

Agreement Between
The Willow Grove Board of Education
School District No. 46

AND

The Willow Grove Education Association
IFT/AFT, Local 4879

2018-2019
2019-2020
2021-2022

INDEX

ARTICLE I	RECOGNITION	4
ARTICLE II	NEGOTIATIONS PROCEDURE	4
Section 2.1	Use of FMCS	4
Section 2.2	Printing of Contract	4
ARTICLE III	GRIEVANCE PROCEDURE	4
Section 3.1	Grievance Definition	4
Section 3.2	Time Limits	4
Section 3.3	Procedures	4
Step I		5
Step II		5
Step III		5
Section 3.4	Bypass	6
Section 3.5	Class Grievance	6
Section 3.6	Grievance Withdrawal	6
Section 3.7	No Reprisals	6
Section 3.8	Precedent	6
Section 3.9	Representation	6
ARTICLE IV	ASSOCIATION RIGHTS	6
Section 4.1	Meetings, Notices and General Information	6
Section 4.2	Board Agendas and Minutes	7
Section 4.3	Financial Information	7
Section 4.4	Payroll Deduction for Association Dues	7
ARTICLE V	TEACHER RIGHTS AND WORKING CONDITIONS	8
Section 5.1	School Calendar	8
Section 5.2	Work Day	8
Section 5.3	Duty-Free Lunch	8
Section 5.4	Parent-Teacher Conference	8
Section 5.5	Faculty Meetings	8
Section 5.6	Right of Representation	8
Section 5.7	Personnel File	8
Section 5.8	Pay Periods	9
Section 5.9	Assignments	9
Section 5.10	Evaluation	9
Section 5.11	Reduction in Force	9
Section 5.12	Vacancies and Transfers	10

ARTICLE VI	LEAVES	10
Section 6.1	Sick Leave	10
Section 6.2	Personal Leave	11
Section 6.3	Leaves of Absence Without Pay	11
Section 6.4	Professional Leave	12
Section 6.5	Short-term Leave	12
Section 6.6	Family and Medical Leave Act	12
ARTICLE VII	COMPENSATION AND FRINGE BENEFITS	12
Section 7.1	Salary Schedule	12
Section 7.2	Extra-Curricular Duty Schedule	12
Section 7.3	Retirement Contribution	13
Section 7.4	Longevity	13
Section 7.5	Insurance	13
Section 7.6	Retirement Severance Pay	14
ARTICLE VIII	TRAINING AND IMPROVEMENT	14
Section 8.1	Tuition Reimbursement	15
ARTICLE IX	EFFECT OF AGREEMENT	15
Section 9.1	Complete Understanding	15
Section 9.2	Modification of Agreement	16
Section 9.3	Savings Clause	16
Section 9.4	No Strike Clause	16
Section 9.5	Term and Re-Opener	16
APPENDIX A	SALARY SCHEDULE	17
APPENDIX B	EXTRA-CURRICULAR SCHEDULE	18

ARTICLE I

RECOGNITION

The Board of Education of Willow Grove Elementary School District no. 46., hereinafter referred to as the "Board", recognizes the Willow Grove Education Association, IFT/AFT, Local #4879, hereinafter referred to as the "Association", as the Exclusive Representative for all professional certified personnel exclusive of full-time supervisory or administrative personnel.

ARTICLE II

NEGOTIATION PROCEDURE

Section 2.1

It is agreed that the parties will jointly request the Federal Mediation and Conciliation Service (FMCS) if the services of a mediator become necessary. Should the FMCS be unavailable, the Illinois Educational Labor Relations Board will be notified.

Section 2.2

Within thirty (30) days of the ratification of the agreement by the parties, copies of the Agreement shall be printed for each teacher at no cost.

ARTICLE III

GRIEVANCE PROCEDURE

Section 3.1

A grievance shall be defined as any claim by the Association, a teacher, a group of teachers, or by the Association on behalf of a teacher or group of teachers that there has been an alleged violation, misrepresentation, or misapplication of any of the provisions of this Agreement.

Section 3.2

All time limits shall 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. Timelines may be extended by mutual consent.

Section 3.3 - Procedures

The parties acknowledge that a teacher and an administrator may resolve problems through free and informal communications as long as the adjustment is not inconsistent with the terms of the collective bargaining agreement then in effect, provided the Bargaining Representative has been

given an opportunity to be present at such adjustment. The informal disposition of problems in no way prohibits the Association from filing a grievance, nor does it establish a precedent. However, a grievance shall be processed as follows:

Step I

The grievant shall present the grievance in writing, signed, dated and specifying the remedy sought, to the administrator within (10) days of the occurrence, or date the grievant had knowledge of the occurrence, whichever is later, stating the Article and Section of the Agreement alleged to have been violated. The administrator will arrange for a meeting to take place within ten (10) days of receipt of the grievance. Within ten (10) days of the meeting, the grievant shall be provided with the administrator's written response, including reasons for the decision.

Step II

Failing to reach an amicable resolution at Step I, the grievant may request a hearing on the grievance with the Willow Grove Board of Education. The request for a Step II hearing with the Board of Education shall be submitted to the Board of Education President within ten (10) days of the administrator's written response at Step I, or the grievance shall be deemed to have been withdrawn.

Within thirty (30) days of the request for a hearing, the Board of Education shall commence a meeting to hear the issue. Each party shall have the right to include in its representation such witnesses as it deems necessary. Within ten (10) days of the hearing, the grievant shall be provided with the Board's written response, including the reasons for the decision.

Step III

If the Association is not satisfied with the disposition of the grievance at Step II, the Association may submit the grievance to binding arbitration with the American Arbitration Association which shall act as the administrator of the proceedings.

If a demand for arbitration is not filed with the Board within thirty (30) days of the date of the Step II answer, then the grievance shall be deemed to have been withdrawn.

- A. The Arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the specific issues submitted to him/her in writing, and his/her decision shall be based solely upon his/her interpretation of the meaning or application of the specific terms of this Agreement to the facts of the grievance presented.
- B. Each party shall bear the full costs for its representation in the grievance procedure.
- C. The fees and expenses of the arbitrator shall be shared equally by the parties.

- D. If only one party requests the presence of a court reporter; that party shall bear the cost of the reporter. If both parties request a court reporter, they shall share the costs.
- E. If only one party requests the postponement of an arbitration hearing, that party shall bear the cost of such postponement.

Section 3.4 - Bypass

By mutual agreement, any step of the grievance procedure may be bypassed.

Section 3.5 - Class Grievance

Class grievances involving two (2) or more teachers may be initially filed by the Association at Step II.

Section 3.6 - Grievance Withdrawal

A grievance may be withdrawn at any level without establishing precedent.

Section 3.7 - No Reprisals

No reprisals shall be taken against any teacher because of the teacher's participation in a grievance.

Section 3.8 - Precedent

By mutual agreement, a grievance may be settled at any step without establishing precedent.

Section 3.9 - Representation

At all steps of the grievance procedure, a grievant has the right to have an Association representative present.

ARTICLE IV

ASSOCIATION RIGHTS

Section 4.1 - Meetings, Notices and General Information

The Association may, upon prior request to the Superintendent, be allowed the following:

- A. The use of the school building for meetings.

- B. The use of employees mailboxes and a faculty bulletin board for the purpose of internal communication.
- C. The use of school equipment

The Superintendent shall have the authority to approve or deny any such request. Approval shall not be unreasonably withheld. Any costs incurred by the Association will be fully reimbursed to the District (e.g., paper, janitorial services, if applicable).

Section 4.2 - Board Agendas and Minutes

- A. The Association President will be given written notice and agendas for regular and special meetings of the Board of Education at the same time as the Board members.
- B. A copy of the Board minutes will be provided to the Association President within five (5) working days after they have been approved by the Board.

Section 4.3 - Financial Information

The District will provide the Association one (1) copy annually of the following financial documents at no cost to the Association.

- A. ISBE 50-35: Annual Financial Report
- B. ISBE 50-36: Annual Budget

Section 4.4 - Payroll Deduction for Association Dues

The Board shall deduct from each teacher's pay the current dues of the Association, provided that the Board has a teacher-executed authorization for the continuing dues deduction, which shall remain in effect from year to year, provided that a dues deduction may be revoked by a teacher at any time, if a written revocation is received by the District. There shall be a minimum fifteen (15) day clerical waiting period while notification to the Association and clerical changes are made after any revocation is received by the District.

The Association shall be notified of any revocation before said revocation takes effect. The Association shall certify to the District the annual amount of dues to be deducted from each teacher's pay.

The District is expressly relieved of all dues deduction liability with regard to:

1. insufficient earnings to cover deduction;
2. unpaid dues in arrears where the District has complied with its deduction responsibilities;
3. the dues of teachers no longer employed by the District or teachers on leaves of absence.

ARTICLE V

TEACHER RIGHTS AND WORKING CONDITIONS

Section 5.1 - School Calendar

The Board shall establish a school calendar which will not exceed one hundred eighty (180) teacher responsibility days.

Section 5.2 - Work Day

A teacher's normal work day shall be seven and one-half (7 ½) hours. Except for early dismissal for faculty meetings, on early dismissal days, teachers may leave five (5) minutes after the buses have left, provided that in no instance shall students be left without adult supervision while they are in the school building. Every teacher who is employed in a full time teaching position shall have one 45 minute planning period scheduled into his/her normal 7 ½ hour day.

Section 5.3 - Duty-free Lunch

Each teacher will be given a duty-free lunch period equal to the student lunch/recess period, but not less than forty-five (45) consecutive minutes.

Section 5.4 - Parent-Teacher Conferences

One (1) - two (2) days in the school calendar will be used for parent-teacher conferences, and students will not be in attendance on those days.

Section 5.5 - Faculty Meetings

There will be at least two (2) faculty meetings per semester to facilitate communications. Whenever possible, teachers will not be dismissed later than 3:45 p.m.

Section 5.6 - Right of Representation

When a teacher is required to appear before the Board concerning any matter relating to discipline or dismissal, the teacher shall have twenty-four (24) hours' written notice with the reasons clearly stated and shall have the right to have a representative present.

Section 5.7 - Personnel File

Upon three (3) days' advance written notice to the administrator, a teacher shall have the right to review his/her personnel file. Such review shall take place during regular office hours. The administrator shall be present during the review. The teacher shall have the right to attach a response to any items in the file. The teacher shall have the right to a representative present

when viewing the file. Established copy charges shall be charged for any copies of materials in the file requested by the teacher. Section

5.8 - Pay Periods

Teacher salaries shall be paid over a twelve (12) month period. Paychecks will be issued the 15th and 30th of each month.

Section 5.9 - Assignments

If a teacher's assignment is changed after July 1, the teacher affected shall have the right to a conference with the Superintendent to discuss the assignment change. If dissatisfied with the result of the conference, the teacher shall have the right to resign without penalty.

Section 5.10 - Evaluation

The Administration shall maintain, in cooperation with the Association, a state-approved performance evaluation plan for teachers in contractual, continued service. Procedural aspects shall be cooperatively developed and agreed upon. Standards of Performance will be shared with the Association's representatives in order to ensure understanding. A committee of representatives from both parties shall be convened on an as needed basis to review and to reach agreement on procedural changes and to receive information from the administration regarding changes in the Standards of Performance.

Teachers shall be evaluated on the negotiated evaluation instrument according to the district evaluation plan and negotiated procedures. The use of maternity leave, approved personal days, and/or military leave shall not be counted against attendance on the teacher's evaluation. Sick leave may be used as a part of a teacher's evaluation after the point in which the district requests a doctor's excuse for verification and none is presented.

Teachers shall be evaluated only by qualified Willow Grove School No. 46 Administration (i.e. Acting superintendent or principal, full or part-time). Qualified administrators shall have successfully passed the State-Approved assessments specific to the evaluation of teachers in all its components.

Section 5.11 - Reduction in Force

If it is deemed necessary by the Board to reduce personnel, the reductions shall be made in accordance with the Illinois School Code, provided a claimed violation of this section shall not be subject to the Grievance Procedure set forth in Article III.

Section 5.12 - Vacancies and Transfers

A vacancy shall be defined as a newly created position within the bargaining unit or a previously existing position which has been vacated.

When a vacancy occurs, a teacher may submit a written request to the District for a transfer. He/she will be given consideration equal to all other applicants before the vacant position is filled. In the event the teacher does not receive the appointment, he/she shall be notified of the decision of the Board of Education. If the teacher requests, the reasons for the Board's decision shall be provided in writing, but the reasons shall not be subject to the grievance procedure.

ARTICLE VI

LEAVES

Section 6.1 - Sick Leave

Teachers shall be entitled to ten (10) sick leave days per school year. After fifteen (15) years of service to the district teachers shall be entitled to twelve (12) sick leave days per school year. After twenty (20) years of service to the district, teachers shall be entitled to fifteen (15) sick leave days per school year. After thirty (30) years of service to the district, teachers shall be entitled to eighteen (18) sick leave days per school year. Unused sick leave days may be accumulated up to three hundred sixty (360) days, (or the days allowed by the state, whichever is greater) including the leave of the current year.

Teachers not using any sick or personal days during one school year will be given one (1) additional personal day for the following school year. Personal days may be accumulated up to five (5) total personal days. Additional personal days will be rolled into sick days.

Teachers not using any sick days or personal days during one school year will be given \$200.00. Teacher using only one half (1/2) sick or personal day during one school year will receive \$150.00. Teachers using only one (1) sick or personal day during one school year will receive \$100.00.

Teachers may donate sick leave to another certified staff employee experiencing serious illness, injury or other reasons approved by the superintendent. Sick leave donations will be reviewed by the superintendent and donating employees involved on a case-by-case basis.

Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family. Upon prior approval of the Superintendent, doctor appointments for other than routine check-ups may also qualify for sick leave.

Immediate family shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, and legal guardians. With the approval of the Superintendent, sick leave may be used in the case of the death of a close friend.

If a staff member is hurt on the job they will not be charged a sick day on the day the accident occurred.

The Board may require a physician's certificate as a basis for pay during leave after an absence of three (3) days for personal illness, or as it may deem necessary in other cases. If the Board does require a physician's certificate as a basis for pay during leave of less than three (3) days, the Board shall pay the expenses incurred by the teacher in obtaining the certificate.

Section 6.2 - Personal Leave

Teachers shall be entitled to two (2) days of personal leave each year. The purpose of personal leave is to permit teachers time to attend to necessary obligations. Personal leave shall be granted in increments of no less than a half day per leave. The requested date shall be subject to the prior approval of the Superintendent. The Superintendent shall not approve any request for personal leave which would significantly reduce the efficiency of the operation of the school. Personal leave shall be granted on days of pupil attendance immediately before or after a vacation with Superintendent approval. Unused personal leave days shall not accumulate as personal leave days but will accumulate as sick leave. Personal leave shall not be granted for reasons covered under Section 6.1 hereof.

Section 6.3 - Leaves of Absence Without Pay

Leaves of absence may be granted without pay to tenured employees who desire to return to employment in a similar capacity at a time mutually agreed upon.

Each approved leave of absence shall be of the shortest possible duration to meet the purpose of the leave. Leaves of absence without pay for not more than one (1) year may be granted to tenured teachers according to the following conditions:

1. Written requests for leave of absence without pay should be made at least three (3) months before the leave is desired, subject to approval by the Board.
2. Dates of departure and return must be mutually acceptable to the teacher and administration and determined prior to any final action on the request.
3. Leaves may be granted for:
 - a. advanced study leading to a degree in an approved university;
 - b. educationally related travel if the applicant provides an itinerary and an explanation of how such travel will improve the educational program;
 - c. military service;
 - d. other reasons acceptable to the Board.

4. Employees on such leave may continue insurance benefits if they reimburse pro rata costs of benefits for which they apply.
5. Employees advance on the salary schedule while on the approved leave of absence without pay unless working at least eighty-eight (88) days during the school year in which leave was taken.
6. The Board may waive the above restrictions at its discretion.

Section 6.4 - Professional Leave

With the approval of the administrator, teachers may attend professional conferences. Reasonable expenses incurred for mileage, meals, or registration fees will be paid by the Board.

Section 6.5 - Short-term Leave of Absence

Leaves of absence for up to five (5) working days in any school year may be granted without loss of pay to teachers who have been in the District ten (10) years or more if the teacher reimburses the District the full cost of the substitute. The Board may limit this leave to no more than three (3) teachers per year.

There shall be no more than one leave of absence granted during any one month of the school year under this provision.

Section 6.6 - Family and Medical Leave Act

For purposes of the FMLA a year shall be interpreted as being September 1 through August 31.

The Willow Grove School District Board of Education and the employees of the school district retain all rights under the provision of the Family and Medical Leave Act as stated in Board Policy.

ARTICLE VII

COMPENSATION AND FRINGE BENEFITS

Section 7.1 - Salary Schedule

Teachers shall be compensated in accordance with the provisions of this Agreement and the salary schedule attached as Appendix A and Appendix C.

Section 7.2 - Extra-Curricular Duty Schedule

Teachers shall be compensated for extra-curricular duties in accordance with the provisions of Appendix B.

Section 7.3 - Retirement Contribution

The Board shall pay on behalf of each teacher the sum of 9.8901% of the teacher's gross income obligation to the Teacher Retirement System as a direct Board paid contribution to TRS. The retirement contribution shall be calculated based on salary schedule salary plus any extra duty salary.

Gross income shall be defined as the income that is reportable for IRS purposes. The Board agrees to continue to shelter the 9.8901% TRS contribution.

The Board will make every effort to fully comply with State and Federal tax codes. The .008% TRS Health Insurance contribution will be sheltered after the IRS has been given a complete explanation of the facts and has issued a ruling allowing it.

Section 7.4

Teachers who are not entitled to a vertical step increment shall be paid a longevity increment equal to the vertical step increment.

Section 7.5 - Insurance

During each year of this agreement the Board shall provide an Internal Revenue Code Section 125 Cafeteria Plan, which shall afford each teacher the option of selecting a health insurance benefit or cash. The Board contribution to the section 125 plan for the duration of this contract shall be \$7000.00 of the monthly individual employee health, low dental plan and term life insurance. For those employees who select the cash option the Board contribution will be an amount equal to 65% of the Board contribution for certified individuals who select the insurance program.

All new employees hired after the 2015-2016 school year will not have the cash option from this point forward.

If at anytime any employee goes from cash option to insurance, they will still have the option to return to cash option if hired before 2016-17 school year.

Employees selecting single or family insurance coverage under this plan shall receive monthly tax sheltered contributions from the board for the purpose of paying premiums. Any amount still owed for premiums over the board contribution shall be deducted from the semi monthly pay of the employee, however, such deductions shall be tax sheltered.

Employees selecting cash under the terms of the cafeteria plan shall be taxed on the selection. Nothing in this section shall require nor prevent an employee who selects cash under this option from contributing said cash to a tax sheltered plan, thereby avoiding the tax requirement in the opening sentence of this paragraph.

Part time certified teachers shall be pro-rated in accordance to percentage of time worked for the district.

When an employee who selects the health insurance option is on leave under provisions of the Family and Medical Leave Act, the Board will continue to make the agreed upon contribution for health insurance purposes. An employee who selects the cash option will not receive cash payments under this article pursuant to leave taken under the Family and Medical Leave Act. All faculty must sign a separate agreement concerning this paragraph.

Eligibility in the insurance program shall be determined by the insurance carrier.

Employees shall choose the option of insurance or cash before September 1 of each year.

Section 7.6 - Retirement Severance Pay

The Willow Grove School District, shall provide any full-time teacher of the district with an end of the career payment when the following conditions have been met:

- a. is a full-time teacher as defined by the statutes and regulation of the Illinois Retirement System;
- b. has a minimum of twenty (20) years of continuous full-time creditable service with the district at the time of retirement;
- c. is leaving the employment of the district and is eligible to receive regular retirement benefits through the Illinois Teachers' Retirement System (TRS) and
- d. provides the district superintendent with an irrevocable letter of retirement not later than June 1 of the year prior to the year in which the teacher plans to implement the career pay incentive.

The career payment incentive may be implemented for one (1), two (2), or three (3) years, depending on the length of advanced notice of retirement provided by the teacher.

The career payment shall be made according to the following stipulations:

- a. When the teacher qualifies for the career payment and has provided the district superintendent with the notice as indicated above, the salary (creditable earnings) on the year in which the notice is provided shall serve as the base salary. For each subsequent year, the salary shall be increased by six percent (6%) over the previous year for a period of time not to exceed three (3) years. The teacher shall not receive a wage increase in any one year in an amount that exceeds six percent (6%) over the previous year.
- b. Once consideration under this language is requested and approved, the teacher shall not be removed from the salary schedule for the following school year, and the six percent (6%) limit shall supersede any other benefits that would otherwise increase the teacher's salary.

All wages and increases to salary resulting from this language shall be paid to the teacher as salary in accordance with the salary procedures as established by this agreement and the Board of Education.

The Board and Association agree that this clause of the contract may be opened upon request of either party at any time TRS makes rule changes affecting this section of the contract. The parties also agree that during any such bargaining only the structure of this clause will be changed so as to bring it back into compliance with TRS rules and regulations. The amount of severance pay would not be subject to bargaining at that time.

ARTICLE VIII

TRAINING AND IMPROVEMENT

Section 8.1 - Tuition Reimbursement

The Board will provide up to \$3,000 during the FY15 year for the purpose of reimbursing tuition cost only. Individual teachers will be limited to \$1,500 per semester reimbursement during each of the fiscal years. If in any year the \$3,000 amount has not been used, the remainder may be used for reimbursement to an individual teacher. Courses to be reimbursed must be approved by the Superintendent based on the following criteria:

1. The course taken must be a part of the hours for a M.A. degree as described by a university program.
2. The course taken may be pre-master's hours that the district agrees will enhance teaching skill.
3. The course taken is an education course taken after the M.A. degree has been attained that the district agrees will enhance teaching skills.

ARTICLE IX

EFFECT OF AGREEMENT

Section 9.1

The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the parties along with all past practices.

Section 9.2

This Agreement may be altered, changed, added to, deleted from or modified only through the voluntary mutual consent of the parties.

Section 9.3

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections and clauses shall remain in full force and effect for the duration of this Agreement.

Section 9.4

The Association agrees that it shall not strike during the life of this Agreement.

Section 9.5

This Agreement shall be effective as of the first day of the 2018-2019 school year and shall remain in effect until the last day of the 2020-2021 school year.

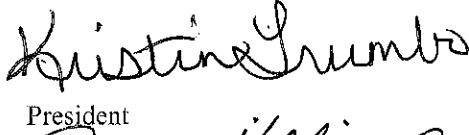
FOR THE BOARD OF EDUCATION
WILLOW GROVE ELEMENTARY
SCHOOL DISTRICT #46

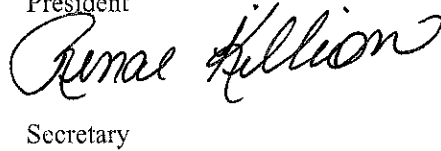
President 

Secretary 

Date 3-19-18

FOR THE WILLOW GROVE
EDUCATION ASSOCIATION
IFT/AFT, Local #4879

President 

Secretary 

Date 3-19-18

APPENDIX A

2018-2019 Salary Schedule

STEP	BS	BS + 8	BS + 16	BS + 24	MS (48)	MS + 8	MS + 16	MS + 24
0	\$28,936	\$29,786	\$30,636	\$31,486	\$32,336	\$33,186	\$34,036	\$34,886
1	\$29,836	\$30,686	\$31,536	\$32,386	\$33,236	\$34,086	\$34,936	\$35,786
2	\$30,736	\$31,586	\$32,436	\$33,286	\$34,136	\$34,986	\$35,836	\$36,686
3	\$31,636	\$32,486	\$33,336	\$34,186	\$35,036	\$35,886	\$36,736	\$37,586
4	\$32,536	\$33,386	\$34,236	\$35,086	\$35,936	\$36,786	\$37,636	\$38,486
5	\$33,436	\$34,286	\$35,136	\$35,986	\$36,836	\$37,686	\$38,536	\$39,386
6	\$34,336	\$35,186	\$36,036	\$36,886	\$37,736	\$38,586	\$39,436	\$40,286
7	\$35,236	\$36,086	\$36,936	\$37,786	\$38,636	\$39,486	\$40,336	\$41,186
8	\$36,136	\$36,986	\$37,836	\$38,686	\$39,536	\$40,386	\$41,236	\$42,086
9	\$37,036	\$37,886	\$38,736	\$39,586	\$40,436	\$41,286	\$42,136	\$42,986
10	\$37,936	\$38,786	\$39,636	\$40,486	\$41,336	\$42,186	\$43,036	\$43,886
11	\$38,836	\$39,686	\$40,536	\$41,386	\$42,236	\$43,086	\$43,936	\$44,786
12	\$39,736	\$40,586	\$41,436	\$42,286	\$43,136	\$43,986	\$44,836	\$45,686
13	\$40,636	\$41,486	\$42,336	\$43,186	\$44,036	\$44,886	\$45,736	\$46,586
14	\$41,536	\$42,386	\$43,236	\$44,086	\$44,936	\$45,786	\$46,636	\$47,486
15	\$42,436	\$43,286	\$44,136	\$44,986	\$45,836	\$46,686	\$47,536	\$48,386
16	\$43,336	\$44,186	\$45,036	\$45,886	\$46,736	\$47,586	\$48,436	\$49,286
17	\$44,236	\$45,086	\$45,936	\$46,786	\$47,636	\$48,486	\$49,336	\$50,186
18	\$45,136	\$45,986	\$46,836	\$47,686	\$48,536	\$49,386	\$50,236	\$51,086
19	\$46,036	\$46,886	\$47,736	\$48,586	\$49,436	\$50,286	\$51,136	\$51,986
20	\$46,936	\$47,786	\$48,636	\$49,486	\$50,336	\$51,186	\$52,036	\$52,886
21	\$47,836	\$48,686	\$49,536	\$50,386	\$51,236	\$52,086	\$52,936	\$53,786
22	\$48,736	\$49,586	\$50,436	\$51,286	\$52,136	\$52,986	\$53,836	\$54,686
23	\$49,636	\$50,486	\$51,336	\$52,186	\$53,036	\$53,886	\$54,736	\$55,586
24	\$50,536	\$51,386	\$52,236	\$53,086	\$53,936	\$54,786	\$55,636	\$56,486
25	\$51,436	\$52,286	\$53,136	\$53,986	\$54,836	\$55,686	\$56,536	\$57,386
26	\$52,336	\$53,186	\$54,036	\$54,886	\$55,736	\$56,586	\$57,436	\$58,286
27	\$53,236	\$54,086	\$54,936	\$55,786	\$56,636	\$57,486	\$58,336	\$59,186
28	\$54,136	\$54,986	\$55,836	\$56,686	\$57,536	\$58,386	\$59,236	\$60,086
29	\$55,036	\$55,886	\$56,736	\$57,586	\$58,436	\$59,286	\$60,136	\$60,986
30	\$55,936	\$56,786	\$57,636	\$58,486	\$59,336	\$60,186	\$61,036	\$61,886
31	\$56,836	\$57,686	\$58,536	\$58,986	\$60,236	\$61,086	\$61,936	\$62,786
32	\$57,736	\$58,586	\$59,436	\$59,886	\$61,136	\$61,986	\$62,836	\$63,686
33	\$58,636	\$59,486	\$60,336	\$60,786	\$62,036	\$62,886	\$63,736	\$64,586
34	\$59,536	\$60,386	\$61,236	\$61,686	\$62,936	\$63,786	\$64,636	\$65,486

APPENDIX B

Stipend Schedule

	2015-2018	Add for 18-21	2018-2021
Athletic Director	\$1,275		\$1275
Boys Basketball Coach	\$1,725	\$275	\$2000
Girls Basketball Coach	\$1,525	\$275	\$1800
CC Coach	\$1,225		\$1225
Track Coach	\$1,225		\$1225
Volleyball Coach	\$1,725		\$1725
Assistant VB Coach	\$575		\$575
Cheerleading Coach	\$1,275	\$275	\$1550
Scholar Bowl Coach	\$675		\$675
Head Teacher	\$300	\$200	\$500
Baseball Coach	\$1,000		\$1000
Softball Coach	\$1,000		\$1000
* Yearbook		\$250	\$250
* Student Council		\$250	\$250
* Asst. Boys Basketball		\$650	\$650
* Asst. Girls Basketball		\$600	\$600
* Asst. Cheerleading		\$500	\$500
* Asst. Baseball		\$350	\$350
* Asst. Softball		\$350	\$350
TOTAL	\$13525	\$3975	\$17500

