

AGREEMENT BETWEEN

THE BOARD OF EDUCATION,

**JASPER COUNTY COMMUNITY UNIT
SCHOOL DISTRICT #1**

AND

**THE JASPER COUNTY EDUCATION
ASSOCIATION**

2014-2018



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ARTICLE I

RECOGNITION

The Board of Education of Jasper County Community Unit District Number 1, Jasper County, Illinois, hereafter referred to as the "Board", hereby recognizes the Jasper County Education Association/IEA-NEA hereafter referred to as the "Association", as the sole and exclusive bargaining agent for all regularly employed full-time certificated teaching personnel, including librarians, counselors, and speech/language pathologists, hereinafter referred to as teachers, except for the superintendent and any assistants, principals and any assistants, substitutes employed on a day to day basis, temporary and short term employees employed with or without contracts for less than a school term and other managerial, supervisory or confidential personnel.

Part-time teachers regularly employed shall be included in the bargaining unit but their benefits under this contract unless specified otherwise shall be pro-rated consistent with their fractional employment status, where third party carriers permit. If fractional employment status is changed, then benefits will be pro-rated based upon the new status.

ARTICLE II

NEGOTIATIONS PROCEDURE

2.1 Good faith, for the purposes of this Agreement, is defined as the willingness of both parties to meet, discuss the issues, and make proposals and counterproposals in an effort to reach an agreement. It does not imply acquiescence or concession to either party's demands either in whole or in part. Each party shall select its own representatives not to exceed seven (7) in number at any given session.

2.2 Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counterproposals, and to seek tentative agreements. Tentative agreements shall be reduced to writing and initialed by the spokesperson of the respective teams at the meeting the tentative agreement is reached, and upon final agreement the entire contract shall be submitted to the Association for ratification and subsequently to the Board for adoption.

2.3 Negotiations shall begin no later than June 1. All items proposed for negotiations shall be presented in writing by the Association at the first session and thereafter shall not be expanded.

The Board of Education will present in writing its counterproposal within forty-five (45) days of the date they received the teachers' package.

2.4 Dates of meetings and locations shall be determined by mutual agreement. Meeting duration shall be set and mutually agreed upon, with the exception that either party may adjourn a meeting earlier if no progress is being made toward settlement.

2.5 If agreement is not reached on all items 45 days prior to the start of the next school year either party may declare to the other in writing that an impasse exists, and call for the service of a mediator. Services of the Federal Mediation and Conciliation Services will be used in cases of impasse.

2.6 It is expressly understood and agreed that all functions, rights, powers or authority of the administration of the School District and the Board of Education which are not specifically limited by the express language of the Agreement are retained by the Board provided, however, that no such right shall be exercised so as to violate any of the specific provisions of the Agreement.

2.7 There shall be two (2) signed copies of any final agreement. One copy shall be retained by the employer and one by the Association.

2.8 Within forty-five days after the chief spokespersons have approved the draft copy of this Agreement, the Board shall place the Agreement on the District Website. The cost of consumable supplies used in preparing the Agreement shall be pro-rated based on the number of copies requested by the respective parties.

ARTICLE III

ASSOCIATION RIGHTS

3.1 Board Meetings and Agenda

The President of the Association shall receive electronic notice of all regular and special Board meetings together with a copy of the agenda. One copy of the Board agenda will be posted in each building teachers' work area 48 hours prior to the meeting.

3.2 Board Minutes

One copy of the Board of Education minutes shall be posted on the District Website within seven (7) student attendance days after they have been officially approved. One copy of the Board of Education minutes shall be placed in each teacher's work areas in each attendance center after they have been officially approved.

3.3 Public Information - Negotiations and Grievances

Upon one (1) week advance written notice to the Superintendent, the Association shall be provided readily available, pertinent public information which may be relevant to negotiations or grievances. Nothing herein shall require the Board or administration to research and/or assemble said information.

3.4 Announcements

Brief announcements, approved by the building principal may be included with the regular and/or weekly announcements.

3.5 Exclusive Rights

The rights granted herein to the Association shall not be granted or extended to any competing teacher organization.

3.6 School Building - Use of

The Association shall have the right upon the approval of the building principal to use school buildings for meetings at a time when school is not in session provided that such meetings do not interfere with instructional and/or extra-curricular programs. All meeting areas shall be approved by the building principal. Whenever special custodial service is required, the Board may make a reasonable charge for this service.

3.7 Bulletin Boards - Use of

The Association shall have the right to use administrator designated bulletin boards, where said bulletin boards are available, for the purpose of internal communications, announcements of Association social and business affairs and matters pertaining to the education program.

The Association may also use teacher mailboxes provided that all communications shall be sealed or stapled in such a way as to prevent casual observation.

3.8 School Owned Equipment - Use of

The Association shall be allowed reasonable use of school-owned business equipment (e.g. computers) and the copying machines, with prior approval of the administration, provided that said use does not interfere with the instructional or extracurricular programs. The Association shall pay for or provide all consumable supplies.

3.9 Teacher List

A list of the names and addresses of teachers shall be provided to the Association president not later than October 1 of each school year.

3.10 Parental Complaints

Parental complaints regarding a teacher made to a Board member or administrator which may result in disciplinary action against the teacher shall be called to the attention of the teacher through proper channels. When a complaint is received by the Board or administration, the complaining party shall be asked to discuss the matter with the teacher involved in an attempt to resolve any differences. The disposition of any such conference between the teacher and the complainant shall be reported to the appropriate administrator.

3.11 Teacher Right to Representation

A. When a teacher is required to appear before the Board concerning any matter which could adversely affect his/her continued employment or result in a loss of salary, a teacher shall be entitled to have a representative present and shall be given written notice 24 hours in advance of the meeting and also be given the reasons for the required appearance.

B. If requested by the teacher, a teacher shall have the right to have a local association representative present at any meeting held with any unit administration personnel regarding disciplinary action as defined in 3.11.C. and excluding evaluations.

C. Discipline shall include written warnings or reprimands which will be placed in the permanent personnel file, or any other action which could remove a contractual or property right of a teacher. They will be reduced to writing with a copy given to the teacher. It does not include changes in employment status as provided by School Code Sections 24-11 and 24-12.

3.12 Dues Deductions

Any member of the bargaining unit who is a member or who has applied for membership in the Association may sign and deliver to the Board an authorization for continual dues deduction, the amount of which shall be annually certified by the Association. The appropriate authorization forms will be provided by the Association. A continual authorization shall remain in effect unless the teacher revokes said authorization in writing between September 1 and September 15 of any year. Should a teacher leave the District or drop his/her membership, the Board shall deduct the balance of the year's dues from the next available pay check. Should the final paycheck not contain sufficient funds the Board shall deduct only the amount available. With a dues deduction authorization, the Board shall deduct one-eighteenth (1/18) of such dues from

the regular salary check of the bargaining unit member each pay period for ~~18~~ 18 pay periods beginning September 10 and ending May 25 of each year. The Board shall remit deducted dues to the Association within ten (10) days following the pay period.

3.13 Fair Share

A. Each Bargaining Unit Member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association. The exclusive representative shall certify to the employer an amount not to exceed the dues uniformly required of members of the Association, which shall constitute each non-member employee's fair share fee.

B. In the event that the Bargaining Unit Member does not pay his/her fair share fee directly to the Association by September 30, the Board shall deduct the fair share fee from the wages of the non-member.

C. Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.

D. In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:

1. The Employer gives immediate notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires; and,

2. The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.

E. The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's compliance with the Article.

1. It is expressly understood that this save harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board.

F. The obligation to pay a fair share fee will not apply to any Employee who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such Employee is a member, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment in behalf of the Employee to a mutually agreeable non-religious charitable organization according to the rules and Regulation of the Illinois Educational Labor Relations Board.

3.14 Vacancy Notices

A. The Board shall provide the President of the Association with a copy of official certificated staff vacancies in the District caused by retirement, resignation, extended illness,

reassignment, or other creation of a new certificated position which occurs before the scheduled start of the next school year. A vacancy is defined as an available full time position for which outside applicants will be considered.

B. A vacancy is not created until:

1. Employees returning from leave of absence are considered for assignments.
2. Employees laid off due to reduction in force in groups three (3) and four (4) are considered for assignment.
3. Employees being transferred within the district are considered for assignment.
4. Employees from an involuntary transfer pool are considered for assignment.
5. Requests for voluntary assignments have been made.

C. Employees who apply for vacancies shall submit their applications annually to the superintendent in writing no later than March 1. Such application shall list no more than three (3) choices for building and organizational level desired; department and/or grade level desired; and/or position.

D. Rights of Involuntarily Transferred Employees

1. Involuntary transfer occurs when there is relocation of an employee to another building or a change of 3 or more grade levels; between elementary, jr. high or high school; or between departments without his/her consent.

2. Employees so transferred will be placed in an involuntary transfer pool if they so request in writing by March 1 of the year following their transfer.

3. Their request will be filed with the superintendent.

4. Employees in the involuntary transfer pool will be considered for vacant positions before employees seeking voluntary transfers. They will not have rights over employees on lay-off.

3.15 Notice of Assignment

Teachers shall be given written notice of their tentative teaching assignments, including grade level, subject area(s) and building for the forthcoming school year no later than sixty (60) days preceding the first day of the new school term. In the event changes in such assignments are proposed, the employee affected shall be notified promptly and consulted. In the event an emergency change is necessary after this date, the teacher affected shall be notified and he/she may resign without penalty if the change is unacceptable.

3.16 Notices of Accumulation of Sick Leave

No later than the September 10 pay date, each teacher shall receive written notice of his/her accumulated sick leave.

3.17 Notice of Current Salary and Recognized Credit Hours Earned

No later than the September pay date, each teacher will be given written notice of his/her current salary and the number of recognized hours he/she has accrued for credit on the salary schedule.

3.18 Financial Reports

The Board shall provide the Association with copies of the annual financial report of the district form 50-35 and the district budget form 50-36 by September 30.

3.19 Teacher Files

A. The teacher shall be notified immediately of any new information placed in his or her file.

B. The teacher shall have the right to review and reproduce, at 10 cents per page, any material in his personnel file in the presence of an administrator.

C. The teacher shall have the right to include in his/her file any answer or statement which he/she wishes to make regarding the file.

D. A teacher's file or any of its contents may be copied or made known only to a person or government agency with lawful authority pursuant to lawful demand or subpoena, or to the Board and its immediate agents for use in any governmental agency proceeding, or in any arbitration matter conducted under the provision of this agreement. Appropriate district officials shall have such access to a teacher's file as may be reasonable or necessary for the administration of the district.

3.20 Correspondence to Unit Office

Written correspondence from staff members to an administrator shall be acknowledged within two (2) working days of receipt by the addressee. Written correspondence for which a reply is sought shall be responded to within ten (10) days of receipt by the addressee.

ARTICLE IV

WORK DAY - WORK HOURS - CALENDAR

4.1 School Calendar

The School calendar shall consist of not more than a maximum of 180 teacher responsibility days plus five (5) emergency days. Unused emergency days shall not become work days. Prior to the adoption of the calendar, no later than May 1, the superintendent will meet with an Association committee to consider Association viewpoints.

4.2 School Day

The administration at each attendance center shall establish and post a starting and ending time for the teacher work day. The teacher work day shall consist of no more than 7.5 hours. Teachers may only be required to work beyond the work day for the following reasons:

A. Parent-teacher conferences will be held 4:00 – 8:00 p.m. and 8:00 -11:30 a.m. the following day. On first conference day the students and teachers will be dismissed at the end of instruction time. Teachers will be released at 11:30 a.m. on the second day.

B. Scheduled teacher meetings.

C. Detention supervision

D. Extracurricular assignments

E. Administrator determined emergencies that affect the safety or well-being of students.

F. Supervision on a rotating basis, when required.

4.2.1 Work Day - Teaching Duty

A. Teachers shall not be required to perform classroom teaching duties before or after the normal student classroom hours.

B. High School Early Bird - Teachers will be assigned to early bird classes on a voluntary basis. The teacher of an early bird class may teach this class in addition to the regular teacher work day and will be compensated at the rate of one seventh (1/7) of his/her yearly salary, or the teacher may teach the early bird class as a part of his/her six (6) teaching assignments. If the early bird class is part of the teacher's six (6) teaching assignments the following changes in the teacher work day will apply:

1. The teacher shall report to work fifteen (15) minutes prior to the start of the early bird class.

2. The teacher will perform morning supervision assignments in accordance with Article 4.2.F instead of PM supervision whenever possible.

3. If there is a make-up faculty meeting which the teacher attends, the teacher will not be required to attend regular building faculty meetings.

4.3 Duty Free Lunch Period

Teachers shall be entitled to a duty-free lunch period as required in Section 24-9 of the School Code.

4.4 Dismissal Time - Holidays

On the final student attendance day before the major holidays of Thanksgiving, Christmas and Easter, a one hour early dismissal schedule shall be followed. If the first semester ends prior to the Christmas break, grade cards will be distributed one week after the return from Christmas break. Grades will be due in the office no later than the third day after Christmas break.

4.4.1 Preparation Periods

All staff shall have an unassigned preparation period based on no less than 210 minutes per week. Whenever possible preparation periods shall be scheduled in blocks of no less than thirty (30) minutes. Blocks of time less than fifteen (15) minutes will not count toward the 210 minutes of preparation time each week.

Preparation time does not include the fifteen (15) minutes prior to or at the conclusion of each regular school day.

4.5 Summer School

As soon as summer school has been established and/or funded, programs will be announced and applicants sought from current teaching staff.

Before outside applicants are sought, consideration shall be given to those qualified in-district applicants who have experience and training for the program offered.

4.6 Requisitions

Each teacher shall be given the opportunity to submit requisitions for materials and supplies for the following school term. Teachers will be notified through the building mailboxes/secretaries as soon as requests are acted upon. Teachers new to the district shall be instructed concerning the requisition procedures at the time of employment or during the pre-school orientation. Reassigned teachers can submit a second requisition for their new assignment.

4.7 Traveling Employees

Any traveling employee shall be provided with preparation and lunch periods. Time for take-down and clean-up at one work-site, travel time, and set-up at the next work-site will be determined following consultation with the immediate supervisors and the employee involved.

4.8 Class Size

Remedial reading and remedial math instruction shall be provided in grades one through three by a certified teacher or by an aide under the supervision of the Title I teacher.

4.9 Attendance of Teachers' Children

Subject to State Board of Education and/or General Assembly approval of a waiver request by the Board, teachers who are not residents of the District shall be allowed to enroll their children in the District on a tuition-free basis. Teachers who wish to have their children enroll in the District shall notify the appropriate building principal by July 1 of the school year they wish to start and shall complete any necessary information for the Board to submit a waiver request.

ARTICLE V

REDUCTION IN-FORCE - SENIORITY DEFINED - RECALL

5.1 Seniority - Accrued

A. Seniority shall attach from the first day of consecutive service to the district as a tenured teacher.

B. A tenured teacher who has been reduced to part-time employment shall accrue seniority on a percentage basis. This percentage will be calculated by comparing the part-time person's assignment to the assignment of a full-time teacher having a similar position.

C. On approved leaves of absence without pay, seniority will accrue as follows:

1. If more than 150 days are worked, a full year's credit will be allowed.
2. If 30-150 days are worked, seniority will be pro-rated.
3. If less than 30 deduct days, no credit will be received.

4. All calculations shall be based on the number of work days scheduled in the regular school calendar.

5.2 Seniority - Equal

Teachers having equal seniority by this method shall be ordered by the following criteria until the tie is broken:

A. Length of public school teaching experience in the State of Illinois which is allowed for credit on the salary schedule.

B. Length of public school teaching experience outside the State of Illinois which is allowed for credit on the salary schedule.

C. Highest degree attained and recognized on the salary schedule.

D. Most graduate hours attained and recognized on the salary schedule.

E. Random selection.

5.3 Recall

If a position becomes available within one (1) year, recall shall be as provided in the School Code. Employees in Groupings Three and Four who were reduced in force shall be recalled to positions for which they are qualified in the reverse order of the reduction-in-force.

5.4 Seniority List and/or Sequence of Honorable Dismissal List

A seniority list shall be prepared in accordance with Article V. 5.1 and shall be posted in each building in accordance with the Illinois School Code (no later than 75 calendar days before the last day of school). Notification of the posting will be placed in teacher's mailbox. Copies will be made available at the Central Office to those teachers wanting a copy at a cost of 10 cents per page. Teachers shall have twenty (20) days from the date the list is distributed to notify the Superintendent

of any error(s) in the list. The superintendent will reply within twenty (20) days of receipt of notification.

The Sequence of Honorable Dismissal list shall be prepared by the District and provided to the Association in accordance with the Illinois School Code (no later than 75 calendar days before the last day of school). Teachers can request to be provided with their placement on the Sequence of Honorable Dismissal list and the District will respond within 5 school days of such a request.

ARTICLE VI

LEAVES

6.1 Sick Leave

Each teacher with less than ten (10) years of service to the district shall be granted ten (10) days sick leave per year, teachers with ten (10) through twenty-four (24) years of service to the district shall be granted twelve (12) days sick leave per year, teachers with twenty-five (25) through twenty-nine (29) years of verified TRS service credit shall be granted fifteen (15) days sick leave per year, and teachers with thirty (30) or more years of years of TRS verified service credit shall be granted twenty (20) days sick leave per year to be used for birth, adoption, placement for adoption, personal illness, quarantine at home, or serious illness or death in the immediate family or household. (As defined in 24.6 of the Illinois School Code, immediate family includes parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-laws, and legal guardians). Sick leave may also be used in the case of death of aunts, uncles, nieces, nephews, and grandparents-in-law. If the teacher does not use the full amount of annual leave allowed, the unused days shall accumulate to a maximum of three hundred forty (340) days including the leave for the current year. Teachers first employed on or after July 1, 2014 shall receive twelve (12) days of sick leave per year for each year they are employed in the District, which may accumulate to a maximum of three hundred forty (340) days. The annual allotment for teachers first employed on or after July 1, 2014 shall not increase with additional years of service in the District.

6.2 Family Medical Leave Act

A. All employees in the Bargaining Unit will be covered by all provisions of the Family and Medical Leave Act of 1993. Family-Medical Leave will be available to an employee as defined by law and for a serious medical condition in the immediate household as defined in 24.6 of the Illinois School Code.

B. Teachers will be entitled to twelve (12) weeks of combined leave in any fiscal year.

6.3 Bereavement Leave

Employees may use up to three (3) days per incident for leave connected with the death of "immediate family." (As defined in 24.6 of the Illinois School Code, immediate family includes parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians).

6.4 Personal Leave

The Board shall grant up to three (3) days of personal leave each year to each teacher without loss of pay. Requests for personal leave must be in writing and delivered to the principal as soon as possible, but at least 24 hours in advance of the requested leave.

In cases of emergency and with the approval of the superintendent, the above conditions may be waived.

Unused personal leave will accumulate to a total of four (4) days. Personal leave days beyond four (4) will be allowed to accumulate as sick leave at the beginning of the next school year.

6.5 Leave of Absence

Leaves of absence may be granted without pay to tenured teachers who desire to return to employment in a similar capacity upon termination of said leave. Said leave shall not be counted as teaching experience on the salary schedule. A letter of intent to return from a leave of absence must be filed with the superintendent thirty (30) days prior to the end of said leave.

Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave consistent with a reasonable continuity of instruction for students. Leaves of absence without pay for not more than one (1) year may be granted to tenured teachers according to the following conditions:

A. Written requests for leaves of absence without pay should be made at least two (2) months before leave is desired, subject to approval by the Board.

B. Dates of departure and return must be acceptable to the administration and determined prior to initiating the request.

C. Leaves of less than one (1) month, if acceptable to and approved by the Superintendent will not require two (2) months' notice.

D. Leaves may be granted for:

1. Advanced study leading to a degree in an approved university;
2. Educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program;
3. Military service;
4. Maternity;
5. Other reasons acceptable to the Board.

6.6 Association Leave

In the event the Association desires to send representatives to a state or national conference, or if there is a need to attend to local association business, at the request of the Association President Association members will be excused without loss of salary. The first four (4) days will be granted without repayment. Ten (10) additional days will be granted if the Association reimburses the actual cost of substitutes. These days may be used in half day or day increments. The Association will be granted 14 days annually. By mutual agreement of the Superintendent and the Association President, up to three additional days may be granted in special circumstances.

6.7 Professional Leave

The Board may grant professional leave days, without loss of pay, to be used to attend conferences or workshops related to the individual teaching area or professional growth. Conferences or workshops where the employee is only supervising students shall not be considered Professional Leave Days.

The Board agrees to pay registration and fees at time of registration and to reimburse employee for transportation, lodging and meals as provided in Article 7.12.C.

ARTICLE VII

TEACHER COMPENSATION

7.1 Group Medical Insurance

For the 2014-2015 school year, the Board will pay up to \$6462.17 toward the annual cost of single premium medical insurance coverage available through the District's insurance carrier for each eligible full-time employee. In each following year of this contract, the Board will pay an additional 50% of any premium increase.

7.1.2 Group Term Life Insurance

The Board of Education will provide and pay for a group term life insurance policy for each teacher in the district in the sum of twenty thousand dollars (\$20,000).

7.2 Shelter Teacher Retirement Contribution

From the established salary schedule, according to authority granted by the Pension Reform Act of 1974, Section 414(h) (2) of the Internal Revenue Code, the Board of Education agrees to pay to the Teacher Retirement System out of each teacher's gross salary, the required percentage (9.0 %) of such figure directly to the Teachers Retirement System, the purpose of such contribution being to tax shelter for the teacher this amount of the teacher's gross.

EXAMPLE:

Teacher's scheduled salary	=	\$50,000.00
+ extra-duty assignment	=	<u>3,000.00</u>
= gross salary		\$53,000.00
- Teacher Retirement System		
Contribution of <u>-9.0%</u>		<u>4,770.00</u>
IRS Gross		———— \$48,230.00

Should any of the above be declared improper by an I.R.S. ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent that it violates the ruling or opinion.

7.3 Mileage

A teacher who is required by the administration to use his/her own transportation in the performance of his/her duties, or a teacher who is assigned to more than one school per day shall be reimbursed for all such required travel at the IRS rate established by August 1 based on previous tax year for all driving done between arrival at the first location and release from the last location of his/her workday. Requests for mileage reimbursement must be submitted by the 10th day of the next month (or the first business day thereafter), or they will not be paid. If the request for reimbursement is received before bills are closed, the employee will be reimbursed the day after the next regularly scheduled Board meeting after the submission of their request for reimbursement. Otherwise reimbursement will be delayed until the next month.

7.4 Salary Schedule

The salary schedules shall be as set forth in Appendixes A1, A2, and A3, which are attached to and incorporated into the Agreement.

7.4A Pay Periods

Teachers shall be paid twice a month. They may have the option of 18 or 24 paychecks. Those selecting 24 cannot receive early July and August checks. The first pay shall be on the 10th of the month or the nearest workday preceding it and the second pay being on the 25th of the month or the nearest workday preceding it.

7.5 Extra Increment Schedule

The extra increment schedules shall be as set forth in Appendix B1, B2, and B3 which are attached to and incorporated into this Agreement.

7.6 -After School Instruction/Summer School Compensation/Homebound/Saturday School/Internal Substitution

Teachers assigned by the administration to additional instructional time shall be paid \$27.00 per hour. Thirty (30) minutes or less will be paid half of the respective hourly amount.

7.7 Salary Schedule - Educational Lane Movement

A. Graduate hours earned after the Bachelor's degree has been awarded will be recognized for the purpose of determining a teacher's placement on the salary schedule provided the following requirements have been met:

1. To receive credit, courses must be in the teacher's major or minor field of study, related to current teaching assignment, educational administration or guidance counseling. Undergraduate courses recommended by or approved by the administration which improve teaching skills in the teacher's current assignment can be used.

2. A notice of intent to enroll in a course must be filed with the superintendent. Failure to submit a course approval request before the class begins will delay salary schedule credit for one year beyond the time the course(s) would have caused a lane change.

3. The course must receive the prior written approval of the superintendent.

4. Courses may be approved individually, or a teacher enrolled in an approved graduate degree program may have all courses in that program approved at one time by listing them individually and submitting them for approval. Courses not specifically approved as part of

the program must be approved in advance as specified in 7.7.A.2 and 3. It is the responsibility of the teacher to know which courses have been approved.

5. All hours must be earned within an approved Master's degree program or meet criteria established in Article 7.7 section A.1.

6. The course must be satisfactorily completed and a grade of A or B received.

7. An official transcript of record from the university attended or a letter from the instructor of the course must be filed with the Superintendent by September 1. If the latter is the case, an official transcript will be provided as soon as it is possible.

B. Graduate hours earned after the Master's degree has been awarded will be recognized for the purpose of placement on the salary schedule provided the following requirements have been met:

1. To receive credit, courses must be in the field of education, computer usage or closely related to the subject(s) taught and have received the prior written approval of the Superintendent. Undergraduate courses will be recognized for the purpose of placement on the salary schedule if the teacher has received advance written approval of the Superintendent.

2. A notice of intent to enroll in a course must be filed with the Superintendent. Failure to submit a course approval request before the class begins will delay salary schedule credit for one year beyond the time the course(s) would have caused a lane change.

3. Courses may be approved individually, or a teacher enrolled in an approved graduate degree program may have all courses in that program approved at one time by listing them individually and submitting them for approval. Courses not specifically approved as part of the program must be approved in advance as specified in 7.7.B.2. It is the responsibility of the teacher to know which courses have been approved.

4. All hours earned must be earned at an accredited university.

5. The course must be satisfactorily completed and a grade of A, B, or C received. At this level a teacher can receive a C grade in not more than two (2) courses; any additional courses in which a C grade is earned will not be acceptable for credit on the salary schedule.

6. An official transcript of record from the university or a letter from the instructor of the course must be filed with the superintendent by September 1. If the latter is the case, an official transcript will be provided as soon as it is available.

C. Once the Bachelor's degree has been awarded, undergraduate courses will not be recognized for the purpose of placement on the salary schedule unless the teacher has received the advance written approval of the Superintendent.

Teachers will be advanced to the appropriate educational column only at the beginning of the school year. Movement will be made at the time of record and will not be retroactive.

For the purpose of determining movement on the salary schedule all hours beyond the Bachelor's degree will consist of semester hours.

D. Appeal Process

1. The Superintendent has 10 business days to respond in writing to a request for course approval.

2. The teacher has 5 business days to file a written appeal of the Superintendent's decision.

3. The Superintendent has 5 business days to respond in writing to the appeal.

4. Only after the appeal process contained in this section is exhausted may the teacher file a grievance under Article 8.2, Step (b).

7.8 Moving of Classroom Supplies, Equipment and Materials

Teachers shall not be required to move materials, supplies or equipment when their classroom is moved. However, they will be notified in a timely manner when such a move is to take place.

7.9 Pay Stub or Attachment

Any money paid to a teacher other than that from the salary schedule shall be indicated on the direct deposit receipt by job title.

7.10 Expense Compensation

Employees must submit itemized receipts for meals. Requests for expense reimbursement must be submitted by the 15th day of the next month (or the first business day thereafter), or they will not be paid. If the request for reimbursement is received before bills are closed, the employee will be reimbursed the day after the next regularly scheduled Board meeting after the submission of their request for reimbursement. Otherwise, reimbursement will be delayed until the next month. Employees shall be reimbursed for meals as follows:

A. Meals served as an integral part of a student event, conference or workshop will be reimbursed by the District at actual cost. Meals not an integral part of the aforementioned will be provided as follows:

- Breakfast: \$7.00
- Lunch: \$11.00
- Dinner: \$17.00

For example, if a conference included breakfast and dinner, the employee would be reimbursed up to \$11.00 for lunch with an itemized receipt.

Further, if an event encompasses less than a full day, reimbursement shall be made up to the respective amounts above only for those meals normally consumed during the event time or reasonable travel time applicable thereto.

B. At all-day events for which a meal period is encompassed, but for which meals are not furnished, teacher(s) sponsor(s)/chaperone(s) will be reimbursed up to but not to exceed a total of \$35.00 per day.

7.11. Early Retirement Incentive Plan

1. Eligibility

To be eligible for any of the following Plans, an employee must meet the following requirements:

a. The teacher must have a minimum of fifteen (15) years of service in the district as a certified teacher.

b. The teacher must meet Teacher Retirement System requirements for retirement without any payments for the Early Retirement Option (ERO) and must not have already incurred a penalty.

c. Whenever a teacher who has a minimum of fifteen (15) years of full-time service in the District is first eligible to retire without an ERO cost to the Board, he or she must retire by the close of the school year in which he or she first gains eligibility. Failure to retire at the close of the year in which he or she first gains eligibility will forever foreclose the teacher from the benefits of this incentive for the remainder of the teacher's employment within the District. A teacher who is eligible to retire with no ERO costs cannot defer eligibility. Eligibility occurs only once. This section will remain applicable so long as there is a statutory ERO penalty provision.

d. The District may require documentation of eligibility.

e. For purposes of this Article, TRS creditable compensation (earnings) shall be as determined by the TRS.

2. Plans

a. One Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 stating that he/she shall retire at the end of the next school year, the employee will be removed from the salary schedule and for the final year of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior year of employment. The employee shall be paid such increased salary in equal payments pursuant to the payroll procedures of the District.

Example: The employee's prior year TRS creditable earnings were \$40,000.00. The employee's final year TRS creditable earnings will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$).

b. Two Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 two (2) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final two (2) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) the first year, five percent (5%) the second year over the employee's TRS creditable earnings for the prior years of employment respectively. The employee shall be paid such increased salary in equal payments pursuant to the payroll procedures of the District.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2012, stating he/she will retire on June 30, 2014. The employee's TRS creditable earnings for the 2011-2012 school year were \$40,000.00. The employee's TRS creditable earnings for the 2012-2013 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2013-2014 school year will be \$44,520.00 (i.e., $\$42,400 \times 1.050 = \$44,520.00$).

c. Three Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 three (3) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final three (3) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) the first year, five percent (5%) the second year, and five percent (5%) the third year, over the employee's TRS creditable earnings for the prior years of employment respectively. The employee shall be paid such increased salary in equal payments pursuant to the payroll procedures of the District.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2012, stating he/she will retire on June 30, 2015. The employee's TRS creditable earnings for the 2011-2012 school year were \$40,000.00. The employee's TRS creditable earnings for the 2012-2013 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2013-2014 school year will be \$44,520.00 (i.e., $\$42,400 \times 1.050 = \$44,520.00$). The employee's TRS creditable earnings for the 2014-2015 school year will be \$46,746.00 (i.e., $\$44,520.00 \times 1.05 = \$46,746.00$).

3. Other Conditions

In recognition that circumstances may change after a teacher has submitted an irrevocable letter of retirement and resignation in order to participate in the Retirement Incentive Program, the following additional conditions are set forth:

1. In emergency situations, a teacher may submit to the Board a written request to withdraw the irrevocable letter of retirement and resignation. Acceptance of the request is at the sole discretion of the Board. Should the Board accept the request to withdraw the irrevocable letter of retirement and resignation, the previously retiring teacher shall be required to sign a payroll deduction authorization form to repay the retirement incentive. The repayment shall be made over the same number of years that the retirement incentive had been received. The amount of each repayment shall be an average of the retirement incentive annual amounts. Said

repayments shall be made no later than June 15 for the applicable number of repayment years until such time the retirement incentive money has been repaid in full or no later than the teacher's last day of employment whichever is sooner.

2. The calculation of the retirement incentive as set forth above, presumes that during the year(s) in which the teacher is receiving the retirement incentive, the teacher will be providing the same level of service as provided in the base year used in the calculation. Accordingly, the following will apply:

a) During the year(s) in which the retiring teacher is receiving the retirement incentive, the Board will not require the teacher to perform any additional duties which would otherwise increase the teacher's creditable earnings. (For example, the Board will not extend the teacher's contract or assign additional duties). However, in the event that the Board might request the retiree perform an extra duty(s), said retiree shall have the choice to deny or to accept, and if accepted shall receive all compensation attached thereto per Appendix B in addition to the retirement incentive. In this situation the teacher would receive TRS creditable earnings greater than 106% of her/his previous year.

b) If, during the year(s) in which the retiring teacher is receiving the retirement incentive, the teacher is voluntarily providing less services, such as working less than full time, not responsible for an extra duty which was part of the teacher's assigned responsibility in the base year, or responsible for an extra duty paying a lesser salary than the extra duty which was part of the teacher's assigned responsibility in the base year, the calculation of the teacher's creditable earnings increase will be adjusted to reflect the reduction in the level of services being provided. (For example, if a teacher drawing from retirement incentive funds received \$42,000 in TRS creditable earnings in the prior year, of which \$40,000 was salary and \$2,000 was for extra duties, but in a retirement incentive year(s) voluntarily discontinues performing the extra duty, then the six percent (6%) increase shall be based upon the \$40,000, not the \$42,000.)

c) If, during the year(s) in which the retiring teacher is drawing money from the retirement incentive funds, the teacher is involuntarily providing less services, such as working less than full time, not responsible for an extra duty which was part of the teacher's assigned responsibility in the base year, or responsible for an extra duty paying a lesser salary than the extra duty which was part of the teacher's assigned responsibility in the base year, the calculation of the teacher's creditable earnings increase will not be adjusted to reflect the reduction in the level of services being provided. (For example, if a teacher drawing money from the pool received \$42,000 in TRS creditable earnings in the prior year of which \$40,000 was salary and \$2,000 was for extra duties, but in a retirement incentive fund year(s) the District did not assign the teacher the extra duties or assigned extra duties with lesser compensation, then the six percent (6%) increase shall be based upon the \$42,000, not the \$40,000.)

3. If legislation is enacted and/or administrative rules are adopted during the life of this agreement that result in a greater cost to the District than the costs generated by this agreement, the provisions relating to such benefits shall be null and void. In this event, the

parties agree to enter into negotiations of the early retirement incentive plan upon request of either party.

4. The parties agree that the retirement incentive contained herein can be “captured” and can “run out” beyond the life of this Agreement so that payments under the Retirement Incentive Program herein can extend beyond the expiration of this Agreement.

7.12 Summer Special Education Staffings

Teachers who attend summer special education staffings shall be compensated at the summer school rate.

ARTICLE VIII

GRIEVANCE PROCEDURE

8.1 Definitions

A. Any claim by a teacher or by the Association that there has been an alleged violation, misinterpretation or misapplication of the terms of this Agreement shall be a grievance.

B. All time limits shall consist of school days, except that when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of all weekdays.

8.2 Procedures

The parties hereto acknowledge that it is usually most desirable for a teacher and his or her immediately involved supervisor to resolve problems through free and informal communications. An attempt shall be made by the grievant to resolve any grievance by means of an informal verbal communication between the grievant and his or her immediately involved supervisor. If, however, the informal process fails to satisfy the grievant, a grievance may be processed as follows:

Step (a) If the grievance is not resolved informally, then the grievant shall present the grievance in writing to the immediately involved supervisor. The grievance shall specify the article and clause alleged to have been violated and shall state the remedy sought. The grievance must be filed at this step within fifteen (15) days from the date of the occurrence of the event giving rise to the alleged violation or fifteen (15) days from the time the grievant should have become aware, whichever is later. The immediately involved supervisor shall arrange for a meeting to take place with the grievant within ten (10) days after the receipt of the grievance. The immediately involved supervisor shall provide a written answer to the grievant within five (5) days of the scheduled meeting.

Step (b) If the grievance is not resolved at Step (a) or the time limits expire without a response from the immediate supervisor, the aggrieved may refer the grievance to the superintendent or his official designee within fifteen (15) days after the receipt of the Step (a) answer. The superintendent or his official designee shall arrange for a meeting to take place within fifteen (15) days of his receipt of the appeal. A local association representative, if requested by the grievant, may be present at this meeting. Within five (5) days of the meeting, the grievant shall be provided with the superintendent's written response.

Step (c) If the Association is not satisfied with the disposition of the grievance at Step (b) or the time limits expire without a response from the Superintendent, the Association may submit the grievance to the Federal Mediation and Conciliation Services for a binding resolution under the Voluntary Labor Arbitration Rules of the American Arbitration Association. If a request for a hearing is not filed within thirty (30) days of the date of the Step (b) answer, then the grievance shall be deemed withdrawn.

A. Neither the Board of Education nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which has not previously been disclosed to the other party.

B. The arbitrator shall have no power to amend, modify, add to or subtract from this agreement and shall be limited to a decision based on the provisions contained within the four corners of this Agreement.

C. Each party shall bear the full costs for its representation in the grievance procedure.

D. Each party shall share equally the cost of the arbitrator. If either party requests a transcript of the proceedings, that party shall bear full costs for that transcript. If both parties order a transcript, the costs of the two transcripts shall be divided equally between the Board and the Association.

E. If the Association or any employee files a complaint or suit, in a court of competent jurisdiction, the School District shall not be required to process the claim or set of facts through the grievance procedure.

8.3 Class Grievance

Class grievances involving more than one teacher or one or more supervisors or a supervisor above the building level shall be initially filed by the Association at Step (b).

8.4 Grievance Withdrawal

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

8.5 Time Bar

Failure of the grievant or the Association to act on any grievance within the prescribed time limits will bar any further appeal.

8.6 By-Pass to Superintendent

If the grievant and the superintendent agree, Step (a) of the formal grievance procedure may be by-passed and the grievance brought directly to Step (b).

8.7 No Reprisals

No reprisals shall be taken by the Board or Administration against a teacher because of the teacher's participation in a grievance.

ARTICLE IX

TEACHER EVALUATION

9.0 An evaluation committee shall be comprised of six members selected by the Association and six members selected by the Board of Education. The committee shall review and recommend any changes to the professional practices component of the evaluation plan. This committee shall not be considered the joint evaluation committee for purposes of PERA and shall not consider student growth components. This committee shall make decisions by consensus. The committee shall meet as necessary but at least once per school year to review the evaluation plan.

9.1 The purpose of an evaluation is to accurately document objective evidence and rely upon that evidence to rate a teacher's performance as excellent, proficient, needs improvement, or unsatisfactory.

9.2 Teachers shall be evaluated only by qualified evaluators. Qualified evaluators shall have successfully completed the state-designed modules.

9.3 At the start of the school term (the first day of student attendance), the school district shall provide a written notice to all teachers subject to evaluation that school year. Teachers shall be informed of the evaluator(s) who will be conducting the evaluation.

9.4 Teachers shall be evaluated using the instrument created by the committee.

9.5 Non-tenured teachers shall be subject to the evaluation process each year. For each non-tenured teacher a minimum of three observations shall be required each school year, of which two must be formal observations.

9.6 Tenured teachers shall be evaluated every other year. The Association shall be notified whenever a tenured teacher is evaluated in two consecutive years. For each tenured teacher who received an excellent or proficient performance evaluation in his/her last evaluation, a minimum of two observations shall be conducted during the evaluation cycle, one of which must be a formal observation. For each tenured teacher who received a needs improvement or unsatisfactory performance evaluation in his/her last evaluation, he/she shall be evaluated in the school year following receipt of the rating, and a minimum of three observations shall be required, of which two must be formal observations.

9.7 Formal Observations shall consist of 45 minutes, an entire class period, or a complete lesson. Formal observations shall take place between September 15 and April 1 and be preceded by a pre-conference and followed by a post-conference.

9.8 Prior to the formal observation, the evaluator shall meet with the teacher to explain the evaluation process, dates, and instrument. The parties shall agree on a date and time for the actual observation. The teacher will make recommendations for areas on which the qualified evaluator should focus during the evaluation. The lesson plan shall be discussed prior to the observation.

9.9 Within ten (10) days of the formal observation, the evaluator shall meet with the teacher to discuss and explain the formative evaluation. The time for convening the post-observation conference may be extended due to the absence of either the teacher or the evaluator. A copy of the evaluation shall be provided to the teacher. The qualified evaluator will point out verbally and in writing strengths and any concerns for weaknesses.

9.10 Informal evaluations may be announced or unannounced. In order for the informal evaluations to be part of the summative evaluation, they must be reduced to writing, and shared with the teacher within 10 days after the informal observation.

9.11 The summative evaluation shall reflect ratings of the observations along with documenting any concerns or weaknesses. In the post evaluation conference, the teacher shall have the opportunity to raise questions. Teachers may also submit a written response within 20 days of receiving the final evaluation rating, which shall be included with the summative final evaluation.

9.12 Violations of the evaluation procedure shall be subject to the grievance procedure.

9.13 Those tenured teachers who receive a summative evaluation rating of needs improvements shall within thirty (30) school days have a professional development plan. The plan shall be developed by the evaluator, in consultation with the teacher, and shall specifically identify and address those areas in evaluation rated as needs improvements or unsatisfactory. The Association shall be notified of any professional development plan.

9.14 Those tenured teachers who receive a summative evaluation rating of unsatisfactory shall within thirty (30) school days have a remediation plan. The plan shall be developed by the District, in consultation with the teacher and the consulting teacher, and shall be designed to correct deficiencies cited, provided those deficiencies are deemed remediable. The remediation plan shall call for ninety (90) school days of remediation within the classroom, with a midpoint and final evaluation. The final evaluation shall be issued within ten (10) days after the conclusion of the remediation plan. The remediation plan shall comply with all relevant provisions of the School Code and ISBE Regulations.

ARTICLE X

REOPENING OF NEGOTIATIONS DURING TERM OF AGREEMENT

Notwithstanding any provision to the contrary in this Agreement, the parties agree to reopen negotiations of this Agreement, upon the written request of either party, provided such request is premised on the enactment of a state imposed property tax “freeze” or on the enactment of any future revisions and/or amendments to the current TRS retirement statute provided such revisions and/or amendments negatively impacts either party. In the unlikely event that the parties are unable to reach an agreement, the parties each reserve their procedural and substantive rights under the *Illinois Educational Labor Relations Act* with respect to the remaining years of the Agreement.

APPENDIX A
SALARY SCHEDULE

2014—2015 The salary schedule for the 2014-2015 school year shall be the same schedule as the schedule for the 2013-2014 school year. Teachers shall remain in the same vertical placement on the salary schedule at the beginning of the school year as they were in during the 2013-2014 school year. Teachers shall be allowed to move horizontally on the salary schedule at the beginning of the school year pursuant to Section 7.7 of the collective bargaining agreement. Teachers shall be allowed to advance vertically on the salary schedule beginning with the January 25, 2015 payroll, with their salary adjusted accordingly for the remainder of the school year. Teachers initially employed during the 2014-2015 school year shall be placed on the schedule based on their experience and the practice in the District, but shall not move on the schedule during the school year.

2015-2016 Step plus \$250 in each cell on the salary schedule.

2016-2017 Step plus \$500 in each cell on the salary schedule.

2017-2018 Step plus \$500 in each cell on the salary schedule.

Jasper County Community Unit District #1
Appendix A1
Salary Schedule
2014-2015

<u>STEP</u>	<u>BS+0</u>	<u>BS+8</u>	<u>BS+16</u>	<u>BS+24</u>	<u>MS+0</u>	<u>MS+8</u>	<u>MS+16</u>	<u>MS+24</u>	<u>MS+32</u>
0	36130	36676	37220	37619	39694	40289	40884	41479	42072
1	36330	36876	37420	37819	39894	40489	41084	41679	42272
2	36530	37076	37620	38019	40094	40689	41284	41879	42472
3	37017	37579	38139	38550	40686	41297	41911	42522	43134
4	37627	38199	38771	39189	41367	41991	42616	43239	43863
5	38248	38832	39414	39841	42062	42698	43335	43971	44607
6	38881	39477	40070	40505	42770	43418	44068	44716	45364
7	39526	40134	40740	41184	43492	44151	44816	45475	46138
8	40345	40969	41587	42043	44407	45084	45764	46440	47117
9	41013	41648	42279	42743	45153	45843	46536	47225	47917
10	41694	42341	42984	43459	45914	46620	47325	48026	48731
11	42387	43046	43704	44186	46688	47409	48127	48842	49560
12	43535	44165	44839	45336	47915	48655	49392	50133	50873
13	44682	45279	45977	46486	49140	49899	50661	51423	52186
14	45832	46629	47108	47635	50365	51146	51931	52716	53495
15	46975	47512	48243	48786	51591	52393	53199	54002	54807
16	48126	48627	49382	49933	52817	53643	54469	55291	56118
17	49273	49743	50515	51085	54039	54888	55732	56581	57430
18	50419	50860	51653	52234	55265	56135	57002	57872	58741
19	51563	51971	52787	53388	56488	57382	58270	59159	60051
20	52713	53089	53924	54536	57713	58628	59541	60451	61362
21	53860	54204	55060	55684	58941	59873	60806	61744	62673
22	55012	55319	56196	56834	60164	61119	62075	63031	63987
23	56152	56437	57329	57985	61390	62367	63342	64320	65297
24	57303	57554	58465	59135	62615	63614	64611	65609	66608
25	58454	58672	59602	60285	63841	64862	65882	66897	67917
26	59605	59790	60738	61435	65066	66108	67148	68188	69228
27	-	-	-	-	66293	67350	68417	69478	70542
28	-	-	-	-	67521	68591	69686	70768	71853
29	-	-	-	-	68748	69833	70956	72058	73164
30	-	-	-	-	-	-	-	-	74474

Jasper County Community Unit District #1
Appendix A2
Salary Schedule
2015-2016

<u>STEP</u>	<u>BS+0</u>	<u>BS+8</u>	<u>BS+16</u>	<u>BS+24</u>	<u>MS+0</u>	<u>MS+8</u>	<u>MS+16</u>	<u>MS+24</u>	<u>MS+32</u>
0	36380	36926	37470	37869	39944	40539	41134	41729	42322
1	36580	37126	37670	38069	40144	40739	41334	41929	42522
2	36780	37326	37870	38269	40344	40939	41534	42129	42722
3	37267	37829	38389	38800	40936	41547	42161	42772	43384
4	37877	38449	39021	39439	41617	42241	42866	43489	44113
5	38498	39082	39664	40091	42312	42948	43585	44221	44857
6	39131	39727	40320	40755	43020	43668	44318	44966	45614
7	39776	40384	40990	41434	43742	44401	45066	45725	46388
8	40595	41219	41837	42293	44657	45334	46014	46690	47367
9	41263	41898	42529	42993	45403	46093	46786	47475	48167
10	41944	42591	43234	43709	46164	46870	47575	48276	48981
11	42637	43296	43954	44436	46938	47659	48377	49092	49810
12	43785	44415	45089	45586	48165	48905	49642	50383	51123
13	44932	45529	46227	46736	49390	50149	50911	51673	52436
14	46082	46879	47358	47885	50615	51396	52181	52966	53745
15	47225	47762	48493	49036	51841	52643	53449	54252	55057
16	48376	48877	49632	50183	53067	53893	54719	55541	56368
17	49523	49993	50765	51335	54289	55138	55982	56831	57680
18	50669	51110	51903	52484	55515	56385	57252	58122	58991
19	51813	52221	53037	53638	56738	57632	58520	59409	60301
20	52963	53339	54174	54786	57963	58878	59791	60701	61612
21	54110	54454	55310	55934	59191	60123	61056	61994	62923
22	55262	55569	56446	57084	60414	61369	62325	63281	64237
23	56402	56687	57579	58235	61640	62617	63592	64570	65547
24	57553	57804	58715	59385	62865	63864	64861	65859	66858
25	58704	58922	59852	60535	64091	65112	66132	67147	68167
26	59855	60040	60988	61685	65316	66358	67398	68438	69478
27	-	-	-	-	66543	67600	68667	69728	70792
28	-	-	-	-	67771	68841	69936	71018	72103
29	-	-	-	-	68998	70083	71206	72308	73414
30	-	-	-	-	-	-	-	-	74724

Jasper County Community Unit District #1
Appendix A3
Salary Schedule
2016-2017

<u>STEP</u>	<u>BS+0</u>	<u>BS+8</u>	<u>BS+16</u>	<u>BS+24</u>	<u>MS+0</u>	<u>MS+8</u>	<u>MS+16</u>	<u>MS+24</u>	<u>MS+32</u>
0	36880	37426	37970	38369	40444	41039	41634	42229	42822
1	37080	37626	38170	38569	40644	41239	41834	42429	43022
2	37280	37826	38370	38769	40844	41439	42034	42629	43222
3	37767	38329	38889	39300	41436	42047	42661	43272	43884
4	38377	38949	39521	39939	42117	42741	43366	43989	44613
5	38998	39582	40164	40591	42812	43448	44085	44721	45357
6	39631	40227	40820	41255	43520	44168	44818	45466	46114
7	40276	40884	41490	41934	44242	44901	45566	46225	46888
8	41095	41719	42337	42793	45157	45834	46514	47190	47867
9	41763	42398	43029	43493	45903	46593	47286	47975	48667
10	42444	43091	43734	44209	46664	47370	48075	48776	49481
11	43137	43796	44454	44936	47438	48159	48877	49592	50310
12	44285	44915	45589	46086	48665	49405	50142	50883	51623
13	45432	46029	46727	47236	49890	50649	51411	52173	52936
14	46582	47379	47858	48385	51115	51896	52681	53466	54245
15	47725	48262	48993	49536	52341	53143	53949	54752	55557
16	48876	49377	50132	50683	53567	54393	55219	56041	56868
17	50023	50493	51265	51835	54789	55638	56482	57331	58180
18	51169	51610	52403	52984	56015	56885	57752	58622	59491
19	52313	52721	53537	54138	57238	58132	59020	59909	60801
20	53463	53839	54674	55286	58463	59378	60291	61201	62112
21	54610	54954	55810	56434	59691	60623	61556	62494	63423
22	55762	56069	56946	57584	60914	61869	62825	63781	64737
23	56902	57187	58079	58735	62140	63117	64092	65070	66047
24	58053	58304	59215	59885	63365	64364	65361	66359	67358
25	59204	59422	60352	61035	64591	65612	66632	67647	68667
26	60355	60540	61488	62185	65816	66858	67898	68938	69978
27	–	–	–	–	67043	68100	69167	70228	71292
28	–	–	–	–	68271	69341	70436	71518	72603
29	–	–	–	–	69498	70583	71706	72808	73914
30	–	–	–	–	–	–	–	–	75224

Jasper County Community Unit District #1
Appendix A4
Salary Schedule
2017-2018

<u>STEP</u>	<u>BS+0</u>	<u>BS+8</u>	<u>BS+16</u>	<u>BS+24</u>	<u>MS+0</u>	<u>MS+8</u>	<u>MS+16</u>	<u>MS+24</u>	<u>MS+32</u>
0	37380	37926	38470	38869	40944	41539	42134	42729	43322
1	37580	38126	38670	39069	44411	41739	42334	42929	43522
2	37780	38326	38870	39269	41344	41939	42534	43129	43722
3	38267	38829	39389	39800	41936	42547	43161	43872	44384
4	38877	39449	40021	40439	42617	43241	43866	44489	45113
5	39498	40082	40664	41091	43312	43948	44585	45221	46357
6	40131	40727	41320	41755	44020	44668	45318	45966	46614
7	40776	44384	41990	42434	44742	45401	46066	46725	47388
8	41595	42219	42837	43293	45657	46334	47014	47690	48367
9	42263	42898	43529	43993	46403	47093	47786	48475	49167
10	42944	43591	44234	44709	47164	47870	48575	49276	49981
11	43637	44296	44954	45436	47938	48659	49377	50092	50810
12	44785	45415	46089	46586	49165	49905	50642	51383	52123
13	45932	46529	47227	47736	50390	51149	51911	52673	53436
14	47082	47879	48358	48885	51615	52396	53181	53966	54745
15	48225	48762	49493	50036	52841	53643	54449	55252	56057
16	49376	49877	50632	51183	54067	54893	55719	56541	57368
17	50523	50993	51765	55335	55289	55138	56982	57831	58680
18	51669	52110	52903	53484	56515	57385	58252	59122	59991
19	52813	53221	54037	54638	57738	58632	59520	60409	61301
20	53963	54339	55174	55786	58963	59878	60791	61701	62612
21	55110	55454	56310	56934	60191	61123	62056	62994	63923
22	56262	56569	57446	58084	61414	65369	63325	64281	65237
23	57402	57687	58579	59235	62640	63617	64592	65570	66547
24	58553	58804	59715	60385	63865	64864	65861	66859	67858
25	59704	59922	60852	61535	65091	66112	67132	68147	69167
26	60855	61040	61988	62685	66316	67358	68398	69438	70478
27	–	–	–	–	67543	68600	69667	70728	71792
28	–	–	–	–	68771	69841	70936	72018	73103
29	–	–	–	–	69998	71083	72206	73308	74414
30	–	–	–	–	–	–	–	–	75724

Appendix B1
Extra Duty Schedule
2014-2015

Position	1 st Year	2 nd Year	3 rd Year	5 th Year	10 th Year
High School					
Athletic Director	5,154				
Head - Football, Basketball, Band	6,072	6,357	6,941	7,289	7,652
Head - Volleyball without Assistant	4,857	5,085	5,553	5,830	6,123
Head - Boys Track, Girls Track, Baseball, Volleyball, Softball, Soccer	4,554	4,767	5,205	5,467	5,740
Head - Cross Country, Golf, Boys Tennis, Girls Tennis	3,502	3,761	4,391	4,580	4,779
Director - Chorus, Sponsor - FFA, Student Council, Cheerleader	3,252	3,502	3,801	3,990	4,189
Sponsor - Scholastic Bowl, Yearbook	2,789	3,040	3,643	3,825	4,016
Assistant - Football, Basketball, Band	3,402	3,656	4,259	4,439	4,632
Assistant - Cross Country, Boys Track, Girls Track, Golf, Boys Tennis, Girls Tennis Baseball, Volleyball, Softball	2,179	2,249	2,380	2,468	2,806
Assistant - Scholastic Bowl, FFA	1,773	1,853	2,003	2,101	2,208
Assistant Director - Musical	1,565	1,634	1,766	1,854	1,945
Sponsor – Club, Bass Team	588	684	781	822	864
Sponsor - Class					
Freshman and Sophomore	588	685			
Junior	1,224				
Senior	685				
High School Counselor	185 Days at Regular Per Diem				
School Nurse	190 Days at Regular Per Diem				
Media/Technology Integration Teacher (librarian)	200 Days at Regular Per Diem				

Position	1 st Year	2 nd Year	3 rd Year	5 th Year	10 th Year
Junior High					
Head -7 th Grade Boys Basketball, 8 th Grade Boys Basketball, Girls Basketball, 7 th Grade Volleyball, 8 th Grade Volleyball	3,622	4,016	4,459	4,683	4,917
Head - Boys Track, Girls Track, Baseball, Softball, Scholastic Bowl	1,668	1,957	2,231	2,340	2,457
Head - Cross Country	1,209	1,312	1,410	1,480	1,554
Director - Band	1,472	1,725	1,967	2,064	2,169
Sponsor - Cheerleader	1,235	1,269	1,305	1,353	1,403
Sponsor - Yearbook (1 Jr. High; 1 Elem)	576	675	772	801	832
Sponsor - Club	392	490	588	618	647
Assistant - Boys Basketball, Girls Basketball, Volleyball	1,668	1,957	2,231	2,340	2,457
Assistant - Baseball, Softball, Track, Scholastic Bowl	778	832	885	924	964
Assistant - Band	709	830	947	992	1,042
5th and 6th Grade					
5 th Grade Basketball, 6 th Grade Basketball, 5 th Grade Volleyball, 6 th Grade Volleyball	677	743	800	840	881
5 th Grade Cheerleading Sponsor, 6 th Grade Cheerleading Sponsor, Assistant Basketball Coach, Assistant Volleyball Coach	432	450	469	493	518
OTHER					
Elementary Music - Per Night Performance (if more than one)	99.00				
Chaperones, Announcer	48.64				
Supervision, Ticket Sellers, Chain Gang - Varsity Football	36.49				
Game Timer, Scorekeeper - Varsity	53.86				
Film Technician - Varsity Football	39.96				

*If an employee has 2 or more extra duty assignments on the above schedule, a bonus of 5% of each listed rate will be paid at the end of the school year.

Appendix B2
Extra Duty Schedule
2015-2016

Position	1 st Year	2 nd Year	3 rd Year	5 th Year	10 th Year
High School					
Athletic Director	5,154				
Head - Football, Basketball, Band	6,072	6,357	6,941	7,289	7,652
Head - Volleyball without Assistant	4,857	5,085	5,553	5,830	6,123
Head - Boys Track, Girls Track, Baseball, Volleyball, Softball, Soccer	4,554	4,767	5,205	5,467	5,740
Head - Cross Country, Golf, Boys Tennis, Girls Tennis	3,502	3,761	4,391	4,580	4,779
Director - Chorus, Sponsor - FFA, Student Council, Cheerleader	3,252	3,502	3,801	3,990	4,189
Sponsor - Scholastic Bowl, Yearbook	2,789	3,040	3,643	3,825	4,016
Assistant - Football, Basketball, Band	3,402	3,656	4,259	4,439	4,632
Assistant - Cross Country, Boys Track, Girls Track, Golf, Boys Tennis, Girls Tennis, Baseball, Volleyball, Softball	2,179	2,249	2,380	2,468	2,806
Assistant - Scholastic Bowl, FFA	1,773	1,853	2,003	2,101	2,208
Assistant Director - Musical	1,565	1,634	1,766	1,854	1,945
Sponsor – Club, Bass Team	588	684	781	822	864
Sponsor - Class					
Freshman and Sophomore	588	685			
Junior	1,224				
Senior	674				
High School Counselor	185 Days at Regular Per Diem				
School Nurse	190 Days at Regular Per Diem				
Media/Technology Integration Teacher (librarian)	200 Days at Regular Per Diem				

Position	1 st Year	2 nd Year	3 rd Year	5 th Year	10 th Year
Junior High					
Head -7 th Grade Boys Basketball, 8 th Grade Boys Basketball, Girls Basketball, 7 th Grade Volleyball, 8 th Grade Volleyball	3,622	4,016	4,459	4,683	4,917
Head - Boys Track, Girls Track, Baseball, Softball, Scholastic Bowl	1,668	1,957	2,231	2,340	2,457
Head - Cross Country	1,209	1,312	1,410	1,480	1,554
Director - Band	1,472	1,725	1,967	2,064	2,169
Sponsor - Cheerleader	1,235	1,269	1,305	1,353	1,403
Sponsor - Yearbook (1 Jr. High; 1 Elem)	576	675	772	801	832
Sponsor - Club	392	490	588	618	647
Assistant - Boys Basketball, Girls Basketball, Volleyball	1,668	1,957	2,231	2,340	2,457
Assistant - Baseball, Softball, Track, Scholastic Bowl	778	832	885	924	964
Assistant - Band	709	830	947	992	1,042
5th and 6th Grade					
5 th grade Basketball, 6 th grade Basketball, 5 th grade Volleyball, 6 th Grade Volleyball	677	743	800	840	881
5 th grade Cheerleader, 6 th grade Cheerleader, Assistant Basketball Coach, Assistant Volleyball Coach	432	450	469	493	518
OTHER					
Elementary Music - Per Night Performance (if more than one)	99.00				
Chaperones, Announcer	48.64				
Supervision, Ticket Sellers, Chain Gang - Varsity Football	36.49				
Game Timer, Scorekeeper - Varsity	53.86				
Film Technician - Varsity Football	39.96				

*If an employee has 2 or more extra duty assignments on the above schedule, a bonus of 5% of each listed rate will be paid at the end of the school year.

Appendix B3
Extra Duty Schedule
2016-2017

Position	1 st Year	2 nd Year	3 rd Year	5 th Year	10 th Year
High School					
Athletic Director	5,154				
Head - Football, Basketball, Band	6,072	6,357	6,941	7,289	7,652
Head - Volleyball without Assistant	4,857	5,085	5,553	5,830	6,123
Head - Boys Track, Girls Track, Baseball, Volleyball, Softball, Soccer	4,554	4,767	5,205	5,467	5,740
Head - Cross Country, Golf, Boys Tennis, Girls Tennis	3,502	3,761	4,391	4,580	4,779
Director - Chorus, Sponsor - FFA, Student Council, Cheerleader	3,252	3,502	3,801	3,990	4,189
Sponsor - Scholastic Bowl, Yearbook	2,789	3,040	3,643	3,825	4,016
Assistant - Football, Basketball, Band	3,402	3,656	4,259	4,439	4,632
Assistant - Cross Country, Boys Track, Girls Track, Golf, Boys Tennis, Girls Tennis, Baseball, Volleyball, Softball	2,179	2,249	2,380	2,468	2,806
Assistant - Scholastic Bowl, FFA	1,773	1,853	2,003	2,101	2,208
Assistant Director - Musical	1,565	1,634	1,766	1,854	1,945
Sponsor - Club	588	684	781	822	864
Sponsor - Class					
Freshman and Sophomore	588	685			
Junior	1,224				
Senior	685				
High School Counselor	185 Days at Regular Per Diem				
School Nurse	190 Days at Regular Per Diem				
Media/Technology Integration Teacher (librarian)	200 Days at Regular Per Diem				

Position	1 st Year	2 nd Year	3 rd Year	5 th Year	10 th Year
Junior High					
Head -7 th Grade Boys Basketball, 8 th Grade Boys Basketball, Girls Basketball, 7 th Grade Volleyball, 8 th Grade Volleyball	3,622	4,016	4,459	4,683	4,917
Head - Boys Track, Girls Track, Baseball, Softball, Scholastic Bowl	1,668	1,957	2,231	2,340	2,457
Head - Cross Country	1,209	1,312	1,410	1,480	1,554
Director - Band	1,472	1,725	1,967	2,064	2,169
Sponsor - Cheerleader	1,235	1,269	1,305	1,353	1,403
Sponsor - Yearbook (1 Jr. High; 1 Elem)	576	675	772	801	832
Sponsor - Club	392	490	588	618	647
Assistant - Boys Basketball, Girls Basketball, Volleyball	1,668	1,957	2,231	2,340	2,457
Assistant - Baseball, Softball, Track, Scholastic Bowl	778	832	885	924	964
Assistant - Band	709	830	947	992	1,042
5th and 6th Grade					
5 th grade Basketball, 6 th grade Basketball, 5 th grade Volleyball, 6 th Grade Volleyball	677	743	800	840	881
5 th grade Cheerleader, 6 th grade Cheerleader, Assistant Basketball Coach, Assistant Volleyball Coach	432	450	469	493	518
OTHER					
Elementary Music - Per Night Performance (if more than one)	99.00				
Chaperones, Announcer	48.64				
Supervision, Ticket Sellers, Chain Gang - Varsity Football	36.49				
Game Timer, Scorekeeper - Varsity	53.86				
Film Technician - Varsity Football	39.96				

*If an employee has 2 or more extra duty assignments on the above schedule, a bonus of 5% of each listed rate will be paid at the end of the school year

Appendix B4
Extra Duty Schedule
2017-2018

Position	1 st Year	2 nd Year	3 rd Year	5 th Year	10 th Year
High School					
Athletic Director	5,154				
Head - Football, Basketball, Band	6,072	6,357	6,941	7,289	7,652
Head - Volleyball without Assistant	4,857	5,085	5,553	5,830	6,123
Head - Boys Track, Girls Track, Baseball, Volleyball, Softball, Soccer	4,554	4,767	5,205	5,467	5,740
Head - Cross Country, Golf, Boys Tennis, Girls Tennis	3,502	3,761	4,391	4,580	4,779
Director - Chorus, Sponsor - FFA, Student Council, Cheerleader	3,252	3,502	3,801	3,990	4,189
Sponsor - Scholastic Bowl, Yearbook	2,789	3,040	3,643	3,825	4,016
Assistant - Football, Basketball, Band	3,402	3,656	4,259	4,439	4,632
Assistant - Cross Country, Boys Track, Girls Track, Golf, Boys Tennis, Girls Tennis, Baseball, Volleyball, Softball	2,179	2,249	2,380	2,468	2,806
Assistant - Scholastic Bowl, FFA	1,773	1,853	2,003	2,101	2,208
Assistant Director - Musical	1,565	1,634	1,766	1,854	1,945
Sponsor - Club	588	684	781	822	864
Sponsor - Class					
Freshman and Sophomore	588	685			
Junior	1,224				
Senior	685				
High School Counselor	185 Days at Regular Per Diem				
School Nurse	190 Days at Regular Per Diem				
Media/Technology Integration Teacher (librarian)	200 Days at Regular Per Diem				

Position	1 st Year	2 nd Year	3 rd Year	5 th Year	10 th Year
Junior High					
Head -7 th Grade Boys Basketball, 8 th Grade Boys Basketball, Girls Basketball, 7 th Grade Volleyball, 8 th Grade Volleyball	3,622	4,016	4,459	4,683	4,917
Head - Boys Track, Girls Track, Baseball, Softball, Scholastic Bowl	1,668	1,957	2,231	2,340	2,457
Head - Cross Country	1,209	1,312	1,410	1,480	1,554
Director - Band	1,472	1,725	1,967	2,064	2,169
Sponsor - Cheerleader	1,235	1,269	1,305	1,353	1,403
Sponsor - Yearbook (1 Jr. High; 1 Elem)	576	675	772	801	832
Sponsor - Club	392	490	588	618	647
Assistant - Boys Basketball, Girls Basketball, Volleyball	1,668	1,957	2,231	2,340	2,457
Assistant - Baseball, Softball, Track, Scholastic Bowl	778	832	885	924	964
Assistant - Band	709	830	947	992	1,042
5th and 6th Grade					
5 th grade Basketball, 6 th grade Basketball, 5 th grade Volleyball, 6 th Grade Volleyball	677	743	800	840	881
5 th grade Cheerleader, 6 th grade Cheerleader, Assistant Basketball Coach, Assistant Volleyball Coach	432	450	469	493	518
OTHER					
Elementary Music - Per Night Performance (if more than one)	99.00				
Chaperones, Announcer	48.64				
Supervision, Ticket Sellers, Chain Gang - Varsity Football	36.49				
Game Timer, Scorekeeper - Varsity	53.86				
Film Technician - Varsity Football	39.96				

*If an employee has 2 or more extra duty assignments on the above schedule, a bonus of 5% of each listed rate will be paid at the end of the school year

ARTICLE XI

EFFECT OF AGREEMENT

10.1 The parties mutually agree that the terms and conditions set forth in this Agreement represent the full and complete understanding between the parties hereto which may be altered, changed, added to, deleted from, or modified only through written, voluntary, and mutual consent of the parties in an amendment hereto. The Association agrees that all negotiable items have been discussed during the bargaining leading to this Agreement, and agrees that negotiations will not have to be reopened on any item, whether contained in this agreement or not, nor will negotiations be reopened on the effect of any permissible management action, during the life of this agreement. The operating of schools and the direction of staff are vested exclusively in the School Board.

10.2 The Association agrees that during the effective days of this Agreement it will not instigate, encourage or support a strike or any concerted activity to withhold in whole or in part any service to the District.

10.3 Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, then that article, section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.

10.4 This agreement shall become effective on August 18, 2014 and shall continue in effect until August 21, 2018. When either party executes written notification to the other party prior to May 15 of the year the contract terminates that it wishes to renegotiate the Agreement, the Board shall meet with the Association no later than June 1 to receive the Association proposal and negotiations shall continue in an effort to reach an agreement.

This agreement is signed this 15th day of May, 2017.

In Witness thereof:

FOR THE JASPER COUNTY
EDUCATION ASSOCIATION

FOR THE JASPER COUNTY #1
BOARD OF EDUCATION

Cheryl Walker, JCEA Co-President

Jon Fulton, Board President

Gina Fox, JCEA Co-President

Andrew D. Johnson, Superintendent