

COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE

AKIN C.C. DISTRICT #91 BOARD OF EDUCATION

AND

THE AKIN COUNCIL OF TEACHERS LOCAL NO. 6122

2021-2024 School Years

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This Agreement is signed on the _____ day of _____, 20____, between the Akin C.C. School District #91 Board of Education (The “Board”) and the Akin Council of Teachers, Local No., 6122, AFL-CIO, (The “Union”).

This Agreement recognizes that the Board and the Union as professional parties to the education of the Akin District children will communicate on matters of educational policy, implementation, and interpretation of this Agreement.

This Agreement is formalized after considerable negotiation between the Board and the Union.

It is hereby agreed as follows:

ARTICLE I - DURATION AND RENEGOTIATION

- A. This Agreement is in force from the date of its signing through June 30, 2024, or until replaced by a new Agreement.
 - 1. Negotiations between the Union and the Board will begin no later than June, 2024.
 - 2. Neither the Board nor the Union will violate this Agreement.
- B. Any provision of this Agreement, which may be found contrary to law, is void. This shall not affect the other provisions of this Agreement.
- C. Neither the Union nor any of the agents or members will assist in or participate in strikes, sanctions, slow-downs, or any concerted effort which shall interfere with, impede or impair the normal operation of the school or schools in the district during the term of this agreement.

ARTICLE II - DISCRIMINATION

Neither the Board nor the Union shall discriminate by reason of race, creed, color, ancestry, national origin, religion, sex, marital status, age, handicap, or unfavorable discharge from Military service.

ARTICLE III - RIGHTS, COMMUNICATION AND DUES

- A. The Board recognizes the Union as the exclusive bargaining agent for all full-time certified personnel and all non-certified employees. Excluded: The Superintendent and the positions of Superintendent’s secretary, treasurer/bookkeeper, as well as all others excluded under the act.

- B. The Union will be provided copies of Board minutes, public financial records, newsletters, and notice of all meetings monthly on a timely basis. The Union will also have input into teacher workshops and in-service topics.
- C. FAIR SHARE: All employees covered by this Agreement who are not members of the Union, and so long as they remain non-members of the Union, shall pay to the Union each month their fair share of the costs of the services rendered by the Union that are chargeable to non-members under state and federal law. The Board and the Union shall cooperate in the implementation of this article. The Union shall hold the Board harmless in the case of legal dispute over this article.

ARTICLE IV - GRIEVANCE PROCEDURE

- A. Definition: A grievance shall mean a complaint:
 - 1. That there has been alleged violation, or misinterpretation of any provision of this Agreement and/or policy of this school district; or
 - 2. That an employee, a group of employees or union has been treated in an arbitrary and capricious manner.
- B. Statement of Basic Principles:
 - 1. Every employee shall have the right to present grievances.
 - 2. All discussions are confidential during procedural stages of a grievance.
 - 3. An employee who participates in a grievance procedure shall not be subject to discipline or reprisals.
 - 4. The administration shall take action promptly on grievances.
 - 5. The employee has the right to be present and to be represented and to present any witnesses or documents in his behalf at any or all stages of the procedure.
 - 6. Hearings and conferences held under this procedure shall be conducted at a time and place, which will afford a fair and reasonable opportunity for all persons including witnesses entitled to be present to attend. When such hearings are held during school hours employees whose presence is required shall be excused with pay.
 - 7. No grievance will be suspended or delayed by summer vacation.
 - 8. All time lines may be extended by Agreement of both parties.

C. Every employee, whether a member of the Union or not, shall have a right to present a grievance with or without union representation. If representation is requested, it shall be limited to one representative of the Union in the first two steps.

D. Procedures:

1. First Step

The aggrieved shall present the grievance in writing to the Superintendent within thirty working days after the occurrence of the event giving rise to the grievance.

The written grievance shall state the following:

- (a) The nature of the grievance
- (b) The specific clause of this agreement violated
- (c) The remedy requested

Within five working days after filing, a meeting with the superintendent will be held to resolve the issue.

The Superintendent shall answer the grievance within ten working days after this meeting. Copies of the written answer shall be sent to the Board and the aggrieved.

If these time lines are not followed, the grievance automatically goes to Step Two.

2. Second Step

If the grievance has not satisfactorily been resolved at the first step, the Board shall have fifteen working days following the receipt of the answer of the Superintendent to arrange for a meeting between the Board, the aggrieved and his representative. This meeting shall be at the Board's option and shall be held within thirty calendar days of the receipt of the Superintendent's answer. The Board shall supply their answer in writing within fifteen working days of said meeting. If the Board chooses not to exercise its option or if the grievance is not satisfactorily resolved as a result of the meeting with the Board, there shall be available a third step of impartial arbitration. The aggrieved and the Union shall be notified in five working days of the Board's choice not to exercise its option.

3. Third Step

In the event the matter is not resolved at the Board level, the aggrieved may seek binding arbitration. The arbitrator shall be selected from a list of five Arbitrators supplied from the American Arbitration Association. Either party shall have the right to reject the entire list and request a new list. Within five working days following receipt of the list, the parties will meet and alternately strike one

name at a time from the list until only one name shall remain, and that one shall be the arbitrator. The arbitrator shall not have the right to amend, modify, nullify, ignore or add to the provisions of this Agreement. His authority shall be strictly limited to deciding only the issue presented to him in writing by the Board and the aggrieved. His decision must be based solely upon his interpretation of the meaning or application of the express relevant language of the Agreement.

Expenses of the arbitrator, including the cost of the arbitrator's transcript if one is requested by him, shall be borne equally between the parties. Each party to the arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

If either party request a transcript of the proceedings, that party shall bear the full costs for that transcript. If both parties order a transcript, the cost of the two transcripts shall be divided equally between the parties.

ARTICLE V - DUTIES, WORKING CONDITIONS & PROTECTION OF EMPLOYEES

- A. The employees shall become familiar with this Agreement, Board policies and procedures and are responsible for their observance. The Board shall maintain a current set of policies and procedures.
- B. Unreasonable classroom interruptions are to be avoided when possible.
- C. Employees will take time for meetings, which the Superintendent shall call from time to time. All such meetings will be scheduled in a timely manner.
- D. Everyone will help new employees.
- E. The teacher's and aide's workday consists from 7:50 a.m. until 3:00 p.m. In addition, however members of the bargaining unit recognize that their professional responsibilities extend beyond the classroom and beyond the regular work day. Teacher and teacher aide assignments can be made during the hours that children are expected in school. Teachers may be asked to supervise other classes during the school day or on special school events. Teachers shall exercise general supervisory authority over all students in their school even though not specifically assigned. Duty free lunch period will be at least 45 minutes. The calendar will consist of 180 workdays

Custodian's workday will be from 7:00 a.m. until 4:00 p.m. except on days following an evening event will be from 6:00 a.m. to 3:00 p.m. Custodian is a 12-Month position with 250 workdays. Cook's workday is from 6:00 a.m. to 1:30 p.m. for 180 days.

- F. Conferences with the administration will be private, unless the employee or Superintendent chooses to have a witness.

- G. Teachers are responsible for student records, lesson plans, grades, and participate in program development. The office will keep registers. This is not to be considered a complete listing. The office will be responsible for sending statements for collection of breakfast/lunch fees.
- H. All Union meetings and consultations with the Field Representatives will be before or after school hours.
- I. The Union may attempt to sign up new employees.
- J. Employees shall receive reimbursement for pre-approved conferences, etc. at the current IRS rate per mile. Mileage and other receipts for meals or lodging must be turned in within ten (10) days.
- K. Employees have the right to see their personnel file and place responses in it. Employees are to be notified if any items are placed in their file.
- L. Certified and noncertified employees are encouraged to continue their professional growth in a variety of methods for advancement on the salary schedule. Akin CCSD #91 will pay for tuition up to the Advance Education (Masters plus 32 credit hours). The superintendent will either approve or deny the teacher's request. The Superintendent's decision will be based on his/her discretion that the course work will further the teacher's instructional or administrative knowledge and skill. Tuition for pre-approved classes will be reimbursed up to \$350.00 per semester hour for up to 15 semester hours per year, upon successful completion of the course and receipt of the transcript.
- M. All employees will help maintain discipline in the classroom, around the school and at school activities. Each employee shall aid in maintaining discipline in the halls between classes, maintain order and quiet in the hall. Teachers/Teacher's Aides may be required to supervise lunch recess when a substitute cannot be found for the playground supervisor. The Superintendent may assign a bargaining unit employee to this duty. Reverse order of seniority shall be the method used to determine the assigned employee.
- N. Employees should notify the Superintendent of absences as soon as possible.
- O. The District shall provide an employee workroom.
- P. The Board and the Union will work together to provide a safe and healthful school.
- Q. No changes in working conditions not provided for herein and within the scope of negotiations under Illinois law shall be made except after negotiations and agreement with the Union.

- R. Teacher in-service - students will be dismissed once a month for the purpose of teacher meeting.
- S. Teachers will be provided with the information concerning workshops, in a timely manner.
- T. The Superintendent shall provide a list, to the Union President, a schedule of the activities that will take place on (1) Teacher Meeting days, (2) Half-Day In-Services, (3) School Improvement Days.
- U. Committee Assignments: Any staff member may be requested to serve on a committee. However, no staff member shall be required to serve on an administratively appointed committee outside the teacher's normal workday. Each committee member shall receive compensation at the rate of fifty (\$50.00) dollars per meeting, held outside the normal workday, payable on or before the last paycheck in May. Reimbursements will not exceed state reimbursements.
- V. Internal Substitution: Teachers will be paid at the rate of Thirty-Five (\$35.00) dollars for each class period that they may substitute (lunch or prep period). Internal subs are defined as any certified member who supervises a class for any staff member for duration of 20 minutes or more. Teachers will be provided with a reimbursement form to be submitted to office for payment. Teacher must submit completed form in a timely manner.
- W. Bargaining Unit Members will have the first opportunity for supervising or chaperoning extracurricular events. A list of extracurricular events will be provided to all bargaining unit members at least fifteen (15) days prior to the event. Bargaining unit members who wish to chaperone or supervise at an extracurricular event shall notify the Superintendent. Assignments will be by turn sheet based upon seniority. Turn sheet will be designed and designated by appointed member of the bargaining unit. Bargaining unit members will be paid \$45.00 per normal extracurricular event.

ARTICLE VI - PROMOTION, TRANSFER AND JOB ELIMINATION

- A. Items in this Article will be carried out in accord with the Illinois School Code. This Article is not subject to grievance. The Board retains the right to final assignments of teachers in accordance with the School Code.
- B. Employees will be notified of their assignments within 30 days of the start of school when possible.
- C. A list of available positions for bidding will be given to the union at least ten (10) days in advance for advertising the position to the public; after August 1st, the bidding period will be shortened to five (5) days.

- D. Reduction in Force will be carried out in accord with the Illinois School Code.

ARTICLE VII - WELFARE BENEFITS AND LEAVE

- A. Employees shall accumulate sick leave at the following rate with a maximum accumulation of 360.

Certified TRS Position

Step 0-4	15 days + 4 personal
Step 5-9	17 days + 4 personal
Step 10-14	19 days + 4 personal
Step 15+	21 days + 4 personal

Non-Certified 12 month employees –IMRF Position

Step 0-4	19 days+ 4 personal
Step 5-9	20 days+ 4 personal
Step 10-14	21 days+ 4 personal
Step 15+	22 days + 4 personal

Non-Certified 9 Month Employees--IMRF Position

Step 0-4	9 days+ 2 personal
Step 5-9	11 days+ 2 personal
Step 10+	13 days+ 3 personal

- B. Unused personal days will accumulate as sick leave. Employees who wish to take personal leave will be expected to notify the Superintendent in writing at least one week in advance when possible. Employees are not required to state where they are going or what they plan to do except when the leave request falls on the day before or after a school holiday, on teacher institute days, and during the first or last week of school. Leave request for these dates would come directly to the Superintendent in writing and the reason for the leave would be included. The Superintendent would be the judge as to whether or not the request would constitute pressing personal business. No more than two (2) employees shall be allowed to take personal days at one time unless approved by the Superintendent.
- C. Employees in Certified TRS and 12 month Non-Certified IMRF positions shall be provided by the district, hospitalization and major medical insurance, or an annuity. The insurance rate and annuity amount will be \$440.00 a month for the term of this contract. For full-time non-certified 9-month employees – IMRF Position, the insurance and annuity amount will be \$232.00 a month for the term of this contract.

- D. Any full time employee whose employment is terminated for any reason, other than retirement, shall receive the following severance pay. This pay shall not be allowed for employees dismissed from the district because of criminal activities.

<u>Years in District #91</u>	<u>Certified TRS</u>
0-10 Years	\$30.00 per day
11-20 Years	\$35.00 per day
21 and over years	\$40.00 per day

<u>Years in District #91</u>	<u>12 Month Non-certified</u>	<u>9 Month Non-certified</u>
6-10 Years	\$15.00 per day	\$10.00 per day
11-20 Years	\$17.50 per day	\$11.66 per day
21 and over years	\$20.00 per day	\$13.32 per day

- E. Payment of accumulated sick leave compensation: Any retiring full time teacher, who meets state requirements, will be compensated at the rate of 55.00 per day for all accumulated sick leave while the teacher has been an employee of the District. Any non-certified staff member meeting IMRF requirements will be compensated at the following rates: \$27.50 for a 12 month non-certified employee and \$18.32 for a 9 month non-certified employee for all accumulated sick leave while the staff member has been an employee with the District. Teachers who submit an irrevocable letter of resignation shall receive the pay as one lump sum following the last day of employment and receipt of last payroll check. This payment shall not be considered TRS creditable earnings. The teacher shall have the option in lieu of being compensated for accumulated sick leave to turn into the TRS system as unused sick days to be applied toward service credit. In the event of death of a teacher covered by this agreement, any accrued benefits owed to the employee shall be paid to the teacher's beneficiary.
- F. All employees will be allowed three (3) days funeral leave for immediate family as defined in the School Code, Section 24-6, which reads: "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parent-in-law, brothers-in-law, sisters-in-law, and legal guardians. Such days are not accumulative.
- G. Any teacher that submits an irrevocable letter of resignation for retirement purposes will be given the opportunity to select a two year, or a one year retirement plan. If the teacher selects a two or one year plan, the increase shall be 6% over the previous year's TRS creditable earnings. This amount is limited to \$3500 per year of the plan selected. If the teacher somehow becomes "ineligible" for retirement, a repayment plan will be agreed upon with the District. The letter must be submitted by the first student attendance day of the school year.
- H. Payments made under item G above are subject to the following limitations: The amounts owed by the District to the retiree in excess of the 6% limit will be paid in a "post retirement check" issued following the last day of employment and the receipt of the final payroll check.

Such “post retirement” payments shall not be considered TRS creditable earnings and shall not cause the District to incur a TRS penalty.

ARTICLE VIII - BOARD RIGHTS

Except as provided herein, the Board retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Illinois, and/or the United States, including but without limiting the generality of the foregoing; the management and control of school properties, facilities, grades and course of instruction, athletic and recreational programs, methods of instruction, materials used for instruction, and the selection, direction, transfer, promotion or demotion, discipline or dismissal of all personnel.

ARTICLE IX - SALARY SCHEDULES

- A. The salary schedules for the duration of this contract are attached to this Agreement.
- B. Employees shall be paid on the 15th and 30th of each month, or the last working day prior to this if either payday is on a weekend or holiday. Checks will be given out at the end of the working day.
- C. The District shall pay full retirement for all personnel.
- D. A teacher finishing a Masters Degree can move on the salary schedule at the semester. (upon submission of transcripts)

ARTICLE X - STUDENT CONCERNS AND PROTECTION

- A. There shall be early dismissal before all holidays with the exception of Columbus Day, P/T Day, ML King Day, Pulaski Day, and Lincoln’s B-Day.

[SIGNATURES ON NEXT PAGE]

Board of Education
Akin C.C. School District #91

Akin Council of Teachers
Local 6122, IFT-AFT, AFL/CIO

President

President

Secretary

Secretary/Treasurer

Date

Date

Appendix B
2021-2022
Non-Certified Salary Schedule

STEP	\$282	\$282	\$295	\$327
	2021 Instructional Aide 9-month/IMRF 180 day/7:50-3:00	Instructional Aide w/ Teacher Cert 9-month/IMRF 180 day/7:50-3:00	Cook 9-month/IMRF 180 day/6:00-1:30	Maintenance 12-month/IMRF/ 250 days/8 hrs 7:00- 4:00
0	\$17,500	\$25,000	\$18,728	\$30,671
1	\$17,782	\$25,282	\$19,023	\$30,998
2	\$18,064	\$25,564	\$19,318	\$31,325
3	\$18,346	\$25,846	\$19,613	\$31,652
4	\$18,628	\$26,128	\$19,908	\$31,979
5	\$18,910	\$26,410	\$20,203	\$32,306
6	\$19,192	\$26,692	\$20,498	\$32,633
7	\$19,474	\$26,972	\$20,793	\$32,960
8	\$19,756	\$27,256	\$21,088	\$33,287
9	\$20,038	\$27,538	\$21,383	\$33,614
10	\$20,320	\$27,820	\$21,678	\$33,941
11	\$20,602	\$28,102	\$21,973	\$34,268

2022-2023

STEP	\$282	\$282	\$295	\$327
	Instructional Aide 9-month/IMRF 180 day/7:50-3:00	Instructional Aide w/ Teacher Cert 9-month/IMRF 180 day/7:50-3:00	Cook 9-month/IMRF 180 day/6:00-1:30	Maintenance 12-month/IMRF/ 250 days/8 hrs 7:00- 4:00
0	\$18,025	\$25,000	\$19,290	\$31,591
1	\$18,307	\$25,282	\$19,585	\$31,918
2	\$18,589	\$25,564	\$19,880	\$32,245
3	\$18,871	\$25,846	\$20,175	\$32,572
4	\$19,153	\$26,128	\$20,470	\$32,899
5	\$19,435	\$26,410	\$20,765	\$33,226
6	\$19,717	\$26,692	\$21,060	\$33,553
7	\$19,999	\$26,972	\$21,355	\$33,880
8	\$20,281	\$27,256	\$21,650	\$34,207
9	\$20,563	\$27,538	\$21,945	\$34,534
10	\$20,845	\$27,820	\$22,240	\$34,861
11	\$21,127	\$28,102	\$22,535	\$35,188

2023-2024

STEP	\$282	\$282	\$295	\$327
	Instructional Aide 9-month/IMRF 180 day/7:50-3:00	Instructional Aide w/ Teacher Cert 9-month/IMRF 180 day/7:50-3:00	Cook 9-month/IMRF 180 day/6:00-1:30	Maintenance 12-month/IMRF/ 250 days/8 hrs 7:00- 4:00
0	\$18,476	\$25,000	\$19,772	\$32,381
1	\$18,758	\$25,282	\$20,067	\$32,708
2	\$19,040	\$25,564	\$20,362	\$33,035
3	\$19,322	\$25,846	\$20,657	\$33,362
4	\$19,604	\$26,128	\$20,952	\$33,689
5	\$19,886	\$26,410	\$21,247	\$34,016
6	\$20,168	\$26,692	\$21,542	\$34,343
7	\$20,450	\$26,972	\$21,837	\$34,670
8	\$20,732	\$27,256	\$22,132	\$34,997
9	\$21,014	\$27,538	\$22,427	\$35,324
10	\$21,296	\$27,820	\$22,722	\$35,651
11	\$21,578	\$28,102	\$23,017	\$35,978

**Appendix B
Salary Schedule
2021-2024**

YEAR	BA	BA+6	BA+12	BA+18	BA + 24	MA	MA +7.5	MA + 16	MA + 24	ADVAN CED
2021										
0	38,197	38,939	39,680	40,422	41,164	41,906	42,647	43,389	44,131	44,873
1	38,938	39,680	40,421	41,163	41,905	42,647	43,388	44,130	44,872	45,614
2	39,679	40,421	41,162	41,904	42,646	43,388	44,129	44,871	45,613	46,355
3	40,420	41,162	41,903	42,645	43,387	44,129	44,870	45,612	46,354	47,096
4	41,161	41,903	42,644	43,386	44,128	44,870	45,611	46,353	47,095	47,837
5	41,902	42,644	43,385	44,127	44,869	45,611	46,352	47,094	47,836	48,578
6	42,643	43,385	44,126	44,868	45,610	46,352	47,093	47,835	48,577	49,319
7	43,384	44,126	44,867	45,609	46,351	47,093	47,834	48,576	49,318	50,060
8	44,125	44,867	45,608	46,350	47,092	47,834	48,575	49,317	50,059	50,801
9	44,866	45,608	46,349	47,091	47,833	48,575	49,316	50,058	50,800	51,542
10	46,348	47,090	47,831	48,573	49,315	50,057	50,798	51,540	52,282	53,024
11	47,089	47,831	48,572	49,314	50,056	50,798	51,539	52,281	53,023	53,765
12	47,830	48,572	49,313	50,055	50,797	51,539	52,280	53,022	53,764	54,506
13	48,571	49,313	50,054	50,796	51,538	52,280	53,021	53,763	54,505	55,247
14	49,312	50,054	50,795	51,537	52,279	53,021	53,762	54,504	55,246	55,988
15	50,053	50,795	51,536	52,278	53,020	53,762	54,503	55,245	55,987	56,729
16	50,794	51,536	52,277	53,019	53,761	54,503	55,244	55,986	56,728	57,470
17	0	52,277	53,018	53,760	54,502	55,244	55,985	56,727	57,469	58,211
18	0	53,018	53,759	54,501	55,243	55,985	56,726	57,468	58,210	58,952
19	0	53,759	54,500	55,242	55,984	56,726	57,467	58,209	58,951	59,693
20	0	54,500	55,241	55,983	56,725	57,467	58,208	58,950	59,692	60,434
21	0	55,241	55,982	56,724	57,466	58,208	58,949	59,691	60,433	61,175
22	0	55,982	56,723	57,465	58,207	58,949	59,690	60,432	61,174	61,916
23	0	56,723	57,464	58,206	58,948	59,690	60,431	61,173	61,915	62,657
24	0	57,464	58,205	58,947	59,689	60,431	61,172	61,914	62,656	63,398
25	0	0	0	59,688	60,430	61,172	61,913	62,655	63,397	64,139
26	0	0	0	60,429	61,171	61,913	62,654	63,396	64,138	64,880
27	0	0	0	61,170	61,912	62,654	63,395	64,137	64,879	65,621
28	0	0	0	61,911	62,653	63,395	64,136	64,878	65,620	66,362
29	0	0	0	62,652	63,394	64,136	64,877	65,619	66,361	67,103
30	0	0	0	63,393	64,135	64,877	65,618	66,360	67,102	67,844
31	0	0	0	64,134	64,876	65,618	66,359	67,101	67,843	68,585
32	0	0	0	64,875	65,617	66,359	67,100	67,842	68,584	69,326
33	0	0	0	65,616	66,358	67,100	67,841	68,583	69,325	70,067
34	0	0	0	66,357	67,099	67,841	68,582	69,324	70,066	70,808
35	0	0	0	67,098	67,840	68,582	69,323	70,065	70,807	71,549

YEAR	BA	BA+6	BA+12	BA+18	BA + 24	MA	MA +7.5	MA + 16	MA + 24	ADVAN CED
2022										
0	39,343	40,085	40,826	41,568	42,310	43,052	43,793	44,535	45,277	46,019
1	40,084	40,826	41,567	42,309	43,051	43,793	44,534	45,276	46,018	46,760
2	40,825	41,567	42,308	43,050	43,792	44,534	45,275	46,017	46,759	47,501
3	41,566	42,308	43,049	43,791	44,533	45,275	46,016	46,758	47,500	48,242
4	42,307	43,049	43,790	44,532	45,274	46,016	46,757	47,499	48,241	48,983
5	43,048	43,790	44,531	45,273	46,015	46,757	47,498	48,240	48,982	49,724
6	43,789	44,531	45,272	46,014	46,756	47,498	48,239	48,981	49,723	50,465
7	44,530	45,272	46,013	46,755	47,497	48,239	48,980	49,722	50,464	51,206
8	45,271	46,013	46,754	47,496	48,238	48,980	49,721	50,463	51,205	51,947
9	46,012	46,754	47,495	48,237	48,979	49,721	50,462	51,204	51,946	52,688
10	47,494	48,236	48,977	49,719	50,461	51,203	51,944	52,686	53,428	54,170
11	48,235	48,977	49,718	50,460	51,202	51,944	52,685	53,427	54,169	54,911
12	48,976	49,718	50,459	51,201	51,943	52,685	53,426	54,168	54,910	55,652
13	49,717	50,459	51,200	51,942	52,684	53,426	54,167	54,909	55,651	56,393
14	50,458	51,200	51,941	52,683	53,425	54,167	54,908	55,650	56,392	57,134
15	51,199	51,941	52,682	53,424	54,166	54,908	55,649	56,391	57,133	57,875
16	51,940	52,682	53,423	54,165	54,907	55,649	56,390	57,132	57,874	58,616
17	0	53,423	54,164	54,906	55,648	56,390	57,131	57,873	58,615	59,357
18	0	54,164	54,905	55,647	56,389	57,131	57,872	58,614	59,356	60,098
19	0	54,905	55,646	56,388	57,130	57,872	58,613	59,355	60,097	60,839
20	0	55,646	56,387	57,129	57,871	58,613	59,354	60,096	60,838	61,580
21	0	56,387	57,128	57,870	58,612	59,354	60,095	60,837	61,579	62,321
22	0	57,128	57,869	58,611	59,353	60,095	60,836	61,578	62,320	63,062
23	0	57,869	58,610	59,352	60,094	60,836	61,577	62,319	63,061	63,803
24	0	58,610	59,351	60,093	60,835	61,577	62,318	63,060	63,802	64,544
25	0	0	0	60,834	61,576	62,318	63,059	63,801	64,543	65,285
26	0	0	0	61,575	62,317	63,059	63,800	64,542	65,284	66,026
27	0	0	0	62,316	63,058	63,800	64,541	65,283	66,025	66,767
28	0	0	0	63,057	63,799	64,541	65,282	66,024	66,766	67,508
29	0	0	0	63,798	64,540	65,282	66,023	66,765	67,507	68,249
30	0	0	0	64,539	65,281	66,023	66,764	67,506	68,248	68,990
31	0	0	0	65,280	66,022	66,764	67,505	68,247	68,989	69,731
32	0	0	0	66,021	66,763	67,505	68,246	68,988	69,730	70,472
33	0	0	0	66,762	67,504	68,246	68,987	69,729	70,471	71,213
34	0	0	0	67,503	68,245	68,987	69,728	70,470	71,212	71,954
35	0	0	0	68,244	68,986	69,728	70,469	71,211	71,953	72,695

YEAR	BA	BA+6	BA+12	BA+18	BA + 24	MA	MA +7.5	MA + 16	MA + 24	ADVANCED
2023										
0	40327	41069	41810	42552	43677	44036	44777	45904	46646	47388
1	41068	41810	42551	43293	44418	44777	45518	46645	47387	48129
2	41809	42551	43292	44034	45159	45518	46259	47386	48128	48870
3	42550	43292	44033	44775	45900	46259	47000	48127	48869	49611
4	43291	44033	44774	45516	46641	47000	47741	48868	49610	50352
5	44032	44774	45515	46257	47382	47741	48482	49609	50351	51093
6	44773	45515	46256	46998	48123	48482	49223	50350	51092	51834
7	45514	46256	46997	47739	48864	49223	49964	51091	51833	52575
8	46255	46997	47738	48480	49605	49964	50705	51832	52574	53316
9	46996	47738	48479	49221	50346	50705	51446	52573	53315	54057
10	48478	49220	49961	50703	51828	52187	52928	54055	54797	55539
11	49219	49961	50702	51444	52569	52928	53669	54796	55538	56280
12	49960	50702	51443	52185	53310	53669	54410	55537	56279	57021
13	50701	51443	52184	52926	54051	54410	55151	56278	57020	57762
14	51442	52184	52925	53667	54792	55151	55892	57019	57761	58503
15	52183	52925	53666	54408	55533	55892	56633	57760	58502	59244
16	52924	53666	54407	55149	56274	56633	57374	58501	59243	59985
17	0	54407	55148	55890	57015	57374	58115	59242	59984	60726
18	0	55148	55889	56631	57756	58115	58856	59983	60725	61467
19	0	55889	56630	57372	58497	58856	59597	60724	61466	62208
20	0	56630	57371	58113	59238	59597	60338	61465	62207	62949
21	0	57371	58112	58854	59979	60338	61079	62206	62948	63690
22	0	58112	58853	59595	60720	61079	61820	62947	63689	64431
23	0	58853	59594	60336	61461	61820	62561	63688	64430	65172
24	0	59594	60335	61077	62202	62561	63302	64429	65171	65913
25	0	0	0	61818	62943	63302	64043	65170	65912	66654
26	0	0	0	62559	63684	64043	64784	65911	66653	67395
27	0	0	0	63300	64425	64784	65525	66652	67394	68136
28	0	0	0	64041	65166	65525	66266	67393	68135	68877
29	0	0	0	64782	65907	66266	67007	68134	68876	69618
30	0	0	0	65523	66648	67007	67748	68875	69617	70359
31	0	0	0	66264	67389	67748	68489	69616	70358	71100
32	0	0	0	67005	68130	68489	69230	70357	71099	71841
33	0	0	0	67746	68871	69230	69971	71098	71840	72582
34	0	0	0	68487	69612	69971	70712	71839	72581	73323
35	0	0	0	69228	70353	70712	71453	72580	73322	74064

EXTRA-CURRICURA PAY SCHEDULE

ATHELETIC DIRECTOR	\$1500.00
HEAD BASKETBALL	\$3000.00
ASSISTANT BASKETBALL	\$1500.00
CHEERLEADING	\$1500.00
ASSISTANT CHEERLEADING	\$ 750.00
HEAD VOLLEYBALL	\$2000.00
ASSISTANT VOLLEYBALL	\$1000.00
HEAD TRACK	\$1000.00
ASSISTANT TRACK	\$ 400.00
8 TH GRADE SPONSOR	\$ 250.00
SCHOLAR BOWL	\$ 500.00

The following longevity pay will be paid for extra-curricular positions:

Years 1 & 2 = Contract Rate

Years 3 – 5 = 10% of the stipend

Years 6 – 10 = 20% of the stipend

Years 11+ = 30% of the stipend