



NEGOTIATIONS AGREEMENT

Between the

**BOARD OF EDUCATION
OF
PLANO COMMUNITY UNIT SCHOOL
DISTRICT NO. 88**

and the

EDUCATION ASSOCIATION OF PLANO

2015-17

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1. RECOGNITION

This Agreement is entered into by and between the Board of Education Plano Community Unit School District No. 88, hereinafter referred to as the "Board" and the Education Association of Plano, (IEA-NEA affiliate hereinafter referred to as the "Association", which is hereby recognized as the sole and exclusive bargaining agent for all full and part-time regularly employed certificated teaching personnel, hereinafter referred to as "teachers", except for the Superintendent, Assistant Superintendent(s), Principal(s), Assistant Principal(s), Dean of Students, substitutes, all certificated/non-certified non-teaching personnel, teacher aides with or without teaching certificates, and all other administrative personnel having the authority to hire, transfer, assign, promote, discharge, discipline or process grievances of other employees, or to effectively recommend such action. It is the understanding of both parties that non-certified employees are not a part of the bargaining unit.

Part-time employees who work less than thirty (30) hours will have fringe benefits prorated according to the percentage of time worked, except for insurance and that is at the determination of the insurance carrier.

2. IMPASSE PROCEDURES

It is agreed that the parties will jointly request the Federal Mediation and Conciliation Services (FMCS), if either party to this Agreement declares impasse. Should FMCS be unavailable, the parties shall immediately commence discussion as to a replacement. In the event that both parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board shall be notified. Each party shall pay for their own costs associated with mediation.

3. ASSOCIATION RIGHTS

3.1. Use of Buildings

The Association shall have the right to request the use of school district buildings for meetings after regular hours, provided that these meetings do not interfere with or interrupt normal school operations. The time, date, and space required for such meetings must be approved in advance by the building principal.

In the event there are costs as the result of or associated with such meetings, the Association will reimburse the district for actual costs.

3.2. Use of Mailboxes

The Association shall have the right to use the District mailboxes established for teachers in each building provided that such use does not interfere with the normal District mail operation. Any postage incident to such use shall be borne by the Association.

3.3. Bulletin Boards

The Association shall have the right to post notices of its activities and matters of Association concern on designated bulletin boards in teacher workrooms or lounges. These bulletin boards may be shared by other Employer Recognized Organizations in the District.

3.4. School Supplies

The Association may request the use of school equipment and supplies for Association use. If such request is granted, the Association shall pay for the cost of any and all supplies used, as well as paying for any damage associated with the usage of said equipment.

3.5. Employee Orientation

The Association and the Employer agree that, at the request of the Association, a reasonable time (up to one [1] hour) will be made available during Employee Orientation Institutes for Association purposes. This session will occur on the first day of required teacher attendance each school year.

3.6 Teacher Preparation Time, Teacher Schedules and Teacher Meetings

The Board agrees to maintain an advisory committee of not less than two (2) teachers from each affected building, the building principals, the Superintendent, and two (2) Board members to explore options regarding preparation time, schedules and meetings. The committee will meet when requested by either party.

4. **MANAGEMENT RIGHTS**

This Agreement supersedes and cancels all previous agreements, verbal or written or based on alleged past practice, between the Board and the Association, and constitute the entire Agreement between the parties.

The Board and the Association agree that in successor agreements to meet at reasonable times and negotiate in good faith with respect to wages, hours and other terms and conditions of employment, which does not compel either party to agree to a proposal or require the making of a concession. It is also agreed that the Association will not require the Board to bargain over matters of inherent managerial policy, e.g., standards of services, its overall budget, the organizational structure and selection of new employees and the direction of employees.

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

- 4.1. to the executive management organization and administrative control of the District and its properties and facilities, and the activities of its employee;
- 4.2. to direct the work of its employees, determine the time and hours and operation and determine the kinds and levels of service to be provided and the methods and means of providing those services including entering into contracts with private vendors for services;
- 4.3. to hire all employees, and, subject to the provisions of law, to determine their qualifications and the conditions of their continued employment, discipline, dismissal or demotion: and to promote, assign, and transfer all such employees;
- 4.4. to establish educational policies, goals and objectives; to insure rights and educational opportunities of students; to determine staffing patterns of determine the number and kinds of personnel required in order to maintain the efficiency of District operations;
- 4.5. to build, move or modify facilities; establish budget procedures and determine budgetary allocation; determine the methods of raising revenues; and take action on any matter in the event of an emergency; (an emergency shall be defined as those unforeseen circumstances arising from natural disasters, national emergencies, riots, police actions, or other incidents which substantially interrupt or threaten to interrupt the normal District operation and require immediate action.)

5. COMPENSATION

5.1. Pay Schedules

Teachers will be paid according to the salary schedule contained in this agreement. (See Appendix "A", "B"). Any teacher who has reached the last vertical step in any lane on the teacher salary schedule and is not eligible for vertical step advancement shall receive the annual increase in the salary cell and an annual longevity stipend as follows:

<u>Salary Lane</u>	<u>Stipend Amount*</u>
MA, MA + 12	\$2,500
MA + 24	\$2,500
MA+36, 2MA, EDS	\$2,500

*Longevity stipends will be paid each year as an off-schedule payment, which is not cumulative, but is recurring.

Any teacher whose placement on the 2012-2013 salary schedule would cause a reduction in salary will be frozen at his/her 2011-2012 salary inclusive of any applicable longevity stipend (Frozen Salary) until such time that the teacher earns credits to cause a lane change, assuming the lane change causes an increase in salary. Teachers frozen pursuant to this provision who satisfy their professional growth obligations in accordance with Section 8.2.1 of this Agreement shall receive additional compensation in the form of an off-schedule payment equal to 2.50% of their Frozen Salary. For example:

Year One: 2012-2013 Adjusted Salary=(2011-2012 Base + Longevity) x 1.025

Year Two: 2013-2014 Adjusted Salary=2012-2013 Adjusted Salary x 1.025

5.2. Pay Plan

Payroll checks will be issued every two (2) weeks with the first pay period falling within two (2) weeks after the beginning date of school. All payroll checks will be issued through direct deposit.

5.3. Alternate Pay Plan

In accordance with IRS Rules and Regulations, all new teachers should receive a notice of the Alternate Pay Plan with their contract, and will be given two (2) weeks from their date of hiring to respond, if they wish to request the Alternate Pay Plan. Teachers electing this plan will be paid evenly over 26 pays, while teachers not electing alternate pay will be paid evenly over 21 pays.

5.4. Extra-Duty Pay

5.4.1. The extra-duty pay schedule is attached to, and made a part of this agreement. (See Appendix "C").

5.4.2.1. Extra-duty pay shall be allowed only for those job assignments listed on the extra duty schedule. It is understood that the Board and Administration are not required to assign individuals to fill said assignments.

5.4.3.1. Notices of vacancies in extra-duty positions will be posted on the teacher bulletin board in each attendance center as provided in Section 7.4 of the agreement. The Superintendent and/or his designee shall first attempt to fill extra-duty positions with District No. 88 certified staff members.

5.4.4. It is further understood that the final selection and assignment of personnel to extra-duty positions is a managerial prerogative and is solely a discretionary decision of the Board of Education.

5.4.5. In addition to the extra-duty schedule, teachers who are assigned responsibilities, as ticket sellers, ticket takers, timers, scorers, and bus chaperones, for extra-curricular activities, shall be compensated on an hourly basis according to the schedule found in Appendix "C".

5.4.6. Drivers Education Teachers who are covered by this agreement shall be compensated on an hourly basis according to the schedule found in Appendix "C" for every hour worked beyond the school day as a Drivers Education Teacher.

5.4.7 In addition to the extra-duty schedule, teachers who are assigned to after-school or Saturday morning student detention supervision shall be compensated on an hourly basis according to the schedule found in Appendix "C".

5.5. Payroll Deductions

5.5.1. Fair Share

Each bargaining unit member, who is not a member of the Association, shall pay to the Association his/her fair share of the cost of services rendered by the local, state and national Association that are chargeable to non-members under state and federal law. At no time shall an employee pay more than the fair share fee for bargaining or administering a contract.

The Association shall annually submit to the Board a list of the teachers covered by the agreement that are not members of the Association with an affidavit which specifies the amount of the fair share fee to be paid.

The Board shall deduct the fair share fee from the wages of the non-member in the event that the bargaining unit member does not pay his/her fair share fee directly to the Association within the twenty-one (21) day period established below, and remit said fee to the Association, provided however, that the Association shall submit to the Board an affidavit which specifies the amount constituting said fair share not exceeding the dues uniformly required of members of the Association.

The obligation to pay a fair share fee to the Association will not apply to any employee who, on the basis of a bona-fide religious tenet, or teaching or a church or religious body of which such employee is a member, objects to the payment of a fair share fee to the Association. In the event that a religious objection is filed by a non-member of the Association with the Association and collection made of the fair share fee, the Association will make payment in behalf of the employee to a mutually agreeable non-religious charitable organization.

The Association shall send, by first class mail, a notice to each non-member; (1) specifying the amount of Fair Share fee to be deducted, (2) advising that any non-member may object to the amount of the fee, and (3) describing the process for filing objections.

The Association shall post the same fair share notice on all teacher bulletin boards.

The Association shall certify to the Board that said notice has been mailed to all Association non-members in the bargaining unit. The deduction of such fair share fee for such employees shall commence on the pay period following twenty-one (21) days after certification is received by the Board.

Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.

In the event that an objection is filed with the IELRB by a non-member, during the term of this agreement, the Board shall continue to deduct the fair share fee from the objecting employee's pay, but shall transmit the portion of said fee objected to, the IELRB which shall hold the fee in escrow. The IELRB shall investigate and consider the fair share fee objections and determine the amounts to be apportioned to the non-member and to the Association.

The Association agrees to indemnify and hold the Board, its members, officers, agents and employees harmless from and against any and all claims, demands, actions, suits, orders, judgments or other forms of liability "monetary or otherwise" brought or issued against the Board and for all legal cost that may arise out of or by reason of any action taken or not taken by the Board for the purpose of complying with the above provisions of this section or in reliance on any list, notice, certification, affidavit or assignment furnished under such provisions.

Except as limited by the above, the Board shall deduct Association dues from each payroll check beginning in September, and continuing through August. The Board has no responsibility for collecting past, cancelled or overdue membership dues.

Except as limited by the above, all dues deducted by the Board shall be remitted to the Treasurer of the Association as soon as possible, but no later than thirty (30) days after such deductions are made.

5.6. Additional Payroll Deductions/Contributions

5.6.1. Deductions for days that a teacher is absent and which are not covered by sick leave, personal leave, or other paid leave, shall be made from the teacher's final paycheck of the school year according to the following formula:

$$\frac{\text{Base salary of teacher} \times \text{Number of days}}{180}$$

5.6.2. Deductions for hospitalization and major medical insurance premiums shall be made each pay period for each of twenty-one (21) pay periods or the first twenty-four (24) pay periods of the 5.3 Alternate Pay Plan.

5.6.3. Deductions shall be made each pay period or as required by law for deductions such as child support and wage garnishments.

5.6.4. Pre-Tax investment contributions shall be in accordance with the district 403 (b) Plan

5.7. Teacher's Retirement System

The Board shall contribute to each teacher's salary the following Board paid amounts to TRS: up to 9.4%. The Board paid percentage and the balance (up to 9.4%) shall be submitted to TRS based upon the teacher's creditable earnings and shall satisfy the teacher's retirement contribution. The Board shall pay on behalf of each teacher the required contribution to the Teachers' Health Insurance System (THIS) not to exceed .88% of the respective teacher's creditable earnings. Annual TRS and THIS contributions must be made by June 30, thus under the Alternate Pay Plan, there are no deductions during the pay periods in July and August.

The Board paid and the teacher's salary deductions for these mandatory TRS contributions shall be deducted from the teacher's gross compensation and the Board shall shelter such deductions for tax purposes. Should any of the above be declared improper by an IRS ruling or opinion, that clause or portion thereof shall be deleted from this agreement to the extent that it violates the ruling or opinion.

5.8. Retirement Plans

5.8.1. The Retirement Program, under the Illinois Teachers' Retirement System shall be extended by this Agreement as follows:

5.8.1.1. Benefits

A teacher retiring under this Retirement Program shall receive, upon irrevocable notification to the Board of the teacher's intent to retire from the District, a six percent (6%) increase in TRS creditable earnings above the

previous year's TRS creditable earnings (defined as all compensation paid to the teacher, including payment of extracurricular activities, stipends and retirement benefits), inclusive of step and lane movement, each year, for a maximum of three (3) years. The teacher shall continue to perform all duties performed in the year prior to the first year the incentive is paid for the duration of the retirement notice period. If a teacher voluntarily resigns or is removed by the Board from any extra duty assignment following notice of retirement, the calculation of the teacher's six percent (6%) increase shall be reduced by the amount of the extra duty compensation that was being paid to the teacher. An employee shall not be removed from his/her extra duty position by the Board solely to reduce his/her creditable earnings. However, in the event the Board eliminates an extra duty position, the parties will agree on a mutually acceptable substitute assignment.

The District will not, under any circumstances, be responsible for any employee penalties or costs associated with retirement benefits granted under this Agreement. The parties agree that if legislation is enacted or administrative rules adopted during the life of this Agreement that adversely affect the Board's obligations or employee's rights under any of the benefits set forth in this Article, then the provisions relating to such benefits are null and void, and the parties agree to meet within thirty (30) days of the passage of the legislation to renegotiate the provision and the impact on any and all employees. The parties further agree that if legislation is enacted or administrative rules adopted during the life of this Agreement to amend Section 16-158 (f) of the Illinois Pension Code (40 ILCS 5/16-158(f) (i.e. "6% penalty" provision), the parties agree to meet within thirty (30) days of the passage of the legislation to negotiate the impact of such legislation.

5.8.1.2. Notification

Retiree candidates intending to retire must notify the Board in writing not later than January 1 of the school year prior to the school year that they request to begin receiving the retirement salary benefit.

This letter of retirement may not be rescinded.

5.8.1.3. Eligibility Requirements

- a. The teacher shall have at least ten (10) years of continuous, contractual service with the district, including the final year; and
- b. The teacher shall be at least sixty (60) years of age on or before December 31 of the calendar year of retirement or will be at least fifty-five

(55) years of age and will have at least thirty-five (35) years of creditable service and will not retire under the statutory Modified Early Retirement Option causing the District to have to pay a contribution or other charge to TRS. Additionally, no teacher may participate in this program if the District would or is determined to owe, in connection with said teacher, any payment or penalty to TRS under any other law, regulation or applicable rule.

5.9. Mileage Reimbursement

Teachers shall be reimbursed at the allowable rate established by the I.R.S. per mile on all trips approved in advance by the Superintendent on a district Reimbursement Form.

5.10 Preparation Period Substitutes

The Administration may assign any teacher to cover a class during what would normally be a preparation period. Teachers shall be paid forty (\$40.00) dollars per clock hour if they are required to forfeit fifteen or more minutes of a preparation period. Compensation will be prorated according to the following:

15-22 minutes	\$10.00
23-37 minutes	\$20.00
38-52 minutes	\$30.00
53-60 minutes	\$40.00

Teachers may not refuse any such assignment. Such assignments are not subject to the grievance procedure. Minutes from consecutive days may be added together and prorated.

In instances where elementary teachers double up classes for a whole day to cover for a teacher who is absent, such as doubling up physical education classes, the teacher shall receive the daily substitute rate rather than the rates above. Anything above one period and less than a full day will be prorated at the substitute rate.

6. **INSURANCE**

6.1. Paid Hospital and Dental

For each regularly employed certificated teacher who is scheduled to work at least thirty (30) hours each week during the school year, the Board shall pay the single premium cost for hospitalization, dental, and major medical insurance as follows:

Teachers hired and working after the first day of the 2012-13 school year

For all teachers hired and working after the first day of the 2012-2013 school year, the Board will contribute an amount equal to the single HMO health/hospitalization premiums. The teacher may choose PPO coverage provided, however, that the employee shall be responsible for the difference in cost between the single HMO cost paid by the Board and the cost of the coverage elected by the employee.

Teachers hired and working before the first day of the 2010-11 school year

For all teachers hired and working prior to the beginning of the 2010-11 school year, the Board will contribute an amount equal to the single HMO health/hospitalization premiums for the first four (4) years of employment. The teacher may choose PPO coverage during the first four (4) years of employment, provided, however, that the employee shall be responsible for the difference in cost between the single HMO cost paid by the Board and the cost of the coverage elected by employee. Following completion of the fourth year of employment, and thereafter, the Board will contribute an amount equal to the single HMO health/hospitalization premiums for teachers electing HMO coverage and the Board will contribute an amount up to \$600 for single PPO health/hospitalization premiums for teachers electing PPO coverage. There is no reimbursement to the teacher for any difference in premium between the HMO and PPO plan.

Teachers hired and working after the first day of the 2010-11 school year

For all teachers hired and working after the beginning of the 2010-11 school year, the Board will contribute an amount equal to the single HMO health/hospitalization premiums for the first seven (7) years of employment. The teacher may choose PPO coverage during the first seven (7) years of employment provided, however, that the employee shall be responsible for the difference in cost between the single HMO cost paid by the Board and the cost of the coverage elected by employee. Following completion of the seventh year of employment, and thereafter, the Board will contribute an amount equal to the single HMO health/hospitalization premiums for teachers electing HMO coverage and the Board will contribute an amount equal to \$600 monthly for single PPO health/hospitalization premiums for teachers electing PPO coverage. There is no reimbursement to the teacher for any difference in premium between the HMO and PPO plan.

Any regularly employed teacher is entitled to elect dependent hospitalization, major medical, and/or dental insurance under the District's group insurance plan, and may apply the single premium amount towards the cost of the family insurance premium amount, subject to the rules of the carrier.

6.2. Life Insurance

Term life insurance included accidental death and dismemberment of twenty thousand dollars (\$20,000.00) per teacher shall be provided by the Board.

6.3. Section 125 Pre Tax Program

The Board shall offer a Section 125 Pre Tax Program to individual covered by this Agreement. The participating employees will pay the monthly administrative fee charged by the third party plan administrator. It is agreed that the following shall be part of the covered items of the Plan subject to I.R.S. approval:

- a. Medical coverage premium,
- b. Dental coverage premium,

- c. Flexible spending accounts (FSA), which reimburse eligible health and dependent care expenses.

6.4. Insurance Committee

The District shall maintain an insurance committee comprised of one (1) Association representative from each building, the Association President or his/her designee, and a representative chosen by the Board of Education. This committee shall meet only if requested by the Board or the Association. The committee shall report its findings and recommendations to the Association and the board after each committee meeting.

The central staff shall provide all updated non-confidential information to the insurance committee as it is requested.

The mission of the committee shall be to study the current insurance programs of District #88 and to investigate alternative method of reducing or minimizing costs to the District and the employees.

7. **WORKING CONDITIONS**

7.1. Duty Free Lunch Periods

Each full-time and part-time teacher who is scheduled to work at least four (4) hours each school day shall be entitled to a thirty (30) minute duty-free lunch period.

7.2. School Calendar

A committee consisting of one (1) Association representative and one (1) administrator from each building along with the EAP President or his/her designee, the Superintendent or his/her designee, and district administrators selected by the Superintendent will prepare and submit a recommended annual school calendar for consideration by the Board of Education.

In the event the Board does not adopt the recommended calendar the Board shall indicate to the Association the reason(s) why. The calendar committee shall reconvene for a final time to again prepare a calendar to recommend to the Board of Education. The Board of Education has the right to accept or reject this calendar.

It is agreed that the purpose of this committee is advisory only and the responsibility for adopting an official school calendar lies solely with the Board of Education.

7.3. Vacancies and New Positions

The Association President shall receive a list of all vacancies and new positions within seven (7) days from the time they have been approved by the Board. The Association president shall post all lists on the teacher bulleting boards.

7.4. Teacher Assignments

In the event of a change in building or program assignment that may occur during the summer months, the Association president and the teacher(s) shall be notified of the change in writing as soon as it is practical.

7.5. Teacher Evaluation

Teacher evaluations that are part of the teacher evaluation plan that do not follow the procedural requirements of said plan may be subject to the grievance procedure and not the Arbitration process. It is understood that the Arbitrator in this situation is the Board of Education and the Board's decision is final and not subject to further appeal or decision by an Arbitrator.

7.6. Labor Management Forum

The Superintendent and EAP President may meet monthly to discuss labor- management concerns. Individuals mutually agreed upon by both parties may be invited to attend the meetings.

7.7. Communication Committee

The President of the School Board or his/her designee, the Superintendent and/or his designee, and the Presidents of the Local Associations shall meet to discuss the creation of a committee whose purpose will be to open district-wide lines of communication that is respectful of the role of teachers, administrators and board members, and that will improve the educational environment of Plano Community Unit School District.

7.8. Class Size Review Committee

Plano District 88 will continue to focus on ensuring a productive learning environment while being fiscally responsible. Therefore, the Board of Education will monitor the class size averages for the 2016-17 school year and institute a Class Size Review Committee if BoE members conclude that there is a persistent and deliberate pattern of establishing large class sizes.

7.9. Inappropriate Workplace Behavior

Ethics and Conduct (Synopsis from Board of Education Policy 5.120)

All District employees are expected to maintain high standards in their school relationships, to demonstrate integrity and honesty, to be considerate and cooperative, and to maintain professional and appropriate relationships with students, parents, staff members, and others. In addition, the Code of Ethics for Illinois Educators, adopted by the Illinois State Board of Education, is incorporated by reference into this policy. Any employee who sexually harasses a student or otherwise violates an employee conduct standard will be subject to discipline up to and including dismissal.

Administrative Procedure - Employee Conduct Standards (Synopsis from Board of Education Policy 5.120-AP2)

Professional and ethical behavior is expected of all District staff members. The standards listed below serve as a notice of expected conduct. The standards are intended to protect the health, safety, and general welfare of students and employees, ensure the community a degree of accountability within the School District, and define misconduct justifying disciplinary action, up to and including dismissal. All school employees shall: 4. Maintain a safe and healthy environment, free from harassment, intimidation, bullying, hazing, substance abuse, and violence, and free from bias and discrimination.

8. CONTINUING EDUCATION REQUIREMENTS

8.1. Horizontal Advancement on the Salary Schedule

8.1.1. Only graduate credit earned from a recognized college or university will count toward horizontal advancement on the Salary Schedule.

8.1.2. All such credit must have the prior written approval of the Superintendent on the district Request to Take a Course/Workshop form.

8.1.3. All credit must be directly related to enhancing instruction or services to pupils.

8.1.4. All credit must be successfully completed prior to the beginning of school, and an official transcript submitted within sixty (60) days of the completion of the course.

8.1.5 Any graduate credit earned before completion of a master's degree will not count for horizontal advancement beyond a master's degree.

8.2. Professional Growth

All teachers must recognize the need for showing continuing professional growth.

8.2.1. All teachers must comply with one (1) of the two (2) professional growth options set forth below during each five-year period of employment.

Option One: Six (6) academic semester hours of graduate credit earned at an accredited college or university.*

Option Two: Three (3) or more academic semester hours of graduate credit earned at an accredited college or university and a maximum of three (3) semester hours of credit earned in pre-approved workshops and seminars.

Non-credit workshops and seminars will be computed on the basis of one (1) eight-hour day's attendance as equivalent to one-half (1/2) semester credit.

*Teaching a graduate-level course, through an accredited college or university, may be approved for the associated number of academic semester hours toward meeting the district professional development requirements. Courses that are repeated will only be considered for credit once per five-year period.

Option Three: Completion of the National Board Certificate Training

8.2.2. All credit toward professional growth must be approved in advance by the Superintendent and/or his/her designee on the district Request to Take a Course/Workshop form.

8.2.3. Any teacher who fails to comply with the professional growth requirements set forth in this Section shall be frozen on the salary schedule.

a. The salary schedule contained in this Agreement does not imply an automatic increase to all teachers. An increase shall be withheld when certified staff members covered by this Agreement fail to comply with the professional growth requirement as stated in this Section. While in non-compliance, a teacher's salary shall remain frozen at the same amount as the prior year.

b. Prior to January 1st, the Superintendent and/or his/her designee shall give each teacher who has failed to complete the professional growth requirement, notice in writing that he/she shall be frozen on the salary schedule commencing with the coming school year. A teacher shall have between January 1 and August 15 to comply with the professional growth requirement to avoid being frozen on the salary schedule.

c. Teachers frozen for failure to comply with the professional growth requirement shall not advance a step vertically on the schedule until they come into compliance with the requirement. No teacher who comes into compliance after being frozen on the salary schedule may advance more than one (1) step vertically during any ensuing year.

d. If the course(s) referred to in this section are completed in a five-year period the reimbursement shall apply to that five (5) year period only.

8.3. Tuition Reimbursement

Tuition will be reimbursed for coursework that directly supports the attainment of school improvement goals. Approval will include coursework that is part of an advanced content area degree. Tuition reimbursement will be limited to (6) semester hours per semester, unless the Superintendent approves the enrollment in eight (8) semester hours per semester. The Board shall pay one hundred thirty-five dollars (\$135.00) toward tuition for each one (1) semester graduate credit or one hundred dollars (\$100.00) per quarter graduate credit taken by a teacher at a recognized college or university.

To be eligible for such reimbursement teachers must have advanced approval for the course(s) from the superintendent. The superintendent will form a Professional Development Committee to help determine if the requested course directly supports the attainment of school improvement goals provided, however, the superintendent shall make the final determination. The teacher must submit an official transcript within sixty (60) days of completion of the course(s). Tuition reimbursement will be made to the teacher within one (1) year from the date of completion of the course and transcripts are received, providing they are still in the service of the district.

8.3.1. For employees who otherwise qualify for the District's tuition reimbursement program under this provision, the District shall pay 100% of the employee's tuition costs for degree programs or coursework at institutions approved in advance by the Superintendent. The degree program or coursework must have direct benefit to the District as determined by the Board of Education in its sole discretion. Employees will be selected and approved at the sole discretion of the Board of Education. The Board's decision whether to approve a degree program or coursework and the Board's decision whether to select and/or approve an employee for this benefit shall not be subject to the grievance/arbitration procedure.

In the event an employee who has received such tuition reimbursement from the District voluntarily ends his or her employment with the District within three (3) school years of completion of the degree program or the last course taken for which reimbursement was paid, the employee shall, by June 30 of the following year, pay back to the District the tuition reimbursed hereunder pursuant to the following schedule:

- If the employee works less than one (1) full school year following completion of the program and/or coursework – employee shall repay 75% of the tuition costs covered by the District.

- If the employee works at least one (1) but less than two (2) full school years following completion of the program and/or coursework – employee shall repay 50% of the tuition costs covered by the District.
- If the employee works at least two (2) but less than three (3) full school years following completion of the program and/or coursework – employee shall repay 25% of the tuition costs covered by the District.

Any teacher who is involuntarily terminated or resigns in lieu of an involuntary termination recommended or sought by the Administration shall not be required to reimburse the district for tuition under this agreement.

Should an employee participating in the above program remain employed with the District but fail to complete the designated degree program or coursework, or not make satisfactory progress toward completion, as determined solely by the Board, tuition reimbursement for such employee shall revert to the rate described in section 8.3 of the collective bargaining agreement. Any reimbursement above the amount specified in section 8.3 previously paid to the employee under this program shall be paid back to the District by the employee by June 30 of the year following the year the tuition reverted to the rate in 8.3.

8.4. Professional Excellence

A teacher may be required to take work beyond the bachelor's or master's degree when, in the judgement of the Principal and Superintendent, it is necessary for needed improvement. Reimbursement shall be as follows:

8.4.1. Full tuition if a grade of "A" or "B" or "Pass" (in a pass/fail course) is earned, no tuition is paid if the grade is less than an "A", "B" or "Pass";

8.4.2. Teachers who receive reimbursement under this provision may not claim additional reimbursement under any other provision of this Agreement.

9. LEAVES

9.1. Sick Leave

Each teacher shall be entitled to sick leave according to the following table per school term:

<u>Years in District, including the current year</u>	
1-10	11 days
11-15	15 days
16+	20 days

Sick leave shall be allowed to accumulate without limit. This sick leave provision is subject to approval by the Teacher Retirement System. The District will not, under any circumstances, be responsible for any employee penalties or costs associated with retirement benefits granted under this provision. Sick leave shall be interpreted to mean leave for personal illness, quarantine at home, or serious illness or death in the immediate family or household. Immediate family shall mean parents, spouse, brothers, sisters, children, grandparents, grandparents-in-law, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, and legal guardians.

A tally of accumulated sick leave will be maintained on paycheck stubs and will be revised at least every two months.

9.2. Sick Leave Bank

The District sick leave bank created by agreement in 1978-79 and as amended in this Agreement remains in effect.

The sick leave bank started with 250 days. If the total number of days in the bank falls below 60 days at any time, the total shall be replenished, by each teacher contributing one-half (.5) day.

The following provisions will control the operation of the sick leave bank.

9.2.1. A teacher must have exhausted his/her individual accumulated sick leave account before being eligible to draw on the bank.

9.2.2. The bank cannot be used for purposes of child care.

9.2.3. The bank shall be applicable to employee illness only.

9.2.4. There shall be a waiting period of five (5) working days after the exhaustion of sick leave before the employee has access to the bank.

9.2.5. A teacher who qualifies may draw up to thirty (30) sick leave days each year.

9.2.6. Days drawn from the sick leave bank by an eligible teacher do not have to be paid back by the user.

9.2.7. Sick leave bank benefits shall end when a disabled teacher begins receiving benefits from either Workman's Compensation, or the Teacher Retirement System. Such benefits shall cease at the close of the school day preceding the effective date on which one of the other two benefits commence.

9.2.8. Should the sick leave bank ever be dissolved, any remaining days shall be divided among the teachers on an equal whole day basis, rounded to an additional day for each accumulated amount of days representing a number equal to at least one-half (1/2) the total number of district teachers. (As an example, on a 60 teacher staff: 1-29 days=0 days; 30-89 days=1 day; 90-149 days=2 days, etc.)

9.2.9. Only teachers who are tenured shall have access to the Sick Leave Bank.

9.3. Personal Business Leave

Each teacher may be granted two (2) personal leave days to be used for personal business that cannot reasonably be conducted outside of regular school hours. Personal business leave days are subject to the conditions set forth below:

9.3.1. A district Leave Request form shall be submitted to the Building Principal at least three (3) days prior to the date requested. In the event of an emergency, the Superintendent may waive the written request requirement. It shall be up to the Superintendent to determine if an emergency exists.

9.3.2. Full pay will be granted for those days requested with the exception of a school day prior to or following a school holiday or vacation or the first or last week of school, the day of each employee's building's open house, and the days of parent-teacher conferences. In the event of circumstances beyond the control of the employee, the Superintendent may waive the above sentence. The Superintendent's decision of approval or non-approval shall not be considered precedent setting in any way.

9.3.3. Unused personal business leave days shall be converted to sick leave and added to the accumulated sick leave of the Employee. Such conversion shall occur following the last required teacher attendance day of each academic year, and before July 1st. Effective at the end of the 1995-1996 school year one (1) unused personal business leave day may be carried over to the following year, which will allow any employee to accumulate a total of not more than three (3) days. Anyone requesting

three (3) consecutive personal business leave days must submit a reason in writing to the Superintendent for approval. Notification of intent to carry one (1) day over must be made to the Superintendent, in writing, prior to July 1st prior to the new year thereby allowing the unused personal business leave day to be carried over. In no case will unused personal business leave days accumulate to more than three (3) days.

9.3.4. No more than ten percent (10%) of the teachers may use personal business leave on a given day.

9.3.5. The approval or denial of a request for personal business leave shall not be subject to the grievance procedure.

9.3.6. Each teacher shall be granted one (1) non-cumulated personal leave day per year for the purpose of bereavement not covered in Section 9.1-Sick Leave. A written request including the reason shall be submitted to the Superintendent for pre-approval. Subsections 9.3.4 and 9.3.5 above also apply to this paragraph.

9.4. Professional Leave

The Board may grant a teacher paid leave to attend meetings related to his/her teaching field. Such leave, if approved, shall be limited to a maximum of two (2) days per year for any individual teacher unless extended by the Superintendent. A district Leave Request form for professional leave must be submitted to the superintendent at least ten (10) days prior to the date of the requested leave. The Superintendent may approve a request for professional leave that does not comply with the ten (10) day advance notice requirement when in the opinion of the Superintendent there is a compelling reason to do so.

9.5. Professional Meetings

9.5.1. If a member of the staff is appointed to a state or national committee or elected to an office of an organization in his/her related field, the member will consult with the Superintendent and if they cannot mutually agree to the number of days of absence which will be permitted without loss of pay, the decision of the Superintendent shall be final.

9.5.2. If a member or members of the recognized professional negotiations organization desire to attend a state or national meeting, they shall/will be allowed a total of two (2) work days with pay (total number of Association leave days for the membership shall not exceed eight (8) per academic year). No other allowances will be made for financial support. The recognized Association shall be responsible for paying the cost of the substitute.

9.5.3. If a member or members of the recognized professional negotiations organization is elected or appointed to a state or national office, the number of days absent with pay will be determined by the Superintendent. The recognized Association shall be responsible for paying the cost of the substitute.

9.6. Pro-rated Leave

9.6.1. Any teacher covered by this agreement who is hired after November 1st, shall have pro-rated sick days at the rate of one (1) per month of full time attendance, and personal days at a rate of one-half (1/2) day per quarter.

9.7. Unpaid Leave of Absence:

A leave of absence without pay for any reason may be granted to a tenured teacher by the Board of Education for a period not to exceed one hundred eighty (180) school days, upon the recommendation of the Superintendent.

A teacher desiring a leave of absence shall notify the Superintendent, in writing, to take such leave at least thirty (30) days prior to the date which the leave is requested to begin. The Superintendent and teacher shall mutually agree upon the date on which the teacher is to return to work.

The granting of leaves of absence is a separate matter for each teacher and is based upon individual facts of each case. The fact that a leave is granted to one teacher shall not be a precedent for granting of a leave to another teacher.

A teacher on leave of absence, except for leaves eligible for the Family Medical Leave Act (FMLA), may keep his or her health insurance in effect by paying the full premium.

All leaves of absence shall be granted with full understanding that the teacher may be assigned to any position for which he or she is qualified upon completion of the leave. Every consideration shall be given to returning the teacher to his/her former position. Teachers on leave shall be subject to the same reduction in force displacements as any other tenured teacher. A teacher on leave must notify the District in writing of his/her return by March 15th of the year the teacher is on leave. Failure to notify the District in writing by March 15th shall be grounds for the Board to consider that lack of notification a resignation and shall be reported as such at a Board Meeting. Absence of such a letter automatically terminates the teacher's employment and tenure rights. Acceptance of full time employment elsewhere during the term of a leave of absence automatically cancels the leave and terminates employment unless such employment is mutually agreed upon by the Board of Education and the teacher. A teacher who is on a leave of absence for one hundred

twenty (120) school days does not advance on the salary schedule for that year and does not acquire a year of service or seniority for that year.

A teacher on leave of absence retains any unused accumulated sick leave usable upon return to regular employment but does not earn additional sick leave until the teacher returns to full time active service.

A teacher absence that is not part of a leave of absence and does not qualify as a sick, bereavement or personal day, or exceeds the number of available sick, bereavement or personal days, will be considered a dock day. The teacher will have the pay (salary/180) for the dock day deducted from the next payroll check.

10. GRIEVANCE PROCEDURE

10.1. Definitions

Any claim made by a teacher, group of teachers, or the Association that there has been a violation, misinterpretation, or misapplication of the terms of this Agreement during the term of this Agreement, shall constitute a grievance, except for those sections of the agreement specifically excluded from the grievance procedure.

Any grievance must be filed at the first step within fifteen (15) days of the first occurrence giving rise to the grievance. Failure to file within this time period shall constitute a bar to the processing of the grievance.

All time limits contained herein consist of school days, except that when a grievance is submitted less than ten (10) days before the close of the school term, the time limits shall be doubled. The failure of a teacher(s) or the Association to act within the time limits set forth herein shall act as a bar to any further appeal. The failure of an administrator to render a decision or to meet within the time limits set forth shall permit the teacher(s) or the Association to proceed to the next step. Time limits can only be extended by written, mutual consent. School days as used in this section, shall mean days of scheduled attendance for all pupils.

To constitute an effective filing, a written grievance must contain the following information:

10.1.1. A description of the occurrence giving rise to the grievance, including names, dates, and places necessary for a complete understanding of the grievance.

10.1.2. A listing of the specific provisions of this agreement alleged to have been violated, misinterpreted, or misapplied.

10.1.3. State the remedy required to resolve the grievance.

10.2. Procedure

The parties acknowledge that it is usually most desirable for a teacher and his/her immediately involved supervisor to resolve problems through free and informal communication. However, if such informal processes fail to satisfy the teacher, a grievance may be processed as follows:

STEP ONE

The teacher(s) or Association shall present the grievance in writing to the Building Principal who will arrange for a meeting to take place with the grievant and a representative of the Association, if any, within five (5) days of the receipt of the written grievance. Within five (5) days of the meeting, the principal shall provide the grievant with a written decision.

STEP TWO

In the event the grievance is not satisfactorily resolved at Step One, the grievant(s) may file the grievance with the Superintendent or his/her official designee, within five (5) days of the receipt of the Step One answer or ten (10) days of the Step One meeting, whichever is later. Upon receipt of the grievance, the Superintendent shall arrange for a meeting with the grievant and the representative of the Association, if any, to take place within five (5) days. Within five (5) days of the Step Two meeting, the Superintendent shall provide the grievant with a written decision. Each party shall have the right to have present such witnesses as deemed necessary to establish facts pertinent to the grievance.

STEP THREE

If the grievance is not satisfactorily resolved at Step Two the grievant(s) may file the grievance with the School Board, within five (5) days of the receipt of the Step Two answer or ten (10) days of the Step Two meeting, whichever is later. Upon receipt of the grievance, the School Board or a committee of the Board shall arrange for a meeting with the grievant and the representative of the Association, if any, to take place within twenty (20) days. Within ten (10) days of the Step Three meeting, the School Board or committee of the Board shall provide the grievant with a written decision. Each party shall have the right to have present such witnesses as deemed necessary to establish facts pertinent to the grievance.

STEP FOUR

If the grievance is not resolved at Step Three, the grievant and/or the Association may submit the grievance, except Evaluation as outlined in Article VII-Teacher Evaluation, to final and binding arbitration. If a demand for arbitration is not filed within thirty (30) days of the date from the Step Three decision, the grievance shall be deemed withdrawn. The parties shall jointly request the American Arbitration Association to submit to them a list of

five (5) arbitrators' names and qualifications. Either party may reject one list in its entirety and request that another list be submitted. From the final list, the parties shall alternately strike one name, with the party initiating arbitration striking first, until only one name remains. That individual shall serve as the arbitrator. The arbitrator so selected shall be jointly notified of his/her selection and requested to contact the parties with respect to scheduling the hearing. If the individual selected cannot serve, the parties shall request another list and repeat the striking process to determine another arbitrator to serve. Failure of a party to act with regard to striking in turn within thirty (30) days shall constitute a waiver of the right to select an arbitrator. In such a case, the other party shall select an arbitrator from the list and arbitration shall proceed.

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

10.2.1. He/she shall have no power to establish salary structures or change any salary.

10.2.2. He/she shall have no power to rule on any of the following:

a. The termination of services or failure to re-employ any probationary teacher.

c. The termination of services, or failure to re-employ any teacher to a position on the extra-curricular schedule.

d. Any claim, or complaint, to which there is another remedial procedure, or forth-established law or regulation, having the force of law including any matters subject to the procedure specified in the Teacher Tenure Act.

10.2.3. He/she shall have no power to change any practice, policy, or rule of the Board not to substitute his judgement for that of the Board as to the reasonableness of any such practice, policy, rule, or any action taken by the Board. His powers shall be limited to deciding whether the Board has violated the expressed Articles or Sections of the Agreement, and he shall not imply obligations and conditions binding upon the Board from this Agreement, it being understood that any matter not specifically set forth herein remains in the reserved rights of the Board.

10.2.4. All claims for back wages shall be limited to the amount of wages that an employee would have otherwise earned, less any unemployment or other compensation that he may have received from any source during the period of back pay. No decision in any one case shall require a retroactive wage adjustment in any case. In any case an award shall not go back further than the beginning date of this Agreement.

Each party shall bear the full cost for its representation in the arbitration. The costs of the arbitrator and the AAA shall be divided equally between the parties. If either party requests a transcript, the cost of the two (2) transcripts shall be divided equally between the parties. Should the investigation or processing of any grievance during the arbitration phase require that a teacher or a representative be released from his regular assignment as requested by the arbitrator to gather additional information the arbitrator shall order collected, he shall be released without loss of pay or benefits. All documents, communications, and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants. Any grievance occurring during the period between the termination date of this agreement and the effective date of the successor Agreement shall not be subject to the provisions of the terminated Agreement or the successor Agreement.

11. NO STRIKE CLAUSE

The Board and the Association recognizes that strikes and all other forms of work stoppages by members of the exclusive bargaining unit are contrary to the continuity of educational programs. The Board and the Association subscribe to the principle that differences shall be resolved by peaceful and appropriate means, and agreements shall result from good-faith negotiations. The Association therefore agrees that there shall be no strikes, work stoppages, refusal to perform work assignments, or interference with District operations during the term of this agreement.

The Association recognizes its duty and obligation to comply with the provisions of this Agreement and to make every effort toward inducing all its members to do so.

In the event of any strike or other concerted action which interferes with the operation of the District, the Board shall take whatever affirmative action is necessary and within its authority to bring about the termination of such interference.

It is agreed and understood that there will be no strike, work stoppage, slow-down, picketing, or other concerted action on school property or refusal or failure to fully and faithfully perform job functions and responsibilities or other interference with the operations or the District by the Association by its officers, agents, or members during the term of this Agreement, including compliance with the request of other labor organizations to engage in such activity.

12. COMPLETE UNDERSTANDING

This Agreement constitutes the full and complete Agreement of the parties, and supersedes and cancels all previous agreements between the Board and Association. Both parties agree that this Agreement may be altered, changed or modified only through the voluntary mutual consent of the parties in a written, signed amendment to this Agreement.

The Board and the Association, for the duration of this Agreement, agrees that the other shall not be obligated to bargain collectively with respect to any matter referred to, covered by, or proposed during the negotiation of this Agreement.

13. SEPARABILITY

Should any Article, Section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that part shall be deleted from this Agreement only to the extent that it is found to violate the law. All remaining Articles, Sections, and Clauses shall remain in full force and effect.

14. RATIFICATION OF AGREEMENT

This Agreement will not be considered binding until such time as the Association has formally notified the Board in writing of official acceptance of this document by the membership and subsequent approval by formal Board of Education action at a public meeting.

15. TERM AND EXECUTION OF AGREEMENT:

This Agreement shall be in effect from August 1, 2015 to July 31, 2017.

In witness whereof, the parties have executed this Agreement by their duly authorized representatives.

Dated the 16th day of November, 2015

FOR THE EDUCATION ASSOCIATION
OF PLANO, (IEA-NEA Affiliate)

FOR PLANO COMMUNITY UNIT
SCHOOL DISTRICT NO. 88



President



President



Secretary



Secretary

11/16/15

Date

11-16-15

Date

EXHIBIT "A"

**SALARY SCHEDULE
2015-16**

Lane Step	B	B + 12	B + 24	M	M + 12	M + 24	M + 36 2M
1	39,400	40,385	41,496	43,052	44,451	46,007	47,732
2	40,385	41,395	42,533	44,128	45,562	47,157	48,925
3	41,395	42,429	43,596	45,231	46,701	48,336	50,148
4	42,429	43,490	44,686	46,362	47,869	49,544	51,402
5	43,490	44,577	45,803	47,521	49,065	50,783	52,687
6	44,577	45,692	46,948	48,709	50,292	52,052	54,004
7	45,692	46,834	48,122	49,927	51,549	53,354	55,354
8	46,834	48,005	49,325	51,175	52,838	54,687	56,738
9	48,005	49,205	50,558	52,454	54,159	56,055	58,157
10	49,205	50,435	51,822	53,766	55,513	57,456	59,611
11	49,205	51,696	53,118	55,110	56,901	58,892	61,101
12	49,205	52,989	54,446	56,488	58,323	60,365	62,628
13	49,205	54,313	55,807	57,900	59,781	61,874	64,194
14	49,205	55,671	57,202	59,347	61,276	63,421	65,799
15	49,205	55,671	58,632	60,831	62,808	65,006	67,444
16	49,205	55,671	60,098	62,352	64,378	66,631	69,130
17	49,205	55,671	61,600	63,910	65,988	68,297	70,858
18	49,205	55,671	63,140	65,508	67,637	70,005	72,630
19	49,205	55,671	63,140	67,146	69,328	71,755	74,445
20	49,205	55,671	63,140	68,825	71,061	73,549	76,307
21	49,205	55,671	63,140	68,825	72,838	75,387	78,214
22	49,205	55,671	63,140	68,825	74,659	77,272	80,170
23	49,205	55,671	63,140	68,825	74,659	79,204	82,174
24	49,205	55,671	63,140	68,825	74,659	81,184	84,228
Longevity				2,500	2,500	2,500	2,500

Cell amounts have the TRS contribution paid by the District added.
This is the amount of TRS creditable earnings.

EXHIBIT "B"

**SALARY SCHEDULE
2016-17**

Lane Step	B	B + 12	B + 24	M	M + 12	M + 24	M + 36 2M
1	40,385	41,395	42,533	44,128	45,562	47,157	48,925
2	41,395	42,429	43,596	45,231	46,701	48,336	50,148
3	42,429	43,490	44,686	46,362	47,869	49,544	51,402
4	43,490	44,577	45,803	47,521	49,065	50,783	52,687
5	44,577	45,692	46,948	48,709	50,292	52,052	54,004
6	45,692	46,834	48,122	49,927	51,549	53,354	55,354
7	46,834	48,005	49,325	51,175	52,838	54,687	56,738
8	48,005	49,205	50,558	52,454	54,159	56,055	58,157
9	49,205	50,435	51,822	53,766	55,513	57,456	59,611
10	50,435	51,696	53,118	55,110	56,901	58,892	61,101
11	50,435	52,989	54,446	56,488	58,323	60,365	62,628
12	50,435	54,313	55,807	57,900	59,781	61,874	64,194
13	50,435	55,671	57,202	59,347	61,276	63,421	65,799
14	50,435	57,063	58,632	60,831	62,808	65,006	67,444
15	50,435	57,063	60,098	62,352	64,378	66,631	69,130
16	50,435	57,063	61,600	63,910	65,988	68,297	70,858
17	50,435	57,063	63,140	65,508	67,637	70,005	72,630
18	50,435	57,063	64,719	67,146	69,328	71,755	74,445
19	50,435	57,063	64,719	68,825	71,061	73,549	76,307
20	50,435	57,063	64,719	70,545	72,838	75,387	78,214
21	50,435	57,063	64,719	70,545	74,659	77,272	80,170
22	50,435	57,063	64,719	70,545	76,525	79,204	82,174
23	50,435	57,063	64,719	70,545	76,525	81,184	84,228
24	50,435	57,063	64,719	70,545	76,525	83,213	86,334
Longevity				2,500	2,500	2,500	2,500

Cell amounts have the TRS contribution paid by the District added.
This is the amount of TRS creditable earnings.

EXHIBIT “C”

**EXTRA DUTY SCHEDULE
2015-17**

	Tier	2015-16	2016-17
HIGH SCHOOL Athletics			
Head Football	1	6,304.00	6,461.60
Asst. Football	4	4,334.00	4,442.35
Head Soccer	2	5,713.00	5,855.83
Asst. Soccer	5	3,546.00	3,634.65
Head Volleyball	2	5,713.00	5,855.83
Asst. Volleyball	5	3,546.00	3,634.65
Head Golf	3	5,122.00	5,250.05
Asst. Golf	6	3,152.00	3,230.80
Head Cross Country	3	5,122.00	5,250.05
Asst. Cross Country	6	3,152.00	3,230.80
Head Basketball	1	6,304.00	6,461.60
Asst. Basketball	4	4,334.00	4,442.35
Head Wrestling	1	6,304.00	6,461.60
Asst. Wrestling	4	4,334.00	4,442.35
Head Baseball/Softball	2	5,713.00	5,855.83
Asst. Baseball/Softball	5	3,546.00	3,634.65
Head Track	2	5,713.00	5,855.83
Asst. Track	5	3,546.00	3,634.65
Head Cheerleading	3	5,122.00	5,250.05
Asst. Cheerleading	6	3,152.00	3,230.80
Conditioning Coordinator School Year	5 29	3,546.00	3,634.65
Conditioning Coordinator Summer	5	3,546.00	3,634.65

NOTE: All extra-curricular assignments will begin at Year 1 on the salary schedule for the 2015-16 school year.

HIGH SCHOOL - Extra-Curricular			
Chemistry/Science Club	10	492.50	504.81
Chess Team	8	1,182.00	1,211.55
Band	5	3,546.00	3,634.65
Asst. Band	7	1,970.00	2,019.25
Choral	8	1,182.00	1,211.55
Dramatics per Play	8	1,182.00	1,211.55
Dramatics Musical Asst	9	886.50	908.66
Madrigals	8	1,182.00	1,211.55
Newspaper/Bowling/Dance/ Intramurals	8	1,182.00	1,211.55
Yearbook (not as class)	8	1,182.00	1,211.55
Yearbook (as part of class)	9	886.50	908.66
Senior Class Sponsor	9	886.50	908.66
Asst. Senior Class Sponsor	10	492.50	504.81
Junior Class Sponsor	7	1,970.00	2,019.25
Asst. Junior Class Sponsor	9	886.50	908.66
Sophomore Class Sponsor	9	886.50	908.66
Asst. Sophomore Class Sponsor	10	492.50	504.81
Freshman Class Sponsor	9	886.50	908.66
Asst. Freshman Class Sponsor	10	492.50	504.81
Student Council	9	886.50	908.66
Asst. Student Council	10	492.50	504.81
National Honor Society	8	1,182.00	1,211.55
Scholastic Bowl	9	886.50	908.66
Math Contest	11	197.00	201.93
WYSE Competition	30 11	197.00	201.93
Weekly Club/Yr (Art)	8	1,182.00	1,211.55
Thespian Society	10	492.50	504.81
Art Fair	9	886.50	908.66
Talent Show	10	492.50	504.81
FEA	8	1,182.00	1,211.55
SLIP/Special Friends/ PRAISE	10	492.50	504.81

MIDDLE SCHOOL - Athletics			
Volleyball	6	3,152.00	3,230.80
Basketball	6	3,152.00	3,230.80
Track/Cross Country	6	3,152.00	3,230.80
Asst. Track	7	1,970.00	2,019.25
Wrestling	6	3,152.00	3,230.80
Cheerleading	7	1,970.00	2,019.25
Poms	7	1,970.00	2,019.25
Intramural Soccer	9	886.50	908.66
MIDDLE SCHOOL - Extra-Curricular			
Music-Per Performance	11	197.00	201.93
Chorus	8	1,182.00	1,211.55
Art Fair	10	492.50	504.81
Yearbook	8	1,182.00	1,211.55
Student Council	9	886.50	908.66
Asst. Student Council	10	492.50	504.81
Batons	10	492.50	504.81
Art Club	8	1,182.00	1,211.55
Jazz/Pep/Ensemble	9	886.50	908.66
Knowledge Master	10	492.50	504.81
Spelling Bee	11	197.00	201.93
Newspaper	10	492.50	504.81

ELEMENTARY - Activities			
Music-Per Performance	11	197.00	201.93
Chorus	8	1,182.00	1,211.55
Art Fair	10	492.50	504.81
Spelling Bee	11	197.00	201.93
Art Club	9	886.50	908.66
Jazz/Pep/Ensemble	9	886.50	908.66
Intramural Per Season	9	886.50	908.66
Student Council	9	886.50	908.66
Asst. Student Council	10	492.50	504.81
Newspaper	9	886.50	908.66
Book Club	9	886.50	908.66
Rocket Club	10	492.50	504.81
Peer Leader Club	10	493.00	504.81
OTHER ASSIGNMENTS			
E ² K Coordinator	5	3,546.00	3,634.65
E ² K Asst.	6	3,152.00	3,230.80
Ticket Seller (per event)	\$25.00		
Timers, Scorers, Announcers (per 2-3 hrs)	\$25.00		
Driver's Education (after school per hour)	\$25.00		
After School, Saturday Detention, Homework Club (after school per hour)	\$25.00		

Tier	Tier 1	Tier 2	Tier 3	Tier 4	Tier 5	Tier 6	Tier 7	Tier 8	Tier 9	Tier 10	Tier 11
2015-16 Base	\$39,400	\$39,400	\$39,400	\$39,400	\$39,400	\$39,400	\$39,400	\$39,400	\$39,400	\$39,400	\$39,400
Percentage	16%	14.50%	13%	11%	9%	8%	5%	3%	2.25%	1.25%	0.50%
Amount	\$6,304.00	\$5,713.00	\$5,122.00	\$4,334.00	\$3,546.00	\$3,152.00	\$1,970.00	\$1,182.00	\$886.50	\$492.50	\$197.00
2016-17 Base	\$40,385	\$40,385	\$40,385	\$40,385	\$40,385	\$40,385	\$40,385	\$40,385	\$40,385	\$40,385	\$40,385
Percentage	16%	14.50%	13%	11%	9%	8%	5%	3%	2.25%	1.25%	0.50%
Amount	\$6,461.60	\$5,855.83	\$5,250.05	\$4,442.35	\$3,634.65	\$3,230.80	\$2,019.25	\$1,211.55	\$908.66	\$504.81	\$201.93
	Head Football	Head Volleyball	Head Cross Country	Tier 1 Assistants	Tier 2 Assistants	Tier 3 Assistant	Jr Class Sponsor	Chess	Fr/So/Sr Class Sponsor	Fr/So/Sr Asst Class Sponsor	Math Contest
	Head Boys Basketball	Head Baseball	Head Boys Golf		E2K Coordinator	E2K Assistant	MS Asst Track	HS Choral	Asst Jr Class Sponsor	Thespian Society	WYSE
	Head Girls Basketball	Head Softball	Head Girls Golf		Cond Coordinator	HS Asst Cheer	MS Cheer	Play/Musical (per show)	Asst Play/Musical (per show)	Special Friends	Spelling Bee
	Head Wrestling	Head Track	Head Cheer		HS Band	MS Wrestling	MS Poms	Madrigals	Yearbook (with class)	PRAISE	MS/Elem Music (per performance)
		Head Boys Soccer				MS Volleyball	HS Asst Band	Newspaper (Bowling/Dance/Intramurals)	Scholastic Bowl	SLIP	
		Head Girls Soccer				MS Basketball		Yearbook (not a class)	HS Art Fair	Science/Chemistry Club	
						MS Cross Country		FEA	HS/MS/Elem Stud Council	Knowledge Master	
						MS Head Track		NHS	MS/Elem Jazz/Pep/Ensemble	Talent Show	
								MS/Elem Chorus	MS/Elem Art Club	MS Baton	
								MS/HS Art Club	Intramurals (per season)	MS Newspaper	
								MS Yearbook	Elem Newspaper	MS/Elem Art Fair	
									Elem Book Club	HS/MS/Elem Asst Stud Council	
										Elem Rocket Club	
										Elem Peer Leader Club	
NOTE: All extra-curricular assignments will begin at Year 1 on the salary schedule for the 2015-16 school year.											