

**Extra Curricular Restructure Agreement**  
**Effective 2019-20 School Year**

Members,

Please see the following changes that have been made to the extra curricular salary schedule. Prior to next school year you will receive communication from payroll as to the specific step that you will be placed on. This was tremendous undertaking and a great change resulting in nearly \$60,000 in new money added to schedule for next year alone. If you have any questions or would like assistance figuring out where your stipend is represented on this schedule, members of the negotiating team will be available on Wednesday, April 24 in the GCHS Cafeteria from 3-5 pm.

- All positions were evaluated based on the data that was supplied by our membership through surveys conducted during the 2017-18 school year.
- CPE's were placed on the new schedule in the cell closest to their current amount without a decrease. For example, if your stipend was \$1000, and the closest amount without a decrease is \$1100, you will be placed at \$1100.
- The schedule has been increased from 10 steps to 15 steps. Each step will realize a 5% annual increase per step through step 15.
- The steps on the new schedule will not necessarily reflect the number of years a CPE may have in the position. However, in this new structure each position will be realizing an increase up to step 15.
- Several positions that have gone unpaid for years have been ADDED to the schedule and will be compensated.
- A true procedure for adding new positions has been formulated and will be added to the working agreement.
- All stipend amounts will be calculated using multipliers of Step 1 Base salary rather than Step 2 and 3. However, the multipliers were increased to avoid loss of compensation.

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Thank you to the following members of the negotiation team for getting this done.

Lina Ames  
Wendy Gunter  
Eric Hill  
John Manoogian  
Wyatt Roberds

Have a great spring break!

Chuck Noud  
President, Local 743

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is made between the Board of Education of Granite City Community Unit School District No. 9, Madison County, Illinois ("Board"), and the Granite City Federation of Teachers Local 743, IFT/AFT, AFL-CIO ("Union") to address the extracurricular salary schedule of the current collective bargaining agreement (the "Agreement") between the parties noted above effective from July 1, 2017, to June 30, 2021. Notwithstanding anything in the collective bargaining agreement to the contrary, the parties mutually agree to the following:

1. The language as agreed upon in Article 36 is hereby deleted and replaced with the following:

### ARTICLE 36

#### EXTRA-CURRICULAR PAY SCHEDULE

##### Section 36.1

The extracurricular schedule will be paid in accordance with a **B.A.** Step 1 CPE on the base salary schedule. All persons hired for extracurricular duty will be placed in accordance with the committee-approved rubric for his or her particular extracurricular position on the appropriate yearly step of the schedule in accordance with years of District #9 experience at that position. The extra-curricular salary schedule is attached to this MOU as Appendix A, and the committee-approved rubric is attached to this MOU as Appendix B. Up to five (5) years of experience outside District #9 will be recognized for coaching, High School Band Director, High School Choral Director, Athletic Director and Theater Director.

New positions, including club sponsorships, must be approved by the Board of Education. New positions will be facilitated by a CPE on a voluntary basis for three (3) years. At the end of the third year, the administration and the Board of Education will review the new position and determine if interest in the club or organization warrants that the position be placed on the extra-curricular salary schedule. If so, the Superintendent or his or her designee and the Union President will consult to determine the appropriate placement of the new position on the extra-curricular salary schedule using collected data and the committee-approved rubric. The Superintendent or his or her designee will have the final authority to make a recommendation as to placement of the new position on the schedule to the Board of Education. The placement of a new position on the extracurricular salary schedule is not grievable. Sponsorship of unapproved clubs and organizations will not be compensated. Sponsorship of all clubs and organizations meeting after school hours shall be voluntary.

Counselors assigned on or after August 1, 1991, shall:

1. be compensated at the summer school rate of pay for each hour of work assigned by the administration beyond the normal school day. If the assigned hours are not contiguous with the normal school day, the counselor shall receive one additional hour of pay.

Or

2. receive released time for each hour worked beyond the normal school day. Each hour worked beyond the normal school day shall equal two hours of released time. The released time shall be taken at a mutually agreeable time between the counselor and the building principal.

The administrator, after consultation with the counselor, shall choose the method of compensation (#1 or #2)

### **Section 36.2**

Junior High Schools' department chairs shall be selected in the same manner as used at the High School for selection department chairs.

### **Section 36.3**

The Athletic Director shall be paid at the Head Coach Major level on the extra-curricular schedule for three (3) seasons. The Assistant Athletic Director shall be paid at the Asst. Minor (HS) level for three (3) seasons. The individuals hired for the Athletic Director and Assistant Athletic Director positions will be placed on the appropriate yearly step of the schedule in accordance with years of District #9 experience at that position. The Athletic Director is not eligible for other extra-curricular assignments.

The Athletic Director is responsible for one (1) hour of student instruction per day of the school year.

## **EXTRA-CURRICULAR PAY SCHEDULE**

**[See Appendix A to this MOU, attached]**

2. The language as agreed upon in Article 36, Section 36.4 is hereby deleted. The parties agree that this MOU obviates the need to make any additional changes to this Article or the extracurricular salary schedule during the remaining term of this Agreement. The parties further agree any requirement under Section 36.4 for the parties to review the job descriptions and extracurricular schedule by a committee has been met, and neither party has any additional responsibilities pursuant to Section 36.4.
3. The parties agree that individual CPEs who have held their extracurricular position for 12 or more years shall be adjusted upwards to a new step on the extracurricular schedule at the start of the 2019-2020 school year as agreed upon and in accordance with the spreadsheet attached hereto as Appendix C. The parties further agree that this movement



is a one-time agreement for the 2019-2020 school year and is non-precedential. This provision will terminate at the expiration of the current Agreement.

4. The parties agree that due to the changes in the extracurricular salary schedule as set forth in this Memorandum of Understanding, the individual currently holding the Art Coordinator position shall continue to be paid at her current step and level of pay through the remainder of this Agreement. In the event this individual resigns or otherwise no longer holds the Art Coordinator position prior to the expiration of the current Agreement, any new CPE to hold this position shall be placed on the extracurricular salary schedule in accordance with Section 36.1, above. This provision will terminate at the expiration of the current Agreement.
5. The new extra-curricular salary schedule and placement on the same shall take effect at the start of the 2019-2020 school year. The parties agree that these changes are not retroactive.
6. By agreement of the parties, this Memorandum shall be considered contractual in nature, replacing Article 36 of the Collective Bargaining Agreement.

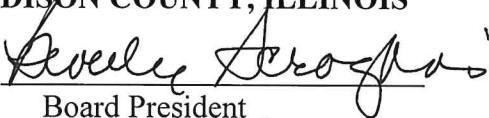
**IN WITNESS WHEREOF**, the Board and the Union have executed this Agreement on the dates written below.

**GRANITE CITY FEDERATION OF  
TEACHERS, LOCAL 743, IFT/AFT,  
AFL-CIO**

By:   
\_\_\_\_\_  
President

Date: 4-11-19

**BOARD OF EDUCATION OF  
GRANITE CITY COMMUNITY  
UNIT SCHOOL DISTRICT NO. 9,  
MADISON COUNTY, ILLINOIS**

By:   
\_\_\_\_\_  
Board President

Date: 4/9/19

**ATTEST**

By:   
\_\_\_\_\_  
Board Secretary

Date: 4/10/19

2018-2019 Extra Curricular Schedule

Bachelors Step 1		Head Major (HS)	Head Minor (HS)	Asst. Major (HS)	Head (JR High)	Asst. Minor (HS)	Asst. (JR High)	Club Sponsor C	Club Sponsor D	Club Sponsor E	Club Sponsor F
		14.50%	9.50%	9.00%	8.00%	6.50%	6.00%	5.50%	3.00%	1.50%	1.00%
	\$36,226.00	1	2	3	4	5	6	7	8	9	10
		\$5,253	\$3,441	\$3,260	\$2,898	\$2,355	\$2,174	\$1,992	\$1,087	\$543	\$362
5.00%		\$5,515	\$3,614	\$3,423	\$3,043	\$2,472	\$2,282	\$2,092	\$1,141	\$571	\$380
5.00%		\$5,791	\$3,794	\$3,595	\$3,195	\$2,596	\$2,396	\$2,197	\$1,198	\$599	\$399
5.00%		\$6,081	\$3,984	\$3,774	\$3,355	\$2,726	\$2,516	\$2,306	\$1,258	\$629	\$419
5.00%		\$6,385	\$4,183	\$3,963	\$3,523	\$2,862	\$2,642	\$2,422	\$1,321	\$660	\$440
5.00%		\$6,704	\$4,392	\$4,161	\$3,699	\$3,005	\$2,774	\$2,543	\$1,387	\$694	\$462
5.00%		\$7,039	\$4,612	\$4,369	\$3,884	\$3,156	\$2,913	\$2,670	\$1,456	\$728	\$486
5.00%		\$7,391	\$4,842	\$4,588	\$4,078	\$3,313	\$3,058	\$2,804	\$1,529	\$765	\$510
5.00%		\$7,761	\$5,085	\$4,817	\$4,282	\$3,479	\$3,211	\$2,944	\$1,606	\$803	\$535
5.00%		\$8,149	\$5,339	\$5,058	\$4,486	\$3,653	\$3,372	\$3,091	\$1,686	\$843	\$562
5.00%		\$8,556	\$5,606	\$5,311	\$4,721	\$3,836	\$3,541	\$3,245	\$1,770	\$885	\$590
5.00%		\$8,984	\$5,886	\$5,576	\$4,957	\$4,027	\$3,718	\$3,408	\$1,859	\$929	\$620
5.00%		\$9,433	\$6,180	\$5,855	\$5,205	\$4,229	\$3,903	\$3,578	\$1,952	\$976	\$651
5.00%		\$9,905	\$6,489	\$6,148	\$5,465	\$4,440	\$4,099	\$3,757	\$2,049	\$1,025	\$683
5.00%		\$10,400	\$6,814	\$6,455	\$5,738	\$4,662	\$4,304	\$3,945	\$2,152	\$1,076	\$717





Jr. High (Asst)	Club Level B	Club Level C	Club Level D	Club Level E	Club Level F
Asst. Director Fall Band	Building Trades Coordinator	Department Head Electives	Yearbook Advisor	Student Council	
Asst. Director Winter Band	Cheerleading Advisor	Department Head Language Arts	Young Author		
Asst. Director Spring Band	CWT Coordinator	Department Head Math	Spelling Bee		
Band Director Fall Band	Department Head IND ED/VOC	Department Head Science	Recycling Coordinator		
Band Director Spring Band	Department Head Business	Department Head Social Science	IRP K,1,2		
Basketball, Assistant Coach, Boys	Department Head Driver ED	Department Head Special Education	IRP 3,4		
Basketball, Assistant Coach, Girls	Department Head English	Student Council	IRP 1,2		
Football, Assistant Coach	Department Head Fine Arts	Video Journalism Club	National Jr. Honors		
Track, Assistant Coach, Boys	Department Head Guidance	Pep Club	Science Club 7th Grade		
Track, Assistant Coach, Girls	Department Head Health Services	Job Shadow Coordinator	Science Club 8th Grade		
Volleyball, Assistant Coach, Girls	Department Head Math		Science Fair		
Wrestling, Assistant Coach	Department Head PE		Varsity Club		
Bowling, Assistant Coach	Department Head Science & Health		Young Author Club Sponsor		
Cheerleading Assistant, JV/VAR BSKTBALL/COMP	Department Head Social Studies		ALPHA Sponsor		
Cross Country, Assistant Coach	Department Head Special Education		Art Show Coordinator		
Head Ticket Taker	Warrior Voices		Book Club		
	Yearbook Advisor		Empathy Club Sponsor		
	Department Head Early Childhood		Foreign Language Club		
	Department Head Speech/Lang		Hockey Club		
	Psychologist		Math Club		
			Photography Club		
			Robotics		
			Science Club		
			Social Studies Club		
			Vocational VICA		
			Working Warriors		
			Hobby Club		
			Bass Fishing		
			Warrior Flock		