

AGREEMENT BETWEEN
ROBEIN BOARD OF EDUCATION
DISTRICT #85
AND
ROBEIN FEDERATION OF TEACHERS
2014-2019

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1. PARTIES TO THE AGREEMENT

This Agreement is made and entered into this _____ day of _____, 2014, 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 right 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, the 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 report 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. Fair Share - All employees covered by this Agreement who are not members of the Union, commencing on the effective date of this Agreement, or upon their initial employment, and continuing during the term of this Agreement, and so long as they remain nonmembers of the Union, shall pay to the Union each month their fair share of the costs of the services rendered by the Union that are chargeable to nonmembers under state and federal law.

- 5.7.1. The Union shall certify to the Board a fair share amount not to exceed the dues uniformly required of members in conformity with federal and state law, and Illinois Educational Labor Relations Board (hereinafter "Labor Board") rules.
- 5.7.2. Such fair share payment by nonmembers shall be deducted by the Board from the earnings of the nonmember employees and remitted to the Union within ten (10) working days of said deduction unless required to remit a fee to the Labor Board for escrow.
- 5.7.3. The Board shall cooperate with the Union to ascertain the names of all employee nonmembers of the Union from whose earnings the fair share payments shall be deducted and their work locations and shall provide the Union space to post a notice concerning fair share.
- 5.7.4. The Union and the Board shall comply with the rules of the Labor Board concerning notice, objections and related matters contained in its fair share rules.
- 5.7.5. Upon adoption of any Union internal appeal procedure, the Union shall supply the Board with a copy. In addition, the Union shall advise the Board of subsequent changes therein.
- 5.7.6. In the event of any legal action against the Board brought in a court or administrative agency because of its compliance with this Article, the Union agrees to defend such action, at its own expense and through its own counsel, provided:
 - a. The Board gives immediate notice of such action in writing to the Union and permits the Union intervention as a party if it so desires, and
 - b. The Board gives full and complete cooperation to the Union and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.

5.7.7. The Union shall indemnify and hold harmless the Board, its members, officers, and agents and employees from and against any forms of liability that shall arise out of, or by reason of action taken by the Board for the purposes of complying with the above provisions of this Article, or in reliance on any list, notice, certification, affidavit or assignment furnished by the Union under any such provisions. The Union shall not be responsible for the attorney's fees of any attorney for the Employer other than the attorney employed and supervised or directed by the Union.

5.7.8. If during the term of this Agreement, the Labor Board or a court of competent jurisdiction rules any part of this section void or not enforceable, the Union and the Board agree to convene negotiations on this matter immediately for the sole purpose of bringing this Article into compliance with the standards or rulings of said Labor Board or court.

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 periods 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 an 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 record, 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. Conferences held under this procedure shall be conducted at a time and a 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 their 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 June 1, 2014:

Years of Employment	Annual Sick Days Allotment	Maximum Accumulation
0-15	13	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
12	180

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. The Board shall provide TRS with any and all records necessary to allow reinstatement of sick leaves days as a result of previous cap(s). Such action shall take place prior to December 31, 2011.

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 substitute pay rate.

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 Employer 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. 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 of 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 access 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.

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. Years 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.

13.8. 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 extra-curricular 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.

13.9. 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.

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

13.11. 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.

13.12 Teachers who are placed in positions for which they are not “highly qualified” under NCLB shall not later be dismissed or disciplined due to no being highly qualified for the particular position unless adequate opportunity has been given by the Board to become highly qualified.

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

16.4. Unless a teacher's presence on school premises is required for a specific purpose, teachers shall be allowed to arrive and leave the school premises within ten (10) minutes of regular school hours.

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 payment. 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 twenty-four (24) months prior to retirement. 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 during the final two years of employment. Such Teachers will be removed from the salary schedule and extra-curricular salary schedule during their last two years of employment and will be paid as follows: The teacher's TRS Creditable Salary for the year prior to the year of retirement shall equal to 106 percent of the TRS Creditable Salary received the prior year. The teacher's TRS Creditable Salary for the year of retirement shall equal 106 percent of the TRS Creditable Salary received in the year prior to retirement. 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 last two 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 in either the year preceding the year of retirement or the year of retirement 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, 2019.

ROBEIN FEDERATION OF TEACHERS

ROBEIN SCHOOL DISTRICT #85
BOARD OF EDUCATION

By _____
President

By _____
President

By _____
Secretary

Date: _____

Date: _____

APPENDIX A

Year 1 - 2014-2015

TRS	1.103753	Base	\$32,650	
		Experience Raise Years 11+	\$865	Experience Raise Years 1-4
		Educational Raise	\$1,055	Experience Raise years 5-10
		Longevity Raise	\$690	\$785

Step	BS		BS+8		BS+16		BS+24		BS+32		MS+16		MS+32	
	BS	w/TRS	BS+8	w/TRS	BS+16	w/TRS	BS+24	w/TRS	MS	w/TRS	MS+16	w/TRS	MS+32	w/TRS
1	\$32,650	\$36,038	\$33,705	\$37,202	\$34,760	\$38,366	\$35,815	\$39,531	\$36,870	\$40,695	\$37,925	\$41,860	\$38,980	\$43,024
2	\$32,845	\$36,253	\$33,900	\$37,417	\$34,955	\$38,582	\$36,010	\$39,746	\$37,065	\$40,911	\$38,120	\$42,075	\$39,175	\$43,240
3	\$33,040	\$36,468	\$34,095	\$37,632	\$35,150	\$38,797	\$36,205	\$39,961	\$37,260	\$41,126	\$38,315	\$42,290	\$39,370	\$43,455
4	\$33,235	\$36,683	\$34,290	\$37,848	\$35,345	\$39,012	\$36,400	\$40,177	\$37,455	\$41,341	\$38,510	\$42,506	\$39,565	\$43,670
5	\$34,020	\$37,550	\$35,075	\$38,714	\$36,130	\$39,879	\$37,185	\$41,043	\$38,240	\$42,208	\$39,295	\$43,372	\$40,350	\$44,536
6	\$34,805	\$38,416	\$35,860	\$39,581	\$36,915	\$40,745	\$37,970	\$41,910	\$39,025	\$43,074	\$40,080	\$44,238	\$41,135	\$45,403
7	\$35,590	\$39,283	\$36,645	\$40,447	\$37,700	\$41,611	\$38,755	\$42,776	\$39,810	\$43,940	\$40,865	\$45,105	\$41,920	\$46,269
8	\$36,375	\$40,149	\$37,430	\$41,313	\$38,485	\$42,478	\$39,540	\$43,642	\$40,595	\$44,807	\$41,650	\$45,971	\$42,705	\$47,136
9	\$37,160	\$41,015	\$38,215	\$42,180	\$39,270	\$43,344	\$40,325	\$44,509	\$41,380	\$45,673	\$42,435	\$46,838	\$43,490	\$48,002
10	\$37,945	\$41,882	\$39,000	\$43,046	\$40,055	\$44,211	\$41,110	\$45,375	\$42,165	\$46,540	\$43,220	\$47,704	\$44,275	\$48,869
11	\$38,810	\$42,837	\$39,865	\$44,001	\$40,920	\$45,166	\$41,975	\$46,330	\$43,030	\$47,494	\$44,085	\$48,659	\$45,140	\$49,823
12	\$39,675	\$43,791	\$40,730	\$44,956	\$41,785	\$46,120	\$42,840	\$47,285	\$43,895	\$48,449	\$44,950	\$49,614	\$46,005	\$50,778
13	\$40,540	\$44,746	\$41,595	\$45,911	\$42,650	\$47,075	\$43,705	\$48,240	\$44,760	\$49,404	\$45,815	\$50,568	\$46,870	\$51,733
14	\$41,405	\$45,701	\$42,460	\$46,865	\$43,515	\$48,030	\$44,570	\$49,194	\$45,625	\$50,359	\$46,680	\$51,523	\$47,735	\$52,688
15	\$42,270	\$46,656	\$43,325	\$47,820	\$44,380	\$48,985	\$45,435	\$50,149	\$46,490	\$51,313	\$47,545	\$52,478	\$48,600	\$53,642
16	\$42,960	\$47,417	\$44,190	\$48,775	\$45,245	\$49,939	\$46,300	\$51,104	\$47,355	\$52,268	\$48,410	\$53,433	\$49,465	\$54,597
17	\$43,650	\$48,179	\$44,880	\$49,536	\$46,110	\$50,894	\$47,165	\$52,059	\$48,220	\$53,223	\$49,275	\$54,387	\$50,330	\$55,552
18	\$44,340	\$48,940	\$45,570	\$50,298	\$46,975	\$51,849	\$48,030	\$53,013	\$49,085	\$54,178	\$50,140	\$55,342	\$51,195	\$56,507
19	\$45,030	\$49,702	\$46,260	\$51,060	\$47,665	\$52,610	\$48,895	\$53,968	\$49,950	\$55,132	\$51,005	\$56,297	\$52,060	\$57,461
20	\$45,720	\$50,464	\$46,950	\$51,821	\$48,355	\$53,372	\$49,760	\$54,923	\$50,815	\$56,087	\$51,870	\$57,252	\$52,925	\$58,416
21	\$46,410	\$51,225	\$47,640	\$52,583	\$49,045	\$54,134	\$50,450	\$55,684	\$51,680	\$57,042	\$52,735	\$58,206	\$53,790	\$59,371
22	\$47,100	\$51,987	\$48,330	\$53,344	\$49,735	\$54,895	\$51,140	\$56,446	\$52,545	\$57,997	\$53,600	\$59,161	\$54,655	\$60,326
23	\$47,790	\$52,748	\$49,020	\$54,106	\$50,425	\$55,657	\$51,830	\$57,208	\$53,235	\$58,758	\$54,465	\$60,116	\$55,520	\$61,280
24	\$48,480	\$53,510	\$49,710	\$54,868	\$51,115	\$56,418	\$52,520	\$57,969	\$53,925	\$59,520	\$55,155	\$60,877	\$56,385	\$62,235
25	\$49,170	\$54,272	\$50,400	\$55,629	\$51,805	\$57,180	\$53,210	\$58,731	\$54,615	\$60,281	\$55,845	\$61,639	\$57,075	\$62,997
26	\$49,860	\$55,033	\$51,090	\$56,391	\$52,495	\$57,942	\$53,900	\$59,492	\$55,305	\$61,043	\$56,535	\$62,401	\$57,765	\$63,758
27	\$50,550	\$55,795	\$51,780	\$57,152	\$53,185	\$58,703	\$54,590	\$60,254	\$55,995	\$61,805	\$57,225	\$63,162	\$58,455	\$64,520
28	\$51,240	\$56,556	\$52,470	\$57,914	\$53,875	\$59,465	\$55,280	\$61,015	\$56,685	\$62,566	\$57,915	\$63,924	\$59,145	\$65,281
29	\$51,930	\$57,318	\$53,160	\$58,676	\$54,565	\$60,226	\$55,970	\$61,777	\$57,375	\$63,328	\$58,605	\$64,685	\$59,835	\$66,043
30	\$52,620	\$58,079	\$53,850	\$59,437	\$55,255	\$60,988	\$56,660	\$62,539	\$58,065	\$64,089	\$59,295	\$65,447	\$60,525	\$66,805
31	\$53,310	\$58,841	\$54,540	\$60,199	\$55,945	\$61,749	\$57,350	\$63,300	\$58,755	\$64,851	\$59,985	\$66,209	\$61,215	\$67,566
32	\$54,000	\$59,603	\$55,230	\$60,960	\$56,635	\$62,511	\$58,040	\$64,062	\$59,445	\$65,613	\$60,675	\$66,970	\$61,905	\$68,328
33	\$54,690	\$60,364	\$55,920	\$61,722	\$57,325	\$63,273	\$58,730	\$64,823	\$60,135	\$66,374	\$61,365	\$67,732	\$62,595	\$69,089
34	\$55,380	\$61,126	\$56,610	\$62,483	\$58,015	\$64,034	\$59,420	\$65,585	\$60,825	\$67,136	\$62,055	\$68,493	\$63,285	\$69,851
35	\$56,070	\$61,887	\$57,300	\$63,245	\$58,705	\$64,796	\$60,110	\$66,347	\$61,515	\$67,897	\$62,745	\$69,255	\$63,975	\$70,613

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. Each cell on the schedule is indexed to the entry level salary (the "base"). More specifically each cell, as one moves horizontally on the salary schedule, exceeds the preceding cell by an amount equal to the educational raise. As one moves vertically on the salary schedule, each cell exceeds the preceding cell by an amount equal to the experience raise. Additionally, the District shall pay a longevity raise to a teacher for each year of service credit the teacher has beyond the last step of the salary schedule in the respective column applicable to that teacher.

APPENDIX B

Year 2 - 2015-2016		Increase over prior year		\$640											
TRS	1.103753	Base		\$33,290											
		Experience Raise Years 11+		\$865	Experience Raise Years 1-4										
		Educational Raise		\$1,055	Experience Raise years 5-10										
		Longevity Raise		\$690	\$195										
					\$785										
Step	BS	w/TRS	BS+8	w/TRS	BS+16	w/TRS	BS+24	w/TRS	BS+32	MS	w/TRS	MS+16	w/TRS	MS+32	w/TRS
1	\$33,290	\$36,744	\$34,345	\$37,908	\$35,400	\$39,073	\$36,455	\$40,237	\$37,510	\$41,402	\$38,565	\$42,566	\$39,620	\$43,731	
2	\$33,485	\$36,959	\$34,540	\$38,124	\$35,595	\$39,288	\$36,650	\$40,453	\$37,705	\$41,617	\$38,760	\$42,781	\$39,815	\$43,946	
3	\$33,680	\$37,174	\$34,735	\$38,339	\$35,790	\$39,503	\$36,845	\$40,668	\$37,900	\$41,832	\$38,955	\$42,997	\$40,010	\$44,161	
4	\$33,875	\$37,390	\$34,930	\$38,554	\$35,985	\$39,719	\$37,040	\$40,883	\$38,095	\$42,047	\$39,150	\$43,212	\$40,205	\$44,376	
5	\$34,660	\$38,256	\$35,715	\$39,421	\$36,770	\$40,585	\$37,825	\$41,749	\$38,880	\$42,914	\$39,935	\$44,078	\$40,990	\$45,243	
6	\$35,445	\$39,123	\$36,500	\$40,287	\$37,555	\$41,451	\$38,610	\$42,616	\$39,665	\$43,780	\$40,720	\$44,945	\$41,775	\$46,109	
7	\$36,230	\$39,989	\$37,285	\$41,153	\$38,340	\$42,318	\$39,395	\$43,482	\$40,450	\$44,647	\$41,505	\$45,811	\$42,560	\$46,976	
8	\$37,015	\$40,855	\$38,070	\$42,020	\$39,125	\$43,184	\$40,180	\$44,349	\$41,235	\$45,513	\$42,290	\$46,678	\$43,345	\$47,842	
9	\$37,800	\$41,722	\$38,855	\$42,886	\$39,910	\$44,051	\$40,965	\$45,215	\$42,020	\$46,380	\$43,075	\$47,544	\$44,130	\$48,709	
10	\$38,585	\$42,588	\$39,640	\$43,753	\$40,695	\$44,917	\$41,750	\$46,082	\$42,805	\$47,246	\$43,860	\$48,411	\$44,915	\$49,575	
11	\$39,450	\$43,543	\$40,505	\$44,708	\$41,560	\$45,872	\$42,615	\$47,036	\$43,670	\$48,201	\$44,725	\$49,365	\$45,780	\$50,530	
12	\$40,315	\$44,498	\$41,370	\$45,662	\$42,425	\$46,827	\$43,480	\$47,991	\$44,535	\$49,156	\$45,590	\$50,320	\$46,645	\$51,485	
13	\$41,180	\$45,453	\$42,235	\$46,617	\$43,290	\$47,781	\$44,345	\$48,946	\$45,400	\$50,110	\$46,455	\$51,275	\$47,510	\$52,439	
14	\$42,045	\$46,407	\$43,100	\$47,572	\$44,155	\$48,736	\$45,210	\$49,901	\$46,265	\$51,065	\$47,320	\$52,230	\$48,375	\$53,394	
15	\$42,910	\$47,362	\$43,965	\$48,527	\$45,020	\$49,691	\$46,075	\$50,855	\$47,130	\$52,020	\$48,185	\$53,184	\$49,240	\$54,349	
16	\$43,600	\$48,124	\$44,830	\$49,481	\$45,885	\$50,646	\$46,940	\$51,810	\$47,995	\$52,975	\$49,050	\$54,139	\$50,105	\$55,304	
17	\$44,290	\$48,885	\$45,520	\$50,243	\$46,750	\$51,600	\$47,805	\$52,765	\$48,860	\$53,929	\$49,915	\$55,094	\$50,970	\$56,258	
18	\$44,980	\$49,647	\$46,210	\$51,004	\$47,615	\$52,555	\$48,670	\$53,720	\$49,725	\$54,884	\$50,780	\$56,049	\$51,835	\$57,213	
19	\$45,670	\$50,408	\$46,900	\$51,766	\$48,305	\$53,317	\$49,535	\$54,674	\$50,590	\$55,839	\$51,645	\$57,003	\$52,700	\$58,168	
20	\$46,360	\$51,170	\$47,590	\$52,528	\$48,995	\$54,078	\$50,400	\$55,629	\$51,455	\$56,794	\$52,510	\$57,958	\$53,565	\$59,123	
21	\$47,050	\$51,932	\$48,280	\$53,289	\$49,685	\$54,840	\$51,090	\$56,391	\$52,320	\$57,748	\$53,375	\$58,913	\$54,430	\$60,077	
22	\$47,740	\$52,693	\$48,970	\$54,051	\$50,375	\$55,602	\$51,780	\$57,152	\$53,185	\$58,703	\$54,240	\$59,868	\$55,295	\$61,032	
23	\$48,430	\$53,455	\$49,660	\$54,812	\$51,065	\$56,363	\$52,470	\$57,914	\$53,875	\$59,465	\$55,105	\$60,822	\$56,160	\$61,987	
24	\$49,120	\$54,216	\$50,350	\$55,574	\$51,755	\$57,125	\$53,160	\$58,676	\$54,565	\$60,226	\$55,795	\$61,584	\$57,025	\$62,942	
25	\$49,810	\$54,978	\$51,040	\$56,336	\$52,445	\$57,886	\$53,850	\$59,437	\$55,255	\$60,988	\$56,485	\$62,345	\$57,715	\$63,703	
26	\$50,500	\$55,740	\$51,730	\$57,097	\$53,135	\$58,648	\$54,540	\$60,199	\$55,945	\$61,749	\$57,175	\$63,107	\$58,405	\$64,465	
27	\$51,190	\$56,501	\$52,420	\$57,859	\$53,825	\$59,410	\$55,230	\$60,960	\$56,635	\$62,511	\$57,865	\$63,869	\$59,095	\$65,226	
28	\$51,880	\$57,263	\$53,110	\$58,620	\$54,515	\$60,171	\$55,920	\$61,722	\$57,325	\$63,273	\$58,555	\$64,630	\$59,785	\$65,988	
29	\$52,570	\$58,024	\$53,800	\$59,382	\$55,205	\$60,933	\$56,610	\$62,483	\$58,015	\$64,034	\$59,245	\$65,392	\$60,475	\$66,749	
30	\$53,260	\$58,786	\$54,490	\$60,144	\$55,895	\$61,694	\$57,300	\$63,245	\$58,705	\$64,796	\$59,935	\$66,153	\$61,165	\$67,511	
31	\$53,950	\$59,547	\$55,180	\$60,905	\$56,585	\$62,456	\$57,990	\$64,007	\$59,395	\$65,557	\$60,625	\$66,915	\$61,855	\$68,273	
32	\$54,640	\$60,309	\$55,870	\$61,667	\$57,275	\$63,217	\$58,680	\$64,768	\$60,085	\$66,319	\$61,315	\$67,677	\$62,545	\$69,034	
33	\$55,330	\$61,071	\$56,560	\$62,428	\$57,965	\$63,979	\$59,370	\$65,530	\$60,775	\$67,081	\$62,005	\$68,438	\$63,235	\$69,796	
34	\$56,020	\$61,832	\$57,250	\$63,190	\$58,655	\$64,741	\$60,060	\$66,291	\$61,465	\$67,842	\$62,695	\$69,200	\$63,925	\$70,557	
35	\$56,710	\$62,594	\$57,940	\$63,951	\$59,345	\$65,502	\$60,750	\$67,053	\$62,155	\$68,604	\$63,385	\$69,961	\$64,615	\$71,319	

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. Each cell on the schedule is indexed to the entry level salary (the "base"). More specifically each cell, as one moves horizontally on the salary schedule, exceeds the preceding cell by an amount equal to the educational raise. As one moves vertically on the salary schedule, each cell exceeds the preceding cell by an amount equal to the experience raise. Additionally, the District shall pay a longevity raise to a teacher for each year of service credit the teacher has beyond the last step of the salary schedule in the respective column applicable to that teacher.

APPENDIX C

Year 3 - 2016-2017			Increase over prior year		\$515										
TRS	1.103753		Base		\$33,805										
			Experience Raise Years 11+		\$865			Experience Raise Years 1-4		\$195					
			Educational Raise		\$1,055			Experience Raise years 5-10		\$785					
			Longevity Raise		\$690										
Step	BS	w/TRS	BS+8	w/TRS	BS+16	w/TRS	BS+24	w/TRS	BS+32	MS	w/TRS	MS+16	w/TRS	MS+32	w/TRS
1	\$33,805	\$37,312	\$34,860	\$38,477	\$35,915	\$39,641	\$36,970	\$40,806	\$38,025	\$41,970	\$39,080	\$43,135	\$40,135	\$44,299	
2	\$34,000	\$37,528	\$35,055	\$38,692	\$36,110	\$39,857	\$37,165	\$41,021	\$38,220	\$42,185	\$39,275	\$43,350	\$40,330	\$44,514	
3	\$34,195	\$37,743	\$35,250	\$38,907	\$36,305	\$40,072	\$37,360	\$41,236	\$38,415	\$42,401	\$39,470	\$43,565	\$40,525	\$44,730	
4	\$34,390	\$37,958	\$35,445	\$39,123	\$36,500	\$40,287	\$37,555	\$41,451	\$38,610	\$42,616	\$39,665	\$43,780	\$40,720	\$44,945	
5	\$35,175	\$38,825	\$36,230	\$39,989	\$37,285	\$41,153	\$38,340	\$42,318	\$39,395	\$43,482	\$40,450	\$44,647	\$41,505	\$45,811	
6	\$35,960	\$39,691	\$37,015	\$40,855	\$38,070	\$42,020	\$39,125	\$43,184	\$40,180	\$44,349	\$41,235	\$45,513	\$42,290	\$46,678	
7	\$36,745	\$40,557	\$37,800	\$41,722	\$38,855	\$42,886	\$39,910	\$44,051	\$40,965	\$45,215	\$42,020	\$46,380	\$43,075	\$47,544	
8	\$37,530	\$41,424	\$38,585	\$42,588	\$39,640	\$43,753	\$40,695	\$44,917	\$41,750	\$46,082	\$42,805	\$47,246	\$43,860	\$48,411	
9	\$38,315	\$42,290	\$39,370	\$43,455	\$40,425	\$44,619	\$41,480	\$45,784	\$42,535	\$46,948	\$43,590	\$48,113	\$44,645	\$49,277	
10	\$39,100	\$43,157	\$40,155	\$44,321	\$41,210	\$45,486	\$42,265	\$46,650	\$43,320	\$47,815	\$44,375	\$48,979	\$45,430	\$50,143	
11	\$39,965	\$44,111	\$41,020	\$45,276	\$42,075	\$46,440	\$43,130	\$47,605	\$44,185	\$48,769	\$45,240	\$49,934	\$46,295	\$51,098	
12	\$40,830	\$45,066	\$41,885	\$46,231	\$42,940	\$47,395	\$43,995	\$48,560	\$45,050	\$49,724	\$46,105	\$50,889	\$47,160	\$52,053	
13	\$41,695	\$46,021	\$42,750	\$47,185	\$43,805	\$48,350	\$44,860	\$49,514	\$45,915	\$50,679	\$46,970	\$51,843	\$48,025	\$53,008	
14	\$42,560	\$46,976	\$43,615	\$48,140	\$44,670	\$49,305	\$45,725	\$50,469	\$46,780	\$51,634	\$47,835	\$52,798	\$48,890	\$53,962	
15	\$43,425	\$47,930	\$44,480	\$49,095	\$45,535	\$50,259	\$46,590	\$51,424	\$47,645	\$52,588	\$48,700	\$53,753	\$49,755	\$54,917	
16	\$44,115	\$48,692	\$45,345	\$50,050	\$46,400	\$51,214	\$47,455	\$52,379	\$48,510	\$53,543	\$49,565	\$54,708	\$50,620	\$55,872	
17	\$44,805	\$49,454	\$46,035	\$50,811	\$47,265	\$52,169	\$48,320	\$53,333	\$49,375	\$54,498	\$50,430	\$55,662	\$51,485	\$56,827	
18	\$45,495	\$50,215	\$46,725	\$51,573	\$48,130	\$53,124	\$49,185	\$54,288	\$50,240	\$55,453	\$51,295	\$56,617	\$52,350	\$57,781	
19	\$46,185	\$50,977	\$47,415	\$52,334	\$48,820	\$53,885	\$50,050	\$55,243	\$51,105	\$56,407	\$52,160	\$57,572	\$53,215	\$58,736	
20	\$46,875	\$51,738	\$48,105	\$53,096	\$49,510	\$54,647	\$50,915	\$56,198	\$51,970	\$57,362	\$53,025	\$58,527	\$54,080	\$59,691	
21	\$47,565	\$52,500	\$48,795	\$53,858	\$50,200	\$55,408	\$51,605	\$56,959	\$52,835	\$58,317	\$53,890	\$59,481	\$54,945	\$60,646	
22	\$48,255	\$53,262	\$49,485	\$54,619	\$50,890	\$56,170	\$52,295	\$57,721	\$53,700	\$59,272	\$54,755	\$60,436	\$55,810	\$61,600	
23	\$48,945	\$54,023	\$50,175	\$55,381	\$51,580	\$56,932	\$52,985	\$58,482	\$54,390	\$60,033	\$55,620	\$61,391	\$56,675	\$62,555	
24	\$49,635	\$54,785	\$50,865	\$56,142	\$52,270	\$57,693	\$53,675	\$59,244	\$55,080	\$60,795	\$56,310	\$62,152	\$57,540	\$63,510	
25	\$50,325	\$55,546	\$51,555	\$56,904	\$52,960	\$58,455	\$54,365	\$60,006	\$55,770	\$61,556	\$57,000	\$62,914	\$58,230	\$64,272	
26	\$51,015	\$56,308	\$52,245	\$57,666	\$53,650	\$59,216	\$55,055	\$60,767	\$56,460	\$62,318	\$57,690	\$63,676	\$58,920	\$65,033	
27	\$51,705	\$57,070	\$52,935	\$58,427	\$54,340	\$59,978	\$55,745	\$61,529	\$57,150	\$63,079	\$58,380	\$64,437	\$59,610	\$65,795	
28	\$52,395	\$57,831	\$53,625	\$59,189	\$55,030	\$60,740	\$56,435	\$62,290	\$57,840	\$63,841	\$59,070	\$65,199	\$60,300	\$66,556	
29	\$53,085	\$58,593	\$54,315	\$59,950	\$55,720	\$61,501	\$57,125	\$63,052	\$58,530	\$64,603	\$59,760	\$65,960	\$60,990	\$67,318	
30	\$53,775	\$59,354	\$55,005	\$60,712	\$56,410	\$62,263	\$57,815	\$63,813	\$59,220	\$65,364	\$60,450	\$66,722	\$61,680	\$68,079	
31	\$54,465	\$60,116	\$55,695	\$61,474	\$57,100	\$63,024	\$58,505	\$64,575	\$59,910	\$66,126	\$61,140	\$67,483	\$62,370	\$68,841	
32	\$55,155	\$60,877	\$56,385	\$62,235	\$57,790	\$63,786	\$59,195	\$65,337	\$60,600	\$66,887	\$61,830	\$68,245	\$63,060	\$69,603	
33	\$55,845	\$61,639	\$57,075	\$62,997	\$58,480	\$64,547	\$59,885	\$66,098	\$61,290	\$67,649	\$62,520	\$69,007	\$63,750	\$70,364	
34	\$56,535	\$62,401	\$57,765	\$63,758	\$59,170	\$65,309	\$60,575	\$66,860	\$61,980	\$68,411	\$63,210	\$69,768	\$64,440	\$71,126	
35	\$57,225	\$63,162	\$58,455	\$64,520	\$59,860	\$66,071	\$61,265	\$67,621	\$62,670	\$69,172	\$63,900	\$70,530	\$65,130	\$71,887	

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. Each cell on the schedule is indexed to the entry level salary (the "base"). More specifically each cell, as one moves horizontally on the salary schedule, exceeds the preceding cell by an amount equal to the educational raise. As one moves vertically on the salary schedule, each cell exceeds the preceding cell by an amount equal to the experience raise. Additionally, the District shall pay a longevity raise to a teacher for each year of service credit a teacher has beyond the last step of the salary schedule in the respective column applicable to that teacher.

APPENDIX D

Year 4 - 2017-2018		Increase over prior year		\$660	
TRS	1.103753	Base		\$34,465	
		Experience Raise Years 11+		\$850	Experience Raise Years 1-4
		Educational Raise		\$1,055	Experience Raise years 5-10
		Longevity Raise		\$690	\$785

Step	BS		BS+8		BS+16		BS+24		BS+32		MS+16		MS+32	
	BS	w/TRS	BS+8	w/TRS	BS+16	w/TRS	BS+24	w/TRS	MS	w/TRS	MS+16	w/TRS	MS+32	w/TRS
1	\$34,465	\$38,041	\$35,520	\$39,205	\$36,575	\$40,370	\$37,630	\$41,534	\$38,685	\$42,699	\$39,740	\$43,863	\$40,795	\$45,028
2	\$34,660	\$38,256	\$35,715	\$39,421	\$36,770	\$40,585	\$37,825	\$41,749	\$38,880	\$42,914	\$39,935	\$44,078	\$40,990	\$45,243
3	\$34,855	\$38,471	\$35,910	\$39,636	\$36,965	\$40,800	\$38,020	\$41,965	\$39,075	\$43,129	\$40,130	\$44,294	\$41,185	\$45,458
4	\$35,050	\$38,687	\$36,105	\$39,851	\$37,160	\$41,015	\$38,215	\$42,180	\$39,270	\$43,344	\$40,325	\$44,509	\$41,380	\$45,673
5	\$35,835	\$39,553	\$36,890	\$40,717	\$37,945	\$41,882	\$39,000	\$43,046	\$40,055	\$44,211	\$41,110	\$45,375	\$42,165	\$46,540
6	\$36,620	\$40,419	\$37,675	\$41,584	\$38,730	\$42,748	\$39,785	\$43,913	\$40,840	\$45,077	\$41,895	\$46,242	\$42,950	\$47,406
7	\$37,405	\$41,286	\$38,460	\$42,450	\$39,515	\$43,615	\$40,570	\$44,779	\$41,625	\$45,944	\$42,680	\$47,108	\$43,735	\$48,273
8	\$38,190	\$42,152	\$39,245	\$43,317	\$40,300	\$44,481	\$41,355	\$45,646	\$42,410	\$46,810	\$43,465	\$47,975	\$44,520	\$49,139
9	\$38,975	\$43,019	\$40,030	\$44,183	\$41,085	\$45,348	\$42,140	\$46,512	\$43,195	\$47,677	\$44,250	\$48,841	\$45,305	\$50,006
10	\$39,760	\$43,885	\$40,815	\$45,050	\$41,870	\$46,214	\$42,925	\$47,379	\$43,980	\$48,543	\$45,035	\$49,708	\$46,090	\$50,872
11	\$40,610	\$44,823	\$41,665	\$45,988	\$42,720	\$47,152	\$43,775	\$48,317	\$44,830	\$49,481	\$45,885	\$50,646	\$46,940	\$51,810
12	\$41,460	\$45,762	\$42,515	\$46,926	\$43,570	\$48,091	\$44,625	\$49,255	\$45,680	\$50,419	\$46,735	\$51,584	\$47,790	\$52,748
13	\$42,310	\$46,700	\$43,365	\$47,864	\$44,420	\$49,029	\$45,475	\$50,193	\$46,530	\$51,358	\$47,585	\$52,522	\$48,640	\$53,687
14	\$43,160	\$47,638	\$44,215	\$48,802	\$45,270	\$49,967	\$46,325	\$51,131	\$47,380	\$52,296	\$48,435	\$53,460	\$49,490	\$54,625
15	\$44,010	\$48,576	\$45,065	\$49,741	\$46,120	\$50,905	\$47,175	\$52,070	\$48,230	\$53,234	\$49,285	\$54,398	\$50,340	\$55,563
16	\$44,700	\$49,338	\$45,915	\$50,679	\$46,970	\$51,843	\$48,025	\$53,008	\$49,080	\$54,172	\$50,135	\$55,337	\$51,190	\$56,501
17	\$45,390	\$50,099	\$46,605	\$51,440	\$47,820	\$52,781	\$48,875	\$53,946	\$49,930	\$55,110	\$50,985	\$56,275	\$52,040	\$57,439
18	\$46,080	\$50,861	\$47,295	\$52,202	\$48,670	\$53,720	\$49,725	\$54,884	\$50,780	\$56,049	\$51,835	\$57,213	\$52,890	\$58,377
19	\$46,770	\$51,623	\$47,985	\$52,964	\$49,360	\$54,481	\$50,575	\$55,822	\$51,630	\$56,987	\$52,685	\$58,151	\$53,740	\$59,316
20	\$47,460	\$52,384	\$48,675	\$53,725	\$50,050	\$55,243	\$51,425	\$56,760	\$52,480	\$57,925	\$53,535	\$59,089	\$54,590	\$60,254
21	\$48,150	\$53,146	\$49,365	\$54,487	\$50,740	\$56,004	\$52,115	\$57,522	\$53,330	\$58,863	\$54,385	\$60,028	\$55,440	\$61,192
22	\$48,840	\$53,907	\$50,055	\$55,248	\$51,430	\$56,766	\$52,805	\$58,284	\$54,180	\$59,801	\$55,235	\$60,966	\$56,290	\$62,130
23	\$49,530	\$54,669	\$50,745	\$56,010	\$52,120	\$57,528	\$53,495	\$59,045	\$54,870	\$60,563	\$56,085	\$61,904	\$57,140	\$63,068
24	\$50,220	\$55,430	\$51,435	\$56,772	\$52,810	\$58,289	\$54,185	\$59,807	\$55,560	\$61,325	\$56,775	\$62,666	\$57,990	\$64,007
25	\$50,910	\$56,192	\$52,125	\$57,533	\$53,500	\$59,051	\$54,875	\$60,568	\$56,250	\$62,086	\$57,465	\$63,427	\$58,680	\$64,768
26	\$51,600	\$56,954	\$52,815	\$58,295	\$54,190	\$59,812	\$55,565	\$61,330	\$56,940	\$62,848	\$58,155	\$64,189	\$59,370	\$65,530
27	\$52,290	\$57,715	\$53,505	\$59,056	\$54,880	\$60,574	\$56,255	\$62,092	\$57,630	\$63,609	\$58,845	\$64,950	\$60,060	\$66,291
28	\$52,980	\$58,477	\$54,195	\$59,818	\$55,570	\$61,336	\$56,945	\$62,853	\$58,320	\$64,371	\$59,535	\$65,712	\$60,750	\$67,053
29	\$53,670	\$59,238	\$54,885	\$60,579	\$56,260	\$62,097	\$57,635	\$63,615	\$59,010	\$65,132	\$60,225	\$66,474	\$61,440	\$67,815
30	\$54,360	\$60,000	\$55,575	\$61,341	\$56,950	\$62,859	\$58,325	\$64,376	\$59,700	\$65,894	\$60,915	\$67,235	\$62,130	\$68,576
31	\$55,050	\$60,762	\$56,265	\$62,103	\$57,640	\$63,620	\$59,015	\$65,138	\$60,390	\$66,656	\$61,605	\$67,997	\$62,820	\$69,338
32	\$55,740	\$61,523	\$56,955	\$62,864	\$58,330	\$64,382	\$59,705	\$65,900	\$61,080	\$67,417	\$62,295	\$68,758	\$63,510	\$70,099
33	\$56,430	\$62,285	\$57,645	\$63,626	\$59,020	\$65,144	\$60,395	\$66,661	\$61,770	\$68,179	\$62,985	\$69,520	\$64,200	\$70,861
34	\$57,120	\$63,046	\$58,335	\$64,387	\$59,710	\$65,905	\$61,085	\$67,423	\$62,460	\$68,940	\$63,675	\$70,281	\$64,890	\$71,623
35	\$57,810	\$63,808	\$59,025	\$65,149	\$60,400	\$66,667	\$61,775	\$68,184	\$63,150	\$69,702	\$64,365	\$71,043	\$65,580	\$72,384

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Employees that reach the bottom of the MS+32 column in a prior year shall be given a 2% raise this year. This provision shall expire June 30, 2019.

APPENDIX E

Year 5 - 2018-2019			Increase over prior year						\$640							
TRS	1.103753		Base				\$35,105									
			Experience Raise Years 11+				\$850		Experience Raise Years 1-4				\$195			
			Educational Raise				\$1,055		Experience Raise years 5-10				\$785			
			Longevity Raise				\$690									
Step	BS	w/TRS	BS+8	w/TRS	BS+16	w/TRS	BS+24	w/TRS	BS+32	MS	w/TRS	MS+16	w/TRS	MS+32	w/TRS	
1	\$35,105	\$38,747	\$36,160	\$39,912	\$37,215	\$41,076	\$38,270	\$42,241	\$39,325	\$43,405	\$40,380	\$44,570	\$41,435	\$45,734		
2	\$35,300	\$38,962	\$36,355	\$40,127	\$37,410	\$41,291	\$38,465	\$42,456	\$39,520	\$43,620	\$40,575	\$44,785	\$41,630	\$45,949		
3	\$35,495	\$39,178	\$36,550	\$40,342	\$37,605	\$41,507	\$38,660	\$42,671	\$39,715	\$43,836	\$40,770	\$45,000	\$41,825	\$46,164		
4	\$35,690	\$39,393	\$36,745	\$40,557	\$37,800	\$41,722	\$38,855	\$42,886	\$39,910	\$44,051	\$40,965	\$45,215	\$42,020	\$46,380		
5	\$36,475	\$40,259	\$37,530	\$41,424	\$38,585	\$42,588	\$39,640	\$43,753	\$40,695	\$44,917	\$41,750	\$46,082	\$42,805	\$47,246		
6	\$37,260	\$41,126	\$38,315	\$42,290	\$39,370	\$43,455	\$40,425	\$44,619	\$41,480	\$45,784	\$42,535	\$46,948	\$43,590	\$48,113		
7	\$38,045	\$41,992	\$39,100	\$43,157	\$40,155	\$44,321	\$41,210	\$45,486	\$42,265	\$46,650	\$43,320	\$47,815	\$44,375	\$48,979		
8	\$38,830	\$42,859	\$39,885	\$44,023	\$40,940	\$45,188	\$41,995	\$46,352	\$43,050	\$47,517	\$44,105	\$48,681	\$45,160	\$49,845		
9	\$39,615	\$43,725	\$40,670	\$44,890	\$41,725	\$46,054	\$42,780	\$47,219	\$43,835	\$48,383	\$44,890	\$49,547	\$45,945	\$50,712		
10	\$40,400	\$44,592	\$41,455	\$45,756	\$42,510	\$46,921	\$43,565	\$48,085	\$44,620	\$49,249	\$45,675	\$50,414	\$46,730	\$51,578		
11	\$41,250	\$45,530	\$42,305	\$46,694	\$43,360	\$47,859	\$44,415	\$49,023	\$45,470	\$50,188	\$46,525	\$51,352	\$47,580	\$52,517		
12	\$42,100	\$46,468	\$43,155	\$47,632	\$44,210	\$48,797	\$45,265	\$49,961	\$46,320	\$51,126	\$47,375	\$52,290	\$48,430	\$53,455		
13	\$42,950	\$47,406	\$44,005	\$48,571	\$45,060	\$49,735	\$46,115	\$50,900	\$47,170	\$52,064	\$48,225	\$53,228	\$49,280	\$54,393		
14	\$43,800	\$48,344	\$44,855	\$49,509	\$45,910	\$50,673	\$46,965	\$51,838	\$48,020	\$53,002	\$49,075	\$54,167	\$50,130	\$55,331		
15	\$44,650	\$49,283	\$45,705	\$50,447	\$46,760	\$51,611	\$47,815	\$52,776	\$48,870	\$53,940	\$49,925	\$55,105	\$50,980	\$56,269		
16	\$45,340	\$50,044	\$46,555	\$51,385	\$47,610	\$52,550	\$48,665	\$53,714	\$49,720	\$54,879	\$50,775	\$56,043	\$51,830	\$57,208		
17	\$46,030	\$50,806	\$47,245	\$52,147	\$48,460	\$53,488	\$49,515	\$54,652	\$50,570	\$55,817	\$51,625	\$56,981	\$52,680	\$58,146		
18	\$46,720	\$51,567	\$47,935	\$52,908	\$49,310	\$54,426	\$50,365	\$55,591	\$51,420	\$56,755	\$52,475	\$57,919	\$53,530	\$59,084		
19	\$47,410	\$52,329	\$48,625	\$53,670	\$50,000	\$55,188	\$51,215	\$56,529	\$52,270	\$57,693	\$53,325	\$58,858	\$54,380	\$60,022		
20	\$48,100	\$53,091	\$49,315	\$54,432	\$50,690	\$55,949	\$52,065	\$57,467	\$53,120	\$58,631	\$54,175	\$59,796	\$55,230	\$60,960		
21	\$48,790	\$53,852	\$50,005	\$55,193	\$51,380	\$56,711	\$52,755	\$58,228	\$53,970	\$59,570	\$55,025	\$60,734	\$56,080	\$61,898		
22	\$49,480	\$54,614	\$50,695	\$55,955	\$52,070	\$57,472	\$53,445	\$58,990	\$54,820	\$60,508	\$55,875	\$61,672	\$56,930	\$62,837		
23	\$50,170	\$55,375	\$51,385	\$56,716	\$52,760	\$58,234	\$54,135	\$59,752	\$55,510	\$61,269	\$56,725	\$62,610	\$57,780	\$63,775		
24	\$50,860	\$56,137	\$52,075	\$57,478	\$53,450	\$58,996	\$54,825	\$60,513	\$56,200	\$62,031	\$57,415	\$63,372	\$58,630	\$64,713		
25	\$51,550	\$56,898	\$52,765	\$58,240	\$54,140	\$59,757	\$55,515	\$61,275	\$56,890	\$62,793	\$58,105	\$64,134	\$59,320	\$65,651		
26	\$52,240	\$57,660	\$53,455	\$59,001	\$54,830	\$60,519	\$56,205	\$62,036	\$57,580	\$63,554	\$58,795	\$64,895	\$60,010	\$66,589		
27	\$52,930	\$58,422	\$54,145	\$59,763	\$55,520	\$61,280	\$56,895	\$62,798	\$58,270	\$64,316	\$59,485	\$65,657	\$60,700	\$67,527		
28	\$53,620	\$59,183	\$54,835	\$60,524	\$56,210	\$62,042	\$57,585	\$63,560	\$58,960	\$65,077	\$60,175	\$66,418	\$61,390	\$68,465		
29	\$54,310	\$59,945	\$55,525	\$61,286	\$56,900	\$62,804	\$58,275	\$64,321	\$59,650	\$65,839	\$60,865	\$67,180	\$62,080	\$69,403		
30	\$55,000	\$60,706	\$56,215	\$62,047	\$57,590	\$63,565	\$58,965	\$65,083	\$60,340	\$66,600	\$61,555	\$67,942	\$62,770	\$70,341		
31	\$55,690	\$61,468	\$56,905	\$62,809	\$58,280	\$64,327	\$59,655	\$65,844	\$61,030	\$67,362	\$62,245	\$68,703	\$63,460	\$71,279		
32	\$56,380	\$62,230	\$57,595	\$63,571	\$58,970	\$65,088	\$60,345	\$66,606	\$61,720	\$68,124	\$62,935	\$69,465	\$64,150	\$72,217		
33	\$57,070	\$62,991	\$58,285	\$64,332	\$59,660	\$65,850	\$61,035	\$67,368	\$62,410	\$68,885	\$63,625	\$70,226	\$64,840	\$73,155		
34	\$57,760	\$63,753	\$58,975	\$65,094	\$60,350	\$66,611	\$61,725	\$68,129	\$63,100	\$69,647	\$64,315	\$70,988	\$65,530	\$74,093		
35	\$58,450	\$64,514	\$59,665	\$65,855	\$61,040	\$67,373	\$62,415	\$68,891	\$63,790	\$70,408	\$65,005	\$71,749	\$66,220	\$75,031		

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Employees that reach the bottom of the MS+32 column in a prior year shall be given a 2% raise this year. This provision shall expire June 30, 2019.

APPENDIX F

Extracurricular Schedule 2014-2019						
	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	4.00	4.50	5.00	5.50	6.00	6.50
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	5.00	5.50	6.00	6.50	7.00	7.50
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
Literary Contest	1.00	1.25	1.50	1.75	2.00	2.25
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	2014-2019					
Prep Period Supervision	\$18.50					
Study Hall Teacher(hourly)	\$13.75					
Activity Supervisor (hourly)	\$13.75					
Lunch Period Supervision (per lunch period)	\$18.50					
Young Authors	\$200					
Head Teacher	\$3,000					
Athletic Director	\$2,500					
Assistant Track Coach	\$900					
<p>Duty/Years Experience are years of service in that position in District 85 unless otherwise designated at the time of employment to that position. The District is not obligated to provide the extracurricular activity shown hereon or to fill the position.</p> <p>This schedule is applied as a percentage of the base salary on each year of the contract.</p> <p>Mentors are welcomed on a voluntary basis. If a grant can be secured, a mentor teacher would receive reimbursement.</p> <p>By March 1 bargaining unit members shall express interest in any Appendix D position they are interested in holding for the subsequent school year. Bargaining unit members shall be considered for assignment to Appendix D positions before any third party is appointed.</p>						