

**A CONTRACTUAL AGREEMENT**

**between**

**BOARD OF EDUCATION OF  
COMMUNITY UNIT SCHOOL DISTRICT NO. 223  
OGLE COUNTY, ILLINOIS**

**and**

**THE STILLMAN VALLEY EDUCATION ASSOCIATION**

**2018-2019  
2019-2020  
2020-2021  
2021-2022**

## TABLE OF CONTENTS

<b>ARTICLE 1 RECOGNITION</b> .....	1
A. Recognition and Definition of Bargaining Unit .....	1
B. Teachers Defined .....	1
C. Part-Time Teachers.....	1
<b>ARTICLE 2 COLLECTIVE BARGAINING PROCEDURES</b> .....	2
A. Commencement of Negotiations .....	2
B. Mediation .....	2
C. Preparation of Contract.....	2
<b>ARTICLE 3 EFFECT OF THE AGREEMENT</b> .....	3
A. Complete Understanding .....	3
B. Severability .....	3
C. Individual Contracts.....	3
D. Management Rights .....	3
<b>ARTICLE 4 ASSOCIATION RIGHTS</b> .....	4
A. Notice of Meetings .....	4
B. Bargaining Information .....	4
C. Association Leave.....	4
D. Use of Equipment, Facilities and Bulletin Boards.....	5
E. Dues Deduction .....	5
F. Fair Share/Maintenance of Membership .....	6
<b>ARTICLE 5 EVALUATION PROCEDURES</b> .....	7
A. Introduction.....	7
B. Evaluation Instrument/Schedule .....	7
C. Formal Observations.....	7
D. Post Conference Protocol .....	7
E. Written Evaluations/Post-Observation Conferences .....	7
F. Summative Evaluation Conference .....	8
G. Unsatisfactory Performance.....	8
H. Consulting Teachers .....	8
I. Principal Evaluations.....	9
J. Non-Tenured Teacher Retention .....	9
<b>ARTICLE 6 EMPLOYEE DISCIPLINE</b> .....	10
A. Suspensions Without Pay .....	10
B. Association Representation .....	10
C. Parental Complaints.....	10

<b>ARTICLE 7 ASSIGNMENTS, TRANSFERS AND VACANCIES.....</b>	<b>11</b>
A. Notice of Assignments.....	11
B. Voluntary Transfers.....	11
C. Involuntary Transfers.....	11
D. Posting of Vacancies.....	11
<b>ARTICLE 8 SENIORITY IN REDUCTION IN FORCE .....</b>	<b>12</b>
A. Seniority Defined.....	12
B. Seniority List .....	12
<b>ARTICLE 9 WORKING CONDITIONS.....</b>	<b>13</b>
A. Work Year .....	13
B. Lunch Period.....	13
C. Part-time Positions.....	13
D. Elementary School Preparations Periods.....	13
E. Junior and High School Teaching Load .....	13
F. Junior and High School Teaching Staff Co-Curricular Supervision Assignments.....	14
G. In-School Substitution .....	14
H. Class Size.....	15
I. Wellness Program .....	15
J. Inclusion/IEP Placement.....	15
K. Orientation .....	16
L. Teacher Harassment.....	16
M. Work Day.....	16
N. Teacher Personnel File .....	16
O. Saturday School .....	16
P. District Interest Based Problem Solving Committee.....	17
<b>ARTICLE 10 LEAVES .....</b>	<b>18</b>
A. Sick Leave .....	18
B. Notice of Accumulated Sick Leave .....	18
C. Personal Business Leave.....	18
D. Conference Leave .....	19
E. Jury/Witness Leave.....	19
F. Unpaid Leave.....	20
G. Parental/Child Rearing Leave of Absence.....	20
H. FMLA Leave .....	21
<b>ARTICLE 11 SALARY SCHEDULE AND FRINGE BENEFITS.....</b>	<b>22</b>
A. Salary Schedules.....	22
B. Extra Duty Schedule and RSO .....	22
C. Extended Season.....	22
D. TRS & THIS Contributions.....	22
E. Pay Periods .....	22
F. Placement on Salary Schedule and Vertical Movement.....	23

G.	Horizontal Advancement .....	23
H.	Movement on the Salary Schedule .....	24
I.	Health Insurance .....	24
J.	Dental Insurance .....	25
K.	Life Insurance .....	25
L.	Early Retirement Incentive .....	25
M.	Travel Reimbursement.....	26
N.	Insurance Committee .....	27
O.	Teacher Leader Selection and Evaluation Process .....	27
P.	One Time Bonus .....	27
<b>ARTICLE 12 GRIEVANCE PROCEDURE .....</b>		<b>28</b>
A.	Definitions .....	28
B.	Informal Procedures.....	28
C.	Formal Procedures .....	28
D.	General Provisions.....	29
<b>ARTICLE 13 NO STRIKE .....</b>		<b>30</b>
<b>ARTICLE 14 DURATION OF AGREEMENT.....</b>		<b>31</b>
<b>APPENDIX A.....</b>		<b>32</b>
<b>APPENDIX B.....</b>		<b>37</b>
<b>APPENDIX B1... ..</b>		<b>59</b>
<b>APPENDIX C.....</b>		<b>62</b>
<b>APPENDIX D.....</b>		<b>64</b>
<b>APPENDIX E.....</b>		<b>66</b>
<b>MEMORANDUM OF UNDERSTANDING - English/Language Arts Coach .....</b>		<b>67</b>
<b>MEMORANDUM OF UNDERSTANDING - Three Circle Agriculture Grant .....</b>		<b>68</b>

**ARTICLE 1**  
**RECOGNITION**

**A. Recognition and Definition of Bargaining Unit**

The Board of Education of Community Unit School District No. 223, Ogle County, Illinois, hereinafter referred to as the "Board," recognizes the Stillman Valley Education Association/IEA-NEA (hereinafter referred to as the "Association") which is an affiliate of the Illinois Education Association and National Education Association, and any successor organization, as the sole and exclusive bargaining agent for all regularly employed full and part-time professional certified employees, except the Superintendent, Assistant Superintendent, Principals, Assistant Principals, supervisors, managerial employees, short-term employees, substitutes, teacher-aides, and confidential employees.

**B. Teachers Defined**

Employees within the bargaining unit defined in Section A of this Article will be hereinafter referred to as "teachers."

**C. Part-Time Teachers**

1. As respects regularly employed part-time teachers, all economic benefits accruing to full-time teachers pursuant to this Agreement will be pro-rated, including but not limited to, compensation, fringe benefits, sick leave, and personal leave. Participation of such part-time teachers teaching less than 50% in any group insurance program will be subject to reasonable enrollment and other requirements of the insurance carrier.
2. FTE calculation for part-time elementary teachers will be to take the total assigned minutes, excluding a 30 minute lunch, divide that number by 45 and then divide that number by 7 to produce the FTE.

**ARTICLE 2**  
**COLLECTIVE BARGAINING PROCEDURES**

**A. Commencement of Negotiations**

Negotiations on a successor contract shall begin not earlier than the beginning of the last year of the current Agreement and not later than May 1 of such year. .

**B. Mediation**

1. If agreement is not reached on all items within ninety (90) days of the commencement of the school year and all items sought to be negotiated had been thoroughly explored without reasonable expectation of reaching agreement, either party may declare to the other, in writing, that an impasse exists and call for the appointment of a mediator in accordance with Section B(2) of this Article. If the Illinois Labor Relations Board invokes mediation within fifteen (15) days of the scheduled start of the school year, the mediator will be appointed in accordance with Section B(2) of this Article.
2. When an impasse is declared or the Illinois Educational Labor Relations Board invokes mediation, a mediator will be selected by the parties from the staff of the Federal Mediation and Conciliation Service. If the Federal Mediation and Conciliation Service is unable for any reason to provide a mediator within a reasonable time after being so requested, the parties will select a mediator from a list to be supplied by the American Arbitration Association. The cost of the mediator, if any, will be shared equally by the Board and the Association.

**C. Preparation of Contract**

Within sixty (60) days after this Agreement is signed, the Board will prepare twenty (20) copies of the Agreement for the Association and ten (10) copies for the Board. Any additional copies required by either party will be paid for by that party. The Board will provide all newly hired teachers with a copy of the contract no later than the date their employment begins.

### **ARTICLE 3**

#### **EFFECT OF THE AGREEMENT**

**A. Complete Understanding**

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in a written amendment.

**B. Severability**

If any provision of this Agreement should be found contrary to law by a court of competent jurisdiction, such provision or application will be deemed invalid but all other provisions hereof not affected by such invalidation will continue in full force and effect.

**C. Individual Contracts**

Any individual contract between the Board and an individual bargaining unit member heretofore and hereafter executed and Board Policy will not be inconsistent with the terms and conditions of this Agreement. If an individual contract and Board Policy contains any language inconsistent with this Agreement, this Agreement, during its duration, will be controlling.

**D. Management Rights**

The Board retains all functions, rights, and powers or authority of the Board which are specifically limited by the express language of this Agreement.

**ARTICLE 4**  
**ASSOCIATION RIGHTS**

**A. Notice of Meetings**

The President of the Association and the Association Representative for each building will be given written notice of all regular and non-emergency special meetings of the Board together with a copy of the agenda and the public minutes of the previous meeting, if prepared, at least twenty-four (24) hours prior to the scheduled time of meeting.

**B. Bargaining Information**

The Board will, after written request from the Association President, furnish the Association President, the approved final budget, financial statement, audit, a scattergram, and the names of newly hired teachers.

**C. Association Leave**

1. The Association will be entitled to five (5) school days of Association leave per year for purposes of sending representatives to IEA/NEA sponsored conferences, conventions, or workshops. Teachers authorized by the Association to take such leave will be released from duties without loss of pay subject to the following:
2. The Association will give the Superintendent or designee written notice of the name of the teacher authorized to take such leave, the dates of such meetings, and the meetings involved at least five (5) teacher employment days in advance of the day such teacher will be absent;
3. The Association will reimburse the district in an amount equal to the existing substitute rate for each leave day;
4. The total absence of any individual teacher is not to exceed three (3) days per school year; and
5. No more than two (2) teachers from the same building nor more than five (5) teachers from the District may be absent on Association leave at the same time.
6. If additional days are necessary to attend such meetings, conferences, conventions or workshops or to carry out local association business, the Association may request such days to be granted at the discretion of the Superintendent. The granting or denying of such days shall not be considered precedential.



**D. Use of Equipment, Facilities and Bulletin Boards**

The Association will not be denied the reasonable use of:

1. Board typewriters, computers (including the establishment of an Association email group), printers, copy machine and fax machine for Association business, provided (i) approval for use is granted in advance by the administrator responsible for such equipment; (ii) such use will in no manner interfere with instructional or other needs of the Board; and (iii) the Association reimburses the Board for any damage to its equipment occasioned by such use and for the cost of all consumables and/or machine unit or like charges; and (iv) the e-mail group is maintained by the Association.
2. Meeting space in school facilities for Association meetings provided: (i) an Association request is made to the Superintendent or designee in advance of the meeting and such is approved by the Superintendent or designee; (ii) such meeting space is available; (iii) such meeting neither interferes with the School District's educational programs, nor conflicts with school events or teachers' assignments; and (iv) the Association reimburses the Board for any damage and reasonable maintenance costs.
3. A designated bulletin board in the teachers' lounge and the teachers' mailboxes for the posting and distribution of announcements of the Association, provided: (i) such announcements will not contain any information derogatory to members, employees or agents of the Board; (ii) such announcements do not involve endorsements of political candidates; and (iii) all such announcements will be identified as Association materials. The Association will annually notify the Board in writing no later than September 1 of the authorizing officials and will likewise notify the Board of any changes in such authorization.

**E. Dues Deduction**

The Board will deduct from each teacher's pay the dues of the Association and of its affiliated organizations, provided that the teacher has previously executed an authorization for such deductions, and provided that such deductions will not vary in amount from paycheck to paycheck. The Board will deduct one-twenty-fourth (1/24) of such dues from the regular salary check of the bargaining unit member each month for twelve (12) months beginning in September and ending in August of each year (i.e., equal installments over all pays for the year). The authorizations are continuous and will remain in effect from year to year unless the teacher, upon notifying the Association President and the District Business Office, revokes said authorization between September 1 and September 15 or between January 1 and January 15 of any year. Such authorization will be deemed to be automatically revoked upon termination of employment. All dues authorizations will be effective no later than fifteen (15) days following its receipt by the Board. All dues deducted by the Board will be remitted to the Association no later than ten (10) days after such deductions are made provided the Association will, in accepting such dues, agree to hold harmless the Board for all actions taken pursuant to this section so long as the Board has complied with its obligations imposed by this section.

**F. Fair Share/Maintenance of Membership**

1. It is recognized that the Association's duties as the sole and exclusive bargaining agent entail expenses for collective bargaining and contract administration which appropriately are shared by all teachers who are beneficiaries of this Agreement. to this end, if a teacher does not join the Association or execute a dues deduction authorization within fourteen (14) days after posting of the notice required in subparagraph (a), the Board shall deduct the sum equivalent to the teacher's share of the costs of the services rendered by the association for collective bargaining and contract administration in its role as the sole and exclusive bargaining agent as annually certified in writing by the Association to the Board in equal payments from the regular salary check to the teacher in the same manner as it deducts for members of the Association, provided:
2. The Association has posted the appropriate notices of imposition of such fair share fee in accordance with the rules and regulations of the IELRB; and
3. The Association has annually certified in writing to the Board the amount of such fair share fees and has annually certified in writing to the Board that such notice has been posted.
4. The Board shall begin such fair share fee deduction no earlier than fourteen (14) days (or any later period as required by the Rules and Regulations of the IELRB) after certification by the Association as described in paragraph 1 of Section F of this Article.
5. The Association, the Illinois Education Association and the National Education Association agree to defend, indemnify, and save the Board harmless against any claim, demand, suit, or other form of liability which may rise by reason of any action taken by the Association or the Board in complying with the provisions of this Section, including reimbursement for any legal fees or expenses incurred in connection therewith.
6. In the event a teacher objects to the amount of such fee, the Board shall continue to deduct the fee and the Board shall transmit the fee (or the portion of the fee in dispute) to the IELRB which shall hold the fee in escrow in an account established for that purpose. The Board shall continue to transmit such fee to the IELRB until further order of the IELRB. If the teacher is entitled to a refund, the teacher shall receive such refund plus any interest earned on the refund during the pendency of the action.
7. If a non-member teacher declares the right of non-association based upon bona fide religious tenets such teacher shall be required to pay an amount equal to the teacher's proportionate share to a non-religious charitable organization mutually agreed upon by the teacher and the Association. If the teacher and the Association are unable to reach agreement on the matter, a charitable organization shall be selected from a list established and approved by the Illinois Education Labor Relations Board in connection with its rules.
8. The provisions of Section F of this Article shall not apply to any teacher who did not belong to the Association as of January 8, 1987, except and unless should those teachers at some future date voluntarily agree to either the Agency Shop provisions or take out a membership in the Association.

**ARTICLE 5**  
**EVALUATION PROCEDURES**

**A. Introduction**

The Board acknowledges the general desirability of formal evaluations which will include classroom observations of appropriate duration. Each non-tenured teacher shall be formally evaluated at least twice each year. Each tenured teacher shall be formally evaluated at least once every two years exclusively by administrative personnel who are certified by the State to evaluate teachers.

**B. Evaluation Instrument/Schedule**

The regularly employed evaluation form and/or instrument and the general schedule for completion of evaluations shall be made known to the teachers no later than the first building meeting of each academic year. In the event a new evaluation instrument is adopted, then such instrument shall be made known to teachers at the first building meeting after its adoption. Teachers newly employed during the academic year shall receive their evaluation date(s), procedures, and instruments within 10 school days of the start of their employment.

**C. Formal Observations**

The parties acknowledge that an appropriate formal observation should be at least forty five (45) consecutive minutes in length or a complete lesson or a complete period. The parties also acknowledge that it is not always possible to complete such formal observations due to circumstances beyond the evaluator's control. In such circumstances, the formal observations will be at least thirty (30) minutes in overall length or a complete class period, provided each observation segment of such formal evaluation shall be at least fifteen (15) minutes in duration. All formal observations of classroom teaching performance shall be conducted openly with full knowledge of the teacher.

**D. Post Conference Protocol**

The written reflection protocol of the formal observation shall be completed within 5 student attendance days after said observation

**E. Written Evaluations/Post-Observation Conferences**

1. A post-observation conference shall be held between the teacher and the evaluator within eleven (11) teacher attendance days following each formal observation. A written evaluation shall also be prepared within ten (10) teacher attendance days following each formal observation. A copy of such evaluation shall be given to the teacher at least one (1) day prior to the post-observation conference.

2. The teacher shall put any objections to or explanation of the evaluation in writing and give them to the evaluator or his designee within five (5) teacher attendance days of the teacher's receipt of the formal evaluation for attachment to the evaluation.
3. A copy of all formal written evaluations and any objection or explanation submitted by the teacher shall be placed in the teacher's official personnel file. Evaluation materials put into the teacher's file must be signed and dated. The signature shall not necessarily indicate agreement with the content, but shall indicate that the teacher has seen and discussed said material.

**F. Summative Evaluation Conference**

All information to be used in the summative evaluation shall be written and presented to the teacher prior to the summative evaluation conference. In addition to formal observations, the evaluation may include informal observations and other information gleaned by the evaluator in the course of day-to-day activities. The teacher shall have the option of meeting all administrators involved in the composition of the summative evaluation.

**G. Unsatisfactory Performance**

In the event that the teacher's performance does not meet district standards, the teacher's performance shall be rated "unsatisfactory" and the statutory procedures concerning remediation shall be followed.

**H. Consulting Teachers**

1. The participation of the consulting teacher shall be voluntary.
2. Teachers who have received an "excellent" rating may volunteer to have their name placed on a roster of consulting teachers. Any teacher scheduled for remediation shall select a qualified teacher from the roster.
3. A consulting teacher shall be released from regular duties as deemed necessary by the building principal. Time assigned by the building principal beyond the normal teacher day shall be compensated at the home tutoring hourly rate and any travel involved shall be reimbursed at the district rate.
4. The remediating teacher has the right to change consulting teachers upon approval by Superintendent or designee.
5. The consulting teacher shall not participate in any of the required evaluations, nor be engaged to evaluate the performance, or make recommendations regarding the employment of the teacher under remediation.
6. The parties agree that a consulting teacher shall not be permitted to testify at any dismissal hearing.

7. Where no consulting teacher is available in the district, the district shall request its Regional Office of Education to provide a consulting teacher. The Regional Office of Education shall thereupon provide a consulting teacher.

**I. Principal Evaluations**

The Association with the Administration will develop and provide to the certified staff an appropriate vehicle, to be signed by the evaluator and discussed with the administrator, for evaluating building principals. The evaluation will not become a part of the administrator's permanent file. The intent of these evaluations is to improve the effectiveness of the district and copies will be provided to the Superintendent and the Board President.

**J. Non-Tenured Teacher Retention**

Normally, the Principal or other administrator will inform each non-tenured teacher of the District's intent to non-renew his/her employment in non-RIF situations as soon as practical following the teacher's second formal evaluation of the year. Nothing in this section shall preclude the District from non-renewing or otherwise dismissing a teacher from employment where otherwise allowed by law.

**ARTICLE 6**  
**EMPLOYEE DISCIPLINE**

**A.     Suspensions Without Pay**

No teacher will be suspended without pay except for cause.

**B.     Association Representation**

If a teacher is required to meet with the Superintendent or the Board, and in the opinion of the Superintendent or Board, such meeting could result in the dismissal of the teacher (except in a case of Reduction in Force) or suspension, prior notice will be given to the teacher, and the teacher will have the option of having a representative of the Association present.

**C.     Parental Complaints**

1. Any parental complaint against a teacher deemed to justify subsequent disciplinary action shall be brought to the attention of the affected teacher prior to discussion by the Board of Education of any recommended disciplinary action.
2. If a complaint is made against a teacher at a public board meeting, the Board or its designee shall notify the teacher of such complaint.

## **ARTICLE 7**

### **ASSIGNMENTS, TRANSFERS AND VACANCIES**

#### **A. Notice of Assignments**

All teachers will be given written notice of their assignments for the forthcoming year on or before the last day of the current year. If changes in a teacher's assignments are made after such notice, the teacher will be notified of such change.

#### **B. Voluntary Transfers**

A teacher may request a transfer by making a written transfer request, stating the reason for the transfer, to both the principal concerned and the Superintendent by March 1 of each year. Any teacher who is denied a voluntary transfer will be given an opportunity to meet with the Building Principal to review the reason(s) for the denial of the transfer.

#### **C. Involuntary Transfers**

Any teacher who is to be involuntarily transferred will be given an opportunity to meet with the Superintendent to review the reason(s) for such transfer.

#### **D. Posting of Vacancies**

The Board will post notice electronically of any vacancy which occurs in the bargaining unit prior to filling such vacancy. As used herein, vacancy will mean a full-time or regular part-time position that has been newly created or that becomes vacant because the teacher holding that position has left the district. A notice of vacancies occurring during a summer vacation period will be mailed to the Association President and Association Building Representative(s).

## **ARTICLE 8**

### **SENIORITY IN REDUCTION IN FORCE**

#### **A. Seniority Defined**

1. Length of continuous service in the District as utilized in Section 24-12 of *The School Code* will be defined as follows:
2. Years of continuous service as a teacher in the District. Less than full-time teaching service will be computed on a pro rata basis. Time on unpaid leaves of absence of more than ninety (90) consecutive working days will not be counted in determining seniority. Such unpaid leaves of absence approved by the Board will not constitute an interruption of teaching service.
3. If total continuous service as a teacher with the District is equal between two or more teachers, then the order of dismissal and/or recall will be determined by total service as a teacher with the District, whether or not continuous. (Such service will be computed as described in (1) above.)
4. If a tie remains after the application of the procedures as described in (1) and (2) above, then the order of dismissal and/or recall will be determined by horizontal credit on the salary schedule with the person with more credit considered senior.
5. If a tie remains after the application of the procedures as described in (1), (2) or (3) above, the order of dismissal and/or recall will be determined by total teaching service in the grade level or teaching area available to those teachers being considered as equal in services.
6. If a tie remains after the application of the above procedures, the order of dismissal and/or recall will be decided by drawing lots.

#### **B. Seniority List**

By February 1st annually, the Board will publish a seniority list which is prepared according to the provisions herein. This list will be posted in the teacher's lounge of each building. The list will include the teacher's responsibility to respond to any discrepancies. Each teacher shall have thirty (30) calendar days thereafter to file written objections to his/her ranking. A teacher's failure to make a timely objection shall be deemed an acceptance of the ranking, and the teacher cannot thereafter challenge his/her seniority until the following school year.



**ARTICLE 9**  
**WORKING CONDITIONS**

**A. Work Year**

The Board will negotiate over issues related to the length of the regular teacher work year if either the Board intends to increase the regular work year or if the increase in the regular work year is required by law.

**B. Lunch Period**

Each teacher will receive a thirty (30) minute, duty-free lunch period as required by Section 24-9 of *The School Code*. This thirty (30) minute period shall not include passing time.

**C. Part-time Positions**

The Board may grant a shared/part-time teaching position to a tenured teacher upon such terms and conditions as the Board may elect. The granting or withholding of such shared/part-time teaching position will be non-precedential with respect to any other request of a shared/part-time teaching position. The tenured status of the participating teacher will not be affected by the granting of a shared/part-time teaching position and seniority will accrue in accordance with Article 8.

**D. Elementary School Preparations Periods**

Teachers will be allowed at least 250 minutes of planning and preparation time per regular work week. In scheduling elementary classes, the Board will make every reasonable effort to schedule elementary teachers planning and preparation time periods so such periods are evenly distributed throughout the work week. The Board recognizes that planning and preparation time is to be used for teacher planning and preparation; therefore, except for extenuating circumstances, teachers shall not be required to attend any regularly scheduled meetings during that time.

**E. Junior and High School Teaching Load**

1. The normal daily teaching load in the Junior High will not exceed six (6) committed periods per day. A committed period is defined as an instructional period requiring grading. In scheduling classes, the Board will make every reasonable effort to schedule junior high teachers' planning and preparation time so that such periods are evenly distributed throughout the work week and staff. Any Junior High teacher who is assigned a seventh committed period in lieu of an unassigned preparation or planning period will receive additional compensation calculated per semester in the same manner as overloads are calculated in the high school.
2. The normal 8-Block 2-day cycle assignment load in the High School will not exceed seven (7) committed periods. The unassigned period will be used as preparation time. A committed period is defined as an instructional period any High School Teacher who is assigned a 4th teaching assignment in any day or who is assigned an 8th duty, will

receive additional compensation of \$2,300 per semester. This paragraph will only apply during the time that the 8-Block schedule is in effect.

3. In addition, any teacher who is assigned three (3) committed periods at the Junior High plus two (2) committed periods (1/2 day) at the High School, will receive additional compensation calculated per semester in the same manner as overloads are calculated in the high school. Overloads shall be first offered to qualified teachers in order of their seniority. If no volunteer accepts an overload, the overload shall be assigned in inverse order of seniority among qualified teachers.

**F. Junior and High School Teaching Staff Co-Curricular Supervision Assignments**

At the beginning of each school year, the junior high and high school administration will post the scheduled activities for the year with dates, times, and assignments. Teachers will be responsible for fulfilling a maximum of (2 for full-time and 1 for part-time) activity assignment slots. Slots not filled will be assigned by the administration until all teacher obligations under this section are covered. Teachers are responsible for fulfilling or getting a replacement. Teachers will be paid a stipend as listed in the appendix for each activity worked under this section. Teachers will receive their stipend at the end of the activity season (fall, winter, and spring).

**G. In-School Substitution**

1. Any high school teacher who accepts the responsibility of supervising or teaching a class of an absent teacher at the request of an administrator shall be paid at a rate of 1/4 of the substitute teacher's daily rate per class in addition to his/her regular pay. Any junior high school teacher who accepts the responsibility of supervising or teaching a class of an absent teacher at the request of an administrator shall be paid at a rate of 1/6 of the substitute teacher's daily rate per class in addition to his/her regular pay. A teacher will not be asked to substitute during a currently assigned period/duty until all teachers with preparations have been asked. Such teacher shall not be required to accept the administrator's request and nothing herein shall preclude informal agreements among teachers whereby teachers substitute for another without additional compensation if approved by the principal. Any elementary teacher who substitutes in another teacher's classroom while his/her students are at an assigned class, (i.e., music, physical education) will be compensated at the District's substitute rate prorated which is determined by the number of classroom minutes covered divided by the number of minutes in the student day multiplied by the higher substitute rate.
2. At all buildings when teachers are absent for a full day, the principals shall attempt to secure the services of a substitute teacher or a part-time teacher before requesting a teacher to accept such responsibility.
3. Substitution described in this paragraph shall be compensated within two (2) pay cycles of the teacher's completion of the substitution duty.

#### **H. Class Size**

Whenever the size of an individual teacher's class (excluding physical education and music classes) reaches thirty (30) students grades 6-12 or twenty-two (22) students grades K-5, the Superintendent shall advise the Board of Education and the Association in writing and the Association shall have the right to request a meeting with the Superintendent to discuss any recommendations the Association may have. Additionally, if a teacher has any concern about student learning due to the size of the class or the particular student population, the teacher may make a recommendation to the principal; such recommendation may include use of an additional teacher assistant who would not be taken away from such teacher assistant's current assignment.

#### **I. Wellness Program**

In order to promote the health and well-being of the teachers of the school district, each teacher may request that the school nurse provide a free blood pressure check once every three (3) months.

#### **J. Inclusion/IEP Placement**

1. In each District student attendance center, the administration shall establish a committee composed of the building principal, the pupil personnel services director or designee, a member of the special education staff, a regular education teacher and a teacher designated by the Association from that attendance center. Each building committee shall study issues related to inclusion of disabled students in regular education classrooms. Such issues may include, but are not limited to, procedures for placement of disabled children in regular education classroom, necessary aides and supportive services to facilitate inclusion of disabled children, methods of evaluating whether disabled children are meeting the goals of their individualized educational plans in regular education classrooms and training of regular education classroom teachers to meet the needs of disabled children. After such study any committee shall have the option of making recommendations regarding appropriate action to the Superintendent.
2. Teachers shall be informed regarding the IEP's of any students assigned to their schedules. When feasible, such information will be made available to the teacher before student contact commences. Any teacher involved in the instruction/supervision of an IEP student will have the opportunity to attend the staffing or submit a written narrative to be included at the staffing.
3. At the beginning of each school year, and at the end of each quarter, each building administrator will meet with his/her special education teachers, as a group, to review quarterly caseload roster reports from the Ogle County Educational Cooperative (OCEC) for the purpose of reviewing class sizes.

**K. Orientation**

New teachers may be required to report to work up to three days prior to the start of the work year for new teacher orientation. If other teachers are required to participate, they shall be compensated at the then current summer rate.

**L. Teacher Harassment**

A teacher who is subjected to harassment or threats to his or her well-being of a non-sexual nature, shall inform his or her immediate supervisor of the incident. Thereafter, the immediate supervisor shall notify the teacher of what, if any, action is taken on the teacher's report.

**M. Work Day**

1. Each teacher's work day will be seven (7) hours and twenty-five (25) minutes in length.
2. Teachers will be at school at least fifteen (15) minutes before school commences and at least fifteen (15) minutes after school is dismissed. Teachers will work with their principal to plan and establish a daily schedule that will include the required number of hours and minutes and be flexible in nature so that a teacher may fulfill committed planning time before or after school. Teachers will notify the principal in advance if there is any change in that schedule.
3. Teachers are professionals who are responsible for being available for professional meetings, such as teacher's meetings, staffings, and parent conferences. Should a teacher be required to attend such meetings beyond normal school hours, the teacher will be notified in ample time for the teacher to make necessary arrangements. However, the parties recognize that, on occasion, even with notice, a teacher may not be able to attend such a meeting, in which case the teacher may be excused or the meeting shall be rescheduled to a more convenient time.

**N. Teacher Personnel File**

A copy of any materials that is disciplinary, critical or adverse in nature to be placed in a teacher's personnel file shall be provided to the teacher. The teacher shall acknowledge that he/she has read the material by affixing his/her signature on the copy to be filed. A teacher shall be the right to attach a written response to such materials within twenty (20) business days of receipt of a copy of such materials.

**O. Saturday School**

Teachers may volunteer to supervise Saturday School. The Board will pay for one teacher for Saturday School. In the event the number of students assigned to Saturday School is twenty (20) or more, the Board will pay for an additional teacher.

**P. District Interest Based Problem Solving Committee**

In order to promote the best possible relationship between the Association and the Administration/Board and to improve student achievement, the Board and Association agree to establish a District Interest Based Problem Solving Committee. The Committee will meet at mutually agreed upon times, at least once every other month beginning in September to discuss the topics agreed upon during the negotiations prior to the start of this Agreement and other topics of mutual concern. The parties agree that a meeting will be scheduled for both April and August of each year. The Superintendent and an Association representative will establish an agenda for each meeting including topics brought forth in advance. If the incoming average class size in any grade K-5 exceeds 22 students, discussion of how to manage that grade will be on the agenda. The Committee shall consist of Association representatives and Board representatives, all of whom have been previously trained in the Interest Based Problem Solving process.

## **ARTICLE 10**

### **LEAVES**

#### **A. Sick Leave**

1. Each full-time teacher will be entitled to twelve (12) sick leave days per school year without loss of pay. Unused sick leave days may be accumulated to a maximum of 340 days. Teachers with 340 days of accumulated sick leave will also be entitled to the annual twelve (12) days sick leave for the current school year (340-352). "Teachers using six (6) or fewer sick leave days during one school year will receive a matching amount of the resulting unused balance of the annual allotment of sick leave days added to their cumulative total at the end of the school year. For example, if a teacher uses five (5) days of sick leave during one school year and he/she has seven (7) days of sick leave remaining from the twelve (12) granted at the beginning of the year, seven (7) days will be added to the teacher's cumulative total at the close of the school year."
2. Sick leave days may be utilized for the following:
3. Personal illness, provided sick leave will not be utilized for purposes of cosmetic surgery (except as such will be reasonable incident to some other illness or disability) and/or for any matter which may be reasonably postponed to a recess or vacation period.
4. Serious illness in the immediate family or household. Serious illness will mean a life-threatening circumstance, a medical emergency, or an illness which requires the presence of the teacher.
5. Death in the immediate family or household.
6. The immediate family will mean the teacher's spouse, children, brothers, sisters, parents, grandparents, parents-in-law, brothers-in-law, sisters-in-law, grandchildren, son-in-law, daughters-in-law, stepchildren and legal guardians.
7. Attendance at the funeral of someone who is not a member of the immediate family or household. Use of sick leave for such funeral shall be limited to one day and no more than 4 persons per day may attend the funeral of someone who is not a member of the immediate family or household unless more are approved by the Superintendent at his/her discretion.

#### **B. Notice of Accumulated Sick Leave**

The Board will furnish each teacher a written statement at the beginning of the school year setting forth the total accumulated sick leave of the teacher.

#### **C. Personal Business Leave**

1. Each teacher will be entitled to two (2) days of personal business leave without loss of pay for matters which cannot be handled during non-school days or hours. Written notification of such leave will be made to the Superintendent or his designee at least twenty-four (24) hours prior to the onset of such leave, provided in an emergency, such application may be made at a later time with an explanation of such emergency. During the month of May, written notification of such leave shall be made to the Superintendent

or his designee at least three (3) days prior to the onset of such leave. However, under certain circumstances, such leave may be granted with less than three (3) days notice provided the notice is accompanied by written reasons for the leave.

2. Such leave will not be used at any time for participation in any work stoppage or collective bargaining dispute, or for an activity which will produce income for the teacher. The first and last three (3) teacher employment days of the school year and the day immediately preceding or following a legal holiday, vacation, or school recess will not be available for personal leave. The Superintendent may grant the use of personal leave days during this restricted period at his/her sole discretion after receiving written request for such leave that states the reasons for such leave. The granting or withholding of permission for use of the days shall not be precedential. At the teacher's discretion, unused personal business days will be: (1) rolled over to the next school year for use as personal days to a maximum number of four (4) personal days total accumulated for any one school year; or (2) rolled over into sick leave days, subject to the maximum accumulation set forth in Section A of this Article; or (3) paid to the teacher at the end of the school year at a rate of One-Hundred Dollars (\$100.00) per day.

**D. Conference, Professional and IEP Leave**

1. The Board may grant a leave of absence with pay to a teacher for the purpose of attending a professional conference or workshop upon such terms and conditions as the Board may elect. The granting, withholding, or conditioning of such leave of absence will be non-precedential with respect to any other request for such leave by such teacher or any other teacher. If a request for a leave is denied, the teacher may meet with the Superintendent to discuss the reason for denial. The Superintendent will give the reason for the denial in writing within ten (10) days of the denial.
2. The Board will provide each teacher with two (2) days of professional leave to work on District-related activities. The Superintendent shall be responsible for determining the District-approved usages for these days each year with input from the Association. Examples of District-related activities include curriculum development, assessment writing, and data review,...etc. Such days shall be scheduled by the Principal.
3. The Board will provide an overall total of fifty (50) days per school year of substitute coverage for teachers required to attend District IEP meetings. After such fifty (50) days are exhausted, teachers are to schedule the remainder of IEP meetings before or after school.

**E. Jury/Witness Leave**

Each teacher shall be granted a paid leave because of jury duty or because such employee pursuant to subpoena issued by the clerk of a court served on such employee attends as a witness upon trial or have his or her deposition taken in any matter pending in court not involving another teacher or the Association where the Board, its members and/or its administration are adverse parties except that a deduction shall be made equal to the amount received for such jury duty or for per diem fees which the employee is entitled to receive for complying with such subpoena.

**F. Unpaid Leave**

The Board may grant a leave of absence without pay to a tenured teacher for any purpose, if in its discretion, it deems such leave to be appropriate and beneficial to the School District for a period of up to one (1) school year upon such terms and conditions as the Board may elect. The granting, withholding, or conditioning of such leave of absence will be non-precedential with respect to any other request for such leave by such teacher or any other teacher.

**G. Parental/Child Rearing Leave of Absence**

A teacher who has entered upon contractual continued service will be eligible for parental/child rearing leave without pay or other benefits subject to the following conditions: (As used herein, "teacher" means a tenured teacher, except as in paragraph 6, which is applicable only to non-tenured teachers). Nothing herein shall interfere with the rights of teachers to utilize accumulated sick leave in accordance with this Agreement and the *School Code*. The leave set forth herein shall be construed in unison with the District policy on leave pursuant to the *Family and Medical Leave Act*.

1. Notification of leave. The teacher will make a written request for leave by advising the Superintendent or designee thirty (30) days prior to the anticipated commencement of the leave or sixty (60) days prior to the expected date of delivery, whichever is earlier. The request will specify the anticipated beginning and ending dates of the leave, with the understanding leave commences upon delivery. If the teacher requests, the leave will begin on the date the period of disability due to childbearing ends or the expiration of FMLA, whichever occurs last.
2. The teacher and the Superintendent or designee will prepare a plan for a substitute upon notification of leave for the commencement and termination of such leave, taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree. The leave will not exceed the balance of the school term in which it commences and two (2) additional semesters. Partial leaves may be granted on a quarterly basis. A teacher requesting the next full year will be required to state her intent to return prior to February 15. The teacher will return to the position she held before the leave or a position that is similar. A teacher shall not be eligible for additional Parental/Child Rearing Leave until he or she has returned to either part-time or full-time employment in the District for at least one school year.
3. Sick leave will be applicable only during the period of disability. Any accumulated sick leave available at the commencement of the leave will be available to the teacher upon return to employment in the District less the amount used during the period of disability, if any.
4. The teacher may maintain insurance benefits by making timely payments of all premiums which may be due to the District's Business Office or elsewhere pursuant to its direction. The amount to be paid for insurance benefits will be calculated by adding the days of the school year worked plus sick days used plus FMLA leave days used, divided by 180 school year work days. This will determine the percentage of the yearly insurance



benefits paid by the district. To continue insurance benefits, the employee must pay the remaining percentage.

5. Any teacher desiring adoption leave as a result of becoming an adoptive parent will notify the Superintendent or designee, in writing, when it appears the adoption is imminent. Leave will be granted upon satisfactory written notification to the Superintendent or designee of the date the child is expected to be received. It will be the responsibility of the applying teacher to keep the Superintendent or designee informed on the status of the proceedings, and, as soon as known, the expected date of the delivery of the child.
6. A parental/child-rearing leave may be granted to a non-tenured teacher by action of the Board, subject to all the conditions applicable to the tenured teacher. The granting of parental/child-rearing leave to any non-tenured teacher will not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request will be judged on its own merits. Additional conditions or restrictions may be established for any such leave, provided nothing herein will be construed as requiring any non-tenured teacher to apply for such leave or to accept the conditions established therefore. Nothing herein shall prevent a non-tenured teacher from use of leave under the *Family and Medical Leave Act* with no break in the four consecutive school terms required to attain contractual continued service.
7. A male teacher who has entered upon contractual continued service will be entitled to a parental/child-rearing leave of absence. Such leave will be unpaid and will be subject to all of the applicable notice and other requirements as set forth in this policy. Eligibility for such leave will arise upon the anticipated birth of a child which the teacher has fathered or upon his planned adoption of a child.
8. In the event of a stillbirth or death to the teacher's spouse or child, the teacher may return to teaching position.

#### **H. FMLA Leave**

The 12-month period for the purposes of calculating leave under the Family and Medical Leave Act shall be July 1 to June 30.

## **ARTICLE 11**

### **SALARY SCHEDULE AND FRINGE BENEFITS**

#### **A. Salary Schedules**

For the duration of this contract, teachers will be compensated pursuant to the schedules set forth in Appendix A to this Agreement.

#### **B. Extra Duty Schedule**

For the duration of this contract, teachers who are authorized by the Board to perform such extra duties listed in Appendix B will be compensated pursuant to such Appendix. The parties have established a method for teachers to make proposals to the Board to have the Board recognize student organizations. That process is set forth in Appendix B1.

#### **C. Extended Season**

For the duration of this contract, coaches who work an extended season shall be compensated in accordance with Appendix C.

#### **D. TRS & THIS Contributions**

In addition to the compensation stated in Appendices A and B, the Board shall make a contribution on behalf of each teacher to the State of Illinois Teachers' Retirement System (TRS) and the Teacher Health Insurance Security Fund (THIS) in lieu and in satisfaction of the teacher's required contributions to TRS and THIS. No employee will have the option of choosing to receive the amounts contributed by the Board directly and the assumption and payment of the teacher's required contributions is a condition of employment made in order to secure the teacher's future services, knowledge and experience.

#### **E. Pay Periods**

1. Each teacher may choose to receive his/her salary on a ten (10) or twelve (12) month basis. Any teacher hired after March 15, 1990, will receive his/her salary on a twelve (12) month basis. Pay periods will be executed on a biweekly pay schedule. Such pay periods are listed in Appendix D.
2. Teachers must report in writing all payroll errors to the payroll department and the Superintendent. The written report must include enough detail to identify the error. The District will correct payroll errors exceeding fifty dollars (\$50.00) within three (3) days of receiving the written report.
3. Payment for extra duty assignments will be paid in lump sum. For activities that do not last the entire school year, payment shall be made in one lump sum following completion of the extra duty assignment. For extra duties lasting the entire school year, payment shall be made in two (2) lump sums with ½ being paid with the payroll occurring at the midpoint of the school year and ½ being paid with the final payroll of the school year.

4. Seasonal activities will be paid in the next pay cycle after completion of the activity.

**F. Placement on Salary Schedule and Vertical Movement**

1. Teaching experience on the salary schedule will be granted under the following conditions unless such teacher is held on a step as provided in this section.
2. Teaching experience credit shall be granted on the salary schedule for complete semesters of teaching experience in the Meridian School District #223 in units of one year. Credit shall also be granted for certified teaching experience outside of the District up to a maximum of five (5) years and it may be granted for more than five (5) years of certified teaching experience at the discretion of the Board.
3. In determining initial placement, the Board shall give credit for relevant advanced degrees and relevant graduate hours earned after a degree.
4. One year of teaching experience shall be given for two (2) semesters of full-time teaching experience regardless of the time lapsed between the semesters.
5. A teacher who has retired pursuant to TRS and returns to teach shall initially be placed at B.A. Step 5 of the salary schedule.
6. A teacher who teaches one-half ( $\frac{1}{2}$ ) days or half-time on a full-year contract shall be moved to the next vertical level on the salary schedule for the following year for teaching on a part-time basis, but will only be given the fractional equivalent of full-time teaching when moving to a full-time position within the District (i.e. two years of  $\frac{1}{2}$  time teaching equal 1 year of salary schedule credit when moving to full-time status).
7. The Board may withhold such salary or step movement (or withhold the salary increase if no vertical step movement is available to the teacher) provided the Board can demonstrate that the teacher's performance has been unsatisfactory.

**G. Horizontal Advancement**

1. Horizontal advancement on the compensation schedule will be conditioned on prior written approval of the Superintendent. Such approval will be granted for graduate courses in the teacher's instructional areas or pursuant to a Master's Degree program as previously approved by the Superintendent. Courses will be taken in fully accredited institutions of higher learning. Approved coursework must be completed by September 1 and evidence of successful completion (official transcript) will be submitted prior to September 30, to be considered for horizontal advancement on the compensation schedule at the beginning of the school year. Approved coursework must be completed by January 1 and evidence of successful completion (official transcript) will be submitted prior to January 31, to be considered for horizontal advancement on the compensation schedule for second semester of the school year (pro-rated).
2. Notwithstanding anything else in this Agreement to the contrary, with respect to any teacher employed after July 1, 1992, approval for advancement to all BA lanes and the MA lane will be granted only if such courses are taken pursuant to a Masters Degree Program as previously approved by the Superintendent. However, the Superintendent

may approve advancement to another BA lane at his/her sole discretion after receiving written request for such advancement that states the reason for such advancement. The granting of advancement to another BA lane shall not be precedential. For advancement to the MA+9, MA+18 and MA+27 lanes, such approval will be granted for graduate courses in such teacher's instructional areas or pursuant to an advance degree program as previously approved by the Superintendent. In the event the Superintendent approves course work that is not part of a Master's Degree Program, such courses shall be utilized for horizontal advancement after such teacher is awarded a Master's Degree.

#### **H. Movement on the Salary Schedule**

A teacher may move no more than two (2) columns and no more than one (1) step down in any given school year. Any additional steps/columns earned will be made up in future years.

#### **I. Health Insurance**

1. The Board shall pay the cost of a single insurance premium for Group Major Medical/Health insurance under the District's plan up to the same amount it paid in the previous year for each full-time teacher electing single coverage plus the cost of any increase in such premium up to fifteen percent (15%).
2. The Board shall have the right to select the insurance carrier and policy. The Board shall make its selection after three (3) proposals have been selected by the Insurance Committee who shall make a recommendation to the Superintendent, who, with input from the Association will make a recommendation to the Board, for implementation on or before November 1 of each year.
3. For each teacher electing dependent coverage, the Board will pay fifty percent (50%) of the full cost of the teacher's elected health insurance (i.e., the cost of single plus dependent), but in no event shall such amount be less than the cost of single coverage. If both spouses are employed by the Board as teachers, the Board will pay up to double the single coverage toward dependent coverage for one spouse. The Board will not pay more than a fifteen percent (15%) increase for family coverage, employee and spouse coverage, or employee and child coverage during any school year.
4. The Board shall not be required to pay for any of the cost of insurance coverage during any portion of the school year the teacher is on an unpaid leave. Accordingly, the total annual amount of the cost of coverage contributed by the Board, as determined in the above paragraph, will be reduced on a pro-rata basis for every day a teacher works less than a full year, including days for which a teacher is on an unpaid leave of absence, based on a 180 day work year. Said deduction shall not include leave which is taken as FMLA leave. The teacher shall compensate for the Board's deduction by paying the additional cost of coverage on a monthly basis with any final adjustments being made from the teacher's final paycheck for the year.
5. The Board shall establish a salary reduction cafeteria plan pursuant to Section 125 of the Internal Revenue Code which shall allow the teachers the option of selecting that portion of dependent health insurance premiums not paid by the Board, unreimbursed medical

expenses, dependent children expenses and such other benefits as agreed by and between the Association and the Board. The costs of administering the plan shall be borne by the individual teachers.

**J. Dental Insurance**

The Board will pay the cost of single coverage group dental insurance equal to the same amount it paid in the previous year for each full time teacher electing coverage under the District's plan plus the cost of any increase in the single premium up to fifteen percent (15%).

**K. Life Insurance**

The Board will provide each teacher with \$20,000 term life insurance from an insurance carrier selected by the Board.

**L. Early Retirement Incentive**

1. **Early Retirement**: If a retiring teacher qualifies for the Early Retirement Option (ERO) and has less than thirty-five (35) years of service credit in the Teachers' Retirement System (TRS), the Board agrees to pay the one-time, nonrefundable contribution for the employer and a portion of the nonrefundable contribution for the teacher. Accordingly, the Board shall contribute twenty-five (25%) of the teacher's required contribution for teachers who are fifty-seven (57) or have thirty-two (32) years of creditable service at the time of retirement; fifty percent (50%) of the teacher's required contribution for teachers who are fifty-eight (58) or have thirty-three (33) years of creditable service at the time of retirement; and seventy-five percent (75%) of the teacher's required contribution for teachers who are fifty-nine (59) or have thirty-four (34) years of creditable service at the time of retirement.
  - a. The number of teachers of a single employer who may retire under this plan in any year may be limited at the option of the District to a specified percentage of those eligible. The specified percentage may not be lower than ten percent (10%) of those eligible for the early retirement plan. The right to participate must be allocated among those applying on the basis of seniority in the service of the District.
  - b. Retiring teachers must give the District notice of intent to retire by March 1 of their last year to qualify.
  - c. A teacher will not be eligible to receive any ERO benefits from the District if, as a result of invoking ERO, the District would be required to pay a penalty to TRS for a salary increase in excess of six percent (6%).
  - d. No teacher who receives benefits under Non-ERO Retirement Incentives and subsequently chooses to invoke ERO, thereby causing the District to incur a statutory ERO penalty, shall be eligible to receive any Teacher ERO benefits from the District.
2. **Retirement Incentives (Non-ERO)**: If a teacher meets all of the eligibility requirements contained in paragraph 1 of this Section, the teacher shall be paid a retirement benefit in accordance with this paragraph 2.

**To be eligible for retirement incentives, a teacher:**

- a. Must be eligible to retire from the District pursuant to the rules of TRS.
- b. Must have at least fifteen (15) years of partial or full years of consecutive service as a certified employee in the District.
- c. Must submit an irrevocable notice of retirement to the District by March 1 prior to the school year in which benefits will begin under this program.
- d. Must not give rise to a requirement that the Board make payment to TRS pursuant to the ERO provisions of the statutes.
- e. May not cause the Board to pay a penalty imposed by TRS due to the teacher's salary exceeding the TRS cap if the teacher retires any time after submitting his/her letter of retirement. For example, a teacher that has earned more than a six percent (6%) increase in his/her salary in any of the three (3) years prior to the year in which the teacher would start receiving the salary increases under paragraph b, would not be eligible for this program.
- f. May not be receiving retirement benefits from previous contracts.

**3. Retirement Benefits**

- a. Provided the employee meets all the eligibility requirements herein, the employee shall remain "off-schedule" and receive a six percent (6%) salary increase over the prior year's creditable earnings for a maximum of four (4) years.
- b. Such increases shall be six percent (6%) of the employee's creditable earnings of the prior year's total TRS creditable earnings, and such increases shall be in lieu of any other base salary increases provided for in the contract. The increases shall be paid with the regular paychecks.
- c. The teacher shall perform all duties that are used in determining creditable earnings in the years in which program benefits are received. A teacher who does not perform such duties shall have his/her compensation reduced accordingly.
- d. A teacher under this retirement program will not be able to earn more than six percent (6%) of the previous year's creditable earnings, regardless of assignment or possible movement on either the salary schedule or extra duty schedule.
- e. To the extent that the benefits described under this Section shall cause the Board to pay additional penalties to TRS, the Board shall have the right to reduce the payment of such benefits so that the Board will not incur such penalties.

**M. Travel Reimbursement**

If a teacher is required by the Board to use his own transportation in the performance of his duties, the teacher will be reimbursed at the current IRS rate per mile.

**N. Insurance Committee**

For the duration of this contract, an Insurance Committee will be established with at least one (1) meeting held each semester. This committee will consist of two (2) representatives appointed by the Association, the District Superintendent, and a Board member, and two (2) ESP representatives with one (1) ESP representative being an employee from the Transportation area. This committee shall review the current medical/health insurance program, assist in providing insurance information to employees, investigate cost containment options and report findings to the Board at least annually.

**O. Teacher Leader Selection and Evaluation Process**

Teacher leaders will be selected, evaluated and compensated in accordance with Appendix B.

**P. One Time Bonus**

Teachers who have been continuously employed by the Board as a full-time teacher since and including the 2012-2013 school year, shall receive a bonus of One Thousand Dollars and No/Cents (\$1,000.00) in the payroll first occurring immediately following ratification of the 2018-2022 Collective Bargaining Agreement ("CBA"). Despite not being full-time, the pre full-day Kindergarten schedule of .79 FTE will be considered full-time for purposes of determining continuous employment under this paragraph. Teachers first employed by the Board as a teacher or re-employed by the Board as a teacher following the 2012-2013 school year are not eligible to receive the bonus. Teachers who have elected to receive the retirement benefit under Article 11.L of this CBA prior to February 16, 2018, by submitting their irrevocable notice to retire prior to February 16, 2018, are eligible to receive the bonus described in this paragraph, notwithstanding the fact that receipt may cause the Board to pay additional penalties to TRS. Teachers providing their irrevocable notice to retire pursuant to Article 11.L between February 16, 2018, and the date this CBA is ratified, shall not be eligible to receive the bonus.

**ARTICLE 12**  
**GRIEVANCE PROCEDURE**

**A. Definitions**

Any written claims by the Association or a teacher that there has been a violation, misinterpretation, or misapplication of the specific terms of this Agreement will be a grievance.

As is used in this Article, the term "days" will mean days on which the school is in session or during summer vacation, days when the business office is open.

**B. Informal Procedures**

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. If, however, the informal process fails to satisfy the teacher or the Association, a grievance may be processed as follows:

**C. Formal Procedures**

**Step One:** The teacher or the Association will present the grievance in writing to the immediately involved supervisor. Such grievance will be submitted within fifteen (15) days following the occurrence complained of or within fifteen (15) days of when such occurrence should reasonably have become known. The supervisor will arrange for a meeting to take place within ten (10) days after receipt of the grievance to discuss the claim. Within ten (10) days of the meeting, the teacher and the Association will be provided with the supervisor's written response.

**Step Two:** If the grievance is not resolved at Step One, then the Association may refer the grievance in writing to the superintendent or designee within ten (10) days after receipt of the Step One answer. The Superintendent or designee will arrange for a meeting to take place within ten (10) days of receipt of the appeal. Within ten (10) days of the meeting, the teacher and the Association will be provided with the written response of the Superintendent or designee.

**Step Three:** If the Association is not satisfied with the disposition of the grievance at Step Two, the Association may refer the grievance in writing along with any other written documents, arguments, or testimony in support of the grievance to the Board within ten (10) days after receipt of the Step Two answer. The Board will review the grievance and provide a written response to the teacher and Association within twenty (20) days after the next regular meeting following the submission of the grievance.

**Step Four:** Only the Association may submit the grievance to binding arbitration. If the Association is not satisfied with the disposition of the grievance at Step Three, the American Arbitration Association will act as the administrator of the proceedings. If a written demand for arbitration is not filed within twenty (20) days of the date for the Step Three response, then the grievance will be deemed withdrawn. The arbitrator will base his decision solely upon his interpretation of the meaning or application of the specific terms of this Agreement to the facts of the grievance presented. The arbitrator will have no power to alter, amend, modify or add to the terms of this Agreement.



**D. General Provisions**

1. Each party will bear the full costs of its representation. The cost of the arbitrator and the American Arbitration Association will be divided equally between the parties. If either party requests a transcript of the proceedings, that party will bear full costs for that transcript. If both parties order a transcript, the cost of the transcript will be divided equally between the Board and the Association
2. When the teacher requests to be represented by the Association, an Association representative has the right to participate in the processing of a grievance at any step. No teacher will be required to discuss any grievance if an Association's representative is not present.
3. When a teacher is not represented by the Association, the Association has the right to have a representative present state its views at any formal step of the grievance procedure. At Steps Three and four of the grievance procedure, such views will be stated in writing.
4. If a teacher is required by the Board to be involved in a meeting involving the grievance during school hours, he will be excused for such purposes without loss of pay.
5. A grievance may be withdrawn at any level without establishing a precedent and, if withdrawn, will be treated as though never having been filed.
6. The failure of the teacher or Association to act within the time limits set forth will preclude further appeal of the grievance. Upon failure of the Board to meet the time limits prescribed in this Article, the grievance will be advanced to the next highest level. Time limits specified may be extended by mutual written agreement.
7. No reprisals will be taken for the processing or participation in any grievance.
8. All records related to the grievance will be filed separately from the personnel files of the teacher.
9. By mutual agreement, any step of the grievance procedure may be bypassed.
10. Grievances involving one or more supervisors and grievances involving an administrator above building level may be initially filed by the Association at Step Two.
11. By mutual written agreement, the expedited arbitration Rules of the American Arbitration Association may be utilized.

### **ARTICLE 13**

#### **NO STRIKE**

During the term of this Agreement and any extension thereof, no employee covered by this Agreement, nor the Association, nor any person acting on behalf of the Association, will ever or at any time engage in, authorize, or instigate any strike, slow-down or other refusal to render full and complete services to the Board. The Association shall not prevent the librarian from fulfilling his/her duties to the Library District during any strike nor shall it take any adverse action against the librarian in the event he/she attempts to fulfill such duties during the strike.

**ARTICLE 14**

**DURATION OF AGREEMENT**

This Agreement will be effective on August 12, 2018, and will continue in effect until August 11, 2022. This Agreement will expire at such expiration date unless it is extended for a specific period or periods of time by mutual written agreement of the parties or is replaced by a Successor Agreement.

This Agreement signed this 6 day of March, 2018.

**IN WITNESS WHEREOF:**

**For the Board of Education of  
Community Unit School District No. 223  
Ogle County, Illinois**

  
\_\_\_\_\_  
President

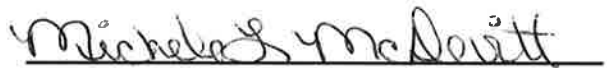
**For the Stillman Valley Education  
Association/IEA/NEA**

  
\_\_\_\_\_  
President

**ATTEST:**

  
\_\_\_\_\_  
Secretary

**ATTEST:**

  
\_\_\_\_\_  
Secretary

## **Appendix "A"**

### **Salary Schedules for 2018-2019, 2019-2020, 2020-2021, 2021-2022**

SALARY SCHEDULE FOR 2018-2019 SCHOOL YEAR								
Steps	BA	BA+8	BA+16	BA+24	MA	MA+9	MA+18	MA+27
1	\$ 34,637.00	\$ 35,931.12	\$ 37,226.29	\$ 38,520.41	\$ 39,896.32	\$ 41,273.27	\$ 42,648.15	\$ 44,024.07
2	\$ 35,607.08	\$ 36,903.27	\$ 38,197.40	\$ 39,492.55	\$ 40,949.23	\$ 42,325.13	\$ 43,700.01	\$ 45,075.93
3	\$ 36,579.22	\$ 37,873.34	\$ 39,167.47	\$ 40,463.67	\$ 42,001.09	\$ 43,377.00	\$ 44,751.88	\$ 46,127.80
4	\$ 37,550.33	\$ 38,844.46	\$ 40,139.62	\$ 41,433.75	\$ 43,052.96	\$ 44,428.86	\$ 45,803.74	\$ 47,179.66
5	\$ 38,844.46	\$ 40,139.62	\$ 41,433.75	\$ 42,729.94	\$ 44,428.86	\$ 45,803.74	\$ 47,179.66	\$ 48,556.61
6	\$ 40,139.62	\$ 41,433.75	\$ 42,729.94	\$ 44,024.07	\$ 45,803.74	\$ 47,179.66	\$ 48,556.61	\$ 49,931.49
7	\$ 41,433.75	\$ 42,729.94	\$ 44,024.07	\$ 45,319.22	\$ 47,179.66	\$ 48,556.61	\$ 49,931.49	\$ 51,307.40
8	\$ 42,729.94	\$ 44,024.07	\$ 45,319.22	\$ 46,613.35	\$ 48,556.61	\$ 49,931.49	\$ 51,307.40	\$ 52,682.28
9	\$ 44,024.07	\$ 45,319.22	\$ 46,613.35	\$ 47,907.47	\$ 49,931.49	\$ 51,307.40	\$ 52,682.28	\$ 54,059.22
10	\$ 45,319.22	\$ 46,613.35	\$ 47,907.47	\$ 49,203.67	\$ 51,307.40	\$ 52,682.28	\$ 54,059.22	\$ 55,435.14
11	\$ 46,695.14	\$ 48,070.02	\$ 49,445.93	\$ 50,820.81	\$ 52,844.82	\$ 54,383.28	\$ 55,919.66	\$ 57,457.08
12	\$ 48,070.02	\$ 49,445.93	\$ 50,820.81	\$ 52,197.76	\$ 54,383.28	\$ 55,919.66	\$ 57,457.08	\$ 58,995.54
13	\$ -	\$ 50,820.81	\$ 52,197.76	\$ 53,573.67	\$ 55,919.66	\$ 57,457.08	\$ 58,995.54	\$ 60,532.96
14	\$ -	\$ -	\$ 53,573.67	\$ 54,948.55	\$ 57,457.08	\$ 58,995.54	\$ 60,532.96	\$ 62,069.35
15	\$ -	\$ -	\$ -	\$ 56,324.46	\$ 58,995.54	\$ 60,532.96	\$ 62,069.35	\$ 63,607.80
16	\$ -	\$ -	\$ -	\$ -	\$ 60,532.96	\$ 62,069.35	\$ 63,607.80	\$ 65,145.22
17	\$ -	\$ -	\$ -	\$ -	\$ 62,069.35	\$ 63,607.80	\$ 65,145.22	\$ 66,683.67
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 66,683.67	\$ 68,221.10
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 69,757.48
19+								\$ 70,657.48

**SALARY SCHEDULE FOR 2019-2020 SCHOOL YEAR**

Steps	BA	BA+8	BA+16	BA+24	MA	MA+9	MA+18	MA+27
1	\$ 35,329.74	\$ 36,649.74	\$ 37,970.81	\$ 39,290.82	\$ 40,694.25	\$ 42,098.74	\$ 43,501.11	\$ 44,904.55
2	\$ 36,319.22	\$ 37,641.34	\$ 38,961.35	\$ 40,282.40	\$ 41,768.21	\$ 43,171.64	\$ 44,574.01	\$ 45,977.45
3	\$ 37,310.80	\$ 38,630.81	\$ 39,950.82	\$ 41,272.94	\$ 42,841.11	\$ 44,244.54	\$ 45,646.92	\$ 47,050.35
4	\$ 38,301.34	\$ 39,621.35	\$ 40,942.41	\$ 42,262.42	\$ 43,914.01	\$ 45,317.44	\$ 46,719.82	\$ 48,123.25
5	\$ 39,621.35	\$ 40,942.41	\$ 42,262.42	\$ 43,584.54	\$ 45,317.44	\$ 46,719.82	\$ 48,123.25	\$ 49,527.74
6	\$ 40,942.41	\$ 42,262.42	\$ 43,584.54	\$ 44,904.55	\$ 46,719.82	\$ 48,123.25	\$ 49,527.74	\$ 50,930.12
7	\$ 42,262.42	\$ 43,584.54	\$ 44,904.55	\$ 46,225.61	\$ 48,123.25	\$ 49,527.74	\$ 50,930.12	\$ 52,333.55
8	\$ 43,584.54	\$ 44,904.55	\$ 46,225.61	\$ 47,545.61	\$ 49,527.74	\$ 50,930.12	\$ 52,333.55	\$ 53,735.92
9	\$ 44,904.55	\$ 46,225.61	\$ 47,545.61	\$ 48,865.62	\$ 50,930.12	\$ 52,333.55	\$ 53,735.92	\$ 55,140.41
10	\$ 46,225.61	\$ 47,545.61	\$ 48,865.62	\$ 50,187.74	\$ 52,333.55	\$ 53,735.92	\$ 55,140.41	\$ 56,543.85
11	\$ 47,629.04	\$ 49,031.42	\$ 50,434.85	\$ 51,837.22	\$ 53,901.72	\$ 55,470.94	\$ 57,038.06	\$ 58,606.22
12	\$ 49,031.42	\$ 50,434.85	\$ 51,837.22	\$ 53,241.71	\$ 55,470.94	\$ 57,038.06	\$ 58,606.22	\$ 60,175.45
13	\$ -	\$ 51,837.22	\$ 53,241.71	\$ 54,645.15	\$ 57,038.06	\$ 58,606.22	\$ 60,175.45	\$ 61,743.62
14	\$ -	\$ -	\$ 54,645.15	\$ 56,047.52	\$ 58,606.22	\$ 60,175.45	\$ 61,743.62	\$ 63,310.73
15	\$ -	\$ -	\$ -	\$ 57,450.95	\$ 60,175.45	\$ 61,743.62	\$ 63,310.73	\$ 64,879.96
16	\$ -	\$ -	\$ -	\$ -	\$ 61,743.62	\$ 63,310.73	\$ 64,879.96	\$ 66,448.12
17	\$ -	\$ -	\$ -	\$ -	\$ 63,310.73	\$ 64,879.96	\$ 66,448.12	\$ 68,017.35
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 68,017.35	\$ 69,585.52
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 71,152.63
19+								\$ 72,052.63

**SALARY SCHEDULE FOR 2020-2021 SCHOOL YEAR**

Steps	BA	BA+8	BA+16	BA+24	MA	MA+9	MA+18	MA+27
1	\$ 36,036.33	\$ 37,382.74	\$ 38,730.23	\$ 40,076.64	\$ 41,508.13	\$ 42,940.71	\$ 44,371.13	\$ 45,802.64
2	\$ 37,045.60	\$ 38,394.17	\$ 39,740.57	\$ 41,088.05	\$ 42,603.57	\$ 44,035.07	\$ 45,465.49	\$ 46,897.00
3	\$ 38,057.02	\$ 39,403.43	\$ 40,749.84	\$ 42,098.40	\$ 43,697.93	\$ 45,129.43	\$ 46,559.85	\$ 47,991.36
4	\$ 39,067.36	\$ 40,413.77	\$ 41,761.26	\$ 43,107.67	\$ 44,792.30	\$ 46,223.79	\$ 47,654.21	\$ 49,085.72
5	\$ 40,413.77	\$ 41,761.26	\$ 43,107.67	\$ 44,456.23	\$ 46,223.79	\$ 47,654.21	\$ 49,085.72	\$ 50,518.30
6	\$ 41,761.26	\$ 43,107.67	\$ 44,456.23	\$ 45,802.64	\$ 47,654.21	\$ 49,085.72	\$ 50,518.30	\$ 51,948.72
7	\$ 43,107.67	\$ 44,456.23	\$ 45,802.64	\$ 47,150.12	\$ 49,085.72	\$ 50,518.30	\$ 51,948.72	\$ 53,380.22
8	\$ 44,456.23	\$ 45,802.64	\$ 47,150.12	\$ 48,496.53	\$ 50,518.30	\$ 51,948.72	\$ 53,380.22	\$ 54,810.64
9	\$ 45,802.64	\$ 47,150.12	\$ 48,496.53	\$ 49,842.93	\$ 51,948.72	\$ 53,380.22	\$ 54,810.64	\$ 56,243.22
10	\$ 47,150.12	\$ 48,496.53	\$ 49,842.93	\$ 51,191.50	\$ 53,380.22	\$ 54,810.64	\$ 56,243.22	\$ 57,674.72
11	\$ 48,581.62	\$ 50,012.05	\$ 51,443.54	\$ 52,873.97	\$ 54,979.75	\$ 56,580.36	\$ 58,178.82	\$ 59,778.35
12	\$ 50,012.05	\$ 51,443.54	\$ 52,873.97	\$ 54,306.54	\$ 56,580.36	\$ 58,178.82	\$ 59,778.35	\$ 61,378.95
13	\$ -	\$ 52,873.97	\$ 54,306.54	\$ 55,738.05	\$ 58,178.82	\$ 59,778.35	\$ 61,378.95	\$ 62,978.49
14	\$ -	\$ -	\$ 55,738.05	\$ 57,168.47	\$ 59,778.35	\$ 61,378.95	\$ 62,978.49	\$ 64,576.95
15	\$ -	\$ -	\$ -	\$ 58,599.97	\$ 61,378.95	\$ 62,978.49	\$ 64,576.95	\$ 66,177.56
16	\$ -	\$ -	\$ -	\$ -	\$ 62,978.49	\$ 64,576.95	\$ 66,177.56	\$ 67,777.08
17	\$ -	\$ -	\$ -	\$ -	\$ 64,576.95	\$ 66,177.56	\$ 67,777.08	\$ 69,377.69
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 69,377.69	\$ 70,977.23
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 72,575.69
19*								\$ 73,475.69

SALARY SCHEDULE FOR 2021-2022 SCHOOL YEAR								
Steps	BA	BA+8	BA+16	BA+24	MA	MA+9	MA+18	MA+27
1	\$ 36,757.06	\$ 38,130.39	\$ 39,504.83	\$ 40,878.17	\$ 42,338.29	\$ 43,799.52	\$ 45,258.56	\$ 46,718.69
2	\$ 37,786.52	\$ 39,162.05	\$ 40,535.38	\$ 41,909.81	\$ 43,455.65	\$ 44,915.77	\$ 46,374.80	\$ 47,834.94
3	\$ 38,818.16	\$ 40,191.50	\$ 41,564.83	\$ 42,940.37	\$ 44,571.89	\$ 46,032.02	\$ 47,491.05	\$ 48,951.19
4	\$ 39,848.71	\$ 41,222.05	\$ 42,596.49	\$ 43,969.82	\$ 45,688.14	\$ 47,148.27	\$ 48,607.30	\$ 50,067.43
5	\$ 41,222.05	\$ 42,596.49	\$ 43,969.82	\$ 45,345.36	\$ 47,148.27	\$ 48,607.30	\$ 50,067.43	\$ 51,528.66
6	\$ 42,596.49	\$ 43,969.82	\$ 45,345.36	\$ 46,718.69	\$ 48,607.30	\$ 50,067.43	\$ 51,528.66	\$ 52,987.70
7	\$ 43,969.82	\$ 45,345.36	\$ 46,718.69	\$ 48,093.12	\$ 50,067.43	\$ 51,528.66	\$ 52,987.70	\$ 54,447.82
8	\$ 45,345.36	\$ 46,718.69	\$ 48,093.12	\$ 49,466.46	\$ 51,528.66	\$ 52,987.70	\$ 54,447.82	\$ 55,906.85
9	\$ 46,718.69	\$ 48,093.12	\$ 49,466.46	\$ 50,839.79	\$ 52,987.70	\$ 54,447.82	\$ 55,906.85	\$ 57,368.08
10	\$ 48,093.12	\$ 49,466.46	\$ 50,839.79	\$ 52,215.33	\$ 54,447.82	\$ 55,906.85	\$ 57,368.08	\$ 58,828.22
11	\$ 49,553.26	\$ 51,012.29	\$ 52,472.41	\$ 53,931.45	\$ 56,079.35	\$ 57,711.97	\$ 59,342.39	\$ 60,973.91
12	\$ 51,012.29	\$ 52,472.41	\$ 53,931.45	\$ 55,392.68	\$ 57,711.97	\$ 59,342.39	\$ 60,973.91	\$ 62,606.53
13	\$ -	\$ 53,931.45	\$ 55,392.68	\$ 56,852.81	\$ 59,342.39	\$ 60,973.91	\$ 62,606.53	\$ 64,238.06
14	\$ -	\$ -	\$ 56,852.81	\$ 58,311.84	\$ 60,973.91	\$ 62,606.53	\$ 64,238.06	\$ 65,868.49
15	\$ -	\$ -	\$ -	\$ 59,771.97	\$ 62,606.53	\$ 64,238.06	\$ 65,868.49	\$ 67,501.11
16	\$ -	\$ -	\$ -	\$ -	\$ 64,238.06	\$ 65,868.49	\$ 67,501.11	\$ 69,132.63
17	\$ -	\$ -	\$ -	\$ -	\$ 65,868.49	\$ 67,501.11	\$ 69,132.63	\$ 70,765.25
18	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 70,765.25	\$ 72,396.78
19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 74,027.20
19*								\$ 74,927.20



## **Appendix "B"**

### **Athletic and Non-Athletic Differentials**

The FFA Advisor and Assistant FFA Advisor are deleted.

Two (2) agricultural teachers shall work extended contracts. One shall work an extended contract of eleven (11) months which is forty (40) additional days at the teacher's regular rate of pay beyond the regular school year. One shall work an extended contract of ten and one-half (10 ½) months, which is thirty (30) additional days at the teacher's regular rate of pay beyond the regular school year. The agricultural teachers shall perform all of the former FFA Advisor duties.

### **Teacher Leader Selection, Evaluation and Compensation:**

#### **Selection**

Qualifications: Letter of intent to building principal

- Positions will be posted in every building.
- Interested teachers may apply for positions.
- Interested candidates will be interviewed by building principal.
- Principal will seek feedback from grade level/division members not applying
- Principal will meet with unsuccessful candidate(s), if appropriate.
- If there is only one candidate and the candidate is not qualified, principal will meet with candidate and provide reasons for not willing to recommend. Position will continue to be posted.
- Principal will make recommendation.
- Principal will not recruit candidates

#### **Evaluation**

Principal will evaluate with survey feedback from grade level/departments members.

#### **Term**

2 years with annual review; all positions re-posted every 2 years

#### **Evaluation of Program**

Effectiveness of structure will be evaluated and reported to Board

<b>Position</b>	<b>Compensation</b>
<b>Highland</b>	
Kg (with MC)	\$1820
1st Grade	\$1820
2nd Grade	\$1820
Intervention	\$1820
<b>Monroe Center</b>	
Kg (with Highland)	\$1820
3rd Grade	\$1820
4th Grade	\$1820
5th Grade	\$1820
Intervention	\$1820
<b>Meridian Junior High</b>	
6th Grade	\$1820
7th Grade	\$1820
8th Grade	\$1820
Intervention	\$1820
<b>SVHS</b>	
English	\$1820
Math	\$1820
Science	\$1820
Social Studies	\$1820
Special Ed./Counseling	\$1820
Ag./Industrial Technology	\$1820
Business and Tech Education	\$1820
Family and Consumer Science; Health/PE/Dr. Education	\$1820
Foreign Language	\$1820
Visual and Performing Arts	\$1820

Note: Process to release teacher leader from position will be developed

FY 19			Activity Differentials		
Differential Base:		\$	34,637.00		

Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
<b>Class Sponsors:</b>										
Senior	4.25%	\$1,472.07	4.50%	\$1,558.67	4.75%	\$1,645.26	5.00%	\$1,731.85	5.25%	\$1,818.44
Junior	4.25%	\$1,472.07	4.50%	\$1,558.67	4.75%	\$1,645.26	5.00%	\$1,731.85	5.25%	\$1,818.44
Sophomore	3.00%	\$1,039.11	3.25%	\$1,125.70	3.50%	\$1,212.30	3.75%	\$1,298.89	4.00%	\$1,385.48
Freshman	2.95%	\$1,021.79	3.20%	\$1,108.38	3.45%	\$1,194.98	3.70%	\$1,281.57	3.95%	\$1,368.16
<b>Drama:</b>										
Musical Director	8.00%	\$2,770.96	8.50%	\$2,944.15	9.00%	\$3,117.33	9.50%	\$3,290.52	10.00%	\$3,463.70
Asst Musical Director	4.50%	\$1,558.67	4.75%	\$1,645.26	5.00%	\$1,731.85	5.25%	\$1,818.44	5.50%	\$1,905.04
Musical Vocal	3.00%	\$1,039.11	3.50%	\$1,212.30	4.00%	\$1,385.48	4.50%	\$1,558.67	5.00%	\$1,731.85
Musical Instrumental	3.50%	\$1,212.30	4.00%	\$1,385.48	4.50%	\$1,558.67	5.00%	\$1,731.85	5.50%	\$1,905.04
High School Play	7.00%	\$2,424.59	7.50%	\$2,597.78	8.00%	\$2,770.96	8.50%	\$2,944.15	9.00%	\$3,117.33
Junior High Play	4.50%	\$1,558.67	4.75%	\$1,645.26	5.00%	\$1,731.85	5.25%	\$1,818.44	5.50%	\$1,905.04
<b>Cheerleading:</b>										
Football	6.00%	\$2,078.22	6.25%	\$2,164.81	6.50%	\$2,251.41	6.75%	\$2,338.00	7.00%	\$2,424.59
Basketball	6.50%	\$2,251.41	6.75%	\$2,338.00	7.00%	\$2,424.59	7.25%	\$2,511.18	7.50%	\$2,597.78
Junior High	5.00%	\$1,731.85	5.25%	\$1,818.44	5.50%	\$1,905.04	5.75%	\$1,991.63	6.00%	\$2,078.22
Dance	9.50%	\$3,290.52	9.75%	\$3,377.11	10.00%	\$3,463.70	10.25%	\$3,550.29	10.50%	\$3,636.89
Yearbook	11.00%	\$3,810.07	11.50%	\$3,983.26	12.00%	\$4,156.44	12.50%	\$4,329.63	13.00%	\$4,502.81
F.H.A	6.50%	\$2,251.41	7.00%	\$2,424.59	7.50%	\$2,597.78	8.00%	\$2,770.96	8.50%	\$2,944.15
<b>Student Council:</b>										
SVHS Student Council	7.00%	\$2,424.59	7.25%	\$2,511.18	7.50%	\$2,597.78	7.75%	\$2,684.37	8.00%	\$2,770.96
MIJH Student Council	5.00%	\$1,731.85	5.25%	\$1,818.44	5.50%	\$1,905.04	5.75%	\$1,991.63	6.00%	\$2,078.22
Students for Students	4.25%	\$1,472.07	4.75%	\$1,645.26	5.25%	\$1,818.44	5.75%	\$1,991.63	6.25%	\$2,164.81
<b>Outdoor Club:</b>										

Outdoor Club	4.00%	\$1,385.48	4.50%	\$1,558.67	5.00%	\$1,731.85	5.50%	\$1,905.04	6.00%	\$2,078.22
Outdoor Club Asst	2.00%	\$692.74	2.25%	\$779.33	2.50%	\$865.93	2.75%	\$952.52	3.00%	\$1,039.11
<b>Band:</b>										
SVHS Band	8.00%	\$2,770.96	8.50%	\$2,944.15	9.00%	\$3,117.33	9.50%	\$3,290.52	10.00%	\$3,463.70
MJH Band	2.00%	\$692.74	2.50%	\$865.93	3.00%	\$1,039.11	3.50%	\$1,212.30	4.00%	\$1,385.48
<b>Chorus:</b>										
SVHS Chorus	5.00%	\$1,731.85	5.50%	\$1,905.04	6.00%	\$2,078.22	6.50%	\$2,251.41	7.00%	\$2,424.59
NJH Vocal	2.00%	\$692.74	2.50%	\$865.93	3.00%	\$1,039.11	3.50%	\$1,212.30	4.00%	\$1,385.48
French Club	4.00%	\$1,385.48	4.25%	\$1,472.07	4.50%	\$1,558.67	4.75%	\$1,645.26	5.00%	\$1,731.85
<b>Academic Bowl:</b>										
Academic Bowl	7.00%	\$2,424.59	7.50%	\$2,597.78	8.00%	\$2,770.96	8.50%	\$2,944.15	9.00%	\$3,117.33
Asst Academic Bowl	5.00%	\$1,731.85	5.25%	\$1,818.44	5.50%	\$1,905.04	5.75%	\$1,991.63	6.00%	\$2,078.22
8th Grade Academic Bowl	3.50%	\$1,212.30	3.75%	\$1,298.89	4.00%	\$1,385.48	4.25%	\$1,472.07	4.50%	\$1,558.67
7th Grade Academic Bowl	3.50%	\$1,212.30	3.75%	\$1,298.89	4.00%	\$1,385.48	4.25%	\$1,472.07	4.50%	\$1,558.67
Math Team	4.50%	\$1,558.67	5.00%	\$1,731.85	5.50%	\$1,905.04	6.00%	\$2,078.22	6.50%	\$2,251.41
Asst Math Team	3.00%	\$1,039.11	3.25%	\$1,125.70	3.50%	\$1,212.30	3.75%	\$1,298.89	4.00%	\$1,385.48
WYSE Team	4.00%	\$1,385.48	4.50%	\$1,558.67	5.00%	\$1,731.85	5.50%	\$1,905.04	6.00%	\$2,078.22
Asst. WYSE Team	2.00%	\$692.74	2.25%	\$779.33	2.50%	\$865.93	2.75%	\$952.52	3.00%	\$1,039.11
National Honor	3.00%	\$1,039.11	3.25%	\$1,125.70	3.50%	\$1,212.30	3.75%	\$1,298.89	4.00%	\$1,385.48
Chess Club	5.00%	\$1,731.85	5.25%	\$1,818.44	5.50%	\$1,905.04	5.75%	\$1,991.63	6.00%	\$2,078.22
Adult Ed. Director	4.00%	\$1,385.48	4.50%	\$1,558.67	5.00%	\$1,731.85	5.50%	\$1,905.04	6.00%	\$2,078.22
Teacher Hourly SS/Dr. Ed	\$18.00/hr (\$108.00/day)									
Extended Contract	1-11 yrs credit base on individual's placement on salary schedule									
Facilitator		\$500.00		\$550.00		\$600.00		\$650.00		\$700.00

FY 20		Activity Differentials	
Differential Base:		\$	35,329.74

Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
<b>Class Sponsors:</b>										
Senior	4.25%	\$1,501.51	4.50%	\$1,589.84	4.75%	\$1,678.16	5.00%	\$1,766.49	5.25%	\$1,854.81
Junior	4.25%	\$1,501.51	4.50%	\$1,589.84	4.75%	\$1,678.16	5.00%	\$1,766.49	5.25%	\$1,854.81
Sophomore	3.00%	\$1,059.89	3.25%	\$1,148.22	3.50%	\$1,236.54	3.75%	\$1,324.87	4.00%	\$1,413.19
Freshman	2.95%	\$1,042.23	3.20%	\$1,130.55	3.45%	\$1,218.88	3.70%	\$1,307.20	3.95%	\$1,395.52
<b>Drama:</b>										
Musical Director	8.00%	\$2,826.38	8.50%	\$3,003.03	9.00%	\$3,179.68	9.50%	\$3,356.33	10.00%	\$3,532.97
Asst Musical Director	4.50%	\$1,589.84	4.75%	\$1,678.16	5.00%	\$1,766.49	5.25%	\$1,854.81	5.50%	\$1,943.14
Musical Vocal	3.00%	\$1,059.89	3.50%	\$1,236.54	4.00%	\$1,413.19	4.50%	\$1,589.84	5.00%	\$1,766.49
Musical Instrumental	3.50%	\$1,236.54	4.00%	\$1,413.19	4.50%	\$1,589.84	5.00%	\$1,766.49	5.50%	\$1,943.14
High School Play	7.00%	\$2,473.08	7.50%	\$2,649.73	8.00%	\$2,826.38	8.50%	\$3,003.03	9.00%	\$3,179.68
Junior High Play	4.50%	\$1,589.84	4.75%	\$1,678.16	5.00%	\$1,766.49	5.25%	\$1,854.81	5.50%	\$1,943.14
<b>Cheerleading:</b>										
Football	6.00%	\$2,119.78	6.25%	\$2,208.11	6.50%	\$2,296.43	6.75%	\$2,384.76	7.00%	\$2,473.08
Basketball	6.50%	\$2,296.43	6.75%	\$2,384.76	7.00%	\$2,473.08	7.25%	\$2,561.41	7.50%	\$2,649.73
Junior High	5.00%	\$1,766.49	5.25%	\$1,854.81	5.50%	\$1,943.14	5.75%	\$2,031.46	6.00%	\$2,119.78
Dance	9.50%	\$3,356.33	9.75%	\$3,444.65	10.00%	\$3,532.97	10.25%	\$3,621.30	10.50%	\$3,709.62
Yearbook	11.00%	\$3,886.27	11.50%	\$4,062.92	12.00%	\$4,239.57	12.50%	\$4,416.22	13.00%	\$4,592.87
F.H.A	6.50%	\$2,296.43	7.00%	\$2,473.08	7.50%	\$2,649.73	8.00%	\$2,826.38	8.50%	\$3,003.03
<b>Student Council:</b>										
SVHS Student Council	7.00%	\$2,473.08	7.25%	\$2,561.41	7.50%	\$2,649.73	7.75%	\$2,738.05	8.00%	\$2,826.38
MJH Student Council	5.00%	\$1,766.49	5.25%	\$1,854.81	5.50%	\$1,943.14	5.75%	\$2,031.46	6.00%	\$2,119.78
Students for Students	4.25%	\$1,501.51	4.75%	\$1,678.16	5.25%	\$1,854.81	5.75%	\$2,031.46	6.25%	\$2,208.11
<b>Outdoor Club:</b>										

Outdoor Club	4.00%	\$1,413.19	4.50%	\$1,589.84	5.00%	\$1,766.49	5.50%	\$1,943.14	6.00%	\$2,119.78
Outdoor Club Asst	2.00%	\$706.59	2.25%	\$794.92	2.50%	\$883.24	2.75%	\$971.57	3.00%	\$1,059.89
<b>Band:</b>										
SVHS Band	8.00%	\$2,826.38	8.50%	\$3,003.03	9.00%	\$3,179.68	9.50%	\$3,356.33	10.00%	\$3,532.97
MJH Band	2.00%	\$706.59	2.50%	\$883.24	3.00%	\$1,059.89	3.50%	\$1,236.54	4.00%	\$1,413.19
<b>Chorus:</b>										
SVHS Chorus	5.00%	\$1,766.49	5.50%	\$1,943.14	6.00%	\$2,119.78	6.50%	\$2,296.43	7.00%	\$2,473.08
NJH Vocal	2.00%	\$706.59	2.50%	\$883.24	3.00%	\$1,059.89	3.50%	\$1,236.54	4.00%	\$1,413.19
French Club	4.00%	\$1,413.19	4.25%	\$1,501.51	4.50%	\$1,589.84	4.75%	\$1,678.16	5.00%	\$1,766.49
<b>Academic Bowl:</b>										
Academic Bowl	7.00%	\$2,473.08	7.50%	\$2,649.73	8.00%	\$2,826.38	8.50%	\$3,003.03	9.00%	\$3,179.68
Asst Academic Bowl	5.00%	\$1,766.49	5.25%	\$1,854.81	5.50%	\$1,943.14	5.75%	\$2,031.46	6.00%	\$2,119.78
8th Grade Academic Bowl	3.50%	\$1,236.54	3.75%	\$1,324.87	4.00%	\$1,413.19	4.25%	\$1,501.51	4.50%	\$1,589.84
7th Grade Academic Bowl	3.50%	\$1,236.54	3.75%	\$1,324.87	4.00%	\$1,413.19	4.25%	\$1,501.51	4.50%	\$1,589.84
Math Team	4.50%	\$1,589.84	5.00%	\$1,766.49	5.50%	\$1,943.14	6.00%	\$2,119.78	6.50%	\$2,296.43
Asst Math Team	3.00%	\$1,059.89	3.25%	\$1,148.22	3.50%	\$1,236.54	3.75%	\$1,324.87	4.00%	\$1,413.19
WYSE Team	4.00%	\$1,413.19	4.50%	\$1,589.84	5.00%	\$1,766.49	5.50%	\$1,943.14	6.00%	\$2,119.78
Asst. WYSE Team	2.00%	\$706.59	2.25%	\$794.92	2.50%	\$883.24	2.75%	\$971.57	3.00%	\$1,059.89
National Honor	3.00%	\$1,059.89	3.25%	\$1,148.22	3.50%	\$1,236.54	3.75%	\$1,324.87	4.00%	\$1,413.19
Chess Club	5.00%	\$1,766.49	5.25%	\$1,854.81	5.50%	\$1,943.14	5.75%	\$2,031.46	6.00%	\$2,119.78
Adult Ed. Director	4.00%	\$1,413.19	4.50%	\$1,589.84	5.00%	\$1,766.49	5.50%	\$1,943.14	6.00%	\$2,119.78
Teacher Hourly SS/Dr. Ed		\$18.00/hr (\$108.00/day)								
Extended Contract	1-11 yrs credit base on individual's placement on salary schedule									
Facilitator		\$500.00		\$550.00		\$600.00		\$650.00		\$700.00

FY 21		Activity Differentials	
Differential Base:	\$ 36,036.33		

Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
<b>Class Sponsors:</b>										
Senior	4.25%	\$1,531.54	4.50%	\$1,621.63	4.75%	\$1,711.73	5.00%	\$1,801.82	5.25%	\$1,891.91
Junior	4.25%	\$1,531.54	4.50%	\$1,621.63	4.75%	\$1,711.73	5.00%	\$1,801.82	5.25%	\$1,891.91
Sophomore	3.00%	\$1,081.09	3.25%	\$1,171.18	3.50%	\$1,261.27	3.75%	\$1,351.36	4.00%	\$1,441.45
Freshman	2.95%	\$1,063.07	3.20%	\$1,153.16	3.45%	\$1,243.25	3.70%	\$1,333.34	3.95%	\$1,423.44
<b>Drama:</b>										
Musical Director	8.00%	\$2,882.91	8.50%	\$3,063.09	9.00%	\$3,243.27	9.50%	\$3,423.45	10.00%	\$3,603.63
Asst Musical Director	4.50%	\$1,621.63	4.75%	\$1,711.73	5.00%	\$1,801.82	5.25%	\$1,891.91	5.50%	\$1,982.00
Musical Vocal	3.00%	\$1,081.09	3.50%	\$1,261.27	4.00%	\$1,441.45	4.50%	\$1,621.63	5.00%	\$1,801.82
Musical Instrumental	3.50%	\$1,261.27	4.00%	\$1,441.45	4.50%	\$1,621.63	5.00%	\$1,801.82	5.50%	\$1,982.00
High School Play	7.00%	\$2,522.54	7.50%	\$2,702.72	8.00%	\$2,882.91	8.50%	\$3,063.09	9.00%	\$3,243.27
Junior High Play	4.50%	\$1,621.63	4.75%	\$1,711.73	5.00%	\$1,801.82	5.25%	\$1,891.91	5.50%	\$1,982.00
<b>Cheerleading:</b>										
Football	6.00%	\$2,162.18	6.25%	\$2,252.27	6.50%	\$2,342.36	6.75%	\$2,432.45	7.00%	\$2,522.54
Basketball	6.50%	\$2,342.36	6.75%	\$2,432.45	7.00%	\$2,522.54	7.25%	\$2,612.63	7.50%	\$2,702.72
Junior High	5.00%	\$1,801.82	5.25%	\$1,891.91	5.50%	\$1,982.00	5.75%	\$2,072.09	6.00%	\$2,162.18
Dance	9.50%	\$3,423.45	9.75%	\$3,513.54	10.00%	\$3,603.63	10.25%	\$3,693.72	10.50%	\$3,783.81
Yearbook	11.00%	\$3,964.00	11.50%	\$4,144.18	12.00%	\$4,324.36	12.50%	\$4,504.54	13.00%	\$4,684.72
F.H.A	6.50%	\$2,342.36	7.00%	\$2,522.54	7.50%	\$2,702.72	8.00%	\$2,882.91	8.50%	\$3,063.09
<b>Student Council:</b>										
SVHS Student Council	7.00%	\$2,522.54	7.25%	\$2,612.63	7.50%	\$2,702.72	7.75%	\$2,792.82	8.00%	\$2,882.91
MJH Student Council	5.00%	\$1,801.82	5.25%	\$1,891.91	5.50%	\$1,982.00	5.75%	\$2,072.09	6.00%	\$2,162.18
Students for Students	4.25%	\$1,531.54	4.75%	\$1,711.73	5.25%	\$1,891.91	5.75%	\$2,072.09	6.25%	\$2,252.27
<b>Outdoor Club:</b>										

Outdoor Club	4.00%	\$1,441.45	4.50%	\$1,621.63	5.00%	\$1,801.82	5.50%	\$1,982.00	6.00%	\$2,162.18
Outdoor Club Asst	2.00%	\$720.73	2.25%	\$810.82	2.50%	\$900.91	2.75%	\$991.00	3.00%	\$1,081.09
<b>Band:</b>										
SVHS Band	8.00%	\$2,882.91	8.50%	\$3,063.09	9.00%	\$3,243.27	9.50%	\$3,423.45	10.00%	\$3,603.63
MJH Band	2.00%	\$720.73	2.50%	\$900.91	3.00%	\$1,081.09	3.50%	\$1,261.27	4.00%	\$1,441.45
<b>Chorus:</b>										
SVHS Chorus	5.00%	\$1,801.82	5.50%	\$1,982.00	6.00%	\$2,162.18	6.50%	\$2,342.36	7.00%	\$2,522.54
NJH Vocal	2.00%	\$720.73	2.50%	\$900.91	3.00%	\$1,081.09	3.50%	\$1,261.27	4.00%	\$1,441.45
French Club	4.00%	\$1,441.45	4.25%	\$1,531.54	4.50%	\$1,621.63	4.75%	\$1,711.73	5.00%	\$1,801.82
<b>Academic Bowl:</b>										
Academic Bowl	7.00%	\$2,522.54	7.50%	\$2,702.72	8.00%	\$2,882.91	8.50%	\$3,063.09	9.00%	\$3,243.27
Asst Academic Bowl	5.00%	\$1,801.82	5.25%	\$1,891.91	5.50%	\$1,982.00	5.75%	\$2,072.09	6.00%	\$2,162.18
8th Grade Academic Bowl	3.50%	\$1,261.27	3.75%	\$1,351.36	4.00%	\$1,441.45	4.25%	\$1,531.54	4.50%	\$1,621.63
7th Grade Academic Bowl	3.50%	\$1,261.27	3.75%	\$1,351.36	4.00%	\$1,441.45	4.25%	\$1,531.54	4.50%	\$1,621.63
Math Team	4.50%	\$1,621.63	5.00%	\$1,801.82	5.50%	\$1,982.00	6.00%	\$2,162.18	6.50%	\$2,342.36
Asst Math Team	3.00%	\$1,081.09	3.25%	\$1,171.18	3.50%	\$1,261.27	3.75%	\$1,351.36	4.00%	\$1,441.45
WYSE Team	4.00%	\$1,441.45	4.50%	\$1,621.63	5.00%	\$1,801.82	5.50%	\$1,982.00	6.00%	\$2,162.18
Asst. WYSE Team	2.00%	\$720.73	2.25%	\$810.82	2.50%	\$900.91	2.75%	\$991.00	3.00%	\$1,081.09
National Honor	3.00%	\$1,081.09	3.25%	\$1,171.18	3.50%	\$1,261.27	3.75%	\$1,351.36	4.00%	\$1,441.45
Chess Club	5.00%	\$1,801.82	5.25%	\$1,891.91	5.50%	\$1,982.00	5.75%	\$2,072.09	6.00%	\$2,162.18
Adult Ed. Director	4.00%	\$1,441.45	4.50%	\$1,621.63	5.00%	\$1,801.82	5.50%	\$1,982.00	6.00%	\$2,162.18
Teacher Hourly SS/Dr. Ed	\$18.00/hr (\$108.00/day)									
Extended Contract	1-11 yrs credit base on individual's placement on salary schedule									
Facilitator		\$500.00		\$550.00		\$600.00		\$650.00		\$700.00



FY 22			Activity Differentials		
Differential Base:			\$	36,757.06	

Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
<b>Class Sponsors:</b>										
Senior	4.25%	\$1,562.18	4.50%	\$1,654.07	4.75%	\$1,745.96	5.00%	\$1,837.85	5.25%	\$1,929.75
Junior	4.25%	\$1,562.18	4.50%	\$1,654.07	4.75%	\$1,745.96	5.00%	\$1,837.85	5.25%	\$1,929.75
Sophomore	3.00%	\$1,102.71	3.25%	\$1,194.60	3.50%	\$1,286.50	3.75%	\$1,378.39	4.00%	\$1,470.28
Freshman	2.95%	\$1,084.33	3.20%	\$1,176.23	3.45%	\$1,268.12	3.70%	\$1,360.01	3.95%	\$1,451.90
<b>Drama:</b>										
Musical Director	8.00%	\$2,940.56	8.50%	\$3,124.35	9.00%	\$3,308.14	9.50%	\$3,491.92	10.00%	\$3,675.71
Asst Musical Director	4.50%	\$1,654.07	4.75%	\$1,745.96	5.00%	\$1,837.85	5.25%	\$1,929.75	5.50%	\$2,021.64
Musical Vocal	3.00%	\$1,102.71	3.50%	\$1,286.50	4.00%	\$1,470.28	4.50%	\$1,654.07	5.00%	\$1,837.85
Musical Instrumental	3.50%	\$1,286.50	4.00%	\$1,470.28	4.50%	\$1,654.07	5.00%	\$1,837.85	5.50%	\$2,021.64
High School Play	7.00%	\$2,572.99	7.50%	\$2,756.78	8.00%	\$2,940.56	8.50%	\$3,124.35	9.00%	\$3,308.14
Junior High Play	4.50%	\$1,654.07	4.75%	\$1,745.96	5.00%	\$1,837.85	5.25%	\$1,929.75	5.50%	\$2,021.64
<b>Cheerleading:</b>										
Football	6.00%	\$2,205.42	6.25%	\$2,297.32	6.50%	\$2,389.21	6.75%	\$2,481.10	7.00%	\$2,572.99
Basketball	6.50%	\$2,389.21	6.75%	\$2,481.10	7.00%	\$2,572.99	7.25%	\$2,664.89	7.50%	\$2,756.78
Junior High	5.00%	\$1,837.85	5.25%	\$1,929.75	5.50%	\$2,021.64	5.75%	\$2,113.53	6.00%	\$2,205.42
Dance	9.50%	\$3,491.92	9.75%	\$3,583.81	10.00%	\$3,675.71	10.25%	\$3,767.60	10.50%	\$3,859.49
Yearbook	11.00%	\$4,043.28	11.50%	\$4,227.06	12.00%	\$4,410.85	12.50%	\$4,594.63	13.00%	\$4,778.42
F.H.A	6.50%	\$2,389.21	7.00%	\$2,572.99	7.50%	\$2,756.78	8.00%	\$2,940.56	8.50%	\$3,124.35
<b>Student Council:</b>										
SVHS Student Council	7.00%	\$2,572.99	7.25%	\$2,664.89	7.50%	\$2,756.78	7.75%	\$2,848.67	8.00%	\$2,940.56
MJH Student Council	5.00%	\$1,837.85	5.25%	\$1,929.75	5.50%	\$2,021.64	5.75%	\$2,113.53	6.00%	\$2,205.42
Students for Students	4.25%	\$1,562.18	4.75%	\$1,745.96	5.25%	\$1,929.75	5.75%	\$2,113.53	6.25%	\$2,297.32
<b>Outdoor Club:</b>										

Outdoor Club	4.00%	\$1,470.28	4.50%	\$1,654.07	5.00%	\$1,837.85	5.50%	\$2,021.64	6.00%	\$2,205.42
Outdoor Club Asst	2.00%	\$735.14	2.25%	\$827.03	2.50%	\$918.93	2.75%	\$1,010.82	3.00%	\$1,102.71
<b>Band:</b>										
SVHS Band	8.00%	\$2,940.56	8.50%	\$3,124.35	9.00%	\$3,308.14	9.50%	\$3,491.92	10.00%	\$3,675.71
MJH Band	2.00%	\$735.14	2.50%	\$918.93	3.00%	\$1,102.71	3.50%	\$1,286.50	4.00%	\$1,470.28
<b>Chorus:</b>										
SVHS Chorus	5.00%	\$1,837.85	5.50%	\$2,021.64	6.00%	\$2,205.42	6.50%	\$2,389.21	7.00%	\$2,572.99
NJH Vocal	2.00%	\$735.14	2.50%	\$918.93	3.00%	\$1,102.71	3.50%	\$1,286.50	4.00%	\$1,470.28
French Club	4.00%	\$1,470.28	4.25%	\$1,562.18	4.50%	\$1,654.07	4.75%	\$1,745.96	5.00%	\$1,837.85
<b>Academic Bowl:</b>										
Academic Bowl	7.00%	\$2,572.99	7.50%	\$2,756.78	8.00%	\$2,940.56	8.50%	\$3,124.35	9.00%	\$3,308.14
Asst Academic Bowl	5.00%	\$1,837.85	5.25%	\$1,929.75	5.50%	\$2,021.64	5.75%	\$2,113.53	6.00%	\$2,205.42
8th Grade Academic Bowl	3.50%	\$1,286.50	3.75%	\$1,378.39	4.00%	\$1,470.28	4.25%	\$1,562.18	4.50%	\$1,654.07
7th Grade Academic Bowl	3.50%	\$1,286.50	3.75%	\$1,378.39	4.00%	\$1,470.28	4.25%	\$1,562.18	4.50%	\$1,654.07
Math Team	4.50%	\$1,654.07	5.00%	\$1,837.85	5.50%	\$2,021.64	6.00%	\$2,205.42	6.50%	\$2,389.21
Asst Math Team	3.00%	\$1,102.71	3.25%	\$1,194.60	3.50%	\$1,286.50	3.75%	\$1,378.39	4.00%	\$1,470.28
WYSE Team	4.00%	\$1,470.28	4.50%	\$1,654.07	5.00%	\$1,837.85	5.50%	\$2,021.64	6.00%	\$2,205.42
Asst. WYSE Team	2.00%	\$735.14	2.25%	\$827.03	2.50%	\$918.93	2.75%	\$1,010.82	3.00%	\$1,102.71
National Honor	3.00%	\$1,102.71	3.25%	\$1,194.60	3.50%	\$1,286.50	3.75%	\$1,378.39	4.00%	\$1,470.28
Chess Club	5.00%	\$1,837.85	5.25%	\$1,929.75	5.50%	\$2,021.64	5.75%	\$2,113.53	6.00%	\$2,205.42
Adult Ed. Director	4.00%	\$1,470.28	4.50%	\$1,654.07	5.00%	\$1,837.85	5.50%	\$2,021.64	6.00%	\$2,205.42
Teacher Hourly SS/Dr. Ed		\$18.00/hr (\$108.00/day)								
Extended Contract	1-11 yrs credit base on individual's placement on salary schedule									
Facilitator		\$500.00		\$550.00		\$600.00		\$650.00		\$700.00

FY19

## ATHLETIC DIFFERENTIALS

Differential Base: \$ 34,637.00

Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Head Golf	13.75%	\$4,762.59	14.75%	\$5,108.96	15.75%	\$5,455.33	16.75%	\$5,801.70	17.75%	\$6,148.07
Asst Golf	9.50%	\$3,290.52	10.00%	\$3,463.70	10.50%	\$3,636.89	11.00%	\$3,810.07	11.50%	\$3,983.26
Head Football	13.75%	\$4,762.59	14.75%	\$5,108.96	15.75%	\$5,455.33	16.75%	\$5,801.70	17.75%	\$6,148.07
Asst. Football (5)	9.50%	\$3,290.52	10.00%	\$3,463.70	10.50%	\$3,636.89	11.00%	\$3,810.07	11.50%	\$3,983.26
Varsity Volleyball	13.75%	\$4,762.59	14.75%	\$5,108.96	15.75%	\$5,455.33	16.75%	\$5,801.70	17.75%	\$6,148.07
Asst. Volleyball (2)	9.50%	\$3,290.52	10.00%	\$3,463.70	10.50%	\$3,636.89	11.00%	\$3,810.07	11.50%	\$3,983.26
MJH 7th/8th Volleyball (2)	7.50%	\$2,597.78	8.00%	\$2,770.96	8.50%	\$2,944.15	9.00%	\$3,117.33	9.50%	\$3,290.52
*Asst. MJH Volleyball	5.50%	\$1,905.04	6.00%	\$2,078.22	6.50%	\$2,251.41	7.00%	\$2,424.59	7.50%	\$2,597.78
Head Wrestling	13.75%	\$4,762.59	14.75%	\$5,108.96	15.75%	\$5,455.33	16.75%	\$5,801.70	17.75%	\$6,148.07
Asst. Wrestling (2)	9.50%	\$3,290.52	10.00%	\$3,463.70	10.50%	\$3,636.89	11.00%	\$3,810.07	11.50%	\$3,983.26
MJH Wrestling	7.50%	\$2,597.78	8.00%	\$2,770.96	8.50%	\$2,944.15	9.00%	\$3,117.33	9.50%	\$3,290.52
Asst. MJH Wrestling	5.50%	\$1,905.04	6.00%	\$2,078.22	6.50%	\$2,251.41	7.00%	\$2,424.59	7.50%	\$2,597.78
Head Boys Basketball	13.75%	\$4,762.59	14.75%	\$5,108.96	15.75%	\$5,455.33	16.75%	\$5,801.70	17.75%	\$6,148.07
Asst. Boys Basketball (2)	9.50%	\$3,290.52	10.00%	\$3,463.70	10.50%	\$3,636.89	11.00%	\$3,810.07	11.50%	\$3,983.26
MJH 7th/8th Boys Bkb (2)	7.50%	\$2,597.78	8.00%	\$2,770.96	8.50%	\$2,944.15	9.00%	\$3,117.33	9.50%	\$3,290.52
*MJH Asst. Boys Bkb	5.50%	\$1,905.04	6.00%	\$2,078.22	6.50%	\$2,251.41	7.00%	\$2,424.59	7.50%	\$2,597.78

<b>Head Girls Basketball</b>	13.75%	\$4,762.59	14.75%	\$5,108.96	15.75%	\$5,455.33	16.75%	\$5,801.70	17.75%	\$6,148.07
Asst. Girls Basketball (2)	9.50%	\$3,290.52	10.00%	\$3,463.70	10.50%	\$3,636.89	11.00%	\$3,810.07	11.50%	\$3,983.26
MJH 7th/8th GirlsBkb (2)	7.50%	\$2,597.78	8.00%	\$2,770.96	8.50%	\$2,944.15	9.00%	\$3,117.33	9.50%	\$3,290.52
*MJH Asst. Girls Bkb	5.50%	\$1,905.04	6.00%	\$2,078.22	6.50%	\$2,251.41	7.00%	\$2,424.59	7.50%	\$2,597.78
<b>Head Track</b>	13.75%	\$4,762.59	14.75%	\$5,108.96	15.75%	\$5,455.33	16.75%	\$5,801.70	17.75%	\$6,148.07
Asst. Track (3)	9.50%	\$3,290.52	10.00%	\$3,463.70	10.50%	\$3,636.89	11.00%	\$3,810.07	11.50%	\$3,983.26
MJH Boys/Girls Track (2)	7.50%	\$2,597.78	8.00%	\$2,770.96	8.50%	\$2,944.15	9.00%	\$3,117.33	9.50%	\$3,290.52
MJH Boys/Girls Asst. Track (2)	6.00%	\$2,078.22	6.50%	\$2,251.41	7.00%	\$2,424.59	7.50%	\$2,597.78	8.00%	\$2,770.96
<b>Head Baseball</b>	13.75%	\$4,762.59	14.75%	\$5,108.96	15.75%	\$5,455.33	16.75%	\$5,801.70	17.75%	\$6,148.07
Asst. Baseball (2)	9.50%	\$3,290.52	10.00%	\$3,463.70	10.50%	\$3,636.89	11.00%	\$3,810.07	11.50%	\$3,983.26
<b>Head Softball</b>	13.75%	\$4,762.59	14.75%	\$5,108.96	15.75%	\$5,455.33	16.75%	\$5,801.70	17.75%	\$6,148.07
Asst. Softball (2)	9.50%	\$3,290.52	10.00%	\$3,463.70	10.50%	\$3,636.89	11.00%	\$3,810.07	11.50%	\$3,983.26
<b>Head Girls Soccer</b>	13.75%	\$4,762.59	14.75%	\$5,108.96	15.75%	\$5,455.33	16.75%	\$5,801.70	17.75%	\$6,148.07
Asst. Girls Soccer	9.00%	\$3,117.33	9.50%	\$3,290.52	10.00%	\$3,463.70	10.50%	\$3,636.89	11.00%	\$3,810.07
<b>Head Boys Soccer</b>	13.75%	\$4,762.59	14.75%	\$5,108.96	15.75%	\$5,455.33	16.75%	\$5,801.70	17.75%	\$6,148.07
Asst. Boys Soccer	9.50%	\$3,290.52	10.00%	\$3,463.70	10.50%	\$3,636.89	11.00%	\$3,810.07	11.50%	\$3,983.26
<b>6th Grade Athletics</b>	6.00%	\$2,078.22	6.50%	\$2,251.41	7.00%	\$2,424.59	7.50%	\$2,597.78	8.00%	\$2,770.96
Asst 6th Grade Athletics	4.50%	\$1,558.67	4.75%	\$1,645.26	5.00%	\$1,731.85	5.25%	\$1,818.44	5.50%	\$1,905.04

<b>MJH Athletic Director</b>	12.00%	\$4,156.44	13.00%	\$4,502.81	14.00%	\$4,849.18	15.00%	\$5,195.55	16.00%	\$5,541.92
------------------------------	--------	------------	--------	------------	--------	------------	--------	------------	--------	------------

Differential Base: \$ 35,329.74

Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Head Golf	13.75%	\$4,857.84	14.75%	\$5,211.14	15.75%	\$5,564.43	16.75%	\$5,917.73	17.75%	\$6,271.03
Asst Golf	9.50%	\$3,356.33	10.00%	\$3,532.97	10.50%	\$3,709.62	11.00%	\$3,886.27	11.50%	\$4,062.92
Head Football	13.75%	\$4,857.84	14.75%	\$5,211.14	15.75%	\$5,564.43	16.75%	\$5,917.73	17.75%	\$6,271.03
Asst. Football (5)	9.50%	\$3,356.33	10.00%	\$3,532.97	10.50%	\$3,709.62	11.00%	\$3,886.27	11.50%	\$4,062.92
Varsity Volleyball	13.75%	\$4,857.84	14.75%	\$5,211.14	15.75%	\$5,564.43	16.75%	\$5,917.73	17.75%	\$6,271.03
Asst. Volleyball (2)	9.50%	\$3,356.33	10.00%	\$3,532.97	10.50%	\$3,709.62	11.00%	\$3,886.27	11.50%	\$4,062.92
MJH 7th/8th Volleyball (2)	7.50%	\$2,649.73	8.00%	\$2,826.38	8.50%	\$3,003.03	9.00%	\$3,179.68	9.50%	\$3,356.33
*Asst. MJH Volleyball	5.50%	\$1,943.14	6.00%	\$2,119.78	6.50%	\$2,296.43	7.00%	\$2,473.08	7.50%	\$2,649.73
Head Wrestling	13.75%	\$4,857.84	14.75%	\$5,211.14	15.75%	\$5,564.43	16.75%	\$5,917.73	17.75%	\$6,271.03
Asst. Wrestling (2)	9.50%	\$3,356.33	10.00%	\$3,532.97	10.50%	\$3,709.62	11.00%	\$3,886.27	11.50%	\$4,062.92
MJH Wrestling	7.50%	\$2,649.73	8.00%	\$2,826.38	8.50%	\$3,003.03	9.00%	\$3,179.68	9.50%	\$3,356.33
Asst. MJH Wrestling	5.50%	\$1,943.14	6.00%	\$2,119.78	6.50%	\$2,296.43	7.00%	\$2,473.08	7.50%	\$2,649.73
Head Boys Basketball	13.75%	\$4,857.84	14.75%	\$5,211.14	15.75%	\$5,564.43	16.75%	\$5,917.73	17.75%	\$6,271.03
Asst. Boys Basketball (2)	9.50%	\$3,356.33	10.00%	\$3,532.97	10.50%	\$3,709.62	11.00%	\$3,886.27	11.50%	\$4,062.92
MJH 7th/8th Boys Bkb (2)	7.50%	\$2,649.73	8.00%	\$2,826.38	8.50%	\$3,003.03	9.00%	\$3,179.68	9.50%	\$3,356.33
*MJH Asst. Boys Bkb	5.50%	\$1,943.14	6.00%	\$2,119.78	6.50%	\$2,296.43	7.00%	\$2,473.08	7.50%	\$2,649.73

<b>Head Girls Basketball</b>	13.75%	\$4,857.84	14.75%	\$5,211.14	15.75%	\$5,564.43	16.75%	\$5,917.73	17.75%	\$6,271.03
Asst. Girls Basketball (2)	9.50%	\$3,356.33	10.00%	\$3,532.97	10.50%	\$3,709.62	11.00%	\$3,886.27	11.50%	\$4,062.92
MJH 7th/8th GirlsBkb (2)	7.50%	\$2,649.73	8.00%	\$2,826.38	8.50%	\$3,003.03	9.00%	\$3,179.68	9.50%	\$3,356.33
*MJH Asst. Girls Bkb	5.50%	\$1,943.14	6.00%	\$2,119.78	6.50%	\$2,296.43	7.00%	\$2,473.08	7.50%	\$2,649.73
<b>Head Track</b>	13.75%	\$4,857.84	14.75%	\$5,211.14	15.75%	\$5,564.43	16.75%	\$5,917.73	17.75%	\$6,271.03
Asst. Track (3)	9.50%	\$3,356.33	10.00%	\$3,532.97	10.50%	\$3,709.62	11.00%	\$3,886.27	11.50%	\$4,062.92
MJH Boys/Girls Track (2)	7.50%	\$2,649.73	8.00%	\$2,826.38	8.50%	\$3,003.03	9.00%	\$3,179.68	9.50%	\$3,356.33
MJH Boys/Girls Asst. Track (2)	6.00%	\$2,119.78	6.50%	\$2,296.43	7.00%	\$2,473.08	7.50%	\$2,649.73	8.00%	\$2,826.38
<b>Head Baseball</b>	13.75%	\$4,857.84	14.75%	\$5,211.14	15.75%	\$5,564.43	16.75%	\$5,917.73	17.75%	\$6,271.03
Asst. Baseball (2)	9.50%	\$3,356.33	10.00%	\$3,532.97	10.50%	\$3,709.62	11.00%	\$3,886.27	11.50%	\$4,062.92
<b>Head Softball</b>	13.75%	\$4,857.84	14.75%	\$5,211.14	15.75%	\$5,564.43	16.75%	\$5,917.73	17.75%	\$6,271.03
Asst. Softball (2)	9.50%	\$3,356.33	10.00%	\$3,532.97	10.50%	\$3,709.62	11.00%	\$3,886.27	11.50%	\$4,062.92
<b>Head Girls Soccer</b>	13.75%	\$4,857.84	14.75%	\$5,211.14	15.75%	\$5,564.43	16.75%	\$5,917.73	17.75%	\$6,271.03
Asst. Girls Soccer	9.00%	\$3,179.68	9.50%	\$3,356.33	10.00%	\$3,532.97	10.50%	\$3,709.62	11.00%	\$3,886.27
<b>Head Boys Soccer</b>	13.75%	\$4,857.84	14.75%	\$5,211.14	15.75%	\$5,564.43	16.75%	\$5,917.73	17.75%	\$6,271.03
Asst. Boys Soccer	9.50%	\$3,356.33	10.00%	\$3,532.97	10.50%	\$3,709.62	11.00%	\$3,886.27	11.50%	\$4,062.92
<b>6th Grade Athletics</b>	6.00%	\$2,119.78	6.50%	\$2,296.43	7.00%	\$2,473.08	7.50%	\$2,649.73	8.00%	\$2,826.38
Asst 6th Grade Athletics	4.50%	\$1,589.84	4.75%	\$1,678.16	5.00%	\$1,766.49	5.25%	\$1,854.81	5.50%	\$1,943.14

<b>MJH Athletic Director</b>	12.00%	\$4,239.57	13.00%	\$4,592.87	14.00%	\$4,946.16	15.00%	\$5,299.46	16.00%	\$5,652.76
------------------------------	--------	------------	--------	------------	--------	------------	--------	------------	--------	------------



Differential Base: \$ 36,036.33

Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
<b>Head Golf</b>	13.75%	\$4,955.00	14.75%	\$5,315.36	15.75%	\$5,675.72	16.75%	\$6,036.09	17.75%	\$6,396.45
Asst Golf	9.50%	\$3,423.45	10.00%	\$3,603.63	10.50%	\$3,783.81	11.00%	\$3,964.00	11.50%	\$4,144.18
<b>Head Football</b>	13.75%	\$4,955.00	14.75%	\$5,315.36	15.75%	\$5,675.72	16.75%	\$6,036.09	17.75%	\$6,396.45
Asst. Football (5)	9.50%	\$3,423.45	10.00%	\$3,603.63	10.50%	\$3,783.81	11.00%	\$3,964.00	11.50%	\$4,144.18
<b>Varsity Volleyball</b>	13.75%	\$4,955.00	14.75%	\$5,315.36	15.75%	\$5,675.72	16.75%	\$6,036.09	17.75%	\$6,396.45
Asst. Volleyball (2)	9.50%	\$3,423.45	10.00%	\$3,603.63	10.50%	\$3,783.81	11.00%	\$3,964.00	11.50%	\$4,144.18
MJH 7th/8th Volleyball (2)	7.50%	\$2,702.72	8.00%	\$2,882.91	8.50%	\$3,063.09	9.00%	\$3,243.27	9.50%	\$3,423.45
* Asst. MJH Volleyball	5.50%	\$1,982.00	6.00%	\$2,162.18	6.50%	\$2,342.36	7.00%	\$2,522.54	7.50%	\$2,702.72
<b>Head Wrestling</b>	13.75%	\$4,955.00	14.75%	\$5,315.36	15.75%	\$5,675.72	16.75%	\$6,036.09	17.75%	\$6,396.45
Asst. Wrestling (2)	9.50%	\$3,423.45	10.00%	\$3,603.63	10.50%	\$3,783.81	11.00%	\$3,964.00	11.50%	\$4,144.18
MJH Wrestling	7.50%	\$2,702.72	8.00%	\$2,882.91	8.50%	\$3,063.09	9.00%	\$3,243.27	9.50%	\$3,423.45
Asst. MJH Wrestling	5.50%	\$1,982.00	6.00%	\$2,162.18	6.50%	\$2,342.36	7.00%	\$2,522.54	7.50%	\$2,702.72
<b>Head Boys Basketball</b>	13.75%	\$4,955.00	14.75%	\$5,315.36	15.75%	\$5,675.72	16.75%	\$6,036.09	17.75%	\$6,396.45
Asst. Boys Basketball (2)	9.50%	\$3,423.45	10.00%	\$3,603.63	10.50%	\$3,783.81	11.00%	\$3,964.00	11.50%	\$4,144.18
MJH 7th/8th Boys Bkb (2)	7.50%	\$2,702.72	8.00%	\$2,882.91	8.50%	\$3,063.09	9.00%	\$3,243.27	9.50%	\$3,423.45
*MJH Asst. Boys Bkb	5.50%	\$1,982.00	6.00%	\$2,162.18	6.50%	\$2,342.36	7.00%	\$2,522.54	7.50%	\$2,702.72

<b>Head Girls Basketball</b>	13.75%	\$4,955.00	14.75%	\$5,315.36	15.75%	\$5,675.72	16.75%	\$6,036.09	17.75%	\$6,396.45
Asst. Girls Basketball (2)	9.50%	\$3,423.45	10.00%	\$3,603.63	10.50%	\$3,783.81	11.00%	\$3,964.00	11.50%	\$4,144.18
MJH 7th/8th GirlsBkb (2)	7.50%	\$2,702.72	8.00%	\$2,882.91	8.50%	\$3,063.09	9.00%	\$3,243.27	9.50%	\$3,423.45
*MJH Asst. Girls Bkb	5.50%	\$1,982.00	6.00%	\$2,162.18	6.50%	\$2,342.36	7.00%	\$2,522.54	7.50%	\$2,702.72
<b>Head Track</b>	13.75%	\$4,955.00	14.75%	\$5,315.36	15.75%	\$5,675.72	16.75%	\$6,036.09	17.75%	\$6,396.45
Asst. Track (3)	9.50%	\$3,423.45	10.00%	\$3,603.63	10.50%	\$3,783.81	11.00%	\$3,964.00	11.50%	\$4,144.18
MJH Boys/Girls Track (2)	7.50%	\$2,702.72	8.00%	\$2,882.91	8.50%	\$3,063.09	9.00%	\$3,243.27	9.50%	\$3,423.45
MJH Boys/Girls Asst. Track (2)	6.00%	\$2,162.18	6.50%	\$2,342.36	7.00%	\$2,522.54	7.50%	\$2,702.72	8.00%	\$2,882.91
<b>Head Baseball</b>	13.75%	\$4,955.00	14.75%	\$5,315.36	15.75%	\$5,675.72	16.75%	\$6,036.09	17.75%	\$6,396.45
Asst. Baseball (2)	9.50%	\$3,423.45	10.00%	\$3,603.63	10.50%	\$3,783.81	11.00%	\$3,964.00	11.50%	\$4,144.18
<b>Head Softball</b>	13.75%	\$4,955.00	14.75%	\$5,315.36	15.75%	\$5,675.72	16.75%	\$6,036.09	17.75%	\$6,396.45
Asst. Softball (2)	9.50%	\$3,423.45	10.00%	\$3,603.63	10.50%	\$3,783.81	11.00%	\$3,964.00	11.50%	\$4,144.18
<b>Head Girls Soccer</b>	13.75%	\$4,955.00	14.75%	\$5,315.36	15.75%	\$5,675.72	16.75%	\$6,036.09	17.75%	\$6,396.45
Asst. Girls Soccer	9.00%	\$3,243.27	9.50%	\$3,423.45	10.00%	\$3,603.63	10.50%	\$3,783.81	11.00%	\$3,964.00
<b>Head Boys Soccer</b>	13.75%	\$4,955.00	14.75%	\$5,315.36	15.75%	\$5,675.72	16.75%	\$6,036.09	17.75%	\$6,396.45
Asst. Boys Soccer	9.50%	\$3,423.45	10.00%	\$3,603.63	10.50%	\$3,783.81	11.00%	\$3,964.00	11.50%	\$4,144.18
<b>6th Grade Athletics</b>	6.00%	\$2,162.18	6.50%	\$2,342.36	7.00%	\$2,522.54	7.50%	\$2,702.72	8.00%	\$2,882.91
Asst 6th Grade Athletics	4.50%	\$1,621.63	4.75%	\$1,711.73	5.00%	\$1,801.82	5.25%	\$1,891.91	5.50%	\$1,982.00



Differential Base: \$ 36,757.06

Position	Years 1-2	Amount	Years 3-4	Amount	Years 5-6	Amount	Years 7-10	Amount	Years 11+	Amount
Head Golf	13.75%	\$5,054.10	14.75%	\$5,421.67	15.75%	\$5,789.24	16.75%	\$6,156.81	17.75%	\$6,524.38
Asst Golf	9.50%	\$3,491.92	10.00%	\$3,675.71	10.50%	\$3,859.49	11.00%	\$4,043.28	11.50%	\$4,227.06
Head Football	13.75%	\$5,054.10	14.75%	\$5,421.67	15.75%	\$5,789.24	16.75%	\$6,156.81	17.75%	\$6,524.38
Asst. Football (5)	9.50%	\$3,491.92	10.00%	\$3,675.71	10.50%	\$3,859.49	11.00%	\$4,043.28	11.50%	\$4,227.06
Varsity Volleyball	13.75%	\$5,054.10	14.75%	\$5,421.67	15.75%	\$5,789.24	16.75%	\$6,156.81	17.75%	\$6,524.38
Asst. Volleyball (2)	9.50%	\$3,491.92	10.00%	\$3,675.71	10.50%	\$3,859.49	11.00%	\$4,043.28	11.50%	\$4,227.06
MJH 7th/8th Volleyball (2)	7.50%	\$2,756.78	8.00%	\$2,940.56	8.50%	\$3,124.35	9.00%	\$3,308.14	9.50%	\$3,491.92
*Asst. MJH Volleyball	5.50%	\$2,021.64	6.00%	\$2,205.42	6.50%	\$2,389.21	7.00%	\$2,572.99	7.50%	\$2,756.78
Head Wrestling	13.75%	\$5,054.10	14.75%	\$5,421.67	15.75%	\$5,789.24	16.75%	\$6,156.81	17.75%	\$6,524.38
Asst. Wrestling (2)	9.50%	\$3,491.92	10.00%	\$3,675.71	10.50%	\$3,859.49	11.00%	\$4,043.28	11.50%	\$4,227.06
MJH Wrestling	7.50%	\$2,756.78	8.00%	\$2,940.56	8.50%	\$3,124.35	9.00%	\$3,308.14	9.50%	\$3,491.92
Asst. MJH Wrestling	5.50%	\$2,021.64	6.00%	\$2,205.42	6.50%	\$2,389.21	7.00%	\$2,572.99	7.50%	\$2,756.78
Head Boys Basketball	13.75%	\$5,054.10	14.75%	\$5,421.67	15.75%	\$5,789.24	16.75%	\$6,156.81	17.75%	\$6,524.38
Asst. Boys Basketball (2)	9.50%	\$3,491.92	10.00%	\$3,675.71	10.50%	\$3,859.49	11.00%	\$4,043.28	11.50%	\$4,227.06
MJH 7th/8th Boys Bkb (2)	7.50%	\$2,756.78	8.00%	\$2,940.56	8.50%	\$3,124.35	9.00%	\$3,308.14	9.50%	\$3,491.92
*MJH Asst. Boys Bkb	5.50%	\$2,021.64	6.00%	\$2,205.42	6.50%	\$2,389.21	7.00%	\$2,572.99	7.50%	\$2,756.78

<b>Head Girls Basketball</b>	13.75%	\$5,054.10	14.75%	\$5,421.67	15.75%	\$5,789.24	16.75%	\$6,156.81	17.75%	\$6,524.38
Asst. Girls Basketball (2)	9.50%	\$3,491.92	10.00%	\$3,675.71	10.50%	\$3,859.49	11.00%	\$4,043.28	11.50%	\$4,227.06
MJH 7th/8th GirlsBkb (2)	7.50%	\$2,756.78	8.00%	\$2,940.56	8.50%	\$3,124.35	9.00%	\$3,308.14	9.50%	\$3,491.92
*MJH Asst. Girls Bkb	5.50%	\$2,021.64	6.00%	\$2,205.42	6.50%	\$2,389.21	7.00%	\$2,572.99	7.50%	\$2,756.78
<b>Head Track</b>	13.75%	\$5,054.10	14.75%	\$5,421.67	15.75%	\$5,789.24	16.75%	\$6,156.81	17.75%	\$6,524.38
Asst. Track (3)	9.50%	\$3,491.92	10.00%	\$3,675.71	10.50%	\$3,859.49	11.00%	\$4,043.28	11.50%	\$4,227.06
MJH Boys/Girls Track (2)	7.50%	\$2,756.78	8.00%	\$2,940.56	8.50%	\$3,124.35	9.00%	\$3,308.14	9.50%	\$3,491.92
MJH Boys/Girls Asst. Track (2)	6.00%	\$2,205.42	6.50%	\$2,389.21	7.00%	\$2,572.99	7.50%	\$2,756.78	8.00%	\$2,940.56
<b>Head Baseball</b>	13.75%	\$5,054.10	14.75%	\$5,421.67	15.75%	\$5,789.24	16.75%	\$6,156.81	17.75%	\$6,524.38
Asst. Baseball (2)	9.50%	\$3,491.92	10.00%	\$3,675.71	10.50%	\$3,859.49	11.00%	\$4,043.28	11.50%	\$4,227.06
<b>Head Softball</b>	13.75%	\$5,054.10	14.75%	\$5,421.67	15.75%	\$5,789.24	16.75%	\$6,156.81	17.75%	\$6,524.38
Asst. Softball (2)	9.50%	\$3,491.92	10.00%	\$3,675.71	10.50%	\$3,859.49	11.00%	\$4,043.28	11.50%	\$4,227.06
<b>Head Girls Soccer</b>	13.75%	\$5,054.10	14.75%	\$5,421.67	15.75%	\$5,789.24	16.75%	\$6,156.81	17.75%	\$6,524.38
Asst. Girls Soccer	9.00%	\$3,308.14	9.50%	\$3,491.92	10.00%	\$3,675.71	10.50%	\$3,859.49	11.00%	\$4,043.28
<b>Head Boys Soccer</b>	13.75%	\$5,054.10	14.75%	\$5,421.67	15.75%	\$5,789.24	16.75%	\$6,156.81	17.75%	\$6,524.38
Asst. Boys Soccer	9.50%	\$3,491.92	10.00%	\$3,675.71	10.50%	\$3,859.49	11.00%	\$4,043.28	11.50%	\$4,227.06
<b>6th Grade Athletics</b>	6.00%	\$2,205.42	6.50%	\$2,389.21	7.00%	\$2,572.99	7.50%	\$2,756.78	8.00%	\$2,940.56
Asst 6th Grade Athletics	4.50%	\$1,654.07	4.75%	\$1,745.96	5.00%	\$1,837.85	5.25%	\$1,929.75	5.50%	\$2,021.64

<b>MJH Athletic Director</b>	12.00%	\$4,410.85	13.00%	\$4,778.42	14.00%	\$5,145.99	15.00%	\$5,513.56	16.00%	\$5,881.13
------------------------------	--------	------------	--------	------------	--------	------------	--------	------------	--------	------------

## Appendix B1

### Recognized Student Organization (RSO) Creation Protocol

---

#### 1. The desire to start an RSO activity exists by a teacher

##### A. Proposed RSO activity aligns with district or school MVV (Mission, Vision, Values) or goals

- The teacher wishing to start the organization, or sponsor, is to create an organizational plan for the activity including: RSO mission, vision, alignment to goals, and a plan for sustainability
- The proposed RSO activity will be presented to the BOE through a YouTube video or other electronic presentation format\* between August and October of each year. In the event a video or digital presentation is not the desired approach of the person sponsoring the proposed RSO activity, an in-person presentation at the October BOE meeting will take place. The presentation should not exceed five minutes. In the case of an in-person presentation, as much information as can be provided to the BOE prior to the presentation would be beneficial.
- The presentation should include the following:
  - The video shall contain both information from the advisor and include student voice. Examples of student voice include, but are not limited to, student participating in the actual presentation or some other data (survey, petition) demonstrating sincere student interest.
  - The video shall include the total time commitment per year for the advisor, the total amount of students impacted, and whether or not the club is dependent upon any other funding
- The BOE will determine whether or not to recognize the proposed RSO activity. The decision of the Board is non-precedential and not subject to the grievance process set forth in Article 12 of the Contract.
- If recognized, the BOE, in its sole discretion, will determine the compensation level of the advisor, if any, based on the availability of funds in the supplemental activity fund at the November BOE meeting \*\*

##### B. Proposed RSO activity does not align directly with district or school MVV or goals, but there is a belief that such a club is NECESSARY to best serve our students

- The teacher wishing to start the organization, or sponsor, is to create an organizational plan for the activity including: Organization mission, vision, alignment to goals, and a plan for sustainability
  - Clearly address why this is necessary despite not aligning with MVV or goals. The use of data to support this assertion is necessary.
- The proposed RSO activity will be presented to the BOE through a YouTube video or other electronic presentation format\* between August and October of each year. In the event a video or digital presentation is not the desired approach

of the person sponsoring the proposed RSO activity, an in-person presentation at the October BOE meeting will take place. The presentation should not exceed five minutes. In the case of an in-person presentation, as much information as can be provided to the BOE prior to the presentation would be beneficial.

- The presentation should include the following:
  - The video shall contain both information from the advisor and include student voice. Examples of student voice include, but are not limited to, student participating in the actual presentation or some other data (survey, petition) demonstrating sincere student interest.
  - The video shall include the total time commitment per year for the advisor, the total amount of students impacted, and whether or not the club is dependent upon any other funding
- The BOE will determine whether or not to recognize the proposed RSO activity. The decision of the BOE is non-precedential and not subject to the grievance process set forth in Article 12 of the Contract.
- If recognized, the BOE, in its sole discretion, will determine the compensation level of the advisor, if any, based on the availability of funds in the supplemental activity fund at the November BOE meeting \*\*

C. Proposed RSO activity does not push forward the mission of the district but there is a belief that it will be a fun and positive experience for students

- The teacher wishing to start the organization, or sponsor, is to create an organizational plan for the activity including: RSO mission, vision, alignment to goals, and a plan for sustainability
- The proposed RSO activity will be presented to the BOE through a YouTube video or other digital format\* between August and October of each year. The video shall contain both information from the advisor and include student voice.
- The BOE will determine whether or not to recognize the proposed RSO activity at the November BOE meeting. The decision of the Board is non-precedential and not subject to the grievance process set forth in Article 12 of the Contract.
- If recognized, the BOE, in its sole discretion, will determine the compensation level of the advisor, if any, based on the availability of funds in the supplemental activity fund at the November BOE meeting \*\*

2. In the event a faculty member believes they are being asked and/or directed to complete an activity outside of the job description that involves leading peers and/or leading or supervising students they are encouraged to use the protocols set in place to discuss whether or not this newly assigned task satisfies the RSO requirements.

A. Protocols in place would include: professional conversation, IBCC, IBPSC, or the grievance procedure outlined in the Contract.



B. In the event this issue comes up and it is determined that the BOE should determine whether or not this qualifies as an RSO, all timelines previously outlined in this protocol do not apply.

3. All currently functioning activities not recognized in the collective bargaining agreement will operate as if they are a new proposed RSO activity just starting.
4. If an activity is currently taking place, but the advisor and activity are only seeking BOE recognition, not compensation – they will be identified as an RSO immediately upon ratification of this Contract.

\* The teacher must follow all student record and other confidentiality requirements with regard to such presentation.

\*\* Supplemental activity fund

- Based on Contract negotiations, the BOE will designate a sum of money to pool for this purpose
- Once an RSO has successfully operated for 2 (two) years and compensation has been provided, the BOE as a function of negotiations will consider adding this activity to the list of differentials
  - Data indicating success includes accomplishing organization set goals, contributing to the school and community, and sustaining student involvement and participation numbers.
- Please note the BOE has the right to eliminate and not fund any sport, activity, or RSO at any time for financial reasons. The decision of the BOE is non-precedential and not subject to the grievance process set forth in Article 12 of the Contract.
- If such elimination were to occur, the employee is under no obligation to continue the work of sponsoring or leading the activity. Additionally, if the employee chooses to not continue such activity this will not negatively impact the employee in the evaluation process.

## Appendix C

### PAY SCHEDULE FOR EXTENDED EXTRA CURRICULAR SEASON

State Series			Extra	Pay per Week	Number	Potential \$
	Weeks in Season	Based on additional time	Weeks	Head/Asst	Head/Asst.	Maximum \$
Fall						
Football	12	1st Round , 2nd Round, Quarter-Final, Semi-Final and State Final	1-5	\$125/\$75	1/5	\$625/\$1875
Cheerleading	12	Same advancement as football	1-5	\$50/\$25	1	\$250
Boys Soccer	9	2nd Round, Super Sectional, and State Final	1-2	\$125/\$75	1/1	\$250/\$150
Volleyball	10	Sectional and Quarter-Final	1-2	\$125/\$75	1/2	\$250/\$300
Winter						
Girls Basketball	15	Sectional and Super-Sectional	1-2	\$125/\$75	1/2	\$250/\$300
Boys Basketball	16	Sectional and Super-Sectional	1-2	\$125/\$75	1/2	\$250/\$300
Cheerleading	16	Same advancement as boys basketball	1-2	\$50/\$25	1	\$100
Wrestling	13	Sectional and State Finals (individual and team)	1-3	\$125/\$75	1/2	\$375/\$450
Scholastic Bowl	N/A	Sectional, Supersectionals and State Finals	1-3	\$125/\$75	1/1	\$375/\$225
Chorus/Band	N/A	(IMEA) District, State	1-2	\$125	1	\$250
WYSE	N/A	Sectional and State Finals (individual and team)	1-3	\$125	1	\$375
FFA	N/A	If student(s) is awarded a FFA state degree	2	\$125	1	\$250
Spring						
Softball	12	Sectional, Supersectionals and State Finals	1-2	\$125/\$75	1/2	\$250/\$300
Girls Soccer	10	2nd Round, Super Sectional, and State Final	1-2	\$125/\$75	1/1	\$250/\$150
Girls Track	15	State Finals	1	\$125/\$75	1/2	\$125/\$150
Baseball	12	Sectional, Supersectionals and State Finals	1-2	\$125/\$75	1-2	\$250/\$300
Boys Track	16	State Finals	1	\$125/\$75	1-2	\$125/\$150
					Total	\$8,700

The following sports will not be paid for their participation in the first week of the Regional Tournament:

Boys  
Soccer  
Volleyball  
Girls  
Basketball  
Boys  
Basketball  
Wrestling  
Softball

Girls  
Soccer  
Baseball  
Boys  
Track  
Chess

(Sectional)

(State)

**If a program advances to another week, they will be paid for the entire week regardless of their finish.**

**\$100 bonus per coach if team is competing in state final.  
Coaches of individual sports may receive only one bonus.**

## Appendix D

### FY 19

Pay Period	Pay Date
6/17-6/30	7/13/2018
7/1-7/14	7/27/2018
7/15-7/28	8/10/2018
7/29-8/11	8/24/2018*
8/12-8/25	9/7/2018
8/26-9/8	9/21/2018
9/9-9/22	10/5/2018
9/23-10/6	10/19/2018
10/7-10/20	11/2/2018
10/21-11/3	11/16/2018
11/4-11/17	11/30/2018
11/18-12/1	12/14/2018
12/2-12/15	12/28/2018
12/16-12/29	1/11/2019
12/30-1/12	1/25/2019
1/13-1/26	2/8/2019
1/27-2/9	2/22/2019
2/10-2/23	3/8/2019
2/24-3/9	3/22/2019
3/10-3/23	4/5/2019
3/24-4/6	4/19/2019
4/7-4/20	5/3/2019
4/21-5/4	5/17/2019
5/5-5/18	5/31/2019
5/19-6/1	6/14/2019
6/2-6/15	6/28/2019
6/16-6/29	7/12/2019
6/30-7/13	7/26/2019
7/14-7/27	8/9/2019**

\* indicates teachers first pay date for FY19 contract

\*\* indicates teachers final pay date for FY19 contract

### FY 20

Pay Period	Pay Date
6/16-6/29	7/12/2019
6/30-7/13	7/26/2019
7/14-7/27	8/9/2019
7/28-8/10	8/23/2019*
8/11-8/24	9/6/2019
8/25-9/7	9/20/2019
9/8-9/21	10/4/2019
9/22-10/5	10/18/2019
10/6-10/19	11/1/2019
10/20-11/2	11/15/2019
11/3-11/16	11/29/2019
11/17-11/30	12/13/2019
12/1-12/14	12/27/2019
12/16-12/28	1/10/2020
12/29-1/11	1/24/2020
1/12-1/25	2/7/2020
1/26-2/8	2/21/2020
2/9-2/22	3/6/2020
2/23-3/7	3/20/2020
3/8-3/21	4/3/2020
3/22-4/4	4/17/2020
4/5-4/18	5/1/2020
4/19-5/2	5/15/2020
5/3-5/16	5/29/2020
5/17-5/30	6/12/2020
5/31-6/13	6/26/2020
6/14-6/27	7/10/2020
6/28-7/11	7/24/2020
7/12-7/25	8/7/2020**

\* indicates teachers first pay date for FY20 contract

\*\* indicates teachers final pay date for FY20 contract

## FY 21

Pay Period	Pay Date
6/14-6/27	7/10/2020
6/28-7/11	7/24/2020
7/12-7/25	8/7/2020
7/26-8/8	8/21/2020*
8/9-8/22	9/4/2020
8/23-9/5	9/18/2020
10/6-9/19	10/2/2020
9/20-10/3	10/16/2020
10/4-10/17	10/30/2020
10/18-10/31	11/13/2020
11/1-11/14	11/27/2020
11/15-11/28	12/11/2020
11/29-12/12	12/25/2020
12/13-12/26	1/8/2021
12/27-1/9	1/22/2021
1/10-1/23	2/5/2021
1/24-2/6	2/19/2021
2/7-2/20	3/5/2021
2/21-3/6	3/19/2021
3/7-3/20	4/2/2021
3/21-4/3	4/16/2021
4/4-4/17	4/30/2021
4/18-5/1	5/14/2021
5/2-5/15	5/28/2021
5/16-5/29	6/11/2021
5/30-6/12	6/25/2021
6/13-6/26	7/9/2021
6/27-7/10	7/23/2021
7/11-7/24	8/6/2021**

\* indicates teachers first pay date for FY21 contract

\*\* indicates teachers final pay date for FY21 contract

## FY 22

Pay Period	Pay Date
6/13-6/26	7/9/2021
6/27-7/10	7/23/2021
7/11-7/24	8/6/2021
7/25-8/7	8/20/2021*
8/8-8/21	9/3/2021
8/22-9/4	9/17/2021
9/5-9/18	10/1/2021
9/19-10/2	10/15/2021
10/3-10/16	10/29/2021
10/17-10/30	11/12/2021
10/31-11/13	11/26/2021
11/14-11/27	12/10/2021
11/28-12/11	12/24/2021
12/12-12/25	1/7/2022
12/26-1/6	1/21/2022
1/9-1/22	2/4/2022
1/23-2/5	2/18/2022
2/6-2/19	3/4/2022
2/20-3/5	3/18/2022
3/6-3/19	4/1/2022
3/20-4/2	4/15/2022
4/3-4/16	4/29/2022
4/17-4/30	5/13/2022
5/1-5/14	5/27/2022
5/15-5/28	6/10/2022
5/29-6/11	6/24/2022
6/12-6/25	7/8/2022
6/26-7/9	7/22/2022
7/10-7/23	8/5/2022**

\* indicates teachers first pay date for FY22 contract

\*\* indicates teachers final pay date for FY22 contract

## **Appendix E**

### **ACKNOWLEDGEMENT OF SICK LEAVE BANK**

The Association acknowledges the existence of the Board's policy regarding the sick leave bank as well as the terms and conditions therein. The Association confirms that such policy and the terms and conditions set forth therein are not a part of this Contract and therefore cannot be grieved.

**MEMORANDUM OF UNDERSTANDING**  
**English/Language Arts Coach**

This Memorandum of Understanding is entered into by and between the **Board of Education of Meridian Community Unit School District No. 223, ("Board")** and the **Stillman Valley Education Association, IEA-NEA ("SVEA")** (collective, the Parties), effective March 6, 2018. The Parties have agreed as follows:

The Board determined to create a position, on a trial basis, called English/Language Arts ("ELA") Coach beginning with the 2015-2016 school year. The Parties acknowledge that the current intent is that the position continue; however, the Board may choose, in its sole discretion, to eliminate the position at any time; and if so, the position will not exist moving forward from such time.

The ELA Coach's work year will be ten (10) days longer than the regular teacher work year in order to complete his/her duties. Such days will be paid at the daily per diem rate for the individual hired or assigned as ELA Coach.

The Parties acknowledge that the Superintendent or his designee shall be the ELA Coach's supervisor and shall establish the duties for the ELA Coach position which shall include but not be limited to coaching and providing support to teachers for K-5 English/Language Arts. The ELA Coach may be removed from their regular classroom teaching assignment at the Superintendent or his designee's discretion.

The Board and SVEA agree that this Memorandum is entirely non-precedential and will not constitute binding precedent for the Board for any newly created position or modification of position.

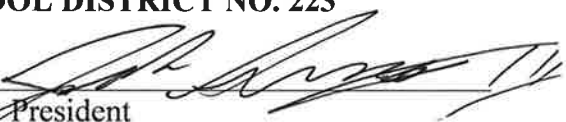
This Memorandum of Understanding shall terminate if the Board chooses to eliminate the position at the time the position is eliminated.

**IN WITNESS WHEREOF**, the Board and the Association have executed this Agreement on the dates written below

**STILLMAN VALLEY  
EDUCATION ASSOCIATION, IEA-NEA**

By:   
President

**BOARD OF EDUCATION OF  
MERIDIAN COMMUNITY UNIT  
SCHOOL DISTRICT NO. 223**

By:   
President

By:   
Board Secretary

**MEMORANDUM OF UNDERSTANDING**  
**Three Circle Agriculture Grant**

This Memorandum of Understanding is entered into by and between the **Board of Education of Meridian Community Unit School District No. 223, ("Board")** and the **Stillman Valley Education Association, IEA-NEA ("SVEA")** (collective, the Parties), effective March 6, 2018. The Parties have agreed as follows:

The Meridian Community Unit School District No. 223 ("District") participates in the Three Circle Agriculture Grant program "Three Circle Grant".

Per the Three Circle Grant, the District's two agriculture teachers will be assigned extended contracts of up to 60 days [exclusive of the extended contract days the agriculture teacher is already working pursuant to Appendix B of the Collective Bargaining Agreement between the Board and the SVEA (2018-2022)] at the teacher's regular rate of pay beyond the regular school year to perform duties pursuant to the Three Circle Grant. Each agriculture teacher shall perform the duties, work the requisite number of hours and record their hours in accordance with the requirements of the Three Circle Grant. It is further understood by the Parties that the additional hours and additional pay pursuant to the Three Circle Grant will be dependent upon the extent to which it is awarded.

Nothing in this Memorandum of Understanding conflicts with or impacts Appendix B of the Collective Bargaining Agreement between the Board and the SVEA (2018-2022) ("Appendix B"). As such, each Agricultural teacher remains obligated to work the extended contract days as set forth and in accordance with Appendix B, whether or not the Three Circle Grant is awarded.

The Board and SVEA agree that this Memorandum is entirely non-precedential and will not constitute binding precedent for the Board for any newly created position or modification of position or grant funded position or grant funded duties.

Additional compensation that results from the Three Circle Grant will be distributed in two equal disbursements – one payment at the conclusion of the fall semester and one payment at the conclusion of the spring semester.

This Memorandum of Understanding shall terminate if the Board chooses not to reapply for the grant or ISBE's termination of the Three Circle Agriculture Grant program or funding, if sooner.

**IN WITNESS WHEREOF**, the Board and the Association have executed this Agreement on the dates written below

**STILLMAN VALLEY  
EDUCATION ASSOCIATION, IEA-NEA**

By:   
President

**BOARD OF EDUCATION OF  
MERIDIAN COMMUNITY UNIT  
SCHOOL DISTRICT NO. 223**

By:   
President

By:   
Board Secretary