

AGREEMENT

BETWEEN THE

**LA HARPE
COMMUNITY SCHOOL
DISTRICT #347**

AND THE

**LA HARPE EDUCATION
ASSOCIATION**

SEPTEMBER 1, 2009 - AUGUST 31, 2012

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ARTICLE I - RECOGNITION

- 1.1 The Board of Education of La Harpe Community School District #347, Hancock County, Illinois, hereinafter referred to as the "Board", hereby recognizes the La Harpe Education Association, affiliated with the IEA/NEA, hereinafter referred to as the "Association", as the exclusive and sole negotiation agent for collective bargaining for all full-time and part-time regularly employed certified teaching personnel, except substitutes, Superintendent and Principals and Assistant Principals and Dean of Students.
- 1.2 The Board agrees not to negotiate with any teachers' organization other than the Association or any individual teacher for the duration of this Agreement.

ARTICLE II - NEGOTIATIONS

2.1 Commencement of Negotiations and Ratification of Agreement

Negotiations of a successor Agreement shall begin no later than April 15, of the final year of the Agreement. The tentatively agreed contract reached by the representatives of the Association and the representative of the Board shall be presented to the membership of the bargaining unit and the Board of Education for acceptance or rejection.

2.2 Mediation

In the event either party determines the need for the assistance of a mediator, the parties shall jointly request a mediator be provided by the Federal Mediation and Conciliation Service.

2.3 Good Faith Bargaining

The parties shall negotiate for any successor Agreement in good faith. Good Faith shall be defined as meeting at reasonable times and at reasonable places for the purpose of exchanging proposals and counter proposals to reach a collectively bargained Agreement.

ARTICLE III - ASSOCIATION RIGHTS

3.1 Notice of Meetings

The President of the Association shall receive a notice of each open regular or non-emergency special Board meeting by deposit of same in the teacher's mailbox twenty-four (24) hours in advance of such meeting. A copy of any agenda prepared for such meeting shall accompany the notice.

3.2 Pertinent Information

A copy of all approved open session minutes shall be placed in the mailbox of the President of the Association not less than seven (7) days after the approval of such minutes by the Board. Cost of such copies shall be borne by the Board. The Board shall provide the Association with a copy of the annual audit after it has been accepted by the Board and a copy of the approved Budget. Cost of such copies shall be borne by the Board.

3.3 Association Notices and Use of Mail Boxes

The Association shall have the right to post notices of concern to the Association on one bulletin board in each attendance center. The bulletin board will be located in the teachers' work room or wherever is appropriate. In addition, the Association shall be permitted to use faculty mail boxes for the purpose of mailing notices to members of the unit.

3.4 Association Use of District Room

The Association may, from time to time, request the use of a room in a District attendance center for the purpose of conducting a meeting of members of the bargaining unit provided the request is given to the building principal or designee 48 hours prior to the intended use. The use of the room shall not interfere with any curricular activities or extra-curricular activities of the district. The Association may be required to pay any costs assessed by the District for such use which assessment costs shall include an itemization of any actual costs.

3.5 Association Leave

The Association President or the President's designee shall be permitted up to three (3) days per year as leave for the purpose of attending Association activities outside the District.

In order for the Association President or designee to receive Association Leave, the Association will reimburse the District any cost incurred due to the President's leave. Request for Association leave shall be made at least 24 hours in advance.

3.6 Notice of New Teachers Hired

The name and mailing address and tentative intended position of each newly hired full-time teacher and each newly hired part-time teacher regularly employed for the entire school year who begin work at the beginning of the school year shall be provided to the Association within ten (10) working days before the start of each school year. If a teacher is hired after the ten (10) day period, the Board will notify the Association as soon as possible.

3.7 Dues Deduction

The district shall deduct from the salary of any full-time or part-time teacher covered by this Agreement dues to any labor organization upon written request from the teacher. The Board shall remit to the LaHarpe Education Association treasurer dues withheld within ten (10) working days of withholding.

3.8 Distribution of the Contract

After ratification by both the Board and the Association, each member of the bargaining unit will be provided one (1) copy of this Agreement. A Table of Contents printed in lower and upper case will be provided for the Agreement between the La Harpe Education Association and the La Harpe CSD #347.

3.9 Board Policy Manual

A copy of the current board Policy Manual will be given to the Association President at no cost. Copies of changes to the board Policy Manual will be given to the Association President within thirty (30) days after final adoption by the Board of Education.

ARTICLE IV - GRIEVANCE PROCEDURE

4.1 Scope

A grievance shall be defined as a claim by a member of the bargaining unit, a group of members, or the Association of a violation of any provision of this Agreement.

4.2 **Procedures**

A. Stage One:

The teacher shall attempt to resolve any potential grievance in an informal discussion with his or her attendance center principal within ten (10) work days from the time the employee became aware of the occurrence of the first event giving rise to the alleged violation of this Agreement.

B. Stage Two:

If the grievance cannot be resolved at Stage One, the employee shall file a written statement of the grievance with his or her attendance center principal. Such written statement of grievance shall be filed within ten (10) work days from the receipt of the oral response of the attendance center principal and shall contain a statement of the factual basis of the grievance, the section or sections of the Agreement which are alleged to have been violated, and the remedy sought. The attendance center principal shall respond in writing within ten (10) work days of the receipt of the written grievance.

C. Stage Three:

If the grievance is not resolved at Stage Two, the employee may appeal the decision of the attendance center principal in writing to the District Superintendent within ten (10) work days of receipt of the written decision of the attendance center principal. The District Superintendent shall schedule a conference to discuss the grievance within ten (10) days and shall respond in writing within ten (10) work days of the conference.

D. Stage Four

If the grievance is not satisfactorily resolved at Stage Three, the Association shall submit to the Superintendent within twenty (20) work days a receipt of the answer in Step Three a written request on behalf of the grievant to enter into binding arbitration.

Arbitration proceedings shall be conducted by an arbitrator to be selected from a roster of arbitrators provided by the American Arbitration Association. Within seven (7) work days after the Association requests binding arbitration, the two parties will request the American Arbitration Association provide a panel of seven (7) arbitrators. Each of the two parties will alternatively strike one name at a time from the panel until

one name shall remain. Expenses for the arbitrator's services will be borne equally by the District and the Association.

The arbitrator's decision shall be binding on all parties. The arbitrator shall not amend or modify any of the provisions of this Agreement. The arbitrator's authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the School District and the Association and shall be based solely on the wording of this Agreement. The arbitrator shall be limited to directing the parties to comply with the terms of this Agreement.

The Board acknowledges the right of the teacher to request the Association's grievance representative to be present at any level of the grievance procedure.

4.3 **Bypass**

The Association and the Board may mutually agree to bypass any stage of the procedure.

4.4 **Grievance Withdrawal**

A Grievance may be withdrawn at any level before Stage Four without setting a precedent.

4.5 **Work Days**

Work days shall be defined as Mondays through Fridays, except holidays.

4.6 **Class Grievances**

A grievance involving more than one teacher, more than one supervisor, or an administrator's decision above the building level may be initially filed by the Association at stage 3 of the grievance procedure.

ARTICLE V - NO STRIKE

5.1 **No Strike**

During the term of this Agreement, no employee covered by this Agreement, nor the Association, nor any person acting on behalf of the Association shall ever or at any time engage in, authorize, or instigate any recognition of any picket line at the School District premises, any strike, slowdown or other refusal to render

full and complete services to the Board, or any activity whatsoever which would disrupt in any manner in whole or in part the operation of the School District.

In the event of any violations of any provisions of this Article by the Association, its members or representatives, the Association shall upon notice from the Board immediately direct members of the Association both orally and in writing to resume normal operations immediately and take every other reasonable effort to end any violations.

ARTICLE VI - WORKING CONDITIONS

6.1 Lunch Period

Every teacher whose duties require attendance at the school for 4 or more clock hours in any school day shall be entitled to and be granted a duty-free lunch period not less than thirty consecutive minutes in length.

6.2 School Calendar

The Board shall solicit input from the Association concerning beginning and ending dates of school, use of remaining discretionary emergency days, institute and in-service days, and duration of Christmas and Easter Holidays. Such input shall be advisory and the final decision concerning adoption or change in the Calendar rests with the Board of Education.

6.3 Planning Time

Full-time junior high teachers shall have a daily planning period each day equivalent to the length of a student period.

Each full-time elementary school teacher (grades Kindergarten - Fifth) shall average one hundred and fifty minutes (150) of preparation time per week.

The above provisions apply to a full school week of five (5) consecutive days Monday through Friday. On days of early dismissal the above provisions are inapplicable.

6.4 After School Study Hall

For those teachers who volunteer to supervise the after school remedial study hall created to assist those students at risk of failure, the District shall pay Twenty-five and 00/100 Dollars (\$25.00) per session.

6.5 **Payment for Preparation Period**

For those teachers required to teach during their preparation period, the District shall pay Twenty-five and 00/100 Dollars (\$25.00) for a preparation period thirty (30) minutes and over and Twelve and 50/100 Dollars (\$12.50 for a preparation period less than thirty (30) minutes.

6.6 **Ticket Takers, Timers, Scorers and Moderators**

Teachers who take tickets, time, score, or moderate any athletic or non-athletic event shall be compensated at a rate of Twenty-five and 00/100 Dollars (\$25.00) for each regularly scheduled event(s).

6.7 **Concession Stand Supervision**

Teachers who supervise the concession stand at an event (unless they are compensated by a sponsorship of a class or organization) shall be compensated at the rate of Twenty-five and 00/100 Dollars (\$25.00) per event.

6.8 **Athletic Coordinator Duties**

- A. Schedule all athletic activities administered by LaHarpe Community District #347 and other activities that may be started.
- B. Schedule all officials needed to work the athletic activities noted in #1 above.
 - 1. Handle all aspects of contracting and coordinating, fill out the contracts, and develop a schedule for the following:

Floor officials (referees, umpires, etc.), Bench officials and volunteers (timers, scorers, ticket takers, etc.) and request checks to pay officials.
- C. Supply Central Office transportation information including information and send to opposing schools.
- D. The Athletic Coordinator shall have 30 minutes per day or time equal to 150 minutes per five-day week for the portion of his/her assignment. The allowed time for performance of these duties shall not be taken from their planning period or lunch period.

ARTICLE VII - TEACHER RIGHTS

7.1 Right to Organize

The teachers shall have the right to join the Association and the association shall have the right to engage in collective bargaining.

7.2 Appearance before Board of Education

Each teacher covered by this Agreement shall be entitled to be accompanied by a representative of the Association whenever the teacher is required to appear before the Board of Education regarding any accusation or charge which may adversely affect the teacher's continued employment by the District.

7.3 Notice of Tentative Assignment

Each teacher shall be given a notice of any intended change in tentative assignment by July 15th of each school year.

However, in the event the District makes a change in assignment after the tentative assignment notice is given, the District shall promptly notify the teacher of such change. Any teacher whose tentative assignment has been changed shall have the right to confer with the Superintendent. If the change in tentative assignment is unacceptable to the teacher, the teacher shall be allowed to resign without prejudice.

7.4 Evaluations

- A. Non-tenured teachers shall be evaluated at least one time per year.
- B. Tenured teachers shall be evaluated at least once every other year.
- C. At least one formal observation of classroom performance will be announced prior to such observance. Prior to the announced formal observation, the teacher and evaluator shall meet in a pre-conference. Any other written formal evaluations will not necessarily be preceded or followed by a pre-conference or post-conference, other than the one formal observation/evaluation. Any other visitation(s) may be with or without advance notice.
- D. A post-visitation conference shall be held within ten (10) school days after the formal observation. The evaluator shall present a written copy of his observation(s) to the teacher with suggestions for improvement. The teacher will be given an opportunity to attach comments to the report in

writing. These reports shall have the signature of the evaluator involved and the teacher involved is requested to also affix his/her signature.

- E. Informal observations may be conducted without a pre- or post conference. However, a copy of such informal observations/evaluation shall be given the teacher.

7.5 **Personnel File**

- A. Each full-time and part-time employee covered by this Agreement shall have the right to examine in the presence of the Superintendent, or his/her designee, his/her personnel file exclusive of pre-employment recommendations upon first having given at least three (3) work days notice of such request to examine.
- B. A copy of the employee's personnel file excluding pre-employment materials shall be provided to an employee free of charge, upon request. This shall be limited to one (1) copy per employee per school year. If additional copies are requested, the employee shall pay the per page cost as established by the Board for reproduction purposes.
- C. Each employee may place written comments in his/her personnel file.

7.6 **Vacancies**

A "vacancy" shall be defined as a position in the bargaining unit which the board of Education has elected to maintain due to resignation, retirement, death, termination, creation of new position(s) and position(s) that might result after all involuntary or voluntary transfers have occurred and have been approved by the Board. The term "vacancy" shall not apply to any temporary position or a substitute position where a leave of absence has been granted.

The Board shall post notices of vacancies and provide a copy during the same day of the notice of the Association President.

ARTICLE VIII - SENIORITY

8.1 District Seniority

"Seniority" is the length of full time service within the bargaining unit. Said service shall be computed from the first day of current uninterrupted employment within the District. The "first day" shall be defined as the day upon which duties are first performed. The parties agree that seniority rights of teachers begin upon earning tenure in the District. When computing the length of service, a tenured teacher who works ninety (90) or more days in one school year shall be credited with one full year of service. A tenured teacher who works eighty-nine (90) days or less in one school year shall be credited with no years of service.

8.1.2 Seniority is lost upon the following:

- A. Resignation
- B. Dismissal
- C. Retirement

8.1.3 Seniority is retained but shall not accrue during the following:

- A. Unpaid leave of absence (computed as above)
- B. Recall period (not to exceed two calendar years)

8.1.4 Seniority continues to accrue during the following:

- A. Paid leave of absence
- B. Temporary disability as determined by the Illinois teachers Retirement System.

8.1.5 Tie Breakers - in the event District seniority is equal between employees, the following procedures are to be utilized as a tie breaker:

- A. Previous public school teaching experience credit inside and outside the District which is allowed for credit on the salary schedule.
- B. Education beyond the Bachelor's degree which is allowed as credit on the salary schedule.
- C. Any further ties shall be determined by drawing lots.

ARTICLE IX - LEAVES

9.1 Sick Leave

Each full-time teacher covered by this Agreement shall be granted twelve (12) sick days per year which may accumulate to three-hundred and fifty (350) days. Sick leave shall be used for personal illness or illness in the teacher's immediate family or household or for the birth, adoption, or placement for adoption of a child. For the purpose of this section, immediate family shall be defined as the teacher's spouse, parent, child, mother-in-law, father-in-law, legal guardian, grandparents, brother-in-law, sister-in-law, brothers, or sisters.

9.2 Part-Time Teacher Sick Leave

- A. Each teacher contracted to work for a full school year but less than a full school day shall receive twelve (12) sick days per year equivalent to the teacher's assigned work day. Such days shall accumulate from year-to-year up to the three-hundred and fifty (350) days (based on the teacher's equivalent assignment). For example, a teacher who is employed 50% of the regular work day could accumulate three hundred and fifty (350) one half days of sick leave. Sick leave days granted to part-time teachers shall be used for personal illness in the same manner as sick leave for full-time teachers.
- B. In the event a tenured teacher works as a part-time teacher for a full school year, such teacher may add sick days earned under this section to the teacher's accumulation of sick days.
- C. The District shall report to the Teachers' Retirement System the sick days earned by part-time teachers but not used due to illness.

9.3 Sick Leave Bank

A. Purpose of the Bank

The intent of this Sick Leave Bank is to provide extended sick leave benefits to those members who personally incur a period of extended illness, injury or hospitalization. Short term illnesses, with the exception of pregnancy-related complications, are not subject to the use of the following Sick Leave Bank provisions.

B. Eligibility and Membership

1. All full-time certificated teachers and administrators of District #347 are eligible for membership in the Sick Leave Bank. A full-time tenured member whose employment status is changed to less than full time will remain eligible and, thereafter, each sick leave day contributed to, or used from the bank will be equivalent to that member's assigned work day.
2. Except for those employees hired after the first day of the school year, each September 5th will be the last day to join the bank. Those employed during the school year and eligible for membership will have two weeks from the first day of continuous on-the-job employment to join the bank. All newly employed employees shall be provided a Sick Leave Bank enrollment form from the Central Office by the first day of their continuous employment.
3. Membership is automatically renewed each year unless a member submits a written notice of cancellation to the Central Office by September 15th of the school year in which cancellation is desired.

C. Operation of the Bank

1. Two (2) sick leave days (non-refundable) are donated to the bank by each member at the beginning of the first year of membership. The member will have the two days deducted from his/her personally accumulated sick leave on the day he/she joins the bank.
2. The maximum number of days in the Bank shall not exceed one hundred eighty (180) days.
3. In no case shall the Bank provide more than twenty-five (25) days for the benefit of one member per school year and no more than one hundred (100) days during the teacher's employment in the La Harpe CSD #347.
4. If the number of available days in the bank falls below fifty (50) days, then each current member will have one (1) day (non-refundable) deducted from his/her personally accumulated sick leave and these days added to the bank.

D. How to Use the Bank

1. A member will be eligible for Sick Leave Bank benefits after using up all personally accumulated sick leave and making a written application to the committee for withdrawal of days from the bank.
2. A member or designated representative of the member shall contact the governing committee, in writing, five (5) days prior to the need to draw upon the bank.
3. The Application shall state the reason for the inability to return to work along with a physician's statement specifying the nature of the employee's illness. The application shall also state the number of days to be used from the bank.

E. Governing Committee

1. Two teachers, elected by all member teachers, and two administrators, appointed by the Board, shall act as the governing Committee in all matters that concern policies of use of the Sick Leave Bank.
2. Before granting the request, the committee must elicit affirmative answers to the following:
 - a. Is the employee listed as a current member of the bank?
 - b. Has the employee exhausted his/her personally accumulated sick leave?
 - c. Is the absence from work due to a catastrophic illness?
(This program would not be used for short-term illness with the exception of pregnancy-related complications.)

F. Repayment

Members who must use days from the bank will not be required to repay days to the bank.

G. Termination of the Bank

1. The Sick Leave Bank may be terminated by two-thirds (66%) vote of the current membership.

2. If the Sick Leave Bank is terminated, those days remaining in the bank will be transferred equally to each member's personally accumulated sick leave.

H. Calculations for TRS Purposes

1. During a teacher's last four school years immediately preceding the teacher's retirement, any sick days acquired from the sick bank must be used by the teacher prior to the teacher's retirement date. No sick days acquired from the sick bank during a teacher's last four school years immediately preceding the teacher's retirement shall be used to acquire service credit for the teacher from TRS. If on the date prior to a teacher's retirement date a teacher has any sick days acquired from the sick bank during a teacher's last four school years immediately preceding the teacher's retirement, these sick days acquired from the sick bank shall be forfeited on the day prior to the teacher's retirement date, and the teacher shall receive no service credit for these forfeited sick days or any bonus or retirement incentive provided by this contract for the forfeited sick days.
2. A retiring teacher who has donated days to the sick bank but who has never applied nor used days from the bank will have his/her donated days withdrawn from the sick bank and reported as part of his/her accumulated sick days to TRS.

9.4 **Retirement Award**

Option A

Full-time teaching personnel who have at least ten (10) years of teaching experience in the La Harpe C.U.S.D. #335 and/or La Harpe C.S.D. #347 may have their total TRS reportable creditable earnings increased by 6% in each of their last four years of employment as a retirement bonus.

In order for the teacher to qualify for the retirement award, the following conditions that must be met are:

- A. The teacher must be at least fifty-five (55) years of age (as per provisions of the Illinois Teacher Retirement System) and have at least thirty-five (35) years of creditable service with the Illinois Teacher Retirement System at the time of his/her retirement.

- B. The teacher must submit a request to the Superintendent for the retirement incentive along with an irrevocable letter of resignation. This notification must be provided to the Superintendent four years, three years, two years, or one year prior to March 1st of the school year prior to his/her final year(s) of service.

An eligible teacher who has provided the Superintendent with the appropriate notification will be paid a salary increase in each of his/her last year(s) of service equal to six percent (6%) of the amount otherwise due and owing to the teacher above the previous year's total TRS creditable earnings, inclusive of step and lane movement, for a maximum of four (4) years prior to retirement, as the case may be. To be eligible for continued payment for extracurricular activities or stipends during this period, the teacher must continue to work such activity or stipend.

The retirement award payment referenced herein is offered only as an incentive or bonus for retirement and does not represent compensation for services rendered by the retiring teacher during his or her tenure with the district.

Option B

Full-time teaching personnel who will not incur an ERO penalty upon retirement, but who are ineligible to retire under Option A shall receive an incentive equal to \$250 per year for each year of service in the La Harpe C.U.S.D. #335 and/or La Harpe C.S.D. #347.

In order for the teacher to qualify for the retirement award, the following conditions that must be met are:

- A. The teacher must not incur an ERO penalty (as per provisions of the Illinois Teacher Retirement System) at the time of his/her retirement.
- B. The teacher must submit a request to the Superintendent for the retirement bonus along with a letter of irrevocable resignation prior to March 1st of the school year prior to his/her retirement year.
- C. In no instance will the retiring teacher draw a bonus from this pool of money that would increase his/her total TRS reportable creditable earnings greater than 6% of his/her previous year's total reportable earnings.

- D. If the retiring teacher has money remaining in his/her retirement award pool upon retirement, he/she will receive the full remaining amount in a post-retirement check that will be provided to the retiring teacher on the September 1st immediately following his/her last regular paycheck or last day of employment.

The retirement award payment referenced herein is offered only as an incentive or bonus for retirement and does not represent compensation for services rendered by the retiring teacher during his or her tenure with the district.

Rescinding Notice of Intent to Retire

If a teacher or teacher's spouse suffers an injury or illness after giving notice of intent to retire, the teacher may rescind the notice of intent to retire and the irrevocable letter of resignation. The teacher may apply to the Board of education to rescind a letter of resignation under this section for other reasons, which the Board may grant in its discretion. If a teacher must rescind his/her letter of resignation due to circumstance beyond his/her control, he/she may not apply for the retirement incentive for two school years and at that time must meet all qualifications and parameters of the retirement incentive.

9.5 **Bereavement Leave**

Each teacher shall be granted without loss of pay or reduction of sick days, four (4) days leave each year which shall not be cumulative from year to year for the use of the teacher in the event of a death in the teacher's immediate family. Immediate family shall be defined in the same manner as for sick leave as provided in this Agreement. The Superintendent may grant bereavement leave for other than members of the immediate family. The use of bereavement leave for other than the immediate family shall be deducted from an employee's accumulated sick leave.

9.6 **Personal Leave**

Each full-time teacher covered by this Agreement shall receive two (2) personal leave days per year which shall not accumulate from year to year. Unused days shall be transferred to the teacher's accumulated sick leave.

No such leave shall be granted on a parent/teacher conference day. Personal leave shall be granted immediately before or after a legal state or national holiday, when school is not in session, provided the teacher requests the personal leave at least ten (10) teacher's working days in advance of the intended leave date. Only one day of personal leave may be used by the teacher before or after a legal holiday. No more than three (3) teachers shall be absent

from the District on any one day. Request for such leave (other than before or after a holiday) shall be made not less than twenty-four hours prior to the day of the leave. Half days shall be granted if requested.

9.7 **Professional Leave**

1. Each teacher may have one (1) professional leave day per year. However, the one day restriction may be waived by the Superintendent of Schools at his/her discretion. The Superintendent retains the final authority to accept or reject any or all use of professional leave days. Professional leave shall be granted for only the following.
 - A. To attend a conference, workshop, or seminar related to the teacher's field.
 - B. To visit other schools, view other instructional techniques or programs, view new classroom or teaching related equipment or to observe exemplary programs related to the teacher's field.
 - C. If the Superintendent requires a teacher to be present at a conference as defined in A or B, the assigned days(s) shall not be counted as part of each teacher's professional leave.
2. Requests for a professional leave day shall be submitted in writing to the Superintendent at least five (5) working days prior to the requested leave.
3. No more than two (2) employees per District may use professional leave on the same day. However, the Superintendent may waive this restriction.
4. If the Superintendent approves such leaves, the District shall reimburse the teacher the cost of registration fees, up to \$25.00 per day for meals, and mileage at the current IRS mileage rate. If the conference necessitates an overnight stay, the Superintendent may approve motel fees. The District retains the prerogative to determine the number of vehicles to be used for professional leave.

9.8 **Unpaid Leave of Absence**

Leave of absence may be granted without pay to tenured teachers within the District who desire to return to employment in a similar capacity upon termination of said leave. Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave consistent with a reasonable continuity of instruction for students. In no case shall the

leave of absence without pay exceed one year. Dates of the departure and expected return must be mutually acceptable between the teacher and the Superintendent/Board of Education and determined prior to initiating the request. Leaves of absence without pay may be granted according to the following conditions:

1. Leaves of Absence of less than one month, if acceptable to and approved by the administration, will not require Board approval. If not approved by the administration, the teacher shall have the right to seek Board approval.
2. Leaves of absence greater than one month in length shall require Board approval.
3. Leaves may be granted for (1) advanced study leading to a degree at an approved university; (2) educationally related travel, if the applicant provides an itinerary and an explanation of how such travel will improve the educational program; (3) extended child care; (4) military; (5) other reasons acceptable to the Board.
4. Teachers on such leave may continue insurance benefits if they reimburse the District for any pro-rata costs of premiums for which they apply.
5. Such leave shall not be credited towards advancement on the salary schedule unless the employee works more than ninety (90) days in the school year.
6. The grant or denial of such leave shall not constitute a precedent for future leave requests.

9.9 **Statement of Status of Leave**

Each teacher shall be given a written statement of sick leave accumulated to date in September of each school year.

9.10 **Accumulated Sick Leave Options**

A. Option A

By June 1st, one year prior to a teacher's final school year of employment, and the teacher needs additional sick leave to qualify for two (2) years of TRS service credit, the Board shall grant such days up to a maximum of one-hundred seventy (170) days to the teacher's current accumulated sick leave in accordance with TRS regulations.

B. Option B

By June 1st of a teacher's final school year of employment and the teacher needs additional sick leave to qualify for the one (1) year of TRS service credit, the Board shall grant such days up to a maximum of eighty (80) days to the teacher's current accumulated sick leave in accordance with TRS regulations.

ARTICLE X - COMPENSATION

10.1 **Salary Schedule**

A. Appendix A: Teacher Salary Schedule

1. 2009-2010 Salary Schedule
(2.0% raise to base plus step and lane movement)
2. 2010-2011 Salary Schedule
(1.75% raise to base plus step and lane movement)
3. 2011-2012 Salary Schedule
(1.5% raise to base plus step and lane movement)

B. Appendix B: Extra Curricular Schedules

C. Longevity: \$850

10.2 **Sheltered Retirement**

Letter A (Net Salary) of the Salary Schedules (See Appendix A) denotes the amount reported by the District to the Internal Revenue Service.

Letter B is the amount of contribution paid on behalf of the individual teacher by the Board to the Illinois Teacher Retirement System.

Letter C (Gross Salary) of the Salary Schedule denotes the amount reported by the District to the Illinois Teacher Retirement System.

The Board will shelter 9.4% from the teacher's gross salary (Letter C) per state law for teacher retirement.

10.3 **Payment of Teacher Health Insurance Security Fund**

The Board will pay on the members' behalf the current percentage of the Teacher Health Insurance Security Fund for all eligible teachers.

10.4 **Insurance**

The Board will pay the cost of the present insurance package for the individual teacher.

10.5 **Course Work**

The Board will pay up to the current Western Illinois University tuition rate per semester hour for approved course work taken and completed. Reimbursement at the above rate will begin for courses taken beginning the fall semester of the 2009-2010 school year. Courses must have the Superintendent's approval and earn a grade of "A" or "B" or receive a "Pass" in the event such courses are only evaluated on a Pass/Fail basis.

Reimbursement shall not be provided for coursework that is covered by tuition waivers.

General Approval Criteria:

1. Through an accredited (accepted by ISBE for teacher certification or accepted by an ISBE approved teacher education program) university or college.
2. Any course towards an advanced degree an additional teaching endorsement, recertification, or to improve your teaching skills in your current teaching assignment.

10.6 **Extension of Contract**

Teachers required by the Board to work beyond the regular school year (See school calendar) will have their salary increased by five percent (5%) for every ten (10) days worked.

10.7 **Tax Sheltered Annuities**

The Board shall provide an opportunity for employees to enroll in a tax-sheltered annuity program administered by the School District. A committee consisting of the Superintendent and two teachers designated by the teachers union will oversee the selection of which financial investment vendors will be permitted to participate in the School District's tax-sheltered annuity program. Employees who wish to join or alter their participation in the tax-sheltered annuity program will be permitted to do so by notifying the District's Business Office prior to the 20th day of the calendar month so that their enrollment or alteration will become effective beginning with the first payroll period in the following month. Participation in such program is voluntary and District has no financial obligations related to an employee's participation in the program. Employees will only be able to enroll with financial investment vendors approved by the School District, as selected by the committee established by this provision.

ARTICLE XI - TECHNICAL CLAUSES

11.1 **Complete Understanding**

This Agreement constitutes the full and complete understanding between the parties. All rights, powers and authority of the Board and/or its administrative staff not specifically limited by the language of this Agreement are retained by the Board. The Board, however, shall take no action which shall violate any of the specific provisions of this Agreement.

11.2 **Individual Contracts**

The terms and conditions of this Agreement shall be the terms and conditions of individual contracts of members of the bargaining unit.

11.3 **Waiver of Additional Bargaining**

The parties acknowledge that during the course of the negotiations which resulted in this Agreement each had the right to make demands, proposals, and counter proposals with respect to any matter not specifically excluded by law and that this Agreement has been arrived at following the full exercise of this right. It is therefore understood that neither party shall be obliged to bargain collectively with respect to any subject or matter referred to or covered by this Agreement or with regard to any subject or matter not referred to or covered by this Agreement.

11.4 **Supersedes Prior Agreements**

This Agreement supersedes and nullifies all previous written Agreements between the Board and the Association.

11.5 **Validity**

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

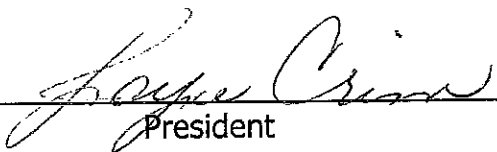
11.6 **Duration**

This Agreement shall become effective on the 1st day of September, 2009 and continue until the 31st day of August 2012.

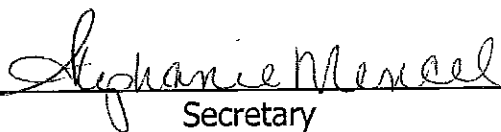
11.7 **Retro-Pay**

All retro pay from July 1, 2009 until the implementation of this contract shall be paid in a lump sum payment no later than two pay periods following the ratification of this agreement.

For the La Harpe Education Association
Affiliated with the IEA/NEA

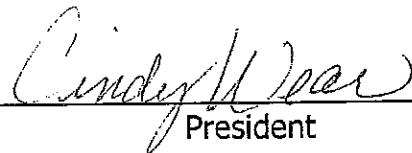


President

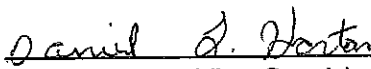


Secretary

For the Board of Education of the
La Harpe Community School
District #347, Hancock County, IL



President



Vice-President

LaHarpe CSD #347; 2009-2010

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	26658	27261	27864	28467	29461	30064	30667	31270	31873
	2766	2828	2891	2953	3057	3119	3182	3244	3307
	29424	30089	30755	31420	32518	33183	33849	34514	35180
1	27295	27898	28501	29104	30098	30701	31304	31907	32510
	2832	2894	2957	3020	3123	3185	3248	3310	3373
	30127	30792	31458	32124	33221	33886	34552	35217	35883
2	27932	28535	29138	29741	30735	31338	31941	32544	33147
	2898	2961	3023	3086	3189	3251	3314	3376	3439
	30830	31496	32161	32827	33924	34589	35255	35920	36586
3	28569	29172	29775	30378	31372	31975	32578	33181	33784
	2964	3027	3089	3152	3255	3317	3380	3443	3505
	31533	32199	32864	33530	34627	35292	35958	36624	37289
4	29206	29809	30412	31015	32009	32612	33215	33818	34421
	3030	3093	3155	3218	3321	3383	3446	3509	3571
	32236	32902	33567	34233	35330	35995	36661	37327	37992
5	29843	30446	31049	31652	32646	33249	33852	34455	35058
	3096	3159	3221	3284	3387	3450	3512	3575	3637
	32939	33605	34270	34936	36033	36699	37364	38030	38695
6	30480	31083	31686	32289	33283	33886	34489	35092	35695
	3162	3225	3287	3350	3453	3516	3578	3641	3703
	33642	34308	34973	35639	36736	37402	38067	38733	39398
7	31117	31720	32323	32926	33920	34523	35126	35729	36332
	3228	3291	3354	3416	3519	3582	3644	3707	3769
	34345	35011	35677	36342	37439	38105	38770	39436	40101
8	31754	32357	32960	33563	34557	35160	35763	36366	36969
	3294	3357	3420	3482	3585	3648	3710	3773	3836
	35048	35714	36380	37045	38142	38808	39473	40139	40805
9	32391	32994	33597	34200	35194	35797	36400	37003	37606
	3361	3423	3486	3548	3651	3714	3777	3839	3902
	35752	36417	37083	37748	38845	39511	40177	40842	41508
10	33028	33631	34234	34837	35831	36434	37037	37640	38243
	3427	3489	3552	3614	3717	3780	3843	3905	3968
	36455	37120	37786	38451	39548	40214	40880	41545	42211
11	33665	34268	34871	35474	36468	37071	37674	38277	38880
	3493	3555	3618	3680	3784	3846	3909	3971	4034
	37158	37823	38489	39154	40252	40917	41583	42248	42914
12	34302	34905	35508	36111	37105	37708	38311	38914	39517
	3559	3621	3684	3747	3850	3912	3975	4037	4100
	37861	38526	39192	39858	40955	41620	42286	42951	43617

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
13	34939	35542	36145	36748	37742	38345	38948	39551	40154
	3625	3687	3750	3813	3916	3978	4041	4103	4166
	38564	39229	39895	40561	41658	42323	42989	43654	44320
14	35576	36179	36782	37385	38379	38982	39585	40188	40791
	3691	3754	3816	3879	3982	4044	4107	4170	4232
	39267	39933	40598	41264	42361	43026	43692	44358	45023
15			37419	38022	39016	39619	40222	40825	41428
			3882	3945	4048	4110	4173	4236	4298
			41301	41967	43064	43729	44395	45061	45726
16				38659	39653	40256	40859	41462	42065
				4011	4114	4177	4239	4302	4364
				42670	43767	44433	45098	45764	46429
17				39296	40290	40893	41496	42099	42702
				4077	4180	4243	4305	4368	4430
				43373	44470	45136	45801	46467	47132
18				39933	40927	41530	42133	42736	43339
				4143	4246	4309	4371	4434	4496
				44076	45173	45839	46504	47170	47835
19				40570	41564	42167	42770	43373	43976
				4209	4312	4375	4437	4500	4563
				44779	45876	46542	47207	47873	48539
20					42201	42804	43407	44010	44613
					4378	4441	4503	4566	4629
					46579	47245	47910	48576	49242
21					42838	43441	44044	44647	45250
					4444	4507	4570	4632	4695
					47282	47948	48614	49279	49945
22					43475	44078	44681	45284	45887
					4511	4573	4636	4698	4761
					47986	48651	49317	49982	50648
23					44112	44715	45318	45921	46524
					4577	4639	4702	4764	4827
					48689	49354	50020	50685	51351
24					44749	45352	45955	46558	47161
					4643	4705	4768	4830	4893
					49392	50057	50723	51388	52054
25					45386	45989	46592	47195	47798
					4709	4771	4834	4896	4959
					50095	50760	51426	52091	52757

LaHarpe CSD #347; 2010-2011

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	27125	27728	28331	28934	29928	30531	31134	31737	32340
	2814	2877	2939	3002	3105	3168	3230	3293	3355
	29939	30605	31270	31936	33033	33699	34364	35030	35695
1	27762	28365	28968	29571	30565	31168	31771	32374	32977
	2880	2943	3005	3068	3171	3234	3296	3359	3421
	30642	31308	31972	32639	33736	34402	35067	35733	36398
2	28399	29002	29605	30208	31202	31805	32408	33011	33614
	2946	3009	3072	3134	3237	3300	3362	3425	3487
	31344	32011	32675	33342	34439	35105	35770	36436	37100
3	29036	29639	30242	30845	31839	32442	33045	33648	34251
	3012	3075	3138	3200	3303	3366	3428	3491	3554
	32047	32714	33380	34045	35142	35808	36472	37139	37803
4	29673	30276	30879	31482	32476	33079	33682	34285	34888
	3079	3141	3204	3266	3369	3432	3495	3557	3620
	32750	33417	34083	34748	35844	36511	37175	37842	38508
5	30310	30913	31516	32119	33113	33716	34319	34922	35525
	3145	3207	3270	3332	3435	3498	3561	3623	3686
	33455	34120	34786	35451	36547	37214	37880	38545	39211
6	30947	31550	32153	32756	33750	34353	34956	35559	36162
	3211	3273	3336	3398	3502	3564	3627	3689	3752
	34158	34823	35489	36153	37250	37917	38583	39248	39914
7	31584	32187	32790	33393	34387	34990	35593	36196	36799
	3277	3339	3402	3465	3568	3630	3693	3755	3818
	34861	35525	36192	36856	37955	38620	39286	39951	40617
8	32221	32824	33427	34030	35024	35627	36230	36833	37436
	3343	3405	3468	3531	3634	3696	3759	3821	3884
	35564	36228	36895	37561	38658	39323	39989	40653	41320
9	32858	33461	34064	34667	35661	36264	36867	37470	38073
	3409	3472	3534	3597	3700	3762	3825	3888	3950
	36267	36931	37598	38264	39361	40025	40692	41356	42023
10	33495	34098	34701	35304	36298	36901	37504	38107	38710
	3475	3538	3600	3663	3766	3828	3891	3954	4016
	36970	37636	38301	38967	40064	40728	41395	42061	42726
11	34132	34735	35338	35941	36935	37538	38141	38744	39347
	3541	3604	3666	3729	3832	3895	3957	4020	4082
	37673	38339	39004	39670	40767	41431	42098	42764	43429
12	34769	35372	35975	36578	37572	38175	38778	39381	39984
	3607	3670	3732	3795	3898	3961	4023	4086	4148
	38376	39042	39706	40373	41470	42136	42801	43467	44132

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
13	35406	36009	36612	37215	38209	38812	39415	40018	40621
	3673	3736	3798	3861	3964	4027	4089	4152	4214
	39078	39745	40409	41076	42173	42839	43503	44170	44834
14	36043	36646	37249	37852	38846	39449	40052	40655	41258
	3739	3802	3865	3927	4030	4093	4155	4218	4281
	39781	40448	41114	41779	42876	43542	44206	44873	45537
15			37886	38489	39483	40086	40689	41292	41895
			3931	3993	4096	4159	4221	4284	4347
			41817	42482	43579	44244	44909	45576	46242
16				39126	40120	40723	41326	41929	42532
				4059	4162	4225	4288	4350	4413
				43184	44281	44948	45612	46279	46945
17				39763	40757	41360	41963	42566	43169
				4125	4229	4291	4354	4416	4479
				43887	44984	45651	46317	46982	47648
18				40400	41394	41997	42600	43203	43806
				4192	4295	4357	4420	4482	4545
				44590	45689	46354	47020	47685	48351
19				41037	42031	42634	43237	43840	44443
				4258	4361	4423	4486	4548	4611
				45295	46392	47057	47723	48387	49054
20					42668	43271	43874	44477	45080
					4427	4489	4552	4614	4677
					47095	47760	48426	49091	49757
21					43305	43908	44511	45114	45717
					4493	4555	4618	4681	4743
					47798	48462	49129	49793	50460
22					43942	44545	45148	45751	46354
					4559	4622	4684	4747	4809
					48501	49165	49832	50498	51163
23					44579	45182	45785	46388	46991
					4625	4688	4750	4813	4875
					49204	49870	50535	51201	51866
24					45216	45819	46422	47025	47628
					4691	4754	4816	4879	4941
					49907	50573	51238	51904	52568
25					45853	46456	47059	47662	48265
					4757	4820	4882	4945	5007
					50610	51276	51941	52607	53271

LaHarpe CSD #347; 2011-2012

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	27532	28135	28738	29341	30335	30938	31541	32144	32747
	2856	2919	2982	3044	3147	3210	3272	3335	3398
	30388	31054	31718	32385	33482	34148	34813	35479	36145
1	28169	28772	29375	29978	30972	31575	32178	32781	33384
	2923	2985	3048	3110	3213	3276	3338	3401	3464
	31090	31757	32423	33088	34185	34851	35516	36182	35846
2	28806	29409	30012	30615	31609	32212	32815	33418	34021
	2989	3051	3114	3176	3279	3342	3405	3467	3530
	31795	32460	33126	33791	34888	35554	36218	36885	37551
3	29443	30046	30649	31252	32246	32849	33452	34055	34658
	3055	3117	3180	3242	3346	3408	3471	3533	3596
	32498	33163	33829	34494	35592	36257	36923	37588	38254
4	30080	30683	31286	31889	32883	33486	34089	34692	35295
	3121	3183	3246	3308	3412	3474	3537	3599	3662
	33201	33866	34532	35197	36295	36960	37626	38291	38957
5	30717	31320	31923	32526	33520	34123	34726	35329	35932
	3187	3249	3312	3375	3478	3540	3603	3665	3728
	33904	34569	35235	35899	36998	37663	38329	38994	39660
6	31354	31957	32560	33163	34157	34760	35363	35966	36569
	3253	3316	3378	3441	3544	3606	3669	3731	3794
	34607	35271	35938	36604	37700	38366	39032	39697	40363
7	31991	32594	33197	33800	34794	35397	36000	36603	37206
	3319	3382	3444	3507	3610	3672	3735	3798	3860
	35310	35976	36641	37307	38404	39069	39735	40399	41066
8	32628	33231	33834	34437	35431	36034	36637	37240	37843
	3385	3448	3510	3573	3676	3739	3801	3864	3926
	36013	36679	37344	38010	39107	39771	40438	41104	41769
9	33265	33868	34471	35074	36068	36671	37274	37877	38480
	3451	3514	3576	3639	3742	3805	3867	3930	3992
	36716	37382	38047	38713	39809	40476	41141	41807	42472
10	33902	34505	35108	35711	36705	37308	37911	38514	39117
	3517	3580	3642	3705	3808	3871	3933	3996	4058
	37419	38085	38750	39416	40513	41179	41844	42510	43175
11	34539	35142	35745	36348	37342	37945	38548	39151	39754
	3583	3646	3709	3771	3874	3937	3999	4062	4124
	38122	38788	39452	40119	41216	41882	42547	43213	43878
12	35176	35779	36382	36985	37979	38582	39185	39788	40391
	3650	3712	3775	3837	3940	4003	4065	4128	4191
	38826	39491	40157	40822	41919	42585	43250	43916	44580

Step	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
13	35813	36416	37019	37622	38616	39219	39822	40425	41028
	3716	3778	3841	3903	4006	4069	4132	4194	4257
	39529	40194	40860	41525	42622	43288	43952	44619	45285
14	36450	37053	37656	38259	39253	39856	40459	41062	41665
	3782	3844	3907	3969	4072	4135	4198	4260	4323
	40232	40897	41563	42228	43325	43991	44657	45322	45988
15			38293	38896	39890	40493	41096	41699	42302
			3973	4035	4139	4201	4264	4326	4389
			42266	42931	44027	44694	45360	46025	46691
16				39533	40527	41130	41733	42336	42939
				4102	4205	4267	4330	4392	4455
				43633	44732	45396	46063	46728	47394
17				40170	41164	41767	42370	42973	43576
				4168	4271	4333	4396	4458	4521
				44338	45435	46100	46766	47431	48097
18				40807	41801	42404	43007	43610	44213
				4234	4337	4399	4462	4525	4587
				45041	46138	46803	47469	48133	48800
19				41444	42438	43041	43644	44247	44850
				4300	4403	4466	4528	4591	4653
				45744	46841	47507	48172	48838	49503
20					43075	43678	44281	44884	45487
					4469	4532	4594	4657	4719
					47544	48208	48875	49541	50206
21					43712	44315	44918	45521	46124
					4535	4598	4660	4723	4785
					48247	48913	49578	50244	50909
22					44349	44952	45555	46158	46761
					4601	4664	4726	4789	4851
					48950	49616	50281	50947	51612
23					44986	45589	46192	46795	47398
					4667	4730	4792	4855	4918
					49653	50319	50984	51650	52314
24					45623	46226	46829	47432	48035
					4733	4796	4859	4921	4984
					50356	51022	51688	52353	53019
25					46260	46863	47466	48069	48672
					4799	4862	4925	4987	5050
					51059	51725	52391	53056	53722

Junior High School
Extra Curricular Schedule - FY 10

	<u>% of Base</u>	<u>Subtotal</u>	<u>TRS</u>	<u>SR Earnings</u>
JH Boys Basketball	9.0%	\$2,399	\$249	\$2,648
JH Boys Basketball Asst	6.0%	\$1,599	\$166	\$1,765
JH Girls Basketball	9.0%	\$2,399	\$249	\$2,648
JH Girls Basketball Asst	6.0%	\$1,599	\$166	\$1,765
JH Girls Volleyball	9.0%	\$2,399	\$249	\$2,648
JH Girls Volleyball Asst	6.0%	\$1,599	\$166	\$1,765
JH Baseball	7.0%	\$1,866	\$194	\$2,060
JH Baseball Asst	5.0%	\$1,333	\$138	\$1,471
JH Boys Track	7.0%	\$1,866	\$194	\$2,060
JH Boys Track Asst	5.0%	\$1,333	\$138	\$1,471
JH Girls Track	7.0%	\$1,866	\$194	\$2,060
JH Girls Track Asst	5.0%	\$1,333	\$138	\$1,471
5th/6th Boys Basketball	6.0%	\$1,599	\$166	\$1,765
5th/6th Boys Basketball Asst	5.0%	\$1,333	\$138	\$1,471
5th/6th Girls Basketball	6.0%	\$1,599	\$166	\$1,765
5th/6th Girls Basketball Asst	5.0%	\$1,333	\$138	\$1,471
JH Cheerleaders	2.0%	\$533	\$55	\$588
5th/6th Cheerleaders	1.0%	\$267	\$28	\$294
JH Scholastic Bowl (2)	2.0%	\$533	\$55	\$588
JH Speech (2)	2.0%	\$533	\$55	\$588
JH Student Council (2)	1.0%	\$267	\$28	\$294
Elementary/ JH Yearbook				
(if no class during school)	2.0%	\$533	\$55	\$588
(if class during school)	1.0%	\$267	\$28	\$294

Those Teachers who are not eligible for a vertical step during the 2009-10 school year shall receive a longevity step of \$850. The amount of the longevity step includes the Board's TRS contribution.

Junior High School
Extra Curricular Schedule - FY 11

	<u>% of Base</u>	<u>Subtotal</u>	<u>TRS</u>	<u>SR Earnings</u>
JH Boys Basketball	9.0%	\$2,441	\$253	\$2,694
JH Boys Basketball Asst	6.0%	\$1,627	\$169	\$1,796
JH Girls Basketball	9.0%	\$2,441	\$253	\$2,694
JH Girls Basketball Asst	6.0%	\$1,627	\$169	\$1,796
JH Girls Volleyball	9.0%	\$2,441	\$253	\$2,694
JH Girls Volleyball Asst	6.0%	\$1,627	\$169	\$1,796
JH Baseball	7.0%	\$1,899	\$197	\$2,096
JH Baseball Asst	5.0%	\$1,356	\$141	\$1,497
JH Boys Track	7.0%	\$1,899	\$197	\$2,096
JH Boys Track Asst	5.0%	\$1,356	\$141	\$1,497
JH Girls Track	7.0%	\$1,899	\$197	\$2,096
JH Girls Track Asst	5.0%	\$1,356	\$141	\$1,497
5th/6th Boys Basketball	6.0%	\$1,627	\$169	\$1,796
5th/6th Boys Basketball Asst	5.0%	\$1,356	\$141	\$1,497
5th/6th Girls Basketball	6.0%	\$1,627	\$169	\$1,796
5th/6th Girls Basketball Asst	5.0%	\$1,356	\$141	\$1,497
JH Cheerleaders	2.0%	\$542	\$56	\$599
5th/6th Cheerleaders	1.0%	\$271	\$28	\$299
JH Scholastic Bowl (2)	2.0%	\$542	\$56	\$599
JH Speech (2)	2.0%	\$542	\$56	\$599
JH Student Council (2)	1.0%	\$271	\$28	\$299
Elementary/ JH Yearbook				
(if no class during school)	2.0%	\$542	\$56	\$599
(if class during school)	1.0%	\$271	\$28	\$299

Those Teachers who are not eligible for a vertical step during the 2010-11 school year shall receive a longevity step of \$850. The amount of the longevity step includes the Board's TRS contribution.

Junior High School
Extra Curricular Schedule - FY 12

	<u>% of Base</u>	<u>Subtotal</u>	<u>TRS</u>	<u>SR Earnings</u>
JH Boys Basketball	9.0%	\$2,478	\$257	\$2,735
JH Boys Basketball Asst	6.0%	\$1,652	\$171	\$1,823
JH Girls Basketball	9.0%	\$2,478	\$257	\$2,735
JH Girls Basketball Asst	6.0%	\$1,652	\$171	\$1,823
JH Girls Volleyball	9.0%	\$2,478	\$257	\$2,735
JH Girls Volleyball Asst	6.0%	\$1,652	\$171	\$1,823
JH Baseball	7.0%	\$1,927	\$200	\$2,127
JH Baseball Asst	5.0%	\$1,377	\$143	\$1,519
JH Boys Track	7.0%	\$1,927	\$200	\$2,127
JH Boys Track Asst	5.0%	\$1,377	\$143	\$1,519
JH Girls Track	7.0%	\$1,927	\$200	\$2,127
JH Girls Track Asst	5.0%	\$1,377	\$143	\$1,519
5th/6th Boys Basketball	6.0%	\$1,652	\$171	\$1,823
5th/6th Boys Basketball Asst	5.0%	\$1,377	\$143	\$1,519
5th/6th Girls Basketball	6.0%	\$1,652	\$171	\$1,823
5th/6th Girls Basketball Asst	5.0%	\$1,377	\$143	\$1,519
JH Cheerleaders	2.0%	\$551	\$57	\$608
5th/6th Cheerleaders	1.0%	\$275	\$29	\$304
JH Scholastic Bowl (2)	2.0%	\$551	\$57	\$608
JH Speech (2)	2.0%	\$551	\$57	\$608
JH Student Council (2)	1.0%	\$275	\$29	\$304
Elementary/ JH Yearbook				
(if no class during school)	2.0%	\$551	\$57	\$608
(if class during school)	1.0%	\$275	\$29	\$304

Those Teachers who are not eligible for a vertical step during the 2011-12 school year shall receive a longevity step of \$850. The amount of the longevity step includes the Board's TRS contribution.

