

AGREEMENT
BETWEEN
THE BOARD OF EDUCATION, BEMENT
COMMUNITY UNIT SCHOOL DISTRICT 5
AND
BEMENT EDUCATION ASSOCIATION,
IEA/NEA
2022-2024



Table of Contents

Article I	1
Recognition	1
Article II	2
Association Rights	2
2.1 Contract and Distribution	2
2.2 Board Meeting Notice	2
2.3 Board Meeting Minutes	2
2.4 Posting of Board Agenda and Minutes	2
2.5 Association Release Days	2
2.6 Use of District Facilities, etc.	2
2.7 Association Representatives on Site	2
Article III	3
Hours and Working Conditions	3
3.1 Work Day	3
3.2 Work Year	4
3.3 Middle and High School Work Load and Overload	4
3.4 Elementary Prep and Planning	4
3.5 Responsibility for Supervision	4
3.6 Responsibility for Student Behavior	4
3.7 Assignments	4
3.8 Teaching Load and Class Size	4
3.9 Emergency Days	5
3.10 Extracurricular Assignments	5
3.11 Vacancy Notice	5
3.12 Professional Conference Attendance	5
3.13 Reduction in Force	6
3.14 Professional Development	6
3.15 Special Education Release Time	6
Article IV	7
Evaluation Process	7

4.1	Evaluation Cycle	7
4.2	Criteria for the Selection of Teachers for Evaluation	7
4.3	Distribution	7
Article V		8
Leaves		8
5.1	Sick Leave	8
5.2	Notification of Sick Leave Accrued	9
5.3	Personal Business	9
5.4	Leaves – Unpaid	9
5.5	Jury Duty and Court Subpoena	10
5.6	Perfect Attendance Bonus	10
Article VI		11
Grievance Procedure		11
6.1	Definitions	11
6.2	Procedures	11
6.3	Class Grievance	12
6.4	Association Participation – Employee Represented	12
6.5	Association Participation – Employee Not Represented	12
6.6	Filing of Materials	12
6.7	Grievance Withdrawal	12
6.8	No Written Response	12
Article VII		13
Salary, Compensation, and Fringe Benefits		13
7.1	Salary Schedule	13
7.2	Group Medical Health Insurance	13
7.3	Credit Earned Beyond Degree	13
7.4	Teacher Retirement	14
7.5	Professional Conference Expenses	16
7.6	Military Service	16
7.7	Transfer of Teaching Experience	16
7.8	Teacher Salary Payments	16
7.9	Part-Time Teachers	16
7.10	Extended Contract	16

7.11	National Board Certification	17
7.12	Hiring Bonus	17
7.13	Loyalty Bonus	17
Article VIII		18
Board Rights		18
8.1	Board Authority and Management Rights	18
8.2	Waiver of Additional Bargaining	18
Article IX		19
Terms of Agreement		19
9.1	No Strike	19
9.2	This Supersedes Previous Agreements	19
9.3	Separability	19
9.4	Duration of Agreement	19
Appendix A		20
Appendix B		21
Appendix C		22
Appendix D		23

Article I Recognition

The Board of Education of the Bement Community Unit School District 5, hereinafter referred to as the "Board," recognizes the Bement Education Association IEA/NEA, hereinafter referred to as the "Association," as the bargaining agent for full-time and part-time regularly employed, certified teachers, hereinafter referred to as "Teachers," excluding the Superintendent and Principals.

Article II

Association Rights

2.1 Contract and Distribution

Within thirty days of ratification of the agreement, the Board will provide the negotiation team with copies of the agreement to proofread. Within one week of the copy being returned by the team, copies of the agreement will be distributed to each teacher in the district.

2.2 Board Meeting Notice

Written notice of all regular and special meetings of the Board shall be given to the President of the Association coincident with general publication, by U.S. Mail or electronic communications during June, July, and August.

2.3 Board Meeting Minutes

Unapproved minutes of the latest regularly scheduled board meeting will be made available to the Bement Education Association within seven days. These minutes will be subject to correction and approval at the next regularly scheduled board meeting.

2.4 Posting of Board Agenda and Minutes

One copy of the Board meeting agenda and one copy of the Board meeting minutes shall be posted on the teachers' bulletin board in the office of each building.

2.5 Association Release Days

The Association shall have a total of four (4) days per year release time without loss of salary for Association members to use for Association business providing the Association reimburse the District for the cost of the substitutes. Written notification for leave shall be submitted to the Superintendent five (5) days in advance, except in emergencies. In cases of emergency, leave shall be granted only if substitutes are available.

2.6 Use of District Facilities, etc.

The Association shall have the use of the following as long as teachers are under regular working conditions:

- a. The use of school buildings year-round for meetings as long as it does not conflict with school activities and with the permission of the Superintendent.
- b. The use of employee mailboxes, inter-school mail, and teachers' lounge bulletin boards for Association information.
- c. The use of school office equipment if not being used for school use and with the permission of the building principal.

2.7 Association Representatives on Site

Duly authorized representatives of the Association shall be permitted to transact official Association business on school property so long as such business does not interfere with regular or extracurricular activities.

Article III

Hours and Working Conditions

3.1 Work Day

- a. The work day for bargaining unit members shall be seven and two-thirds hours (7 2/3) including lunch time. Employees shall be required to report to work no earlier than 7:50 a.m. and shall be permitted to leave work at 3:30 p.m. On days when meetings (regularly scheduled teacher meetings, special education staffing's, or emergency meetings) are scheduled, the work day may begin no earlier than 7:40 a.m. and end no later than 3:40 p.m. On Fridays and on days preceding holidays and vacation, the bargaining unit member's day shall end five minutes after pupils are dismissed. On School Improvement Days (SIP), and In-Service days and no student attendance days, teachers will be dismissed at 3:15 p.m. On the school day before Easter holidays, school will be dismissed at 2:00 p.m., unless that day is a SIP day in which case the teachers will be dismissed at 3:15 p.m. In the event school is in session the Wednesday before Thanksgiving, school will be dismissed at 2:00 p.m., otherwise, Tuesday will be a regular attendance day. In emergencies the Superintendent may change arrival and departure times. If students are released early because of weather or emergency conditions, the bargaining unit member's day shall end when the buses have left.
- b. Elementary teachers shall be required, upon the request of the building principal, to attend the Christmas concerts. Each teacher so requested, excluding those receiving a stipend for that activity shall receive 60 minutes of release time, to be taken in 10 minute increments, for each of these events. This release time shall be used from 3:20 to 3:30 p.m., during the regular school week, and only with the notification and approval of the building principal.
- c. Teachers shall be required to attend the yearly Open House. The time spent at Open House shall be compensated to the Bement Education Association in the form of the time for their regular monthly meetings. This regular monthly meeting shall begin at a time agreed to by the Superintendent. Any meetings beyond the one regular monthly meeting shall be permitted with the permission of the Superintendent.
- d. If teachers are needed to cover for another teacher (taking their class), and this takes the covering teacher's preparation period, they shall be compensated at a rate of Twenty-five Dollars (\$25.00) per hour for such time.
- e. Teachers shall be required to attend either the eighth grade promotion exercise or the high school graduation ceremony. A personal day will be deducted if the teacher does not attend at least one of these events. In the event that a teacher does not attend either one of the ceremonies and a teacher has used all personal days allotted to him/her, the school district will deduct the amount equivalent to one day of substitute pay from his/her paycheck.
- f. If teachers are needed to cover lunch/recess supervision not normally included in their assigned duties, they shall be compensated at a rate of Twenty-five Dollars (\$25.00) per day.

- g. High school teachers shall be required, upon request of the building principal, to attend the High School Honors Night. Each teacher so requested, excluding those receiving a stipend for that activity shall receive 60 minutes of release time, to be taken in 10 minute increments, for each of these events. This release time shall be used from 3:20-3:30 p.m., during the regular school week, and only with the notification and approval of the building principal.

3.2 Work Year

The teacher work year shall not exceed 180 days. A committee composed of two BEA officers and one member of the bargaining team shall meet with the Superintendent in an advisory capacity prior to the development of the school calendar.

3.3 Middle and High School Work Load and Overload

The normal weekly teaching load will not exceed thirty (30) hours of regular student contact per week. Middle and high school teachers will receive five (5) unassigned preparation periods. Assignment to a supervised study period shall be considered as student contact time for purposes of this article.

Secondary teachers who teach 5 preps or more shall receive a stipend of \$1,500/semester or \$3,000/year. A teacher who teaches an additional class before or after the regular school day shall receive 1/14th of his/her salary for that semester, assuming that class meets daily for 48 minutes per day for the full semester. (The amount will be pro-rated if the class time is less.)

3.4 Elementary Prep and Planning

Each elementary teacher will be provided with a minimum of thirty minutes (30) per day for preparation and planning time. When possible, the thirty minutes of preparation and planning time shall be consecutive and not include the individual teacher's lunch period.

3.5 Responsibility for Supervision

Teachers shall be responsible for the supervision of school property and for the supervision of school children wherever they may be, at whatever time, when at school related circumstances.

3.6 Responsibility for Student Behavior

Teacher shall be responsible for proper student behavior within their classrooms and shall accept corridor and playground supervision when such supervision is needed for the safety and control of the students.

3.7 Assignments

Teachers shall be notified of their extracurricular and teaching assignment changes during a face-to-face meeting between the affected teacher and the administrator and in writing by June 15th. Should changes become necessary after June 15th, the affected teachers will be notified within a reasonable length of time.

3.8 Teaching Load and Class Size

The Board of Education agrees to use the following guidelines in considering class size:

- a. The Board of Education agrees to give special emphasis in planning class size to the elementary levels K-5;

- b. The Board of Education recognizes that class size optimums are for the benefit of the children and their educational welfare;
- c. The Board of Education agrees to be aggressive in working to maintain optimal class size levels;
- d. All final decisions on class size will be made by the Board acting in the best interest of the pupils.
- e. Regular education teachers who teach an elementary split grade class or a high school multi-course period that requires separate lesson planning and evaluation will receive a \$1000 stipend.

3.9 Emergency Days

When schools are closed to students on emergency days, teachers shall not be required to report to school for duty. However, they must fulfill any e-learning assignments and responsibilities.

3.10 Extracurricular Assignments

- a. Volunteers will be sought and considered prior to making extracurricular assignments. Extracurricular compensation shall be in accordance with Appendix C and D.
- b. An assistant coach in middle school boys and girls basketball will be hired on an as needed basis, to be determined by the school's athletic director, at the appropriate stipend.
- c. Employees who are paid for extracurricular assignments may request payment be made in one of two ways:
 - 1. Added to the employee's salary and paid in the regular paycheck.
 - 2. Payment in full at the completion of the activity.

3.11 Vacancy Notice

- a. Whenever a teacher vacancy exists, or a new position is created the Superintendent or his/her assignee shall post notice of the vacancy within three (3) working days. Posting shall be made in each office and to each teacher (through voice mail, email or in mailboxes) and a copy given to the Association President. Vacancies occurring over the summer shall be communicated to the Association President in a timely manner.
- b. Teachers with proper certification who are interested in such vacancies shall apply to the Superintendent in writing within three (3) working days of the date of posting. Except in an emergency, the Board shall make no assignment to such posted vacancy during the five (5) working days following the initial posting.
- c. Faculty members will be sought and considered prior to making extracurricular assignments. Extra compensation shall be in accordance with Appendix C and D.
- d. Any extracurricular vacancy or newly created position will be posted as stated in 3.11a.

3.12 Professional Conference Attendance

Teachers may be granted permission to attend professional conferences and workshops or to visit other schools or classrooms during school time without loss of pay or benefits.

- a. Conference attendance shall be limited to the teacher's teaching field or extracurricular assignment.

- b. Requests to attend professional conferences shall be made at least two weeks in advance to the Principal for approval by the Superintendent.
- c. Teachers shall be limited to one two-day (overnight), or two one-day conferences per year in their teaching field, and one extracurricular conference every other year with Superintendent approval.
- d. Subsections a. through c., above, may be modified if the Superintendent determines that conference attendance is in the best interest of the District.
- e. Coaches may attend sports clinics provided they attend a conference in their teaching field, at least once every three years.

3.13 Reduction in Force

- a. The immediate supervisor, after receiving the approval of the employee, will put a letter of recommendation in the file of any employee who is reduced-in-force and has achieved contractual continued service status.
- b. An employee who was reduced-in-force shall provide the District with their residence address during any recall period. If any employee is recalled, the Board shall notify the employee in writing, by certified mail, return receipt requested of the recall. The employee shall notify the Board with fifteen (15) days of receipt of the notice of the acceptance of the recall offer or fifteen (15) days prior to the commencement of the school year, whichever period is earlier. Any employee who does not respond to the notice of recall will be deemed to have rejected the offer of recall. A refusal of the recall offer shall terminate the employee's recall rights.

3.14 Professional Development

The professional development days in the school calendar, as provided by state law, for in-service training, shall be planned by the administration with input from the teacher leadership team.

3.15 Special Education Release Time

If a special education teacher has more than twenty (20) students on his/her caseload, then the teacher will be granted up to one (1) day per semester release time for the purpose of completing required paperwork.

Article IV Evaluation Process

4.1 Evaluation Cycle

- a. Evaluations must be completed prior to March 1 of each school year.
- b. Tenured Teachers: Each teacher in contractual continued service will be evaluated at least once every three school years.

4.2 Criteria for the Selection of Teachers for Evaluation

- a. Non-tenured teachers shall be evaluated at least twice each year.
- b. Tenured Teachers:
 1. At least one-third of the tenured staff will be evaluated each year.
 2. In addition, tenured teachers who were recommended for a continued evaluation in the prior year will be evaluated. Tenured teachers who received a rating of “needs improvement” or “unsatisfactory” on the previous year’s rating shall be evaluated in the next school year after receiving that rating.

4.3 Distribution

Employees will be given copies of the evaluation procedures and instrument separate from this contract and board policy

Article V

Leaves

5.1 Sick Leave

Each teacher shall be entitled to the following normal annual allotment of sick leave:

Each teacher with less than 15 years of service to the district shall be granted 14 days sick leave per year. Teachers with 15 or more years of service shall be entitled to the following normal annual allotment of sick leave:

Years of Service to District	Days of Sick Leave per Year
15	15
16	16
17	17
18	18
19	19
20	20
21	21
22	22
23	23
24	24
25	25
26	26
27	27
28	28
29	29
30	30
31	31
32	32
33	33
34	34
35 or more	35

If an employee does not use any sick leave days during the school year, he/she will receive compensation equal to one day's substitute teacher pay. The leave days may be used by a bargaining unit member for the following reasons and subject to the following conditions:

a. Personal Illness or Disability

The employee may use all of any portion of his/her leave to recover from his/her own illness or disability, which shall include, in part, all disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery there from, and all other purposes provided by law.

b. Medical or Nursing Care

The employee may use leave days to make arrangement for medical or nursing care for a member of his/her immediate family. Immediate family shall be interpreted as brothers,

sisters, parents, spouse, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

c. Illness or Death in the Immediate Family

Each full-time employee shall be entitled to a maximum of one (1) school day per school year with pay, not subtracted from sick leave, for the death of a member of the immediate family as defined in 5.1.b. If a teacher needs additional days for such death, sick leave may be used.

Teachers may use sick leave for illness or death in the immediate family as defined in 5.1b above.

d. Deaths Other Than Immediate Family

The employee may use one (1) day per year to attend the funeral of any person.

e. Severe Weather

Teachers who are unable to come to work because of severe weather, having used all paid personal leave days, may use sick days with the approval of the Superintendent.

f. Physician's Statement

Any absence of more than three (3) consecutive days for personal illness or thirty (30) days for childbirth shall be accompanied by a certificate from a physician or other medical provider as described in Section 24-6 of the School Code as a basis for pay. The Board may require a certificate from a physician or medical provider as it deems necessary in other cases, in which case the Board shall pay the expenses incurred by the teacher obtaining the same.

5.2 Notification of Sick Leave Accrued

The employer shall furnish each employee with a written statement at the beginning of each work year setting forth the total sick leave credit.

5.3 Personal Business

At the beginning of each school year, each teacher shall be credited with three (3) days to be used for personal business. Teachers are allowed to carry forward one unused personal leave day per year to the next contract year. Teachers may not use any more than three (3) personal leave days per year without the consent of the Superintendent. A personal business day may be used for any purpose at the discretion of the teacher. Personal leave days may not be used on the last day before or the first day after a vacation or holiday. Exceptions may be granted by the Superintendent in the case of an emergency. The three (3) days may be used in half-day increments when substitutes are available and with the approval of the Principal. A teacher planning to use a personal business leave day or days shall notify his/her principal or supervisor at least five (5) days in advance, except in cases of emergency. Personal business leave days shall be available for the practice of individual religious preferences. The teacher will be reimbursed in the amount of a substitute's pay for each day not used. Teachers will have the option of adding unused personal leave days to their accumulated sick days.

5.4 Leaves – Unpaid

Each teacher will be granted up to two unpaid personal leave days per school year; provided that application is made to the Superintendent and Board approval is given prior to the leave.

5.5 Jury Duty and Court Subpoena

Teachers summoned to jury duty or issued a court subpoena shall be paid full salary for each working day of absence provided that the teacher pays the District the jury fee or witness fee, not including payments for mileage or other expenses. This provision is not applicable if the teacher is a witness against the School District, the Board of Education, or its representatives.

5.6 Perfect Attendance Bonus

Any employee who does not use any leave days under the Article in any semester shall receive a bonus of \$250 during the 2022-2023 school year and \$350 during the 2023-2024 school year, which shall be paid in a separate check at the same time as the employee's last paycheck for that school year. Provided, however, the bonus shall not cause the employee's creditable earnings to exceed an increase of more than six percent (6%) or the maximum amount allowable without the Board incurring a TRS employer contribution, whichever is less, over the previous year's earnings in any of the employee's last four (4) years of service.

Article VI

Grievance Procedure

6.1 Definitions

- a. Any claim by the Association or any employees that there has been a violation, misrepresentation, misapplication of the terms of this agreement.
- b. All time limits consist of school days. Except when a grievance is submitted fewer than ten (10) days before the close of the current school term, then time limits shall consist of all week days when school office is open.

6.2 Procedures

The parties acknowledge that it is usually most desirable for an employee and the employee's immediate involved supervisor to resolve problems through free and informal communications. When requested by the employee, an Association representative may accompany the employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the employee or the Association, a grievance may be processed as follows:

- a. Step I – The employee or the Association may present the grievance in writing to the building principal within ten (10) days of the event. The building principal will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The Association's representative, the grievant, and the principal shall be present for the meeting. Within five (5) days of the meeting, the grievant and the Association shall be provided with the principal's written response, including the reasons for the decision.
- b. Step II – If the grievance is not resolved at Step I, then the grievant or the Association Representative may refer the grievance to the Superintendent or his assignee with ten (10) days after the receipt of the Step I answer. The Superintendent shall arrange with the grievant or the Association representative for a meeting to take place within five (5) days of the Superintendent's receipt of the appeal. Each party shall have the right to representation. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent's receipt of the appeal. Each party shall have the right to representation. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent's written response, including the reasons for the decision.
- c. Step III – If the association is not satisfied with the disposition of the grievance at Step II, the Association may submit the grievance to final and binding arbitration through the American Arbitration Association which shall act as the administrator of the proceedings.

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

1. Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.
2. The arbitrator shall have no power to alter the terms of this agreement.
3. The fees and the expenses of the arbitrator shall be shared equally.

6.3 Class Grievance

Class grievances involving one or more employees or one or more supervisors, and grievances involving an administrator above the building level may be initially filed by the Association at Step II.

6.4 Association Participation – Employee Represented

The Board acknowledges the right of the Association’s grievance representative to participate in the processing of a grievance at any level, and no employee shall be required to discuss any grievance if the Association’s representative is not present.

6.5 Association Participation – Employee Not Represented

When an employee is not represented by the Association, the Association shall reserve the right to have its representative present to state its views at any stage of the grievance procedure.

6.6 Filing of Materials

All records related to a grievance shall be filed separately from the personnel files of the employees.

6.7 Grievance Withdrawal

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

6.8 No Written Response

If no written decision has been rendered within the time limits indicated by a step, then the grievance may be processed to the next step.

Article VII

Salary, Compensation, and Fringe Benefits

7.1 Salary Schedule

- a. The salary schedules for the 2022-2024 school years are attached as Appendix A and B, are agreed to and made a part of this agreement. All Step raises are 1.8%. All Education level columns increase by 1.8% moving to the right.
 1. The raise for the 2022-23 school year is 5.5% to the base. Those who are off the schedule will receive a 6% raise on their previous year's base salary.
 2. The raise for the 2023-24 school year is 5.5% to the base. Those who are off the schedule will receive a 6% raise on their previous year's base salary.
- b. If the Illinois General Assembly increases the state minimum salary to a level in excess of the minimum salary of Bement Community Unit School District 5 while this agreement is in effect, negotiations on salary may be reopened.

7.2 Group Medical Health Insurance

The Board shall pay up to \$700 per month in the 2022-2023 school year, and up to \$740 per month in the 2023-2024 school year toward each teacher's individual insurance premium.

If during the term of this contract, the cost of the premium increases more than the cost in effect in the contract year of 2023-2024, the parties shall meet within 30 days to discuss and negotiate the distribution of the increase.

7.3 Credit Earned Beyond Degree

Except in the case of death, disability or other good cause as approved by the Board, any teacher who terminates employment with the District five (5) years after completing the course shall promptly reimburse the District for the amount of tuition payments received from the District in accordance with the following schedule:

- Prior to completing 1 year – 100%
- Prior to completing 2 year – 75%
- Prior to completing 3 year – 50%
- Prior to completing 4 year – 25%
- Prior to completing 5 year – 0%

- a. Credit earned, if applied for and validated with transcripts prior to September 1st will count in determining the employee's place on the salary schedule for the school year. The Superintendent must pre-approve the graduate course prior to acceptance for salary schedule purpose.
- b. Horizontal advancement on the salary schedule shall occur when Superintendent approved graduate courses from a college/university accredited by the State of Illinois are earned according to the following criteria:
 1. Classes do not have to be a part of an approved advanced degree program to go from BA to BA+8.

2. Classes must be a part of an approved advanced degree program to go from BA+8 to BA+16, BA+16 to BA+24, BA+24 to MA, MA to MA+8, MA+8 to MA+16, and MA+16 to MA+24.
3. Advancement if any, on the salary schedule shall occur only at the beginning of the school term.
4. Online courses and online programs must be from a college or university accredited by the State of Illinois.
5. Advancement will occur when a teacher completes graduate or undergraduate work requested by the District and approved by the Superintendent.

Teachers earning approved credit from a college or university accredited by the State of Illinois in accordance with the above criteria, shall be reimbursed at the rate of \$100 per credit hour subject to the following conditions:

1. A limit of twelve (12) semester credit hours during a period from September 1 through August 31 of the following year.
2. Courses must have the prior approval of the Superintendent
3. Payment shall be made following the submission or evidence of successful complete of the coursework (Grade A or B).

7.4 Teacher Retirement

- a. In addition to the salary paid according to the salary schedule and the extra-duty schedule, the Board will pick up and pay the employee's contributions in accordance with IRS Ruling 8 1-36 to the Illinois Teachers' Retirement System up to a 2% increase over the current TRS additive factor (9.8901%). The Board will also pay the full employee's contribution to the Teachers' Health Insurance Fund up to a total of 1%.
- b. Upon the receipt of an irrevocable letter of resignation from a veteran teacher with a minimum of fifteen (15) years within the district by August 1st three (3) school years prior to the year of retirement, the Board shall pay him/her a six percent (6%) retirement incentive, or the maximum amount allowable without the Board incurring a TRS employer contribution, whichever is less, inclusive of any other increases in compensation for each of his/her remaining three years of service.

Upon the receipt of an irrevocable letter of resignation from a veteran teacher with a minimum of fifteen (15) years within the district by August 1st two (2) school years prior to the year of retirement, the Board shall pay him/her a six percent (6%) retirement incentive, or the maximum amount allowable without the Board incurring a TRS employer contribution, whichever is less, inclusive of any other increases in compensation for each of his/her remaining two years of service.

Upon the receipt of an irrevocable letter of resignation from a veteran teacher with a minimum of fifteen (15) years within the district by August 1st one (1) school year prior to the year of retirement, the Board shall pay him/her a six percent (6%) retirement incentive, or the maximum amount allowable without the Board incurring a TRS employer contribution, whichever is less, inclusive of any other increases in compensation for each of his/her remaining one year of service.

Once an employee submits an irrevocable notice of retirement by August 1st that employee shall be removed from all salary schedules contained in the Appendices. All calculations for salary increases will be based on the Teachers Retirement System (TRS) creditable earnings in the year prior to the submission of the irrevocable notice of retirement. Once the employee submits an irrevocable notice of retirement in no case will the employee's TRS creditable earnings increase exceed six percent (6%) or the maximum amount allowable without the Board incurring a TRS employer contribution, whichever is less, of the previous year.

If after submitting an irrevocable notice of retirement by August 1st the employee resigns from, or is dismissed from activities covered in the Appendices of this Agreement, the retirement incentive for the employee will be recalculated accordingly.

- c. The parties agree that the increase in payment of any employee pursuant to this Agreement shall be limited to the portion (if any) which avoids an overall increase in creditable earnings to the employee of more than six percent (6%) or the maximum amount allowable without the Board incurring a TRS employer contribution, whichever is less, from the preceding year, and which avoids any TRS penalty to be paid by the District.

The parties agree that the payment of any employee pursuant to this Agreement shall be limited to the portion (if any) of such payment which does not cause the District to incur a TRS penalty. The parties agree that any employee shall be responsible for providing and sharing information with the District regarding any retirement costs and/or penalties, and to provide proof to the District that the employee's retirement shall not cause a penalty to the District, in order to be eligible for such payment.

- d. No teacher who is within ten (10) years of eligibility for retirement shall receive an increase in TRS reportable compensation of more than six percent (6%) or the maximum amount allowable without the Board incurring a TRS employer contribution, whichever is less, annually. In the event that a teacher, through movement on the salary schedule, would otherwise receive an increase greater than six percent (6%), or the maximum amount allowable without the Board incurring a TRS employer contribution, whichever is less, and is within ten (10) years of retirement, he/she shall receive a six percent (6%) increase or the maximum amount allowable without the Board incurring a TRS employer contribution, whichever is less, each year until the teacher is receiving the appropriate salary increase for his/her education and experience steps.

The Board will indemnify the Association in the event that a charge of discrimination is filed by or on behalf of an employee against the Association regarding the implementation of this section.

- e. In addition to the Incentive program provided above, each retiring teacher with at least twenty-five years of full-time service in the District shall receive a lump sum payment of Five Thousand Dollars (\$5,000), payable after the teacher's receipt of his or her final paycheck for creditable earnings in the district, but not more than thirty days after said final paycheck. The one-time post-retirement payment shall be paid thirty (30) days after the teacher's final regular paycheck or last day of work (whichever is later), and shall be deemed consideration not for services as a professional educator employee, but consideration for the termination by the teacher of the teacher's employment, and also of

termination by the teacher of any right of that teacher to employment in the District, including the right to contractual continued service (tenure).

7.5 Professional Conference Expenses

The Board shall pay expenses to attend approved conferences approved in advance by the Superintendent.

- a. Single Day
 1. Registration fee and CPDU management fees paid.
 2. Mileage at current rate set by the IRS.
 3. Lunch up to \$10 if not covered by the registration fee.
- b. Two Day (Overnight)
 1. Registration fee and CPDU management fees paid.
 2. Mileage at current rate set by the IRS.
 3. Up to \$250 for meals and lodging.
- c. For overnight clinics/conferences that require more than one night's stay, the Board will pay the second night's stay with the approval of the Superintendent.
- d. Payment shall be from expense reports submitted by the teacher. Expense reports shall show the appropriate receipts.

7.6 Military Service

Employees with military service that interrupted their teaching experience will be given credit for experience on the salary schedule at the rate of one (1) year of teaching experience for two (2) years of military service for a maximum of two (2) years teaching experience credit.

7.7 Transfer of Teaching Experience

An employee coming into the district will receive credit for his/her teaching experience up to a maximum of fifteen (15) years.

7.8 Teacher Salary Payments

Teachers shall be paid on the 15th and the last day of the month, over 24 paydays. The first payday for the school year shall be on September 15. If the 15th or the last day of the month occurs on a Saturday, Sunday, or a holiday, paychecks shall be deposited on the last workday prior to that date. The December 31st check shall be deposited on December 15.

All employees shall have their paycheck directly deposited into a bank or financial institution selected by the employee.

7.9 Part-Time Teachers

Part-time teachers shall receive salary and benefits in proportion to the hours scheduled to work. Full compensation will be paid for any extracurricular assignments.

7.10 Extended Contract

Any teacher accepting an extended teaching contract will be paid on a per diem basis. An extended contract consists of an extension of the 180 day teacher's contract. It does not include any extracurricular duties. The per diem rate will be determined by dividing the teacher's base salary, excluding any extracurricular stipends, by 180.

7.11 National Board Certification

Upon earning national board certification, a teacher will receive an additional \$1000 during each year the certificate is valid.

7.12 Hiring Bonus

If the Board is unable to fill a vacant position with a suitable candidate after posting a vacancy notice as required in Section 3.11, the Board may, in its discretion, pay a one-time signing bonus of up to Five Thousand Dollars (\$5,000) to assist in employing a qualified applicant. The Board shall notify the Association whenever it deems it necessary to implement this provision.

7.13 Loyalty Bonus

Any employee who has completed ten (10) years of full-time service to the District shall receive a one-time payment of Five Hundred Dollars (\$500) on September 15 of the next school year, provided the employee is still employed in the District. Any employee who has completed twenty (20) years of full-time service to the District shall receive a one-time payment of One Thousand Dollars (\$1,000) on September 15 of the next school year, provided the employee is still employed in the District.

Article VIII

Board Rights

8.1 Board Authority and Management Rights

It is the law of the State of Illinois that the administration of school policy, the operation and management of the schools and the direction of employees are vested exclusively in the Board. It is the duty of all employees to carry out the policies and regulations as stipulated by the Board. The decision of the Board of Education in matters pertaining to the operation and management of the schools and the direction of employees shall be final.

It is expressly understood and agreed that all functions, rights, powers or authority of the Administration of the school district and the Board of Education which are not specifically limited by the express language of this agreement are retained by the Board, provided, however, that no such right shall be exercised so as to violation any of the specific provisions of this agreement.

8.2 Waiver of Additional Bargaining

- a. The parties hereby acknowledge that the terms and conditions included in this agreement represent the full and complete understanding between the parties. The Board and the Association, for the life of this agreement, each waives any obligation to bargain collectively with respect to any subject or matter that may or may not have been known to either or both of the parties at the time this agreement was negotiated or signed and that any bargaining will be limited to a successor agreement, except that with the written mutual consent of both parties, such matters may be discussed and the agreement modified.
- b. Any waiver to add or change any part of this agreement that is requested by the Board must be voted on by the Bement Education Association membership. Furthermore, that change or addition must be addressed when negotiating the next contract.

Article IX
Terms of Agreement

9.1 No Strike

During the term of this agreement, teachers shall not participate in a strike in whole or in part. Strike means a teacher's refusal in concerted action with others to report for duty, or his or her willful absence from his or her position, or his or her stoppage of work, or his or her absence in whole or in part from the full, faithful or proper performance of his or her duties of employment, for the purpose of inducing, influencing or coercing a change in the conditions, compensation, rights, privileges or obligations of public employment.

9.2 This Supersedes Previous Agreements

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

9.3 Separability

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

9.4 Duration of Agreement

This agreement shall be effective September 1, 2022 and shall continue in effect until August 31, 2024.

This agreement is signed this 13th day of July, 2022.


In witness thereof:

For the Bement Education Association

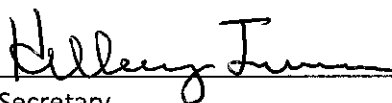
For the Board of Education Bement C.U.S.D. 5



President



President



Secretary



Secretary

Appendix A

2022-23 Salary Schedule w/o TRS								
	B	B8	B16	B24	M	M8	M16	M24
1	\$ 34,535.43	\$ 35,157.06	\$ 35,789.89	\$ 36,434.11	\$ 37,089.92	\$ 37,757.54	\$ 38,437.18	\$ 39,129.05
2	\$ 35,191.60	\$ 35,825.05	\$ 36,469.90	\$ 37,126.36	\$ 37,794.63	\$ 38,474.93	\$ 39,167.48	\$ 39,872.50
3	\$ 35,860.24	\$ 36,505.72	\$ 37,162.83	\$ 37,831.76	\$ 38,512.73	\$ 39,205.96	\$ 39,911.66	\$ 40,630.07
4	\$ 36,541.58	\$ 37,199.33	\$ 37,868.92	\$ 38,550.56	\$ 39,244.47	\$ 39,950.87	\$ 40,669.99	\$ 41,402.05
5	\$ 37,235.87	\$ 37,906.12	\$ 38,588.43	\$ 39,283.02	\$ 39,990.11	\$ 40,709.94	\$ 41,442.72	\$ 42,188.68
6	\$ 37,943.35	\$ 38,626.34	\$ 39,321.61	\$ 40,029.40	\$ 40,749.93	\$ 41,483.43	\$ 42,230.13	\$ 42,990.27
7	\$ 38,664.28	\$ 39,360.24	\$ 40,068.72	\$ 40,789.96	\$ 41,524.18	\$ 42,271.61	\$ 43,032.50	\$ 43,807.08
8	\$ 39,398.90	\$ 40,108.08	\$ 40,830.03	\$ 41,564.97	\$ 42,313.14	\$ 43,074.77	\$ 43,850.12	\$ 44,639.42
9	\$ 40,147.48	\$ 40,870.13	\$ 41,605.80	\$ 42,354.70	\$ 43,117.08	\$ 43,893.19	\$ 44,683.27	\$ 45,487.57
10	\$ 40,910.28	\$ 41,646.67	\$ 42,396.31	\$ 43,159.44	\$ 43,936.31	\$ 44,727.16	\$ 45,532.25	\$ 46,351.83
11	\$ 41,687.58	\$ 42,437.95	\$ 43,201.84	\$ 43,979.47	\$ 44,771.10	\$ 45,576.98	\$ 46,397.36	\$ 47,232.52
12	\$ 42,479.64	\$ 43,244.27	\$ 44,022.67	\$ 44,815.08	\$ 45,621.75	\$ 46,442.94	\$ 47,278.91	\$ 48,129.93
13	\$ 43,286.75	\$ 44,065.91	\$ 44,859.10	\$ 45,666.57	\$ 46,488.56	\$ 47,325.36	\$ 48,177.21	\$ 49,044.40
14	\$ 44,109.20	\$ 44,903.17	\$ 45,711.42	\$ 46,534.23	\$ 47,371.85	\$ 48,224.54	\$ 49,092.58	\$ 49,976.25
15	\$ 44,947.28	\$ 45,756.33	\$ 46,579.94	\$ 47,418.38	\$ 48,271.91	\$ 49,140.81	\$ 50,025.34	\$ 50,925.80
16	\$ 45,801.27	\$ 46,625.70	\$ 47,464.96	\$ 48,319.33	\$ 49,189.08	\$ 50,074.48	\$ 50,975.82	\$ 51,893.39
17	\$ 46,671.50	\$ 47,511.59	\$ 48,366.79	\$ 49,237.40	\$ 50,123.67	\$ 51,025.90	\$ 51,944.36	\$ 52,879.36
18	\$ 47,558.26	\$ 48,414.31	\$ 49,285.76	\$ 50,172.91	\$ 51,076.02	\$ 51,995.39	\$ 52,931.30	\$ 53,884.07
19		\$ 49,334.18	\$ 50,222.19	\$ 51,126.19	\$ 52,046.46	\$ 52,983.30	\$ 53,937.00	\$ 54,907.87
20			\$ 51,176.41	\$ 52,097.59	\$ 53,035.35	\$ 53,989.98	\$ 54,961.80	\$ 55,951.12
21				\$ 53,087.44	\$ 54,043.02	\$ 55,015.79	\$ 56,006.08	\$ 57,014.19
22					\$ 55,069.84	\$ 56,061.09	\$ 57,070.19	\$ 58,097.46
23					\$ 56,116.16	\$ 57,126.25	\$ 58,154.53	\$ 59,201.31

2022-23 Salary Schedule with TRS								
	B	B8	B16	B24	M	M8	M16	M24
1	\$ 37,951.01	\$ 38,634.13	\$ 39,329.55	\$ 40,037.48	\$ 40,758.15	\$ 41,491.80	\$ 42,238.65	\$ 42,998.95
2	\$ 38,672.08	\$ 39,368.18	\$ 40,076.81	\$ 40,798.19	\$ 41,532.56	\$ 42,280.14	\$ 43,041.19	\$ 43,815.93
3	\$ 39,406.85	\$ 40,116.18	\$ 40,838.27	\$ 41,573.36	\$ 42,321.68	\$ 43,083.47	\$ 43,858.97	\$ 44,648.43
4	\$ 40,155.58	\$ 40,878.38	\$ 41,614.19	\$ 42,363.25	\$ 43,125.79	\$ 43,902.05	\$ 44,692.29	\$ 45,496.75
5	\$ 40,918.54	\$ 41,655.07	\$ 42,404.86	\$ 43,168.15	\$ 43,945.18	\$ 44,736.19	\$ 45,541.44	\$ 46,361.19
6	\$ 41,695.99	\$ 42,446.52	\$ 43,210.56	\$ 43,988.35	\$ 44,780.14	\$ 45,586.18	\$ 46,406.73	\$ 47,242.05
7	\$ 42,488.21	\$ 43,253.00	\$ 44,031.56	\$ 44,824.12	\$ 45,630.96	\$ 46,452.32	\$ 47,288.46	\$ 48,139.65
8	\$ 43,295.49	\$ 44,074.81	\$ 44,868.16	\$ 45,675.78	\$ 46,497.95	\$ 47,334.91	\$ 48,186.94	\$ 49,054.30
9	\$ 44,118.10	\$ 44,912.23	\$ 45,720.65	\$ 46,543.62	\$ 47,381.41	\$ 48,234.27	\$ 49,102.49	\$ 49,986.33
10	\$ 44,956.35	\$ 45,765.56	\$ 46,589.34	\$ 47,427.95	\$ 48,281.65	\$ 49,150.72	\$ 50,035.44	\$ 50,936.07
11	\$ 45,810.52	\$ 46,635.11	\$ 47,474.54	\$ 48,329.08	\$ 49,199.01	\$ 50,084.59	\$ 50,986.11	\$ 51,903.86
12	\$ 46,680.92	\$ 47,521.18	\$ 48,376.56	\$ 49,247.33	\$ 50,133.79	\$ 51,036.19	\$ 51,954.85	\$ 52,890.03
13	\$ 47,567.86	\$ 48,424.08	\$ 49,295.71	\$ 50,183.03	\$ 51,086.33	\$ 52,005.88	\$ 52,941.99	\$ 53,894.94
14	\$ 48,471.65	\$ 49,344.14	\$ 50,232.33	\$ 51,136.51	\$ 52,056.97	\$ 52,993.99	\$ 53,947.89	\$ 54,918.95
15	\$ 49,392.61	\$ 50,281.67	\$ 51,186.74	\$ 52,108.11	\$ 53,046.05	\$ 54,000.88	\$ 54,972.90	\$ 55,962.41
16	\$ 50,331.07	\$ 51,237.03	\$ 52,159.29	\$ 53,098.16	\$ 54,053.93	\$ 55,026.90	\$ 56,017.38	\$ 57,025.69
17	\$ 51,287.36	\$ 52,210.53	\$ 53,150.32	\$ 54,107.02	\$ 55,080.95	\$ 56,072.41	\$ 57,081.71	\$ 58,109.18
18	\$ 52,261.82	\$ 53,202.53	\$ 54,160.17	\$ 55,135.06	\$ 56,127.49	\$ 57,137.78	\$ 58,166.26	\$ 59,213.26
19		\$ 54,213.38	\$ 55,189.22	\$ 56,182.62	\$ 57,193.91	\$ 58,223.40	\$ 59,271.42	\$ 60,338.31
20			\$ 56,237.81	\$ 57,250.09	\$ 58,280.60	\$ 59,329.65	\$ 60,397.58	\$ 61,484.74
21				\$ 58,239.95	\$ 59,387.93	\$ 60,456.91	\$ 61,545.13	\$ 62,652.95
22					\$ 60,516.30	\$ 61,605.59	\$ 62,714.49	\$ 63,843.35
23					\$ 61,666.11	\$ 62,776.10	\$ 63,906.07	\$ 65,056.38

Appendix B

2023-24 Salary Schedule w/o TRS								
	B	B8	B16	B24	M	M8	M16	M24
1	\$ 36,434.87	\$ 37,090.70	\$ 37,758.33	\$ 38,437.98	\$ 39,129.87	\$ 39,834.21	\$ 40,551.22	\$ 41,281.14
2	\$ 37,127.14	\$ 37,795.42	\$ 38,475.74	\$ 39,168.31	\$ 39,873.33	\$ 40,591.05	\$ 41,321.69	\$ 42,065.48
3	\$ 37,832.55	\$ 38,513.54	\$ 39,206.78	\$ 39,912.50	\$ 40,630.93	\$ 41,362.28	\$ 42,106.81	\$ 42,864.73
4	\$ 38,551.37	\$ 39,245.29	\$ 39,951.71	\$ 40,670.84	\$ 41,402.92	\$ 42,148.17	\$ 42,906.84	\$ 43,679.16
5	\$ 39,283.85	\$ 39,990.96	\$ 40,710.79	\$ 41,443.59	\$ 42,189.57	\$ 42,948.98	\$ 43,722.07	\$ 44,509.06
6	\$ 40,030.24	\$ 40,750.78	\$ 41,484.30	\$ 42,231.01	\$ 42,991.17	\$ 43,765.01	\$ 44,552.78	\$ 45,354.73
7	\$ 40,790.81	\$ 41,525.05	\$ 42,272.50	\$ 43,033.40	\$ 43,808.01	\$ 44,596.55	\$ 45,399.29	\$ 46,216.47
8	\$ 41,565.84	\$ 42,314.02	\$ 43,075.68	\$ 43,851.04	\$ 44,640.36	\$ 45,443.88	\$ 46,261.87	\$ 47,094.59
9	\$ 42,355.59	\$ 43,117.99	\$ 43,894.11	\$ 44,684.21	\$ 45,488.52	\$ 46,307.32	\$ 47,140.85	\$ 47,989.38
10	\$ 43,160.35	\$ 43,937.23	\$ 44,728.10	\$ 45,533.21	\$ 46,352.81	\$ 47,187.16	\$ 48,036.53	\$ 48,901.18
11	\$ 43,980.39	\$ 44,772.04	\$ 45,577.94	\$ 46,398.34	\$ 47,233.51	\$ 48,083.71	\$ 48,949.22	\$ 49,830.31
12	\$ 44,816.02	\$ 45,622.71	\$ 46,443.92	\$ 47,279.91	\$ 48,130.95	\$ 48,997.30	\$ 49,879.25	\$ 50,777.08
13	\$ 45,667.52	\$ 46,489.54	\$ 47,326.35	\$ 48,178.23	\$ 49,045.43	\$ 49,928.25	\$ 50,826.96	\$ 51,741.85
14	\$ 46,535.21	\$ 47,372.84	\$ 48,225.55	\$ 49,093.61	\$ 49,977.30	\$ 50,876.89	\$ 51,792.67	\$ 52,724.94
15	\$ 47,419.38	\$ 48,272.93	\$ 49,141.84	\$ 50,026.39	\$ 50,926.87	\$ 51,843.55	\$ 52,776.73	\$ 53,726.71
16	\$ 48,320.34	\$ 49,190.11	\$ 50,075.53	\$ 50,976.89	\$ 51,894.48	\$ 52,828.58	\$ 53,779.49	\$ 54,747.52
17	\$ 49,238.43	\$ 50,124.72	\$ 51,026.97	\$ 51,945.45	\$ 52,880.47	\$ 53,832.32	\$ 54,801.30	\$ 55,787.73
18	\$ 50,173.96	\$ 51,077.09	\$ 51,996.48	\$ 52,932.42	\$ 53,885.20	\$ 54,855.13	\$ 55,842.53	\$ 56,847.69
19					\$ 54,909.02	\$ 55,897.38	\$ 56,903.53	\$ 57,927.80
20					\$ 55,952.29	\$ 56,959.43	\$ 57,984.70	\$ 59,028.43
21					\$ 57,015.38	\$ 58,041.66	\$ 59,086.41	\$ 60,149.97
22					\$ 58,098.68	\$ 59,144.45	\$ 60,209.05	\$ 61,292.82
23					\$ 59,202.55	\$ 60,268.20	\$ 61,353.03	\$ 62,457.38

2023-24 Salary Schedule w/ TRS								
	B	B8	B16	B24	M	M8	M16	M24
1	\$ 40,038.32	\$ 40,759.01	\$ 41,492.67	\$ 42,239.54	\$ 42,999.85	\$ 43,773.85	\$ 44,561.78	\$ 45,363.89
2	\$ 40,799.05	\$ 41,533.43	\$ 42,281.03	\$ 43,042.09	\$ 43,816.85	\$ 44,605.55	\$ 45,408.45	\$ 46,225.80
3	\$ 41,574.23	\$ 42,322.56	\$ 43,084.37	\$ 43,859.89	\$ 44,649.37	\$ 45,453.06	\$ 46,271.21	\$ 47,104.09
4	\$ 42,364.14	\$ 43,126.69	\$ 43,902.97	\$ 44,693.23	\$ 45,497.71	\$ 46,316.66	\$ 47,150.36	\$ 47,999.07
5	\$ 43,169.06	\$ 43,946.10	\$ 44,737.13	\$ 45,542.40	\$ 46,362.16	\$ 47,196.68	\$ 48,046.22	\$ 48,911.05
6	\$ 43,989.27	\$ 44,781.08	\$ 45,587.14	\$ 46,407.70	\$ 47,243.04	\$ 48,093.42	\$ 48,959.10	\$ 49,840.36
7	\$ 44,825.07	\$ 45,631.92	\$ 46,453.29	\$ 47,289.45	\$ 48,140.66	\$ 49,007.19	\$ 49,889.32	\$ 50,787.33
8	\$ 45,676.74	\$ 46,498.92	\$ 47,335.90	\$ 48,187.95	\$ 49,055.33	\$ 49,938.33	\$ 50,837.22	\$ 51,752.29
9	\$ 46,544.60	\$ 47,382.40	\$ 48,235.29	\$ 49,103.52	\$ 49,987.38	\$ 50,887.16	\$ 51,803.13	\$ 52,735.58
10	\$ 47,428.95	\$ 48,282.67	\$ 49,151.76	\$ 50,036.49	\$ 50,937.15	\$ 51,854.01	\$ 52,787.39	\$ 53,737.56
11	\$ 48,330.10	\$ 49,200.04	\$ 50,085.64	\$ 50,987.18	\$ 51,904.95	\$ 52,839.24	\$ 53,790.35	\$ 54,758.57
12	\$ 49,248.37	\$ 50,134.84	\$ 51,037.27	\$ 51,955.94	\$ 52,891.15	\$ 53,843.19	\$ 54,812.36	\$ 55,798.99
13	\$ 50,184.09	\$ 51,087.40	\$ 52,006.98	\$ 52,943.10	\$ 53,896.08	\$ 54,866.21	\$ 55,853.80	\$ 56,859.17
14	\$ 51,137.59	\$ 52,058.06	\$ 52,995.11	\$ 53,949.02	\$ 54,920.10	\$ 55,908.66	\$ 56,915.02	\$ 57,939.49
15	\$ 52,109.20	\$ 53,047.17	\$ 54,002.02	\$ 54,974.05	\$ 55,963.58	\$ 56,970.93	\$ 57,996.41	\$ 59,040.34
16	\$ 53,099.28	\$ 54,055.06	\$ 55,028.05	\$ 56,018.56	\$ 57,026.89	\$ 58,053.38	\$ 59,098.34	\$ 60,162.11
17	\$ 54,108.16	\$ 55,082.11	\$ 56,073.59	\$ 57,082.91	\$ 58,110.40	\$ 59,156.39	\$ 60,221.21	\$ 61,305.19
18	\$ 55,136.22	\$ 56,128.67	\$ 57,138.98	\$ 58,167.49	\$ 59,214.50	\$ 60,280.36	\$ 61,365.41	\$ 62,469.99
19					\$ 60,339.58	\$ 61,425.69	\$ 62,531.35	\$ 63,656.92
20					\$ 61,486.03	\$ 62,592.78	\$ 63,719.45	\$ 64,866.40
21					\$ 62,654.26	\$ 63,782.04	\$ 64,930.12	\$ 66,098.86
22					\$ 63,844.69	\$ 64,993.90	\$ 66,163.79	\$ 67,354.74
23					\$ 65,057.74	\$ 66,228.78	\$ 67,420.90	\$ 68,634.48

Appendix C

2022-23 Extracurricular Stipends									
	0-3 years			4+ years			8+ years		
	% of Base	(\$)	(\$) w/ TRS	% of Base	(\$)	(\$) w/ TRS	% of Base	(\$)	(\$) w/ TRS
High School									
Head Cross Country	6.0%	\$2,072	\$2,277	7.0%	\$2,417	\$2,657	8.0%	\$2,763	\$3,036
Assistant Cross Country	3.0%	\$1,036	\$1,139	4.0%	\$1,381	\$1,518	5.0%	\$1,727	\$1,898
Scholastic Bowl	3.0%	\$1,036	\$1,139	4.0%	\$1,381	\$1,518	5.0%	\$1,727	\$1,898
Service Learning	7.0%	\$2,417	\$2,657	8.0%	\$2,763	\$3,036	9.0%	\$3,108	\$3,416
Student Council	5.0%	\$1,727	\$1,898	6.0%	\$2,072	\$2,277	7.0%	\$2,417	\$2,657
Art Club	3.0%	\$1,036	\$1,139	4.0%	\$1,381	\$1,518	5.0%	\$1,727	\$1,898
FCCLA	5.0%	\$1,727	\$1,898	6.0%	\$2,072	\$2,277	7.0%	\$2,417	\$2,657
Flags	3.0%	\$1,036	\$1,139	4.0%	\$1,381	\$1,518	5.0%	\$1,727	\$1,898
GSA	3.0%	\$1,036	\$1,139	4.0%	\$1,381	\$1,518	5.0%	\$1,727	\$1,898
IT Club	3.0%	\$1,036	\$1,139	4.0%	\$1,381	\$1,518	5.0%	\$1,727	\$1,898
Lifesavers	5.0%	\$1,727	\$1,898	6.0%	\$2,072	\$2,277	7.0%	\$2,417	\$2,657
Math Club	3.0%	\$1,036	\$1,139	4.0%	\$1,381	\$1,518	5.0%	\$1,727	\$1,898
National Honor Society	3.0%	\$1,036	\$1,139	4.0%	\$1,381	\$1,518	5.0%	\$1,727	\$1,898
Newspaper	3.0%	\$1,036	\$1,139	4.0%	\$1,381	\$1,518	5.0%	\$1,727	\$1,898
Prom [1 of 2]	3.0%	\$1,036	\$1,139	4.0%	\$1,381	\$1,518	5.0%	\$1,727	\$1,898
Prom [2 of 2]	3.0%	\$1,036	\$1,139	4.0%	\$1,381	\$1,518	5.0%	\$1,727	\$1,898
Spanish Club	3.0%	\$1,036	\$1,139	4.0%	\$1,381	\$1,518	5.0%	\$1,727	\$1,898
Yearbook	7.0%	\$2,417	\$2,657	8.0%	\$2,763	\$3,036	9.0%	\$3,108	\$3,416
Middle School									
Head Cross Country	5.0%	\$1,727	\$1,898	6.0%	\$2,072	\$2,277	7.0%	\$2,417	\$2,657
Assistant Cross Country	3.0%	\$1,036	\$1,139	4.0%	\$1,381	\$1,518	5.0%	\$1,727	\$1,898
Head Basketball [Girls]	13.0%	\$4,490	\$4,934	14.0%	\$4,835	\$5,313	15.0%	\$5,180	\$5,693
Head Basketball [Boys]	13.0%	\$4,490	\$4,934	14.0%	\$4,835	\$5,313	15.0%	\$5,180	\$5,693
Head Volleyball	13.0%	\$4,490	\$4,934	14.0%	\$4,835	\$5,313	15.0%	\$5,180	\$5,693
Head Softball	9.0%	\$3,108	\$3,416	10.0%	\$3,454	\$3,795	11.0%	\$3,799	\$4,175
Head Baseball	9.0%	\$3,108	\$3,416	10.0%	\$3,454	\$3,795	11.0%	\$3,799	\$4,175
Assistant Softball	5.0%	\$1,727	\$1,898	6.0%	\$2,072	\$2,277	7.0%	\$2,417	\$2,657
Assistant Baseball	5.0%	\$1,727	\$1,898	6.0%	\$2,072	\$2,277	7.0%	\$2,417	\$2,657
Head Cheerleading	6.5%	\$2,245	\$2,467	7.5%	\$2,590	\$2,846	8.5%	\$2,936	\$3,226
Assistant Volleyball Coach	6.5%	\$2,245	\$2,467	7.5%	\$2,590	\$2,846	8.5%	\$2,936	\$3,226
Assistant Basketball Coach [1 of 2]	6.5%	\$2,245	\$2,467	7.5%	\$2,590	\$2,846	8.5%	\$2,936	\$3,226
Assistant Basketball Coach [2 of 2]	6.5%	\$2,245	\$2,467	7.5%	\$2,590	\$2,846	8.5%	\$2,936	\$3,226
Student Council	4.0%	\$1,381	\$1,518	5.0%	\$1,727	\$1,898	6.0%	\$2,072	\$2,277
Scholastic Bowl	2.5%	\$863	\$949	3.5%	\$1,209	\$1,328	4.5%	\$1,554	\$1,708
District									
Information	18.5%	\$6,389	\$7,021	19.5%	\$6,734	\$7,400	20.5%	\$7,080	\$7,780
Webmaster	9.5%	\$3,281	\$3,605	10.5%	\$3,626	\$3,985	11.5%	\$3,972	\$4,364
Instrumental Music	9.0%	\$3,108	\$3,416	10.0%	\$3,454	\$3,795	11.0%	\$3,799	\$4,175
Play	6.0%	\$2,072	\$2,277	7.0%	\$2,417	\$2,657	8.0%	\$2,763	\$3,036
Vocal Music	3.5%	\$1,209	\$1,328	4.5%	\$1,554	\$1,708	5.5%	\$1,899	\$2,087
Elementary Music	2.0%	\$691	\$759	3.0%	\$1,036	\$1,139	4.0%	\$1,381	\$1,518
Homebound	\$25 PER HOUR			\$25 PER HOUR			\$25 PER HOUR		

Appendix D

2023-24 Extracurricular Stipends									
	0-3 years			4+ years			8+ years		
	% of Base	(\$)	(\$) w/ TRS	% of Base	(\$)	(\$) w/ TRS	% of Base	(\$)	(\$) w/ TRS
High School									
Head Cross Country	6.0%	\$2,186	\$2,402	7.0%	\$2,550	\$2,803	8.0%	\$2,915	\$3,203
Assistant Cross Country	3.0%	\$1,093	\$1,201	4.0%	\$1,457	\$1,602	5.0%	\$1,822	\$2,002
Scholastic Bowl	3.0%	\$1,093	\$1,201	4.0%	\$1,457	\$1,602	5.0%	\$1,822	\$2,002
Service Learning	7.0%	\$2,550	\$2,803	8.0%	\$2,915	\$3,203	9.0%	\$3,279	\$3,603
Student Council	5.0%	\$1,822	\$2,002	6.0%	\$2,186	\$2,402	7.0%	\$2,550	\$2,803
Art Club	3.0%	\$1,093	\$1,201	4.0%	\$1,457	\$1,602	5.0%	\$1,822	\$2,002
FCCLA	5.0%	\$1,822	\$2,002	6.0%	\$2,186	\$2,402	7.0%	\$2,550	\$2,803
Flags	3.0%	\$1,093	\$1,201	4.0%	\$1,457	\$1,602	5.0%	\$1,822	\$2,002
GSA	3.0%	\$1,093	\$1,201	4.0%	\$1,457	\$1,602	5.0%	\$1,822	\$2,002
IT Club	3.0%	\$1,093	\$1,201	4.0%	\$1,457	\$1,602	5.0%	\$1,822	\$2,002
Lifesavers	5.0%	\$1,822	\$2,002	6.0%	\$2,186	\$2,402	7.0%	\$2,550	\$2,803
Math Club	3.0%	\$1,093	\$1,201	4.0%	\$1,457	\$1,602	5.0%	\$1,822	\$2,002
National Honor Society	3.0%	\$1,093	\$1,201	4.0%	\$1,457	\$1,602	5.0%	\$1,822	\$2,002
Newspaper	3.0%	\$1,093	\$1,201	4.0%	\$1,457	\$1,602	5.0%	\$1,822	\$2,002
Prom [1 of 2]	3.0%	\$1,093	\$1,201	4.0%	\$1,457	\$1,602	5.0%	\$1,822	\$2,002
Prom [2 of 2]	3.0%	\$1,093	\$1,201	4.0%	\$1,457	\$1,602	5.0%	\$1,822	\$2,002
Spanish Club	3.0%	\$1,093	\$1,201	4.0%	\$1,457	\$1,602	5.0%	\$1,822	\$2,002
Yearbook	7.0%	\$2,550	\$2,803	8.0%	\$2,915	\$3,203	9.0%	\$3,279	\$3,603
Middle School									
Head Cross Country	5.0%	\$1,822	\$2,002	6.0%	\$2,186	\$2,402	7.0%	\$2,550	\$2,803
Assistant Cross Country	3.0%	\$1,093	\$1,201	4.0%	\$1,457	\$1,602	5.0%	\$1,822	\$2,002
Head Basketball [Girls]	13.0%	\$4,737	\$5,205	14.0%	\$5,101	\$5,605	15.0%	\$5,465	\$6,006
Head Basketball [Boys]	13.0%	\$4,737	\$5,205	14.0%	\$5,101	\$5,605	15.0%	\$5,465	\$6,006
Head Volleyball	13.0%	\$4,737	\$5,205	14.0%	\$5,101	\$5,605	15.0%	\$5,465	\$6,006
Head Softball	9.0%	\$3,279	\$3,603	10.0%	\$3,643	\$4,004	11.0%	\$4,008	\$4,404
Head Baseball	9.0%	\$3,279	\$3,603	10.0%	\$3,643	\$4,004	11.0%	\$4,008	\$4,404
Assistant Softball	5.0%	\$1,822	\$2,002	6.0%	\$2,186	\$2,402	7.0%	\$2,550	\$2,803
Assistant Baseball	5.0%	\$1,822	\$2,002	6.0%	\$2,186	\$2,402	7.0%	\$2,550	\$2,803
Head Cheerleading	6.5%	\$2,368	\$2,602	7.5%	\$2,733	\$3,003	8.5%	\$3,097	\$3,403
Assistant Volleyball Coach	6.5%	\$2,368	\$2,602	7.5%	\$2,733	\$3,003	8.5%	\$3,097	\$3,403
Assistant Basketball Coach [1 of 2]	6.5%	\$2,368	\$2,602	7.5%	\$2,733	\$3,003	8.5%	\$3,097	\$3,403
Assistant Basketball Coach [2 of 2]	6.5%	\$2,368	\$2,602	7.5%	\$2,733	\$3,003	8.5%	\$3,097	\$3,403
Student Council	4.0%	\$1,457	\$1,602	5.0%	\$1,822	\$2,002	6.0%	\$2,186	\$2,402
Scholastic Bowl	2.5%	\$911	\$1,001	3.5%	\$1,275	\$1,401	4.5%	\$1,640	\$1,802
District									
Information Technology	18.5%	\$6,740	\$7,407	19.5%	\$7,105	\$7,807	20.5%	\$7,469	\$8,208
Webmaster	9.5%	\$3,461	\$3,804	10.5%	\$3,826	\$4,204	11.5%	\$4,190	\$4,604
Instrumental Music	9.0%	\$3,279	\$3,603	10.0%	\$3,643	\$4,004	11.0%	\$4,008	\$4,404
Play	6.0%	\$2,186	\$2,402	7.0%	\$2,550	\$2,803	8.0%	\$2,915	\$3,203
Vocal Music	3.5%	\$1,275	\$1,401	4.5%	\$1,640	\$1,802	5.5%	\$2,004	\$2,202
Elementary Music	2.0%	\$729	\$801	3.0%	\$1,093	\$1,201	4.0%	\$1,457	\$1,602
Homebound	\$25 PER HOUR			\$25 PER HOUR			\$25 PER HOUR		