

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
THE BOARD OF EDUCATION OF
WARSAW COMMUNITY UNIT SCHOOL DISTRICT NO. 316
HANCOCK COUNTY, WARSAW, ILLINOIS
AND
THE WARSAW CLASSROOM TEACHERS ASSOCIATION, IEA/NEA
2021-2024

RECOGNITION

- 1.1 The Board of Education of Warsaw School District No. 316, Hancock County, Warsaw, Illinois, hereinafter referred to as the "Board" hereby recognizes the Warsaw Classroom Teachers Association IEA/NEA, hereinafter referred to as the "Association", affiliated with the Illinois Education Association/NEA, as the exclusive and sole negotiation agent for all certificated full-time and regularly scheduled part-time personnel except: Superintendent, Principals, aides, and substitutes. The Board agrees not to negotiate with any teachers or organization other than the Association for the duration of this Agreement.

ARTICLE II

MEDIATION

- 2.1 In the event either party declares that an impasse exists, the parties will jointly request a mediator from the Federal Mediation and Conciliation Service. Nothing in this section shall serve to limit or affect any other right to mediate provided by law.

GRIEVANCE PROCEDURE

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

3.2 **Procedures**

Stage One

The teacher shall attempt to resolve any potential grievance in an informal discussion with his or her attendance center principal within twelve (12) work days from the time the employee became aware of the first event giving rise to the alleged violation of this Agreement. The attendance center principal shall respond orally within ten (10) work days of the informal discussion, giving both his answer and the reasons for his decision.

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 and the section or sections of the Agreement which are alleged to have been violated. The attendance center Principal shall respond in writing within ten (10) work days of the receipt of the written grievance stating both his decision and the reasons upon which it was based.

Stage Three

If the grievance is not resolved at Stage Two, the association 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 convene a meeting with the Association representative or the employee and the Association representative to discuss the grievance and shall respond in writing within ten (10) work days of such conference stating both his decision and the reasons upon which it was based.

Stage Four

If the grievance is not satisfactorily resolved at Stage Three, the Association may submit to the Superintendent within thirty (30) work days of receipt of the answer in Step Three a demand in writing to enter into final and binding arbitration.

Arbitration proceedings shall be administered by the American Arbitration Association. 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 Board acknowledges the right of the teacher to request the Association's grievance representative to be present at any level of the grievance.

ARTICLE IV

ASSOCIATION/EMPLOYEE RIGHTS

4.1 Use of Photocopy Machine

The Association shall be granted the use of a photocopy machine to prepare proposals and counter proposals in connection with collective bargaining, at no cost. The Association may request additional use of such photocopy machine at the direction of the attendance center principal.

4.2 Building Use

The Association shall be permitted the use of a room in a district attendance center for the purpose of conducting Association meetings. Such use shall be permitted on school days before or after the time of teacher attendance. No such use shall conflict with any previously scheduled use by a community group or the operation of the district as determined by the administration.

4.3 **Association Representative Visits**

A representative of the Association shall be permitted to transact Association business on school property before or after the teacher's assigned work day or during a teacher's duty free lunch period or preparation period with such teacher. The representative of the Association shall report to the principal's office immediately upon entering the building.

4.4 **Printing of the Agreement**

The district shall prepare a copy of this agreement for each member of the bargaining unit at its own cost.

4.5 **Teacher Representation**

When a teacher is required to appear before the Board or Administration on a matter affecting the teacher's employment, the teacher shall be entitled to have an Association representative. No meeting of the Board or Administration shall be delayed or postponed longer than forty-eight (48) hours due to the inability of an Association representative to be present. Any teacher required to meet with the Board or Administration will be informed of the subject matter of the meeting at the time of the notification. This paragraph shall not apply to post-evaluation conferences.

4.6 **Personnel File**

Each member of the bargaining unit shall have the right, within five (5) working days of request, to inspect his or her own personnel file with the exception of pre-employment recommendations. All bargaining unit members shall have the right to include in his or her personnel file any objections or comments, in writing, to information contained therein.

4.7 **Announcements**

The Association shall have use of one bulletin board in each attendance center which shall be located in the faculty work room. If there is no faculty work room in the attendance center the building principal shall designate a bulletin board in another location.

The Association may use the district employee mailboxes for communication to unit members.

4.8 **Notice of Meetings**

The President of the Association shall be given written notice of all regular and special non-emergency meetings of the Board twenty-four (24) hours prior to the meeting to be placed in the W.C.T.A. President's mail box, email, or other agreed upon mode of conveyance.

4.9 **Board Minutes**

A copy of all Board approved open session minutes and exhibits of regular and special school Board meetings shall, following their approval, be placed in the mail box of the Association President or made available online.

4.10 **Policies**

The Board policy manual shall be made available online.

4.11 **Financial Reports**

The Association shall receive annually, online, within thirty (30) days of submission to the state, one complete copy, without cost, of the district's form 5035 and 5036.

4.12 **State of Emergency**

In the event of a state of emergency being declared by an office of competent jurisdiction and the declaration impacts the Warsaw CUSD, the Board and Association agree to meet in order to discuss the potential impacts said declaration may have on mandatory subjects of bargaining including, but not limited to, compensation, benefits, working conditions, and leave time.

ARTICLE V

BENEFITS

5.1 Teacher Instructional Hours

No teacher shall be assigned an instructional day in excess of 7-3/4 hours exclusive of the following:

1. Meetings;
2. Conferences with parents or pupils including counseling and special education staffing;
3. Extra duty as compensated in Appendix B including sponsorships;
4. Chaperoning
5. Emergencies as defined by administration.

5.2 Teaching Load

A. Elementary Teaching Load

The Elementary classroom teacher shall be granted no fewer than 650 duty free minutes per regularly scheduled 10 school day period, in no less than 15-minute contiguous blocks:

20 minutes	Physical Education (daily)
30 minutes	Music (as scheduled)
30 minutes	Recess (daily total)

B. High School Teaching Load

The high school classroom teacher shall be granted no fewer than 375 minutes per regularly scheduled 10 day period, in no fewer than 5 75-minute blocks. Should the student attendance day be changed from the 2016-2017 schedule, the parties agree to revisit this language.

- C.** For the purposes of this article, planning time shall be defined as non-scheduled, non-supervisory time, occurring during the regularly scheduled student attendance day.

5.3 **Lunch Period**

All teachers shall be granted a thirty (30) minute duty free lunch period.

5.4 **Work Room**

The Board shall provide a faculty work room to the teachers.

5.5 **Substitute Pay**

Teachers required to substitute for another teacher during the teacher's planning period shall be paid twenty dollars (\$20.00) for K-6 teachers and twenty-five dollars (\$25.00) for such assignment on the 8-block schedule. In the event a teacher assumes another teacher's class by combining with a class of their own, the teacher will receive twenty dollars (\$20.00) for K-6 teachers and twenty-five dollars (\$25.00) for such an assignment on the 8-block.

5.6 **Class Size**

Teachers' assistants will be assigned to K-6 classrooms as per the schedule below:

28-30	2 hours per day
31 & up	3 hours per day

Grades 9-12 for the length of that class period.

5.7 **Notification of Assignment**

Notwithstanding unforeseen shifts in student enrollment, teachers shall be given notice of tentative assignments no later than 30 days prior to last day of school.

ARTICLE VI

LEAVES

6.1 **Sick Leave**

Each full time teacher shall be given twelve (12) days to add to his/her accumulated total to date. **Each teacher's sick leave shall accumulate to no more than three hundred forty (340) days.** All full time teachers shall be able to use their accumulated sick leave, maximum of one school year, for the purpose of the birth, adoption or placement for adoption of a child. Each part time teacher shall be entitled to pro-rate a number of sick days, which shall accumulate to the limit as stated above. Upon completion of 10 years of experience in the Warsaw school district and upon the start of his/her 11th year of employment with the District, each teacher shall be given fourteen (14) days to add to his/her accumulated total each year. Upon completion of

20 years of experience in the Warsaw school district and upon the start of his/her 21st year of employment with the District, each teacher shall be given sixteen (16) days to add to his/her accumulated total each year, Sick days are added to each teacher's accumulated sick leave in July of each year. These "sick" days are not retroactive and start with the 2017-2018 school year.

6.2 **Sick Leave Bank**

The sick leave bank currently (05/31/17) stands at 151 ¼ days. No more days may be added to the bank. When the days currently in the bank are depleted the bank will close. Teachers who have depleted their sick leave caused by a catastrophe, illness, or accident may use days in the bank as needed to a maximum of 30 days. Teachers may only use a total of 30 days from the bank.

6.3 **Maternity Leave**

Each teacher shall be entitled to use accumulated sick leave for periods during which the teacher is temporarily disabled due to pregnancy or pregnancy-related causes.

In the event a teacher has exhausted all accumulated sick leave, the teacher shall be entitled to a non-paid leave of absence for such period during which the teacher is temporarily disabled due to pregnancy-related causes. The leave shall not extend beyond the remainder of the then current school year. Sick leave bank days shall not be used to extend a maternity leave.

6.4 **Personal Days**

Each full time teacher shall be granted three (3) personal days each school year for the transaction of such personal business as cannot be transacted on a non-school day. No such day shall be granted on the end or beginning of a term or an in-service day, parent teacher conference, institute day, or other district wide day without administrator approval. Administrative decisions regarding Personal Leave Use on the aforementioned days will not set precedent and will not be grievable. Personal leave days shall be granted to no more than four (4) teachers of the district on any one day and no more than two (2) teachers shall be granted such leave from any one attendance center on any one day. Requests shall be submitted at least twenty-four (24) hours in advance. In the event of an emergency as determined by the Superintendent, the Superintendent may set aside the above designated restrictions. Unused personal leave days shall accumulate to a maximum of five (5) days. Any additional unused personal leave days beyond five (5) shall accumulate as sick leave.

6.5 **Leaves of Absence**

Teachers may request a leave of absence without pay for personal, professional, child care or other purposes. The Board shall consider such requests on a case by case basis and shall grant or deny such requests in its determination of the best interests of the district. All leaves granted under this paragraph are non-precedential.

6.6 **Family Medical Leave Act**

Each employee covered by this Agreement meeting eligibility requirements of the Family Medical Leave Act may request a leave of absence under the Family Medical Leave Act. The Board shall consider such requests on a case by case basis and shall grant or deny such requests consistent with the requirements of the Family Medical Leave Act.

6.7 **Bereavement**

Each employee covered by this Agreement shall be granted not more than four (4) days per incident which shall not accumulate from year to year to be used as bereavement leave in connection with the death of a member of the immediate family or household. For the purpose of this section, immediate family shall be defined as (step)parent, (step)child, spouse,(step) parent-in-law, (step)sibling, legal guardian, (step)brother or sister-in-law, (step)grandparent or(step) grandchildren. Each employee may utilize one bereavement leave day per year in connection with the death of an uncle, aunt, niece, or nephew, grandparent-in-law, cousin, or step relative.

6.8 **Jury Service**

No teacher shall suffer a loss of pay due to service on a jury except any amount received for such service, not counting expenses, shall be paid to the Board.

6.9 **Professional Leave**

Each teacher may request three (3) professional business/job performance days during a school year. Professional business/job performance days shall be used for any educational purpose approved by the building's Principal, but shall not be used for Association business. Approval of professional business/job performance days are subject to the discretionary approval of the building Principal. The bargaining unit member planning to use a professional business/job performance day shall notify his/her Principal at least one week in advance of his/her absence. Teachers with additional teaching assignments may be granted an additional day with discretionary approval of the building principal. In no case shall a teacher receive more than 4 teacher requested professional days in one year.

6.10 **Association Leave**

The Association President or his/her designee shall be provided up to four days per year release time to attend to Association business.

ARTICLE VII

EMPLOYEE COMPENSATION

7.1 **Salary**

The base salaries of teachers covered by this agreement are set forth in Appendices A-C, which are attached to and incorporated herein. The salary schedule indicates the base salaries only, and does not include any coaching assignments or extra-curricular duties. Newly hired employees will be given credit on the salary schedule commensurate with his/her years of teaching experience and education.

New teachers with less than three (3) years of teaching experience will be placed on Step 3 of the Salary Schedule.

Those teachers who do not have a step movement available to them will receive an additional \$1000.

7.2 **Extra Duty Schedule**

The basic extra duty salaries of teachers covered by this agreement are set forth in Appendix B which is attached to and incorporated herein

7.25 **Extra-Service Personnel (ESP) Duties**

Teachers, who are assigned extra-service personnel (ESP) duties, shall be compensated as agreed upon under the ESP contract. Compensation shall be determined upon equivalent ESP qualifications. If the teacher requests to perform such duty then there will be no compensation for such duty (i.e., P.E. teacher would like to drive a school bus to Keokuk for the class to go bowling, no ESP compensation. If the district requests a coach to drive the bus to a game or practice then there will be ESP compensation.)

7.3 **TRS Payments**

The Board shall pay up to .098901 (TRS Retirement) and 0.75% (TRS Health) of the compensation set forth on the teacher salary schedule attached in Appendix A to the Illinois Teachers' Retirement System

7.4 **Insurance**

The Board shall pay an amount equal to 95% of the full single premium per month toward the premium for single health insurance for each full-time bargaining unit member covered by the plan that has been adopted by the Board of Education.

The insurance carrier shall determine eligibility in the District insurance plan.

7.5 **Pay Date**

Pay will be distributed on the 20th day of each month. In the event the 20th falls on a weekend, holiday, or vacation day, pay will be delivered or deposited on the last school day prior to that event.

7.6 **Professional Growth**

- A. The Board shall reimburse a teacher at the maximum rate of \$350 per credit hour for a maximum of 9 hours per fiscal year with \$1,500 limit for the documented completion of graduate course work with a grade of B or higher that was attained at an accredited college or university. The Superintendent must be notified for approval in writing prior to commencement of graduate course work. Approval will be based on proper accreditation of course work. Reimbursement will occur upon successful completion of graduate course work.
- B. The board shall reimburse a teacher 100% of the cost of tuition for courses the district requires a teacher to take to continue to be employed by the district as long as the following guidelines are followed:
 - 1. The first choice of schools shall be Western Illinois University at Macomb.
 - 2. If such classes are not offered at WIU at Macomb, the Superintendent and the teacher shall mutually agree upon another accredited college or university.
- C. All employees that intend to move forward on the salary schedule for the next school year must send a letter of "intent to advance" to the Superintendent by the last scheduled day of the previous school year in order for that move to occur.

7.7 **Evaluations**

The school district will comply with the guidelines set forth under the District Evaluation Plan created by the Joint Committee.

7.8 **Annuity Program**

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 Association will oversee the selection of which financial investment vendors will be permitted to participate in the School District's tax-sheltered annuity program. Employees eligible to participate in a District Approved Plan 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 the 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.

7.9 **Disability Insurance**

A disability insurance policy will be provided to cover seventy (70) percent of an employee's gross salary when coordinated with the Teachers Retirement System and/or Workers' Compensation Coverage will be provided for a maximum of twenty-four (24) months following the waiting period of thirty (30) days after the last day for which salary is paid (including Sick Leave Bank). Enrollment in the policy is not mandatory and the premiums will be paid by the individual employee. If the employee chooses, payment of the premium may be automatically deducted from his/her paycheck. There will be no cost to the District.

7.10 **Retirement Plans**

To be eligible for any of the following Plans, an employee's chosen retirement date must not result in any penalty on behalf of the District to the employee's state retirement system.

The District may require proof of eligibility.

Definitions

For the purpose of this Article, "creditable compensation" (earnings) shall be defined by TRS rules, whichever system the employee is retiring under.

Requirement

Prior to the approval and acceptance of the irrevocable letter of retirement from the employee, he/she agrees to meet with the superintendent and a WCTA representative to explain the retirement plan and rules of the one or two year plan. After the meeting, the retiree will sign a reasonable letter of agreement.

Plans

One Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to March 1st stating that he/she shall retire at the end of the next school year, the employee will be removed from the salary schedule and for the final year of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior year of employment.

Example: The employee's prior year TRS creditable earnings were \$40,000. The employee's final year TRS creditable earnings will be \$42,400 (i.e., $\$40,000 \times 1.06 = \$42,400$).

Two Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to March 1, two (2) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final two (2) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment.

Example: An employee gives his/her irrevocable letter of retirement prior to March 1, 2019 stating he/she will retire on June 30, 2021.

The employee's TRS creditable earnings for the 2019-2020 school year were \$40,000. The employee's first year TRS creditable earnings will be \$42,400 (i.e., $\$40,000 \times 1.06 = \$42,400$). The employee's TRS creditable earning for the 2020- 2021 school year will be \$44,944 (i.e., $\$42,400 \times 1.06 = \$44,944.00$).

Three Year Plan

If an eligible employee with a minimum of 10 years of full time teaching in the Warsaw School District gives the Board an irrevocable letter of retirement prior to March 1, three (3) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final two (2) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of

employment.

Example: An employee gives his/her irrevocable letter of retirement prior to March 1, 2019 stating he/she will retire on June 30, 2022.

The employee's TRS creditable earnings for the 2019-2020 school year were \$40,000. The employee's first year TRS creditable earnings will be \$42,400 (i.e., $\$40,000 \times 1.06 = \$42,400$). The employee's TRS creditable earning for the 2020-2021 school year will be \$44,944 (i.e., $\$42,400 \times 1.06 = \$44,944.00$). The employee's TRS creditable earnings for 2021-2022 school year will be \$47,640.64 (i.e., $\$44,944 \times 1.06 = \$47,640.64$).

Miscellaneous

Once an irrevocable letter of retirement is submitted the employee will not be assigned any additional extra-duties or TRS reportable duties not currently being performed without the consent of the employee.

If after submitting an irrevocable letter of retirement, the employee resigns from or is removed from duties for which the employee was compensated the previous year (i.e., Schedule B, extended contract and/or stipends); the employee's TRS creditable earnings will be adjusted accordingly. Employees' working under the provisions of 7.10 will not be removed from extra duties without just cause.

Example: The employee's TRS creditable earnings from the 2018-2019 school year were \$43,000, of which \$3,000 was compensation for coaching basketball in 2018-2019. Under the employee's retirement plan, he/she would be scheduled to receive \$45,580 TRS creditable earning for the 2019-2020 school year (i.e., $\$43,000 \times 1.06 = \$45,580$). However, the employee resigns from his/her coaching position before the start of the 2019-2020 school year. The employee's TRS creditable earning for the 2019-2020 school year will be \$42,400 (i.e., $\$40,000 \times 1.06 = \$42,400$) rather than \$45,580.

In the event an employee has submitted his/her timely irrevocable letter of retirement but fails to meet the eligibility requirements because of illness or life changing circumstances, The Board, in its sole discretion, may allow the employee to rescind his/her letter of retirement, provided the employee returns to the Board any TRS creditable earnings paid to the employee in excess of the amount the employee would otherwise have received under the salary schedule for such year(s) in which the creditable earnings were paid.

If legislation is enacted and/or administrative rules are adopted during the life of this agreement

that result in a greater cost to the District than the costs generated by this agreement, the parties agree to re-open this provision of the contract for purposes of bargaining impact of the change.

7.12 **Mileage Reimbursement**

Each teacher required to travel for professional development or at the request of the school district shall be reimbursed for mileage at the Internal Revenue Service Rate.

ARTICLE VIII
EFFECT OF AGREEMENT

8.1 **Complete Understanding**

This Agreement constitutes the full and complete understanding between the parties. All rights, powers, and authority of the Board and/or 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.

8.2 **Validity**

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

8.3 **Individual Contract**

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

8.4 **No Strike**

During the term of this Agreement and any extension thereof, no employee covered by this Agreement, or the Association, or any person acting on behalf of the Association shall engage in or authorize any recognition of any picket line at the School District's premises, any strike, slowdown or other refusal to render full and complete services to

the Board.

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

During the term of this Agreement and any extension thereof, the Board agrees not to lockout any employee.

8.5 Supersedes Prior Agreements

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

8.6 Additional Bargaining

The parties each voluntarily and unqualifiedly waive a right which might otherwise exist under law to negotiate over any matter during the term of this Agreement, and each agrees the other shall not be obligated to bargain collectively with respect to any matter (except as otherwise specifically provided herein) even though such subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement. This paragraph shall not be applicable to the development of an evaluation plan as required by Section 24A-4 of The School Code (Ill. Rev. Stat., ch. 122, par. 24A-4).

8.7 Duration

This Agreement shall become effective on the 16th day of August, 2021, and shall continue until the 15th day of August, 2024.

THIS AGREEMENT IS SIGNED AND ADOPTED THIS 21 DAY OF July, ~~2018~~ ²⁰²¹.

WARSAW CLASSROOM TEACHER
ASSOCIATION, IEA-NEA

BOARD OF EDUCATION
WARSAW COMMUNITY UNIT
SCHOOL DISTRICT NO. 316
HANCOCK COUNTY
WARSAW, ILLINOIS



President



President



Vice President



Secretary

Extra Duty Schedule 2021-2022

2%

FBLA

Environmental Club

3%

Quiz Bowl

Class Sponsor

4%

Drama Assistant

4%

Student Council

Chorus Director

Choreographer

4%

Musical Director Assistant

5%

Yearbook

7%

Drama Head

2.0%

Band Director

2.0%

Band Director - Summer Band Camp

2%

Band Director – Solo/Ensemble Contest

2.0%

Band Director – Pep Band/Marching Band/Field Shows

GENERAL ASSIGNMENTS

Admission - \$40

Crowd Control - \$40

Scorekeeper - \$40

Timekeeper - \$40

Chaperone/Bus Chaperone \$50

Extra Duty Schedule 2022-2023

2%

FBLA

Environmental Club

3%

Quiz Bowl

Class Sponsor

4%

Drama Assistant

4%

Student Council

Chorus Director

Choreographer

4%

Musical Director Assistant

5%

Yearbook

7%

Drama Head

3.0%

Band Director

2.5%

Band Director - Summer Band Camp

2.5%

Band Director – Solo/Ensemble Contest

2.5%

Band Director – Pep Band/Marching Band/Field Shows

GENERAL ASSIGNMENTS

Admission - \$40

Crowd Control - \$40

Scorekeeper - \$40

Timekeeper - \$40

Chaperone/Bus Chaperone \$50

Extra Duty Schedule 2023-2024

2%

FBLA

Environmental Club

3%

Quiz Bowl

Class Sponsor

4%

Drama Assistant

4%

Student Council

Chorus Director

Choreographer

4%

Musical Director Assistant

5%

Yearbook

7%

Drama Head

5.0%

Band Director

2.5%

Band Director - Summer Band Camp

3.0%

Band Director – Solo/Ensemble Contest

3.0%

Band Director – Pep Band/Marching Band/Field Shows

GENERAL ASSIGNMENTS

Admission - \$40

Crowd Control - \$40

Scorekeeper - \$40

Timekeeper - \$40

Chaperone/Bus Chaperone \$50

Titan Pay Scale 2021-2024

Basketball	3000	Basketball Assistant	2200	GVB/WR	3000	Assistant	2200
Begin Yr 3	3300	Begin Yr 3	2400	Begin Yr 3	3300	Begin Yr 3	2400
Begin Yr 6	3600	Begin Yr 6	2600	Begin Yr 6	3600	Begin Yr 6	2600
Begin Yr 9	3900	Begin Yr 9	2800	Begin Yr 9	3900	Begin Yr 9	2800
Begin Yr 12	4200	Begin Yr 12	3000	Begin Yr 12	4200	Begin Yr 12	3000
Begin Yr 15	4500	Begin Yr 15	3200	Begin Yr 15	4500	Begin Yr 15	3200

1/2 Time AD	3000	Weight Room Supervisor	1800
Begin Yr 3	3300	Begin Yr 3	2000
Begin Yr 6	3600	Begin Yr 6	2200
Begin Yr 9	3900	Begin Yr 9	2400
Begin Yr 12	4200	Begin Yr 12	2600
Begin Yr 15	4500	Begin Yr 15	2800

Track/Girls SB	3000	Assistant	2200
Begin Yr 3	3300	Begin Yr 3	2400
Begin Yr 6	3600	Begin Yr 6	2600
Begin Yr 9	3900	Begin Yr 9	2800
Begin Yr 12	4200	Begin Yr 12	3000
Begin Yr 15	4500	Begin Yr 15	3200

Cheerleading	2200	Assistant	1600
Begin Yr 3	2380	Begin Yr 3	1720
Begin Yr 6	2560	Begin Yr 6	1840
Begin Yr 9	2740	Begin Yr 9	1960
Begin Yr 12	2920	Begin Yr 12	2080
Begin Yr 15	3100	Begin Yr 15	2200

Winter Dance	1200	Assistant	800
Begin Yr 3	1290	Begin Yr 3	860
Begin Yr 6	1380	Begin Yr 6	920
Begin Yr 9	1470	Begin Yr 9	980
Begin Yr 12	1560	Begin Yr 12	1040
Begin Yr 15	1650	Begin Yr 15	1100

APPENDIX A

180 DAYS

Certified 2021-2022 Salary Schedule

BG

4% per cell + step

Step	BA/BS	BS +8	BS +16	BS +24	MA/MS	MS +16	MS +24	MS +32
3	\$33,749	\$34,750	\$35,783	\$36,768	\$37,785	\$38,832	\$39,910	\$41,021
4	\$34,170	\$35,206	\$36,277	\$37,261	\$38,278	\$39,325	\$40,403	\$41,513
5	\$34,591	\$35,663	\$36,771	\$37,754	\$38,771	\$39,818	\$40,896	\$42,006
6	\$35,012	\$36,119	\$37,265	\$38,247	\$39,263	\$40,311	\$41,389	\$42,499
7	\$35,433	\$36,576	\$37,759	\$38,739	\$39,756	\$40,804	\$41,882	\$42,992
8	\$35,855	\$37,033	\$38,253	\$39,232	\$40,249	\$41,297	\$42,375	\$43,485
9	\$36,276	\$37,489	\$38,747	\$39,725	\$40,742	\$41,789	\$42,868	\$43,978
10	\$36,697	\$37,946	\$39,241	\$40,218	\$41,235	\$42,282	\$43,361	\$44,471
11	\$37,118	\$38,402	\$39,735	\$40,711	\$41,728	\$42,775	\$43,854	\$44,964
12	\$37,539	\$38,859	\$40,229	\$41,204	\$42,221	\$43,268	\$44,347	\$45,457
13	\$37,961	\$39,315	\$40,723	\$41,697	\$42,714	\$43,761	\$44,840	\$45,950
14	\$38,382	\$39,772	\$41,217	\$42,190	\$43,207	\$44,254	\$45,333	\$46,443
15	\$38,803	\$40,228	\$41,711	\$42,683	\$43,700	\$44,747	\$45,826	\$46,936
16	\$39,224	\$40,685	\$42,205	\$43,176	\$44,193	\$45,240	\$46,319	\$47,429
17	\$39,645	\$41,142	\$42,699	\$43,669	\$44,686	\$45,733	\$46,812	\$47,922
18	\$40,067	\$41,598	\$43,193	\$44,162	\$45,179	\$46,226	\$47,305	\$48,415
19	\$40,488	\$42,055	\$43,687	\$44,655	\$45,672	\$46,719	\$47,798	\$48,908
20	\$40,909	\$42,511	\$44,181	\$45,148	\$46,165	\$47,212	\$48,291	\$49,401
21	\$41,330	\$42,968	\$44,675	\$45,641	\$46,658	\$47,705	\$48,784	\$49,894
22	\$41,751	\$43,424	\$45,169	\$46,134	\$47,151	\$48,198	\$49,277	\$50,387
23	\$42,173	\$43,881	\$45,663	\$46,627	\$47,644	\$48,691	\$49,769	\$50,880
24	\$42,594	\$44,337	\$46,157	\$47,120	\$48,137	\$49,184	\$50,262	\$51,373
25	\$43,015	\$44,794	\$46,651	\$47,613	\$48,630	\$49,677	\$50,755	\$51,866
26	\$43,436	\$45,251	\$47,145	\$48,106	\$49,123	\$50,170	\$51,248	\$52,359
27	\$43,857	\$45,707	\$47,639	\$48,599	\$49,616	\$50,663	\$51,741	\$52,852
28	\$44,279	\$46,164	\$48,133	\$49,092	\$50,109	\$51,156	\$52,234	\$53,345
29	\$44,700	\$46,620	\$48,627	\$49,585	\$50,602	\$51,649	\$52,727	\$53,837
30	\$45,121	\$47,077	\$49,121	\$50,078	\$51,095	\$52,142	\$53,220	\$54,330
31	\$45,542	\$47,533	\$49,615	\$50,571	\$51,587	\$52,635	\$53,713	\$54,823
32		\$47,990	\$50,109	\$51,063	\$52,080	\$53,128	\$54,206	\$55,316
33			\$50,603	\$51,556	\$52,573	\$53,621	\$54,699	\$55,809
34				\$52,050	\$53,066	\$54,113	\$55,192	\$56,302
35					\$53,559	\$54,606	\$55,685	\$56,795

APPENDIX B

180 DAYS

Certified 2022-2023 Salary Schedule

Step	4% per cell + step							
	BA/BS	BS +8	BS +16	BS +24	MA/MS	MS +16	MS +24	MS +32
3	\$35,099	\$36,140	\$37,214	\$38,238	\$39,296	\$40,385	\$41,507	\$42,661
4	\$35,537	\$36,615	\$37,728	\$38,751	\$39,809	\$40,898	\$42,019	\$43,174
5	\$35,975	\$37,089	\$38,242	\$39,264	\$40,321	\$41,410	\$42,532	\$43,687
6	\$36,413	\$37,564	\$38,756	\$39,776	\$40,834	\$41,923	\$43,045	\$44,199
7	\$36,851	\$38,039	\$39,269	\$40,289	\$41,347	\$42,436	\$43,557	\$44,712
8	\$37,289	\$38,514	\$39,783	\$40,802	\$41,859	\$42,948	\$44,070	\$45,225
9	\$37,727	\$38,989	\$40,297	\$41,314	\$42,372	\$43,461	\$44,583	\$45,737
10	\$38,165	\$39,463	\$40,811	\$41,827	\$42,885	\$43,974	\$45,095	\$46,250
11	\$38,603	\$39,938	\$41,325	\$42,340	\$43,397	\$44,486	\$45,608	\$46,763
12	\$39,041	\$40,413	\$41,838	\$42,852	\$43,910	\$44,999	\$46,121	\$47,275
13	\$39,479	\$40,888	\$42,352	\$43,365	\$44,423	\$45,512	\$46,633	\$47,788
14	\$39,917	\$41,363	\$42,866	\$43,878	\$44,935	\$46,024	\$47,146	\$48,301
15	\$40,355	\$41,838	\$43,380	\$44,390	\$45,448	\$46,537	\$47,659	\$48,813
16	\$40,793	\$42,312	\$43,893	\$44,903	\$45,961	\$47,050	\$48,172	\$49,326
17	\$41,231	\$42,787	\$44,407	\$45,416	\$46,473	\$47,562	\$48,684	\$49,839
18	\$41,669	\$43,262	\$44,921	\$45,929	\$46,986	\$48,075	\$49,197	\$50,351
19	\$42,107	\$43,737	\$45,435	\$46,441	\$47,499	\$48,588	\$49,710	\$50,864
20	\$42,545	\$44,212	\$45,948	\$46,954	\$48,011	\$49,101	\$50,222	\$51,377
21	\$42,983	\$44,687	\$46,462	\$47,467	\$48,524	\$49,613	\$50,735	\$51,890
22	\$43,422	\$45,161	\$46,976	\$47,979	\$49,037	\$50,126	\$51,248	\$52,402
23	\$43,860	\$45,636	\$47,490	\$48,492	\$49,550	\$50,639	\$51,760	\$52,915
24	\$44,298	\$46,111	\$48,003	\$49,005	\$50,062	\$51,151	\$52,273	\$53,428
25	\$44,736	\$46,586	\$48,517	\$49,517	\$50,575	\$51,664	\$52,786	\$53,940
26	\$45,174	\$47,061	\$49,031	\$50,030	\$51,088	\$52,177	\$53,298	\$54,453
27	\$45,612	\$47,535	\$49,545	\$50,543	\$51,600	\$52,689	\$53,811	\$54,966
28	\$46,050	\$48,010	\$50,058	\$51,055	\$52,113	\$53,202	\$54,324	\$55,478
29	\$46,488	\$48,485	\$50,572	\$51,568	\$52,626	\$53,715	\$54,836	\$55,991
30	\$46,926	\$48,960	\$51,086	\$52,081	\$53,138	\$54,227	\$55,349	\$56,504
31	\$47,364	\$49,435	\$51,600	\$52,593	\$53,651	\$54,740	\$55,862	\$57,016
32		\$49,910	\$52,113	\$53,106	\$54,164	\$55,253	\$56,374	\$57,529
33			\$52,627	\$53,619	\$54,676	\$55,765	\$56,887	\$58,042
34				\$54,132	\$55,189	\$56,278	\$57,400	\$58,554
35					\$55,702	\$56,791	\$57,912	\$59,067

APPENDIX C

180 DAYS

Certified 2023-2024 Salary Schedule

Step	BA/BS	BS +8	BS +16	4% per cell + step				
				BS +24	MA/MS	MS +16	MS +24	MS +32
3	\$36,503	\$37,585	\$38,703	\$39,768	\$40,868	\$42,000	\$43,167	\$44,368
4	\$36,958	\$38,079	\$39,237	\$40,301	\$41,401	\$42,534	\$43,700	\$44,901
5	\$37,414	\$38,573	\$39,772	\$40,834	\$41,934	\$43,067	\$44,233	\$45,434
6	\$37,869	\$39,067	\$40,306	\$41,367	\$42,467	\$43,600	\$44,767	\$45,967
7	\$38,325	\$39,561	\$40,840	\$41,901	\$43,001	\$44,133	\$45,300	\$46,501
8	\$38,780	\$40,054	\$41,375	\$42,434	\$43,534	\$44,666	\$45,833	\$47,034
9	\$39,236	\$40,548	\$41,909	\$42,967	\$44,067	\$45,199	\$46,366	\$47,567
10	\$39,692	\$41,042	\$42,443	\$43,500	\$44,600	\$45,733	\$46,899	\$48,100
11	\$40,147	\$41,536	\$42,977	\$44,033	\$45,133	\$46,266	\$47,432	\$48,633
12	\$40,603	\$42,030	\$43,512	\$44,567	\$45,666	\$46,799	\$47,966	\$49,166
13	\$41,058	\$42,523	\$44,046	\$45,100	\$46,200	\$47,332	\$48,499	\$49,700
14	\$41,514	\$43,017	\$44,580	\$45,633	\$46,733	\$47,865	\$49,032	\$50,233
15	\$41,969	\$43,511	\$45,115	\$46,166	\$47,266	\$48,399	\$49,565	\$50,766
16	\$42,425	\$44,005	\$45,649	\$46,699	\$47,799	\$48,932	\$50,098	\$51,299
17	\$42,881	\$44,499	\$46,183	\$47,232	\$48,332	\$49,465	\$50,632	\$51,832
18	\$43,336	\$44,993	\$46,718	\$47,766	\$48,866	\$49,998	\$51,165	\$52,366
19	\$43,792	\$45,486	\$47,252	\$48,299	\$49,399	\$50,531	\$51,698	\$52,899
20	\$44,247	\$45,980	\$47,786	\$48,832	\$49,932	\$51,065	\$52,231	\$53,432
21	\$44,703	\$46,474	\$48,321	\$49,365	\$50,465	\$51,598	\$52,764	\$53,965
22	\$45,158	\$46,968	\$48,855	\$49,898	\$50,998	\$52,131	\$53,297	\$54,498
23	\$45,614	\$47,462	\$49,389	\$50,432	\$51,532	\$52,664	\$53,831	\$55,031
24	\$46,070	\$47,955	\$49,924	\$50,965	\$52,065	\$53,197	\$54,364	\$55,565
25	\$46,525	\$48,449	\$50,458	\$51,498	\$52,598	\$53,730	\$54,897	\$56,098
26	\$46,981	\$48,943	\$50,992	\$52,031	\$53,131	\$54,264	\$55,430	\$56,631
27	\$47,436	\$49,437	\$51,526	\$52,564	\$53,664	\$54,797	\$55,963	\$57,164
28	\$47,892	\$49,931	\$52,061	\$53,098	\$54,197	\$55,330	\$56,497	\$57,697
29	\$48,347	\$50,425	\$52,595	\$53,631	\$54,731	\$55,863	\$57,030	\$58,231
30	\$48,803	\$50,918	\$53,129	\$54,164	\$55,264	\$56,396	\$57,563	\$58,764
31	\$49,258	\$51,412	\$53,664	\$54,697	\$55,797	\$56,930	\$58,096	\$59,297
32		\$51,906	\$54,198	\$55,230	\$56,330	\$57,463	\$58,629	\$59,830
33			\$54,732	\$55,763	\$56,863	\$57,996	\$59,163	\$60,363
34				\$56,297	\$57,397	\$58,529	\$59,696	\$60,897
35					\$57,930	\$59,062	\$60,229	\$61,430

