

AGREEMENT

COMMUNITY UNIT SCHOOL DISTRICT NO. 425

BOARD OF EDUCATION

AND

INDIAN CREEK EDUCATION ASSOCIATION

2007 - 2011

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ARTICLE I
Agreement and Recognition

Section 1

This agreement is entered into on August 24, 2007 between the Board of Education of Community Unit School District No. 425, DeKalb County, Illinois, hereafter referred to as the "Board," and the Indian Creek Education Association, hereafter referred to as the "Association," affiliated with the Illinois Education Association and the National Education Association.

Section 2

The Board recognizes the Association as the sole and exclusive bargaining agent for all certified classroom teachers under contract or on approved leave. This includes classroom teachers, specialized teachers (i.e., music, physical education, Title I reading), guidance counselors, and librarian. The term "teacher" when used hereinafter in the agreement shall refer to all professional employees represented by the Association in the bargaining unit as above defined.

ARTICLE II
Management Rights

Section 1

The Board on its own behalf and on behalf of the electors of the district, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws and the constitution of the State of Illinois and of the United States, including, but without limiting the generality of the foregoing, the right:

- A. To the executive management and administrative control of the school system and its properties and facilities, and the activities of its employees;
- B. To hire all employees and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, or their dismissal or demotion; and to promote and transfer all such employees;
- C. To establish grades and courses of instruction, including special programs, and provide for the athletic, recreational and social events for students, all as deemed necessary or advisable by the Board;
- D. To decide upon the means and methods of instruction, and the duties, responsibilities, and assignments of teachers and other employees with respect thereto, and with respect to administrative and non-teaching activities, and the terms and conditions of employment.

Section 2

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, the adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and expressed terms of this agreement, and then only to the extent such specific and expressed terms hereof are in conformance with the constitution and the laws of the State of Illinois and the constitution and laws of the United States.

ARTICLE III **Negotiations**

Section 1

Neither party shall have any control over the selection or number of representatives on either negotiations team. The parties mutually pledge that their representatives shall have all necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations. The agreement shall not be binding until after ratified by the Board and the Association.

Section 2

Negotiations for a subsequent contract shall begin at least 90 days prior to the expiration of the existing contract unless it is initially agreed by both parties to begin at a later date. Collective bargaining shall be conducted as per the Illinois Educational Labor Relations Act and the rules and regulations of the Labor Relations Board.

Section 3

Each negotiations team shall keep its own set of minutes. The minutes shall reflect the general tone of the discussions, but shall in no instance attempt to keep word-for-word statements made by any participant. The exception will be that when the participants reach an agreement, the item will be reduced to writing and initialed by the spokesperson for each team. All items initialed in this fashion shall become part of the total tentative agreement that is submitted to the Board and the Association for ratification. When necessary, provisions in the agreement shall be reflected in the individual teacher's contract. The agreement shall not discriminate against any member of the teaching profession due to the individual's membership or lack of membership in any teachers' organization. There shall be no reprisals made against any teacher for participation in the negotiation process.

Section 4

In the event that no agreement is reached 15 days before the start of the school year, an impasse should be declared or invoked. Then the parties shall follow the rules and regulations governing impasse as set forth in the Illinois Educational Labor Relations Act. It is agreed that the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) if either party to this agreement declares impasse. Should FMCS be unavailable, the parties shall immediately commence discussions as to a replacement. In the event that the parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board shall be notified.

ARTICLE IV

Continuity of Operations

Section 1

The Association shall not cause, engage in, or sanction any strike or interruption of normal school operations, nor shall there be any strike or interruption of work during the term of this agreement because of any disputes or disagreements between any persons who are not signatory parties of this agreement.

Section 2

The Board agrees that there will be no lockout of the Association or Association members during the life of this agreement.

ARTICLE V

Teaching Hours and Work Loads

Section 1 - Preschool Planning

All teachers shall work in their assigned building a minimum of two days prior to the opening of school in August each year, preparing their rooms and planning for the school year. The two days must be arranged with, and supervised by, a school administrator. (See Article VII, Section 11 – “Pre-School Year Planning Session Pay”.)

Section 2 - Teaching Assignments

The teachers will be notified of their tentative assignments for the following school year by the last day of pupil attendance. A teacher may be assigned to any subjects or teaching position in Community Unit School District No. 425 for which he/she is qualified. Any such assignment or change of assignment will not be made unless a private conference is first held with the individual or individuals concerned. At said conference the teacher may be accompanied by a teacher or district employee of his or her choosing. A person involuntarily transferred will be considered for staff openings the following year.

Section 3 - Length of School Day

All teachers are required to be in the school building and schoolrooms 30 minutes before school begins and 30 minutes after student dismissal.

Section 4 - Personnel File

No evaluative materials shall be placed in the official file of a bargaining unit member unless the employee has had an opportunity to read such material. The employee will acknowledge that the materials have been received by affixing her/his signature on the copy to be read.

Section 5 - Staff Meeting

Once a month, the administrative staff may call a district level or building meeting not to exceed 45 minutes, immediately before school or after school. On the days the meeting is held in the morning before school starts, the attending teaching staff will be dismissed upon bus departure.

Section 6 - Dismissal Time

On days preceding Thanksgiving, winter break and spring break, the teacher's workday shall end at 2:00 p.m. On Fridays, the day shall end upon student bus departure.

Section 7 - Parent-Teacher Conferences

Following an early school dismissal, (set at the discretion of the superintendent, but no later than 2:00 p.m.) parent-teacher conferences will be on Thursday evening and on Friday morning. The two-day conference time shall not exceed seven (7) hours, three of which will be on Friday.

Section 8 - End of Grading Period

Students will be dismissed at 2:00 p.m. on the last day of each grading period with teachers staying until 3:30 p.m.

Section 9 - School Calendar

The district will prepare a tentative school calendar of 183 school days for the 2007-2008 school year and each of the remaining years of this contract plus 5 emergency days which shall be posted on the teachers' bulletin board in each building on or before February 15. The Association shall appoint one association member from each of the buildings in the district to work collaboratively with the superintendent in the preparation and recommendation of the school calendar. A final calendar shall be in place by May 1.

Section 10 - Master Schedule

The district will prepare a tentative master schedule which shall be posted on the teachers' bulletin board in each building on or before April 1. All teachers covered by this agreement may submit their suggestions or comments to the Association concerning the tentative schedule not later than May 1. Two representatives from each building meet with the building principal to discuss any suggestions or comments it may have concerning the tentative schedule, no less than 2 weeks before schedule presentation to the school board.

Section 11 - Safety

Teaching staff shall not be required to work under conditions, which are determined to be unsafe by the building principal.

Section 12 - Planning Time

Each bargaining unit member shall be provided with a minimum of three hundred (300) minutes planning time per week. Student instructional minutes per week and contact time shall not be decrease below the 1998-1999 school year assignments.

**ARTICLE VI
Grievance Procedures**

Section 1 - Definition

A grievance shall mean only a complaint by the Association and/or the teacher that there has been an alleged violation or misapplication of any of the specific provisions of the agreement and that such grievance must be filed 15 school days from the time of the original occurrence of

the event complained of or the knowledge of same, whichever occurs later; and further, every teacher covered by this agreement shall have the right to present grievances in accordance with the following procedures. The written information contained in the filed grievance shall include:

- A. A description of the specific grounds of the grievance, including names, dates, and places necessary for a complete understanding of the grievance;
- B. A listing of the provisions of this agreement which are alleged to have been violated, or misapplied;
- C. A listing of specific actions requested of the administration which will remedy the grievance.

For purposes of this article, school days will be defined as days school is in session.

Section 2 - Procedure

Any teacher may at any time present grievances to the administration without the intervention of the Association, provided that the Association has been given the opportunity to be present at all meetings beyond the building level. The failure of a teacher or the Association to act within the time limits will act as a bar to any further appeal, and an administrator's failure to render a decision or meet within the time limits set forth shall permit the teacher(s) or Association to proceed to the next step. Time limits may be extended only by mutual agreement. Hearings and conferences held under this procedure shall be conducted by mutual agreement.

Section 3 - Informal Conference

Before a grievance is filed, a sincere attempt should be made to resolve any difference informally between the aggrieved and the administrator.

Section 4 - Formal Procedure for Adjustment of Grievances

- A. First Stage. The filing of the grievance at the first stage must be within fifteen (15) school days of the original occurrence of the grievance. The meeting with the immediate supervisor will take place within five (5) school days of the receipt of the written grievance. The immediate supervisor, who has authority to make a decision on the grievance, shall make such decision and communicate it in writing within five (5) school days after the meeting, to the teacher, superintendent, and the Association president.
- B. Second Stage. In the event a grievance has not been satisfactorily resolved at the first stage, the aggrieved teacher and his/her Association designee will file, within ten (10) school days of the receipt of the immediate supervisor's written decision or answer at the first stage, a letter to the superintendent requesting a meeting. Within ten (10) school days after such written grievance is received by the superintendent, the aggrieved, the supervisor, and/or the superintendent or his designee will meet to resolve the grievance. The superintendent will file an answer within ten (10) school days of the second stage grievance meeting and will communicate it in writing to the teacher, the supervisor and Association president.

- C. Third Stage. If the grievance is not resolved satisfactorily to the grievant and the Association after the second stage, there shall be a third step of impartial arbitration. The Association may submit in writing, within thirty (30) days of the director's decision, a request to enter into binding arbitration.

The parties shall jointly request the American Arbitration Association to submit to them a list of arbitrators' names and qualifications. Either party may reject one list in its entirety and request that another list be submitted. From such list, the party initially requesting the arbitration shall strike two names and the other party shall then strike two names. The person whose name remains shall be the arbitrator. The arbitrator selected shall be jointly notified of his selection and requested to contact the parties with respect to setting up a time for a hearing.

All expenses incurred shall be shared equally by the Board and Association. It is understood that such expenses shall be limited to the arbitrator's fee. Any legal expenses incurred shall be paid for by the party engaging the legal counsel.

Insofar as such arbitration is limited solely and simply to interpretation and implementation of the terms of this agreement, both parties agree to abide by the results of the findings of the arbitrator. The arbitrator shall not have the power to add to, subtract from, alter, or modify in any way any terms of this agreement. It shall be the function of the arbitrator, and he shall be empowered, except as his powers are limited below, after due investigation, to make a decision in cases of alleged violation of the specific articles and sections of this agreement.

1. He shall have no power to establish salary structures.
2. He shall have no power to change any practice, policy, or rule of the Board, nor to substitute his judgment for that of the Board as to the reasonableness of any such practice, policy, rule, or any action taken by the Board. His powers shall be limited to deciding whether the Board has violated the expressed articles or sections of the agreement.
3. All claims for back wages shall be limited to the amount of wages that an employee would have otherwise earned, less any unemployment or other compensation that he may have received from any source during the period of back pay. No decision in any case shall require a retroactive wage adjustment in any other case. In any case, an award shall not go back further than the beginning date of this agreement.
4. Any grievance occurring during the period between the termination date of this agreement and the effective date of a new agreement shall not be processed if the remedy sought would have an impact on the negotiations in progress. Any grievance which arose prior to the effective date of this agreement shall not be processed.
5. The fact that the grievance has been considered by the parties in the preceding steps of the grievance shall not constitute a waiver of jurisdictional limitations upon the arbitrator in this agreement.

6. If either party requests a transcript of the proceedings, that party shall bear the full cost of that transcript. If both parties order a transcript, the cost of the two transcripts shall be divided equally between the Board and the Association.

Section 5 - Bypass to Superintendent

If the Association and the superintendent agree, stage one of the grievance procedure may be bypassed and the grievance brought directly to stage two.

Section 6 - Bypass to Arbitration

If the superintendent and the Association agree, a grievance may be submitted directly to arbitration.

Section 7 - Class Grievances

Class grievances involving one or more teachers, or one or more supervisors, and grievances above the building level may be initially filed by the Association at stage two.

Section 8 - Association Participation - Teacher Not Represented

When a teacher is not represented by the Association, the Association shall reserve the right to have its local building representative and/or Association representative at stage two. Any grievance processed without the intervention of the Association or any settlement agreed to without the agreement of the Association shall not be precedent setting.

ARTICLE VII Compensation

Section 1 - Transcript of Credits

Evaluation to determine placement on the salary schedule shall be made on the basis of an official transcript of credits issued by a regionally accredited college or university. Such official transcript must be on file in the Office of the Superintendent by September 1st in order to claim advances in salary for the current year on the basis of additional training. If the teacher's transcript has not arrived in the Office of the Superintendent by September 1, the salary adjustment shall be made beginning with the October paycheck by dividing the scheduled increase into twenty-two (22) equal parts and distributing it over the remaining pay periods.

Section 2 - Placement on Salary Schedule

All certified classroom teachers shall be placed on the approved salary schedule for the year of employment. Teaching experience gained both inside and outside of Community Unit School District No. 425 shall be recognized for advancement on the salary schedule based on the following criteria:

- A. No more than one year's credit can be granted for any one year of work.
- B. Teachers who teach less than a full year must have taught at least 120 full days in a year to receive credit for that year.

- C. Teachers who teach less than a full day must teach the equivalent of 120 full days to receive credit for a year's service (i.e., half-time teachers would not receive credit for a year's experience until they had completed two years of service).
- D. Teachers must have held a valid teaching certificate and must have been employed in a position for which certification was required by the State of Illinois at the time the experience was gained.
- E. Teachers with prior experience shall receive up to five (5) years' full credit. Additional credit may be granted in special cases up to a total of eight (8) years upon approval of the Superintendent and the Board for experience in a position requiring a State of Illinois teaching certificate, or its out-of-state equivalent, and such prior experience was or is eligible for credit from the Illinois Downstate Teachers Retirement System.
- F. Step Movement on the Salary Schedule
 - 1. Teachers first employed in the 2006-2007 school year shall receive a single step advancement on the 2007-2008 salary schedule and a single step advancement each year thereafter for the duration of the 2007-2011 collective bargaining agreement.
 - 2. Teachers first employed in the 2005-2006 school year shall receive a double step advancement on the 2007-2008 salary schedule, and a single step advancement each year thereafter for the duration of the 2007-2011 collective bargaining agreement.
 - 3. Teachers first employed in the 2004-2005 school year shall receive a double step advancement on the 2007-2008 salary schedule, a single step advancement on the 2008-2009 salary schedule, a double step advancement on the 2009-2010 salary schedule, and a single step advancement on the 2010-2011 salary schedule.
 - 4. Teachers employed in the 2003-2004 school year and prior school years shall receive a double step advancement on the 2007-2008 salary schedule, a single step advancement on the 2008-2009 salary schedule, a double step advancement on the 2009-2010 salary schedule, and a single step advancement on the 2010-2011 salary schedule.

SUCH STEP ADVANCEMENT IS ILLUSTRATED AS FOLLOWS:

STEPS MOVEMENT FOR EACH YEAR

<u>Year of hire</u>	<u>2007-2008</u>	<u>2008-2009</u>	<u>2009-2010</u>	<u>2010-2011</u>
2003-2004 (and prior years)	two steps	one step	two steps	one step
2004-2005	two steps	one step	two steps	one step
2005-2006	two steps	one step	one step	one step
2006-2007	one step	one step	one step	one step

5. Each teacher shall receive a notification of his/her projected salary schedule progression for the duration of the 2007-2011 collective bargaining agreement. It is acknowledged that the projected calculation illustrated in the individual notification will not address any lane movement that may occur during the period of this agreement, and will only show step progression within the teacher's current lane placement. It is further acknowledged that once a teacher reaches the bottom step in his/her respective lane, no further step advancement shall occur, notwithstanding the provisions set forth in Paragraphs 1 through 4 above.
6. The BOARD and the Association further acknowledge and agree that the terms and conditions of this Subsection F do not constitute a precedent with respect to any course of dealing, past, present or future, between the parties and/or any member of the bargaining unit, nor with respect to the resolution of any issues which may arise between the parties in the past, present or future.

Section 3 - Salary Payments

The annual salary shall be divided into 24 equal installments, less such deductions as are required, and will be payable by the 8th and 22nd day of each calendar month. If the pay period is on Saturday or Sunday, payment will be on the preceding Friday. The Board requests that checks be cashed before the end of the calendar month. The usual deductions from salary consist of the following:

- A. Teacher retirement if applicable
- B. Federal and state income taxes
- C. Insurance if applicable
- D. IEA and NEA dues (fourteen [14]) when authorized in writing

Section 4 - Teacher Retirement Contributions

In accordance with guidelines set by the U. S. Internal Revenue Service and the Illinois Teachers' Retirement System, the Board shall make teacher retirement payments directly to the Illinois Teachers' Retirement System. In addition to the gross compensation paid to a teacher, the Board shall pick up and pay on the teacher's behalf, 10.3753 % of the teacher's base salary as described in the salary schedule attached hereto to the Illinois Teachers' Retirement System. It is the intention of the parties to qualify all such payments picked up and paid by the Board on the teacher's behalf as employer payments pursuant to Section 414(h) of the Internal Revenue Code of 1986, as amended. The teacher shall have no right or claim to the funds so remitted except as they may subsequently become available from the Illinois Teachers' Retirement System upon retirement or resignation.

Section 5 – Advanced Education

Courses which provide for advancement on the salary schedule must receive advance approval by the Superintendent of Schools. No more than one course per semester may be started or completed during the fiscal year without the written permission of the superintendent. No course taken during the fiscal year may carry more than four (4) semester hours of credit. These limitations on the number of courses taken and the number of semester hours a course may carry shall not apply during the period of the summer break. The Board will provide tuition reimbursement to teachers for pre-approved course work at the rate of the teacher's per credit tuition rate up to a maximum of the per credit tuition rate for six (6) semester hours at Northern Illinois University per fiscal year unless a tuition waiver is used. A written request for tuition reimbursement shall be submitted no later than 30 days after the posting of the final grades. For courses taken during the summer break, reimbursement shall be paid to the employee only upon his/her return to Indian Creek District 425 employment the following year.

Section 6 - Additional Education Required

The Board will reimburse a teacher for the cost incurred by the teacher to take course work at a regionally accredited college or university, if such course work is taken at the request of the Board. Teachers will be required to take this course work at Northern Illinois University if the program is offered at that facility. If course work must be taken at a college or university other than Northern Illinois, approval of the college or university to be attended must be given by the Superintendent of Schools prior to enrollment. Reimbursement for costs incurred shall be made after the teacher provides evidence of successful completion and presents paid receipts for tuition and other approved costs. Costs to be reimbursed may include tuition, mileage, and room and board, dependent upon the situation and prior approval by the superintendent.

Section 7 - Tax Sheltered Annuity Program

The Board has authorized staff participation in the tax sheltered annuity program (Code Sec.403B). Persons desiring to participate in this program should contact, through school authorities, the insurance representative for more details about the program. Said deductions from the payroll, made on an optional basis by the participants, must be completed on or before October 31 of each school term in order that the proper payroll deductions may be completed.

Section 8 - Insurance Program

All teachers shall be eligible to participate in group medical-life and/or a group income protection policy and group life insurance as provided by the Board. In the event that the individual monthly premium for said insurance coverage exceeds \$275 the Board will pay 50% and the employees will pay 50% of the increased costs.

All teachers first employed after August 1, 2007 who opt to participate in the Board insurance plan shall be enrolled at their option in either the Health Care Account insurance program or the PPO at their option.

A committee consisting of 4 members appointed by the Association and 4 members appointed by the Board will be established to monitor the current insurance coverage, explore options to maintain coverage, and restrain cost increases. The committee shall meet at least two times a year at mutually agreed times and places. An insurance agent or broker shall be invited to attend at least one insurance committee meeting. The Joint Insurance Committee may make an annual report with recommendations to the Board of Education. The Board shall retain final authority on any changes in the current health insurance.

Section 9 - Home Tutoring

The rate of pay for tutoring home- or hospital-bound students shall be at least \$25.00 per hour. Teachers involved in other teaching assignments, such as adult classes, outside the regular teaching schedule shall be paid according to the rate in effect at the time.

Section 10 – Substitute Pay

Teacher substitution during the school day by the regular staff shall be paid at a rate of \$20.00 per hour, rounded to the nearest quarter hour and paid in quarter hour (i.e., 15 minute) increments. Teachers will not be paid when substituting in place of their regular assignment. Accumulated substitute hours shall be turned in at the end of each month and shall be paid the following month.

Section 11 - Pre-School Year Planning Session Pay

Teachers will be paid the current substitute rate per day for their participation in the planning days required in Article V, Section 1. Payment for these days of work shall be included as extra pay in the September paycheck. Teachers are expected to work 5 hours each day.

Section 12 - Extra Teaching Load

Problems arising because of extra teaching assignments should be handled on an individual basis and solutions should come after discussion and recommendation by the administration. The problem of extra pay for extra day-by-day teaching should be judged on individual merit and handled in the same manner as above.

Section 13 - Extracurricular Duties

Teachers will not be required to accept extracurricular duties.

Section 14 - Mileage Reimbursement

Faculty who are required to travel as part of their teaching assignment or when attending approved professional meetings/conventions, shall be paid mileage at the current rate as set by the IRS.

Section 15 – Longevity

Teachers who achieve their 10th year of credited teaching service will receive \$500 longevity pay to be included in their salary. Teachers who achieve their 15th year of credited teaching service will receive \$1400 longevity pay. Teachers who achieve their 20th year of credited teaching service will receive \$1800 longevity pay. For all teachers first employed after August 1, 2007, “credited teaching service” shall be limited to actual years of teaching service in District 425.

Section 16 – Stipend for Teachers at the Bottom of Salary Schedule Columns

Teachers who have been at the bottom step of any column on the salary schedule for at least one year will receive a minimum annual increase over the previous year’s salary of One Thousand Two Hundred Dollars (\$1,200). Any movement between lanes or longevity tiers, or any salary increase to the affected teacher resulting from any increase to the base salary, will be subtracted from the \$1,200.

Article VIII Absences and Leaves

Section 1 - Leave for Illness

- A. The Board shall grant full-time teachers sick leave benefits according to the School Code of Illinois and in the amount of thirteen (13) days at full pay during the school term in each school year.
- B. Beginning with the 2007-2008 school year, if a teacher does not use the full amount of annual sick leave allowed, the unused amount shall be accumulated to a maximum of available leave of 340 days at full pay, excluding the leave for the current year.
- C. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the household of the employee's residence or in the immediate family. Immediate family shall be interpreted to mean parent, grandparent, mother-in-law, father-in-law, sister-in-law, brother-in-law, sister, brother, aunt, uncle, husband, wife, child, grandchildren, and legal guardians.
- D. The Board may require a physician's certificate as a basis for pay during sick leave. Sick leave days may not be used for the purpose of extending an established vacation period. This does not preclude the use of sick leave at the beginning or end of a vacation period when there is legitimate illness or death in the immediate family, but is intended to eliminate the use of sick leave for vacation.

- E. Deductions for salary, if this should be necessary, will be computed as 1/180 of the nine-month contract. Teachers on longer contracts will be computed accordingly.
- F. When an employee continues to be eligible for sick leave except that the employee has no remaining sick leave days, the employee will automatically be placed on a non-paid leave of absence until such time as the employee returns to work or the end of the current school year, whichever occurs first.
- G. A sick day may be used for bereavement if personal days have been exhausted.

Section 2 - Leave of Absence

Any teacher who has achieved contractual continued service with the district may apply for and may be granted a leave of absence without pay, not to exceed one full year, for personal and/or educational reasons. Said request shall be made in writing to the superintendent for the District no later than the 3rd Monday in March of the school year preceding the desired leave. Upon return to the district, sick leave accumulated prior to leave shall be reinstated. A teacher on such leave shall give formal notice of intent to return at least 60 days prior to close of the school term preceding such return. Any teacher who is placed on leave of absence shall have the right to maintain her/his insurance program through the school group insurance policy during the leave period, provided that the teacher pays the premium for the policy.

Section 3 - Maternity Leave

A leave of absence without pay shall be granted to any regularly employed certified teacher having tenure status, for the purpose of maternity. Such leave shall be for a minimum of one semester, with a maximum of two full semesters or parts of three semesters. An employee may return only at the beginning of the school year. Notice must be given in writing by March 1 before the end of the school year if the teacher wishes to return to her teaching duties at the beginning of the following school year. No teacher will be required to take maternity leave.

- A. Requests for maternity leave shall be filed no later than three calendar months before the expected termination of teaching duties except in emergency circumstances as documented with a physician's statement.
- B. The teacher and her physician shall determine at what point her teaching duties shall be terminated and at what point in time a teacher may return to her teaching duties following termination of pregnancy. The Board may require the physician's statement to this effect.
- C. All requests for maternity leave shall be submitted in writing to the Board through normal channels, beginning with the principal of the school where the teacher is employed.

Section 4 - Personal Leave

Two days each year will be granted to each teacher for personal leave. If a teacher does not need to use the personal leave days, the personal leave days will become unused sick leave days at the end of that school year and be credited to his/her accumulated sick leave, or the teacher may elect to receive compensation for said personal leave days in an amount commensurate with the

District daily rate for compensation for substitute teachers. The use of a personal day is subject to the following conditions:

1. Personal leave shall not be granted on a teacher employment day immediately preceding or following a school vacation, holiday, or summer recess period, nor on any scheduled in-service or institute day.
2. Notification of leave must be given to the principal 48 hours (2 days) prior to the leave.
3. Leave shall not be taken during the first and last week of the school year.
4. Leave may not be used in increments of less than one half (.5) day.
5. Personal leave can not be used when the teacher's absence would create an undue hardship.

In extraordinary and exceptional circumstances the Superintendent may grant personal leave outside the foregoing limits at his sole discretion and any such action shall not be appealable or precedential in any respect.

Section 5 - Parental Leave

At the discretion of the Board, a teacher may be granted a parental leave of absence without pay. Prior to requesting the leave, the teacher must meet with the building principal at least one hundred twenty (120) days prior to the commencement of the requested leave to discuss the dates of the leave. Such leave request is limited to parents of children under the age of one (1) year. It is agreed that the teacher shall return from such leave at the beginning of a semester unless otherwise agreed to by both parties. Notification of a teacher's intent to return to work is to be given by March 1 prior to the beginning of the semester he or she returns to work. Nothing in this section shall be interpreted to relate to maternity leave.

Section 6 - Release Time

Recommendations for release time for teaching personnel should be discussed and submitted through regular administrative channels.

Article IX Retirement

Section 1 - Eligibility

A retirement program shall be available for the duration of this Agreement for the teachers who meet all of the following eligibility criteria:

- A. Completed at least 10 years of full time, or its equivalent, teacher service in the District at the time of retirement. All part-time, full-year teaching that is substantiated by a contract in the School District's files will be recognized on a prorated basis; and
- B. Are considered by TRS to be 55 or over on the effective date of retirement.
- C. Have agreed in writing to file for participation in the retirement program of TRS with a retirement date of June 30 but no later than June 30, 2015, provided,

however, that this retirement program shall not be available to any teacher who elects to participate in the Modified Early Retirement Option or whose retirement requires the Board to pay to TRS a contribution or “penalty”.

- D. Submitted a Letter of Intent to Retire as required below.

Section 2 - Procedures

- A. In order to be eligible to participate in this retirement program, a teacher must submit an irrevocable notice of retirement to the Superintendent between May 1 and June 30 of any year of this Agreement, setting forth a desired retirement date at the end of a school year but not later than June 30, 2015. For the 2007-2008 school year, teachers may submit their irrevocable notice of retirement no later than October 15.
- B. The Board may annually limit the number of qualified retirees to no more than seven (7) teachers in a school year. Teachers will be approved in the order of requests.

Any teacher denied participation because of such limitation shall be moved to the top of the list and allowed to participate in the following year. Teachers submitting an Irrevocable Notice of Retirement shall be notified of the Board’s decision on their request no later than the following September 15.

- C. Participating teachers who elect to retire under the provisions of this program will receive only the benefits of this program, and will not be entitled to receive any benefits under any retirement program negotiated in a successor bargaining agreement.
- D. A teacher who fails to meet the eligibility requirements above at any time, or has requested and the Board has accepted the rescission of their Notice of Retirement shall be required to reimburse the District for the value of all salary and benefits received under this retirement program that exceed what the teacher would have otherwise earned had he or she not participated in this retirement program. The administration, with input from the teacher, will develop a repayment plan of deductions from the teacher’s remaining paychecks, and additional deductions, if necessary, will be made from any post-retirement payments the teacher would otherwise be entitled to receive.

Section 3 – Benefit

- A. Stipend

As a voluntary retirement benefit for teachers who qualify as provided above, the Board agrees to increase the teacher’s TRS creditable earnings by 6% over the teacher’s prior year’s reported TRS creditable earnings for each remaining year of the teacher’s employment in the District, in lieu of any other raise, step, or other creditable earnings

increase the teacher may otherwise have been entitled to. This increase will be granted beginning in the school year immediately following the school year in which the teacher gives notice as provided above. A retiring teacher may receive no more than four (4) years of 6% creditable earnings increases under this program. A teacher for whom an extra-duty or extra-schedule stipend was part of the teacher's creditable earnings in the school year prior to the school year in which notice is given and who ceases to perform such duty in any year prior to retirement will have the stipend for that duty subtracted from the creditable earnings increases provided under this program for each remaining year. Under no circumstances may a teacher participating in this program receive a creditable earnings increase exceeding 6% over the teacher's prior year's creditable earnings.

B. Accumulated Sick Days

As an additional voluntary retirement benefit for teachers who qualify as provided above, teachers who retire from Unit District #425 and have accumulated more than 340 sick days shall be paid \$45 for each sick leave day accumulated in excess of 340 up to the maximum of 353 days. Retirement shall be in compliance with the rules and regulations of the TRS. Payment shall be made after the teacher has retired and received his or her final paycheck for regular earnings.

Section 4 - Program Duration

Regardless of the participation and experience in the implementation of this Agreement, in no event shall this Agreement create an expectancy of a property interest among staff members beyond June 30, 2011, nor shall the same be regarded as a policy, custom, practice, or contractual agreement between the parties beyond such date. Nothing in this Agreement, however, shall be deemed to prohibit the parties from mutually agreeing to amend this Agreement or to continue this Agreement during or after June 30, 2011. This limitation in no way restricts staff members who have complied with Sections 1 and 2 of this Article from receiving the benefits described herein through June 30, 2015.

**ARTICLE X
Discipline Plan**

Section 1

The School Board, Administration and Staff will implement and adhere to a discipline plan created by a committee consisting of administration, faculty, parents and students.

**ARTICLE XI
Final Provisions**

Section 1

This agreement shall constitute the full and complete commitments between both parties. It supersedes and cancels all previous agreements, verbal or written, or based on alleged past practices between the Board and the Association. This agreement may be altered, changed, added to or deleted from, or modified only through the voluntary mutual consent of the parties

in written and signed amendment to this agreement. All items contained in this contract shall be considered an integral part of each individual teacher's contract.

Section 2

This agreement is subject in all respects to the laws of the State of Illinois with respect to the powers, rights, duties, and obligations of the Board, the Association, and the employees in the bargaining unit, and in the event that any provision of this agreement shall be at any time held to be contrary to law by a court of competent jurisdiction, from whose final judgment or decree no appeal has been taken within the time provided for doing so, such provision shall be void and inoperative; however, all other provisions of the Agreement shall continue in effect.

Article XII Duration and Termination

Section 1

This agreement shall take effect August 24, 2007, and shall remain in effect until August 23, 2011.

MISCELLANEOUS PROVISIONS

Employees covered under this bargaining agreement shall receive compensation in accordance with the salary schedules attached hereto as appendices.

The Board and Association shall establish an extra curricular committee comprised of the Superintendent, a Board member, and a building representative from each building to commence at the beginning of the 1996-97 school year.


Effective with the 2003-2004 school year teachers must have a master's degree to enter the MS columns. However, teachers assigned to the BS+24 column or above during the 2003-2004 school year will be allowed to enter the MS columns and move across the columns, BS+24 to BS+30 to BS+44 to BS+52 to BS+60 to BS+68.

Teachers must hold a master's degree to enter the MS+40 column. However, teachers assigned to the BS+60 column or above during the 1999-2000 school year will be allowed to enter the MS+40 column. The MS+40 column will become effective in the 2001-2002 school year.


Article XIII Labor Management

Section 1 - Labor Relations Committee


The Board and the Association shall establish a labor management group to convene no more than once monthly during the school term to discuss a pre-agreed upon agenda.




President
Indian Creek Education Association



Vice-President
Indian Creek Education Association



President
Board of Education
Community Unit School District No. 425



Secretary
Board of Education
Community Unit School District No. 425

Date: November 5, 2007

INDIAN CREEK COMMUNITY UNIT SCHOOL DISTRICT # 425 SALARY SCHEDULE

2007-2008		with 10.3753% TRS and no increase on the base						Appendix A					
		BS	BS+8	BS+16	BS+24	BS+30	MS	MS+8	MS+16	MS+24	MS+32	MS+40	
1	salary	\$29,447	\$30,330	\$31,240	\$32,177	\$33,143	\$34,170	\$35,263	\$36,427	\$37,666	\$38,984	\$40,387	
	TRS	\$3,055	\$3,147	\$3,241	\$3,338	\$3,439	\$3,545	\$3,659	\$3,779	\$3,908	\$4,045	\$4,190	
	total	\$32,502	\$33,477	\$34,481	\$35,515	\$36,582	\$37,715	\$38,922	\$40,206	\$41,574	\$43,029	\$44,577	
2	salary	\$30,330	\$31,240	\$32,177	\$33,143	\$34,137	\$35,195	\$36,321	\$37,520	\$38,796	\$40,153	\$41,599	
	TRS	\$3,147	\$3,241	\$3,338	\$3,439	\$3,542	\$3,652	\$3,768	\$3,893	\$4,025	\$4,166	\$4,316	
	total	\$33,477	\$34,481	\$35,515	\$36,582	\$37,679	\$38,847	\$40,089	\$41,413	\$42,821	\$44,319	\$45,915	
3	salary	\$31,240	\$32,177	\$33,143	\$34,137	\$35,161	\$36,251	\$37,411	\$38,646	\$39,959	\$41,358	\$42,847	
	TRS	\$3,241	\$3,338	\$3,439	\$3,542	\$3,648	\$3,761	\$3,882	\$4,010	\$4,146	\$4,291	\$4,446	
	total	\$34,481	\$35,515	\$36,582	\$37,679	\$38,809	\$40,012	\$41,293	\$42,656	\$44,105	\$45,649	\$47,293	
4	salary	\$32,177	\$33,143	\$34,137	\$35,161	\$36,216	\$37,338	\$38,533	\$39,805	\$41,158	\$42,599	\$44,132	
	TRS	\$3,338	\$3,439	\$3,542	\$3,648	\$3,758	\$3,874	\$3,998	\$4,130	\$4,270	\$4,420	\$4,579	
	total	\$35,515	\$36,582	\$37,679	\$38,809	\$39,974	\$41,212	\$42,531	\$43,935	\$45,428	\$47,019	\$48,711	
5	salary	\$33,143	\$34,137	\$35,161	\$36,216	\$37,302	\$38,459	\$39,689	\$40,999	\$42,393	\$43,877	\$45,456	
	TRS	\$3,439	\$3,542	\$3,648	\$3,758	\$3,870	\$3,990	\$4,118	\$4,254	\$4,398	\$4,552	\$4,716	
	total	\$36,582	\$37,679	\$38,809	\$39,974	\$41,172	\$42,449	\$43,807	\$45,253	\$46,791	\$48,429	\$50,172	
6	salary	\$34,137	\$35,161	\$36,216	\$37,302	\$38,421	\$39,612	\$40,880	\$42,229	\$43,665	\$45,193	\$46,820	
	TRS	\$3,542	\$3,648	\$3,758	\$3,870	\$3,986	\$4,110	\$4,241	\$4,381	\$4,530	\$4,689	\$4,858	
	total	\$37,679	\$38,809	\$39,974	\$41,172	\$42,407	\$43,722	\$45,121	\$46,610	\$48,195	\$49,882	\$51,678	
7	salary	\$35,161	\$36,216	\$37,302	\$38,421	\$39,574	\$40,801	\$42,106	\$43,496	\$44,975	\$46,549	\$48,225	
	TRS	\$3,648	\$3,758	\$3,870	\$3,986	\$4,106	\$4,233	\$4,369	\$4,513	\$4,666	\$4,830	\$5,003	
	total	\$38,809	\$39,974	\$41,172	\$42,407	\$43,680	\$45,034	\$46,475	\$48,009	\$49,641	\$51,379	\$53,228	
8	salary	\$36,216	\$37,302	\$38,421	\$39,574	\$40,761	\$42,025	\$43,370	\$44,801	\$46,324	\$47,945	\$49,671	
	TRS	\$3,758	\$3,870	\$3,986	\$4,106	\$4,229	\$4,360	\$4,500	\$4,648	\$4,806	\$4,974	\$5,154	
	total	\$39,974	\$41,172	\$42,407	\$43,680	\$44,990	\$46,385	\$47,870	\$49,449	\$51,130	\$52,919	\$54,825	
9	salary	\$37,302	\$38,421	\$39,574	\$40,761	\$41,984	\$43,286	\$44,671	\$46,145	\$47,714	\$49,384	\$51,161	
	TRS	\$3,870	\$3,986	\$4,106	\$4,229	\$4,356	\$4,491	\$4,635	\$4,788	\$4,950	\$5,124	\$5,308	
	total	\$41,172	\$42,407	\$43,680	\$44,990	\$46,340	\$47,777	\$49,306	\$50,933	\$52,664	\$54,508	\$56,469	
10	salary	\$38,421	\$39,574	\$40,761	\$41,984	\$43,244	\$44,584	\$46,011	\$47,529	\$49,145	\$50,865	\$52,696	
	TRS	\$3,986	\$4,106	\$4,229	\$4,356	\$4,487	\$4,626	\$4,774	\$4,931	\$5,099	\$5,277	\$5,467	
	total	\$42,407	\$43,680	\$44,990	\$46,340	\$47,731	\$49,210	\$50,785	\$52,460	\$54,244	\$56,142	\$58,163	
11	salary	\$39,574	\$40,761	\$41,984	\$43,244	\$44,541	\$45,922	\$47,391	\$48,955	\$50,619	\$52,391	\$54,277	
	TRS	\$4,106	\$4,229	\$4,356	\$4,487	\$4,621	\$4,765	\$4,917	\$5,079	\$5,252	\$5,436	\$5,631	
	total	\$43,680	\$44,990	\$46,340	\$47,731	\$49,162	\$50,687	\$52,308	\$54,034	\$55,871	\$57,827	\$59,908	
12	salary	\$40,761	\$41,984	\$43,244	\$44,541	\$45,877	\$47,299	\$48,813	\$50,424	\$52,138	\$53,963	\$55,906	
	TRS	\$4,229	\$4,356	\$4,487	\$4,621	\$4,760	\$4,907	\$5,064	\$5,232	\$5,409	\$5,599	\$5,800	
	total	\$44,990	\$46,340	\$47,731	\$49,162	\$50,637	\$52,206	\$53,877	\$55,656	\$57,547	\$59,562	\$61,706	
13	salary	\$0	\$0	\$44,541	\$45,877	\$47,253	\$48,718	\$50,277	\$51,936	\$53,702	\$55,582	\$57,583	
	TRS	\$0	\$0	\$4,621	\$4,760	\$4,903	\$5,055	\$5,216	\$5,389	\$5,572	\$5,767	\$5,974	
	total	\$0	\$0	\$49,162	\$50,637	\$52,156	\$53,773	\$55,493	\$57,325	\$59,274	\$61,349	\$63,557	
14	salary	\$0	\$0	\$0	\$0	\$0	\$50,180	\$51,786	\$53,494	\$55,313	\$57,249	\$59,310	
	TRS	\$0	\$0	\$0	\$0	\$0	\$5,206	\$5,373	\$5,550	\$5,739	\$5,940	\$6,154	
	total	\$0	\$0	\$0	\$0	\$0	\$55,386	\$57,159	\$59,044	\$61,052	\$63,189	\$65,464	
15	salary	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$61,089	
	TRS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$6,338	
	total	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$67,427	

INDIAN CREEK COMMUNITY UNIT SCHOOL DISTRICT # 425 SALARY SCHEDULE

2008-2009 with 10.3753% TRS and 2% increase on the base

Appendix B

		<u>BS</u>	<u>BS+8</u>	<u>BS+16</u>	<u>BS+24</u>	<u>BS+30</u>	<u>MS</u>	<u>MS+8</u>	<u>MS+16</u>	<u>MS+24</u>	<u>MS+32</u>	<u>MS+40</u>
1	salary	30,036	30,937	31,865	32,821	33,806	34,853	35,968	37,156	38,419	39,764	41,195
	TRS	3,116	3,210	3,306	3,405	3,507	3,616	3,732	3,855	3,986	4,126	4,274
	total	33,152	34,146	35,171	36,226	37,313	38,470	39,700	41,011	42,405	43,889	45,469
2	salary	30,937	31,865	32,821	33,806	34,820	35,899	37,047	38,270	39,572	40,956	42,431
	TRS	3,210	3,306	3,405	3,507	3,613	3,725	3,844	3,971	4,106	4,249	4,402
	total	34,146	35,171	36,226	37,313	38,432	39,624	40,891	42,241	43,678	45,205	46,833
3	salary	31,865	32,821	33,806	34,820	35,864	36,976	38,159	39,419	40,758	42,185	43,704
	TRS	3,306	3,405	3,507	3,613	3,721	3,836	3,959	4,090	4,229	4,377	4,534
	total	35,171	36,226	37,313	38,432	39,585	40,812	42,118	43,509	44,987	46,562	48,238
4	salary	32,821	33,806	34,820	35,864	36,940	38,085	39,304	40,601	41,981	43,451	45,015
	TRS	3,405	3,507	3,613	3,721	3,833	3,951	4,078	4,212	4,356	4,508	4,670
	total	36,226	37,313	38,432	39,585	40,773	42,036	43,382	44,814	46,337	47,959	49,685
5	salary	33,806	34,820	35,864	36,940	38,048	39,228	40,483	41,819	43,241	44,755	46,365
	TRS	3,507	3,613	3,721	3,833	3,948	4,070	4,200	4,339	4,486	4,643	4,811
	total	37,313	38,432	39,585	40,773	41,996	43,298	44,683	46,158	47,727	49,398	51,176
6	salary	34,820	35,864	36,940	38,048	39,189	40,404	41,698	43,074	44,538	46,097	47,756
	TRS	3,613	3,721	3,833	3,948	4,066	4,192	4,326	4,469	4,621	4,783	4,955
	total	38,432	39,585	40,773	41,996	43,255	44,596	46,024	47,543	49,159	50,880	52,711
7	salary	35,864	36,940	38,048	39,189	40,365	41,617	42,948	44,366	45,875	47,480	49,190
	TRS	3,721	3,833	3,948	4,066	4,188	4,318	4,456	4,603	4,760	4,926	5,104
	total	39,585	40,773	41,996	43,255	44,554	45,935	47,404	48,969	50,634	52,406	54,293
8	salary	36,940	38,048	39,189	40,365	41,576	42,866	44,237	45,697	47,250	48,904	50,664
	TRS	3,833	3,948	4,066	4,188	4,314	4,447	4,590	4,741	4,902	5,074	5,257
	total	40,773	41,996	43,255	44,554	45,890	47,313	48,827	50,438	52,153	53,978	55,921
9	salary	38,048	39,189	40,365	41,576	42,824	44,152	45,564	47,068	48,668	50,372	52,184
	TRS	3,948	4,066	4,188	4,314	4,443	4,581	4,727	4,883	5,049	5,226	5,414
	total	41,996	43,255	44,554	45,890	47,267	48,733	50,292	51,951	53,718	55,598	57,598
10	salary	39,189	40,365	41,576	42,824	44,109	45,476	46,931	48,480	50,128	51,882	53,750
	TRS	4,066	4,188	4,314	4,443	4,576	4,718	4,869	5,030	5,201	5,383	5,577
	total	43,255	44,554	45,890	47,267	48,685	50,194	51,800	53,509	55,329	57,265	59,327
11	salary	40,365	41,576	42,824	44,109	45,432	46,840	48,339	49,934	51,631	53,439	55,363
	TRS	4,188	4,314	4,443	4,576	4,714	4,860	5,015	5,181	5,357	5,544	5,744
	total	44,554	45,890	47,267	48,685	50,146	51,700	53,354	55,115	56,988	58,983	61,107
12	salary	41,576	42,824	44,109	45,432	46,795	48,245	49,789	51,432	53,181	55,042	57,024
	TRS	4,314	4,443	4,576	4,714	4,855	5,006	5,166	5,336	5,518	5,711	5,916
	total	45,890	47,267	48,685	50,146	51,650	53,251	54,955	56,769	58,698	60,753	62,941
13	salary		45,432	46,795	48,198	49,692	51,283	52,975	54,776	56,694	58,735	
	TRS		4,714	4,855	5,001	5,156	5,321	5,496	5,683	5,882	6,094	
	total		50,146	51,650	53,199	54,848	56,603	58,471	60,459	62,576	64,829	
14	salary					51,184	52,822	54,564	56,419	58,394	60,496	
	TRS					5,310	5,480	5,661	5,854	6,059	6,277	
	total					56,494	58,302	60,225	62,273	64,453	66,773	
15	salary											62,311
	TRS											6,465
	total											68,776

INDIAN CREEK COMMUNITY UNIT SCHOOL DISTRICT # 425 SALARY SCHEDULE

2009-2010 with 10.3753% TRS and no increase on the base

Appendix C

		<u>BS</u>	<u>BS+8</u>	<u>BS+16</u>	<u>BS+24</u>	<u>BS+30</u>	<u>MS</u>	<u>MS+8</u>	<u>MS+16</u>	<u>MS+24</u>	<u>MS+32</u>	<u>MS+40</u>
1	salary	30,036	30,937	31,865	32,821	33,806	34,853	35,968	37,156	38,419	39,764	41,195
	TRS	3,116	3,210	3,306	3,405	3,507	3,616	3,732	3,855	3,986	4,126	4,274
	total	33,152	34,146	35,171	36,226	37,313	38,470	39,700	41,011	42,405	43,889	45,469
2	salary	30,937	31,865	32,821	33,806	34,820	35,899	37,047	38,270	39,572	40,956	42,431
	TRS	3,210	3,306	3,405	3,507	3,613	3,725	3,844	3,971	4,106	4,249	4,402
	total	34,146	35,171	36,226	37,313	38,432	39,624	40,891	42,241	43,678	45,205	46,833
3	salary	31,865	32,821	33,806	34,820	35,864	36,976	38,159	39,419	40,758	42,185	43,704
	TRS	3,306	3,405	3,507	3,613	3,721	3,836	3,959	4,090	4,229	4,377	4,534
	total	35,171	36,226	37,313	38,432	39,585	40,812	42,118	43,509	44,987	46,562	48,238
4	salary	32,821	33,806	34,820	35,864	36,940	38,085	39,304	40,601	41,981	43,451	45,015
	TRS	3,405	3,507	3,613	3,721	3,833	3,951	4,078	4,212	4,356	4,508	4,670
	total	36,226	37,313	38,432	39,585	40,773	42,036	43,382	44,814	46,337	47,959	49,685
5	salary	33,806	34,820	35,864	36,940	38,048	39,228	40,483	41,819	43,241	44,755	46,365
	TRS	3,507	3,613	3,721	3,833	3,948	4,070	4,200	4,339	4,486	4,643	4,811
	total	37,313	38,432	39,585	40,773	41,996	43,298	44,683	46,158	47,727	49,398	51,176
6	salary	34,820	35,864	36,940	38,048	39,189	40,404	41,698	43,074	44,538	46,097	47,756
	TRS	3,613	3,721	3,833	3,948	4,066	4,192	4,326	4,469	4,621	4,783	4,955
	total	38,432	39,585	40,773	41,996	43,255	44,596	46,024	47,543	49,159	50,880	52,711
7	salary	35,864	36,940	38,048	39,189	40,365	41,617	42,948	44,366	45,875	47,480	49,190
	TRS	3,721	3,833	3,948	4,066	4,188	4,318	4,456	4,603	4,760	4,926	5,104
	total	39,585	40,773	41,996	43,255	44,554	45,935	47,404	48,969	50,634	52,406	54,293
8	salary	36,940	38,048	39,189	40,365	41,576	42,866	44,237	45,697	47,250	48,904	50,664
	TRS	3,833	3,948	4,066	4,188	4,314	4,447	4,590	4,741	4,902	5,074	5,257
	total	40,773	41,996	43,255	44,554	45,890	47,313	48,827	50,438	52,153	53,978	55,921
9	salary	38,048	39,189	40,365	41,576	42,824	44,152	45,564	47,068	48,668	50,372	52,184
	TRS	3,948	4,066	4,188	4,314	4,443	4,581	4,727	4,883	5,049	5,226	5,414
	total	41,996	43,255	44,554	45,890	47,267	48,733	50,292	51,951	53,718	55,598	57,598
10	salary	39,189	40,365	41,576	42,824	44,109	45,476	46,931	48,480	50,128	51,882	53,750
	TRS	4,066	4,188	4,314	4,443	4,576	4,718	4,869	5,030	5,201	5,383	5,577
	total	43,255	44,554	45,890	47,267	48,685	50,194	51,800	53,509	55,329	57,265	59,327
11	salary	40,365	41,576	42,824	44,109	45,432	46,840	48,339	49,934	51,631	53,439	55,363
	TRS	4,188	4,314	4,443	4,576	4,714	4,860	5,015	5,181	5,357	5,544	5,744
	total	44,554	45,890	47,267	48,685	50,146	51,700	53,354	55,115	56,988	58,983	61,107
12	salary	41,576	42,824	44,109	45,432	46,795	48,245	49,789	51,432	53,181	55,042	57,024
	TRS	4,314	4,443	4,576	4,714	4,855	5,006	5,166	5,336	5,518	5,711	5,916
	total	45,890	47,267	48,685	50,146	51,650	53,251	54,955	56,769	58,698	60,753	62,941
13	salary		45,432	46,795	48,198	49,692	51,283	52,975	54,776	56,694	58,735	
	TRS		4,714	4,855	5,001	5,156	5,321	5,496	5,683	5,882	6,094	
	total		50,146	51,650	53,199	54,848	56,603	58,471	60,459	62,576	64,829	
14	salary					51,184	52,822	54,564	56,419	58,394	60,496	
	TRS					5,310	5,480	5,661	5,854	6,059	6,277	
	total					56,494	58,302	60,225	62,273	64,453	66,773	
15	salary											62,311
	TRS											6,465
	total											68,776

INDIAN CREEK COMMUNITY UNIT SCHOOL DISTRICT # 425 SALARY SCHEDULE

2010-2011 with 10.3753% TRS and 2% increase on the base

Appendix D

		<u>BS</u>	<u>BS+8</u>	<u>BS+16</u>	<u>BS+24</u>	<u>BS+30</u>	<u>MS</u>	<u>MS+8</u>	<u>MS+16</u>	<u>MS+24</u>	<u>MS+32</u>	<u>MS+40</u>
1	salary	30,637	31,555	32,502	33,477	34,482	35,550	36,688	37,899	39,188	40,559	42,019
	TRS	3,179	3,274	3,372	3,473	3,578	3,688	3,806	3,932	4,066	4,208	4,360
	total	33,815	34,829	35,874	36,950	38,060	39,239	40,494	41,831	43,254	44,767	46,378
2	salary	31,555	32,502	33,477	34,482	35,516	36,617	37,788	39,036	40,363	41,775	43,280
	TRS	3,274	3,372	3,473	3,578	3,685	3,799	3,921	4,050	4,188	4,334	4,490
	total	34,829	35,874	36,950	38,060	39,201	40,416	41,709	43,086	44,551	46,109	47,770
3	salary	32,502	33,477	34,482	35,516	36,582	37,716	38,922	40,207	41,573	43,029	44,578
	TRS	3,372	3,473	3,578	3,685	3,795	3,913	4,038	4,172	4,313	4,464	4,625
	total	35,874	36,950	38,060	39,201	40,377	41,629	42,961	44,379	45,887	47,493	49,203
4	salary	33,477	34,482	35,516	36,582	37,679	38,846	40,090	41,413	42,821	44,320	45,915
	TRS	3,473	3,578	3,685	3,795	3,909	4,030	4,159	4,297	4,443	4,598	4,764
	total	36,950	38,060	39,201	40,377	41,588	42,877	44,249	45,710	47,264	48,918	50,679
5	salary	34,482	35,516	36,582	37,679	38,809	40,013	41,292	42,655	44,106	45,650	47,292
	TRS	3,578	3,685	3,795	3,909	4,027	4,151	4,284	4,426	4,576	4,736	4,907
	total	38,060	39,201	40,377	41,588	42,836	44,164	45,577	47,081	48,682	50,386	52,199
6	salary	35,516	36,582	37,679	38,809	39,973	41,212	42,532	43,935	45,429	47,019	48,712
	TRS	3,685	3,795	3,909	4,027	4,147	4,276	4,413	4,558	4,713	4,878	5,054
	total	39,201	40,377	41,588	42,836	44,121	45,488	46,944	48,493	50,142	51,897	53,765
7	salary	36,582	37,679	38,809	39,973	41,173	42,449	43,807	45,253	46,792	48,430	50,173
	TRS	3,795	3,909	4,027	4,147	4,272	4,404	4,545	4,695	4,855	5,025	5,206
	total	40,377	41,588	42,836	44,121	45,445	46,854	48,352	49,948	51,647	53,454	55,379
8	salary	37,679	38,809	39,973	41,173	42,408	43,723	45,122	46,611	48,195	49,882	51,678
	TRS	3,909	4,027	4,147	4,272	4,400	4,536	4,682	4,836	5,000	5,175	5,362
	total	41,588	42,836	44,121	45,445	46,808	48,259	49,804	51,447	53,196	55,057	57,039
9	salary	38,809	39,973	41,173	42,408	43,680	45,035	46,476	48,009	49,642	51,379	53,228
	TRS	4,027	4,147	4,272	4,400	4,532	4,672	4,822	4,981	5,150	5,331	5,523
	total	42,836	44,121	45,445	46,808	48,212	49,707	51,298	52,990	54,792	56,710	58,750
10	salary	39,973	41,173	42,408	43,680	44,991	46,385	47,870	49,449	51,130	52,920	54,825
	TRS	4,147	4,272	4,400	4,532	4,668	4,813	4,967	5,130	5,305	5,491	5,688
	total	44,121	45,445	46,808	48,212	49,659	51,198	52,836	54,580	56,435	58,411	60,513
11	salary	41,173	42,408	43,680	44,991	46,340	47,777	49,306	50,933	52,664	54,508	56,470
	TRS	4,272	4,400	4,532	4,668	4,808	4,957	5,116	5,284	5,464	5,655	5,859
	total	45,445	46,808	48,212	49,659	51,148	52,734	54,421	56,217	58,128	60,163	62,329
12	salary	42,408	43,680	44,991	46,340	47,730	49,210	50,785	52,461	54,244	56,143	58,165
	TRS	4,400	4,532	4,668	4,808	4,952	5,106	5,269	5,443	5,628	5,825	6,035
	total	46,808	48,212	49,659	51,148	52,683	54,316	56,054	57,904	59,872	61,968	64,199
13	salary		46,340	47,730	49,162	50,686	52,308	54,034	55,872	57,828	59,909	
	TRS		4,808	4,952	5,101	5,259	5,427	5,606	5,797	6,000	6,216	
	total		51,148	52,683	54,263	55,945	57,735	59,640	61,668	63,827	66,125	
14	salary					52,207	53,878	55,655	57,548	59,562	61,706	
	TRS					5,417	5,590	5,774	5,971	6,180	6,402	
	total					57,624	59,468	61,430	63,518	65,742	68,108	
15	salary											63,557
	TRS											6,594
	total											70,151