

Contract Agreement

Between

FIELDCREST EDUCATION ASSOCIATION
IEA/NEA

and

FIELDCREST
COMMUNITY UNIT DISTRICT NO. 6

2021-2024

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Article I Recognition

1.1 Bargaining Unit

The Board of Education of Fieldcrest Community Unit School District No. 6, Woodford, Livingston, LaSalle, and Marshall Counties, Illinois, hereinafter referred to as the “EMPLOYER” or the “BOARD” recognizes the Fieldcrest Education Association, affiliated with the Illinois Education Association (IEA) and the National Education Association (NEA), hereinafter referred to as the “ASSOCIATION” as the exclusive bargaining representative for all full-time and regularly employed part-time certified and non-certified employees.

Excluded: All employees reporting to and/or evaluated by the superintendent.

1.2 Collective Bargaining

The Board agrees not to enter into contract negotiations in regard to hours, wages, and working conditions with any individual, group, or organization of employees covered by this Agreement, other than its duly elected representatives, for the duration of this Agreement. Nothing herein shall preclude individuals or other organizations from presenting their views and recommendations to the Board or administration staff at any time.

Article II Board Authority/Management Rights

2.1 Policies

It is the duty of all employees to carry out the policies and regulations as stipulated by the Board. The decision of the Board of Education in matters pertaining to the determination and administration of school policy, the operation and management of the schools, and the direction of employees shall be final.

2.2 Legal Authority

The Board of Education reserves all rights, powers, and authorities granted to it by law, except as expressly limited or restricted by this agreement.

2.3 Contract Authority

This contract shall supersede and have precedence over any rules, regulations or practices of the Employer which shall be contrary to or inconsistent with its express terms, except those which are contrary to or inconsistent with state or federal laws and/or rules, in which case state or federal laws and/or rules will supersede.

Article III Negotiation Procedure

3.1 Statutes

Negotiations will be conducted with respect to the statutes of the state of Illinois. Where any elements of Article III conflict with the statutes of the state of Illinois, statute will prevail.

3.2 Meeting Times

The Board and the Association agree that it is their mutual responsibility to meet at reasonable times and negotiate in good faith with respect to wages, hours, and other terms and conditions of employment.

3.3 Meeting Scheduling

Negotiations on successor agreements shall begin no later than April 1, unless both parties agree to an alternate date. Meetings shall be held as necessary at times and places agreed to by both parties.

3.4 Good Faith Bargaining

Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counter proposals in the course of negotiations, and to reach tentative agreements which shall be presented respectively to the Association and the Board for ratification.

3.5 Representatives

Each party to negotiations shall select its negotiation representatives provided that the Board shall not select a member of the bargaining unit, as herein defined, and the Association shall not select any District Administrator.

3.6 Tentative Agreements

During the negotiations, agreed upon material shall be prepared for the Board and the Association and signed prior to the adjournment of the meeting at which such agreement was reached.

3.7 Ratification

When the Association and the Board reach tentative agreement on all matters being negotiated, the items will be reduced to writing and shall be submitted to the membership of the Association for ratification and to the Board for official approval.

3.8 Impasse

Impasse and mediation rules shall be governed in accordance with the statutes of the state of Illinois. When an impasse has been declared, the parties will jointly request the Federal Mediation and Conciliation Service to appoint a mediator from its staff. Should the Federal Mediation and Conciliation Service be unavailable, the parties shall mutually agree upon a replacement. In the event that the parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board shall be notified. The costs of mediation shall be shared equally by the Association and the Board.

Article IV Employee and Association Rights

4.1 Non-Discrimination

The Board agrees that it will not discriminate against any staff member with respect to hours, wages, terms, or conditions of employment by reason of the member's membership in any professional organization or participation in any grievance.

4.2 Employee Discipline

Discipline shall include verbal warning, written warning, suspension without pay and termination. It shall be the responsibility of the staff member's building principal or immediate supervisor to notify the staff member of his or her deficiencies in the employee's work program or performance of assigned work, and, when the matter is a verbal or written reprimand, to make a record of the same in writing. One copy of said record is to be provided to the employee.

Suspension with pay is not disciplinary.

Disciplinary action will be progressive, except for gross misconduct, in accordance with the following schedule and may involve any of the following:

1. Verbal warning
2. Written warning
3. One to five day suspension without pay
4. Discharge

4.2.1 Just Cause

Rules and regulations governing all members of the FEA bargaining unit conduct shall follow statute and this contract. Enforcement of member discipline shall be exercised for just cause.

4.2.2 Parental Complaints

Prior to any disciplinary action in writing against an employee by the Board because of a parent complaint, the Board or Administration shall have a meeting with the employee and follow the steps in this Article.

Parental complaints should be directed to the employee with whom the concern originated. The employee may request that an administrator be present at such a meeting if the administrator is available. If a meeting of the parties does not alleviate the concern, the uniform grievance process may be utilized (Board Policy 2:260).

4.2.3 Just Cause Suspension and Dismissal

No non-probationary employee shall be suspended without pay or terminated without just cause. Employees shall be on probationary status and may be disciplined without showing of just cause for the first six months of employment. The summer student vacation period shall not be part of the probationary period if the employee does not work during that period. However, the Administration may expand the probationary period for an additional six months if deficiencies have been made known to the employee during the first six months.

4.2.4 Right of Representation

When an employee is required to appear before the Administration or the Board of Education, the employee shall be entitled to have an Association representative present if one is requested.

Prior to such a conference, the Administration or Board will inform the employee that a conference will be held as well as the purpose for the meeting. It shall be the responsibility of the employee to obtain a representative of his/her choice. Employees will be allowed at least 24 hours to obtain a representative.

4.3 Personnel File

Members of the bargaining unit shall have the right, upon request, to review the contents of their own personnel file as maintained by the District. Privileged information, such as letters of reference, shall be specifically exempted from such a review. A staff member may write a response to any material contained in his/her personnel file, and this response will also be placed in the member's personnel file. No disciplinary materials shall be placed in the personnel file later than thirty (30) days from the date of the Administrator's knowledge of the event. In cases of special investigations, the time limit shall be extended to sixty (60) days. The Administration shall provide the employee with a copy of any disciplinary or evaluative material placed in the personnel file within five (5) school days of the date such material is placed in the file. Upon reasonable request, the employer shall reproduce any materials in the employee's personnel file. The charge for copies shall be at the current District rate.

4.4 Academic Freedom

The Board and the Association seek to educate young people in the democratic tradition and to foster recognition of individual freedom and social responsibility. Academic freedom shall mean that certified staff members are free to present instructional materials that are pertinent to the subject and level taught, within the outline of appropriate course content and within the planned instructional program as approved by the Board of Education and implemented by the Administration. Academic freedom is not absolute. Such freedom must be used judiciously and prudently. It must be exercised within the basic ethical responsibilities of the teaching profession and must conform with the moral standards of the community.

4.5 Association Rights**4.5.1 Use of Employee Mailbox/EMail/Interschool Mail Service**

The Association shall have the right to use employee mailboxes, e-mail, and interschool mail service for communication with members of the bargaining unit.

4.5.2 Use of Equipment

The Association shall have the right to reasonable use of school equipment such as computers and copiers and will be responsible for reimbursing the District for all materials and supplies used in the operation of this equipment.

4.5.3 Use of School Buildings

The Board agrees that the Association and its representatives shall have the right to use school buildings for meetings and to transact official Association business on school property at reasonable times as determined by the school principal provided that this does not interfere with or interrupt normal school operations. When special custodial service is required, the Board may charge for this service.

4.5.4 Documentation

The Board will provide the Association President with a copy of the Board Agenda, Board Minutes, Form 50-35, and Form 50-36 within ten (10) days following the Board meeting at which a particular document was discussed or included in the agenda.

4.5.5 Notification of New Employees

Names and contact information of newly hired employees shall be provided to the Association Membership Chair within fourteen (14) calendar days after their employment. This shall not apply to substitute or temporary positions.

4.6 Association Dues Deduction

4.6.1 Employee Payroll Deduction

The Board shall deduct from an association member's pay the current FEA/IEA/NEA dues of the Association. The amount of the dues deduction shall be annually certified by the Association. The authorization shall remain in effect until such time as the Association advises the Board that it has been revoked. Dues deductions shall be uniform throughout the annual period for each association member unless that association member's workday or work year is substantially changed, otherwise requiring modification of that association member's payroll amounts or procedures. All association members shall have their dues deducted in substantially equal amounts over nine (9) months, September through May.

4.6.2 Remittance to Association

The Board shall remit to the Association all amounts deducted for Association dues within ten (10) calendar days after such deductions are made.

4.6.3 Hold Harmless

The Association shall hold the District harmless against any claims and all liability resulting from the Board's compliance with this provision.

Article V Certified Staff Working Conditions

5.1 School Calendar

The Board shall provide the Association with an electronic copy of the proposed calendar of the following school term at least one (1) month in advance of its adoption in order to provide a reasonable opportunity for Association input.

5.2 Work Year

Members of the bargaining unit shall have a work year consisting of not more than one hundred eighty (180) workdays.

Members of the bargaining unit who are requested to work beyond the regular work year on such things as curriculum development, hearings, etc., shall be reimbursed at the rate of 1/180 of that certified staff member's salary for each work day.

5.3 Workday

Certified staff members recognize that a day of work involves more than the time spent in student instruction and that their professional responsibilities extend beyond the classroom and beyond the regular workday. Although the designated regular work day for members of the bargaining unit shall be seven (7) hours, not including a duty free lunch period of not less than thirty (30) minutes, this does not prohibit the assignment of duties beyond the regular work day; however, such assignments shall be reasonable and equitable. Certified staff members shall be responsible for maintaining a daily schedule that is commensurate with their professional obligations. At the discretion of the principal, a certified staff member may be released early for a doctor or dental appointment or to fulfill a professional responsibility.

5.4 Teaching Load

The normal teaching load shall not exceed thirty (30) hours of assigned responsibilities per week.

Traveling teachers shall be scheduled with sufficient time so as not to infringe on their duty free lunch period, preparation time, and/or class periods.

The normal teaching assignment at the middle or high school shall not exceed six teaching periods in a regular eight period day. Any employee assigned a seventh teaching period shall receive additional compensation at the rate of 75 percent of 1/1080 of his/her annual teaching salary per student attendance day. This seventh teaching period excludes any extra duty activity for which compensation is already being given. Any certified staff member with no prep period will be compensated at a rate of 1/1080 of his/her annual teaching salary per student attendance day.

Certified staff assigned to teach a dual credit class will be additionally compensated \$750.00 or the annually established ICC rate, whichever is greater, per semester per dual credit class.

A committee made up of a certified member from each building, a representative from FEA, a principal representing K - 5, a principal representing 6 - 12, and the Superintendent will study teaching loads during the duration of this contract and create an equitable plan to recommend for the next negotiations.

5.4.1 Substitute Coverage

In the event a certified staff member is absent, every effort will be made by the District to procure a substitute from the substitute pool. If a substitute is unavailable, the District may request volunteers from the certified staff to cover a class during their preparation period at the rate of 1/1080 of his/her annual salary. Volunteers will be assigned on a rotating basis to allow equitable opportunities for such assignment. Should no certified staff member volunteer, the Administration may assign a certified staff member an extra class during the preparation period at the rate of 1/1080 of his/her annual salary for each period. Such assignments will be made on a rotating basis.

5.4.2 Release Time

Members of the bargaining unit shall receive release time for preparation and/or implementation of required curriculum development when deemed necessary by the building principal and approved by the Superintendent.

5.5 Class Size

Annually, the administration and staff of each building will investigate the demographics of the class(es). Demographics shall include, but not be limited to, discipline notices, behavior issues, truancy, referrals, MTSS students, ELL students, medical issues, physical disabilities, and students with IEPs or 504 Plans. Every reasonable effort shall be made at the beginning of the school year to balance grade levels and classes based on demographics, student needs, as well as actual numbers.

When an individual class size becomes a problem to the normal educational process, 2 Union Representatives, 1 Administrator, and the Superintendent will research and implement a mutually agreed upon solution. Assignment of a teacher's assistant and redistribution of students are types of possible solutions to the problem. A solution to the problem shall not be unreasonably delayed.

5.6 Teaching Assignments**5.6.1 Notice of Assignment**

Certified staff members will be given written notice of their tentative regular teaching assignments for the forthcoming year no later than the last day of school. In the event of a change in assignment, the certified staff will be notified promptly via email. The certified staff, if available, will be counseled regarding the change in assignment. Changes in teaching assignments or special assignments after the last day of school will only be made when necessitated by changing circumstances, such as certified staff resignation, discontinuance of a program, financial conditions of the District, or similar type situations. If a certified staff does not wish to accept the change in assignment, the certified staff member shall have the option of resigning without prejudice by giving written notice of resignation within five (5) calendar days after receipt of notice in change of assignment.

5.6.2 Summer School Assignments

Summer school teaching assignments will be offered to members of the bargaining unit providing such certified staff members possess the requisite qualifications. If summer school teaching assignments remain unfilled after these criteria have been met, these assignments may be offered to certified staff members who are not members of the bargaining unit.

5.7 Transfers**5.7.1 Posting of Vacancy and Applications**

The superintendent or his/her designee will release a survey on July 1st which will create a pool list of internal candidates interested in transferring upon job availability. Employees will have access to this survey at all times and can add their name at any time. They may remove their name from the list by contacting the Superintendent's office at any time.

Open positions will be posted via the internal advertisement (emailed by the district office) for three (3) working days. During the summer months, the District will send a notification that a new job posting has been emailed. A working day shall mean when the district office is open.

Candidates from within the same job category will be given priority consideration; however school and/or district administration will make the final hiring decision.

5.7.2 Selection of Personnel

The selection of personnel to staff a building shall be the responsibility of the Superintendent. Maintaining the quality of the educational program will be the primary consideration followed by the Superintendent in determining staff assignments. The interests and aspirations of the individual certified staff member shall be considered in all transfers. If such a request is denied, he/she shall be given written reasons for said denial. Whenever a choice must be made between two (2) or more certified staff members of equal skill, ability, competency, and qualifications, the certified staff member with the greater amount of full-time continuous service in the District will be selected.

5.7.3 Involuntary Transfer

When it is necessary to involuntarily transfer or reassign employees within a building(s), between buildings, or a classification, to the extent possible, all qualified volunteers acceptable to the administration shall first be considered.

Involuntary transfers may be made when necessary to best utilize the staff, when positions are reduced within a building, or when the Board considers it in the best interests of the students and the District. When positions are reduced within a department or grade level, the staff member within that building holding that position, with the least district seniority, will be involuntarily transferred to an open position for which they are qualified. Should an open position not be available, the staff member will bump the least senior staff member in a position for which they are qualified. The Administration shall consult with the certified staff member and give written reasons before an involuntary transfer is made. Any certified staff member involuntarily transferred shall be permitted to resign without prejudice by giving written notice to the Superintendent within five (5) days of the notification of the change of assignment.

Any teacher whose building assignment changes involuntarily will be compensated with a stipend of \$250 subject to all other provisions of the contract. A timesheet will be required for reimbursement.

Any teacher whose room assignment is involuntarily moved will be compensated with a stipend of \$200 subject to all other provisions of the contract one time per calendar year. A timesheet will be required for reimbursement.

5.8 Professional Improvement

In recognition and encouragement of professional growth, the Board shall provide for tuition and fee reimbursement for college courses satisfactorily completed subject to the following limitations:

Tuition reimbursement shall be the actual tuition and fee charges but shall not exceed Illinois State University (ISU) rate per semester hour. Said courses must be earned from a recognized college or university and be approved in advance by the Superintendent. The Superintendent has full discretion in approval or non-approval of course requests. This shall include graduate classes. It shall include only undergraduate classes as needed for certificate renewal.

Hours earned shall be related to the teaching area of the faculty member, professional growth, or an advanced graduate program as approved by the Superintendent.

Certified staff members may apply for tuition reimbursement for college courses satisfactorily completed not to exceed thirty-six (36) semester hours within three years.

Only graduate hours may be counted toward horizontal advancement on the salary schedule beyond the BA degree.

The Board shall pay the full cost of the fee for successfully completing the National Board for Professional Teaching Standards certification for an employee who submits a written application through the Illinois State Board of Education Candidate Subsidy Program. Once the program is completed, it is understood that the Board's obligation may be reduced by the amount provided by the State Board of Education through its subsidy program. Additionally, the Board will pay those completing National Board Teaching Certification an annual stipend of \$1500 as long as such certification is maintained.

The Board recognizes that the national certification for guidance counselors, school psychologists, and speech pathologists is different from the National Board for Professional Teaching Standards certification obtainable by regular classroom certified staff members. The Board will pay an annual stipend of \$1500 to guidance counselors that have taken and passed the National Board of Certified Counselors exam and to any member employed in the positions listed in this paragraph who has completed and passed certification not specifically required for licensure as long as such certification is maintained.

5.9 Physical Assault on an Employee

An employee shall promptly report to his/her building principal, or other person designated by the Superintendent, any case of physical assault on such employee while performing his/her assigned duties. If the States Attorney decides to prosecute said person, the employee shall be released from his/her assigned duties while testifying without loss of salary or benefits.

5.10 School Closing-Leave Days

When the school and school offices are officially closed, no leave days previously arranged by an employee will be deducted for such emergency days.

5.11 Inclement Weather

On days when students are released for inclement weather or other unsafe conditions, employees shall be allowed to leave after the student buses have departed.

Article VI ESP Working Conditions

6.1 Communication

6.1.1 Job Descriptions

The employer shall provide job descriptions to all ESPs. The Association reserves the right to negotiate fundamental changes in such job descriptions. The Employer will hold harmless all employees who perform duties required by the employer regardless of the nature of the assignment.

6.1.2 Notification of Assignment

Employees shall be given tentative assignments no later than thirty (30) days prior to the start of the school year. Changes in tentative assignments may be made in case of changed circumstances which are beyond the control of the district. Employees shall be given tentative notice of shift hours no later than fourteen (14) days prior to the start of the school year. Changes in hours may occur based on the district's needs.

6.1.3 School Calendar

The Board shall provide the Association with a copy of the proposed calendar of the following school term at least one (1) month in advance of its adoption in order to provide a reasonable opportunity for Association input.

An ESPs number of days worked will not be reduced based on calendar changes from year to year.

6.2 Assistance for Control, Safety, and Discipline of Students

Educational Support Personnel shall bring matters of student misconduct to the attention of the Principal. The Administration shall support ESPs in maintaining proper student conduct in situations where certificated employees are not present. If ESPs are required to attend meetings outside of normal working hours to discuss student conduct, they shall be paid at their hourly rate of compensation for all time involved.

6.2.1 Bus Discipline

Bus drivers shall bring to the attention of the building principal or Superintendent any situation involving students whose conduct or situation is dangerous to the student, other persons, or property. The employee shall write his/her observations on the form provided. The Administration shall address the issue of bus aides to be discussed at IEP meetings where bus drivers have made a report hereunder.

6.2.2 Physical Assault on an Employee

An employee shall promptly report to his/her building principal, or other person designated by the Superintendent, any case of physical assault on such employee while performing his/her assigned duties. Bus drivers will receive a written confirmation via email that the discipline report has been processed by the administrator. If the State's Attorney decides to prosecute said person, the employee shall be released from his/her assigned duties while testifying without loss of salary or benefits.

6.2.3 Medication

Under no circumstances shall employees be required to maintain or administer medications to students. This shall not prohibit employees from providing emergency assistance to students. The employer may seek volunteers to maintain and/or administer medication and perform certain diagnostic procedures such as testing blood for sugar level and testing breathing capacity to determine medication needs in special cases. Before administering medication and/or performing diagnostic procedures, employees will receive training by licensed professional health care providers.

6.3 Provisions for Safe Working Environments**6.3.1 Unsafe or Hazardous Working Conditions**

Bargaining unit members shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety or well-being.

Conditions which are considered detrimental to the employee's health due to the conditions of the employee but are part of the expectations of the job shall be excluded from this section; for example, certain environments and/or materials as part of the normal job expectation may cause an allergic reaction in some employees.

6.3.2 Emergency School Closing**6.3.2.1 Notification Procedure**

When an emergency confronts the schools, notification of the closing of schools will be released by the district communications system, broadcast over local television stations, and any other appropriate radio station as soon as possible.

Employees will be notified via the district's electronic communication system(s). The employer shall not be responsible for employee failure to receive notice.

6.3.2.2 School Closing-Leave Days

When the school and school offices are officially closed, no leave days previously arranged by an employee will be deducted for such emergency days.

6.3.3 Inclement Weather Early Dismissals

On days when students are released for inclement weather or other unsafe conditions, employees shall be allowed to leave after the student buses have departed.

6.3.4 Bomb Threat Procedure

No employee shall be required to search for bombs.

6.4 Workday

Workdays shall be as set out below:

*All non-certified employees are hourly employees as defined under the Fair Labor Standards Act. When the term “day” is utilized in contract in reference to non-certified employees, it refers to the number of hours a non-certified employee would work in a typical day, as assigned under terms of this contract.

6.4.1 Changing Hours

The employer shall not, during the work year or on a temporary or day to day basis, split work hours or change the starting or ending time of an employee’s shift to avoid paying overtime or reduce the employee’s regular work hours. This provision does not prohibit the employer from altering hours or shifts during the summer months when school is not in session; at the beginning of a work year, in accordance with Articles 4, 6, 8, 11; or during the work year in the event of emergencies or changes in programming which are beyond the employer’s control, specifically in the areas of transportation assigned to one student only. In the event a transportation route or IEP services change due to special education placement/needs, the district may transfer bus drivers and/or bus monitors as needed for the remainder of the school year, with no loss of seniority nor hours.

6.4.2 Breaks

Employees who are regularly scheduled to work six (6) hours or more per day shall be entitled to two (2) fifteen (15) minute breaks (one (1) in the morning and one (1) in the afternoon). Employees who are regularly scheduled to work at least four (4) hours, but less than six (6), shall be entitled to one (1) fifteen (15) minute break. Breaks will be scheduled with the approval of the employee's immediate supervisor and may be modified as building conditions or events occur. This paragraph does not apply to bus drivers. Cooks who work less than six (6) hours per day shall be entitled to one (1) fifteen (15) minute break.

6.4.3 Paid Lunches

Any employee assigned to cafeteria supervision or kitchen duty, for the convenience of the employer, receives school lunches free of charge. However, no secretary who has previously had free lunches shall lose such benefit as a result of this agreement.

6.4.4 Work Before or After Regularly Scheduled Hours

All work before or after the regularly scheduled hours shall be voluntary and shall be rotated among qualified volunteers. If there are no volunteers, the Administration may assign workers among those qualified. All work before or after regularly scheduled hours up to forty (40) shall be paid at the rates specified in this contract.

6.5 Categories of Position**6.5.1 List of Position Categories**

Bus Monitor
Bus Driver Trainer
Bus/Car/Van Driver
Custodian
Head Cook
Assistant Cook
Building Secretary
Teaching Assistant
Teaching Assistant + 60 Hours
Teaching Assistant with a bachelor's degree

*The Board may establish Categories of Position as necessary to implement the district's mission and goals.

6.5.2 Teaching Assistants

The workday shall consist of not more than eight (8) hours including a thirty (30) minute duty-free non-paid lunch period.

6.5.3 Custodians and Maintenance

The workday shall be a shift of not more than eight and one-half (8 1/2) hours in length and shall include a thirty (30) minute duty-free non-paid lunch period.

6.5.4 Cafeteria Workers

The workday for head cooks shall be not more than eight (8) hours with breakfast program hours and shall include minimally a thirty (30) minute duty-free non-paid lunch period. Other full - time cafeteria workers shall have work schedules as assigned by the Administration. The workday shall include minimally a thirty (30) minute duty-free non paid lunch period.

6.5.5 Secretaries

The workday shall be not more than eight (8) hours, which includes minimally a thirty (30) minute duty-free non-paid lunch period. It is agreed that secretaries shall not be required to call substitute teachers, except during the workday.

6.5.6 Bus Drivers and Monitors**6.5.6.1 Definitions****6.5.6.1.1 Route Pay**

Route pay is a flat amount paid to eligible drivers grandfathered in from previous agreements. The rate encompasses mandated pre-and/or post-trip inspections and the regularly scheduled AM and/or PM route as assigned. Any driver currently eligible for route pay will continue to receive the difference between route pay or rate pay as defined in Article 6.5.6.1.2 until rate pay exceeds route pay

6.5.6.1.2 Rate Pay

Rate pay is the designated hourly rate compensating bus drivers for any responsibilities not assigned route pay as defined in Article 6.5.6.1.1

6.5.6.1.3 Shuttle Routes

A shuttle is any bus leaving one home-based school and taking children non-stop to another school and the driver returning to the original home-based school (with or without children on the bus).

6.5.6.2 ECE/BB Trips

Drivers that transport ECE or BB children, but not as part of their regular a.m. or p.m. route, will be compensated at the bus driver rate pay.

6.5.6.3 Extra Trips

Any bus driver may notify the Director of Transportation to add his or her name to a list of drivers for extra trips. Bus drivers may have their names added or deleted from the list monthly, for the following month. Extra-duty trip pay includes standing time except for coaches.

Coaches who are assigned to drive buses for their extra-duty activities shall be compensated for their driving time only for that particular activity.

The Administration shall endeavor to assign extra trips equitably among bus drivers, so that drivers have generally equal opportunity to take extra trips according to a mutually agreed upon procedure by the Association and Administration. The Administration shall have the right to assign drivers if there is an insufficient number of available drivers.

Pay for extra trips shall be at rates specified in Appendix A. Fully licensed drivers who ride bus routes to acquaint themselves with a different route shall be compensated at their pay rate for one hour's work.

Morning and afternoon shifts will be completed when the runs are completed. Changes in length of routes or route assignments from year to year shall not be deemed a reduction in force unless there is a reduction in pay.

6.6 Compensation

6.6.1 Sunday and Holiday Pay

Employees will be assigned to work Sundays and holidays only in emergencies. Such work will be paid in addition to any paid holiday.

Example:

AB is an employee regularly scheduled to work every Monday through Friday for 12 months at a rate of \$10.00 per hour. On Tuesday, July 4th, a paid holiday for AB, an emergency occurs, and the employer requires AB to work 8 hours. AB shall be paid an additional \$80.00 for the work on July 4th.

This paragraph shall not apply to bus drivers or building checks (**Article 6.6.7**).

6.6.2 Reimbursements

6.6.2.1 Bus Drivers' Meal and Lodging

The cost of meals will be reimbursed in accordance with this section in instances where driving takes over two (2) hours one way. Maximum reimbursement for meals is \$7.00 per meal, except meals in Chicago or St. Louis where maximum reimbursement will be \$14.00 per meal. The reimbursement will be based upon receipts.

Lodging will be paid if overnight stay is required by trip. Hourly pay includes one-half (1/2) hour before driving begins and ends for pre-trip check, refuel and post-trip check.

6.6.2.2 Bus Drivers' Physicals and Drug Tests

The employer will pay the costs of physicals and drug tests required by the district or law. The employer may specify the physician or other health professional.

6.6.2.3 Bus-Driver Refresher Course

The employer shall reimburse bus drivers at the rate paid for extra duty trips for attendance at refresher courses required by law or the employer.

6.6.2.4 School Bus Permit and Renewal of Class B-PS (Passenger and School)

The district will pay for the initial and renewal costs for school bus training and permit.

6.6.2.5 Custodian Tools

The employer shall provide power tools and hand tools as needed for district maintenance. Tools provided by the district shall remain the property of the district.

6.6.2.6 Kitchen and Custodial Staff Work Clothing

Kitchen and custodial work clothes and shoes will be reimbursed annually, up to \$200 with proper documentation of the purchase(s).

6.6.3 Regular Overtime

Monday shall be the beginning of each work week for the purpose of calculating overtime. All work over and above forty (40) hours per week shall be compensated at the rate of one and one-half (1 1/2) times the normal rate of pay. In addition, the following days will apply toward the computation of overtime: refresher course, holiday(s), sick day(s), in- service day(s), and jury duty.

The Administration shall first assign overtime to qualified volunteers to the extent they are available. Employees may add or delete their names from a list of volunteers for overtime, in advance, monthly at the Superintendent's office. The Administration may adopt procedures and forms for this purpose.

In the event an employee works in more than one position with different rates of pay, overtime will be calculated as per the following example (weighted average method).

Example:

An employee works 25 hours at \$8.00 per hour and 20 hours at \$11.50 per hour.

$25 \times \$8.00 = \200.00

$20 \times \$11.50 = \230.00

45 hours = \$430.00

The rate at which overtime will be paid at time and one half would be \$430.00 divided by 45 hours equals \$9.56 per hour.

The premium portion (overtime) for the five (5) hours above forty (40) hours would be 5 hours x \$9.56 x .5 equals \$23.90. Total pay for the 4.5 hours would be:

45 hours at straight time = \$430.00 plus 5 hours at premium = \$ 23.90 = \$ 453.90

6.6.4 Relief Time and Overtime

Bargaining unit members working overtime will be entitled to an additional fifteen (15) minute break for every two (2) hours worked which are consecutive to the employee's regular work day. Overtime which is not consecutive to the normal work day shall entitle employees to an additional fifteen (15) minute break for each four (4) hours overtime. This shall not apply to bus drivers.

6.6.5 Overtime Procedure

No overtime shall be allowed or incurred without the approval in advance of the building principal or Superintendent except in emergencies. There is no guarantee to overtime work for any employee. The Administration shall endeavor to offer overtime equally among employees over the course of the school year (school year employees) or calendar year (twelve-month employees). Overtime opportunities will generally be rotated among employees who perform work of that type in that building. However, this provision shall not require the Administration to assign overtime to another employee when work had already been commenced by a particular employee. Nor does this provision require the Administration to assign work which would be overtime to one employee who regularly performs work of that type. The Administration shall track overtime offered to employees for the purpose of demonstrating compliance with this provision. This provision will not be deemed violated when the Administration assigns particular work to an employee who possesses a particular skill appropriate to the work assignment.

6.6.6 Compensatory Time

Any hours worked in excess of forty (40) hours per week can be taken as compensatory time (one and one-half hours per hour) or paid at time and one-half of the employee's regular hourly rate. Compensatory time will not be mandatory but can be used at the employee's discretion.

Compensatory time must be approved by the supervisor, principal and/or superintendent.

Compensatory time can be accumulated over one calendar year (July 1- June 30) and must be used in that same time period or cashed in at the end of that time period for overtime pay in accordance with the procedure set forth in **Article 6.6.5**.

Compensatory time may not accumulate beyond sixteen (16) clock hours twenty-four (24) comp hours at any time. No discrimination shall be shown to employees who choose paid time and one-half rather than compensatory time.

6.6.7 Building/Boiler Checks

Building and boiler checks performed when school is not in session and outside the normal shift shall be paid at a minimum of one-half (1/2) hour.

6.6.8 Call Back Work

All call back work shall be paid at a minimum of two (2) hours when called back by their supervisor or superintendent. Employees called back to work after their regular shift shall be paid mileage at the rate specified in Article 12.4 “District-Related Travel” if the employee lives more than two (2) miles from the location of the work site. This shall not apply to building checks or bus driving extra duty trips.

6.6.9 Pay for Emergency Days

No employee shall suffer a loss of pay due to closure of a building due to emergency. For school year employees who are required to make up an emergency day at a later time, payment will be included at that later time. If the emergency day is not required at a later time, payment will be included in the final paycheck for such employees for that year.

6.7 ESP Professional Improvement

In recognition and encouragement of professional growth, the Board shall provide for tuition and fee reimbursement for college courses satisfactorily completed subject to the following limitations:

The Superintendent has full discretion in approval or non-approval of course requests. The Superintendent must approve requests for programs or courses to be taken under this section prior to the taking of the program or course.

Tuition reimbursement shall be the actual tuition and fee charges but shall not exceed Illinois State University (ISU) rate per semester hour. Said courses must be earned from a recognized college or university and be approved in advance by the Superintendent.

ESPs may apply for tuition reimbursement for college courses satisfactorily completed, not to exceed thirty-six (36) semester hours within three years.

Article VII Certified Staff Member Evaluations

The Performance Evaluation Reform Act (PERA) (Senate Bill 315; Public Act 96-0861) was passed by the Illinois General Assembly and signed by the Governor in January 2010. This act provides the legal framework for the evaluation process.

7.1 Objective

The parties agree that the primary objective of the program of evaluating classroom teaching performance is to improve the quality of instruction. The parties further recognize the value and importance of establishing procedures for development of the evaluation instrument, for evaluating certified staff, and for assisting the progress and success of certified staff.

7.2 Committees

7.2.1 Evaluation Student Growth Committee

The parties agree that a Joint Committee composed of two (2) representatives each of the Board and the Association shall annually appoint its representatives to develop the district's evaluation plan in accordance with Illinois School Code.

7.2.2 Evaluation Committee

An evaluation committee composed of the Superintendent, two (2) building Principals, and three (3) certified staff members shall annually review and revise/approve *the Fieldcrest Teacher Certified Staff Member Evaluation and Improvement Handbook*.

7.3 Evaluation Procedure

7.3.1 Evaluation Protocol

Certified staff member evaluations shall be conducted in accordance with the requirements set forth in the Illinois School Code and the protocol established in the *Fieldcrest Certified Staff Member Evaluation and Improvement Handbook*.

7.3.2 Evaluation Orientation

During the first two (2) weeks of employment, the designated administrator shall orient all certified staff under his/her supervision as to the evaluation procedures and shall advise the certified staff as to those administrators who are qualified and may observe and evaluate this performance.

7.3.3 Evaluation Cycle

The Evaluation Cycle will fall between September 15-April 30, except for first-year employees. First-year employees will follow an Evaluation Cycle falling between September 1 – February 28. Tenured employees are evaluated at least once every two evaluation cycles, provided, however, that any teacher whose performance is rated as “needs improvement” or “unsatisfactory” shall be evaluated at least once in the evaluation cycle following the receipt of such rating. Non-tenured employees are evaluated at least once every evaluation cycle.

Formal Observations

All formal observations shall be conducted openly and with full knowledge of the teacher. This observation shall consist of a pre-conference, a classroom observation (lasting at least 20 minutes) within ten (10) school days of the pre-conference, a written draft of the summary document within ten (10) school days of the observation, a post observation conference within fifteen (15) school days of the observation, and a written summary document. The number of formal observations in an evaluation cycle will be consistent with Illinois School Code. Formal observations shall not be scheduled during the first three (3) weeks of school, five (5) school days before Winter break, nor the last (3) weeks of school. Additionally, when two formal observations are required in an evaluation cycle, they shall be scheduled at least thirty (30) school days apart.

Informal Observations

All informal observations which are to be used in the evaluation will be followed by shared written remarks with the employee within five (5) school days. The qualified evaluator or employee may request a conference to discuss the information observation report within ten (10) school days from the date he/she receives the report.

Summative Evaluation Conference

The evaluation cycle will be completed by a summative evaluation conference. During the summative evaluation conference, the qualified evaluator and employee will review the written summative evaluation document, which will include the overall performance rating. The employee and qualified evaluator shall both sign and receive a copy of the summative evaluation. In no case shall the employee’s signature be construed to mean that he/she agrees with the contents of the evaluation but only that the evaluation has been discussed. The signed written summative evaluation shall be filed in the employee’s personnel file in the district office and a duplicate of that report shall be made available to the employee. If the employee has an objection to the written summative evaluation, the employee is encouraged to put his/her objections to the evaluation in writing and have them attached to the official copy of the written

evaluation within five (5) school days following the summative evaluation conference. The immediate administrator will sign the employee's written rebuttal acknowledging receipt and provide the employee a signed copy.

Article VIII ESP Evaluations and Non-Certified RIF Order List

8.1 Formal Evaluation

Formal evaluation of employees in each category of position identified in **Article 6.5** of this agreement shall be in accordance with the following procedure.

Each first through fourth year non-certified employee shall be evaluated annually. All other non certified employees shall be evaluated no less than one (1) time every other year.

The evaluator shall provide a copy of the job description and evaluation instrument to the employee within fifteen (15) working days of the start of the school year or hire, whichever comes first.

The evaluator shall notify the employee no less than ten working (10) days prior to the evaluation. Either the evaluator or employee may request a meeting to discuss and answer questions regarding the evaluation results. The evaluation form is based specifically on job descriptions. Observations may be made of the employee's active work or the results of work.

A copy of each formal written evaluation of work performance shall be given to the employee within ten (10) working days of the evaluation. Upon receipt of a Needs Improvement rating, the employee will have one (1) calendar year to improve the rating to a Proficient or Excellent rating. Upon receipt of an unsatisfactory rating, the employee will have 60 working days to improve the rating to a Proficient or Excellent rating. If such improvement is not noted by the evaluator in the allotted time, the employee in question will be recommended to the Board of Education for dismissal.

Completed evaluations will be submitted to the district administrative offices no less than forty five (45) days prior to the end of the school term.

If an employee has an objection to the written evaluation, the employee is encouraged to put his/her objections to the evaluation in writing and have them attached to the official copy of the written evaluation within five (5) working days following the evaluation conference. The immediate administrator will sign the employee's written rebuttal acknowledging receipt and provide the employee a signed copy.

8.2 Evaluation Instruments

Each ESP will be evaluated using an instrument reflective of the job description for the category in which the ESP is employed and which will provide both narrative and summative information regarding work performance to the ESP. The summative page of the evaluation instrument shall place ESPs, via a standardized approach, into one of four ratings categories: Excellent, Proficient, Needs Improvement, or Unsatisfactory.

8.3 Non-Certified RIF Order List

A Non-Certified RIF Order List will be maintained and shared with the Association on the same schedule as the Certified RIF Order List. The Non-Certified RIF Order List will be used for Reductions in Force (see **Article 11.3**).

New employees will not be placed in a category until such time as the first evaluation is completed. If an evaluation is not completed during the first year of employment, the employee will be placed in the Proficient category.

Rules regarding potential movement between ratings categories will be determined by the ESP Evaluation Committee and reviewed annually

8.4 Evaluation Committee

ESP evaluation instruments will be reviewed by the ESP Evaluation Committee annually. The committee shall be composed of two (2) administrators, one (1) Board member, and three (3) ESPs. ESP representatives on the committee shall be appointed by the Association.

Article IX Leaves

9.1 Sick Leave

9.1.1 Accumulation

Each member of the bargaining unit shall be granted thirteen (13) sick leave days per school year. Sick leave shall be interpreted to mean personal illness, medical appointment, quarantine at home, or serious illness or death in the immediate family or household. For purposes of this Article, immediate family shall be defined as: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, step family, aunts, uncles, nieces, nephews, legal guardians, domestic partners, and any person with a long-term family-style relationship with the Association member, or others approved by the Superintendent.

Beginning with the tenth consecutive year of employment in the district, the employee shall be granted three (3) additional sick days per year (16 total).

Beginning with the fifteenth consecutive year of employment in the district, the employee shall be granted one (1) additional sick days per year (17 total).

Beginning with the twentieth consecutive year of employment in the district, the employee shall be granted one (1) additional sick days per year (18 total).

Beginning with the twenty-fifth consecutive year of employment in the district, the employee shall be granted one (1) additional sick days per year (19 total).

Sick leave may not accumulate more than 360 days including any previous sick leave credit on file at the Illinois Teachers' Retirement System.

9.1.2 Unused Sick Leave

Unused sick leave shall accumulate up to a maximum of three hundred sixty (360) days, including the sick leave for the current year.

9.1.3 Physician's Certification

The Board may require a physician's certificate as a basis for pay for personal illness after an absence of three (3) consecutive days or as it deems necessary in other cases.

9.1.4 Written Statement

At the beginning of the school term, each member of the bargaining unit shall be given a written statement setting forth the amount of sick leave available during the current school term. Accumulated sick leave shall automatically terminate on the date that a staff member's resignation or termination becomes effective.

9.1.5 Family Leave

A member of the bargaining unit shall be eligible for family leave under the Federal Family and Medical Leave Act (FMLA). Such leave shall be deducted from the employee's accumulated sick leave. Once the sick leave days are exhausted, the employee may continue the leave as covered under **Article 9.7**

9.1.6 Update

Employee pay stubs shall provide an update of available sick leave and sick leave days used.

9.1.7 Workers' Compensation

If an employee is paid temporary disability under Workers' Compensation for a work related injury for the employer, the employee shall take Workers' Compensation at the rate mandated by law with no loss of accumulated sick leave days.

9.2 Personal Leave**9.2.1 Allotment and Definition**

Members of the bargaining unit shall be permitted two (2) days absence annually, with pay, for personal reasons. Unused personal leave days will be added to accumulated sick leave.

9.2.2 Personal Leave Bank

A member of the bargaining unit that does not use all his/her personal leave days in a school year may bank two (2) days of personal leave for the following year. Personal leave cannot accumulate beyond ~~four (4)~~ five (5) days in any year. The employee must notify the Unit office by the last day of school as to whether the unused personal day should be credited to the personal leave days or sick leave days in the new school year. If the employee does not notify the Unit office by the last day of school, the days will automatically be credited to sick leave.

9.2.3 Application

A written application for personal leave shall be made to the immediate supervisor. Except in emergency situations, the application for personal leave shall be given at least two (2) days prior to the day of the leave.

9.2.4 Limitation

Certified staff member personal leave days may not be taken during the first or last five (5) days of school, on days when final examinations or special school programs are scheduled, or on the first working day preceding or following a vacation or holiday, except in unique circumstances such as graduations, weddings, family emergencies, etc. as approved by the Superintendent.

9.3 Bereavement Leave

With the approval of the Superintendent, members of the bargaining unit may be permitted up to a maximum of six (6) days of leave in addition to sick leave in connection with the death of a member of the household or immediate family as defined in **Article 9.1.1**.

Bereavement days for the purpose of a delayed Memorial Service may be used at a later date with the approval of the Superintendent. If the funeral is out of town, consideration will be given for traveling time. Leave taken under this Section will be with pay. Unused bereavement leave shall not accumulate.

9.4 Professional Leave**9.4.1 Allotment and Definition**

Upon the Superintendent's or his/her designee's, approval, employees will be permitted annual leave for the employee's professional improvement. Professional leave days are to be used for job-related purposes, such as: visitation at other schools to view other techniques; programs or equipment; attendance at professional meetings devoted to topics related to the employee's responsibilities; or similar professional experiences which will contribute to the employee's professional growth. Professional leave days shall not be used for State Tournaments unless a Fieldcrest team is participating.

9.4.2 Application

An employee planning to use a professional leave shall submit a written application to the Superintendent at least five (5) days prior to the date of the requested leave.

9.4.3 Reimbursement

Employees shall be entitled to reimbursement for those reasonable expenses such as mileage, registration fees, meals, room, and banquet tickets. The reimbursement will be based upon receipts.

9.4.4 Limitations

Certified staff member professional leave days may not be taken during the first or last five (5) days of school, on days when final examinations or special school programs are scheduled, or on the first working day preceding or following a vacation or holiday, unless such restriction is waived by the Superintendent.

9.5 Association Leave

Association leave shall be granted to an employee in accordance with the following:

9.5.1 Application

The Association shall submit a written request for such leave at least five (5) days in advance of commencement of the leave. Such request shall state the specific reason for the requested leave, name of the employee, and the day or days of the leave.

9.5.2 Allotment

There shall not be an aggregate number of Association leave days in any fiscal year (July 1-June 30) in excess of ten (10) days for all bargaining unit members.

9.5.3 Certified Staff members

No more than four (4) certified staff members may be absent pursuant to this Section on any one (1) school day subject to approval by the superintendent. The Association will reimburse the District the costs for substitute teachers unless the absence is covered by certified staff volunteers.

9.5.4 ESPs

Leave shall be with pay from the employer. The Association will reimburse the District the costs for substitute ESPs unless the absence is covered by compensation time or non certified volunteers.

9.6 Application of Leaves

No loss of pay will be deducted from a certified staff member's salary for a supplemental job (**Appendix C**) while the certified staff member is on paid leaves of absence (**Articles 9.1, 9.2, 9.3, and 9.4.**)

9.7 Extended Leave of Absence

Staff Members may apply for extended leave of absence for a variety of reasons. The following conditions shall apply to all extended leaves of absence:

9.7.1 Application

A request for a leave of absence shall be in writing to the Superintendent. A staff member may be allowed unpaid leave of absence, subject to prior approval of the Board upon recommendation from the Superintendent. In case of extreme emergency, the Superintendent may grant a request prior to Board approval. The amount to be deducted will be based on the staff member's per diem rate for the duration of the leave.

9.7.2 Eligibility

To be eligible for an extended leave of absence, a staff member must have completed a minimum of two (2) full school terms of continuous employment in the District, except that members with less than two (2) years may apply for an extended leave of absence for purposes of family leave or extended medical leave. A staff member receiving an extended leave of absence understands and agrees that as a condition of receiving the leave, the period of the leave will not constitute a period of continuous employment for the purposes of attaining seniority and/or tenure status.

9.7.3 Approval

Granting of an extended leave of absence shall be at the discretion of the Board.

9.7.4 Limitations

Leaves shall be limited to one (1) year from the effective date of the leave. Further extension of the leave of absence shall be at the discretion of the Board.

Leaves shall begin and end at mutually agreeable times.

9.7.5 Compensation and Benefits

Extended leaves of absence will be without pay and salary increments shall not accrue during a leave of absence. Accrued benefits earned at the time the leave begins shall be retained but no additional benefits shall accrue during the period of the leave. Accrued benefits shall be defined to mean seniority and/or tenure status, accumulated sick leave, placement on the salary schedule, and other accumulated leave.

Staff members on extended leave shall upon written request be permitted to continue in the District's group insurance programs for the period of one (1) year from the date the leave begins, providing the member pays the full cost of their insurance.

9.7.6 Notice of Intent

Written notice of intention to either return or resign shall be given to the Superintendent sixty (60) days prior to the expiration of the leave. Failure to furnish such written notice shall constitute a notice of resignation.

9.7.7 Physician's Certification

The Board may require a staff member on extended leave of absence to furnish a statement from a physician or a psychiatrist indicating whether a staff member is capable of returning to work.

9.7.8 Placement

Although staff members returning from an extended leave of absence cannot be assured of placement in the same position which they held prior to going on leave of absence, every reasonable consideration will be given to returning them to their former position.

9.7.9 Family Medical Leave Act

The above shall not limit the employee's or employer's rights as provided in the Family Medical Leave Act.

9.8 Jury Service and Other Related Appearances

Any employee called for jury duty or who is subpoenaed to testify directly related to work matters during working hours in any judicial or administrative matter shall be paid his/her full compensation for such time without loss of leaves, seniority, or loss of any other benefits. The employee shall remit to the employer any witness fee, but shall not be required to remit payment for expenses such as travel and meals. This shall not apply to any proceeding in which an employee or the Association seeks legal relief against the employer or its administration.

9.9 ESP Vacation Days

Twelve-month employees shall receive paid vacation time. Vacations shall generally be scheduled during non-student attendance days. The Superintendent may approve vacations to be taken during other periods. Vacation requests shall be made to the Superintendent. Such requests shall not be unreasonably denied. Denials shall be based upon situations where more than one employee requests the same vacation date(s), or situations where work scheduling reasonably prohibits the scheduling of vacations during the requested period. In case of conflicting vacation requests, the employee with the greater seniority shall be granted his/her preferred date(s).

9.9.1 Accumulation and Annual Allotment

Vacation time must be used within eighteen (18) months of date earned. The employer may require employees to take accumulated vacation time. Vacation time shall accrue on the following schedule:

<u>Years Employed</u>	<u>Vacation Pay</u>
After one (1) year	5 days
After two (2) years	10 days
After five (5) years	12 days
After ten (10) years	15 days
After fifteen (15) years	17 days
At twenty (20) years	20 days

9.9.2 Termination of Employment (Vacation Days)

At the termination of employment for any reason of any employee entitled to vacation benefits, the employee shall receive vacation pay for all earned but unused vacation days.

9.10 ESP Paid Holidays

Paid holidays shall be available to twelve-month employees. Educational Support Personnel (other than Educational Support Personnel whose presence is necessary because of an emergency or for the continued operation and maintenance of school facilities or property) will not be required to work on legal school holidays which are:

January 1, New Year's Day

Third Monday in January, the birthday of Martin Luther King, Jr.

February 12, the birthday of President Abraham Lincoln or the Monday designated as President's Day

Spring Break Monday replacing the birthday of Casimir Pulaski

Good Friday

The day designated as Memorial Day by Federal law

July 4th, Independence Day

The first Monday in September, Labor Day

The second Monday in October, Columbus Day

The first Tuesday after the first Monday in November, Election Day

November Election day (When required by state)

The Thursday in November commonly called Thanksgiving Day

The Friday after Thanksgiving replacing Veterans Day

December 24, Christmas Eve (full day)

December 25, Christmas Day

December 31, New Year's Eve (full day)

Any holidays set forth above which are modified or changed by action of the legislature, including deletion or addition shall automatically modify the foregoing list.

When mutually agreed upon, any paid holiday that has been waived to an alternate date will be observed on the alternate date.

If one of the holidays set forth above falls on a Saturday, Sunday, or is a student attendance day with no mutually agreed upon alternate date, the employee will select a replacement day off, with pay, upon approval by the supervisor, principal and/or superintendent.

9.11 Catastrophic Illness/Sick Leave Bank

9.11.1 Definition

The Catastrophic Illness / Sick Leave Bank (SLB) is a voluntary bank of employee sick days administered by a joint committee of the Association and the district which shall be used only by participating employees.

9.11.2 Governing Committee

The Sick Leave Bank Committee (SLBC) shall consist of the three FEA members appointed by the Association's President and two administrators appointed by the Superintendent. The district's bookkeeper shall record all personal and sick leave days including the number of sick days employees submit to the SLB and the number of sick leave days used by an employee from the SLB.

The SLB database will be maintained by the district. The information will be shared between the parties and the official copy will be housed at the district office.

9.11.3 Conditions of Enrollment

Each newly hired employee is automatically a member of the bank for his/her first year without donation of a sick day. After the first year, to remain a member of the SLB, the employee must donate one day, which will reduce the employee's available sick leave by one day. Any employee may donate one day to the SLB and become a member only at the beginning of any school year. If an employee chooses not to become a member of the SLB, he/she may rejoin at the beginning of the following school year by donating a day to the SLB.

9.11.4 Annual Notification

The superintendent will, within ten (10) school days of the beginning of each school year, notify all eligible staff of the SLB, and the opportunity to participate. All eligible staff must choose to participate or not by September 30.

9.11.5 Conditions of Use

Withdrawal of days from the SLB shall be for serious illness, medical, or family leave on the part of the employee or others approved by the SLBC. Should the employee be unable to make a written application, his/her designee may do so on his/her behalf. It shall not be applicable to any disability of the employee or family member living within the household related to medical procedures which could safely be deferred until a vacation, recess or other non-work day(s) or hours.

In order for a participating employee to withdraw sick leave days from the SLB, an employee must use all of his/her accumulated sick leave and personal days through the current school year. Requests for withdrawal from the SLB may only be for days in which the employee could use sick leave. Such request shall be submitted in writing to the SLBC and may be requested before the employee runs out of sick days with the understanding that the SLB days will not be in effect until the employee's sick days run out. The committee may request documentation of the condition or treatment. The maximum number of sick leave days an employee may draw from the SLB may not exceed one hundred fifty (150) days during his/her employment in the Fieldcrest Community School District #6.

Within ten (10) workdays after receipt of the request, the SLBC shall determine if the requested day(s) should be approved, provided there are sufficient days available in the SLB. If the request for use of days from the SLB is approved, the day(s) granted will be applied retroactively to include any dock days.

9.11.6 Accumulation of days into the Sick Leave Bank

Any employee covered by this contract may enroll in the SLB. The SLB shall be established and maintained through donations of sick days of the members. Each employee who volunteers to become a member of the SLB will contribute one (1) day per assessment of his/her sick leave at the beginning of each school year.

Another assessment within the same school year will only be made if the SLB total falls below one hundred (100) days. If a member does not have any accumulated sick leave days at the time of the second assessment, he/she shall contribute the second day retroactively at the beginning of the following school year.

When the number of sick leave days in the SLB exceeds 500, only those employees not currently a member of the SLB will be required to contribute a day at the beginning of the school year. If there are any unused days in this SLB at the end of the school year, they will be carried over into the next school year.

Article X Certified Staff Member Termination and Recall

10.1 Tenured Certified Staff Member Termination for Cause

10.1.1 Dismissal

Tenured certified staff members shall be dismissed for cause in accordance with the requirements of the School Code of Illinois.

10.1.2 Procedure

Prior to the Board taking action on a motion to dismiss a tenured certified staff member, the Superintendent will have a conference with the certified staff member, including a review of the certified staff member's personnel file. The certified staff member may have a representative present at the conference.

The parties acknowledge that the procedure set forth in Article VII pertains to the formal evaluation of classroom teaching performance and that nothing therein shall be construed as prohibiting or limiting the normal day-to-day observation and evaluation of a certified staff member's general performance as a District employee, nor shall it hinder or limit the right of the Board to terminate the employment under the applicable provisions of the School Code of Illinois.

10.2 Reduction in Staff

10.2.1 Order of Dismissal

If the Board determines that it is necessary to have a reduction in staff among certified staff members, the order of such dismissals shall be in accordance with the Certified RIF Order List as noted in **Article 10.2.3**.

10.2.2 Seniority

Seniority shall mean the amount of continuous, full-time service in the District. Periods of leaves of absence and part-time service, other than paid leave, shall not be counted in determining length of service.

10.2.3 RIF Order List

The Employer shall each year, in consultation with the Association, establish a sequence of honorable dismissal list categorized by positions and the groupings defined in the School Code. Copies of the list must be distributed to the Association at least 75 days before the end of the school term, provided that the Employer may, with notice to the Association, move certified staff members from grouping one into

another grouping during the period of time from 75 days until 45 days before the end of the school term.

10.2.4 Recall

Any certified staff member honorably dismissed pursuant to this provision shall be recalled to positions for which the certified staff member is qualified, according to SBE Document No. 1, in reverse order of the dismissals. Recall rights will be in effect for the following school term or within one (1) calendar year from the beginning of the following school term.

10.2.5 Tie Breaker

If the length of service of certified staff members within the District shall be equal, preference shall be given by the following priorities:

1. Date of hire
2. Total years of teaching experience both in and outside of the District
3. If a tie is unbroken by application of the above criteria, the tie will be broken by lot

Article XI ESP Seniority, Transfers, Reduction in Force and Recall, and Vacancies

11.1 Seniority

11.1.1 Seniority Applicability and Transfer

Seniority shall accrue in categories of position for ESPs per **Articles 11.1.5 and 11.1.6**. Substitute and temporary employees shall not accrue seniority. However, once applicable, seniority shall relate back to the first date of employment, which led to thirty (30) consecutive days. No seniority shall accrue to a person employed as a substitute for an ESP on leave of absence for one year or less, unless that person continues employment after the return of the ESP on leave. ESPs may accrue seniority in more than one category of position at the same time.

11.1.2 Maintenance of Seniority in Legacy Categories

An ESP may maintain seniority earned in a category while no longer working in the category – a legacy category – by staying current with required training and/or licensing/certification requirements for that category. It is the ESPs responsibility to maintain such training and/or licensing/certification and to report results/provide copies to the unit office one week prior to the March Board of Education meeting each year. The Board or Superintendent shall provide the Association with a list of all licensing/certification requirements for each ESP job category by August 30th of each year or within one (1) month of further requirements added after the start of the school year. If such requirements are added with less than thirty (30) days prior to the March Board of Education meeting, the employee will have until the following year to complete said requirements.

11.1.3 Posting of Seniority List

A seniority list consisting of name, number of years accrued, and hire date shall be emailed by February 1, current through that school year. The order of the list shall be by the number of years accrued. The seniority list shall set forth the seniority of each ESP. If an ESP has earned seniority in more than one category during continuous employment, he or she will remain listed in all categories in which he or she has accrued seniority. If an ESP is not working in that category during their continuous employment, they will not accrue additional seniority in that category. The Association shall be given a copy of the list. By March 1 of each year, any ESP who believes his/her seniority is incorrectly shown shall submit to the Superintendent in writing an explanation of any claimed error, and shall have the right to meet with the Administration to correct errors. If agreement cannot be reached as to seniority, the grievance procedure shall apply, but shall be limited to seniority for that year. Unless

such claim is made by March 1, seniority shall be deemed accurate through the end of that year.

11.1.4 Loss of Seniority

Once attained, seniority is not lost, except as set forth herein. Seniority is lost upon the following:

- Resignation
- Dismissal in accordance with this agreement
- Retirement
- Failure to fulfill the requirements in **Article 11.1.2**

Seniority is not lost due to leaves approved by the Board, or as allowed under this agreement except as noted in **Article 11.1.2** for seniority in legacy categories.

11.1.5 Seniority Measurement

Subject to the provisions in **Article 11.1.1**, seniority shall be measured as follows: For school-year employees, one year's service shall be measured from the first day of school for employees in that category. For twelve-month employees, one year's service shall measure from the beginning of the fiscal year (July 1 through June 30).

ESPs employed after the start of the work year for the category of employment must work thirty (30) consecutive working days of the work year in that category to earn service credit. The ESP shall receive a pro-rata service credit subject to **Article 11.1.6** for that work based upon the actual days worked rounded to the nearest tenth.

EXAMPLE A: An ESP is hired mid-year, more than 30 consecutive working days from the end of the work year. The ESP shall receive pro-rata service credit for the days worked compared to the normal assigned number of days in the work year for the ESPs category.

EXAMPLE B: An ESP is hired with twenty-five (25) work days left in the school year. The ESP shall not receive pro-rata seniority for that year because the ESP did not have thirty (30) days consecutive employment in the work year for the ESPs category.

11.1.6 Accruing Seniority

Employees regularly scheduled to work over 3 and 1/2 hours per day shall gain one (1) full year of seniority for each 174 days worked in a fiscal year.

Employees regularly scheduled to work 3 and 1/2 hours or less per day shall gain one half (1/2) year of seniority for each 174 days worked in a fiscal year.

Bus drivers regularly scheduled to work a full route or two (2) runs shall gain one (1) full year of seniority for each 174 days worked in a fiscal year.

Bus drivers regularly scheduled to work one-half (1/2) of a route (one run) shall gain one half (1/2) full year of seniority for each 174 days worked in a fiscal year

Bus drivers who drive four (4) extra duty trips shall gain one-half (1/2) full year seniority for each fiscal year.

Any employee who works nine (9) months or more shall accrue one (1) year of seniority. No employee shall accrue more than one (1) year of seniority in any year.

11.2 Involuntary Transfers

When it is necessary to involuntarily transfer or reassign employees within a building(s), between buildings, or a classification, to the extent possible, all qualified volunteers acceptable to the administration shall first be considered.

Involuntary transfers may be made when necessary to best utilize the staff, when positions are reduced within a building or when the Board considers it in the best interests of the students and the District.

The Administration shall consult with the ESP and give written reasons before an involuntary transfer is made. Any ESP involuntarily transferred shall be permitted to resign without prejudice by giving written notice to the Superintendent and such notice will terminate rights to bump.

When ESP positions are reduced, a reduced staff member may bump into another position under the provisions of **Article 11.3.3**

11.3 Reduction in Force and Recall

11.3.1 Notification to Association

Should the Board of Education tentatively determine to reduce the total number of employees, discontinue a particular educational support service, or reduce the hours of an employee, the Board of Education or the superintendent shall notify the Association at least forty-five (45) days before the end of the school term.

11.3.2 Notice to Employees

ESPs shall be dismissed or have hours reduced on the basis of the Non-Certified RIF Order List as outlined in **Article 8.3**. An ESP subject to layoff, reduced hours, or affected by bumping shall have the right to bump another ESP under the provisions of **Article 11.3.3**. No layoff or reduction in hours shall be deemed to occur if there is no reduction in pay.

11.3.3 Bumping

In case of a reduction in total number of employees, discontinuation of a particular educational support service, or reduction of hours of an employee, the affected ESP may bump another employee in a category of position for which he or she is eligible, per the Non-Certified RIF Order List in effect at the time of the bumping.

The employee must notify the Superintendent's office of the desire to "bump" in any category, in writing, no later than ten (10) working days following receipt of notice of reduction in total number of employees, discontinuation of a particular educational support service, or reduction of hours of an employee. Failure to notify the Superintendent's office shall terminate rights to bump.

11.3.4 Recall

Employees who are reduced after the first year of service and who are reduced in force after the effective date of this agreement shall have recall rights for a period of two (2) years, measured from the first day of the school term following reduction in force.

11.3.4.1 Notice of Recall

An employee subject to recall shall be notified in writing of the vacant position. Should an employee refuse to accept a vacant position within ten (10) days of receipt of notice, that employee's recall rights shall be terminated for the position offered at that time, and the position shall be offered to the next employee with recall rights who is qualified to fill the position. Employees on layoff are obligated to advise the administration office of their current address and telephone number so as to facilitate notice of recall.

11.3.4.2 Retained Rights after Recall

Recalled employees shall have the accumulated sick leave, salary schedule position, and seniority they had when honorably dismissed. Employees recalled shall retain the right of recall to open positions in categories in which they have greater seniority than another employee with recall rights.

11.3.4.3 Tie Breaker

If the length of service of non-certified staff members within the District shall be equal, preference shall be given by the following priorities:

1. Original date of hire
2. Total years of experience in the category both in and outside of the District
3. If a tie is unbroken by application of the above criteria, the tie will be broken by lot.

11.4 Vacancies**11.4.1 Vacancy**

A vacancy in the bargaining unit is created upon the retirement, dismissal, transfer, resignation or death of an employee or upon action by the Board to create a new position in the bargaining unit or modify existing positions within the bargaining unit.

11.4.2 Posting

The superintendent or his/her designee will release a survey on July 1st which will create a pool list of internal candidates interested in transferring upon job availability. Employees will have access to this survey at all times and can add their name at any time. They may remove their name from the list by contacting the Superintendent's office at any time.

Open positions will be posted via the internal advertisement (emailed by the district office) for three (3) working days. During the summer months, the District will send a notification that a new job posting has been emailed. A working day shall mean when the district office is open.

Candidates from within the same job category will be given priority consideration; however school and/or district administration will make the final hiring decision.

Article XII Compensation and Benefits

12.1 Wage and Salary Schedules

Wage and salary schedules shall be set forth in **Appendices A, B, and C**, which are attached hereto and incorporated in the Agreement.

12.1.1 Certified Staff Placement on the Salary Schedule

All certified staff members working over 50% of the work year shall advance one year on the salary schedule. Those working 50% or less of the work year shall advance the equivalent of 1/2 step on the salary schedule.

All certified staff members shall be placed on the salary schedule in accordance with actual teaching experience and educational level not to exceed the highest education or experience level listed on Appendix B. The actual teaching experience shall be defined as total years of service in all prior teaching assignments. Only graduate level courses earned at an accredited college or university will determine horizontal movement on the salary schedule.

12.1.2 ESP Placement on the Salary Schedule

All ESPs working over 50% of the work year shall advance one year on the salary schedule. Those working 50% or less of the work year shall advance the equivalent of 1/2 step on the salary schedule.

All ESPs, except bus drivers hired prior to the 2006-2007 school year, shall be placed on the salary schedule in accordance with their actual years of experience in the Fieldcrest School District. These years of experience will include any years in the former M-D-R, Toluca and Wenona School Districts. If an employee switches from one category to another, that employee keeps the years of experience he/she has accumulated.

All bus drivers hired prior to the 2006-2007 school year shall maintain their current place on the salary schedule. These years of experience will include any years in the former M-D-R, Toluca, and Wenona School District. If a bus driver switches to a category outside of bus driving that bus driver will start the new position with the years of experience he/she has accumulated within the Fieldcrest School District.

12.2 Compensation for Special Assignments

The pay schedule for special and supplementary assignments shall be as set forth in **Appendix Schedule C**, which is attached hereto and incorporated into this Agreement. Assignment of special and supplemental duties shall be reasonable and equitable.

12.3 Canceled Trips, Runs, Routes

If an employee has been scheduled to drive a bus for an extra trip, and travels to school for such a trip, but the trip is canceled, the employee shall be paid one (1) hour's pay at the driver's placement on the salary schedule. The employer may avoid payment of this fee by notifying the employee prior to the time the employee would need to leave from home to drive.

12.4 District-Related Travel

Employees shall not use personal vehicles when a district vehicle is available, except upon approval of the Superintendent, or their designee. On occasions when employees must use their own vehicles for approved district-related travel, the employee shall be reimbursed at the District established rate for mileage.

12.5 Insurance**12.5.1 Health and Major Medical Insurance**

The Board shall make available to members of the bargaining unit full family hospitalization and major medical insurance coverage. Employees who work at least thirty (30) hours per week, at least one hundred seventy-four (174) days per year, shall be entitled to the Board contribution toward health and major medical insurance.

Current employees must state their intent to participate in this health insurance plan by the end of the first full week of each school year of this contract, and, barring circumstances beyond the control of the employee, remain in the plan for no less than one (1) calendar year. Any premium amount not covered by the amount designated by the Board will be assumed by the employee through payroll deduction.

The amount the Board shall contribute toward the purchase of approved insurance shall be 92% of the single, 85% of the employee/child, 80% of the employee/spouse, and 70% of the family monthly premiums per eligible member of the bargaining unit for the duration of this contract.

The district insurance program will include a working spouse surcharge to any employee who enrolls his/her spouse in the district's hospitalization and major medical insurance coverage if his/her spouse is eligible for coverage through his/her own

employer and chooses Fieldcrest CUSD 6 insurance, either as a primary or a secondary insurance. The surcharge is negotiated and set annually by the Insurance committee. An employee who enrolls his/her spouse for the district coverage must complete an affidavit annually which declares his/her spouse's status in regard to employer coverage eligibility. If at any time during the benefit plan year eligibility for the working spouse surcharge changes, it is the responsibility of the employee to notify the district office within 30 days of the eligibility changes so that the surcharge can be properly adjusted, retroactive to the date of the applicable change. Falsification of information regarding the eligibility of a spouse for medical coverage from his/her employer will cause the employee to pay a penalty equal to the spousal surcharge for the insurance year as determined annually by the insurance committee in addition to any restorative spousal surcharge owed to the district.

For those Employees who elect not to participate in the District's health and major medical/hospitalization insurance program, the District will pay the individual \$1200 in cash per year.

For those Employees who elect to participate in the District's Health Savings Account (HSA), the Board will contribute \$1200 into the employee's HSA each year of this contract. This payment will be made on September 10 of the current school year.

If both husband and wife of the same family are employed by the District and both are eligible to receive health and major medical/hospitalization benefits, the District will contribute two (2) times the Board paid single rate toward the purchase of the plan(s) of the employees' choice. If both the husband and wife of the same family choose the HSA option, the board will contribute two (2) times the individual contribution into the HSA account.

12.5.2 Life Insurance

The Board shall provide a \$10,000 term life insurance policy at no cost to each Employee (through age 69) eligible for the District's major medical hospitalization plan. At 70+, the term life insurance policy drops to \$5,000.

12.5.3 Coverage Commencement

Coverage for eligible employees begins the first day of the month following eligibility for coverage under the District's plan. Coverage shall continue for a twelve (12) month period, except if employment is terminated mid-year. Employees, whose employment is terminated mid-year, will have coverage until the first day of the month that is equal to the portion of their employment year worked.

An employee, who elects not to participate in the district's health insurance, and whose employment is terminated midyear, must repay the District the portion of the \$1200 insurance stipend equivalent to the portion of the school year he will not be working for the District. This amount may be deducted from the employee's final paycheck.

An employee, whose employment is terminated midyear, must repay the District the portion of the \$1200 HSA contribution equivalent to the percent of the school year he will not be working for the District. This amount may be paid from the employee's HSA account or be deducted from the employee's final paycheck.

If an employee, who elects not to participate in the district's health insurance, has a change of circumstance that requires the employee to take the health insurance provided by the district, the employee will be required to repay the district the portion of the stipend equal to the portion of the year the health insurance is given.

12.5.4 Insurance Committee

For as long as Fieldcrest Community Unit School district is self-insured with Blue Cross/ Blue Shield, an Insurance Committee, consisting of two (2) board members, three (3) association members, and the superintendent, will negotiate the rates, employee contributions, and board contributions annually, then update the contract language to reflect these negotiations. In addition, the committee will negotiate, as needed, any changes required to eliminate any penalties or fines that would occur due to federal and state medical insurance requirements under the Affordable Care Act or any other statute.

The Insurance Committee will meet annually with additional meetings as needed or requested by the FEA or district to review the financial status of the plan and discuss possible changes to the plan..

12.6 Payroll Procedure

Each employee shall be paid on the tenth (10th) and the twenty-fifth (25th) of each month during the employee's work year.

Employees shall be paid on the basis of either nine (9) or twelve (12) months. The employee shall indicate the preferred option, on a form provided by the Board, no later than five (5) school days after the beginning of the school term. The first payday shall be on the tenth of September. Employees working longer than school-year employees shall be paid over twelve (12) months.

12.6.1 Payroll Deductions

Each employee shall have the right to have part of his/her salary payroll deducted for the credit union and/or Individual Retirement Account.

12.6.2 Certified Staff Member's Retirement**12.6.2.1 Required TRS and THIS Contributions**

The Board, on behalf of each certified staff member, will pay directly to the Illinois Teachers' Retirement System and for the certified staff members' Health Insurance Security Contribution the required percentages of the certified staff member's gross salary as set forth in Schedules B and C. This payment will constitute the certified staff member's legally required TRS and THIS contributions and will be deducted from the gross income of the certified staff member to determine the certified staff member's taxable income.

12.6.2.2 Additional TRS Contributions

In addition to paying each certified staff member's salary, including making the required TRS and THIS contributions from the certified staff member's salary, the Board shall pay on behalf of the certified staff member the first six (6) percentage points of the certified staff member's share of the required contribution applied to the certified staff member's base salary (Appendix B) to the Teachers' Retirement System pursuant to 40 ILCS 5/16-152.1. Under no circumstances will the District pay more than the regular, maximum required Teacher TRS contribution amount for a certified staff member.

If an IRS ruling, opinion or legislative action declares this action improper or no longer permitted under the law, the parties hereby agree to promptly meet to discuss the effects and impact of such decision or change in the law on this section of the Agreement. The parties further agree to negotiate this sole issue in good faith in the context of what is permitted by law and in the context of

the salary and other benefits provided to certified staff members in this agreement and to reach an agreement on how the benefits of this provision will be provided to certified staff members in light of such decision or change in law. In this case, the dollar amount of TRS remaining to be paid by the district as shown on the salary schedules in this contract shall subsequently be converted to salary until such time as the parties agree on a different method or the legislature of TRS dictate a different method.

12.6.2.3 LCPC Retirement Contributions

This position is licensed through the IL Department of Public Health and therefore retirement will be through IMRF.

12.7 Paydays--School Not in Session

If a regular payday during the school term falls on a non-work day, employees shall receive their checks on the last working day prior thereto. During the summer, checks shall be available in the office on payday and, if not picked up, will be mailed that evening. All employees hired after July 1st, 2021 will be required to utilize electronic paycheck deposit.

12.8 Retirement Compensation and Benefits

12.8.1 Retirement Bonus for Certified Personnel

Any certified bargaining unit member who:

- Is an employee in good standing with the Board;
 - Meets Teachers' Retirement System of the State of Illinois requirements for retirement;
 - Desires to retire from active employment at Fieldcrest CUSD 6;
 - Qualifies for and retires under a retirement program offered by the Teachers' Retirement System of the State of Illinois (other than the program commonly referred to as E. R. O.);
 - Whose retirement will not result in a penalty to the district;
 - Submits an irrevocable letter of resignation of retirement no later than September 1 of the current school year; and
 - Maintains the same full-time position and extracurricular assignment(s)
 - Has 10 or more years of continuous service in Fieldcrest Community Unit School District No.6 at time of retirement
- is entitled to:

1. For a maximum of four (4) years as designated in the September 1st letter, the certified staff member will receive a six percent (6%) increase in his/her salary and extracurricular stipends over the prior year.
2. Beginning with the 2015-2016 contract year, the following paragraph will continue to apply for those certified staff members who accessed the district's retirement incentive in previous contract years, but will no longer be in effect for certified staff members who access the district's retirement incentive in the 2015-2016 contract year and beyond.

In addition, for the five (5) years immediately following retirement, or until the employee is first eligible for Medicare, whichever comes first, the Board shall pay to the employee the sum of one hundred dollars (\$100) per month, from which amount such withholdings shall be made as shall be applicable. (This paragraph is to be removed from the contract June 30, 2023)

Any voluntary decrease in assignments from the previous year will cause a decrease below the six percent (6%) incentive based on the prior year's schedule figures. Upon occurrence of a life-changing event: e.g. death of a spouse, divorce, grave illness of a child, etc., the prospective retiree may petition the Board to be released from his/her retirement resignation. Granting such petition is at complete discretion of the Board, based upon negotiation of reimbursement of previously awarded bonuses between the district and member.

If, during the term of this agreement, any law is enacted that results in a greater cost to the Board for a teacher to retire (including costs imposed by a legislatively enacted early retirement program), than the cost in effect as of the date this agreement is entered into, this Article 12 Section 12. 9.1 shall become null and void.

Upon such occurrence, the parties may, at either's written request, undertake new negotiations regarding a new retirement bonus plan.

12.8.2 Grant of Additional Sick Leave Days

The District and the Association recognize that there may be circumstances under which a lump sum grant of additional sick leave days in order to qualify a bargaining unit member for the additional credited service recognizable by TRS may be in the best interests of not only the bargaining unit member but also the District.

Consequently, the Association and the administration shall identify those bargaining unit members qualified to retire under the early retirement option who might upon a grant of lump sum sick leave achieve sufficient years of credited service to avoid an early retirement option penalty.

The parties shall then analyze whether or not the payment required of the District by reason of making a grant of additional sick leave days beyond the normal annual allocation would exceed the penalty to be incurred by the District by reason of a bargaining unit member taking advantage of the early retirement option.

Should TRS confirm that the ERO penalty would exceed the additional payment required of the District by reason of the grant of sick leave, the District shall grant such additional days of sick leave as would qualify the bargaining unit member for retirement without the imposition of an ERO penalty upon either the bargaining unit member or the District.

Article XIII Grievance Procedure

13.1 Definition

A grievance shall mean a written complaint by a member of the bargaining unit or the Association that there has been an alleged violation, misinterpretation, or misapplication of any provision(s) of this Agreement. The Association's right to present grievances shall be limited to class action matters involving two (2) or more members of the bargaining unit.

13.2 Representation

The grievant has the right to representation of choice in the grievance procedure. The grievant shall be present at all grievance discussions unless, the Board, Association, and the grievant mutually agree that the grievant's presence is not desirable or necessary. When the presence of the grievant at a grievance hearing is required by either party, illness or incapacity of the grievant shall be grounds for any necessary extension of grievance procedure time limits.

13.3 Time Limits

A grievance must be filed within ten (10) days of the occurrence of the event which gave rise to the grievance. The number of days indicated at each step in the procedure shall be considered as the maximum allowable to the parties, and every effort shall be made to resolve the grievance as rapidly as possible. All time limits consist of days when the District office is open.

13.4 Procedures

The parties acknowledge that it is usually most desirable for an employee and the employee's immediate supervisor to resolve problems through informal and free communications. If, however, the informal process fails to satisfy the employee, a grievance may be processed in the following manner and the grievant may be accompanied by a representative of choice.

STEP ONE

The employee and/or the Association shall file the grievance in writing with the immediate supervisor, who shall certify by signature the date the grievance was received. The written grievance shall state the nature of the grievance, shall note the Article and Paragraph of the agreement which are applicable, and shall state the remedy requested. The supervisor shall arrange for a meeting to take place with the grievant within ten (10) days after receipt of the grievance. The supervisor shall make a decision and communicate it in writing to the grievant and the Superintendent within five (5) days of the meeting.

STEP TWO

In the event a grievance has not been satisfactorily resolved at Step One, the grievant and/or the Association may present the grievance within ten (10) days to the Superintendent who will follow the same provisions as established in Step One.

STEP THREE

If the grievance is not satisfactorily resolved at Step Two, the Association may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, and shall provide the Superintendent with a copy of the request. If a demand for binding arbitration is not filed within thirty (30) days of receipt of the Step Two decision, then the grievance shall be deemed withdrawn.

Arbitration proceedings shall be conducted by an arbitrator to be selected by the two (2) parties from a roster of arbitrators provided by the American Arbitration Association. Within seven (7) days after the Association requests binding arbitration, the two (2) parties will request the American Arbitration Association to provide a panel of seven (7) arbitrators. Each of the two (2) parties will alternately strike one (1) name at a time from the panel until only one (1) name shall remain. The remaining name shall be the arbitrator. Expenses for the arbitrator's services shall be borne equally by the District and the Association.

The decision of the arbitrator shall be final and binding on the parties. The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. The arbitrator's authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the District and the Association, and his decision must be based solely upon his interpretation of the meaning or application of the express relevant language of the Agreement.

The Board and the Association shall not be permitted to assert in such arbitration proceedings any grounds or to rely on any evidence not previously disclosed to the other party. Both parties agree that the award of the arbitrator shall be final and binding. The Board and the Association shall share equally the cost of the arbitrator.

13.5 Additional Items**13.5.1 Bypass**

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

13.5.2 Withdrawal

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

13.5.3 Settlement

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

13.5.4 Costs of Arbitration

The fees and the expenses of the arbitrator shall be shared equally by the parties. The parties shall each be responsible for the costs of their own representation. If only one (1) party requests the presence of a court reporter, that party shall bear the costs of the reporter. If only one (1) party requests the postponement of an arbitration hearing, that party shall bear the costs of such postponement.

13.5.5 Cooperation

The District and the Association shall cooperate in the investigation of any grievance.

13.5.6 Released Time

Any investigation or other handling or processing of any grievances by the grievant or the Association shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grievant or of the District's employees.

However, if during arbitration proceedings the arbitrator requires the grievant present during the regular workday, the grievant shall be released without loss of pay or benefits.

13.5.7 Filing of Materials

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

13.5.8 Bar to Appeal

Failure of a grievant or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. Time limits may be extended by mutual agreement.

13.5.9 Other Complaints

If the Association or any employee files any claim or complaint in any forum other than under the grievance procedure of this Agreement, then the District shall not be required to process this same claim or set of facts through the grievance procedure.

13.5.10 No Reprisal

No reprisals shall be taken by the District against any employee because of the filing or participation in a grievance.

13.5.11 American Arbitration Association Rules

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

13.5.12 Contract Expiration

A grievance arising under this contract may be processed through the grievance procedure until resolution even after expiration of the contract.

Article XIV Board/Staff Cooperation

14.1 Liaison

The Superintendent, acting as Board designee, shall meet with the Association president and vice-president monthly during the school year to foster communication and cooperation in resolving differences, challenges and problems.

Article XV Effect of Agreement

15.1 Complete Understanding

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

15.2 Individual Contracts

Any individual contract between the employer and an employee shall be subject to and consistent with the terms and conditions of this Agreement.

15.3 Savings Clause

If any provision of this Agreement or any application of this Agreement to any employees or group of employees is held to be contrary to law by a court of competent jurisdiction, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall be continued in full force and effect.

15.4 Subcontracting

During the life of this Agreement the employer shall not subcontract work of the bargaining unit such that bargaining unit members lose regular hours of employment. This paragraph shall not prohibit the employer from engaging outside persons or entities to perform technical, out of the ordinary, or other work, even if work of that nature is performed from time to time by members of the bargaining unit.

15.5 Extra Summer Work

Members of the bargaining unit shall be first considered for extra summer work at rates of pay specified by the Board of Education. Summer positions shall be posted in accordance with **Article 5.7.1** of this agreement. The Board of Education shall have the right to select extra workers from among applicants.

This paragraph does not affect summer custodial work historically performed by regular employees during the summer, on expanded work schedules.

Example: AB normally works as a custodian four (4) hours per day during the student year, but eight (8) hours per day during the summer student vacation. The additional summer hours are not extra summer work for purposes of this section.

15.6 Summer Mowing

The Board of Education may subcontract summer mowing. No employee shall suffer a loss of hours, wages or any other term or condition of employment as a result of subcontracting summer mowing work. Positions shall not be reduced as a result of subcontracting summer mowing.

15.7 Duplication of Agreement

Within thirty (30) calendar days after ratification by the Association and adoption by the Board, the Board shall make available two (2) original counterparts of the Agreement for signatures, and copies of this Agreement shall be reproduced by the Board at its expense and made available to all members of the bargaining unit. Ten (10) extra copies will be made available to the Association.

15.8 No Strike/No Lockout

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 shall ever or at any time engage in, authorize, or instigate any strike, slowdown, or other refusal to render full and complete services to the Board, or any activity whatsoever which would disrupt in any manner, in whole or in part, the operation of the School District. It is understood and agreed that any employee violating this provision of the Agreement shall be subject to disciplinary action by the Board up to and including dismissal.

During the term of this Agreement, the Board agrees that it will not lockout the employees, provided that the Board's exercise of its rights to close the schools because of insufficient funds, to reduce the number of employees, to discharge employees for cause, and/or refuse to renew the contract of non-tenure or probationary employees, shall not be construed as a lockout.

15.9 Waiver of Additional Bargaining

The parties hereby acknowledge that the terms and conditions included in this Agreement represent the full and complete understanding between the parties. The Board and the Association, for the life of this Agreement, each waives any obligation to bargain collectively with respect to any subject or matter that may or may not have been known to either or both of the parties at the time this Agreement was negotiated or signed and that any bargaining will be limited to a successor agreement, except that with the written mutual consent of both parties, such matters may be discussed and the Agreement modified.

15.10 Term of Agreement

The term of the Agreement shall be July 1, 2021 and shall continue in effect until June 30, 2024.

Memorandums of Understanding

During the course of bargaining the contract, certain understandings were reached. This memorandum is to memorialize those understandings and to avoid placing the individual names in the contract. This memorandum is part of the contract and enforceable through the grievance procedure.

Length of Work Year

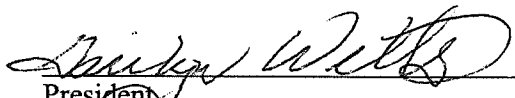
Diane Alleman shall have a work year consisting of two hundred twenty-five days (225).

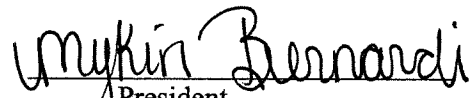
This Agreement is signed this 23rd day of, June 2021.

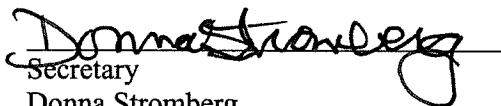
IN WITNESS WHEREOF:


For the Fieldcrest Education Association
of School District No. 6

For the Board of Education


President
Garilyn Wells


President
MyKin Bernardi


Secretary
Donna Stromberg


Secretary
Heather McKay

**Appendix A ESP Salary Schedule
2021 - 2022**

<i>YEAR</i>	<i>TA</i>	<i>TA + 60 Hours</i>	<i>TA + Bachelors</i>	<i>Secretary</i>	<i>Head Cook</i>	<i>Assistant Cook</i>	<i>Custodian</i>	<i>Bus Driver *Hor.=0.46</i>	<i>Bus Driver (Hourly Rate)</i>	<i>Bus Monitor</i>	<i>Bus Trainer</i>	<i>After Practice Trip</i>	<i>Extra Duty Trip</i>	<i>Bus Washing**</i>	<i>Car Washing**</i>
1	17.37	18.72	20.12	20.03	20.44	18.22	22.74	0.00	18.35	17.36	18.35	16.57	16.57	30.33	15.13
2	17.52	18.87	20.32	20.18	20.59	18.37	22.89	0.00	18.50	17.51	18.50	16.72	16.72	30.33	15.13
3	17.67	19.02	20.52	20.33	20.74	18.52	23.04	0.00	18.65	17.66	18.65	16.87	16.87	30.33	15.13
4	17.82	19.17	20.72	20.48	20.89	18.67	23.19	0.00	18.80	17.81	18.80	17.02	17.02	30.33	15.13
5	17.97	19.32	20.92	20.63	21.04	18.82	23.34	0.00	18.95	17.96	18.95	17.17	17.17	30.33	15.13
6	18.12	19.47	21.12	20.78	21.19	18.97	23.49	0.00	19.10	18.11	19.10	17.32	17.32	30.33	15.13
7	18.27	19.62	21.32	20.93	21.34	19.12	23.64	0.00	19.25	18.26	19.25	17.47	17.47	30.33	15.13
8	18.42	19.77	21.52	21.08	21.49	19.27	23.79	0.00	19.40	18.41	19.40	17.62	17.62	30.33	15.13
9	18.57	19.92	21.72	21.23	21.64	19.42	23.94	0.00	19.55	18.56	19.55	17.77	17.77	30.33	15.13
10	18.72	20.07	21.92	21.38	21.79	19.57	24.09	0.00	19.70	18.71	19.70	17.92	17.92	30.33	15.13
11	18.87	20.22	22.12	21.53	21.94	19.72	24.24	0.00	19.85	18.86	19.85	18.07	18.07	30.33	15.13
12	19.02	20.37	22.32	21.68	22.09	19.87	24.39	0.00	20.00	19.01	20.00	18.22	18.22	30.33	15.13
13	19.17	20.52	22.52	21.83	22.24	20.02	24.54	0.00	20.15	19.16	20.15	18.37	18.37	30.33	15.13
14	19.32	20.67	22.72	21.98	22.39	20.17	24.69	0.00	20.30	19.31	20.30	18.52	18.52	30.33	15.13
15	19.47	20.82	22.92	22.13	22.54	20.32	24.84	0.00	20.45	19.46	20.45	18.67	18.67	30.33	15.13
16	19.62	20.97	23.12	22.28	22.69	20.47	24.99	0.00	20.60	19.61	20.60	18.82	18.82	30.33	15.13
17	19.77	21.12	23.32	22.43	22.84	20.62	25.14	36.19	20.75	19.76	20.75	18.97	18.97	30.33	15.13
18	19.92	21.27	23.52	22.58	22.99	20.77	25.29	36.19	20.90	19.91	20.90	19.12	19.12	30.33	15.13
19	20.07	21.42	23.72	22.73	23.14	20.92	25.44	36.19	21.05	20.06	21.05	19.27	19.27	30.33	15.13
20	20.22	21.57	23.92	22.88	23.29	21.07	25.59	36.19	21.20	20.21	21.20	19.42	19.42	30.33	15.13
21	20.37	21.72	24.12	23.03	23.44	21.22	25.74	36.19	21.35	20.36	21.35	19.57	19.57	30.33	15.13
22+	20.52	21.87	24.32	23.18	23.59	21.37	25.89	37.68	21.50	20.51	21.50	19.72	19.72	30.33	15.13

**Appendix A ESP Salary Schedule
2022 - 2023**

<i>YEAR</i>	<i>TA</i>	<i>TA + 60 Hours</i>	<i>TA + Bachelors</i>	<i>Secretary</i>	<i>Head Cook</i>	<i>Assistant Cook</i>	<i>Custodian</i>	<i>Bus Driver *Hor.=0.46</i>	<i>Bus Driver (Hourly Rate)</i>	<i>Bus Monitor</i>	<i>Bus Trainer</i>	<i>After Practice Trip</i>	<i>Extra Duty Trip</i>	<i>Bus Washing**</i>	<i>Car Washing**</i>
1	17.52	18.87	20.32	20.18	20.59	18.37	22.89	0.00	18.50	17.51	18.50	16.72	16.72	30.33	15.13
2	17.67	19.02	20.52	20.33	20.74	18.52	23.04	0.00	18.65	17.66	18.65	16.87	16.87	30.33	15.13
3	17.82	19.17	20.72	20.48	20.89	18.67	23.19	0.00	18.80	17.81	18.80	17.02	17.02	30.33	15.13
4	17.97	19.32	20.92	20.63	21.04	18.82	23.34	0.00	18.95	17.96	18.95	17.17	17.17	30.33	15.13
5	18.12	19.47	21.12	20.78	21.19	18.97	23.49	0.00	19.10	18.11	19.10	17.32	17.32	30.33	15.13
6	18.27	19.62	21.32	20.93	21.34	19.12	23.64	0.00	19.25	18.26	19.25	17.47	17.47	30.33	15.13
7	18.42	19.77	21.52	21.08	21.49	19.27	23.79	0.00	19.40	18.41	19.40	17.62	17.62	30.33	15.13
8	18.57	19.92	21.72	21.23	21.64	19.42	23.94	0.00	19.55	18.56	19.55	17.77	17.77	30.33	15.13
9	18.72	20.07	21.92	21.38	21.79	19.57	24.09	0.00	19.70	18.71	19.70	17.92	17.92	30.33	15.13
10	18.87	20.22	22.12	21.53	21.94	19.72	24.24	0.00	19.85	18.86	19.85	18.07	18.07	30.33	15.13
11	19.02	20.37	22.32	21.68	22.09	19.87	24.39	0.00	20.00	19.01	20.00	18.22	18.22	30.33	15.13
12	19.17	20.52	22.52	21.83	22.24	20.02	24.54	0.00	20.15	19.16	20.15	18.37	18.37	30.33	15.13
13	19.32	20.67	22.72	21.98	22.39	20.17	24.69	0.00	20.30	19.31	20.30	18.52	18.52	30.33	15.13
14	19.47	20.82	22.92	22.13	22.54	20.32	24.84	0.00	20.45	19.46	20.45	18.67	18.67	30.33	15.13
15	19.62	20.97	23.12	22.28	22.69	20.47	24.99	0.00	20.60	19.61	20.60	18.82	18.82	30.33	15.13
16	19.77	21.12	23.32	22.43	22.84	20.62	25.14	0.00	20.75	19.76	20.75	18.97	18.97	30.33	15.13
17	19.92	21.27	23.52	22.58	22.99	20.77	25.29	0.00	20.90	19.91	20.90	19.12	19.12	30.33	15.13
18	20.07	21.42	23.72	22.73	23.14	20.92	25.44	36.19	21.05	20.06	21.05	19.27	19.27	30.33	15.13
19	20.22	21.57	23.92	22.88	23.29	21.07	25.59	36.19	21.20	20.21	21.20	19.42	19.42	30.33	15.13
20	20.37	21.72	24.12	23.03	23.44	21.22	25.74	36.19	21.35	20.36	21.35	19.57	19.57	30.33	15.13
21	20.52	21.87	24.32	23.18	23.59	21.37	25.89	36.19	21.50	20.51	21.50	19.72	19.72	30.33	15.13
22+	20.67	22.02	24.52	23.33	23.74	21.52	26.04	37.68	21.65	20.66	21.65	19.87	19.87	30.33	15.13

**Appendix A ESP Salary Schedule
2023 - 2024**

<i>YEAR</i>	<i>TA</i>	<i>TA + 60 Hours</i>	<i>TA + Bachelors</i>	<i>Secretary</i>	<i>Head Cook</i>	<i>Assistant Cook</i>	<i>Custodian</i>	<i>Bus Driver *Hor=-0.46</i>	<i>Bus Driver (Hourly Rate)</i>	<i>Bus Monitor</i>	<i>Bus Trainer</i>	<i>After Practice Trip</i>	<i>Extra Duty Trip</i>	<i>Bus Washing**</i>	<i>Car Washing**</i>
1	17.67	19.02	20.52	20.33	20.74	18.52	23.04	0.00	18.65	17.66	18.65	16.87	16.87	30.33	15.13
2	17.82	19.17	20.72	20.48	20.89	18.67	23.19	0.00	18.80	17.81	18.80	17.02	17.02	30.33	15.13
3	17.97	19.32	20.92	20.63	21.04	18.82	23.34	0.00	18.95	17.96	18.95	17.17	17.17	30.33	15.13
4	18.12	19.47	21.12	20.78	21.19	18.97	23.49	0.00	19.10	18.11	19.10	17.32	17.32	30.33	15.13
5	18.27	19.62	21.32	20.93	21.34	19.12	23.64	0.00	19.25	18.26	19.25	17.47	17.47	30.33	15.13
6	18.42	19.77	21.52	21.08	21.49	19.27	23.79	0.00	19.40	18.41	19.40	17.62	17.62	30.33	15.13
7	18.57	19.92	21.72	21.23	21.64	19.42	23.94	0.00	19.55	18.56	19.55	17.77	17.77	30.33	15.13
8	18.72	20.07	21.92	21.38	21.79	19.57	24.09	0.00	19.70	18.71	19.70	17.92	17.92	30.33	15.13
9	18.87	20.22	22.12	21.53	21.94	19.72	24.24	0.00	19.85	18.86	19.85	18.07	18.07	30.33	15.13
10	19.02	20.37	22.32	21.68	22.09	19.87	24.39	0.00	20.00	19.01	20.00	18.22	18.22	30.33	15.13
11	19.17	20.52	22.52	21.83	22.24	20.02	24.54	0.00	20.15	19.16	20.15	18.37	18.37	30.33	15.13
12	19.32	20.67	22.72	21.98	22.39	20.17	24.69	0.00	20.30	19.31	20.30	18.52	18.52	30.33	15.13
13	19.47	20.82	22.92	22.13	22.54	20.32	24.84	0.00	20.45	19.46	20.45	18.67	18.67	30.33	15.13
14	19.62	20.97	23.12	22.28	22.69	20.47	24.99	0.00	20.60	19.61	20.60	18.82	18.82	30.33	15.13
15	19.77	21.12	23.32	22.43	22.84	20.62	25.14	0.00	20.75	19.76	20.75	18.97	18.97	30.33	15.13
16	19.92	21.27	23.52	22.58	22.99	20.77	25.29	0.00	20.90	19.91	20.90	19.12	19.12	30.33	15.13
17	20.07	21.42	23.72	22.73	23.14	20.92	25.44	0.00	21.05	20.06	21.05	19.27	19.27	30.33	15.13
18	20.22	21.57	23.92	22.88	23.29	21.07	25.59	0.00	21.20	20.21	21.20	19.42	19.42	30.33	15.13
19	20.37	21.72	24.12	23.03	23.44	21.22	25.74	36.19	21.35	20.36	21.35	19.57	19.57	30.33	15.13
20	20.52	21.87	24.32	23.18	23.59	21.37	25.89	36.19	21.50	20.51	21.50	19.72	19.72	30.33	15.13
21	20.67	22.02	24.52	23.33	23.74	21.52	26.04	36.19	21.65	20.66	21.65	19.87	19.87	30.33	15.13
22+	20.82	22.17	24.72	23.48	23.89	21.67	26.19	37.68	21.80	20.81	21.80	20.02	20.02	30.33	15.13

Appendix B Certified Member Salary Schedule

2021 - 2022

Year of Service Increment (ROW) = \$ 1,199.00

Education Increment (COLUMN) = \$ 1,000.00

TRS Factor 6.383% (Base Salary + Board Paid TRS = TRS Salary)

	BS	BS+16	BS+24	BS+32	MA	MA+8	MA+16	MA+24	MA+32	MA+40
1	TRS Salary \$38,449.07	\$39,512.90	\$40,576.73	\$41,640.56	\$42,704.39	\$43,768.22	\$44,832.05	\$45,895.88	\$46,959.71	\$48,023.54
	Base Salary \$36,142.12	\$37,142.12	\$38,142.12	\$39,142.12	\$40,142.12	\$41,142.12	\$42,142.12	\$43,142.12	\$44,142.12	\$45,142.12
	Board Paid TRS \$ 2,306.95	\$ 2,370.78	\$ 2,434.61	\$ 2,498.44	\$ 2,562.27	\$ 2,626.10	\$ 2,689.93	\$ 2,753.76	\$ 2,817.59	\$ 2,881.42
2	\$39,724.60	\$40,788.43	\$41,852.26	\$42,916.09	\$43,979.92	\$45,043.75	\$46,107.58	\$47,171.41	\$48,235.24	\$49,299.07
	\$37,341.12	\$38,341.12	\$39,341.12	\$40,341.12	\$41,341.12	\$42,341.12	\$43,341.12	\$44,341.12	\$45,341.12	\$46,341.12
	\$ 2,383.48	\$ 2,447.31	\$ 2,511.14	\$ 2,574.97	\$ 2,638.80	\$ 2,702.63	\$ 2,766.46	\$ 2,830.29	\$ 2,894.12	\$ 2,957.95
3	\$41,000.14	\$42,063.97	\$43,127.80	\$44,191.63	\$45,255.46	\$46,319.29	\$47,383.12	\$48,446.95	\$49,510.78	\$50,574.61
	\$38,540.12	\$39,540.12	\$40,540.12	\$41,540.12	\$42,540.12	\$43,540.12	\$44,540.12	\$45,540.12	\$46,540.12	\$47,540.12
	\$ 2,460.02	\$ 2,523.85	\$ 2,587.68	\$ 2,651.51	\$ 2,715.34	\$ 2,779.17	\$ 2,843.00	\$ 2,906.83	\$ 2,970.66	\$ 3,034.49
4	\$42,275.67	\$43,339.50	\$44,403.33	\$45,467.16	\$46,530.99	\$47,594.82	\$48,658.65	\$49,722.48	\$50,786.31	\$51,850.14
	\$39,739.12	\$40,739.12	\$41,739.12	\$42,739.12	\$43,739.12	\$44,739.12	\$45,739.12	\$46,739.12	\$47,739.12	\$48,739.12
	\$ 2,536.55	\$ 2,600.38	\$ 2,664.21	\$ 2,728.04	\$ 2,791.87	\$ 2,855.70	\$ 2,919.53	\$ 2,983.36	\$ 3,047.19	\$ 3,111.02
5	\$43,551.20	\$44,615.03	\$45,678.86	\$46,742.69	\$47,806.52	\$48,870.35	\$49,934.18	\$50,998.01	\$52,061.84	\$53,125.67
	\$40,938.12	\$41,938.12	\$42,938.12	\$43,938.12	\$44,938.12	\$45,938.12	\$46,938.12	\$47,938.12	\$48,938.12	\$49,938.12
	\$ 2,613.08	\$ 2,676.91	\$ 2,740.74	\$ 2,804.57	\$ 2,868.40	\$ 2,932.23	\$ 2,996.06	\$ 3,059.89	\$ 3,123.72	\$ 3,187.55
6	\$44,826.73	\$45,890.56	\$46,954.39	\$48,018.22	\$49,082.05	\$50,145.88	\$51,209.71	\$52,273.54	\$53,337.37	\$54,401.20
	\$42,137.12	\$43,137.12	\$44,137.12	\$45,137.12	\$46,137.12	\$47,137.12	\$48,137.12	\$49,137.12	\$50,137.12	\$51,137.12
	\$ 2,689.61	\$ 2,753.44	\$ 2,817.27	\$ 2,881.10	\$ 2,944.93	\$ 3,008.76	\$ 3,072.59	\$ 3,136.42	\$ 3,200.25	\$ 3,264.08
7	\$46,102.26	\$47,166.09	\$48,229.92	\$49,293.75	\$50,357.58	\$51,421.41	\$52,485.24	\$53,549.07	\$54,612.90	\$55,676.73
	\$43,336.12	\$44,336.12	\$45,336.12	\$46,336.12	\$47,336.12	\$48,336.12	\$49,336.12	\$50,336.12	\$51,336.12	\$52,336.12
	\$ 2,766.14	\$ 2,829.97	\$ 2,893.80	\$ 2,957.63	\$ 3,021.46	\$ 3,085.29	\$ 3,149.12	\$ 3,212.95	\$ 3,276.78	\$ 3,340.61
8	\$47,377.80	\$48,441.63	\$49,505.46	\$50,569.29	\$51,633.12	\$52,696.95	\$53,760.78	\$54,824.61	\$55,888.44	\$56,952.27
	\$44,535.12	\$45,535.12	\$46,535.12	\$47,535.12	\$48,535.12	\$49,535.12	\$50,535.12	\$51,535.12	\$52,535.12	\$53,535.12
	\$ 2,842.68	\$ 2,906.51	\$ 2,970.34	\$ 3,034.17	\$ 3,098.00	\$ 3,161.83	\$ 3,225.66	\$ 3,289.49	\$ 3,353.32	\$ 3,417.15
9	\$48,653.33	\$49,717.16	\$50,780.99	\$51,844.82	\$52,908.65	\$53,972.48	\$55,036.31	\$56,100.14	\$57,163.97	\$58,227.80
	\$45,734.12	\$46,734.12	\$47,734.12	\$48,734.12	\$49,734.12	\$50,734.12	\$51,734.12	\$52,734.12	\$53,734.12	\$54,734.12
	\$ 2,919.21	\$ 2,983.04	\$ 3,046.87	\$ 3,110.70	\$ 3,174.53	\$ 3,238.36	\$ 3,302.19	\$ 3,366.02	\$ 3,429.85	\$ 3,493.68
10	\$49,928.86	\$50,992.69	\$52,056.52	\$53,120.35	\$54,184.18	\$55,248.01	\$56,311.84	\$57,375.67	\$58,439.50	\$59,503.33
	\$46,933.12	\$47,933.12	\$48,933.12	\$49,933.12	\$50,933.12	\$51,933.12	\$52,933.12	\$53,933.12	\$54,933.12	\$55,933.12
	\$ 2,995.74	\$ 3,059.57	\$ 3,123.40	\$ 3,187.23	\$ 3,251.06	\$ 3,314.89	\$ 3,378.72	\$ 3,442.55	\$ 3,506.38	\$ 3,570.21
11	\$51,204.39	\$52,268.22	\$53,332.05	\$54,395.88	\$55,459.71	\$56,523.54	\$57,587.37	\$58,651.20	\$59,715.03	\$60,778.86
	\$48,132.12	\$49,132.12	\$50,132.12	\$51,132.12	\$52,132.12	\$53,132.12	\$54,132.12	\$55,132.12	\$56,132.12	\$57,132.12
	\$ 3,072.27	\$ 3,136.10	\$ 3,199.93	\$ 3,263.76	\$ 3,327.59	\$ 3,391.42	\$ 3,455.25	\$ 3,519.08	\$ 3,582.91	\$ 3,646.74
12	\$52,479.93	\$53,543.76	\$54,607.59	\$55,671.42	\$56,735.25	\$57,799.08	\$58,862.91	\$59,926.74	\$60,990.57	\$62,054.40
	\$49,331.12	\$50,331.12	\$51,331.12	\$52,331.12	\$53,331.12	\$54,331.12	\$55,331.12	\$56,331.12	\$57,331.12	\$58,331.12
	\$ 3,148.81	\$ 3,212.64	\$ 3,276.47	\$ 3,340.30	\$ 3,404.13	\$ 3,467.96	\$ 3,531.79	\$ 3,595.62	\$ 3,659.45	\$ 3,723.28

TRS Factor		6.383% (Base Salary + Board Paid TRS = TRS Salary)									
		BS	BS+16	BS+24	BS+32	MA	MA+8	MA+16	MA+24	MA+32	MA+40
13	TRS Salary	\$53,755.46	\$54,819.29	\$55,883.12	\$56,946.95	\$58,010.78	\$59,074.61	\$60,138.44	\$61,202.27	\$62,266.10	\$63,329.93
	Base Salary	\$50,530.12	\$51,530.12	\$52,530.12	\$53,530.12	\$54,530.12	\$55,530.12	\$56,530.12	\$57,530.12	\$58,530.12	\$59,530.12
	Board Paid TRS	\$ 3,225.34	\$ 3,289.17	\$ 3,353.00	\$ 3,416.83	\$ 3,480.66	\$ 3,544.49	\$ 3,608.32	\$ 3,672.15	\$ 3,735.98	\$ 3,799.81
14		\$55,030.99	\$56,094.82	\$57,158.65	\$58,222.48	\$59,286.31	\$60,350.14	\$61,413.97	\$62,477.80	\$63,541.63	\$64,605.46
		\$51,729.12	\$52,729.12	\$53,729.12	\$54,729.12	\$55,729.12	\$56,729.12	\$57,729.12	\$58,729.12	\$59,729.12	\$60,729.12
		\$ 3,301.87	\$ 3,365.70	\$ 3,429.53	\$ 3,493.36	\$ 3,557.19	\$ 3,621.02	\$ 3,684.85	\$ 3,748.68	\$ 3,812.51	\$ 3,876.34
15		\$56,306.52	\$57,370.35	\$58,434.18	\$59,498.01	\$60,561.84	\$61,625.67	\$62,689.50	\$63,753.33	\$64,817.16	\$65,880.99
		\$52,928.12	\$53,928.12	\$54,928.12	\$55,928.12	\$56,928.12	\$57,928.12	\$58,928.12	\$59,928.12	\$60,928.12	\$61,928.12
		\$ 3,378.40	\$ 3,442.23	\$ 3,506.06	\$ 3,569.89	\$ 3,633.72	\$ 3,697.55	\$ 3,761.38	\$ 3,825.21	\$ 3,889.04	\$ 3,952.87
16		\$57,582.05	\$58,645.88	\$59,709.71	\$60,773.54	\$61,837.37	\$62,901.20	\$63,965.03	\$65,028.86	\$66,092.69	\$67,156.52
		\$54,127.12	\$55,127.12	\$56,127.12	\$57,127.12	\$58,127.12	\$59,127.12	\$60,127.12	\$61,127.12	\$62,127.12	\$63,127.12
		\$ 3,454.93	\$ 3,518.76	\$ 3,582.59	\$ 3,646.42	\$ 3,710.25	\$ 3,774.08	\$ 3,837.91	\$ 3,901.74	\$ 3,965.57	\$ 4,029.40
17		\$58,857.59	\$59,921.42	\$60,985.25	\$62,049.08	\$63,112.91	\$64,176.74	\$65,240.57	\$66,304.40	\$67,368.23	\$68,432.06
		\$55,326.12	\$56,326.12	\$57,326.12	\$58,326.12	\$59,326.12	\$60,326.12	\$61,326.12	\$62,326.12	\$63,326.12	\$64,326.12
		\$ 3,531.47	\$ 3,595.30	\$ 3,659.13	\$ 3,722.96	\$ 3,786.79	\$ 3,850.62	\$ 3,914.45	\$ 3,978.28	\$ 4,042.11	\$ 4,105.94
18		\$60,133.12	\$61,196.95	\$62,260.78	\$63,324.61	\$64,388.44	\$65,452.27	\$66,516.10	\$67,579.93	\$68,643.76	\$69,707.59
		\$56,525.12	\$57,525.12	\$58,525.12	\$59,525.12	\$60,525.12	\$61,525.12	\$62,525.12	\$63,525.12	\$64,525.12	\$65,525.12
		\$ 3,608.00	\$ 3,671.83	\$ 3,735.66	\$ 3,799.49	\$ 3,863.32	\$ 3,927.15	\$ 3,990.98	\$ 4,054.81	\$ 4,118.64	\$ 4,182.47
19		\$61,408.65	\$62,472.48	\$63,536.31	\$64,600.14	\$65,663.97	\$66,727.80	\$67,791.63	\$68,855.46	\$69,919.29	\$70,983.12
		\$57,724.12	\$58,724.12	\$59,724.12	\$60,724.12	\$61,724.12	\$62,724.12	\$63,724.12	\$64,724.12	\$65,724.12	\$66,724.12
		\$ 3,684.53	\$ 3,748.36	\$ 3,812.19	\$ 3,876.02	\$ 3,939.85	\$ 4,003.68	\$ 4,067.51	\$ 4,131.34	\$ 4,195.17	\$ 4,259.00
20		\$62,684.18	\$63,748.01	\$64,811.84	\$65,875.67	\$66,939.50	\$68,003.33	\$69,067.16	\$70,130.99	\$71,194.82	\$72,258.65
		\$58,923.12	\$59,923.12	\$60,923.12	\$61,923.12	\$62,923.12	\$63,923.12	\$64,923.12	\$65,923.12	\$66,923.12	\$67,923.12
		\$ 3,761.06	\$ 3,824.89	\$ 3,888.72	\$ 3,952.55	\$ 4,016.38	\$ 4,080.21	\$ 4,144.04	\$ 4,207.87	\$ 4,271.70	\$ 4,335.53
21		\$63,959.71	\$65,023.54	\$66,087.37	\$67,151.20	\$68,215.03	\$69,278.86	\$70,342.69	\$71,406.52	\$72,470.35	\$73,534.18
		\$60,122.12	\$61,122.12	\$62,122.12	\$63,122.12	\$64,122.12	\$65,122.12	\$66,122.12	\$67,122.12	\$68,122.12	\$69,122.12
		\$ 3,837.59	\$ 3,901.42	\$ 3,965.25	\$ 4,029.08	\$ 4,092.91	\$ 4,156.74	\$ 4,220.57	\$ 4,284.40	\$ 4,348.23	\$ 4,412.06
22		\$65,235.25	\$66,299.08	\$67,362.91	\$68,426.74	\$69,490.57	\$70,554.40	\$71,618.23	\$72,682.06	\$73,745.89	\$74,809.72
		\$61,321.12	\$62,321.12	\$63,321.12	\$64,321.12	\$65,321.12	\$66,321.12	\$67,321.12	\$68,321.12	\$69,321.12	\$70,321.12
		\$ 3,914.13	\$ 3,977.96	\$ 4,041.79	\$ 4,105.62	\$ 4,169.45	\$ 4,233.28	\$ 4,297.11	\$ 4,360.94	\$ 4,424.77	\$ 4,488.60
23			\$67,574.61	\$68,638.44	\$69,702.27	\$70,766.10	\$71,829.93	\$72,893.76	\$73,957.59	\$75,021.42	\$76,085.25
			\$63,520.12	\$64,520.12	\$65,520.12	\$66,520.12	\$67,520.12	\$68,520.12	\$69,520.12	\$70,520.12	\$71,520.12
			\$ 4,054.49	\$ 4,118.32	\$ 4,182.15	\$ 4,245.98	\$ 4,309.81	\$ 4,373.64	\$ 4,437.47	\$ 4,501.30	\$ 4,565.13
24				\$69,913.97	\$70,977.80	\$72,041.63	\$73,105.46	\$74,169.29	\$75,233.12	\$76,296.95	\$77,360.78
				\$65,719.12	\$66,719.12	\$67,719.12	\$68,719.12	\$69,719.12	\$70,719.12	\$71,719.12	\$72,719.12
				\$ 4,194.85	\$ 4,258.68	\$ 4,322.51	\$ 4,386.34	\$ 4,450.17	\$ 4,514.00	\$ 4,577.83	\$ 4,641.66
25					\$72,253.33	\$73,317.16	\$74,380.99	\$75,444.82	\$76,508.65	\$77,572.48	\$78,636.31
					\$67,918.12	\$68,918.12	\$69,918.12	\$70,918.12	\$71,918.12	\$72,918.12	\$73,918.12
					\$ 4,335.21	\$ 4,399.04	\$ 4,462.87	\$ 4,526.70	\$ 4,590.53	\$ 4,654.36	\$ 4,718.19

Per TRS, all flexible benefit plans offering a choice between insurance and options that would qualify as salary (eg. cash for the Board paid insurance benefit of \$1200) are reportable creditable earnings.

Appendix B Certified Member Salary Schedule

2022 - 2023

Year of Service Increment (ROW) = \$ 1,199.00

Education Increment (COLUMN) = \$ 1,000.00

TRF Factor		6.383% (Base Salary + Board Paid TRF = TRF Salary)									
	BS	BS+16	BS+24	BS+32	MA	MA+8	MA+16	MA+24	MA+32	MA+40	
1	TRF Salary	\$ 39,236.31	\$ 40,300.14	\$ 41,363.97	\$ 42,427.80	\$ 43,491.63	\$ 44,555.46	\$ 45,619.29	\$ 46,683.12	\$ 47,746.95	\$ 48,810.78
	Base Salary	\$ 36,882.12	\$ 37,882.12	\$ 38,882.12	\$ 39,882.12	\$ 40,882.12	\$ 41,882.12	\$ 42,882.12	\$ 43,882.12	\$ 44,882.12	\$ 45,882.12
	Board Paid TRF	\$ 2,354.19	\$ 2,418.02	\$ 2,481.85	\$ 2,545.68	\$ 2,609.51	\$ 2,673.34	\$ 2,737.17	\$ 2,801.00	\$ 2,864.83	\$ 2,928.66
2		\$ 40,511.84	\$ 41,575.67	\$ 42,639.50	\$ 43,703.33	\$ 44,767.16	\$ 45,830.99	\$ 46,894.82	\$ 47,958.65	\$ 49,022.48	\$ 50,086.31
		\$ 38,081.12	\$ 39,081.12	\$ 40,081.12	\$ 41,081.12	\$ 42,081.12	\$ 43,081.12	\$ 44,081.12	\$ 45,081.12	\$ 46,081.12	\$ 47,081.12
		\$ 2,430.72	\$ 2,494.55	\$ 2,558.38	\$ 2,622.21	\$ 2,686.04	\$ 2,749.87	\$ 2,813.70	\$ 2,877.53	\$ 2,941.36	\$ 3,005.19
3		\$ 41,787.37	\$ 42,851.20	\$ 43,915.03	\$ 44,978.86	\$ 46,042.69	\$ 47,106.52	\$ 48,170.35	\$ 49,234.18	\$ 50,298.01	\$ 51,361.84
		\$ 39,280.12	\$ 40,280.12	\$ 41,280.12	\$ 42,280.12	\$ 43,280.12	\$ 44,280.12	\$ 45,280.12	\$ 46,280.12	\$ 47,280.12	\$ 48,280.12
		\$ 2,507.25	\$ 2,571.08	\$ 2,634.91	\$ 2,698.74	\$ 2,762.57	\$ 2,826.40	\$ 2,890.23	\$ 2,954.06	\$ 3,017.89	\$ 3,081.72
4		\$ 43,062.90	\$ 44,126.73	\$ 45,190.56	\$ 46,254.39	\$ 47,318.22	\$ 48,382.05	\$ 49,445.88	\$ 50,509.71	\$ 51,573.54	\$ 52,637.37
		\$ 40,479.12	\$ 41,479.12	\$ 42,479.12	\$ 43,479.12	\$ 44,479.12	\$ 45,479.12	\$ 46,479.12	\$ 47,479.12	\$ 48,479.12	\$ 49,479.12
		\$ 2,583.78	\$ 2,647.61	\$ 2,711.44	\$ 2,775.27	\$ 2,839.10	\$ 2,902.93	\$ 2,966.76	\$ 3,030.59	\$ 3,094.42	\$ 3,158.25
5		\$ 44,338.43	\$ 45,402.26	\$ 46,466.09	\$ 47,529.92	\$ 48,593.75	\$ 49,657.58	\$ 50,721.41	\$ 51,785.24	\$ 52,849.07	\$ 53,912.90
		\$ 41,678.12	\$ 42,678.12	\$ 43,678.12	\$ 44,678.12	\$ 45,678.12	\$ 46,678.12	\$ 47,678.12	\$ 48,678.12	\$ 49,678.12	\$ 50,678.12
		\$ 2,660.31	\$ 2,724.14	\$ 2,787.97	\$ 2,851.80	\$ 2,915.63	\$ 2,979.46	\$ 3,043.29	\$ 3,107.12	\$ 3,170.95	\$ 3,234.78
6		\$ 45,613.97	\$ 46,677.80	\$ 47,741.63	\$ 48,805.46	\$ 49,869.29	\$ 50,933.12	\$ 51,996.95	\$ 53,060.78	\$ 54,124.61	\$ 55,188.44
		\$ 42,877.12	\$ 43,877.12	\$ 44,877.12	\$ 45,877.12	\$ 46,877.12	\$ 47,877.12	\$ 48,877.12	\$ 49,877.12	\$ 50,877.12	\$ 51,877.12
		\$ 2,736.85	\$ 2,800.68	\$ 2,864.51	\$ 2,928.34	\$ 2,992.17	\$ 3,056.00	\$ 3,119.83	\$ 3,183.66	\$ 3,247.49	\$ 3,311.32
7		\$ 46,889.50	\$ 47,953.33	\$ 49,017.16	\$ 50,080.99	\$ 51,144.82	\$ 52,208.65	\$ 53,272.48	\$ 54,336.31	\$ 55,400.14	\$ 56,463.97
		\$ 44,076.12	\$ 45,076.12	\$ 46,076.12	\$ 47,076.12	\$ 48,076.12	\$ 49,076.12	\$ 50,076.12	\$ 51,076.12	\$ 52,076.12	\$ 53,076.12
		\$ 2,813.38	\$ 2,877.21	\$ 2,941.04	\$ 3,004.87	\$ 3,068.70	\$ 3,132.53	\$ 3,196.36	\$ 3,260.19	\$ 3,324.02	\$ 3,387.85
8		\$ 48,165.03	\$ 49,228.86	\$ 50,292.69	\$ 51,356.52	\$ 52,420.35	\$ 53,484.18	\$ 54,548.01	\$ 55,611.84	\$ 56,675.67	\$ 57,739.50
		\$ 45,275.12	\$ 46,275.12	\$ 47,275.12	\$ 48,275.12	\$ 49,275.12	\$ 50,275.12	\$ 51,275.12	\$ 52,275.12	\$ 53,275.12	\$ 54,275.12
		\$ 2,889.91	\$ 2,953.74	\$ 3,017.57	\$ 3,081.40	\$ 3,145.23	\$ 3,209.06	\$ 3,272.89	\$ 3,336.72	\$ 3,400.55	\$ 3,464.38
9		\$ 49,440.56	\$ 50,504.39	\$ 51,568.22	\$ 52,632.05	\$ 53,695.88	\$ 54,759.71	\$ 55,823.54	\$ 56,887.37	\$ 57,951.20	\$ 59,015.03
		\$ 46,474.12	\$ 47,474.12	\$ 48,474.12	\$ 49,474.12	\$ 50,474.12	\$ 51,474.12	\$ 52,474.12	\$ 53,474.12	\$ 54,474.12	\$ 55,474.12
		\$ 2,966.44	\$ 3,030.27	\$ 3,094.10	\$ 3,157.93	\$ 3,221.76	\$ 3,285.59	\$ 3,349.42	\$ 3,413.25	\$ 3,477.08	\$ 3,540.91
10		\$ 50,716.10	\$ 51,779.93	\$ 52,843.76	\$ 53,907.59	\$ 54,971.42	\$ 56,035.25	\$ 57,099.08	\$ 58,162.91	\$ 59,226.74	\$ 60,290.57
		\$ 47,673.12	\$ 48,673.12	\$ 49,673.12	\$ 50,673.12	\$ 51,673.12	\$ 52,673.12	\$ 53,673.12	\$ 54,673.12	\$ 55,673.12	\$ 56,673.12
		\$ 3,042.98	\$ 3,106.81	\$ 3,170.64	\$ 3,234.47	\$ 3,298.30	\$ 3,362.13	\$ 3,425.96	\$ 3,489.79	\$ 3,553.62	\$ 3,617.45
11		\$ 51,991.63	\$ 53,055.46	\$ 54,119.29	\$ 55,183.12	\$ 56,246.95	\$ 57,310.78	\$ 58,374.61	\$ 59,438.44	\$ 60,502.27	\$ 61,566.10
		\$ 48,872.12	\$ 49,872.12	\$ 50,872.12	\$ 51,872.12	\$ 52,872.12	\$ 53,872.12	\$ 54,872.12	\$ 55,872.12	\$ 56,872.12	\$ 57,872.12
		\$ 3,119.51	\$ 3,183.34	\$ 3,247.17	\$ 3,311.00	\$ 3,374.83	\$ 3,438.66	\$ 3,502.49	\$ 3,566.32	\$ 3,630.15	\$ 3,693.98
12		\$ 53,267.16	\$ 54,330.99	\$ 55,394.82	\$ 56,458.65	\$ 57,522.48	\$ 58,586.31	\$ 59,650.14	\$ 60,713.97	\$ 61,777.80	\$ 62,841.63
		\$ 50,071.12	\$ 51,071.12	\$ 52,071.12	\$ 53,071.12	\$ 54,071.12	\$ 55,071.12	\$ 56,071.12	\$ 57,071.12	\$ 58,071.12	\$ 59,071.12
		\$ 3,196.04	\$ 3,259.87	\$ 3,323.70	\$ 3,387.53	\$ 3,451.36	\$ 3,515.19	\$ 3,579.02	\$ 3,642.85	\$ 3,706.68	\$ 3,770.51

TRS Factor		6.383% (Base Salary + Board Paid TRS = TRS Salary)									
		BS	BS+16	BS+24	BS+32	MA	MA+8	MA+16	MA+24	MA+32	MA+40
13	TRS Salary	\$ 54,542.69	\$ 55,606.52	\$ 56,670.35	\$ 57,734.18	\$ 58,798.01	\$ 59,861.84	\$ 60,925.67	\$ 61,989.50	\$ 63,053.33	\$ 64,117.16
	Base Salary	\$ 51,270.12	\$ 52,270.12	\$ 53,270.12	\$ 54,270.12	\$ 55,270.12	\$ 56,270.12	\$ 57,270.12	\$ 58,270.12	\$ 59,270.12	\$ 60,270.12
	Board Paid TRS	\$ 3,272.57	\$ 3,336.40	\$ 3,400.23	\$ 3,464.06	\$ 3,527.89	\$ 3,591.72	\$ 3,655.55	\$ 3,719.38	\$ 3,783.21	\$ 3,847.04
14		\$ 55,818.22	\$ 56,882.05	\$ 57,945.88	\$ 59,009.71	\$ 60,073.54	\$ 61,137.37	\$ 62,201.20	\$ 63,265.03	\$ 64,328.86	\$ 65,392.69
		\$ 52,469.12	\$ 53,469.12	\$ 54,469.12	\$ 55,469.12	\$ 56,469.12	\$ 57,469.12	\$ 58,469.12	\$ 59,469.12	\$ 60,469.12	\$ 61,469.12
		\$ 3,349.10	\$ 3,412.93	\$ 3,476.76	\$ 3,540.59	\$ 3,604.42	\$ 3,668.25	\$ 3,732.08	\$ 3,795.91	\$ 3,859.74	\$ 3,923.57
15		\$ 57,093.76	\$ 58,157.59	\$ 59,221.42	\$ 60,285.25	\$ 61,349.08	\$ 62,412.91	\$ 63,476.74	\$ 64,540.57	\$ 65,604.40	\$ 66,668.23
		\$ 53,668.12	\$ 54,668.12	\$ 55,668.12	\$ 56,668.12	\$ 57,668.12	\$ 58,668.12	\$ 59,668.12	\$ 60,668.12	\$ 61,668.12	\$ 62,668.12
		\$ 3,425.64	\$ 3,489.47	\$ 3,553.30	\$ 3,617.13	\$ 3,680.96	\$ 3,744.79	\$ 3,808.62	\$ 3,872.45	\$ 3,936.28	\$ 4,000.11
16		\$ 58,369.29	\$ 59,433.12	\$ 60,496.95	\$ 61,560.78	\$ 62,624.61	\$ 63,688.44	\$ 64,752.27	\$ 65,816.10	\$ 66,879.93	\$ 67,943.76
		\$ 54,867.12	\$ 55,867.12	\$ 56,867.12	\$ 57,867.12	\$ 58,867.12	\$ 59,867.12	\$ 60,867.12	\$ 61,867.12	\$ 62,867.12	\$ 63,867.12
		\$ 3,502.17	\$ 3,566.00	\$ 3,629.83	\$ 3,693.66	\$ 3,757.49	\$ 3,821.32	\$ 3,885.15	\$ 3,948.98	\$ 4,012.81	\$ 4,076.64
17		\$ 59,644.82	\$ 60,708.65	\$ 61,772.48	\$ 62,836.31	\$ 63,900.14	\$ 64,963.97	\$ 66,027.80	\$ 67,091.63	\$ 68,155.46	\$ 69,219.29
		\$ 56,066.12	\$ 57,066.12	\$ 58,066.12	\$ 59,066.12	\$ 60,066.12	\$ 61,066.12	\$ 62,066.12	\$ 63,066.12	\$ 64,066.12	\$ 65,066.12
		\$ 3,578.70	\$ 3,642.53	\$ 3,706.36	\$ 3,770.19	\$ 3,834.02	\$ 3,897.85	\$ 3,961.68	\$ 4,025.51	\$ 4,089.34	\$ 4,153.17
18		\$ 60,920.35	\$ 61,984.18	\$ 63,048.01	\$ 64,111.84	\$ 65,175.67	\$ 66,239.50	\$ 67,303.33	\$ 68,367.16	\$ 69,430.99	\$ 70,494.82
		\$ 57,265.12	\$ 58,265.12	\$ 59,265.12	\$ 60,265.12	\$ 61,265.12	\$ 62,265.12	\$ 63,265.12	\$ 64,265.12	\$ 65,265.12	\$ 66,265.12
		\$ 3,655.23	\$ 3,719.06	\$ 3,782.89	\$ 3,846.72	\$ 3,910.55	\$ 3,974.38	\$ 4,038.21	\$ 4,102.04	\$ 4,165.87	\$ 4,229.70
19		\$ 62,195.88	\$ 63,259.71	\$ 64,323.54	\$ 65,387.37	\$ 66,451.20	\$ 67,515.03	\$ 68,578.86	\$ 69,642.69	\$ 70,706.52	\$ 71,770.35
		\$ 58,464.12	\$ 59,464.12	\$ 60,464.12	\$ 61,464.12	\$ 62,464.12	\$ 63,464.12	\$ 64,464.12	\$ 65,464.12	\$ 66,464.12	\$ 67,464.12
		\$ 3,731.76	\$ 3,795.59	\$ 3,859.42	\$ 3,923.25	\$ 3,987.08	\$ 4,050.91	\$ 4,114.74	\$ 4,178.57	\$ 4,242.40	\$ 4,306.23
20		\$ 63,471.42	\$ 64,535.25	\$ 65,599.08	\$ 66,662.91	\$ 67,726.74	\$ 68,790.57	\$ 69,854.40	\$ 70,918.23	\$ 71,982.06	\$ 73,045.89
		\$ 59,663.12	\$ 60,663.12	\$ 61,663.12	\$ 62,663.12	\$ 63,663.12	\$ 64,663.12	\$ 65,663.12	\$ 66,663.12	\$ 67,663.12	\$ 68,663.12
		\$ 3,808.30	\$ 3,872.13	\$ 3,935.96	\$ 3,999.79	\$ 4,063.62	\$ 4,127.45	\$ 4,191.28	\$ 4,255.11	\$ 4,318.94	\$ 4,382.77
21		\$ 64,746.95	\$ 65,810.78	\$ 66,874.61	\$ 67,938.44	\$ 69,002.27	\$ 70,066.10	\$ 71,129.93	\$ 72,193.76	\$ 73,257.59	\$ 74,321.42
		\$ 60,862.12	\$ 61,862.12	\$ 62,862.12	\$ 63,862.12	\$ 64,862.12	\$ 65,862.12	\$ 66,862.12	\$ 67,862.12	\$ 68,862.12	\$ 69,862.12
		\$ 3,884.83	\$ 3,948.66	\$ 4,012.49	\$ 4,076.32	\$ 4,140.15	\$ 4,203.98	\$ 4,267.81	\$ 4,331.64	\$ 4,395.47	\$ 4,459.30
22		\$ 66,022.48	\$ 67,086.31	\$ 68,150.14	\$ 69,213.97	\$ 70,277.80	\$ 71,341.63	\$ 72,405.46	\$ 73,469.29	\$ 74,533.12	\$ 75,596.95
		\$ 62,061.12	\$ 63,061.12	\$ 64,061.12	\$ 65,061.12	\$ 66,061.12	\$ 67,061.12	\$ 68,061.12	\$ 69,061.12	\$ 70,061.12	\$ 71,061.12
		\$ 3,961.36	\$ 4,025.19	\$ 4,089.02	\$ 4,152.85	\$ 4,216.68	\$ 4,280.51	\$ 4,344.34	\$ 4,408.17	\$ 4,472.00	\$ 4,535.83
23			\$ 68,361.84	\$ 69,425.67	\$ 70,489.50	\$ 71,553.33	\$ 72,617.16	\$ 73,680.99	\$ 74,744.82	\$ 75,808.65	\$ 76,872.48
			\$ 64,260.12	\$ 65,260.12	\$ 66,260.12	\$ 67,260.12	\$ 68,260.12	\$ 69,260.12	\$ 70,260.12	\$ 71,260.12	\$ 72,260.12
			\$ 4,101.72	\$ 4,165.55	\$ 4,229.38	\$ 4,293.21	\$ 4,357.04	\$ 4,420.87	\$ 4,484.70	\$ 4,548.53	\$ 4,612.36
24				\$ 70,701.21	\$ 71,765.04	\$ 72,828.87	\$ 73,892.70	\$ 74,956.53	\$ 76,020.36	\$ 77,084.19	\$ 78,148.02
				\$ 66,459.12	\$ 67,459.12	\$ 68,459.12	\$ 69,459.12	\$ 70,459.12	\$ 71,459.12	\$ 72,459.12	\$ 73,459.12
				\$ 4,242.09	\$ 4,305.92	\$ 4,369.75	\$ 4,433.58	\$ 4,497.41	\$ 4,561.24	\$ 4,625.07	\$ 4,688.90
25					\$ 73,040.57	\$ 74,104.40	\$ 75,168.23	\$ 76,232.06	\$ 77,295.89	\$ 78,359.72	\$ 79,423.55
					\$ 68,658.12	\$ 69,658.12	\$ 70,658.12	\$ 71,658.12	\$ 72,658.12	\$ 73,658.12	\$ 74,658.12
					\$ 4,382.45	\$ 4,446.28	\$ 4,510.11	\$ 4,573.94	\$ 4,637.77	\$ 4,701.60	\$ 4,765.43

Per TRS, all flexible benefit plans offering a choice between insurance and options that would qualify as salary (eg. cash for the Board paid insurance benefit of \$1200) are reportable creditable earnings.

Appendix B Certified Member Salary Schedule

2023 - 2024

Year of Service Increment (ROW) = \$ 1,199.00

Education Increment (COLUMN) = \$ 1,000.00

TRF Factor		6.383% (Base Salary + Board Paid TRS = TRS Salary)									
		BS	BS+16	BS+24	BS+32	MA	MA+8	MA+16	MA+24	MA+32	MA+40
1	TRF Salary	\$ 40,023.54	\$ 41,087.37	\$ 42,151.20	\$ 43,215.03	\$ 44,278.86	\$ 45,342.69	\$ 46,406.52	\$ 47,470.35	\$ 48,534.18	\$ 49,598.01
	Base Salary	\$ 37,622.12	\$ 38,622.12	\$ 39,622.12	\$ 40,622.12	\$ 41,622.12	\$ 42,622.12	\$ 43,622.12	\$ 44,622.12	\$ 45,622.12	\$ 46,622.12
	Board Paid TRS	\$ 2,401.42	\$ 2,465.25	\$ 2,529.08	\$ 2,592.91	\$ 2,656.74	\$ 2,720.57	\$ 2,784.40	\$ 2,848.23	\$ 2,912.06	\$ 2,975.89
2		\$ 41,299.07	\$ 42,362.90	\$ 43,426.73	\$ 44,490.56	\$ 45,554.39	\$ 46,618.22	\$ 47,682.05	\$ 48,745.88	\$ 49,809.71	\$ 50,873.54
		\$ 38,821.12	\$ 39,821.12	\$ 40,821.12	\$ 41,821.12	\$ 42,821.12	\$ 43,821.12	\$ 44,821.12	\$ 45,821.12	\$ 46,821.12	\$ 47,821.12
		\$ 2,477.95	\$ 2,541.78	\$ 2,605.61	\$ 2,669.44	\$ 2,733.27	\$ 2,797.10	\$ 2,860.93	\$ 2,924.76	\$ 2,988.59	\$ 3,052.42
3		\$ 42,574.60	\$ 43,638.43	\$ 44,702.26	\$ 45,766.09	\$ 46,829.92	\$ 47,893.75	\$ 48,957.58	\$ 50,021.41	\$ 51,085.24	\$ 52,149.07
		\$ 40,020.12	\$ 41,020.12	\$ 42,020.12	\$ 43,020.12	\$ 44,020.12	\$ 45,020.12	\$ 46,020.12	\$ 47,020.12	\$ 48,020.12	\$ 49,020.12
		\$ 2,554.48	\$ 2,618.31	\$ 2,682.14	\$ 2,745.97	\$ 2,809.80	\$ 2,873.63	\$ 2,937.46	\$ 3,001.29	\$ 3,065.12	\$ 3,128.95
4		\$ 43,850.14	\$ 44,913.97	\$ 45,977.80	\$ 47,041.63	\$ 48,105.46	\$ 49,169.29	\$ 50,233.12	\$ 51,296.95	\$ 52,360.78	\$ 53,424.61
		\$ 41,219.12	\$ 42,219.12	\$ 43,219.12	\$ 44,219.12	\$ 45,219.12	\$ 46,219.12	\$ 47,219.12	\$ 48,219.12	\$ 49,219.12	\$ 50,219.12
		\$ 2,631.02	\$ 2,694.85	\$ 2,758.68	\$ 2,822.51	\$ 2,886.34	\$ 2,950.17	\$ 3,014.00	\$ 3,077.83	\$ 3,141.66	\$ 3,205.49
5		\$ 45,125.67	\$ 46,189.50	\$ 47,253.33	\$ 48,317.16	\$ 49,380.99	\$ 50,444.82	\$ 51,508.65	\$ 52,572.48	\$ 53,636.31	\$ 54,700.14
		\$ 42,418.12	\$ 43,418.12	\$ 44,418.12	\$ 45,418.12	\$ 46,418.12	\$ 47,418.12	\$ 48,418.12	\$ 49,418.12	\$ 50,418.12	\$ 51,418.12
		\$ 2,707.55	\$ 2,771.38	\$ 2,835.21	\$ 2,899.04	\$ 2,962.87	\$ 3,026.70	\$ 3,090.53	\$ 3,154.36	\$ 3,218.19	\$ 3,282.02
6		\$ 46,401.20	\$ 47,465.03	\$ 48,528.86	\$ 49,592.69	\$ 50,656.52	\$ 51,720.35	\$ 52,784.18	\$ 53,848.01	\$ 54,911.84	\$ 55,975.67
		\$ 43,617.12	\$ 44,617.12	\$ 45,617.12	\$ 46,617.12	\$ 47,617.12	\$ 48,617.12	\$ 49,617.12	\$ 50,617.12	\$ 51,617.12	\$ 52,617.12
		\$ 2,784.08	\$ 2,847.91	\$ 2,911.74	\$ 2,975.57	\$ 3,039.40	\$ 3,103.23	\$ 3,167.06	\$ 3,230.89	\$ 3,294.72	\$ 3,358.55
7		\$ 47,676.73	\$ 48,740.56	\$ 49,804.39	\$ 50,868.22	\$ 51,932.05	\$ 52,995.88	\$ 54,059.71	\$ 55,123.54	\$ 56,187.37	\$ 57,251.20
		\$ 44,816.12	\$ 45,816.12	\$ 46,816.12	\$ 47,816.12	\$ 48,816.12	\$ 49,816.12	\$ 50,816.12	\$ 51,816.12	\$ 52,816.12	\$ 53,816.12
		\$ 2,860.61	\$ 2,924.44	\$ 2,988.27	\$ 3,052.10	\$ 3,115.93	\$ 3,179.76	\$ 3,243.59	\$ 3,307.42	\$ 3,371.25	\$ 3,435.08
8		\$ 48,952.27	\$ 50,016.10	\$ 51,079.93	\$ 52,143.76	\$ 53,207.59	\$ 54,271.42	\$ 55,335.25	\$ 56,399.08	\$ 57,462.91	\$ 58,526.74
		\$ 46,015.12	\$ 47,015.12	\$ 48,015.12	\$ 49,015.12	\$ 50,015.12	\$ 51,015.12	\$ 52,015.12	\$ 53,015.12	\$ 54,015.12	\$ 55,015.12
		\$ 2,937.15	\$ 3,000.98	\$ 3,064.81	\$ 3,128.64	\$ 3,192.47	\$ 3,256.30	\$ 3,320.13	\$ 3,383.96	\$ 3,447.79	\$ 3,511.62
9		\$ 50,227.80	\$ 51,291.63	\$ 52,355.46	\$ 53,419.29	\$ 54,483.12	\$ 55,546.95	\$ 56,610.78	\$ 57,674.61	\$ 58,738.44	\$ 59,802.27
		\$ 47,214.12	\$ 48,214.12	\$ 49,214.12	\$ 50,214.12	\$ 51,214.12	\$ 52,214.12	\$ 53,214.12	\$ 54,214.12	\$ 55,214.12	\$ 56,214.12
		\$ 3,013.68	\$ 3,077.51	\$ 3,141.34	\$ 3,205.17	\$ 3,269.00	\$ 3,332.83	\$ 3,396.66	\$ 3,460.49	\$ 3,524.32	\$ 3,588.15
10		\$ 51,503.33	\$ 52,567.16	\$ 53,630.99	\$ 54,694.82	\$ 55,758.65	\$ 56,822.48	\$ 57,886.31	\$ 58,950.14	\$ 60,013.97	\$ 61,077.80
		\$ 48,413.12	\$ 49,413.12	\$ 50,413.12	\$ 51,413.12	\$ 52,413.12	\$ 53,413.12	\$ 54,413.12	\$ 55,413.12	\$ 56,413.12	\$ 57,413.12
		\$ 3,090.21	\$ 3,154.04	\$ 3,217.87	\$ 3,281.70	\$ 3,345.53	\$ 3,409.36	\$ 3,473.19	\$ 3,537.02	\$ 3,600.85	\$ 3,664.68
11		\$ 52,778.86	\$ 53,842.69	\$ 54,906.52	\$ 55,970.35	\$ 57,034.18	\$ 58,098.01	\$ 59,161.84	\$ 60,225.67	\$ 61,289.50	\$ 62,353.33
		\$ 49,612.12	\$ 50,612.12	\$ 51,612.12	\$ 52,612.12	\$ 53,612.12	\$ 54,612.12	\$ 55,612.12	\$ 56,612.12	\$ 57,612.12	\$ 58,612.12
		\$ 3,166.74	\$ 3,230.57	\$ 3,294.40	\$ 3,358.23	\$ 3,422.06	\$ 3,485.89	\$ 3,549.72	\$ 3,613.55	\$ 3,677.38	\$ 3,741.21
12		\$ 54,054.39	\$ 55,118.22	\$ 56,182.05	\$ 57,245.88	\$ 58,309.71	\$ 59,373.54	\$ 60,437.37	\$ 61,501.20	\$ 62,565.03	\$ 63,628.86
		\$ 50,811.12	\$ 51,811.12	\$ 52,811.12	\$ 53,811.12	\$ 54,811.12	\$ 55,811.12	\$ 56,811.12	\$ 57,811.12	\$ 58,811.12	\$ 59,811.12
		\$ 3,243.27	\$ 3,307.10	\$ 3,370.93	\$ 3,434.76	\$ 3,498.59	\$ 3,562.42	\$ 3,626.25	\$ 3,690.08	\$ 3,753.91	\$ 3,817.74

TRS Factor		6.383% (Base Salary + Board Paid TRS = TRS Salary)									
	BS	BS+16	BS+24	BS+32	MA	MA+8	MA+16	MA+24	MA+32	MA+40	
13	TRS Salary	\$55,329.93	\$56,393.76	\$57,457.59	\$58,521.42	\$59,585.25	\$60,649.08	\$61,712.91	\$62,776.74	\$63,840.57	\$64,904.40
	Base Salary	\$52,010.12	\$53,010.12	\$54,010.12	\$55,010.12	\$56,010.12	\$57,010.12	\$58,010.12	\$59,010.12	\$60,010.12	\$61,010.12
	Board Paid TRS	\$ 3,319.81	\$ 3,383.64	\$ 3,447.47	\$ 3,511.30	\$ 3,575.13	\$ 3,638.96	\$ 3,702.79	\$ 3,766.62	\$ 3,830.45	\$ 3,894.28
14		\$56,605.46	\$57,669.29	\$58,733.12	\$59,796.95	\$60,860.78	\$61,924.61	\$62,988.44	\$64,052.27	\$65,116.10	\$66,179.93
		\$53,209.12	\$54,209.12	\$55,209.12	\$56,209.12	\$57,209.12	\$58,209.12	\$59,209.12	\$60,209.12	\$61,209.12	\$62,209.12
		\$ 3,396.34	\$ 3,460.17	\$ 3,524.00	\$ 3,587.83	\$ 3,651.66	\$ 3,715.49	\$ 3,779.32	\$ 3,843.15	\$ 3,906.98	\$ 3,970.81
15		\$57,880.99	\$58,944.82	\$60,008.65	\$61,072.48	\$62,136.31	\$63,200.14	\$64,263.97	\$65,327.80	\$66,391.63	\$67,455.46
		\$54,408.12	\$55,408.12	\$56,408.12	\$57,408.12	\$58,408.12	\$59,408.12	\$60,408.12	\$61,408.12	\$62,408.12	\$63,408.12
		\$ 3,472.87	\$ 3,536.70	\$ 3,600.53	\$ 3,664.36	\$ 3,728.19	\$ 3,792.02	\$ 3,855.85	\$ 3,919.68	\$ 3,983.51	\$ 4,047.34
16		\$59,156.52	\$60,220.35	\$61,284.18	\$62,348.01	\$63,411.84	\$64,475.67	\$65,539.50	\$66,603.33	\$67,667.16	\$68,730.99
		\$55,607.12	\$56,607.12	\$57,607.12	\$58,607.12	\$59,607.12	\$60,607.12	\$61,607.12	\$62,607.12	\$63,607.12	\$64,607.12
		\$ 3,549.40	\$ 3,613.23	\$ 3,677.06	\$ 3,740.89	\$ 3,804.72	\$ 3,868.55	\$ 3,932.38	\$ 3,996.21	\$ 4,060.04	\$ 4,123.87
17		\$60,432.05	\$61,495.88	\$62,559.71	\$63,623.54	\$64,687.37	\$65,751.20	\$66,815.03	\$67,878.86	\$68,942.69	\$70,006.52
		\$56,806.12	\$57,806.12	\$58,806.12	\$59,806.12	\$60,806.12	\$61,806.12	\$62,806.12	\$63,806.12	\$64,806.12	\$65,806.12
		\$ 3,625.93	\$ 3,689.76	\$ 3,753.59	\$ 3,817.42	\$ 3,881.25	\$ 3,945.08	\$ 4,008.91	\$ 4,072.74	\$ 4,136.57	\$ 4,200.40
18		\$61,707.59	\$62,771.42	\$63,835.25	\$64,899.08	\$65,962.91	\$67,026.74	\$68,090.57	\$69,154.40	\$70,218.23	\$71,282.06
		\$58,005.12	\$59,005.12	\$60,005.12	\$61,005.12	\$62,005.12	\$63,005.12	\$64,005.12	\$65,005.12	\$66,005.12	\$67,005.12
		\$ 3,702.47	\$ 3,766.30	\$ 3,830.13	\$ 3,893.96	\$ 3,957.79	\$ 4,021.62	\$ 4,085.45	\$ 4,149.28	\$ 4,213.11	\$ 4,276.94
19		\$62,983.12	\$64,046.95	\$65,110.78	\$66,174.61	\$67,238.44	\$68,302.27	\$69,366.10	\$70,429.93	\$71,493.76	\$72,557.59
		\$59,204.12	\$60,204.12	\$61,204.12	\$62,204.12	\$63,204.12	\$64,204.12	\$65,204.12	\$66,204.12	\$67,204.12	\$68,204.12
		\$ 3,779.00	\$ 3,842.83	\$ 3,906.66	\$ 3,970.49	\$ 4,034.32	\$ 4,098.15	\$ 4,161.98	\$ 4,225.81	\$ 4,289.64	\$ 4,353.47
20		\$64,258.65	\$65,322.48	\$66,386.31	\$67,450.14	\$68,513.97	\$69,577.80	\$70,641.63	\$71,705.46	\$72,769.29	\$73,833.12
		\$60,403.12	\$61,403.12	\$62,403.12	\$63,403.12	\$64,403.12	\$65,403.12	\$66,403.12	\$67,403.12	\$68,403.12	\$69,403.12
		\$ 3,855.53	\$ 3,919.36	\$ 3,983.19	\$ 4,047.02	\$ 4,110.85	\$ 4,174.68	\$ 4,238.51	\$ 4,302.34	\$ 4,366.17	\$ 4,430.00
21		\$65,534.18	\$66,598.01	\$67,661.84	\$68,725.67	\$69,789.50	\$70,853.33	\$71,917.16	\$72,980.99	\$74,044.82	\$75,108.65
		\$61,602.12	\$62,602.12	\$63,602.12	\$64,602.12	\$65,602.12	\$66,602.12	\$67,602.12	\$68,602.12	\$69,602.12	\$70,602.12
		\$ 3,932.06	\$ 3,995.89	\$ 4,059.72	\$ 4,123.55	\$ 4,187.38	\$ 4,251.21	\$ 4,315.04	\$ 4,378.87	\$ 4,442.70	\$ 4,506.53
22		\$66,809.72	\$67,873.55	\$68,937.38	\$70,001.21	\$71,065.04	\$72,128.87	\$73,192.70	\$74,256.53	\$75,320.36	\$76,384.19
		\$62,801.12	\$63,801.12	\$64,801.12	\$65,801.12	\$66,801.12	\$67,801.12	\$68,801.12	\$69,801.12	\$70,801.12	\$71,801.12
		\$ 4,008.60	\$ 4,072.43	\$ 4,136.26	\$ 4,200.09	\$ 4,263.92	\$ 4,327.75	\$ 4,391.58	\$ 4,455.41	\$ 4,519.24	\$ 4,583.07
23			\$69,149.08	\$70,212.91	\$71,276.74	\$72,340.57	\$73,404.40	\$74,468.23	\$75,532.06	\$76,595.89	\$77,659.72
			\$65,000.12	\$66,000.12	\$67,000.12	\$68,000.12	\$69,000.12	\$70,000.12	\$71,000.12	\$72,000.12	\$73,000.12
			\$ 4,148.96	\$ 4,212.79	\$ 4,276.62	\$ 4,340.45	\$ 4,404.28	\$ 4,468.11	\$ 4,531.94	\$ 4,595.77	\$ 4,659.60
24				\$71,488.44	\$72,552.27	\$73,616.10	\$74,679.93	\$75,743.76	\$76,807.59	\$77,871.42	\$78,935.25
				\$67,199.12	\$68,199.12	\$69,199.12	\$70,199.12	\$71,199.12	\$72,199.12	\$73,199.12	\$74,199.12
				\$ 4,289.32	\$ 4,353.15	\$ 4,416.98	\$ 4,480.81	\$ 4,544.64	\$ 4,608.47	\$ 4,672.30	\$ 4,736.13
25					\$73,827.80	\$74,891.63	\$75,955.46	\$77,019.29	\$78,083.12	\$79,146.95	\$80,210.78
					\$69,398.12	\$70,398.12	\$71,398.12	\$72,398.12	\$73,398.12	\$74,398.12	\$75,398.12
					\$ 4,429.68	\$ 4,493.51	\$ 4,557.34	\$ 4,621.17	\$ 4,685.00	\$ 4,748.83	\$ 4,812.66

Per TRS, all flexible benefit plans offering a choice between insurance and options that would qualify as salary (eg. cash for the Board paid insurance benefit of \$1200) are reportable creditable earnings.

Appendix C Fieldcrest Extra Duty Schedule 2021 - 2024

Position	School	Factor	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21+
ATHLETIC DIRECTOR	HS	16	\$ 5,440	\$ 5,600	\$ 5,760	\$ 5,920	\$ 6,080	\$ 6,240	\$ 6,400	\$ 6,560	\$ 6,720	\$ 6,880	\$ 7,040
BASKETBALL (BOYS) (HEAD)	HS	16											
BASKETBALL (GIRLS) (HEAD)	HS	16											
DANCE	HS	16											
FOOTBALL (HEAD)	HS	16											
VOLLEYBALL (HEAD)	HS	16											
BASEBALL (HEAD)	HS	12	\$ 4,080	\$ 4,200	\$ 4,320	\$ 4,440	\$ 4,560	\$ 4,680	\$ 4,800	\$ 4,920	\$ 5,040	\$ 5,160	\$ 5,280
SCHOLASTIC BOWL	HS	12											
SOFTBALL (HEAD)	HS	12											
BASKETBALL (BOYS) (ASST)	HS	11	\$ 3,740	\$ 3,850	\$ 3,960	\$ 4,070	\$ 4,180	\$ 4,290	\$ 4,400	\$ 4,510	\$ 4,620	\$ 4,730	\$ 4,840
BASKETBALL (GIRLS) (ASST)	HS	11											
CHEERLEADING (BASKETBALL)	HS	11											
DANCE (ASST)	HS	11											
FOOTBALL ASST	HS	11											
VOLLEYBALL (ASST)	HS	11											
FOOTBALL (ASST) (F/S)	HS	10	\$ 3,400	\$ 3,500	\$ 3,600	\$ 3,700	\$ 3,800	\$ 3,900	\$ 4,000	\$ 4,100	\$ 4,200	\$ 4,300	\$ 4,400
ATHLETIC DIRECTOR	MS	10											
BASKETBALL (BOYS) (7TH)	MS	10											
BASKETBALL (BOYS) (8TH)	MS	10											
BASKETBALL (GIRLS) (7TH)	MS	10											
BASKETBALL (GIRLS) (8TH)	MS	10											
BASKETBALL CHEERLEADING	MS	10											
VOLLEYBALL (8TH)	MS	10											
*BASKETBALL BOYS (FRESHMAN)	HS	9	\$ 3,060	\$ 3,150	\$ 3,240	\$ 3,330	\$ 3,420	\$ 3,510	\$ 3,600	\$ 3,690	\$ 3,780	\$ 3,870	\$ 3,960
*BASKETBALL GIRLS (FRESHMAN)	HS	9											
*FOOTBALL (FRESHMAN)	HS	9											
*VOLLEYBALL (FRESHMAN)	HS	9											
CHEERLEADING (FOOTBALL)	HS	9											
*BASEBALL (ASST)	HS	8	\$ 2,720	\$ 2,800	\$ 2,880	\$ 2,960	\$ 3,040	\$ 3,120	\$ 3,200	\$ 3,280	\$ 3,360	\$ 3,440	\$ 3,520
BAND PROGRAM	HS	8											
CROSS COUNTRY	HS	8											
GOLF (BOYS)	HS	8											
GOLF (GIRLS)	HS	8											
JR CLASS SPONSOR(2)	HS	8											
KEY/INTERACT CLUB(2)	HS	8											
MUSICAL (DIRECTOR)	HS	8											
MUSICAL (MUSIC DIRECTOR)	HS	8											
MUSICAL (TECH HEAD)	HS	8											
NATIONAL HONOR SOCIETY	HS	8											
SOFTBALL (ASST)	HS	8											
STUDENT COUNCIL (HEAD)(2)	HS	8											
TRACK (BOYS)	HS	8											
TRACK (GIRLS)	HS	8											
BASEBALL (8TH)	MS	8											
SCHOLASTIC BOWL	MS	8											
SOFTBALL (HEAD)	MS	8											
VOLLEYBALL (7TH)	MS	8											
SR CLASS SPONSOR (2)	HS	7	\$ 2,380	\$ 2,450	\$ 2,520	\$ 2,590	\$ 2,660	\$ 2,730	\$ 2,800	\$ 2,870	\$ 2,940	\$ 3,010	\$ 3,080
ART GUILD	HS	6	\$ 2,040	\$ 2,100	\$ 2,160	\$ 2,220	\$ 2,280	\$ 2,340	\$ 2,400	\$ 2,460	\$ 2,520	\$ 2,580	\$ 2,640
*BASEBALL (ASST)	MS	6											
*SOFTBALL (ASST)	MS	6											
TRACK	MS	6											
SPEECH	HS	5.5	\$ 1,870	\$ 1,925	\$ 1,980	\$ 2,035	\$ 2,090	\$ 2,145	\$ 2,200	\$ 2,255	\$ 2,310	\$ 2,365	\$ 2,420
CHORUS PROGRAM	HS	5	\$ 1,700	\$ 1,750	\$ 1,800	\$ 1,850	\$ 1,900	\$ 1,950	\$ 2,000	\$ 2,050	\$ 2,100	\$ 2,150	\$ 2,200
FALL PLAY	HS	5											
YEARBOOK	HS	5											
STUDENT COUNCIL	MS	5											
KNIGHTLY NEWS	HS	4.5	\$ 1,530	\$ 1,575	\$ 1,620	\$ 1,665	\$ 1,710	\$ 1,755	\$ 1,800	\$ 1,845	\$ 1,890	\$ 1,935	\$ 1,980
BASS FISHING	HS	4	\$ 1,360	\$ 1,400	\$ 1,440	\$ 1,480	\$ 1,520	\$ 1,560	\$ 1,600	\$ 1,640	\$ 1,680	\$ 1,720	\$ 1,760
E SPORTS	HS	4											
FALL PLAY (ASST)	HS	4											
MUSICAL (SET)	HS	4											
CROSS COUNTRY	MS	4											
MUSIC PROGRAM	MS	4											
**MTSS LIAISON	P/I/MS/HS	4											

Position	School	Factor	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21+
MUSIC PROGRAM	P/I	3.75	\$ 1,275	\$ 1,313	\$ 1,350	\$ 1,388	\$ 1,425	\$ 1,463	\$ 1,500	\$ 1,538	\$ 1,575	\$ 1,613	\$ 1,650
ASSTANT SPEECH	HS	3	\$ 1,020	\$ 1,050	\$ 1,080	\$ 1,110	\$ 1,140	\$ 1,170	\$ 1,200	\$ 1,230	\$ 1,260	\$ 1,290	\$ 1,320
BE THE CHANGE	HS	3											
FLAGS	HS	3											
FOCUSED	HS	3											
FR CLASS SPONSOR(2)	HS	3											
RENAISSANCE	HS	3											
SOPH CLASS SPONSOR (2)	HS	3											
TRACK (ASST)	MS	3											
YEARBOOK	MS	2.5	\$ 850	\$ 875	\$ 900	\$ 925	\$ 950	\$ 975	\$ 1,000	\$ 1,025	\$ 1,050	\$ 1,075	\$ 1,100
YEARBOOK (2)	P/I	2	\$ 680	\$ 700	\$ 720	\$ 740	\$ 760	\$ 780	\$ 800	\$ 820	\$ 840	\$ 860	\$ 880
MENTORING	D	1	\$ 340	\$ 350	\$ 360	\$ 370	\$ 380	\$ 390	\$ 400	\$ 410	\$ 420	\$ 430	\$ 440

**Technology Aides will be paid the following stipends in the 2021-2022 school year:

**0 to 50 computers = \$1000

**51 to 100 computers = \$1500

**101 or more computers = \$2000

Years	2021-2022
1-2	\$ 340
3-4	\$ 350
5-6	\$ 360
7-8	\$ 370
9-10	\$ 380
11-12	\$ 390
13-14	\$ 400
15-16	\$ 410
17-18	\$ 420
19-20	\$ 430
21+	\$ 440

Years of experience are based on experience in a school district in the given extra duty activity. The employee is responsible for providing documentation of previous experience to the district office. The years of experience do not need to be consecutive.

For any vacant position, the Board will first seek volunteers from within the district staff. If no qualified district staff member volunteers for a vacant position, the Board will seek persons from outside the district staff. Class sponsorships will be assigned to members of the high school building staff.

All co-curricular and extra-curricular positions filled with non-staff employees shall be re-opened and posted internally each year in the spring no later than the March school board meeting. Interested parties must apply for the position, as per the posting from the unit office, to be considered. No guarantee is being made or implied that any employee's interests will be satisfied. The ultimate hiring decision by the district is not subject to Article 13.

Non staff employees of Fieldcrest CUSD #6: pay will be 2% less than scale.

If a staff member submits a written resignation from any of his/her positions by January 1, the employee will be required to fulfill his/her duties for the current school year if no volunteers have applied and are hired by the Board of Education. Failure to submit a written resignation by January 1 may result in assignment of the activity for an additional year.

If a coach is assigned two coaching positions in the same sport during the same season, the coach will receive full pay for both positions.

If a state or federal entity enacts rules that prohibit extra-curricular activities from taking place, Appendix C will be opened for negotiations.

If a change in student participation necessitates a change in program type or elimination of a program, Appendix C will be reopened for negotiations.

If the sponsor or coach meets or is within one (1) school year of fulfilling TRS requirements for retiring, they will receive the full stipend.

Sponsors of year-long activities, with the exception of class sponsors, will need to provide a list of active students and evidence of organizational activities by September 30th.

Any extra duty employee shall be considered to have breached their extra duty contract if he/she fails to perform the assigned responsibilities as outlined in the job description.

*When the number of participants merit, as per board discretion.

** This position will be eliminated at the end of the 2021-2022 school year.

Appendix D Game Worker Schedule
2021 – 2024

FOOTBALL

Ticket Taker (6)	\$	20
Security	\$	25
Score Board	\$	25
Play Clock	\$	25

VOLLEYBALL

Announcer	\$	25
Ticket Taker	\$	20
Score Table (2)	\$	25
Security	\$	25

BOYS BASKETBALL

Announcer	\$	25
Ticket Taker (2)	\$	20
Score Table (3)	\$	25
Security	\$	25

GIRLS BASKETBALL

Announcer	\$	25
Ticket Taker	\$	20
Score Table (3)	\$	25
Security	\$	25

Voluntary Ticket Takers - \$20.00 per employee per evening. The twenty dollars (\$20.00) per employee will be donated to the Fieldcrest Education Association Scholarship Fund or paid to the ticket taker (upon the individual's request).

The game worker payments are the current payments. The Fieldcrest CUSD #6 Board of Education can increase the payments as long as the pay for all game workers increases.