

**MASTER CONTRACT**

**Bradley Elementary Education Association**

**IEA – NEA**

**and**

**Board of Education**

**Bradley Elementary School District No. 61**

**2014-2015 through 2016-2017**

ARTICLE I  
PREAMBLE

- 1.1 This Agreement, between the Board of Education of District No. 61, Kankakee County, Bradley, Illinois and the Bradley Elementary Education Association, IEA--NEA, incorporates a number of understandings which derive from the parties mutual belief that each pupil is entitled to an education of the highest quality and that the parties, respectfully, have the public duty and professional responsibility to strive to further improve and enhance said principle.

ARTICLE II  
RECOGNITION

- 2.1 The Board of Education of District No. 61 recognizes the Bradley Elementary Education Association, IEA--NEA, as the sole and exclusive collective bargaining agent for the regularly employed, contractual, full and part time teaching personnel of the district (employee). This representation is exclusive of the Superintendent of the district, principals, assistant principals and any other administrative or supervisory personnel having the authority to hire, transfer, assign, promote, evaluate, discharge or discipline other employees of having the responsibility to make other recommendations thereon. Excluded also are substitute personnel.

ARTICLE III  
NEGOTIATIONS PROCEDURES

- 3.1 The Board of Education agrees to participate in good faith in negotiations with the duly designated representative of the Bradley Elementary Education Association, IEA--NEA.
- 3.2 Both parties agree to abide by the provisions of the Illinois Educational Labor Relations Act.
- 3.3 Good faith is defined as a mutual responsibility of the Board and the Association to deal with each other openly and fairly with the intent to reach agreement on negotiable items.
- 3.4 The Board will appoint a committee, no member of which shall be a member of the recognized bargaining unit, to meet with the Association representative.
- 3.5 The Association will also appoint a committee to meet with the Board committee.
- 3.6 Both parties agree to confer and commence negotiations no later than March 1 of the school year in which this contract terminates, to propose, discuss and negotiate in good faith by and through each appointed committee. If agreement is not reached on all items by August 1, either party may declare to the other in writing that an impasse exists. If an impasse is so declared, the parties may by mutual agreement, submit the matter to federal mediation through the Federal Mediation and Conciliation Service.
- 3.7 During negotiations, the agreed upon material shall be prepared for the Board and the Association and signed prior to the adjournment of the meeting at which agreement was reached.
- 3.8 When the Association and the Board reach tentative agreement on all matters being negotiated, they will be reduced to writing and submitted for consideration to the Board of Education and the Bradley Elementary Education Association for ratification.
- 3.9 It is the mutual responsibility of the Board and the Association to confer upon the respective representatives the necessary power and authority to make proposals, consider proposals and make counter proposals in the course of negotiations and to attempt to reach tentative agreement for consideration of the Board of Education and the Bradley Elementary Education Association, IEA--NEA, for ratification.

ARTICLE IV  
ADMINISTRATION OF CONTRACT

- 4.1 Representatives of the Association and the Superintendent shall meet monthly to review the administration of the contract and to resolve any problems that may arise. These meetings are not intended to by-pass the grievance procedure. Should such a meeting result in a mutually acceptable amendment to the contract, the amendment shall be reduced to writing, ratified by the members of the Association and the Board of Education, signed and added to the contract.

ARTICLE V  
GRIEVANCE PROCEDURE

5.1 DEFINITIONS

- A. Any claim by the Association or an employee that there has been a violation or misapplication of the terms of this Agreement, or a violation, misrepresentation, or misapplication of written Board of Education Policies which are applicable to the Association or employee shall be a grievance.
  
- B. All the time limits consist of school days. Except when a grievance is submitted fewer than ten (10) days before the close of the current school term, then time limits shall consist of all week days. In order to be considered, a grievance must be filed within twenty (20) days of the occurrence being grieved or within twenty (20) days having reasonable knowledge thereof.

5.2 PROCEDURES

When requested by the employee, an Association representative (BEEA member) may accompany the employee to assist in the resolution of the grievance. The parties hereto acknowledge that it is most desirable for an employee and the employee's immediate supervisor to resolve problems through free and informal communication. If, however, the informal process fails to satisfy the grievant, a grievance may be processed as follows.

- A. STEP 1 - The grievant shall present the grievance in writing using the appropriate form to the immediately involved supervisor, who will arrange for a meeting to take place within four (4) days after the receipt of the grievance. The grievant and the immediately involved supervisor shall be present for the meeting. At the request of the grievant; an Association representative may be present. Within two (2) days of the meeting, the grievant shall be provided with the supervisor's written response, including reasons for the decision.
  - B. STEP 2 - If the grievance is not resolved at Step 1, then the grievant may refer the grievance to the Superintendent or his official designee within six (6) days after the receipt of the Step 1 answer or within eight (8) days after the Step 1 meeting, whichever is later. The Superintendent shall arrange with the grievant and/or the Association representative for a meeting to take place within five (5) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within four (4) days of the meeting, the grievant shall be provided with the Superintendent's written response, including reasons for the decision.
  - C. STEP 3 - If the grievant 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 grievance may be submitted to the Board of Education. The Board may hear the grievance or defer to Step 4. In the event that the Board decides to hear the grievance, the President of the Board shall arrange for a meeting to take place with the grievant and/or Association representative within twenty (20) days of the receipt of the appeal. Each party shall the right to include in its representation such witnesses and counselors as it deems necessary to determine pertinent facts to the grievance. Upon conclusion of the hearing, the President of the Board shall have eight (8) days in which to provide the written decision of the Board with reasons to the grievant.
  - D. STEP 4 - If the grievant is not satisfied with the disposition of the grievance at Step 3, or the time limits expire without issuance of the Board's written reply, or the Board chooses not to hear the grievance, the grievant and Association may submit the grievance to final and binding arbitration as provided in the ILLINOIS EDUCATIONAL LABOR RELATION ACT. If a demand for arbitration is not filed within thirty days of the date for the Step 3 answer, then the grievance shall be deemed withdrawn. Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator, which was not previously disclosed to the other party. The arbitrator shall have no power to alter the terms of the Agreement.
- 5.3 BYPASS TO SUPERINTENDENT - If the grievant and the Superintendent agree, Step 1 of the grievance procedure may be bypassed and the grievance brought directly to Step 2.
- 5.4 CLASS GRIEVANCE - A class grievance involving one or more employees or one or more supervisors, and grievances involving an administrator above the building level may initially be filed by the Association at Step 2.
- 5.5 ASSOCIATION PARTICIPATION - The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any level at the request of the grievant, and no employee shall be required to discuss any grievance if the Association's representative is not present.
- 5.6 COOPERATION - The Board, administration and Association shall cooperate in the investigation of any grievance.
- 5.7 NO REPRISALS CLAUSE - No reprisals shall be taken by the Board or administration against any employee because of the employee's participation in a grievance.
- 5.8 RELEASED TIME - Should the Board or administration require investigation or processing of any grievance which in turn requires that an employee or an Association representative be released from their regular assignment, the employee or Association representative shall be released from their regular assignment without loss of pay or benefits. This does not apply to disciplinary suspensions.
- 5.9 FILING OF MATERIALS - All records relating to a grievance shall be filed separately from the personnel files of the employee.

5.10 GRIEVANCE WITHDRAWAL - A grievance may be withdrawn at any level without establishing precedence.

## ARTICLE VI ASSOCIATION RIGHTS

6.1 ASSOCIATION BUSINESS - Reasonable requests for access by Association representatives to work areas of professionals represented by the Association will be granted by the administration provided that no interference with the instructional program would be occasioned by the granting of such requests and provided all visitors notify the Superintendent's office or his/her designee before proceeding to their ultimate destinations. The Association may use faculty mail boxes for a reasonable volume of appropriate announcements relating to the conduct of the negotiating agent or business of the negotiating committee.

The Association may hold closed general membership business meetings on school district property provided such meetings in no way interfere with any aspect of the instructional program. The time and place for such meetings to be approved by the Superintendent and also provided that such meetings entail no additional maintenance or custodial expense to the district.

The Association may hold closed building membership meetings for respective building members and Association officers and representatives on school district property provided such meetings in no way interfere with any aspect of the instructional program. The time and place for such meetings to be approved by the respective building principal or the Superintendent and also provided that such meetings entail no additional maintenance or custodial expense to the district. Emergency meetings in addition to the aforementioned may in like manner be held on school district property during negotiation periods, subject to the approval of the Superintendent. Approval for such meetings shall not be unreasonably withheld.

6.2 FAIR SHARE AGREEMENT - Each employee, 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 consisting of an amount equal to the dues uniformly required of members of the Association, including local, state and national dues.

A. In the event that the employee does not pay his/her fair share directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share from the wages of the non-member. The deductions may be made as are those members as provided for elsewhere in this agreement.

B. Such fees shall be paid to the Association by the Board no later than ten (10) days following the deduction.

C. If said non-member files a formal religious objection, the withheld amount shall be donated to a mutually agreed upon charity, as provided by IEA--NEA guidelines.

D. In the event of any legal action against the employer brought in court of law 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 counsel, provided:

1) The employer gives immediate notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires, and

2) The employer 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 appellate levels. The Association agrees that in any action so defended, it will indemnify and hold harmless the employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the employer's compliance with this Article. It is expressly understood that this save 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 the obligations imposed upon it by this Article.

6.3 ASSOCIATION DUES - Any employee may sign and deliver to the Board an authorization for annual BEEA, IEA/NEA dues deduction. The appropriate authorization forms shall be provided by the Association and submitted to the Board by August 31.

6.4 ASSOCIATION LEAVE - Should the Association send representatives to local, state or national conferences, these representatives shall be excused without loss of salary providing that the Association shall reimburse the district for the cost of the substitute(s). A written notice for leave shall be submitted to the Superintendent by the President of the Association at least two weeks prior to such leave. Such leave is subject to the availability of qualified substitutes and no more than two representatives may be excused at one time and no more than four total school days may be so used.

6.5 DISTRICT CALENDAR - The Executive Committee of the Association shall meet with the Superintendent to comment on the proposed school calendar prior to the final action by the Board of Education.

ARTICLE VII  
LEAVES

7.1 SICK LEAVE DAYS - At the beginning of each school year, each employee shall be credited with sick leave as follows:

- First Year = 15 days
- Years 2-15 = 10 days
- Year 16- 24 = 15 days
- Year 25 and up = 20 days

Sick leave shall be used for personal illness and illness in the immediate family.

Sick leave shall be available for use in connection with the birth, adoption, or placement for adoption of a child as provided in Section 24-6 of the School Code (105 ILCS 5/24-6).

Sick days may (can) accumulate up to 370 days.

The Board shall calculate and maintain a record of the number of unused sick days each year beyond the above stated amount.

Employees, who have accumulated sick days above 270 days prior to April 2003, shall be awarded the days that the Board calculated and maintained a record of, and those days will be available for approved sick leave use. This provision is contingent on TRS rules and regulations authorizing the use of more than 270 sick days towards service credit for retirement purposes.

A. When illness would seem to eventually deplete the accumulated sick days, the employee should prepare such forms as needed to apply to T.R.S. for temporary/permanent disability three weeks prior to the use of the last sick day. Leave of absence from the school district should also be applied for at that time. These actions are to ensure disability benefits from T.R.S. to begin the day after the final sick day has been used. The approved leave will insure the employee of his/her position with the district during the duration of a temporary disability leave. A temporary disability leave shall not exceed 90 days.

7.2 PERSONAL LEAVE DAYS - In addition to the sick leave, each employee shall be credited with two days of personal leave. If such personal leave days are not used during the school year, they may accumulate as sick leave days. Personal days are not accumulated.

- A. Two days may be taken without giving a reason.
- B. Personal leave days are to be used solely for personal matters that cannot reasonably be scheduled outside of the normal workday through no fault of the employee.
- C. Two days notice is required when such leave is requested, except in the case of emergency.
- D. Request for personal leave days is to be made to the building principal with final approval being given by the Superintendent.
- E. Personal leave days cannot be taken just before or after a holiday except in the case of emergency. In case of an extraordinary situation, an exception could be made at the discretion of the Superintendent. Such exceptions would not necessarily set precedence.

7.3 PROFESSIONAL LEAVE DAYS - Each employee may submit a request to attend professional conferences, meetings, or workshops. At least one week's notice, in writing, shall be given by the employee. If approved by the Superintendent, day(s) will be taken with full pay and approved reimbursement for expenses incurred will be paid by the district.

7.4 BEREAVEMENT DAYS - The Board will not deduct approved days off for attendance at funerals for the immediate family from an employee's sick leave days. There will also be no deduction for activities involved with death in the immediate family provided such absence is approved by the Superintendent. Appropriate approval forms must be completed for all bereavement leave. When extended absence is anticipated, the Superintendent or his/her designee must be contacted personally and prior approval secured. The immediate family is defined in Illinois statute (105 ILCS 5/24-6) and includes parents, spouse, brothers, sisters, children, grandparents, grandchildren, parent-in-law, brothers-in-law, sisters-in-laws, and legal guardians.

7.5 LEAVE OF ABSENCE - Leaves of absence may only be granted by the Board of Education. Leaves of absence can be requested by any employee. The employee must submit the request to the Board, in writing; at a board meeting prior to the date of the requested leave. During said leaves, seniority shall continue to accumulate. An employee returning from a leave of absence may be reinstated to the position previously had, or to an available position for which he/she is qualified. An employee returning from an absence of less than a full school year shall be placed at the experience level as he/she would have been at had he/she worked in the district during such period.

7.6 SPECIAL LEAVE OF ABSENCE - An employee shall be granted an unpaid leave of absence not to exceed ninety (90) calendar days following the birth of her child, provided that, in the sole discretion of the Board the continuity of instruction can be maintained. Said leave must be requested, in writing, within thirty (30) calendar days of the anticipated birth of the child and shall commence and terminate on dates mutually agreed to between the Superintendent and the employee. During said leave seniority shall continue to accumulate.

ARTICLE VIII  
WORKING CONDITIONS

- 8.1 SCHOOL DAY - Employees shall maintain a 7.5 hour workday
- 8.2 CLASS SIZE — Taking into account fiscal and physical constraints, the Administration will make every effort to provide the optimum student/teacher ratio in District No. 61 classrooms. The Administration will distribute students as evenly as possible between the appropriate grades/groups taking into account fiscal and physical constraints and giving consideration to students' ages, students' abilities, subjects being taught and facilities available.
- A. Classes containing students with major handicaps who require special equipment and instruction will be smaller than other classes of the same subject/grade or assistance will be provided in the instruction of such children.
- B. The district will form a committee of Association members and administration to set mutually agreed upon guidelines for special education caseloads/workloads. The committee will consist of Association representatives from all 3 buildings as well as administration. The committee's recommended guidelines shall be presented to the Board for final approval.
- 8.3 LUNCH AND PREPARATION PERIODS — Employees shall have a duty free lunch period of no less than thirty minutes daily and unassigned preparation time which, on a weekly basis, will average no less than forty-five minutes daily. The employer will make every effort not to schedule meetings or conferences during such preparation periods.
- 8.4 LUNCHROOM DUTY — When it is necessary for an employee to have a lunchroom duty, such duty shall not interfere with the employee's duty free lunch period or preparation period. The supervising employee's lunch period will not take place during scheduled instructional time in his/her classroom. The supervising employee will receive the support necessary to avoid taking instructional time for lunchroom discipline.
- 8.5 TRAVELING EMPLOYEES — Traveling employees shall be provided with preparation and lunch periods as any other employee and traveling time shall not infringe on these periods. Traveling employees shall be compensated at a rate of \$40.00 per month to cover expenses incurred by such travel.
- 8.6 PERSONNEL FILE — Employees have the right to inspect their personnel files. Such inspection is subject to current Illinois law.
- 8.7 DISTRICT-SPONSORED PROFESSIONAL GROWTH PROGRAMS — District professional growth programs shall be planned by a professional growth committee comprised of an administrator, at least one employee from each school in the district, and one member of the certificated support staff.
- A. These programs will provide for professional growth for the school year. Attendance at programs scheduled on weekends or during vacations shall be voluntary.
- B. Planning of professional growth programs shall be based on the expressed needs of the employees and administrators and the recommendations of the professional growth committee. The plan shall also assist employees and administrators in understanding and dealing with human and inter-group relations that exist in the district. The program will help employees keep informed of current trends and developments in education. The professional growth committee shall submit written recommendations to the Superintendent, with a copy provided to the BEEA, no later than May 1 of the year prior to implementation. An end-of-year program report shall also be made in writing to the Superintendent, with a copy given to the BEEA, before May 1 of each year. Approved professional growth program expenses shall be paid by District No. 61. This does not prohibit the Board of Education or Administration from holding additional meetings or programs as needed.
- 8.8 VACANCIES — During the school year whenever a vacancy occurs or is anticipated, the Superintendent shall, within one week of when vacancies occur or are anticipated, post a vacancy notice in all school buildings on the bulletin boards in each teachers' lounge.
- All applicants from within the school district will be considered provided they make application within five school days of the posting date on the vacancy notice and they are certified for said position. If an application from within the district is not selected, the applicant may request a conference with the personnel director to discuss the non-selection of the applicant.
- 8.9 No BEEA, IEA—NEA views on matters relating to supervisor—employee, Board—employee, Board-administrator, employee—student, administration—student or Board—student relationships will be discussed in the presence of students.

ARTICLE IX  
FRINGE BENEFITS

9.1 MEDICAL EXPENSE BENEFIT PLAN - The Board shall provide a Medical Expense Benefit Plan to provide hospital, surgical, major medical, dental and vision insurance for employees and their dependents and spouses who are unemployed or employed but not eligible for any other medical insurance coverage from any source other than the Board. If an employee's spouse is employed or eligible for other medical insurance, the spouse may enroll in the Board's plan as secondary insurance only. The Board shall contribute toward the premium cost of said insurance as follows:

2014-2015:	Up to \$12,500
2015-2016:	Up to \$11,250
2016-2017:	Up to \$10,000

In addition to the above, during the term of this Agreement, if an eligible employee enrolls in a high deductible plan with a Health Savings Account (HSA), the Board shall pay a one-time contribution into the employee's HSA in an amount equal to the difference between the highest cost plan and the HSA plan for the coverage tier in which the employee is enrolled. This benefit is understood to be applicable during the summer months for all school employees scheduled to return to work in the fall. This benefit shall also continue for the months of June, July, and August immediately following retirement for all employees who retire at the end of the school year.

The Board of Education shall maintain a District-wide Insurance Committee to monitor costs, investigate trends/options, and if necessary, make recommendations for changes, including recommendations regarding plan design. The Association shall be allowed up to seven (7) members on the District-wide Committee. The Committee shall meet at regular intervals at least quarterly on dates agreed upon by the parties.

The Board reserves the right to implement cost-containment measures including but not necessarily limited to the following: change insurance carriers, benefit levels, deductibles (except for those expressly set forth herein), coverage, or to self insure as it deems appropriate as long as the new basic coverage and basic benefits are substantially similar to those which immediately pre-dated this Agreement. The Board further reserves the right to add additional plans as options for employees, including but not limited to a High Deductible plan with a Health Savings Account ("HSA").

**MAJOR MEDICAL BENEFITS:**

The current PPO plan in existence as of 2013-14 shall remain in effect during the term of this Agreement, with deductibles as follows:

Individual Deductible - \$300 per person per calendar year.

Family Deductible - Two individual deductions per family per calendar year.

In the event implementation of the Affordable Care Act (ACA) causes any new taxes, fines or penalties against the District as a result of the plan, the parties agree to reopen the contract solely on the issue of the insurance plan and to negotiate changes to the plan design in order to avoid such taxes, fines or penalties. If after good faith bargaining the parties are unable to reach agreement on plan changes that avoid such taxes, fines or penalties, then the Board reserves the right to make changes to the plan in the narrowest possible manner so as to avoid such taxes, fines or penalties.

- A. DENTAL BENEFIT - Covered Expenses - 70% of Reasonable and Customary - Not subject to a deductible. Calendar Year Maximum - \$1,500 per family or single participant. Benefit payment will be paid directly to the provider
- B. VISION BENEFIT - Covered Expenses - 67% of Reasonable and Customary -not subject to a deductible. Calendar Year Maximum - \$600 per family or single participant. Eye Examinations - Once per person each 12 months. Lenses (2) or Contacts - Once per individual each 12 months. Frames (per pair) - Once per person each 12 months. Benefit payments will be paid directly to the provider.
- C. FLEXIBLE SPENDING ACCOUNT – The Board shall establish and make available to the employees a flexible spending account (FSA) plan in accordance with the IRS Code for such plans.

9.2 LIFE INSURANCE - At no cost to the employee, the Board shall provide \$25,000 life insurance per employee plus accidental death and dismemberment coverage per employee.

- 9.3 HOSPITALIZATION PLAN AFTER RETIREMENT - Employees retiring from District No. 61 will be allowed to continue with the District's Medical Expense Benefit Plan as long as they pay the required monthly premium and meet the conditions in the Medical Expense Benefit Plan.
- 9.4 WELLNESS BENEFIT - The Board shall provide a yearly wellness benefit to each eligible employee. Upon receipt of proof of payment, each employee shall be eligible for up to \$150 each year as reimbursement for participation in approved wellness activities, including YMCA, YWCA, health clubs, smoking cessation, or other health related activities approved by the Superintendent.
- 9.5 CONTINUING EDUCATION BENEFIT
  - a) The Board shall reimburse employees for tuition paid for advanced (masters and above) college level courses at a rate up to \$150 per semester hour or \$99 per quarter hour, with a maximum of \$900 per school year. In the event a demonstrable need for a bachelor's level course is established and is approved by the Superintendent, the employee shall receive reimbursement in the amount(s) above for that approved course;
  - b) Reimbursement for tuition shall be received only if the credits are in the current specific teaching field, a teaching field requested by the District, or required credits in a master's program, certification endorsement, Certificate of Advanced Study (CAS), and/or doctorate (Ed.D./Ph.D) and if prior approval of the Superintendent or his/her designee has been granted;
  - c) If an employee has moved horizontally on the salary schedule as a result of this tuition reimbursement in full or in part and the employee leaves the employ of the District within one (1) year of receiving such reimbursement, the employee shall repay the reimbursement to the District for the year prior to departure, except that the Superintendent or his/her designee shall retain the privilege of waiving this requirement when extenuating circumstances exist, without setting precedence;
  - d) Reimbursement shall be made to the employee within thirty (30) calendar days of the date that the District receives a copy of the paid receipt and an official transcript indicating the credit hours have been successfully completed; and
  - e) Reimbursement shall only be made if the employee receives a grade of "A" or "B" (B minus (B-) shall be considered a B for this purpose) on the official transcript.
- 9.6 NATIONAL BOARD PROFESSIONAL TEACHING STANDARDS CERTIFICATION (NBPTS) – The Board shall pay the costs for the NBPTS certification process that are not covered by the State Illinois Scholarship program to a maximum of \$2,500.
- 9.7 MENTORING – An employee mentoring a fellow employee who has teaching experience but is a first year hire to the Bradley Elementary District will receive \$375.00 for one year. An employee mentoring a fellow employee who has no previous teaching experience will receive \$750.00 per year. This mentoring team will be in place for a two-year period
- 9.8 BRtI INTERNAL COACH– Each building in the District shall have at least one BRtI Internal Coach, with a maximum of two per building. Each employee who fulfills such a coach position shall be paid \$475.00 per school year.
- 9.9 TRAININGS -- Employees attending District initiated trainings after/outside the regular school day shall be compensated at the hourly rate of \$20.00.

ARTICLE X  
SALARY

- 10.1 SALARY SCHEDULES -            2014 - 2015  
    2015 - 2016  
    2016 – 2017

3% per year with schedules calculated with TRS contribution as required by law.

- 10.2 Advancement from column to column on the salary schedule is not dependent upon enrollment in a degree program. Courses for advancement must have prior approval of the Superintendent. Bachelor's level courses that have been approved by the Superintendent shall count toward horizontal movement on the salary schedule, provided, however, no employee may utilize more than eight (8) hours of credit from bachelor's courses toward horizontal movement during their career at the District.
- 10.3 Credit courses taken during the summer and fall terms of 1986 and the spring and summer of 1987 will apply toward column advancement. All hours earned prior to the above dates will not be applicable.

10.4 Persons on the BS+16 column as of August 1987 will advance to the new BS+18 column beginning with the 1987-1988 school year. Those persons on the MS+16 step as of August, 1987 will advance to the new MS+18 column. All further column advancement will be dependent upon additional earned hours following August, 1987.

10.5 EMPLOYEE RETIREMENT CONTRIBUTIONS -

The Board shall pay, in addition to each employee's salary, the employee's contribution to the Illinois Teachers' Retirement System up to a maximum of 9.40% (comprised of 9.00% for TRS and 0.40% for ERO should ERO remain in effect) excluding the contribution to the Teachers' Health Insurance System (THIS) Fund.

10.6 PAYCHECKS - The Board of Education agrees to pay each employee's salary in 20 or 24 payments due and payable on the 15th day and the last working day of each month. Should these dates fall on weekends or holidays, these payments will be made on the last school day prior to these dates. Employees shall have the option of using direct deposit. Employees must elect in writing, before the first teacher workday, the 20-pay or 24-pay schedule. Employees who fail to elect a pay schedule will automatically be placed on the 20-pay schedule.

10.7 EARLY RETIREMENT PURSUANT TO EARLY RETIREMENT WITHOUT DISCOUNT (40 ILCS 5/16-133.2)

Eligible employees (as defined herein) may apply for and take early retirement under the Illinois Teachers' Retirement System pursuant to 40 ILCS 5/16-133.2, subject to ERO being renewed by the State.

10.7.1 Early Retirement Option (ERO)

- a. The Board shall apply the ERO eligibility criteria set forth herein during the term of this Agreement, or until June 30, 2016, whichever is earlier.
- b. For teachers who elect and qualify for ERO pursuant to the requirements herein, the Board shall issue a certificate of eligibility indicating that the teacher satisfied the District's criteria.

10.7.2 ERO Eligibility Requirements

- a. The teacher shall have at least twenty-five (25) consecutive years of full-time continuous contractual service status with the district, including the final year of employment.
- b. The teacher shall meet the regular age and years of service requirements for ERO as determined by TRS.
- c. The teacher shall not have received a salary increase in any years considered by TRS for computing the teacher's retirement annuity such that the Board would owe a "penalty" payment to TRS for any salary increase in excess of any limits imposed by TRS.
- d. The teacher shall not participate in or receive any of the benefits of the Board's local retirement incentive set forth Section 10.8 of this Agreement. Any teacher who has elected the Board's local retirement incentive shall not be eligible for participation in ERO.
- e. The teacher shall be solely responsible for payment of the employee contribution to TRS for the ERO.

10.7.3 Limitations

- a. In any school year in which an eligible teacher applies for ERO as provided herein, the Board shall approve a maximum of one (1) teacher for participation in ERO in that school year.
- b. In the event more than one eligible teacher applies for ERO as provided herein in the same school year, the Board shall select the teacher with the longest continued contractual service in the District.

#### 10.7.4 Notice

- a. Teachers shall apply for ERO by submitting in writing to the Superintendent a notice of intent to retire under ERO. This notice shall be submitted by no later than June 1 of the year prior to the teacher's proposed final school year of employment.
- b. The Board shall notify the teacher of its decision on the application by no later than October 1 of the teacher's proposed final school year of employment.
- c. Upon approval by the Board of a teacher's application, the teacher's notice of intent to retire under ERO shall be final and irrevocable unless the Board, in its sole discretion, agrees to rescind the approval.

10.8 REGULAR RETIREMENT – For the term of this Agreement, Bradley Elementary School District No. 61 will provide to its teachers a retirement incentive that will include and be subject to the provisions set forth below. Teachers should not rely upon the continuation of this retirement incentive award program in subsequent collective bargaining agreements. Unless the parties agree to continue this benefit in a subsequent collective bargaining agreement, it shall terminate upon the expiration of this agreement and will not be available to teachers who have not applied for the benefit prior to the expiration date of this agreement.

#### 1. To be eligible:

- The teacher shall have a minimum of fifteen (15) years of continuous full-time service in the Bradley Elementary School District by the intended date of retirement; and
- The teacher shall be at least sixty (60) years of age on or before December 31 of the calendar year of retirement or will be at least fifty-five (55) years of age and will have at least thirty-five (35) years of creditable service and will not retire under the statutory Modified Early Retirement Option causing the District to have to pay a contribution or other charge to TRS. Additionally, no teacher may participate in this program if the District would or is determined to owe, in connection with said teacher, any payment or penalty to TRS under any other law, regulation or applicable rule; and
- The teacher shall submit an irrevocable notice of retirement by July 30 up to four school years prior to retirement and no later than July 30 prior to the final year of service at the District prior to retirement.

#### 2. If approved:

- The teacher shall be removed from the salary schedule and extra duty pay schedule; and
- The teacher shall receive a six percent (6%) increase in his/her total creditable earnings over the prior year's total creditable earnings for each year of notice up to a maximum of four (4) years. For example, a teacher who gives a four-year notice of retirement shall receive increases of 6% in his/her total creditable earnings for each year of his/her final four years of service at the District; a teacher who gives a three-year notice shall receive the increase for each of his/her final three years, a teacher who gives a two-year notice shall receive the increase for each of his/her final two years, and a teacher who gives a one-year notice shall receive the increase for the final year.
- The teacher shall continue to perform all duties performed in the year prior to the first year the incentive is paid for the duration of the retirement notice period. If a teacher voluntarily resigns or is removed by the Board from any extra duty assignment following notice of retirement, the calculation of the teacher's six percent (6%) increase shall be reduced by the amount of the extra duty compensation that was being paid to the teacher. An employee shall not be removed from his/her extra duty position by the Board solely to reduce his/her creditable earnings. However, in the event the Board eliminates an extra duty position, the parties will agree on a mutually acceptable substitute assignment; and
- A teacher who completes coursework or who otherwise would be entitled to movement on the salary schedule or extra duty pay schedule shall not receive additional compensation beyond the six percent (6%) increase provided by this retirement provision. Notwithstanding any other provision of this agreement or otherwise, a teacher approved

for the retirement incentive shall not receive more than a six percent (6%) total increase in his/her total creditable earnings in any year during his/her participation in the retirement incentive; and

- The teacher shall execute the Retirement Award Agreement negotiated by the parties.

3. Restrictions/Limitations:

- The District, in its sole discretion, may limit the number of teachers who are approved for participation in this benefit to a maximum of seven (7) in any given year. In the event of such a limitation, the teacher with the greatest seniority in the District shall be given preference over those with less seniority; and
- If approved, a teacher will not be assigned any additional extra duties or TRS reportable duties without the consent of the teacher; and
- Any teacher who commences participation in this benefit, but does not comply with or satisfy the provisions herein, including but not limited to completion of his/her remaining years of service following notice of retirement, shall reimburse the District for any increased salary benefit granted under this provision, including tax and pension withholdings. Upon complete reimbursement, the teacher shall be entitled to any general wage increase which would have been applicable to the teacher during the time period at issue. If an event occurs beyond an employee's control causing said employee to be unable to fulfill the contractual agreement, but without causing the District a penalty by including the previous years now applicable toward retirement, then the employee will not be held responsible for reimbursement to the District.

10.9 EXTRA DUTY SCHEDULE

- A. 2014-2015  
2015-2016  
2016-2017

3% increase each year

- B. Association members shall be given the first opportunity to sign up for extra duties at sporting events. These employees at Central will have the first opportunity to sign up. During even numbered years, these employees at West will have the second opportunity to sign up followed by East. In odd numbered years, these employees at East will have second opportunity to sign up followed by West.

10.10 CREDITABLE EARNINGS CONTINGENCY

This provision shall only apply to employees eligible to retire and qualified for a retirement annuity under TRS rules and regulations and to any employee that is within four years of becoming eligible to retire and qualified for a retirement annuity under TRS rules and regulations, and, in either case, regardless of whether the employee is actually retiring or submitting a notice of retirement. For purposes of convenience and this provision only, such employees shall be referred to as "Eligible Employees."

The current TRS rules and regulations provide that a teacher is eligible to retire and receive a retirement annuity if the following years of service and age criteria are met:

Years of Service	Age
5	62
10	60
20	55 (discounted)
35	55 (nondiscounted)

The parties agree that any TRS creditable compensation and/or benefit increases, whether under this contract or otherwise, shall not exceed the maximum amount which results in an employee's retirement annuity being fully funded by the Illinois Teacher Retirement System, without Board liability for any portion of the retirement annuity. This means that an Eligible Employee's TRS creditable earnings

(including but not limited to vertical and horizontal salary schedule movement, stipends, salary increases and retirement incentives), whether under the contract or otherwise, shall not increase from one school year to the next by more than 6% or otherwise be increased so as to create Board liability for any portion of the retirement annuity or result in any Board-paid penalty to TRS. In no event will the compensation and/or benefit increases exceed the threshold amount which triggers any obligation for the Board to pay additional amounts (in the form of a one-time payment or payments over time) to cover all or part of an employee's retirement annuity or cover any Board-paid penalty to TRS. Notwithstanding any contrary or other provision of this contract, including but not limited to any salary schedules, in the event an Eligible Employee's TRS creditable earnings would increase by more than 6% in any given year of this contract, that employee shall only receive the maximum increase allowed under this provision.

Annually, by no later than February 1, the Board will provide to the Association a list of all Eligible Employees. The Board and the Association shall jointly confirm the accuracy of such list.

Notwithstanding the above, an Eligible Employee may receive increases in creditable earnings greater than six percent (6%) contingent upon and in consideration of the following:

- a. The employee must otherwise be eligible under this Agreement for an increase in excess of six percent (6%) (e.g., the employee obtained additional credits resulting in horizontal movement on the salary schedule, or the employee began performing a new extra duty position not previously performed).
- b. The employee executes a written agreement (attached as Appendix A not to retire within four years of receiving the increase in excess of six percent (6%) and re-executes such an agreement at the beginning of each school year in which the employee elects to opt out of the creditable earnings cap otherwise imposed by this Section.
- c. The employee shall repay the District any amounts received in excess of six percent (6%) if he/she does not adhere to the terms of the agreement not to retire (i.e., he/she retires within four years of receiving an increase greater than 6%), and shall cooperate with the District in executing all necessary documents to reflect an adjustment in his/her creditable earnings for the year(s) in question. The employee acknowledges and agrees that the payment of any increase in excess of 6% is being made by the Board in reliance on and in consideration of the employee's agreement not to retire within four years of receiving such an increase and that, therefore, an adjustment in earnings is required if the employee does retire within four years of receiving such an increase as it otherwise constitutes an unintentional overpayment to the employee.
- d. This provision is subject to compliance with TRS rules and regulations.

#### ARTICLE XI EFFECT OF AGREEMENT

- 11.1 CHANGES IN AGREEMENT - The parties mutually agree that the terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties hereto which may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in an amendment hereto.
- 11.2 LEGALITY - Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section or clause as the case may be, shall be automatically deleted from this agreement to the extent that it violated the law, but the remaining articles, sections and clauses shall remain in full force and effect for the duration of the agreement, if not affected by the deleted section, article or clause.
- 11.3 NO STRIKE CLAUSE - The Association agrees that it will not, during the period of this agreement, directly or indirectly, engage in or assist in a strike unless the Board refuses to fully implement a grievance arbitration award issued in accordance with the agreement.

11.4 DURATION OF AGREEMENT – This agreement shall be effective upon its execution, and shall continue in effect until the first day of school for year 2017 – 2018

These agreements shall expire at such expiration dates unless extended for a specific period or periods by mutual written agreement of the parties or is replaced by a successor agreement.

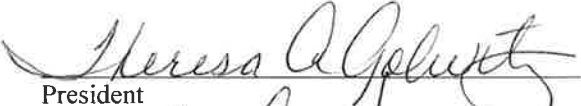
This agreement signed and adopted on the 10<sup>th</sup> day of **April 2014**.


IN WITNESS THEREOF:

Bradley Elementary Education Association, IEA-NEA

Bradley Board of Education District No. 61

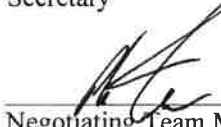
  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

  
\_\_\_\_\_  
Secretary

  
\_\_\_\_\_  
Negotiating Team Chairperson

  
\_\_\_\_\_  
Negotiating Team Member

## Appendix A

### *Retirement Award Agreement*

This Agreement is entered into on this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_ , by and between Bradley Elementary School District 61 (hereinafter "Employer" or "District") and ([insert teacher's name]) (hereinafter "Teacher") to establish the rights of Teacher to a retirement award program from the Employer. It is expressly understood that this Agreement confirms the rights given to Teacher under the 2015-2017 collective bargaining agreement between the Bradley Education Association and the Employer.

1. The Teacher shall receive a retirement award payment upon submission of his/her irrevocable notice of intention to retire. Payment of the award is to be made pursuant to the terms of the Employer's collective bargaining agreement with the Bradley Education Association.
2. The Teacher's retirement award will consist of: ([detail the amount of benefits and how the benefits will be paid, i.e., spread out over pre-retirement period subject to the 6% creditable earnings limitation].)
3. Upon the intended date of retirement, Teacher will have a minimum of fifteen (15) years of full-time service in the Bradley Elementary School District, will be at least sixty (60) years of age on or before December 31 of the year of retirement or will be at least fifty-five (55) years of age and will have at least thirty-five (35) years of creditable service and will not retire under the statutory Early Retirement Option causing the District to have to pay a penalty or other charge to the Teachers' Retirement System. Additionally, Teacher may not participate in this program if the District would or is determined to owe, in connection with Teacher, any payment or penalty to TRS under any other law, regulation or applicable rule
4. If Teacher does not comply with or satisfy the terms and conditions of the retirement award as set forth in the parties collective bargaining agreement, including but not limited to completion of his/her remaining years of service following notice of retirement, Teacher shall reimburse the District for any increased salary benefit granted under this provision, including tax and pension withholdings. Upon complete reimbursement, Teacher shall be entitled to any general wage increase which would have been applicable to Teacher during the time period at issue
5. All payments made under the Teacher's retirement award will be made and paid following all applicable Federal and Illinois statutes, laws and regulations.
6. Teacher shall not borrow against or assign the right to receive payments under this contract.
7. The law of Illinois will apply to any disputes that arise under this contract.

\_\_\_\_\_  
For the Employer

\_\_\_\_\_  
Teacher

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

**Salary Schedule Year 1 2014-2015 - Tier 1**

TRS Pd 0.091703	BS	BS+9	BS+18	BS+27	BS+36/ MS	BS+45/ MS+9	BS+54/ MS+18
1	34,015	34,857	35,701	36,543	41,013	41,889	42,761
2	34,590	35,433	36,277	37,119	41,590	42,465	43,338
3	35,176	36,018	36,862	37,704	42,175	43,049	43,923
4	35,770	36,613	37,456	38,300	42,771	43,645	44,540
5	36,374	37,218	38,061	38,904	43,375	44,250	45,124
6	36,990	37,833	38,677	39,519	43,990	44,864	45,738
7	37,616	38,459	39,302	40,145	44,617	45,490	46,364
8	38,252	39,095	39,938	40,992	45,252	46,125	47,000
9	38,881	39,742	40,585	41,428	45,899	46,773	47,647
10	39,544	40,387	41,230	42,073	46,545	47,419	48,294
11	40,192	41,035	41,878	42,742	47,190	48,065	48,940
12	40,838	41,681	42,525	43,367	47,838	48,713	49,586
13	41,483	42,327	43,169	44,013	48,484	49,359	50,233
14	42,131	42,975	43,817	44,661	49,131	50,005	50,880
15	42,778	43,621	44,464	45,307	49,778	50,651	51,526
16	43,424	44,266	45,109	45,952	50,424	51,298	52,173
17	44,391	45,235	46,077	46,921	51,392	52,266	53,140
18	45,297	46,140	46,983	47,826	52,296	53,171	54,045
19	46,201	47,044	47,887	48,425	53,202	54,076	54,949
20	47,106	47,949	48,792	49,635	54,106	54,923	55,855
21	48,012	48,855	49,699	50,541	55,012	55,886	56,760
22	48,949	49,791	50,635	51,477	55,949	56,823	57,696
23	49,853	50,696	51,538	52,382	56,853	57,727	58,602
24	50,758	51,601	52,445	53,287	57,758	58,632	59,506
25	51,664	52,506	53,349	54,192	58,115	59,538	60,413
26	52,568	53,411	54,254	55,097	59,047	60,441	61,316
27	53,523	54,365	55,209	56,052	60,523	61,397	62,272
28	54,342	55,184	56,028	56,870	61,342	62,465	63,340
29	55,527	56,371	57,213	58,057	62,528	63,402	64,276
30	56,426	57,270	58,113	58,956	63,427	64,302	65,175
31	57,900	58,744	59,587	60,430	64,900	65,775	66,649
32	58,694	59,537	60,380	61,223	66,693	67,567	68,441
33	59,743	60,586	61,429	62,272	67,867	68,741	69,615
34	60,793	61,635	62,478	63,320	69,259	70,134	71,007
35	61,840	62,684	63,526	64,370	72,480	72,212	73,088
36	62,890	63,732	64,576	65,418	74,292	75,042	75,916

**Salary Including Board Paid TRS**

	BS	BS+9	BS+18	BS+27	BS+36/ MS	BS+45/ MS+9	BS+54/ MS+18
1	37,134	38,053	38,975	39,894	44,774	45,730	46,682
2	37,762	38,682	39,604	40,523	45,404	46,359	47,312
3	38,402	39,321	40,242	41,162	46,043	46,997	47,951
4	39,050	39,971	40,891	41,812	46,693	47,647	48,624
5	39,710	40,631	41,551	42,472	47,353	48,308	49,262
6	40,382	41,302	42,224	43,143	48,024	48,978	49,932
7	41,066	41,986	42,906	43,826	48,709	49,662	50,616
8	41,760	42,680	43,600	44,751	49,402	50,355	51,310
9	42,119	43,036	43,957	45,227	50,108	51,062	52,016
10	43,170	44,091	45,011	45,931	50,813	51,767	52,723
11	43,878	44,798	45,718	46,662	51,517	52,473	53,428
12	44,583	45,503	46,425	47,344	52,225	53,180	54,133
13	45,287	46,209	47,128	48,049	52,930	53,885	54,840
14	45,995	46,916	47,835	48,757	53,636	54,591	55,546
15	46,701	47,621	48,541	49,462	54,343	55,296	56,251
16	47,406	48,325	49,246	50,166	55,048	56,002	56,957
17	48,462	49,383	50,302	51,224	56,105	57,059	58,013
18	49,451	50,371	51,291	52,212	57,092	58,047	59,001
19	50,438	51,358	52,278	52,866	58,081	59,035	59,988
20	51,426	52,346	53,266	54,187	59,068	59,923	60,977
21	52,415	53,335	54,257	55,176	60,057	61,011	61,965
22	53,438	54,357	55,278	56,198	61,080	62,034	62,987
23	54,425	55,345	56,264	57,186	62,067	63,021	63,976
24	55,413	56,333	57,254	58,174	63,055	64,009	64,963
25	56,402	57,321	58,241	59,162	63,444	64,998	65,953
26	57,389	58,309	59,229	60,150	64,462	65,984	66,939
27	58,431	59,350	60,272	61,192	66,073	67,027	67,983
28	59,325	60,245	61,166	62,085	66,967	68,193	69,148
29	60,619	61,540	62,460	63,381	68,262	69,216	70,170
30	61,600	62,522	63,442	64,362	69,243	70,199	71,152
31	63,210	64,131	65,051	65,972	70,852	71,807	72,761
32	64,076	64,997	65,917	66,837	72,809	73,763	74,717
33	65,222	66,142	67,062	67,983	74,091	75,045	75,999
34	66,368	67,287	68,207	69,127	75,610	76,565	77,519
35	67,511	68,432	69,352	70,273	79,127	78,834	79,790
36	68,657	69,576	70,498	71,417	81,105	81,924	82,878

**Salary Schedule Year 1 2014-2015 - Tier 2**

TRS Pd								
0.103753	BS	BS+9	BS+18	BS+27	BS+36/ MS	BS+45/ MS+9	BS+54/ MS+18	
1	34,015	34,857	35,701	36,543	41,013	41,889	42,761	
2	34,590	35,433	36,277	37,119	41,590	42,465	43,338	
3	35,176	36,018	36,862	37,704	42,175	43,049	43,923	
4	35,770	36,613	37,456	38,300	42,771	43,645	44,540	
5	36,374	37,218	38,061	38,904	43,375	44,250	45,124	
6	36,990	37,833	38,677	39,519	43,990	44,864	45,738	
7	37,616	38,459	39,302	40,145	44,617	45,490	46,364	
8	38,252	39,095	39,938	40,992	45,252	46,125	47,000	
9	38,881	39,742	40,585	41,428	45,899	46,773	47,647	
10	39,544	40,387	41,230	42,073	46,545	47,419	48,294	
11	40,192	41,035	41,878	42,742	47,190	48,065	48,940	
12	40,838	41,681	42,525	43,367	47,838	48,713	49,586	
13	41,483	42,327	43,169	44,013	48,484	49,359	50,233	
14	42,131	42,975	43,817	44,661	49,131	50,005	50,880	
15	42,778	43,621	44,464	45,307	49,778	50,651	51,526	
16	43,424	44,266	45,109	45,952	50,424	51,298	52,173	
17	44,091	45,235	46,077	46,921	51,392	52,266	53,140	
18	45,297	46,140	46,983	47,826	52,296	53,171	54,045	
19	46,201	47,044	47,887	48,425	53,202	54,076	54,949	
20	47,106	47,949	48,792	49,635	54,106	54,923	55,855	
21	48,012	48,855	49,699	50,541	55,012	55,886	56,760	
22	48,949	49,791	50,635	51,477	55,949	56,823	57,696	
23	49,853	50,696	51,538	52,382	56,853	57,727	58,602	
24	50,758	51,601	52,445	53,287	57,758	58,632	59,506	
25	51,664	52,506	53,349	54,192	58,115	59,538	60,413	
26	52,568	53,411	54,254	55,097	59,047	60,441	61,316	
27	53,523	54,365	55,209	56,052	60,523	61,397	62,272	
28	54,342	55,184	56,028	56,870	61,342	62,465	63,340	
29	55,527	56,371	57,213	58,057	62,528	63,402	64,276	
30	56,426	57,270	58,113	58,956	63,427	64,302	65,175	
31	57,900	58,744	59,587	60,430	64,900	65,775	66,649	
32	58,694	59,537	60,380	61,223	66,693	67,567	68,441	
33	59,743	60,586	61,429	62,272	67,867	68,741	69,615	
34	60,793	61,635	62,478	63,320	69,259	70,134	71,007	
35	61,840	62,684	63,526	64,370	72,480	72,212	73,088	
36	62,890	63,732	64,576	65,418	74,292	75,042	75,916	

**Salary Including Board Paid TRS**

	BS	BS+9	BS+18	BS+27	BS+36/ MS	BS+45/ MS+9	BS+54/ MS+18
1	37,544	38,474	39,405	40,334	45,268	46,235	47,198
2	38,179	39,109	40,041	40,970	45,905	46,871	47,834
3	38,826	39,755	40,687	41,616	46,551	47,515	48,480
4	39,481	40,412	41,342	42,274	47,209	48,173	49,161
5	40,148	41,079	42,010	42,940	47,875	48,841	49,806
6	40,828	41,758	42,690	43,619	48,554	49,519	50,483
7	41,519	42,449	43,380	44,310	49,246	50,210	51,174
8	42,221	43,151	44,082	45,245	49,947	50,911	51,876
9	42,584	43,865	44,796	45,726	50,661	51,626	52,591
10	43,647	44,577	45,508	46,438	51,374	52,339	53,305
11	44,362	45,293	46,223	47,177	52,086	53,052	54,018
12	45,075	46,006	46,937	47,866	52,801	53,767	54,731
13	45,787	46,719	47,648	48,579	53,514	54,480	55,445
14	46,502	47,434	48,363	49,295	54,228	55,193	56,159
15	47,216	48,147	49,077	50,008	54,943	55,906	56,872
16	47,929	48,859	49,789	50,720	55,656	56,620	57,586
17	48,997	49,928	50,858	51,789	56,724	57,689	58,653
18	49,997	50,927	51,858	52,788	57,722	58,688	59,652
19	50,994	51,925	52,855	53,449	58,722	59,687	60,650
20	51,993	52,924	53,854	54,785	59,720	60,180	61,650
21	52,993	53,924	54,855	55,785	60,720	61,684	62,649
22	54,028	54,957	55,889	56,818	61,754	62,719	63,682
23	55,025	55,956	56,885	57,817	62,752	63,716	64,682
24	56,024	56,955	57,886	58,816	63,751	64,715	65,680
25	57,024	57,954	58,884	59,815	64,145	65,715	66,681
26	58,022	58,953	59,883	60,813	65,173	66,712	67,678
27	59,076	60,006	60,937	61,868	66,802	67,767	68,733
28	59,980	60,910	61,841	62,770	67,706	68,946	69,912
29	61,288	62,220	63,149	64,081	69,015	69,980	70,945
30	62,280	63,212	64,142	65,073	70,008	70,974	71,937
31	63,907	64,839	65,769	66,700	71,634	72,599	73,564
32	64,784	65,714	66,645	67,575	73,613	74,577	75,542
33	65,942	66,872	67,802	68,733	74,908	75,873	76,838
34	67,100	68,030	68,960	69,890	76,445	77,411	78,374
35	68,256	69,188	70,117	71,049	80,000	79,704	80,671
36	69,415	70,344	71,276	72,205	82,000	82,828	83,793

### Salary Schedule Year 2 2015-2016 Tier 1

TRS Pd								
0.091703	BS	BS+9	BS+18	BS+27	BS+36/ MS	BS+45/ MS+9	BS+54/ MS+18	
1	34,453	35,320	36,188	37,055	41,658	42,560	43,457	
2	<b>35,036</b>	35,903	36,772	37,639	<b>42,244</b>	43,145	<b>44,044</b>	
3	35,628	36,496	37,365	38,233	42,838	43,739	44,638	
4	36,231	37,099	37,967	38,835	43,441	44,340	45,241	
5	36,843	37,712	38,580	39,449	<b>44,054</b>	44,955	45,876	
6	37,466	38,335	39,202	40,071	44,677	45,577	46,478	
7	38,100	38,968	39,837	40,705	45,310	46,210	47,110	
8	38,744	39,613	40,481	41,350	45,955	46,855	47,755	
9	39,400	40,268	41,136	42,222	46,610	47,509	48,410	
10	39,738	40,934	41,803	<b>42,670</b>	47,276	48,177	49,076	
11	40,730	41,599	42,467	43,336	47,941	48,842	49,742	
12	41,397	42,266	43,134	44,024	48,606	49,507	50,409	
13	42,064	42,931	43,800	44,668	49,274	50,174	51,074	
14	42,728	43,597	44,464	45,333	49,939	50,839	51,740	
15	<b>43,395</b>	44,264	45,132	46,001	50,605	51,506	52,406	
16	44,061	44,929	45,798	46,666	51,271	52,171	53,072	
17	44,726	45,594	46,462	47,331	51,936	52,837	53,738	
18	45,723	46,592	47,459	48,328	52,934	53,834	54,734	
19	46,656	47,524	48,393	49,261	53,865	54,766	55,666	
20	47,587	48,456	49,323	49,878	54,798	55,698	56,598	
21	48,519	49,387	50,256	51,124	55,729	56,159	57,530	
22	49,453	50,321	51,189	52,057	56,663	57,562	58,463	
23	50,417	51,285	52,154	53,022	57,627	58,528	59,427	
24	51,349	52,216	53,084	53,953	58,558	59,459	60,360	
25	<b>52,281</b>	53,149	54,018	54,886	59,491	60,391	61,291	
26	53,214	54,081	54,949	55,818	59,858	61,324	62,225	
27	54,145	55,013	55,882	56,750	60,818	62,255	63,155	
28	55,129	55,996	56,865	57,733	62,338	63,239	64,140	
29	55,972	56,840	57,709	58,577	63,182	<b>64,339</b>	65,240	
30	57,193	58,062	<b>58,930</b>	59,799	64,404	65,304	66,204	
31	58,119	<b>58,988</b>	59,856	60,725	65,330	66,231	67,131	
32	59,637	60,506	61,374	62,243	66,847	67,748	68,649	
33	<b>60,454</b>	61,323	62,191	63,060	68,693	69,594	70,495	
34	61,535	62,403	63,272	<b>64,140</b>	69,903	70,803	71,703	
35	<b>62,616</b>	63,484	64,352	65,220	71,337	72,238	73,137	
36	63,695	64,564	65,432	66,301	<b>74,654</b>	<b>74,379</b>	75,280	
37	64,776	65,644	<b>66,513</b>	67,381	76,521	77,293	78,194	
Salary Including Board Paid TRS								
	BS	BS+9	BS+18	BS+27	BS+36/ MS	BS+45/ MS+9	BS+54/ MS+18	
1	37,612	38,559	39,507	40,453	45,478	46,463	47,442	
2	38,249	<b>39,195</b>	40,144	41,091	46,118	47,102	48,083	
3	38,895	<b>39,843</b>	40,791	41,739	<b>46,766</b>	47,750	48,731	
4	39,553	40,501	41,449	42,396	47,425	48,406	49,390	
5	40,222	41,170	42,118	43,067	48,094	49,078	50,063	
6	40,902	41,850	42,797	43,746	48,774	49,757	50,740	
7	41,594	42,541	43,490	44,438	49,465	50,448	51,430	
8	42,297	43,246	44,193	45,142	50,169	51,152	52,134	
9	43,013	43,961	44,908	46,094	50,884	51,866	52,849	
10	43,382	44,688	45,636	46,583	51,611	52,595	53,576	
11	44,465	45,414	46,361	47,310	52,337	53,321	54,303	
12	45,193	46,142	47,090	48,061	53,063	<b>54,047</b>	55,032	
13	45,921	46,868	47,817	48,764	53,793	54,775	55,758	
14	<b>46,646</b>	47,595	48,541	49,490	54,519	55,501	56,485	
15	47,374	48,323	49,271	50,219	55,246	56,229	57,212	
16	48,102	49,049	49,998	50,945	55,973	56,955	57,939	
17	48,828	49,775	50,723	51,671	56,699	57,682	58,666	
18	<b>49,916</b>	50,865	51,811	52,760	57,788	58,771	59,753	
19	50,934	51,882	52,831	53,778	58,805	59,788	60,771	
20	51,951	52,900	53,846	54,452	59,823	60,806	61,788	
21	52,968	53,916	54,865	55,812	60,840	61,309	62,806	
22	53,988	54,936	55,883	<b>56,831</b>	<b>61,859</b>	62,841	63,824	
23	55,040	55,988	56,937	57,884	62,912	63,895	64,877	
24	56,058	57,004	57,952	58,901	63,928	64,912	65,895	
25	57,075	58,023	58,972	59,919	64,947	65,929	66,912	
26	58,094	59,040	59,988	60,937	65,347	66,948	67,931	
27	59,110	60,058	61,007	61,954	66,395	67,964	68,947	
28	60,184	61,131	62,080	63,027	68,055	69,038	70,022	
29	61,105	<b>62,052</b>	63,001	63,949	68,976	70,239	71,223	
30	62,438	63,386	64,334	65,283	70,310	71,293	72,275	
31	63,449	64,397	65,345	66,294	71,321	72,305	73,287	
32	65,106	66,055	67,002	67,951	72,977	73,961	74,944	
33	65,998	66,947	67,894	68,843	74,992	75,976	76,960	
34	67,178	68,126	69,074	70,022	76,313	<b>77,296</b>	78,278	
35	68,358	69,306	<b>70,253</b>	71,201	<b>77,879</b>	78,862	79,844	
36	69,536	70,485	71,432	72,381	81,500	81,200	82,183	
37	<b>70,716</b>	<b>71,664</b>	<b>72,612</b>	<b>73,560</b>	<b>83,538</b>	<b>84,381</b>	<b>85,365</b>	

**Salary Schedule Year 2 2015-2016 - Tier 2**

TRS Pd 0.103753	BS	BS+9	BS+18	BS+27	BS+36/ MS	BS+45/ MS+9	BS+54/ MS+18
1	34,453	35,320	36,188	37,055	41,658	42,560	43,457
2	35,036	35,903	36,772	37,639	42,244	43,145	44,044
3	35,628	36,496	37,365	38,233	42,838	43,739	44,638
4	36,231	37,099	37,967	38,835	43,441	44,340	45,241
5	36,843	37,712	38,580	39,449	44,054	44,955	45,876
6	37,466	38,335	39,202	40,071	44,677	45,577	46,478
7	38,100	38,968	39,837	40,705	45,310	46,210	47,110
8	38,744	39,613	40,481	41,350	45,955	46,855	47,755
9	39,400	40,268	41,136	42,222	46,610	47,509	48,410
10	39,738	40,934	41,803	42,670	47,276	48,177	49,076
11	40,730	41,599	42,467	43,336	47,941	48,842	49,742
12	41,397	42,266	43,134	44,024	48,606	49,507	50,409
13	42,064	42,931	43,800	44,668	49,274	50,174	51,074
14	42,728	43,597	44,464	45,333	49,939	50,839	51,740
15	43,395	44,264	45,132	46,001	50,605	51,506	52,406
16	44,061	44,929	45,798	46,666	51,271	52,171	53,072
17	44,726	45,594	46,462	47,331	51,936	52,837	53,738
18	45,723	46,592	47,459	48,328	52,934	53,834	54,734
19	46,656	47,524	48,393	49,261	53,865	54,766	55,666
20	47,587	48,456	49,323	49,878	54,798	55,698	56,598
21	48,519	49,387	50,256	51,124	55,729	56,159	57,530
22	49,453	50,321	51,189	52,057	56,663	57,562	58,463
23	50,417	51,285	52,154	53,022	57,627	58,528	59,427
24	51,349	52,216	53,084	53,953	58,558	59,459	60,360
25	52,281	53,149	54,018	54,886	59,491	60,391	61,291
26	53,214	54,081	54,949	55,818	59,858	61,324	62,225
27	54,145	55,013	55,882	56,750	60,818	62,255	63,155
28	55,129	55,996	56,865	57,733	62,338	63,239	64,140
29	55,972	56,840	57,709	58,577	63,182	64,339	65,240
30	57,193	58,062	58,930	59,799	64,404	65,304	66,204
31	58,119	58,988	59,856	60,725	65,330	66,231	67,131
32	59,637	60,506	61,374	62,243	66,847	67,748	68,649
33	60,454	61,323	62,191	63,060	68,693	69,594	70,495
34	61,535	62,403	63,272	64,140	69,903	70,803	71,703
35	62,616	63,484	64,352	65,220	71,337	72,238	73,137
36	63,695	64,564	65,432	66,301	74,654	74,379	75,280
37	64,776	65,644	66,513	67,381	76,521	77,293	78,194

**Salary Including Board Paid TRS**

	BS	BS+9	BS+18	BS+27	BS+36/ MS	BS+45/ MS+9	BS+54/ MS+18
1	38,028	38,985	39,943	40,900	45,980	46,976	47,966
2	38,671	39,628	40,587	41,544	46,627	47,621	48,614
3	39,325	40,283	41,242	42,200	47,283	48,277	49,269
4	39,990	40,948	41,906	42,864	47,948	48,940	49,935
5	40,666	41,625	42,583	43,542	48,625	49,619	50,636
6	41,353	42,312	43,269	44,228	49,312	50,306	51,300
7	42,053	43,011	43,970	44,928	50,011	51,004	51,998
8	42,764	43,723	44,681	45,640	50,723	51,716	52,710
9	43,488	44,446	45,404	46,603	51,446	52,438	53,433
10	43,861	45,181	46,140	47,097	52,181	53,176	54,168
11	44,956	45,915	46,873	47,832	52,915	53,910	54,903
12	45,692	46,651	47,609	48,592	53,649	54,643	55,639
13	46,428	47,385	48,344	49,302	54,386	55,380	56,373
14	47,161	48,120	49,077	50,036	55,120	56,114	57,108
15	47,897	48,857	49,815	50,774	55,855	56,850	57,843
16	48,632	49,591	50,550	51,508	56,591	57,584	58,578
17	49,366	50,325	51,283	52,242	57,325	58,319	59,313
18	50,467	51,426	52,383	53,342	58,426	59,419	60,413
19	51,497	52,455	53,414	54,372	59,454	60,448	61,442
20	52,524	53,483	54,440	55,053	60,483	61,477	62,470
21	53,553	54,511	55,470	56,428	61,511	61,986	63,499
22	54,584	55,542	56,500	57,458	62,542	63,534	64,529
23	55,648	56,606	57,565	58,523	63,606	64,600	65,593
24	56,677	57,634	58,592	59,551	64,634	65,628	66,623
25	57,705	58,663	59,623	60,581	65,663	66,657	67,650
26	58,735	59,692	60,650	61,609	66,068	67,687	68,681
27	59,763	60,721	61,680	62,638	67,128	68,714	69,708
28	60,849	61,806	62,765	63,723	68,806	69,800	70,795
29	61,779	62,737	63,696	64,655	69,737	71,014	72,009
30	63,127	64,086	65,044	66,003	71,086	72,079	73,073
31	64,149	65,108	66,066	67,025	72,108	73,103	74,096
32	65,825	66,784	67,742	68,701	73,783	74,777	75,772
33	66,726	67,685	68,644	69,603	75,820	76,815	77,809
34	67,919	68,877	69,837	70,795	77,156	78,149	79,142
35	69,113	70,071	71,029	71,987	78,738	79,733	80,725
36	70,304	71,263	72,221	73,180	82,400	82,096	83,091
37	71,497	72,455	73,414	74,372	84,460	85,312	86,307

**Salary Schedule Year 3 2016-2017 Tier 1**

TRS Pd 0.091703	BS	BS+9	BS+18	BS+27	BS+36/ MS	BS+45/ MS+9	BS+54/ MS+18
1	34,896	35,789	36,682	37,575	42,312	43,242	44,165
2	35,487	36,380	37,274	38,167	42,908	43,837	44,761
3	36,087	36,980	37,875	38,769	43,511	44,440	45,365
4	36,697	37,591	38,486	39,380	44,123	45,051	45,978
5	37,318	38,212	39,107	40,000	44,744	45,671	46,598
6	37,948	38,843	39,737	40,632	45,375	46,303	47,253
7	38,590	39,485	40,378	41,273	46,017	46,945	47,872
8	39,243	40,137	41,032	41,926	46,669	47,596	48,524
9	39,906	40,801	41,695	42,590	47,334	48,260	49,188
10	40,582	41,476	42,370	43,488	48,008	48,935	49,862
11	40,930	42,162	43,057	43,951	48,694	49,622	50,548
12	41,952	42,847	43,741	44,636	49,379	50,307	51,235
13	42,639	43,534	44,428	45,345	50,064	50,992	51,921
14	43,326	44,219	45,114	46,008	50,752	51,679	52,606
15	44,010	44,905	45,798	46,693	51,437	52,365	53,292
16	44,697	45,592	46,486	47,381	52,123	53,051	53,979
17	45,383	46,277	47,172	48,066	52,809	53,736	54,664
18	46,068	46,962	47,856	48,751	53,494	54,422	55,350
19	47,094	47,989	48,883	49,778	54,522	55,449	56,376
20	48,056	48,950	49,845	50,739	55,481	56,409	57,336
21	49,014	49,909	50,803	51,375	56,442	57,369	58,296
22	49,975	50,869	51,764	52,657	57,401	57,844	59,256
23	50,936	51,830	52,725	53,619	58,363	59,289	60,217
24	51,930	52,824	53,718	54,612	59,356	60,284	61,210
25	52,889	53,783	54,677	55,572	60,315	61,243	62,171
26	53,850	54,743	55,638	56,532	61,276	62,202	63,130
27	54,810	55,704	56,598	57,493	61,654	63,164	64,092
28	55,770	56,663	57,558	58,452	62,643	64,122	65,050
29	56,782	57,676	58,571	59,465	64,209	65,136	66,064
30	57,651	58,545	59,440	60,334	65,077	66,270	67,197
31	58,909	59,804	60,698	61,593	66,336	67,263	68,191
32	59,863	60,758	61,652	62,547	67,290	68,218	69,144
33	61,427	62,321	63,215	64,110	68,853	69,780	70,708
34	62,268	63,163	64,057	64,952	70,754	71,682	72,610
35	63,381	64,275	65,170	66,064	72,000	72,928	73,854
36	64,495	65,389	66,283	67,176	73,477	74,405	75,332
37	65,606	66,501	67,395	68,290	76,894	76,610	77,539
38	66,720	67,614	68,509	69,402	78,816	79,612	80,539

**Salary Including Board Paid TRS**

	BS	BS+9	BS+18	BS+27	BS+36/ MS	BS+45/ MS+9	BS+54/ MS+18
1	38,096	39,071	40,046	41,021	46,192	47,207	48,215
2	38,741	39,716	40,692	41,667	46,843	47,857	48,866
3	39,396	40,371	41,348	42,324	47,501	48,515	49,525
4	40,062	41,038	42,015	42,991	48,169	49,182	50,194
5	40,740	41,716	42,693	43,668	48,847	49,859	50,871
6	41,428	42,405	43,381	44,358	49,536	50,549	51,586
7	42,129	43,106	44,081	45,058	50,237	51,250	52,262
8	42,842	43,818	44,795	45,771	50,949	51,961	52,974
9	43,565	44,543	45,519	46,496	51,675	52,686	53,699
10	44,303	45,279	46,255	47,476	52,410	53,422	54,434
11	44,683	46,028	47,005	47,981	53,159	54,172	55,183
12	45,799	46,776	47,752	48,729	53,907	54,920	55,933
13	46,549	47,526	48,502	49,503	54,655	55,668	56,682
14	47,299	48,274	49,251	50,227	55,406	56,418	57,430
15	48,046	49,023	49,998	50,975	56,154	57,167	58,179
16	48,796	49,773	50,749	51,726	56,903	57,916	58,929
17	49,545	50,521	51,498	52,474	57,652	58,664	59,677
18	50,293	51,269	52,245	53,222	58,400	59,413	60,426
19	51,413	52,390	53,366	54,343	59,522	60,534	61,546
20	52,463	53,439	54,416	55,392	60,569	61,582	62,594
21	53,509	54,486	55,462	56,086	61,618	62,630	63,642
22	54,558	55,534	56,511	57,486	62,665	63,148	64,690
23	55,607	56,583	57,560	58,536	63,715	64,726	65,739
24	56,692	57,668	58,644	59,620	64,799	65,812	66,823
25	57,739	58,715	59,691	60,668	65,846	66,859	67,872
26	58,788	59,763	60,740	61,716	66,895	67,906	68,919
27	59,836	60,812	61,788	62,765	67,908	68,956	69,969
28	60,884	61,859	62,836	63,812	68,988	70,002	71,015
29	61,989	62,965	63,942	64,918	70,097	71,109	72,122
30	62,938	63,914	64,891	65,867	71,045	72,347	73,359
31	64,311	65,288	66,264	67,241	72,419	73,431	74,444
32	65,353	66,330	67,306	68,283	73,461	74,474	75,485
33	67,060	68,036	69,012	69,989	75,167	76,179	77,192
34	67,978	68,955	69,931	70,908	77,242	78,255	79,269
35	69,193	70,169	71,146	72,122	78,603	79,616	80,627
36	70,409	71,385	72,361	73,336	80,215	81,228	82,240
37	71,622	72,599	73,575	74,552	83,945	83,635	84,650
38	72,838	73,814	74,791	75,766	86,044	86,913	87,925

**Salary Schedule Year 3 2016-2017 Tier 2**

TRS Pd. 0.103753	BS	BS+9	BS+18	BS+27	BS+36/ MS	BS+45/ MS+9	BS+54/ MS+18
1	34,896	35,789	36,682	37,575	42,312	43,242	44,165
2	35,487	36,380	37,274	38,167	42,908	43,837	44,761
3	36,087	36,980	37,875	38,769	43,511	44,440	45,365
4	36,697	37,591	38,486	39,380	44,123	45,051	45,978
5	37,318	38,212	39,107	40,000	44,744	45,671	46,598
6	37,948	38,843	39,737	40,632	45,375	46,303	47,253
7	38,590	39,485	40,378	41,273	46,017	46,945	47,872
8	39,243	40,137	41,032	41,926	46,669	47,596	48,524
9	39,906	40,801	41,695	42,590	47,334	48,260	49,188
10	40,582	41,476	42,370	43,268	48,008	48,935	49,862
11	40,930	42,162	43,057	43,951	48,694	49,622	50,548
12	41,952	42,847	43,741	44,636	49,379	50,307	51,235
13	42,639	43,534	44,428	45,345	50,064	50,992	51,921
14	43,326	44,219	45,114	46,008	50,752	51,679	52,606
15	44,010	44,905	45,798	46,693	51,437	52,365	53,292
16	44,697	45,592	46,486	47,381	52,123	53,051	53,979
17	45,383	46,277	47,172	48,066	52,809	53,736	54,664
18	46,068	46,962	47,856	48,751	53,494	54,422	55,350
19	47,094	47,989	48,883	49,778	54,522	55,449	56,376
20	48,056	48,950	49,845	50,739	55,481	56,409	57,336
21	49,014	49,909	50,803	51,735	56,442	57,369	58,296
22	49,975	50,869	51,764	52,657	57,401	58,344	59,256
23	50,936	51,830	52,725	53,619	58,363	59,289	60,217
24	51,930	52,824	53,718	54,612	59,356	60,284	61,210
25	52,889	53,783	54,677	55,572	60,315	61,243	62,171
26	53,850	54,743	55,638	56,532	61,276	62,202	63,130
27	54,810	55,704	56,598	57,493	61,654	63,164	64,092
28	55,770	56,663	57,558	58,452	62,643	64,122	65,050
29	56,782	57,676	58,571	59,465	64,209	65,136	66,064
30	57,651	58,545	59,440	60,334	65,077	66,270	67,197
31	58,909	59,804	60,698	61,593	66,336	67,263	68,191
32	59,863	60,758	61,652	62,547	67,290	68,218	69,144
33	61,427	62,321	63,215	64,110	68,853	69,780	70,708
34	62,268	63,163	64,057	64,952	70,754	71,682	72,610
35	63,381	64,275	65,170	66,064	72,000	72,928	73,854
36	64,495	65,389	66,283	67,176	73,477	74,405	75,332
37	65,606	66,501	67,395	68,290	76,894	76,610	77,539
38	66,720	67,614	68,509	69,402	78,816	79,612	80,539

**Salary Including Board Paid TRS**

	BS	BS+9	BS+18	BS+27	BS+36/ MS	BS+45/ MS+9	BS+54/ MS+18
1	38,517	39,502	40,488	41,474	46,702	47,728	48,747
2	39,169	40,155	41,141	42,127	47,360	48,385	49,405
3	39,831	40,817	41,805	42,791	48,025	49,051	50,072
4	40,504	41,491	42,479	43,466	48,701	49,725	50,748
5	41,190	42,177	43,164	44,150	49,386	50,410	51,433
6	41,885	42,873	43,860	44,848	50,083	51,107	52,156
7	42,594	43,582	44,567	45,555	50,791	51,816	52,839
8	43,315	44,301	45,289	46,276	51,511	52,534	53,559
9	44,046	45,034	46,021	47,009	52,245	53,267	54,291
10	44,793	45,779	46,766	48,000	52,989	54,012	55,035
11	45,177	46,536	47,524	48,511	53,746	54,770	55,793
12	46,305	47,293	48,279	49,267	54,502	55,527	56,551
13	47,063	48,051	49,038	50,050	55,258	56,283	57,308
14	47,821	48,807	49,795	50,781	56,018	57,041	58,064
15	48,576	49,564	50,550	51,538	56,774	57,798	58,821
16	49,334	50,322	51,309	52,297	57,531	58,555	59,579
17	50,092	51,078	52,066	53,053	58,288	59,311	60,336
18	50,848	51,834	52,821	53,809	59,044	60,068	61,093
19	51,980	52,966	53,955	54,943	60,179	61,202	62,225
20	53,042	54,029	55,017	56,003	61,237	62,262	63,285
21	54,099	55,087	56,074	57,055	62,298	63,321	64,344
22	55,160	56,147	57,135	58,120	63,357	64,385	65,404
23	56,221	57,208	58,195	59,182	64,418	65,440	66,465
24	57,318	58,305	59,291	60,278	65,514	66,539	67,561
25	58,376	59,363	60,350	61,338	66,573	67,597	68,621
26	59,437	60,423	61,411	62,397	67,634	68,656	69,680
27	60,497	61,483	62,470	63,458	68,051	69,717	70,742
28	61,556	62,542	63,530	64,517	69,142	70,775	71,799
29	62,673	63,660	64,648	65,635	70,871	71,894	72,918
30	63,632	64,619	65,607	66,594	71,829	73,146	74,169
31	65,021	66,009	66,996	67,983	73,219	74,242	75,266
32	66,074	67,062	68,049	69,036	74,272	75,296	76,318
33	67,800	68,787	69,774	70,762	75,997	77,020	78,044
34	68,728	69,716	70,703	71,691	78,095	79,119	80,144
35	69,957	70,944	71,932	72,918	79,470	80,494	81,517
36	71,187	72,173	73,160	74,146	81,100	82,125	83,148
37	72,413	73,401	74,387	75,375	84,872	84,559	85,584
38	73,642	74,629	75,617	76,603	86,993	87,872	88,895

EXTRA DUTY SCHEDULE - TIER 1		2014 - 15		2015 - 16		2016 - 17				
		1.030		1.030		1.030				
		Salary	Salary +	Salary	Salary +	Salary	Salary +			
			Bd TRS		Bd TRS		Bd TRS			
		0.091703		0.091703		0.091703				
Athletic Coordinator		2,697	2,944	1	2,778	3,033	1	2,861	3,123	1
8th Grade Basketball	Girls	3,480	3,799	2	3,584	3,913	2	3,692	4,031	2
	Boys		3,799			3,913			4,031	
7th Grade Basketball/Asst. to 8th	G	3,272	3,572	2	3,370	3,679	2	3,471	3,789	2
	B		3,572			3,679			3,789	
6th Grade Basketball	G & B	2,396	2,616	2	2,468	2,694	2	2,542	2,775	2
	Assistant G & B	1,750	1,910	2	1,803	1,968	2	1,857	2,027	2
8th Grade Volleyball		3,480	3,799	1	3,584	3,913	1	3,692	4,031	1
7th Grade Volleyball/Asst. to 8th		3,272	3,572	1	3,370	3,679	1	3,471	3,789	1
6th Grade Volleyball		2,396	2,616	1	2,468	2,694	1	2,542	2,775	1
	Assistant	1,750	1,910	1	1,803	1,968	1	1,857	2,027	1
7-8th Baseball Coach (2) (per each)		2,515	2,746	2	2,590	2,828	2	2,668	2,913	2
			2,746			2,828			2,913	
7-8th Softball Coach (2) (per each)		2,515	2,746	2	2,590	2,828	2	2,668	2,913	2
			2,746			2,828			2,913	
Wrestling		3,480	3,799	1	3,584	3,913	1	3,692	4,031	1
	Assistant	3,272	3,572	1	3,370	3,679	1	3,471	3,789	1
Track		3,272	3,572	1	3,370	3,679	1	3,471	3,789	1
	Assistants (3)	2,427	2,650	3	2,500	2,729	3	2,575	2,811	3
Cheerleading		2,396	2,616	1	2,468	2,694	1	2,542	2,775	1
	Assistant	1,750	1,910	1	1,803	1,968	1	1,857	2,027	1
Jazz Band		927	1,012	1	955	1,043	1	984	1,074	1
Summer Band		1,083	1,182	1	1,115	1,217	1	1,148	1,253	1
Band Contest		1,290	1,408	1	1,329	1,451	1	1,369	1,495	1
5th Grade Band		1,583	1,728	1	1,630	1,779	1	1,679	1,833	1
After-School Chorus (3) (per each)		620	677	3	639	698	3	658	718	3
		620	677		639	698		658	718	
		620	677		639	698		658	718	
Chorus Contest		1,290	1,408	1	1,329	1,451	1	1,369	1,495	1
Production Manager (Musical:alternate years)		1,640	1,790	1	1,689	1,844	1	1,740	1,900	1
Asst. Production Manager (Musical:alternate year)		543	593	1	559	610	1	576	629	1
Student Council (Central)		3,480	3,799	1	3,584	3,913	1	3,692	4,031	1
Student Council (West)		617	674	1	636	694	1	655	715	1
Yearbook (Central)		1,050	1,146	1	1,082	1,181	1	1,114	1,216	1
Yearbook (West)		446	487	1	459	501	1	473	516	1
Yearbook (East)		446	487	1	459	501	1	473	516	1
Newspaper (Central)		1,701	1,857	1	1,752	1,913	1	1,805	1,971	1
Newspaper (West)		617	674	1	636	694	1	655	715	1
Speech Coach (2) (per each) (Central)		903	986	2	930	1,015	2	958	1,046	2
		903	986		930	1,015		958	1,046	
Speech Club (2) (per each) (West)		903	986	2	930	1,015	2	958	1,046	2
		903	986		930	1,015		958	1,046	
Scholastic Bowl (2) (per each)(Central)		903	986	2	930	1,015	2	958	1,046	2
		903	986		930	1,015		958	1,046	
Math Club/Contests (1 per grade 6,7,8)		547	597	1	563	615	1	580	633	1
Spelling Bee (Central)		709	774	1	730	797	1	752	821	1
Team Quest		547	597	1	563	615	1	580	633	1
Art Club		1,093	1,193	1	1,126	1,229	1	1,160	1,266	1
Computer Club		1,093	1,193	1	1,126	1,229	1	1,160	1,266	1
Chess Club		466	509	1	480	524	1	494	539	1
Outdoor Club		466	509	1	480	524	1	494	539	1
Peer Mediation (Central) (2) (per each)		466	509	2	480	524	2	494	539	2
		466	509		480	524		494	539	
Tutorial Program (per hour)		29.85	32.59	6	30.74	33.56	6	31.67	34.57	6
District Approved Program (per hour)		22.47	24.54	0	23.15	25.27	0	23.84	26.03	0
Detention Duty (per hour)		20.11	21.95	2	20.71	22.61	2	21.33	23.29	2
Supervision (per hour)		13.91	15.18	5	14.32	15.64	5	14.75	16.10	5
Lunch Duty (central)		20.11	21.95		20.71	22.61		21.33	23.29	
Scorebook/Clock			\$40.00			\$40.00			\$40.00	
Tickets/Crowd Control			\$32.00			\$32.00			\$32.00	

EXTRA DUTY SCHEDULE - TIER 2	2014 - 15			2015 - 16			2016 - 17		
	1.030			1.030			1.030		
	Salary	Salary +		Salary	Salary +		Salary	Salary +	
		Bd TRS			Bd TRS			Bd TRS	
	0.103753			0.103753			0.103753		
Athletic Coordinator	2,697	2,977	1	2,778	3,066	1	2,861	3,158	1
8th Grade Basketball	3,480	3,841	2	3,584	3,956	2	3,692	4,075	2
Girls		3,841			3,956			4,075	
Boys		3,611			3,720			3,831	
7th Grade Basketball/Asst. to 8th	3,272	3,611	2	3,370	3,720	2	3,471	3,831	2
G		3,611			3,720			3,831	
B									
6th Grade Basketball	2,396	2,645	2	2,468	2,724	2	2,542	2,806	2
G & B		1,932			1,990			2,050	
Assistant G & B	1,750	1,932	2	1,803	1,990	2	1,857	2,050	2
8th Grade Volleyball	3,480	3,841	1	3,584	3,956	1	3,692	4,075	1
7th Grade Volleyball/Asst. to 8th	3,272	3,611	1	3,370	3,720	1	3,471	3,831	1
6th Grade Volleyball	2,396	2,645	1	2,468	2,724	1	2,542	2,806	1
Assistant	1,750	1,932	1	1,803	1,990	1	1,857	2,050	1
7-8th Baseball Coach (2) (per each)	2,515	2,776	2	2,590	2,859	2	2,668	2,945	2
		2,776			2,859			2,945	
7-8th Softball Coach (2) (per each)	2,515	2,776	2	2,590	2,859	2	2,668	2,945	2
		2,776			2,859			2,945	
Wrestling	3,480	3,841	1	3,584	3,956	1	3,692	4,075	1
Assistant	3,272	3,611	1	3,370	3,720	1	3,471	3,831	1
Track	3,272	3,611	1	3,370	3,720	1	3,471	3,831	1
Assistants (3)	2,427	2,679	3	2,500	2,759	3	2,575	2,842	3
Cheerleading	2,396	2,645	1	2,468	2,724	1	2,542	2,806	1
Assistant	1,750	1,932	1	1,803	1,990	1	1,857	2,050	1
Jazz Band	927	1,023	1	955	1,054	1	984	1,086	1
Summer Band	1,083	1,195	1	1,115	1,231	1	1,148	1,267	1
Band Contest	1,290	1,424	1	1,329	1,467	1	1,369	1,511	1
5th Grade Band	1,583	1,747	1	1,630	1,799	1	1,679	1,853	1
After-School Chorus (3) (per each)	620	684	3	639	705	3	658	726	3
	620	684		639	705		658	726	
	620	684		639	705		658	726	
Chorus Contest	1,290	1,424	1	1,329	1,467	1	1,369	1,511	1
Production Manager (Musical:alternate years)	1,640	1,810	1	1,689	1,864	1	1,740	1,921	1
Asst. Production Manager (Musical:alternate years)	543	599	1	559	617	1	576	636	1
Student Council (Central)	3,480	3,841	1	3,584	3,956	1	3,692	4,075	1
Student Council (West)	617	681	1	636	702	1	655	723	1
Yearbook (Central)	1,050	1,159	1	1,082	1,194	1	1,114	1,230	1
Yearbook (West)	446	492	1	459	507	1	473	522	1
Yearbook (East)	446	492	1	459	507	1	473	522	1
Newspaper (Central)	1,701	1,877	1	1,752	1,934	1	1,805	1,992	1
Newspaper (West)	617	681	1	636	702	1	655	723	1
Speech Coach (2) (per each) (Central)	903	997	2	930	1,026	2	958	1,057	2
	903	997		930	1,026		958	1,057	
Speech Club (2) (per each) (West)	903	997	2	930	1,026	2	958	1,057	2
	903	997		930	1,026		958	1,057	
Scholastic Bowl (2) (per each)(Central)	903	997	2	930	1,026	2	958	1,057	2
	903	997		930	1,026		958	1,057	
Math Club/Contests (1 per grade 6,7,8)	547	604	1	563	621	1	580	640	1
Spelling Bee (Central)	709	783	1	730	806	1	752	830	1
Team Quest	547	604	1	563	621	1	580	640	1
Art Club	1,093	1,206	1	1,126	1,243	1	1,160	1,280	1
Computer Club	1,093	1,206	1	1,126	1,243	1	1,160	1,280	1
Chess Club	466	514	1	480	530	1	494	545	1
Outdoor Club	466	514	1	480	530	1	494	545	1
Peer Mediation (Central) (2) (per each)	466	514	2	480	530	2	494	545	2
	466	514		480	530		494	545	
Tutorial Program (per hour)	29.85	32.95	6	30.74	33.93	6	31.67	34.95	6
District Approved Program (per hour)	22.47	24.81	0	23.15	25.55	0	23.84	26.32	0
Detention Duty (per hour)	20.11	22.19	2	20.71	22.86	2	21.33	23.54	2
Supervision (per hour)	13.91	15.35	5	14.32	15.81	5	14.75	16.28	5
Lunch Duty (central)	20.11	22.19		20.71	22.86		21.33	23.54	
Scorebook/Clock		\$40.00			\$40.00			\$40.00	
Tickets/Crowd Control		\$32.00			\$32.00			\$32.00	