 If only one party requests the presence of a court reporter, that party shall bear the cost of the reporter. If both parties request a court reporter, they shall share the costs.
- 3.2.3.6 If only one party requests the postponement of an arbitration hearing, that party shall bear the cost of such postponement.

3.3 Bypass

By mutual agreement, any step of the grievance procedure may be bypassed.

3.4 Class Grievance

Class grievances involving one or more Teachers or one or more supervisors, and grievances involving an Administrator above the building level may be initially filed by the Association at STEP II.

3.5 Grievance Withdrawal

A grievance may be withdrawn at any level without establishing precedent.

3.6 No Reprisals Clause

No reprisals shall be taken against any Teacher because of the Teacher's participation in a grievance.

3.7 Precedent

By mutual agreement, a grievance may be settled at any step without establishing precedent.

Article IV

Teacher Rights

4.1 Board Hearings

When a Teacher is required to appear before the Board concerning any matter, which could adversely affect the Teacher's employment, the Teacher shall be entitled to have a representative of the Teacher's choice present. The Teacher shall be advised at least one week in advance in writing of the reasons for the requirement.

4.2 Notification of Assignments

Known changes in Teacher assignments for the forthcoming year shall be given in writing no later than the last working day of the current school year.

In the event of change after the last Teacher workday of the school year the affected Teacher will be notified in writing in a reasonable time and shall be allowed to resign if the change is not acceptable.

4.3 Typing and Duplicating Equipment

In each building a computer, printer and copy machine will be made available to aid Teachers in the proper execution of their assigned duties.

Article V

Association Rights

5.1 Board Meeting - Notification

The president of the Association shall be given a copy of the agenda or statement of purpose of any regular or special meeting of the Board when such notice is posted or mailed to the news media. This agenda will serve as written notice of the meeting.

5.2 Board of Education Agendas and Board Related Materials

One copy of the agenda of each Board meeting shall be posted in each building when the agenda is ready for general distribution. AFR (50-35), budget (50-36), public committee reports, and general information in the Board packets shall be given to the Association president.

5.3 Board Minutes - Association Copies

Unofficial summaries of Board actions that are of interest to staff will be posted in each building within three business days after each Board meeting.

5.4 Association Announcement

The Association shall have the use of one bulletin Board per building designated by the Superintendent.

5.5 Names and Addresses - New Employees

Names and addresses of newly hired Teachers shall be provided to the Association within fourteen (14) days after their hiring.

New Teachers must have certificates/licenses registered, physical and TB tests completed, and transcripts on file prior to receiving the second paycheck.

5.6 Association Dues-Payroll Deductions

The Board shall deduct from each participating Teacher's pay the current union dues in the amount of which shall annually be certified by the Association by August 1 of each school year. Such dues shall be deducted in equal payments beginning with the first September paycheck and ending with the last May paycheck. All dues deducted by the Board shall be remitted to the Illinois Education Association or a union of the Association's choice no later than the 30th of each month.

5.7 Association Use of District Facilities

The Association shall have the use of one schoolroom for local Association meetings, as long as the meeting does not conflict with school activities, with the permission of the building administrator. Meetings are limited to local members and possible select guests, i.e. UniServ Director, NEA Member Benefits, etc, to one room, and shall be of no charge. Other meetings shall be charged at established rates.

5.8 Business by Association Representatives on School Property

Duly authorized representatives of the Association and its respective affiliates shall be permitted to transact official Association business on school property in areas designated by the building administrator. Such business shall be conducted only before or after the student day or during duty-free lunch periods.

5.9 Bulletin Board, Mail Facilities, and Mail Boxes

The Association shall have reasonable use of school mailboxes, the inter-school mail service and the School Computer Network to email notices of any Association meetings.

5.10 Association Meetings

Upon advance notice to the Superintendent, a facility will be made available during the school term after student dismissal one day per month for Association meetings, provided it does not interfere with any district program and causes no expense to the district. If the Association wishes to hold additional meetings, a facility will be made available after work hours.

Article VI

Board Rights

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

Article VII

Working Conditions

7.1 Length of Workday

- A. Teachers must arrive at 7:15 a.m. and may leave at 3:00 p.m. The regular workday for Teachers will be seven hours and forty-five minutes inclusive of the duty-free lunch period plus any extra-curricular assignments. The Teacher's regular workday may be extended on Tuesdays no later than 3:45 pm. Each month, these extended Tuesdays shall consist of one given for individual teacher plan time, one for collaborative teacher plan time, and the remaining to be decided by the administrator for necessary training and professional development with effort made to provide time to teachers to process and implement the topics/strategies covered. If it is necessary to extend a teacher's workday for any additional meetings, exclusive of parent conferences, IEP/504, or other duties, they will be compensated at the Internal Sub Pay rate described in Appendix C. On in-service and SIP days, the Teachers' workday will be 7:15 a.m. – 3:00 p.m. On Fridays, Holiday Eves, and the day before scheduled breaks, the certified staff member will end their day 15 minutes early or immediately after the last student enrolled in the teacher's assigned grade(s) is scheduled to depart, whichever comes last. This includes Labor Day Friday, Columbus Day Friday, Thanksgiving Wednesday, the last day before Christmas vacation, Lincoln's Birthday Eve, Good Friday Eve, and Memorial Day Eve.
- B. All Teachers shall have a duty-free lunch period of no less than thirty minutes.
- C. All Teachers shall have a preparation period of no less than one class period per day for senior high school Teachers. Elementary and middle school Teachers shall have total preparation time of similar length to the senior high school Teachers.
- D. Birth to 3 teachers will be required to help at Open House and one (1) additional Parent Night, (not including the required Group Connections). Pre-Kindergarten Teachers will be required to help at Open House and one (1) Parent Night. Elementary Teachers will be required to help at Open House and one (1) concert per year. Middle school Teachers will be required to help at Open House and Middle School Recognition. Senior high Teachers will be required to help at Open House and High School Graduation.
- E. In-service meetings for part-time Teachers will be assigned by the Superintendent on a pro-rata basis. Part-time Teachers shall be required to attend staff meetings only when the meeting coincides with their contracted workday.
- F. The District periodically schedules institute or in-service programs for teachers. Individual teachers may request to participate in an alternative professional development activity if a scheduled program is not relevant to the Teacher's assignment. A Teacher who wishes to participate in an alternate professional development activity must submit in advance of the activity a written outline of the alternate activity to the building principal for consideration. Alternate activities must be approved by the building principal and by the Superintendent. Certificate of attendance must be submitted upon completion of the activity. All agendas for institute days must be posted one week in advance to give Teachers adequate time to register for alternative programs.

G. The Board of Education and the Association acknowledge that Least Restrictive Environment is a federally mandated program and also recognize that the extent to which any individual student with disabilities should participate in regular education programs must be appropriate to that student's unique needs as determined by a Multidisciplinary Team and the Individual Education Plan (IEP). In-order to meet State and Federal requirements, the District will ensure that:

- Teachers will be provided training, as required by the IEP or state regulations.
- Teachers may request professional day(s) for additional training in working with students with disabilities.
- Teachers shall not be required to perform medical procedures, such as, but not limited to: injections, catheterizations and tracheostomy care, except for those specifically certified and/or licensed and hired for such activities.

- H. No middle or high school teacher shall be required to teach more than five (5) different preparations. If a sixth teacher preparation period is added to a teacher's schedule, with teacher approval, that class shall be considered an overload. Special Education co-taught classes will not count towards the total number of preparations and will not be considered an overload for the Special Education Teacher.

Any elementary school teacher assigned to teach a multi age classroom, in which they teach the entire required core curriculum simultaneously, without the support of another teacher, will be considered an overload.

Any teacher assigned an overload will receive a \$4,000 stipend.

- I. In the event that "Early Bird" classes are offered, teaching assignments will be voluntary. Teacher's teaching "Early Bird" classes will have one less teaching assignment during the school day. If a teacher is assigned an "Early Bird" class, his/her employment day shall end after the teacher's last period, including planning and supervisory periods.

J. Parent Educators Hours August-May

- Daily Hours are 7:15-3:15 4 days a week.
- Once a week Parent Educators are required to work an evening shift from 10:30 am.-6:30 pm.
- Admin will assign 10 days off (throughout August-May) to compensate for their work days during summer.
- If parents are requesting additional evening hours Parent Educators need to ask the administrator to switch from a 7:15 am-3:15 pm day to a 10:30 am-6:30 pm on an as needs basis.
- In addition to their weekly evening shift, Parent Educators will have a monthly night group connection. All Parent Educators work the 10:30 am-6:30 pm shift on monthly group connections for a total of 5 evenings a month.

Parent Educator Hours June-July

- Birth to 3 Parent Educators will work 180 days, spread out over 12 months. A minimum of 10 days/80 hours will be during June (5 days) and July (5 days). During summer hours parent educators are required to check in with the administrator when they arrive and when they leave. May be asked to clock in and clock out.
- A playgroup counts as one family visit for an hour in June and one hour in July as long as the family attends the scheduled event. The additional summer hours must include a group connection and a minimum of one additional visit per family. If a family has not attended a playgroup our Parent Educators are required to schedule a second family visit.
- A calendar with workdays for August through May will be distributed to Parent Educators by the end of June.
- School year group connections will be in the evening and summer to be determined.

Case Load

- Parent Educators with 7 children or fewer will be required to see families weekly. In addition, Parent Educators will be scheduled for an hour per day to provide educational services to other students within the district per administration assignment.
- Parent Educators with 8 - 16 children will be required to see families weekly and or bi-weekly depending on family needs. In addition, Parent Educators will be scheduled for a half hour per day to provide educational services to other students within the district per administration assignment.
- Parent educators with 17 or more children will focus on Parent as Teacher duties. Parent Educators may be asked to support only in times of need:

Additional Duties

- Parent Educators must attend all building staff meetings unless told otherwise by the administration.
- Parent Educators must be in hallways to greet students before and after school.

- Parent Educators may be asked to support lunch duty or arrival/dismissal in addition to district-assigned duties.
- Parent Educators will be required to attend their Parent-Educator staff meeting once a month with the administration.
- Parent Educators will be required to attend all reflective supervision meetings twice a month with the administration.

7.2 Calendar

The school calendar will provide a minimum of no more than 185 days to ensure 176 days of actual pupil attendance computed under Section 18-8 of the School Code of Illinois. The 185-day calendar will include built-in emergency days. The calendar shall contain no more than 180 certified staff member workdays. New teachers will also be required to attend New Teacher In-service Days (maximum of 3 days). Teachers will be compensated at \$26 an hour.

7.3 Resignation

A Teacher may resign at any time by agreement of the school Board or by serving at least a 30-calendar day written notice upon the secretary of the Board. However, no Teacher may resign during the school year to accept another teaching assignment without the concurrence of the school Board. A Teacher who resigns on terms inconsistent with the above risks suspension of his/her teaching certificate for a period not to exceed one year. The Board is not obligated to accept a resignation until a suitable replacement is found. However, if extenuating circumstances surround a Teacher's resignation, the Board will take those into consideration prior to taking steps to seek suspension of a certificate.

Article VIII

Personnel File

Copies of any material of an evaluative nature shall be provided to the Teacher prior to placement in the Teacher's personnel record on file in the district office. The Teacher shall sign the file copy and be permitted to write reactions to said material. The Teacher shall have the right, twice a year, to examine their personnel file during regular district office hours in the presence of the Superintendent or his designee. Letters of reference, tests, and other exempt materials shall be exempt from Teacher view.

Article IX

Leaves

9.1 Sick Leave

Each Teacher shall be entitled to sick leave days per school year without loss of pay. Sick days will be determined by **years of service in District #19**.

Years of Service	Sick Days
1-10	11
11-20	14
21-+	16

Sick leave shall accumulate to the maximum days allowed by TRS. Sick leave shall be interpreted to mean personal illness, quarantine at home, or illness or death in the immediate family of household. The immediate family, for purpose of this Article, shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians, or members of the immediate household. All employees may use one (1) sick leave day each school year in order to attend a funeral for a person not defined as immediate family. After three consecutive sick days a doctor's note may be requested.

At the beginning of each school year, each Teacher shall receive written notification of the number of days of accumulated sick leave.

Teachers have 5 mental health days available to use each year in addition to their contracted sick days. After 2 mental health days, the district will require a doctor's note for any additional mental health days used.

9.2 Personal, Professional and Association Leave

A. Personal Leave

At the beginning of each school term each certified staff member shall be credited with two (2) days of leave to be used for personal business, which cannot be handled during non-school days or hours. All requests shall be made at least five (5) workdays in advance of the desired date of the leave, except in an emergency approved by the Superintendent or designee. Personal leave shall not be allowed for participation in a work stoppage. No personal leave day may be used immediately before a holiday, or a weekday immediately preceding or following a weekday of student non-attendance, immediately after a holiday, or during the last two weeks of the school year unless prior approval is granted by the Superintendent. Unused personal leave days may roll over to the following school year, accumulate up to four (4) days. If a staff member is requesting more than 2 consecutive days, the staff member will need to submit a request to the Superintendent or designee. Unused personal leave days up to four (4) will accumulate as sick leave. Personal leave days can be requested in increments of 1/2 day or a whole day.

B. Professional Leave

Each Teacher shall be entitled to two (2) professional leave days per year without loss of pay. Staff requests for professional leave shall include a professional purpose of the leave with a strong emphasis placed on district and/or school improvement plan goals. Professional leave days shall be requested in writing at least one week in advance. The building Principal and/or

Superintendent shall have the right to reject the leave based on the statement of purpose and planned activities.

C. Personal and Professional

When the schools are officially closed, due to snow days, etc..., leave days previously arranged by a Teacher shall not be deducted, nor will this day be included in their work year (180).

D. Association Leave

The Board shall excuse Association representatives for attendance to Association business. Notification for such leave shall be submitted in writing to the Superintendent or his/her designee a minimum of five (5) teaching days prior to the departure date. Notification for such Association Leave shall be made by the President of the Association and approved by the Superintendent or his/her designee. Leave requests must be limited to an accumulated total not to exceed 4 days in any one (1) academic year. The Association agrees to reimburse the District the actual cost of substitutes for any number of days used for this purpose.

9.3 Additional Paid Leave

A. Jury Service

A Teacher shall notify the building principal and/or superintendent of pending jury duty no later than fifteen (15) days prior to the first day of duty.

A jury duty leave of absence shall be granted to a Teacher with no loss of pay. Teachers shall endorse the payment for jury duty, minus travel, to the district before receiving payment for the day(s) from the District.

9.4 Non-Paid Leaves

A. Procedures and Duration

Leaves of absence without pay may be granted for up to one (1) year to tenured employees who have rendered satisfactory service to the District and who desire to return to employment in a similar capacity at the time mutually consistent with the needs of the District as determined by the Board.

Written request for leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the Board.

Employees will not advance on the salary schedule while on any approved leave of absence without pay unless working at least one hundred (100) days in any given school year in which a leave is effective.

Teachers will not be granted a leave of absence to teach in another District or seek other employment.

The contractual continued service status of a Teacher is not affected because of absence while in the military service of the United States.

Article X

Evaluation

10.1 Tenured

Teachers with four or more years of experience in the Alden-Hebron District who receive a proficient or excellent rating in the overall professional practice rating category on the previous year's evaluation shall be evaluated biannually. Teachers with four or more years of experience in the Alden-Hebron District who receive an excellent rating in the overall professional practice rating category on the previous year's evaluation shall be evaluated every three years. Administration will minimally complete two informal evaluations yearly for ALL teachers.

10.2 Non-Tenured Teachers

Non-tenured Teachers shall be evaluated at least twice annually.

If a non-tenured Teacher receives an unsatisfactory evaluation in any area, he/she may submit a written request to the principal asking for assistance from a tenured Teacher to improve his/her performance. The choice of tenured Teacher must be acceptable to the non-tenured Teacher, principal, and tenured Teacher. The three parties will work together to improve the non-tenured Teacher's performance. The tenured Teacher shall receive pay of \$100.00 per year.

10.3 Certified /Licensed Staff Evaluation

The Performance Evaluation Reform Act (PERA), the provision for certified staff evaluation will be in accordance with SB7. statute.

10.4 Evaluation Instrument

The evaluation instrument will be placed in the staff Information Guide. The administration will acquaint all new Teachers with the evaluation procedures and instruments at the beginning of the school year. Association will have input in any changes made in the evaluation instrument and procedures. Any changes to the evaluation instrument must be approved by the PERA committee.

10.5 Observations

Employees shall be evaluated by their principals and/or other certified district administrators or other person(s) determined as a qualified evaluator by ISBE and the evaluations shall be in writing. The evaluation will be shared with the employee and signed by the employee and the principal. The employee's signature is not to imply acceptance of or agreement with the evaluation. The employee may add comments as an addendum to the evaluation. The evaluation and addendum, if any, shall be placed in the employee's personnel file.

10.6 Mentor Program

The District shall provide a mentor program for all teachers new to the District. Teachers who meet the District's state approved mentor guidelines would be eligible to apply for a "mentor teacher" position.

The District will do its best to take in consideration to assign mentor teachers in the same content area and/or grade levels when possible. Mentor teachers would provide in-building support as well as hold monthly meetings with colleagues. These teachers would be eligible for an annual stipend according to Appendix C.

Article XI

Staff Reductions

11.1 Sequence of Honorable Dismissal (Formerly known as a Reduction in Force or RIF)

On June 13, 2011, Illinois signed into law the Education Reform Act of 2011. PA 97-0008 (Senate Bill 7 or SB 7) made various changes to the Illinois School Code with respective implementation dates. Though not inclusive, substantial changes were made to collective bargaining, acquisition of tenure/certified staff dismissal, Reduction in Force/Recall, the filling of new/vacant certified staff positions and certified staff evaluation. To the reader of this Collective Bargaining Agreement, the Board and Association agree to comply with all provisions in SB 7. Whereas previous Agreements provided text for Reduction in Force/Recall, evaluation of certified staffs, et al, this Agreement cites the new law only and the administration of these provisions will be applied according to statute. Subcommittees related to both SB 7 and PERA will be utilized to negotiate items that are bargainable under the applicable statutes.

A. Procedures

In the event the Board decides to reduce the number of certified staffs, to discontinue some type of teaching service, or a reduction in the number of programs or positions in a special education joint agreement, the reductions will be done first by performance evaluation. In the event that there is a tie in evaluation scores, then it will be determined by seniority. Certified staff will be grouped based on their performance ratings and dismissal based on their group as defined by Illinois State Board of Education (ISBE).

This section of the Agreement is subject to the grievance procedure of the contract only if the Board and Association agree in writing and the Association and the grieving certified staff(s) waive in writing their right to file a complaint in any court of law concerning a violation of such provision of The School Code. Any arbitrator's decision interpreting this section and any remedy the arbitrator may grant shall be consistent with such statutory provisions and court decisions. Nothing herein shall preclude either part from appealing the arbitrator's decision.

B. Seniority

If the seniority is equal between two or more teachers as determined above, the following criteria shall be used in determining which Teacher(s) shall be honorably dismissed by the Board in the order stated:

1. Seniority will be determined based on the certified staff's performance: If the scores are equal, then the tie will be determined by hire date.
2. The district, in consultation with the union, will establish on an annual basis, an Honorable Dismissal List, categorized by positions and groups and will be distributed to the union at least 75 calendar days before the end of the school year.

11.2 Recall

- A. Notice of recall shall be sent to certified staff(s) by certified mail (return receipt requested) to the last known address submitted to the Superintendent or his/her designee by the certified staff(s). Failure of the certified staff(s) to affirmatively respond to such notice within fourteen (14) calendar

days of its receipt or within seventeen (17) days of its mailing, whichever is less, shall terminate the responsibility of the Board under this Article.

B. However, in the event a vacancy occurs within twenty-one (21) calendar days of the first working day preceding the first day of the school calendar, notice of recall shall be sent to the certified staff(s) by certified mail (return receipt requested) to the last known address submitted to the Superintendent or his/her designee by the certified staff(s). The notice shall include a telephone number of an appropriate administrator in order to facilitate an immediate response. Failure of the certified staff(s) to affirmatively respond to such notice within three (3) calendar days of its receipt or within seven (7) calendar days of its mailing, whichever is less, shall terminate the responsibility of the Board under this Article.

11.3 Vacancies

The Board will post and e-mail vacancy notices to all Teachers of the vacant certified and extra-curricular positions throughout the district. The posting shall be for a minimum of five (5) calendar days prior to public posting. The five (5) day posting requirement may be waived within thirty (30) days before the 1st day of school, or during the school year if no current Association members have the appropriate certification for the position.

A vacancy shall be defined as a position made available by:

1. resignation
2. death
3. termination or
4. newly created position

Each vacancy notice posted must contain qualifications, application procedures and the starting base salary.

11.4 Extracurricular Activity Positions

The Board may, at its discretion, provide a program of extracurricular activities to supplement the educational program. Any new position will be bargained with the Association as to salary. In-district teachers who apply for extracurricular positions and meet qualifications established for the position shall be considered prior to outside applicants.

Article XII

Compensation

12.1 Compensation

Staff members included in this contract will be compensated on a working day per diem basis equal to 1/180 of their salary. Staff members hired or released during the regular school term shall be paid on the per diem basis.

12.2 Payroll Deductions

Teachers shall have the right to authorize payroll deductions for the following:

- A. Credit Union and/or banking institution
- B. Tax-Sheltered Annuities (Limited by the District's written plan document to meet with the 403(b) compliance regulations.)
- C. Insurance Programs
- D. Association Memberships (see Article 5.6)
- E. United Way
- F. Flexible Spending Section 125 Plan

A health insurance program shall be available to each Teacher. This insurance program will be mutually selected and agreed upon by the insurance committee with Board approval. Teachers shall be allowed to authorize payroll deduction before September 1st. After such time, Teachers shall be limited to two (2) authorization changes per program per school year.

Change shall be defined as the enrollment or any change in the amount of money deducted at any time during the school year; however, once an Association member cancels a deduction, he/she shall not be allowed to reenroll in the program for the remainder of the school year.

With the exception of catastrophic situations, changes in insurance status must be indicated to the district office prior to the current insurance company's annual policy renewal date.

12.3 Education Credit and Reimbursement

The following requirements must be met to move on the salary schedule and/or to receive reimbursement:

1. Course work must be graduate level and received from an accredited college or university and approved by the Superintendent.
2. Non graduate coursework 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. The parties understand that this is a narrow exception and that normally only semester hours of graduate credit will be considered for reimbursement and salary advancement. Each teacher will be notified of approval/non-approval decision within 10 calendar days, including reasons for non-approval. The Superintendent's decision is final and non-grievable

on undergraduate courses and graduate courses not related to the subject matter being taught by the teacher or designed for improvement of classroom instruction.

3. Courses eligible for reimbursement shall be limited to courses directly related to the teacher's field of instruction (content/subject matter), obtaining additional teacher or administrative certification, or the District's current staff development plan.
4. All courses must be taken during a time that falls outside the Student Instructional Hours unless that teacher uses a personal day.
5. No advanced degree programs will be approved in the first year of employment in the District.
6. Teachers who choose not to return to a full time position in the District shall compensate the District for any coursework reimbursement received during the prior 12 month period. This shall include teachers on leave who do not return to a full time position following completion of the leave. Exceptions include death, long term disability, spousal relocation which renders commuting to the District unreasonable, reduction in forces, non-renewal, call to active military service or any other reason deemed appropriate by the superintendent.
7. Employees must agree to commit to the District for two additional years of employment following the attainment of a master's degree(s) and three additional years after any PhD or EdD. Employees who do not complete these years will reimburse the District for all coursework that was reimbursed during the prior 24 months for a master's degree and prior 36 months for a PhD or EdD. Exceptions include death, long term disability, spousal relocation which renders commuting to the District unreasonable, reduction in forces, non-renewal, and call to active military service.
8. Reimbursement shall apply to a maximum of 9 credit hours per calendar year and shall apply to tuition costs only. This reimbursement shall not apply to hours taken through a program for which a teacher receives a subsidy from other sources, except when the subsidy is less than the rate designated, then the balance shall be reimbursed by the District.
9. A calendar year shall be defined as September 1 through August 31.
10. Teachers must submit a request for reimbursement form with proof of payment by August 31st to be part of the previous years credit allotment. Paperwork turned in after September 1st will result in the credits counting towards the current year allotment. Evidence of completion of the approved coursework must be submitted to the District office and reflect a grade of "B" or better. Official transcripts must be on file by November 1 and for horizontal lane change, the teacher must submit a Certified Staff Request for Change on Salary Schedule form by May 1 of the year prior to the lane change.
11. The Board shall reimburse teachers at a rate of \$300.00 per credit hour. If the university rate is lower than the contract rate, reimbursement will be the actual cost.

12.4 Insurance

The Board shall provide for each Teacher during the term of the Agreement the following insurance:

- A. The District will provide medical coverage for all full-time certified employees of the district subject to paragraph B below. When a spouse is also a full-time employee, the equal amount may be used toward family group coverage. Employees have the options of choosing from a 3-tiered price system of single coverage, family coverage, and an employee plus one.

B. Teachers have the option of choosing between several medical plans. The District will pay **up to** the following amounts toward **single** health care coverage:

2023-2024 - \$902

2024-2025 \$965

2025-2026 \$1033

2026-2027 \$1105

C. If required by the insurance company, the District shall pay for a term life insurance and accidental death policy with a minimum value of \$15,000 for all full-time certified employees of the district.

D. An insurance committee, consisting of Teachers, support personnel, and administration, shall be established to review various options to maintain high quality and cost effective health insurance benefits for the District's employees. It will be the responsibility of the insurance committee to review the District's current health insurance program, investigate alternative health insurance options, assist in providing insurance information to the employees, investigate cost containment options, report findings, and to annually recommend an appropriate, cost effective group health insurance plan to the Teachers and the Board of Education for approval. The insurance committee shall recommend group health insurance plan options. The plan shall include surgical and major medical insurance coverage and prescription drug coverage for all Teachers enrolled under the health insurance plan.

12.5 Mileage

Teachers shall be paid the maximum IRS mileage to perform assigned duties.

12.6 Payroll Installments

All full-time and part-time Teachers shall be paid biweekly. The gross salary shall be divided into twenty-six (26) equal amounts. Separate checks shall be issued for additional duties.

Teachers will receive all remaining pay for the current school year on the second pay period in June. Teachers will have two options:

1. A lump sum paycheck for the total amount, by either paper check or direct deposit.
2. Four separate paper paychecks for the remaining pay periods, given on the last pay period in June.

Teachers must give written notice of their choice to the Superintendent by May 1.

12.7 Pay Day Specified

Paydays shall be on alternating Fridays, beginning on the first Friday of the start of the new school year.

12.8 School Year - Salary Schedule

The salary schedules shall be set forth in Appendix A, which is attached to and incorporated in this Agreement reflects salary with and without Board paid TRS (9.8901%). The salaries set forth shall be for a 180-day school year.

12.9 Stipends/Coaches Salary

The Board of Education and Association determine the coaches' salary through the negotiation process.

All coaches will receive their stipend at the end of the season (activity). The end of the activity is determined when the completed post-season evaluation has been submitted to the Athletic Director. All

coaches for that sport will be given one week's time to complete the coaching duties. (Inventory of equipment, location of equipment, awards, and end-of-season reports.) Upon completion of the coach's duties, the stipend will be included in the next pay period providing there are at least five (5) days for processing. Coaches stipends will be by check only, no direct deposits.

12.10 Attendance Bonus

A Teacher shall receive an attendance bonus (See Appendix C) per semester if the Teacher used one or no sick days during the semester, payable in June. Use of personal and professional days shall not affect eligibility to receive the bonus. Bonuses for part-time staff will be pro-rated according to their individual contract.

12.11 Internal Substitution Pay

Any Teacher assigned to a class, which requires the forfeiting of a preparation period, shall be compensated at the rate indicated in Appendix C payable in February and June.

12.12 Lunchroom Supervision Pay

The compensation for Teachers who supervise the lunchroom during their duty-free lunch period or during their only preparation period will be compensated at the daily rate shown in Appendix C.

12.13 Athletic/Extracurricular Supervision

Teachers wanting to participate in Athletic/Extracurricular Supervision must participate in a supervision training held by the Administration. Teachers attending the supervision training will sign up for supervision events based on seniority. The Administration will have a list of all Athletic Supervision dates at the supervision training. Because of limited dates, each Teacher will sign up for one date at a time until all Teachers have the opportunity to obtain dates and all dates available are filled. In the event that more dates become available at a later time, the Administration will contact Teachers in attendance at the supervision training on a continually rotating basis. Any teacher not following the requirements set forth in the training session will not be allowed to supervise Athletic/Extracurricular events for the remainder of that school year.

12.14 Activity Pay

A Teacher may earn activity pay and/or vacation day(s) by selling tickets at school-sponsored events/activities. A sign-up sheet will be made available to the Teachers by the Administration at the beginning of the school year utilizing a lottery system. Interested teachers will be given a number via the lottery system for signing up and choosing up to four events.

In the event, all events/activities are not covered via the sign-up sheet or events/activities are added, the Athletic Director will find coverage.

No Teacher shall receive activity pay while performing his extracurricular duties as listed in Appendix B.

Any event that requires a Teacher to be present more than three (3) hours shall be acknowledged as two (2) events.

The following compensations will be in effect:

--a Teacher who works four (4) events will be compensated by one (1) personal day.

--a Teacher who works one (1) or fewer than four (4) events/activities will be compensated as shown in Appendix C for each event/activity.

It becomes the Teachers' responsibility to be present or make the necessary arrangements for an acceptable substitute at any or all event/activities he/she has committed to in accordance with the sign-up sheet.

In the event that activities are canceled the staff member scheduled to take tickets will have the first chance at the rescheduled game. If for some reason the last of 4 games could not be completed, staff could either get paid out for the three they worked or work the concession stand as the final game to earn credit for a fourth day,

All personal day(s) earned must be used within the current school year.

12.15 Summer Educational Assignments

Any Teacher who is approved by the Superintendent for an educational assignment during the summer months will be compensated at the hourly rate shown in Appendix C.

12.16 McHenry County College Dual credit class at Alden-Hebron

Teachers who teach a McHenry County College Dual credit class at Alden-Hebron will be compensated according to Appendix C. Activities may include but are not limited to; gaining MCC approval to be an instructor of the class, following all MCC instructor guidelines and requirements which may include attending workshops, submitting attendance, meeting with and being observed by an MCC instructor, and submitting final grades. Stipend will be paid after the proof of final grade submission.

12.17 Payroll Discrepancies

A. At the beginning of each year the District will provide teachers with a salary verification form (Appendix D) that will accurately reflect payroll information.

B. When an adjustment in salary is made, the teacher shall receive a written notice from the superintendent explaining the change prior to the implementation of the adjustment.

12.18 Retirement

For a teacher with 20 years of service to the District, the District will provide managed care single health insurance through the Teacher's Retired Insurance Plan (TRIP) for retired Teachers until the end of the month in which the retiree turns age 65. If the retiree chooses the regular indemnity plan, the Board will pay the cost of the managed care plan toward the cost of the regular indemnity plan, if the Teacher will be fully vested with 35 years of service and age 55-59 or 60+ years of age with 20 years of service. The Teacher must sign a non-rescindable agreement to retire by June 30th of the prior year. A Teacher will not qualify for horizontal movement after they have turned in their letter of intent to retire and any extracurricular assignments will be frozen at the current rate of pay.

NOTE: As of May 2011, the two teachers at BA+48 column are grandfathered if they have 18+ years of service to the district so they may be eligible for the TRIP insurance above.

Article XIII

Continuity of Operations

Each certified staff member will not in an effort to effect a settlement of disagreement with the Board, engage in strike or disruptive picketing.

Effective June 13, 2011, (Ed Reform/PA 97-0008) requires that certified staffs whose collective bargaining agreements expire or is terminated to wait at least fourteen (14) days after final offers have been publicized by the mediator or Illinois Education Labor Relations Board (IELRB) before going on strike.

After fifteen (15) days from the start of mediation, either party may declare an impasse; the mediator can declare an impasse at any time. Within seven (7) days after an impasse, the board and union must submit final offers in writing to the mediator, the other party and the IELRB; the IELRB will publish offers on its website.

Article XIV

Effect of Agreement

14.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be changed only through the written mutual consent of the parties.

14.2 Individual Contracts

Any contracts issued by the Board to individual Teachers shall reflect the terms and conditions of this Agreement.

14.3 Savings Clause

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

Appendix A (Salary Schedule Attached)

2023-2024 2.8% schedule increase (5.0% total increase when including the 2.2% step raise)

2024-2025 1.3% schedule increase (3.5% total increase when including the 2.2% step raise)

2025-2026 0.8% schedule increase (3.0% total increase when including the 2.2% step raise)

2026-2027 0.8% schedule increase (3.0% total increase when including the 2.2% step raise)

Total of 14.5% increase over 4 years

If the 2026 CPI is at least 5%, then the salary schedule for the year 2026-2027 shall be renegotiated to reflect an increase of no less than 0.5%

First salary “freeze” happens at

BA7

BA+16 at year 11

MA at year 16

MA+16 at 21

NOTE: As of May 2011, the ~~two~~ teachers at BA+48 column is grandfathered into the MA+16 lane.

APPENDIX A

Salary Schedule 2023-2024

Years	BA		BA16		BA32/MA		MA16		MA32	
	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS
1	\$ 40,188	\$ 44,163	\$ 42,199	\$ 46,373	\$ 44,308	\$ 48,690	\$ 46,523	\$ 51,124	\$ 48,849	\$ 53,680
2	\$ 41,072	\$ 45,134	\$ 43,127	\$ 47,392	\$ 45,282	\$ 49,760	\$ 47,546	\$ 52,248	\$ 49,924	\$ 54,862
3	\$ 41,976	\$ 46,127	\$ 44,076	\$ 48,435	\$ 46,279	\$ 50,856	\$ 48,592	\$ 53,398	\$ 51,022	\$ 56,068
4	\$ 42,900	\$ 47,143	\$ 45,046	\$ 49,501	\$ 47,297	\$ 51,975	\$ 49,662	\$ 54,574	\$ 52,145	\$ 57,302
5	\$ 43,843	\$ 48,179	\$ 46,037	\$ 50,590	\$ 48,337	\$ 53,118	\$ 50,754	\$ 55,774	\$ 53,292	\$ 58,563
6	\$ 44,808	\$ 49,240	\$ 47,050	\$ 51,703	\$ 49,401	\$ 54,287	\$ 51,871	\$ 57,001	\$ 54,464	\$ 59,851
7	\$ 44,808	\$ 49,240	\$ 48,085	\$ 52,841	\$ 50,487	\$ 55,480	\$ 53,012	\$ 58,255	\$ 55,663	\$ 61,168
8	\$ 44,808	\$ 49,240	\$ 49,143	\$ 54,003	\$ 51,598	\$ 56,701	\$ 54,178	\$ 59,536	\$ 56,887	\$ 62,513
9	\$ 44,808	\$ 49,240	\$ 50,224	\$ 55,191	\$ 52,733	\$ 57,948	\$ 55,370	\$ 60,846	\$ 58,139	\$ 63,889
10	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 53,893	\$ 59,223	\$ 56,588	\$ 62,185	\$ 59,418	\$ 65,294
11	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 55,079	\$ 60,526	\$ 57,833	\$ 63,553	\$ 60,725	\$ 66,731
12	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 56,291	\$ 61,858	\$ 59,105	\$ 64,951	\$ 62,061	\$ 68,199
13	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 57,529	\$ 63,219	\$ 60,406	\$ 66,380	\$ 63,426	\$ 69,699
14	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 58,795	\$ 64,610	\$ 61,735	\$ 67,841	\$ 64,822	\$ 71,233
15	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 63,093	\$ 69,333	\$ 66,248	\$ 72,800
16	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 64,481	\$ 70,858	\$ 67,705	\$ 74,401
17	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 65,899	\$ 72,416	\$ 69,195	\$ 76,038
18	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 67,349	\$ 74,010	\$ 70,717	\$ 77,711
19	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 68,831	\$ 75,638	\$ 72,273	\$ 79,421
20	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 73,863	\$ 81,168
21	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 75,488	\$ 82,954
22	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 77,149	\$ 84,779
23	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 78,846	\$ 86,644
24	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 80,580	\$ 88,549
25	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 82,353	\$ 90,498
26	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 84,165	\$ 92,489
27	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 86,017	\$ 94,524
28	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 87,909	\$ 96,603
29	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 89,843	\$ 98,729
30	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 91,819	\$ 100,900
31	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 93,839	\$ 103,120
32	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 95,904	\$ 105,389
33	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 98,014	\$ 107,708
34	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 100,170	\$ 110,077
35	\$ 44,808	\$ 49,240	\$ 51,329	\$ 56,405	\$ 60,088	\$ 66,031	\$ 70,345	\$ 77,302	\$ 102,374	\$ 112,499

Salary Schedule

Salary Schedule 2024-2025

Years	BA		BA16		BA32/MA		MA16		MA32	
	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS
	1	\$ 40,699	\$ 44,724	\$ 42,736	\$ 46,963	\$ 44,871	\$ 49,309	\$ 47,113	\$ 51,773	\$ 49,469
2	\$ 41,594	\$ 45,708	\$ 43,676	\$ 47,996	\$ 45,858	\$ 50,393	\$ 48,149	\$ 52,911	\$ 50,558	\$ 55,558
3	\$ 42,509	\$ 46,713	\$ 44,637	\$ 49,052	\$ 46,867	\$ 51,502	\$ 49,209	\$ 54,076	\$ 51,670	\$ 56,780
4	\$ 43,444	\$ 47,741	\$ 45,619	\$ 50,131	\$ 47,898	\$ 52,635	\$ 50,291	\$ 55,265	\$ 52,807	\$ 58,030
5	\$ 44,400	\$ 48,791	\$ 46,622	\$ 51,233	\$ 48,951	\$ 53,792	\$ 51,398	\$ 56,481	\$ 53,968	\$ 59,305
6	\$ 45,377	\$ 49,865	\$ 47,648	\$ 52,360	\$ 50,028	\$ 54,976	\$ 52,528	\$ 57,723	\$ 55,156	\$ 60,611
7	\$ 45,377	\$ 49,865	\$ 48,696	\$ 53,512	\$ 51,129	\$ 56,186	\$ 53,684	\$ 58,993	\$ 56,369	\$ 61,944
8	\$ 45,377	\$ 49,865	\$ 49,768	\$ 54,690	\$ 52,254	\$ 57,422	\$ 54,865	\$ 60,291	\$ 57,609	\$ 63,307
9	\$ 45,377	\$ 49,865	\$ 50,862	\$ 55,892	\$ 53,403	\$ 58,685	\$ 56,072	\$ 61,618	\$ 58,877	\$ 64,700
10	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 54,578	\$ 59,976	\$ 57,306	\$ 62,974	\$ 60,172	\$ 66,123
11	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 55,779	\$ 61,296	\$ 58,566	\$ 64,358	\$ 61,496	\$ 67,578
12	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 57,006	\$ 62,644	\$ 59,855	\$ 65,775	\$ 62,849	\$ 69,065
13	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 58,260	\$ 64,022	\$ 61,172	\$ 67,222	\$ 64,231	\$ 70,584
14	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 59,542	\$ 65,431	\$ 62,517	\$ 68,700	\$ 65,644	\$ 72,136
15	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 63,893	\$ 70,212	\$ 67,089	\$ 73,724
16	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 65,298	\$ 71,756	\$ 68,565	\$ 75,346
17	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 66,735	\$ 73,335	\$ 70,073	\$ 77,003
18	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 68,203	\$ 74,948	\$ 71,615	\$ 78,698
19	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 69,703	\$ 76,597	\$ 73,190	\$ 80,429
20	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 74,800	\$ 82,198
21	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 76,446	\$ 84,007
22	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 78,128	\$ 85,855
23	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 79,847	\$ 87,744
24	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 81,603	\$ 89,674
25	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 83,398	\$ 91,646
26	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 85,233	\$ 93,663
27	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 87,108	\$ 95,723
28	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 89,025	\$ 97,830
29	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 90,983	\$ 99,981
30	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 92,985	\$ 102,181
31	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 95,031	\$ 104,430
32	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 97,121	\$ 106,726
33	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 99,258	\$ 109,075
34	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 101,442	\$ 111,475
35	\$ 45,377	\$ 49,865	\$ 51,981	\$ 57,122	\$ 60,852	\$ 66,870	\$ 71,237	\$ 78,282	\$ 103,673	\$ 113,926

Salary Schedule

Salary Schedule 2025-2026

Years	BA		BA16		BA32/MA		MA16		MA32	
	Without TRS		Without TRS		Without TRS		Without TRS		Without TRS	
	With TRS	With TRS	With TRS	With TRS	With TRS	With TRS	With TRS	With TRS	With TRS	
1	\$ 41,019	\$ 45,076	\$ 43,072	\$ 47,332	\$ 45,224	\$ 49,697	\$ 47,480	\$ 52,176	\$ 49,855	\$ 54,786
2	\$ 41,922	\$ 46,068	\$ 44,019	\$ 48,373	\$ 46,218	\$ 50,789	\$ 48,524	\$ 53,323	\$ 50,952	\$ 55,991
3	\$ 42,844	\$ 47,081	\$ 44,988	\$ 49,437	\$ 47,235	\$ 51,907	\$ 49,592	\$ 54,497	\$ 52,073	\$ 57,223
4	\$ 43,787	\$ 48,118	\$ 45,977	\$ 50,524	\$ 48,274	\$ 53,048	\$ 50,683	\$ 55,696	\$ 53,219	\$ 58,482
5	\$ 44,750	\$ 49,176	\$ 46,989	\$ 51,636	\$ 49,336	\$ 54,215	\$ 51,798	\$ 56,921	\$ 54,389	\$ 59,768
6	\$ 45,734	\$ 50,257	\$ 48,023	\$ 52,773	\$ 50,422	\$ 55,409	\$ 52,937	\$ 58,173	\$ 55,586	\$ 61,084
7	\$ 45,734	\$ 50,257	\$ 49,079	\$ 53,933	\$ 51,531	\$ 56,627	\$ 54,102	\$ 59,453	\$ 56,809	\$ 62,427
8	\$ 45,734	\$ 50,257	\$ 50,159	\$ 55,120	\$ 52,665	\$ 57,874	\$ 55,292	\$ 60,760	\$ 58,059	\$ 63,801
9	\$ 45,734	\$ 50,257	\$ 51,262	\$ 56,332	\$ 53,823	\$ 59,146	\$ 56,509	\$ 62,098	\$ 59,336	\$ 65,204
10	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 55,008	\$ 60,448	\$ 57,752	\$ 63,464	\$ 60,641	\$ 66,638
11	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 56,218	\$ 61,778	\$ 59,022	\$ 64,859	\$ 61,975	\$ 68,104
12	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 57,455	\$ 63,137	\$ 60,321	\$ 66,287	\$ 63,339	\$ 69,603
13	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 58,719	\$ 64,526	\$ 61,648	\$ 67,745	\$ 64,732	\$ 71,134
14	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 60,010	\$ 65,945	\$ 63,004	\$ 69,235	\$ 66,156	\$ 72,699
15	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 64,390	\$ 70,758	\$ 67,612	\$ 74,299
16	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 65,807	\$ 72,315	\$ 69,099	\$ 75,933
17	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 67,255	\$ 73,907	\$ 70,619	\$ 77,603
18	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 68,734	\$ 75,532	\$ 72,173	\$ 79,311
19	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 70,246	\$ 77,193	\$ 73,761	\$ 81,056
20	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 75,384	\$ 82,840
21	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 77,042	\$ 84,662
22	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 78,737	\$ 86,524
23	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 80,469	\$ 88,427
24	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 82,240	\$ 90,374
25	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 84,049	\$ 92,362
26	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 85,898	\$ 94,393
27	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 87,788	\$ 96,470
28	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 89,719	\$ 98,592
29	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 91,693	\$ 100,762
30	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 93,710	\$ 102,978
31	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 95,772	\$ 105,244
32	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 97,879	\$ 107,559
33	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 100,032	\$ 109,925
34	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 102,233	\$ 112,344
35	\$ 45,734	\$ 50,257	\$ 52,390	\$ 57,571	\$ 61,330	\$ 67,396	\$ 71,792	\$ 78,892	\$ 104,482	\$ 114,815

Salary Schedule

Salary Schedule 2026-2027

Years	BA		BA16		BA32/MA		MA16		MA32	
	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS	Without TRS	With TRS
1	\$ 41,341	\$ 45,430	\$ 43,410	\$ 47,703	\$ 45,579	\$ 50,087	\$ 47,851	\$ 52,584	\$ 50,246	\$ 55,215
2	\$ 42,251	\$ 46,430	\$ 44,365	\$ 48,753	\$ 46,582	\$ 51,189	\$ 48,904	\$ 53,741	\$ 51,351	\$ 56,430
3	\$ 43,181	\$ 47,452	\$ 45,341	\$ 49,825	\$ 47,607	\$ 52,315	\$ 49,980	\$ 54,923	\$ 52,481	\$ 57,671
4	\$ 44,131	\$ 48,496	\$ 46,339	\$ 50,922	\$ 48,654	\$ 53,466	\$ 51,080	\$ 56,132	\$ 53,636	\$ 58,941
5	\$ 45,101	\$ 49,562	\$ 47,358	\$ 52,042	\$ 49,725	\$ 54,643	\$ 52,203	\$ 57,366	\$ 54,816	\$ 60,237
6	\$ 46,094	\$ 50,653	\$ 48,400	\$ 53,187	\$ 50,819	\$ 55,845	\$ 53,352	\$ 58,629	\$ 56,022	\$ 61,563
7	\$ 46,094	\$ 50,653	\$ 49,465	\$ 54,357	\$ 51,937	\$ 57,074	\$ 54,526	\$ 59,919	\$ 57,254	\$ 62,916
8	\$ 46,094	\$ 50,653	\$ 50,553	\$ 55,553	\$ 53,079	\$ 58,329	\$ 55,725	\$ 61,236	\$ 58,514	\$ 64,301
9	\$ 46,094	\$ 50,653	\$ 51,665	\$ 56,775	\$ 54,247	\$ 59,612	\$ 56,951	\$ 62,584	\$ 59,801	\$ 65,715
10	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 55,440	\$ 60,923	\$ 58,204	\$ 63,960	\$ 61,117	\$ 67,162
11	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 56,660	\$ 62,264	\$ 59,485	\$ 65,368	\$ 62,461	\$ 68,638
12	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 57,907	\$ 63,634	\$ 60,793	\$ 66,805	\$ 63,835	\$ 70,148
13	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 59,181	\$ 65,034	\$ 62,131	\$ 68,276	\$ 65,240	\$ 71,692
14	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 60,482	\$ 66,464	\$ 63,498	\$ 69,778	\$ 66,675	\$ 73,269
15	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 64,895	\$ 71,313	\$ 68,142	\$ 74,881
16	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 66,322	\$ 72,881	\$ 69,641	\$ 76,529
17	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 67,781	\$ 74,485	\$ 71,173	\$ 78,212
18	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 69,272	\$ 76,123	\$ 72,739	\$ 79,933
19	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 70,796	\$ 77,798	\$ 74,339	\$ 81,691
20	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 75,975	\$ 83,489
21	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 77,646	\$ 85,325
22	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 79,354	\$ 87,202
23	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 81,100	\$ 89,121
24	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 82,884	\$ 91,081
25	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 84,708	\$ 93,086
26	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 86,571	\$ 95,133
27	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 88,476	\$ 97,226
28	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 90,422	\$ 99,365
29	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 92,412	\$ 101,552
30	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 94,445	\$ 103,786
31	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 96,522	\$ 106,068
32	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 98,646	\$ 108,402
33	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 100,816	\$ 110,787
34	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 103,034	\$ 113,224
35	\$ 46,094	\$ 50,653	\$ 52,802	\$ 58,024	\$ 61,813	\$ 67,926	\$ 72,354	\$ 79,510	\$ 105,301	\$ 115,715

APPENDIX B

2023 – 2027 Extracurricular Salary Schedule

High School		1 to 3	4+
Football	Head	3,799	4,327
	Assistant	2,660	3,028
	Assistant	2,660	3,028
	Assistant	2,660	3,028
Volleyball	Head	3,799	4,327
	Assistant	2,660	3,028
B. Basketball	Head	3,799	4,327
	Assistant	2,660	3,028
G. Basketball	Head	3,799	4,327
	Assistant	2,660	3,028
Wrestling	Head	3,609	4,071
	Assistant	2,526	2,879
Baseball	Head	3,609	4,112
	Assistant	2,526	2,879
Softball	Head	3,609	4,112
	Assistant	2,526	2,879
G. Track	Head	3,609	4,112
B. Track	Head	3,609	4,112
Cheer	Football	758	868
	Basketball	1,140	1,293
GIM	Head	1,899	2,161
Middle School			
Volleyball	Head	1,518	1,695
	Assistant	1,214	1,357
*Football	Head	1,518	1,695
B. Basketball	Head	1,518	1,695
	Assistant	1,214	1,357
G. Basketball	Head	1,518	1,695
	Assistant	1,214	1,357
Soccer	Head	1,518	1,695
Wrestling	Head	1,518	1,695
B.Track	Head	1,098	1,189
G. Track	Head	1,098	1,189
Cheer	Head	758	845
	Assistant	608	740

High School

Class Sponsors

	9th	544	670
	10th	544	670
	11th	1262	1,389
	12th	1262	1,389
Student Council		452	578
**Yearbook	Editor	1685	1769
	Photographer	721	758
NHS		443	485
HS Play		991	1120

Middle School

Student Council		776	822
8th Grade Sponsor		212	235
MS Play		991	1120

Elementary

Yearbook		2216	2271
Student Council		776	822

District

Music		117 per	127 per
Teacher/Director		event	event

*Only if no cost to District

**Only if not offered as a Class

Assistant Coaches will be determined by the Administration and sport particip

APPENDIX C

Miscellaneous Compensations

	2019-2023
Summer Ed. Assignment, Extra-curricular Supervision (per hour)	30
Internal Sub Pay (per minute)	.43
Lunch Duty (per duty)	13
Activity Pay (per 3 hours)	30
Attendance Bonus (per semester)	180
MCC Courses taught at AHHS	200 per class
Mentoring (per year, IF there is Not a district Instructional Coach provided)	210 per mentee

\$6000 to extra curriculans for clubs/after school programs. Two thousand dollars would be allocated to each school. All clubs and programs will need administrator approval. Teachers would get paid \$26 per hour and supply costs would be covered by the district.

Compensation Schedule

<u>Article</u>	<u>Title</u>	<u>Time of Payment</u>
12.5	Mileage	Monthly
12.7	Salary	Alternating Fridays
12.9	Stipends/Coaches Salary	Conclusion of activity allowing minimum of five days for processing
12.10	Attendance Bonus	June
12.11	Internal Substitution Pay	1 st pay after each semester
12.12	Lunchroom Supervision Pay	1 st pay after each semester
12.16	Summer Educational Assignments	Conclusion of activity allowing minimum of five days for processing

APPENDIX D

Salary Verification Form

SALARY VERIFICATION FORM

Birth Date:
Phone Number:
Occupation:

Wages: Description Total Contract Remaining Payments Regular Days Absence per Day Start Date

31,964.00 26.00 180.00 177.58 08/15/2012

Deductions: Deduction ID Description Rate Type Balance Frequency End Date Type

EMPTRH	EMPLOYER-TRH	Percent Table	0.00	Every Pay Period		Employer
EMPTHEX	EMP-PR-TR-EXTRA	Percent Table	0.00	Every Pay Period		Employer
EMPTR	EMPLOYER-TR	Percent Table	0.00	Every Pay Period		Employer
EMPTREX	EMP-PR-TR-EXTRA	Percent Table	0.00	Every Pay Period		Employer
IEANEA	DUES	Fixed Table	0.00	Every Pay Period	05/31/2012	Employer
LD	LIFE	Fixed Table	0.00	Week 1		Employer
MDENPPD	Dental Single	Fixed Table	0.00	Week 1		Employer
MDENPPD	Dental Single	Fixed Table	0.00	Week 2		Employer
MDHSA	Dist Med Single	Fixed Table	0.00	Week 1		Employee
MDHSA	Dist Med Single	Fixed Table	0.00	Week 2		Employee
MDHSA	Dist Med Single	Fixed Table	0.00	Week 1		Employee
MDHSA	Dist Med Single	Fixed Table	0.00	Week 2		Employee
TH	THSHEALTH	Percent Table	0.00	Every Pay Period		Employer
THEX	THSHEALTHEXTRA	Percent Table	0.00	Every Pay Period		Employer
TR	TRS	Percent Table	0.00	Every Pay Period		Employer
TRPIK	TRPIK	Percent Table	0.00	Every Pay Period		Employer
TS	TRSEXTTRA	Percent Table	0.00	Every Pay Period		Employer
Taxes:						
Tax ID	Description	Tax Table	Exempt	Allowances	Add'l Rate Type	Frequency
FIT	FIT	S	1	1		
FUTA	FUTA	C				
MEDICARE	MEDICARE	C				
SITIL	SITIL	C				
SUTAIL	SUTA-IL	C	1			
WCIL	WC-IL	C				

Direct Deposit: Type Method Bank Name Tran Code Routing Number Account Number Amount

Custom Dates:
Custom Numeric: 180.00
Custom Referenced:

Custom Text: ADDTN HRS 0 F CERTIFIED TOTAL YRS 2 Y DEGREE BA
Employee Type F EXPERIENCE

Employee Signature _____ *** Please sign and return to the District Office by August 13, 2012 in order to get paid on August 17th, 2012***

Article XV

Duration

This Agreement shall be effective as of August 14, 2023 and shall continue to be in effect until August 19, 2027.

EDUCATIONAL ASSOCIATION

By Jacob Behrens
President

By Colleen Seals
Negotiating Committee Member

By Deanette Kelnick
Negotiating Committee Member

By Michelle Cashmore
Negotiating Committee Member

BOARD OF EDUCATION

[Signature]
President

Ken Winkelman
Vice President

[Signature]
Secretary

[Signature]
Member

[Signature]
Member

[Signature]
Member

Andy Madson
Member