

AGREEMENT BETWEEN

THE BOARD OF EDUCATION OF
COMMUNITY UNIT SCHOOL DISTRICT NUMBER 100

AND

THE CERRO GORDO EDUCATION ASSOCIATION

2024-2028

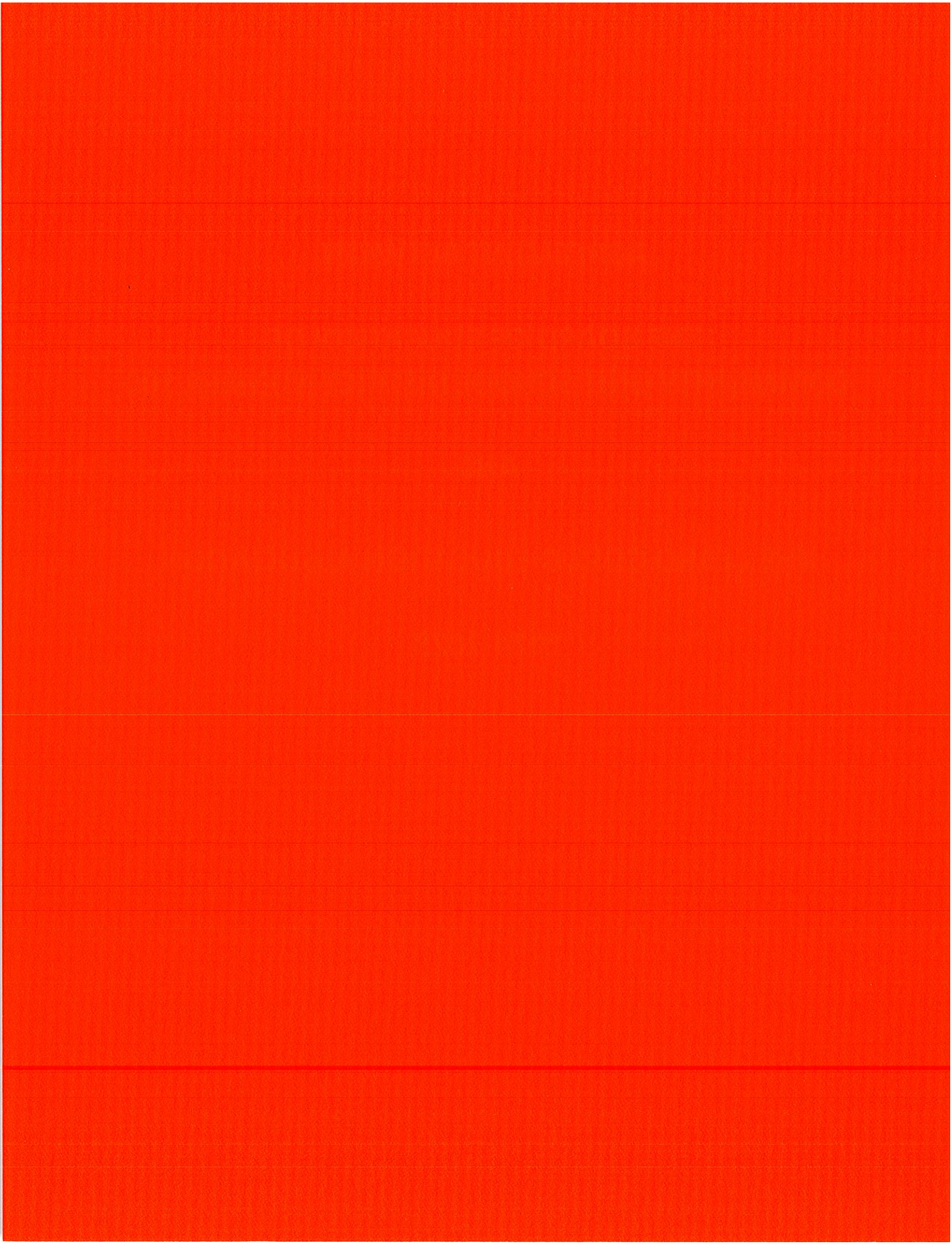


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This agreement between the Board of Education of Community Unit School District No. 100, Piatt, Macon, and Moultrie Counties, Cerro Gordo, Illinois, hereinafter referred to as the "Board", and the Cerro Gordo Education Association, hereinafter referred to as the "Association", shall become effective on the first day of the 2024-2025 school year and expire on the last day prior to the beginning of the 2027-28 school year.

ARTICLE I: Recognition

1.1 Recognition

The Board of Education of School District 100 recognizes the Cerro Gordo Education Association, unified with the Illinois Education Association and the National Education Association, as the sole and exclusive negotiating agent for all full-time and part-time regularly employed licensed educational personnel, hereinafter referred to as "employees", except for the superintendent and all other administrative or supervisory personnel having the authority to hire, transfer, assign, promote, discharge, discipline, evaluate, or process grievances of other employees or having the responsibility to make recommendations thereon.

1.2 Exclusivity

The Board agrees not to negotiate with any other teachers' organization purporting to represent employees defined in section 1.1 as in the bargaining unit or with individual employees within the bargaining unit with regard to negotiable items, unless otherwise provided for in this agreement or unless mutually agreed to by the parties during the term of this agreement; provided, it is understood that the Board may discuss with individual employees in the district matters relating to the educational program which are beyond the scope of salaries and term and conditions of employment covered by this agreement.

ARTICLE II: Employee, Association, and Board Rights

2.1 Right of Representation

When an employee appears before the Board in executive session, the employee shall be entitled to have a representative present. If the employee is required to appear before the Board the employee shall be advised in writing of the reason for the appearance.

2.2 Personnel File

No materials will be placed in the personnel file maintained in the superintendent's office unless the teacher has had an opportunity to read such material. Teacher will indicate having seen the material by dating and signing the document along with the statement "I have received and read a copy of this letter. My signature does not signify agreement with the contents of the letter, but only signifies that I acknowledge receipt of the same." Each employee shall have the right to place a written response to any material placed in their file within five work days of its insertion. Non-job-related financial information shall be exempt. Teachers may view their personnel file during regular business hours and without disrupting normal school operations.

2.3 Meetings

The Association shall have use of school buildings for meetings with proper approval of the superintendent or building principal.

2.4 Communications

The Association may use faculty mailboxes and school bulletin Boards located in the teachers' workrooms for internal communication in order to communicate with bargaining unit employees.

2.5 Use of School Equipment

The Association may use school equipment such as computers and copying machines. The Association will assume the cost of paper and supplies utilized by the Association. All use of school equipment shall be outside the normal work day and shall be available only after prior approval of the superintendent or building principal.

2.6 Notice of Board Meetings

The president of the Association or their designee shall be given the same notice of special Board meetings as are Board members.

2.7 Board Agendas

The Association shall be provided a copy of the public agenda of each open Board meeting at the same time Board members are provided with such information.

2.8 Board Minutes

The President of the Association or their designee shall be provided a copy of the minutes awaiting approval of each open Board meeting ten (10) days prior to the next scheduled Board meeting. "Day(s)", in this section shall be defined as employee work days during the school term and weekdays excluding legal holidays during the remainder of the year.

2.9 Management Rights

It is expressly understood and agreed that all functions, rights, powers, or authority of the administration of the school district and the Board which are not specifically limited by the express language of this agreement are retained by the Board. Modification by alteration, addition to, or deletion may be made only through the voluntary mutual consent of the parties in a written amendment in accordance with the provisions of this agreement. The Board has the right to hire, dismiss, demote, transfer, discipline, establish curriculum, and approve textbook selections.

2.10 No Strike

During the term of this agreement, employees shall not participate in a strike in whole or in part.

2.11 Association/Board Communication

The Association and the Board recognize the importance of communication in maintaining good relationships and agree to meet monthly or as needed for the purpose of discussing items of mutual interest. Meetings will be held thirty (30) minutes prior to regular Board meetings with reasonable written notice stating the items to be discussed at such meetings. Such meetings shall not be construed as negotiating sessions.

1. The Board will designate two (2) members in addition to the superintendent to attend such meetings.
2. The Association will designate not more than three (3) representatives to attend such meetings.

ARTICLE III: Employment Conditions

3.1 School Calendar

The school calendar shall contain no more than one hundred seventy-six (176) regular pupil attendance days, four (4) institute days, and eight (8) emergency pupil attendance days. The employee work year shall not exceed one hundred eighty (180) days.

3.2 Employee Work Day

The employee work day shall commence twenty-five (25) minutes before the beginning of the first pupil attendance period and shall end fifteen (15) minutes following pupil dismissal at the end of the school day, except that employees may be required to work beyond the normal work day to accommodate:

- a. faculty meetings (shall not exceed thirty (30) minutes beyond the end of the work day) b. open houses
- c. conference days
- d. extra duties as defined and compensated in Appendix B.
- e. early release days identified for staff development shall not go beyond 4:00 p.m. unless mutually agreed upon by participants.
- f. special student staffings to include but not limited to 504 plan developments and meetings, discipline meetings and special education meetings. Every effort will be made to hold meetings immediately after the end of the school day for a period not to exceed one hour. Teachers will be compensated at the academic coach rate for any time in excess of the one-hour limit in fifteen (15) minute increments. Example: If the meeting lasts over sixty (60) minutes but less than seventy-five (75) minutes the pay would be one fourth of \$20.00. The clock for this payment begins when the meeting actually begins.

3.3 Lesson plans

Lesson plans are for the use of the employee and substitute teachers and may be viewed by the administration.

3.4 Institute Days

The day prior to the first student attendance day of the school year, the first day of the second semester, and the day after the year's last pupil attendance day shall be designated as workshop days. The fourth day shall be determined by the administration.

3.5 Legal Appearance

If an employee is required by subpoena to appear as a witness on behalf of another person in a legal matter, the employee shall timely apply for a leave of absence for such purpose. The employee shall suffer no loss of benefits or salary for the appearance, provided any witness fee received shall be turned over to the District. Nothing herein shall require the District to

pay the employee hereunder if such legal matter is:

1. an adversary proceeding against the Board of Education, unless such action is a proceeding involving a student enrolled in the district; or
2. a legal action in which the employee is personally involved.

3.6 Substitutes

Employees shall not be required to arrange for their own substitute teachers.

3.7 Internal Substituting

Principals shall make every effort to arrange for substitute teachers. Should these efforts fail, an employee may be requested to substitute internally. Whenever a principal/administrator requires an employee to substitute for a time period of greater than fifteen (15) minutes, the substituting employee will be compensated at the rate of:

- 2024-2025 \$25.25 per class period
- 2025-2026 \$25.50 per class period
- 2026-2027 \$26.00 per class period
- 2027-2028 \$26.50 per class period

It will be the responsibility of the substituting employee to make a written record of the internal substitution and turn it in to the principal for a signature and compensation approval.

3.8 Ticket Taking & Saturday Detention

Ticket taking at extracurricular events or any school function will be on a voluntary basis. Employees may volunteer to work at Saturday Detentions and will be compensated at the internal substitute rate of pay per hour for up to three (3) hours.

3.9 Association Membership

- a. The Board shall deduct from each employee's pay the current dues of the Association, provided the Board has an employee-executed authorization for dues deduction, the amount of which shall be certified annually by the Association. All dues deducted by the Board shall be remitted to the Association no later than ten (10) calendar days after such deductions are made.
- b. In the event of any legal action against the Employer brought in a court of administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its counsel, provided:
 1. The Board gives timely notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires; and
 2. The Board gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.
 3. The Association agrees that in any action so defended, it will indemnify and hold

harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's compliance with this Article.

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

ARTICLE IV: RTI

The Association, in consultation with the administration, will appoint an appropriate number of members to any district-wide, building-wide, or subject matter committee related to Response to Intervention (RTI). Participation on the committee will be mandatory.

ARTICLE V: Evaluation

Members of the Association, Principals, and the Superintendent have cooperatively developed a teacher evaluation plan that satisfies the rules and regulations developed by the State Board of Education. The current evaluation plan will remain in effect until a new evaluation plan is developed and approved. The joint Performance Evaluation Reform Act (PERA) committee will review the plan annually. The PERA committee will be comprised of three administrators and three Association members. The Administration and the Association will have sole discretion on selecting their members.

ARTICLE VI: Termination and Transfer

6.1 Dismissal

The procedure for dismissal of employees for any reason other than a reduction in force shall follow procedures as set forth in the Illinois School Code.

6.2 Reduction in Force

In the event a reduction of force is necessary, the staff will be reduced in accordance with the needs of the district. Reductions in force will follow procedures set forth in 105 ILCS 5/24-12 of the School Code.

6.3 Notification of Assignments

An employee shall be notified as soon as possible if changes are to be made in their teaching assignment. Principals are responsible for this notification. Notification shall be made by personal contact, if possible, and by mail/email.

6.4 Assignment Conference

Employees who have been notified of a change in assignment have a right to a conference with the superintendent to discuss the matter. The employee shall have the right to resign without penalty if dissatisfied with the result of the change in assignment.

6.5 Vacancies

Vacancies will be posted in each building and via internal email so that any certified, qualified employee may have first opportunity to apply.

ARTICLE VII: Compensation

7.1 Experience Credit

A new employee may be awarded full experience credit for teaching full-time Pre Kindergarten through Grade 12 for prior teaching experience. However, the Board shall have the sole discretion to determine whether to grant a new teacher full experience credit for all prior teaching experience. The Board shall also have the sole discretion to place a new teacher with less than twelve (12) years of experience at any step up to Step 12 of the Salary Schedule and provide such teacher with a hiring bonus not to exceed \$2500.00. However, in no event will the Board place a newly hired teacher with twelve (12) or more years of experience on the salary schedule at a step where the newly hired teacher will earn more in base salary than a current Cerro Gordo teacher with equal years of teaching experience at the same level of educational attainment.

7.2 School Year Salary Schedule

The salary schedules for the 2024-25 through 2027-28 school years shall be set forth in Appendix A. The schedule shall be based on a one-hundred eighty (180) day employee work year. All figures on the salary schedule include the Board-paid retirement contributions as defined in Section 7.9. Part-time employees shall receive pro-rata salaries.

7.3 Pay Days

Pay days shall be the fifth and twentieth of each month. If a regular pay date during the school term falls on a day when school is not in session; employees shall receive their checks on the last work day prior thereto. During the summer, checks shall be mailed twice a month. The one exception to this section will be the December break. If the regular pay day falls on a day when school is not in session, the paychecks will be mailed to the teachers so that they arrive by the January 5th date.

7.4 Payroll Installments

All employees will be paid twice per month for twelve months with the option of direct deposit.

7.5 Supplemental Job Openings

The Board and Association understand the value of filling supplemental positions with certified personnel when possible to help achieve the best possible experience for students. Should an opening occur in any supplemental job position, such opening will be posted in each building and via internal email a minimum of five (5) school days prior to public posting so that any certified, qualified employee may have first opportunity to apply.

7.6 Supplemental Jobs Compensation

The Supplemental Pay Schedule shall be as set forth in Appendix B, which is attached to and incorporated into this agreement.

7.7 Supplemental Jobs Payroll Procedure

Employees of the district who are paid for supplemental jobs may request payments be made in one of two ways:

- a. added to the employee's salary and paid in the regular paycheck.
- b. payment in full at the completion of the activity.

7.8 Insurance

All full-time certified staff may enroll in the major medical and hospitalization plan provided by the district. The district will pay:

2024-25 = \$715

2025-26 = \$735

2026-27 = \$755

2027-28 = \$775

If the health insurance premium is less than the per-month rate agreed upon in paragraph one (1), the Board will pay the full single premium. If the health insurance premium is more than the per-month agreed upon amount in paragraph one (1) the full-time participating employee will pay the difference.

If declared legally permissible to do so, all employees may have the option of paying insurance premium amounts above the Board's contribution with before tax dollars by participation in an IRS Section 125 premium only plan. The Board will not assume any future financial liability if the IRS Section 125 is declared illegal. Any future financial assessment by the IRS shall be paid by the individual and/or Association.

Changes in insurance coverage and/or the carrier of the policy will be made by the Association. The CGEA will make the final decision of the policy chosen.

The CGEA will instigate a review of yearly renewal with bid specifications sent no later than May 10 if and when deemed necessary by the insurance committee.

The Board has the option to offer a High Deductible Plan (HDP) in the health insurance offerings for employees in an effort to provide a lower cost premium plan as an option for its employees. A Health Savings Arrangement (HSA) will be available for employees who choose a HDP. The Board's contribution to the HSA will represent the difference between the cost of the single member HDP premium and the Board's health insurance contribution, as long as its health insurance contribution is greater than the premium.

If an employee who has fulfilled their contract for a complete school term has their insurance coverage terminated because they are no longer employed by the district, said employee shall have their insurance premiums paid in the agreed upon amount until September 1 of that year or until the first of the month following receipt of their final salary payment, whichever is earlier.

The administration will oversee non-certified staff and school administrators enrolled in the plan. The Board or its designee shall forward to the Association all pertinent information concerning health insurance for the bargaining unit.

If at any time during the duration of this collective bargaining agreement, a change in federal or state laws or regulations becomes effective which affects the cost or availability of any of the employee benefits offered under this paragraph, the parties agree to re-open the contract to renegotiate the affected provisions.

7.9 Board-Paid Retirement

The Board agrees to pay to the Downstate Teachers Retirement System on behalf of each employee an amount up to nine percent (9.0%) of each employee's salary as listed in Appendix A.

The Board further agrees to pay each employee's required contribution for Teachers' Retirement Health Insurance (THIS) as long as these payments are required by the State of Illinois. In the event that Board-paid retirement or THIS contributions are declared illegal within the contract period, the Board agrees to reopen the contract negotiations on such issue(s). The Board shall not be responsible for paying any taxes levied on retirement.

7.10 Reimbursement for Professional Days

The Board shall reimburse employees for approved expenses incurred for approved professional betterment days pursuant to its implementation of the Illinois Travel Expense Control Act. Mileage will be paid at the current Internal Revenue Service rate.

7.11 Retirement Salary Bonus

If an employee gives the Board an irrevocable notice of retirement by June 1, four (4) years prior to the year of retirement, the Board shall pay them a five percent (5%) retirement bonus, inclusive of all other increases in TRS creditable Compensation, for each of their remaining four (4) years of service.

If Employee gives an irrevocable notice of retirement by June 1 three (3) years prior to the year of retirement, the Board shall pay them a five percent (5%) retirement bonus, inclusive of all other increases in TRS creditable compensation, for each of their remaining three (3) years of service.

If Employee gives an irrevocable notice of retirement by June 1, two (2) years prior to the year of retirement, the Board shall pay them a five percent (5%) retirement bonus, inclusive of all

other increases in TRS creditable compensation, for each of their remaining two (2) years of service.

If Employee gives an irrevocable notice of retirement by June 1, one (1) year prior to the year of retirement, the Board shall pay them a five percent (5%) retirement bonus, inclusive of all other increases in TRS creditable compensation, for each of their remaining years of service.

Once an Employee submits an irrevocable notice of retirement by June 1, that employee shall be removed from the salary schedules contained in Appendix A of this agreement. All calculations for increased TRS creditable earnings will be based on the TRS creditable earnings in the year prior to the submission of the irrevocable notice of retirement. Once the Employee submits an irrevocable notice of retirement, in no case will the Employee's TRS creditable earnings increase exceed six percent (6%) of the previous year.

If, after submitting an irrevocable notice of retirement by June 1, the Employee resigns from or is dismissed from duties for which the employee was paid a stipend or additional compensation as set forth in Appendix B the previous year, the retirement bonus for that Employee will be recalculated with the stipend or additional compensation removed.

EXAMPLE:

The employee's TRS creditable earnings from the 2023-2024 school year were \$43,000.00, of which \$3,000.00 was compensation for coaching basketball in 2023-2024. The employee submitted an irrevocable notice of retirement effective at the conclusion of the 2027-2028 school term, so under the retirement incentive, they would be scheduled to receive \$45,150.00 TRS creditable earnings for the 2024-2025 school year (i.e., $\$43,000.00 \times 1.05 = \$45,150.00$). However, the employee resigns from their coaching position before the start of the 2024-2025 school year. The employee's TRS total creditable earnings for the 2024-2025 school year will be \$42,000.00 (i.e., $\$40,000.00 \times 1.05 = \$42,000.00$) rather than \$44,935.00.

A. Requirements to Qualify

1. Be at least 60 years of age on or before December 31 of the school year of retirement; 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 District; and
3. Have at least twenty (20) years of full-time teaching service in the District at the time of retirement; and
4. Submit an irrevocable letter of resignation on or before June 1 of the school year preceding the school year the incentive is to commence.

B. In the event an Employee fails to meet the requirements of Section A because of illness in their last four (4) years of employment, the Administration may work with the Employee to extend their employment for a sufficient length of time to satisfy the requirements of Section A.

C. If, during the terms of this agreement, any legislation and/or TRS Rules/Regulations are enacted and/or amended that would cause the School District's TRS costs to increase on account of the Retirement Salary Bonus set forth herein, then Section 7.11 of this agreement will become null and void and both parties agree to reopen 7.11 of this agreement for the limited purpose of negotiating a replacement retirement incentive if legally possible.

7.12 Sick Leave Payment

Upon retirement, employees who have accumulated over three hundred forty (340) days of sick leave shall be paid twenty-five dollars (\$25.00) for each day over the three hundred forty (340) day limit. The payment for any such sick leave shall be made after the employee's last day of service to the District and after the employee has received his or her final paycheck for services.

7.13 Tuition Reimbursement

A teacher may apply for tuition reimbursement for coursework offered through an accredited college or university. Coursework leading to an advanced degree in the teacher's area of teaching is encouraged. Coursework must lead to an advanced educational degree or an additional endorsement in an area of need and/or benefit to the district as determined and pre-approved by the Superintendent. A teacher must submit a college or university course description at the time they make their application. A limit of twelve (12) semester hours may be taken during the twelve month period from June 1 through May 31. Teachers will be reimbursed at the rate of one-hundred-seventy-five dollars (\$170) per credit hour or the actual credit hour cost, whichever is less. A teacher must obtain a grade of B or better to obtain reimbursement as evidenced by filing an official transcript with the Superintendent.

Except in the case of death, disability or other good cause as approved by the Board, any teacher who terminates employment with the District five (5) years after completing the course shall promptly reimburse the District for the amount of tuition payments received from the District in accordance with the following schedule:

- Prior to completing year 1—100%
- Prior to completing year 2—85%
- Prior to completing year 3—70%
- Prior to completing year 4—55%
- Prior to completing year 5—40%

7.14 Loyalty Bonus

Any employee who has completed ten (10) years of full-time service to the District shall receive a one-time payment of Five Hundred Dollars (\$500) on September 15 of the next school year, provided the employee is still employed in the District. Any employee who has completed twenty (20) years of full time service to the District shall receive a one-time payment of One Thousand Dollars (\$1,000) on September 15 of the next school year, provided the employee is still employed in the District.

ARTICLE VIII: Leaves

8.1 Sick Leave

The Board grants its full-time nine (9) month employees sick leave provisions in the amount of twelve (12) days per year at full pay; its full-time ten (10) month employees sick leave provisions in the amount of thirteen (13) days per year at full pay; its full-time eleven (11) month employees sick leave provisions in the amount of fourteen (14) days per year at full pay; and its full-time twelve (12) month employees sick leave provisions in the amount of fifteen (15) days per year at full pay. Sick leave may be taken in full or half day increments and may accumulate to a total of three hundred seventy-five (375) days at full pay. Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household. The superintendent may require a physician's certificate as a basis for pay during a leave of absence of three (3) or more consecutive days for personal illness or as they may deem necessary in other cases. For purposes of this article, immediate family shall include parents, spouses, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, step-children, step-parents, domestic partners, and legal guardians.

8.2 Bereavement Leave

Each employee may use up to one (1) day of sick leave per year in the event of a death not in the immediate family or household. Should an employee require leave because of the death of a parent, spouse, or child, the District will provide three (3) paid bereavement leave days. Should an employee require leave because of the death of a parent-in-law, brother, sister, grandparent, grandchild, brother-in-law, sister-in-law, step-child, step-parent, domestic partner, and legal guardian, the District will provide two (2) paid bereavement leave days. This shall not be deducted from the employee's sick leave.

8.3 Personal Leave

The Board shall grant each employee three (3) days of personal business leave without loss of pay. Personal business leave may be taken in full or half day increments. Personal business shall be defined as any matter deemed important to the employee. Use of personal business days(s) shall not affect the number of sick days used. One unused personal day may rollover into the next school year. However, unused personal business days in excess of one shall be added to the accumulated sick leave total.

In order for an employee to take personal business days, the employee must plan with the building principal at least three (3) days in advance and leave adequate lesson plans for the time of absence. On a given day no more than four (4) employees may take a personal leave day. In emergency situations the three (3) day notice shall be waived.

8.4 Leave of Absence

The Board, upon recommendation of the superintendent, may grant leaves of absence without pay or benefits. Parental or child adoption leave of absence shall be granted by the

Board, with specific terms and conditions to be determined.

8.5 Association Leave

The Association shall be granted four (4) days district-wide [e.g. four (4) employees one (1) day each, one (1) employee four (4) days, or two (2) employees two (2) days each] for Association leave. The President of the Association shall notify administration at least five (5) days in advance of the use of Association leave. Failure of the Association President to notify shall result in prohibition of the use of the day and/or docking at the option of the Board.

8.6 Professional Betterment Days

Employees shall be granted at least one (1) professional betterment day to professionally visit another school system, classroom, conference, workshop, or clinic. Permission must be granted by the building principal with the approval granted by the superintendent on forms provided. Use of professional betterment days shall be the choice of the employee. Any supervision of students shall not be counted as a professional betterment day unless requested by the teacher.

8.7 Pro-Rationed Leave

Part-time employees shall receive pro-rationed sick leave, bereavement leave, personal business leave, and professional betterment leave based upon their employment percentage multiplied by the number of leave days available to full-time employees rounded to the nearer half day.

ARTICLE IX: Grievances

9.1 Definition

A grievance shall mean only a complaint that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provisions of this agreement.

9.2 Grievance Rights

All employees covered by this agreement shall have the right to present grievances in accordance with these procedures.

9.3 Time Limits

Failure of an employee (or, in the event of a class grievance or an appeal to arbitration, 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 and/or Board's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.

"Day(s)" shall be defined as in section 2.9.

9.4 Grievance Investigation

It is agreed that any investigation or other handling or processing of any grievance by the grieving employee shall be conducted so as to not impede normal operations of the employer.

9.5 Grievance Withdrawal

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

9.6 Class Grievances

If the grievance involves more than one (1) employee, the Association may file a class grievance and bypass Steps One and Two in the procedure stated in sections 9.10 and 9.11.

9.7 No Reprisals

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

9.8 Grievance Forms

The grievance shall be filed on forms provided by the Association. See Appendix C.

9.9 Designees and Representatives

In all steps of the grievance procedure the superintendent and/or principal may appoint a designee to act in their place. In meetings with the superintendent, principal, or Board, the aggrieved employee shall be entitled to have a representative present.

9.10 Step One

An attempt shall be made to resolve any grievance in an informal, verbal discussion between the aggrieved employee and their principal.

9.11 Step Two

If the grievance cannot be resolved informally, the aggrieved employee shall file the grievance in writing and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the contract allegedly violated and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within fifteen (15) days from the date of the occurrence of the event giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the employee and superintendent within fifteen (15) days after receipt of the grievance.

9.12 Step Three

In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved employee shall file, within five (5) days of the principal's written decision at the second step, a copy of the grievance with the superintendent. Within five (5) days after such written grievance is filed, the aggrieved and the superintendent shall meet to discuss the grievance. The superintendent shall file an answer within five (5) days of the third step grievance meeting and communicate it in writing to the employee and the principal.

In the case of a class grievance the Association shall file, within fifteen (15) days from the date of the occurrence of the event giving rise to the grievance, a copy of the grievance with the superintendent. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the contract allegedly violated and shall state the remedy requested. Within five (5) days after such written grievance is filed, (an) Association representative(s) and the superintendent shall meet to discuss the grievance. The superintendent shall file an answer within five (5) days of the third step grievance meeting and communicate it in writing to the Association and the principal.

9.13 Step Four

In the event a grievance has not been satisfactorily resolved at the third step, the aggrieved employee shall file, within five (5) days of the superintendent's written decision at the third step, a copy of the grievance with the superintendent for the Board's consideration. Within thirty (30) days after such written grievance is filed, the aggrieved and the Board shall meet to discuss the grievance. The Board shall file an answer within ten (10) days of the fourth step grievance meeting and communicate it in writing to the employee, the principal, and the

superintendent.

In the case of a class grievance (an) Association representative(s) shall act in the same capacity as the aggrieved employee would act in an individual grievance.

9.14 Step Five

If the grievance is not resolved satisfactorily at the fourth step, there shall be available a fifth step of impartial, binding arbitration. The Association may submit in writing a request on behalf of the Association and/or the grieving employee to the superintendent within thirty (30) days from receipt of the step four answer to enter into such arbitration. If the parties elect, they may mutually agree upon an arbitrator within five (5) days after said notice is given. If the two (2) parties fail to reach agreement on an arbitrator within five (5) days, the American Arbitration Association or the Federal Mediation and Conciliation Service will be requested to provide an arbitrator to be selected under the rules of the American Arbitration Association or the Federal Mediation and Conciliation Service in effect at the time of the grievance. The decision of the arbitrator shall be binding.

9.15 Arbitration Expenses

Expenses for the arbitrator's services shall be borne equally by the Association and the School District. Rules of the American Arbitration Association shall govern the proceedings.

9.16 Arbitration Zipper

The arbitrator in their ruling shall not amend, modify, nullify, ignore, or add to the provision of this agreement. Their authority shall be strictly limited to deciding only the issue or issues presented to them in writing by the School District and the Association, and their decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the agreement.

9.17 Action outside the Procedure

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

ARTICLE X: Governing Rules

10.1 Successor Agreement

The parties agree that their duly designated representatives shall negotiate with respect to terms and conditions of employment. Each party shall select its own representatives. Negotiations shall begin no later than March 31, 2024.

10.2 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 violated the law. The remaining articles, sections, and clauses shall remain in full force and effect.

10.3 Individual Contracts

Individual contracts or employment agreements shall not be inconsistent with the terms and conditions of this agreement.

In witness thereof:

For the Cerro Gordo Education Association:

Frankie Martin
President Printed Name

Frankie Martin
President Signature

Rhonda Lovin
Secretary Printed Name

Rhonda Lovin
Secretary Signature

For the Board of Education Community Unit School District No 100

Karen E. Freese
President Printed Name

Karen Freese
President Signature

Deborah A. Greenwood
Secretary Printed Name

Deborah A. Greenwood
Secretary Signature

Dated this 22 day of April, 2024.

APPENDIX A: SALARY SCHEDULE

2024-2025	1	42849	918.00						
	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
	42849								
0	42,849	43,767	44,685	45,603	46,521	47,439	48,357	49,275	50,193
	38,993	39,828	40,663	41,499	42,334	43,169	44,005	44,840	45,676
1	43,767	44,685	45,603	46,521	47,439	48,357	49,275	50,193	51,111
	39,828	40,663	41,499	42,334	43,169	44,005	44,840	45,676	46,511
2	44,685	45,603	46,521	47,439	48,357	49,275	50,193	51,111	52,029
	40,663	41,499	42,334	43,169	44,005	44,840	45,676	46,511	47,346
3	45,603	46,521	47,439	48,357	49,275	50,193	51,111	52,029	52,947
	41,499	42,334	43,169	44,005	44,840	45,676	46,511	47,346	48,182
4	46,521	47,439	48,357	49,275	50,193	51,111	52,029	52,947	53,865
	42,334	43,169	44,005	44,840	45,676	46,511	47,346	48,182	49,017
5	47,439	48,357	49,275	50,193	51,111	52,029	52,947	53,865	54,783
	43,169	44,005	44,840	45,676	46,511	47,346	48,182	49,017	49,853
6	48,357	49,275	50,193	51,111	52,029	52,947	53,865	54,783	55,701
	44,005	44,840	45,676	46,511	47,346	48,182	49,017	49,853	50,688
7	49,275	50,193	51,111	52,029	52,947	53,865	54,783	55,701	56,619
	44,840	45,676	46,511	47,346	48,182	49,017	49,853	50,688	51,523
8	50,193	51,111	52,029	52,947	53,865	54,783	55,701	56,619	57,537
	45,676	46,511	47,346	48,182	49,017	49,853	50,688	51,523	52,359
9	51,111	52,029	52,947	53,865	54,783	55,701	56,619	57,537	58,455
	46,511	47,346	48,182	49,017	49,853	50,688	51,523	52,359	53,194
10	52,029	52,947	53,865	54,783	55,701	56,619	57,537	58,455	59,373
	47,346	48,182	49,017	49,853	50,688	51,523	52,359	53,194	54,029
11	52,947	53,865	54,783	55,701	56,619	57,537	58,455	59,373	60,291
	48,182	49,017	49,853	50,688	51,523	52,359	53,194	54,029	54,865
12	53,865	54,783	55,701	56,619	57,537	58,455	59,373	60,291	61,209
	49,017	49,853	50,688	51,523	52,359	53,194	54,029	54,865	55,700
13	54,783	55,701	56,619	57,537	58,455	59,373	60,291	61,209	62,127
	49,853	50,688	51,523	52,359	53,194	54,029	54,865	55,700	56,536
14	55,701	56,619	57,537	58,455	59,373	60,291	61,209	62,127	63,045
	50,688	51,523	52,359	53,194	54,029	54,865	55,700	56,536	57,371
15	56,619	57,537	58,455	59,373	60,291	61,209	62,127	63,045	63,963
	51,523	52,359	53,194	54,029	54,865	55,700	56,536	57,371	58,206
16	57,537	58,455	59,373	60,291	61,209	62,127	63,045	63,963	64,881
	52,359	53,194	54,029	54,865	55,700	56,536	57,371	58,206	59,042
17	58,455	59,373	60,291	61,209	62,127	63,045	63,963	64,881	65,799
	53,194	54,029	54,865	55,700	56,536	57,371	58,206	59,042	59,877
18	59,373	60,291	61,209	62,127	63,045	63,963	64,881	65,799	66,717
	54,029	54,865	55,700	56,536	57,371	58,206	59,042	59,877	60,712
19	60,291	61,209	62,127	63,045	63,963	64,881	65,799	66,717	67,635
	54,865	55,700	56,536	57,371	58,206	59,042	59,877	60,712	61,548
20	61,209	62,127	63,045	63,963	64,881	65,799	66,717	67,635	68,553
	55,700	56,536	57,371	58,206	59,042	59,877	60,712	61,548	62,383
21	62,127	63,045	63,963	64,881	65,799	66,717	67,635	68,553	69,471
	56,536	57,371	58,206	59,042	59,877	60,712	61,548	62,383	63,219
22	63,045	63,963	64,881	65,799	66,717	67,635	68,553	69,471	70,389
	57,371	58,206	59,042	59,877	60,712	61,548	62,383	63,219	64,054
23	63,963	64,881	65,799	66,717	67,635	68,553	69,471	70,389	71,307
	58,206	59,042	59,877	60,712	61,548	62,383	63,219	64,054	64,889
24	64,881	65,799	66,717	67,635	68,553	69,471	70,389	71,307	72,225
	59,042	59,877	60,712	61,548	62,383	63,219	64,054	64,889	65,725
25	65,799	66,717	67,635	68,553	69,471	70,389	71,307	72,225	73,143
	59,877	60,712	61,548	62,383	63,219	64,054	64,889	65,725	66,560
26	66,717	67,635	68,553	69,471	70,389	71,307	72,225	73,143	74,061
	60,712	61,548	62,383	63,219	64,054	64,889	65,725	66,560	67,396
27	67,635	68,553	69,471	70,389	71,307	72,225	73,143	74,061	74,979
	61,548	62,383	63,219	64,054	64,889	65,725	66,560	67,396	68,231
28	68,553	69,471	70,389	71,307	72,225	73,143	74,061	74,979	75,897
	62,383	63,219	64,054	64,889	65,725	66,560	67,396	68,231	69,066
29	69,471	70,389	71,307	72,225	73,143	74,061	74,979	75,897	76,815
	63,219	64,054	64,889	65,725	66,560	67,396	68,231	69,066	69,902
30	70,389	71,307	72,225	73,143	74,061	74,979	75,897	76,815	77,733
	64,054	64,889	65,725	66,560	67,396	68,231	69,066	69,902	70,737
31	71,307	72,225	73,143	74,061	74,979	75,897	76,815	77,733	78,651
	64,889	65,725	66,560	67,396	68,231	69,066	69,902	70,737	71,572
32	72,225	73,143	74,061	74,979	75,897	76,815	77,733	78,651	79,569
	65,725	66,560	67,396	68,231	69,066	69,902	70,737	71,572	72,408
33	73,143	74,061	74,979	75,897	76,815	77,733	78,651	79,569	80,487
	66,560	67,396	68,231	69,066	69,902	70,737	71,572	72,408	73,243
34	74,061	74,979	75,897	76,815	77,733	78,651	79,569	80,487	81,405
	67,396	68,231	69,066	69,902	70,737	71,572	72,408	73,243	74,079
35	74,979	75,897	76,815	77,733	78,651	79,569	80,487	81,405	82,323
	68,231	69,066	69,902	70,737	71,572	72,408	73,243	74,079	74,914

2025-2026	1	44563	918.00						
	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
	44563								
0	44,563	45,481	46,399	47,317	48,235	49,153	50,071	50,989	51,907
	40,552	41,388	42,223	43,058	43,894	44,729	45,565	46,400	47,235
1	45,481	46,399	47,317	48,235	49,153	50,071	50,989	51,907	52,825
	41,388	42,223	43,058	43,894	44,729	45,565	46,400	47,235	48,071
2	46,399	47,317	48,235	49,153	50,071	50,989	51,907	52,825	53,743
	42,223	43,058	43,894	44,729	45,565	46,400	47,235	48,071	48,906
3	47,317	48,235	49,153	50,071	50,989	51,907	52,825	53,743	54,661
	43,058	43,894	44,729	45,565	46,400	47,235	48,071	48,906	49,742
4	48,235	49,153	50,071	50,989	51,907	52,825	53,743	54,661	55,579
	43,894	44,729	45,565	46,400	47,235	48,071	48,906	49,742	50,577
5	49,153	50,071	50,989	51,907	52,825	53,743	54,661	55,579	56,497
	44,729	45,565	46,400	47,235	48,071	48,906	49,742	50,577	51,412
6	50,071	50,989	51,907	52,825	53,743	54,661	55,579	56,497	57,415
	45,565	46,400	47,235	48,071	48,906	49,742	50,577	51,412	52,248
7	50,989	51,907	52,825	53,743	54,661	55,579	56,497	57,415	58,333
	46,400	47,235	48,071	48,906	49,742	50,577	51,412	52,248	53,083
8	51,907	52,825	53,743	54,661	55,579	56,497	57,415	58,333	59,251
	47,235	48,071	48,906	49,742	50,577	51,412	52,248	53,083	53,918
9	52,825	53,743	54,661	55,579	56,497	57,415	58,333	59,251	60,169
	48,071	48,906	49,742	50,577	51,412	52,248	53,083	53,918	54,754
10	53,743	54,661	55,579	56,497	57,415	58,333	59,251	60,169	61,087
	48,906	49,742	50,577	51,412	52,248	53,083	53,918	54,754	55,589
11	54,661	55,579	56,497	57,415	58,333	59,251	60,169	61,087	62,005
	49,742	50,577	51,412	52,248	53,083	53,918	54,754	55,589	56,425
12	55,579	56,497	57,415	58,333	59,251	60,169	61,087	62,005	62,923
	50,577	51,412	52,248	53,083	53,918	54,754	55,589	56,425	57,260
13	56,497	57,415	58,333	59,251	60,169	61,087	62,005	62,923	63,841
	51,412	52,248	53,083	53,918	54,754	55,589	56,425	57,260	58,095
14	57,415	58,333	59,251	60,169	61,087	62,005	62,923	63,841	64,759
	52,248	53,083	53,918	54,754	55,589	56,425	57,260	58,095	58,931
15	58,333	59,251	60,169	61,087	62,005	62,923	63,841	64,759	65,677
	53,083	53,918	54,754	55,589	56,425	57,260	58,095	58,931	59,766
16	59,251	60,169	61,087	62,005	62,923	63,841	64,759	65,677	66,595
	53,918	54,754	55,589	56,425	57,260	58,095	58,931	59,766	60,601
17	60,169	61,087	62,005	62,923	63,841	64,759	65,677	66,595	67,513
	54,754	55,589	56,425	57,260	58,095	58,931	59,766	60,601	61,437
18	61,087	62,005	62,923	63,841	64,759	65,677	66,595	67,513	68,431
	55,589	56,425	57,260	58,095	58,931	59,766	60,601	61,437	62,272
19	62,005	62,923	63,841	64,759	65,677	66,595	67,513	68,431	69,349
	56,425	57,260	58,095	58,931	59,766	60,601	61,437	62,272	63,108
20	62,923	63,841	64,759	65,677	66,595	67,513	68,431	69,349	70,267
	57,260	58,095	58,931	59,766	60,601	61,437	62,272	63,108	63,943
21	63,841	64,759	65,677	66,595	67,513	68,431	69,349	70,267	71,185
	58,095	58,931	59,766	60,601	61,437	62,272	63,108	63,943	64,778
22	64,759	65,677	66,595	67,513	68,431	69,349	70,267	71,185	72,103
	58,931	59,766	60,601	61,437	62,272	63,108	63,943	64,778	65,614
23	65,677	66,595	67,513	68,431	69,349	70,267	71,185	72,103	73,021
	59,766	60,601	61,437	62,272	63,108	63,943	64,778	65,614	66,449
24	66,595	67,513	68,431	69,349	70,267	71,185	72,103	73,021	73,939
	60,601	61,437	62,272	63,108	63,943	64,778	65,614	66,449	67,284
25	67,513	68,431	69,349	70,267	71,185	72,103	73,021	73,939	74,857
	61,437	62,272	63,108	63,943	64,778	65,614	66,449	67,284	68,120
26	68,431	69,349	70,267	71,185	72,103	73,021	73,939	74,857	75,775
	62,272	63,108	63,943	64,778	65,614	66,449	67,284	68,120	68,955
27	69,349	70,267	71,185	72,103	73,021	73,939	74,857	75,775	76,693
	63,108	63,943	64,778	65,614	66,449	67,284	68,120	68,955	69,791
28	70,267	71,185	72,103	73,021	73,939	74,857	75,775	76,693	77,611
	63,943	64,778	65,614	66,449	67,284	68,120	68,955	69,791	70,626
29	71,185	72,103	73,021	73,939	74,857	75,775	76,693	77,611	78,529
	64,778	65,614	66,449	67,284	68,120	68,955	69,791	70,626	71,461
30	72,103	73,021	73,939	74,857	75,775	76,693	77,611	78,529	79,447
	65,614	66,449	67,284	68,120	68,955	69,791	70,626	71,461	72,297
31	73,021	73,939	74,857	75,775	76,693	77,611	78,529	79,447	80,365
	66,449	67,284	68,120	68,955	69,791	70,626	71,461	72,297	73,132
32	73,939	74,857	75,775	76,693	77,611	78,529	79,447	80,365	81,283
	67,284	68,120	68,955	69,791	70,626	71,461	72,297	73,132	73,968
33	74,857	75,775	76,693	77,611	78,529	79,447	80,365	81,283	82,201
	68,120	68,955	69,791	70,626	71,461	72,297	73,132	73,968	74,803
34	75,775	76,693	77,611	78,529	79,447	80,365	81,283	82,201	83,119
	68,955	69,791	70,626	71,461	72,297	73,132	73,968	74,803	75,638
35	76,693	77,611	78,529	79,447	80,365	81,283	82,201	83,119	84,037
	69,791	70,626	71,461	72,297	73,132	73,968	74,803	75,638	76,474

2026-2027	1	46791	918.00						
	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
	46791								
0	46,791	47,709	48,627	49,545	50,463	51,381	52,299	53,217	54,135
	42,580	43,415	44,251	45,086	45,921	46,757	47,592	48,427	49,263
1	47,709	48,627	49,545	50,463	51,381	52,299	53,217	54,135	55,053
	43,415	44,251	45,086	45,921	46,757	47,592	48,427	49,263	50,098
2	48,627	49,545	50,463	51,381	52,299	53,217	54,135	55,053	55,971
	44,251	45,086	45,921	46,757	47,592	48,427	49,263	50,098	50,934
3	49,545	50,463	51,381	52,299	53,217	54,135	55,053	55,971	56,889
	45,086	45,921	46,757	47,592	48,427	49,263	50,098	50,934	51,769
4	50,463	51,381	52,299	53,217	54,135	55,053	55,971	56,889	57,807
	45,921	46,757	47,592	48,427	49,263	50,098	50,934	51,769	52,604
5	51,381	52,299	53,217	54,135	55,053	55,971	56,889	57,807	58,725
	46,757	47,592	48,427	49,263	50,098	50,934	51,769	52,604	53,440
6	52,299	53,217	54,135	55,053	55,971	56,889	57,807	58,725	59,643
	47,592	48,427	49,263	50,098	50,934	51,769	52,604	53,440	54,275
7	53,217	54,135	55,053	55,971	56,889	57,807	58,725	59,643	60,561
	48,427	49,263	50,098	50,934	51,769	52,604	53,440	54,275	55,111
8	54,135	55,053	55,971	56,889	57,807	58,725	59,643	60,561	61,479
	49,263	50,098	50,934	51,769	52,604	53,440	54,275	55,111	55,946
9	55,053	55,971	56,889	57,807	58,725	59,643	60,561	61,479	62,397
	50,098	50,934	51,769	52,604	53,440	54,275	55,111	55,946	56,781
10	55,971	56,889	57,807	58,725	59,643	60,561	61,479	62,397	63,315
	50,934	51,769	52,604	53,440	54,275	55,111	55,946	56,781	57,617
11	56,889	57,807	58,725	59,643	60,561	61,479	62,397	63,315	64,233
	51,769	52,604	53,440	54,275	55,111	55,946	56,781	57,617	58,452
12	57,807	58,725	59,643	60,561	61,479	62,397	63,315	64,233	65,151
	52,604	53,440	54,275	55,111	55,946	56,781	57,617	58,452	59,287
13	58,725	59,643	60,561	61,479	62,397	63,315	64,233	65,151	66,069
	53,440	54,275	55,111	55,946	56,781	57,617	58,452	59,287	60,123
14	59,643	60,561	61,479	62,397	63,315	64,233	65,151	66,069	66,987
	54,275	55,111	55,946	56,781	57,617	58,452	59,287	60,123	60,958
15	60,561	61,479	62,397	63,315	64,233	65,151	66,069	66,987	67,905
	55,111	55,946	56,781	57,617	58,452	59,287	60,123	60,958	61,794
16	61,479	62,397	63,315	64,233	65,151	66,069	66,987	67,905	68,823
	55,946	56,781	57,617	58,452	59,287	60,123	60,958	61,794	62,629
17	62,397	63,315	64,233	65,151	66,069	66,987	67,905	68,823	69,741
	56,781	57,617	58,452	59,287	60,123	60,958	61,794	62,629	63,464
18	63,315	64,233	65,151	66,069	66,987	67,905	68,823	69,741	70,659
	57,617	58,452	59,287	60,123	60,958	61,794	62,629	63,464	64,300
19	64,233	65,151	66,069	66,987	67,905	68,823	69,741	70,659	71,577
	58,452	59,287	60,123	60,958	61,794	62,629	63,464	64,300	65,135
20	65,151	66,069	66,987	67,905	68,823	69,741	70,659	71,577	72,495
	59,287	60,123	60,958	61,794	62,629	63,464	64,300	65,135	65,970
21	66,069	66,987	67,905	68,823	69,741	70,659	71,577	72,495	73,413
	60,123	60,958	61,794	62,629	63,464	64,300	65,135	65,970	66,806
22	66,987	67,905	68,823	69,741	70,659	71,577	72,495	73,413	74,331
	60,958	61,794	62,629	63,464	64,300	65,135	65,970	66,806	67,641
23	67,905	68,823	69,741	70,659	71,577	72,495	73,413	74,331	75,249
	61,794	62,629	63,464	64,300	65,135	65,970	66,806	67,641	68,477
24	68,823	69,741	70,659	71,577	72,495	73,413	74,331	75,249	76,167
	62,629	63,464	64,300	65,135	65,970	66,806	67,641	68,477	69,312
25	69,741	70,659	71,577	72,495	73,413	74,331	75,249	76,167	77,085
	63,464	64,300	65,135	65,970	66,806	67,641	68,477	69,312	70,147
26	70,659	71,577	72,495	73,413	74,331	75,249	76,167	77,085	78,003
	64,300	65,135	65,970	66,806	67,641	68,477	69,312	70,147	70,983
27	71,577	72,495	73,413	74,331	75,249	76,167	77,085	78,003	78,921
	65,135	65,970	66,806	67,641	68,477	69,312	70,147	70,983	71,818
28	72,495	73,413	74,331	75,249	76,167	77,085	78,003	78,921	79,839
	65,970	66,806	67,641	68,477	69,312	70,147	70,983	71,818	72,653
29	73,413	74,331	75,249	76,167	77,085	78,003	78,921	79,839	80,757
	66,806	67,641	68,477	69,312	70,147	70,983	71,818	72,653	73,489
30	74,331	75,249	76,167	77,085	78,003	78,921	79,839	80,757	81,675
	67,641	68,477	69,312	70,147	70,983	71,818	72,653	73,489	74,324
31	75,249	76,167	77,085	78,003	78,921	79,839	80,757	81,675	82,593
	68,477	69,312	70,147	70,983	71,818	72,653	73,489	74,324	75,160
32	76,167	77,085	78,003	78,921	79,839	80,757	81,675	82,593	83,511
	69,312	70,147	70,983	71,818	72,653	73,489	74,324	75,160	75,995
33	77,085	78,003	78,921	79,839	80,757	81,675	82,593	83,511	84,429
	70,147	70,983	71,818	72,653	73,489	74,324	75,160	75,995	76,830
34	78,003	78,921	79,839	80,757	81,675	82,593	83,511	84,429	85,347
	70,983	71,818	72,653	73,489	74,324	75,160	75,995	76,830	77,666
35	78,921	79,839	80,757	81,675	82,593	83,511	84,429	85,347	86,265
	71,818	72,653	73,489	74,324	75,160	75,995	76,830	77,666	78,501

2027-2028	1	49131	918.00						
	BS	BS+8	BS+16	BS+24	MS	MS+8	MS+16	MS+24	MS+32
	49131								
0	49,131	50,049	50,967	51,885	52,803	53,721	54,639	55,557	56,475
	44,709	45,545	46,380	47,215	48,051	48,886	49,721	50,557	51,392
1	50,049	50,967	51,885	52,803	53,721	54,639	55,557	56,475	57,393
	45,545	46,380	47,215	48,051	48,886	49,721	50,557	51,392	52,228
2	50,967	51,885	52,803	53,721	54,639	55,557	56,475	57,393	58,311
	46,380	47,215	48,051	48,886	49,721	50,557	51,392	52,228	53,063
3	51,885	52,803	53,721	54,639	55,557	56,475	57,393	58,311	59,229
	47,215	48,051	48,886	49,721	50,557	51,392	52,228	53,063	53,898
4	52,803	53,721	54,639	55,557	56,475	57,393	58,311	59,229	60,147
	48,051	48,886	49,721	50,557	51,392	52,228	53,063	53,898	54,734
5	53,721	54,639	55,557	56,475	57,393	58,311	59,229	60,147	61,065
	48,886	49,721	50,557	51,392	52,228	53,063	53,898	54,734	55,569
6	54,639	55,557	56,475	57,393	58,311	59,229	60,147	61,065	61,983
	49,721	50,557	51,392	52,228	53,063	53,898	54,734	55,569	56,405
7	55,557	56,475	57,393	58,311	59,229	60,147	61,065	61,983	62,901
	50,557	51,392	52,228	53,063	53,898	54,734	55,569	56,405	57,240
8	56,475	57,393	58,311	59,229	60,147	61,065	61,983	62,901	63,819
	51,392	52,228	53,063	53,898	54,734	55,569	56,405	57,240	58,075
9	57,393	58,311	59,229	60,147	61,065	61,983	62,901	63,819	64,737
	52,228	53,063	53,898	54,734	55,569	56,405	57,240	58,075	58,911
10	58,311	59,229	60,147	61,065	61,983	62,901	63,819	64,737	65,655
	53,063	53,898	54,734	55,569	56,405	57,240	58,075	58,911	59,746
11	59,229	60,147	61,065	61,983	62,901	63,819	64,737	65,655	66,573
	53,898	54,734	55,569	56,405	57,240	58,075	58,911	59,746	60,581
12	60,147	61,065	61,983	62,901	63,819	64,737	65,655	66,573	67,491
	54,734	55,569	56,405	57,240	58,075	58,911	59,746	60,581	61,417
13	61,065	61,983	62,901	63,819	64,737	65,655	66,573	67,491	68,409
	55,569	56,405	57,240	58,075	58,911	59,746	60,581	61,417	62,252
14	61,983	62,901	63,819	64,737	65,655	66,573	67,491	68,409	69,327
	56,405	57,240	58,075	58,911	59,746	60,581	61,417	62,252	63,088
15	62,901	63,819	64,737	65,655	66,573	67,491	68,409	69,327	70,245
	57,240	58,075	58,911	59,746	60,581	61,417	62,252	63,088	63,923
16	63,819	64,737	65,655	66,573	67,491	68,409	69,327	70,245	71,163
	58,075	58,911	59,746	60,581	61,417	62,252	63,088	63,923	64,758
17	64,737	65,655	66,573	67,491	68,409	69,327	70,245	71,163	72,081
	58,911	59,746	60,581	61,417	62,252	63,088	63,923	64,758	65,594
18	65,655	66,573	67,491	68,409	69,327	70,245	71,163	72,081	72,999
	59,746	60,581	61,417	62,252	63,088	63,923	64,758	65,594	66,429
19	66,573	67,491	68,409	69,327	70,245	71,163	72,081	72,999	73,917
	60,581	61,417	62,252	63,088	63,923	64,758	65,594	66,429	67,264
20	67,491	68,409	69,327	70,245	71,163	72,081	72,999	73,917	74,835
	61,417	62,252	63,088	63,923	64,758	65,594	66,429	67,264	68,100
21	68,409	69,327	70,245	71,163	72,081	72,999	73,917	74,835	75,753
	62,252	63,088	63,923	64,758	65,594	66,429	67,264	68,100	68,935
22	69,327	70,245	71,163	72,081	72,999	73,917	74,835	75,753	76,671
	63,088	63,923	64,758	65,594	66,429	67,264	68,100	68,935	69,771
23	70,245	71,163	72,081	72,999	73,917	74,835	75,753	76,671	77,589
	63,923	64,758	65,594	66,429	67,264	68,100	68,935	69,771	70,606
24	71,163	72,081	72,999	73,917	74,835	75,753	76,671	77,589	78,507
	64,758	65,594	66,429	67,264	68,100	68,935	69,771	70,606	71,441
25	72,081	72,999	73,917	74,835	75,753	76,671	77,589	78,507	79,425
	65,594	66,429	67,264	68,100	68,935	69,771	70,606	71,441	72,277
26	72,999	73,917	74,835	75,753	76,671	77,589	78,507	79,425	80,343
	66,429	67,264	68,100	68,935	69,771	70,606	71,441	72,277	73,112
27	73,917	74,835	75,753	76,671	77,589	78,507	79,425	80,343	81,261
	67,264	68,100	68,935	69,771	70,606	71,441	72,277	73,112	73,948
28	74,835	75,753	76,671	77,589	78,507	79,425	80,343	81,261	82,179
	68,100	68,935	69,771	70,606	71,441	72,277	73,112	73,948	74,783
29	75,753	76,671	77,589	78,507	79,425	80,343	81,261	82,179	83,097
	68,935	69,771	70,606	71,441	72,277	73,112	73,948	74,783	75,618
30	76,671	77,589	78,507	79,425	80,343	81,261	82,179	83,097	84,015
	69,771	70,606	71,441	72,277	73,112	73,948	74,783	75,618	76,454
31	77,589	78,507	79,425	80,343	81,261	82,179	83,097	84,015	84,933
	70,606	71,441	72,277	73,112	73,948	74,783	75,618	76,454	77,289
32	78,507	79,425	80,343	81,261	82,179	83,097	84,015	84,933	85,851
	71,441	72,277	73,112	73,948	74,783	75,618	76,454	77,289	78,124
33	79,425	80,343	81,261	82,179	83,097	84,015	84,933	85,851	86,769
	72,277	73,112	73,948	74,783	75,618	76,454	77,289	78,124	78,960
34	80,343	81,261	82,179	83,097	84,015	84,933	85,851	86,769	87,687
	73,112	73,948	74,783	75,618	76,454	77,289	78,124	78,960	79,795
35	81,261	82,179	83,097	84,015	84,933	85,851	86,769	87,687	88,605
	73,948	74,783	75,618	76,454	77,289	78,124	78,960	79,795	80,631

APPENDIX B: SUPPLEMENTAL PAY SCHEDULE

The following stipends shall be determined by multiplying the listed percentage by \$42,849 in 2024-25, \$44,563 in 2025-26, \$46,791 in 2026-27, and \$49,131 in 2027-28.

YEARS OF EXPERIENCE	0-5	6-UP
Athletic Director	0.20	
HS Head Football	0.12	0.15
HS Asst. Football	0.08	0.10
HS Boys Head Basketball	0.12	0.15
HS Boys Asst. Basketball	0.08	0.10
HS Head Volleyball	0.12	0.15
HS Asst. Volleyball	0.08	0.10
HS Girls Head Basketball	0.12	0.15
HS Girls Asst. Basketball	0.08	0.10
HS Boys Track	0.08	0.10
HS Girls Track	0.08	0.10
HS COED Indoor Track	.015	.02
HS/JH Cross Country	0.07	0.09
HS Baseball	0.08	0.10
HS Asst. Baseball	0.05	0.065
HS Softball	0.08	0.10
HS Asst. Softball	0.05	0.065
JH Boys Track	0.06	0.08
JH Girls Track	0.06	0.08
HS Cheer Sponsor	0.08	0.10
GS Patrol	0.02	0.03
HS Journalism/Yearbook	0.04	0.06
Dramatics, Musicals (per show) 3 total	0.04	0.06
Jr. Class Sponsors	\$500	\$500
Sr. Class Sponsors	\$300	\$300
HS Student Council	0.03	0.05
JH Student Council	0.03	0.05
JH Literary	0.025	0.035
HS Scholastic Bowl	0.035	0.055
HS JV Scholastic Bowl	0.0175	0.0275
JH Scholastic Bowl	0.035	0.055
FCCLA	0.025	0.035
Band, Flags, Jazz Band	0.085	0.115
Vocal Music Director	0.04	0.06
National Honor Society	0.03	0.05
1st Year Teacher Mentor	\$400	\$400
2nd Year Teacher Mentor	\$200	\$200
Driver's Ed (Behind the Wheel) (outside of the normal school day/year)	\$25 per hour	

If two (2) employees share stipend duties, each employee shall receive one-half of the stipend compensation.

APPENDIX C: Grievance Form

Aggrieved:

Filed by:

Contract section(s) violated:

Nature of grievance:

Relief requested:

(Answers to the grievance at each step shall be attached.)