

COLLECTIVE BARGAINING AGREEMENT

Between

**EDWARDS COUNTY COMMUNITY UNIT SCHOOL DISTRICT #1  
BOARD OF EDUCATION**

And

**EDWARDS COUNTY TEACHERS' ASSOCIATION PROPOSAL #1**

**3 Year Contract  
2021-2022  
2022-2023  
2023-2024**

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## ARTICLE I

### Recognition and Definitions

#### A. Recognition:

The Board of Education of School District #1, Edwards County, Illinois, hereinafter referred to as the "Board", recognizes Edwards County Teachers' Association (IEA-NEA) hereinafter referred to as the "Association", as the sole and exclusive negotiation agent for all regularly employed certificated teaching personnel, hereinafter referred to as teachers with the following exceptions: Superintendent, principals, aides, or substitute teachers.

#### B. Employees included within the bargaining unit working on other than a full-time basis shall be provided all benefits and conditions on a pro-rata basis as specified in this Agreement and as applicable to the extent that third party carriers permit.

#### C. Definitions:

##### 1. Employee

The term "Employee" when used in this Agreement shall mean all regularly employed teaching personnel as recognized in Article I as members of the bargaining unit.

##### 2. Days

Unless otherwise specified, days shall mean school days and in the summer, week days.

##### 3. Superintendent

The title Superintendent shall indicate the Superintendent of Schools.

##### 4. Employer

The term Employer, Board or Board of Education shall indicate the Board of Education.

##### 5. Association

The term Association or Union shall indicate the sole and exclusive bargaining representative.

## ARTICLE II

### Association and Employee Rights

#### A. Right to Organize:

Employees shall have the right to organize, join or not to join the Association and to participate in professional negotiations with the Board.

#### B. Dues Deduction:

Any teacher who is a member of the Association may sign and deliver to the Board Office an assignment authorizing deduction of Association dues in an amount certified annually by the Association. Such assignment of dues deduction shall be effective for the remainder of any given school year or until written revocation of dues deduction is received by the Board Office. This revocation will not void the teacher's membership or his /her obligation for dues.

1. The Board shall deduct Association dues, as authorized by each teacher, on a regular basis beginning in October and continuing through June after assignment cards have been received.
2. It shall be the responsibility of the Association to collect directly from the teacher:
  - a. Dues paid annually, in lieu of payroll deduction;
  - b. Dues owed after cancellation of a deduction authorization;
  - c. Dues owed before the time of deduction authorization became effective;
  - d. Dues missed because of insufficient earnings.
3. 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:
  - a. The Employer gives notice as soon as possible of such action in writing to the Association and permits the Association as a party if it so desires; and
  - b. The Employer, to the best of its legal ability, 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.
4. The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's compliance with this Article.
  - a. 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

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

C. Meetings:

The Association may use school facilities after school hours for meetings if approved by the building administrator at least two (2) days prior to meeting and provided this does not conflict with regularly or previously scheduled building or District use.

D. Employee-Board Communication:

Upon request, any teacher may address the Board of Education in Closed Session regarding employment concerns.

E. Right of Representation:

When an employee is required to meet with the administration or to appear before the Board of Education concerning any matter which could adversely affect his/her continued employment, the employee shall be entitled to the following:

1. A representative of the Association present at the meeting.
2. Written notice at least 24 hours in advance of the meeting.
3. Written notice of the reasons for the meeting.

If the teacher is dissatisfied with the meeting or its' results, he/she may appeal to the next administrative level. The 24-hour notice requirement may be excused in situations where the teacher's conduct may constitute criminal behavior or potential criminal behavior, or places other staff members' or students' safety at risk of harm.

F. Personnel File:

Each employee shall have the right upon twenty-four (24) hours advance notice to the appropriate administrator to review the contents of his/her personnel file and to place therein written reactions to any of its contents. Such review shall be in the presence of an administrator or his/her designee and shall be held during regular District business hours or at any other time by mutual agreement.

G. Notification of Assignments/Teacher Transfer:



Each employee shall be given written notice of his/her tentative assignment for the following year by June 30. This notification shall include grade level, departmentalized courses taught and building assignment. Any teacher disagreeing with his/her transfer or assignment shall have the option to resign without prejudice prior to twenty (20) days of the first day of the school calendar year. If such notification is not received and/or the assignment is involuntarily changed on or after August 1, the teacher will receive Five Hundred Dollars (\$500) additional compensation in one lump sum with the first pay check of the year if both of the following conditions are met:

1. Fifty percent (50%) or more of the classroom teaching responsibilities are affected.
2. The teacher has at least five (5) years of in-district experience.

H. Changing Existing Board Policy and Procedure:

Copies of proposed changes that affect teachers and/or their jobs will be given to the Association President five (5) days after the Board meeting when the proposed policy was initially discussed. However, nothing precludes the Board of Education from acting on a policy change at the meeting in which a policy is originally presented should the Board of Education feel time constraints or other mitigating factors necessitate such an action.

Copies of changes in Board policy that affect teachers and/or their jobs will be given to the Association President and will be posted in each attendance center following adoption by the Board.

I. Payroll Procedures:

Pay day for all teachers shall be on the 7<sup>th</sup> and 21<sup>st</sup> of each month. If the designated pay day shall fall on a holiday or when school is not scheduled to be in session, the employees shall receive their checks or direct deposit on the last day prior thereto except in which case this would necessitate a third paycheck in any one month. Instances where a check is to be mailed due to a third paycheck in any one month or during summer, the check shall be mailed or direct deposited no later than the morning of the day preceding the scheduled pay date. Prior notification must be provided should the employee wish to pick up his/her paycheck.

J. Creditable Earnings Limitation

In no event will a teacher who is less than four (4) years from retirement eligibility receive an increase in total, reportable TRS creditable earning in excess of six percent (6%) of the prior year's total, reportable TRS creditable earnings, unless any of the

statutory exceptions enacted by P.A. 94-1057 to The Illinois Pension Code become applicable.

### ARTICLE III

#### Employee Working Conditions

##### A. School Calendar:

1. The school calendar shall consist of one hundred eighty-five (185) days of which at least one hundred seventy-six (176) shall be pupil attendance days and five (5) days shall be emergency days. Two (2) pupil attendance days may be parent/teacher conference days. Unused emergency days shall not become teacher work days.
2. The school calendar shall be adopted by the Board after receiving a recommendation from the Association. Such recommendation must come within thirty (30) days notification of the Association by the Superintendent that the calendar is being considered by the Board.

##### B. Employee Work Day:

1. The employee work day shall begin thirty (30) minutes before the students report to their first class and shall end fifteen (15) minutes after the last class ends, unless an earlier time has been pre-arranged with the building principal except that teachers shall be required to work an altered schedule to accommodate faculty meetings, institute days, bus schedules, conferences, other regularly assigned duties and emergencies as defined by Administration. Only the above listed exceptions would require the work day to begin prior to 8:00 a.m. for the K-8 teachers at Albion and 7:45 a.m. for the High School teachers and the West Salem Grade School teachers.
2. The Board of Education will request the administrative staff to develop a schedule for bus supervision at West Salem to meet items of concern related to busing. Teachers at West Salem Grade School who are responsible for bus supervision in the morning may leave school that day when the students leave.
3. The administrative staff in each attendance center shall develop a schedule which will provide a weekly preparation time of at least one hundred fifty (150) minutes for all teachers at all levels. The aforementioned schedule shall provide a daily blocked period of thirty (30) minutes per day for all members for preparation time or any member short of the thirty (30) minute preparation time shall be compensated, the amount being based on the internal sub pay for that year. In this incidence, the internal sub pay for purposes of calculating payments to members not receiving the full thirty (30) minutes of preparation time will be based on the thirty (30) minutes.

4. Should a school day or week be shortened, a teacher may have to forfeit all or part of this preparation time for that day.

C. Duty-Free Lunch:

Each teacher shall have a duty-free lunch period consisting of at least thirty (30) consecutive minutes.

D. Internal Substitutes:

1. The Administration shall make every effort to secure a substitute when any teacher is absent.
2. Internal substitutes shall be compensated according to the Extra-Duty Schedule for the following reasons:
  - a. Forfeiture of a preparation period;
  - b. Assuming responsibility for another teacher's class simultaneously with his/her own class.
3. No compensation will be required:
  - a. For an entire class of students placed in a study hall not to exceed a period of five (5) consecutive days.
  - b. When a staff member volunteers to substitute for another without administrative involvement.

E. Traveling Employee:

1. Any traveling employee shall be provided with a schedule that provides a thirty (30) consecutive minute, duty-free lunch period which is not infringed upon by traveling time.
2. If a teacher is conducting District business requiring travel between West Salem and Albion after reporting to work at the teacher's assigned site, the teacher shall be reimbursed the cost of travel one way at the IRS rate.

Payment will require the teacher submitting the reimbursement request on the District Mileage Report.

Payments will be aggregated and made in December and June.

3. The teacher shall be reimbursed the cost of travel on school related business at the currently allowed IRS rate in effect per mile the first day of the school year and in accordance with the Board's implementation of Illinois Travel Expense Control Act.



F. Class Size:

Whenever a teacher and building administrator agree that the size and characteristics of a class would require the assistance of an aide, the matter would be brought to the attention of the Superintendent.

G. Class Overload:

High School teachers who volunteer to teach an extra class in lieu of their preparation period shall be compensated at a rate of 1/8 of their annual salary.

H. Self-Quarantine:

Employees who are required to self-quarantine isolate by the Health Department, due to pandemic reasons, after having close contact with an individual, will be required to work remotely and no sick or personal days will be used. If an employee is unable to work remotely due to connectivity issues or health reasons, then they will be required to use their sick days, personal days, or additional sick days granted by the State so long as these days are allowed by TRS.

## ARTICLE IV

### Leave

A. Sick Leave:

1. Each teacher shall be entitled to twelve (12) sick leave days per school year. Any unused sick leave shall accumulate to a maximum of three hundred forty (340) days. Sick leave shall be interpreted to mean for child birth, adoption, placement for adoption, personal illness or serious illness or death in the "immediate family" or household. For purposes of this section "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandparents-in-law, grandchildren, parents-in-law, brothers-in-law, sisters-in-law and legal guardians.
2. In addition to those members of the immediate family as defined in Article IV, Section A:1, bereavement leave up to an aggregate of three (3) days for the death of an aunt, uncle, nephew or niece shall be deducted from the teacher's accumulated sick leave.
3. The Employer shall provide each employee with a statement of his/her accumulated sick leave status with the first paycheck in September and the first paycheck in June.
4. Sick days may be used in one-half (1/2) day increments.

B. Bereavement Leave:

Bereavement leave for a death not provided for under Article IV, Section A:1 may be taken for up to three (3) consecutive days with the teacher paying the cost of the substitute. Should an extension or a second leave be necessitated, approval must be obtained from the Superintendent with the teacher responsible for the cost of the substitute.

An employee who has depleted his/her sick leave and personal leave days may take bereavement leave for up to five days with the employee responsible for the cost of the substitute teacher for those members in the immediate family as defined in Article IV, Section A, subsection 1.

All payments shall be made within four (4) calendar weeks of a teacher's return to duty from leave.

- C. Catastrophic Leave: A catastrophic illness and/or injury is an acute or prolonged illness or injury that is considered life-threatening or with the threat of serious residual disability which results in the employee's inability to work.
  1. Examples of catastrophic illness or injury
    - a. Serious debilitating illness, impairment, or physical/mental condition that involves treatment.
    - b. High intensity/high frequency of treatment encounters necessary for a chronic or long-term condition that is so serious that, if not treated would likely result in an extended period of incapacity or death.
  2. Exclusions
    - a. Paid catastrophic leave is not applicable unless the employee has exhausted his/her accumulated sick leave.
    - b. Elective surgery does not qualify as a catastrophic illness or injury.
    - c. Most leaves associated with pregnancy are not covered by catastrophic leave. Complications arising from a serious health condition for mother or child may be considered for eligibility.
  3. This program does not cover time off due to job-incurred injury covered by workers compensation.
  4. In the event an employee suffers from a catastrophic illness and has exhausted his/her accumulated sick leave and personal leave, the catastrophic leave committee will determine eligibility for catastrophic leave. The committee shall consist of three (3) teachers, one (1) from each attendance center, and a minimum of one (1) administrator. The purpose of the committee will be to determine recipient eligibility and duration for catastrophic leave. Eligibility and duration will be determined following the guidance of catastrophic leave and by consensus of the committee.
  5. Paid sick leave days may be granted by individual employees but may not exceed more than three donated days per employee annually. Those employees wishing to donate per

qualifying event must submit written authorization to the District Office stating their intent.

D. Personal Leave:

1. The Board shall grant each employee three (3) days of personal leave without loss of pay. Any personal leave days if unused will be added as sick leave to a teacher's accumulated sick leave at the end of the year.
2. Personal leave days shall not be scheduled immediately prior to or following a vacation or a major holiday period nor during the first five (5) days nor the last five (5) days of the school year. The Superintendent may, however, in his/her sole discretion and subject to the limitations set forth in this section, grant personal leave days for non-re-occurring types of situations on days preceding or following vacations or major holidays.
3. Notification of personal leave shall be made in writing without reason three (3) days prior to the day of absence. This notification is to be submitted to the building principal. If an emergency situation arises, the building principal can waive the three (3) day notification.
4. No person party to this contract shall take personal leave on parent/teacher meeting days or any in-service day.
4. The Administration reserves the right to deny personal leave where the notification on any given day in any building results in greater than ten percent (10%) absence in the total teaching force in any building. No more than two (2) teachers or ten percent (10%) of the teachers shall be granted personal leave days on any school day at West Salem. The date and time of submissions of the written notification will be the determining factor in establishing priorities with the earliest notification receiving first priority.
5. Personal leave may be used in one-half (1/2) day increments.

E. Professional Leave:

Teachers will be permitted to attend professional conferences or workshops approved by the Administration. Reimbursement of reasonable expenses will be made according to District policy implementing the Illinois Travel Expense Control Act.

F. Association Leave:

The Association shall be granted up to six (6) days of leave District-wide (not six days per teacher) to attend local, state, or national conferences or other business pertinent to Association affairs provided that one (1) weeks' notice will be given in writing to the



Unit Superintendent. The Association will reimburse the District for the cost of the substitutes prior to the leave.

If contract negotiations are mutually agreed to and held during school hours, the aforementioned days will not be considered Association Leave.

G. Additional Unpaid Leave:

Leaves of absence may be granted without pay to tenured employees who have rendered satisfactory service to the District and who desire to return to employment in the same or a similar capacity without loss of previous benefits.

Each approved leave of absence shall be of the shortest possible duration required to meet the purpose for 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:

1. Written requests for leaves of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the Board.
2. Dates of departure and return must be acceptable to the Administration and determined prior to initiating the request.
3. Leaves of less than one (1) month, if acceptable to the Administration will require neither Board approval nor three (3) months' notice.
4. Leaves may be granted for:
  - a. Advanced study leading to a degree in an approved university;
  - b. Educationally-related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program;
  - c. Maternity or paternity;
  - d. Exchange teaching positions;
  - e. Public office;
  - f. Other reasons acceptable to the Board which will improve the education program in the District.
5. Employees on such leave may continue insurance benefits, if the carrier permits, if they reimburse the District for the full cost of the benefits for which they apply.
  1. Full-time employees will not advance on the salary schedule in any given year unless they have completed one hundred (100) work days (to include sick leave and personal leave days) during the year.
  2. Part-time employees shall advance on the salary schedule the year following the accumulation of one hundred forty-four (144) work days, including any sick leave days, bereavement days, or personal leave days used.



## ARTICLE V

### Evaluation

- A. Non-tenured employees shall be evaluated each school year. Tenured teachers shall be observed a minimum of two times and evaluated once every two years, unless rated as "needs improvement" or "unsatisfactory," and then they shall be evaluated again in the year following the "needs improvement" or "unsatisfactory" rating. Any evaluation initiated in a school year shall be completed in the same school year.
- B. The evaluator shall acquaint each employee under his supervision with the evaluation procedures before any given evaluation is performed. No evaluation may take place until such orientation is completed. A teacher evaluation plan, designed by the PERA Joint Committee, made up of association members and board representatives, to be subject by the Board of Education for final approval, shall be used for all certified employees covered under the collective bargaining agreement. The PERA Joint Committee will be made up of an equal number of association members and board representatives. Annually, a committee will review the student growth plan and documents prior to January 1<sup>st</sup>, unless an alternative date is agreed upon by both parties. All revisions will comply with Illinois State Law.
- C. The Administration shall evaluate each employee in writing. Each evaluation shall consist of a minimum of three (3) observations for non-tenured teachers, two (2) of which must be formal observations; and two (2) observations for tenured teachers, one (1) of which must be a formal observation.
- D. The evaluator shall have a meeting with the employee as soon as possible, but within fifteen (15) school days to discuss the summative evaluation or observation report. Nothing herein shall prohibit the parties from establishing a mutually agreed upon date outside the time limits set forth herein.
- E. The employee shall be provided a copy of the summative evaluation or observation report. The employee shall have the right to attach comments to any summative evaluation placed in his/her personnel file.
- F. No teacher shall be required to act as a "consulting teacher" if he/she does not wish to do so.
- G. This Article deals with teacher evaluation as performed in accordance with Article 24A of the Illinois School Code.

- H. When an employee is under the supervision of more than one (1) administrator, that employee may be evaluated by each administrator as noted in Section A above.
- I. As deemed necessary by changes in law, a committee that includes teachers as members shall be formed to assist in the development of new evaluation procedures.
- J. In the event the board of education and the teachers association are unable to mutually agree, then it is the responsibility of the board and/or state to establish which evaluation instrument to be used.

## ARTICLE VI

### Vacancies and Transfers

#### A. Notice and Posting of Vacancies:

As soon as possible after any vacancy occurs in the District, the Board will post a notice in each attendance center. During the summer, the Board will notify the President of the Association by mail or email.

Unless the vacancy occurs after August 1, and before the start of the school term no position will be filled on a permanent basis until the vacancy has been posted for ten (10) days. Application for transfer to a vacancy by a teacher currently employed shall be given consideration by the Board in making its decision on the position.

#### B. Definition of Vacancy:

A vacancy occurs upon a resignation being submitted, creation of a position or the termination of the relationship by the Board of Education and the Board determines to fill the vacancy.

#### C. Request for Interviews:

Any staff member who has applied for a vacancy and is qualified for the position under the current standards may request in writing an interview by filing said request within five (5) days of the posting. The interview shall be conducted prior to the completion of the tenth (10<sup>th</sup>) day of posting unless the time limit is mutually waived. The interview shall be conducted by the Superintendent or his designate.

## ARTICLE VII

## Reduction in Force

A. Definition:

Seniority will be defined as the length of continuous employment in the District measured from the first day service was performed for compensation.

B. Application:

The District will conduct any reduction-in-force and will recall qualified and eligible certified employees in accordance with Section 24-12 of The School Code. 105 ILCS5/24-12

C. Tie Breaker:

Should teachers have equal seniority as defined above, ties will be broken in this order:

1. Qualifications for the position under current standards;
2. Highest degree attained within the field and recognized on the salary schedule;
3. Graduate hours attained and recognized on the salary schedule;
4. Ability in providing non-academic programs;
5. Length of total public teaching service.

D. Recall:

Recall rights shall prevail for one (1) year from the start of the year for which the reductions were effective. Qualified teachers, with recall rights, will be recalled in reverse order to the dismissals for any positions that become available. Failure to respond within twenty (20) days to a notice sent Certified Mail to the last address supplied by the teachers will void recall rights.

## ARTICLE VIII

### Grievances

A. Grievance Procedure:

Any claim by the Association or teacher that there has been a violation of the terms of this Agreement shall be a grievance.



All time limits consist of school days, except that when a grievance is submitted during the summer vacation all time limits shall be doubled and days shall be defined as weekdays until the first day of school in the fall.

If informal processes fail to satisfy the employee or the Association, a grievance may be processed as follows:

1. Within twenty (20) days of the occurrence of the event giving rise to the grievance or the grievant's knowledge of said event, whichever is later, the employee or the Association may present the grievance in writing to the appropriate building principal, who will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The grievant, and the immediately involved supervisor, shall be present for the meeting. Within ten (10) days of the meeting, the grievant shall be provided with the supervisor's written response.
2. If the grievance is not satisfactorily resolved at Step 1 or the time limits expire without issuance of a written response, then the grievant may refer the grievance to the Superintendent or his/her official designee within ten (10) days after receipt of the Step 1 answer or within twenty (20) days after the Step 1 meeting, whichever is later. The Superintendent shall arrange with the grievant for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. The grievant shall have the right to include in his/her representation such witnesses and local teacher representation as the grievant deems necessary. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent's written response.
3. If the grievance is not satisfactorily resolved at Step 2 or the time limits expire without issuance of a written response, the grievant may refer the grievance to the Board within ten (10) days after receipt of the Step 2 answer or twenty (20) days after the Step 2 meeting, whichever is later. The Board shall schedule the grievance for the agenda of its next regularly scheduled Board meeting after receipt of this request. The grievant shall have the right to include such witnesses and representation as he/she deems necessary. Within ten (10) days of the Board hearing, the Board will issue in writing its final and binding decision.
4. Should the Association not be satisfied with the Step 3 answer and should the time limits expire, the Association may submit the grievance to final and binding arbitration. The American Arbitration Association under the rules shall be used for the grievance resolution.

The cost of the arbitrator and the A.A.A. shall be shared equally by the Board and the Association. Each party shall pay the cost of its own representative. Should one party require a transcript of the hearing it shall pay the cost. Should the other party desire a copy of the transcript, it shall pay one-half (1/2) of the cost.

Failure to file for arbitration within fifteen (15) days of the decision of the Board shall prevent the arbitration.



B. Bypass to Superintendent:

If the grievant and the Superintendent agree, the principal's step of the grievance procedure may be bypassed and the grievance brought directly to the Superintendent.

Failure of the grievant to file the grievance within the prescribed time period shall constitute a time limit for the grievance. Failure of the grievant to appeal the grievance to the next step in the process within the prescribed time limit shall constitute a withdrawal of the grievance. Failure of the District to respond to the grievance within the prescribed time limit shall automatically advance the grievance to the next step in the process.

C. Class Grievance:

Class grievance involving one or more employees or one or more supervisors, and grievances involving an administrator above the building level may be initially filed by the Association at the Superintendent's step.

D. No Reprisals Clause:

No reprisals shall be taken by the Board or the Administration against an employee because of his/her participation in a grievance.

E. Grievance Withdrawal:

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

## ARTICLE IX

**A. Insurance:**

1. The Board of Education shall provide the following monthly payment toward the cost of a hospitalization, major medical, dental and/or vision premium for each full-time employee in District #1 during the duration of the contract:

2021-2022 - \$510.00

2022-2023 - \$520.00

2023-2024 - \$530.00

2. The Insurance Committee shall consist of four (4) teachers, two (2) support staff, and a minimum (1) administrator. The purpose of the Committee will be to determine the best possible benefits and or coverage for the needs of the full-time employees of District #1. The Committee will solicit bids as needed from prospective carriers and will develop an insurance plan to be recommended for approval. Final approval of the health

insurance plan rests with the Association. However, any decision to opt out of the current plan, when such action would incur a penalty, will require Board approval.

3. Should an approved policy be accepted with a single member premium cost lower than the amount stipulated, the remaining difference shall be applied equally toward the premium cost of all existing family categories.
4. Those employees who did not elect the District's health insurance plan under the 2000-2003 contract will receive a monthly tax-sheltered annuity in the amount of \$220. This annuity amount will remain constant for those employees. The annuity option will remain in effect for those individuals until one of the following events occur:
  - a. The individual elects to take the district's health insurance plan.
  - b. The individual retires from teaching in the district.
  - c. The individual no longer teaches in the district.
5. If at any time during the term of this agreement, a change in federal or state laws or regulations becomes effective which negatively affects the cost or availability of any of the employee insurance benefits offered under this agreement, the parties hereto agree to reopen the Agreement for the express limited purpose of renegotiating the affected provisions.

#### Article X - Retirement Incentive

- A. In order to be eligible for the district's early retirement incentive of a 5% increase in salary, he or she must be at least 60 years of age at the time of retirement, unless he or she has 35 years' experience (or 33 years of experience and 340 days of accumulated uncompensated sick leave or 34 years of experience and 170 days of accumulated uncompensated sick leave) and is at least 55 years of age. Teachers with 20 or more years of service to the Edwards County School District who satisfy the above criteria, including any unused accumulated sick leave for which TRS grants credited service, are eligible for the following retirement incentive:
  1. If an eligible employee submits to the Board an irrevocable letter of retirement prior to July 1<sup>st</sup> 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 five percent (5%) over the employee's TRS creditable earnings for the prior year of employment.
  2. If an eligible employee submits to the Board an irrevocable letter of retirement prior to July 1<sup>st</sup> 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 five percent (5%) over the employee's TRS creditable earnings for the prior years of employment respectively.

3. If an eligible employee submits to the Board an irrevocable letter of retirement prior to July 1<sup>st</sup> 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 five percent (5%) over the TRS creditable earnings for the prior years of employment respectively.
- B. The teachers who satisfy the above criteria with at least 15 years of service will receive a 3% increase in salary:
1. If an eligible employee submits to the Board an irrevocable letter of retirement prior to July 1<sup>st</sup> 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 three percent (3%) over the employee's TRS creditable earnings for the prior year of employment.
  2. If an eligible employee submits to the Board an irrevocable letter of retirement prior to July 1<sup>st</sup> 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 three percent (3%) (over the employer's TRS creditable earnings for the prior years of employment respectively).
  3. If an eligible employee submits to the Board an irrevocable letter of retirement prior to July 1<sup>st</sup> 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 three percent (3%) over the TRS creditable earnings for the prior years of employment respectively.
- C. The final 5% or 3% retirement incentive will be paid prior to June 30<sup>th</sup> of the last year of employment to ensure that increase is fully credited with TRS.
- D. The pre-retirement period may be from one to three years duration depending upon when the irrevocable notice of intent to retire is received and the specified effective date of retirement. For example, employees who submit their letter of intent by July 1, 2021 may indicate a retirement date of June 30, 2022, June 30, 2023, or June 30, 2024. Another example would be an employee who submits their letter of intent by July 1, 2021 may indicate a retirement date of June 30, 2022, June 30, 2023, or June 30, 2024. An employee will be "grandfathered" in the new contract if retiring at the end of the 2021-2022, 2022-2023 or 2023-2024 contract.



- E. If a teacher has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the teacher's six percent (6%) increase shall be reduced by the amount of the extra duty compensation.
- F. Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra duties or TRS reportable duties not currently being performed without the consent of the employee.
- G. The Board and the Association agree that during the term of this agreement if any new law is enacted or any regulations are issued by the Illinois Teachers Retirement System which affect an employee's creditable earnings in any year, without penalty to the Edwards County School District, the parties will reopen negotiations for the sole purpose of addressing this provision of the contract.

#### **XI - SALARY**

Salary schedule as follows:

- **Year 1 (2021 - 2022): 3% on the cells plus step**
- **Year 2 (2022 - 2023): 2.75% on the cells plus step**
- **Year 3 (2023 - 2024): 2.5% on the cells plus step**

#### **Payment to Teachers' Retirement System**

The Board shall withhold from and pay on behalf of each teacher the actual amount\* due from said teacher as hereinafter set forth to the State of Illinois Teachers' Retirement System not to exceed 9% to be applied to the retirement account of such teacher (rather than the survivor's annuity account. Such payments shall be based upon a teacher's salary and extra duty schedule payments. It is the intent of the parties by this Agreement to qualify these payments as employer payments under Section 414(h) of the Internal Revenue Code. The employees have no right or claim to the funds so remitted except as they may subsequently become available upon retirement or resignation from the State of Illinois Teachers' Retirement System. The Board shall deduct from all monies due said teacher as required by law or as otherwise authorized by the Board. Such withholding shall include any and all additional amounts required to be paid to the State of Illinois Teachers' Retirement System for the account of such teacher. The difference



between the Gross Salary Scale and the Creditable Earnings Salary Scale reflects the withholding.

## ARTICLE XII

### Effect of Agreement

A. Negotiation Procedure:

Negotiations shall begin on or before April 15. Negotiation procedures will be developed at the first meeting.

B. Impasse Procedures:

When impasse has been declared, the Federal Mediation and Conciliation Service shall be requested by the parties to appoint a mediator. The mediator shall meet as soon as possible with the parties or their representatives or both, either jointly or separately, and shall take such steps as he may deem appropriate, in accordance with the rules and regulations of the Federal Mediation and Conciliation Service to persuade the parties to resolve their differences and effect a mutually acceptable agreement.

C. Complete Understanding:

The terms and conditions set forth in this Agreement represent a full and complete understanding between the parties.

D. Savings Clause:

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

E. No Strike:

The Association shall not engage in work stoppage or a strike during the duration of this contract.

F. Management Rights:

Employer shall not be required to bargain over matters of inherent managerial policy, which shall include such areas of discretion or policy as the functions of the Employer, standards of services, its overall budget, the organizational structure and selection of new employees and direction of employees.

G. This Agreement shall be effective August 12, 2021 and shall continue in effect until the day preceding the opening of the ~~2025-2026~~ school year.

**2024-2025 NH**

*[Handwritten mark]*

This Agreement is signed this 17th day of May, 2021

**For the Board of Education  
Edwards County Community  
Unit School District #1**

*[Handwritten signature]*  
\_\_\_\_\_  
President

*[Handwritten signature]*  
\_\_\_\_\_  
Secretary

**For the Edwards County  
Teacher's Association**

*Nancy E. Henson*  
\_\_\_\_\_  
President

*Alison Willard*  
\_\_\_\_\_  
Secretary

Year 2: 2021-2022	ECTA Proposal	3.0% raise for year 2 with 1 additional step of proposal	Description of proposal	GSS - Gross Salary Scale												CESS - Creditable Earnings Salary Scale - 9.8901% TRS											
				103	Non-Degree	BA	BA	BA+8	BA+8	BA+16	BA+16	BA+24	BA+24	MA	MA	MA+8	MA+8	MA+16	MA+16	MA+24	MA+24	MA+32	MA+32				
Yrs Experience	Multiplier	GSS	CESS	GSS	CESS	GSS	CESS	GSS	CESS	GSS	CESS	GSS	CESS	GSS	CESS	GSS	CESS	GSS	CESS	GSS	CESS	GSS	CESS				
0	35,519	39,076	36,623	40,245	37,196	40,875	37,771	41,506	38,349	42,142	38,924	42,774	39,497	43,403	40,071	44,034	40,645	44,665	41,270	45,296							
1	36,443	40,048	37,550	41,264	38,147	41,920	38,704	42,576	39,365	43,258	39,983	43,938	40,581	44,594	41,176	45,249	41,775	45,907	42,371	46,562							
2	37,331	41,023	38,481	42,287	39,097	42,963	39,716	43,604	40,381	44,375	41,045	45,105	41,664	45,785	42,283	46,465	42,903	47,146	43,517	47,821							
3	38,214	41,993	39,410	43,308	40,051	44,012	40,691	44,715	41,398	45,492	42,108	46,272	42,746	46,974	43,387	47,678	44,028	48,382	44,670	49,088							
4	39,097	42,963	40,335	44,324	41,000	45,005	41,664	45,785	42,416	46,611	43,164	47,433	43,831	48,165	44,494	48,894	45,157	49,623	45,822	50,353							
5	39,983	43,938	41,266	45,347	41,953	46,103	42,636	46,853	43,434	47,729	44,230	48,604	44,915	49,357	45,596	50,105	46,283	50,860	46,967	51,612							
6	40,868	44,910	42,192	46,365	42,903	47,146	43,608	47,921	44,450	48,846	45,289	49,768	45,997	50,546	46,706	51,326	47,114	52,103	48,122	52,881							
7	41,752	45,881	43,123	47,388	43,854	48,191	44,583	48,993	45,467	49,964	46,353	50,937	47,080	51,736	47,810	52,538	48,541	53,342	49,272	54,145							
8	42,636	46,853	44,052	48,409	44,804	49,235	45,554	50,059	46,487	51,084	47,412	52,101	48,164	52,928	48,916	53,754	49,669	54,581	50,417	55,404							
9	43,519	47,823	44,980	49,429	45,755	50,280	46,528	51,130	47,501	52,199	48,474	53,268	49,245	54,116	50,022	54,970	50,795	55,819	51,570	56,671							
10	44,405	48,797	45,911	50,452	46,707	51,327	47,500	52,198	48,517	53,315	49,537	54,436	50,331	55,309	51,129	56,186	51,922	57,057	52,774	57,927							
11	45,289	49,768	46,836	51,468	47,655	52,369	48,474	53,268	49,517	54,436	50,597	55,601	51,416	56,501	52,232	57,398	53,038	58,295	53,866	59,194							
12	46,175	50,742	47,764	52,488	48,607	53,414	49,418	54,339	50,554	55,553	51,659	56,768	52,498	57,690	53,339	58,614	54,178	59,536	55,017	60,459							
13	47,060	51,714	48,698	53,514	49,559	54,460	50,419	55,406	51,571	56,672	52,721	57,935	53,582	58,882	54,444	59,829	55,303	60,773	56,164	61,718							
14			49,622	54,540	50,510	55,506	51,392	56,474	52,588	57,789	53,783	59,102	54,670	60,077	55,550	61,044	56,433	62,014	57,314	62,982							
15			50,554	55,553	51,460	56,550	52,365	57,544	53,604	58,905	54,894	60,268	55,750	61,264	56,656	62,259	57,556	63,249	58,459	64,241							
16			51,480	56,572	52,411	57,594	53,349	58,614	54,621	60,023	55,908	61,438	56,831	62,452	57,760	63,473	58,688	64,492	59,614	65,510							
17			52,411	57,594	53,360	58,637	54,312	59,684	55,639	61,142	56,965	62,599	57,918	63,647	58,868	64,690	59,816	65,731	60,766	66,776							
18			53,339	58,614	54,312	59,684	55,283	60,751	56,657	62,260	58,028	63,767	59,000	64,835	59,971	65,902	60,943	66,971	61,913	68,037							
19			54,267	59,634	55,262	60,728	56,257	61,821	57,674	63,377	59,089	64,933	60,084	66,026	61,078	67,119	62,071	68,210	63,067	69,305							
20			55,195	60,654	56,213	61,773	57,232	62,893	58,688	64,492	60,148	66,097	61,167	67,216	62,182	68,331	63,200	69,451	64,216	70,567							
21								58,199	63,955	59,706	65,611	61,209	67,263	62,249	68,406	63,289	69,548	64,327	70,689	65,308	71,833						
22								59,172	65,024	60,723	66,729	62,269	68,428	63,332	69,596	64,397	70,765	65,457	71,930	66,523	73,102						
23												63,329	69,592	64,419	70,790	65,500	71,978	66,586	73,172	67,670	74,363						
24												64,300	70,758	65,503	71,981	66,606	73,193	67,714	74,411	68,840	75,626						
25																											
26																											
27																											
28																											



ECIA Proposal  
2.75% raise for  
Year 3 with 1  
additional step

<--- Error  
Description  
of proposal

GSS - Gross Salary Scale

CESS - Creditable Earnings Salary Scale - 9.8901% TRS

Year 3: 2022-2023

Yrs Experience	1.0275 Multiplier		Non-Degree		BA	BA	BA+8	BA+8	BA+16	BA+16	BA+24	BA+24	MA	MA	MA+8	MA+8	MA+16	MA+16	MA+24	MA+24	MA+32	MA+32
	Non-Degree GSS	Non-Degree CESS	BA GSS	BA CESS	BA+8 GSS	BA+8 CESS	BA+8 CESS	BA+8 GSS	BA+16 CESS	BA+16 GSS	BA+24 CESS	BA+24 GSS	MA GSS	MA CESS	MA+8 GSS	MA+8 CESS	MA+16 GSS	MA+16 CESS	MA+24 GSS	MA+24 CESS	MA+32 GSS	MA+32 CESS
0	36,537	40,150	37,630	41,352	38,219	41,999	38,809	42,647	39,404	43,301	39,995	43,950	40,583	44,597	41,173	45,245	41,763	45,893	42,353	46,542		
1	37,416	41,149	38,582	42,398	39,196	43,073	39,809	43,747	40,447	44,447	41,083	45,166	41,697	45,821	42,309	46,493	42,924	47,169	43,537	47,843		
2	38,358	42,152	39,539	43,450	40,172	44,145	40,808	44,844	41,492	45,595	42,174	46,345	42,810	47,044	43,446	47,742	44,082	48,442	44,714	49,136		
3	39,265	43,148	40,194	44,499	41,152	45,222	41,810	45,945	42,537	46,743	43,265	47,544	43,922	48,266	44,580	48,989	45,239	49,713	45,898	50,438		
4	40,172	44,145	41,444	45,543	42,128	46,294	42,810	47,044	43,582	47,893	44,351	48,738	45,036	49,490	45,717	50,239	46,398	50,987	47,082	51,738		
5	41,083	45,146	42,401	46,594	43,107	47,370	43,809	48,142	44,628	49,042	45,446	49,941	46,150	50,714	46,850	51,483	47,556	52,259	48,259	53,032		
6	41,992	46,145	43,352	47,640	44,082	48,442	44,807	49,238	45,673	50,190	46,534	51,136	47,262	51,936	47,991	52,737	48,718	53,536	49,445	54,336		
7	42,900	47,143	44,309	48,691	45,060	49,516	45,809	50,340	46,717	51,338	47,627	52,338	48,375	53,159	49,124	53,983	49,876	54,809	50,627	55,634		
8	43,809	48,142	45,264	49,740	46,036	50,589	46,806	51,435	47,765	52,489	48,715	53,533	49,489	54,383	50,261	55,232	51,035	56,082	51,804	56,927		
9	44,716	49,138	46,217	50,788	47,013	51,663	47,807	52,536	48,808	53,635	49,807	54,733	50,600	55,604	51,398	56,481	52,192	57,354	52,988	58,229		
10	45,626	50,138	47,174	51,840	47,992	52,738	48,807	53,634	49,851	54,782	50,899	55,933	51,715	56,830	52,535	57,731	53,350	58,626	54,163	59,520		
11	46,534	51,136	48,124	52,884	48,966	53,809	49,807	54,733	50,899	55,933	51,988	57,130	52,830	58,055	53,669	58,976	54,507	59,898	55,348	60,822		
12	47,445	52,138	49,078	53,932	49,943	54,883	50,808	55,833	51,944	57,081	53,080	58,329	53,942	59,277	54,805	60,226	55,668	61,173	56,530	62,121		
13	48,354	53,136	50,037	54,985	50,922	55,958	51,806	56,930	52,989	58,230	54,171	59,528	55,056	60,501	55,911	61,474	56,824	62,444	57,708	63,416		
14	49,264	54,136	50,987	56,030	51,899	57,032	52,805	58,028	54,034	59,378	55,262	60,728	56,173	61,729	57,078	62,773	57,985	63,720	58,890	64,714		
15	50,174	55,136	51,944	57,081	52,876	58,105	53,805	59,127	55,078	60,525	56,352	61,926	57,283	62,948	58,214	63,971	59,139	64,988	60,067	66,007		
16	51,083	56,136	52,896	58,128	53,852	59,178	54,805	60,226	56,123	61,674	57,446	63,127	58,394	64,169	59,348	65,218	60,302	66,266	61,253	67,311		
17	51,992	57,136	53,852	59,178	54,827	60,250	55,806	61,325	57,169	62,823	58,332	64,320	59,511	65,397	60,486	66,469	61,461	67,539	62,437	68,612		
18	52,900	58,136	54,805	60,226	55,806	61,325	56,804	62,422	58,215	63,972	59,624	65,521	60,622	66,618	61,620	67,714	62,619	68,812	63,616	69,908		
19	53,809	59,136	55,759	61,274	56,782	62,398	57,804	63,521	59,260	65,120	60,714	66,719	61,736	67,842	62,758	68,965	63,778	70,085	64,802	71,211		
20	54,716	60,136	56,713	62,322	57,759	63,471	58,806	64,622	60,302	66,266	61,802	67,915	62,849	69,065	63,892	70,210	64,938	71,361	65,982	72,508		
21	55,626	61,136	57,667	63,371	58,736	64,545	59,800	65,714	61,348	67,415	62,892	69,113	63,961	70,287	65,029	71,461	66,096	72,633	67,165	73,808		
22																						
23																						
24																						
25																						
26																						
27																						



ECTA Proposal  
 2.5% raise for year  
 4 with 1 additional  
 step  
 Year 4: 2023-2024

Yrs Experience	GSS - Gross Salary Scale		CESS - Creditable Earnings Salary Scale - 9.8901% TRS																		
	Non-Degree GSS	BA GSS	BA CESS	BA+8 GSS	BA + 8 CESS	BA + 16 GSS	BA + 16 CESS	BA + 24 GSS	BA + 24 CESS	MA GSS	MA CESS	MA + 8 GSS	MA + 8 CESS	MA + 16 GSS	MA + 16 CESS	MA + 24 GSS	MA + 24 CESS	2022-2023 GSS	MA + 32 GSS	MA + 32 CESS	
0	37,450	41,154	38,571	42,385	39,175	43,049	39,779	43,714	40,389	44,383	40,995	45,049	41,597	45,711	42,202	46,376	42,807	47,041	42,353	43,112	47,206
1	38,382	42,178	39,547	43,458	40,176	44,150	40,805	44,840	41,458	45,559	42,110	46,275	42,739	46,966	43,366	47,655	43,907	48,348	43,537	44,655	49,039
2	39,317	43,205	40,528	44,536	41,176	45,248	41,829	45,966	42,529	46,735	43,229	47,504	43,880	48,220	44,532	48,936	45,184	49,653	44,714	45,832	50,364
3	40,246	44,227	41,506	45,611	42,181	46,353	42,855	47,093	43,600	47,912	44,347	48,733	45,020	49,472	45,695	50,214	46,370	50,956	45,898	47,046	51,699
4	41,176	45,248	42,880	46,682	43,181	47,451	43,880	48,220	44,672	49,090	45,460	49,956	46,162	50,727	46,860	51,495	47,558	52,282	47,082	48,259	53,032
5	42,110	46,275	43,461	47,759	44,185	48,555	44,904	49,345	45,744	50,268	46,582	51,189	47,304	51,982	48,021	52,770	48,745	53,566	48,359	49,465	54,357
6	43,042	47,299	44,336	48,831	45,184	49,653	45,927	50,469	46,814	51,444	47,697	52,415	48,443	53,234	49,191	54,056	49,936	54,874	49,445	50,682	55,694
7	43,972	48,321	45,617	49,909	46,186	50,754	46,955	51,598	47,885	52,621	48,818	53,646	49,584	54,488	50,353	55,332	51,123	56,179	50,627	51,892	57,025
8	44,904	49,345	46,305	50,984	47,187	51,854	47,976	52,721	48,959	53,801	49,933	54,872	50,726	55,743	51,518	56,613	52,311	57,484	51,804	53,009	58,330
9	45,834	50,367	47,373	52,058	48,189	52,955	49,003	53,849	50,028	54,976	51,052	56,101	51,865	56,994	52,653	57,893	53,497	58,788	52,988	54,163	59,685
10	46,767	51,392	48,353	53,136	49,192	54,057	50,027	54,974	51,097	56,151	52,172	57,331	53,008	58,250	53,848	59,174	54,977	60,092	54,163	55,517	61,008
11	47,697	52,415	49,327	54,206	50,190	55,154	51,052	56,101	52,172	57,331	53,288	58,558	54,151	59,506	55,010	60,451	56,060	61,395	55,348	56,731	62,342
12	48,631	53,441	50,305	55,280	51,192	56,255	52,078	57,229	53,242	58,508	54,407	59,787	55,290	60,759	56,176	61,731	57,060	62,703	56,510	57,943	63,674
13	49,563	54,465	51,288	56,360	52,195	57,357	53,101	58,353	54,314	59,686	55,525	61,017	56,432	62,014	57,340	63,011	58,245	64,005	57,708	59,151	65,001
14			52,262	57,430	53,197	58,458	54,125	59,478	55,385	60,863	56,644	62,246	57,578	63,272	58,505	64,291	59,435	65,313	58,950	60,362	66,332
15			53,242	58,508	54,197	59,558	55,150	60,605	56,455	62,038	57,761	63,474	58,715	64,522	59,669	65,570	60,618	66,613	60,067	61,568	67,657
16			54,219	59,581	55,198	60,657	56,176	61,731	57,527	63,216	58,882	64,705	59,854	65,773	60,832	66,849	61,810	67,923	61,253	62,785	68,994
17			55,198	60,657	56,198	61,756	57,201	62,858	58,598	64,984	59,995	65,928	60,999	67,032	61,999	68,130	62,997	69,228	62,437	63,998	70,327
18			56,176	61,731	57,201	62,858	58,224	63,982	59,670	65,572	61,115	67,159	62,138	68,283	63,161	69,407	64,185	70,533	63,016	64,206	71,655
19			57,153	62,805	58,201	63,958	59,249	65,109	60,741	66,748	62,232	68,387	63,279	69,538	64,327	70,689	65,372	71,837	64,802	66,422	72,991
20			58,131	63,880	59,203	65,058	60,276	66,238	61,810	67,923	63,347	69,612	64,420	70,792	65,489	71,966	66,562	73,145	65,982	67,631	74,320
21			59,109	64,955	60,204	66,159	61,295	67,357	62,881	69,100	64,465	70,800	65,560	72,044	66,655	73,248	67,748	74,409	67,165	68,845	75,653
22			60,088	66,030	61,206	67,259	62,651	68,650	63,953	70,278	65,581	72,067	66,701	73,298	67,832	74,529	68,938	75,756	68,352	70,061	76,990
23							61,649	67,746	65,024	71,455	66,697	73,294	67,845	74,555	68,984	75,806	70,128	77,063	69,531	71,270	78,318
24							62,646	68,842	66,095	72,632	67,815	74,522	68,987	75,810	70,149	77,086	71,316	78,369	70,713	72,480	79,649
25											68,932	75,750	70,129	77,664	71,313	78,366	72,504	79,674	71,894	73,692	80,980
26											70,050	76,978	71,270	78,519	72,478	79,646	73,692	80,980	73,076	74,903	82,311
27																					

Extra Duty Salaries										
2020-2021 Salary Spreadsheet					2020-2021	Year 1: 2021-2022	Year 2: 2022-2023	Year 3: 2023-2024		
BA 0 = Base					35556	37,334	38827	39992		
		% BASE								
<b>High School Athletics</b>										
Athletic Director		13.5800		4,829	5,070	5,273		5,431		
Head Football		11.2273		3,992	4,192	4,359		4,490		
Assistant Football		7.4890		2,663	2,796	2,908		2,995		
Head Boys' Basketball		11.2273		3,992	4,192	4,359		4,490		
Assistant Boys' Basketball		7.4890		2,663	2,796	2,908		2,995		
Head Baseball		8.9785		3,192	3,352	3,486		3,591		
Assistant Baseball		5.6095		1,995	2,094	2,178		2,243		
Head Volleyball		11.2273		3,992	4,192	4,359		4,490		
Assistant Volleyball		7.4890		2,663	2,796	2,908		2,995		
Head Girls' Basketball		11.2273		3,992	4,192	4,359		4,490		
Assistant Girls' Basketball		7.4890		2,663	2,796	2,908		2,995		
Head Softball		8.9785		3,192	3,352	3,486		3,591		
Assistant Softball		5.6095		1,995	2,094	2,178		2,243		
Band Director		7.4890		2,663	2,796	2,908		2,995		
<b>Grade School Athletics</b>										
Head Boys' Basketball		7.4890		2,663	2,796	2,908		2,995		
Assistant Boys' Basketball		5.6095		1,995	2,094	2,178		2,243		
Baseball		4.4890		1,596	1,676	1,743		1,795		
Assistant Baseball		3.3624			1,255	1,306		1,345		
Head Volleyball		7.4890		2,663	2,796	2,908		2,995		
Assistant Volleyball		5.6095		1,995	2,094	2,178		2,243		
Softball		4.4890		1,596	1,676	1,743		1,795		
Assistant Softball		3.3624			1,255	1,306		1,345		
Band Director		3.7466		1,332	1,399	1,455		1,498		
Head Girls' Basketball		5.6095		1,995	2,094	2,178		2,243		
Assistant Girls' Basketball		4.4890		1,596	1,676	1,743		1,795		
<b>Cheerleaders</b>										
High School		6.4400		2,290	2,404	2,500		2,575		



Grade School	4.8300	1,717	1,803	1,875	1,932
<b>Grade School Club Sponsors</b>					
Student Council	1.8000	640	672	699	720
Scholastic Bowl	2.8500	1,013	1,064	1,107	1,140
Summer Band	3.7470	1,332	1,399	1,455	1,499
Choir	3.7470	1,332	1,399	1,455	1,499
<b>High School Club Sponsors</b>					
Weight Lifting	1.7467	621	652	678	699
Dinner Theatre	3.7670	1,339	1,406	1,463	1,506
Pep Club	1.1910	423	445	462	476
FTA	1.1120	395	415	432	445
FCCLA	7.4890	2,663	2,796	2,908	2,995
FFA	7.4890	2,663	2,796	2,908	2,995
National Honor Society	1.1120	395	415	432	445
Spanish Club	1.1120	395	415	432	445
Student Council	5.6095	1,995	2,094	2,178	2,243
FBLA	5.6095	1,995	2,094	2,178	2,243
Scholastic Bowl - Varsity	5.6095	1,995	2,094	2,178	2,243
Scholastic Bowl - JV	5.6095	1,995	2,094	2,178	2,243
Year Book	2.7550	980	1,029	1,070	1,102
Science Club	1.1120	395	415	432	445
Social Studies Club	1.1120	395	415	432	445
ALPHA Club	1.6143	574	603	627	646
Freshmen Class - Head	1.0062	358	376	391	402
Sophomore Class - Head	2.1572	767	805	838	863
Junior Class - Head	1.0062	358	376	391	402
Senior Class - Head	1.0062	358	376	391	402
Prom Director	2.7550	980	1,029	1,070	1,102
<b>Extra Duty Totals:</b>		92,277	99,402	103,377	106,479
<b>Discipline Supervision</b>					



Saturday School	0.2100	75	
Detention	0.0684	24	
<b>Internal Sub</b>			
High School	0.1115	40	
Grade School	0.0684	24	
<b>Athletic Extra Duty</b>			
Ticket Taker *Additional \$10 for 3 or more games	0.0684	24	
Scorekeeper/Timer	0.0805	29	
Grade School Supervisor	0.0694	25	
High School Supervisor	0.0926	33	
<b>Bus Chaperone</b>			
1 - 25 Miles	0.0685	24	
26 - 49 Miles	0.0998	35	
50 + Miles	0.1369	49	