

**NEGOTIATED AGREEMENT BETWEEN THE
BOARD OF EDUCATION OF
ST. LIBORY CONSOLIDATED SCHOOL DISTRICT 30**

AND

**THE ST. LIBORY FEDERATION OF TEACHERS,
LOCAL #6600, IFT-AFT, AFL-CIO**

2023/2024, 2024/2025, 2025/2026, 2026/2027

President, St. Libory Consolidated School District 30 Board of Education

President, St. Libory Federation of Teachers 6600

ATTEST:

Secretary, St Libory Consolidated School District 30 Board of Education

Secretary, St. Libory Federation of Teachers 6600

Dated this ____ day of _____ 2023

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I. RECOGNITION

The Board of Education of School District No. 30, St. Libory, Illinois (hereinafter referred to as the **Board**) recognizes the St. Libory Federation of Teachers, (hereinafter referred to as the **Teachers**) as the sole and exclusive negotiating agent for all regularly employed full and part time certified personnel, tenured and non-tenured. All managerial, supervisory, or confidential employees; and any other employees excluded by the Illinois Educational Labor Relations Act, and all other non-certified employees are exempt.

II. DUES DEDUCTIONS

- A. The Board shall deduct from each Federation member's pay the current dues of the Federation, provided the Board has an employee-executed authorization, the amount of which shall annually be certified by the Federation.
- B. Dues shall be deducted in eighteen (18) equal installments from pay check paid from September 1 to June 1.

III. MEETINGS, NOTICES, AND GENERAL INFORMATION

- A. The Federation may be granted the use of the following:
 - 1. The use of a classroom for Federation meetings with prior Administrative approval.
 - 2. The use of classroom equipment, within reason and computers, typewriters, duplicating equipment, etc., with approval of the Superintendent for Federation communications.

IV. TEACHERS WORKDAY

- A. At the request of school administration, teachers shall be required to attend after-school meetings, provided that said meetings are announced at least twenty-four (24) hours in advance and provided that the meeting does not exceed one (1) hour. During each work day each teacher shall be entitled to a duty-free lunch period equal to thirty (30) minutes. Any early dismissal for teachers shall be approved by the Superintendent. Teachers work day shall begin twenty (20) minutes prior to the start of the school day and the teacher's work day shall end at twenty (20) minutes following the end of the school day.

- B. On a rotating basis, two (2) teachers shall perform lunch recess duty. One teacher the first twenty (20) minutes and the second teacher will supervise the final twenty (20) minutes. This schedule will be mutually agreed upon by administration and the union at the beginning of each school year.
 - 1. Each teacher shall receive forty (40) minutes of planning time each day.
 - 2. The Superintendent shall have the right to call emergency meetings.
- C. Detention Schedule
 - 1. A weekly detention schedule shall be developed by the Superintendent and staffed on a rotating basis.

V. TEACHER SALARY AND BENEFITS

- A. The salary schedule in effect is attached to and incorporated into this agreement.
 - 1. Each teacher shall have the option of being paid on a nine (9) month or a twelve (12) month basis, per school calendar. The teacher shall decide which option he/she will take at the beginning of the school year, (September 1) and cannot change this option until the beginning of the following year.
 - 2. Each teacher shall be paid two times per month, on the 15th and the last day of the month. If either the 15th or the last day of the month falls on a weekend, holiday, or other non-work day, teachers shall receive their pay on the work day that precedes the scheduled pay day.
- B. The District shall pay the employee portion of the TRS/THIS contribution at 100% of the TRS Creditable Earnings, subject to a maximum of 11.0%.

VI. LEAVES

- A. Each teacher shall be entitled to fourteen (14) sick days without loss of pay. Accumulation of unused sick days shall accumulate to the TRS allowable maximum. Sick days may be used for the employee or a member of his/her immediate family. For purposes of this article, immediate family shall include spouse, parents, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-

law, and legal guardians. A doctor's authorization may be provided if three (3) consecutive sick days are used.

Full-time teachers who have no more than one (1) day absent during a trimester will receive a \$250 bonus at the end of each trimester. Full-time teachers who have no more than three (3) days absent per trimester will receive a \$100 bonus at the end of each trimester. The bonus will not be considered payment for unused sick days for retirement purposes.

Each teacher shall be entitled to four (4) personal days, also without loss of pay. Personal days shall not accumulate, and any unused days at the end of the school year shall either be paid off at the rate of pay equal to that of a substitute teachers' daily rate or added to their sick days. Teachers shall give written notice requesting a personal day forty-eight (48) hours in advance to the Superintendent, or less with mutual agreement, subject to approval. No more than 2 personal days will be authorized on any given school day.

- B. Teachers shall be granted a maximum of three (3) paid days of leave per year for deaths in the immediately family. Two (2) of these days may be used outside of the immediate family. Leave may be, if requested, a total of ten (10) days for a covered family member. For purposes of immediate family as determined by 820 ILCA 154/1 Family Bereavement Leave Act stepparent, stepchild and domestic partner will be included. Bereavement leave will also be expanded to include reasons stated under the FBLA to include attend funeral or alternative to a funeral, make arrangements, grieve the death, absences due to (i) miscarriage; (ii) unsuccessful round of intrauterine insemination or of an arrested reproductive technology procedure; (iii) failed adoption match or an adoption that is not finalized because it is contested by another party; (iv) a failed surrogacy agreement; (v) a diagnosis that negatively impacts pregnancy or fertility; or (v) a stillbirth. The FBLA will be followed when required per circumstance.

VII. EFFECT OF AGREEMENT

- A. The terms and conditions set forth in the Agreement represent the full and complete understanding between the Board and the Teachers. The terms and conditions may be modified only through the written mutual consent of both parties.
- B. Terms and conditions not expressly provided for in this Agreement are to be reserved unto the Board and its officers and the authority granted to them by statute shall not be diminished by this Agreement.

VIII. SAVINGS CLAUSE

- A. Should any part of this Agreement be declared illegal by a court of law, then that clause shall be deleted from this Agreement to the extent that it violates the law. The remainder of the Agreement shall remain in full force and effect.

IX. NO STRIKE

- A. The Teachers agree that during the terms of this Agreement that it or any of its individual members will not in whole or in part refuse to render complete service to the School District.

X. GRIEVANCE PROCEDURE

- A. Definition - A grievance shall be defined as any dispute or disagreement arising from an alleged improper interpretation or application of the terms of this agreement.
- B. General Provisions
 - 1. Failure of the Federation or the grievant to act on any grievance within the required time limits shall cause the grievance to be abandoned.
 - 2. Failure of the administration or Board of Education to act or respond to a grievance within the required time limits shall allow the grievance to proceed to the next step of the grievance procedure.
 - 3. No grievant shall be required to discuss a grievance with an administrator or Board of Education member without a Federation representative present.
 - 4. No records of any grievance filed by any employee shall appear in the employee's personnel file.

XI. STEPS

- A. The grievant shall first make an attempt to resolve the dispute by means of an informal discussion with the administrator involved. Neither the grievance nor the administrator's response must be in writing.
- B. If the grievance is not resolved at Step 1, the grievance shall be reduced to writing and submitted to the Superintendent within ten school days. The written grievance shall state the following:

1. The action(s) or omission(s) giving rise to the grievance.
 2. The contractual provision which the grievant or Federation believes has been violated.
 3. Remedy sought.
- C. Within ten school days of receipt of the written grievance, the Superintendent shall respond in writing to both the grievant and to the Federation president. The response shall either grant or deny the remedy sought and state the reason for the Superintendent's decision.
- D. The grievant or the Federation may appeal the decision of the Superintendent to the Board. The appeal shall be in writing and submitted to the Board president within ten school days of the Superintendent's denial of the requested remedy. Within fifteen days of receipt of the appeal, the Board shall meet to consider the grievance. Five days after this meeting, the Board shall respond in writing. The response shall either grant or deny the remedy sought and state the Board's reasons for the decision.
- E. If the Federation is not satisfied with the decision of the Board, then within thirty (30) calendar days of receipt of the Board's denial of the grievance the Federation shall submit the grievance for binding arbitration to the American Arbitration Association.
- F. Cost of arbitration shall be equally shared by the Board and the Federation.

XII. JURY DUTY

- A. Employees who serve jury duty shall suffer no deduction from their compensation or benefits. Any compensation that they receive from the court for the performance of jury duty shall be given to the Board.

XIII. PARENTAL LEAVE

- A. Employees shall be eligible to receive maternal leave not to exceed six (6) weeks without doctor authorization including paid and unpaid leave. An employee may also be entitled to use paid sick leave for days as needed. An employee without sufficient accumulated sick leave for a paid leave of this duration shall be entitled to unpaid leave for all or a portion of this period. Extended leave may be granted at the discretion of the Board.
- B. Employees are entitled to paternal leave not to exceed five (5) days, which shall be drawn from sick leave.
- C. The employee shall be covered under the health plan under the same terms and conditions as if he/she were still actively employed, provided sick leave days are available.

- D. The Board reserves the right to, at its discretion, grant other requests for paid and/or unpaid leaves of absence.
- E. A doctor's authorization for return to work shall be provided at the conclusion of such leave.

XIV. HEALTH INSURANCE

At the request of either party, a labor/management insurance committee shall be formed. The function of the Committee shall be to seek insurance bids, review insurance plans and to make recommendations for a district insurance plan. The Committee shall review the district's insurance each year and make any recommendations regarding the district insurance at the May board meeting.

Beginning in the 2023-2024 school year, the \$4,400.00 insurance allotment will be transferred to the salary schedule.

XV. EVALUATION OF CERTIFIED EMPLOYEES

A. The evaluation of certified employees shall be completed as described in the Illinois School Code Article 24A and shall establish a teacher evaluation plan which ensures that each teacher in contractual continued service is evaluated at least once in the course of every three school years, as long as allowed to do so per previous evaluative rating. Superintendent and Union President will discuss a rotation which allows for manageable spacing of evaluations. The plan shall include the following factors and shall establish the standards which denote that the teacher has conformed to his/her duties and responsibilities:

1. A description of each teacher's duties and responsibilities.
2. Personal observation in the classroom on at least two separate occasions.
3. Attendance.
4. Specific references to strengths and weaknesses, with observed examples of each weakness that include dates, times, circumstances, etc.

B. Under no circumstances shall employees be secretly tape recorded. The Board shall take appropriate action to discipline those who violate this provision.

- C. Non-tenured teachers shall be evaluated at least two (2) times a year, following the same guidelines as set for the tenured teachers.
- D. Prior to the first observation, the superintendent shall provide the teacher with a copy of the evaluation instrument and discuss with the teacher the evaluation process.
- E. Each observation shall be followed by a post-observation conference. The teacher shall be given a copy of the evaluation two (2) days prior to the post conference with the administrator.
- F. The teacher shall be given a copy of any formal evaluation before it is placed in the personnel file. The teacher may attach a written response to the evaluation. Should the teacher choose not to sign the evaluation, the superintendent shall so note in the teacher's signature space in the presence of a union representative, who shall also initial the item.

XVI. TEACHING ASSIGNMENTS

- A. Not later than May 1, teachers shall be given written notice of their tentative assignments (including grade/subject area, and room assignment) for the coming school year. In situations where a change is required, a written explanation will be given.

When/if teaching positions become available within the District, the position will be offered to current qualified staff members before being posted to the public. Current staff members will get first consideration on positions available based on grade-level experience and qualifications, with seniority being the deciding factor when candidates' credentials are equal.

The District retains the right to select an eventual candidate who is best qualified whether from within or outside the District. If the teacher within the District is not selected, the candidate will be given a written explanation upon notification.

XVII. GENERAL WORKING CONDITIONS

- A. Each certified teacher shall be reimbursed, with approval of the Superintendent or the Board, for supplemental supplies and materials. Within ten (10) calendar days after receipt by the Superintendent of receipted expenses, the employee shall be reimbursed for the cost of the supplies and materials. The supplies and materials for which the employee is reimbursed shall remain the property of the school district.
- B. Core subjects shall not be combined to include more than one grade level unless the teacher has had an opportunity to offer input on this decision to

the Superintendent and the Board of Education. Core subjects shall include mathematics, science, reading, writing, social studies, and language arts. This section shall be void following a reduction in force.

- C. The President of the Union shall receive notice of all regular Board of Education meetings, and a copy of each meeting agenda 48 hours prior to the meeting. A copy of the minutes of each meeting of the Board shall be available to the President after they have been officially adopted by the Board of Education.
- D. A teacher shall not be required to attend any meeting which will result in disciplinary action unless the teacher is allowed to have a Union representative present.
- E. Nothing shall be placed into a teacher's personnel file unless the teacher has seen the item first and had an opportunity to discuss the item with the appropriate administrator. All items placed into a personnel file shall be signed and dated by the administrator placing the item into the file. Teachers may attach a companion report to any item in the personnel file. If a teacher refuses to sign, the administrator will so note on the item in the presence of a Union representative, who will also initial the item.
- F. In the event a substitute teacher is not provided when a teacher is out for an excused absence, the in-house rate of pay for another teacher to cover a class shall be ten dollars (\$10.00) per hour or fraction thereof.

XVIII. TUITION WAIVERS/STUDENT TEACHERS

- A. The Board of Education shall contact institutions of higher education for the placement of student teachers in the district. The cooperating teachers to whom student teachers are assigned shall receive the tuition waivers awarded by the institutions. Any tuition waivers for which the cooperating teacher has no use may be submitted to the district so that the district can provide the waiver to another teacher who is taking courses at the institution.

XIX. EXTRACURRICULAR ACTIVITIES

- A. Faculty attendance is expected for the Open House and Graduation Exercise, unless expected under job performance evaluation.

XX. SALARY AND INCENTIVE PAY

Salary schedules for the term of this agreement are attached as Appendix A. The salary schedule shall reflect a 30-step schedule with the following raises: \$36,400 starting wage for 2023-2024, 4% increase in year 2024-2025, 3% increase in year 2025-2026 and 3% in year

2026-2027.

1. Incentive pay has been grandfathered in for all current employees that previously received this incentive. It will be frozen at this current amount for remainder of employee's career at St. Libory. This benefit is eliminated for all future agreements. These amounts have been attached as Appendix B.
2. **Retirement Incentive:**

Those teachers giving a one (1) to three (3) year notice of intent to retirement, who have taught full time in the District for at least ten (10) years, and who are eligible to retire under the provisions of TRS, shall receive an additional increase in salary of 4% per year for his/her final 1-3 years of employment with the District. For purposes of this calculation the previous year's creditable earnings shall not include the District's TRS contribution made on behalf of the teacher.

To receive the retirement incentive, the teacher must submit a letter of intent to retire by April 1st of the year prior to his/her first year of retirement payments. Under no circumstances will the District pay a teacher more than 6% of the previous year's salary. Any money that would cause the District to pay a penalty under TRS rules will be paid to the employee post-retirement.

XXI. RE-CERTIFICATION

- A. The District may offer in-service programs. Every effort will be made to design in-services so that they will assist teachers in completing their Certificate Renewal Plans (CRP). The District shall notify staff of the availability of the in-service programs and the amount of credit that will be granted for attendance.
- B. The Board shall provide a pool of \$2,000.00 per year to reimburse teachers for tuition costs associated with re-certification, subject to the following conditions: Tuition shall include, but not be limited to fees and books. Tuition reimbursement will also be available for teachers seeking a new certification upon prior approval of administration.
 - a. Coursework eligible for reimbursement shall be from a fully accredited college or university.
 - b. Teacher must demonstrate successful completion of the course (i.e. the teacher's course grade must meet the grade requirement under the law for certificate renewal).
 - c. Tuition shall be reimbursed fully up to the rate charged by SIU-Edwardsville.
 - d. Any unused money from the Board provided pool shall accumulate to a maximum of \$6,000 and be available for use the following school year.

- e. Should more teachers apply for tuition reimbursement than there are funds available, reimbursement shall be prorated based on the semester hours taken.
- f. Reimbursement per teacher will be determined in June of each year.

XXII. TERM OF AGREEMENT

- A. This agreement shall be in full force and effect for the 2023/2024 school year through the 2026/2027 school year.

Appendix A
Salary Schedules
2023/2024, 2024/2025, 2025/2026, and 2026/2027

2023/2024 Salary Schedule

	BA	BA TRS	BA+8	BA+8 TRS	BA+16	BA+16 TRS	BA+24	BA+24 TRS	MA	MA TRS
0	36400	40000	36972	40629	37543	41256	38113	41882	38685	42511
1	37258	40943	37828	41569	38400	42198	38971	42825	39543	43454
2	38113	41882	38685	42511	39256	43138	39828	43767	40399	44395
3	38971	42825	39543	43454	40114	44081	40686	44710	41257	45337
4	39828	43767	40399	44395	40971	45023	41542	45651	42114	46279
5	40686	44710	41257	45337	41829	45966	42400	46593	42972	47222
6	41542	45651	42114	46279	42685	46907	43257	47535	43828	48163
7	42400	46593	42972	47222	43543	47849	44115	48478	44685	49104
8	43257	47535	43828	48163	44401	48792	44971	49419	45543	50047
9	44115	48478	44685	49104	45257	49733	45828	50360	46400	50989
10	44971	49419	45543	50047	46114	50675	46686	51303	47257	51931
11	45828	50360	46400	50989	46971	51616	47543	52245	48114	52873
12	46686	51303	47257	51931	47829	52559	48400	53187	48972	53815
13	47543	52245	48114	52873	48686	53501	49257	54129	49829	54757
14	48400	53187	48972	53815	49543	54443	50115	55071	50686	55699
15	49257	54129	49829	54757	50400	55385	50972	56013	51542	56640
16	50115	55071	50686	55699	51258	56327	51828	56954	52400	57582
17	50972	56013	51542	56640	52113	57267	52685	57896	53256	58523
18	51828	56954	52400	57582	52971	58210	53543	58838	54114	59466
19	52685	57896	53256	58523	53828	59152	54399	59779	54971	60408
20	53543	58838	54114	59466	54686	60095	55257	60722	55829	61351
21	54401	59781	54972	60409	55544	61037	56115	61665	56687	62293
22	55258	60723	55830	61352	56401	61979	56973	62608	57544	63235
23	56116	61666	56688	62294	57259	62922	57831	63551	58402	64178
24	56974	62609	57545	63236	58117	63865	58688	64492	59259	65120
25	57832	63552	58403	64179	58974	64807	59545	65434	60117	66063
26	58672	64475	59244	65103	59815	65731	60385	66357	60957	66986
27	59512	65398	60084	66026	60654	66653	61226	67281	61797	67909
28	60353	66322	60923	66948	61495	67577	62066	68204	62638	68833
29	61192	67244	61763	67871	62335	68500	62906	69127	63478	69756
30	62032	68167	62604	68796	63175	69423	63747	70052	64318	70679

2024/2025 Salary Schedule

	BA	BA TRS	BA+8	BA+8 TRS	BA+16	BA+16 TRS	BA+24	BA+24 TRS	MA	MA TRS
0	37856	41600	38451	42254	39045	42906	39638	43558	40232	44211
1	38748	42581	39341	43232	39936	43886	40530	44538	41125	45192
2	39638	43558	40232	44211	40826	44864	41421	45518	42015	46170
3	40530	44538	41125	45192	41719	45845	42313	46498	42907	47151
4	41421	45518	42015	46170	42610	46824	43204	47477	43799	48130
5	42313	46498	42907	47151	43502	47805	44096	48457	44691	49111
6	43204	47477	43799	48130	44392	48783	44987	49437	45581	50089
7	44096	48457	44691	49111	45285	49763	45880	50417	46472	51069
8	44987	49437	45581	50089	46177	50744	46770	51395	47365	52049
9	45880	50417	46472	51069	47067	51722	47661	52375	48256	53029
10	46770	51395	47365	52049	47959	52702	48553	53355	49147	54008
11	47661	52375	48256	53029	48850	53681	49445	54335	50039	54987
12	48553	53355	49147	54008	49742	54662	50336	55314	50931	55968
13	49445	54335	50039	54987	50633	55641	51227	56294	51822	56947
14	50336	55314	50931	55968	51525	56621	52120	57274	52713	57927
15	51227	56294	51822	56947	52416	57600	53011	58254	53604	58905
16	52120	57274	52713	57927	53308	58581	53901	59232	54496	59886
17	53011	58254	53604	58905	54198	59558	54792	60211	55386	60864
18	53901	59232	54496	59886	55090	60538	55685	61192	56279	61845
19	54792	60211	55386	60864	55981	61518	56575	62170	57170	62824
20	55685	61192	56279	61845	56873	62498	57467	63151	58062	63805
21	56577	62173	57171	62825	57766	63479	58360	64131	58954	64785
22	57468	63152	58063	63806	58657	64458	59252	65112	59846	65765
23	58361	64133	58956	64786	59549	65439	60144	66093	60738	66745
24	59253	65113	59847	65766	60442	66419	61036	67072	61629	67725
25	60145	66094	60739	66746	61333	67399	61927	68051	62522	68705
26	61019	67054	61614	67707	62208	68360	62800	69011	63395	69665
27	61892	68014	62487	68667	63080	69319	63675	69973	64269	70625
28	62767	68975	63360	69626	63955	70280	64549	70933	65144	71586
29	63640	69934	64234	70586	64828	71240	65422	71893	66017	72546
30	64513	70894	65108	71547	65702	72200	66297	72854	66891	73506

2025/2026 Salary Schedule

	BA	BA TRS	BA+8	BA+8 TRS	BA+16	BA+16 TRS	BA+24	BA+24 TRS	MA	MA TRS
0	38992	42848	39604	43521	40216	44193	40827	44864	41439	45538
1	39911	43858	40521	44529	41134	45202	41746	45874	42358	46548
2	40827	44864	41439	45538	42051	46210	42664	46883	43275	47555
3	41746	45874	42358	46548	42970	47220	43583	47893	44194	48565
4	42664	46883	43275	47555	43888	48229	44500	48901	45113	49574
5	43583	47893	44194	48565	44807	49239	45419	49911	46032	50584
6	44500	48901	45113	49574	45724	50246	46337	50920	46949	51592
7	45419	49911	46032	50584	46643	51256	47256	51930	47867	52601
8	46337	50920	46949	51592	47562	52266	48173	52937	48786	53611
9	47256	51930	47867	52601	48479	53274	49091	53946	49704	54619
10	48173	52937	48786	53611	49397	54283	50010	54956	50622	55628
11	49091	53946	49704	54619	50315	55292	50928	55965	51540	56637
12	50010	54956	50622	55628	51234	56302	51846	56974	52459	57647
13	50928	55965	51540	56637	52152	57310	52764	57983	53377	58656
14	51846	56974	52459	57647	53070	58319	53683	58993	54295	59665
15	52764	57983	53377	58656	53988	59328	54601	60001	55212	60672
16	53683	58993	54295	59665	54908	60338	55518	61009	56131	61682
17	54601	60001	55212	60672	55823	61344	56436	62018	57048	62690
18	55518	61009	56131	61682	56743	62354	57355	63028	57967	63700
19	56436	62018	57048	62690	57661	63363	58272	64035	58885	64709
20	57355	63028	57967	63700	58580	64373	59191	65045	59804	65719
21	58274	64038	58886	64710	59499	65383	60110	66055	60723	66729
22	59192	65047	59805	65720	60417	66392	61029	67065	61641	67738
23	60111	66057	60724	66730	61336	67402	61949	68075	62560	68747
24	61031	67067	61642	67739	62255	68412	62867	69084	63478	69756
25	61950	68077	62561	68749	63173	69421	63785	70093	64397	70766
26	62849	69065	63462	69739	64074	70411	64684	71082	65297	71755
27	63749	70054	64362	70727	64973	71398	65585	72072	66197	72744
28	64650	71044	65261	71715	65873	72388	66485	73061	67098	73734
29	65549	72032	66161	72704	66773	73377	67385	74049	67998	74723
30	66449	73021	67061	73694	67673	74366	68286	75039	68897	75711

2026/2027 Salary Schedule

	BA	BA TRS	BA+8	BA+8 TRS	BA+16	BA+16 TRS	BA+24	BA+24 TRS	MA	MA TRS
0	40161	44133	40793	44827	41423	45519	42051	46210	42683	46904
1	41108	45174	41737	45865	42368	46558	42998	47251	43629	47944
2	42051	46210	42683	46904	43313	47596	43944	48290	44574	48982
3	42998	47251	43629	47944	44259	48637	44890	49330	45520	50022
4	43944	48290	44574	48982	45205	49676	45835	50368	46466	51061
5	44890	49330	45520	50022	46151	50716	46781	51408	47413	52102
6	45835	50368	46466	51061	47096	51754	47727	52447	48357	53140
7	46781	51408	47413	52102	48043	52794	48674	53488	49303	54179
8	47727	52447	48357	53140	48989	53834	49618	54525	50249	55219
9	48674	53488	49303	54179	49934	54872	50564	55564	51195	56258
10	49618	54525	50249	55219	50879	55911	51510	56605	52140	57297
11	50564	55564	51195	56258	51825	56950	52456	57644	53086	58336
12	51510	56605	52140	57297	52771	57991	53401	58683	54033	59376
13	52456	57644	53086	58336	53717	59030	54347	59722	54978	60416
14	53401	58683	54033	59376	54663	60069	55294	60762	55924	61455
15	54347	59722	54978	60416	55608	61108	56239	61801	56868	62492
16	55294	60762	55924	61455	56555	62148	57184	62839	57815	63533
17	56239	61801	56868	62492	57498	63185	58129	63878	58759	64571
18	57184	62839	57815	63533	58445	64225	59076	64919	59706	65611
19	58129	63878	58759	64571	59390	65264	60020	65956	60651	66650
20	59076	64919	59706	65611	60337	66304	60967	66997	61598	67690
21	60023	65959	60653	66651	61284	67345	61914	68037	62545	68731
22	60968	66998	61599	67691	62229	68384	62860	69077	63490	69770
23	61915	68038	62546	68732	63176	69424	63807	70118	64437	70810
24	62861	69079	63491	69771	64123	70464	64753	71157	65383	71849
25	63808	70119	64438	70811	65068	71503	65698	72196	66329	72889
26	64735	71137	65366	71831	65996	72523	66625	73214	67256	73908
27	65662	72156	66293	72849	66922	73540	67553	74234	68183	74926
28	66590	73175	67219	73867	67850	74560	68480	75252	69111	75946
29	67515	74193	68145	74885	68776	75579	69406	76271	70038	76964
30	68442	75211	69073	75905	69703	76597	70334	77290	70964	77983

Appendix B

Incentive Pay

Albrecht	300
Diecker	800
Bultman	850

To be paid in two equal installments in the first payperiod in December and the first pay period in May

Memorandum of Understanding

This memorandum of understanding is to be continued and attached/included in the 2023/2024 - 2026/2027 contract.

1. The board of education has agreed to \$5,000 per year to fund after school programs, clubs, classes, and performances.
 - a. Teachers will submit ideas and itemized budget in writing to administration for approval prior to event.
 - b. The following will be included:
 - Estimated time spent outside of contractual time
 - Estimated cost paid to teacher (rate of \$20/hour)
 - Estimated cost of supplies
 - Day, time, and frequency
 - c. Payment
 - Teachers shall be paid for classes, clubs, and programs 3 times per year on the payday at end of each trimester.
 - Supplies shall be reimbursed as per Section XVII-A of contract.
 - For performances or events teachers will be paid on the payday immediately following the event or performance.
 - d. Administration reserves the right to approve or deny activities or events.

2. Extra-curricular and coaching activities that are not related to a subject area or academic assignment are voluntary. (Coaches paid per coaching salary schedule) Examples of extracurricular activities that are related to subject area or academic assignment are: FFA, FHA, Instrumental Music, and vocal music. Annual resignations from an extracurricular activity or coaching should be submitted by April 1 of the preceding school year. Coaches and sponsors of extracurricular activities will be informed by September 1 whether or not they will be rehired for those positions for the following school year.

3. If an extracurricular activity or coaching position is newly created, or is vacant due to a retirement, resignation, or a decision by the Board not to rehire a person for the following year, then certified teachers in the district will have preference for filling such positions.