

COLLECTIVE BARGAINING AGREEMENT
BETWEEN

POLO COMMUNITY UNIT SCHOOL DISTRICT #222

AND

THE POLO EDUCATION ASSOCIATION

2007 - 2010

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PREAMBLE

This Agreement is made and entered into between the Board of Education of District #222, Ogle County, Polo, Illinois and the Polo Education Association, the I.E.A./N.E.A..

ARTICLE I. PURPOSES

This Agreement is negotiated pursuant to the Illinois Education Labor Relations Act, to establish the terms and conditions of employment for the members of the bargaining unit herein defined.

ARTICLE II. RECOGNITION

2.1 Recognition of Union

The Board of Education of Polo Community unit School District #222 Hereinafter referred to as the "Board" or "District" recognizes the Polo Education Association, hereinafter referred to as the "Association" or the "Union" as the exclusive representative of the full-time and regularly employed part-time certified teachers including the librarians, counselors, and nurses employed by the Board, hereinafter referred to as the "Unit." The Unit expressly excludes the following personnel: Superintendent, principals, part-time principals, substitute teachers, and short-term employees employed less than a full school year.

ARTICLE III. ASSOCIATION RIGHTS AND RESPONSIBILITIES

3.1 Association Deductions

The Board agrees to deduct from each Association member's pay the current dues of the Association in ten equal amounts, October through July. It shall be the responsibility of the employee to provide the Board an authorization form for dues deduction to be executed annually between September 1 and September 15. The authorization form shall be furnished by the Association.

In the event the employee leaves the district during the contract period the Board shall not be responsible for collecting any unpaid balance of the dues in the event the unpaid dues balance exceeds the salary balance due the employee.

The Board shall remit said deducted dues to the Association by the last day of the month in which deduction was made.

3.2 Notice of Board Meetings

The President of the Association or the President's designee shall be given written notice of all special meetings of the Board. Agenda of all regular meetings will be posted in the office of each school, except during June, July and August when it will be posted in the Central office only.

3.3 Board Minutes/Policies to PEA President

One copy of the official Board minutes shall be placed in the mailbox of the President of the Association after the minutes have been approved. In addition, a copy of the "Report of Board Meeting" shall be furnished to each member of the Unit as soon as the report has been prepared.

The President of the Association or the President's designee shall have one copy of all newly adopted or revised Board Policies placed in his/her mailbox, as they are prepared.

3.4 Information Available to PEA

The Association shall be furnished, on request, all regularly and routinely prepared information concerning the financial condition of the School District including the annual audit and adopted budget. In addition, the Board and the Administration will grant a

reasonable request for any other readily available and pertinent information, which may be relevant to negotiations. Nothing herein shall require the central administrative staff or members of the Board to research and assemble information.

The Association will furnish copies of any pertinent information as requested by the Superintendent or the Board.

Names and addresses of newly hired teachers shall be provided to the Association within thirty days after their employment or when school starts whichever occurs first. The Board or its representative shall give all newly hired teachers a copy of the collective bargaining agreement by the first day of school.

3.5 Copies of Agreement

Within thirty days of ratification of the Agreement, the Board shall furnish the President of the Association a sufficient number of copies of the Agreement to provide a copy for each Unit member. The Association shall be billed for one-half the cost of producing the copies, excluding labor.

3.6 Bulletin Boards

The Association shall have the use of one bulletin board in the teachers' room of each building. The bulletin board shall be approximately 4' x 4' in size

The Association may use the employee mailboxes for communications to its membership.

3.7 Meeting Rooms

The Association may have the use of a meeting room for the purpose of conducting its meetings. The Association President or his/her designee shall confer with the building Principal to confirm there are no prior conflicts. Such meetings shall be during duty free time.

3.8 Use of Equipment

The Association may have the use of the computers, printers and copy machines to prepare printed material for distribution to the local unit membership. The Association President or his/her designee shall inform the building Principal when a copy machine is to be used, as well as, to report to him/her the number of copies run. The Union will be billed for the cost of materials and the cost of operating the machines.

3.9 Release Time for PEA

The President of the Association and/or his/her designee shall be granted up to a maximum of four (4) days released time per year for the purpose of Association business. No more than two (2) association released days per year shall be used by any one person. This released time shall be granted without loss of salary, but the Association shall remit to the Board an amount equal to the substitute salary rate for each day granted.

ARTICLE IV. MANAGEMENT RIGHTS

4.1 Boards Rights

It is understood and agreed that the Board possesses the sole right and authority to operate and direct the members of the Association, or any member of the staff, including all rights and authority exercised by the Board prior to the execution of this Agreement, except as modified in the Agreement. These rights include, but are not limited to:

4.1.1 To determine its mission, policies, and goals and to set forth all standards of service offered to the public.

- 4.1.2 To plan, direct, control, and determine the operations or services conducted by the teaching staff.
- 4.1.3 To determine the methods, means, and number of personnel needed to carry out the mission, goals and aims of the Board.
- 4.1.4 To hire and assign or to transfer the teaching staff within each department or among departments or instructional related functions.
- 4.1.5 To evaluate, promote, suspend, discipline or discharge for cause.
- 4.1.6 To lay-off or relieve instructional staff for reasons such as lack of work, lack of funds, or decreasing number of students.
- 4.1.7 To make, publish and enforce rules and regulations of the Board.
- 4.1.8 To introduce new or improved methods, equipment or facilities.
- 4.1.9 To contract out for goods and services.
- 4.1.10 To schedule and assign teaching schedules, including the number of courses to be taught by each member of the staff, including the time of day and week.
- 4.1.11 To define the normal hours of teaching assignments the school day provides. However, nothing contained herein shall prevent the Board from establishing the work schedule of the instructional staff and establishing part-time positions.
- 4.1.12 To require professional staff to maintain accurate grade and attendance records and provide the same upon request.
- 4.1.13 To adopt policy pertaining to leaves of absence, travel, and reimbursement.
- 4.1.14 To establish the yearly school calendar.
- 4.1.15 To adopt a budget and purchasing policy.

ARTICLE V. EMPLOYMENT CONDITIONS

5.1 Pay Dates

The uniform salary schedule as provided in Article XII of this document shall apply to all teachers and the school nurse. Payroll checks will be issued on the 15th and the last day of the month or the last business day prior to the 15th or the last day of each month in the event the 15th or the last day falls on a weekend or holiday. During school vacation periods, checks may be picked up the morning of the 15th or the last day of the month or the last business day prior to the 15th or the last day of the month if either date falls on a weekend or holiday provided the employee has notified the central office prior to mailing time.

5.2 Payroll Deductions

Bargaining unit members may request payroll deductions for the following purposes: annuity programs, professional dues, union dues, group insurance and credit union contribution. Requests for credit union deductions must be made in writing each year with central office prior to the first day of October. Members may make one change in the amount of deduction and/or they may cancel their credit union deduction request during the year.

5.3 Overloads

The normal full-time teaching load for grades 6-12 shall not exceed six teaching classes and/or four different preparations. Additional compensation of 6% of the beginning base salary under the salary schedule shall be paid for teaching a seventh class per semester. Additional compensation of 6% of the beginning base salary under the salary schedule shall be paid for a fifth different preparation period per semester. Each full-time teacher for grades 6-12 shall be scheduled for one class period for preparation or conference time. This provision shall not apply to self-contained class sections. Part-time teachers will not have a preparation period.

5.4 Prep Time

Each full-time Unit member in grades K-6, including teachers of Music, Art, P.E., reading Specialist, or Special Education Resource shall have an average of one preparation period per day which shall be no less than 40 minutes excluding recess and before and after school. An elementary teacher may use as preparation time the time during which his/her classes are receiving instruction from teaching specialists. Part-time teachers will not have a preparation period.

5.5 Duty Free Lunch

All full-time teachers and part-time teachers whose duties require attendance at school four clock hours or more a day shall be entitled to a duty-free uninterrupted lunch period equal to the regular school lunch period as defined by the Board, but in no instance less than 30 minutes.

5.6 Flex Time

Employees shall work an eight-hour day such that they will arrive no later than 15 minutes prior to scheduled student arrival and leave no sooner than 15 minutes after scheduled student dismissal. Employees shall be permitted to leave work 10 minutes after student dismissal on the last day before Thanksgiving, winter break, and spring break. The principal, at his/her discretion, may approve an employee's request to occasionally work less than an eight-hour day.

5.7 Voluntarily Substitute

A Unit member may voluntarily substitute for another Unit member when approved by the Principal or Superintendent for any situation involving one class period or less without loss of pay to the absent member or additional pay for the Unit member doing the substitution. It shall be the responsibility of the Unit member to secure his/her substitute.

5.8 Substitute Pay

If requested by Administration, a teacher who substitutes for another teacher will be paid \$20.00 per period.

5.9 Release Time for Curriculum

In order to develop or improve curriculum and increase teacher involvement in curriculum development, released time on an individual, department, or district basis may be provided. The time and number of released times shall be determined by the Superintendent and Building Principals with the assistance of staff input.

5.10 Disciplinary Action

Any disciplinary action of certified personnel resulting in suspension with or without pay must be in accordance with School Code and due process.

ARTICLE VI. ASSIGNMENT, REASSIGNMENT, AND TRANSFER

6.1 Assignment

Instructional personnel will be assigned initially by the Superintendent or his/her designee to a position within the District.

6.2 Additions To Normal Teaching Schedule and Duties

Any assignments added after the issuance of the initial contract, such as adult education, summer school, or a coaching assignment shall not be obligatory but shall be by mutual consent on an annual basis.

6.3 Change in Assignment

The present teaching staff shall be informed, in writing, if there is to be a change in their assignment for the next school year at the earliest possible date. It is understood that changes in assignments can be made with good cause, such as drop in enrollment and/or loss of revenue, but the employee should receive immediate notification. If the teacher affected by an involuntary transfer is not satisfied with the reassignment, the teacher shall be either released from his/her contract or be granted a leave of absence not to exceed one year.

ARTICLE VII. SENIORITY AND CONTINUING SERVICE

7.1 Seniority and Continuing Service

In the event of possible dismissal involving reduction in force of certificated personnel on contractual continued service, length of continuing service to the District shall be established by determining the number of years of full-time service to the District, computed from the commencement date of continuing service through the last day of the school term at which dismissal is contemplated. Commencement of continuing service is the date of commencement of school in the fall term following the date that the Board of Education formally approved an employee's appointment to full-time service or the date the employee first reports for work in the event employment commences during the school term.

7.1.1

For District seniority purposes only, the years of continuous service as part-time non-tenured employees will be recognized for part-time teachers who are employed on or after August 24, 1989. Non-tenured part-time teachers shall not be entitled to any tenure or reduction in force rights by this provision but in the event such teachers attain tenure in the future, for District seniority purposes only, their seniority shall be computed from their date of commencement of school in the fall term following the date that the Board of Education formally approved an employee's appointment to part-time service or the date the employee first reports for work in the event employment commences during the school term, providing such seniority date shall not commence prior to August 24, 1989. Seniority as determined hereunder shall not be used for placement on any salary schedule. This clause shall not be retroactive in any way.

7.2 Definitions of Service

"Full-time Service." Full-time service means daily full-time employment by the District for the full school year.

"Continuing Service." Continuing service means continuous and uninterrupted full-time service to the District in consecutive school years except as otherwise provided herein.

"District." District means Polo Community Unit School District No. 222 and former or predecessor school district, which is now part of Polo Community Unit School District No. 222

“Seniority.” The number of years of continuing full-time service shall be referred to as “seniority” for all persons hereunder except the particular references in 7.1.A. Seniority shall include service only in the Polo Community Unit School District No. 222. Seniority as determined by this policy shall not be used for placement on the salary schedule.

7.3 **Effect of Certain Leaves on Computation of Continuing Service**

Approved personal or sabbatical leaves of absence of 365 consecutive days or less shall be included in the computation of continuing service the same as if the employee had been at his or her regular duties on full-time service. Provided, however, that other than military leave, approved maternity leave, or other leaves as may be provided for by law should personal or sabbatical leaves of absence be taken for more than a total of 365 days in any three consecutive school year periods, the entire period of such leave of absence shall not be included in the number of years of full-time service in determining continuing service.

Military leave of absence granted for active duty status shall not be deducted from the continuing service regardless of its length, and such leave shall not be deemed to break continuing service. Except as provided by law, leave of absence not specified herein, shall be deducted from continuing service, and shall be deemed to be a break in continuing service. For purposes of determining seniority after a break in continuing service, the continuing service shall then be measured from the first day of the school year immediately following the break in continuing service to the last day of the school term in which the dismissal is intended and shall not include continuing service prior to the break in continuing service.

7.4 **Seniority List**

By February 1st of each year, a seniority list shall be drawn up and posted in the school office as per the regulations of the Seniority List Bill. One copy shall be given to the Association President.

ARTICLE VIII. LEAVES

8.1

Sick Leave

Unit members will be granted twelve sick days annually which shall accumulate without limit. Sick leave shall be interpreted to mean personal illness, quarantine at home or serious illness or death in the immediate family or household. For the purpose of the Article, “immediate family” shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, sisters-in-law, brothers-in-law, daughters-in-law, sons-in-law, step-parents, step-children and legal guardians. The minimum period of sick leave that may be claimed is one-half day.

8.2 **Doc Days**

Allow teachers to pay sub pay instead of paying 1/180 of salary when the doc day is used for unforeseen circumstances. Teachers will be allowed only ONE per year. (Ex. Funeral, travel delays, and other events uncontrolled by employee) All doc day/sub pay decisions will be at the discretion of the superintendent.

8.3 **Bereavement**

A maximum of five sick days sick leave shall be granted for bereavement for the death of a member of the immediate household and/or parents, stepparents, children, stepchildren, sons-in-law, and daughters-in-law. In the event the fifth day terminates on Wednesday or Thursday the remainder of the week will be granted, if requested.

Bereavement time for other members of the “immediate family” shall be granted upon request through the day of the funeral. Up to one day of sick leave shall be granted, upon request, for the day of the funeral for relatives not previously covered in the Article. Up to one-half day sick leave shall be granted, upon request for the day of the funeral of non-relatives not previously covered in the Article. The granting of additional time shall be considered when travel time is a significant consideration and shall be decided at the sole discretion of the Superintendent, and his/her decision shall be final

8.4 Personal Leave

The Board of Education shall grant full-time and part-time staff two days of personal leave annually. Leave may not accumulate for teachers with 10 or less years of continuing service to the District. Teachers with more than ten years of continuing service to the district may accumulate leave to three days. **(Teachers with 20 years or more of continuing service may accumulate leave to 4 days.)** No reason for such leave need be given. Personal leave shall not occur during the first week or the last week of school, semester exam days, conference days, when the request extends winter or spring break, or when requests exceeds 10% of the unit in the building. Personal leave used to extend holidays and holiday weekends will be limited to one day per request. Teachers with more than ten years of continuing service may use one personal leave day for child rearing activities, excluding vacations, without other restrictions applied.

Requests for leave shall be considered in the order they are received in the central office. Written advance notice of the necessity for personal leave shall be submitted to the Superintendent or his/her designee as soon as possible, but not less than twenty-four hours before the requested leave day.

The Superintendent or his/her designees may waive all restrictions, including the twenty-four hour notice when in his/her sole judgment; a unit member’s explanation of the request represents a hardship and/or an emergency. The explanation of the necessity for emergency leave shall be confirmed in writing at the employee’s earliest opportunity.

Unit members with unused personal leave must inform the central office in writing no later than the last day of school each year to choose one or combination of the following options for unused personal leave days:

- (a) Unused personal days will be reimbursed at a rate equal to one day(s) substitute teacher pay for the same position of the reimbursed teacher. ■
- (b) Unused personal day will be rolled into sick leave day(s).
- (c) Teachers with more than ten years of continuing service to the district may accumulate leave to three days.
- (d) Teachers with more than twenty years of continuing service to the district may accumulate leave to four days. ▮

The reimbursement is to be paid at the time of the approval of the June bills. Personal leave may not be canceled after 8:00 a.m. of the day prior to the day of the requested leave.

Any teacher who has not notified the office by the last day of the school year will have all of his/her unused personal leave days accumulated as sick leave.

8.5 Jury Duty

Any unit member called for jury duty during the working hours shall be paid his/her full salary for such time in exchange for the payment they receive from the county for jury duty. The employee shall suffer no loss of benefits or contractual advantages.

8.6 Family Leave

Family and Medical leave may be available as provided in Leaves of Absence (Section 8.7) and the Medical Leave Act Policy. Please reference District policy 5:185 for more information.

8.7 Unpaid Leaves of Absence (Maternity, Disability, Sabbatical)

Tenured teachers may be eligible for unpaid leaves of absence subject to the general conditions for leave hereinafter provided and any other specific conditions which may apply as set forth in subparagraphs 8.7.1 (a) through (c) below.

(a) Maternity/Child-Rearing:

Any tenured teacher who has entered upon contractual continued service shall be entitled to maternity/child-rearing without pay or other benefits subject to the general conditions of 8.7.1 below. The effective dates of the leave shall be determined pursuant to 8.7.1 except that the leave may extend for an additional semester beyond the balance of the semester in which it commences, if the teacher requests. Nothing in this section shall be construed as requiring any teacher to apply for maternity leave. A teacher not eligible for nor desiring maternity leave may utilize accumulated sick leave during any period of medical disability related to her pregnancy and/or to the delivery of the child. If such employee shall have exhausted accumulated sick leave, she may be granted a leave of absence without pay or other benefits during such period of disability subject to Section 8.7.1 (b) below.

(b) Disability Leave:

Any teacher who is temporarily disabled and has exhausted all available sick leave may apply for a disability leave without pay or other benefits (except as eligible under TRS) subject to the general conditions of 8.7.1. Such leave shall be for the period of temporary disability only. Any absence because of disability or incapacity for less than ninety (90) consecutive school days, or for less than 90 out of 120 school days from the same illness or incapacity shall be deemed a temporary disability. Thereafter such absence may be deemed a permanent disability.

(c) Sick, Professional, Sabbatical and General Leave:

Any teacher may request such leaves without pay and other benefits for the named and such other purpose deemed appropriate and beneficial to the District as determined by the Board subject to the general conditions of 8.7.1 below and other contract provisions.

8.7.1 General Conditions For Leaves of Absence:

Unless otherwise set forth in this agreement, any leave of absence granted by the Board for the reasons stated in 8.7 above is subject to the following general terms and conditions:

(a) Time Lines For Requesting Leaves:

Application for an unpaid leave shall be made in writing to the Superintendent or designee at least sixty (60) calendar days prior to the proposed start of the leave. An emergency request or other request when 60 days notice is not possible may be submitted with as much advance notice as possible under the circumstances and must state the basis for the emergency or inability to provide 60 days notice. The application shall indicate the requested starting and ending dates of the leave.

(b) **Medical Substantiation:**

Any request for a leave based upon personal medical reasons shall be accompanied by a physician's statement indicating the medical disability and expected date of return. Evidence from a qualified physician indicating the employee's ability to perform all assigned duties shall be submitted prior to the return of any employee on an unpaid leave for personal medical reasons. The District may require examination by a physician or other medical practitioner of its choosing, at Board expense. If a question exists concerning fitness to perform all assigned duties the judgment of the Board's submitted expert shall be determinative.

(c) **Structuring of Leave:**

After consultation with the teacher, the Superintendent or designee shall prepare a plan for the commencement and termination of any leave of absence recommended for approval taking into consideration maintenance of continuity and quality of the related District program as a primary criteria, duration of the leave requested, availability of qualified substitutes and other pertinent time factors related to the request. Unless expressly agreed otherwise, leaves shall be for one school year. Other terms and conditions of the leave such as pro-ration of benefits shall also be covered. Every effort shall be made to have leaves terminated prior to the start of the new school year. Such leaves shall commence upon the date agreed upon by the Superintendent or designee and the teacher or the actual date of disability, whichever shall first occur.

(d) **Sick Leave:**

Sick leave shall not be available or accrue during the period of any leave. Any accumulated sick leave available at the commencement of the leave shall be available to the teacher upon return to employment in the District.

(e) **Insurance Benefits:**

With the consent of the carrier, a teacher on an unpaid leave of absence may maintain insurance benefits by making timely payment of all premiums which may be due to the business office or elsewhere at the Board's direction.

(f) **Early Return From Leave:**

A teacher on an approved leave of absence may request in writing to return from leave if the reasons for the leave no longer exist, subject to the discretion of the Superintendent or his designee.

(g) **Non-Tenured Teachers:**

A leave may be granted to a non-tenured teacher by action of the Board of Education, subject to all the conditions applicable to a tenured teacher, provided the term of such leave shall not be considered in computing full-time employment under Section 24-11 of The School Code for purposes of the continuous employment necessary to attain contractual continued service status. Upon the return from such leave, the teacher may be considered to commence his or her first probationary year. The granting of a leave to any non-tenured teacher shall not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher and the Board's decision shall not be subject to the grievance process. Each request shall be judged on its own merit and shall be within the sole discretion of the Board.

(h) Board Discretion:

Notwithstanding the general conditions set forth above, during the life of this contract, the Board retains the sole discretion to grant or extend any discretionary unpaid leave of absence under any conditions deemed appropriate. The granting or denying of any unpaid leave or extension shall be non-precedential with respect to any other request for leave by a teacher in the District and the Board's decision shall not be subject to the grievance process. At the end of the contract term, the Board will make a report of leave requests granted or denied during the contract term, and the reasons therefore.

(i) Eligibility For Further Leaves:

Anything in this section to the contrary notwithstanding, a teacher who has been granted an unpaid leave of absence shall not become eligible for a subsequent leave unless and until such teacher has returned to full-time service for at least one (1) complete school term, Provided only under exceptional circumstances the Board may grant such leave in its sole and absolute discretion. The granting or withholding of such leave granted under exceptional circumstances shall be without precedential effect.

(j) Notice of Intended Return:

In all instances where a teacher is granted a leave of absence of four (4) calendar months or more, as a condition thereof, he/she shall advise the Superintendent or designee in writing no later than 60 days prior to the termination of such leave that he/she intends to return to employment. Failure to timely advise the Superintendent or designee of intent to return as required by the preceding sentence shall be treated as an election not to return to employment and as a resignation from the District.

(k) Advancement on Salary Schedule:

Any teacher who teaches ninety-one (91) or more teaching days, including institute days, of the school term during which the leave (or any portion thereof) was taken, shall advance on the salary schedule as he/she would have had if the leave had not been granted. If the teacher does not teach 91 days of the school term because of a leave he or she shall not advance on the salary schedule for that year.

(l) Return From Leave:

A teacher returning from leave will be assigned to a position for which the employee is qualified and for which a vacancy exists at the time the teacher returns.

8.8 Part Time Sick Leave

The Board shall grant its staff working less than full-time, sick leave on a pro rata basis based on the ratio between the leave granted to full-time staff and the amount of time worked by the less than full-time staff member. (For example, a staff member who works five (5) hours per day shall receive twelve (12) sick leave days of (5) hours per day.)

ARTICLE IX. EMPLOYEE EVALUATION

9.1 Evaluation Requirements

It shall be the responsibility of the building Principal to acquaint the staff at the beginning of the school year with the evaluation instrument and the evaluation procedure.

The elementary Principal, the middle school Principal and the high school Principal shall complete no less than the following numbers of teachers' evaluations:

Non-Tenure Teachers - First evaluation by Oct. 15
Second evaluation by Mar. 1

Tenure Teachers - Minimum evaluation to be once every two years, such evaluation to be not less than 30 days prior to the end of the school year.

- (a) This schedule is considered a minimum requirement. Additional evaluations may be requested by the Superintendent or by the teacher.
- (b) The Principal may elect to conduct evaluations more frequently, in fact, is urged to do so when it appears appropriate. Principals are urged to record the dates of and the subjects discussed in all informal conferences.
- (c) The evaluation must be preceded by at least one thirty-minute class visitation, but the basis for the evaluation shall not be limited to the class visitation.
- (d) A teacher – Principal conference shall be scheduled prior to filing the evaluation with the central office. The Principal may elect to request the teacher to complete a self-evaluation, develop performance goals, etc. prior to or as a result of the conference.
- (e) As a part of the evaluation process the Principal will provide suggestions and recommendations when in his/her judgment there is need for improvement of the quality of instruction, as well as, to counsel staff members regarding their individual performance.
- (f) The Principal shall attach a brief summary of the conference to the evaluation form to be submitted to the central office.

9.2 Unit Member Response

The unit member may include additional information pertinent to the evaluation. If the unit member is in disagreement with the evaluation he/she may include a written statement outlining his/her objection.

9.3 Employees Signature

Within ten school days, any material placed in the employee's personnel file, excluding those items required by law or regulation, such as transcripts, physical exams and copies of certification, shall be provided to and signed by the employee. This signature merely signifies that he/she has been shown the material and does not necessarily indicate agreement with its content.

9.4 Inspection of Personnel File

Any unit member will be allowed to inspect the evaluation forms and/or contents in his/her personnel folder on file in the central office upon request and in the presence of the Superintendent.

ARTICLE X. STRIKES AND LOCKOUTS

10.1 No Strike Clause

During the term of the Agreement, neither the Association nor its agents or any employee, for any reason, will authorize, institute, aid, or engage in a slow-down, work stoppage, or strike or interfere with the work and statutory functions or obligations of the Board.

10.2 Discipline Violations of No Strike Clause

The Association agrees that the Board may discharge or discipline any employee who violates Section 1 of this Article, and the Association will not resort to the grievance procedure on such employee's behalf.

10.3 No Lockout Clause

The Board agrees not to have a lockout during the term of this Agreement unless there is a violation of this Article by the Association.

ARTICLE XI. GRIEVANCE PROCEDURE

11.1 DEFINITIONS

11.1.1

A grievance shall be any claim by the Association or any employee that there has been a violation, be it deliberate or unintentional, of a specific Article or section of the Agreement.

11.1.2

All time limits consist of school days. Except when a grievance is submitted fewer than ten days before the close of the current school year, then time limits shall consist of all weekdays.

11.1.3

A failure of the grievant to act in any grievance within the prescribed time limits will act as a bar to any future appeal.

11.2 Procedures

The parties hereto acknowledge that it is usually most desirable to resolve problems through free and informal communications. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with his supervisor and having the grievance adjusted without intervention of the Association. If, however, the informal process fails to satisfy the employee, a grievance may be processed as follows:

11.2.1 Step I.

The employee or Association shall present the grievance in writing and said grievance shall cite the Article and Section of this Agreement that the employee is claiming to have been violated and the remedy the employee is seeking. The filing of the grievance at Step I must be within 25 days of the date of the occurrence of the event-giving rise to the grievance. The grievance shall be submitted to the immediately involved supervisor, who will schedule a meeting to take place within 10 days after receipt of the grievance. The Association's representative, the grievant, and the immediately involved supervisor shall be present for the meeting. Within ten days of the meeting, the grievant and the Association shall be provided with the supervisor's written decision.

Step 2

If the grievance is not resolved at Step I, then the Association may refer the grievance to the Superintendent or the Superintendent's official designee within ten days after the receipt of the Step I decision. The Superintendent shall schedule with the Association representative a meeting to take place within ten days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as deemed necessary. Within ten days of the meeting, the Association shall be provided with the Superintendent's written decision.

11.2.3 Step 3

If the Association is not satisfied with the disposition of the grievance at Step II, only the Association may submit the grievance to binding arbitration pursuant to Step III. In the event the grievance goes to binding arbitration the Board and the Union shall jointly request the Illinois Education Labor Relations Board to submit a panel of five (5) arbitrators. Either party may reject one (1) entire panel. Both the Board and the Union shall have the right to strike two (2) names from the panel. One party shall strike the first name, the other party shall then strike a second name, the first party a third name, and the other party a fourth name and the remaining person shall be the arbitrator. The order of striking shall be determined by a coin toss. The arbitrator shall be notified of his selection by a joint letter from the Board and the Union requesting that he set a time and place, subject to the availability of the Board and Association representatives. All arbitration hearings shall be held in Polo, Illinois, unless the parties mutually agree otherwise, if a demand for arbitration is not filed within thirty days of the receipt of the Step II decision then the grievance shall be deemed withdrawn and/or settled.

Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party

11.2.3.1

The arbitrator will have no power to alter the terms of this Agreement.

11.2.3.2

Each party shall bear the full cost of its representation in arbitration.

11.3 Bypass to Superintendent

If the Association and the Superintendent agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.

11.4 Bypass to Arbitration

If the Superintendent and the Association agree, a grievance may be submitted directly to arbitration.

11.5 Class Grievance

Class grievances 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 Step II.

11.6 Association Participation – Employee Represented

No employee shall be required to discuss any grievance if the employee requests that an Association's representative be present.

11.7 Released Time

Should the investigation or processing of any grievance require that an employee or an Association representative be released from their regular assignment, the employee or Association representative shall be released without loss of pay or benefits.

11.8 No Written Response

If no written decision has been rendered within the time limits indicated by each step, then the grievance may be processed to the next step.

The sole remedy available to an employee for an alleged breach of this Agreement shall be pursuant to the foregoing grievance and arbitration procedure.

11.9 Grievance Withdrawal

A grievance may be withdrawn at any level without established precedent; however a grievance based upon the same set of facts shall be considered determined and terminated in accordance with any decision made prior to withdrawal and no new grievance shall be filed upon substantially the same set of facts or alleged breach of this Agreement occurring on a given date or period of time.

ARTICLE XII. COMPENSATION AND RELATED BENEFITS

12.1 Salary Schedule

The salary schedules for the 2007-08, 2008-09 and 2009-10 school years shall be set forth at the end of this document.

12.1.1 End of Column

A longevity increment shall be added to the bottom cell of each lane of the salary schedule. The longevity increment for each year shall be determined by multiplying .0225 times the base salary in the salary schedule cell, Experience step 1, Education step 1.

12.1.2 Longevity Increment

All teachers beginning their 20th year of full-time service in the District shall annually receive a longevity payment in addition to the salary shown on the salary schedule equal to the base salary, (Experience step 1, Education step 1) times .05.

12.2 TRS Payment

Pursuant to Section 4/4 (h) of the Internal Revenue Code, the Board will pick up and pay the employees' contribution to the Illinois Teachers' Retirement System in the amount of .0900 upon the employee's salary provided for in the Salary Schedule and upon any extra duty pay provided for in the current collective bargaining agreement.

12.2.1 TRS Health

The Board agrees to pay to TRS a sum equal to .25% of each teacher's salary toward the teacher's contributions to the Teacher Health Insurance Security Fund as required by 5 ILCS 375/6-6 during the term of the contract.

12.3 Salary Increments for Extra Duties

Salary differentials of the activities are listed below. The increment rates represent a percentage of the beginning base as determined by Section 1 of this Article multiplied by 1.10 annually.

At the start of an extra duty activity the Board may re-assign the extra duty activity of any person who is unable to fully perform those duties. At the time the Board reassigns such an activity, the Board shall cease payment for the extra duty and shall begin to deduct any monies already paid from the remaining paychecks. Such deductions shall be made in equal

amounts, prorated over the number of remaining pay periods. Any person who begins an extra duty activity shall have sick leave and all other paid leaves available to him/her.

ACTIVITY	RATE
HS Varsity Coaches	11%
Football	11%
Boys Basketball	11%
Girls Basketball	11%
Girls Track	11%
Boys Track	11%
Volleyball	11%
Wrestling	11%
Golf	11%
High School Assistant Coaches	6.6%
Freshman Coaches	4.4%
Aplington Coaches	
Middle School Coach	4.4%
8 th Gr. Volleyball	4.4%
7 th Gr. Volleyball	4.4%
8 th Gr. Basketball	4.4%
7 th Gr. Basketball	4.4%
8 th Gr. Wrestling	4.4%
7 th Gr. Wrestling	4.4%
MS Track Coordinator	5.5%
MS Assistant Coach	3.3%
Activities Director	10%
Football Cheerleading Sponsor	4.0%
Basketball Cheerleading Sponsor	4.0%
7 th & 8 th Grade Cheerleading: Sp	2.2%
6 th Grade Cheerleading Sponsor	1.1%
Pom Pon	1.1%
HS Music	5.5%
Vocal Music	2.2%
Fall Class Play	2.75%

Musical Director	3.3%
Musical Assistant Director	2.2%
Senior Class	2.2%
Junior Class	2.2%
Sophomore Class	1.1%
Freshman Class	1.1%
Marcolite	2.75%
Cycle	2.75%
Student Council	3.30%
FHA Advisor	3.30%
Letterman's Club	3.30%
Spanish Club	1.10%
Drama Club Sponsor	2.75%
National Honor Society	1.10%
HS Academic Team	3.30%
HS Academic Team Assistant	1.10%

MS Academic Team	2.20%
6 th Gr. Academic Team	1.10%

Weight Room Supervision	\$500 yr
MS Crowd Supervision	\$20.00
MS Student Council	2.2%
Bus Chaperone (per trip)	\$12.10

12.4 Extra Duty Salary Index

This index is for years of paid extra duty experience in the Polo School District. The index is applied to the increment as determined by Section 3 of this Article.

Year	Index
1 Year	1.00
2 Year	1.04
3 Year	1.08
4 Year	1.12
5 Year	1.16
6 Year	1.20
7 Year	1.24
8 Year	1.28
9 Year	1.32
10 Year	1.36

12.5 Horizontal Salary Schedule Advancement

Credit hours used for horizontal salary schedule advancement shall be credited and accumulated according to the following criteria:

12.5.1

All credits must be earned from a fully accredited and established four-year institution of higher education.

12.5.2.

All courses taken after the date of this agreement must be approved by the Superintendent of his/her designee prior to the time such course is taken. The decision of the Superintendent or such designee shall be final and not subject to grievance.

12.5.3.

In determining whether any such course is approved by the Superintendent or his/her designee, such course must be related to the teacher's actual or intended employment needs of the district and must serve toward improvement of his or her teaching responsibilities.

12.5.4.

Correspondence courses (written, videotape, or other media) will not be considered approvable for salary schedule advancement.

12.5.5.

Internet courses may be considered approvable provided that there is significant instructor/student contact built into the course. This contract may be obtained through one on one internet conversations or may be obtained through seminars, workshops or conferences convened as part of the course.

12.5.6.

Courses taken prior to the date of ratification of this agreement that were not approved and counted toward horizontal advancement on the salary schedule shall not be counted for advancement after the date of ratification of this agreement.

12.5.7.

No staff employee shall advance on the salary schedule more than two steps horizontally and one vertically per contract year after initial schedule placement after ratification of this contract.

12.5.8.

In considering advancement of the B+16 and B+24 lane, only 300 number courses or above may be counted. A final course grade of a B or higher must be obtained.

12.5.9.

All credits must have been submitted to the Superintendent prior to the start of any school year to be included in that year's salary schedule placement. A lane change can be accomplished by submission of a grade card, provided a transcript is submitted later. Any credit hours submitted or earned after the commencement date of any school year shall not earn credit on the salary schedule until the following year.

12.5.10.

Forms for prior approval of credit hours will be available in the Superintendent's office.

12.5.11 **Graduate Course Work:**

Option I: The board will pay \$100 dollars per credit hour for graduate course work not to exceed \$500 maximum per employee per fiscal year. **In order to qualify for this reimbursement the course must be in your field of teaching and teacher must remain in the district for three years following completion of that course. If teacher leaves prior to the three years, the district would expect a prorated portion of the reimbursement to be paid back.**

Option II: For courses that fall outside of the stipulation in option one, but still beneficial to the teacher and the district, the board will pay \$50 per credit hour for graduate course work not to exceed \$250 maximum per employee fiscal year. **Teacher must remain in the district for three years following completion of that course. If teacher leaves prior to the three years, the district would expect a prorated portion of the reimbursement to be paid back.**

Reimbursements will be paid following the completion of each course and the filing of appropriate documentation.

12.6 **Part-time employees will be employed on the following terms:**

- (a) Part-time teacher employees shall be employed on a clock hour basis for the duty hours established by the administration. Such teachers shall be paid on a pro-rata percentage basis of the full-time salary on the salary schedule based upon a 6 ½ hour (390 minutes) work day, (i.e. a teacher employed for 90 minutes each day would be paid at a ratio of 90/390 or 23.1% of the full-time salary schedule.)
- (b) Part-time teacher employees employed less than 3.5 clock hours (210 minutes) each day will be paid on their pro rata basis at their appropriate education column at the first year experience level on the salary schedule. Part-time employees employed 3.5 hours or more each day shall be paid on a pro rata basis at their appropriate education column in accordance with their number of teaching years of experience on the salary schedule. An employee employed 3.5 hours or more each day shall receive full credit for a year's experience credit; a part-time employee employed less than 3.5 clock hours each day shall receive a one-half year's experience credit for each year of employment experience.

12.7 **Insurance**

To be eligible for hospitalization and major medical coverage by the District, the employee must be scheduled to work a minimum of 30 hours a week and who is on the payroll.

12.7.1

The Board will pay per employee per month 90% of the single employee group insurance premium, commencing September 1, 2007 for the 2007-08 school year. For the 2008-09 school year, the Board shall pay the Board paid amount for 2007-08 plus 50% of any increases. For the 2009-10 school year, the Board shall pay the Board paid amount for 2008-09 plus 50% of any increase.

12.7.2 Cafeteria Plan

The Board will adopt and establish a cafeteria plan in compliance with Section 125 of the Internal Revenue Code by January 1, 1993. The plan shall include medical expenses not covered under the District's insurance plan, including insurance premiums and medical, dental, and optical expenses. The Board shall pay the initial start up expenses to a maximum of \$1,000.00 and the participants shall be responsible for all other charges incurred in the administration of the plan.

12.8 Retirement Incentive Pay Option

Requirements for Eligibility:

- a. The teacher must have at least 15 years of full-time service as a certified employee in the School District.
- b. The Board will not be required to pay any ERO or other retirement penalty.
- c. The teacher must submit an irrevocable letter of retirement to the Superintendent by August 1, prior to the school year in which benefits will begin under this program. The employee acknowledges that the school districts retirement incentives are based on expressed reliance on staff members declaration to retire. The employee acknowledges the retirement is final and irrevocable unless both employee and board agree to withdraw and cancel request for retirement. The employee will repay any retirement incentives paid at the point of cancellation. At the submission of the letter of retirement, the teacher shall submit a TRS statement of benefits or documentation confirming the teacher's total years of service and creditable earnings.
- d. The employee must be at least 54 1/2 years old and be eligible to receive a TRS retirement benefit at the time of the effective date listed in the irrevocable letter of retirement.
- e. The Board will not be obligated to pay a penalty imposed by TRS due to the teacher's salary exceeding the TRS cap if the teacher retires anytime after submitting his/her letter of retirement. For example, a teacher who received a salary increase greater than 6% in the three years prior to the year the retirement benefits provided under this Section would begin would not be eligible for the retirement benefits.
- f. The teacher shall not have received a retirement benefit pursuant to a prior collective bargaining agreement.

In each year that benefits are received under this program, the teacher shall not be paid in accordance with the salary and extra duty schedule and, in exchange, shall receive a six percent (6%) increase in creditable earnings over the prior year's total TRS creditable earnings from the teachers' salary as set forth on the salary schedule (hereinafter referred to as "Program Creditable Earnings") for a period up to a maximum of four years.

- a. The teacher will remain "off schedule" and receive a six percent (6%) increase in Program Creditable Earnings for each year up to four (4) years (i.e., three year notice, six percent (6%) for three years, two year notice, six percent (6%) for two years, one year notice, six percent (6%) for one year).
- b. The teacher shall perform all extra duties that are used in determining Program Creditable Earnings in the years which program benefits are received. A teacher who does not perform such extra duties shall have his/her compensation reduced accordingly.
- c. A Teacher under this retirement program will not be able to earn more than six percent (6%) of the previous year's Program Creditable Earnings, regardless of assignment or possible movement on either the salary schedule or extra duty schedule.

To the extent that the retirement benefits described under this Section shall cause the Board to pay additional penalties to TRS, The Board shall have the right to reduce the payment of such benefits so that the Board will not incur such penalties.

12.8.1 Alternate Retirement Incentive

The Board may offer individual retirement incentive programs to teachers. Such retirement incentives shall be negotiated on an individual basis with the retiring teacher, a representative from the Association, and the Board. Such retirement agreements will be individually created to the mutual benefit of the Board and the retiring teacher shall not constitute precedent for other retirements, and such precedent shall not be grievable or subject to arbitration by the parties, the Association or other teachers.

ARTICLE XIII. NEGOTIATIONS PROCEDURES

13.1 Request for Bargaining for a Successor

The request for bargaining for a successor Agreement shall be made after January 31st and before April 1st of the year in which the Agreement is to terminate. Except as otherwise provided, the terms of this Agreement shall remain in full force and effect during the entire period of negotiations for the new Agreement and shall automatically be extended until such time as a new or modified Agreement is approved by both parties, the effective days of termination notwithstanding. However, upon the expiration of this Agreement, no experience step increases nor education lane increases provided in any salary schedule in the current contract shall be granted during the period of contract negotiations for a successor contract after expiration of the current Agreement or during any re-opener period.

13.2 Selection of Representatives

Each party shall select its own representatives. The parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations.

13.3 Two Copies of Final Agreement

There shall be two signed copies of any final Agreement. One copy shall be retained by the Board and one by the Association.

ARTICLE XIV. EMPLOYEE'S RIGHT TO REPRESENTATION

14.1 Association Representation

Any Unit member requested to appear in person before the Board of Education or any Board designee(s) with the exception of his/her immediate supervisor, the building Principal, or Superintendent for the purpose of discussing his professional performance shall be given written notice prior to the meeting and is entitled to have a representative of the Association present during the meeting. If any documentation is to be placed in the Unit member's personnel file regarding a meeting with the Board, the superior, the building Principal, or the Superintendent, the Unit member has the right to attach a rebuttal to said documentation.

In the event a Unit member's sponsorship of an activity, including coaching positions, is to be removed, the affected Unit member shall be notified 24 hours before such action is to be taken.

ARTICLE XV AGREEMENT

15.1 Effective Date of Agreement

This Agreement shall be effective as of the 1st day of August 2007 and shall expire July 31, 2010. However the contract shall remain in full force and effect from year to year thereafter unless either party shall provide to the other party a written demand that negotiations begin as hereinbefore provided within 60 days of the receipt of the demand to bargain.

15.2 Terms and Condition of Agreement

The terms and conditions set forth in this Agreement represent the complete understanding and commitment between the parties. The terms and conditions of this Agreement may not be modified by alteration, addition, executed in accordance with the provisions of the Agreement, and neither party shall be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement.

15.3 Modifying Agreement

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

15.4 Termination of Post Agreements

This Agreement terminates and cancels all collective bargaining agreements made between the parties hereto prior to the date of execution hereof.

Date President, Board of Education

Date President, Polo Education Association

2007-2008 Salary Schedule

	1	2	3	4	5	6	7	8
	BA	BA+8	BA+16	BA+24	MS	MS+10	MS+20	MS+30
1	28000	29120	1 30240	31360	1 32480	1 33600	34720	1 35840
2	29120	30240	2 31360	32480	2 33600	2 34720	35840	2 36960
3	30240	31360	3 32480	33600	3 34720	3 35840	36960	3 38080
4	31360	32480	4 33600	34720	4 35840	4 36960	38080	4 39200
5	32480	33600	5 34720	35840	5 36960	5 38080	39200	5 40320
6	33600	34720	6 35840	36960	6 38080	6 39200	40320	6 41440
7	34720	35840	7 36960	38080	7 39200	7 40320	41440	7 42560
8	35840	36960	8 38080	39200	8 40320	8 41440	42560	8 43680
9	36960	38080	9 39200	40320	9 41440	9 42560	43680	9 44800
10	38080	39200	10 40320	41440	10 42560	10 43680	44800	10 45920
E	38710	39830	11 41440	42560	11 43680	11 44800	45920	11 47040
E/20	40110	41230	E 42070	43190	12 44800	12 45920	47040	12 48160
		E/20 43470	44590	E 45430	13 47040	13 48160	49280	13 49280
				E/20 46830	E 47670	48790	14 50400	14 50400
					E/20 49070	50190	E 51030	E 51030
							E/20 52430	E/20 52430

2007-2008 SALARY SCHEDULE INCLUDING TRS

	1	2	3	4	5	6	7	8
	BA	BA+8	BA+16	BA+24	MS	MS+10	MS+20	MS+30
1	30520	31741	1 32962	34182	1 35403	1 36624	37845	1 39066
2	31741	32962	2 34182	35403	2 36624	2 37845	39066	2 40286
3	32962	34182	3 35403	36624	3 37845	3 39066	40286	3 41507
4	34182	35403	4 36624	37845	4 39066	4 40286	41507	4 42728
5	35403	36624	5 37845	39066	5 40286	5 41507	42728	5 43949
6	36624	37845	6 39066	40286	6 41507	6 42728	43949	6 45170
7	37845	39066	7 40286	41507	7 42728	7 43949	45170	7 46390
8	39066	40286	8 41507	42728	8 43949	8 45170	46390	8 47611
9	40286	41507	9 42728	43949	9 45170	9 46390	47611	9 48832
10	41507	42728	10 43949	45170	10 46390	10 47611	48832	10 50053
E	42194	43415	11 45170	46390	11 47611	11 48832	50053	11 51274
E/20	43720	44941	E 45856	47077	12 48832	12 50053	51274	12 52494
		E/20 47382	48603	E 49519	13 51274	52494	13 53715	13 53715
				E/20 51045	E 51960	53181	14 54936	14 54936
					E/20 53486	54707	E 55623	E 55623
							E/20 57149	E/20 57149

MULTIPLIER

	1	2	3	4	5	6	7	8
	BA	BA+8	BA+16	BA+24	MS	MA+10	MA+20	MA+30
1	1.0000	1.0400	1 1.0800	1.1200	1 1.1600	1 1.2000	1.2400	1 1.2800
2	1.0400	1.0800	2 1.1200	1.1600	2 1.2000	2 1.2400	1.2800	2 1.3200
3	1.0800	1.1200	3 1.1600	1.2000	3 1.2400	3 1.2800	1.3200	3 1.3600
4	1.1200	1.1600	4 1.2000	1.2400	4 1.2800	4 1.3200	1.3600	4 1.4000
5	1.1600	1.2000	5 1.2400	1.2800	5 1.3200	5 1.3600	1.4000	5 1.4400
6	1.2000	1.2400	6 1.2800	1.3200	6 1.3600	6 1.4000	1.4400	6 1.4800
7	1.2400	1.2800	7 1.3200	1.3600	7 1.4000	7 1.4400	1.4800	7 1.5200
8	1.2800	1.3200	8 1.3600	1.4000	8 1.4400	8 1.4800	1.5200	8 1.5600
9	1.3200	1.3600	9 1.4000	1.4400	9 1.4800	9 1.5200	1.5600	9 1.6000
10	1.3600	1.4000	10 1.4400	1.4800	10 1.5200	10 1.5600	1.6000	10 1.6400
E	1.3825	1.4225	11 1.4800	1.5200	11 1.5600	11 1.6000	1.6400	11 1.6800
E/20	1.4325	1.4725	E 1.5025	1.5425	12 1.6000	12 1.6400	1.6800	12 1.7200
		E/20 1.5525	1.5925	E 1.6225	13 1.6800	1.7200	13 1.7600	13 1.7600
				E/20 1.6725	E 1.7025	1.7425	14 1.8000	14 1.8000
					E/20 1.7525	1.7925	E 1.8225	E 1.8225
							E/20 1.8725	E/20 1.8725

STEP	0.04
END OF COLUMN	0.0225
20 YR. LONGEVITY	0.05
TRS	0.09

2008-2009 Salary Schedule

	1	2	3	4	5	6	7	8
	BA	BA+8	BA+16	BA+24	MS	MS+10	MS+20	MS+30
1	28900	30056	1 31212	32368	1 33524	1 34680	35836	1 36992
2	30056	31212	2 32368	33524	2 34680	2 35836	36992	2 38148
3	31212	32368	3 33524	34680	3 35836	3 36992	38148	3 39304
4	32368	33524	4 34680	35836	4 36992	4 38148	39304	4 40460
5	33524	34680	5 35836	36992	5 38148	5 39304	40460	5 41616
6	34680	35836	6 36992	38148	6 39304	6 40460	41616	6 42772
7	35836	36992	7 38148	39304	7 40460	7 41616	42772	7 43928
8	36992	38148	8 39304	40460	8 41616	8 42772	43928	8 45084
9	38148	39304	9 40460	41616	9 42772	9 43928	45084	9 46240
10	39304	40460	10 41616	42772	10 43928	10 45084	46240	10 47396
E	39954	41110	11 42772	43928	11 45084	11 46240	47396	11 48552
E/20	41399	42555	E 43422	44578	12 46240	12 47396	48552	12 49708
		E/20 44867	46023	E 46890	13 48552	49708	13 50864	
			E/20 48335	E 49202	14 50358	52020	14 52020	
				E/20 50647	51803	14 52670	E 52670	
					E/20 51803	51803	E/20 54115	

2008-2009 SALARY SCHEDULE INCLUDING TRS

	1	2	3	4	5	6	7	8
	BA	BA+8	BA+16	BA+24	MS	MS+10	MS+20	MS+30
1	31501	32761	1 34021	35281	1 36541	1 37801	39061	1 40321
2	32761	34021	2 35281	36541	2 37801	2 39061	40321	2 41581
3	34021	35281	3 36541	37801	3 39061	3 40321	41581	3 42841
4	35281	36541	4 37801	39061	4 40321	4 41581	42841	4 44101
5	36541	37801	5 39061	40321	5 41581	5 42841	44101	5 45361
6	37801	39061	6 40321	41581	6 42841	6 44101	45361	6 46621
7	39061	40321	7 41581	42841	7 44101	7 45361	46621	7 47882
8	40321	41581	8 42841	44101	8 45361	8 46621	47882	8 49142
9	41581	42841	9 44101	45361	9 46621	9 47882	49142	9 50402
10	42841	44101	10 45361	46621	10 47882	10 49142	50402	10 51662
E	43550	44810	11 46621	47882	11 49142	11 50402	51662	11 52922
E/20	45125	46385	E 47330	48590	12 50402	12 51662	52922	12 54182
		E/20 48905	50165	E 51110	13 52922	54182	13 55442	
			E/20 52685	E 53630	14 54890	56702	14 56702	
				E/20 55206	56466	E 57411	E 57411	
					E/20 58986	58986	E/20 58986	

MULTIPLIER

	1	2	3	4	5	6	7	8
	BA	BA+8	BA+16	BA+24	MS	MA+10	MA+20	MA+30
1	1.0000	1.0400	1 1.0800	1.1200	1 1.1600	1 1.2000	1.2400	1 1.2800
2	1.0400	1.0800	2 1.1200	1.1600	2 1.2000	2 1.2400	1.2800	2 1.3200
3	1.0800	1.1200	3 1.1600	1.2000	3 1.2400	3 1.2800	1.3200	3 1.3600
4	1.1200	1.1600	4 1.2000	1.2400	4 1.2800	4 1.3200	1.3600	4 1.4000
5	1.1600	1.2000	5 1.2400	1.2800	5 1.3200	5 1.3600	1.4000	5 1.4400
6	1.2000	1.2400	6 1.2800	1.3200	6 1.3600	6 1.4000	1.4400	6 1.4800
7	1.2400	1.2800	7 1.3200	1.3600	7 1.4000	7 1.4400	1.4800	7 1.5200
8	1.2800	1.3200	8 1.3600	1.4000	8 1.4400	8 1.4800	1.5200	8 1.5600
9	1.3200	1.3600	9 1.4000	1.4400	9 1.4800	9 1.5200	1.5600	9 1.6000
10	1.3600	1.4000	10 1.4400	1.4800	10 1.5200	10 1.5600	1.6000	10 1.6400
E	1.3825	1.4225	11 1.4800	1.5200	11 1.5600	11 1.6000	1.6400	11 1.6800
E/20	1.4325	1.4725	E 1.5025	1.5425	12 1.6000	12 1.6400	1.6800	12 1.7200
		E/20 1.5525	1.5925	E 1.6225	13 1.6800	1.7200	13 1.7600	
			E/20 1.6725	E 1.7025	14 1.7425	1.7825	14 1.8000	
				E/20 1.7525	1.7925	E 1.8225	E 1.8225	
					E/20 1.8725	1.8725	E/20 1.8725	

STEP	0.04
END OF COLUMN	0.0225
20 YR. LONGEVITY	0.05
TRS	0.09

2009-2010 Salary Schedule

	1	2	3	4	5	6	7	8
	BA	BA+8	BA+16	BA+24	MS	MS+10	MS+20	MS+30
1	29900	31096	1 32292	33488	1 34684	1 35880	37076	1 38272
2	31096	32292	2 33488	34684	2 35880	2 37076	38272	2 39468
3	32292	33488	3 34684	35880	3 37076	3 38272	39468	3 40664
4	33488	34684	4 35880	37076	4 38272	4 39468	40664	4 41860
5	34684	35880	5 37076	38272	5 39468	5 40664	41860	5 43056
6	35880	37076	6 38272	39468	6 40664	6 41860	43056	6 44252
7	37076	38272	7 39468	40664	7 41860	7 43056	44252	7 45448
8	38272	39468	8 40664	41860	8 43056	8 44252	45448	8 46644
9	39468	40664	9 41860	43056	9 44252	9 45448	46644	9 47840
10	40664	41860	10 43056	44252	10 45448	10 46644	47840	10 49036
E	41337	42533	11 44252	45448	11 46644	11 47840	49036	11 50232
E/20	42832	44028	E 44925	46121	12 47840	12 49036	50232	12 51428
		E/20 46420	47616	E 48513	13 50232	51428	13 52624	
				E/20 50008	E 50905	52101	14 53820	
					E/20 52400	53596	E 54493	
							E/20 55988	

2009-2010 SALARY SCHEDULE INCLUDING TRS

	1	2	3	4	5	6	7	8
	BA	BA+8	BA+16	BA+24	MS	MS+10	MS+20	MS+30
1	32591	33895	1 35198	36502	1 37806	1 39109	40413	1 41716
2	33895	35198	2 36502	37806	2 39109	2 40413	41716	2 43020
3	35198	36502	3 37806	39109	3 40413	3 41716	43020	3 44324
4	36502	37806	4 39109	40413	4 41716	4 43020	44324	4 45627
5	37806	39109	5 40413	41716	5 43020	5 44324	45627	5 46931
6	39109	40413	6 41716	43020	6 44324	6 45627	46931	6 48235
7	40413	41716	7 43020	44324	7 45627	7 46931	48235	7 49538
8	41716	43020	8 44324	45627	8 46931	8 48235	49538	8 50842
9	43020	44324	9 45627	46931	9 48235	9 49538	50842	9 52146
10	44324	45627	10 46931	48235	10 49538	10 50842	52146	10 53449
E	45057	46361	11 48235	49538	11 50842	11 52146	53449	11 54753
E/20	46687	47990	E 48968	50272	12 52146	12 53449	54753	12 56057
		E/20 50598	51901	E 52879	13 54753	56057	13 57360	
				E/20 54508	E 55486	56790	14 58664	
					E/20 57116	58419	E 59397	
							E/20 61027	

MULTIPLIER

	1	2	3	4	5	6	7	8
	BA	BA+8	BA+16	BA+24	MS	MA+10	MA+20	MA+30
1	1.0000	1.0400	1 1.0800	1.1200	1 1.1600	1 1.2000	1.2400	1 1.2800
2	1.0400	1.0800	2 1.1200	1.1600	2 1.2000	2 1.2400	1.2800	2 1.3200
3	1.0800	1.1200	3 1.1600	1.2000	3 1.2400	3 1.2800	1.3200	3 1.3600
4	1.1200	1.1600	4 1.2000	1.2400	4 1.2800	4 1.3200	1.3600	4 1.4000
5	1.1600	1.2000	5 1.2400	1.2800	5 1.3200	5 1.3600	1.4000	5 1.4400
6	1.2000	1.2400	6 1.2800	1.3200	6 1.3600	6 1.4000	1.4400	6 1.4800
7	1.2400	1.2800	7 1.3200	1.3600	7 1.4000	7 1.4400	1.4800	7 1.5200
8	1.2800	1.3200	8 1.3600	1.4000	8 1.4400	8 1.4800	1.5200	8 1.5600
9	1.3200	1.3600	9 1.4000	1.4400	9 1.4800	9 1.5200	1.5600	9 1.6000
10	1.3600	1.4000	10 1.4400	1.4800	10 1.5200	10 1.5600	1.6000	10 1.6400
E	1.3825	1.4225	11 1.4800	1.5200	11 1.5600	11 1.6000	1.6400	11 1.6800
E/20	1.4325	1.4725	E 1.5025	1.5425	12 1.6000	12 1.6400	1.6800	12 1.7200
		E/20 1.5525	1.5925	E 1.6225	13 1.6800	1.7200	13 1.7600	
				E/20 1.6725	E 1.7025	1.7425	14 1.8000	
					E/20 1.7525	1.7925	E 1.8225	
							E/20 1.8725	

STEP	0.04
END OF COLUMN	0.0225
20 YR. LONGEVITY	0.05
TRS	0.09

NOTES