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ARTICLE I – RECOGNITION

- 1.1** The Board of Education of Windsor Community Unit School District #1, Windsor, Illinois, hereinafter referred to as the “Board”, hereby recognizes the Windsor Teachers Association-IEA/NEA, hereafter referred to as the “Association,” as the exclusive and sole negotiating agent for all regularly employed full and part-time teachers including Title I, Speech, Special Education, Guidance Counselor, Social Worker, and Librarian. Superintendent, principals, and other full-time administrative or supervisory personnel having the authority to hire, transfer, assign, promote, discharge, or discipline other teachers or having the responsibility to make other recommendations are excluded.
- 1.2** The Board agrees not to negotiate with any teachers’ organization other than the Association for the duration of this Agreement; further, the Board agrees not to negotiate with any teacher individually during the duration of this Agreement on matters subject to negotiations.

ARTICLE II – BOARD RIGHTS

Reserved exclusively to the Board are all responsibilities, powers, rights, and authority vested in it by the Laws and Constitution of the State of Illinois and the United States, or which have been previously properly exercised by it, excepting were expressly and in specific terms limited by the provisions of this Agreement.

ARTICLE III – TEACHER AND ASSOCIATION RIGHTS

3.1 Non-Discrimination

Neither the Board nor the Association will discriminate against any teacher for race, creed, color, marital status, age, sex, sexual orientation, national origin, physical handicap, or membership or non-membership in the Association. The Board shall not discriminate against any teacher with respect to hours, wages, terms, or conditions of employment by reason of membership in the Association, or in negotiations with the Board, nor shall the Board discriminate against any teacher for having instituted a

grievance, complaint, or proceeding under this Agreement. The parties agree that an alleged violation of this section shall not be subject to Article VII – Grievance Procedure.

3.2 Right of Representation

When a teacher is advised that a meeting with an administrator may result in disciplinary action, the teacher may request union representation. When a teacher is required to appeal before the Board or any Board Committee concerning any matter which could adversely affect that member's position of employment, the member, at his/her own request, shall be entitled to have union representation. If a teacher is required to appear before an administrator on a matter which the administrator has already determined will be taken to the Board for possible disciplinary action or a permanent record is being placed in the personnel file, the member at his/her own request shall be entitled to have a union representative present. At least twenty-four (24) hours' notice will be given prior to any appearance before the Board or Board Committee.

3.3 Personnel File

Each teacher shall have the right to receive a copy of the contents of his/her own personnel file as maintained by the District as provided by law. Information exempted by law shall be excluded from such a review. A personal representative may, if the teacher so desires, accompany the teacher in such review and will act only as an observer. Teachers may add written reactions to information in this file. An administrator will be present at time of inspection, and arrangements for a mutually agreeable time shall be made so as to not interrupt District operations.

3.4 Dues Deduction

The Board shall deduct from each teacher's pay the current dues of the Association, provided that the Board has a teacher-executed authorization for continuing dues deduction, the amount of which shall annually be certified by the Association. The authorization shall remain in effect from year to year, except that the teacher may revoke it in the authorized manner upon written request. Upon receipt of any revocation, the Board shall notify the Association. Association dues deducted by the Board shall be remitted to the Association no later than fifteen (15) calendar days after such deductions are made.

3.5 Meetings, Notices, and General Information

- A. The Association shall have the right to reasonable use of the school building for official Association meetings provided that such facilities are available, prior notice has been given to the building principal a minimum of two (2) working days in advance of the meeting, and there is no interruption of the educational program. A reasonable charge for custodial services shall be made when services are required.
- B. The Association shall have the right to post only official business notices on designated bulletin boards.
- C. The Association shall have the right to use employee mailboxes and interschool mail service for communication with members of the bargaining unit. The use of the District's electronic network shall be subject to the Board of Education's Acceptable Use Policy governing the use of the same.
- D. The Association, subject to administrative approval, shall have the right to reasonable use of designated school equipment on school premises. The Association will be responsible for reimbursing the District for materials and supplies in excess of the limits set by the administration.

3.6 Board Meeting Notification

The Association shall be notified of all regular and special meetings of the Board. A copy of all regular and special meetings of the Board, including a copy of the agenda, shall be made available on the District website and email sent to Association 3 days prior to board meeting.

3.7 Board Minutes

A copy of Board minutes shall be made available on the District website as provided by law. One (1) copy of board minutes shall be made available to the Association via e-mail after they have been approved.

3.8 Complaints

- A. Parents and students who have a complaint shall be instructed to follow the following chain of command:

- 1.) First, discuss any complaint with the teacher involved.
 - 2.) If step one is not satisfactory, refer the problem to the teacher's principal.
 - 3.) If step two is not satisfactory, refer the problem to the Superintendent.
 - 4.) If step three is not satisfactory, request to discuss the problem in closed session with the Board of Education.
 - 5.) Parents and students who bypass or ignore the chain of command set forth, herein shall be directed to step 1) of the preceding procedure by the administrator or Board member whom the parent or student have contacted.
 - 6.) If possible, appointments shall be arranged so that teachers will not be absent from their classroom.
- B. No disciplinary action on a complaint by a parent or a student will be considered or discussed without the teacher and the complainant present. No complaints may be placed in a teacher's file, used in an evaluation for salary increase, tenure status, dismissal or reassignment, if the teacher has not been so notified of the complaint before it is placed in the file. No teacher shall take reprisal against any student as a result of a complaint against a teacher.

3.9 Association Days

In the event that the Association desires to send representatives to local, state, or national conferences or on other business pertinent to Association affairs, these representatives shall be excused without loss of salary providing the Association reimburses the District for the cost of the substitute. The Association will be allowed to use up to six (6) days in any year. If days are not used, they shall be allowed to accumulate to ten (10) days. Personal leave guidelines will be used.

3.10 Association Meetings

The Association meetings will be scheduled on working days after student dismissal after prior notice as designated in 3.5.

3.11 Public Information

The Board agrees to make available for inspection to the Association, in response to written requests, all information defined by law as public information. Nothing herein shall require the Board to research and assemble information.

3.12 Reprimands

It is understood that it is in the best interest of all concerned that verbal disagreements between teachers and administrators should, when possible, be conducted outside the presence of students, other teachers, or parents.

3.13 Board Policy

Each teacher lounge shall receive two (2) updated copies of the Board Policy.

3.14 Contract Printing

Within thirty (30) days of the ratification of the Agreement, the Association shall have sufficient copies of the Agreement prepared and delivered to the Board and each member of the bargaining unit.

3.15 Continuous Service

- A. Continuous Length of Service (previously "Seniority") shall be defined as the length of an employee's continuous full time service within the District. Said service shall be measured from the first day of full time continuous service to the District or any of the Districts that may be consolidated into the unit. In the event that two (2) or more employees have the same length of continuous service within the District, tie breakers shall be used in this order:
 - a. Total full time public school teaching time outside the District;
 - b. Advanced education as measured by placement on the salary schedule;
 - c. Drawing lots.
- B. The Board shall annually provide the Association with a statement listing each employee's position on the Continuous Service List (previously, "Seniority List") on or before February 1. The Continuous Service List shall show the following for each employee:
 - a. Date of first day of employment;
 - b. The computed amount of Continuous Service through the beginning of the current school year;
 - c. For information purposes, the total public school teaching experience outside of the District.
- C. Each employee shall have until January 15 or the first day of school thereafter, to file a written objection to the continuous service

computation. The employee cannot thereafter challenge the computation for that school year. The final Continuous Service List shall be posted no later than February 15 of each school year.

3.16 RIF Procedure

- A. Whenever it is deemed necessary by the Board to reduce personnel, the reductions shall be made pursuant to Section 24-12 of The School Code of Illinois.
- B. Distribution of Order of Honorable Dismissal List: The proposed Order of Honorable Dismissal List will be provided to the Association President no later than seventy-five (75) calendar days prior to the last student attendance day, along with a notification to each employee of the placement(s) for which they are qualified. The final list will be provided to the President no later than forty-five (45) days before the last student attendance day with a notice to any individual whose placement on the list has been changed from the placement on the proposed list. If at any time in this process the District notifies the Association that no reductions-in-force will be initiated for the next school year, the notifications described herein may be suspended.
- C. Meeting with Affected Employees: The administration will meet with the employee or employees for whom a notice of honorable dismissal or reduction will be presented to the Board prior to the Board meeting at which it will be adopted, to advise the employee(s) of the proposed reduction or honorable dismissal. A representative of the Association will be allowed to attend such meetings.
- D. Recall notice and response shall be set forth in Section 24-12 of The School Code of Illinois Recall Rights: Recall rights shall be in effect from the date of termination through one (1) calendar year from the beginning of the school term next following the dismissal, unless otherwise required by 105 ILCS 5/24-12.
- E. Job Qualifications: The employer will provide copies to the Association of all job descriptions which list qualifications that were in effect on May 10, of the prior school year, and will provide the Association with any proposed changes in said qualifications no later than April 10th of each year in which they are to be proposed.
- F. Joint Committee of Honorable Dismissal (RIF Committee): On or before December 1 of each year, the RIF Committee will meet to discuss: Joint Committee of Honorable Dismissal (RIF Committee): The RIF Committee will include an equal number of representatives of the employer and the Association. The parties will notify each other of their representation on or before November 1 and those appointed to the Committee shall remain on the committee until and unless the

party notifies the other of a change in their appointments. The Committee will conduct its first meeting of the year on or before December 1. The Committee shall make decisions by a majority vote of the appointed representatives and will meet to discuss:

1. Criteria for excluding from SOD grouping 2 and placing into SOD grouping 3 a teacher whose last two performance ratings includes a Needs Improvement rating and either a Proficient or Excellent rating.
2. An alternative definition for SOD grouping 4 which takes into account prior performance evaluation ratings and which may take into account other factors which relate to the school district's or program's educational objectives.
3. Including in the performance evaluation rating a performance evaluation rating administered by a school district or joint agreement other than the Windsor School District.
4. Upon request by a joint committee member to the Board no later than 10 days after distribution of the sequence of dismissal list, the Board shall provide members of the joint committee within 5 days of the request a list showing the most recent and prior evaluation ratings of each teacher identified only by length of continuing service in the school district and not by name. If, after review of this list, a member of the joint committee has a good faith belief that a disproportionate number of teachers with greater length of continuing service with the district or joint agreement have received a recent performance evaluation rating lower than the prior rating, the member may request that the joint committee review the list to assess whether such a trend may exist. Following the joint committee's review, but no later than the end of the applicable school term, the joint committee or any member or members of the joint committee may submit a report of the review to the employing board and exclusive bargaining representative, if any. Nothing in this paragraph shall impact the order of honorable dismissal or the school district's authority to carry out a dismissal in accordance with Section 24.12 of the School Code.

ARTICLE IV – WORKING CONDITIONS

4.1 Work Day

A regular work day for members of the bargaining unit shall begin at 7:55 AM and end at 3:35 PM. Members of the bargaining unit

recognize that their professional responsibilities extend beyond the classroom and beyond the regular work day. A member's responsibilities include such duties as: participation in student and parent conferences; providing students with guidance, counseling, and tutorial assistance; attendance and participation in departmental, building, and intra-system meetings as scheduled; and assistance in the development of curriculum. When staff members are required to remain at school beyond 3:35 PM for an Individual Education Plan/504 meeting, the staff member shall be paid at a rate of \$25 per meeting. Any employee required or asked to be present at work outside of the regular school calendar will be compensated at the current teacher hourly rate and mileage to and from their residence.

- A. Supervision of students in student activities including extra-curricular activities shall be compensated as set forth in Schedule "B."

- B. Sponsorship of student clubs and organizations shall be compensated as set forth in Schedule "B. No teacher shall be required to serve more than one (1) year against his/her wishes until all certified teachers in the high school/junior high school building have assumed the responsibility for one (1) year. Only Jr/Senior high school teachers can be assigned Jr/Senior high school sponsorships. Class sponsors shall be elected by the principals from available volunteers. If no eligible employee volunteers, the principal will select class sponsor duties from an anonymous list designed by the administration of eligible building staff. Sponsors of each class will be responsible for two fundraisers throughout each school year, excluding responsibility of running concessions at any athletic or other event.

- C. All employees shall have an unassigned preparation period of no less than one (1) junior/senior high period for junior/senior high personnel or thirty (30) minutes for elementary personnel each work day. The employer agrees not to schedule meetings or conferences which require the employee's attendance during the employee's preparation period, unless at least twenty-four (24) hours' notice is given.

- D. **Time to Travel:** Teachers whose assignment requires them to travel between facilities during the day shall be provided (5) minutes of time to complete such travel between

buildings and time for classroom setup. Travel time shall not include duty-free lunch or preparation period.

4.2 School Calendar

The Board or its designee shall confer with the Association President prior to the adoption of the calendar. Beginning with the 2022-2023 school year, one additional non-student contact school improvement day will be scheduled each year when the calendar is developed. Attendance at these meetings shall be voluntary and failure to attend shall not be used in the evaluation process. Employees under this agreement will be compensated at the BA/O daily rate as determined on the Salary Schedule, which will be paid at the time of the service.

4.3 Teaching Assignments

Members of the bargaining unit shall be notified of their tentative agreement within one week from the date of school registration. In the event of a major change of assignment, the teacher shall be notified as soon as possible. A reasonable effort will be made to include teachers in the decision making process concerning teaching assignments. Teachers will also be given the opportunity to contribute to the scheduling of classes.

4.4 Vacancies

Information regarding positions which are available shall be posted for a period of at least five (5) days. Qualified staff members may apply for any vacancy. Applications shall be in writing, addressed to the superintendent. Vacancies will not be filled until the five (5) day posting period has expired. The selection of personnel to staff a building shall be the responsibility of the superintendent. Maintaining the quality of the education program will be the primary consideration followed by the superintendent in determining staff assignments. During the summer, vacancy notices will be given to the Association president. The administrator will send a copy of the posting through district email accounts to all certificated employees.

Voluntary Transfer

Any District bargaining unit employee may apply for transfer to a bargaining unit position for which they are qualified or licensed. Bargaining unit members will be notified first and given 5 school days or reply via letter to the superintendent before the position is open to the public. The hiring administrator may schedule interviews and must interview all in-District applicants within the following guidelines:

- A. All in-District applicants who notify the superintendent (up to 5 days after the notice of vacancy) of their interest in the vacant position have the right to be considered and interviewed for that vacant position before any external candidates are considered and interviewed.
- B. In-District applicants who notify the administrator of their desire for an interview after the five-day posting shall not be guaranteed an interview for the vacant position if the interviews have already been scheduled by the hiring administration.
- C. The district may commence its consideration of external candidates for a vacant position only after the building Principal has considered all internal applicants for the vacant position and has notified internal applicants in writing of the reason for his/her decision to deny the internal applicant's request for a voluntary transfer.
- D. No more than one week after a voluntary transfer position has been posted without internal applicants, a certified staff may be assigned the vacant position.

4.5 Faculty Meetings

Teachers shall attend faculty meeting as called by the principal or superintendent. Notice shall be given at least twenty-four (24) hours in advance, and when, possible, the meetings shall not be conducted past 4 p.m. or on Fridays.

4.6 Work Load

- A. The Board will make a reasonable effort to schedule classes of the same grade or subject so that they are of equal size

- B. Any teacher asked by the administration and volunteering to give up his/her duty-free lunch or planning period to take an additional class or student from another class in combination or attend a multidisciplinary staffing will be compensated at a rate of twenty-five (\$25.00) dollars per period.
- C. The Administration shall attempt to schedule a lunch period for all teachers during the scheduled lunch periods that excludes drive time or activities.
- D. Any teacher asked by the administration to cover administrative duties in his/her absence will be compensated at the rate of \$60.00 per day in addition to his/her regular salary.
- E. Any teacher asked by the administration to cover administrative duties at extra-curricular events in the event of an administrator's absence shall be paid at the rate of \$80.00 for an evening event. The compensatory amount shall not apply to the athletic director or coaches who are working the game.

4.7 Special Education

- A. The district's special education staff will be granted 3 days per special education teacher, social worker, and speech pathologist to conduct annual IEP parent conferences and/or screenings, consultations, and drafting. These days will be scheduled with approval of the administrator.
- B. To comply with the state mandate that a classroom teacher must attend an I.E.P. meeting; a floating substitute will be provided as needed during those days of annual I.E.P. conferences as in Point A above (same days). The schedule of I.E.P. conferences will be provided to administration to schedule the substitutes. When students will be changing attendance center, an additional half day will be allowed for the elementary SPECIAL education teachers and the secondary special education teachers to coordinate services between buildings. The schedule of I.E.P. conferences will be provided to administration for approval to schedule the substitutes.
- C. The speech pathologist may adjust his/her schedule for a maximum of two (2) days when necessary to accommodate parent availability, so long as the day is not shortened.

4.8 Summer School

If a District summer school program is conducted, Windsor Community Unit School District #1 employees shall be given the first opportunity to apply for and fill summer school teaching positions based on legal qualifications, certifications, merit, ability, and relevant experience. The Superintendent shall provide the Association President a notice describing the summer school teaching position vacancies. Windsor teachers will have ten (10) days after notice is provided to the Association president to apply to teach summer school before the position is publicly posted. Summer school positions shall be filled annually. No teacher shall be entitled to a summer school position in any given year, with one exception. If the teacher has filled the position for two consecutive years, that teacher is entitled to continue to teach in that position for as long as he/she applies for summer school.

4.9 Contract Extension

A bargaining unit member who is hired in an extended teaching assignment beyond the regular 180-day work year shall be compensated at his/her per diem rate of pay (1/180th of current placement on the salary schedule).

The Board reserves the right to determine the number of days beyond the regular 180-day work year for additional assignments. Teachers assigned to extended year positions shall work the set number of days listed below that are in excess of the 180-day contract year.

4.10 Part-time Teachers

A part-time teacher is any teacher who works less than four hundred thirty (430) minutes per day or less than 180 days per contract year. Part-time teachers in Grades K-12 shall receive prorated pay per instructional minutes (including prep time) based on the contract-defined workday or work year.

Example: The teacher workday (7:55 a.m. – 3:35 p.m.) equals four hundred thirty (430) minutes per day. If a teacher is hired for half-time that would mean the teacher would have a total of two hundred fifteen (215) minutes/day and would be paid fifty percent (50%) of the eligible salary of the negotiated contract.

If a teacher is hired for two (2) hours per day (teaching and planning), the salary would be calculated as follows: one hundred twenty (120) minutes divided by four hundred thirty (430) minutes = percent FTE. Percent FTE multiplied by step 1 on salary schedule = teacher's salary per year.

- Part-time teachers shall receive a proportionate amount of preparation time.
- Part-time teachers shall not be assigned lunch/recess supervisory duty.
- Part-time teachers who work in excess of 600 hours per year shall receive benefits, as provided in Article VII, LEAVES of this contract. Part-time teachers who work up to 600 hours per year shall receive one half of the days allocated in Article VII LEAVES and use of such days may only be in half day increments.
- Part-time teachers shall advance on the salary schedule as provided in Section 6.1.C.

ARTICLE V – EVALUATIONS

- 5.1** The Windsor Teacher Evaluation Plan shall be followed for all certified staff. The plan was developed collaboratively using the joint committee process as defined in the Performance Evaluation Reform Act (PERA).
- 5.2** A joint committee for teacher evaluation will continue to remain in place in order to consider future changes or amendments to the teacher evaluation plan and/or tool. The committee will consist of one Board of Education member, the superintendent, principals, and four certified staff members appointed by the Association. Input shall be gathered from teachers and administrators throughout the school year. This committee shall meet at least once each school year to review the input and make changes to the plan and/or evaluation tool using a collaborative process. The committee will adhere to the Illinois School Code when making any changes or amendments to said plan/tool.
- 5.3** The parties acknowledge that the procedure set forth in the evaluation plan pertains to the formal evaluation of classroom teaching performance and that nothing herein shall be construed as prohibiting or limiting the normal day-to-day observation and evaluation of a teacher's overall performance as a District employee, nor shall it hinder or limit the right of a Board to terminate the employment of a teacher under the applicable provisions of the Illinois School Code. Employees will be informed that informal observations which are to be used to evaluate the teachers shall

be reduced to writing and discussion with the teacher prior to being placed in the teacher's personnel file.

- 5.4** Compliance with Senate Bill 315. The parties agree to meet to develop in cooperation a teacher evaluation plan as required by Public Act 96-861 (Senate Bill 315) within the timeframes required by law.

ARTICLE VI – TEACHER COMPENSATION

6.1 Salary Schedule

The salary schedule shall be set forth in Appendix "A" and the extra-curricular pay schedule shall be set forth in Appendix "B." The amounts on Schedule "B" should be paid from the appropriate activity fund as follows: Full year Schedule "B" activities will receive one-half ($\frac{1}{2}$) of the extra duty pay on December 15 of the school year and one-half ($\frac{1}{2}$) on June 1 of the school year. Coaching stipends for sports will be paid in full at the end of the sport season. These pay requests shall be submitted to the building principal, and the final one shall include a signed statement that all bills for expenses have been submitted and that all equipment, uniforms, etc. have been returned. The athletic director and/or principal shall confirm these claims prior to final settlement. The schedules will be attached and incorporated into this Agreement.

A. The Board agrees to shelter the full amount of the health insurance for the teachers. The Board will contribute five hundred dollars (\$500) for the 2022-2023 school year, five hundred dollars (\$500) for the 2023-2024 school year, and five hundred and twenty-five dollars (\$525) for the 2024-2025 school year toward the health insurance plan for any full-time teacher who wishes to exercise this option.

B. The Board will provide, on a voluntary basis, to each employee an IRC 125 plan that will include provision for health, life premium cost, medical expense, and childcare in accordance with the plan. All cost for the establishment of the plan shall be paid for the employee. Each employee will be limited to a total deferral of the maximum amount of salary allowed by law to the 125 plan. The establishment of an individual plan, nor the amendment thereof, nor the payment of any benefits will cause any legal rights against the Board in any matters between the employee and the IRS of its agents.

C. Teachers who are given a teaching assignment which is less than full time will move up on the salary scale after accumulating the equivalent of a school calendar year of service.

D. Teachers who have a teaching assignment may move over on the salary scale if they have enrolled in and successfully completed:

1. Graduate level coursework;
2. In a program leading to a second master's degree;
3. In the teacher's current area of assignment;
4. The course is approved by the superintendent. Only on-line courses from an accredited university or college will be accepted for advancement on the salary schedule up on the approval and discretion of the Superintendent;
5. The Superintendent's decision may be appealed to the Board of Education. The Board of Education decision is final and not subject to grievance.

E. Official transcripts for a lane adjustment on the salary schedule must be delivered to the Superintendent by August 15 in order to apply for the forthcoming school year.

6.2 Pay Period Option

Pay Periods will be the first and fifteenth of each month in eighteen (18) or twenty-four (24) payments. Teachers electing to receive their salary over twenty-four (24) payments must do so in writing before the first day of school. Once the twenty-four (24) payment option is designated, it shall be irrevocable for the remainder of the school year and may remain in effect for subsequent school years unless revoked in writing by the teacher. The District will offer direct deposit of paychecks. Teachers voluntarily or involuntarily terminating employment with the District (e.g. resignation, retirement, dismissal, etc.) shall receive all remaining unpaid salary whenever health insurance benefits are terminated.

6.3 Mileage

Teachers will be reimbursed the approved current IRS rate for use of his/her private car or truck when used on approved school business in the event the school car, van, or bus is not available for use. The Association shall be notified when there is a change in the current IRS rate. Payment

shall be made to the teacher within thirty (30) days upon receipt in the business office on the proper request form available in individual school buildings. An annual stipend of one-hundred twenty-five (\$125.00) dollars will be made to teachers traveling between buildings.

6.4 Ticket Takers

Teachers who volunteer/are assigned to take tickets at basketball and volleyball games will be paid \$20.00 dollars per game/match per gym. After staff is given the opportunity to volunteer for open ticket taking events, staff will be assigned by reverse order of seniority with consideration being given to those employees serving the district in a Schedule B duty or a member of a committee for the school or district. Teachers will be given at least 48 hours' notice before being assigned as a ticket taker. If teachers who volunteer/are assigned to ride a fan/game bus, the pay will be at the same rate as the bus driver.

6.5 Retirement Incentive

An employee tendering an irrevocable letter of resignation in conformance with the following conditions shall be eligible for a retirement incentive in up to each of his/her final three years of teaching:

To be eligible, the employee must:

- 1.) Be at least sixty (60) years of age by the last day of service in the school district; or
- 2.) Be at least fifty-five (55) years of age with at least thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the school district; and
- 3.) Have at least twenty (20) years of full-time service in school district; and
- 4.) Submit an irrevocable letter of resignation on or before September 1st of the year the incentive is to commence.

An eligible employee shall be removed from the salary schedule and for each year of eligibility, the employee's creditable earnings will be increased by five percent (5%) over the employee's TRS creditable earnings for the prior year of employment.

Example: An employee applies for the plan one year before retirement. The employee's TRS creditable earnings for the

2012-2013 school year were \$40,000. The employee's final year TRS creditable earning will be \$42,000 ($\$40,000 \times 1.05 = \$42,000$).

Example: An employee applies for the plan two year before retirement. The creditable earning for the 2012-2013 school year were \$40,000. The employee's first year TRS creditable earnings will be \$42,000 ($\$40,000 \times 1.05 = \$42,000$). The employee's second year TRS creditable earnings will be \$44,100 ($\$42,000 \times 1.05 = \$44,100$).

Example: An employee applies for the plan 3 years before retirement. The employee's TRS creditable earnings for the 2012-2013 school year were \$40,000. The employee's first TRS creditable earnings will be \$42,000 ($\$40,000 \times 1.05 = \$42,000$). The employee's second year TRS creditable earnings will be \$44,100 ($\$42,000 \times 1.05 = \$44,100$). The employee's third year TRS creditable earnings will be \$46,305 ($\$44,100 \times 1.05 = \$46,305$).

If an employee has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the employee's five percent (5%) increase shall be reduced by the amount of the extra duty compensation.

Example: An employee applies for the plan two years before retirement. The employee's TRS creditable earnings for the 2012-2013 school year were \$42,000. The employee's first TRS creditable earnings will be \$44,100 ($\$42,000 \times 1.05 = \$44,100$). The employee ceases to perform an extra duty assignment for which he was paid \$2,000 in his final year of employment. The employee's final year TRS creditable earnings will be \$44,205 ($\$44,100 - \$2,000 \times 1.05 = \$44,205$).

No employee shall be paid in excess of six percent (6%) in any year once they are within ten (10) years of being eligible to retire.

6.6 Schedule B Bus Driving

If any Schedule B co-op sport coaching positions are assigned to drive Windsor's school vehicle for practices or games, the driver for that sport

(no more than one per sport) will receive the \$125 between building stipend when the sport season has concluded.

6.7 Summer School Stipend

Teachers assigned to a summer school teaching position will be paid at the BA/0 hourly rate as determined on the Salary schedule.

6.8 Retention Bonus

For any full-time teacher or part-time teacher working in excess of 600 hours per year, and hired after September 1, 2019, the Board shall pay a retention bonus to those teachers who have been continuously employed by the Board for a period of five (5) years in the amount of \$2,000.00. The retention bonus shall be paid after the conclusion of the fifth year of continuous service, but in no event later than June 30. The retention bonus shall not constitute an increase or step on the salary schedule, but instead constitutes a one-time bonus.

Part-time teachers working up to 600 hours per year shall be entitled to one half of the retention bonus as provided herein.

6.9 Hiring Incentive Bonus

For any full-time teacher or part-time teacher working in excess of 600 hours per year and hired after September 1, 2022, the Board shall pay an incentive bonus to those teachers who have been hired and completed a full year of service. The incentive bonus shall be paid after the conclusion of the first, second, and third year of continuous service, but in no event later than June 30 in the amount of \$1,000 per year. The incentive bonus shall not constitute an increase or step on the salary schedule, but instead constitutes a one-time bonus.

6.10 Teachers' Retirement System (TRS)

For teachers in the Tier I or Tier II benefit plan, the Board shall pay during the term of this Agreement, as a benefit for the teacher 3% toward the teacher's required contribution to the Teachers' Retirement System of Illinois (TRS) commencing in school year 2022-2023, 6% toward the teacher's required contribution to TRS commencing in school year 2023-2024, 9% toward the teacher's required contribution to TRS commencing in school year 2024-2025. The total board payment toward

the employee contribution to TRS shall not exceed 9.0% under 40 ILCS 5/16-152 (TRS Required Contribution) as per the "Salary Add-on-Method."

If implemented by the Teachers' Retirement System, the contributions for teachers who choose the optional Tier III benefit plan will be automatically set by law. This includes both the defined contribution and defined benefit portions of the plan.

ARTICLE VII – LEAVES

7.1 Sick Leave

- A. The Board shall grant fourteen (14) sick leave days per school year without loss of pay. Sick leave shall accumulate to three hundred seventy-five (375) days. Sick leave may be used in one-half (1/2) or full-day increments. One-half (1/2) day shall be defined as four (4) periods in the Junior/Senior High School and ending or beginning at 11:30 a.m. at the Kindergarten through Grade 6 building. Sick leave shall be interpreted to mean personal or serious illness, or illness or death in the immediate family; or birth, adoption or placement for adoption. Sick leave for adoption or placement for adoption shall be limited to thirty (30) days per child/occurrence. The immediate family shall include Parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, son-in-law, daughter-in-law, and legal guardians. The board shall approve the use of sick leaves for deaths in the non-immediate family (e.g. aunts, uncles, nieces, nephews) limited to attendance at the funeral and reasonable travel, if required.
- B. A teacher in continued contractual service with the District may be allowed to borrow sick leave days at full pay and benefits from future years' allotments under the following conditions:
 - 1.) Only teachers in continued contractual service may borrow against future allotments.
 - 2.) The maximum number of sick leave days that may be borrowed is fourteen (14). Once the maximum has been reached, no additional days may be borrowed until all days have been read and the balance is back to zero (0).

- 3.) At the beginning of each successive school year the sick leave days granted to the teacher by the Board pursuant to provision 7.1(A) shall first be used to pay back any outstanding borrowed sick leave days.
- 4.) Teachers will not be required to borrow days before applying for disability benefits from TRS.
- 5.) Should the teacher leave employment with the District with borrowed days still outstanding, the teacher will be responsible for the borrowed days at the teacher's current rate of pay and the District may, at its option, deduct this cost from the final paycheck of the teacher.

7.2 Personal Leave

Teachers shall be granted three (3) days of personal leave per year. No reason for personal leave needs to be given. A written application for personal leave shall be made to the immediate supervisor. Advance notice of personal leave shall be given as early as possible and except in emergency situations shall be at least two (2) days prior to the day of leave. Personal leave days may not be taken during the first or last five (5) school days, on days with final examinations or special school programs are scheduled, or on the first working day preceding or following a vacation or holiday period without the approval of the Superintendent. Any unused personal leave days may be accumulated as sick leave days or reimbursed at substitute pay. This leave may be used in one-half (1/2) or full day increments as described in 7.1A above. For any personal leave day that does require Superintendent approval, the reason for the request must be given by the employee.

7.3 Special Needs Leave

Teachers may be granted three (3) special needs leave per year. Any teacher granted a leave of one (1) period or less shall not be assessed any accumulated leave. This provision will be granted to teachers who have complied with Article IV-4.6b. At the Junior/Senior High School this time shall be a normal school period. At the Kindergarten, through Grade 6 Building it shall not exceed one (1) clock hour at the beginning or end of the contractual workday. A written application for special needs leave shall be made to the immediate supervisor. Special needs leave days may not be taken during the first or last five (5) school days, on days when final examinations or special school programs are scheduled, or on the first working day preceding or following a vacation or holiday period without approval of the Superintendent. No more than two (2) staff members in the same building may be granted special needs leave per day, unless prior

approval has been granted by the building principal. Teachers shall assist administration in finding coverage for their requested leave.

7.4 Short Term Unpaid Leave

Teachers may request a short-term unpaid leave of absence of no more than three (3) days, whether consecutive or non-consecutive, per school term by submitting a written request to the Superintendent no later than five (5) school days prior to the date of the requested leave. The Superintendent may, in his/her sole discretion, deny or approve the request. If approved, the leave will result in a loss of salary of one day for each day absence (calculated as 1/180th of the annual salary). The loss of salary shall be withheld from the teacher's first paycheck following the short-term unpaid leave day(s). Short term unpaid leave days pursuant to this section shall not be used on the first or last day of student or teacher attendance, the day before or after a holiday or break, and during an event when teacher attendance is mandatory (e.g. parent-teacher conferences), and may only be utilized in full-day increments.

7.5 Leaves of Absence

Leaves of absence for up to one (1) school year may be granted by the Board to teachers. Requests shall be made three (3) months in advance when possible. Leaves without pay may be granted for:

- A. Advanced study (Tenured teachers only);
- B. Educationally related travel (Tenured teachers only);
- C. Military service;
- D. Parental leave - defined as time off required due to the birth, adoption, or care of children. (Tenured teachers only beyond twelve work weeks guaranteed by the Family and Medical Leave Act);
- E. Death in the immediate family;
- F. Other reasons acceptable to the Board without establishing a binding past practice for purposes of subsequent requests.

A notice of return from leave of absence for the coming school year shall be supplied in writing to the Board by March 1. Teachers on leave of absence may continue benefits if he/she reimburses the District for any pro-rated costs of benefits for which they apply. Teachers shall advance on

the salary schedule while on approved leave of absence, if he/she has worked ninety (90) or more days in the school year immediately prior to the approved leave of absence. Personal and sick leave days will be pro-rated to the amount of leave granted.

7.6 Sabbatical Leave

Sabbatical leaves may be granted as per Section 24-6.1 of the Illinois School Code.

7.7 Professional Leave

Teachers will be granted a minimum of one (1) professional day per year to attend educational workshops, conferences, field trips, or seminars relevant to their teaching assignment without loss of pay or accrued sick leave. The Board may provide payment of mileage and registration fees to attend these professional meetings.

7.8 Jury Duty

Any member of the bargaining unit summoned to jury duty shall be paid full salary for each working day of absence, provided the member pays the District the jury fee. Such payments shall be made by payroll deduction on a subsequent day. A teacher subpoenaed to provide testimony related to his or her employment at the School District testimony will also be paid for each working day of absence, unless the testimony is related to his or her own personal litigation against the School District or that of the Association or another employee and the employee has not been called to testify by the School District.

7.9 Group Leave

No more than three teachers from each building may take the same day off for any reason other than sick leave, unless prior approval has been granted by the building principal.

7.10 Attendance Incentive

The Board shall pay an attendance incentive of \$250.00 to teachers who do not use any leave days (e.g. sick leave, personal days, and bereavement leave) during a school year.

The attendance incentive shall be paid after the conclusion of the school term, but in no event later than June 30.

7.11 Bereavement Days

Each full-time employee shall be entitled to a maximum of two (2) school days per school year with pay, not subtracted from sick or personal leave, for the death of a member of the immediate family.

ARTICLE VIII – GRIEVANCE PROCEDURE

8.1 Definition

A grievance shall mean a written complaint by the bargaining unit or a member of the bargaining unit that there has been an alleged violation, misinterpretation, or misapplication of the specific provisions of this Agreement.

8.2 Purpose

Every employee covered by this Agreement shall have the right to present grievances in accordance with these procedures, the purpose of which is to secure, at the lowest possible administrative level, equitable solutions to the grievance which may arise.

8.3 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 a 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. When a teacher, not represented by the Association, is involved in a grievance procedure the Association reserved the right to have its representative present at any stage of the grievance procedure to state its views. The Board will not pay salary for missed work of the representative.

8.4 Time Limits

A grievance must be filed within fifteen (15) calendar days of the occurrence of the event which gave rise to the grievance. The number of calendar days indicated at such 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.

8.5 Constraints

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

The Board and Association agree that there will be no reprisals taken against an individual for an individual's participation or non-participation in a grievance procedure.

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

8.6 Procedure

Step One – It is desirable for an employee and the immediate supervisor to resolve problems through free and informal communications. Therefore, before a grievance is filed, the claimant shall discuss the claim with the most immediate supervisor.

Step Two – If the complaint cannot be resolved informally, the claimant shall file the grievance in writing with the immediate supervisor, who shall certify by signature the date and hour the grievance was received. This certification shall be witnessed by the grievant. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the Agreement which are applicable, and shall state the remedy requested. The filing of the formal, written grievance must be within fifteen (15) calendar days from the date of the occurrence of the event giving rise to the grievance. The supervisor shall make a decision on the grievance

and communicate it in writing to the employee and the superintendent within fifteen (15) calendar days after receipt of the grievance.

Step Three – In the event, that a grievance has not been satisfactorily resolved at the second step, the grievant shall file, within fifteen (15) calendar days of the immediate supervisor's written decision at Step Two, a copy of the grievance with the superintendent. Within fifteen (15) calendar days after the receipt of the grievance, the superintendent or his designee shall meet with the grievant to resolve the grievance. The superintendent or his designee shall file an answer within fifteen (15) calendar days of the third step grievance meeting and communicate it in writing to the grievant and the immediate supervisor.

Step Four – If the grievance is not satisfactorily resolved in Step Three, the grievance shall proceed to binding arbitration. The Association shall submit to the superintendent a written request on behalf of the Association and the grievant to enter into binding arbitration. This request must be submitted within twenty (20) calendar days of receipt of the Step Three answer. The matter will be referred to the Federal Mediation and Conciliation Service (FMCS), and an arbitrator shall be selected according to the rules of the FMCS. Expenses for the arbitrator's services shall be borne equally by both 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 School District and the Association and his decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the Agreement.

ARTICLE IX – NEGOTIATION PROCEDURE

- 9.1** The Board and the Association agree that it is their mutual responsibility to meet at reasonable times and negotiate in good faith wages, fringe benefits, and working conditions.
- 9.2** Negotiations on successor agreements shall begin no later than March 1, unless both parties agree to an alternate date. Meetings shall be held as necessary at times and places agreed to by both parties.
- 9.3** 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.

- 9.4** Each party to negotiations shall select its negotiating representatives provided that the Board does not select a member of the bargaining unit, as herein defined, and the Association shall not select any District administrator.
- 9.5** During 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.
- 9.6** When the Association and the Board reach a 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.
- 9.7** Mediation and strike procedures shall be in accordance with The Illinois School Code and the Illinois Educational Labor Relations Act.

ARTICLE X – NO STRIKE CLAUSE

- 10.1** 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 at any time engage in, authorize, or instigate any picketing, other than informational picketing any recognition of any picket line at the School District's premises, 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.

ARTICLE XI – EFFECT OF AGREEMENT

11.1 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.

11.2 Savings Clause

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then 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.

11.3 Waiver of Additional Bargaining

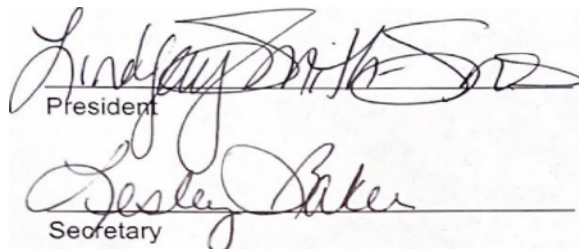
The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the School District and the Association, for the life of this Agreement, agree that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, unless specified in the agreement.

11.4 This Agreement shall constitute a binding obligation of both the employer and the Association, and for the duration hereof, may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of these parties in written and signed an amendment to this Agreement.

11.5 Term of Agreement

This Agreement shall be in effect as of August 11, 2022. This agreement is signed on this 22nd day of June 2022.

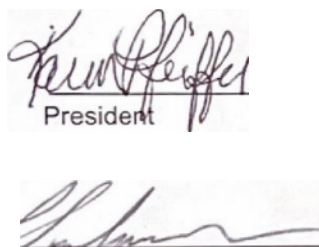
For Windsor Teacher Association — IEA/NEA



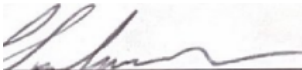
Lindsay Smith
President

Desley Baker
Secretary

For the Board of Education, Windsor CUSD #1



Kim Peffer
President



Secretary

Salary Schedule																
BA/0 Increase																
2022-2023		1.37%														
Step	BA	BA w/TRS	BA+8	BA+8 w/TRS	BA+16	BA+16 w/TRS	BA+24	BA+24 w/TRS	MA	MA w/TRS	MA+8	MA+8 w/TRS	MA+16	MA+16 w/TRS	MA+32	MA+32 w/TRS
0	\$38,779	\$39,942	\$39,380	\$40,561	\$39,794	\$40,987	\$40,207	\$41,413	\$41,446	\$42,690	\$42,548	\$43,824	\$43,648	\$44,957	\$44,749	\$46,092
1	\$39,298	\$40,477	\$39,896	\$41,093	\$40,312	\$41,521	\$40,727	\$41,949	\$41,972	\$43,231	\$43,079	\$44,371	\$44,184	\$45,510	\$45,291	\$46,649
2	\$39,824	\$41,019	\$40,419	\$41,632	\$40,837	\$42,062	\$41,254	\$42,491	\$42,505	\$43,780	\$43,617	\$44,925	\$44,727	\$46,069	\$45,838	\$47,214
3	\$40,358	\$41,569	\$40,949	\$42,177	\$41,369	\$42,610	\$41,787	\$43,041	\$43,044	\$44,336	\$44,161	\$45,486	\$45,277	\$46,635	\$46,393	\$47,785
4	\$40,899	\$42,125	\$41,486	\$42,730	\$41,907	\$43,164	\$42,328	\$43,598	\$43,591	\$44,898	\$44,712	\$46,054	\$45,833	\$47,208	\$46,954	\$48,363
5	\$41,446	\$42,690	\$42,030	\$43,291	\$42,453	\$43,727	\$42,876	\$44,162	\$44,144	\$45,468	\$45,270	\$46,629	\$46,396	\$47,788	\$47,522	\$48,948
6	\$41,001	\$43,262	\$42,581	\$43,858	\$43,006	\$44,296	\$43,430	\$44,733	\$44,704	\$46,045	\$45,836	\$47,211	\$46,966	\$48,375	\$48,097	\$49,540
7	\$41,564	\$43,841	\$43,139	\$44,433	\$43,566	\$44,873	\$43,992	\$45,312	\$45,271	\$46,630	\$46,408	\$47,800	\$47,543	\$48,969	\$48,679	\$50,139
8	\$43,134	\$44,428	\$43,705	\$45,016	\$44,133	\$45,457	\$44,561	\$45,898	\$45,846	\$47,221	\$46,987	\$48,397	\$48,127	\$49,571	\$49,268	\$50,746
9	\$43,712	\$45,023	\$44,278	\$45,606	\$44,708	\$46,049	\$45,138	\$46,492	\$46,428	\$47,821	\$47,574	\$49,001	\$48,719	\$50,180	\$49,864	\$51,360
10	\$44,298	\$45,626	\$44,858	\$46,204	\$45,290	\$46,649	\$45,722	\$47,093	\$47,017	\$48,428	\$48,168	\$49,613	\$49,317	\$50,797	\$50,467	\$51,981
11	\$44,891	\$46,238	\$45,446	\$46,810	\$45,880	\$47,256	\$46,313	\$47,703	\$47,614	\$49,042	\$48,769	\$50,232	\$49,923	\$51,421	\$51,078	\$52,610
12	\$45,492	\$46,857	\$46,042	\$47,423	\$46,477	\$47,872	\$46,912	\$48,320	\$48,218	\$49,665	\$49,378	\$50,859	\$50,537	\$52,053	\$51,695	\$53,246
13	\$46,102	\$47,485	\$46,646	\$48,045	\$47,082	\$48,495	\$47,519	\$48,945	\$48,830	\$50,295	\$49,994	\$51,494	\$51,158	\$52,692	\$52,321	\$53,890
14	\$46,719	\$48,121	\$47,257	\$48,675	\$47,696	\$49,126	\$48,134	\$49,578	\$49,450	\$50,933	\$50,618	\$52,137	\$51,786	\$53,340	\$52,954	\$54,542
15	\$47,345	\$48,765	\$47,877	\$49,313	\$48,317	\$49,766	\$48,757	\$50,220	\$50,077	\$51,580	\$51,250	\$52,787	\$52,422	\$53,995	\$53,594	\$55,202
16	\$47,979	\$49,418	\$48,505	\$49,960	\$48,946	\$50,414	\$49,388	\$50,869	\$50,713	\$52,234	\$51,890	\$53,446	\$53,066	\$54,658	\$54,243	\$55,870
17	\$48,622	\$50,080	\$49,141	\$50,615	\$49,583	\$51,071	\$50,027	\$51,527	\$51,357	\$52,897	\$52,538	\$54,114	\$53,718	\$55,330	\$54,899	\$56,546
18	\$49,273	\$50,751	\$49,785	\$51,278	\$50,229	\$51,736	\$50,674	\$52,194	\$52,008	\$53,569	\$53,193	\$54,789	\$54,379	\$56,010	\$55,563	\$57,230
19	\$49,933	\$51,431	\$50,438	\$51,951	\$50,883	\$52,409	\$51,329	\$52,869	\$52,668	\$54,248	\$53,857	\$55,473	\$55,047	\$56,698	\$56,235	\$57,922
20	\$50,602	\$52,120	\$51,099	\$52,632	\$51,546	\$53,092	\$51,994	\$53,533	\$53,337	\$54,937	\$54,530	\$56,166	\$55,723	\$57,395	\$56,916	\$58,623
21	\$51,280	\$52,818	\$51,769	\$53,222	\$52,117	\$53,783	\$52,666	\$54,246	\$54,014	\$55,634	\$55,210	\$56,867	\$56,408	\$58,100	\$57,604	\$59,332
22	\$51,966	\$53,525	\$52,448	\$53,921	\$52,807	\$54,484	\$53,348	\$54,948	\$54,699	\$56,340	\$55,900	\$57,577	\$57,101	\$58,814	\$58,301	\$60,050
23	\$52,663	\$54,242	\$53,135	\$54,729	\$53,586	\$55,193	\$54,038	\$55,659	\$55,393	\$57,055	\$56,597	\$58,295	\$57,802	\$59,536	\$59,006	\$60,776
24	\$53,368	\$54,969	\$53,832	\$55,447	\$54,283	\$55,912	\$54,737	\$56,379	\$56,096	\$57,779	\$57,304	\$59,023	\$58,513	\$60,268	\$59,720	\$61,512
25	\$54,083	\$55,705	\$54,538	\$56,174	\$54,990	\$56,640	\$55,445	\$57,108	\$56,808	\$58,513	\$58,019	\$59,760	\$59,231	\$61,008	\$60,442	\$62,256
26	\$54,807	\$56,451	\$55,253	\$56,910	\$55,706	\$57,377	\$56,162	\$57,847	\$57,529	\$59,255	\$58,744	\$60,506	\$59,959	\$61,758	\$61,174	\$63,009
27	\$55,541	\$57,208	\$55,977	\$57,656	\$56,432	\$58,125	\$56,889	\$58,596	\$58,259	\$60,007	\$59,477	\$61,261	\$60,696	\$62,517	\$61,914	\$63,771
28	\$56,285	\$57,974	\$56,711	\$58,412	\$57,167	\$58,882	\$57,625	\$59,354	\$58,999	\$60,769	\$60,219	\$62,026	\$61,442	\$63,285	\$62,663	\$64,543
29	\$57,039	\$58,750	\$57,454	\$59,178	\$57,911	\$59,648	\$58,370	\$60,122	\$59,748	\$61,540	\$60,971	\$62,800	\$62,197	\$64,063	\$63,421	\$65,323
30	\$57,803	\$59,537	\$58,208	\$59,954	\$58,665	\$60,425	\$59,126	\$60,899	\$60,506	\$62,321	\$61,732	\$63,584	\$62,961	\$64,850	\$64,188	\$66,114

Salary Schedule																
BA/O Increase																
2023-2024 1.20%																
Step	BA	BA w/TRS	BA+8	BA+8 w/TRS	BA+16	BA+16 w/TRS	BA+24	BA+24 w/TRS	MA	MA w/TRS	MA+8	MA+8 w/TRS	MA+16	MA+16 w/TRS	MA+32	MA+32 w/TRS
0	\$39,244	\$41,999	\$39,852	\$42,243	\$40,271	\$42,887	\$40,689	\$43,130	\$41,944	\$44,460	\$43,058	\$45,642	\$44,172	\$46,822	\$45,286	\$48,003
1	\$39,770	\$42,156	\$40,375	\$42,797	\$40,796	\$43,243	\$41,215	\$43,688	\$42,476	\$45,024	\$43,596	\$46,211	\$44,714	\$47,397	\$45,834	\$48,584
2	\$40,302	\$42,721	\$40,904	\$43,358	\$41,327	\$43,806	\$41,749	\$44,254	\$43,015	\$45,596	\$44,140	\$46,788	\$45,264	\$47,980	\$46,389	\$49,172
3	\$40,842	\$43,293	\$41,440	\$43,927	\$41,865	\$44,377	\$42,289	\$44,826	\$43,561	\$46,175	\$44,691	\$47,372	\$45,820	\$48,569	\$46,950	\$49,767
4	\$41,389	\$43,873	\$41,984	\$44,503	\$42,410	\$44,955	\$42,836	\$45,406	\$44,114	\$46,761	\$45,249	\$47,964	\$46,383	\$49,166	\$47,518	\$50,369
5	\$41,944	\$44,460	\$42,534	\$45,086	\$42,962	\$45,540	\$43,390	\$45,993	\$44,674	\$47,354	\$45,814	\$48,563	\$46,953	\$49,770	\$48,092	\$50,978
6	\$42,506	\$45,056	\$43,092	\$45,677	\$43,522	\$46,133	\$43,951	\$46,589	\$45,241	\$47,955	\$46,386	\$49,169	\$47,530	\$50,381	\$48,674	\$51,595
7	\$43,075	\$45,659	\$43,657	\$46,276	\$44,089	\$46,734	\$44,520	\$47,191	\$45,815	\$48,564	\$46,965	\$49,783	\$48,114	\$51,000	\$49,263	\$52,219
8	\$43,652	\$46,271	\$44,229	\$46,883	\$44,663	\$47,342	\$45,096	\$47,802	\$46,396	\$49,180	\$47,551	\$50,404	\$48,705	\$51,627	\$49,859	\$52,851
9	\$44,237	\$46,891	\$44,809	\$47,498	\$45,244	\$47,959	\$45,679	\$48,420	\$46,985	\$49,804	\$48,145	\$51,033	\$49,303	\$52,261	\$50,462	\$53,490
10	\$44,829	\$47,519	\$45,397	\$48,120	\$45,833	\$48,584	\$46,270	\$49,047	\$47,581	\$50,436	\$48,746	\$51,670	\$49,909	\$52,904	\$51,073	\$54,137
11	\$45,430	\$48,155	\$45,992	\$48,751	\$46,430	\$49,216	\$46,869	\$49,681	\$48,185	\$51,076	\$49,354	\$52,315	\$50,522	\$53,554	\$51,691	\$54,792
12	\$46,038	\$48,800	\$46,595	\$49,390	\$47,035	\$49,857	\$47,475	\$50,324	\$48,797	\$51,725	\$49,970	\$52,968	\$51,143	\$54,212	\$52,316	\$55,455
13	\$46,655	\$49,454	\$47,206	\$50,038	\$47,647	\$50,506	\$48,090	\$50,975	\$49,416	\$52,381	\$50,594	\$53,630	\$51,771	\$54,878	\$52,949	\$56,126
14	\$47,280	\$50,116	\$47,824	\$50,694	\$48,268	\$51,164	\$48,712	\$51,634	\$50,043	\$53,046	\$51,226	\$54,299	\$52,408	\$55,552	\$53,589	\$56,805
15	\$47,913	\$50,788	\$48,451	\$51,359	\$48,896	\$51,830	\$49,342	\$52,303	\$50,678	\$53,719	\$51,865	\$54,977	\$53,051	\$56,235	\$54,238	\$57,492
16	\$48,555	\$51,468	\$49,087	\$52,032	\$49,533	\$52,505	\$49,980	\$52,979	\$51,321	\$54,401	\$52,512	\$55,663	\$53,703	\$56,925	\$54,894	\$58,187
17	\$49,205	\$52,157	\$49,730	\$52,714	\$50,178	\$53,189	\$50,627	\$53,665	\$51,973	\$55,091	\$53,168	\$56,358	\$54,363	\$57,625	\$55,558	\$58,891
18	\$49,864	\$52,856	\$50,382	\$53,405	\$50,832	\$53,881	\$51,282	\$54,359	\$52,632	\$55,790	\$53,832	\$57,062	\$55,031	\$58,333	\$56,230	\$59,604
19	\$50,532	\$53,564	\$51,043	\$54,105	\$51,494	\$54,583	\$51,945	\$55,062	\$53,300	\$56,498	\$54,504	\$57,774	\$55,707	\$59,050	\$56,910	\$60,325
20	\$51,209	\$54,282	\$51,712	\$54,815	\$52,164	\$55,294	\$52,617	\$55,774	\$53,977	\$57,215	\$55,184	\$58,495	\$56,392	\$59,775	\$57,599	\$61,054
21	\$51,895	\$55,009	\$52,390	\$55,533	\$52,843	\$56,014	\$53,298	\$56,496	\$54,662	\$57,942	\$55,873	\$59,225	\$57,085	\$60,510	\$58,295	\$61,793
22	\$52,590	\$55,745	\$53,077	\$56,262	\$53,531	\$56,743	\$53,988	\$57,227	\$55,356	\$58,677	\$56,570	\$59,965	\$57,786	\$61,253	\$59,001	\$62,541
23	\$53,294	\$56,492	\$53,773	\$56,999	\$54,229	\$57,482	\$54,686	\$57,967	\$56,058	\$59,422	\$57,277	\$60,713	\$58,496	\$62,006	\$59,714	\$63,297
24	\$54,008	\$57,249	\$54,478	\$57,746	\$54,935	\$58,231	\$55,394	\$58,717	\$56,770	\$60,176	\$57,992	\$61,471	\$59,215	\$62,768	\$60,437	\$64,063
25	\$54,732	\$58,016	\$55,192	\$58,504	\$55,650	\$58,989	\$56,110	\$59,477	\$57,490	\$60,939	\$58,716	\$62,239	\$59,942	\$63,539	\$61,168	\$64,838
26	\$55,465	\$58,793	\$55,916	\$59,271	\$56,375	\$59,757	\$56,836	\$60,246	\$58,220	\$61,713	\$59,449	\$63,015	\$60,679	\$64,319	\$61,908	\$65,622
27	\$56,208	\$59,580	\$56,649	\$60,048	\$57,109	\$60,535	\$57,572	\$61,026	\$58,959	\$62,496	\$60,191	\$63,802	\$61,424	\$65,110	\$62,657	\$66,416
28	\$56,961	\$60,378	\$57,391	\$60,835	\$57,853	\$61,324	\$58,316	\$61,815	\$59,707	\$63,289	\$60,942	\$64,599	\$62,179	\$65,910	\$63,415	\$67,220
29	\$57,724	\$61,187	\$58,144	\$61,633	\$58,606	\$62,122	\$59,071	\$62,615	\$60,465	\$64,092	\$61,703	\$65,405	\$62,943	\$66,720	\$64,182	\$68,033
30	\$58,497	\$62,007	\$58,906	\$62,441	\$59,369	\$62,931	\$59,835	\$63,425	\$61,332	\$64,906	\$62,473	\$66,221	\$63,716	\$67,539	\$64,958	\$68,856

Salary Schedule																
BA0 Increase																
2024-2025																
Step	BA	BA w/TRS	BA+8	BA+8 w/TRS	BA+16	BA+16 w/TRS	BA+24	BA+24 w/TRS	MA	MA w/TRS	MA+8	MA+8 w/TRS	MA+16	MA+16 w/TRS	MA+32	MA+32 w/TRS
0	\$39,715	\$43,289	\$40,330	\$43,960	\$40,754	\$44,422	\$41,177	\$44,883	\$42,447	\$46,267	\$43,575	\$47,997	\$44,702	\$48,725	\$45,830	\$49,954
1	\$40,247	\$43,869	\$40,859	\$44,537	\$41,285	\$45,001	\$41,710	\$45,464	\$43,986	\$46,854	\$44,119	\$48,090	\$45,251	\$49,324	\$46,384	\$50,559
2	\$40,786	\$44,457	\$41,395	\$45,120	\$41,823	\$45,587	\$42,250	\$46,052	\$43,531	\$47,449	\$44,670	\$48,690	\$45,807	\$49,930	\$46,945	\$51,170
3	\$41,332	\$45,052	\$41,938	\$45,712	\$42,367	\$46,180	\$42,796	\$46,648	\$44,084	\$48,051	\$45,227	\$49,298	\$46,370	\$50,543	\$47,513	\$51,789
4	\$41,886	\$45,656	\$42,488	\$46,311	\$42,919	\$46,782	\$43,350	\$47,251	\$44,643	\$48,561	\$45,792	\$49,913	\$46,939	\$51,164	\$48,088	\$52,416
5	\$42,447	\$46,267	\$43,045	\$46,919	\$43,478	\$47,391	\$43,911	\$47,863	\$45,210	\$49,279	\$46,363	\$50,536	\$47,516	\$51,793	\$48,670	\$53,050
6	\$43,016	\$46,887	\$43,609	\$47,534	\$44,044	\$48,008	\$44,479	\$48,482	\$45,783	\$49,904	\$46,942	\$51,167	\$48,100	\$52,429	\$49,258	\$53,692
7	\$43,592	\$47,515	\$44,181	\$48,157	\$44,618	\$48,633	\$45,054	\$49,109	\$46,365	\$50,537	\$47,528	\$51,806	\$48,691	\$53,073	\$49,854	\$54,341
8	\$44,176	\$48,151	\$44,760	\$48,788	\$45,199	\$49,267	\$45,637	\$49,745	\$46,953	\$51,179	\$48,122	\$52,452	\$49,289	\$53,725	\$50,457	\$54,999
9	\$44,767	\$48,796	\$45,347	\$49,428	\$45,787	\$49,908	\$46,228	\$50,388	\$47,549	\$51,828	\$48,722	\$53,107	\$49,895	\$54,385	\$51,068	\$55,664
10	\$45,367	\$49,450	\$45,941	\$50,076	\$46,383	\$50,558	\$46,826	\$51,040	\$48,152	\$52,486	\$49,330	\$53,770	\$50,508	\$55,054	\$51,686	\$56,337
11	\$45,975	\$50,112	\$46,544	\$50,733	\$46,988	\$51,216	\$47,431	\$51,700	\$48,763	\$53,152	\$49,946	\$54,441	\$51,129	\$55,730	\$52,311	\$57,019
12	\$46,591	\$50,784	\$47,154	\$51,398	\$47,599	\$51,883	\$48,045	\$52,369	\$49,382	\$53,827	\$50,570	\$55,121	\$51,757	\$56,415	\$52,944	\$57,709
13	\$47,215	\$51,464	\$47,772	\$52,072	\$48,219	\$52,559	\$48,567	\$53,047	\$50,009	\$54,510	\$51,201	\$55,809	\$52,393	\$57,108	\$53,584	\$58,407
14	\$47,847	\$52,153	\$48,398	\$52,754	\$48,847	\$53,243	\$49,296	\$53,733	\$50,644	\$55,202	\$51,840	\$56,506	\$53,036	\$57,810	\$54,232	\$59,113
15	\$48,488	\$52,852	\$49,033	\$53,446	\$49,483	\$53,937	\$49,934	\$54,428	\$51,286	\$55,902	\$53,487	\$57,211	\$53,688	\$58,520	\$54,888	\$59,828
16	\$49,137	\$53,560	\$49,676	\$54,147	\$50,128	\$54,639	\$50,580	\$55,132	\$51,937	\$56,612	\$53,143	\$57,925	\$54,348	\$59,239	\$55,552	\$60,552
17	\$49,796	\$54,277	\$50,327	\$54,856	\$50,780	\$55,351	\$51,234	\$55,846	\$52,596	\$57,330	\$53,806	\$58,649	\$55,015	\$59,967	\$56,224	\$61,285
18	\$50,463	\$55,004	\$50,987	\$55,576	\$51,442	\$56,071	\$51,897	\$56,588	\$53,264	\$58,058	\$54,478	\$59,381	\$55,691	\$60,704	\$56,905	\$62,026
19	\$51,139	\$55,741	\$51,655	\$56,304	\$52,111	\$56,801	\$52,569	\$57,300	\$53,940	\$58,795	\$55,158	\$60,122	\$56,376	\$61,450	\$57,593	\$62,776
20	\$51,824	\$56,488	\$52,333	\$57,043	\$52,790	\$57,541	\$53,249	\$58,041	\$54,625	\$59,541	\$55,846	\$60,972	\$57,068	\$62,205	\$58,290	\$63,536
21	\$52,518	\$57,244	\$53,019	\$57,790	\$53,477	\$58,290	\$53,938	\$58,792	\$55,318	\$60,296	\$56,543	\$61,632	\$57,770	\$62,969	\$58,995	\$64,304
22	\$53,221	\$58,011	\$53,714	\$58,548	\$54,174	\$59,049	\$54,636	\$59,553	\$56,020	\$61,062	\$57,249	\$62,402	\$58,479	\$63,743	\$59,709	\$65,082
23	\$53,934	\$58,788	\$54,418	\$59,316	\$54,879	\$59,818	\$55,342	\$60,323	\$56,731	\$61,837	\$57,964	\$63,181	\$59,198	\$64,526	\$60,431	\$65,870
24	\$54,656	\$59,576	\$55,132	\$60,093	\$55,594	\$60,597	\$56,058	\$61,104	\$57,451	\$62,621	\$58,688	\$63,969	\$59,925	\$65,319	\$61,162	\$66,666
25	\$55,389	\$60,374	\$55,854	\$60,881	\$56,318	\$61,386	\$56,784	\$61,894	\$58,180	\$63,416	\$59,420	\$64,768	\$60,662	\$66,121	\$61,902	\$67,473
26	\$56,130	\$61,182	\$56,587	\$61,679	\$57,051	\$62,186	\$57,518	\$62,695	\$58,918	\$64,221	\$60,162	\$65,577	\$61,407	\$66,934	\$62,651	\$68,289
27	\$56,882	\$62,002	\$57,329	\$62,488	\$57,794	\$62,996	\$58,262	\$63,506	\$59,666	\$65,036	\$60,913	\$66,395	\$62,161	\$67,756	\$63,409	\$69,115
28	\$57,644	\$62,832	\$58,080	\$63,307	\$58,547	\$63,816	\$59,016	\$64,328	\$60,423	\$65,861	\$61,673	\$67,224	\$62,925	\$68,588	\$64,176	\$69,951
29	\$58,416	\$63,674	\$58,842	\$64,137	\$59,309	\$64,647	\$59,780	\$65,160	\$61,190	\$66,697	\$62,443	\$68,063	\$63,698	\$69,431	\$64,952	\$70,798
30	\$59,199	\$64,527	\$59,613	\$64,978	\$60,081	\$65,489	\$60,553	\$66,003	\$61,967	\$67,544	\$63,223	\$68,913	\$64,481	\$70,284	\$65,738	\$71,654

Schedule B	% of the BA 0	2022-2023	2023-2024	2024-2025	
		BA/0 =	\$38,779	\$39,244	\$39,715
Athletic Director	11%		\$4,266	\$4,317	\$4,369
HS Boys Basketball	12.60%		\$4,886	\$4,945	\$5,004
Asst HS Boys Basketball	6.30%		\$2,443	\$2,472	\$2,502
HS Girls Volleyball	12.60%		\$4,886	\$4,945	\$5,004
Asst HS Volleball	6.30%		\$2,443	\$2,472	\$2,502
F/S HS Volleyball	4.34%		\$1,683	\$1,703	\$1,724
Head HS Track	6.30%		\$2,443	\$2,472	\$2,502
Asst HS Track	3.15%		\$1,222	\$1,236	\$1,251
HS Fall Baseball	6.30%		\$2,443	\$2,472	\$2,502
Asst HS Fall Baseball	3.15%		\$1,222	\$1,236	\$1,251
HS Spring Baseball	6.30%		\$2,443	\$2,472	\$2,502
Asst HS Spring Baseball	3.15%		\$1,222	\$1,236	\$1,251
HS Girls Softball	6.30%		\$2,443	\$2,472	\$2,502
Asst. HS Girls Softball	3.15%		\$1,222	\$1,236	\$1,251
HS Golf	6.30%		\$2,443	\$2,472	\$2,502
HS Cheerleading	6.30%		\$2,443	\$2,472	\$2,502
HS Dance	6.30%		\$2,443	\$2,472	\$2,502
HS Scholastic Bowl	3.60%		\$1,396	\$1,413	\$1,430
Asst HS Scholastic Bowl	1.80%		\$698	\$706	\$715
Bass Fishing	6.30%		\$2,443	\$2,472	\$2,502
7th Grade Sponsor	1.50%		\$582	\$589	\$596
8th Grade Sponsor	1.50%		\$582	\$589	\$596
9th Grade Sponsor	1.50%		\$582	\$589	\$596
10th Grade Sponsor	1.50%		\$582	\$589	\$596
11th Grade Sponsor	1.50%		\$582	\$589	\$596
12th Grade Sponsor	1.50%		\$582	\$589	\$596
JH Boys Basketball	7.00%		\$2,715	\$2,747	\$2,780

Asst JH Boys Basketball	3.00%		\$1,163	\$1,177	\$1,191
JH Girls Volleyball	7.00%		\$2,715	\$2,747	\$2,780
Asst JH Girls Volleyball	7.00%		\$2,715	\$2,747	\$2,780
JH Head Track	5.00%		\$1,939	\$1,962	\$1,986
Asst JH Track	2.00%		\$776	\$785	\$794
JH Boys Baseball	3.60%		\$1,396	\$1,413	\$1,430
Asst JH Boys Baseball	1.80%		\$698	\$706	\$715
JH Girls Softball	3.60%		\$1,396	\$1,413	\$1,430
Asst JH Girls Softball	1.80%		\$698	\$706	\$715
JH Cheerleading	2.90%		\$1,125	\$1,138	\$1,152
JH Scholastic Bowl	2.90%		\$1,125	\$1,138	\$1,152
5th Grade Basketball	2.90%		\$1,125	\$1,138	\$1,152
6th Grade Basketball	2.90%		\$1,125	\$1,138	\$1,152
5th/6th Cheerleading	1.80%		\$698	\$706	\$715
National Honor Society	1.50%		\$582	\$589	\$596
Yearbook Advisor	5.00%		\$1,939	\$1,962	\$1,986
School Play Director	2.70%		\$1,047	\$1,060	\$1,072
HS Student Council Advisor	5.00%		\$1,939	\$1,962	\$1,986
Foreign Language Advisor	1.50%		\$582	\$589	\$596
Art Club	1.50%		\$582	\$589	\$596
Band Director	2.70%		\$1,047	\$1,060	\$1,072
JH Eco Meet	1.20%		\$465	\$471	\$477
HS Eco Meet	1.20%		\$465	\$471	\$477
5th/6th Eco Meet	1.20%		\$465	\$471	\$477
FFA Advisor	5.00%		\$1,939	\$1,962	\$1,986
RTI Coordinator	4.60%		\$1,784	\$1,805	\$1,827
GS Yearbook	2.70%		\$1,047	\$1,060	\$1,072
GS Student Council	1.85%		\$717	\$726	\$735
GS Breakfast Supervisor	2.30%		\$892	\$903	\$913

GS Breakfast Supervisor	2.30%		\$892	\$903	\$913
HS Breakfast Supervisor	2.30%		\$892	\$903	\$913
GS Gym Monitor	2.30%		\$892	\$903	\$913
GS Gym Monitor	2.30%		\$892	\$903	\$913
HS Gym Monitor	2.30%		\$892	\$903	\$913