

**NEGOTIATED CONTRACT  
BETWEEN THE  
ST. JOSEPH-OGDEN CHSD #305  
BOARD OF EDUCATION**

**AND THE**

**ST. JOSEPH-OGDEN HIGH SCHOOL  
TEACHERS' ASSOCIATION**

**2017-2020**



# TABLE OF CONTENTS

<u>RECOGNITION</u> .....	<b>Page 1</b>
<u>1.1 Collective Bargaining Unit</u> .....	1
<u>EMPLOYEE RIGHTS</u> .....	<b>Page 1</b>
<u>2.1 Nondiscrimination</u> .....	1
<u>2.2 Right to Organize</u> .....	1
<u>2.3 Right of Representation</u> .....	1
<u>2.4 Notification of Assignment</u> .....	2
<u>2.5 Personnel File</u> .....	2
<u>2.6 Credit Union/Annuity Deductions</u> .....	2
<u>2.7 Dues Deduction</u> .....	3
<u>2.8 Fair Share</u> .....	3
<u>2.9 Notification of Vacancies</u> .....	3
<u>2.10 First Day Teacher In-service</u> .....	4
<u>EMPLOYEE COMPENSATION &amp; FRINGE BENEFITS</u> .....	<b>Page 4</b>
<u>3.1 Teacher Retirement</u> .....	4
<u>3.2 School Year Calendar</u> .....	5
<u>3.3 Educational Reimbursement</u> .....	5
<u>3.4 Payroll Installments</u> .....	5
<u>3.5 Extra-Curricular Assignments--Added to Salary Schedule</u> .....	6
<u>3.6 Extra-Curricular Assignments--Salary Schedule/Payroll Procedure</u> .....	6
<u>3.7 Hospitalization, Major Medical and Life Insurance</u> .....	6
<u>3.8 Mileage Reimbursement</u> .....	6
<u>3.9 Credit for Advancement/Movement on Salary Schedule</u> .....	7
<u>3.10 Substitutes</u> .....	7
<u>3.11 Overload Teaching Assignment</u> .....	7
<u>3.12 Retirement Benefit</u> .....	7
<u>3.13 Limitation on TRS Creditable Compensation</u> .....	8
<u>3.14 Signing Bonus</u> .....	9
<u>3.15 Stipends for Dual Credit and AP Courses</u> .....	9
<u>3.16 Stipend for National Board Certification</u> .....	9
<u>LEAVES</u> .....	<b>Page 10</b>
<u>4.1 Sick Leave</u> .....	10
<u>4.2 Personal Leave</u> .....	11
<u>4.3 Professional Leave</u> .....	11
<u>4.4 Maternity Leave</u> .....	11
<u>4.5 Leave of Absence</u> .....	12
<u>4.6 Jury Duty Leave</u> .....	13
<u>4.7 Association Leave</u> .....	13
<u>4.8 Bereavement Leave</u> .....	13
<u>EVALUATION PROCEDURE</u> .....	<b>Page 14</b>
<u>5.1 Teacher Duties and Responsibilities</u> .....	14
<u>GRIEVANCE PROCEDURE</u> .....	<b>Page 14</b>
<u>6.1 Definitions</u> .....	14
<u>6.2 Time Limits</u> .....	14
<u>6.3 Procedures</u> .....	14
<u>6.4 Bypass to Superintendent</u> .....	15
<u>6.5 Association Participation</u> .....	15
<u>6.6 Release Time</u> .....	15
<u>6.7 Filing of Materials</u> .....	16
<u>6.8 Grievance Withdrawal</u> .....	16
<u>NEGOTIATIONS PROCEDURE</u> .....	<b>Page 16</b>
<u>7.1 Representatives</u> .....	16
<u>7.2 Mediation</u> .....	16
<u>EFFECT OF AGREEMENT</u> .....	<b>Page 17</b>
<u>8.1 Savings Clause</u> .....	17
<u>8.2 TRS 6% CAP Opener</u> .....	17
<u>8.3 Individual Contracts</u> .....	17
<u>8.4 Communications Committee</u> .....	17
<u>8.5 Administrative Communication Meetings</u> .....	17
<u>8.6 No Strike</u> .....	17
<u>8.7 Term of Agreement</u> .....	18
<u>TEACHER SALARY SCHEDULES</u> .....	19
<u>EXTRACURRICULAR PAY SCHEDULES</u> .....	22

# **ARTICLE I**

## **RECOGNITION**

### **1.1 Collective Bargaining Unit**

The Board of Education of School District #305, Champaign County, St. Joseph, Illinois, hereinafter referred to as the "Board," recognizes the St. Joseph-Ogden Teachers' Association (STA) IEA/NEA, hereinafter the "Association," as the sole and exclusive bargaining representative for all full- and part-time regularly employed teaching personnel (including librarians and guidance counselors), hereinafter referred to as "teacher," except the Superintendent, Principal and other supervisory and managerial personnel as defined by the Illinois Educational Labor Relations Act.

## **ARTICLE II**

### **EMPLOYEE RIGHTS**

### **2.1 Nondiscrimination**

The Board shall not discriminate against an employee for reason of race, creed, color, age, sex or national origin.

### **2.2 Right to Organize**

Employees shall have the right to organize, join and assist the Association and to participate in professional negotiations with the Board. Teachers shall also have the right to refrain from any or all such activities. The Board shall not discriminate against any employee for reasons of his/her membership in the Association, participation in negotiations with the Board, or the institution of any grievance, complaint, or proceeding under this agreement.

### **2.3 Right of Representation**

When any teacher is required to appear before the Board or the administration for a discussion concerning the continuation of his/her employment or his/her position, the teacher shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting if the teacher so desires. Further, when an employee is required to appear before the Board, he/she shall be advised in writing of the reasons for the requirement at least five (5) working days prior to such appearance. Exception may be made in cases where contractual services may be terminated immediately.

## **2.4 Notification of Assignment**

Each teacher shall be given notice in writing of his or her tentative teaching assignment and tentative hourly schedule for the forthcoming year by August 1, unless extenuating circumstances occur. If the notification is received after August 1, or changes in teaching assignments are made after that date, the teacher will be allowed to resign or will have the option of taking a one (1) year leave of absence if he/she is dissatisfied with the assignment or schedule.

- 2.4.1** An attempt shall be made to schedule part-time teachers with no more than one (1) unassigned period within their workday.
- 2.4.2** Any full-time teacher with math, English, science or social studies as part of his or her teaching assignment for a particular semester, and who has five (5) or more different class preparations will not be assigned to study hall, weight room, library, computer lab, detention hall, lunch duty, or Rtl period during that semester.
- 2.4.3** A full-time teaching assignment consists of five (5) class assignments, one (1) period of preparation, and one (1) period of supervision during that semester. Supervision is defined as study hall, weight room, library, computer lab, detention hall, lunch duty, or Rtl period. An overload teaching assignment consists of six (6) class assignments and one (1) period of preparation. Compensation is in accord with the negotiated contract.

## **2.5 Personnel File**

Each teacher shall have the right, upon request, to review the contents of his/her personnel file. Such request shall be in writing. An administrator shall make an appointment for such review at a mutually agreeable time. The teacher shall review such file in the presence of an administrator. The teacher shall have an opportunity to submit to the administration for placement in the teacher personnel file a written response to any material in the file.

## **2.6 Credit Union/Annuity Deductions**

Deductions for employee-designated credit union and annuity companies shall be granted upon written authorization by the employee twice each year as set forth in accordance with 105 ILCS 5/24-21.1, as amended. Such written authorizations must be received no later than September 15 for an October 1 effective date and January 20 for a February 1 effective date. Deductions will be made for one (1) teacher-designated credit union. Deductions will be made for up to twelve (12) teacher designated annuity companies, provided they meet the district's pre-approval process.

## **2.7 Dues Deduction**

The current dues of the Association shall be deducted from the teachers' pay, provided the administration has a teacher-executed authorization for continuing dues deductions, the amount of which shall annually be certified by the Association. The authorization shall become effective when the business office receives a dues deduction list from the Association no later than the first full week in September. Dues deducted shall be divided so that an equal amount is taken from each pay period for a period of nine (9) months (September through May). All Association dues deducted by the Board shall be remitted monthly to the Association President or Treasurer following the regular monthly school Board meeting but not before the payroll is issued to the teachers.

## **2.8 Fair Share**

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 to members in the Association, including local, state and national dues.

In the event that the employee does not pay his/her fair share fee directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share fee from the wages of the nonmember.

The obligation to pay a fair share fee will not apply to any employee who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such employee is a member, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the employee to a mutually agreeable non-religious charitable organization as per Association policy and the rule and regulations of the Illinois Education Labor Relations Board.

The Association shall hold the Board harmless and shall defend on behalf of the Board any claim arising from or occurring as a result of fair share.

## **2.9 Notification of Vacancies**

- A. All teaching vacancies shall be posted to all staff members regardless of certification.
- B. All currently employed staff members who apply for any posted vacancy shall be guaranteed an interview for the position that has been posted.
- C. Currently employed staff members who interview for any posted vacancy shall be notified as to the employment recommendation made by the administration to the Board of Education.
- D. All postings shall be done via electronic mail to staff, a copy shall be posted on the teachers' bulletin board in the workroom, and a copy

shall be put in the STA president's mailbox. If a vacancy arises during summer months, the building principal shall send an e-mail regarding the vacancy to the entire staff, and shall make direct contact with the STA President to notify him or her of the vacancy.

- E. An employee whose teaching assignment has been involuntarily altered, or whose teaching position has been reduced to part-time due to a decision by the Board to decrease the number of teachers employed; to discontinue some particular type of teaching service or add a particular type of teaching service; or because of declining or increasing building enrollment; shall, within two (2) calendar years of the alteration, have the right to interview for a vacancy, subject to the following conditions:
  - 1. Qualified candidates are determined by certification guidelines from the ISBE.
  - 2. The employee must have received a proficient evaluation from the Principal during the last evaluation period.
- F. Any vacant position within the school district must be posted internally for five (5) days before it can be posted outside of the district, unless the school and administration is given permission from the STA President to post prior to the end of the five (5) day period.
- G. Failure to follow these and other existing contract guidelines shall require automatic reposting, re-interviewing, and rehiring of those affected posted teaching vacancies.

## **2.10 First Day Teacher In-service**

During the first day teacher in-service, meetings with teachers will be limited to one-half of the teacher day. This day is typically the day before the first day of school for students.

# **ARTICLE III**

## **EMPLOYEE COMPENSATION & FRINGE BENEFITS**

### **3.1 Teacher Retirement**

The salary schedule is incorporated into this Agreement and is based on the annual school calendar as approved by the Board. The Board shall pay each teacher's contribution due to downstate Teacher Retirement System (TRS). This is up to a maximum of 10.3753 percent of gross earnings to the retirement portion and up to a maximum of 0.88 percent of creditable earnings to the THIS (insurance) portion.

### **3.2 School Year Calendar**

Prior to March 1, the Superintendent shall meet with representatives of the bargaining unit in order to discuss tentative calendars for the ensuing year. Certified staff members are contractually obligated to work 180 days in a given school year—any amending of said calendar to add additional days to the number of days of the original calendar shall result in compensation to teachers at the rate of 1/180 for each day added over one hundred eighty (180) days.

### **3.3 Educational Reimbursement**

All course work must be approved in advance by the Board of Education or designee and be toward an advanced degree or educational improvement approved by the Board of Education. If the course work is not approved in advance by the Board of Education or designee, the faculty member will not be reimbursed for the course taken. Additionally, expenses incurred gaining National Board Certification shall be eligible for reimbursement. Any faculty member in the District for more than two (2) years will be eligible.

Reimbursement will be made upon successful completion of the course work and receipt of an official transcript, or documentation of progress towards National Board Certification and proof of payment.

Reimbursement will not exceed One-Thousand, One-Hundred and 00/100 Dollars (\$1,100.00) per fiscal year with the following exception: any teacher who is working toward an advanced degree in either their current teaching curricular area, or another teaching area approved by the administration, can be reimbursed up to One-Thousand, Three-Hundred Dollars (\$1,300) every fiscal year.

### **3.4 Payroll Installments**

Each employee, at his/her option, shall be paid on the basis of eighteen (18) or twenty-four (24) equal payments. Each employee on a ten month contract at his/her option shall be paid on the basis of twenty (20) or twenty-four (24) equal payments. Paydays shall be on the fifth and the twentieth days of each month. Teachers leaving the employ of the St. Joseph-Ogden High School after May 20 but before the end of the school year shall refund 1/180th of the annual pay for each school day not worked.

All payroll will be deposited via electronic funds transfer directly into a bank account specified by each employee. A check stub will be provided to each employee.

### **3.5 Extra-Curricular Assignments--Added to Salary Schedule**

Extra duty assignments shall be made by the Board of Education or its designee. The Board shall notify those staff members currently employed in extra-curricular assignments of its intention to retain or dismiss them prior to the last day of school. In the event a program is discontinued, the agreement between the Board of Education and teacher becomes null and void. The Board shall attempt to fill any vacant extra-curricular positions from within the currently employed teaching staff by accepting applications and granting interviews to all qualified staff.

### **3.6 Extra-Curricular Assignments--Salary Schedule/Payroll Procedure**

The supplemental pay schedule is attached to and incorporated into this Agreement. Supplemental pay shall be added to the employee's salary and shall be paid in the payroll each pay period. During the term of this contract all stipends will be calculated using step 1 in column 1 of the salary schedule for the given year.

Placement in experience lanes to an extra-curricular position may be determined at the board's discretion based off of years of experience within the same "sport" inside or outside the district. The board shall follow the general guideline of:

- One year of credit for one year of service as head coach/director inside and outside of the district.
- One half year of credit towards head coach/director position for one year of service as an assistant inside the district.

"Sport" is defined as extra-curricular positions in athletics, drama, FFA, and music.

- 3.6.1** Present employees with experience coaching in the sport they currently coach shall be placed in the appropriate column of the extra-curricular salary schedule in accordance with the above guidelines.

### **3.7 Hospitalization, Major Medical and Life Insurance**

Each employee shall be provided individual hospitalization, major medical, and life insurance. The Board shall pay the full cost of the individual hospitalization, major medical, and life insurance. The teacher may choose, if he/she wishes, to insure dependents that qualify under this policy. The cost of this dependent coverage would be paid by the individual teacher. The specifications of this policy are negotiable.

### **3.8 Mileage Reimbursement**

Teachers shall be compensated for mileage at a rate equal to the IRS mileage reimbursement rate for travel on school business approved by the Superintendent.



### **3.9 Credit for Advancement/Movement on Salary Schedule**

The employee shall be awarded full credit for teaching experience outside of the District. Starting with the 2008-09 school year and for the term of this contract the minimum salary paid to any full-time teacher will be equal to the salary indicated at step 2 in column 1 of the salary schedule for the given year. Each bargaining unit member employed greater than one-half (1/2) time or more in the District shall receive one (1) full year's credit for vertical movement on the salary schedule for each year of service. Bargaining unit members employed less than one-half (1/2) time shall receive one (1) full year's credit for each two (2) years of service.

### **3.10 Substitutes**

A teacher shall not be expected nor required to find a substitute on his/her own. If the administration is unable to secure a substitute, any teacher, upon request, may teach a class or study hall or portion of any class or study hall other than his/her own regularly scheduled class. If a teacher is called upon to teach an extra class or study hall, said teacher shall be compensated at the rate of thirty and 00/100 Dollars (\$30.00) per class hour.

### **3.11 Overload Teaching Assignment**

The compensation for overload teaching assignments shall be calculated by multiplying the base salary for that year (step 2 on the salary schedule) by 1.3. The teacher shall be offered 1/6 (one-sixth) of that amount. Example for year 2017-18:

$$(\$30,799) \times (1.3) = \$40,039$$
$$(\$40,039) \times (1/6) = \$6,673$$

### **3.12 Retirement Benefit**

Teachers who have taught full-time in CHSD #305 for fifteen (15) continuous years are eligible for this retirement benefit. Teachers must also be sixty (60) years old OR be fifty-five (55) years old and have at least thirty-five (35) years of creditable TRS service on the date of retirement. Eligible teachers who submit a timely irrevocable notice of intent to retire will be removed from the salary schedule and paid at 106% of the previous year's total creditable earnings for a maximum of four (4) years prior to retirement. The notice of intent to retire shall be submitted by Sept 1 of the year in which the benefit begins. The total creditable earnings include all TRS related pay (Saturday School, internal subbing, extra-curricular stipends, vertical/horizontal lane movement, and extended contracts, etc).

Teachers requesting this Benefit for four (4) years prior to retirement must submit their retirement notice no later than September 1, 2019. This Section 3.12 shall "sunset" and be of no further effect after the expiration of this Agreement and shall not be considered the *status quo* for purposes of bargaining a successor agreement.

No teacher who is eligible to retire based on TRS requirements will be paid greater than 106% of their previous year's TRS creditable earnings regardless of a change in assignment. If a teacher does not continue in a portion of their TRS creditable position (extra-curricular stipend, overload, etc) their salary will be prorated to account for the change in assignment.

Example: A teacher whose 2016-17 TRS creditable earnings are \$70,000, who will be eligible for retirement by the 2019-2020 academic year, and who submits an irrevocable notice of intent to retire that will take effect Spring 2021, will have the following salaries:

2016-2017 \$70,000  
2017-2018  $\$70,000 \times 1.06 = \$74,200$   
2018-2019  $\$74,200 \times 1.06 = \$78,652$   
2019-2020  $\$78,652 \times 1.06 = \$83,371$   
2020-2021  $\$83,371 \times 1.06 = \$88,373$

If, during the term of this contract, any law is enacted that results in a greater cost to the Board for a teacher to retire than the cost in effect as of the date this contract is entered into, those costs are not the responsibility of the board. The parties may, at either's written request served on the other within thirty (30) calendar days of the effective date of such legislation, re-negotiate a retirement incentive.

In the event an employee has submitted an irrevocable notice of intent to retire, but is unable to meet the eligibility requirement because of illness or life-changing circumstances, the board may, at its discretion, allow the employee to rescind the notice of intent to retire provided the employee returns to the board any TRS creditable earnings paid in excess of the amount that would have been paid had the employee remained on the salary schedule.

Teachers who elect to retire under the Early Retirement Option of the Teachers Retirement System of the State of Illinois are not eligible for the retirement benefit.

### **3.13 Limitation on TRS Creditable Compensation**

The purpose of this section entitled "Limitation on TRS Creditable Compensation" is to avoid any payment by the District of a Board-paid penalty or fee to TRS, or any Board or District liability to fund any portion of a teacher's TRS annuity due to increase in compensation from one year to the next. This section applies to teachers with at least thirty (30) years of TRS creditable service ("retirement eligible teachers").

No retirement eligible teacher's creditable TRS earnings from employment in this School District, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, may exceed the amounts specified herein.

No retirement eligible teacher's TRS creditable earnings from employment in this School District, including but not limited to:

- Vertical and horizontal salary schedule movement
- Stipends
- Salary increases
- Retirement incentives
- Extra-duties
- Changes in position or
- Section 125 plan or flex plan benefits or contributions

shall increase from one school year to the next by more than six percent (6%) or be otherwise increased so as to create liability on the part of the Board or District for any portion of a retirement eligible teacher's retirement annuity, or result in any District or Board-paid penalty or fee to TRS. If the sum or percentage amount which triggers any obligation for the District or Board to pay additional amounts to cover all or part of a retirement eligible teacher's retirement annuity or cover any Board or District paid penalty or fee to TRS decreases, then the maximum of the retirement eligible teacher's creditable TRS earnings from employment in this School District shall similarly decrease so as to avoid any Board or District paid penalty or fee.

Even if another provision of this collective bargaining agreement would otherwise provide, in the event a retirement eligible teacher's TRS creditable earnings would increase by more than six percent (6%), or any such lesser amount that would trigger a District-paid penalty or fee to TRS due to salary increase in any year over a prior year, that retirement eligible teacher shall receive only the maximum increase to TRS creditable compensation allowed under this provision.

### **3.14 Signing Bonus**

The Board, at its discretion, may pay a signing bonus to a full-time or part-time teacher beginning his/her employment with St. Joseph-Ogden High School.

### **3.15 Stipends for Dual Credit and AP Courses**

Teachers who teach dual credit courses or AP courses shall receive a \$500 stipend each school year that they teach a dual credit or AP course (maximum of \$500 per school year).

### **3.16 Stipend for National Board Certification**

Teachers who successfully complete National Board Certification shall receive an annual \$500 stipend. Documentation of successful completion must be provided prior to a stipend being paid.

# ARTICLE IV

## LEAVES

### 4.1 Sick Leave

Each employee shall be entitled to the following sick leave days per term without loss of pay based on consecutive years of experience in CHSD #305:

0-6 years in district: 12 days  
7-14 years in district: 14 days  
15+ years in district: 16 days

Sick leave shall accumulate without limit. Sick leave shall be interpreted to mean personal illness or illness or death in the immediate family or household. It shall also be interpreted to mean serious illness or death of parents, brothers, sisters, grandparents, aunts, uncles, grandchildren, parents-in-law, brothers-in-law, sisters-in-law and legal guardian.

- 4.1.1 Personal illness shall be defined as any physical or mental disability not willfully or intentionally provoked, solicited, or inflicted, preventing the performance of regular or usual duties.
- 4.1.2 The Board of Education may require a physician's certificate to substantiate the validity of a claim for sick leave of three (3) or more consecutive days for reasons of personal illness. The Board of Education, at its expense, may require a teacher to be examined by a physician of its choice to confirm a personal illness. For medical reasons an alternate physician may be chosen.
- 4.1.3 A teacher who makes a false claim for sick leave shall be subject to disciplinary action depending on the circumstances involved.
- 4.1.4 Any employee or group of employees may voluntarily contribute a day or more of earned sick leave to another bargaining unit member who has exhausted his/her sick leave. A committee of three (3) teachers and one (1) administrator shall establish the guidelines for the administration of the bank. Upon Board approval, the guidelines shall be incorporated into Board policies and shall not be subject to grievance procedures. The District will be advised of the contribution in advance. Subsequently, the District shall deduct the leave from the contributor's accumulated sick leave days. Confidentiality and anonymity will be explicitly respected. The parties further agree that the guidelines, once incorporated into Board policies, shall not be changed except by mutual agreement.
- 4.1.5 Sick leave must be taken in one-half day increments.

## **4.2 Personal Leave**

The Board shall grant each employee two (2) days of personal leave each year. Any unused personal leave days shall accumulate to a maximum of four (4) days. All unused personal leave days in excess of the maximum allowed to accumulate will accumulate toward sick leave days. An employee will not be permitted to use more than two (2) personal leave days on consecutive school days. Exceptions may be made at the sole and exclusive discretion of the Superintendent or Principal for any emergency situation that may arise. Personal leave shall be defined as an authorized absence with pay from assigned, regular or usual duties which are to be performed in the course of one's employment in and for the District.

- 4.2.1** Whenever practicable, application for personal leave shall be made in writing to the Superintendent or Principal, and whenever practicable, shall be made no less than three (3) school days before the commencement of the requested leave.
- 4.2.2** Personal leave may be granted by the Superintendent or Principal for ten percent (10%) of the teachers before or after a school holiday, during teacher institute days, or during the first or last week of the school term. Exceptions may be made at the sole and exclusive discretion of the Superintendent for any emergency situation that may arise.
- 4.2.3** Personal leave must be taken in one-half day increments.

## **4.3 Professional Leave**

Professional leave to attend meetings, seminars, conferences, conventions, clinics and other similar situations pertinent to the teaching and/or extra-curricular duties of a teacher will be encouraged and promoted and such leave shall be granted without discrimination as determined by the Superintendent or designee.

## **4.4 Maternity Leave**

The Board may grant a maternity leave of absence without pay or loss of accrued sick leave, tenure or seniority to an employee who submits a written request for such leave.

- 4.4.1** The employee, in consultation with her physician, shall choose the date upon which she desires to commence her maternity leave.
- 4.4.2** The employee shall commence her maternity leave, following approval by the Board, on or about the day which she and her physician have chosen. Exceptions may be made due to complications such as miscarriage, premature birth, or others determined by the physician.
- 4.4.3** Having chosen the date upon which the employee desires to commence her maternity leave, the employee shall notify her Building Principal, or Superintendent, as the case may be, in writing of the date. The written notice must be received by the Building Principal or Superintendent not less than six (6) weeks prior to the chosen date. The written notification shall be accompanied by a physician's statement indicating the employee's ability to continue to work up to the chosen date.

Exceptions may be made for physical complications such as miscarriage, premature birth, or others determined by the physician.

- 4.4.4** The employee shall notify the Building Principal or Superintendent in writing of the approximate date that the employee intends to return and resume her teaching duties. The notice shall be delivered not less than two (2) weeks prior to the intended day of return as identified by the application for leave of absence.
- 4.4.5** If a maternity leave is begun during the first semester of the school year, the leave must be completed before the next school year begins. If a maternity leave is begun during the second semester, the leave must be completed prior to the beginning of the second semester of the following year. No leave shall be more than one (1) school year in length.
- 4.4.6** In the event the period of the maternity leave is in excess of ninety (90) creditable service days (as defined by the Teachers' Retirement System), a teacher shall not be entitled to vertical advancement (years of teaching experience) on the salary schedule.

#### **4.5 Leave of Absence**

Leave of absence shall be defined as an authorized absence without pay from assigned, regular or usual duties which are to be performed in the course of one's employment in and for the District.

- 4.5.1** A leave of absence of up to one (1) year may be granted to any employee who has reasonable need for such a leave. The granting of a leave of absence is at the discretion of the Board for a reason deemed appropriate by the Board. Exceptions shall be election to the General Assembly and service in the military. For these two exceptions, the Board shall grant a leave of absence for the duration of said service.
- 4.5.2** Application for a leave of absence shall be made in writing and shall be submitted by the employee to the Superintendent. Whenever possible this application shall be submitted not less than forty-five (45) calendar days before the commencement of the requested leave. Application shall be made on the "Application for Leave of Absence," form available in the office.
- 4.5.3** Upon receipt of an "Application for Leave of Absence," the Superintendent shall present the application to the Board of Education for approval, disapproval, or modification. In the event of modification, the employee shall have the right to accept or reject the action of the Board.
- 4.5.4** The employee shall be notified by the Superintendent of the Board's decision within thirty (30) days. In the event that the Board should refuse such leave, the refusal and reasons for such refusal shall be written and shall be delivered to the requesting employee within the thirty (30) day period.

- 4.5.5** In the event the period of the leave of absence is in excess of ninety (90) creditable service days (as defined by the Teachers' Retirement System), a teacher shall not be entitled to vertical advancement (years of teaching experience) on the salary schedule.
- 4.5.6** The employee shall notify the Superintendent in writing by March 15 of the date that the employee intends to return and resume his/her teaching duties as identified by the Application for Leave of Absence. Failure to notify the Superintendent by March 15 will result in termination of employment. All mailed correspondence regarding the above situation must be postmarked no later than March 15.
- 4.5.7** In those cases where a leave of absence is granted to a teacher who is on probation within the meaning of Section 24-1 1 of the School Code, the period of the leave shall not be counted toward the completion of the probationary period and acquisition of continued contractual service.
- 4.5.8** At the conclusion of the leave of absence and upon return to employment duties, the employee shall be returned to the position or its equivalent which he/she held at the commencement of the leave.

#### **4.6 Jury Duty Leave**

The Board shall pay the regular salary to staff members called to serve as jurists or subpoenaed to appear as witnesses. The teacher shall reimburse the Board for all per diem compensation received for jury duty on the days school is in session.

#### **4.7 Association Leave**

In the event that the Association desires to send representatives to local, state, or national conferences or other business pertinent to Association affairs, those representatives shall be excused by the Superintendent. Written notice shall be submitted to the Superintendent not less than five (5) school days prior to said leave. The number of days shall not exceed three (3) days. The Association shall reimburse the District for the cost of the substitute.

#### **4.8 Bereavement Leave**

Each employee shall be allowed two (2) bereavement days, without loss of pay, to attend a funeral or make funeral arrangements.

## **ARTICLE V**

### **EVALUATION PROCEDURE**

#### **5.1 Teacher Duties and Responsibilities**

The District shall provide a description of each teacher's duties and responsibilities.

- 5.1.1** At the beginning of each school year or after the beginning of a school term in the case of a newly employed teacher, the administrative personnel shall acquaint each teacher under their supervision with the evaluation procedure as outlined in the St. Joseph-Ogden High School District 305 Teacher Evaluation Plan.

## **ARTICLE VI**

### **GRIEVANCE PROCEDURE**

#### **6.1 Definitions**

Any claim by the Association of an employee that there has been violation, misinterpretation, or misapplication of any clause(s) contained in this Agreement.

#### **6.2 Time Limits**

All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) days before the close of the current school term, time limits shall consist of all weekdays. Failure of an employee to act on any grievance within the prescribed time limits shall act as a bar to any further appeal. Time limits, however, may be extended by mutual agreement.

#### **6.3 Procedures**

**Step I** - An attempt shall be made to resolve any grievance in private, informal verbal discussion between the grieving employee and Principal.

**Step II** - If, however, the informal process fails to satisfy the employee, a grievance may be processed as follows: The employee or the Association may present the grievance in writing to the Principal, who will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The written grievance shall state the nature of the grievance shall note the applicable clause(s) and shall state the remedy requested. The filing of the formal grievance must be within ten (10) school days from the date of Step I. The grievant and the Principal shall be present for the meeting. The grievant may have a representative of the Association present if he/she desires. The Principal shall make a decision on the grievance and communicate it in writing to the employee, the Association and the Superintendent within ten (10) days of the meeting.



**Step III** - If the grievance is not resolved at Step II, then the Association may refer the grievance to the Superintendent within five (5) days of receipt of the Principal's written decision. The Superintendent shall arrange with the Association representative for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses as it deems necessary. Within ten (10) days, the Association shall be provided with the Superintendent's written response.

**Step IV** - If the Association is not satisfied with the disposition of the grievance at Step III, the Association may, within five (5) school days of receipt of the Superintendent's written decision, file with the Superintendent with a copy to the Secretary of the Board of Education, a written request for a hearing with the Board of Education. Within thirty (30) days after such written notice is filed, the Association and the Board of Education shall meet to resolve the grievance. The Board shall make a written decision on the grievance within ten (10) days of the hearing and furnish a copy to the Association and the Superintendent.

**Step V** - If the Association is not satisfied with the disposition of the grievance at Step IV or the time limits expire without the issuance of the Superintendent's written reply, the Association may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. Cost of the arbitrator shall be shared by both parties. If a demand for arbitration is not filed within thirty (30) days of the date of the Board of Education's written decision on the grievance, then the grievance shall be deemed withdrawn.

## **6.4 Bypass to Superintendent**

If the Association, the Superintendent, and the Principal agree, Step II of the grievance procedure may be bypassed and the grievance brought directly to Step III.

## **6.5 Association Participation**

The Board acknowledges the right of the employees to have the Association as the grievance representative to participate in the processing of a grievance. An employee may but shall not be required to discuss any grievance if the Association representative is not present, as provided for in Step II of the grievance procedure.

## **6.6 Release Time**

Whenever possible, any investigation or other handling or processing of any grievance by the grieving employee shall be conducted so as not to interfere with or to cause any interruption whatsoever of the instructional program and related work activities of the grieving employee or of the staff. Should the investigation or processing of any grievance require that an employee or an Association representative be released from his/her regular assignment, he/she shall be released without loss of pay or benefits. The Association shall reimburse the Board for the cost of any substitute.

## **6.7 Filing of Materials**

All records related to a grievance shall be filed separately from the personnel files of the participants.

## **6.8 Grievance Withdrawal**

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

# **ARTICLE VII**

## **NEGOTIATIONS PROCEDURE**

### **7.1 Representatives**

Each party shall select its own representatives: three (3) teachers, three (3) Board members, and one (1) administrator. The committees are free to avail themselves to outside resource people. Either committee may be asked to leave a discussion session temporarily if requested by the other committee. Negotiations shall begin no later than February 15. These guidelines may be waived by mutual agreement of both parties.

### **7.2 Mediation**

Either party may declare to the other in writing their desire for the service of a mediator. When this desire has been communicated, a written request from both parties shall be made for the services of the Federal Mediation and Conciliation Service to appoint a mediator from its staff. Such a request shall be considered a joint request.

# **ARTICLE VIII**

## **EFFECT OF AGREEMENT**

### **8.1 Savings Clause**

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then only the illegal portion of 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.

### **8.2 TRS 6% CAP Opener**

If legislation is approved during the term of this contract that substantially changes or repeals requirements related to the TRS 6% cap, the board agrees to re-negotiate section 3.13 retirement benefit and section 3.14 limitation on TRS creditable compensation upon the request of the STA President.

### **8.3 Individual Contracts**

Individual contracts or employment agreements shall not be inconsistent with the terms and conditions of this Agreement.

### **8.4 Communications Committee**

In order to promote the free flow of information between the Association and the Board, a Board/Association Communications Committee shall be established for the purpose of informal discussion of items of mutual concern. All areas of concern shall first be presented to the Administration for discussion. The committee shall be composed of three (3) teachers as designated by the Association, two (2) Board members as designated by the Board, and the Superintendent. The committee shall meet at mutually agreed upon times during the school year as needed. The agenda for each meeting shall be as mutually agreed upon in advance by the parties.

### **8.5 Administrative Communication Meetings**

The STA Executive Committee will schedule monthly communication meetings with the Principal and the Superintendent. The purpose of these meetings will be to discuss current issues in the school and the district, to facilitate school improvement, and to promote a positive school climate.

### **8.6 No Strike**

The Association agrees that it will not, during the period of this Agreement, directly or indirectly, engage in or assist in any strike against the employer as defined by the Illinois Educational Labor Relations Act.

**8.7 Term of Agreement**

The Agreement shall be effective August 15, 2017 and shall continue in effect until August 14, 2020.

This Agreement is signed this \_\_\_\_ day of \_\_\_\_\_, 2017.

In witness thereof:

**FOR THE ST. JOSEPH-OGDEN  
TEACHERS' ASSOCIATION**

**FOR THE BOARD OF EDUCATION,  
SCHOOL DISTRICT #305**

\_\_\_\_\_  
  
\_\_\_\_\_  
  
\_\_\_\_\_  
  
\_\_\_\_\_  
  
\_\_\_\_\_

\_\_\_\_\_  
  
\_\_\_\_\_  
  
\_\_\_\_\_  
  
\_\_\_\_\_  
  
\_\_\_\_\_

## 2017-2018 Teacher Salary Schedule

STEP	BA	BA+16	MA	MA+8	MA+16
1	\$28,634				
2	\$30,799	\$31,569	\$32,358	\$33,167	\$33,997
3	\$31,332	\$32,115	\$32,918	\$33,741	\$34,584
4	\$31,958	\$32,757	\$33,576	\$34,415	\$35,275
5	\$32,597	\$33,412	\$34,248	\$35,104	\$35,981
6	\$33,412	\$34,247	\$35,104	\$35,981	\$36,881
7	\$34,248	\$35,104	\$35,981	\$36,881	\$37,803
8	\$35,103	\$35,981	\$36,881	\$37,803	\$38,748
9	\$35,981	\$36,881	\$37,803	\$38,748	\$39,716
10	\$36,881	\$37,803	\$38,748	\$39,717	\$40,710
11	\$37,803	\$38,748	\$39,717	\$40,710	\$41,728
12	\$38,748	\$39,716	\$40,709	\$41,727	\$42,770
13	\$39,717	\$40,710	\$41,727	\$42,771	\$43,840
14	\$40,710	\$41,727	\$42,771	\$43,840	\$44,936
15	\$41,727	\$42,771	\$43,840	\$44,936	\$46,059
16	\$42,771	\$43,840	\$44,936	\$46,059	\$47,211
17	\$43,840	\$44,936	\$46,059	\$47,211	\$48,391
18	\$44,936	\$46,059	\$47,211	\$48,391	\$49,601
19	\$46,060	\$47,211	\$48,391	\$49,601	\$50,841
20	\$47,211	\$48,391	\$49,601	\$50,841	\$52,112
21	\$48,390	\$49,600	\$50,840	\$52,111	\$53,414
22	\$49,601	\$50,841	\$52,112	\$53,415	\$54,750
23	\$50,841	\$52,112	\$53,415	\$54,750	\$56,119
24	\$52,112	\$53,415	\$54,750	\$56,119	\$57,522
25	\$53,415	\$54,750	\$56,119	\$57,522	\$58,960
26	\$54,750	\$56,118	\$57,521	\$58,959	\$60,433
27	\$56,119	\$57,521	\$58,960	\$60,434	\$61,944
28	\$57,521	\$58,959	\$60,433	\$61,944	\$63,493
29	\$58,959	\$60,433	\$61,944	\$63,493	\$65,080
30	\$60,433	\$61,944	\$63,493	\$65,080	\$66,707
31	\$61,944	\$63,493	\$65,080	\$66,707	\$68,375
32	\$63,493	\$65,081	\$66,708	\$68,375	\$70,085
33	\$65,081	\$66,708	\$68,375	\$70,085	\$71,837
34	\$66,708	\$68,375	\$70,085	\$71,837	\$73,633
35	\$68,375	\$70,085	\$71,837	\$73,633	\$75,474

## 2018-2019 Teacher Salary Schedule

STEP	BA	BA+16	MA	MA+8	MA+16
1	\$28,920				
2	\$31,184	\$31,964	\$32,763	\$33,582	\$34,422
3	\$31,723	\$32,516	\$33,329	\$34,162	\$35,016
4	\$32,272	\$33,078	\$33,905	\$34,753	\$35,622
5	\$32,917	\$33,739	\$34,583	\$35,448	\$36,334
6	\$33,575	\$34,415	\$35,275	\$36,157	\$37,061
7	\$34,415	\$35,275	\$36,157	\$37,061	\$37,987
8	\$35,275	\$36,157	\$37,061	\$37,987	\$38,937
9	\$36,157	\$37,060	\$37,987	\$38,937	\$39,910
10	\$37,060	\$37,987	\$38,937	\$39,910	\$40,908
11	\$37,988	\$38,937	\$39,911	\$40,909	\$41,931
12	\$38,937	\$39,911	\$40,908	\$41,931	\$42,979
13	\$39,910	\$40,908	\$41,930	\$42,979	\$44,053
14	\$40,908	\$41,931	\$42,979	\$44,054	\$45,155
15	\$41,931	\$42,979	\$44,054	\$45,155	\$46,284
16	\$42,979	\$44,054	\$45,155	\$46,284	\$47,441
17	\$44,054	\$45,155	\$46,284	\$47,441	\$48,627
18	\$45,155	\$46,284	\$47,441	\$48,627	\$49,843
19	\$46,284	\$47,441	\$48,627	\$49,843	\$51,089
20	\$47,441	\$48,627	\$49,843	\$51,089	\$52,366
21	\$48,627	\$49,843	\$51,089	\$52,366	\$53,676
22	\$49,842	\$51,088	\$52,365	\$53,675	\$55,016
23	\$51,089	\$52,366	\$53,675	\$55,017	\$56,392
24	\$52,366	\$53,675	\$55,017	\$56,392	\$57,802
25	\$53,675	\$55,017	\$56,392	\$57,802	\$59,247
26	\$55,017	\$56,393	\$57,802	\$59,248	\$60,729
27	\$56,392	\$57,802	\$59,247	\$60,728	\$62,246
28	\$57,802	\$59,247	\$60,728	\$62,247	\$63,803
29	\$59,247	\$60,728	\$62,246	\$63,803	\$65,398
30	\$60,728	\$62,246	\$63,802	\$65,397	\$67,032
31	\$62,246	\$63,802	\$65,397	\$67,032	\$68,708
32	\$63,803	\$65,398	\$67,033	\$68,708	\$70,426
33	\$65,398	\$67,033	\$68,709	\$70,427	\$72,187
34	\$67,033	\$68,709	\$70,427	\$72,187	\$73,992
35	\$68,709	\$70,427	\$72,187	\$73,992	\$75,842

## 2019-2020 Teacher Salary Schedule

STEP	BA	BA+16	MA	MA+8	MA+16
1	\$29,209				
2	\$31,574	\$32,363	\$33,172	\$34,002	\$34,852
3	\$32,120	\$32,923	\$33,746	\$34,589	\$35,454
4	\$32,675	\$33,492	\$34,329	\$35,187	\$36,067
5	\$33,240	\$34,071	\$34,922	\$35,795	\$36,690
6	\$33,904	\$34,752	\$35,620	\$36,511	\$37,424
7	\$34,583	\$35,447	\$36,333	\$37,242	\$38,173
8	\$35,447	\$36,333	\$37,241	\$38,173	\$39,127
9	\$36,333	\$37,242	\$38,173	\$39,127	\$40,105
10	\$37,241	\$38,172	\$39,127	\$40,105	\$41,107
11	\$38,172	\$39,127	\$40,105	\$41,107	\$42,135
12	\$39,127	\$40,105	\$41,108	\$42,136	\$43,189
13	\$40,105	\$41,108	\$42,136	\$43,189	\$44,269
14	\$41,107	\$42,135	\$43,188	\$44,268	\$45,375
15	\$42,136	\$43,189	\$44,269	\$45,375	\$46,510
16	\$43,189	\$44,269	\$45,375	\$46,510	\$47,673
17	\$44,269	\$45,375	\$46,510	\$47,672	\$48,864
18	\$45,375	\$46,510	\$47,673	\$48,864	\$50,086
19	\$46,510	\$47,672	\$48,864	\$50,086	\$51,338
20	\$47,672	\$48,864	\$50,086	\$51,338	\$52,621
21	\$48,865	\$50,086	\$51,338	\$52,622	\$53,937
22	\$50,086	\$51,338	\$52,622	\$53,937	\$55,286
23	\$51,337	\$52,621	\$53,936	\$55,285	\$56,667
24	\$52,621	\$53,937	\$55,285	\$56,667	\$58,084
25	\$53,937	\$55,285	\$56,668	\$58,084	\$59,536
26	\$55,285	\$56,668	\$58,084	\$59,536	\$61,025
27	\$56,668	\$58,084	\$59,537	\$61,025	\$62,551
28	\$58,084	\$59,536	\$61,024	\$62,550	\$64,114
29	\$59,536	\$61,025	\$62,550	\$64,114	\$65,717
30	\$61,024	\$62,550	\$64,114	\$65,717	\$67,360
31	\$62,550	\$64,114	\$65,716	\$67,359	\$69,043
32	\$64,114	\$65,716	\$67,359	\$69,043	\$70,769
33	\$65,717	\$67,360	\$69,044	\$70,770	\$72,539
34	\$67,360	\$69,044	\$70,770	\$72,539	\$74,353
35	\$69,044	\$70,770	\$72,539	\$74,353	\$76,212

## 2017-2018 Extracurricular Pay Schedule

Position	#	%	0-3 yrs	4-7 yrs	8-11 yrs	12+ yrs
Head Football Coach	1	16%	\$4,581	\$5,154	\$5,798	\$6,523
Assistant Football Coach	5	10%	\$2,863	\$3,221	\$3,624	\$4,077
Head Boys' Basketball Coach	1	16%	\$4,581	\$5,154	\$5,798	\$6,523
Assistant Boys' Basketball Coach	2	10%	\$2,863	\$3,221	\$3,624	\$4,077
Cross Country	1	11%	\$3,150	\$3,543	\$3,986	\$4,485
Assistant Cross Country	1	7%	\$2,004	\$2,255	\$2,537	\$2,854
Head Boys' Track	1	12%	\$3,436	\$3,866	\$4,349	\$4,892
Assistant Track	2	8%	\$2,291	\$2,577	\$2,899	\$3,262
Head Soccer Coach	1	11%	\$3,150	\$3,543	\$3,986	\$4,485
Assistant Soccer Coach	1	7%	\$2,004	\$2,255	\$2,537	\$2,854
Head Volleyball Coach	1	11%	\$3,150	\$3,543	\$3,986	\$4,485
Assistant Volleyball Coach	1	7%	\$2,004	\$2,255	\$2,537	\$2,854
Head Girls' Basketball Coach	1	16%	\$4,581	\$5,154	\$5,798	\$6,523
Assistant Girls' Basketball Coach	2	10%	\$2,863	\$3,221	\$3,624	\$4,077
Head Girls' Track Coach	1	12%	\$3,436	\$3,866	\$4,349	\$4,892
Head Girl's Softball Coach	1	12%	\$3,436	\$3,866	\$4,349	\$4,892
Assistant Girls' Softball Coach	1	8%	\$2,291	\$2,577	\$2,899	\$3,262
Head Baseball Coach	1	12%	\$3,436	\$3,866	\$4,349	\$4,892
Assistant Baseball Coach	1	8%	\$2,291	\$2,577	\$2,899	\$3,262
Head Wrestling Coach	1	11%	\$3,150	\$3,543	\$3,986	\$4,485
Assistant Wrestling Coach	1	7%	\$2,004	\$2,255	\$2,537	\$2,854
Cheerleader Sponsor	1	10%	\$2,863	\$3,221	\$3,624	\$4,077
Dance Sponsor	1	8%	\$2,291	\$2,577	\$2,899	\$3,262
Senior Class Advisor	1	3%	\$859	\$966	\$1,087	\$1,223
Junior Class Advisor	2	3%	\$859	\$966	\$1,087	\$1,223
Sophomore Class Advisor	1	1%	\$286	\$322	\$362	\$408
Freshman Class Advisor	1	1%	\$286	\$322	\$362	\$408
Drama Coach	1	12%	\$3,436	\$3,866	\$4,349	\$4,892
Assistant Drama Coach	2	6%	\$1,718	\$1,933	\$2,174	\$2,446
Scholastic Bowl Coach	1	7%	\$2,004	\$2,255	\$2,537	\$2,854
Math Contest Sponsor	1	1%	\$286	\$322	\$362	\$408
W.Y.S.E. Sponsor	1	1%	\$286	\$322	\$362	\$408
Yearbook Advisor	2	8%	\$2,291	\$2,577	\$2,899	\$3,262
Newspaper Advisor	2	4%	\$1,145	\$1,289	\$1,450	\$1,631
Summer Weight Room	TBD	6%	\$1,718	\$1,933	\$2,174	\$2,446
Summer Coaching	TBD	6%	\$1,718	\$1,933	\$2,174	\$2,446
Extracurricular Supervisor	1	10%	\$2,863	\$3,221	\$3,624	\$4,077
Spanish Club	2	2%	\$573	\$644	\$725	\$815
Art Club	1	2%	\$573	\$644	\$725	\$815
National Honor Society	1	3%	\$859	\$966	\$1,087	\$1,223
FFA Advisor	1	12%	\$3,436	\$3,866	\$4,349	\$4,892
Music Director	1	12%	\$3,436	\$3,866	\$4,349	\$4,892
Music Assistants	2	4%	\$1,145	\$1,289	\$1,450	\$1,631
Department Chairs	8	3%	\$859	\$966	\$1,087	\$1,223
SAP Coordinator	1	5%	\$1,432	\$1,611	\$1,812	\$2,038
Student Assistant Program (SAP)	5	3%	\$859	\$966	\$1,087	\$1,223
Student Council	1	10%	\$2,863	\$3,221	\$3,624	\$4,077
Teacher Mentors	TBD	2%	\$573	\$644	\$725	\$815
Tech Prep Coordinator	1	3%	\$859	\$966	\$1,087	\$1,223
Future Business Leaders Sponsor	1	3%	\$859	\$966	\$1,087	\$1,223
Webmaster	1	3%	\$859	\$966	\$1,087	\$1,223



## 2018-2019 Extracurricular Pay Schedule

Position	#	%	0-3 yrs	4-7 yrs	8-11 yrs	12+ yrs
Head Football Coach	1	16%	\$4,627	\$5,206	\$5,856	\$6,588
Assistant Football Coach	5	10%	\$2,892	\$3,254	\$3,660	\$4,118
Head Boys' Basketball Coach	1	16%	\$4,627	\$5,206	\$5,856	\$6,588
Assistant Boys' Basketball Coach	2	10%	\$2,892	\$3,254	\$3,660	\$4,118
Cross Country	1	11%	\$3,181	\$3,579	\$4,026	\$4,529
Assistant Cross Country	1	7%	\$2,024	\$2,277	\$2,562	\$2,882
Head Boys' Track	1	12%	\$3,470	\$3,904	\$4,392	\$4,941
Assistant Track	2	8%	\$2,314	\$2,603	\$2,928	\$3,294
Head Soccer Coach	1	11%	\$3,181	\$3,579	\$4,026	\$4,529
Assistant Soccer Coach	1	7%	\$2,024	\$2,277	\$2,562	\$2,882
Head Volleyball Coach	1	11%	\$3,181	\$3,579	\$4,026	\$4,529
Assistant Volleyball Coach	1	7%	\$2,024	\$2,277	\$2,562	\$2,882
Head Girls' Basketball Coach	1	16%	\$4,627	\$5,206	\$5,856	\$6,588
Assistant Girls' Basketball Coach	2	10%	\$2,892	\$3,254	\$3,660	\$4,118
Head Girls' Track Coach	1	12%	\$3,470	\$3,904	\$4,392	\$4,941
Head Girl's Softball Coach	1	12%	\$3,470	\$3,904	\$4,392	\$4,941
Assistant Girls' Softball Coach	1	8%	\$2,314	\$2,603	\$2,928	\$3,294
Head Baseball Coach	1	12%	\$3,470	\$3,904	\$4,392	\$4,941
Assistant Baseball Coach	1	8%	\$2,314	\$2,603	\$2,928	\$3,294
Head Wrestling Coach	1	11%	\$3,181	\$3,579	\$4,026	\$4,529
Assistant Wrestling Coach	1	7%	\$2,024	\$2,277	\$2,562	\$2,882
Cheerleader Sponsor	1	10%	\$2,892	\$3,254	\$3,660	\$4,118
Dance Sponsor	1	8%	\$2,314	\$2,603	\$2,928	\$3,294
Senior Class Advisor	1	3%	\$868	\$976	\$1,098	\$1,235
Junior Class Advisor	2	3%	\$868	\$976	\$1,098	\$1,235
Sophomore Class Advisor	1	1%	\$289	\$325	\$366	\$412
Freshman Class Advisor	1	1%	\$289	\$325	\$366	\$412
Drama Coach	1	12%	\$3,470	\$3,904	\$4,392	\$4,941
Assistant Drama Coach	2	6%	\$1,735	\$1,952	\$2,196	\$2,471
Scholastic Bowl Coach	1	7%	\$2,024	\$2,277	\$2,562	\$2,882
Math Contest Sponsor	1	1%	\$289	\$325	\$366	\$412
W.Y.S.E. Sponsor	1	1%	\$289	\$325	\$366	\$412
Yearbook Advisor	2	8%	\$2,314	\$2,603	\$2,928	\$3,294
Newspaper Advisor	2	4%	\$1,157	\$1,301	\$1,464	\$1,647
Summer Weight Room	TBD	6%	\$1,735	\$1,952	\$2,196	\$2,471
Summer Coaching	TBD	6%	\$1,735	\$1,952	\$2,196	\$2,471
Extracurricular Supervisor	1	10%	\$2,892	\$3,254	\$3,660	\$4,118
Spanish Club	2	2%	\$578	\$651	\$732	\$824
Art Club	1	2%	\$578	\$651	\$732	\$824
National Honor Society	1	3%	\$868	\$976	\$1,098	\$1,235
FFA Advisor	1	12%	\$3,470	\$3,904	\$4,392	\$4,941
Music Director	1	12%	\$3,470	\$3,904	\$4,392	\$4,941
Music Assistants	2	4%	\$1,157	\$1,301	\$1,464	\$1,647
Department Chairs	8	3%	\$868	\$976	\$1,098	\$1,235
SAP Coordinator	1	5%	\$1,446	\$1,627	\$1,830	\$2,059
Student Assistant Program (SAP)	5	3%	\$868	\$976	\$1,098	\$1,235
Student Council	1	10%	\$2,892	\$3,254	\$3,660	\$4,118
Teacher Mentors	TBD	2%	\$578	\$651	\$732	\$824
Tech Prep Coordinator	1	3%	\$868	\$976	\$1,098	\$1,235
Future Business Leaders Sponsor	1	3%	\$868	\$976	\$1,098	\$1,235
Webmaster	1	3%	\$868	\$976	\$1,098	\$1,235

## 2019-2020 Extracurricular Pay Schedule

Position	#	%	0-3 yrs	4-7 yrs	8-11 yrs	12+ yrs
Head Football Coach	1	16%	\$4,673	\$5,258	\$5,915	\$6,654
Assistant Football Coach	5	10%	\$2,921	\$3,286	\$3,697	\$4,159
Head Boys' Basketball Coach	1	16%	\$4,673	\$5,258	\$5,915	\$6,654
Assistant Boys' Basketball Coach	2	10%	\$2,921	\$3,286	\$3,697	\$4,159
Cross Country	1	11%	\$3,213	\$3,615	\$4,066	\$4,575
Assistant Cross Country	1	7%	\$2,045	\$2,300	\$2,588	\$2,911
Head Boys' Track	1	12%	\$3,505	\$3,943	\$4,436	\$4,991
Assistant Track	2	8%	\$2,337	\$2,629	\$2,957	\$3,327
Head Soccer Coach	1	11%	\$3,213	\$3,615	\$4,066	\$4,575
Assistant Soccer Coach	1	7%	\$2,045	\$2,300	\$2,588	\$2,911
Head Volleyball Coach	1	11%	\$3,213	\$3,615	\$4,066	\$4,575
Assistant Volleyball Coach	1	7%	\$2,045	\$2,300	\$2,588	\$2,911
Head Girls' Basketball Coach	1	16%	\$4,673	\$5,258	\$5,915	\$6,654
Assistant Girls' Basketball Coach	2	10%	\$2,921	\$3,286	\$3,697	\$4,159
Head Girls' Track Coach	1	12%	\$3,505	\$3,943	\$4,436	\$4,991
Head Girl's Softball Coach	1	12%	\$3,505	\$3,943	\$4,436	\$4,991
Assistant Girls' Softball Coach	1	8%	\$2,337	\$2,629	\$2,957	\$3,327
Head Baseball Coach	1	12%	\$3,505	\$3,943	\$4,436	\$4,991
Assistant Baseball Coach	1	8%	\$2,337	\$2,629	\$2,957	\$3,327
Head Wrestling Coach	1	11%	\$3,213	\$3,615	\$4,066	\$4,575
Assistant Wrestling Coach	1	7%	\$2,045	\$2,300	\$2,588	\$2,911
Cheerleader Sponsor	1	10%	\$2,921	\$3,286	\$3,697	\$4,159
Dance Sponsor	1	8%	\$2,337	\$2,629	\$2,957	\$3,327
Senior Class Advisor	1	3%	\$876	\$986	\$1,109	\$1,248
Junior Class Advisor	2	3%	\$876	\$986	\$1,109	\$1,248
Sophomore Class Advisor	1	1%	\$292	\$329	\$370	\$416
Freshman Class Advisor	1	1%	\$292	\$329	\$370	\$416
Drama Coach	1	12%	\$3,505	\$3,943	\$4,436	\$4,991
Assistant Drama Coach	2	6%	\$1,753	\$1,972	\$2,218	\$2,495
Scholastic Bowl Coach	1	7%	\$2,045	\$2,300	\$2,588	\$2,911
Math Contest Sponsor	1	1%	\$292	\$329	\$370	\$416
W.Y.S.E. Sponsor	1	1%	\$292	\$329	\$370	\$416
Yearbook Advisor	2	8%	\$2,337	\$2,629	\$2,957	\$3,327
Newspaper Advisor	2	4%	\$1,168	\$1,314	\$1,479	\$1,664
Summer Weight Room	TBD	6%	\$1,753	\$1,972	\$2,218	\$2,495
Summer Coaching	TBD	6%	\$1,753	\$1,972	\$2,218	\$2,495
Extracurricular Supervisor	1	10%	\$2,921	\$3,286	\$3,697	\$4,159
Spanish Club	2	2%	\$584	\$657	\$739	\$832
Art Club	1	2%	\$584	\$657	\$739	\$832
National Honor Society	1	3%	\$876	\$986	\$1,109	\$1,248
FFA Advisor	1	12%	\$3,505	\$3,943	\$4,436	\$4,991
Music Director	1	12%	\$3,505	\$3,943	\$4,436	\$4,991
Music Assistants	2	4%	\$1,168	\$1,314	\$1,479	\$1,664
Department Chairs	8	3%	\$876	\$986	\$1,109	\$1,248
SAP Coordinator	1	5%	\$1,460	\$1,643	\$1,848	\$2,079
Student Assistant Program (SAP)	5	3%	\$876	\$986	\$1,109	\$1,248
Student Council	1	10%	\$2,921	\$3,286	\$3,697	\$4,159
Teacher Mentors	TBD	2%	\$584	\$657	\$739	\$832
Tech Prep Coordinator	1	3%	\$876	\$986	\$1,109	\$1,248
Future Business Leaders Sponsor	1	3%	\$876	\$986	\$1,109	\$1,248
Webmaster	1	3%	\$876	\$986	\$1,109	\$1,248