

WARREN COMMUNITY UNIT SCHOOL DISTRICT #205

MASTER CONTRACT

2017-2018

2018-2019

2019-2020

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1.0 PREAMBLE

- 1.1 The Board of Education of District #205, Jo Daviess County, Warren, Illinois, hereinafter referred to as the "Board", and the Warren Education Association, hereinafter referred to as the "Association", recognize their common aim of providing the best education possible for the youth of the district. The Board, the administration and supervisory staff, and the professional teaching personnel shall strive to attain this educational objective.

2.0 RECOGNITION

- 2.1 The Board of Education of School District #205, Jo Daviess County, Warren, Illinois, hereinafter referred to as the "Board" recognizes the Warren Education Association, affiliated with the IEA/NEA, hereinafter referred to as the "Association" as sole and exclusive negotiating agent for all regularly employed certified personnel, hereinafter referred to as employees, except for the superintendent, principals, substitute teachers, aides, secretaries, custodians, cafeteria workers, permanent substitute teachers, and facility manager.

3.0 NEGOTIATIONS

- 3.1 Negotiations for a new contract will be initiated by the Association. Ground rules will be set at the first meeting. Both committees shall exchange contract packets at the second meeting, with tentative ratification by the beginning of the next school year.
- 3.2 Tentative Agreement -- When the Association and the Board reach tentative agreement on all matters being negotiated, the items will be reduced to writing, and shall be submitted to the membership of the Association for ratification and to the Board for official approval.
- 3.3 Impasse - If agreement is not reached on all items on the negotiations table after they have been fully and thoroughly discussed and it becomes clear that neither party is going to move from their current position, either party may declare to the other in writing that an impasse exists and call for a mediator.
- 3.4 Declared Impasse - When an impasse has been declared, the Federal Mediation and Conciliation Service shall be requested by the parties to appoint a mediator from its staff. The mediator shall meet with the parties or their representatives, or both, forthwith, either jointly or separately, and shall take such steps as s/he may deem appropriate to persuade the parties to resolve their differences and effect a mutually acceptable agreement. The mediator shall not, without consent of both parties, make finding of fact or recommend terms of settlement.

3.5 Contract Addition or Change - This agreement shall be subject to change or supplement at any time by mutual consent of the parties hereto. Any such change or supplement agreement shall be reduced to writing, signed by the parties and submitted to the Board and Association for approval.

4.0 EMPLOYEE COMPENSATION AND FRINGE BENEFITS

4.1 The extra duty and salary shall be as set forth in Appendices A, B, and C respectively, which are attached to and incorporated in this agreement.

4.2 Employees shall be paid on the 5th and 20th of each month or the last school day preceding those dates, with 24 payments made from September 1 through August 31 for each year of this contract.

4.3 All teachers shall authorize direct deposit for paychecks. All new teachers shall do so no later than ten (10) business days after being employed.

4.4 Retro-active pay - Any increase in salary or benefits are retro-active to September 1, 2017. Salary increase dating from September 1 to the formal adoption of this agreement will be paid in one sum.

4.5 Should an employee resign (written resignation to the Administration) after the school year ends and prior to the new year beginning, the Board may elect to penalize the employee for this late resignation. If the Board deems it in the best interest of the school district, this penalty may be waived. The penalty schedule is:

- Resignation during the month of July \$500
- Resignation during the month of August up to the first day of school \$1000

4.6 This section shall apply only to teachers who are within 4 years of being eligible for retirement. No such teacher, who is within 4 years of being eligible for retirement, shall receive a pay increase of more than 6% in pay in any one year. In the event that TRS lowers this percentage from 6%, the maximum limit will be set using the lower percentage. This amount is inclusive of extracurricular pay and any other pay that is creditable for TRS purposes.

4.7 The Board shall pick up and pay to TRS the increased amount (9.4%) of the base salary as provided for in PA 94-0004. In the event there are future increases in the amount to be contributed to TRS, the teacher shall be responsible for paying for that increase.

4.8 Upon retiring from teaching while an employee of District #205 and entering into the Illinois Retirement System (TRS), the Board will pay each retiring teacher a stipend equal to eighty dollars (\$80) for every year of service recognized by TRS that was earned at District #205. This payment will be made after retirement (after August 1st) in a manner that is not recognized as TRS creditable.

- 4.9 After earning compensation (comp.) time for duties, meetings, outings, etc. extending beyond the contractual day (7:30-3:30), the employee is responsible for contacting the building principal regarding those times to be added to the employee's comp. time bank. Comp. time may be compiled and used in 15 minute/half day/full day increments if requested by the employee. At the end of the school year, 4 hours of compiled unused comp. time becomes one half personal day added to the employee's account and 8 hours of compiled unused comp. time becomes one whole personal day added to the employee's account with a limit of one personal day added per year per employee. Keeping records of compiled comp. time and the usage of comp. time will be the bookkeeper's duty.

5.0 PROFESSIONAL GRIEVANCE PROCEDURE

- 5.1 Definition -- Any claim by the Association, an employee, or group of employees that the rights of employees have been impaired.
- 5.2 Procedure -- The parties hereto acknowledge that it is usually most desirable for a teacher and his immediately involved administrator to resolve problems through free and informal communications. When requested by the teacher, the building representative may accompany the teacher to assist in the informal resolution of the grievance. If, however, such informal processes fail to satisfy the teacher or the Association, a grievance may be processed as follows:
- 5.3 The teacher or the Association may present, within ten (10) working days, the grievance in writing to the superintendent or his/her designee. The administrator will arrange a meeting within five (5) working days after the receipt of a grievance. The Association's representative, the aggrieved teacher, and the immediately involved administrator shall be present at the meeting. The superintendent shall provide a written answer to the aggrieved teacher and the Association within ten (10) working days after the meeting. This answer shall include the reason for the decision.
- 5.4 If the grievance is not resolved by the superintendent, the teacher and/or the Association shall refer it to the Board of Education at their next regularly scheduled meeting or within thirty (30) calendar days. The Association's representative, the aggrieved teacher, and the immediately involved administrator shall meet with the Board of Education to discuss the grievance. The Board shall give its written response to the grievance, stating the reasons for their decision within fifteen (15) working days following the meeting.
- 5.5 If the Association is not satisfied with the disposition of the grievance at 5.4, the Association may submit the grievance to final and binding arbitration through the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the 5.4 answer, then the grievance shall be deemed withdrawn.
- 5.6 The fees and the expenses of the arbitrator shall be shared equally by the two parties.

- 5.7 The Board acknowledges the right of the teacher's and/or the Association's grievance representative to participate in the processing of a grievance at any level.
- 5.8 Bypass -- By mutual agreement, any step of the grievance procedure may be bypassed.
- 5.9 No Reprisal Clause -- No reprisal shall be taken by the Board or the administration against an employee because of his participation in a grievance.
- 5.10 Grievance forms -- All grievance forms shall be mutually developed and agreed to by the parties and becomes a part of this contract and a sample attached hereto.

6.0 STRIKE

- 6.1 The Association agrees that it will not, during the period of this Agreement, directly or indirectly, engage in or assist in a strike.

7.0 SAVINGS CLAUSE

- 7.1 Should any article, section or clause of this agreement be declared illegal by a court or competent jurisdiction, those articles, sections or clauses affected thereby shall be deleted from this agreement to the extent that they violate the law. The remaining articles, sections and clauses shall remain in full force and effect.

8.0 LEAVES

- 8.1 Sick Leave -- Each teacher will receive eleven (11) days of sick leave per year, one of which sick leave bank members will credit to the sick leave bank and be subject to the provisions of that section. After a teacher has completed fifteen (15) years of full-time service as a teacher in the District, he/she shall receive thirteen (13) days of sick leave per year. Each teacher can accumulate up to 360 days of sick leave.
- 8.1A Definition of Sick Leave -- Sick leave is interpreted to mean personal illness, quarantine at home, illness in the immediate family or household, birth of child, or funeral. The immediate family for illness shall include spouse, children, parents, parents-in-law, siblings, grandparents, grandchildren, brothers-in-law, sisters-in-law, and legal guardians.
- 8.1B In the event of the death of a person in the immediate family, each employee shall be entitled for each occurrence to two (2) days of absence without loss of personal or sick leave days.
- 8.1C A staff member may use either one sick day or personal day for a funeral of a non-immediate family or friend. The choice of the sick day or personal day is at the discretion of the employee.

- 8.2 The sick leave bank shall consist of the accumulation of contributed sick leave days from teachers and any balance of days in the sick leave bank as of June 30, 2017. Enrollment and participation in the sick leave bank shall be voluntary. Current employees cannot enroll after initially choosing not to. New employees shall have until September 30th of their first contract year to enroll. Late hires shall have 30 business days from the time of employment to enroll. A teacher may leave the sick leave bank at any time but may not withdraw his/her contributed sick leave days and may not re-enroll.
- 8.2A All teachers who choose to enroll must contribute one (1) day from the sick leave days granted to him/her at the beginning of each school year or upon his/her signing a contract of employment with the District, whichever shall be later, until the bank contains at least two hundred (200) days. Each school year the bank shall be built up again to at least two hundred (200) days or the closest proximity, each sick leave bank member contributing one (1) day as necessary, beginning with the next school year.
- 8.2B Any personal sick leave days above the maximum accumulation for the District, which is three hundred sixty (360) days per certified staff member, shall be added to the bank until it contains at least two hundred (200) days.
- 8.3 The bank shall be administered by a committee of teachers appointed by the Association President. This committee shall decide on individual applications for withdrawal of days from the bank according to the guidelines developed and implemented by the Association. Those guidelines shall include the following:
- 8.3.1 The teacher shall have exhausted his/her individual accumulated sick leave.
- 8.3.2 The maximum days awarded on an illness or injury shall be forty-five (45) days.
- 8.3.3 The use of the sick leave bank may be used for the employee only.
- 8.3.4 Sick leave days that have been unused by members may not be donated at the termination of employment for retirement or any other reason.
- 8.3.5 The Association shall cooperate with the District Bookkeeper in keeping track of the total number of sick leave days in the sick leave bank.
- 8.3.6 The Association shall defend and indemnify the Board in any action or complaint arising from the establishment and use of the sick leave bank.
- 8.4 Personal or Emergency leave - Three (3) days per year of personal or emergency leave will be granted a teacher (accumulative to four (4) days) pending a substitute teacher is located and providing no more than 30% of the teaching staff will be absent on one given day. When using a

personal day, the building principal will be notified one day in advance, however, no reason need be stated. Only one personal day may be taken on a SIP day without reason. Additional days may be used on SIP days under special circumstances, put in writing, and approved by the superintendent. When using an emergency day, the building principal will be notified with a reason stated. These leaves can be granted immediately and at any time. Those days not used over the accumulated amount will be applied toward the individual sick leave.

- 8.4A An additional personal day (accumulative up to five (5) days) may be accrued with eight (8) hours of comp. time from the previous school year.
- 8.5 Employees may occasionally leave after student dismissal for appointments such as medical, dental, etc. with advance notice to the building principal.
- 8.6 Substitute arrangements - A person designated by the District will be in charge of arranging substitutes. Teachers will call this person for/with substitute arrangements.
- 8.7 Professional leave will be granted to allow two (2) ½ days for two (2) WEA members per year to go to national, state, or regional meetings. All expenses for the substitutes will be paid by the WEA.

9.0 INSURANCE

- 9.1 If a change in the insurance policy or carrier is requested by the Board or WEA, an advisory committee including teachers will research and recommend a health and life insurance plan. The final decision would be made by the Board of Education.
- 9.2 The Board shall pay 100% of the District approved health and life insurance for each employee needing single coverage and 75% of the District approved health and life insurance for each employee needing coverage beyond the single plan.

10.0 LUNCH SUPERVISION

- 10.1 All teachers “required” to supervise a lunch period will receive a free lunch if the lunch period is during a duty free lunch time.
- 10.2 Any teacher who volunteers to supervise during his/her lunch period will receive a free lunch only if it is during his/her duty free lunch. The building principal shall assign supervision duties: i.e. cafeterias, hallways, classrooms, restrooms, etc. Supervision shall be done for the entire lunch period, with the administration monitoring the program.

11.0 CREDITS ACKNOWLEDGED FOR APPROPRIATE PLACEMENT ON SALARY SCHEDULE

- 11.1 Teachers who earn graduate credit will be advanced on the salary schedule provided the following requirements have been met:
- 11.1A The teacher shall present a request for course subject approval to the Superintendent in advance. The submitted request shall include a course description and address how it benefits the district as well as the request to count the class towards movement on the salary schedule.
- 11.1B The course must be graduate level, unless the administration requires or requests a teacher take a class which may be undergraduate. A teacher may also request credit for an undergraduate course if he/she can justify the necessity of said course to the administration.
- 11.1C The Superintendent may accept or reject the course based on its pertinence to the area of education or as the course relates to subject(s) taught.
- 11.1D Once advance written approval for the course is given and the course taken, the following conditions must be met prior to the teacher receiving the appropriate salary schedule placement and course reimbursement.
- All hours must be earned from an accredited university.
 - Satisfactory completion of the course must be demonstrated by a grade of B or better.
 - An official transcript from the university demonstrating successful completion must be on file in the District's Administrative Office.

The teacher will then receive reimbursement of 50% per credit hour, at the NIU credit hour rate or lesser amount of NIU credit hour rate versus the paid tuition credit hour rate, with a maximum of 6 hours per year per person.

- 11.1E Teachers will be advanced to the appropriate earned step on the salary schedule only at the beginning of the academic year.
- 11.1F Any teacher who is requested by the District to take a course will be reimbursed 100% of the credit hour cost upon successful completion of the course according to the guidelines in 11.1E above.

12.0 EMPLOYEE EVALUATION

- 12.1 Evaluation procedures have been determined by joint agreement of the Principals and the WEA.
- 12.2 The Evaluation Plan for Certified Staff in Partial Fulfillment of the Requirements of S.B. 730 shall be available through the WEA President and/or the Administration Office.
- 12.3 The Evaluation plan for Certified Staff shall be considered separate from the Professional Grievance Procedure.

- 12.4 A Professional Grievance shall not be based solely upon the results of the State mandated evaluation procedure.
- 12.5 The Professional Grievance Procedure shall apply if the rights of an employee, outlined in the Evaluation and Remediation Plan, have not been adhered to or have in otherwise been impaired.
- 12.6.1 If a teacher receives an accumulative rating of unsatisfactory as a result of a formal evaluation, according to the evaluation plan approved by the Bargaining Unit and the Board of Education, that teacher shall be held on step and receive no salary increase during the ensuing remediation period. The Board shall withhold such salary increase for this remediation period upon written notification to the teacher no later than sixty (60) days prior to remediation.
- 12.6.2 Upon successful completion of the remediation period, 90 school days within the classroom, the teacher will continue his or her advancement on the compensation schedule.

13.0 FAIR SHARE

- 13.1A 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 equivalent to the amount of dues uniformly required of members of the Association, including local, state and national dues.
- 13.1B In the event that the Employee does not pay his/her fair share fee directly to the Association within the thirty (30) day period, the Board shall deduct the fair share fee from the wages of the non-member in installments following the same procedure being used for members.
- 13.1C Such fee shall be paid to the Association by the Board no later than the last day of the month of the respective deduction.
- 13.1D 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.
- 13.1E 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 non-negligent compliance with this

Article. 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 or the Board's imperfect execution of the obligations imposed upon it by this Article.

- 13.1F 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 or a belief sincerely held with the strength of traditional religious views, 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 on behalf of the Employee to a mutually agreeable upon non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

14.0 WORKING CONDITIONS

- 14.1 It is expressly agreed and understood that the Board of Education has the exclusive right to change the structure and length of the instructional day and instructional period within the confines of the contractual day. The contractual day is defined as 7:30 a.m. to 3:30 p.m. with the understanding that teachers may be required to remain past 3:30 p.m. for IEP meetings. Comp. time will be given in 15 minute increments for any additional meeting time outside of the contractual day.
- 14.2 Each teacher shall have planning time of no less than forty (40) minutes per day.
- 14.3 Teachers whose assignments are exclusively in grades 6-12 shall have a planning period equivalent to the shortest instructional period (exclusive of homeroom and "split block" periods) with a minimum of forty (40) minutes a day.
- 14.4 It is expressly agreed and understood that there may be exceptions required for some teaching situations and educational programs. In those instances, the Board may modify the planning time for that individual teacher so long as the planning time granted within a two-week period averages forty (40) minutes a day.
- 14.5 New faculty shall be required to report 2 days immediately preceding the first official day of school and shall be paid a per diem rate of \$75 per contractual day.

15.0 DURATION OF AGREEMENT

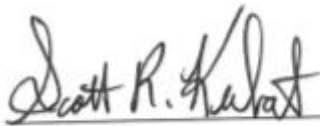
15.1 This agreement shall be effective as of (settled date), and shall continue in effect until the first day of student attendance, Fall 2020.

This Agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties or is replaced by a Successor Agreement.

In witness thereof:

For the Warren Education
Association

For the Board of Education
Community Unit School
District # 205

 4/18/17

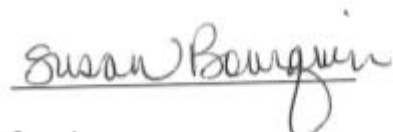
President

 4/19/17

President

 4/18/17

Negotiator

 4/19/17

Secretary

Appendix A – Teaching Assignments Pay Schedule

Appendix A - Teaching Assignments Pay Schedule		2017-2018	2018-2019	2019-2020
Base		\$28,000	\$28,500	\$29,000
<i>Position</i>	<i>Rate</i>	<i>\$ Amount</i>	<i>\$ Amount</i>	<i>\$ Amount</i>
FCCLA	4.00%	\$1,120	\$1,140	\$1,160
HSSC (2)	4.00%	\$1,120	\$1,140	\$1,160
JHSC	4.00%	\$1,120	\$1,140	\$1,160
Yearbook	1.00%	\$280	\$285	\$290
Drama Director (per production)	6.00%	\$1,680	\$1,710	\$1,740
Drama Tech Director (per production)	4.00%	\$1,120	\$1,140	\$1,160
Drama Pit Band Director (per production)	0.75%	\$210	\$214	\$218
Band	7.00%	\$1,960	\$1,995	\$2,030
Chorus Activities	3.00%	\$840	\$855	\$870
Class Advisors (10)	1.00%	\$280	\$285	\$290
Academic Bowl Advisors (4)	2.00%	\$560	\$570	\$580
Energy Club	1.00%	\$280	\$285	\$290
Title 1 Coordinator	4.00%	\$1,120	\$1,140	\$1,160
IDEA Coordinator	4.00%	\$1,120	\$1,140	\$1,160
Rtl Coordinator	2.00%	\$560	\$570	\$580
Industrial Arts (based on their salary)	9 1/2 - 9ths	Based on Salary	Based on Salary	Based on Salary
Guidance (based on their salary)	9 1/2 - 9ths	Based on Salary	Based on Salary	Based on Salary
Band (based on their salary)	10 - 9ths	Based on Salary	Based on Salary	Based on Salary
Computer Coordinator	per diem	<small>Based annually on the needs of the District</small>		
Subbing (per regular 30 minute period)	\$10.00	\$10.00	\$10.00	\$10.00
Subbing (per regular high school block)	\$30.00	\$30.00	\$30.00	\$30.00
Saturday Detention (per session per person)	\$40.00	\$40.00	\$40.00	\$40.00
Extra Driving Time (per hour)	\$20.00	\$20.00	\$20.00	\$20.00
Enhanced Learning Program Coordinator (per year)	\$500	\$500	\$500	\$500
Enhanced Learning Program Teachers (1-6) (per teacher)	\$300	\$300	\$300	\$300
ELP Teachers (Jr/Sr) (per project)	\$25	\$25	\$25	\$25
<i>Project to be approved by ELP Coordinator</i>				
<i>Limit to one project per semester</i>				

Appendix B – Coaching Assignments Pay Schedule

Appendix B - Coaching Assignments Pay Schedule		2017-2018	2018-2019	2019-2020
Base		\$28,000	\$28,500	\$29,000
<i>Position</i>	<i>Rate</i>	<i>\$ Amount</i>		
Athletic Director	15.00%	\$4,200	\$4,275	\$4,350
Head Football	13.00%	\$3,640	\$3,705	\$3,770
JV Football	8.00%	\$2,240	\$2,280	\$2,320
Assistant Football (2)	8.00%	\$2,240	\$2,280	\$2,320
Freshman Football	5.50%	\$1,540	\$1,568	\$1,595
Golf	13.00%	\$3,640	\$3,705	\$3,770
Head Volleyball	13.00%	\$3,640	\$3,705	\$3,770
JV Volleyball	8.00%	\$2,240	\$2,280	\$2,320
Freshman Volleyball	5.50%	\$1,540	\$1,568	\$1,595
Head Basketball	13.00%	\$3,640	\$3,705	\$3,770
JV Basketball	8.00%	\$2,240	\$2,280	\$2,320
Freshman Basketball	5.50%	\$1,540	\$1,568	\$1,595
Head Girls' Basketball	13.00%	\$3,640	\$3,705	\$3,770
JV Girls' Basketball	8.00%	\$2,240	\$2,280	\$2,320
Freshman Girls' Basketball	5.50%	\$1,540	\$1,568	\$1,595
Head Baseball	13.00%	\$3,640	\$3,705	\$3,770
Fresh-Soph Baseball	8.00%	\$2,240	\$2,280	\$2,320
Assistant Baseball	8.00%	\$2,240	\$2,280	\$2,320
Freshman Baseball	5.50%	\$1,540	\$1,568	\$1,595
Assistant Track	8.00%	\$2,240	\$2,280	\$2,320
Assistant Softball	8.00%	\$2,240	\$2,280	\$2,320
Cheerleading Football	5.00%	\$1,400	\$1,425	\$1,450
Cheerleading Basketball	5.00%	\$1,400	\$1,425	\$1,450
Pom Pon	2.00%	\$560	\$570	\$580
JH Football (2)	5.00%	\$1,400	\$1,425	\$1,450
JH Volleyball (2)	5.00%	\$1,400	\$1,425	\$1,450
JH Boys' Basketball (2)	5.00%	\$1,400	\$1,425	\$1,450
JH Girls' Basketball (2)	5.00%	\$1,400	\$1,425	\$1,450
JH Boys' Baseball	5.00%	\$1,400	\$1,425	\$1,450
JH Girls' Track	5.00%	\$1,400	\$1,425	\$1,450
JH Cheerleading	1.00%	\$280	\$285	\$290
Weight Room Supervisor (shared)	12.00%	\$3,360	\$3,420	\$3,480
Bus Chaperone (per trip per bus)	\$15.00			
Ticket takers and crowd control (per evening)	\$20.00			
Football double headers	\$25.00			
Mileage (per mile)	IRS rate			

Appendix C – Salary Schedule

2017 – 2018 Salary Schedule

STEP	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24
0	\$28,000	\$29,220	\$30,489	\$31,808	\$33,281	\$34,812	\$36,404	\$38,061
	\$30,769	\$32,110	\$33,504	\$34,954	\$36,572	\$38,255	\$40,005	\$41,825
1	\$29,120	\$30,340	\$31,609	\$32,928	\$34,401	\$35,932	\$37,524	\$39,181
	\$32,000	\$33,341	\$34,735	\$36,185	\$37,803	\$39,486	\$41,236	\$43,056
2	\$30,240	\$31,460	\$32,729	\$34,048	\$35,521	\$37,052	\$38,644	\$40,301
	\$33,231	\$34,571	\$35,966	\$37,416	\$39,034	\$40,716	\$42,466	\$44,286
3	\$31,360	\$32,580	\$33,849	\$35,168	\$36,641	\$38,172	\$39,764	\$41,421
	\$34,462	\$35,802	\$37,196	\$38,647	\$40,264	\$41,947	\$43,697	\$45,517
4	\$32,480	\$33,700	\$34,969	\$36,288	\$37,761	\$39,292	\$40,884	\$42,541
	\$35,692	\$37,033	\$38,427	\$39,877	\$41,495	\$43,178	\$44,928	\$46,748
5	\$33,600	\$34,820	\$36,089	\$37,408	\$38,881	\$40,412	\$42,004	\$43,661
	\$36,923	\$38,264	\$39,658	\$41,108	\$42,726	\$44,409	\$46,159	\$47,979
6	\$34,720	\$35,940	\$37,209	\$38,528	\$40,001	\$41,532	\$43,124	\$44,781
	\$38,154	\$39,495	\$40,889	\$42,339	\$43,957	\$45,639	\$47,389	\$49,209
7	\$35,840	\$37,060	\$38,329	\$39,648	\$41,121	\$42,652	\$44,244	\$45,901
	\$39,385	\$40,725	\$42,120	\$43,570	\$45,188	\$46,870	\$48,620	\$50,440
8	\$36,960	\$38,180	\$39,449	\$40,768	\$42,241	\$43,772	\$45,364	\$47,021
	\$40,615	\$41,956	\$43,350	\$44,800	\$46,418	\$48,101	\$49,851	\$51,671
9	\$38,080	\$39,300	\$40,569	\$41,888	\$43,361	\$44,892	\$46,484	\$48,141
	\$41,846	\$43,187	\$44,581	\$46,031	\$47,649	\$49,332	\$51,082	\$52,902
10	\$39,200	\$40,420	\$41,689	\$43,008	\$44,481	\$46,012	\$47,604	\$49,261
	\$43,077	\$44,418	\$45,812	\$47,262	\$48,880	\$50,563	\$52,313	\$54,132
11	\$40,320	\$41,540	\$42,809	\$44,128	\$45,601	\$47,132	\$48,724	\$50,381
	\$44,308	\$45,648	\$47,043	\$48,493	\$50,111	\$51,793	\$53,543	\$55,363
12	\$41,440	\$42,660	\$43,929	\$45,248	\$46,721	\$48,252	\$49,844	\$51,501
	\$45,538	\$46,879	\$48,273	\$49,723	\$51,341	\$53,024	\$54,774	\$56,594
13	\$42,560	\$43,780	\$45,049	\$46,368	\$47,841	\$49,372	\$50,964	\$52,621
	\$46,769	\$48,110	\$49,504	\$50,954	\$52,572	\$54,255	\$56,005	\$57,825
14	\$43,680	\$44,900	\$46,169	\$47,488	\$48,961	\$50,492	\$52,084	\$53,741
	\$48,000	\$49,341	\$50,735	\$52,185	\$53,803	\$55,486	\$57,236	\$59,056
15	\$44,800	\$46,020	\$47,289	\$48,608	\$50,081	\$51,612	\$53,204	\$54,861
	\$49,231	\$50,571	\$51,966	\$53,416	\$55,034	\$56,716	\$58,466	\$60,286
16	\$45,920	\$47,140	\$48,409	\$49,728	\$51,201	\$52,732	\$54,324	\$55,981
	\$50,462	\$51,802	\$53,196	\$54,647	\$56,264	\$57,947	\$59,697	\$61,517
17	\$45,920	\$48,260	\$49,529	\$50,848	\$52,321	\$53,852	\$55,444	\$57,101
	\$50,462	\$53,033	\$54,427	\$55,877	\$57,495	\$59,178	\$60,928	\$62,748
18	\$45,920	\$48,260	\$50,649	\$51,968	\$53,441	\$54,972	\$56,564	\$58,221
	\$50,462	\$53,033	\$55,658	\$57,108	\$58,726	\$60,409	\$62,159	\$63,979
19	\$45,920	\$48,260	\$50,649	\$53,088	\$54,561	\$56,092	\$57,684	\$59,341
	\$50,462	\$53,033	\$55,658	\$58,339	\$59,957	\$61,639	\$63,389	\$65,209
20	\$45,920	\$48,260	\$50,649	\$53,088	\$55,681	\$57,212	\$58,804	\$60,461
	\$50,462	\$53,033	\$55,658	\$58,339	\$61,188	\$62,870	\$64,620	\$66,440
21	\$45,920	\$48,260	\$50,649	\$54,208	\$56,801	\$58,332	\$59,924	\$61,581
	\$50,462	\$53,033	\$55,658	\$59,570	\$62,418	\$64,101	\$65,851	\$67,671
30	\$47,040	\$49,380	\$51,769	\$55,328	\$57,921	\$59,452	\$61,044	\$62,701
	\$51,692	\$54,264	\$56,889	\$60,800	\$63,649	\$65,332	\$67,082	\$68,902

* Move to step 30 after 30 years in teaching profession with the last 15 years in our district
 ** The top figure is base salary, the lower figure is projected package with expected TRS contribution.

2018-2019 Salary Schedule

STEP	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24
0	\$28,500	\$29,740	\$31,030	\$32,371	\$33,866	\$35,420	\$37,037	\$38,719
	\$31,319	\$32,681	\$34,098	\$35,572	\$37,215	\$38,923	\$40,700	\$42,548
1	\$29,640	\$30,880	\$32,170	\$33,511	\$35,006	\$36,560	\$38,177	\$39,859
	\$32,571	\$33,934	\$35,351	\$36,825	\$38,468	\$40,176	\$41,953	\$43,801
2	\$30,780	\$32,020	\$33,310	\$34,651	\$36,146	\$37,700	\$39,317	\$40,999
	\$33,824	\$35,187	\$36,604	\$38,078	\$39,720	\$41,429	\$43,206	\$45,053
3	\$31,920	\$33,160	\$34,450	\$35,791	\$37,286	\$38,840	\$40,457	\$42,139
	\$35,077	\$36,440	\$37,857	\$39,331	\$40,973	\$42,682	\$44,458	\$46,306
4	\$33,060	\$34,300	\$35,590	\$36,931	\$38,426	\$39,980	\$41,597	\$43,279
	\$36,330	\$37,692	\$39,109	\$40,583	\$42,226	\$43,934	\$45,711	\$47,559
5	\$34,200	\$35,440	\$36,730	\$38,071	\$39,566	\$41,120	\$42,737	\$44,419
	\$37,582	\$38,945	\$40,362	\$41,836	\$43,479	\$45,187	\$46,964	\$48,812
6	\$35,340	\$36,580	\$37,870	\$39,211	\$40,706	\$42,260	\$43,877	\$45,559
	\$38,835	\$40,198	\$41,615	\$43,089	\$44,731	\$46,440	\$48,217	\$50,064
7	\$36,480	\$37,720	\$39,010	\$40,351	\$41,846	\$43,400	\$45,017	\$46,699
	\$40,088	\$41,451	\$42,868	\$44,342	\$45,984	\$47,693	\$49,469	\$51,317
8	\$37,620	\$38,860	\$40,150	\$41,491	\$42,986	\$44,540	\$46,157	\$47,839
	\$41,341	\$42,703	\$44,120	\$45,594	\$47,237	\$48,945	\$50,722	\$52,570
9	\$38,760	\$40,000	\$41,290	\$42,631	\$44,126	\$45,680	\$47,297	\$48,979
	\$42,593	\$43,956	\$45,373	\$46,847	\$48,490	\$50,198	\$51,975	\$53,823
10	\$39,900	\$41,140	\$42,430	\$43,771	\$45,266	\$46,820	\$48,437	\$50,119
	\$43,846	\$45,209	\$46,626	\$48,100	\$49,742	\$51,451	\$53,228	\$55,075
11	\$41,040	\$42,280	\$43,570	\$44,911	\$46,406	\$47,960	\$49,577	\$51,259
	\$45,099	\$46,462	\$47,879	\$49,353	\$50,995	\$52,704	\$54,480	\$56,328
12	\$42,180	\$43,420	\$44,710	\$46,051	\$47,546	\$49,100	\$50,717	\$52,399
	\$46,352	\$47,714	\$49,131	\$50,605	\$52,248	\$53,956	\$55,733	\$57,581
13	\$43,320	\$44,560	\$45,850	\$47,191	\$48,686	\$50,240	\$51,857	\$53,539
	\$47,604	\$48,967	\$50,384	\$51,858	\$53,501	\$55,209	\$56,986	\$58,834
14	\$44,460	\$45,700	\$46,990	\$48,331	\$49,826	\$51,380	\$52,997	\$54,679
	\$48,857	\$50,220	\$51,637	\$53,111	\$54,753	\$56,462	\$58,239	\$60,086
15	\$45,600	\$46,840	\$48,130	\$49,471	\$50,966	\$52,520	\$54,137	\$55,819
	\$50,110	\$51,473	\$52,890	\$54,363	\$56,006	\$57,715	\$59,491	\$61,339
16	\$46,740	\$47,980	\$49,270	\$50,611	\$52,106	\$53,660	\$55,277	\$56,959
	\$51,363	\$52,725	\$54,142	\$55,616	\$57,259	\$58,967	\$60,744	\$62,592
17	\$46,740	\$49,120	\$50,410	\$51,751	\$53,246	\$54,800	\$56,417	\$58,099
	\$51,363	\$53,978	\$55,395	\$56,869	\$58,512	\$60,220	\$61,997	\$63,845
18	\$46,740	\$49,120	\$51,550	\$52,891	\$54,386	\$55,940	\$57,557	\$59,239
	\$51,363	\$53,978	\$56,648	\$58,122	\$59,764	\$61,473	\$63,249	\$65,097
19	\$46,740	\$49,120	\$51,550	\$54,031	\$55,526	\$57,080	\$58,697	\$60,379
	\$51,363	\$53,978	\$56,648	\$59,374	\$61,017	\$62,726	\$64,502	\$66,350
20	\$46,740	\$49,120	\$51,550	\$54,031	\$56,666	\$58,220	\$59,837	\$61,519
	\$51,363	\$53,978	\$56,648	\$59,374	\$62,270	\$63,978	\$65,755	\$67,603
21	\$46,740	\$49,120	\$51,550	\$55,171	\$57,806	\$59,360	\$60,977	\$62,659
	\$51,363	\$53,978	\$56,648	\$60,627	\$63,523	\$65,231	\$67,008	\$68,856
30	\$47,880	\$50,260	\$52,690	\$56,311	\$58,946	\$60,500	\$62,117	\$63,799
	\$52,615	\$55,231	\$57,901	\$61,880	\$64,775	\$66,484	\$68,260	\$70,108

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 ** The top figure is base salary, the lower figure is projected package with expected TRS contribution.

2019-2020 Salary Schedule

STEP	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24
0	\$29,000	\$30,260	\$31,570	\$32,933	\$34,451	\$36,029	\$37,670	\$39,376
	\$31,868	\$33,253	\$34,693	\$36,190	\$37,858	\$39,592	\$41,395	\$43,271
1	\$30,160	\$31,420	\$32,730	\$34,093	\$35,611	\$37,189	\$38,830	\$40,536
	\$33,143	\$34,527	\$35,967	\$37,465	\$39,132	\$40,867	\$42,670	\$44,546
2	\$31,320	\$32,580	\$33,890	\$35,253	\$36,771	\$38,349	\$39,990	\$41,696
	\$34,418	\$35,802	\$37,242	\$38,740	\$40,407	\$42,141	\$43,945	\$45,820
3	\$32,480	\$33,740	\$35,050	\$36,413	\$37,931	\$39,509	\$41,150	\$42,856
	\$35,692	\$37,077	\$38,517	\$40,015	\$41,682	\$43,416	\$45,219	\$47,095
4	\$33,640	\$34,900	\$36,210	\$37,573	\$39,091	\$40,669	\$42,310	\$44,016
	\$36,967	\$38,352	\$39,792	\$41,289	\$42,957	\$44,691	\$46,494	\$48,370
5	\$34,800	\$36,060	\$37,370	\$38,733	\$40,251	\$41,829	\$43,470	\$45,176
	\$38,242	\$39,626	\$41,066	\$42,564	\$44,231	\$45,965	\$47,769	\$49,644
6	\$35,960	\$37,220	\$38,530	\$39,893	\$41,411	\$42,989	\$44,630	\$46,336
	\$39,516	\$40,901	\$42,341	\$43,839	\$45,506	\$47,240	\$49,044	\$50,919
7	\$37,120	\$38,380	\$39,690	\$41,053	\$42,571	\$44,149	\$45,790	\$47,496
	\$40,791	\$42,176	\$43,616	\$45,113	\$46,781	\$48,515	\$50,318	\$52,194
8	\$38,280	\$39,540	\$40,850	\$42,213	\$43,731	\$45,309	\$46,950	\$48,656
	\$42,066	\$43,451	\$44,891	\$46,388	\$48,056	\$49,790	\$51,593	\$53,469
9	\$39,440	\$40,700	\$42,010	\$43,373	\$44,891	\$46,469	\$48,110	\$49,816
	\$43,341	\$44,725	\$46,165	\$47,663	\$49,330	\$51,064	\$52,868	\$54,743
10	\$40,600	\$41,860	\$43,170	\$44,533	\$46,051	\$47,629	\$49,270	\$50,976
	\$44,615	\$46,000	\$47,440	\$48,938	\$50,605	\$52,339	\$54,143	\$56,018
11	\$41,760	\$43,020	\$44,330	\$45,693	\$47,211	\$48,789	\$50,430	\$52,136
	\$45,890	\$47,275	\$48,715	\$50,212	\$51,880	\$53,614	\$55,417	\$57,293
12	\$42,920	\$44,180	\$45,490	\$46,853	\$48,371	\$49,949	\$51,590	\$53,296
	\$47,165	\$48,549	\$49,989	\$51,487	\$53,154	\$54,889	\$56,692	\$58,568
13	\$44,080	\$45,340	\$46,650	\$48,013	\$49,531	\$51,109	\$52,750	\$54,456
	\$48,440	\$49,824	\$51,264	\$52,762	\$54,429	\$56,163	\$57,967	\$59,842
14	\$45,240	\$46,500	\$47,810	\$49,173	\$50,691	\$52,269	\$53,910	\$55,616
	\$49,714	\$51,099	\$52,539	\$54,036	\$55,704	\$57,438	\$59,241	\$61,117
15	\$46,400	\$47,660	\$48,970	\$50,333	\$51,851	\$53,429	\$55,070	\$56,776
	\$50,989	\$52,374	\$53,814	\$55,311	\$56,979	\$58,713	\$60,516	\$62,392
16	\$47,560	\$48,820	\$50,130	\$51,493	\$53,011	\$54,589	\$56,230	\$57,936
	\$52,264	\$53,648	\$55,088	\$56,586	\$58,253	\$59,987	\$61,791	\$63,666
17	\$47,560	\$49,980	\$51,290	\$52,653	\$54,171	\$55,749	\$57,390	\$59,096
	\$52,264	\$54,923	\$56,363	\$57,861	\$59,528	\$61,262	\$63,066	\$64,941
18	\$47,560	\$49,980	\$52,450	\$53,813	\$55,331	\$56,909	\$58,550	\$60,256
	\$52,264	\$54,923	\$57,638	\$59,135	\$60,803	\$62,537	\$64,340	\$66,216
19	\$47,560	\$49,980	\$52,450	\$54,973	\$56,491	\$58,069	\$59,710	\$61,416
	\$52,264	\$54,923	\$57,638	\$60,410	\$62,078	\$63,812	\$65,615	\$67,491
20	\$47,560	\$49,980	\$52,450	\$54,973	\$57,651	\$59,229	\$60,870	\$62,576
	\$52,264	\$54,923	\$57,638	\$60,410	\$63,352	\$65,086	\$66,890	\$68,765
21	\$47,560	\$49,980	\$52,450	\$56,133	\$58,811	\$60,389	\$62,030	\$63,736
	\$52,264	\$54,923	\$57,638	\$61,685	\$64,627	\$66,361	\$68,165	\$70,040
30	\$48,720	\$51,140	\$53,610	\$57,293	\$59,971	\$61,549	\$63,190	\$64,896
	\$53,538	\$56,198	\$58,913	\$62,960	\$65,902	\$67,636	\$69,439	\$71,315
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