

AN AGREEMENT BETWEEN

THE VANDALIA UNIT TEACHERS ASSOCIATION

IEA/NEA

AND

THE VANDALIA COMMUNITY UNIT SCHOOL DISTRICT NO. 203

2015 – 2018

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ARTICLE I

RECOGNITION

1.1 Attaining Objectives

Attainment of the educational objectives of the District requires mutual understanding and cooperation among the Board, administration and the teaching staff. To this end, free and open exchange of views among the Board, administration and the Association is desirable and necessary. This agreement establishes an orderly procedure for negotiating and resolving differences between the Board and the Association, and specifies the rights and responsibilities of both parties, including working conditions, fringe benefits and wages. Educational programs are not negotiable items and are not included in this Agreement.

1.2 Board Of Education

It is recognized that the determination and administration of school policy, the operation and management of the schools and the direction of employees are vested exclusively in the Board. It is the duty of all employees to carry out the policies and regulations as stipulated by the Board. The decision of the Board in matters pertaining to the determination and administration of school policy, the operation and management of the schools and the direction of employees shall be final, as long as the decisions of the Board are not in violation of the laws of the State of Illinois, nor in violation of this Agreement.

1.3 Teaching Staff

It is recognized that teaching is a profession requiring specialized educational qualifications. To ensure the success of the educational program in the District, the teaching staff endorses, as evidence of its acceptance of the professional rights and responsibilities of teachers, the Uniform Code of Ethics of the Education Profession. The teaching staff also agrees to participate in good faith negotiations for the purpose of establishing, maintaining, protecting or improving conditions of professional service and other educational standards and to establish a Professional Negotiations Committee for the purpose of implementing the provisions of this Agreement.

1.4 Recognition

The Vandalia Unit Teachers Association, an affiliate of the Illinois Education Association and the National Education Association, having provided evidence that it represents a majority of the professional regularly employed teaching staff (professional teaching staff being defined as certified teachers, school nurses, counselors, librarians and such other positions similar in function and role, including teacher certification) is recognized by the Board as the representative of such personnel for the purpose of negotiation.

Administrators, substitute teachers, teacher aides and such other positions similar in function and role will not be part of the bargaining unit.

Regularly employed part-time teachers employed on a yearly contractual basis shall be in the bargaining unit but shall have their salaries and benefits prorated consistent with their fractionalized employment status; eligibility for individual employee insurance benefits shall be determined by the insurance carrier.

1.5 Exclusive Bargaining Agent

The Board agrees not to enter into contract negotiations with any individual, group or organization of teachers covered by this Agreement, other than the duly elected representatives of the Association, for the duration of this Agreement.

1.6 Equal Treatment

Both the Board and the Association recognize that each staff member has the right to join or not to join any organization for his/her professional or economic improvement. All benefits, rights and responsibilities provided by this Agreement shall apply equally to all members of the bargaining unit covered by this Agreement.

ARTICLE II

NEGOTIATIONS PROCEDURE

2.1 Authority

It is the mutual responsibility of both the Board and the Association to confer upon their designated representatives the necessary authority to make proposals, consider proposals, and make counter-proposals in the course of negotiations, and to reach tentative agreements which shall be presented respectively to the Board and the Association for ratification.

2.2 Representation

Each party to negotiations shall select its own representatives not to exceed six (6) in number. Tentative agreements shall be signed by a representative of each party.

2.3 Initial Meeting

Negotiations shall begin no earlier than April 15 of the last year of the Agreement. During the initial meeting, ground rules shall be established.

The Board shall present in writing its counter-proposals within thirty (30) days of the date it received the Association's initial package.

2.4 Mediation Assistance

If mediation assistance is requested, it is agreed that the parties will jointly request the Federal Mediation and Conciliation Service (FMCS). If FMCS is unavailable for mediation services, the Illinois Educational Labor Relations Board (IELRB) shall be notified.

The cost of the mediator, if any, shall be equally shared by the Board and the Association.

ARTICLE III

EMPLOYMENT CONDITIONS

3.1 Reporting To Parents

The Board will determine the method of reporting to parents.

3.12 For Clarification Purposes

Grades Pre-K thru 3 rd	Elementary
Grades 4 th thru 8 th	Junior High School
Grades 9 th thru 12 th	High School

3.2 Teacher Work Day

The teacher work day district wide will be from 8:00 AM to 3:30 PM.

Early dismissal time on days prior to Thanksgiving, Christmas, and Spring Break will be stated on the school calendar.

In recognition of high temperatures at the beginning of the school year, school will be dismissed one hour earlier than the normal school day until Labor Day. Teachers will remain until the conclusion of the regularly scheduled work day. All teachers will be dismissed at fifteen (15) minutes after the students are clear of the building on emergency or early dismissal days, excluding teacher workshop days.

A special committee of teachers and administrators shall be formed by the VUTA and the administration to develop or improve the school schedule.

3.3 Notification of Assignments

The Board, through the Superintendent and the Building Principal, will give written notice of changes in teaching assignments and/or regular supplemental positions for the following year.

Every reasonable effort will be made to provide all professional teaching employees with this information by the end of the current school year. In the event a change in assignment is necessary, the staff member will be notified by August 1st unless an emergency arises. If the change is not acceptable to the employee, the employee shall be allowed to request another assignment or resign in good standing if he/she so chooses.

3.4 Voluntary Transfers

Any teacher presently on tenure or eligible for continuing contractual status in the coming school term may apply for transfer to another teaching position for which the teacher is qualified if there is an existing vacancy. Such application shall be in writing to the Superintendent. If the administration denies the request for transfer, the reason for denial shall be put in writing at the written request of the teacher. The reasons for the denial of voluntary transfer shall not be grievable.

In the event a teaching position becomes vacant and the Board elects to fill the vacancy or the Board creates a new position, the Superintendent or his/her designee shall post in all school buildings a notice of all vacancies and/or newly created positions as they occur. Vacancy shall be due to resignation, death, or retirement of a teacher.

3.5 Signing In And Out

All staff members shall sign in and out of the building in the Principal's office when leaving the school premises during the student day except when going to or returning from lunch.

3.6 Right to Review Personnel File

A file of all materials related to an employee shall exist at the administration center. Each employee shall have the right to review his/her file while in the presence of an Association representative and the Superintendent or his designee during the regular business hours of the central office. Material which is derogatory to the employee shall not be placed in the file without the employee's signature. The signature does not indicate agreement with the content of the materials. The employee may not remove any materials from said file. Pre-employment material will not be subject to review, nor will it stand as evidence.

3.7 Preparation Periods

High school and Junior High teachers shall have at least a 30 minute duty free lunch and at least forty-five (45) minutes of daily preparation.

Elementary teachers shall have a duty free 30 minute lunch and 2 additional 30 minute blocks of preparation time per day. District #203 will hire substitute teachers for all programs that our district offers (Art, Music, PE, Library, Character Ed, Technology).

For the purpose of this agreement preparation time must be between the beginning and the end of the day.

No secondary teacher shall have more than five (5) different subject matter preparations daily. The teacher's schedule shall not exceed thirty-five (35) hours of pupil contact weekly. Assignment to a supervised study period shall be considered a teaching period for purposes of this Article.

Any teacher with more than the normal load as set forth in the Agreement shall receive additional compensation at the rate of 1/1440 of his/her annual salary of each day in excess of such norms.

On days of early dismissal and teacher institute days, this Article shall be inapplicable.

For the purpose of this agreement preparation time must be between 8:30 and the end of the student day.

3.8 Inventory of School Materials

An inventory of supplies, equipment, books, and related teaching materials under the direction of the employee will be completed by November 15th, with a second one to be completed by the last day of the school year. Each certified employee will submit the two (2) required inventories to the building supervisor. This will aid in planning and will also aid the administration in purchasing items.

3.9 Payment for Preparation Periods

If the administration requires an employee to teach during his/her preparation period, the teacher shall be paid in accordance with Appendix III.

3.10 Class Size

When class size in grades K-1-2 reaches twenty-four (24), it will be brought to the Board's attention by the Superintendent.

3.11 Waiver Notification

The Board shall provide notification to the president of the Association at least fourteen (14) calendar days prior to the day the Board adopts a resolution requesting a waiver application of the School Code.

3.15 IEP Preparation Time

Teachers that maintain an IEP case management list will be provided 2 release days per school year for IEP preparation. IEP preparation shall be in minimum blocks of one-half (1/2) days.

ARTICLE IV

REDUCTION IN FORCE

- 4.1** The Board reserves the right to reduce the number of staff members when, in its judgment, the best interest of the District shall be served by such action. Certified staff members will be honorably dismissed according to the sequence of honorable dismissal list ("RIF list") developed annually for certified employees

Seniority shall be defined as the number of consecutive years of continuous service to the District while holding a teaching certificate.

- a. Continuous service shall begin from the first day the teacher is paid for his/her duties;
- b. Less than full-time consecutive years of employment shall be counted as continuous service on a pro-rated basis;
- c. Approved leaves of absence (paid or unpaid) shall not interrupt the consecutive years of continuous service in the District; however, approved unpaid leaves of absence of ninety (90) consecutive school days or more shall not be counted when determining District seniority; and
- d. If a teacher resigns and is subsequently reemployed by the District, consecutive years of continuous service shall begin upon the first day the teacher is paid following reemployment in the District.

If the District seniority is equal between two (2) or more teachers, as determined above, the following criteria shall be used:

- a. If District seniority is equal between two (2) or more teachers, seniority shall be determined by the total number of years of teaching service to the District, regardless of whether or not the service is continuous. In determining total years of service to the District, factors concerning leaves of absence, less than full-time employment, and resignation shall be determined as in the case above;
- b. If District seniority is equal between two (2) or more teachers and the total years of service to the District as determined above is equal, then seniority shall be determined by the teachers' approved positions on the salary schedule. The teacher with the highest salary (approved horizontal position) shall have the most District seniority; and

- c. If District seniority is equal between two (2) or more teachers and the total years of service to the District and the approved horizontal position on the salary schedule are equal, District seniority shall be determined by a random lot selection conducted by the Board.
- d. The parties shall form a Joint Committee for Honorable Dismissals. The Joint Committee shall have equal representation from the Board and the Association. The Association shall have the sole responsibility for appointing its members to the committee. The Joint Committee shall meet in accordance with the Illinois School Code. The Joint Committee will address the issues specified in the Illinois School Code. The Association shall be provided the sequence of honorable dismissal list by groupings (1-4) seventy-five calendar days prior to the end of the school year. Employees who disagree with their assignment to a particular group shall notify the Superintendent and Association President in writing within 5 days. If a revision is found necessary, a corrected list shall be created, sent to the Association President, and posted in each attendance center. Any teacher subject to honorable dismissal or reduction in force shall be notified in writing by certified mail forty-five days before the end of the school year.

4.2 Recall

If a position(s) become available within one (1) school year, recall shall be as follows:

- A. Recall shall be in reverse order of lay-off among those certified teachers eligible for recall under the School Code (Group 4 is recalled first, then Group 3 is recalled), to any available position for which the eligible teacher is qualified.
- B. Upon recall, teachers eligible for recall (Group 4 is recalled first, then Group 3 is recalled) will be placed in the first available position for which they are qualified; and
- C. Failure to respond within twenty (20) calendar days after the mailing of the Board's letter to recall sent by certified mail to the teacher's address on file with the Board recalling such teacher, shall result in termination of the teacher's rights of recall hereunder.

ARTICLE V

GRIEVANCE PROCEDURE

5.1 Definitions

- A. A grievance is a claim by the Association, teacher, or group of teachers involving an alleged violation, misinterpretation, or misapplication of the terms of this Agreement.
- B. All time limits shall consist of school days. Except when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of all weekdays.
- C. Nothing contained herein shall be construed as limiting the right of any employee having a grievance to dismiss the matter informally with his/her supervisor and having the grievance adjusted, provided the adjustment is consistent with the terms of the Agreement.

5.2 Procedure

The parties hereto acknowledge that it is usually most desirable for an employee and the immediately involved supervisor to resolve problems through free and informal communications. If, however, such informal processes fail to satisfy the teacher, a grievance may be processed as follows:

- A. The grievant or Association shall present to the supervisor immediately involved the grievance in writing within ten (10) days of the occurrence of the event giving rise to the grievance, specifying the article and clause alleged to have been violated, and stating the remedy sought. The supervisor shall provide a written answer to the grievance of the aggrieved teacher within ten (10) days after the receipt of the grievance.
- B. If the grievance is not resolved at Step 1, the aggrieved or the Association may refer the grievance to the Superintendent or official designee within ten (10) days after the receipt of the Step 1 answer. The Superintendent shall arrange for a meeting to take place within ten (10) days of his receipt of the appeal. Within ten (10) days of the meeting, the grievant shall be provided with the Superintendent's written response.
- C. If the Association is not satisfied with the disposition of the grievance at Step 2 or the time limits expire without the issuance of the Superintendent's written reply, the Association may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within ten (10) days of the date for the Step 2 answer, then the grievance shall be deemed withdrawn.

1. The arbitrator, in his/her opinion, shall not amend, modify, ignore, or add to the provisions of the Agreement.
2. Each party shall bear the full costs for its representation in the grievance procedure.
3. If either party requests a transcript of the proceedings, that party shall bear the full cost for that transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally between the Board and the Association.
4. Each party shall share equally the cost of the arbitrator and the AAA.

- 5.3**
- A. Failure of a teacher or the Association to act on any grievance within the prescribed time limits will bar any further appeal. An administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. Time limits shall be extended by mutual consent.
 - B. Any investigation, handling or processing of any grievance by the grievant shall be conducted so that instructional programs and related work activities of the grievant or the teaching staff are not interrupted.
 - C. Step 1 of the grievance procedure may be bypassed and the grievance brought directly to Step 2, if mutually agreed upon by the employee and the Superintendent.
 - D. If the Superintendent and the Association mutually agree, a grievance may be submitted directly to arbitration.
 - E. Class grievances involving one (1) or more teachers or one (1) or more supervisors and grievances involving an administrator above the building level may be initially filed by the Association at Step 2.
 - F. The Board acknowledges the right of the teacher to have a local Association representative, if the grievant requests one, at the informal process or at Step 1 or Step 2 and an Association representative present at Step 3. No teacher shall be required to discuss a grievance if the Association representative is not present. If the grievance is resolved without the presence of the representative, the Association shall be informed of the decision of the administration.
 - G. No reprisals shall be taken by the Board or the administration against a teacher because of his/her participation in a grievance.
 - H. The grievant and the Association representative may be released from their regular assignments without loss of pay or benefits to attend the meetings specified in 5.2 A – C.

- I. All records related to a grievance shall be filed separately from the personnel files of the teachers.
- J. A grievance may be withdrawn at any level without establishing precedent.
- K. If the teacher or the Association files a grievance and seeks either administrative or judicial review while the grievance is being processed at any level, the Board shall follow the administrative or judicial decision. Nothing prevents the teacher or Association from appealing an arbitrator's decision through judicial review.

ARTICLE VI

ASSOCIATION RIGHTS

6.1 Bulletin Board

The local Association shall be provided a portion of the bulletin board in each school building's teacher lounge for Association announcements.

6.2 Campus Mail – School Email

The Association may use employee mailboxes/school email for communication to bargaining unit members.

6.3 Board Meeting Agenda

A copy of the agenda for all regular and special meetings shall be sent by campus mail/school email or placed in the Association President's mailbox within twenty-four (24) hours before the meeting. In emergency situations, the twenty-four (24) hour parameter may be waived by the Board.

6.4 Board Minutes

A copy of all open School Board minutes shall be sent by campus mail/school email or placed in the Association President's mailbox within ten (10) days after official adoption by the Board.

6.5 Copies of the Agreement

The School District shall give a copy of the Agreement to each teacher within thirty (30) days after the Board's adoption of the agreement.

6.6 Association Leave

Authorized Association representatives or delegates shall be granted time to attend state or national Association workshops, conferences, business meetings and other activities provided the total amount of time so taken does not exceed five (5) days per school year. This applies, providing the frequency of excused leaves does not impair the quality of classroom instruction and that a written request for leave has been submitted to the Superintendent in advance of the leave. There shall be no deduction from salaries, provided the Association reimburses the District the cost of the substitute teachers.

6.7 Professional Dues

Payment of unified professional dues will be given to the Association's Treasurer by the 30th of each month.

6.8 No Reprisals Due To Work Stoppage

The Board of Education of the Vandalia C.U.S.D. 203 shall take no reprisals, including but not limited to, any adverse action or discrimination with respect to hiring, discharge, promotion, demotion, transfer, assignment, wages, fringe benefits (i.e. insurance), hours or any other terms or conditions of employment because of the employee's participation in activities on behalf of or other conduct related to the work stoppage. All notices, warning, or other documents concerning the work stoppage contained in personnel or other employee files shall be removed and the files expunged.

ARTICLE VII

LEAVES OF ABSENCE

7.1 Sick Leave

Each full-time member of the bargaining unit shall be entitled to twelve (12) days of sick leave per school year without loss of pay. If any such employee does not use the full amount of the annual sick leave allowed, the amount unused shall accumulate.

Sick leave shall include personal illness, quarantine at home, or serious illness or death in the immediate family or household. Immediate family shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law and legal guardians. The Board may require a physician's certificate as a basis of pay during leave after an absence of three (3) days for personal illness, or as it may deem necessary in other cases. Each employee is responsible for notifying the VCUSD #203 Attendance Software program as soon as possible whenever he/she is unable to work.

The school district shall furnish each employee with a written statement before the start of each school year setting forth total accumulated sick leave credited said employee.

7.2 Sick Leave Bonus

An employee will be eligible (each year) for sick leave allotment if the following conditions have been met:

- A. The employee is at least fifty (50) years of age by July 1 prior to the school year;
- B. The employee has the equivalent of fifteen (15) years of full-time service to the District; and
- C. The employee has accumulated at least the equivalent of one hundred twenty-five (125) sick leave days.

An employee meeting the above requirements who has used the equivalent of three (3) or less sick days during his/her employment year will have an additional ten (10) days added to his/her sick leave accumulation at the beginning of the following school year.

If the Illinois Teacher Retirement System declares this clause of this Agreement to be illegal or unacceptable, then this clause shall be declared null and void and deleted from this Agreement.

Any employee who has utilized 7.3 will not be allowed to access 7.2.

7.3 Sick Leave Balloon

A teacher who provides the district with an irrevocable letter by March 1, of resignation for retirement effective in five years shall be eligible for a sick leave balloon benefit. Upon receipt of the employee's letter of resignation for retirement, the employer shall immediately increase the employee's accumulated sick leave so that the total of such leave available to the employee shall be three hundred and forty days for employees that have accumulated at least one hundred (100) sick leave days

In the event of extenuating circumstances and the employee has not accumulated one hundred (100) sick days, a committee shall be formed consisting of the Superintendent, one (1) board member, two (2) members selected by the Association to review the case..

If any law or TRS ruling is enacted that results in a greater cost to the BOE for a teacher who receives the above sick leave bonus than the cost in effect as of the date this contract is entered into, this article shall become null and void for the individual employee. At no time shall the district incur any penalties.

If legislation is enacted and/or TRS rules and regulations are adopted during the life of this agreement that result in a greater cost to the District than the costs generated by this agreement, the provisions relating to such benefits may be open for discussion.

7.4 Bereavement Leave

Each full-time member of the bargaining unit shall be allowed five (5) days of absence per year without loss of pay bereaved by the death of members of the immediate family or household. Bereavement leave for part-time personnel shall be prorated. Immediate family includes parents, spouse, children, brothers and sisters, aunts and uncles, nieces and nephews, grandparents, grandchildren, brother or sister-in-law, daughter or son-in-law, legal guardians, domestic partner, grand parents-in-law.

7.5 Personal Leave

Each employee is entitled to three (3) days of personal leave without loss of pay, provided the following conditions are met:

- A. The written request for a personal leave day shall be given to the Building Principal and Superintendent at least seventy-two (72) hours prior to the day of intended use. The seventy-two (72) hour notice may be waived by the Superintendent in the case of an emergency.
- B. Personal leave cannot be used prior to or to extend a vacation period or immediately before or after a holiday. Personal leave days may not be granted during the first two (2) weeks or the last two (2) weeks of the school year.

- C. No more than a total of six (6) employees in the District and no more than two (2) employees per building may use personal leave on the same day.
- D. Unused paid personal leave shall be allowed to accumulate as sick leave. If no personal leave is used in one year, one additional day of sick leave will be added to the employee's accumulated sick leave at the end of the school year.
- E. The above restrictions may be waived by the Superintendent of Schools at his/her sole discretion.

7.6 Parental Leave of Absence

Absence due to pregnancy-related disability shall be treated as sick leave. The board shall grant requests for a parental leave of absence. The beginning and the termination dates of the leave shall be determined by the employee and physician. An employee who returns from parental leave shall be reinstated to the employee's former position or its equivalent. The forgoing provisions and principles shall also apply to all requests for leave for the purpose of child adoption and to requests for leave for the purpose of child-rearing.

7.7 Leaves of Absence – Benefits

The Board may grant a leave of absence without pay to any staff member on an annual basis for the following reasons:

- A. Personal (Family, Maternity and R & R);
- B. Travel; and
- C. Professional Growth and Study.

7.8 Professional Conferences

Each teacher can request up to three (3) days of non-accumulative leave, with full pay and reasonable expenses, to attend professional conferences, meetings or workshops.

7.9 Sick Leave Bank

The purpose of the Sick Leave bank shall be to provide extended paid sick leave for employees who have exhausted their personally accumulated sick leave and due to catastrophic illness or injury to themselves or the employee's spouse and children are unable to return to work. Short-term illnesses are not subject to the use of the following Sick Leave Bank provisions.

Participation in the Sick Leave Bank shall be voluntary. Each tenured teacher shall be given an application form at the beginning of the school year, and those who wish, will contribute one (1) day of his/her accumulated sick leave. An employee desiring to participate shall

sign the application and return it to his/her building representative. Each year thereafter, each employee will donate one (1) day to the Bank as needed. Any days transferred by the employee shall remain in the Sick Leave Bank. The Board of Education shall not be liable for any days transferred and shall not contribute any days to the Sick Leave Bank. The total number of days to accumulate in the Bank will not exceed three hundred sixty (360). Once the total maximum of days has been reached, the Bank will be closed for membership, except any new employee who was not given an opportunity to donate shall be allowed to donate one (1) day. If it becomes necessary to seek additional days to maintain the Bank at its maximum level of three hundred sixty (360) days, additional days will be deducted from employees' personal accumulations on a rotating basis. The Sick Leave Bank Committee will conduct the random selection to determine who will transfer personal accumulated sick leave to the Sick Leave Bank.

By July 1st of each year, the president of the Association shall be provided with a list of employees participating in the Sick Leave Bank, the number of days each participant has contributed, the total number of days used during the previous year, and the total number of days remaining in the Bank.

Only tenured teachers shall be allowed to withdraw days from the Bank. In order to remain an active member, an employee must contribute to the Bank when asked by the Sick Leave Bank Committee. Once the employee withdraws from the Bank or elects not to seek membership, he/she shall not be eligible to participate in the Sick Leave Bank. No member shall be allowed to draw more than one hundred eighty (180) days for personal illness and no more than a total of sixty (60) days for illness to the employee's spouse and children during his/her employment in the Vandalia C.U.S.D. No. 203. During the last year of a teacher's employment, the teacher may be allowed to use the Sick Leave Bank in lieu of his/her accumulated sick leave (to the extent the teacher maintains one hundred seventy (170) days of accumulated sick leave). In order for the teacher to receive this benefit, the teacher must be eligible for retirement benefits of the Illinois Teacher Retirement System, must submit his/her resignation to the Board of Education and must retire from the teaching profession. The balance of days accumulated at the end of one school year shall carry over to the following year. Should the total number of days withdrawn from the Bank equal the balance at any time the Bank will cease operations until it can be replenished at the start of the next school year.

A committee consisting of the Superintendent, one (1) Board member and two (2) members selected by the Association will be selected to govern the use of the Sick Leave Bank. Only tenured teachers will be entitled to draw from the Bank, provided the employee has exhausted his/her personally accumulated sick leave and personal leave days and has made written application to the Committee for withdrawal of days from the Bank. Should the employee be unable to make application, his/her designee may do so on his/her behalf. The application shall state the reason for the inability to return to work along with a physician's statement specifying the nature of the employee's illness. The Committee may require the employee to be examined by a doctor selected by the Committee at no employee expense. Before granting the request, the Committee must elicit affirmative answers to the following:

- A. Is the employee listed as a current member of the Sick Leave Bank?
- B. Has the employee exhausted his/her personally accumulated sick leave and personal leave?
- C. Is the absence from work due to a catastrophic illness? (This program will not be used for short-term illness.)

Each request will be considered on a case-by-case basis, and shall not have bearing on future cases. The Sick Bank Committee may deny the request or grant any or all of the time requested. A majority vote of the Committee is required to grant the request.

The decision of the Committee granting or denying the request for use of the Sick Leave Bank is final and is not subject to the grievance procedure of this Agreement.

Absence due to injury incurred in the course of the employee's work day while assigned duties shall be treated as sick leave. However, once the employee has exhausted all of his/her sick leave and personal leave days, the employee may apply for the Sick Leave Bank benefit. If the Committee so approves, the Bank will supplement the difference between the gross salary of the employee and the money received by the employee from Workers' Compensation. In no case shall the employee receive more than one hundred percent (100%) of his/her gross salary.

Upon approval of the Sick Leave Bank Committee, the Operating Board of the Vandalia C.U.S.D. No. 203 agrees to pay full salary or a portion of the salary (see Workers' Compensation clause) at the employee's regular rate of pay for all days approved by the Sick Leave Bank Committee.

7.10 Family Medical Leave

All full and part time employees shall be eligible for up to twelve weeks of family medical leave for any purpose allowed by the Family Medical Leave Act. During the family medical leave period, the employer shall continue to pay health insurance premium pursuant to this collective bargaining agreement. The employee shall have the option to make use of family medical leave or any other contractual leave. Employees shall not be required to use family medical leave prior to, instead of, or as a substitute for any accrued leave. At the employee's option, the employee may elect to use personal leave or sick leave during family medical leave. Where both the employee and a covered individual (e.g., spouse, parent, child, etc.) are employed by the Board, each will be entitled to 12 weeks of leave in a rolling twelve month period. Following the leave period, employees shall be reinstated to his or her previous position, if it is available. If the employee's previous position is not available, the employee shall be reinstated to an equivalent position.

ARTICLE VIII

COMPENSATION AND BENEFITS

8.1 Compensation

The salary of all members of the bargaining unit covered by the Agreement will be in accordance with the salary schedule set forth in Appendix I which is attached hereto and made a part hereof.

8.2 Experience Credit

New staff members shall be granted full credit for all outside certified teaching experience as accepted by the Illinois Retirement System. Partial years shall not be accepted.

8.3 Pay Days

Monthly computer generated data/payroll checks will be submitted to all personnel by the 20th day of each month. If a regular pay date during the school term falls on a day when school is not in session, all employees shall receive their computer generated data/checks on the last working day prior to the 20th day of the month. All summer payroll computer generated data/checks must be prepared for mailing so that they will reach employees by the regular monthly pay date.

8.4 Salary Schedule

(See Appendix I – Salary Schedule)

The employee should notify the Superintendent's Office of intent to complete a course and move up on the salary schedule by September 1st. The raise would then become effective on the pay period beginning September 1st.

8.5 Horizontal Movement

Teachers who earn credit in graduate courses or other courses as approved by the Superintendent may advance horizontally on the salary schedule provided the following requirements have been met:

- A. The teacher shall present a request for course subject approval to the Superintendent in advance;
- B. The Superintendent may accept or reject a course for any or all of the following reasons:
 1. Its pertinence to the area of education; and

2. Its relevance to subject(s) taught;
- C. When a request for course subject approval is submitted to the Superintendent, said request shall be granted or rejected within ten (10) days of its submission. If the request is rejected, the Superintendent shall notify the teacher in writing of the reasons for the rejection;
- D. The acceptance or rejection of a course shall not be subject to the grievance procedure. However, if a course is rejected by the Superintendent, that rejection may be appealed to a committee consisting of one (1) administrator, two (2) Board members selected by the Board, and two (2) Association members within ten (10) days of the date the rejection is received. Failure to appeal within ten (10) days shall bar any further appeal;
- E. Once advance approval for the course is given and the course is completed, the following conditions must be met prior to the teacher receiving the appropriate salary schedule placement;

All hours must be earned at an accredited institution of higher learning;

Satisfactory completion of a course must be demonstrated by either a grade card or other writing bearing the course instructor's signature submitted to the Superintendent by September 1st.

An official transcript from the institution demonstrating successful completion must be on file in the District's administrative office as soon as it becomes available;

- F. Teachers shall be advanced at the appropriate earned step on the salary schedule only at the beginning of the academic year; and
- G. Courses included in a Superintendent-approved master's degree program will be accepted for advancement on the salary schedule. The Superintendent may accept or reject a program based on the criteria set forth in Section 8.5-B.

8.6 Payment for Graduate/Undergraduate Hours

The Board will pay up to Fifty and 00/100 Dollars (\$50.00) per semester hour, for **up to nine (9) semester hours per year of approved course work taken and completed.** Courses must have the Superintendent's approval and earn a grade of "A" or "B".

The Board shall only pay for up to thirty-two (32) semester hours of approved class work during the employment of the teacher in the Vandalia C.U.S.D. No. 203.

Payment for professional growth shall not be retroactive. This contractual item is applicable for courses taken after June 1, 1994.

The Board will pay a one-time one thousand dollar (\$1,000.00) bonus upon the completion of a master's degree after July 31, 2003.

8.7 Supplemental Job

A. Pay

A supplemental pay scale will be in accordance with Appendix II and Appendix III. The pay is to be the same as it is now, or more if the position still exists in subsequent years.

B. Refusal

Each employee has the right to refuse the supplemental job—including ticket taking at ball games, etc.

C. Resignation

If a suitable replacement cannot be found, the resigning person will be required to fulfill the same role for one (1) more year. After that year has elapsed, and a suitable replacement cannot be found, the resigning person will be asked, but not forced, to fulfill that role.

8.8 Special Payroll Deduction

When an employee requests deductions for (1) annuities, (2) an employee credit union, (3) insurance programs, or (4) unified professional dues, a deduction program will be put into effect for that purpose.

8.9 Insurance

A. Amount of Board Contribution

The Board of Education shall maintain its contribution to Five thousand Seven hundred dollars (\$5,700.00) for the 2015-2018 School years.

Any premium cost in excess of the foregoing amount shall be deducted from the employee's salary computer generated data/checks.

Any change in insurance carrier is subject to bargaining. Platinum, Gold, Silver and Bronze Plans are available to all employees.

B. Eligibility

Eligibility in the District's insurance program shall be determined by the insurance carrier.

C. Section 125 Plan

According to the authority granted under Section 125 of the Internal Revenue Code, teachers who elect to participate may do so by completing the appropriate election form provided by the District.

The teacher agrees to follow all the rules and regulations of the Internal Revenue Code regarding the sheltering of such contributions. The Board of Education shall not be responsible for the failure of the above plan to meet the writing, enforceability, etc., as determined by an Internal Revenue Code. Should any of the above be declared improper by an Internal Revenue ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent it violates the ruling or opinion.

The Board of Education shall pay for the initial writing of the Section 125 plan. Any subsequent administrative fees shall be borne by the individual teachers who participate in the plan.

8.10 Travel Reimbursement

The board will provide transportation to any workshop recommended by the teacher's immediate supervisor and approved by the Superintendent. In the event that the district vehicle is unavailable, mileage will be paid as determined by the current I.R.S. rate. Use of personal vehicle is subject to preapproval by the Superintendent.

8.11 Retirement Bonus

Teachers who provide the district with an irrevocable letter of resignation for retirement effective in four years shall go off the salary schedule and shall receive a 6% salary increase over the previous year's creditable earnings for each of the final four years of employment.

Teachers who provide the district with an irrevocable letter of resignation for retirement effective in three years shall go off the salary schedule and shall receive a 6% salary increase over the previous year's creditable earnings for each of the final three years of employment.

Teachers who provide the district with an irrevocable letter of resignation for retirement effective in two years shall go off the salary schedule and shall receive a 6% salary increase over the previous year's creditable earnings for each of the final two years of employment.

Teachers who provide the district with an irrevocable letter of resignation for retirement effective in the current year shall go off the salary schedule and shall receive a 6% salary increase over the previous year's creditable earnings.

All irrevocable retirement letters must be submitted by March 1st of the year prior to the retirement letter taking effect, except in an emergency medical situation as determined by a committee consisting of the superintendent, one board member, and two members of the association. At no time will the retirement bonus be retroactive. Eligibility for the bonus will be determined by TRS retirement guidelines.

At the time of retirement, the retirement letter must state whether the retiree is using ERO as determined by TRS retirement guidelines. If the District pays any ERO contributions for any individual teacher the Retirement Bonus 8.11 will not be offered.

8.12 Teacher Health Insurance Security Fund

Board agrees to pay the eighty-four one hundredths of one percent (.0084) of the teacher salary to the teacher health insurance security fund.

8.13 Good Attendance

A full-time teacher will receive the following bonus amount in his/her June payroll check as a reward for good attendance during the school year. For the purpose of this section, sick leave shall only be counted.

0 days missed - \$300.00
1 day missed - \$200.00
2 days missed - \$100.00

8.14 Mentoring Program

A mentor is a certified teacher that has been through mentor training provided by the district. A mentee is a teacher new to the district. Mentees will be assigned to a mentor for a period of two years. Mentor and mentee must both comply with guidelines contained in the ISBE approved program. If a mentor is assigned more than one mentee, the mentor will be paid for each mentee. Each mentee shall have only one mentor. Active mentors will be paid 3% of the TRS base salary. Each mentor will receive 1 professional day each semester. To receive payment the mentor must complete documentation of hours before reimbursement will be made. All program paperwork must be completed and submitted by **June 1** before the stipend will be paid – any paperwork submitted after June 1 will not be accepted for reimbursement.

ARTICLE IX

FAIR SHARE

9.1 Fees

- A. Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of the dues uniformly required of members of the Association, including local, state, and national dues.
- B. In the event that the bargaining unit member does not pay his/her fair share fee directly to the Association by a certain date established by the Association, the Board shall deduct a fair share fee from the wages of the nonmember.
- C. Such fee shall be paid to the Association by the Board no later than ten (10) days following the deduction.

9.2 Hold Harmless

- A. In the event of any legal action against the Board brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own legal counsel, provided:
 - 1. The Board gives timely notice of such action in writing to the Association and permits the Association intervention as a party if it so desires; and
 - 2. The Board gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.
- B. The Association agrees that in any action so defended, it will indemnify and hold harmless the Board from any liability for damages and costs imposed by the final judgment of a court or administrative agency as a direct consequence of the Board's compliance with this Article.
- C. It is expressly understood that this hold harmless provision will not apply to any claim, demand, suit, or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of this obligation imposed upon it by this Article.

9.3 Religious Objection

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

9.4 Exclusion

The provisions of this Article shall not apply to any bargaining unit member employed prior to August 24, 1989, who did not pay Association dues during the 1988-1989 school years. This Fair Share Article is only applicable to any new employee hired after August 24, 1989, any nonpaying dues member who elects after August 24, 1989 to pay his/her Association dues, and any employee who paid dues prior to August 24, 1989 during the 1988-1989 school year.

ARTICLE X

EFFECT OF AGREEMENT

10.1 Validity

If any section, paragraph, sentence, or clause of this Agreement is in violation of any law of the State of Illinois, that portion in disagreement shall be considered null and void; but such decision shall not affect the remaining portion of the Agreement or any other section or part thereof.

10.2 Individual Contracts

The terms and conditions of this Agreement shall be reflected in individual contracts or employment agreements.

10.3 No Strike

During the term of this Agreement, employees represented by the Association agree not to participate, encourage, or support in whole or in part any concerted activity which would disrupt the normal operations of the school.

10.4 Duration of Agreement

The parties hereby acknowledge that the terms and conditions included in this Agreement represent the full and complete understanding between the parties and may be altered, changed, added to, deleted from or modified only through the mutual consent of the parties in a written and signed amendment to this Agreement. The Board and the Association, for the life of this Agreement, each waives any obligation to bargain collectively with respect to any subject or matter that may or may not have been known to either or both of the parties at the time this Agreement was negotiated or signed. Any bargaining will be limited to a successor Agreement, unless there is a written, mutual consent of both parties. If there is a mutual consent of both parties, such matters may be discussed and the Agreement modified.

10.5 Duration

This Agreement shall remain in force from August 1, 2015, through July 31, 2018.

BOARD MEMBERS OF THE
BOARD OF EDUCATION
VANDALIA COUMMUNITY UNIT
SCHOOL DISTRICT NO. 203



President



Negotiation Team Member


Negotiation Team Member

Negotiation Team Member

VANDALIA UNIT TEACHERS'
ASSOCIATION



President



Chairperson, Negotiation Team

Negotiation Team Member

Negotiation Team Member

**APPENDIX I
COACHING STIPENDS**

	<u>% of Base 1-2-3 Years</u>	<u>% of Base 4-5-6 Years</u>	<u>% of Base 7+ Years</u>
District Athletic Director	21%	22%	23%
Head Football	15%	16%	17%
Head Basketball (HS Boys)			
Head Basketball (HS Girls)			
Head Wrestling			
Head Volleyball	11%	12%	13%
Assistant Football	8%	9%	10%
Assistant Basketball (HS)			
Basketball (JH Boys)			
Basketball (JH Girls)			
Head Baseball			
Head Softball			
Volleyball (JH)			
Head Golf	7%	8%	9%
Head Tennis (Boys)			
Head Tennis (Girls)			
Assistant Wrestling Coach			
Head Track (HS Boys)			
Head Track (HS Girls)			
Head Soccer			
Assistant Volleyball (HS)	6%	7%	8%
Assistant Volleyball (JH)			
Head Track (JH Girls)			
Head Track (JH Boys)			
Assistant Baseball/Softball	4%	5%	6%
Head Cheerleading (HS)			
Head Cheerleading (JH)			
Assistant Cheerleading (HS)			
OR			
Football Cheerleading (HS)	3%	4%	5%
Basketball Cheerleading (HS)	5%	6%	7%
Basketball (6 th Boys/Girls)	2.5%	3%	3.5%

When computing years, only years of experience as a coach in the Vandalia School District shall be counted. Beginning the 1998-1999 school year, one-half of the number of years of previous out of district coaching experience shall count towards years of experience in determining initial longevity

placement on the coaching salary schedule. In no case will more than five (5) years of previous experience be counted by the District.

Approved coaches who equally share the same assignment shall be paid one-half (1/2) of the stipend. Each coach will be given one full year of longevity experience credit on the Coaching Stipend Salary Schedule provided an approved coach is in attendance at scheduled practices and competitions. The schedule of attendance at scheduled practices and competitions must be approved by the Athletic Director.

If a coach changes coaching assignments, any previous years of experience as a coach in the Vandalia School District shall not be counted when computing the stipend. For example, an experience as a junior high (formerly middle school) coach shall not count when computing experience credit as the Boys' Varsity Basketball Coach. However, if a coach leaves a coaching position, and subsequently is rehired in that same position, any previous coaching experience in that same position will count when computing experience credit. For example, a head high school boys' basketball coach with five years of experience as head high school boys' basketball coach would retain five (5) years of experience in that position if he were re-employed by the Board of Education as Head High School Boys' Basketball Coach.

APPENDIX II

SUPPLEMENTAL JOB PAY

Flag Corp	2.7%
Swing Choir	3.7%
Scholastic Bowl Coach	3.2%
Assistant Scholastic Bowl Coach	1.6%

Internal Substitution	\$15
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High School

Student Council	4.2%
Health Careers	2.1%
Spanish	2.1%
FCCLA	3.2%
Theater Arts	2.1%
Yearbook	5.3%
Dramatics	3.2%
NHS	2.1%
FBLA	2.1%
Science Club	4.2%
Class Sponsor (16 people)*	1.0%
Weight room	2.66%
Girl's Junior Pro	1.5%
Boy's Junior Pro	1.5%

Junior High

Student Council	2.7%
Scholastic Bowl	3.2%
Camera/Yearbook	2.0%
Industrial Arts	1.4%
History Club	1.4%
Pep Club	1.4%
Computer Club	1.4%
Chess Club	1.4%
Just Say No	1.4%

Extended Contracts**

Building Trades Teacher	10 ½ months
Agriculture Teacher	11 months
Summer School Teaching	Hourly rate per hour of instruction (hourly rate is determined by dividing the base salary by 1440)***
Director of High School Band Program	14%
Director of Elementary and Junior High School Band Program	12%

Grade School

Honor Chorus Director	3.2%
Assistant Honor Chorus Director (maximum of 2)	1.0%
Club Sponsors - Just Say No (people)	1.4%
Partners in Reading (1 coordinator per building)	2.0%

The above stipends represent the total amount paid by the Board of Education regardless of the number of individuals who sponsor the activity. Also, the Board reserves the right to eliminate any of the above positions. Any new position not listed above must be approved by the Board.

Other

School Improvement Stipend – Curriculum Development Stipend. The hourly rate is determined by dividing the base salary by 1440.

All percentage stipends are a percentage of the base salary:

For the 2015 - 2016 school year, the base salary is \$39,096
For the 2016 – 2017 school year, the base salary is \$39,487
For the 2017 – 2018 school year, the base salary is \$39,882

Salaries for retired teachers for returning to work will be based on 1/1440 of salary (based on the teacher's position on the salary schedule) per period of work.

* Per individual

** Pending Board approval of the extension of additional duties, employees shall be paid the above stipends.

*** The hourly rate is for instruction calculated as:

2015 – 2016 - \$27.15
2016 – 2017 - \$27.42
2017 – 2018 - \$27.70

The hourly rate for supervision is:

2015 - 2018 - \$17.50

During the week that a teacher supervises detention, his/her work day will be revised to reflect the detention schedule. If the teacher supervises morning detention, the work day will be 7:45 a.m. to 3:30 p.m. If the teacher supervises after school detention, the work day will be 8:15 a.m. to 4:00 p.m.

Ticket Taker hourly rate will be \$8.25 for the 2012-13 school year. Teachers will be paid a minimum of two (2) hours for each ticket taking session. The building Admin or AD will be responsible for recording hours of the employees.

APPENDIX 3C - SALARY SCHEDULE 2015-2016

2016	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40
1	39,096	39,937	40,796	41,673	42,569	43,485	44,420	45,375	46,351	47,348
TRS 9.4%	3,675	3,754	3,835	3,917	4,001	4,088	4,175	4,265	4,357	4,451
Salary	35,421	36,183	36,961	37,756	38,568	39,397	40,245	41,110	41,994	42,897
2	39,937	40,796	41,673	42,569	43,485	44,420	45,375	46,351	47,348	48,366
TRS 9.4%	3,754	3,835	3,917	4,001	4,088	4,175	4,265	4,357	4,451	4,546
Salary	36,183	36,961	37,756	38,568	39,397	40,245	41,110	41,994	42,897	43,820
3	40,796	41,673	42,569	43,485	44,420	45,375	46,351	47,348	48,366	49,406
TRS 9.4%	3,835	3,917	4,001	4,088	4,175	4,265	4,357	4,451	4,546	4,644
Salary	36,961	37,756	38,568	39,397	40,245	41,110	41,994	42,897	43,820	44,762
4	41,673	42,569	43,485	44,420	45,375	46,351	47,348	48,366	49,406	50,469
TRS 9.4%	3,917	4,001	4,088	4,175	4,265	4,357	4,451	4,546	4,644	4,744
Salary	37,756	38,568	39,397	40,245	41,110	41,994	42,897	43,820	44,762	45,725
5	42,569	43,485	44,420	45,375	46,351	47,348	48,366	49,406	50,469	51,554
TRS 9.4%	4,001	4,088	4,175	4,265	4,357	4,451	4,546	4,644	4,744	4,846
Salary	38,568	39,397	40,245	41,110	41,994	42,897	43,820	44,762	45,725	46,708
6	43,485	44,420	45,375	46,351	47,348	48,366	49,406	50,469	51,554	52,663
TRS 9.4%	4,088	4,175	4,265	4,357	4,451	4,546	4,644	4,744	4,846	4,950
Salary	39,397	40,245	41,110	41,994	42,897	43,820	44,762	45,725	46,708	47,713
7	44,420	45,375	46,351	47,348	48,366	49,406	50,469	51,554	52,663	53,796
TRS 9.4%	4,175	4,265	4,357	4,451	4,546	4,644	4,744	4,846	4,950	5,057
Salary	40,245	41,110	41,994	42,897	43,820	44,762	45,725	46,708	47,713	48,739
8	45,375	46,351	47,348	48,366	49,406	50,469	51,554	52,663	53,796	54,953
TRS 9.4%	4,265	4,357	4,451	4,546	4,644	4,744	4,846	4,950	5,057	5,166
Salary	41,110	41,994	42,897	43,820	44,762	45,725	46,708	47,713	48,739	49,787
9	46,351	47,348	48,366	49,406	50,469	51,554	52,663	53,796	54,953	56,135
TRS 9.4%	4,357	4,451	4,546	4,644	4,744	4,846	4,950	5,057	5,166	5,277
Salary	41,994	42,897	43,820	44,762	45,725	46,708	47,713	48,739	49,787	50,858
10	47,348	48,366	49,406	50,469	51,554	52,663	53,796	54,953	56,135	57,342
TRS 9.4%	4,451	4,546	4,644	4,744	4,846	4,950	5,057	5,166	5,277	5,390
Salary	42,897	43,820	44,762	45,725	46,708	47,713	48,739	49,787	50,858	51,952
11	48,366	49,406	50,469	51,554	52,663	53,796	54,953	56,135	57,342	58,575
TRS 9.4%	4,546	4,644	4,744	4,846	4,950	5,057	5,166	5,277	5,390	5,506
Salary	43,820	44,762	45,725	46,708	47,713	48,739	49,787	50,858	51,952	53,069

APPENDIX 3C - SALARY SCHEDULE 2015-2016

2015	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40
12	49,406	50,469	51,554	52,663	53,796	54,953	56,135	57,342	58,575	59,835
TRS 9.4%	4,644	4,744	4,846	4,950	5,057	5,166	5,277	5,390	5,506	5,624
Salary	44,762	45,725	46,708	47,713	48,739	49,787	50,858	51,952	53,069	54,211
13	50,469	51,554	52,663	53,796	54,953	56,135	57,342	58,575	59,835	61,122
TRS 9.4%	4,744	4,846	4,950	5,057	5,166	5,277	5,390	5,506	5,624	5,745
Salary	45,725	46,708	47,713	48,739	49,787	50,858	51,952	53,069	54,211	55,377
14	51,554	52,663	53,796	54,953	56,135	57,342	58,575	59,835	61,122	62,437
TRS 9.4%	4,846	4,950	5,057	5,166	5,277	5,390	5,506	5,624	5,745	5,869
Salary	46,708	47,713	48,739	49,787	50,858	51,952	53,069	54,211	55,377	56,568
15	52,663	53,796	54,953	56,135	57,342	58,575	59,835	61,122	62,437	63,780
TRS 9.4%	4,950	5,057	5,166	5,277	5,390	5,506	5,624	5,745	5,869	5,995
Salary	47,713	48,739	49,787	50,858	51,952	53,069	54,211	55,377	56,568	57,785
16	53,796	54,953	56,135	57,342	58,575	59,835	61,122	62,437	63,780	65,152
TRS 9.4%	5,057	5,166	5,277	5,390	5,506	5,624	5,745	5,869	5,995	6,124
Salary	48,739	49,787	50,858	51,952	53,069	54,211	55,377	56,568	57,785	59,028
17	54,953	56,135	57,342	58,575	59,835	61,122	62,437	63,780	65,152	66,553
TRS 9.4%	5,166	5,277	5,390	5,506	5,624	5,745	5,869	5,995	6,124	6,256
Salary	49,787	50,858	51,952	53,069	54,211	55,377	56,568	57,785	59,028	60,297
18	56,135	57,342	58,575	59,835	61,122	62,437	63,780	65,152	66,553	67,984
TRS 9.4%	5,277	5,390	5,506	5,624	5,745	5,869	5,995	6,124	6,256	6,390
Salary	50,858	51,952	53,069	54,211	55,377	56,568	57,785	59,028	60,297	61,594
19	57,342	58,575	59,835	61,122	62,437	63,780	65,152	66,553	67,984	69,446
TRS 9.4%	5,390	5,506	5,624	5,745	5,869	5,995	6,124	6,256	6,390	6,528
Salary	51,952	53,069	54,211	55,377	56,568	57,785	59,028	60,297	61,594	62,918
20	58,575	59,835	61,122	62,437	63,780	65,152	66,553	67,984	69,446	70,940
TRS 9.4%	5,506	5,624	5,745	5,869	5,995	6,124	6,256	6,390	6,528	6,668
Salary	53,069	54,211	55,377	56,568	57,785	59,028	60,297	61,594	62,918	64,272
21		61,122	62,437	63,780	65,152	66,553	67,984	69,446	70,940	72,466
TRS 9.4%		5,745	5,869	5,995	6,124	6,256	6,390	6,528	6,668	6,812
Salary		55,377	56,568	57,785	59,028	60,297	61,594	62,918	64,272	65,654
22			63,780	65,152	66,553	67,984	69,446	70,940	72,466	74,024
TRS 9.4%			5,995	6,124	6,256	6,390	6,528	6,668	6,812	6,958
Salary			57,785	59,028	60,297	61,594	62,918	64,272	65,654	67,066

APPENDIX 3C - SALARY SCHEDULE 2016-2017

2017	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40
1	39,487	40,336	41,203	42,089	42,994	43,919	44,864	45,829	46,815	47,822
TRS 9.4%	3,712	3,792	3,873	3,956	4,041	4,128	4,217	4,308	4,401	4,495
Salary	35,775	36,544	37,330	38,133	38,953	39,791	40,647	41,521	42,414	43,327
2	40,336	41,203	42,089	42,994	43,919	44,864	45,829	46,815	47,822	48,850
TRS 9.4%	3,792	3,873	3,956	4,041	4,128	4,217	4,308	4,401	4,495	4,592
Salary	36,544	37,330	38,133	38,953	39,791	40,647	41,521	42,414	43,327	44,258
3	41,203	42,089	42,994	43,919	44,864	45,829	46,815	47,822	48,850	49,901
TRS 9.4%	3,873	3,956	4,041	4,128	4,217	4,308	4,401	4,495	4,592	4,691
Salary	37,330	38,133	38,953	39,791	40,647	41,521	42,414	43,327	44,258	45,210
4	42,089	42,994	43,919	44,864	45,829	46,815	47,822	48,850	49,901	50,974
TRS 9.4%	3,956	4,041	4,128	4,217	4,308	4,401	4,495	4,592	4,691	4,792
Salary	38,133	38,953	39,791	40,647	41,521	42,414	43,327	44,258	45,210	46,182
5	42,994	43,919	44,864	45,829	46,815	47,822	48,850	49,901	50,974	52,070
TRS 9.4%	4,041	4,128	4,217	4,308	4,401	4,495	4,592	4,691	4,792	4,895
Salary	38,953	39,791	40,647	41,521	42,414	43,327	44,258	45,210	46,182	47,175
6	43,919	44,864	45,829	46,815	47,822	48,850	49,901	50,974	52,070	53,190
TRS 9.4%	4,128	4,217	4,308	4,401	4,495	4,592	4,691	4,792	4,895	5,000
Salary	39,791	40,647	41,521	42,414	43,327	44,258	45,210	46,182	47,175	48,190
7	44,864	45,829	46,815	47,822	48,850	49,901	50,974	52,070	53,190	54,334
TRS 9.4%	4,217	4,308	4,401	4,495	4,592	4,691	4,792	4,895	5,000	5,107
Salary	40,647	41,521	42,414	43,327	44,258	45,210	46,182	47,175	48,190	49,227
8	45,829	46,815	47,822	48,850	49,901	50,974	52,070	53,190	54,334	55,503
TRS 9.4%	4,308	4,401	4,495	4,592	4,691	4,792	4,895	5,000	5,107	5,217
Salary	41,521	42,414	43,327	44,258	45,210	46,182	47,175	48,190	49,227	50,286
9	46,815	47,822	48,850	49,901	50,974	52,070	53,190	54,334	55,503	56,697
TRS 9.4%	4,401	4,495	4,592	4,691	4,792	4,895	5,000	5,107	5,217	5,330
Salary	42,414	43,327	44,258	45,210	46,182	47,175	48,190	49,227	50,286	51,367
10	47,822	48,850	49,901	50,974	52,070	53,190	54,334	55,503	56,697	57,916
TRS 9.4%	4,495	4,592	4,691	4,792	4,895	5,000	5,107	5,217	5,330	5,444
Salary	43,327	44,258	45,210	46,182	47,175	48,190	49,227	50,286	51,367	52,472
11	48,850	49,901	50,974	52,070	53,190	54,334	55,503	56,697	57,916	59,162
TRS 9.4%	4,592	4,691	4,792	4,895	5,000	5,107	5,217	5,330	5,444	5,561
Salary	44,258	45,210	46,182	47,175	48,190	49,227	50,286	51,367	52,472	53,601

APPENDIX 3C - SALARY SCHEDULE 2016-2017

2015	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40
12	49,901	50,974	52,070	53,190	54,334	55,503	56,697	57,916	59,162	60,434
TRS 9.4%	4,691	4,792	4,895	5,000	5,107	5,217	5,330	5,444	5,561	5,681
Salary	45,210	46,182	47,175	48,190	49,227	50,286	51,367	52,472	53,601	54,753
13	50,974	52,070	53,190	54,334	55,503	56,697	57,916	59,162	60,434	61,734
TRS 9.4%	4,792	4,895	5,000	5,107	5,217	5,330	5,444	5,561	5,681	5,803
Salary	46,182	47,175	48,190	49,227	50,286	51,367	52,472	53,601	54,753	55,931
14	52,070	53,190	54,334	55,503	56,697	57,916	59,162	60,434	61,734	63,062
TRS 9.4%	4,895	5,000	5,107	5,217	5,330	5,444	5,561	5,681	5,803	5,928
Salary	47,175	48,190	49,227	50,286	51,367	52,472	53,601	54,753	55,931	57,134
15	53,190	54,334	55,503	56,697	57,916	59,162	60,434	61,734	63,062	64,418
TRS 9.4%	5,000	5,107	5,217	5,330	5,444	5,561	5,681	5,803	5,928	6,055
Salary	48,190	49,227	50,286	51,367	52,472	53,601	54,753	55,931	57,134	58,363
16	54,334	55,503	56,697	57,916	59,162	60,434	61,734	63,062	64,418	65,803
TRS 9.4%	5,107	5,217	5,330	5,444	5,561	5,681	5,803	5,928	6,055	6,185
Salary	49,227	50,286	51,367	52,472	53,601	54,753	55,931	57,134	58,363	59,618
17	55,503	56,697	57,916	59,162	60,434	61,734	63,062	64,418	65,803	67,218
TRS 9.4%	5,217	5,330	5,444	5,561	5,681	5,803	5,928	6,055	6,185	6,318
Salary	50,286	51,367	52,472	53,601	54,753	55,931	57,134	58,363	59,618	60,900
18	56,697	57,916	59,162	60,434	61,734	63,062	64,418	65,803	67,218	68,664
TRS 9.4%	5,330	5,444	5,561	5,681	5,803	5,928	6,055	6,185	6,318	6,454
Salary	51,367	52,472	53,601	54,753	55,931	57,134	58,363	59,618	60,900	62,210
19	57,916	59,162	60,434	61,734	63,062	64,418	65,803	67,218	68,664	70,141
TRS 9.4%	5,444	5,561	5,681	5,803	5,928	6,055	6,185	6,318	6,454	6,593
Salary	52,472	53,601	54,753	55,931	57,134	58,363	59,618	60,900	62,210	63,548
20	59,162	60,434	61,734	63,062	64,418	65,803	67,218	68,664	70,141	71,649
TRS 9.4%	5,561	5,681	5,803	5,928	6,055	6,185	6,318	6,454	6,593	6,735
Salary	53,601	54,753	55,931	57,134	58,363	59,618	60,900	62,210	63,548	64,914
21		61,734	63,062	64,418	65,803	67,218	68,664	70,141	71,649	73,190
TRS 9.4%		5,803	5,928	6,055	6,185	6,318	6,454	6,593	6,735	6,880
Salary		55,931	57,134	58,363	59,618	60,900	62,210	63,548	64,914	66,310
22			64,418	65,803	67,218	68,664	70,141	71,649	73,190	74,764
TRS 9.4%			6,055	6,185	6,318	6,454	6,593	6,735	6,880	7,028
Salary			58,363	59,618	60,900	62,210	63,548	64,914	66,310	67,736

APPENDIX 3C - SALARY SCHEDULE 2017-2018

2018	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40
1	39,882	40,740	41,616	42,511	43,425	44,359	45,313	46,288	47,283	48,300
TRS 9.4%	3,749	3,830	3,912	3,996	4,082	4,170	4,259	4,351	4,445	4,540
Salary	36,133	36,910	37,704	38,515	39,343	40,189	41,054	41,937	42,838	43,760
2	40,740	41,616	42,511	43,425	44,359	45,313	46,288	47,283	48,300	49,339
TRS 9.4%	3,830	3,912	3,996	4,082	4,170	4,259	4,351	4,445	4,540	4,638
Salary	36,910	37,704	38,515	39,343	40,189	41,054	41,937	42,838	43,760	44,701
3	41,616	42,511	43,425	44,359	45,313	46,288	47,283	48,300	49,339	50,400
TRS 9.4%	3,912	3,996	4,082	4,170	4,259	4,351	4,445	4,540	4,638	4,738
Salary	37,704	38,515	39,343	40,189	41,054	41,937	42,838	43,760	44,701	45,662
4	42,511	43,425	44,359	45,313	46,288	47,283	48,300	49,339	50,400	51,484
TRS 9.4%	3,996	4,082	4,170	4,259	4,351	4,445	4,540	4,638	4,738	4,839
Salary	38,515	39,343	40,189	41,054	41,937	42,838	43,760	44,701	45,662	46,645
5	43,425	44,359	45,313	46,288	47,283	48,300	49,339	50,400	51,484	52,591
TRS 9.4%	4,082	4,170	4,259	4,351	4,445	4,540	4,638	4,738	4,839	4,944
Salary	39,343	40,189	41,054	41,937	42,838	43,760	44,701	45,662	46,645	47,647
6	44,359	45,313	46,288	47,283	48,300	49,339	50,400	51,484	52,591	53,722
TRS 9.4%	4,170	4,259	4,351	4,445	4,540	4,638	4,738	4,839	4,944	5,050
Salary	40,189	41,054	41,937	42,838	43,760	44,701	45,662	46,645	47,647	48,672
7	45,313	46,288	47,283	48,300	49,339	50,400	51,484	52,591	53,722	54,877
TRS 9.4%	4,259	4,351	4,445	4,540	4,638	4,738	4,839	4,944	5,050	5,158
Salary	41,054	41,937	42,838	43,760	44,701	45,662	46,645	47,647	48,672	49,719
8	46,288	47,283	48,300	49,339	50,400	51,484	52,591	53,722	54,877	56,057
TRS 9.4%	4,351	4,445	4,540	4,638	4,738	4,839	4,944	5,050	5,158	5,269
Salary	41,937	42,838	43,760	44,701	45,662	46,645	47,647	48,672	49,719	50,788
9	47,283	48,300	49,339	50,400	51,484	52,591	53,722	54,877	56,057	57,263
TRS 9.4%	4,445	4,540	4,638	4,738	4,839	4,944	5,050	5,158	5,269	5,383
Salary	42,838	43,760	44,701	45,662	46,645	47,647	48,672	49,719	50,788	51,880
10	48,300	49,339	50,400	51,484	52,591	53,722	54,877	56,057	57,263	58,495
TRS 9.4%	4,540	4,638	4,738	4,839	4,944	5,050	5,158	5,269	5,383	5,499
Salary	43,760	44,701	45,662	46,645	47,647	48,672	49,719	50,788	51,880	52,996
11	49,339	50,400	51,484	52,591	53,722	54,877	56,057	57,263	58,495	59,753
TRS 9.4%	4,638	4,738	4,839	4,944	5,050	5,158	5,269	5,383	5,499	5,617
Salary	44,701	45,662	46,645	47,647	48,672	49,719	50,788	51,880	52,996	54,136

APPENDIX 3C - SALARY SCHEDULE 2017-2018

2015	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32	MA+40
12	50,400	51,484	52,591	53,722	54,877	56,057	57,263	58,495	59,753	61,038
TRS 9.4%	4,738	4,839	4,944	5,050	5,158	5,269	5,383	5,499	5,617	5,738
Salary	45,662	46,645	47,647	48,672	49,719	50,788	51,880	52,996	54,136	55,300
13	51,484	52,591	53,722	54,877	56,057	57,263	58,495	59,753	61,038	62,351
TRS 9.4%	4,839	4,944	5,050	5,158	5,269	5,383	5,499	5,617	5,738	5,861
Salary	46,645	47,647	48,672	49,719	50,788	51,880	52,996	54,136	55,300	56,490
14	52,591	53,722	54,877	56,057	57,263	58,495	59,753	61,038	62,351	63,692
TRS 9.4%	4,944	5,050	5,158	5,269	5,383	5,499	5,617	5,738	5,861	5,987
Salary	47,647	48,672	49,719	50,788	51,880	52,996	54,136	55,300	56,490	57,705
15	53,722	54,877	56,057	57,263	58,495	59,753	61,038	62,351	63,692	65,062
TRS 9.4%	5,050	5,158	5,269	5,383	5,499	5,617	5,738	5,861	5,987	6,116
Salary	48,672	49,719	50,788	51,880	52,996	54,136	55,300	56,490	57,705	58,946
16	54,877	56,057	57,263	58,495	59,753	61,038	62,351	63,692	65,062	66,461
TRS 9.4%	5,158	5,269	5,383	5,499	5,617	5,738	5,861	5,987	6,116	6,247
Salary	49,719	50,788	51,880	52,996	54,136	55,300	56,490	57,705	58,946	60,214
17	56,057	57,263	58,495	59,753	61,038	62,351	63,692	65,062	66,461	67,890
TRS 9.4%	5,269	5,383	5,499	5,617	5,738	5,861	5,987	6,116	6,247	6,382
Salary	50,788	51,880	52,996	54,136	55,300	56,490	57,705	58,946	60,214	61,508
18	57,263	58,495	59,753	61,038	62,351	63,692	65,062	66,461	67,890	69,350
TRS 9.4%	5,383	5,499	5,617	5,738	5,861	5,987	6,116	6,247	6,382	6,519
Salary	51,880	52,996	54,136	55,300	56,490	57,705	58,946	60,214	61,508	62,831
19	58,495	59,753	61,038	62,351	63,692	65,062	66,461	67,890	69,350	70,841
TRS 9.4%	5,499	5,617	5,738	5,861	5,987	6,116	6,247	6,382	6,519	6,659
Salary	52,996	54,136	55,300	56,490	57,705	58,946	60,214	61,508	62,831	64,182
20	59,753	61,038	62,351	63,692	65,062	66,461	67,890	69,350	70,841	72,365
TRS 9.4%	5,617	5,738	5,861	5,987	6,116	6,247	6,382	6,519	6,659	6,802
Salary	54,136	55,300	56,490	57,705	58,946	60,214	61,508	62,831	64,182	65,563
21		62,351	63,692	65,062	66,461	67,890	69,350	70,841	72,365	73,921
TRS 9.4%		5,861	5,987	6,116	6,247	6,382	6,519	6,659	6,802	6,949
Salary		56,490	57,705	58,946	60,214	61,508	62,831	64,182	65,563	66,972
22			65,062	66,461	67,890	69,350	70,841	72,365	73,921	75,511
TRS 9.4%			6,116	6,247	6,382	6,519	6,659	6,802	6,949	7,098
Salary			58,946	60,214	61,508	62,831	64,182	65,563	66,972	68,413