

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
GRIGGSVILLE-PERRY C.U.S.D. #4
AND
GRIGGSVILLE-PERRY FEDERATION
OF TEACHERS AND SUPPORT PERSONNEL
IFT-AFT LOCAL #4141

2018-2021

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ARTICLE I
RECOGNITION, JURISDICTION AND SCOPE

1. The Board of Education of Griggsville-Perry, District #4, will hereinafter be referred to as the "Board" and the Griggsville-Perry Federation of Teachers, Local #4141 Illinois Federation of Teachers, American Federation of Teachers, AFL-CIO, will hereinafter be referred to as the "Union" or "Federation".
2. For the purpose of collective bargaining with respect to wages, hours and working conditions, the Board recognizes the Union as the sole and exclusive representative for all full-time certified teaching personnel of the Board, the School Nurse, and all full and part-time secretaries/clerical, aides, cooks and custodians, (hereinafter referred to as Para Staff Members), during the term of this agreement, excepting only supervisors and administrators, managerial and confidential employees, including the Superintendent, Principals, Superintendent's secretary, Head Custodian and Special Project Life Health Safety Maintenance employees.
3. Within this Agreement, any reference to a "certified" or "certificated" employee, it shall mean an employee with a Professional Educator License (PEL).

ARTICLE II
WORKING
CONDITIONS

- 2.1 Personnel File
 - .1 Every employee shall have the right to add material to his/her Personnel File and attach dissenting or explanatory material to any document or other piece of material on file.
 - .2 The files are the property of the Griggsville-Perry Unit #4 Board of Education and are under the jurisdiction and custody of the Principal and Superintendent.
- 2.2 Early Dismissal (TA)
 - .1 Schools shall be dismissed after the 300-minute rule for each building on the day of Open House. On the day of Parent-Teacher Conference school will be dismissed at the end of the regular school day as defined by the Illinois State Board of Education.

- .2 At the beginning of each school year the Superintendent will provide the Para Staff Members with each member's expected work schedule for the remainder of the year, including days of required early school dismissals. On days of inclement weather or in case of an emergency, the Superintendent may dismiss school early and dismiss Para Staff Members from their work schedules that day based on the needs of the District.

2.3 Consultation Committee

A committee shall be formed for the purpose of establishing goals to guide the staff, administration and Board in a direction for the students, personnel, school and the community. The committee shall consist of no more than two Board members, three staff members and one administrator. The committee shall not negotiate items included in the collective bargaining agreement. An agenda of issues shall be submitted prior to each meeting. The committee shall meet quarterly at times that are mutually agreeable to both parties.

2.4 Pay Periods

Employees in the bargaining unit shall have the option of receiving their pay on a nine (9) or twelve (12) month basis. Employees shall be required to inform the District, in writing, by the second work day of the new school year, as to their preference.

2.5 Assignments

- .1 Teachers shall be notified in writing no later than May 1 of tentative teaching assignments for the following school term, as to grade level, school and/or subject area. All other staff shall be notified no later than July 1 of their tentative assignments for the following school term .
- .2 Teachers shall be at school and ready to commence their teaching assignment by 8 a.m. and remain until 3:30 p.m.

2.6 Lunch

- .1 Teachers shall have a duty-free lunch period equal to the regular school lunch period but not less than thirty (30) minutes during each school day.

.2 Para Staff employees who are employed at least five consecutive hours during the normal school day and who are employed principally at a school building where lunch is served by cafeteria employees, may elect to receive without charge the basic student lunch that is served on student attendance days. Teachers may elect to receive at no charge the basic student lunch on days that they have lunch duty. Any food items, in addition to the basic student lunch, purchased by Para Staff employees or teachers shall be at the same cost as charged to the students.

2.7 Transfers

A. Involuntary Transfers

If the Administration decides that a teacher needs to be transferred involuntarily from one teaching assignment to another for a full school year or semester, then the Administration shall afford the teacher prior notice of such a transfer. The teacher will be given an opportunity to respond regarding the transfer. Nothing shall restrict the Administration and the Board in its decisions regarding the transfer of an employee.

2.8 Posting of Vacancies/New Positions

Vacancy notices shall be posted the same day at each attendance center within ten (10) calendar days prior to the position being filled. Employees within the bargaining unit will have the first opportunity to apply and be considered for said vacancies.

2.9 Reduction in Force- Certified

Reductions in force for certified employees shall be conducted as provided in the Illinois School Code §24-11 and §24-12, as amended.

2.10 Reduction in Force-Para Staff Members

A. Reduction in Force. If an employee is removed or dismissed as a result of a decision of the Board to decrease the number of employees or to discontinue some particular type of service, written notification shall be given the employee as required by Section 10-23.5 of the Illinois School Code (105 ILCS 5/10-23.5). The employee with the shorter length of continuing service within the job category with the district shall be dismissed first.

- B. Elimination of Position. If an assignment is eliminated, the employee whose position is eliminated shall retain their seniority according to the ~~Union's~~ Seniority List and shall have the right to the comparable assignment held by the person with less seniority. A comparable assignment is defined as a job assignment in the same category equal to the same number of hours as the assignment that was eliminated.
- C. An employee who is honorably dismissed and participating in the school district's ~~then~~ current health insurance program shall be eligible to continue in the program according to the terms of the health insurance program through the last day of August of the current year.
- D. Recall. If the Board has any vacancies for the following school term or within one (1) calendar year from the beginning of the following school term, the positions thereby becoming available within a specific category of position shall be tendered to the employees honorably dismissed from that category of position, so far as they are qualified to hold such positions.
- E. Waiver of Recall Rights. Failure of the employee to respond within five (5) calendar days after the receipt of the Board's letter of recall sent by certified mail to the employee's address on file with the Board recalling such employee will result in the termination of the employee's right of recall to any subsequent vacant position. It shall be the responsibility of the employee to inform the Superintendent of any change in home address.

2.11 Para Staff Member working conditions

- .1 Para Staff Members will be given job descriptions that delineate the duties and responsibilities of the position.
- .2 Para Staff Members will be given advance notification of required meetings and institute dates which they are expected to attend.
- .3 Lunch Provided as per No. 2.6 in contract.
- .4 When a Para Staff Member has not been informed of a school cancellation due to snow, said bargaining unit members shall receive one and one-half his/her hourly rate of pay as show up time. Show up/cancellation time shall be limited to a maximum of two (2) hours.
- .5 If a Para Staff Member substitutes in a position that is paid at a higher rate of pay, the bargaining unit member shall receive the higher rate of pay while fulfilling that position.

2.12 Medical Requirements for All Employees

- .1 The Board may require an employee to provide a statement from the employee's personal physician stating that an employee is physically fit to return to work after an absence from work due to injury or illness of five (5) continuous work days or may require an employee to submit to a medical examination by a physician of the Board's choice and at the Board's expense for a second opinion or to determine the fitness of an employee to perform work.

2.13 Health and Safety

The Board and the Union agree that safeguarding the health, safety, or wellbeing of students, employees and general public, along with the protection of District property is both in their common and best interest and is a priority of the parties. The Board and the Union agree that they will work cooperatively to provide an environment that does not endanger the health, safety or wellbeing of the students, staff members and general public.

2.14 Safety Committee.

A Safety Committee will be established and include the Superintendent, or designee, two (2) other members chosen by the Superintendent, and three (3) members of the Union, chosen by Union Leadership. The Safety Committee will meet in August and January of each year, or more times if needed to review safety practices, making recommendations for safety policy and/or procedural changes.

ARTICLE III **EVALUATION**

3.1 Teachers

- A. All tenured teachers shall be evaluated at least once in the course of two (2) consecutive school years. Non-tenured teachers shall be evaluated at least once each school year. Evaluations for tenured teachers and non-tenured teachers shall be conducted pursuant to the Teacher Evaluation Plan and Instrument attached to this Agreement as Appendix A

- B. An evaluation committee consisting of not more than three (3) Union members and not more than three (3) Administrators shall convene as soon as practicable to develop a Teacher Evaluation Plan and Instrument in compliance with the Illinois School Code. The evaluation committee shall consist of at least one Union member from elementary, junior high school and high school. The Teacher Evaluation Plan and Instrument shall address, but not be limited to, a teacher's attendance, planning, instructional methods, classroom management and competency in the subject matter taught. The evaluation committee shall discuss and consider how best to address ideas and matters of concern in the Plan and Instrument. The Plan shall provide a teacher be rated only as "excellent", "proficient", "needs improvement" or "unsatisfactory". Each subsequent year, the evaluation committee shall convene May 15th to review, discuss or recommend any changes to the evaluation procedures, plan and instrument for teachers.
- C. Nothing contained herein shall limit an Administrator's right to discuss with a teacher performance of assigned duties or responsibilities during the school day.

3.1.1 RIF Joint Committee –The RIF Joint Committee, as established pursuant to Public Act 97-008 (SB 7) shall continue to meet as necessary and as required by law.

3.1.2 PERA Joint committee, - The PERA Joint Committee, as established pursuant to Public Act 96-0861 (Performance Evaluation Reform Act) shall meet as required by law and Part 50 ISBE Regulations.

3.1.3 The Superintendent or his/her designee shall formally evaluate Para Staff Members in writing at least every other year. Para Staff Members may be evaluated more frequently if deemed necessary by the Administration or as requested by the Para Staff Member. The Administration shall seek the input and cooperation of the Para Staff Members in the design of the evaluation tool.

ARTICLE IV
LEAVES OF ABSENCE

4.1 Sick Leave

.1 Certified Employees

Teachers shall be entitled to sick leave as follows:

0- 19 years of teaching in Griggsville-Perry School District	12 sick leave days per year
20 - 25 years of teaching in Griggsville-Perry School District	18 sick leave days per year
26 - 29 years of teaching in Griggsville-Perry School District	24 sick leave days per year
30 or more years of teaching in Griggsville-Perry School District	30 sick leave days per year

However, no teacher shall accrue sick leave days above a limit of 360 days of accumulated sick leave. In the six (6) years of a teacher first becoming eligible to receive a retirement annuity under TRS rules and regulations, the number of sick leave days a teacher may receive in any such year shall not be greater than the sick leave days the teacher can use in that given year according to TRS rules and regulations.

.2 Para Staff Members

Full-time nine-month and twelve-month employees shall be entitled to thirteen (13) of sick leave each year without loss of pay. Regular part-time employees shall be entitled to six (6) sick days per year without loss of pay

4.2 Personal Leave

.1 Certified Employees

Each teacher shall be entitled to three (3) days per year for personal business or emergency without loss of pay or reduction of sick leave. Teachers shall notify the Superintendent at least twenty-four (24) hours in advance. The Superintendent may waive the twenty-four (24) hour advance notice at his/her discretion. It shall not be necessary for the employee to include the reason for taking such leave when making this request. Not more than three (3) teachers may be absent for personal reasons on the same day without approval of the Superintendent. Personal days shall not be granted the day before or after a holiday, first or last day of school, day before or after institutes or vacations unless special permission is granted by the Superintendent. Each teacher's unused personal leave days at the end of the school year will be converted to sick leave days, unless the teacher requests in writing by the last required teacher attendance day that the Board reimburse the teacher for unused personal days at the rate of \$65.00 per day.

.2 Para Staff Members

Except for non-regular, short-term or summer employees, each employee shall be entitled to three (3) personal days per year. Employees shall notify the Superintendent at least twenty-four (24) hours in advance. The Superintendent may waive the advance notice at his/her discretion. It shall not be necessary for the employee to include the reason for taking such leave when making this request. Not more than two (2) employees may be absent for personal reasons on the same day without approval of the Superintendent. Personal days shall not be granted the day before or after a holiday, first required work day or last required work day of school, day before or after institutes, or vacations unless special permission is granted by the Superintendent. Each employee's unused personal leave day at the end of the school year will be converted to sick leave days, unless employee requests in writing by the last required teacher attendance day that the Board reimburse the employee for unused personal days at the rate of \$45.00 per day.

4.3 Minimum Half-day Increments.

All leave less than one-half (1/2) day shall be entered on the employee's record as one-half (1/2), all leave for more than one-half (1/2) day shall be entered on the employee's record as a full day.

4.4 Courtesy Leave

Each teacher shall be granted a courtesy leave of up to three (3) times per year. This leave shall be for periods of less than one quarter (1/4) day increment, or less than ninety (90) minutes, in which the teacher needs to leave the school premises. The teacher will be responsible for finding another certified teacher to cover the teacher's class activity at no additional cost to the district. If another certified teacher is not available for that time, no courtesy leave will be granted. All courtesy leave must be approved by the Superintendent. This leave will not be deducted from Personal Leave. Any leave under this provision that exceeds three (3) times per year shall comply with Article IV, section 4.3.

Staff members may choose to exchange one-half (1/2) of, or all of, a personal leave day in exchange for two (2) or four (4) courtesy leaves. One-half (1/2) personal leave day equals two (2) courtesy leave.

4.5 Bereavement Leave

In the event of the death of a member of an employee's family, (parent, spouse, children), such employee shall be entitled up to five (5) days of leave per occurrence without loss of pay and without loss of personal or sick leave. In the event of the death of a member of an employee's family (brothers, sisters, grandparents, grandchildren, parent-in-law, brother-in-law, sister-in-law, and legal guardians) such employee shall be entitled up to three (3) days of leave per occurrence without loss of pay and without loss of personal or sick leave.

4.6 Professional Leave

Employees, who have received prior approval from the Superintendent to attend workshops, seminars, conventions or other educational forums, shall not suffer loss of pay. In deciding whether to approve professional leave for an employee, the Superintendent shall consider the needs of the District and the relevancy of the professional program to the employee's teaching or job assignment. The Superintendent may require an employee to attend a professional program if the needs of the District require.

4.7 Court Appearances

An employee called for jury duty when school is in session shall receive full salary during the time the employee is on jury duty. Jury duty remuneration received by the employee shall be forfeited by the employee to the District.

4.8 Extended Leave of Absence

- a. Full-time employees who have been continually employed by the school district for at least five (5) years shall be granted an unpaid leave of absence for reason that is deemed to benefit the school district or is for a personal family situation not covered by the FMLA, provided that not more than two (2) employees are on unpaid leave under this Article for any one semester at any one time and the Board is able to secure a replacement for the employee's absence who the Board deems suitable and legally qualified. Any subsequent request by an employee for a leave under this Article may be granted by the Board. Request for this leave should be submitted on or before March 1 or November 1 preceding the school semester.
- b. Unpaid leave shall not extend beyond one (1) calendar year from the effective date of the leave unless the Board of Education extends the leave to coincide with the start of the next semester or academic year to best meet the needs of the district.
- c. Unpaid leave will be without pay and the employee shall not accrue seniority during the leave or advance on the salary schedule. Accrued benefits earned up to the time leave begins shall be retained but no such benefits shall accrue during the period of leave. Accrued benefits shall include, but not be limited to, tenure status, accumulated sick leave, placement on salary schedule, other accumulated leave, salary or board paid insurance.

4.9 Sick Leave Bank

A Sick Leave Bank is established for all employees of the Griggsville-Perry School District.

- .1 All employees are eligible to join.
- .2 Initially, in order to participate, all employees may voluntarily contribute personal or sick days to the bank by September 1st.
- .3 Each year following, all employees will be required to donate at least one day in order to be eligible to withdraw from the bank.
- .4 Any days not needed by an employee at the end of the year shall carry over to successive years.
- .5 Donated days will not be reimbursed by the district.
- .6 Once the bank has 100 days in it only newly hired employees or current employees who have not previously joined will be required to donate days to the bank.

4.9A The purpose of the Sick Leave Bank shall be to provide extended sick leave for employees who have exhausted their personally accumulated sick leave due to prolonged illness or injury to the employee or a member of his/her immediate family (spouse, children, parents, parents-in-law, legal guardian).

- .1 Examples would include, but not be limited to, heart attack, cancer, car accident, major surgery, etc.
- .2 This program would not be used for short-term illness or normal pregnancies.
- .3 The bank shall not provide more than twenty days for the benefit of one person.
- .4 If there are not enough days in the bank to accommodate those being requested, then the days shall be divided equitably.
- .5 Retirees who have accumulated more than 340 sick days may donate excess days to the sick bank.

4.9B A Sick Leave Committee, consisting of the Superintendent and two employees selected by the union, shall govern the Sick Leave Bank.

- .1 An employee needing to make a withdrawal from the bank will submit a request to the committee before the end of the school year.
- .2 The Committee will review request in executive session.
- .3 All requests and withdrawals will be confidential.
- .4 The Committee will make available donation and request forms.
- .5 The Committee may request verification from a doctor.

The above procedures will remain in force until any changes in the Sick Leave Bank are mutually agreed to by both parties.

ARTICLE V
GRIEVANCE PROCEDURE

5.1 Definition

A written complaint by an employee that there has been a violation of the terms of this Agreement shall be a grievance.

5.2 Time Limits

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.

5.3 Statement of Basic Principles

.1 No reprisal shall be taken by the Board or the Administration against an employee because of his/her participation in a grievance.

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

.3 Time Bar

Failure of an employee or the Union to act on any grievance within the prescribed time limits will bar any further appeal.

.4 Class Grievance

Class grievance involving one or more employees or one or more supervisors shall be initially filed by the Union at Step .2. The Principal or Superintendent may, in their discretion, combine grievances of a similar nature involving one or more teachers to more efficiently resolve the grievance and decide those grievances as a class. The grievant may appeal.

5.4 Procedures

Informal Step: An attempt shall be made by the grievant to resolve any grievance by means of an informal, verbal discussion between the grievant and his/her immediately involved Principal. If, however, the informal process fails to satisfy the grievant, a grievance may be processed as follows:

- .1 The employee shall present the grievance in writing within ten (10) days of the alleged contract violation, or of the reasonable knowledge of the violation, specifying the article and clause alleged to have been violated and stating the remedy sought, to the Principal immediately involved, who will arrange a meeting to take place with the grievant within seven (7) days after the receipt of the grievance. The Principal shall provide a written answer to the grievant within ten (10) days of the receipt of the grievance.
- .2 If the grievant is not satisfied with the disposition of the grievance at Step.1, the grievant may refer the grievance in writing to the Superintendent within seven (7) days after the receipt of Step.1 answer. The Superintendent will arrange for a meeting to take place with the grievant within ten (10) days after his receipt of the grievance. The Superintendent shall provide a written answer to the grievance within ten (10) days after the meeting.
- .3 If the grievant is not satisfied with the disposition of the grievance at Step.2, the grievant may submit the grievance to the Board for a determination. The Board shall allow the grievant to present his/her case to the Board at the next regularly scheduled Board meeting provided the Board has at least ten (10) days' notice of the appeal before such regularly scheduled Board meeting. If an appeal to the Board is not filed within fifteen (15) days of the Step .2 answer, then the grievance shall be deemed withdrawn. If an answer is not received within ten (10) days the grievance will move to the next step.
- .4 Within twenty (20) days after receiving the decision of the Board, the Union may submit the grievance to arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association. The arbitrator shall follow the standard rules of the AAA and his/her decision shall be binding on all parties. Expenses for the arbitration services shall be borne equally by the School Board and the Union. If a demand for arbitration is not filed within twenty (20) days of the date for the Step .3 answer, then the grievance shall be deemed withdrawn.
 - (a) Neither the Board of Education nor the grievant shall be permitted to assert any grounds or evidence before the arbitrator which has not been previously disclosed to the other party.
 - (b) The arbitrator, in his opinion, shall not amend, modify, nullify, ignore or add to the provisions of the agreement. This authority shall be strictly limited to deciding only issues presented to him in the written grievance. The arbitrator's decision must be based only upon his interpretation of other meaning or application of express relevant language of the Agreement.

- (c) Each party shall bear the full costs for its representation in the grievance procedure.
- (d) If either party requests a transcript of the proceedings, that party shall bear full costs for that transcript. If both parties order a transcript, the cost of the two transcripts shall be divided equally between the Board and the grievant.
- (e) Expenses from the American Arbitration Association shall be borne equally by the Board and the Union.
- (f) By mutual agreement of both parties at Step 5.4, .1-.3, the grievance shall by-pass to the next step of the grievance process.

ARTICLE VI
SALARY & BENEFITS

6.1 Salary Schedule and Retirement Shelter

- .1 Certified: See Appendix B for 2018-2019, and B.2 for 2019-2020, B.3 2020-2021.
- .2 Para Staff Members: See Appendix B. 4 for 2018-2019, 2019-2020, 2020-2021
- .3 Extracurricular Stipend Schedule shall be set forth in the current Appendix C.

6.2 Insurance

District employees who are enrolled in the PPO plan will pay the first \$1,500.00 of their and their family members' annual deductible amount of \$3,500.00. The Board will reimburse an employee up to \$2,000.00 annual deductible for deductible expenses covered employees or their family members incur in excess of the first \$1,500.00. To receive a reimbursement for deductible expenses, the employee must provide to the Board a copy of the Explanation of Benefits (EOB) provided to the employee by the insurance provider, which states the amount of deductible paid by the employee. The Board shall pay-out reimbursements only on the 15th and 30th of each month. Neither individual with COBRA coverage or Health Savings Account (HSA) holders or current annuity recipients are eligible for the deductible reimbursements.

.1 Certified

The Board shall pay the full single Health/Dental/Life insurance premium up to \$700 per month for each teacher. The employees who elect to take the HSA Plan will receive the difference between the PPO and HSA Premiums in the HSA account. Any changes in the insurance coverage shall be made only if agreed to by the Union.

.2 Para Staff Members

The Board shall pay each bargaining unit member a sum equal to one-half of the monthly Health/Dental insurance premium cost up to \$375 for single insurance coverage. Para staff employees who elect not to participate in the health insurance plan shall be paid the same amount as a monthly stipend.

.3 An insurance committee comprised of three members of the Union, selected by the Union including the Union President or his/her designee, and three representatives of the District including the Board President or his/her designee, selected by the Board, will work cooperatively for the purpose of maintaining a quality insurance coverage program. The committee will meet at least annually to review the current insurance program, consider alternative insurance programs, and make updates/recommendations to the Union and the Board.

6.3 The Board shall offer the opportunity for staff to participate as allowed by law in a limited flexible insurance plan and will serve as the administrative body thereof.

6.4 The Board may employ persons to work during the summer months as short-term employees. No other benefits under this contract shall accrue to such summer employees or to short-term employees generally.

6.5 Mileage Allowance

Employees who are required to use their personal vehicles in the course of their employment or otherwise use their vehicles in authorized service to the School District shall be reimbursed for travel outside the boundaries of the School District at a per mile rate equal to the IRS per mile (maximum without taxation). The IRS per mile rate used for each school year shall be the rate in effect on the July 1 preceding the start of that school year.

6.6 Vacation for Para Staff Members

After a year of continuous employment 12-month Para Staff Members shall be eligible for paid vacation days according to the following schedule:

Length of Employment		Monthly Accumulation	Maximum Vacation Leave Earned Per Year
From	To		
Beginning of year 2	End of year 10	5/6 Day	10 Days
Beginning of year 11	End of year 15	1 ¼ Days	15 Days
Beginning of year 16		1-2/3 Days	20 Days

Part-time Para Staff Members who work at least half-time are entitled to vacation days on the same basis as for full-time employees, but the pay will be based on the employee's average number of part-time hours per week during the last vacation accrual year. The Superintendent will determine the procedure for requesting vacation.

Vacation days earned in one fiscal year must be used by the end of the following fiscal year; If possible. If circumstances prevent this, the employee may choose to:

1. Carry over up to five (5) unused days to the next fiscal year, or
2. Receive their daily rate of pay for up to five (5) unused days.

Para Staff Members resigning or whose employment is terminated are entitled to the monetary equivalent of all earned vacation.

6.7 Holidays for Para Staff Members

Twelve-month Para Staff Members shall be paid for the following holidays:

New Year's Day	Labor Day
Martin Luther King Jr.'s Birthday	Columbus Day
Abraham Lincoln's Birthday/ Presidents Day	Veteran's Day
Casmir Pulaski's Birthday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Friday before Easter
Friday after Thanksgiving	Christmas Eve
New Year's Eve	

If a twelve-month Para Staff Member is required to work on a holiday that the employee will be paid time and one-half of their regular hourly rate of pay. If the holiday falls on a weekend, the employee shall receive the Friday prior to the holiday as their paid holiday, unless it is a student attendance day.

Nine-month Para Staff Members shall receive pay for all holidays taken during the school year.

Employees will not be eligible for holiday pay on any holiday for which the Board has received a waiver for general student attendance on that holiday and school is in session on such holiday.

6.8 Credit Hours

The certified staff shall submit to the Superintendent for approval all graduate college hours which may apply toward the horizontal advancement on the salary schedule. The Board shall pay at the rate established by Western Illinois University as of September 1 each year. The school will pay at a rate for the entire year and this rate will not change until the following September 1. Credits for advancement on the salary schedule must be filed in the Superintendent's office by September 1. By special approval of the Board the teacher may receive credit for undergraduate courses. All college credits, CEU, workshops and other CPDU credits taken for the purpose of the teacher's five-year certification plan shall be paid for by the district. In order to qualify for horizontal movement on the salary schedule, credit hours must be from institutions of higher education accredited by the state and regional accrediting agency wherein the institution is located and approved by the U.S. Department of Education to offer courses for credit. Griggsville-Perry Unit #4 will not be obligated to pay for summer school if a teacher resigned from their position during the summer months. In any one fiscal year the total sum for all teachers seeking reimbursement for college credit the Board shall be required to pay shall not exceed \$8,000.00. If this sum does not pay the full reimbursement for the college credits approved, then the reimbursement shall be on a pro rata basis so the total payment does not exceed the per fiscal year limit.

6.9 Payroll Date

Employees will receive their salary check on the 22 of each month. When the 22nd occurs during a weekend or holiday vacation period, salary checks will be issued in the last day school is in session immediately preceding the weekend or holiday vacation.

- 6.10 Teachers will be paid at the rate of Twenty (20) dollars for each full elementary and middle school class period for which they substitute. Teachers will be paid at the rate of Thirty (30) dollars for each block class for which they substitute.

6.11A In School Suspension

An effort will be made to find a substitute to supervise in-school suspension when they are greater than one-half day. When teachers are required to supervise in-school suspension they will be paid at the rate of Twenty (20) for each full elementary and middle school class period. Teachers will be paid at the rate of Thirty (30) dollars per each block period for supervision of in school suspensions. The entire staff will be used.

6.11B After School Detention

After school detention will be paid at the rate of fifteen (15) dollars per session.

6.12 Extra Curricular-See Appendix C.

Bargaining unit members who perform the duties of a coach or activity sponsor in the same sport or activity for five (5) consecutive years in this District shall receive a 5% longevity bonus on the regular coaching or sponsorship stipend as forth in Appendix C. After a bargaining unit member completes the five (5) consecutive years of service as a coach or activity sponsor in the same sport or activity, then the member shall be eligible for a longevity bonus based on cumulative years of service in the same sport or activity of 10% after ten (10) years and 20% after twenty (20) years on the regular coaching or activity stipend.

For the purposes of calculating consecutive years of service in an activity, it is understood that service as 8th Grade, Freshmen, Sophomore, Junior and Senior Class Sponsor shall be considered the same activity even though paid at different stipends for each class. Any longevity bonus will be applied to the class sponsor at the member is serving in that year.

6.13 Mentoring Program

The Board and Union shall, following the ratification of this Agreement, develop a New Teacher Mentoring Program for non-tenured full-time classroom teachers to be mentored by full-time tenured classroom teachers who have completed required ISBE mentoring training (and any ISBE required supplemental mentoring training) and who have achieved an excellent rating on each of their two immediate past evaluations under Article III of this Agreement. Any qualifying Mentor Teacher who the Superintendent assigns to conduct mentoring of a new teacher shall be paid a stipend of \$200.00 per mentored teacher per school year. This payment shall be made to the mentoring teacher provided that the mentoring teacher has completed all documentation required by the New Teacher Mentoring Program and has completed the mentoring teacher's obligation under the Program to the new teacher. The New Teacher Mentoring Program developed by the Parties shall be reduced to writing in the form of a Memorandum of Understanding (MOU) and ratified upon a majority vote of the membership of the Union and upon a majority vote of the membership of the Board of Education. The MOU shall not become effective until ratified by both Parties as prescribed herein. Upon ratification by both Parties, the MOU shall be attached to this Agreement and shall be incorporated herein by reference.

6.14 Retirement Incentive (Certified)

This retirement incentive shall apply only to teachers, who have served their irrevocable notice of retirement required in subparagraph B below by March 1, 2011.

A. Qualifications

In order to be eligible for this incentive, teachers at the date of retirement must have served a minimum of fifteen (15) full time years of teaching in the District and have attained whatever requirements may be necessary under Illinois Pension Code to eliminate any employer paid retirement penalty on behalf of the teacher.

B. Notice

The teacher may select a five-year, four-year, three-year, two year, or a one year retirement plan. If the teacher selects a five-year plan, the bumps are 6%, 6%, 6%, 6%, and 6% respectively for the last five years. If the teacher selects a four-year, three-year, two year or one year plan, the bumps are all 6%.

Teachers must give an irrevocable notice of retirement on or before March 1 of the year preceding when their retirement plan is to begin. Example: Retirement in 2011, five-year plan on or before March 1, 2006. Retirement in 2009, three-year plan, notice must be on or before March 1, 2006. During the initial year of this provision (2005-2006), employees may start with 2005-2006 being the first 6% increase, by electing to do so on or before October 1, 2005.

The Griggsville-Perry Board of Education may limit access to this clause to no more than four (4) additional teachers in any given school year, based on seniority of total years teaching. Should the Board limit use to no more than four (4) additional teachers, any employee (over four (4)) who was not allowed this bonus may revoke his or her resignation.

In the event TRS modifies its rules and regulations in effect on July 1, 2007, regarding the obligation of the school district to pay an additional employee contribution to TRS for exceeding this 6% creditable earnings limitation during the employee's retirement eligible period, then the parties agree to promptly commence good faith collective bargaining as may be required consistent with such modification.

6.15 Retirement Incentive (non-certified)

.1 Retirement Severance

Upon retirement from the District, an employee with at least fifteen (15) years of service shall be paid at the time of retirement \$45.00 per day for each unused sick day not to exceed 20 sick days. (Example 30 sick days of accumulation employee receives $\$45.00 \times 20 = \900.00)

An employee who is less than four (4) years from retirement eligibility may not receive an increase in excess of six percent (6%) of the prior year's reported earnings.

ARTICLE VII
DURATION AND RELATED TECHNICAL CLAUSES

7.1 Duration

This agreement shall become effective August 20, 2018 and shall continue in effect through August 19, 2021. When the Union executes written notification to the other party after February 2, 2021, that it wishes to renegotiate the Agreement, the Board shall meet with the Union no later than April 30, 2021, or on a mutually agreed upon date to receive the Union's proposal and negotiations shall continue in an effort to reach an agreement.

7.2 The Board and the Union agree there shall be no reprisal for anyone participating in the strike.

7.3 All days missed during the strike shall be made up by extending the school year. If emergency and snow days are not used, those days shall be eliminated from the school year.

7.4 No Strike

Except as provided in this Agreement and during the term of this Agreement, the certificated full-time teaching employees represented by the Union agree not to strike or engage in or support or encourage any concerted refusal to render full and complete services in the school district.

7.5 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. It is understood that all rights, powers, and authority of the Board and/or its administrative staff not specifically limited by the language of this Agreement are retained by the Board. The Board, however, shall not take any action which shall violate any of the specific provisions of this Agreement.

7.6 Additional Bargaining

The parties each voluntarily and unqualifiedly waive any rights which might otherwise exist under law to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively during the term of this Agreement with respect to any matter (except as otherwise specifically provided herein) even though each subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed the Agreement.

The above zipper clause shall be applicable only during the term of this Agreement and shall not be construed to limit the subjects of negotiations between the parties after the expiration of this collective bargaining agreement. It is the understanding of the Union that this does not preclude impact bargaining during the term of this contract.

7.7 Savings Clause

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction or in the event the Congress or Legislature enacts a law in conflict with any article, section or clause, of this Agreement, said article, section or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but remaining articles, sections or clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted article, section or clause.

This Agreement was executed on the _____ day of _____, 2018.

GRIGGSVILLE-PERRY FEDERATION
OF SUPPORT PERSONNEL,
1FT/AFT LOCAL#4141

BOARD OF EDUCATION,
GRIGGSVILLE-PERRY
COMMUNITY UNIT SCHOOL
DISTRICT NO. 4

BY: _____
President

BY: _____
President

Secretary

Secretary

Memorandum of Understanding

This Memorandum of Understanding (hereinafter "MOU") is entered into by and between the Board of Education of Griggsville-Perry Community Unit School District No. 4 (hereinafter "Board") and the Griggsville-Perry Federation of Teachers Local #4141 (hereinafter "Union"), as of the date last noted below.

The parties agree that the following Retirement Incentive will be in effect for the duration of the 2018-2021 Collective Bargaining Agreement, at which time it shall sunset.

Retirement Incentive (Certified)

The Board shall pay a retirement incentive to teachers who are eligible for and elect to become annuitants under the Teachers' Retirement System (TRS) for a non-discounted annuity and without any penalty or additional TRS payment. In order to be eligible for this incentive, teachers at the date of retirement must have served a minimum of fifteen (15) full time years of teaching in the District.

The retirement incentive shall not be paid as salary and shall instead be paid as a lump sum payment to be paid only after the teacher's final regular paycheck or last day of work (whichever is later), and shall be deemed consideration not for services as a certificated employee, but consideration for the termination by the teacher of the teacher's employment, and also of termination by the teacher of any right of that teacher to employment in Griggsville-Perry Community Unit School District #4, including the right to contractual continued service (tenure).

A teacher shall give the Board notice of intent to retire no later than March 1st four (4) years prior to his/her actual retirement school year. The teacher's notice shall be delivered to the Superintendent in writing, addressed to the Board, and irrevocable, except as the Board permits rescinding thereof in writing.

The retirement incentive shall be the amount of the difference between the teacher's actual creditable earnings over the final four (4) years of employment and the sum the teacher would have received had the teacher received a three percent (3%) increase during each of the final four (4) years of employment.

Signed this _____ day of _____ 2018

GRIGGSVILLE-PERRY FEDERATION
OF SUPPORT PERSONNEL,
1FT/AFT LOCAL#4141

BOARD OF EDUCATION,
GRIGGSVILLE-PERRY
COMMUNITY UNIT SCHOOL
DISTRICT NO. 4

BY: _____
President

Secretary

BY: _____
President

Secretary

Appendix B: Certified Salary Schedule:

Griggsville-Perry Salary Schedule

2018-2019

Board contributes 8.5% TRS contributions

YEARS	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	SPCLS
0	\$33,906	\$34,325	\$34,744	\$35,161	\$35,582	\$35,999	\$36,418	\$36,836	\$37,257	\$37,675	\$38,094
1	\$34,343	\$34,761	\$35,180	\$35,597	\$36,018	\$36,435	\$36,854	\$37,273	\$37,693	\$38,111	\$38,530
2	\$34,784	\$35,202	\$35,622	\$36,039	\$36,459	\$36,876	\$37,297	\$37,714	\$38,135	\$38,553	\$38,972
3	\$35,231	\$35,650	\$36,068	\$36,486	\$36,906	\$37,324	\$37,743	\$38,161	\$38,582	\$38,999	\$39,420
4	\$35,682	\$36,102	\$36,520	\$36,937	\$37,358	\$37,775	\$38,195	\$38,612	\$39,034	\$39,451	\$39,871
5	\$36,139	\$36,558	\$36,976	\$37,394	\$37,814	\$38,231	\$38,651	\$39,069	\$39,490	\$39,907	\$40,328
6	\$36,596	\$37,014	\$37,432	\$37,851	\$38,270	\$38,688	\$39,107	\$39,525	\$39,946	\$40,363	\$40,780
7	\$37,052	\$37,470	\$37,889	\$38,307	\$38,726	\$39,144	\$39,563	\$39,982	\$40,402	\$40,820	\$41,239
8	\$37,508	\$37,926	\$38,345	\$38,763	\$39,183	\$39,600	\$40,020	\$40,438	\$40,858	\$41,276	\$41,695
9	\$37,964	\$38,382	\$38,802	\$39,219	\$39,639	\$40,056	\$40,477	\$40,894	\$41,315	\$41,733	\$42,152
10	\$38,420	\$38,839	\$39,258	\$39,675	\$40,095	\$40,512	\$40,933	\$41,350	\$41,771	\$42,189	\$42,608
11	\$38,876	\$39,296	\$39,714	\$40,131	\$40,550	\$40,969	\$41,389	\$41,806	\$42,228	\$42,645	\$43,065
12	\$39,332	\$39,752	\$40,170	\$40,588	\$41,007	\$41,425	\$41,845	\$42,262	\$42,684	\$43,101	\$43,521
13	\$39,789	\$40,208	\$40,626	\$41,044	\$41,464	\$41,882	\$42,301	\$42,718	\$43,140	\$43,557	\$43,977
14	\$40,246	\$40,664	\$41,083	\$41,500	\$41,920	\$42,338	\$42,757	\$43,175	\$43,596	\$44,014	\$44,433
15	\$40,702	\$41,120	\$41,539	\$41,956	\$42,377	\$42,794	\$43,213	\$43,632	\$44,052	\$44,470	\$44,889
16	\$41,158	\$41,576	\$41,995	\$42,413	\$42,833	\$43,250	\$43,670	\$44,088	\$44,509	\$44,926	\$45,346
17	\$41,614	\$42,033	\$42,451	\$42,869	\$43,289	\$43,706	\$44,127	\$44,544	\$44,965	\$45,382	\$45,803
18	\$42,070	\$42,489	\$42,907	\$43,326	\$43,745	\$44,162	\$44,583	\$45,000	\$45,421	\$45,838	\$46,259
19	\$42,527	\$42,945	\$43,364	\$43,782	\$44,201	\$44,619	\$45,039	\$45,456	\$45,877	\$46,295	\$46,715
20	\$42,983	\$43,401	\$43,820	\$44,238	\$44,657	\$45,076	\$45,495	\$45,912	\$46,333	\$46,751	\$47,171
21	\$43,439	\$43,858	\$44,277	\$44,694	\$45,113	\$45,532	\$45,951	\$46,369	\$46,790	\$47,239	\$47,627
22	\$43,895	\$44,314	\$44,733	\$45,150	\$45,570	\$45,988	\$46,407	\$46,825	\$47,246	\$47,664	\$48,082
23	\$44,351	\$44,770	\$45,189	\$45,606	\$46,027	\$46,444	\$46,864	\$47,281	\$47,703	\$48,120	\$48,538
24	\$44,808	\$45,227	\$45,645	\$46,062	\$46,483	\$46,900	\$47,320	\$47,737	\$48,159	\$48,576	\$48,996
25	\$45,264	\$45,683	\$46,101	\$46,519	\$46,939	\$47,356	\$47,776	\$48,194	\$48,646	\$49,032	\$49,453
26	\$45,719	\$46,139	\$46,557	\$46,976	\$47,395	\$47,918	\$48,232	\$48,650	\$49,071	\$49,488	\$49,909
27	\$46,175	\$46,594	\$47,012	\$47,432	\$47,851	\$48,269	\$48,689	\$49,107	\$49,527	\$49,945	\$50,365
28	\$46,630	\$47,049	\$47,467	\$47,887	\$48,307	\$48,725	\$49,145	\$49,563	\$49,983	\$50,402	\$50,820
29				\$48,343	\$48,762	\$49,181	\$49,600	\$50,019	\$50,439	\$50,857	\$51,276
30				\$48,798	\$49,217	\$49,636	\$50,056	\$50,474	\$50,894	\$51,313	\$51,731
31						\$50,088	\$50,508	\$50,926	\$51,346	\$51,764	\$52,183

Appendix B2: Certified Salary Schedule:

Griggsville-Perry Salary Schedule

2019-2020

Board contributes 8.5% TRS contributions

YEARS	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	SPCLS
0	\$34,585	\$35,011	\$35,439	\$35,864	\$36,293	\$36,719	\$37,146	\$37,573	\$38,002	\$38,429	\$38,856
1	\$35,029	\$35,456	\$35,884	\$36,309	\$36,738	\$37,164	\$37,591	\$38,018	\$38,447	\$38,873	\$39,301
2	\$35,480	\$35,906	\$36,334	\$36,760	\$37,188	\$37,614	\$38,043	\$38,468	\$38,898	\$39,324	\$39,751
3	\$35,935	\$36,363	\$36,790	\$37,216	\$37,644	\$38,070	\$38,498	\$38,924	\$39,354	\$39,779	\$40,208
4	\$36,396	\$36,824	\$37,250	\$37,676	\$38,105	\$38,530	\$38,959	\$39,385	\$39,815	\$40,240	\$40,669
5	\$36,861	\$37,289	\$37,716	\$38,142	\$38,570	\$38,996	\$39,424	\$39,850	\$40,280	\$40,705	\$41,134
6	\$37,328	\$37,754	\$38,181	\$38,608	\$39,035	\$39,462	\$39,890	\$40,315	\$40,745	\$41,171	\$41,596
7	\$37,793	\$38,219	\$38,647	\$39,073	\$39,500	\$39,927	\$40,355	\$40,781	\$41,210	\$41,637	\$42,063
8	\$38,258	\$38,685	\$39,112	\$39,538	\$39,967	\$40,392	\$40,820	\$41,247	\$41,675	\$42,102	\$42,529
9	\$38,723	\$39,150	\$39,578	\$40,003	\$40,432	\$40,857	\$41,286	\$41,712	\$42,142	\$42,567	\$42,995
10	\$39,189	\$39,616	\$40,043	\$40,468	\$40,897	\$41,323	\$41,751	\$42,177	\$42,607	\$43,032	\$43,460
11	\$39,654	\$40,081	\$40,508	\$40,934	\$41,361	\$41,788	\$42,217	\$42,642	\$43,072	\$43,498	\$43,926
12	\$40,119	\$40,547	\$40,973	\$41,400	\$41,828	\$42,253	\$42,682	\$43,107	\$43,537	\$43,963	\$44,392
13	\$40,585	\$41,012	\$41,438	\$41,865	\$42,293	\$42,719	\$43,147	\$43,573	\$44,003	\$44,428	\$44,857
14	\$41,050	\$41,477	\$41,905	\$42,330	\$42,758	\$43,185	\$43,612	\$44,039	\$44,468	\$44,894	\$45,322
15	\$41,516	\$41,942	\$42,370	\$42,796	\$43,224	\$43,650	\$44,078	\$44,504	\$44,933	\$45,360	\$45,787
16	\$41,981	\$42,408	\$42,835	\$43,261	\$43,690	\$44,115	\$44,544	\$44,969	\$45,399	\$45,825	\$46,252
17	\$42,446	\$42,874	\$43,300	\$43,726	\$44,155	\$44,580	\$45,009	\$45,435	\$45,864	\$46,290	\$46,719
18	\$42,911	\$43,339	\$43,766	\$44,192	\$44,620	\$45,046	\$45,474	\$45,900	\$46,330	\$46,755	\$47,184
19	\$43,378	\$43,804	\$44,231	\$44,657	\$45,085	\$45,512	\$45,939	\$46,365	\$46,795	\$47,220	\$47,649
20	\$43,843	\$44,269	\$44,696	\$45,123	\$45,550	\$45,977	\$46,405	\$46,830	\$47,260	\$47,686	\$48,114
21	\$44,308	\$44,735	\$45,162	\$45,588	\$46,016	\$46,442	\$46,870	\$47,297	\$47,725	\$48,184	\$48,580
22	\$44,773	\$45,200	\$45,628	\$46,053	\$46,482	\$46,907	\$47,335	\$47,762	\$48,191	\$48,617	\$49,044
23	\$45,238	\$45,665	\$46,093	\$46,518	\$46,947	\$47,373	\$47,801	\$48,227	\$48,657	\$49,082	\$49,509
24	\$45,704	\$46,131	\$46,558	\$46,984	\$47,412	\$47,838	\$48,267	\$48,692	\$49,122	\$49,548	\$49,976
25	\$46,169	\$46,597	\$47,023	\$47,450	\$47,878	\$48,303	\$48,732	\$49,157	\$49,619	\$50,013	\$50,442
26	\$46,634	\$47,061	\$47,488	\$47,915	\$48,343	\$48,777	\$49,197	\$49,623	\$50,052	\$50,478	\$50,907
27	\$47,098	\$47,526	\$47,953	\$48,380	\$48,808	\$49,235	\$49,662	\$50,089	\$50,518	\$50,944	\$51,372
28	\$47,562	\$47,990	\$48,417	\$48,845	\$49,273	\$49,700	\$50,128	\$50,554	\$50,983	\$51,410	\$51,836
29				\$49,310	\$49,737	\$50,165	\$50,592	\$51,019	\$51,448	\$51,874	\$52,301
30				\$49,774	\$50,201	\$50,629	\$51,057	\$51,483	\$51,912	\$52,339	\$52,765
31						\$51,090	\$51,518	\$51,944	\$52,373	\$52,800	\$53,226

Appendix B3: Certified Salary Schedule:

Griggsville-Perry Salary Schedule

2020-2021

Board contributes 8.5% TRS contributions

ARS	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	SPCLS
0	\$35,276	\$35,711	\$36,148	\$36,582	\$37,019	\$37,453	\$37,889	\$38,325	\$38,762	\$39,197	\$39,635
1	\$35,730	\$36,165	\$36,601	\$37,036	\$37,473	\$37,907	\$38,343	\$38,778	\$39,216	\$39,651	\$40,087
2	\$36,189	\$36,624	\$37,061	\$37,495	\$37,932	\$38,366	\$38,803	\$39,238	\$39,676	\$40,110	\$40,546
3	\$36,654	\$37,090	\$37,525	\$37,960	\$38,397	\$38,832	\$39,268	\$39,702	\$40,141	\$40,575	\$41,011
4	\$37,124	\$37,560	\$37,995	\$38,430	\$38,867	\$39,301	\$39,738	\$40,172	\$40,611	\$41,045	\$41,482
5	\$37,599	\$38,035	\$38,470	\$38,905	\$39,341	\$39,775	\$40,213	\$40,647	\$41,085	\$41,519	\$41,957
6	\$38,074	\$38,509	\$38,945	\$39,380	\$39,816	\$40,251	\$40,687	\$41,121	\$41,560	\$41,994	\$42,428
7	\$38,549	\$38,984	\$39,420	\$39,854	\$40,290	\$40,726	\$41,162	\$41,597	\$42,034	\$42,470	\$42,905
8	\$39,023	\$39,458	\$39,895	\$40,329	\$40,766	\$41,200	\$41,636	\$42,072	\$42,509	\$42,944	\$43,379
9	\$39,498	\$39,933	\$40,369	\$40,803	\$41,241	\$41,675	\$42,112	\$42,546	\$42,984	\$43,419	\$43,855
10	\$39,972	\$40,409	\$40,844	\$41,278	\$41,715	\$42,149	\$42,587	\$43,021	\$43,459	\$43,893	\$44,329
11	\$40,447	\$40,883	\$41,318	\$41,752	\$42,189	\$42,624	\$43,061	\$43,495	\$43,934	\$44,368	\$44,805
12	\$40,921	\$41,358	\$41,793	\$42,228	\$42,664	\$43,098	\$43,536	\$43,970	\$44,408	\$44,842	\$45,279
13	\$41,397	\$41,832	\$42,267	\$42,702	\$43,139	\$43,574	\$44,010	\$44,444	\$44,883	\$45,317	\$45,754
14	\$41,871	\$42,307	\$42,743	\$43,177	\$43,613	\$44,048	\$44,485	\$44,920	\$45,357	\$45,792	\$46,229
15	\$42,346	\$42,781	\$43,217	\$43,651	\$44,089	\$44,523	\$44,959	\$45,394	\$45,832	\$46,267	\$46,705
16	\$42,820	\$43,256	\$43,692	\$44,126	\$44,563	\$44,997	\$45,435	\$45,869	\$46,307	\$46,741	\$47,178
17	\$43,295	\$43,731	\$44,166	\$44,600	\$45,038	\$45,472	\$45,909	\$46,343	\$46,782	\$47,216	\$47,653
18	\$43,770	\$44,206	\$44,641	\$45,076	\$45,512	\$45,946	\$46,384	\$46,818	\$47,256	\$47,690	\$48,128
19	\$44,245	\$44,680	\$45,115	\$45,551	\$45,987	\$46,422	\$46,858	\$47,292	\$47,731	\$48,165	\$48,602
20	\$44,720	\$45,155	\$45,590	\$46,025	\$46,461	\$46,897	\$47,333	\$47,767	\$48,205	\$48,639	\$49,077
21	\$45,194	\$45,629	\$46,066	\$46,500	\$46,936	\$47,371	\$47,807	\$48,242	\$48,680	\$49,118	\$49,555
22	\$45,669	\$46,104	\$46,540	\$46,974	\$47,412	\$47,846	\$48,282	\$48,717	\$49,154	\$49,590	\$50,028
23	\$46,143	\$46,578	\$47,015	\$47,449	\$47,886	\$48,320	\$48,757	\$49,192	\$49,630	\$50,064	\$50,499
24	\$46,618	\$47,054	\$47,489	\$47,923	\$48,361	\$48,795	\$49,232	\$49,666	\$50,104	\$50,539	\$50,976
25	\$47,092	\$47,529	\$47,964	\$48,399	\$48,835	\$49,269	\$49,706	\$50,141	\$50,612	\$51,013	\$51,450
26	\$47,566	\$48,003	\$48,438	\$48,873	\$49,310	\$49,754	\$50,181	\$50,615	\$51,054	\$51,488	\$51,925
27	\$48,040	\$48,476	\$48,912	\$49,348	\$49,784	\$50,219	\$50,656	\$51,091	\$51,528	\$51,963	\$52,399
28	\$48,513	\$48,950	\$49,385	\$49,822	\$50,258	\$50,694	\$51,130	\$51,565	\$52,003	\$52,438	\$52,875
29				\$50,296	\$50,732	\$51,168	\$51,604	\$52,039	\$52,477	\$52,912	\$53,347
30				\$50,769	\$51,205	\$51,642	\$52,078	\$52,513	\$52,950	\$53,386	\$53,821
31						\$52,112	\$52,548	\$52,983	\$53,421	\$53,856	\$54,291

Appendix B.4: Non-Certs Salary Schedule			
Position	2018-2019	2019-2020	2020-2021
	2	2	2
Secretary	\$14.03	\$14.31	\$14.59
Head Cook	\$12.55	\$12.80	\$13.05
Assistant Cook	\$9.91	\$10.11	\$10.31
Custodians	\$12.99	\$13.25	\$13.52
Library Assistant	\$11.31	\$11.54	\$11.77
Paraprofessionals	\$11.31	\$11.54	\$11.77
Part-time Cooks	\$9.91	\$10.11	\$10.31
Part-time Paraprofessionals	\$11.31	\$11.54	\$11.77
Pre K Coordinator	\$19.55	\$19.94	\$20.34

	2018-2019	2019-2020	2020-2021
1-3 years	600	650	700
4-7 years	650	700	750
8-11 years	750	800	850
12-15 years	850	900	950
16-20 years	950	1000	1050
21-24 years	1050	1100	1150
25-29 years	1150	1200	1250
30 and over	1250	1300	1350

Appendix C: Sponsor Pay Schedule			
	2018-2019	2019-2020	2020-2021
	1	1	1
<u>Athletics</u>			
High School Athletic Director	\$1,240.40	\$1,252.81	\$1,265.33
High School Girls' Volleyball	\$2,260.19	\$2,282.79	\$2,305.62
High School Boys' Basketball	\$3,150.95	\$3,182.46	\$3,214.28
High School Girls' Basketball	\$3,150.95	\$3,182.46	\$3,214.28
High School Cheerleading	\$1,114.48	\$1,125.63	\$1,136.89
High School Boys' Baseball	\$1,750.30	\$1,767.80	\$1,785.48
High School Girls' Softball	\$1,750.30	\$1,767.80	\$1,785.48
Middle School Athletic Director	\$1,240.40	\$1,252.81	\$1,265.33
Middle School Boys' Baseball	\$1,368.40	\$1,382.08	\$1,395.90
Middle School Girls' Softball	\$1,368.40	\$1,382.08	\$1,395.90
Middle School Girls' Basketball	\$2,896.00	\$2,924.96	\$2,954.21
Middle School Boys' Basketball	\$2,896.00	\$2,924.96	\$2,954.21
Middle School Cheerleading	\$986.50	\$996.36	\$1,006.33
Middle School Girls' Volleyball	\$1,368.40	\$1,382.08	\$1,395.90
Middle School Track	\$1,368.40	\$1,382.08	\$1,395.90
<u>Activity</u>			
Senior Class Sponsor	\$669.10	\$675.80	\$682.55
Junior Class Sponsor	\$796.06	\$804.02	\$812.06
Sophomore Class Sponsor	\$476.60	\$481.36	\$486.18
Freshman Class Sponsor	\$476.60	\$481.36	\$486.18
Eighth Grade Class Sponsor	\$541.12	\$546.53	\$551.99
Middle School Speech	\$604.59	\$610.63	\$616.74
High School Speech	\$796.06	\$804.02	\$812.06
High School Yearbook	\$986.50	\$996.36	\$1,006.33
FFA	\$1,175.88	\$1,187.64	\$1,199.52
Honor Society	\$414.16	\$418.30	\$422.49
Middle School Science Club	\$414.16	\$418.30	\$422.49
High School Play	\$731.54	\$738.86	\$746.25
Middle School Quiz Bowl	\$541.12	\$546.53	\$551.99
High School Quiz Bowl	\$541.12	\$546.53	\$551.99
Chorus	\$859.54	\$868.14	\$876.82
Band	\$1,304.92	\$1,317.97	\$1,331.15
Student Council	\$655.58	\$662.14	\$668.76
WYSE	\$414.16	\$418.30	\$422.49
SADD	\$414.16	\$418.30	\$422.49
Website Coordinator	\$ 1,515.00	\$1,530.15	\$ 1,545.45