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**PROFESSIONAL AGREEMENT BETWEEN THE
BOND COUNTY COMMUNITY UNIT SCHOOL
DISTRICT NO. 2**

BOARD OF EDUCATION


AND THE

**GREENVILLE EDUCATION ASSOCIATION
IEA-NEA**

2016-2017

2017-2018

2018-2019



BOND COUNTY COMMUNITY UNIT #2

CONTRACT

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ARTICLE I – RECOGNITION

1.1

The Board of Education, hereinafter referred to as the Board, recognizes the Greenville Education Association, an affiliate of the IEA-NEA, hereinafter referred to as the Association, as the sole and exclusive negotiation agent for all certificated teaching personnel in the District, except Superintendent, Assistant Superintendent, and other individuals holding like positions in the Unit Administrative Office, also Principals, other administrative or supervisory personnel having authority to hire, transfer, assign, promote, discharge, or discipline other employees or effectively recommend such action, aides and substitutes. The positions of department heads and teacher team leaders shall not be considered as administrative or supervisory as per the above definition.

ARTICLE II - PRINCIPLES

2.1

The Association and Board agree to participate in good faith negotiations regarding hours, wages, and other terms and conditions of employment.

2.2

The parties recognize that the primary goal of the District is the best education of students that is possible within the means of the District.

ARTICLE III - PROCEDURES

3.1

Each party shall select its own representatives, not to exceed four (4) in number at any given session. Each party shall select its own spokesperson.

3.2

Negotiations for the next Agreement shall begin after May 1st of the final year of this Agreement at the request of either party. Negotiations will begin within sixty (60) days of the date the request for negotiations is received, at a time and place agreed upon by the parties. All items for which negotiations are requested shall be exchanged by the parties at the first meeting and thereafter shall not be expanded.

3.3 Information

The Board shall make available at the Association's request regularly and routinely prepared information concerning the financial condition of the District, including, but not limited to, annual financial reports, audits, and adopted revised budgets. In addition, the Board and the Administration will grant requests for any other available and pertinent information, which may be relevant to negotiations. Nothing herein shall require the central administrative staff to research and assemble information.

3.4 Request for Assistance

The negotiation committees may call upon competent professional and lay representatives to consider the matters under discussion and to make suggestions. All participants have the right to utilize the services of consultants in the deliberations.

3.5 Agreement and Appendices

If tentative agreement is reached on all matters being negotiated, a proposed written memorandum of understanding embodying tentative negotiation agreements will be submitted to the Association and the Board of Education for ratification.

3.6 Impasse and Mediation

If agreement is not reached on all items within forty-five (45) days before school begins, either party may call for mediation and/or impasse as a means of attempting resolution on the item or items of dispute.

- A. A mediator shall be secured from the Federal Mediation and Conciliation Service, according to their established procedures.
- B. The mediator shall have the authority to confer separately or jointly with the parties, review pertinent data and make suggestions and recommendations for settlement.

3.7

The parties agree that all items of this Agreement have been discussed during the negotiations leading to this Agreement and that no additional negotiations on the Agreement will be conducted on any items, whether contained herein or not, except by mutual consent.

3.8

The parties agree that neither party will make statements to the news media regarding negotiations, unless jointly agreed upon, until negotiations are concluded, with the signing of the Agreement by the parties.

ARTICLE IV - AGREEMENT

4.1

When the modified or amended Agreement has been reached, the complete Agreement shall be made in writing and submitted for ratification to the Board and to the Association. When approved by both parties, it shall be signed by their respective presidents or designated officials.

ARTICLE V - ATTENDANCE COSTS

5.1

Costs for consultants chosen by any party shall be paid for by that party. The cost of a mediator or arbitrator shall be shared equally by the Board and the Association.

ARTICLE VI – EMPLOYEE AND ASSOCIATION RIGHTS

6.1 Dues Deduction

The Board shall pay the full amount of the combined monthly GEA-IEA-NEA dues to the Association on a monthly basis. The Association shall in September provide the Board with vouchers signed by each teacher for whom dues shall be deducted certifying the amount of the monthly combined GEA-IEA-NEA dues. The dues shall be deducted from the teacher's pay in equal payments per month from October through August if the employee chooses to be paid over twelve (12) months, or from October through June if the employee chooses to be paid over ten (10) months. In case of resignation during the school year, any payments due shall be deducted from the final severance pay.

6.2 Employment Conditions

Employee Discipline

When a member of the bargaining unit is required to appear before the Board concerning any matter which could adversely affect the member's employment, the staff member shall be given reasonable prior written notice of the reasons for such

meeting and shall be entitled to have a personal representative in attendance at said meeting.

The discipline of a teacher, including the issuance of a written reprimand, shall be based upon just cause.

Dismissal of teachers shall be in accordance with the provisions of Section 10-22.4 of the Illinois School Code.

This section does not apply to evaluation-based dismissals.

6.3 Fair Share Agreement

- A. Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state and national dues.
- B. In the event that the bargaining unit member does not pay his/her fair share fee directly to the Association by a certain date as established by the Association, the Employer shall deduct the fair share fee from the wages of the non-member.
- C. Such fee shall be paid to the Association by the Employer no later than ten (10) days following deduction.
- D. In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
 - 1. The Employer gives immediate notice of such action in writing to the Association and permits the Association intervention as a party if it so desires, and
 - 2. The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both trial and all appellate levels.

- E. The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's non-negligent compliance with this article.

It is expressly understood that this save harmless provision will not apply to any claim, demand, suit, or other form of liability which may arise as a result of any type of willful misconduct by the Employer or the Employer's imperfect execution of the obligations imposed upon it by this article.

- F. The obligation to pay a fair share fee will not apply to any Employee who, on the basis of a bonafide religious tenet or teaching of a church or religious body of which such Employee is a member or a belief sincerely held with the strength of traditional religious views, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the Employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

6.4 Personnel File

An official personnel file for each Employee shall be maintained at the Unit Office. Each Employee shall have the right to review the contents of his/her personnel file.

No disciplinary material may be placed in the personnel file unless the Employee has been given a copy of such material, and given an opportunity to attach a written response. Any materials added to the personnel file by the Employee must be signed and dated by the Employee and initialed by a Unit Office employee.

Unless it has been placed in the personnel file in accordance with the requirements of this provision, no disciplinary material in the file may be used for disciplinary action against the Employee.

6.5 Right to Organize

Employees shall have the right to organize, join and assist the Association and to participate in professional negotiations with the Board. The Board shall not discriminate against any Employee with respect to hours, wages, terms and conditions of employment for reasons of membership in the Association or participation in negotiations with the Board.

6.6 Meetings, Notices and General Information

Use of School Buildings

School buildings may be used for Association meetings after regular school class hours provided such meetings do not interfere with the instructional program. The Association representative shall arrange with the building Principal for use of a room.

Representative on School Grounds

Duly authorized representatives of the Association shall have the right to meet and transact official business on school property, provided they inform the Administration. Such activities are not to interfere with or interrupt the regular or extra-curricular activities of the District or interfere with the scheduled activities of any teacher.

Use of Mailboxes, District e-mail, and Alert Now

The Association shall have the right to use faculty mailboxes for appropriate announcements relating to the conduct of the negotiating agent's business on behalf of the members of the negotiating unit. The Association, with administrative assistance, shall have the right to use the District's e-mail and Alert Now notification systems (or similar systems) for notification of Association meetings.

Use of Bulletin Board

The Association shall be provided with bulletin board space as approved by the Principal in each building. Only authorized representatives of the Association will use the bulletin boards for Association announcements, and all material posted will relate only to the Association's official business as negotiating agent of the teaching staff.

6.7 Board Meeting Notification

The Board will furnish a copy of the notice of regular and special meetings along with the agenda of such meetings. The Association President shall be provided one (1) copy of the official open Board minutes once they have been approved. The above information shall be provided the Association President at the same time the information is given to members of the Board of Education.

6.8 Documents

The Board agrees to provide the President of the Association or designee a copy of the District's budget, budget amendments, and annual financial report at the Unit Office during normal working hours. A current policy manual will be available at all attendance centers.

6.9 Distribution of Agreement

Within thirty (30) days of ratification of the Agreement, the Board shall have a copy of the Agreement for each Association member prepared and delivered to the Association President.

Within ten (10) working days, new Employees will be given a copy of the Agreement by the Employer.

ARTICLE VII - EMPLOYMENT, QUALIFICATIONS AND ASSIGNMENTS

7.1 Vacancies

A vacancy is defined as any new or existing position currently not filled by a bargaining unit Employee, including positions listed on Appendix B, which the Board decides to fill, as a result of enrollment changes, resignation, retirement, death, or termination. Positions filled via involuntary and voluntary transfers and teachers recalled following a reduction in force shall not be considered vacancies and will not be posted. The Board will fill all vacancies in accordance with the Illinois School Code, 105 ILCS 5/24-1.5.

Notification of all vacancies of certificated personnel may be publicly advertised and shall be posted in all buildings monthly during the school year, and in the Unit Office during June, July and August. No vacancy shall be filled until such vacancy has been posted for at least five (5) working days. A copy of the posting notice shall be sent to the Association President(s).

7.2 Transfer Policy

- A. Transfer requests shall be made on transfer application forms; receipt shall be acknowledged by the Administration.
- B. Transfer approval shall be at the discretion of the Superintendent and involved Principals.
- C. A teacher involuntarily transferred shall, upon his/her written request, be released from their employment contract.
- D. A teacher may request a written explanation from the Board and/or an Administrator regarding unapproved transfer requests or involuntary transfers.

7.3 Job Descriptions

The parties agree to develop job descriptions in conformance with state statutes and ISBE rules and regulations.

7.4 Teacher Assignments

The Board retains the right to organize and reorganize the schools and to assign teachers according to their qualifications and the best interests of the pupils, the educational program, and the needs of the District.

The Superintendent or his/her designee will inform teachers of their tentative assignments for the following school year by the end of the current school year. Should changes and/or adjustments in assignments be necessary after that time, the teacher will be notified as promptly as circumstances permit in order that the teacher may prepare for such assignments.

ARTICLE VIII - WORKING CONDITIONS

8.1 Work Day

The work day for teachers shall be seven (7) hours and forty-five (45) minutes noting that teachers shall report earlier or remain later for supervising assignments, parent and student conferences, faculty meetings and emergencies as determined by the Superintendent or Principal. The Administration may require teachers to attend activities beyond the work day such as: orientations, graduations, open house, award ceremonies, student performances, PTO meetings, etc. The required number of activities shall not exceed four (4) in any school year. The work day as defined above shall include a duty-free, uninterrupted lunch period as required by the Illinois School Code.

Exceptions to these working hours may occur when positions are created by specific grants, which exist for the purpose of increased home-school contracts. Examples include the At-Risk Pre-School and Title I Home Coordinator.

8.2 Payday

Payment for teaching services shall be on the 25th of each month, or the last working day before the 25th if it is not a working day. Employees shall have a direct deposit option. All teachers, except those in the District for the first year, shall have a ten (10) month or twelve (12) month option for distribution of salary. Teachers must inform the Unit Office in writing by September 1st of their choice for the payment option. A form will be provided by the District to be signed. Those teachers not submitting the form

will be designated as the twelve (12) month payment option. Once a payment option has been chosen, teachers cannot change their decision of pay for that one (1) year period. Teachers selecting the ten (10) month option will not receive paychecks in July and August. Teachers in the District for the first year must choose the twelve (12) month payment option.

8.3 Teacher's First Year in District Pay

First year teachers will receive their first month's salary in two (2) equal payments. The first to be received two (2) weeks after the first day of school, the second on the established school pay period.

8.4 Experience

One (1) regular school term or major fraction thereof (91 school days), shall be considered as one (1) year of employment in basing the salaries on the pay scale.

8.5 Homebound Instruction

Teachers involved in homebound instruction will be paid on an hourly basis as per Appendix B.2. Mileage will be paid to the teacher if the student lives more than one and one-half (1 ½) miles from the school to the site of instruction.

8.6 Extra Duties and Extra-Curricular Assignments

Extra duties and extra-curricular assignments, both paid and unpaid, shall first be assigned to teachers who volunteer for such duties. In the absence of sufficient numbers of volunteers, the Board shall assign extra duties on an equitable schedule. Copies of extra duty schedule will be made available to all teachers within the first ten (10) days of the school year. In the absence of sufficient numbers of volunteers for extra-curricular assignments, the Board will make an attempt to spread the assignment of responsibilities among qualified personnel on a rotating basis.

8.7 Teaching Load

The Board and Administration agree to continue diligently working to control classroom size. In the decision-making process, consideration will be given to the amount of time needed to prepare for and educate special-needs students.

8.8 Qualified Substitutes

The Board will make every effort to employ qualified substitutes for all positions.

8.9 Pay for Internal Substitution

When required by the Administration to accept students from another teacher for twenty-five (25) minutes or longer, classroom teachers will be paid twenty dollars (\$20.00) per period or elementary equivalent. Teachers may mutually agree to internal substitution without compensation. If compensation is made to the substitute, the requesting teacher will have a minimum of one-quarter ($\frac{1}{4}$) day deducted. No teacher shall be paid more than sixty dollars (\$60.00) per day for internal substitution.

8.10 School Calendar

The school calendar shall consist of a minimum of one hundred ninety (190) days, of which one hundred seventy-six (176) shall be student attendance days and four (4) shall be institute days. The teacher work year shall consist of one hundred eighty (180) teacher attendance days. Unused emergency days shall not become work days for teachers. By March 1st, the Association President will provide input on the school calendar for the subsequent school year. Once eight (8) emergency days are exhausted in a school year, the Superintendent shall discuss calendar options with the Association leadership prior to final determination.

8.11 Notification of Waiver Application

The Board of Education shall provide the President of the Association with written notice at least thirty (30) days prior to the day the Board shall consider a waiver application of Illinois School Code. The notice shall include the substance of the waiver application.

8.12 Educational Excellence/Curriculum Coordinating Committee (EECCC)

An Educational Excellence/Curriculum Coordinating Committee ***(EECCC) shall*** consisting of the Superintendent, the Association President, ~~one (1) teacher, and one (1) Principal from each District building~~ ***at least three (3) building Administrators, and one (1) to two (2) teachers per building as assigned by the Association President. This committee*** shall meet at mutually agreeable times as determined by the Association President and Superintendent. Prior to the mutually agreeable date, the agenda will be developed by the Association President and the Superintendent. ~~The agenda will be strictly followed and any deviation from it must be approved by both parties.~~ Meetings will be chaired by the Association President or designee or the Superintendent or designee on a rotating basis. ***Additional participants may be invited based upon the agreement of the co-chairs (Superintendent and Association President).***

The purpose of the committee shall ***include the following:***

~~1. be +~~1. To establish a means of communication that promotes excellence by bringing about discussions of topics that affect a wide range of staff and students.

2. To evaluate, reinvigorate and develop the BCCU#2 academic curriculum.

The committee will meet **at least** once during each semester as arranged by mutual agreement of the Superintendent (or designee) and Association President (or designee).

8.13 Administering Medication

Teachers may be requested to administer medication, but no teacher will be required to administer medication.

8.14 Mileage

With administrative approval, bargaining unit members using their personal automobiles for school business and those with multi-school assignments shall receive mileage at the **IRS reimbursement** rate of ~~forty cents (\$.40)~~ per mile. This applies to travel between schools, homebound instruction assignments, or required home visits. This does not apply to commute mileage to and from home.

8.15 Summer Workshops

Teachers attending the District's professional development meetings during the summer and not on a contractual attendance day will be compensated at a rate of thirteen dollars and fifty cents (\$13.50) per hour contingent upon availability of grant funds. The parties clearly understand that summer workshops are voluntary and not mandatory.

8.16 Use of Video Cameras In and Near School Buildings

Video cameras may be installed in school building hallways, cafeterias, gymnasiums, libraries, office areas, and in outdoor locations. Cameras may be located in teacher classrooms or work areas only with prior notice to the teacher and negotiations with the Association consistent with the Illinois Education Labor Relations Act.

The intent of the use of video cameras is to maintain a safe environment for students and Employees. The content of videotapes is subject to District policy and procedures concerning school student records and only those people with a legitimate educational or administrative purpose may view the video recordings. If the content of video material becomes the subject of a student disciplinary hearing, it shall be treated like other evidence in the proceeding. If the content of video material becomes the subject of an Employee disciplinary hearing, the Employee (and, at the request of the Employee, the Association) shall have access to copies of the tape.

8.17 — Curriculum Committee

~~The purpose of the Instructional Planner/Curriculum Mapper (IP/CM) program is to vertically and horizontally align the District's curriculum. Each teacher who in the previous year was required to input IP/CM data will input one (1) subject of their choosing for the 2015-16 school year.~~

~~Beginning February, 2016, a curriculum committee consisting of one (1) to two (2) teachers per building as assigned by the Association President, three (3) building Administrators, and the Superintendent will meet to review and assess the viability and value of the IP/CM program. This committee shall subsequently be used to evaluate, reinvigorate and develop the BCCU#2 academic curriculum. Additional participants may be invited based upon the agreement of the co-chairs (Superintendent and Association President).~~

ARTICLE IX - REDUCTION IN FORCE AND RECALL

9.1

By February 1st, the District shall provide to the Association President and post in each school building the certified teacher seniority list. Seniority shall be based on date of hire by the Board of Education. Part-time employees' seniority shall be prorated. In the event of equal seniority, ties shall be resolved in the following order:

- A. Total college credit hours accepted by the District for placement on the salary schedule.
- B. Total college credit hours in the field of study relevant to the needs of the District.
- C. Grade point average in the field of study relevant to the needs of the District.
- D. Rating on performance-based evaluation.

In the event that a reduction in force is necessary, reductions in force and recall rights shall comply with the Illinois School Code, 105 ILCS 5/24-12(b).

ARTICLE X - TEACHER'S RETIREMENT

10.1 Voluntary Early Retirement

- A. As an incentive to early retirement, teachers who have completed at least ten (10) years of teaching in BCCU#2 and who have a minimum of fifteen (15) years of teaching shall be eligible for an Early Retirement Bonus (ERB) provided the teacher submits his/her written request for retirement to the Board on or before December 1st of his/her final year of teaching. The December 1st deadline may be waived by the Board for good cause. The ERB shall be awarded as follows:
1. For teachers with fifteen (15) to twenty (20) years of creditable teaching service in the Illinois Teachers Retirement System (ITRS), the Board will pay six thousand dollars (\$6,000).
 2. For teachers with more than twenty (20) years of creditable teaching service in the ITRS, the Board will pay eight thousand dollars (\$8,000).
 3. The employee must be eligible to retire under the rules of ITRS.
- B. Normally, the ERB shall be paid together with the July and August salary due, in one (1) lump sum, prior to June 30th of the current fiscal year. However, the amount of the ERB included as part of the teacher's final salary payment may be limited to prevent the teacher's salary from exceeding the TRS reportable salary increase cap of six percent (6%). The capped portion of the ERB payment not included in the teacher's final salary payment shall be made as a lump sum payment no later than September 25th in the year of retirement.
- C. Teachers may submit a written request to retire to the Board two (2) to four (4) years in advance. In such cases, the teacher's ERB (using the guidelines in 10.1.A and 10.1.B) would be apportioned between the salaries of their last two (2) to four (4) years. Payment for accumulated sick leave days would also be apportioned between the salaries of their last two (2) to four (4) years. **The written request to retire must be submitted by May 1st for the ERB to be apportioned for the Fiscal year ending June 30th of the same year.** However, the amount of the unused sick leave included as part of the teacher's final salary payment may be limited to prevent the teacher's salary from exceeding the TRS reportable salary increase cap of six percent (6%). The capped portion of the sick leave payment not included in the teacher's final salary payment shall be made as a lump sum payment no later than September 25th in the year of retirement.

- D. Applicable taxes and pension payments shall be deducted by the Board prior to payment.
- E. Teachers who accept the ERB shall be allowed to participate in the District's hospitalization and major medical insurance plan for Employees for not more than three (3) years following retirement or age sixty-five (65), whichever occurs first. The retiree shall pay the cost of insurance monthly, one (1) month in advance of the date payments are due the insurance carrier. Non-payment of insurance premiums will terminate coverage.

10.2 Early Retirement Option

On a case by case basis, the Early Retirement Option (ERO) may be offered to a bargaining unit member with the written mutual agreement of the Association and the Board.

10.3 Lifetime Athletic Pass

Teachers who have retired from the District shall receive a lifetime pass allowing them to attend BCCU#2 athletic events free of charge. ~~{This pass cannot be used at certain IHSA events in which the pass is not accepted}.~~

ARTICLE XI - GRIEVANCE PROCEDURE

11.1 Definition

- A. Any claim by the Association or a teacher that there has been a violation, misrepresentation, or misapplication of the terms of this Agreement shall be a grievance.
- B. Grievances involving two (2) or more Employees or one (1) or more supervisors, and grievances involving an Administrator above the building level may be filed as a class grievance.
- C. All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) days before the close of the current school term, time limits shall consist of all weekdays. In the summer, time limits for grievances will be based on weekdays that the District office is open.

11.2 Procedures

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

A. Step One

Grievance shall only be considered to the contract. Grievance shall be submitted to the immediately involved supervisor in writing dated and signed by the grievant specifying the section(s) of this Agreement alleged to have been violated, and the remedy sought. Grievance shall be submitted to the immediate supervisor within ten (10) days of the occurrence of the grievance. A grievance shall be settled within ten (10) days or passed to the Superintendent or his/her designee for further consideration, or for filing of a settled first step grievance.

B. Step Two

If the grievance is not resolved at step one, the grievant and/or the Association shall refer the grievance to the Superintendent or his/her designee within ten (10) days of receipt of the step one answer. The Superintendent or his/her designee shall hear the grievance within ten (10) days of receipt of the grievance. The grievant shall be present at the hearing and may use counsel as desired.

C. Step Three

If the Association is not satisfied with the disposition of the grievance at step two, the Association may submit the grievance to final and binding arbitration with the American Arbitration Association, which shall act as the administrator of the proceedings.

If a demand for arbitration is not filed with the Board within thirty (30) days of the date of the step two answer, then the grievance shall be deemed withdrawn.

1. The arbitrator shall have no power to alter the terms of this Agreement.
2. Each party shall bear the full costs for its representation in the grievance procedure.

3. The fees and expenses of the arbitrator shall be shared equally by the parties.
 4. If only one (1) party requests the presence of a court reporter, that party shall bear the cost of the reporter. If both parties request a court reporter, they shall share the costs.
 5. If only one (1) party requests the postponement of an arbitration hearing, that party shall bear the cost of such postponement.
- D. The final result of each formal grievance shall be signed by the Superintendent and grievant and filed by the Superintendent.

11.3 Bypass to Superintendent

If the aggrieved and the Superintendent agree, step one of the grievance procedures may be bypassed, and the grievance brought directly to step two.

11.4 Class Grievance

Class grievances involving one (1) or more teachers or one (1) or more supervisors, and grievances involving an Administrator above the building level may be initially filed by the Association at step two.

11.5 Association Participation

- A. The Board acknowledges the right of the Association's grievance representative to assist in the processing of a grievance at any level, and no Employee shall be required to discuss any grievance if the Association's representative is not present.
- B. When an Employee is not represented by the Association, the Association shall reserve the right to have its representative present to state its views at any stage of the grievance procedure.

11.6 Materials

- A. All records related to a grievance shall be filed separately from the personnel files of the Employee.
- B. The aggrieved files shall be made available for examination by the grievant.

11.7 No Reprisals Clause

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

11.8 Grievance Withdrawal

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

ARTICLE XII - LEAVES

12.1 Sick Leave

The Board of Education shall grant all full and part-time certificated teaching personnel sick leave provision to the amount of twelve (12) days at full pay during the school term in each school year. Part-time teaching personnel will receive sick leave days on a pro-rated basis. If such Employee does not use the full amount of sick leave which is allowed, the unused amount shall accumulate without limit.

The Board may grant a teacher additional sick leave days, above the normal annual allotment, provided the Association is given prior notice and mutually agrees to the award of the additional days. These Board granted sick days are not eligible for the payment stated in 12.1.D.

- A. Paid sick leave may be used for maternity purposes.
- B. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family. Immediate family shall be interpreted to mean parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, or other relatives living permanently in the immediate household.
- C. Teachers incapacitated by illness or accident for three (3) months or more may apply to the Board of Education for an unpaid leave of not more than one (1) school year. Such teacher shall submit a medical report indicating the teacher's expected date of return to work.
- D. Upon retirement from full-time teaching in this District and all other districts in the State of Illinois, teachers with unused sick leave shall be paid not less than fifty percent (50%) of the full day rate for substitute teacher pay for each accumulated sick day not used for TRS retirement earned in Bond County Community Unit #2, including the current year. The fifty percent

(50%) minimum of the full day substitute pay rate per day payment for unused sick days shall be limited to a maximum of two hundred fifty (250) days.

- E. The School Board may require a physician's certificate, or if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such a person's faith, as a basis for pay during leave after an absence of three (3) days for personal illness, or as it may deem necessary in other cases.

12.2 Emergency Leave

- A. The Superintendent or his/her designee may grant emergency leave requests. Part-time teaching personnel will receive emergency leave on a pro-rated basis. Emergency leave may include natural or personal disaster and funeral leaves not covered under article 12.1.
- B. The teacher shall notify the Principal prior to taking emergency leave and state the reason.
- C. Emergency leave days will be deducted from accumulated sick leave.
- D. The Superintendent's or his/her designee's denial of emergency leave shall not be subject to the grievance procedure.

12.3 Personal Leave

- A. Teachers shall be allowed two (2) personal leave days per year. Part-time teaching personnel will receive personal leave days on a pro-rated basis. Personal leave days are intended to be used for events that cannot be attended to during non-attendance days or times.
- B. The teacher will request approval from the Principal two (2) working days in advance of taking the personal leave.
- C. The Board shall pay the teacher and the substitute teacher.
- D. Personal leave shall be granted to not more than fifteen percent (15%) of the teachers assigned to any one building on a given day. Exceptions may be granted with signed approval by that building's Principal.
- E. Only one (1) of the two (2) personal leave days in a school year may be used on the day before or the day after a scheduled holiday or scheduled break by each teacher. Only one (1) teacher per building may use a personal leave day

before or after a scheduled holiday. These days will be granted on a first-come, first-served basis. Exceptions may be granted with signed approval by that building's Principal.

- F. Unused personal leave shall be added to unused accumulated sick leave.

12.4 Association Leave

Association leave shall be limited to not more than ten (10) person days. These days are granted to the Association for the use of those individuals assigned by the Greenville Education Association Executive Committee.

- A. The Board shall pay the teacher for up to ten (10) days and the substitute for up to four (4) days used.
- B. If more than four (4) days are used, the Association shall pay the substitute for up to six (6) days.
- C. No more than five (5) Association members shall be granted Association leave in a single day.

12.5 A. Professional Leave

Professional leave is intended for in-service training, workshops, clinics, seminars, conventions, and similar functions that relate to a teaching assignment or that would benefit the educational process.

1. Teachers may be allowed two (2) professional leave days per year.
2. Application for professional leave shall be made to the Principal. The purpose of the leave shall be stated.
3. The Board shall pay the teacher and the substitute.
4. Expenses approved by the Superintendent shall be paid.

B. Extra-Curricular Leave

Extra-curricular leave is intended for in-service training, workshops, clinics, seminars, conventions, competitions, and similar functions that relate to an extra-curricular assignment or that would benefit the educational process.

1. Personnel given extra-curricular assignments may be allowed extra-curricular leave.
2. Application for extra-curricular leave shall be made to the Superintendent. The purpose of the leave shall be stated.
3. The Board shall pay the extra-curricular personnel and the substitute if necessary.
4. Expenses approved by the Superintendent shall be paid.

12.6 Court Appearances

An Employee called for jury duty or job-related court appearances during working hours shall be paid full salary for such time and suffer no loss of benefits or contractual advantage, provided the District is reimbursed the amount of jury or appearance pay (if provided) for those working days when the teacher was absent, excluding compensation for food and travel.

12.7 Child Care Leave

- A. Unpaid child care leave may be granted as an extension of sick leave to care for newborn children. Application for child care leave for newborn children as an extension of sick leave shall be made to the Superintendent at least thirty (30) days in advance.
- B. Unpaid child care leave may be granted to care for newly adopted children. Teachers who have applied for adoption of children shall register their intent to adopt in writing with the Superintendent. Application for child care leave for adopted children shall be made to the Superintendent as soon as the parents are notified of the adoption date.
- C. Child care leave shall be limited to the remainder of the school year.
- D. Teachers on child care leave shall have their health insurance premiums paid by the Board during the first ninety (90) calendar days of child care leave. Teachers on child care leave wishing to maintain health insurance coverage beyond the first ninety (90) calendar days of leave shall pay the premiums to the Board for such coverage until return to employment or termination.

12.8 Adoption Leave

Teachers shall be entitled to use twelve (12) weeks of unpaid Family Medical Leave or up to thirty (30) sick leave days for adoption in accordance with the Illinois School Code, 105 ILCS 5/24-6.

12.9

Teachers on approved leave shall retain work experience and sick leave credit when returning to full-time employment immediately following the leave. Teachers on unpaid leave of one (1) full year shall accrue no sick leave benefit or salary increment. Teachers on unpaid leave of less than one (1) year:

- A. Sick leave shall accrue on the basis of one (1) day sick leave per month worked.
- B. Salary increment shall accrue if the teacher works ninety (90) days or more in a year.

12.10 Educational Leave Without Pay

If requested, the Board may grant educational leave without pay to not more than one (1) applicant within a school semester. Leave shall be granted for a period of at least four (4) months, but not in excess of one (1) year for resident study, research, travel, or other purposes designed to improve the teacher's effectiveness in Bond County Community Unit #2. Such leave shall be subject to the following conditions:

- A. Eligibility
 - 1. An applicant must possess a valid teacher certificate and must have completed six (6) consecutive school terms of full-time service in the district. Any leave of absence granted by the Board shall not be considered an interruption of contractual continued service.
 - 2. Applicants shall not have received educational leave during six (6) school terms immediately preceding application.
 - 3. Each applicant will submit a formal plan through the Superintendent not later than sixty (60) days prior to the beginning of the educational leave. The Superintendent and Board of Education will review and approve the plan if it meets all requirements of this section and grant the educational leave. In the case of multiple applicants, the Board will select one (1)

applicant based on the relative positive impact of that applicant's educational leave on the District after their return to the District.

B. General Provisions

1. Each recipient shall agree to return to service in the District upon termination of the educational leave, and to continue in such services for a period of one (1) year, unless exempted from doing so through mutual agreement or prevented from doing so by illness, incapacity or death.
2. The contractual continued service status of an Employee on educational leave shall not be affected.
3. Teachers granted leave of absence may have the option to purchase medical insurance on the District's group policy at a cost equal to the amount paid by the Board of Education to the insurance provider for an individual Employee.

12.11 Other Leaves of Absence

A leave of absence of one (1) or two (2) years without pay or other job related benefits may be granted to any teacher upon application to the Superintendent and approval by the Board of Education.

12.12 Return After Paid/Unpaid Leave

The Board cannot guarantee that teachers who apply for and are granted paid or unpaid leave will return to the same assignment. Teachers on unpaid leave will retain their seniority status as of the beginning of such leave and an effort will be made by the Administration to place them in the same or comparable position.

12.13 Family Medical Leave

All full-time and part-time Employees shall be eligible for up to twelve (12) weeks of family medical leave for any purpose allowed by the Family Medical Leave Act. During the family medical leave period, the Employer shall continue to pay the health premium pursuant to this collective bargaining Agreement. The Employee shall have the option to make use of family medical leave or any other contractual leave. Employees shall not be required to use family medical leave prior to, instead of, or as a substitute for any accrued leave. At the Employee's option, the Employee may elect to use personal leave or sick leave during family medical leave. Where both spouses are employed by the Board, each will be entitled to twelve (12) weeks of leave in any twelve (12) month period.

12.14 Catastrophic Illness/Injury Leave

The Board of Education may grant additional paid leave in the event of catastrophic illness or debilitating injury. To be a candidate for this leave an Employee must have used all other forms of paid leave (i.e. sick leave, personal leave, emergency leave, or vacation). A written request must be sent to the Superintendent requesting this leave. The reason for the leave must be stated in the request. Further, the requesting person must provide medical information to verify the request. The Board may have the information reviewed by their own physician at the Board's expense.

A candidate would be eligible for catastrophic leave for an amount of days not to exceed forty (40) school days during his or her term of employment in the District. Payment for catastrophic leave will be based on the Employee's position on the salary schedule at the time of the request. Payment for part-time Employees will be pro-rated. An Employee may apply for a maximum of twenty (20) days per request. Each subsequent request for catastrophic illness/injury leave must be submitted in writing to the Superintendent. All catastrophic leave days are to be "repaid" to the District. This repayment may include future sick leave, emergency, vacation, in-service, personal leave and/or financial reimbursement.

All requests will be reviewed by the Administrative Committee of the Board, which will recommend action to the full Board. All decisions of the Board will be final.

ARTICLE XIII - PROFESSIONAL COMPENSATION AND RELATED PROVISIONS

13.1

The teacher's Salary Schedule is in Appendix A, attached hereto.

13.2 Illinois Teacher Retirement Contributions

- A. The Board shall pay ~~nine and four tenths percent (9.4%)~~ **up to nine percent (9%)** of the individual teacher's salary to the State of Illinois Teacher's Retirement System. **This payment is made directly to TRS and is in addition to the base salary as listed in Appendix A.**
- B. The Board will pay up to ~~ninety seven hundredths of one (1) percent (.97%)~~ **one and twelve hundredths percent (1.12%)** of the individual teacher's salary to the Teacher Health Insurance Security Fund. This payment is **made directly to TRS and is** in addition to the salary listed in Appendix A.

13.3 Placement on the Salary Schedule

- A. Teachers new to or rehired by the District shall be given credit for previous experience accepted by the Illinois Teacher's Retirement System to determine placement on the teacher's salary schedule. In order to fill vacancies in specified teacher shortage areas, as defined in the Board Policy Manual, the Board may recognize up to five (5) years of other teaching experience or other related work experience.
- B. Salary increments are not automatic. Should the work of a teacher be unsatisfactory as determined by the Principal and the Superintendent through evaluation procedure, salary increases will be withheld by the Board. In such cases the teacher shall be notified as to the situation and shall have the opportunity for a conference with the Administration to discuss means of improvement.
- C. All teachers who are required to travel from school to school will receive a mileage **at the IRS reimbursement** rate ~~to be set at the beginning of each school year (September) by the Board of Education~~ **per mile**. Mileage will be figured from the center where the teacher first reports for teaching assignment to the last center of the day. Teachers shall keep daily records of such mileage by the month on forms provided. Mileage reimbursement shall be paid monthly.
- D. Horizontal movement on the salary schedule for additional course work shall be made on the September payroll for transcripts submitted prior to September 15th, and on the February payroll, calculated on a per diem basis, from January 21st for transcripts submitted prior to February 15th.
- E. Credit beyond the bachelor's degree column must be for:
 - 1. Courses in a Master's Degree plan with prior written approval of the Superintendent.
 - 2. Graduate hours toward professional growth with prior written approval of the Superintendent.
- F. Graduate level courses taken beyond the Master's Degree will be accepted for placement on the salary schedule when courses are in the teacher's teaching field, when courses apply toward a degree program, or when courses apply toward a second major or consist of one reading course, or three counseling courses. A minimum grade of "B" in a graduate level course as recorded on the official attending college transcript is required to advance

on the salary schedule. Pass/Fail or audited courses will not meet the criteria for advancement on the salary schedule. Non-graduate level hours can be considered, if the course work addresses a defined curricular need of the District.

- G. ~~In order to advance to the next step on the salary schedule, a teacher with a Bachelor's Degree or Master's Degree~~ **All teachers** shall earn ~~three (3) semester hours or four (4) quarter hours credit every five (5) years from time of employment, or parts H or J~~ **additional Continuing Education Units (CEUs) as required by the Illinois State Board of Education for the renewal of their Professional Educator's License.**
- H. A maximum of eight (8) semester hours of credit from video courses, which do not have direct teacher supervision, will be accepted for advancement on the salary schedule. The Superintendent shall have the authority to review each course's eligibility. The Superintendent's decision shall be final and not subject to the grievance procedure. The Superintendent must receive, prior to his/her approval, documentation of the content of the course, number of credit hours, the name of the sponsoring institution, and how the student is to be evaluated in the course. If no grade is given, the Superintendent may require a written demonstration of proficiency.
- I. All online coursework will be submitted with appropriate documentation including proof of accreditation from one of the U.S. regional accrediting organizations as listed by Web USA or the U.S. Department of Education. The Superintendent shall have the authority to review each course's eligibility. The Superintendent's decision shall be final and not subject to the grievance procedure. The Superintendent must receive, prior to his/her approval, documentation of the content of the course, number of credit hours, the name of the sponsoring institution, and how the student is to be evaluated in the course. If no grade is given, the Superintendent may require a written demonstration of proficiency.
- J. Travel may be substituted for the requirements in part G above. To qualify, the teacher shall have prior approval of the Superintendent and make a written report of the travel to the Superintendent, substantiating the travel. The Superintendent shall assign the amount of credit earned for the travel.
- K. ~~The Superintendent may grant in-service credits to satisfy the requirements of part G above. Eight (8) elective in-service meetings shall be equal to three (3) semester hours or four (4) quarter hours. Other in-service meetings scheduled by the Board that have comparable times may meet the in-service requirement.~~

- ~~LK.~~ All teachers new to the system must have a complete physical examination prior to employment. Such examination to be at the teacher's expense.
- ~~ML.~~ Teachers shall inform the Principal in advance of any absence. Absences not covered by the leave provisions of Article XII shall result in a reduction of pay of 1/180th of annual salary for each day of such absences.

13.4

Coaching and Extra-Curricular salaries are listed in Appendix B attached hereto. A joint committee comprised of an equal number of Administrators and Association representatives will meet to review and identify modifications to Appendix B. The committee will submit its recommendations to the Board and Association officers for consideration during successor contract negotiations.

13.5 National Board Certification

The District will provide up to two thousand dollars (\$2,000) for professional development reimbursement to teachers (proportionate to the annual number of candidates) who complete the National Board Certification process of four (4) entries and six (6) assessment center exercises or complete the renewal process for National Board Certification of three (3) components and a written reflection. A maximum of five hundred dollars (\$500.00) will be allowed per candidate. To receive this reimbursement, teachers will need to submit proof of their completion by February 15th of the year following their initial candidacy.

A pool of teachers who have already achieved National Board Certification or who have completed the National Board Certification process may be asked to participate in the formal mentoring program or assist with in-services.

ARTICLE XIV – INSURANCE

14.1 Hospitalization and Major Medical

Each full-time Employee shall be provided with full individual hospitalization and major medical up to a maximum amount of ~~five hundred fifty dollars (\$550.00) in 2015-16~~ **five hundred seventy-two dollars (\$572.00) per month in 2016-17, up to six hundred dollars (\$600.00) per month in 2017-18, and up to six hundred thirty dollars (\$630.00)** per month **in 2018-19** for the premium for an individual plan selected by the Employee or the actual cost of the monthly premium, whichever is less. Employees will be responsible for any additional premium costs for coverage which is not covered by the Board's contribution. Additionally, the Board will pay the premium for twenty-five

thousand dollars (\$25,000) of Term Life Insurance. Employees will have the option of selecting a High Deductible Health Plan (HDHP). For Employees selecting coverage under the HDHP plan ~~in 2016-17, one hundred fifty dollars (\$150.00)~~ **one hundred twenty-seven dollars and two cents (\$127.02)** per month will be contributed to a Health Savings Account (HSA) in the Employee's name. **For Employees selecting coverage under the HDHP plan in 2017-18 and 2018-19, the difference per month between the Standard Plan and the HDHP will be contributed to a Health Savings Account (HSA) in the Employee's name.** The Board and the Association shall agree upon the specifications and carrier of this policy. Part-time Employees shall receive insurance benefits on a pro-rated basis. Teachers who are considered 0.75 Full Time Equivalent or more will be granted full insurance benefits. Insurance coverage shall begin September 1st and expire on August 31st of the following year.

In the event the District employs a husband and wife and both are eligible for Board paid individual insurance coverage, the amount of Board paid individual coverage for both Employees can be combined and applied to a family insurance premium, provided that both Employees mutually agree.

Effective September 1, 2015, members of this bargaining unit, who are eligible to do so, may elect to participate in a District sponsored Health Reimbursement Arrangement (HRA) Plan. ~~The District shall contribute three hundred dollars (\$300.00) for the 2015-16 school year to the Employee's HRA account.~~

Consistent with the Plan document, an Employee may request a summary statement of claim or account balance of ~~his/her~~ **the** HRA account. All aspects of the HRA will be governed and subject to the Bond County CUSD #2 Deductible Reimbursement Plan/Health Reimbursement Arrangement (HRA) Plan dated September 1, ~~2015~~ **2016**.

ARTICLE XV - IN-SERVICE EDUCATION

15.1 Teacher In-Service

- A. The In-Service Program schedule shall be provided to each teacher on its completion.
- B. An In-Service Committee shall establish the Teacher In-Service Program content and schedule, which shall be submitted to the Superintendent for his/her approval.
- C. The In-Service Committee shall be appointed jointly by the Superintendent and the Association. One-half (1/2) of the Committee members shall be teachers.

- D. Each year, four (4) of the six (6) School Improvement days on the school calendar shall be used for District-provided professional development that can be submitted through the Illinois State Board of Education's Educator Licensure Information System (ELIS).

ARTICLE XVI - EFFECT OF AGREEMENT

16.1 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.

16.2 Individual Contracts

Individual contracts or employment agreements shall reflect the terms and conditions of this Agreement.

16.3 Savings Clause

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

16.4 No Strike

The Association agrees that it will not, during the period of this Agreement, directly or indirectly engage in or assist in a strike.

16.5 Management Rights

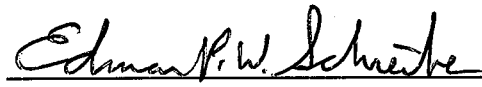
It is expressly understood and agreed that all functions, rights, powers and authority of the Board which are not specifically limited by the express language of this Agreement are retained by the Board, provided, however, that no such right shall be exercised so as to violate any of the specific provisions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

16.6

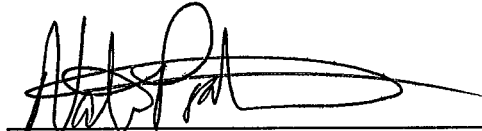
This Agreement shall become effective as of August 15, 2016, and will remain in effect until August 16, 2019.

This agreement is signed this 19th day of December, 2016.

For the Board of Education
Bond County Community Unit School District #2

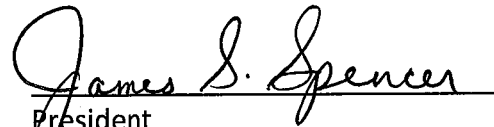


President




Secretary

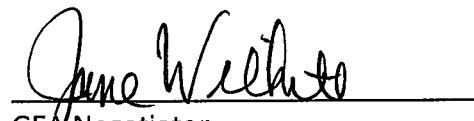
For the Greenville Education
Association IEA-NEA




President



GEA Negotiator



GEA Negotiator



GEA Negotiator



GEA Negotiator



GEA Negotiator

**APPENDIX A
2016-2017 SALARY SCHEDULE**

| | | BS | BS + 8 | BS + 16 | BS + 24 | MS | MS + 8 | MS + 16 | MS + 24 | MS + 32 | DR | |
|--------|----|-----------|---------------|----------------|----------------|-----------|---------------|----------------|----------------|----------------|-----------|----|
| Total | 1 | 37,391 | 38,887 | 40,382 | 41,878 | 43,374 | 44,869 | 46,365 | 47,860 | 49,356 | 50,852 | 1 |
| TRS 9% | | 3,365 | 3,500 | 3,634 | 3,769 | 3,904 | 4,038 | 4,173 | 4,307 | 4,442 | 4,577 | |
| Salary | | 34,026 | 35,387 | 36,748 | 38,109 | 39,470 | 40,831 | 42,192 | 43,553 | 44,914 | 46,275 | |
| Total | 2 | 38,887 | 40,382 | 41,878 | 43,374 | 44,869 | 46,365 | 47,860 | 49,356 | 50,852 | 52,347 | 2 |
| TRS 9% | | 3,500 | 3,634 | 3,769 | 3,904 | 4,038 | 4,173 | 4,307 | 4,442 | 4,577 | 4,711 | |
| Salary | | 35,387 | 36,748 | 38,109 | 39,470 | 40,831 | 42,192 | 43,553 | 44,914 | 46,275 | 47,636 | |
| Total | 3 | 40,382 | 41,878 | 43,374 | 44,869 | 46,365 | 47,860 | 49,356 | 50,852 | 52,347 | 53,843 | 3 |
| TRS 9% | | 3,634 | 3,769 | 3,904 | 4,038 | 4,173 | 4,307 | 4,442 | 4,577 | 4,711 | 4,846 | |
| Salary | | 36,748 | 38,109 | 39,470 | 40,831 | 42,192 | 43,553 | 44,914 | 46,275 | 47,636 | 48,997 | |
| Total | 4 | 41,878 | 43,374 | 44,869 | 46,365 | 47,860 | 49,356 | 50,852 | 52,347 | 53,843 | 55,339 | 4 |
| TRS 9% | | 3,769 | 3,904 | 4,038 | 4,173 | 4,307 | 4,442 | 4,577 | 4,711 | 4,846 | 4,981 | |
| Salary | | 38,109 | 39,470 | 40,831 | 42,192 | 43,553 | 44,914 | 46,275 | 47,636 | 48,997 | 50,358 | |
| Total | 5 | 43,374 | 44,869 | 46,365 | 47,860 | 49,356 | 50,852 | 52,347 | 53,843 | 55,339 | 56,834 | 5 |
| TRS 9% | | 3,904 | 4,038 | 4,173 | 4,307 | 4,442 | 4,577 | 4,711 | 4,846 | 4,981 | 5,115 | |
| Salary | | 39,470 | 40,831 | 42,192 | 43,553 | 44,914 | 46,275 | 47,636 | 48,997 | 50,358 | 51,719 | |
| Total | 6 | 44,869 | 46,365 | 47,860 | 49,356 | 50,852 | 52,347 | 53,843 | 55,339 | 56,834 | 58,330 | 6 |
| TRS 9% | | 4,038 | 4,173 | 4,307 | 4,442 | 4,577 | 4,711 | 4,846 | 4,981 | 5,115 | 5,250 | |
| Salary | | 40,831 | 42,192 | 43,553 | 44,914 | 46,275 | 47,636 | 48,997 | 50,358 | 51,719 | 53,080 | |
| Total | 7 | 46,365 | 47,860 | 49,356 | 50,852 | 52,347 | 53,843 | 55,339 | 56,834 | 58,330 | 59,826 | 7 |
| TRS 9% | | 4,173 | 4,307 | 4,442 | 4,577 | 4,711 | 4,846 | 4,981 | 5,115 | 5,250 | 5,384 | |
| Salary | | 42,192 | 43,553 | 44,914 | 46,275 | 47,636 | 48,997 | 50,358 | 51,719 | 53,080 | 54,442 | |
| Total | 8 | 47,860 | 49,356 | 50,852 | 52,347 | 53,843 | 55,339 | 56,834 | 58,330 | 59,826 | 61,321 | 8 |
| TRS 9% | | 4,307 | 4,442 | 4,577 | 4,711 | 4,846 | 4,981 | 5,115 | 5,250 | 5,384 | 5,519 | |
| Salary | | 43,553 | 44,914 | 46,275 | 47,636 | 48,997 | 50,358 | 51,719 | 53,080 | 54,442 | 55,802 | |
| Total | 9 | 49,356 | 50,852 | 52,347 | 53,843 | 55,339 | 56,834 | 58,330 | 59,826 | 61,321 | 62,817 | 9 |
| TRS 9% | | 4,442 | 4,577 | 4,711 | 4,846 | 4,981 | 5,115 | 5,250 | 5,384 | 5,519 | 5,654 | |
| Salary | | 44,914 | 46,275 | 47,636 | 48,997 | 50,358 | 51,719 | 53,080 | 54,442 | 55,802 | 57,163 | |
| Total | 10 | 50,852 | 52,347 | 53,843 | 55,339 | 56,834 | 58,330 | 59,826 | 61,321 | 62,817 | 64,313 | 10 |
| TRS 9% | | 4,577 | 4,711 | 4,846 | 4,981 | 5,115 | 5,250 | 5,384 | 5,519 | 5,654 | 5,788 | |
| Salary | | 46,275 | 47,636 | 48,997 | 50,358 | 51,719 | 53,080 | 54,442 | 55,802 | 57,163 | 58,525 | |
| Total | 11 | 52,347 | 53,843 | 55,339 | 56,834 | 58,330 | 59,826 | 61,321 | 62,817 | 64,313 | 65,808 | 11 |
| TRS 9% | | 4,711 | 4,846 | 4,981 | 5,115 | 5,250 | 5,384 | 5,519 | 5,654 | 5,788 | 5,923 | |
| Salary | | 47,636 | 48,997 | 50,358 | 51,719 | 53,080 | 54,442 | 55,802 | 57,163 | 58,525 | 59,885 | |
| Total | 12 | 0 | 55,339 | 56,834 | 58,330 | 59,826 | 61,321 | 62,817 | 64,313 | 65,808 | 67,304 | 12 |
| TRS 9% | | 0 | 4,981 | 5,115 | 5,250 | 5,384 | 5,519 | 5,654 | 5,788 | 5,923 | 6,057 | |
| Salary | | 0 | 50,358 | 51,719 | 53,080 | 54,442 | 55,802 | 57,163 | 58,525 | 59,885 | 61,247 | |
| Total | 13 | 0 | 0 | 0 | 59,826 | 61,321 | 62,817 | 64,313 | 65,808 | 67,304 | 68,799 | 13 |
| TRS 9% | | 0 | 0 | 0 | 5,384 | 5,519 | 5,654 | 5,788 | 5,923 | 6,057 | 6,192 | |
| Salary | | 0 | 0 | 0 | 54,442 | 55,802 | 57,163 | 58,525 | 59,885 | 61,247 | 62,607 | |
| Total | 14 | 0 | 0 | 0 | 61,321 | 62,817 | 64,313 | 65,808 | 67,304 | 68,799 | 70,295 | 14 |
| TRS 9% | | 0 | 0 | 0 | 5,519 | 5,654 | 5,788 | 5,923 | 6,057 | 6,192 | 6,327 | |
| Salary | | 0 | 0 | 0 | 55,802 | 57,163 | 58,525 | 59,885 | 61,247 | 62,607 | 63,968 | |
| Total | 15 | 0 | 0 | 0 | 0 | 64,313 | 65,808 | 67,304 | 68,799 | 70,295 | 71,791 | 15 |
| TRS 9% | | 0 | 0 | 0 | 0 | 5,788 | 5,923 | 6,057 | 6,192 | 6,327 | 6,461 | |
| Salary | | 0 | 0 | 0 | 0 | 58,525 | 59,885 | 61,247 | 62,607 | 63,968 | 65,330 | |
| Total | 16 | 0 | 0 | 0 | 0 | 65,808 | 67,304 | 68,799 | 70,295 | 71,791 | 73,286 | 16 |
| TRS 9% | | 0 | 0 | 0 | 0 | 5,923 | 6,057 | 6,192 | 6,327 | 6,461 | 6,596 | |
| Salary | | 0 | 0 | 0 | 0 | 59,885 | 61,247 | 62,607 | 63,968 | 65,330 | 66,690 | |
| Total | 17 | 0 | 0 | 0 | 0 | 67,304 | 68,799 | 70,295 | 71,791 | 73,286 | 74,782 | 17 |
| TRS 9% | | 0 | 0 | 0 | 0 | 6,057 | 6,192 | 6,327 | 6,461 | 6,596 | 6,730 | |
| Salary | | 0 | 0 | 0 | 0 | 61,247 | 62,607 | 63,968 | 65,330 | 66,690 | 68,052 | |
| Total | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 74,782 | 76,278 | 18 |
| TRS 9% | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6,730 | 6,865 | |
| Salary | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 68,052 | 69,413 | |
| Total | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 76,278 | 77,773 | 19 |
| TRS 9% | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6,865 | 7,000 | |
| Salary | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 69,413 | 70,773 | |
| Total | 25 | 0 | 0 | 0 | 62,817 | 0 | 0 | 0 | 0 | | | 25 |
| TRS 9% | | 0 | 0 | 0 | 5,654 | 0 | 0 | 0 | 0 | | | |
| Salary | | 0 | 0 | 0 | 57,163 | 0 | 0 | 0 | 0 | | | |

**APPENDIX A
2017-2018 SALARY SCHEDULE**

| | | BS | BS + 8 | BS + 16 | BS + 24 | MS | MS + 8 | MS + 16 | MS + 24 | MS + 32 | DR | |
|---------------|----|-----------|---------------|----------------|----------------|-----------|---------------|----------------|----------------|----------------|-----------|----|
| Total | 1 | 37,391 | 38,887 | 40,382 | 41,878 | 43,374 | 44,869 | 46,365 | 47,860 | 49,356 | 50,852 | 1 |
| TRS 9% Salary | | 3,365 | 3,500 | 3,634 | 3,769 | 3,904 | 4,038 | 4,173 | 4,307 | 4,442 | 4,577 | |
| | | 34,026 | 35,387 | 36,748 | 38,109 | 39,470 | 40,831 | 42,192 | 43,553 | 44,914 | 46,275 | |
| Total | 2 | 38,887 | 40,382 | 41,878 | 43,374 | 44,869 | 46,365 | 47,860 | 49,356 | 50,852 | 52,347 | 2 |
| TRS 9% Salary | | 3,500 | 3,634 | 3,769 | 3,904 | 4,038 | 4,173 | 4,307 | 4,442 | 4,577 | 4,711 | |
| | | 35,387 | 36,748 | 38,109 | 39,470 | 40,831 | 42,192 | 43,553 | 44,914 | 46,275 | 47,636 | |
| Total | 3 | 40,382 | 41,878 | 43,374 | 44,869 | 46,365 | 47,860 | 49,356 | 50,852 | 52,347 | 53,843 | 3 |
| TRS 9% Salary | | 3,634 | 3,769 | 3,904 | 4,038 | 4,173 | 4,307 | 4,442 | 4,577 | 4,711 | 4,846 | |
| | | 36,748 | 38,109 | 39,470 | 40,831 | 42,192 | 43,553 | 44,914 | 46,275 | 47,636 | 48,997 | |
| Total | 4 | 41,878 | 43,374 | 44,869 | 46,365 | 47,860 | 49,356 | 50,852 | 52,347 | 53,843 | 55,339 | 4 |
| TRS 9% Salary | | 3,769 | 3,904 | 4,038 | 4,173 | 4,307 | 4,442 | 4,577 | 4,711 | 4,846 | 4,981 | |
| | | 38,109 | 39,470 | 40,831 | 42,192 | 43,553 | 44,914 | 46,275 | 47,636 | 48,997 | 50,358 | |
| Total | 5 | 43,374 | 44,869 | 46,365 | 47,860 | 49,356 | 50,852 | 52,347 | 53,843 | 55,339 | 56,834 | 5 |
| TRS 9% Salary | | 3,904 | 4,038 | 4,173 | 4,307 | 4,442 | 4,577 | 4,711 | 4,846 | 4,981 | 5,115 | |
| | | 39,470 | 40,831 | 42,192 | 43,553 | 44,914 | 46,275 | 47,636 | 48,997 | 50,358 | 51,719 | |
| Total | 6 | 44,869 | 46,365 | 47,860 | 49,356 | 50,852 | 52,347 | 53,843 | 55,339 | 56,834 | 58,330 | 6 |
| TRS 9% Salary | | 4,038 | 4,173 | 4,307 | 4,442 | 4,577 | 4,711 | 4,846 | 4,981 | 5,115 | 5,250 | |
| | | 40,831 | 42,192 | 43,553 | 44,914 | 46,275 | 47,636 | 48,997 | 50,358 | 51,719 | 53,080 | |
| Total | 7 | 46,365 | 47,860 | 49,356 | 50,852 | 52,347 | 53,843 | 55,339 | 56,834 | 58,330 | 59,826 | 7 |
| TRS 9% Salary | | 4,173 | 4,307 | 4,442 | 4,577 | 4,711 | 4,846 | 4,981 | 5,115 | 5,250 | 5,384 | |
| | | 42,192 | 43,553 | 44,914 | 46,275 | 47,636 | 48,997 | 50,358 | 51,719 | 53,080 | 54,442 | |
| Total | 8 | 47,860 | 49,356 | 50,852 | 52,347 | 53,843 | 55,339 | 56,834 | 58,330 | 59,826 | 61,321 | 8 |
| TRS 9% Salary | | 4,307 | 4,442 | 4,577 | 4,711 | 4,846 | 4,981 | 5,115 | 5,250 | 5,384 | 5,519 | |
| | | 43,553 | 44,914 | 46,275 | 47,636 | 48,997 | 50,358 | 51,719 | 53,080 | 54,442 | 55,802 | |
| Total | 9 | 49,356 | 50,852 | 52,347 | 53,843 | 55,339 | 56,834 | 58,330 | 59,826 | 61,321 | 62,817 | 9 |
| TRS 9% Salary | | 4,442 | 4,577 | 4,711 | 4,846 | 4,981 | 5,115 | 5,250 | 5,384 | 5,519 | 5,654 | |
| | | 44,914 | 46,275 | 47,636 | 48,997 | 50,358 | 51,719 | 53,080 | 54,442 | 55,802 | 57,163 | |
| Total | 10 | 50,852 | 52,347 | 53,843 | 55,339 | 56,834 | 58,330 | 59,826 | 61,321 | 62,817 | 64,313 | 10 |
| TRS 9% Salary | | 4,577 | 4,711 | 4,846 | 4,981 | 5,115 | 5,250 | 5,384 | 5,519 | 5,654 | 5,788 | |
| | | 46,275 | 47,636 | 48,997 | 50,358 | 51,719 | 53,080 | 54,442 | 55,802 | 57,163 | 58,525 | |
| Total | 11 | 52,347 | 53,843 | 55,339 | 56,834 | 58,330 | 59,826 | 61,321 | 62,817 | 64,313 | 65,808 | 11 |
| TRS 9% Salary | | 4,711 | 4,846 | 4,981 | 5,115 | 5,250 | 5,384 | 5,519 | 5,654 | 5,788 | 5,923 | |
| | | 47,636 | 48,997 | 50,358 | 51,719 | 53,080 | 54,442 | 55,802 | 57,163 | 58,525 | 59,885 | |
| Total | 12 | 0 | 55,339 | 56,834 | 58,330 | 59,826 | 61,321 | 62,817 | 64,313 | 65,808 | 67,304 | 12 |
| TRS 9% Salary | | 0 | 4,981 | 5,115 | 5,250 | 5,384 | 5,519 | 5,654 | 5,788 | 5,923 | 6,057 | |
| | | 0 | 50,358 | 51,719 | 53,080 | 54,442 | 55,802 | 57,163 | 58,525 | 59,885 | 61,247 | |
| Total | 13 | 0 | 0 | 0 | 59,826 | 61,321 | 62,817 | 64,313 | 65,808 | 67,304 | 68,799 | 13 |
| TRS 9% Salary | | 0 | 0 | 0 | 5,384 | 5,519 | 5,654 | 5,788 | 5,923 | 6,057 | 6,192 | |
| | | 0 | 0 | 0 | 54,442 | 55,802 | 57,163 | 58,525 | 59,885 | 61,247 | 62,607 | |
| Total | 14 | 0 | 0 | 0 | 61,321 | 62,817 | 64,313 | 65,808 | 67,304 | 68,799 | 70,295 | 14 |
| TRS 9% Salary | | 0 | 0 | 0 | 5,519 | 5,654 | 5,788 | 5,923 | 6,057 | 6,192 | 6,327 | |
| | | 0 | 0 | 0 | 55,802 | 57,163 | 58,525 | 59,885 | 61,247 | 62,607 | 63,968 | |
| Total | 15 | 0 | 0 | 0 | 0 | 64,313 | 65,808 | 67,304 | 68,799 | 70,295 | 71,791 | 15 |
| TRS 9% Salary | | 0 | 0 | 0 | 0 | 5,788 | 5,923 | 6,057 | 6,192 | 6,327 | 6,461 | |
| | | 0 | 0 | 0 | 0 | 58,525 | 59,885 | 61,247 | 62,607 | 63,968 | 65,330 | |
| Total | 16 | 0 | 0 | 0 | 0 | 65,808 | 67,304 | 68,799 | 70,295 | 71,791 | 73,286 | 16 |
| TRS 9% Salary | | 0 | 0 | 0 | 0 | 5,923 | 6,057 | 6,192 | 6,327 | 6,461 | 6,596 | |
| | | 0 | 0 | 0 | 0 | 59,885 | 61,247 | 62,607 | 63,968 | 65,330 | 66,690 | |
| Total | 17 | 0 | 0 | 0 | 0 | 67,304 | 68,799 | 70,295 | 71,791 | 73,286 | 74,782 | 17 |
| TRS 9% Salary | | 0 | 0 | 0 | 0 | 6,057 | 6,192 | 6,327 | 6,461 | 6,596 | 6,730 | |
| | | 0 | 0 | 0 | 0 | 61,247 | 62,607 | 63,968 | 65,330 | 66,690 | 68,052 | |
| Total | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 74,782 | 76,278 | 18 |
| TRS 9% Salary | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6,730 | 6,865 | |
| | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 68,052 | 69,413 | |
| Total | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 76,278 | 77,773 | 19 |
| TRS 9% Salary | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6,865 | 7,000 | |
| | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 69,413 | 70,773 | |
| Total | 25 | 0 | 0 | 0 | 62,817 | 0 | 0 | 0 | 0 | | | 25 |
| TRS 9% Salary | | 0 | 0 | 0 | 5,654 | 0 | 0 | 0 | 0 | | | |
| | | 0 | 0 | 0 | 57,163 | 0 | 0 | 0 | 0 | | | |

**APPENDIX A
2018-2019 SALARY SCHEDULE**

| | | BS | BS + 8 | BS + 16 | BS + 24 | MS | MS + 8 | MS + 16 | MS + 24 | MS + 32 | DR | |
|--------|----|-----------|---------------|----------------|----------------|-----------|---------------|----------------|----------------|----------------|-----------|----|
| Total | 1 | 37,765 | 39,276 | 40,786 | 42,297 | 43,807 | 45,318 | 46,829 | 48,339 | 49,850 | 51,360 | 1 |
| TRS 9% | | 3,399 | 3,535 | 3,671 | 3,807 | 3,943 | 4,079 | 4,215 | 4,351 | 4,487 | 4,622 | |
| Salary | | 34,366 | 35,741 | 37,115 | 38,490 | 39,864 | 41,239 | 42,614 | 43,988 | 45,363 | 46,738 | |
| Total | 2 | 39,276 | 40,786 | 42,297 | 43,807 | 45,318 | 46,829 | 48,339 | 49,850 | 51,360 | 52,871 | 2 |
| TRS 9% | | 3,535 | 3,671 | 3,807 | 3,943 | 4,079 | 4,215 | 4,351 | 4,487 | 4,622 | 4,758 | |
| Salary | | 35,741 | 37,115 | 38,490 | 39,864 | 41,239 | 42,614 | 43,988 | 45,363 | 46,738 | 48,113 | |
| Total | 3 | 40,786 | 42,297 | 43,807 | 45,318 | 46,829 | 48,339 | 49,850 | 51,360 | 52,871 | 54,382 | 3 |
| TRS 9% | | 3,671 | 3,807 | 3,943 | 4,079 | 4,215 | 4,351 | 4,487 | 4,622 | 4,758 | 4,894 | |
| Salary | | 37,115 | 38,490 | 39,864 | 41,239 | 42,614 | 43,988 | 45,363 | 46,738 | 48,113 | 49,488 | |
| Total | 4 | 42,297 | 43,807 | 45,318 | 46,829 | 48,339 | 49,850 | 51,360 | 52,871 | 54,382 | 55,892 | 4 |
| TRS 9% | | 3,807 | 3,943 | 4,079 | 4,215 | 4,351 | 4,487 | 4,622 | 4,758 | 4,894 | 5,030 | |
| Salary | | 38,490 | 39,864 | 41,239 | 42,614 | 43,988 | 45,363 | 46,738 | 48,113 | 49,488 | 50,862 | |
| Total | 5 | 43,807 | 45,318 | 46,829 | 48,339 | 49,850 | 51,360 | 52,871 | 54,382 | 55,892 | 57,403 | 5 |
| TRS 9% | | 3,943 | 4,079 | 4,215 | 4,351 | 4,487 | 4,622 | 4,758 | 4,894 | 5,030 | 5,166 | |
| Salary | | 39,864 | 41,239 | 42,614 | 43,988 | 45,363 | 46,738 | 48,113 | 49,488 | 50,862 | 52,237 | |
| Total | 6 | 45,318 | 46,829 | 48,339 | 49,850 | 51,360 | 52,871 | 54,382 | 55,892 | 57,403 | 58,913 | 6 |
| TRS 9% | | 4,079 | 4,215 | 4,351 | 4,487 | 4,622 | 4,758 | 4,894 | 5,030 | 5,166 | 5,302 | |
| Salary | | 41,239 | 42,614 | 43,988 | 45,363 | 46,738 | 48,113 | 49,488 | 50,862 | 52,237 | 53,611 | |
| Total | 7 | 46,829 | 48,339 | 49,850 | 51,360 | 52,871 | 54,382 | 55,892 | 57,403 | 58,913 | 60,424 | 7 |
| TRS 9% | | 4,215 | 4,351 | 4,487 | 4,622 | 4,758 | 4,894 | 5,030 | 5,166 | 5,302 | 5,438 | |
| Salary | | 42,614 | 43,988 | 45,363 | 46,738 | 48,113 | 49,488 | 50,862 | 52,237 | 53,611 | 54,986 | |
| Total | 8 | 48,339 | 49,850 | 51,360 | 52,871 | 54,382 | 55,892 | 57,403 | 58,913 | 60,424 | 61,935 | 8 |
| TRS 9% | | 4,351 | 4,487 | 4,622 | 4,758 | 4,894 | 5,030 | 5,166 | 5,302 | 5,438 | 5,574 | |
| Salary | | 43,988 | 45,363 | 46,738 | 48,113 | 49,488 | 50,862 | 52,237 | 53,611 | 54,986 | 56,361 | |
| Total | 9 | 49,850 | 51,360 | 52,871 | 54,382 | 55,892 | 57,403 | 58,913 | 60,424 | 61,935 | 63,445 | 9 |
| TRS 9% | | 4,487 | 4,622 | 4,758 | 4,894 | 5,030 | 5,166 | 5,302 | 5,438 | 5,574 | 5,710 | |
| Salary | | 45,363 | 46,738 | 48,113 | 49,488 | 50,862 | 52,237 | 53,611 | 54,986 | 56,361 | 57,735 | |
| Total | 10 | 51,360 | 52,871 | 54,382 | 55,892 | 57,403 | 58,913 | 60,424 | 61,935 | 63,445 | 64,956 | 10 |
| TRS 9% | | 4,622 | 4,758 | 4,894 | 5,030 | 5,166 | 5,302 | 5,438 | 5,574 | 5,710 | 5,846 | |
| Salary | | 46,738 | 48,113 | 49,488 | 50,862 | 52,237 | 53,611 | 54,986 | 56,361 | 57,735 | 59,110 | |
| Total | 11 | 52,871 | 54,382 | 55,892 | 57,403 | 58,913 | 60,424 | 61,935 | 63,445 | 64,956 | 66,466 | 11 |
| TRS 9% | | 4,758 | 4,894 | 5,030 | 5,166 | 5,302 | 5,438 | 5,574 | 5,710 | 5,846 | 5,982 | |
| Salary | | 48,113 | 49,488 | 50,862 | 52,237 | 53,611 | 54,986 | 56,361 | 57,735 | 59,110 | 60,484 | |
| Total | 12 | 0 | 55,892 | 57,403 | 58,913 | 60,424 | 61,935 | 63,445 | 64,956 | 66,466 | 67,977 | 12 |
| TRS 9% | | 0 | 5,030 | 5,166 | 5,302 | 5,438 | 5,574 | 5,710 | 5,846 | 5,982 | 6,118 | |
| Salary | | 0 | 50,862 | 52,237 | 53,611 | 54,986 | 56,361 | 57,735 | 59,110 | 60,484 | 61,859 | |
| Total | 13 | 0 | 0 | 0 | 60,424 | 61,935 | 63,445 | 64,956 | 66,466 | 67,977 | 69,488 | 13 |
| TRS 9% | | 0 | 0 | 0 | 5,438 | 5,574 | 5,710 | 5,846 | 5,982 | 6,118 | 6,254 | |
| Salary | | 0 | 0 | 0 | 54,986 | 56,361 | 57,735 | 59,110 | 60,484 | 61,859 | 63,234 | |
| Total | 14 | 0 | 0 | 0 | 61,935 | 63,445 | 64,956 | 66,466 | 67,977 | 69,488 | 70,998 | 14 |
| TRS 9% | | 0 | 0 | 0 | 5,574 | 5,710 | 5,846 | 5,982 | 6,118 | 6,254 | 6,390 | |
| Salary | | 0 | 0 | 0 | 56,361 | 57,735 | 59,110 | 60,484 | 61,859 | 63,234 | 64,608 | |
| Total | 15 | 0 | 0 | 0 | 0 | 64,956 | 66,466 | 67,977 | 69,488 | 70,998 | 72,509 | 15 |
| TRS 9% | | 0 | 0 | 0 | 0 | 5,846 | 5,982 | 6,118 | 6,254 | 6,390 | 6,526 | |
| Salary | | 0 | 0 | 0 | 0 | 59,110 | 60,484 | 61,859 | 63,234 | 64,608 | 65,983 | |
| Total | 16 | 0 | 0 | 0 | 0 | 66,466 | 67,977 | 69,488 | 70,998 | 72,509 | 74,019 | 16 |
| TRS 9% | | 0 | 0 | 0 | 0 | 5,982 | 6,118 | 6,254 | 6,390 | 6,526 | 6,662 | |
| Salary | | 0 | 0 | 0 | 0 | 60,484 | 61,859 | 63,234 | 64,608 | 65,983 | 67,357 | |
| Total | 17 | 0 | 0 | 0 | 0 | 67,977 | 69,488 | 70,998 | 72,509 | 74,019 | 75,530 | 17 |
| TRS 9% | | 0 | 0 | 0 | 0 | 6,118 | 6,254 | 6,390 | 6,526 | 6,662 | 6,798 | |
| Salary | | 0 | 0 | 0 | 0 | 61,859 | 63,234 | 64,608 | 65,983 | 67,357 | 68,732 | |
| Total | 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 75,530 | 77,041 | 18 |
| TRS 9% | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6,798 | 6,934 | |
| Salary | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 68,732 | 70,107 | |
| Total | 19 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 77,041 | 78,551 | 19 |
| TRS 9% | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6,934 | 7,070 | |
| Salary | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 70,107 | 71,481 | |
| Total | 25 | 0 | 0 | 0 | 63,445 | 0 | 0 | 0 | 0 | | | 25 |
| TRS 9% | | 0 | 0 | 0 | 5,710 | 0 | 0 | 0 | 0 | | | |
| Salary | | 0 | 0 | 0 | 57,735 | 0 | 0 | 0 | 0 | | | |

APPENDIX B

1. Extra increments for special assignments. The following indexes apply to the beginning Bachelor's Degree salary on Appendix A.

| | Years of Service | | | |
|---|-------------------------------|------------|--------------|------------|
| | Bond County Community Unit #2 | | | |
| | <u>1-4</u> | <u>5-9</u> | <u>10-14</u> | <u>15+</u> |
| A. <u>High School Activities</u> | | | | |
| Head Football | 14% | 15% | 16% | 17% |
| Head Basketball | 14% | 15% | 16% | 17% |
| Yearbook | 10% | 11% | 12% | 13% |
| Volleyball | 9% | 10% | 11% | 12% |
| Soccer | 8% | 9% | 10% | 11% |
| Assistant Football | 8% | 9% | 10% | 11% |
| Assistant Basketball | 8% | 9% | 10% | 11% |
| Head Baseball | 8% | 9% | 10% | 11% |
| Head Track | 8% | 9% | 10% | 11% |
| Softball | 8% | 9% | 10% | 11% |
| Tennis | 7% | 8% | 9% | 10% |
| Golf | 7% | 8% | 9% | 10% |
| Marching Band | 6% | 7% | 8% | 9% |
| Scholar Bowl | 6% | 7% | 8% | 9% |
| Musical | 6% | 7% | 8% | 9% |
| Assistant Baseball | 5% | 6% | 7% | 8% |
| Assistant Softball | 5% | 6% | 7% | 8% |
| Assistant Volleyball | 5% | 6% | 7% | 8% |
| Basketball Cheerleading | 4% | 5% | 6% | 7% |
| Assistant Golf | 4% | 5% | 6% | 7% |
| Assistant Track | 4% | 5% | 6% | 7% |
| Summer Band | 3% | 4% | 5% | 6% |
| Play | 3% | 4% | 5% | 6% |
| Football Cheerleading | 2% | 3% | 4% | 5% |
| Flag Team | 2% | 3% | 4% | 5% |
| Pom Pon Team | 2% | 3% | 4% | 5% |
| Graduation Speech | 1% | 2% | 2% | 3% |
| Pep Band | 1% | 2% | 2% | 3% |
| B. Jr. High School Athletics | | | | |
| Head Basketball | 8% | 9% | 10% | 11% |
| Assistant Basketball | 5% | 6% | 7% | 8% |
| Volleyball | 5% | 6% | 7% | 8% |
| Head Track | 5% | 6% | 7% | 8% |
| Baseball | 4% | 5% | 6% | 7% |

Years of Service
Bond County Community Unit #2

| | <u>1-4</u> | <u>5-9</u> | <u>10-14</u> | <u>15+</u> |
|-----------------|------------|------------|--------------|------------|
| Softball | 4% | 5% | 6% | 7% |
| Assistant Track | 3% | 4% | 4% | 5% |
| Cheerleading | 3% | 4% | 4% | 5% |
| Music | 2% | 3% | 3% | 4% |
| Marching Band | 1% | 2% | 2% | 3% |

C. Elementary School Athletics

| | | | | |
|------------------|----|----|----|----|
| Basketball Coach | 2% | 3% | 4% | 5% |
|------------------|----|----|----|----|

The Board has the option to recognize experience from other districts. Experience as an assistant is not recognized as experience in a head coaching position.

D. Teachers on Duty for More than Nine (9) Months

Ten (10) months – One-ninth (1/9) of salary schedule
Eleven (11) months – Two-ninths (2/9) of salary schedule

2. Activity Duty Pay Schedule per duty – if and when assigned – twenty-two dollars and fifty cents (\$22.50)

(The following list of duties is not necessarily all-inclusive.)

A. High School:

| | |
|------------------------|-----------------------------|
| Ticket Sales | Scorer – Varsity and JV |
| Ticket Collection | Timer – Varsity and JV |
| Sound Technician | Scoreboard – Varsity and JV |
| Announcer | Chain Crew – Varsity |
| Statistician – Varsity | |

B. Jr. High School:

Scorer
Scoreboard
Ticket Sales
Drama – Three night practices and performance

C. Student Fan Bus Supervision:

Teachers supervising a student fan bus will be paid twenty-two dollars and fifty cents (\$22.50) for a round-trip.

- D. Extra pay will be paid monthly.
- E. Extra days or hours assigned shall be paid at 1/180th of the salary or the appropriate fraction of a 7 ¼ hour day. This shall not apply to daily internal substitution or summer school.
- F. Up to two (2) Prom Coordinators will be paid a maximum of five hundred dollars (\$500.00) total.

Bond County CUSD #2 Sick Leave Donation Policy

Any teacher may donate sick leave days to any other member of the bargaining unit who has exhausted his/her sick leave days.

Request and Eligibility Procedures:

- a. Application for donated sick leave shall be made to the Superintendent with a copy to the Association President. The Employee's request must be accompanied by a written medical statement from the Employee or family member's treating physician.**
- b. Members of the bargaining unit will be informed of the need for sick leave donation by the Superintendent.**
- c. A form will be used for Employees to elect to donate days. Contribution of sick leave shall be strictly voluntary and at the option of each individual Employee. Individual records of donations will remain confidential.**
- d. The donated days will be administered jointly through a drawing by the Superintendent and the Association President.**
- e. Donated days will be granted in increments of ten (10) days up to a maximum of ninety (90) days. Days which are not used shall be returned to the donating Employee.**
- f. An Employee absent due to a work related injury who is receiving worker's compensation benefits is not eligible to receive donated sick days.**
- g. An Employee receiving TRS disability benefits shall cease eligibility to use sick leave days under this policy.**

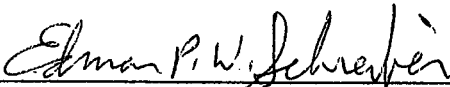
NOTE: This Sick Leave Donation Policy is not part of this bargaining Agreement and, therefore, is not subject to grievance. It is attached for teacher reference because it is a new policy that was agreed upon during negotiations for the 2015-16 Agreement and, therefore, unfamiliar to many teachers.

Memorandum of Understanding
Lifetime Athletic Pass

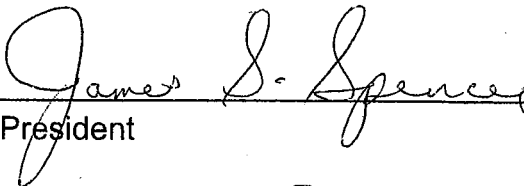
The parties agree that the Board will provide to the Association 30 Lifetime Athletic Passes for teachers who have retired from BCCU2 in years prior to the ratification of the 2015-2016 contract, and prior to the 10.3 Lifetime Athletic Pass section of said contract. These passes will be provided in the names of the retired teachers themselves, not to include spouses, unless said spouse is also a district teacher retiree. These passes will apply to regular season athletic events, not to include IHSA tournament events (nor to include musicals and plays). In return the Association will provide to the athletic departments of the four schools (those with athletic teams) a one-time donation to be used as the principals/athletic directors see fit. The amounts will be as follows: Greenville High School - \$400; Greenville Junior High - \$300; Sorento Elementary School - \$150; and Pocahontas Elementary School - \$150. Should either party determine that certain retirees have been unintentionally omitted from this process, additional passes may be provided in the future by the Board with the Association compensation to be determined at that time in a discussion between Association and Superintendent and/or Board.

For the Board of Education
Bond County Unit School District #2

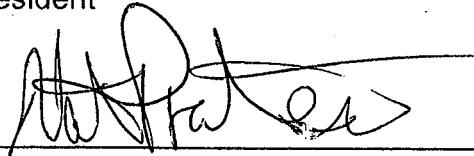
For the Greenville Education
Association IEA-NEA



President



President



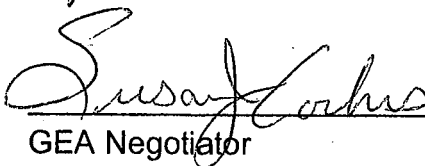
Secretary




GEA Negotiator



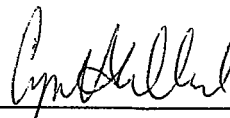
GEA Negotiator



GEA Negotiator



GEA Negotiator



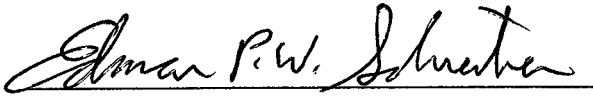
GEA Negotiator

Memorandum of Understanding
Teacher Compensation Study Committee


The Association and the Board shall create a joint committee to review and compare starting salaries, career earnings, District provided insurance, Board paid Employee TRS contribution, Board paid THIS contribution, retirement bonus, tuition reimbursement, personal leave, sick leave, and extra duty schedules among comparable districts.

For the Board of Education
Bond County Unit School District #2

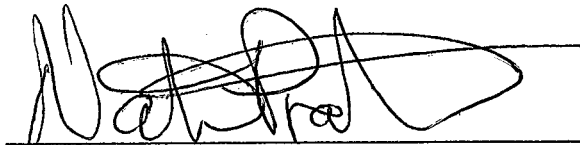
For the Greenville Education
Association IEA-NEA



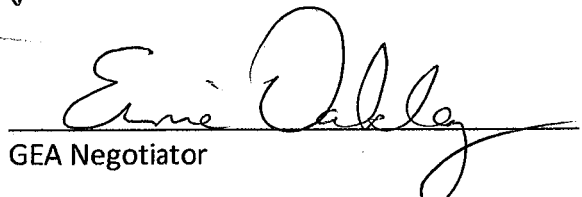
President



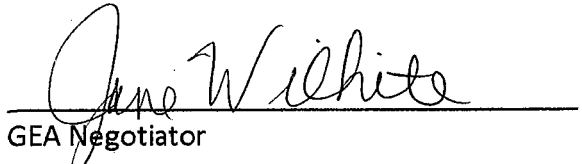
President



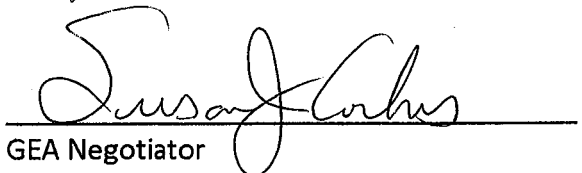
Secretary



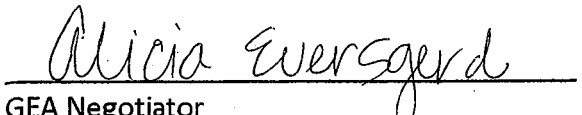
GEA Negotiator




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GEA Negotiator


Memorandum of Understanding
Educational Lane Movement

The parties agree that for the 2016-17 and 2017-18 school years, educational lane movement shall be limited to one (1) lane only per year. In the 2018-19 school year, educational lane movement shall have no limit.

For the Board of Education
Bond County Unit School District #2

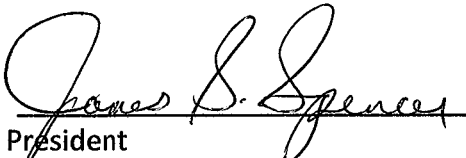


President

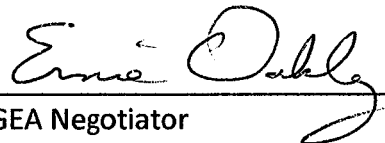


Secretary

For the Greenville Education
Association IEA-NEA



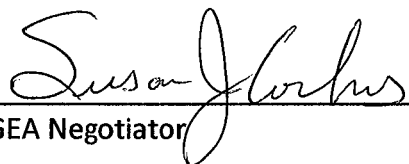
President



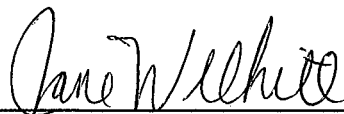
GEA Negotiator



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