

AGREEMENT BETWEEN
ROBEIN BOARD OF EDUCATION
DISTRICT #85
AND
ROBEIN FEDERATION OF TEACHERS
2024-2027

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1. PARTIES TO THE AGREEMENT

This Agreement is made and entered into this _____ day of _____, 2024, by and between the Board of Education of Robein, District #85, Tazewell County, Illinois, hereinafter referred to as the “Board” or “Employer” and the Robein Federation of Teachers, Illinois Federation of Teachers, American Federation of Teachers, AFL-CIO, hereinafter referred to as the “Union” or “Federation.”

2. RECOGNITION, JURISDICTION AND SCOPE

2.1 For the purpose of the collective bargaining with respect to wages, hours, terms and conditions of employment, the Board recognizes the Robein Federation of Teachers/AFT-IFT as the sole and exclusive representative for all full and part-time certified personnel, excluding managerial, supervisor and confidential personnel as defined in the Illinois Educational Labor Relations Act.

2.2 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 the 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 the 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.

3. MANAGEMENT RIGHTS

The Board retains and reserves unto itself all powers, rights, duties and responsibilities conferred upon and vested in it by the statutes of the State of Illinois.

4. NO-STRIKE/BARGAINING GUARANTEES

4.1 The Federation agrees that under no circumstances will it authorize, sanction, instigate, condone or acquiesce in, nor will any member of the Federation take part in, any strike or withholding of services during the term of this Agreement. The Employer shall have the rights to discipline any Employee whose actions are in violation of this provision. Notwithstanding the foregoing, however, if the parties have not come to an agreement as to salary and insurance benefits by the first day of the first school year not covered by this Agreement, that no-strike prohibition shall no longer be in effect until such time as the parties do come to an agreement as to salary and insurance benefits.

4.2 Should the Union request bargaining, no changes in working conditions not provided for within this Agreement and subject to bargaining under Illinois law shall be implemented without the Board first engaging in good faith bargaining with the Union.

5. UNION RIGHTS AND RESPONSIBILITIES

5.1 The Union agrees to represent equally and without prejudice all members of the bargaining unit for purposes of negotiations with the Board concerning wages, hours, terms and conditions of their employment and the settlement of grievances.

5.2 Employees shall be free to join or not join the Union without interference or penalty. They shall not be encouraged to join nor discouraged from joining the Union by supervisors, administrators or any representatives of the Board.

5.3 Staff meetings shall not be held during the duty free lunch period.

5.4 The Superintendent shall meet at least once a month with the Union President, unless both parties agree not to hold such a meeting, to discuss matters of educational policy and development, as well as, matters relating to the implementation of this Agreement.

5.5 The Board shall upon request furnish the Union President with the following documents and kinds of information:

- a. Board agendas.
- b. Official minutes of Board meetings.
- c. Monthly budget summaries.
- d. Board policy manual and revisions.
- e. Annual auditor's reports and Management Letter.
- f. Current fiscal year budget.
- g. Statistical information pertaining to step placement, salary lane, placement, extended service, and present insurance coverage.
- h. List of new employees.

5.6 The Superintendent shall meet at either party's reasonable request, with two teacher representatives, one teacher representing grades Kindergarten through 4th grade and one teacher representing 5th through 8th grade, unless both parties agree not to hold such a meeting. Additionally, at the request of the Union President, a member of the Board of Education, selected by the Board will also be present at the meeting. The meetings may cover matters of educational policy and development, matters relating to the implementation of this Agreement, and other matters of educational concern.

5.7 Dues Deduction. The dues of bargaining unit members who have given written consent via signed authorization cards shall be deducted by the payroll department. The authorization shall remain in effect from year to year until cancelled by the participating bargaining unit member. The payroll department shall be informed by the Union of the amount to be deducted for the affected year. The District will not deduct any dues until the Union has verified the amount of each deduction.

5.8 District Vacancies. At least five days prior to conducting interviews for any administrative or instructional position, the Board shall post notice of the vacant position in the Main Office and Teacher's Lounge. During summer break, the vacancy notice(s) will be posted in the Main Office, emailed to bargaining unit members, and a copy will be mailed to the Federation President. No vacancy shall be filled until ten working days after the vacancy notice has been posted. The vacancy will not be made public for the duration of the ten-day period. Interested applicants submitting written applications will be considered for any vacancies. The five and ten day waiting period referenced above shall not apply in the case of an emergency. Filling positions prior to the start of a school year shall be considered an emergency in the case of a vacancy that is first known by the Board after July 1.

Applicants for vacant positions shall be considered on the following basis as well as any other factors the Board considers pertinent: (a) immediate supervisor's or principal's recommendations, (b) the best interest of the students involved, (c) educational and personal qualifications, certification, and length of service to the District. If the District conducts interviews, any employee submitting a timely application shall be interviewed and shall receive a personal or written response following the interview. Upon request, such employee shall also be entitled to a conference regarding the employer's decision.

6. PERSONNEL FILE

6.1 Only one official Board file shall be kept for each employee. If any other files contain material that relates to the employee, a copy of such material shall be placed in the official Board file. One major purpose of this file shall be to provide the employee with a single point at which he/she can find any and all evaluations, letters, reports, memorandum and other documents or materials that exist in the District or that have been initiated by District personnel relating to the nature and quality of his/her service and professional conduct. This official Board file shall be maintained in such a way as to accomplish the major purpose given above.

6.2 Any material, including evaluations, to be placed in the official Board file shall be inserted in a timely fashion, not to exceed thirty (30) calendar days. No material shall be placed in a file without notice to the employee.

6.3 Access to an employee's personnel records shall be according to the following guidelines:

- 6.3.1. The employee shall submit a written request to inspect his/her personnel records to the Superintendent.
- 6.3.2. The Superintendent shall provide the employee the opportunity for inspection of the requested records within two (2) working days after the request. If such deadline cannot reasonably be met, the employer shall have an additional seven (7) days to comply.

Reasonable grounds for extension may include, without limitation:

- 6.3.2.1. the requested records have not been located in the course of a routine search and additional efforts are being made to locate them;
- 6.3.2.2. the requested records require examination and evaluation by personnel having the necessary competence and discretion to determine if they are exempt from disclosure under Section 10 of the Illinois Employee Records Act or should be revealed only appropriate deletions; or
- 6.3.2.3. the request for records cannot be complied with by the District within the time limits prescribed without unduly burdening or interfering with the operations of the District.

When additional time is required, the Superintendent shall notify the employee making the written request within two (2) working days of the reasons for the delay and the date by which the records will be made available or denial will be forthcoming. In no instance will the delay in processing last longer than seven (7) working days.

- 6.3.3. The employee shall inspect the personnel record at the District's Administrative Office during normal working hours or at another time mutually convenient to the employee and the Superintendent.
- 6.3.4. Inspection of personnel records shall be conducted under the supervision of a responsible staff member.
- 6.3.5. Neither an employee nor his designated representative shall have access to records or documents which are treated as exceptions in the Illinois Employee Records Act.
- 6.3.6. The employee may copy material maintained in his/her personnel record. Payment for record copying shall be based on the District's actual cost of duplication, unless payment is waived by the Superintendent.

- 6.3.7. The employee may not remove any part of his/her personnel records from his/her file and may not remove any part of his/her personnel records from the District's Administrative Office.
- 6.3.8. Should the employee demonstrate his/her inability to inspect his/her personnel records in person, the District shall mail a copy of a specific record upon written request.
- 6.3.9. An employee's personnel file shall not contain false information. If either the District or the employee knowingly place false information in the employee's personnel record, the Employer or the employee, whichever is appropriate, shall have remedy through legal action to have that information expunged. Each employee shall have the right, upon request, to review the contents of said employee's personnel file and to place therein written reactions to any of its contents. Privileged information such as confidential credentials and related personnel references normally sought at the time of employment are specifically exempt from review. Entries in the file shall be authorized upon the completion of diligent investigation. A copy of any entry shall be forwarded to the employee. Both items must be received by the employee within fourteen (14) calendar days from the date of entry.
- 6.3.10. Should the employee be involved in a current grievance against the District or involved in any other contemplated proceedings against the District, the employee may designate in writing a representative who has the authority to inspect the personnel records under the same rights as employees.

6.4 If the employee disagrees with any information contained in the personnel records, the employee may submit a written statement explaining his or her position. The District shall attach the employee's statement to the disputed portion of the personnel record and the statement shall be included whenever that disputed record is released to a third party as long as the disputed record is part of the employee's personnel file. Inclusion of any written statement attached to the disputed record in an employee's personnel file without any further comment or action by the District shall not imply or create any presumption that the District agrees with the statement's contents.

6.5 The District shall not disclose the content of a personnel file to third parties without an employee's permission, unless the disclosure is in conjunction with a District remediation or disciplinary action; the disclosure is ordered to a party in a legal action or arbitration; or information is requested by a government agency as a result of a claim or complaint by an employee, or as a result of a criminal investigation by such agency; or otherwise mandated by law.

7. GRIEVANCE PROCEDURE

7.1 Definition: A grievance shall mean a complaint that there has been a violation, misinterpretation or misapplication of any of the provisions of this Agreement.

7.2 General Provisions:

- 7.2.1. An employee may have a Union representative present when required to meet with any administrator or supervisor concerning a grievance.
- 7.2.2. An employee who participates in the Grievance Procedure shall not be subject to disciplinary action or reprisal because of such participation.
- 7.2.3. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit lodging an appeal at the next step of this procedure within the time allotted had the decision been given.
- 7.2.4. In any instance where the Union is not representing the grievant, the administrator or supervisor receiving the grievance or making the decision shall notify the Union of all meetings and of the resolution of the formal grievance.
- 7.2.5. A grievance may be initiated and/or conducted by an employee in his/her own behalf, with or without Union representation.
- 7.2.6. Conference held under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons reasonably necessary to attend.
- 7.2.7. All references to days shall mean school days, except that between the end of the school year in June and the beginning of the next school year, days shall mean days when the District's business offices are open.
- 7.2.8. All time limits may be extended by mutual agreement between the parties.

7.3 Procedures for Adjustment of Grievances:

- 7.3.1. **INFORMAL CONFERENCE:** A complaint shall first be discussed with the object of resolving the matter informally.

- 7.3.1.1 STEP ONE: In the event the matter is not resolved informally, the grievant or the Union shall present a written statement on an official grievance form of the alleged violation to the Superintendent (Principal) within 15 days of the event giving rise to the grievance. The Superintendent shall, within ten (10) school days of the receipt of the grievance, confer with the grievant and/or his/her Union representative to try to resolve the grievance. Within ten (10) school days after the completion of the conference, the Superintendent shall give his/her written decision. A copy of the decision shall be given to the Union.
- 7.3.1.2 STEP TWO: In the event the grievance has not been resolved in the first step, the Union or grievant may submit a written appeal to the Board of Education. Such appeal shall be made within thirty (30) school days after receipt of the Superintendent's decision. No later than the next regularly scheduled board meeting after receiving the appeal (or the following regularly scheduled meeting if the next board meeting is less than 10 days subsequent to the appeal), the Board shall hold a hearing on the grievance. Within fifteen (15) school days after the hearing, the Board shall communicate its decision in writing, and state the reasons, if requested, to the Union and the grievant.
- 7.3.1.3 STEP THREE: Within thirty (30) school days after receiving the decision of the Board, the Union may submit the grievance to binding arbitration under the Federal Mediation and Conciliation Service. The arbitrator shall follow the standard rules of the FMCS and his/her decision shall be binding on all parties. Expenses for the arbitration shall be borne equally by the Board and the Union.

8. FACILITIES

The Board will provide adequately heated, clean facilities for the employees to work in and to utilize during duty free lunch time or other breaks.

9. LEAVES OF ABSENCE

9.1 SICK LEAVE. Each employee shall be entitled to sick leave each year without loss of pay in accordance with the following schedule:

Employees who first became TRS participants prior to Jun 1, 2014:

Years of Employment	Annual Sick Days Allotment	Maximum Accumulation
0-15	14	350
16-19	15	350
20+	17	350

Employees who first became TRS participants on June 1, 2014 or after:

Annual Sick Day Allotment	Maximum Accumulation
14	350

Employees shall be notified in writing at the beginning of each school year and on each paycheck as to the number of sick days they have accumulated.

Sick leave shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household, or birth, adoption, or placement for adoption. Sick leave may be utilized by bargaining unit members who give birth for up to six weeks immediately following the date of the birth without proof of medical necessity. Bargaining unit members who adopt children may use available sick leave days for child rearing purposes immediately following the adoption process. The number of sick leave days that may be utilized for child rearing following adoption shall be determined by the Superintendent after consideration of any information provided by the employee but shall in no event be less than ten (10) days. For purposes of this Section, "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

9.2 PERSONAL LEAVE. Each employee shall be entitled to three (3) days leave per year for personal business or emergency without loss of pay or deduction of sick leave. Employees shall notify the Superintendent or his/her designee at least forty-eight (48) hours in advance of the leave except in the case of emergency. It shall not be necessary for the employee to include the reason for taking such leave when making the request. Personal days cannot be taken in conjunction with a holiday, vacation or the beginning or end of the school year unless expressly agreed to by the Superintendent in his/her sole discretion. Unused personal business or emergency leave may be added to sick leave up to the maximum accumulation or bought back at the teacher's individual daily rate of pay.

9.3 CHILD REARING LEAVE. Child rearing leave of absence shall be granted without pay or loss of accrued sick leave, tenure or seniority to any Bargaining Unit Employee who submits a written request for such leave. Child rearing leave of absence shall be granted in cases of adoption as well as natural born children. The effective date of this leave shall be established by the Employee and Employee involved. The length of leave shall not exceed one (1) year unless expressly agreed to by the Superintendent in his sole discretion. Termination of the leave shall coincide with the beginning of a

semester unless the Employer feels it is in the District's best interests to allow a different termination date.

9.4 JURY LEAVE. An Employee called for jury duty or subpoenaed for a case which has not been initiated by the Employee and if the School District is the defendant, has not been initiated by any other Employee or the Union, and which case is school related, shall be paid his/her full compensation, but shall remit to the Employer any monies (except mileage and meal expenses) received by reason of such duty.

9.5 PROFESSIONAL LEAVE. Each certified employee shall be entitled to one (1) professional day each year. This day shall be used to attend educational conferences, other district's programs, workshops, and seminars. Costs will be reimbursed in accordance with the schedule in Section 10.4 as allowed on that schedule, salary advancement shall be as set forth in salary placement, Section 20.1. The preceding meeting shall be related to job assignments and be taken without loss of pay or deduction of sick leave for the certified employee. Any professional meeting a certified employee is requested to attend by the Superintendent, will not count as a professional day. The employee must submit a written request for a professional day to the Superintendent for approval at least one (1) week in advance of the planned day. Professional days will not accumulate.

9.6 BEREAVEMENT LEAVE.

- A. Deaths in the Immediate Family or Household. A bargaining unit member shall be entitled to up to three (3) days of bereavement leave without loss of pay to attend the funeral of a person in his or her immediate family or household. If more than three paid days off are desired, the employee may request to utilize paid sick leave. The amount of sick leave days available for use shall be determined by the Superintendent considering necessary travel and other considerations.
- B. Other Deaths. A bargaining unit member may utilize one sick leave day per year to attend the funeral of a person not in the immediate family or household.

9.7 VOLUNTARY GIFT OF SICK LEAVE DAYS. Bargaining unit members are allowed to donate a maximum of three (3) sick leave days per year to another bargaining unit member who has exhausted all of his or her sick and other paid leave.

9.8 OTHER LEAVES. Employees may be granted leave of absence only by action of the Employer. Leave of absence without pay may be granted based on the following conditions:

- a. Request for leave shall be in writing stating the reason for the requested leave and directed to the Superintendent setting

forth the length of leave requested, normally one or two semesters.

- b. Eligibility shall be based on a minimum of two (2) years of continuous employment in the District.
- c. All leaves of absence shall be limited to a maximum of two (2) semesters.
- d. Commencement and reinstatement of all leaves without pay shall normally occur at the beginning or a semester unless otherwise agreed by the Employer.
- e. Salary increment or steps on the salary schedule shall not accrue for employees on leave of absence unless the Employee has worked in the District one hundred (100) days or more during the year.
- f. Sick leave days shall not accrue, but unused sick leave held at the start of the leave shall be available upon reinstatement.
- g. Written notice of intention to either return or resign shall be given by the Employee to the Superintendent thirty (30) calendar days prior to the end of the first semester or sixty-five (65) calendar days prior to the end of the school year. Failure to furnish such written notice shall constitute a notice of resignation.
- h. An Employee returning to the District from a leave of absence without pay shall be reassigned to the position he or she left, if available, or to any available position for which he or she is certified and qualified.
- i. Insurance may be dropped for the duration of the leave (Employee is responsible for any restrictions for reinstatement to the group plan).
- j. Insurance premiums may be paid by the person on leave subject to the consent of the carrier and applicable law.

10. FRINGE BENEFITS

10.1 INSURANCE COVERAGE DECLARATION. All teachers will be given an opportunity to make a written annual declaration of intent to accept or decline offered insurance coverage. All teachers will be provided updated insurance plan books and cards on or before September 1st each year they are employed by the District.

10.2 HOSPITALIZATION AND DENTAL. The Board shall provide to employees working thirty (30) or more hours per week a group hospitalization, major medical and dental insurance policy for each employee and his/her dependents and spouse with the Board paying ninety-five percent (95%) of the annual premium if single medical and/or single dental coverage are chosen, eighty percent (80%) of the annual premium if family medical and/or family dental are chosen. All deductibles will be paid by the Employee. The remainder will be contributed by the Employee on a monthly basis. The nature of the coverage shall be recommended by a joint Board and Union Insurance Committee.

10.3 LIFE. The Board shall provide each Employee working twenty (20) or more hours per week with Twenty-Five Thousand Dollars (\$25,000.00) of group life insurance.

10.4 TUITION REIMBURSEMENT. Employees shall be reimbursed 80% of the actual cost of tuition and registration for any course approved in advance by the Superintendent in an amount not to exceed eighty percent (80%) of the applicable graduate or undergraduate rate charged by Illinois State University. If Employees are required by the Board to attend any seminar or course, the entire cost of tuition and registration shall be paid by the Board.

11. SALARY

11.1 Employees shall be paid in accordance with the Salary Schedule(s) attached to this Agreement. In addition to the Salary Schedule, the Board shall contribute 100% of statutory teacher retirement system contributions.

11.2 Employees shall be paid for designated extracurricular activities in accordance with the attached Extracurricular Compensation Schedule identified as Appendix F.

11.3 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 at the maximum allowable rate calculated annually by the Internal Revenue Service.

11.4 Employees shall have the option of being paid their twice monthly paychecks within a ten month period, or a twelve month period. The election must be made no later than ten (10) days before the end of the first pay period. No employee shall receive their pay in a period of time shorter than their individual work year.

11.5 Full-time Speech Language Pathologists shall receive a stipend of \$3,000 annually. Such stipend shall be prorated for part-time Speech Language Pathologists.

12. SENIORITY

12.1 Seniority shall be defined as the length of continuous service to the District. Seniority shall be listed by the date of:

- a. First day of work
- b. Date of Board action
- c. Date of employee signature on contract with District
- d. More total years teaching
- e. Highest earned college degree plus hours
- f. Year or courses taught in department/grade

12.2 Pursuant to the School Code, the Board shall post a seniority list.

12.3 A seniority list shall show names of all employees in the bargaining unit in order of continuous service. Known certifications and endorsements will be included for informational purposes.

12.4 Reduction in force shall be dealt with in accordance with PERA and Public Act 97-0008 (SB7).

13. TEACHERS' RIGHTS AND WORKING CONDITIONS

13.1 All full time classroom teachers shall have an assigned room, a desk and a lockable filing cabinet.

13.2 Teachers may leave the school premises during non-teaching periods if the Superintendent does not require their presence and there is no other duty requiring their attention at that time. Further, teachers leaving shall advise the Superintendent or the Superintendent's secretary.

13.3 Vending machines and lounge appliances shall be available in the teachers' lounge.

13.4 Teachers shall not be required to perform custodial duties.

13.5 Teachers shall be reimbursed at the currently established rate for "bus supervision" and "lunch supervision" when they give up a preparation period.

13.6 The District shall provide a clean, attractive and comfortable lounge, such as that currently provided.

13.7 Teachers shall have no less preparation time than that currently available, but in no event shall more than forty (40) minutes per day be assured. Time less than fifteen (15) minutes shall not be considered preparation time. Teachers who have a schedule with less than forty (40) minutes shall receive the Prep Period Supervision Stipend rate for any time less than forty (40) minutes.

13.8 In addition to the preparation time set forth above, each full-time special education teacher may request up to four (4) half-days of release time each year for the purpose of student assessments and documentation pertaining to special education. Part-time special education teachers may request a pro-rated amount of such release time. This release time shall not be utilized for IEP meetings but may be utilized by the teacher for preparation for such meetings. Such request shall be subject to the approval of the Superintendent which shall not be denied without a reasonable basis.

13.9 As need arises for after-school supervision of activities, the Board shall first attempt to obtain volunteers among the teaching staff. If no volunteer is secured, teachers shall supervise any necessary interscholastic games as assigned. Teachers will be compensated for such supervisory activities as set forth in the extracurricular schedule. Assignment of game supervision shall be made by District seniority, with the most senior teacher receiving first selection and last mandatory assignment, unless voluntarily altered by the teachers. Payment for other supervision beyond the normal work day shall only be made if approved in advance by the Superintendent. In no event, however, will the rate of pay for such supervision beyond the normal work day be modified unless different terms are negotiated with Union representatives.

13.10 The teacher shall be notified of any parent complaints directed toward that teacher before the District uses such complaint as a basis for taking adverse action against the teacher. The parents will be encouraged to discuss the matter with the teacher.

13.11 New teachers will receive a current copy of this Agreement.

13.12 Any case of assault upon a teacher during the performance of any contractual or supplemental duty assignment shall be promptly reported to the Board or its designee. A teacher's inability to work must be verified in writing by a physician. A teacher who is assaulted during the actual performance of school duties by a student, parent or school employee shall be entitled to worker's compensation benefits as provided by law. The Board shall provide legal counsel to discuss with the teacher the process which the teacher will encounter if criminal charges are filed against a person alleged to have assaulted the teacher during the course of employment. In any civil suit instituted by a teacher, the teacher shall provide his/her own legal counsel and pay the expense thereof.

13.13 Teachers who are placed in positions for which they are not "highly qualified" under NCLB shall not later be dismissed or disciplined due to not being highly

qualified for the particular position unless adequate opportunity has been given by the Board to become highly qualified.

13.14 A calendar committee comprised of the Superintendent and two representatives of the Federation shall develop a proposed school calendar each year to submit to the Board of Education for consideration. If the calendar committee does not reach consensus on the proposed school calendar, the Federation reserves the right to address the Board prior to approval. The Board of Education shall determine the school calendar following recommendation of the committee or the Superintendent and any comments from the Federation.

14. DISCIPLINE

14.1 No teacher shall be disciplined without just cause.

14.2 Teachers shall have the right of Union representation in any meeting with an administrator in which disciplinary action or a reprimand is contemplated.

14.3 All disciplinary actions by the administration or Board are subject to the grievance procedure, except for dismissal proceedings which shall be pursuant to the School Code.

15. EVALUATION PROCESS

15.1 The Board shall not change the District evaluation plan or evaluation instrument without first bargaining in good faith with the Union.

15.2 Teacher evaluations shall be completed in accordance with the Performance Evaluation Reform Act of 2010 (PERA) and PERA rules.

16. CLASS SCHEDULES AND PERIODS

16.1 In the event that the work day is lengthened beyond the current 7 hours and 40 minutes, there will need to be negotiations with the Union in regards to salary compensation.

16.2 Teachers shall have a duty-free lunch of no less than the students' lunch period or thirty (30) minutes, whichever is greater.

16.3 Teacher shall work no more than 176 actual pupil attendance days plus four institute days in any school year without additional compensation.

17. STUDENT DISCIPLINE

17.1 Student discipline, as used herein, shall mean the expectation and enforcement of a reasonable standard of orderly student behavior to permit effectuation

of the education program. Although the parties recognize that the Employee has the responsibility for the maintenance of student discipline within his/her classroom, the Board also recognizes its responsibility to give all reasonable support and assistance to the Employee with respect to the maintenance of control and discipline in the classroom.

17.2 A teacher may send a pupil to an Administrator for disciplinary action if such action is warranted.

18. SALARY SCHEDULE PLACEMENT

18.1 All college credit from an accredited institution in a field of education or which can reasonably be construed as enhancing the teacher's competency or technique in the District shall apply toward horizontal advancement on the initial salary schedule placement. Teachers currently on staff who attend in-service training or workshops on their own time, enhancing their competency or technique in the District shall, if approved by the Superintendent, be able to apply these to horizontal advancement on the salary schedule. Lateral movement on the teachers' salary schedule will occur at the beginning of each school year or the midpoint, whichever is applicable. The increase in compensation will be effective if notice is given seven (7) days before the first pay period of the school year or by December 31st for the pay increase to begin on January 15th.

18.2 Teachers who work less than a full year shall gain full credit for the year's experience if they teach more days than the shortest semester in that school year.

18.3 For purposes of placement on a salary schedule, part-time teachers shall be credited for a full year's experience if they teach more than seven (7) months of any school year.

19. EARLY RETIREMENT INCENTIVE

Teachers with ten or more years of service in the District are eligible to receive additional benefits as they approach retirement under the terms of this Early Retirement Incentive (ERI) as they approach retirement. To be eligible for the ERI, the teacher must retire during a specified window period. Specifically, the teacher may receive this ERI if he or she retires at the first of the following to occur:

- (1) at the end of the school year in which he or she first accumulates at least thirty-five years of creditable service in TRS (including applicable credit for sick leave, military services, or alternate pension systems); or
- (2) at the end of the school year (July 1 – June 30) in which the teacher reaches age 60 as set forth in TRS regulations.

The eligibility requirements of this Early Retirement Incentive have been adopted purposefully to benefit both the teachers and the District. Specifically, the incentive is not available until teachers can retire without the one-half percent per month reduction to his

or her retirement annuity. Further, the incentive is not available unless the employee can retire without obligating the teacher or the District to pay any payment or penalty to TRS including, but not limited to, ERO employer or member contributions. In addition, the teacher's effective retirement date must occur at the end of the school year in which the teacher is first eligible for a non-discounted annuity from TRS so that the additional compensation remains an incentive to retire early rather than a mere severance payments. In determining these dates, teachers must consider and utilize all of their available sick leave for credible service purposes in TRS.

In order to receive the additional benefits available under this Early Retirement Incentive, eligible employees must deliver a non-revocable letter of resignation without contingency to the Superintendent no later than June 1st of the school year which is approximately thirty-six (36) months prior to retirement to receive the maximum incentive. This incentive can be extended to an employee for a period not to exceed three (3) school years; however, an employee may elect to receive the stipend for one or two school years (failing to access any year does not exclude that employee from gaining the retirement incentive for succeeding years). The letter of resignation must reference an intent to retire under this Early Retirement Incentive Policy and must be accompanied by the TRS member requested "Personal Statement of Benefits" and a "Benefits Estimate" indicating total years of service.

Teachers who elect to receive this Early Retirement Incentive by submitting a timely resignation as provided above shall be entitled to an increase in salary up to the final three (3) years of employment. Such teachers will be removed from the salary schedule and extracurricular salary schedule up to their last three (3) years of employment and will be paid as follows:

A) If the teacher submits a letter three (3) years prior to retirement, the teacher's TRS Creditable Salary for each of the three (3) years prior to retirement shall be equal to 106 percent of the TRS Creditable Salary received the prior year.

B) If the teacher submits a letter two (2) years prior to retirement, the teacher's TRS Creditable Salary for each of the two (2) years prior to retirement shall be equal to 106 percent of the TRS Creditable Salary received the prior year.

C) If the teacher submits a letter one (1) year prior to retirement, the teacher's TRS Creditable Salary shall be equal to 106 percent of the TRS Creditable Salary received the prior year.

The District shall endeavor to spread the increase throughout the school year. However, the District retains the right to make necessary adjustments to monthly pay at any time during the incentive years to insure that the total received by the teacher is consistent with this Section. For purposes of this Section, a teacher's "TRS Creditable Salary" means the teacher's base salary together with all other amounts from all sources which are creditable earnings under TRS rules.

Notwithstanding the above, teachers who discontinue an extra-duty assignment after entering into the retirement incentive shall have their yearly increase for that year reduced by the amount of pay for the extra duty assignment. The term “year” shall mean “school year” and not “calendar year.”

In the event that a teacher’s resignation date under this policy contemplated use of sick leave benefits for creditable service purposes and the teacher subsequently uses all or a portion of his or her available sick leave days and does not have enough remaining sick leave days available upon the contemplated retirement date to retire without discount or use of the Early Retirement Option, the teacher’s resignation shall be automatically revoked and the teacher shall, subject to his or her health condition, continue employment until such time that he or she is eligible to retire at the end of a school year without a discounted annuity or under ERO.

Teachers who submit a non-revocable letter of resignation under this policy and who experience either a divorce or death of their spouse may nonetheless revoke their resignation by providing written notice to the Board no later than the earlier of: (1) their retirement date, or (2) the hiring of their replacement.

20. TERM

This Agreement shall remain in effect through July 31, 2027.

ROBEIN FEDERATION OF TEACHERS

ROBEIN SCHOOL DISTRICT #85
BOARD OF EDUCATION

By: _____
President

By: _____
President

By: _____
Secretary

Date: _____

Date: _____

**APPENDIX A
2024-2025**

Year 1 - 2024-2025		Increase over prior year	\$1,095
TRS	1.098901	Base	\$40,433
		Step Amount Rows B-C	\$600
		Step Amount Rows D-H	\$785
		Step Amount Rows I-R and lower non-longevity	\$925
		Educational Raise	\$1,100
		BA Longevity Raise	\$800
		Step Amount MA S-FF	\$1,125

**APPENDIX A
2024-2025**

STEP	BS		BS+8		BS+16		BS+24		BS+32/MS		MS+16		MS+32	
	Salary	w/TRS	Salary	w/TRS	Salary	w/TRS	Salary	w/TRS	Salary	w/TRS	Salary	w/TRS	Salary	w/TRS
A	\$40,433	\$44,432	\$41,533	\$45,641	\$42,633	\$46,849	\$43,733	\$48,058	\$44,833	\$49,267	\$45,933	\$50,476	\$47,033	\$51,685
B	\$41,033	\$45,091	\$42,133	\$46,300	\$43,233	\$47,509	\$44,333	\$48,718	\$45,433	\$49,926	\$46,533	\$51,135	\$47,633	\$52,344
C	\$41,633	\$45,751	\$42,733	\$46,959	\$43,833	\$48,168	\$44,933	\$49,377	\$46,033	\$50,586	\$47,133	\$51,795	\$48,233	\$53,003
D	\$42,418	\$46,613	\$43,518	\$47,822	\$44,618	\$49,031	\$45,718	\$50,240	\$46,818	\$51,448	\$47,918	\$52,657	\$49,018	\$53,866
E	\$43,203	\$47,476	\$44,303	\$48,685	\$45,403	\$49,893	\$46,503	\$51,102	\$47,603	\$52,311	\$48,703	\$53,520	\$49,803	\$54,729
F	\$43,988	\$48,338	\$45,088	\$49,547	\$46,188	\$50,756	\$47,288	\$51,965	\$48,388	\$53,174	\$49,488	\$54,382	\$50,588	\$55,591
G	\$44,773	\$49,201	\$45,873	\$50,410	\$46,973	\$51,619	\$48,073	\$52,827	\$49,173	\$54,036	\$50,273	\$55,245	\$51,373	\$56,454
H	\$45,558	\$50,064	\$46,658	\$51,273	\$47,758	\$52,481	\$48,858	\$53,690	\$49,958	\$54,899	\$51,058	\$56,108	\$52,158	\$57,316
I	\$46,483	\$51,080	\$47,583	\$52,289	\$48,683	\$53,498	\$49,783	\$54,707	\$50,883	\$55,915	\$51,983	\$57,124	\$53,083	\$58,333
J	\$47,408	\$52,097	\$48,508	\$53,305	\$49,608	\$54,514	\$50,708	\$55,723	\$51,808	\$56,932	\$52,908	\$58,141	\$54,008	\$59,349
K	\$48,333	\$53,113	\$49,433	\$54,322	\$50,533	\$55,531	\$51,633	\$56,740	\$52,733	\$57,948	\$53,833	\$59,157	\$54,933	\$60,366
L	\$49,258	\$54,130	\$50,358	\$55,338	\$51,458	\$56,547	\$52,558	\$57,756	\$53,658	\$58,965	\$54,758	\$60,174	\$55,858	\$61,382
M	\$50,183	\$55,146	\$51,283	\$56,355	\$52,383	\$57,564	\$53,483	\$58,773	\$54,583	\$59,981	\$55,683	\$61,190	\$56,783	\$62,399
N	\$51,108	\$56,163	\$52,208	\$57,371	\$53,308	\$58,580	\$54,408	\$59,789	\$55,508	\$60,998	\$56,608	\$62,207	\$57,708	\$63,415
O	\$52,033	\$57,179	\$53,133	\$58,388	\$54,233	\$59,597	\$55,333	\$60,805	\$56,433	\$62,014	\$57,533	\$63,223	\$58,633	\$64,432
P	\$52,958	\$58,196	\$54,058	\$59,404	\$55,158	\$60,613	\$56,258	\$61,822	\$57,358	\$63,031	\$58,458	\$64,240	\$59,558	\$65,448
Q	\$53,883	\$59,212	\$54,983	\$60,421	\$56,083	\$61,630	\$57,183	\$62,838	\$58,283	\$64,047	\$59,383	\$65,256	\$60,483	\$66,465
R	\$54,808	\$60,229	\$55,908	\$61,437	\$57,008	\$62,646	\$58,108	\$63,855	\$59,208	\$65,064	\$60,308	\$66,273	\$61,408	\$67,481
S	\$55,608	\$61,108	\$56,833	\$62,454	\$58,133	\$63,882	\$59,233	\$65,091	\$60,333	\$66,300	\$61,433	\$67,509	\$62,533	\$68,718
T	\$56,408	\$61,987	\$57,633	\$63,333	\$59,258	\$65,119	\$60,358	\$66,327	\$61,458	\$67,536	\$62,558	\$68,745	\$63,658	\$69,954
U	\$57,208	\$62,866	\$58,433	\$64,212	\$60,058	\$65,998	\$61,483	\$67,564	\$62,583	\$68,773	\$63,683	\$69,981	\$64,783	\$71,190
V	\$58,008	\$63,745	\$59,233	\$65,091	\$60,858	\$66,877	\$62,283	\$68,443	\$63,708	\$70,009	\$64,808	\$71,218	\$65,908	\$72,426
W	\$58,808	\$64,624	\$60,033	\$65,970	\$61,658	\$67,756	\$63,083	\$69,322	\$64,833	\$71,245	\$65,933	\$72,454	\$67,033	\$73,663
X	\$59,608	\$65,503	\$60,833	\$66,849	\$62,458	\$68,635	\$63,883	\$70,201	\$65,958	\$72,481	\$67,058	\$73,690	\$68,158	\$74,899
Y	\$60,408	\$66,382	\$61,633	\$67,729	\$63,258	\$69,514	\$64,683	\$71,080	\$67,083	\$73,718	\$68,183	\$74,926	\$69,283	\$76,135
Z	\$61,208	\$67,262	\$62,433	\$68,608	\$64,058	\$70,393	\$65,483	\$71,959	\$68,208	\$74,954	\$69,308	\$76,163	\$70,408	\$77,371
AA	\$62,008	\$68,141	\$63,233	\$69,487	\$64,858	\$71,273	\$66,283	\$72,838	\$69,333	\$76,190	\$70,433	\$77,399	\$71,533	\$78,608
BB	\$62,808	\$69,020	\$64,033	\$70,366	\$65,658	\$72,152	\$67,083	\$73,718	\$70,458	\$77,426	\$71,558	\$78,635	\$72,658	\$79,844
CC	\$63,608	\$69,899	\$64,833	\$71,245	\$66,458	\$73,031	\$67,883	\$74,597	\$71,583	\$78,663	\$72,683	\$79,871	\$73,783	\$81,080
DD	\$64,408	\$70,778	\$65,633	\$72,124	\$67,258	\$73,910	\$68,683	\$75,476	\$72,708	\$79,899	\$73,808	\$81,108	\$74,908	\$82,316
EE	\$65,208	\$71,657	\$66,433	\$73,003	\$68,058	\$74,789	\$69,483	\$76,355	\$73,833	\$81,135	\$74,933	\$82,344	\$76,033	\$83,553
FF	\$66,008	\$72,536	\$67,233	\$73,882	\$68,858	\$75,668	\$70,283	\$77,234	\$74,958	\$82,371	\$76,058	\$83,580	\$77,158	\$84,789

Each cell of the salary schedule contains two entries. The first entry reflects the salary amount exclusive of Board paid TRS and the second entry reflects the salary amount inclusive of Board paid TRS.

- Teachers on steps I-FF shall only be allowed to move one column per year.
- Teachers moving from the Bachelor columns to the Master's column shall be limited to a six percent (6%) raise. In the event that the cell amount that the teacher would customarily hold following a move to the Masters column would result in a raise exceeding six percent (6%), the teacher shall be moved up the schedule to the highest paying cell in the Masters column that does not result in a raise exceeding six percent (6%).

**APPENDIX B
2025-2026**

Year 2 - 2025-2026		Increase over prior year	\$1,730
TRS	1.098901	Base	\$42,163
		Step Amount Rows B-C	\$600
		Step Amount Rows D-H	\$785
		Step Amount Rows I-R and lower non-longevity	\$925
		Educational Raise	\$1,100
		BA Longevity Raise	\$800
		Step Amount MA S-FF	\$1,125

**APPENDIX B
2025-2026**

STEP	BS		BS+8		BS+16		BS+24		BS+32/MS		MS+16		MS+32	
	Salary	w/TRS	Salary	w/TRS	Salary	w/TRS	Salary	w/TRS	Salary	w/TRS	Salary	w/TRS	Salary	w/TRS
A	\$42,163	\$46,333	\$43,263	\$47,542	\$44,363	\$48,751	\$45,463	\$49,959	\$46,563	\$51,168	\$47,663	\$52,377	\$48,763	\$53,586
B	\$42,763	\$46,992	\$43,863	\$48,201	\$44,963	\$49,410	\$46,063	\$50,619	\$47,163	\$51,827	\$48,263	\$53,036	\$49,363	\$54,245
C	\$43,363	\$47,652	\$44,463	\$48,860	\$45,563	\$50,069	\$46,663	\$51,278	\$47,763	\$52,487	\$48,863	\$53,696	\$49,963	\$54,904
D	\$44,148	\$48,514	\$45,248	\$49,723	\$46,348	\$50,932	\$47,448	\$52,141	\$48,548	\$53,349	\$49,648	\$54,558	\$50,748	\$55,767
E	\$44,933	\$49,377	\$46,033	\$50,586	\$47,133	\$51,795	\$48,233	\$53,003	\$49,333	\$54,212	\$50,433	\$55,421	\$51,533	\$56,630
F	\$45,718	\$50,240	\$46,818	\$51,448	\$47,918	\$52,657	\$49,018	\$53,866	\$50,118	\$55,075	\$51,218	\$56,284	\$52,318	\$57,492
G	\$46,503	\$51,102	\$47,603	\$52,311	\$48,703	\$53,520	\$49,803	\$54,729	\$50,903	\$55,937	\$52,003	\$57,146	\$53,103	\$58,355
H	\$47,288	\$51,965	\$48,388	\$53,174	\$49,488	\$54,382	\$50,588	\$55,591	\$51,688	\$56,800	\$52,788	\$58,009	\$53,888	\$59,218
I	\$48,213	\$52,981	\$49,313	\$54,190	\$50,413	\$55,399	\$51,513	\$56,608	\$52,613	\$57,816	\$53,713	\$59,025	\$54,813	\$60,234
J	\$49,138	\$53,998	\$50,238	\$55,207	\$51,338	\$56,415	\$52,438	\$57,624	\$53,538	\$58,833	\$54,638	\$60,042	\$55,738	\$61,251
K	\$50,063	\$55,014	\$51,163	\$56,223	\$52,263	\$57,432	\$53,363	\$58,641	\$54,463	\$59,849	\$55,563	\$61,058	\$56,663	\$62,267
L	\$50,988	\$56,031	\$52,088	\$57,240	\$53,188	\$58,448	\$54,288	\$59,657	\$55,388	\$60,866	\$56,488	\$62,075	\$57,588	\$63,284
M	\$51,913	\$57,047	\$53,013	\$58,256	\$54,113	\$59,465	\$55,213	\$60,674	\$56,313	\$61,882	\$57,413	\$63,091	\$58,513	\$64,300
N	\$52,838	\$58,064	\$53,938	\$59,273	\$55,038	\$60,481	\$56,138	\$61,690	\$57,238	\$62,899	\$58,338	\$64,108	\$59,438	\$65,316
O	\$53,763	\$59,080	\$54,863	\$60,289	\$55,963	\$61,498	\$57,063	\$62,707	\$58,163	\$63,915	\$59,263	\$65,124	\$60,363	\$66,333
P	\$54,688	\$60,097	\$55,788	\$61,305	\$56,888	\$62,514	\$57,988	\$63,723	\$59,088	\$64,932	\$60,188	\$66,141	\$61,288	\$67,349
Q	\$55,613	\$61,113	\$56,713	\$62,322	\$57,813	\$63,531	\$58,913	\$64,740	\$60,013	\$65,948	\$61,113	\$67,157	\$62,213	\$68,366
R	\$56,538	\$62,130	\$57,638	\$63,338	\$58,738	\$64,547	\$59,838	\$65,756	\$60,938	\$66,965	\$62,038	\$68,174	\$63,138	\$69,382
S	\$57,338	\$63,009	\$58,563	\$64,355	\$59,663	\$65,564	\$60,763	\$66,773	\$62,063	\$68,201	\$63,163	\$69,410	\$64,263	\$70,619
T	\$58,138	\$63,888	\$59,363	\$65,234	\$60,588	\$66,580	\$61,688	\$67,789	\$63,188	\$69,437	\$64,288	\$70,646	\$65,388	\$71,855
U	\$58,938	\$64,767	\$60,163	\$66,113	\$61,388	\$67,459	\$62,613	\$68,805	\$64,313	\$70,674	\$65,413	\$71,882	\$66,513	\$73,091
V	\$59,738	\$65,646	\$60,963	\$66,992	\$62,188	\$68,338	\$63,413	\$69,685	\$65,438	\$71,910	\$66,538	\$73,119	\$67,638	\$74,327
W	\$60,538	\$66,525	\$61,763	\$67,871	\$62,988	\$69,218	\$64,213	\$70,564	\$66,563	\$73,146	\$67,663	\$74,355	\$68,763	\$75,564
X	\$61,338	\$67,404	\$62,563	\$68,751	\$63,788	\$70,097	\$65,013	\$71,443	\$67,688	\$74,382	\$68,788	\$75,591	\$69,888	\$76,800
Y	\$62,138	\$68,284	\$63,363	\$69,630	\$64,588	\$70,976	\$65,813	\$72,322	\$68,813	\$75,619	\$69,913	\$76,827	\$71,013	\$78,036
Z	\$62,938	\$69,163	\$64,163	\$70,509	\$65,388	\$71,855	\$66,613	\$73,201	\$69,938	\$76,855	\$71,038	\$78,064	\$72,138	\$79,273
AA	\$63,738	\$70,042	\$64,963	\$71,388	\$66,188	\$72,734	\$67,413	\$74,080	\$71,063	\$78,091	\$72,163	\$79,300	\$73,263	\$80,509
BB	\$64,538	\$70,921	\$65,763	\$72,267	\$66,988	\$73,613	\$68,213	\$74,959	\$72,188	\$79,327	\$73,288	\$80,536	\$74,388	\$81,745
CC	\$65,338	\$71,800	\$66,563	\$73,146	\$67,788	\$74,492	\$69,013	\$75,838	\$73,313	\$80,564	\$74,413	\$81,773	\$75,513	\$82,981
DD	\$66,138	\$72,679	\$67,363	\$74,025	\$68,588	\$75,371	\$69,813	\$76,718	\$74,438	\$81,800	\$75,538	\$83,009	\$76,638	\$84,218
EE	\$66,938	\$73,558	\$68,163	\$74,904	\$69,388	\$76,251	\$70,613	\$77,597	\$75,563	\$83,036	\$76,663	\$84,245	\$77,763	\$85,454
FF	\$67,738	\$74,437	\$68,963	\$75,784	\$70,188	\$77,130	\$71,413	\$78,476	\$76,688	\$84,273	\$77,788	\$85,481	\$78,888	\$86,690

Each cell of the salary schedule contains two entries. The first entry reflects the salary amount exclusive of Board paid TRS and the second entry reflects the salary amount inclusive of Board paid TRS.

- Teachers on steps I-FF shall only be allowed to move one column per year.
- Teachers moving from the Bachelor columns to the Master's column shall be limited to a six percent (6%) raise. In the event that the cell amount that the teacher would customarily hold following a move to the Masters column would result in a raise exceeding six percent (6%), the teacher shall be moved up the schedule to the highest paying cell in the Masters column that does not result in a raise exceeding six percent (6%).

**APPENDIX C
2026-2027**

Year 3 - 2026-2027		Increase over prior year	\$1,730
TRS	1.098901	Base	\$43,893
		Step Amount Rows B-C	\$600
		Step Amount Rows D-H	\$785
		Step Amount Rows I-R and lower non-longevity	\$925
		Educational Raise	\$1,100
		BA Longevity Raise	\$800
		Step Amount MA S-FF	\$1,125

**APPENDIX C
2026-2027**

STEP	BS		BS+8		BS+16		BS+24		BS+32/MS		MS+16		MS+32	
	Salary	w/TRS	Salary	w/TRS	Salary	w/TRS	Salary	w/TRS	Salary	w/TRS	Salary	w/TRS	Salary	w/TRS
A	\$43,893	\$48,234	\$44,993	\$49,443	\$46,093	\$50,652	\$47,193	\$51,860	\$48,293	\$53,069	\$49,393	\$54,278	\$50,493	\$55,487
B	\$44,493	\$48,893	\$45,593	\$50,102	\$46,693	\$51,311	\$47,793	\$52,520	\$48,893	\$53,729	\$49,993	\$54,937	\$51,093	\$56,146
C	\$45,093	\$49,553	\$46,193	\$50,762	\$47,293	\$51,970	\$48,393	\$53,179	\$49,493	\$54,388	\$50,593	\$55,597	\$51,693	\$56,805
D	\$45,878	\$50,415	\$46,978	\$51,624	\$48,078	\$52,833	\$49,178	\$54,042	\$50,278	\$55,251	\$51,378	\$56,459	\$52,478	\$57,668
E	\$46,663	\$51,278	\$47,763	\$52,487	\$48,863	\$53,696	\$49,963	\$54,904	\$51,063	\$56,113	\$52,163	\$57,322	\$53,263	\$58,531
F	\$47,448	\$52,141	\$48,548	\$53,349	\$49,648	\$54,558	\$50,748	\$55,767	\$51,848	\$56,976	\$52,948	\$58,185	\$54,048	\$59,393
G	\$48,233	\$53,003	\$49,333	\$54,212	\$50,433	\$55,421	\$51,533	\$56,630	\$52,633	\$57,838	\$53,733	\$59,047	\$54,833	\$60,256
H	\$49,018	\$53,866	\$50,118	\$55,075	\$51,218	\$56,284	\$52,318	\$57,492	\$53,418	\$58,701	\$54,518	\$59,910	\$55,618	\$61,119
I	\$49,943	\$54,882	\$51,043	\$56,091	\$52,143	\$57,300	\$53,243	\$58,509	\$54,343	\$59,718	\$55,443	\$60,926	\$56,543	\$62,135
J	\$50,868	\$55,899	\$51,968	\$57,108	\$53,068	\$58,316	\$54,168	\$59,525	\$55,268	\$60,734	\$56,368	\$61,943	\$57,468	\$63,152
K	\$51,793	\$56,915	\$52,893	\$58,124	\$53,993	\$59,333	\$55,093	\$60,542	\$56,193	\$61,751	\$57,293	\$62,959	\$58,393	\$64,168
L	\$52,718	\$57,932	\$53,818	\$59,141	\$54,918	\$60,349	\$56,018	\$61,558	\$57,118	\$62,767	\$58,218	\$63,976	\$59,318	\$65,185
M	\$53,643	\$58,948	\$54,743	\$60,157	\$55,843	\$61,366	\$56,943	\$62,575	\$58,043	\$63,784	\$59,143	\$64,992	\$60,243	\$66,201
N	\$54,568	\$59,965	\$55,668	\$61,174	\$56,768	\$62,382	\$57,868	\$63,591	\$58,968	\$64,800	\$60,068	\$66,009	\$61,168	\$67,218
O	\$55,493	\$60,981	\$56,593	\$62,190	\$57,693	\$63,399	\$58,793	\$64,608	\$59,893	\$65,816	\$60,993	\$67,025	\$62,093	\$68,234
P	\$56,418	\$61,998	\$57,518	\$63,207	\$58,618	\$64,415	\$59,718	\$65,624	\$60,818	\$66,833	\$61,918	\$68,042	\$63,018	\$69,251
Q	\$57,343	\$63,014	\$58,443	\$64,223	\$59,543	\$65,432	\$60,643	\$66,641	\$61,743	\$67,849	\$62,843	\$69,058	\$63,943	\$70,267
R	\$58,268	\$64,031	\$59,368	\$65,240	\$60,468	\$66,448	\$61,568	\$67,657	\$62,668	\$68,866	\$63,768	\$70,075	\$64,868	\$71,284
S	\$59,068	\$64,910	\$60,293	\$66,256	\$61,393	\$67,465	\$62,493	\$68,674	\$63,793	\$70,102	\$64,893	\$71,311	\$65,993	\$72,520
T	\$59,868	\$65,789	\$61,093	\$67,135	\$62,318	\$68,481	\$63,418	\$69,690	\$64,918	\$71,338	\$66,018	\$72,547	\$67,118	\$73,756
U	\$60,668	\$66,668	\$61,893	\$68,014	\$63,118	\$69,360	\$64,343	\$70,707	\$66,043	\$72,575	\$67,143	\$73,784	\$68,243	\$74,992
V	\$61,468	\$67,547	\$62,693	\$68,893	\$63,918	\$70,240	\$65,143	\$71,586	\$67,168	\$73,811	\$68,268	\$75,020	\$69,368	\$76,229
W	\$62,268	\$68,426	\$63,493	\$69,773	\$64,718	\$71,119	\$65,943	\$72,465	\$68,293	\$75,047	\$69,393	\$76,256	\$70,493	\$77,465
X	\$63,068	\$69,305	\$64,293	\$70,652	\$65,518	\$71,998	\$66,743	\$73,344	\$69,418	\$76,284	\$70,518	\$77,492	\$71,618	\$78,701
Y	\$63,868	\$70,185	\$65,093	\$71,531	\$66,318	\$72,877	\$67,543	\$74,223	\$70,543	\$77,520	\$71,643	\$78,729	\$72,743	\$79,937
Z	\$64,668	\$71,064	\$65,893	\$72,410	\$67,118	\$73,756	\$68,343	\$75,102	\$71,668	\$78,756	\$72,768	\$79,965	\$73,868	\$81,174
AA	\$65,468	\$71,943	\$66,693	\$73,289	\$67,918	\$74,635	\$69,143	\$75,981	\$72,793	\$79,992	\$73,893	\$81,201	\$74,993	\$82,410
BB	\$66,268	\$72,822	\$67,493	\$74,168	\$68,718	\$75,514	\$69,943	\$76,860	\$73,918	\$81,229	\$75,018	\$82,437	\$76,118	\$83,646
CC	\$67,068	\$73,701	\$68,293	\$75,047	\$69,518	\$76,393	\$70,743	\$77,740	\$75,043	\$82,465	\$76,143	\$83,674	\$77,243	\$84,882
DD	\$67,868	\$74,580	\$69,093	\$75,926	\$70,318	\$77,273	\$71,543	\$78,619	\$76,168	\$83,701	\$77,268	\$84,910	\$78,368	\$86,119
EE	\$68,668	\$75,459	\$69,893	\$76,805	\$71,118	\$78,152	\$72,343	\$79,498	\$77,293	\$84,937	\$78,393	\$86,146	\$79,493	\$87,355
FF	\$69,468	\$76,338	\$70,693	\$77,685	\$71,918	\$79,031	\$73,143	\$80,377	\$78,418	\$86,174	\$79,518	\$87,382	\$80,618	\$88,591

Each cell of the salary schedule contains two entries. The first entry reflects the salary amount exclusive of Board paid TRS and the second entry reflects the salary amount inclusive of Board paid TRS.

- Teachers on steps I-FF shall only be allowed to move one column per year.
- Teachers moving from the Bachelor columns to the Master's column shall be limited to a six percent (6%) raise. In the event that the cell amount that the teacher would customarily hold following a move to the Masters column would result in a raise exceeding **six percent (6%)**, the teacher shall be moved up the schedule to the highest paying cell in the Masters column that does not result in a raise exceeding **six percent (6%)**.

APPENDIX D

Extracurricular Schedule 2024-2027						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Duty/years Experience	(1-2)	(3-4)	(5-6)	(7-8)	(9-10)	(11+)
8th Grade Basketball	6.00	7.00	8.00	9.00	10.00	11.00
7th Grade Basketball	6.00	7.00	8.00	9.00	10.00	11.00
8th Grade Volleyball	6.00	7.00	8.00	9.00	10.00	11.00
7th Grade Volleyball	6.00	7.00	8.00	9.00	10.00	11.00
Cheerleading	5.00	6.00	7.00	8.00	9.00	10.00
Softball	4.00	4.50	5.00	5.50	6.00	6.50
Baseball	4.00	4.50	5.00	5.50	6.00	6.50
Track-8G, 8B,7G, 7B	6.00	6.50	7.00	7.50	8.00	8.50
Scholastic Bowl	4.00	4.50	5.00	5.50	6.00	6.50
Music Contest	1.00	1.25	1.50	1.75	2.00	2.25
Speech Team	1.75	2.00	2.25	2.50	2.75	3.00
Science Fair	1.00	1.25	1.50	1.75	2.00	2.25
Student Council Sponsor (divided by # of sponsors)	4.00	4.50	5.00	5.50	6.00	6.50
AR Coordinators (divided by # of coordinators)	5.00	5.00	5.00	5.00	5.00	5.00
Behavior Rewards	0.25	0.25	0.25	0.25	0.25	0.25
Bus Supervisor (Morning)	4.25	4.25	4.25	4.25	4.25	4.25
Bus Supervisor (Afternoon)	4.25	4.25	4.25	4.25	4.25	4.25
Yearbook Sponsors (divided by # of sponsors)	5.00	5.00	5.00	5.00	5.00	5.00
Contract Year	2024-2027					
Prep Period Supervision	\$25.00					
Study Hall Teacher(hourly)	\$20.25					
Activity Supervisor (hourly)	\$20.25					
Lunch Period Supervision (per lunch period)	\$25.00					
Young Authors	\$200					
Head Teacher	5.00	6.00	7.00	8.00	9.00	10.00
Athletic Director	7.00	8.00	9.00	10.00	11.00	12.00
Assistant Track Coach	\$1,000					
MTSS Coordinator*	\$900					
MTSS Committee Member	\$400					
Leadership Committee Members	\$400					
K-4 Lead of Leadership Committee **	\$600					
5-8 Lead of Leadership Committee **	\$600					
*MTSS Coordinator does not get MTSS Committee Member Stipend.						
**Leadership Lead must submit Meeting agenda and notes of meetings within five (5) working days of the meeting.						