

Agreement Between

**BOARD OF EDUCATION,
GREENFIELD COMMUNITY
UNIT DISTRICT #10**

and

**GREENFIELD
EDUCATION
ASSOCIATION
IEA-NEA**

August 1, 2024 – July 31, 2028

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ARTICLE I

Recognition

- 1.1 The Board of Education of Community Unit District #10, Greene County, Illinois (hereinafter referred to as the "Employer" or the "Board"), recognizes the Greenfield Education Association IEA/NEA (hereinafter referred to as the "Association"), as the sole and exclusive bargaining representative for all full-time and part-time certified and non-certified faculty, secretaries, custodians, cooks, bus drivers, library aides, teacher aides, and study hall monitors (hereinafter referred to as "Employees" or "Bargaining Unit Members") exclusive of all supervisory and managerial personnel as defined by the Illinois Educational Labor Relations Act.

Full-time employees shall be those defined as working a minimum of thirty (30) clock hours per week. Bus drivers are considered to be full time employees who are regularly scheduled to work twenty hours (20) a week. Bargaining unit members, working other than a full-time basis, shall be provided all benefits and conditions specified in this agreement on a pro-rata basis based on a thirty (30) clock hour week.

- 1.2 The laws of the State of Illinois supersede this contract.

ARTICLE II

Negotiation Procedures

- 2.1 Except by mutual agreement of both parties, negotiations will not start earlier than March 1 and no later than May 15th with the Association over a Successor Agreement. During negotiations, the Board and the Association shall present relative data, exchange points of view, and make proposals and counter proposals. Each party shall make available to the other, upon request, information within its possession, which is relevant to the subject under discussion. Both parties shall determine and agree upon the negotiation process and establish ground rules at the round table.

The parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make concessions in the course of negotiations, in the capacity of TA's only. Tentative agreements shall be reduced to writing and initialed by the spokesperson of the respective teams at the meeting the tentative agreement is reached. Upon final agreement, the entire contract shall be submitted to the Association for ratification and subsequently to the Board for adoption.

- 2.2 Dates of the meetings shall be determined by mutual agreement. Meetings shall generally last two (2) hours, except either party may adjourn a session at an earlier time and both parties may mutually agree to extend a session.
- 2.3 One week prior to the round table both parties will exchange general areas of concern. On a mutually agreed upon date following the round table, both parties shall exchange proposals. Issues not discussed at the round table shall not be allowed during negotiations.
- 2.4 If the parties go to mediation, the Federal Mediation and Conciliation Services shall be contacted for mediation purposes. If FMCS is unavailable for mediation services, the I.E.L.R.B. shall be notified.
- 2.5 Either team may caucus when deemed necessary. Prior to the caucus, the requesting team will estimate the time needed during the caucus.
- 2.6 There shall be two copies of any final agreement. One copy shall be retained by the Employer and one by the Association. Each party will be responsible for maintaining TA and ratified copy of the final draft.
- 2.7 This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III

Grievance Procedure

- 3.1 A grievance shall be any claim by the Association or any employee that there has been an alleged violation, misrepresentation or misapplication of the terms of this agreement.
- 3.2 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, or when school is not in session. Then time limits shall consist of all week days.
- 3.3 The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately 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:

STEP I: The employee or the Association shall present the grievance in writing to the immediate supervisor within (10) ten school days from the time the employee became aware of the first event giving rise to the grievance, who shall arrange for a meeting to take place within seven (7) days after receipt of the grievance. The Association's representative, the grievant and any immediately involved supervisor shall be present for the meeting. Within seven (7) days of the meeting, the grievant and the Association shall be provided with the supervisor's written response including the reasons for the decision.

STEP II: If the grievance is not resolved at Step I, then the Association or the grievant may refer the grievance to the Superintendent or the Superintendent's official designee within seven (7) days after receipt of the Step I answer. The Superintendent shall arrange with the grievant or Association representative, if requested by the grievant, for a meeting to take place within seven (7) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witness and counselors as it deems necessary. Within seven (7) days of the meeting, the Association and grievant shall be provided with the Superintendent's written response, including the reasons for the decision.

STEP III: If the grievance is not resolved at Step II, then the Association or grievant may refer the grievance to a Board committee (2 person committee) within seven (7) days after receipt of the Step II answer. The Board president or committee chairman shall arrange with the employee and an Association representative for a meeting to take place within seven (7) days of the Board's receipt of appeal. Each party shall have the right to include in its representation such witness and counselors as it deems necessary. Within seven (7) days of the meeting the Association and grievant shall be provided with the Board's, or committee thereof, written response including the reasons for the decision.

STEP IV: If the Association or grievant is not satisfied with the disposition of the grievance at Step III, the Association or grievant may submit the grievance to final and binding arbitration under the voluntary Labor Arbitration Rules of 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 III answer, then the grievance shall be deemed withdrawn. Arbitration proceedings shall be conducted by an arbitrator to be selected from a roster of arbitrators provided by the American Arbitration Association. Within seven (7) days after the Association requests binding arbitration, the two parties will request the American Arbitration Association to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until one name shall remain. Expenses for the arbitrator's services will be borne equally by the school district and the Association. The arbitrator's decision shall be binding on all parties.

- 3.4 If the Association and the Superintendent agree, Step I & II of the grievance procedure may be bypassed and the grievance brought directly to Step III.
- 3.5 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.
- 3.6 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.
- 3.7 The Board, Administration and Association shall cooperate mutually in the investigation of any grievance.
- 3.8 No reprisals shall be taken by the Board or the Administration against any employee because of the employee's participation in a grievance.

- 3.81** Any investigation, handling or processing of any grievance by the grievant shall be conducted so that instructional programs and related work activities of the grievant or the teaching staff are not interrupted.
- 3.82** Should the investigation or processing of any grievance require that an employee or an Association representative be released from their regular assignment, the employee or Association representative shall be released without loss of pay or benefit.
- 3.83** All records related to a grievance shall be filed separately from the personnel files of the employees.
- 3.84** A grievance may be withdrawn at any level without establishing precedent.
- 3.85** 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.
- 3.86** By mutual request, the Expedited Arbitration Rules of the American Arbitration Association shall be used instead of the Voluntary Arbitration Rules.
- 3.87** The arbitrator shall have no power to alter the terms of this agreement.
- 3.88** The fees and the expenses of the arbitrator shall be shared equally by the parties.

ARTICLE IV

Employee and Association Rights

4.1 Right to Organize and Participate

Employees shall have the right to organize, join and assist the Association, to participate in negotiation with the Employer through representatives of their own choosing, individually or in concert, for the purpose of establishing, maintaining, protecting or improving conditions of service and the quality of the educational environment.

4.3 Observations/Rights

Informal

- a. The building principal or immediate supervisor may informally observe a teacher or other employee at any time without notice.
- b. Informal observations may be reduced to writing. If reduced to writing, it shall be discussed with the teacher or employee within ten (10) school days following the informal observation. A copy shall be provided to the teacher or other employee and he/she will have the right to a written response.
- c. When any employee is required to appear before an administrator-supervisor, an Employer committee, or Board of Education concerning any matter which could adversely affect the continuation of that Employee in his/her position of employment, his/her salary or any salary pertaining thereto, the Employee shall be given reasonable prior notice of the reasons for such meetings or interview and shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting or interview.

Formal

- d. Employee's right to respond - Following the post formal evaluation conference, the employee shall sign and be given a copy of the evaluation report prepared by the evaluator. In no case shall the employee's signature be construed to mean that he/she necessarily agrees with the content of the evaluation, only that it has been discussed. An employee may submit additional comments to the written evaluation if he/she so desires. All written evaluations and the employee's comments are to be placed in the employee's personal file. The evaluator will sign the response acknowledging that he/she read the material. A copy of the response will be provided to the immediate supervisor. In no case shall a supervisor's signature be construed to mean that he/she necessarily agrees with the content of the response.

4.4 Employee Notification of Assignments

If an employee's assignment is changed, an employee shall be given written notice of his/her assignment for the forthcoming year not later than sixty (60) days preceding the first day of the new school term. In the event changes in such assignments are proposed, the employee affected shall be notified promptly and consulted. In no event shall changes in the employee's assignments be made later than thirty (30) days preceding the commencement of the next school term unless an emergency situation requires the same. In the event of such emergency, the employee shall be allowed to resign.

4.5 Typing, Duplicating and Secretarial Facilities and Services

In each building, copy machines and clerical personnel shall be available to aid employees in the proper execution of their assigned duties.

4.6 Association Matters – Notification

The Association shall have the right to speak at any Board meeting. If notified within five (5) days prior to the meeting, the concern will appear under the appropriate section.

4.7 Board Meetings - Notification

The President of the Association or his/her designee shall be given written notice of any regular meeting of the Board at least forty-eight (48) hours or special meeting of the Board at least twenty-four (24) hours prior to the scheduled time of such meeting. A copy of the agenda or statement of purpose will be provided.

4.8 Board Minutes - Association Copies

One (1) copy of all approved Board minutes shall be e-mailed to the President of the Association as soon as they have been prepared.

4.9 Business by Association Representatives on School Property

Representatives of the Association shall be permitted to transact Association business on school property provided that they make their presence known to the proper officials upon entering the buildings. Such business shall be conducted before or after school and during duty free lunch periods with the advance notice and approval of the superintendent.

4.91 Bulletin Board - Mail Facilities

The Association shall have the right to use one bulletin board designated by the Board in each attendance center. Such board shall be located in the teacher's lounge. The Association shall have the right to use internal district employee mailboxes. GEA items posted shall be approved by the Superintendent in advance of posting.

4.92 District Inter-Office Mail

The Association may use the district's inter-school mail services for distribution purposes.

4.93 Association Use of District Facilities and Equipment

The Employer will allow the Association to use district facilities for committee, general, or building employee meetings, outside of school attendance hours. Prior approval of the Superintendent or his designee is to be secured at least twenty-four (24) hours in advance of such use. The Association agrees to reimburse the district for any costs incurred during major organizational use.

4.94 Association Views - Student Presence

The Association's views on matters relating to Supervisor-Employee or Board-Employee relationships shall not be discussed in the presence of students.

4.95 Names and Addresses - New Employees

Names and addresses of newly-hired employees shall be provided to the Association within fourteen (14) days after their hiring.

4.96 Association Leave

The Association shall be granted release time for one Association member, not to exceed an aggregate total of three (3) days during any one school year. The Association shall reimburse the Board for substitute salaries resulting from the granting of release time. No release time shall be granted for less than 1/2 days of an employee's assignment. Notification of a request for release time shall be given to the building principal or worksite supervisor in the same manner as other employees reporting absence. If more than one (1) full day is requested, at least one (1) full days' notice shall be given.

PAYROLL DEDUCTIONS

4.98 Procedures for Membership Authorization

Proper authorization for membership payroll deductions shall be the signature of the employee on an authorization form prepared by the Association and submitted to the Superintendent or his/her designee. Such authorization shall remain effective from year to year unless the employee cancels such authorization by notice in writing to the Superintendent or his/her designee and to the Association prior to September 1st of any school year to be effective for such year.

4.99 Payment to the Association

Any salary deductions to the Association or party thereof shall be made if requested in writing two (2) weeks prior to the September payday.

ARTICLE V

Personnel Files

5.1 Conditions and Procedure for Placement of Materials in File

One official file shall be maintained. No evaluative materials shall be placed in the file unless the employee has had an opportunity to read such materials. The employee shall acknowledge that he/she has read any materials evaluative in nature by affixing his/her signature on the copy to be filed.

5.2 Right to Respond to Materials in File

Within thirty (30) school days the employee shall have the right to respond to any material filed and his/her response shall be attached to the file. The immediate supervisor will sign the response acknowledging that he/she read the material. A copy of the response will be provided to the immediate supervisor.

5.3 Right to Examine File

Within one working day of written request by the employee to the Superintendent or designee, he/she shall be permitted to examine his/her files in the presence of a superintendent or designee during a time that will not disrupt the educational process.

5.4 Right to Reproduce Materials in File

Upon request, the Board will reproduce, at the employee's expense, any material in his/her file.

5.5 Locked Files

The files will be kept locked at all times other than regular office hours.

ARTICLE VI Leaves

6.1 Personal Leave

The Board shall grant up to a maximum three (3) days* leave for all employees working at least thirty (30) hours weekly and all certified staff. Employees working less than thirty (30) hours weekly shall be granted one (1)** personal leave day, two (2)*** personal leave days after twenty (20) years. These days will be granted in one-half (½) day or full day increments without loss of pay and shall accumulate from year to year as sick leave. All employees prior to June 25, 1999, shall be considered full time employees with 20 clock hours per week. This shall remain in effect until affected employees are no longer employed. Staff may carry over two (2) unused personal leave days per year with the maximum of 5 personal days allowed at any one time.

- ◇ 3 personal leave days*
- ◇ 1 personal leave day**
- ◇ 2 personal leave days***

6.2 The use of the above leaves the day before or after a school holiday, during teacher institutes or workshops, and/or during the first and last week of school is subject to administrative approval. No more than three (3) certified and three (3) non-certified employees will be permitted personal leave on the same day. Personal and business leave shall be granted subject to approval of the building principal and the superintendent.

6.3 Sick Leave

At the beginning of each work year, each employee shall be credited with twelve (12) sick leave days without loss of pay. The unused portion of said sick leave shall accumulate to the TRS allowable amount (340 days) and the IMRF allowable amount (240 days).

- a. Sick leave shall be interpreted to mean personal illness, quarantine at home, illness or death in the immediate family or household. The immediate family, for the purpose of this section shall include: parent, step-parent, spouse, brother, sister, child, step-child, foster child, grandparent, grandchild, parent-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, aunt, uncle, niece, nephew, domestic partner, and legal guardian. Other sick days may be used for bereavement upon superintendent approval.
- b. The employee will provide the District Office with a statement from their physician stating that the employee is able to return to work indicating restrictions if any following any prolonged absence due to medical condition or injury. A prolonged absence is considered three (3) or more absences. The district may request a doctor's note after three (3) consecutive days of absences.

6.4 Court Duty Leave

When an employee is called for jury duty, the employee shall be granted leave with full pay, but the employee shall pay to the district only money received for actual duty. Leave for jury duty shall not be counted against allowance for personal leave or sick leave.

There shall be no deduction in pay for absence due to attendance in Court in response to a subpoena.

6.5 FMLA Leave

Eligible employees may use unpaid family and medical leave, guaranteed by the federal Family and Medical Leave Act, for up to a combined total of 12 work weeks per rolling year. While FMLA leave is normally unpaid, the district may substitute an employee's accrued paid leave for unpaid FMLA leave. All policies and rules regarding the use of paid leave apply when paid leave is substituted for unpaid FMLA leave. For further information, reference Board Policy 5:185 – Family Medical Leave of Absence.

6.6 Accident or Injury Leave

Absence due to injury, accident or illness incurred in the course of the employee's employment shall not be charged against the employee's sick leave days. The Board shall continue the employee's wages and benefits in full until Worker's Compensation payments begin. The Employer shall pay to such employee the difference between his/her contractual salary and all benefits received under the Illinois Worker's Compensation Act for a minimum of thirty (30) days or the employee's number of accrued sick days.

6.7 Certified staff members who substitute for other staff members during regularly scheduled duties/hours shall be paid \$15.00 for every nearest half-hour.

6.8 Staff Meal Accounts

Staff shall not charge more than \$50 to their meal account. Any staff exceeding \$50 will not be allowed to purchase school food/drink. All meal accounts must be paid in full at the end of the school year.

ARTICLE VII

Conditions of Employment

7.1 All Certified Employees

a. Lunch Period

All employees shall have a duty-free lunch period equal to the regular school lunch period, but not less than thirty (30) minutes in each school day.

b. Preparation Period

All employees at the high school shall have an unassigned preparation period of no less than a given period during each workday. It shall be the intent of the Board and Administration that all employees at the elementary school shall have an uninterrupted preparation time of no less than 30 minutes included in a minimum of 175 total minutes during a regular work week. These minutes will be granted while students are in attendance.

ELEMENTARY

Teacher Workday: 8:00 – 3:30

The teacher workday is 7 hours with the exception of additional sponsorship duties, meetings by the administration, assigned supervision and ticket taking.

HIGH SCHOOL

Teacher Workday: 8:00 – 3:30

The teacher workday is 7 hours with the exception of additional sponsorship duties, meetings by the administration, assigned supervision and ticket taking.

c. Class Size

The Board and Association agree that class size shall be closely monitored at each grade level/subject area. Every attempt shall be made to limit class size. Should a need arise, a meeting will be granted to the teacher who requests consideration for an aide.

d. Substitutes

Every attempt shall be made to find a qualified substitute outside of the district staff to replace a regular classroom teacher on sick leave or personal leave.

e. Shut Down

On days when school is dismissed early due to emergency crisis, inclement weather or Acts of God, employees will be allowed to leave ten (10) minutes after the dismissal of students with Superintendent approval. Employees shall not lose pay or benefits when these conditions arise.

7.2 All Non-Certified Employees

a. Employee Termination

No employee will be dismissed without just cause.

Any employee shall be given written warning, specifically identifying the behavior(s) which, if not remediated, could be the basis for termination. Upon the issuance of a written warning, the appropriate administrator will have a conference with the employee, including therein a review of the employee's personnel file. If requested by the employee, an Association representative will be present at the conference.

Upon the issuance of a written notice of termination, the employee will be given a bill of particulars. If an employee requests a review of his/her termination, the review shall be made through the grievance procedure.

b. Unsafe, Hazardous Conditions

Employees shall not be required to work under unsafe or hazardous conditions or to perform tasks which endanger their health, safety, or well-being. Employees shall be obligated to report unsafe or hazardous conditions to their immediate supervisor or administrator as soon as practicable.

Reference: Form I—Unsafe Practices and Hazardous Conditions Report

c. Shut Down

On days when emergency crisis, weather or Acts of God prevent school from opening or early dismissal results, the employee will clear all absence with the building administrator. The custodial employee may choose to have the absence classified as a vacation day, personal day, or a dock day.

d. Resignation

An employee who is resigning from his/her position shall give at least two (2) weeks' notice.

f. Breaks

Full-time employees working seven (7) consecutive hours or more shall be entitled to two (2) fifteen-minute breaks each day or shift. Part-time employees employed for four (4) consecutive hours shall be entitled to one (1) fifteen (15) minute break each day or shift. The break times shall be mutually agreed upon by the employee and immediate supervisor.

g. Mileage Reimbursement

Any employee using his/her motor vehicle with prior authorization for job-related activities shall be paid at the current IRS rate per mile and shall receive said payment on a monthly basis. Superintendent must give prior consent.

h. Employee Work Day

Overtime should be paid at one and one-half times regular pay only on actual hours worked over 40-hour week. Vacation, holiday time, time off without pay, and personal days are not considered "hours worked." A member of management must authorize overtime. The normal work day shall be as follows:

1. Custodians

Full-time, 8 hours per day
Minimum forty (40) hours per week

2. Secretaries

Secretary, High School

8 hours with 1/2-hour lunch

All overtime must be given approval by the District Superintendent.

This schedule shall consist of 213 paid days:

- ◇ 176 student attendance days
- ◇ 4 teacher in-service/workshop days
- ◇ 10 days before school begins*
- ◇ 15 days after school is out*
- ◇ 8 days*

(With Superintendent approval, these * (33) days may become "floating.")

Secretary, Elementary School

7 1/2 hours with 1/2-hour lunch

All overtime must be given approval by the District Superintendent.

This schedule shall consist of 200 paid days:

- ◇ 176 student attendance days
- ◇ 4 teacher in-service/workshop days
- ◇ 10 days before school begins*
- ◇ 10 days after school is out*

(With Superintendent approval, these * (20) days may become “floating.”)

3. Cooks

Seven (7) hours thirty (30) minutes per day to include 30-minute paid lunch.

This schedule shall consist of 177 paid days:

- ◇ 174 student attendance days
- ◇ 3 days *

(With Superintendent and head cook approval, these * (3) days may become “floating”)

In addition, compensation will be given during the school term at the regular rate of pay for actual hours worked up to forty (40) hours per week. Cooks shall be reimbursed \$50 per year to purchase appropriate work attire upon presentation of receipt.

- Part-time cook will be at four (4) hours per day.

4. Bus Drivers

This schedule shall consist of 176 paid days (student attendance days).

Two (2) hours in the a.m.

Two (2) hours in the p.m.

(Current bus drivers will not lose any compensation due to this adjustment in days worked. The 176 days will consist of the 174 student attendance days and the opening and closing district workshop days.)

5. Support Staff

Teacher aides-- 7-hour work day with a 30-minute lunch
Schedule to be determined by building principal

- ✧ 174 student attendance days
- ✧ 4 teacher in-service days

i. New Staff

It shall be the intent of the district to make the wisest choice possible when employing new staff. Prior experience, either within the district or outside, shall be recognized and given full consideration.

7.3 Extra Trip Policy

1. All trips during the school day (departure time before 4:30 p.m.) other than all-day field trips will be taken by substitute drivers. It will be the Bus Supervisor's right to use his discretion as to what regular driver on a rotating basis shall take all-day field trips based on safety and possible unusual conditions.
2. School trips after 4:30 p.m. will be offered first to regular drivers on a rotating basis then to substitute drivers if all regular drivers fail to take the trip.
3. All non-overtime drivers will have first chance on all "extra" trips

7.31 Within fourteen (14) days of the start of school, the Board shall provide each driver with a list of those students who have health conditions causing concern (i.e. severe allergy to bee stings, epilepsy, asthma, etc.). The employee and Association agree to keep such lists confidential.

7.32 Laid off bargaining unit member(s) shall be granted top priority as a substitute on a regular route. He/she also shall be placed on the rotating substitute list for extra trips.

ARTICLE VIII
Certified Staff Discipline or Dismissal

8.1 Just Cause Discipline

No employee shall be disciplined without just cause. Discipline includes, but is not limited to, warnings, reprimands, suspensions, reductions in rank, loss of professional advantage, and discharges (of non-probationary employees). At the time such action is taken, written notice of the specific grounds forming the basis for disciplinary action will be delivered to the employee.

8.2 Just Cause Procedure

Demotion, discipline or the involuntary change in the employment status of any employee shall be for just cause and preceded by:

- a. A conference with the employee by the appropriate administrator or supervisor prior to taking any action.
- b. A written explanation for the action to the employee.
- c. A complete review of the employee's personnel file with the employee and his/her representative.

8.3 Evidence Restrictions

Evidence not previously recorded in the employee's personnel file prior to the notification of the demotion, discipline or other involuntary change in the employment status shall not be used by the Board as a basis for its action.

8.4 Suspensions

An employee may be suspended without pay, fringe benefits and all other benefits provided by the contract, pending determination of any disciplinary action, demotion or other involuntary change in his/her employment status. Should the decision be in favor of employee, pay, fringe benefits and all other benefits will be retroactive to time of suspension.

8.5 Representation at Discipline/Evaluation Meetings

In the event an administrator, supervisor or Board of Education requires an employee to attend a meeting for the purpose of disciplining said employee, the employee, upon request, may have an Association representative present. If possible, the employees shall be given prior written notice for such a meeting. All parties understand that some incidents require the immediate attention of a supervisor or administrator.

ARTICLE IX

Seniority

9.1 District Seniority

- a. If any provision of this article is inconsistent with Section 24-12 of the Illinois School Code, Illinois School Code shall prevail.
- b. "Seniority" shall be defined as the length of an employee's continuous service within District No. 10. Said service shall be computed from the first day of employment within the district. The "first day" shall be defined as the day upon which duties are first performed under contract. Less than full-time employment shall be counted on a pro-rata basis.
- c. Seniority will not accrue during any authorized leave of absence without pay except military service leave or absence. Seniority will not be interrupted due to excused absence or illness.
- d. Current bargaining unit members who are promoted or transferred out of the bargaining unit and subsequently returned to the bargaining unit without a break of service shall have their seniority computed from their first day of original employment.
- e. Employees who have had their continuous service interrupted by RIF shall, upon reinstatement, have their past seniority computed from the first day of original employment excluding any time which the employee is on layoff.
 1. Employees rehired on a full-time basis shall have their seniority computed as per this section.
 2. Employees rehired on less than a full-time basis shall have their seniority computed proportionate to the amount of time employed.
- f. In the event District No. 10 seniority is equal, the following procedures are to be utilized in order:
 1. Consider previous work experience credit inside Dist. #10.
 2. Consider previous work experience credit allowed on the salary schedule outside Dist. #10.
 3. Any further ties shall be determined by administration and board prerogative to choose the best candidate.
- g. The Employer shall prepare, maintain and post the initial seniority list. The initial seniority list shall be prepared and posted conspicuously in each school building by February 1st of each year. The Association shall have until February 26th of each year to meet and in cooperation with the Board and/or the designee to make necessary corrections/adjustments. A final list shall then be posted noting said corrections/adjustments as soon as possible, but in no case more than five (5) additional days beyond February 26th of each year.

- 9.2 The source of the funding of a teacher's salary shall not affect tenure status.

ARTICLE X

Assignment, Vacancies, Promotions and Transfers

10.1 Vacancies

- a. A vacancy shall be defined as a permanent position which has been newly created or which has previously existed and has been vacated due to transfer, promotion, reassignment, resignation, retirement, death or termination. The term "vacancy" shall not apply to any position from which an employee is absent due to leave.
- b. Whenever a vacancy occurs or is anticipated, the district office shall, within three (3) working days of when vacancies occur or are anticipated, post a vacancy notice in all school buildings and work sites and e-mail a copy to the Association.
- c. All vacancies that occur in bargaining unit or non-bargaining unit positions shall be posted in each building and work site for a minimum of five (5) work days before the position is filled on a permanent basis.
- d. Nine (9) or ten (10) month employees who are away from their assignments during the summer months may request in writing that the district office e-mail to them a copy of vacancy notices to their addresses on file in the unit office.
- e. An interview shall be given to any bargaining unit member who makes application for a position for which he/she is qualified.
- f. All vacancy notices shall contain the name of the position, rate of compensation or stipend, and the deadline for making application. The vacancy notice will also state that job descriptions are available at the district office.
- g. The bus supervisor will make all bus route assignments. The opening of new routes will be opened up to considerations by seniority before the assignment is made.

10.2 Promotions

- a. All qualified employees shall be given adequate opportunity to make application and no position shall be permanently filled until all properly submitted applications have been considered.
- b. An employee may submit an application for a promotional position at any time; and, if no position is open, he/she may indicate the type and kind of position desired.

10.3 Transfers

- a. Administration has the right to transfer or reassign employees to best meet the needs of the students and of the district. Only qualified personnel will be transferred or reassigned.
- b. If an employee was not willing to accept the transfer, the employee would have the right to resign, without prejudice, two (2) weeks from the date informed of the transfer.

10.4 Ticket Taking

The ticket taking lottery will be held at the beginning of the school year in the high school LMC. The superintendent (or designee) and a representative of the Association will be responsible to begin the process.

ARTICLE XI

Reduction in Forces

The provisions of the Illinois School Code shall control the procedures for reduction in forces.

ARTICLE XII

Vacations (Non-certified)

Holidays (Non-certified)

12.1 Vacation (Non-certified)

- a. Vacation for those employed on a 12-month basis shall be provided as follows. The specific time for the vacation will be agreed upon between the Superintendent and the employee involved.
 - 1 week - during the first year of service (prorated)
 - 2 weeks - after one (1) year of service
 - 2 ½ weeks - after five (5) years of service
 - 3 weeks - after ten (10) years of service
- b. At the termination of employment by the employee for any reason, the employee or his/her beneficiary shall receive, at the daily rate of pay, compensation for all unused vacation.

12.2 Holidays—Secretaries and Custodians

- a. Secretaries and custodians shall be permitted to observe all state and federal holidays recognized in the school calendar during the school year along with declared school holidays.
- b. The following days shall be considered to be paid holidays for 12-month custodians:

December 24th	Independence Day
December 31st	Labor Day
New Year's Day	Veteran's Day
Martin Luther King's Birthday	Thanksgiving
Lincoln's Birthday or	The day after Thanksgiving
Presidents Day	Christmas Day
**Casimir Pulaski Day	Memorial Day
Good Friday	Juneteenth

**Custodians will have Casimir Pulaski Day off unless students or staff are in session on that day.

If an employee is on sick leave or vacation when an above-listed holiday is observed, that day (s) shall not be counted as sick leave or vacation.

- c. For 12-month employees, if a legal holiday falls on a weekend, the employee will be given a floating holiday with the date to be approved by the Superintendent. Floating holiday must be used within 30 days of said holiday.

ARTICLE XIII

Employee Evaluations

13.1 Certified Employee Evaluation

The provisions of the Illinois School Code shall control the procedures for certified employee evaluations.

13.2 Non-Certified Employee Evaluation

All District non-certified employees will be evaluated annually. The evaluation instrument, its results and procedures are not considered part of this agreement.

ARTICLE XIV

Effect of Agreement

14.1 Complete Understanding

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

14.2 Individual Contracts

The terms and conditions of this Agreement shall be reflected in individual contracts of employment agreements. (Hours of work, overtime provisions, etc.)

14.3 Savings Clause

Should any Article, Section or Clause of this Agreement be declared illegal by a court or 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 or Clauses shall remain in full force and effect. Within ten (10) days of receipt of notification of such findings by a court or competent jurisdiction, negotiations shall commence for the purpose of reaching agreement to the affected manner.

14.4 No Strike

During the term of this Agreement, members of the bargaining unit shall not strike.

14.5 Terms of Agreement

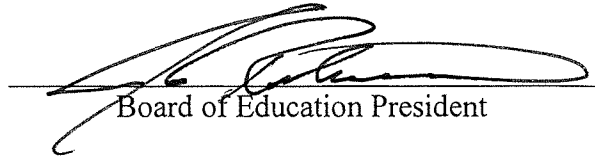
This Agreement shall be effective August 1, 2024 and shall continue in effect through July 31, 2028. This Agreement is signed this 24th day of June, 2024, in witness thereof:

For the Greenfield Education Association:



GEA President

For the Board of Education
Greenfield Unit Number 10:



Board of Education President

ARTICLE XV

Salary and Economic Benefits (Certified/Non-Certified Employees)

15.1 Salary

The salary schedule for all certified employees shall be set forth in Appendix A and for non-certified employees in Appendix C which is attached and incorporated in this Agreement.

15.2 Supplemental Extra Duty Stipends

The supplemental extra duty stipends for all employees shall be set forth in Appendix B which is attached and incorporated in this Agreement. Class sponsors are removed from the responsibility of making floats.

15.3 Payroll Installments

Employees shall receive their pay in twelve monthly installments. All employees will utilize Direct Deposit.

15.4 Pay Days - Specified

Pay days shall be on the 20th day of each calendar month.

15.5 Pay Days - School Not In Session

If a regular pay date during the school term falls on a day when school is not in session, employees shall receive their direct deposit on the last day that school is in session prior thereto.

15.6 Placement on Salary Schedule

All certified employees shall be placed on the certified salary schedule according to all teaching experience and educational qualifications. Teaching experience shall include, but not be limited to, teaching experience in Illinois, U.S., or Department of Defense overseas schools. All public and private school experience shall be evaluated and considered for credit placement.

15.7 Insurance

The Board shall pay 95% of a single monthly premium health insurance plan with the out-of-pocket maximum for the district not to exceed \$650. All full-time employees, including full time bus drivers will receive full individual benefits. The committee will provide a recommendation to the board and the board has the final say in approving the health insurance carrier and health plans. The School Board will pay for insurance in proportion to the employee's employment. Term life insurance comparable to 2002-2003 shall be provided by the Board.

15.8 Activities Pass

Each non-certified employee shall receive a yearly pass to admit said employee and spouse to school activities.

15.9 Physical Exams - Bus Drivers

After the date of employment, the district will directly pay the billing party 100% of the total cost of the physical examination, drug screening, and fingerprinting.

15.10 Presentation of Certificates and Transcripts

Teachers shall present all certificates and transcripts of courses completed on or before September 1st of each school year. Grade reports would be sufficient for professional growth and recognition on the salary schedule. By October 10th an official transcript would be required for all advanced degrees received and should be so indicated on the transcript

15.11 Tuition Reimbursement

- a. For non-certified staff, required recertification expenses will be reimbursed not to exceed \$135.00 per year.
- b. The Board will reimburse tuition at a rate of \$200.00 per semester hour. Reimbursement will be dependent upon a grade of B (3.0) or better and the noncertified staff for classes to become a teacher or the teacher must show acceptance into an approved masters' degree program or leading toward additional certification or endorsement, with the superintendent's approval. The district will reimburse at the same rate for any course they request an employee to take, but will reimburse at 100% of tuition costs for any course the district requires an employee to take.

APPENDIX A
2024-2025 SALARY TABLE

YRS	B + 0	B + 0 with 25% TRS	BS + 8	B + 8 with 25% TRS	BS + 16	B + 16 with 25% TRS	BS + 24	B + 24 with 25% TRS	MS + 0	M + 0 with 25% TRS	MS + 8	M + 8 with 25% TRS	MS + 16	M + 16 with 25% TRS	MS + 24	M + 24 with 25% TRS
.	40,619	41,624	42,024	43,064	43,430	44,505	44,835	45,945	46,240	47,384	47,646	48,825	49,051	50,265	50,458	51,706
1	41,317	42,340	42,721	43,778	44,127	45,219	45,533	46,660	46,938	48,099	48,344	49,540	49,748	50,979	51,154	52,421
2	42,014	43,054	43,419	44,494	44,825	45,934	46,231	47,375	47,634	48,813	49,041	50,254	50,445	51,694	51,851	53,135
3	42,712	43,769	44,116	45,208	45,522	46,648	46,928	48,089	48,332	49,528	49,738	50,969	51,143	52,409	52,548	53,849
4	43,409	44,483	44,813	45,922	46,220	47,364	47,626	48,804	49,029	50,243	50,435	51,684	51,840	53,123	53,246	54,564
5	44,107	45,198	45,511	46,637	46,918	48,079	48,322	49,518	49,726	50,957	51,133	52,399	52,537	53,837	53,944	55,279
6	44,805	45,914	46,208	47,351	47,614	48,793	49,020	50,234	50,424	51,672	51,831	53,114	53,234	54,552	54,641	55,993
7	45,502	46,628	46,905	48,066	48,312	49,508	49,717	50,948	51,121	52,386	52,528	53,828	53,932	55,267	55,339	56,709
8	46,198	47,342	47,603	48,782	49,010	50,223	50,414	51,662	51,819	53,102	53,226	54,543	54,630	55,982	56,036	57,423
9	46,896	48,057	48,300	49,496	49,707	50,937	51,112	52,377	52,517	53,817	53,924	55,259	55,327	56,696	56,734	58,138
10	47,593	48,771	48,998	50,211	50,405	51,653	51,810	53,092	53,214	54,531	54,620	55,972	56,025	57,411	57,432	58,853
11	48,291	49,486	49,696	50,926	51,101	52,366	52,507	53,806	53,912	55,246	55,318	56,687	56,723	58,126	58,129	59,567
12	48,988	50,200	50,393	51,640	51,799	53,081	53,205	54,522	54,610	55,961	56,015	57,401	57,420	58,841	58,826	60,282
13	49,686	50,916	51,091	52,355	52,497	53,796	53,902	55,236	55,307	56,675	56,713	58,116	58,117	59,556	59,524	60,998
14	50,384	51,631	51,788	53,069	53,194	54,510	54,600	55,951	56,003	57,390	57,410	58,831	58,814	60,270	60,220	61,711
15	51,081	52,345	52,485	53,784	53,892	55,225	55,298	56,666	56,700	58,104	58,107	59,545	59,512	60,985	60,918	62,426
16	51,779	53,060	53,183	54,499	54,588	55,940	55,994	57,380	57,398	58,819	58,805	60,261	60,210	61,700	61,615	63,140
17	52,477	53,775	53,879	55,213	55,286	56,655	56,692	58,095	58,096	59,534	59,503	60,976	60,907	62,414	62,313	63,855
18	53,173	54,490	54,577	55,928	55,984	57,370	57,390	58,811	58,793	60,248	60,200	61,690	61,604	63,129	63,011	64,570
19	53,871	55,205	55,275	56,643	56,681	58,084	58,086	59,524	59,491	60,963	60,898	62,405	62,301	63,843	63,708	65,285
20	54,567	55,918	55,972	57,357	57,379	58,799	58,784	60,239	60,189	61,679	61,595	63,119	62,999	64,558	64,406	66,000
21	55,265	56,633	56,670	58,073	58,077	59,514	59,481	60,953	60,886	62,393	62,293	63,835	63,697	65,273	65,104	66,715
22	55,963	57,348	57,367	58,787	58,774	60,229	60,179	61,668	61,584	63,108	62,990	64,549	64,394	65,987	65,800	67,429
23	56,660	58,062	58,065	59,502	59,471	60,943	60,877	62,383	62,281	63,822	63,687	65,263	65,091	66,702	66,498	68,144
24	57,358	58,778	58,763	60,217	60,168	61,657	61,574	63,098	62,979	64,537	64,384	65,978	65,789	67,418	67,195	68,858
25	58,056	59,493	59,460	60,931	60,866	62,372	62,272	63,813	63,676	65,252	65,081	66,692	66,486	68,132	67,893	69,574
26	58,753	60,207	60,158	61,647	61,564	63,087	62,969	64,528	64,372	65,966	65,779	67,407	67,184	68,847	68,590	70,288
27	59,451	60,922	60,854	62,360	62,260	63,801	63,666	65,242	65,070	66,681	66,477	68,123	67,882	69,562	69,287	71,002
28	60,148	61,636	61,551	63,075	62,958	64,517	64,364	65,957	65,767	67,395	67,174	68,837	68,579	70,276	69,985	71,717

APPENDIX A
2025-2026 SALARY TABLE

YRS	B + 0	B + 0 with 50% TRS	BS + 8	B + 8 with 50% TRS	BS + 16	B + 16 with 50% TRS	BS + 24	B + 24 with 50% TRS	MS + 0	M + 0 with 50% TRS	MS + 8	M + 8 with 50% TRS	MS + 16	M + 16 with 50% TRS	MS + 24	MS + 24 with 50% TRS
-	41,025	43,056	42,444	44,545	43,864	46,036	45,283	47,525	46,702	49,014	48,122	50,504	49,541	51,993	50,962	53,485
1	41,730	43,796	43,148	45,284	44,568	46,774	45,988	48,265	47,407	49,754	48,827	51,244	50,245	52,732	51,666	54,223
2	42,434	44,535	43,853	46,024	45,273	47,514	46,693	49,004	48,110	50,491	49,531	51,983	50,950	53,472	52,370	54,962
3	43,139	45,274	44,557	46,763	45,977	48,253	47,397	49,743	48,815	51,231	50,236	52,723	51,655	54,212	53,074	55,701
4	43,843	46,013	45,261	47,501	46,682	48,993	48,102	50,483	49,520	51,971	50,940	53,461	52,359	54,950	53,779	56,441
5	44,548	46,753	45,966	48,241	47,387	49,732	48,806	51,222	50,224	52,710	51,645	54,201	53,063	55,689	54,484	57,180
6	45,253	47,493	46,670	48,980	48,091	50,471	49,511	51,961	50,928	53,449	52,349	54,941	53,766	56,428	55,187	57,919
7	45,957	48,231	47,374	49,719	48,795	51,211	50,214	52,700	51,632	54,188	53,053	55,680	54,471	57,168	55,892	58,659
8	46,660	48,970	48,079	50,459	49,500	51,951	50,918	53,439	52,337	54,928	53,758	56,419	55,176	57,907	56,596	59,398
9	47,365	49,710	48,783	51,198	50,204	52,689	51,623	54,179	53,042	55,668	54,463	57,159	55,880	58,646	57,301	60,137
10	48,069	50,449	49,488	51,938	50,909	53,429	52,328	54,918	53,746	56,406	55,166	57,897	56,585	59,386	58,006	60,877
11	48,774	51,188	50,193	52,678	51,612	54,167	53,032	55,657	54,451	57,146	55,871	58,636	57,290	60,126	58,710	61,616
12	49,478	51,927	50,897	53,416	52,317	54,907	53,737	56,397	55,156	57,886	56,575	59,375	57,994	60,864	59,415	62,356
13	50,183	52,667	51,602	54,156	53,022	55,646	54,441	57,136	55,860	58,625	57,280	60,115	58,699	61,604	60,120	63,096
14	50,888	53,407	52,306	54,895	53,726	56,385	55,146	57,875	56,564	59,363	57,985	60,855	59,402	62,343	60,822	63,833
15	51,592	54,145	53,009	55,633	54,430	57,125	55,850	58,615	57,267	60,102	58,688	61,593	60,107	63,083	61,527	64,573
16	52,296	54,885	53,714	56,373	55,134	57,864	56,554	59,354	57,972	60,842	59,393	62,333	60,812	63,822	62,231	65,312
17	53,001	55,625	54,418	57,112	55,839	58,603	57,259	60,094	58,677	61,582	60,098	63,073	61,516	64,561	62,936	66,051
18	53,705	56,364	55,123	57,852	56,544	59,343	57,964	60,833	59,381	62,320	60,802	63,812	62,220	65,300	63,641	66,791
19	54,410	57,103	55,828	58,592	57,248	60,082	58,667	61,571	60,086	63,060	61,507	64,552	62,924	66,039	64,345	67,530
20	55,113	57,841	56,532	59,330	57,953	60,822	59,372	62,311	60,791	63,800	62,211	65,290	63,629	66,778	65,050	68,270
21	55,818	58,581	57,237	60,070	58,658	61,561	60,076	63,049	61,495	64,539	62,916	66,030	64,334	67,518	65,755	69,009
22	56,523	59,321	57,941	60,809	59,362	62,300	60,781	63,789	62,200	65,278	63,620	66,769	65,037	68,257	66,458	69,748
23	57,227	60,059	58,646	61,549	60,066	63,039	61,486	64,529	62,903	66,017	64,323	67,507	65,742	68,997	67,163	70,488
24	57,931	60,799	59,350	62,288	60,769	63,777	62,189	65,268	63,608	66,757	65,028	68,247	66,447	69,736	67,867	71,227
25	58,636	61,539	60,054	63,027	61,474	64,517	62,894	66,008	64,313	67,497	65,732	68,986	67,151	70,475	68,572	71,966
26	59,340	62,278	60,759	63,767	62,179	65,257	63,599	66,747	65,016	68,234	66,437	69,726	67,856	71,215	69,276	72,705
27	60,045	63,017	61,462	64,504	62,883	65,996	64,303	67,486	65,721	68,974	67,142	70,465	68,561	71,955	69,980	73,444
28	60,749	63,756	62,167	65,244	63,588	66,736	65,008	68,226	66,425	69,713	67,846	71,204	69,265	72,693	70,685	74,184

APPENDIX A
2026-2027 SALARY TABLE

YRS	B + 0	B + 0 with 75% TRS	BS + 8	B + 8 with 75% TRS	BS + 16	B + 16 with 75% TRS	BS + 24	B + 24 with 75% TRS	MS + 0	M + 0 with 75% TRS	MS + 8	M + 8 with 75% TRS	MS + 16	M + 16 with 75% TRS	MS + 24	MS + 24 with 75% TRS
.	41,436	44,512	42,869	46,052	44,303	47,592	45,736	49,132	47,169	50,672	48,603	52,212	50,037	53,752	51,472	55,294
1	42,148	45,277	43,580	46,815	45,014	48,356	46,448	49,897	47,881	51,436	49,315	52,977	50,747	54,515	52,183	56,057
2	42,858	46,041	44,292	47,580	45,726	49,121	47,160	50,662	48,591	52,199	50,026	53,741	51,459	55,280	52,894	56,821
3	43,570	46,806	45,003	48,344	46,437	49,885	47,871	51,425	49,303	52,964	50,738	54,506	52,171	56,045	53,605	57,585
4	44,281	47,569	45,713	49,108	47,149	50,649	48,583	52,190	50,015	53,729	51,449	55,269	52,882	56,809	54,316	58,349
5	44,993	48,334	46,425	49,872	47,861	51,414	49,294	52,954	50,726	54,492	52,161	56,034	53,593	57,572	55,028	59,114
6	45,705	49,099	47,136	50,636	48,571	52,178	50,006	53,719	51,438	55,257	52,873	56,799	54,304	58,336	55,739	59,878
7	46,416	49,862	47,848	51,400	49,283	52,943	50,717	54,482	52,149	56,021	53,584	57,562	55,016	59,101	56,451	60,643
8	47,127	50,626	48,560	52,166	49,995	53,708	51,427	55,246	52,861	56,786	54,296	58,327	55,728	59,866	57,162	61,406
9	47,839	51,391	49,271	52,929	50,706	54,471	52,139	56,011	53,573	57,550	55,008	59,092	56,439	60,629	57,874	62,171
10	48,550	52,155	49,983	53,694	51,418	55,236	52,851	56,776	54,283	58,314	55,718	59,855	57,151	61,394	58,586	62,936
11	49,262	52,919	50,695	54,459	52,128	55,999	53,562	57,539	54,995	59,079	56,430	60,619	57,863	62,159	59,297	63,700
12	49,973	53,683	51,406	55,223	52,840	56,763	54,274	58,304	55,707	59,844	57,140	61,383	58,574	62,923	60,009	64,465
13	50,685	54,448	52,118	55,988	53,552	57,528	54,985	59,068	56,418	60,607	57,852	62,148	59,286	63,688	60,721	65,229
14	51,397	55,213	52,829	56,751	54,263	58,292	55,697	59,833	57,129	61,371	58,564	62,913	59,996	64,451	61,431	65,992
15	52,107	55,976	53,540	57,515	54,975	59,057	56,409	60,597	57,840	62,135	59,275	63,676	60,708	65,216	62,143	66,757
16	52,819	56,741	54,252	58,280	55,686	59,820	57,120	61,361	58,552	62,899	59,987	64,441	61,420	65,981	62,854	67,520
17	53,531	57,506	54,962	59,043	56,398	60,585	57,832	62,126	59,264	63,664	60,699	65,206	62,131	66,745	63,565	68,285
18	54,242	58,270	55,674	59,808	57,110	61,350	58,544	62,891	59,975	64,428	61,410	65,970	62,842	67,508	64,277	69,050
19	54,954	59,035	56,386	60,573	57,820	62,114	59,254	63,653	60,687	65,193	62,122	66,735	63,553	68,272	64,988	69,814
20	55,664	59,797	57,097	61,337	58,532	62,878	59,966	64,418	61,399	65,958	62,833	67,498	64,265	69,037	65,700	70,578
21	56,376	60,562	57,809	62,101	59,244	63,643	60,676	65,182	62,110	66,721	63,545	68,263	64,977	69,802	66,412	71,343
22	57,088	61,327	58,520	62,865	59,955	64,407	61,388	65,947	62,822	67,486	64,256	69,027	65,688	70,565	67,123	72,107
23	57,799	62,090	59,232	63,630	60,666	65,171	62,100	66,711	63,532	68,250	64,967	69,790	66,400	71,330	67,835	72,872
24	58,511	62,855	59,944	64,395	61,377	65,934	62,811	67,475	64,244	69,015	65,679	70,555	67,112	72,095	68,546	73,635
25	59,223	63,620	60,655	65,158	62,089	66,699	63,523	68,240	64,956	69,779	66,390	71,319	67,823	72,858	69,258	74,400
26	59,934	64,384	61,367	65,923	62,801	67,464	64,235	69,005	65,666	70,542	67,101	72,084	68,535	73,623	69,969	75,164
27	60,646	65,149	62,077	66,686	63,512	68,228	64,946	69,768	66,378	71,307	67,813	72,849	69,247	74,388	70,680	75,928
28	61,356	65,912	62,789	67,451	64,224	68,992	65,658	70,533	67,089	72,070	68,524	73,612	69,957	75,152	71,392	76,692

APPENDIX A
2027-2028 SALARY TABLE

YRS	B + 0	B + 0 with 100% TRS	BS + 8	B + 8 with 100% TRS	BS + 16	B + 16 with 100% TRS	BS + 24	B + 24 with 100% TRS	MS + 0	M + 0 with 100% TRS	MS + 8	M + 8 with 100% TRS	MS + 16	M + 16 with 100% TRS	MS + 24	MS + 24 with 100% TRS
.	41,850	45,993	43,297	47,584	44,746	49,176	46,193	50,767	47,641	52,357	49,089	53,949	50,537	55,540	51,986	57,133
1	42,569	46,783	44,015	48,373	45,464	49,965	46,913	51,557	48,360	53,148	49,809	54,740	51,255	56,329	52,705	57,922
2	43,287	47,572	44,735	49,163	46,183	50,755	47,632	52,347	49,077	53,936	50,527	55,529	51,974	57,119	53,423	58,711
3	44,006	48,363	45,453	49,952	46,901	51,544	48,350	53,136	49,796	54,726	51,246	56,319	52,693	57,910	54,141	59,500
4	44,724	49,152	46,171	50,741	47,620	52,335	49,069	53,926	50,515	55,516	51,964	57,108	53,411	58,699	54,860	60,291
5	45,443	49,942	46,890	51,532	48,339	53,125	49,787	54,716	51,233	56,305	52,683	57,898	54,129	59,488	55,579	61,081
6	46,162	50,732	47,608	52,321	49,057	53,914	50,506	55,506	51,952	57,095	53,402	58,688	54,847	60,277	56,297	61,870
7	46,880	51,521	48,326	53,111	49,776	54,704	51,224	56,295	52,670	57,885	54,120	59,478	55,566	61,067	57,016	62,660
8	47,598	52,310	49,046	53,901	50,495	55,494	51,942	57,084	53,389	58,675	54,839	60,268	56,285	61,857	57,734	63,449
9	48,317	53,101	49,764	54,690	51,213	56,283	52,661	57,874	54,108	59,465	55,558	61,058	57,003	62,647	58,453	64,240
10	49,035	53,890	50,483	55,481	51,932	57,074	53,380	58,664	54,826	60,254	56,275	61,846	57,722	63,437	59,172	65,030
11	49,754	54,680	51,202	56,271	52,649	57,862	54,098	59,454	55,545	61,044	56,994	62,636	58,441	64,227	59,890	65,819
12	50,472	55,469	51,920	57,060	53,368	58,652	54,817	60,244	56,264	61,835	57,712	63,425	59,159	65,016	60,609	66,609
13	51,191	56,259	52,639	57,850	54,087	59,442	55,535	61,033	56,982	62,624	58,431	64,216	59,878	65,806	61,328	67,399
14	51,911	57,050	53,357	58,639	54,805	60,231	56,254	61,823	57,700	63,413	59,150	65,006	60,596	66,596	62,045	68,187
15	52,629	57,839	54,075	59,428	55,525	61,021	56,973	62,613	58,418	64,202	59,868	65,795	61,316	67,386	62,764	68,978
16	53,348	58,629	54,794	60,219	56,243	61,811	57,691	63,403	59,138	64,992	60,587	66,585	62,035	68,176	63,482	69,767
17	54,067	59,419	55,512	61,008	56,962	62,601	58,410	64,193	59,857	65,782	61,306	67,375	62,753	68,965	64,201	70,557
18	54,785	60,208	56,231	61,798	57,681	63,391	59,129	64,983	60,575	66,571	62,024	68,165	63,471	69,754	64,920	71,347
19	55,504	60,999	56,950	62,588	58,399	64,180	59,846	65,771	61,294	67,362	62,743	68,955	64,189	70,543	65,638	72,136
20	56,221	61,787	57,668	63,377	59,118	64,970	60,565	66,561	62,013	68,152	63,461	69,744	64,908	71,334	66,357	72,927
21	56,940	62,577	58,387	64,168	59,837	65,761	61,283	67,350	62,731	68,941	64,180	70,534	65,627	72,124	67,076	73,717
22	57,659	63,367	59,105	64,957	60,555	66,550	62,002	68,141	63,450	69,731	64,898	71,323	66,345	72,913	67,794	74,506
23	58,377	64,156	59,824	65,747	61,273	67,339	62,721	68,931	64,168	70,520	65,616	72,112	67,064	73,703	68,513	75,296
24	59,096	64,946	60,543	66,537	61,991	68,128	63,439	69,720	64,887	71,311	66,335	72,903	67,783	74,493	69,231	76,085
25	59,815	65,737	61,261	67,326	62,710	68,918	64,158	70,510	65,606	72,101	67,053	73,692	68,501	75,282	69,950	76,876
26	60,533	66,526	61,980	68,117	63,429	69,708	64,877	71,300	66,323	72,889	67,772	74,482	69,220	76,073	70,668	77,665
27	61,252	67,316	62,697	68,904	64,147	70,498	65,596	72,089	67,042	73,679	68,492	75,272	69,939	76,863	71,386	78,454
28	61,970	68,105	63,416	69,695	64,866	71,288	66,315	72,880	67,760	74,468	69,210	76,061	70,657	77,652	72,106	79,244

APPENDIX B

Teacher/Noncertified staff increase stipend by 2%	<u>2024-2025</u>		<u>2024-2025</u>		<u>2025-2026</u>		<u>2025-2026</u>		<u>2026-2027</u>		<u>2026-2027</u>		<u>2027-2028</u>		<u>2027-2028</u>	
	Base	2%	Base	2%	Base	2%	Base	2%	Base	2%	Base	2%	Base	2%	Base	2%
Athletic Director	\$ 4,337	\$ 4,424	\$ 4,357	\$ 4,444	\$ 4,377	\$ 4,465	\$ 4,397	\$ 4,485								
Assistant Athletic Director	\$ 3,207	\$ 3,271	\$ 3,227	\$ 3,292	\$ 3,247	\$ 3,312	\$ 3,267	\$ 3,332								
Basketball Boys Head Coach	\$ 5,153	\$ 5,256	\$ 5,173	\$ 5,276	\$ 5,193	\$ 5,297	\$ 5,213	\$ 5,317								
Basketball Boys Assistant #1	\$ 3,042	\$ 3,103	\$ 3,062	\$ 3,123	\$ 3,082	\$ 3,144	\$ 3,102	\$ 3,164								
Basketball Girls Head Coach	\$ 5,153	\$ 5,256	\$ 5,173	\$ 5,276	\$ 5,193	\$ 5,297	\$ 5,213	\$ 5,317								
Basketball Girls Assistant #1	\$ 3,042	\$ 3,103	\$ 3,062	\$ 3,123	\$ 3,082	\$ 3,144	\$ 3,102	\$ 3,164								
Football Head Coach	\$ 5,887	\$ 6,005	\$ 5,907	\$ 6,025	\$ 5,927	\$ 6,046	\$ 5,947	\$ 6,066								
Football Assistant #1	\$ 3,854	\$ 3,931	\$ 3,874	\$ 3,951	\$ 3,894	\$ 3,972	\$ 3,914	\$ 3,992								
Football Assistant #2	\$ 3,610	\$ 3,682	\$ 3,630	\$ 3,703	\$ 3,650	\$ 3,723	\$ 3,670	\$ 3,743								
Football Assistant #3	\$ 3,205	\$ 3,269	\$ 3,225	\$ 3,290	\$ 3,245	\$ 3,310	\$ 3,265	\$ 3,330								
Volleyball Head Coach	\$ 4,776	\$ 4,872	\$ 4,796	\$ 4,892	\$ 4,816	\$ 4,912	\$ 4,836	\$ 4,933								
Volleyball Assistant #1	\$ 2,447	\$ 2,496	\$ 2,467	\$ 2,516	\$ 2,487	\$ 2,537	\$ 2,507	\$ 2,557								
Track -- Boys	\$ 3,154	\$ 3,217	\$ 3,174	\$ 3,237	\$ 3,194	\$ 3,258	\$ 3,214	\$ 3,278								
Track -- Girls	\$ 3,154	\$ 3,217	\$ 3,174	\$ 3,237	\$ 3,194	\$ 3,258	\$ 3,214	\$ 3,278								
Baseball Coach	\$ 3,854	\$ 3,931	\$ 3,874	\$ 3,951	\$ 3,894	\$ 3,972	\$ 3,914	\$ 3,992								
Baseball Assistant #1	\$ 1,732	\$ 1,767	\$ 1,752	\$ 1,787	\$ 1,772	\$ 1,807	\$ 1,792	\$ 1,828								
Softball Coach	\$ 3,854	\$ 3,931	\$ 3,874	\$ 3,951	\$ 3,894	\$ 3,972	\$ 3,914	\$ 3,992								
Softball Assistant #1	\$ 1,732	\$ 1,767	\$ 1,752	\$ 1,787	\$ 1,772	\$ 1,807	\$ 1,792	\$ 1,828								
Cheerleader Sponsor	\$ 2,219	\$ 2,263	\$ 2,239	\$ 2,284	\$ 2,259	\$ 2,304	\$ 2,279	\$ 2,325								
Cheerleader Assistant #1	\$ 1,104	\$ 1,126	\$ 1,124	\$ 1,146	\$ 1,144	\$ 1,167	\$ 1,164	\$ 1,187								
Student Council	\$ 1,249	\$ 1,274	\$ 1,269	\$ 1,294	\$ 1,289	\$ 1,315	\$ 1,309	\$ 1,335								
Scholastic Bowl	\$ 1,249	\$ 1,274	\$ 1,269	\$ 1,294	\$ 1,289	\$ 1,315	\$ 1,309	\$ 1,335								
Dramatic Play	\$ 1,162	\$ 1,185	\$ 1,182	\$ 1,206	\$ 1,202	\$ 1,226	\$ 1,222	\$ 1,246								
High School Music	\$ 2,060	\$ 2,101	\$ 2,080	\$ 2,122	\$ 2,100	\$ 2,142	\$ 2,120	\$ 2,162								
High School Art Show	\$ 378	\$ 386	\$ 398	\$ 406	\$ 418	\$ 426	\$ 438	\$ 447								
FCCLA	\$ 1,011	\$ 1,031	\$ 1,031	\$ 1,052	\$ 1,051	\$ 1,072	\$ 1,071	\$ 1,092								
FFA	\$ 1,496	\$ 1,526	\$ 1,516	\$ 1,546	\$ 1,536	\$ 1,567	\$ 1,556	\$ 1,587								
Yearbook	\$ 1,011	\$ 1,031	\$ 1,031	\$ 1,052	\$ 1,051	\$ 1,072	\$ 1,071	\$ 1,092								
National Honor Society	\$ 1,011	\$ 1,031	\$ 1,031	\$ 1,052	\$ 1,051	\$ 1,072	\$ 1,071	\$ 1,092								

APPENDIX C

Teacher/Noncertified staff increase stipend by 2%	2024-2025		2024-2025		2025-2026		2025-2026		2026-2027		2026-2027		2027-2028		2027-2028	
	Base	2%	Base	2%	Base	2%	Base	2%	Base	2%	Base	2%	Base	2%	Base	2%
Freshman Head Class Sponsor	\$ 20	\$ 20	\$ 40	\$ 41	\$ 60	\$ 61	\$ 80	\$ 82								
Freshman Class Assistant #1	\$ 20	\$ 20	\$ 40	\$ 41	\$ 60	\$ 61	\$ 80	\$ 82								
Freshman Class Assistant #2	\$ 20	\$ 20	\$ 40	\$ 41	\$ 60	\$ 61	\$ 80	\$ 82								
Sophomore Class Head Sponsor	\$ 342	\$ 349	\$ 362	\$ 369	\$ 382	\$ 390	\$ 402	\$ 410								
Sophomore Class Assistant #1	\$ 183	\$ 187	\$ 203	\$ 207	\$ 223	\$ 227	\$ 243	\$ 248								
Sophomore Class Assistant #2	\$ 183	\$ 187	\$ 203	\$ 207	\$ 223	\$ 227	\$ 243	\$ 248								
Junior Class Head Sponsor	\$ 667	\$ 680	\$ 687	\$ 701	\$ 707	\$ 721	\$ 727	\$ 742								
Junior Class Assistant #1	\$ 342	\$ 349	\$ 362	\$ 369	\$ 382	\$ 390	\$ 402	\$ 410								
Junior Class Assistant #2	\$ 342	\$ 349	\$ 362	\$ 369	\$ 382	\$ 390	\$ 402	\$ 410								
Senior Class Head Sponsor	\$ 101	\$ 103	\$ 121	\$ 123	\$ 141	\$ 144	\$ 161	\$ 164								
Senior Class Assistant #1	\$ 61	\$ 62	\$ 81	\$ 83	\$ 101	\$ 103	\$ 121	\$ 123								
Senior Class Assistant #2	\$ 61	\$ 62	\$ 81	\$ 83	\$ 101	\$ 103	\$ 121	\$ 123								
JUNIOR HIGH																
Basketball Boys Head Coach	\$ 3,326	\$ 3,393	\$ 3,346	\$ 3,413	\$ 3,366	\$ 3,433	\$ 3,386	\$ 3,454								
Basketball Boys Assistant #1	\$ 2,149	\$ 2,192	\$ 2,169	\$ 2,212	\$ 2,189	\$ 2,233	\$ 2,209	\$ 2,253								
Basketball Girls Head Coach	\$ 3,326	\$ 3,393	\$ 3,346	\$ 3,413	\$ 3,366	\$ 3,433	\$ 3,386	\$ 3,454								
Basketball Girls Assistant #1	\$ 2,149	\$ 2,192	\$ 2,169	\$ 2,212	\$ 2,189	\$ 2,233	\$ 2,209	\$ 2,253								
Volleyball Head Coach	\$ 2,757	\$ 2,812	\$ 2,777	\$ 2,833	\$ 2,797	\$ 2,853	\$ 2,817	\$ 2,873								
Volleyball Assistant #1	\$ 1,907	\$ 1,945	\$ 1,927	\$ 1,966	\$ 1,947	\$ 1,986	\$ 1,967	\$ 2,006								
Track -- Boys	\$ 2,149	\$ 2,192	\$ 2,169	\$ 2,212	\$ 2,189	\$ 2,233	\$ 2,209	\$ 2,253								
Track -- Girls	\$ 2,149	\$ 2,192	\$ 2,169	\$ 2,212	\$ 2,189	\$ 2,233	\$ 2,209	\$ 2,253								
Basketball Boys Pee Wee Head Coach	\$ 1,743	\$ 1,778	\$ 1,763	\$ 1,798	\$ 1,783	\$ 1,819	\$ 1,803	\$ 1,839								
Basketball Boys Pee Wee Assistant #1	\$ 559	\$ 570	\$ 579	\$ 591	\$ 599	\$ 611	\$ 619	\$ 631								
Basketball Girls Pee Wee Head Coach	\$ 1,743	\$ 1,778	\$ 1,763	\$ 1,798	\$ 1,783	\$ 1,819	\$ 1,803	\$ 1,839								
Basketball Girls Pee Wee Assistant #1	\$ 559	\$ 570	\$ 579	\$ 591	\$ 599	\$ 611	\$ 619	\$ 631								
Student Council	\$ 1,011	\$ 1,031	\$ 1,031	\$ 1,052	\$ 1,051	\$ 1,072	\$ 1,071	\$ 1,092								
Literary	\$ 929	\$ 948	\$ 949	\$ 968	\$ 969	\$ 988	\$ 989	\$ 1,009								
Elementary Music	\$ 432	\$ 441	\$ 452	\$ 461	\$ 472	\$ 481	\$ 492	\$ 502								
Elementary Yearbook	\$ 442	\$ 451	\$ 462	\$ 471	\$ 482	\$ 492	\$ 502	\$ 512								
DISTRICT																
Head Cook	\$ 4,000		\$ 4,000		\$ 4,000		\$ 4,000						\$ 4,000			
Supervisor	\$ 50		\$ 50		\$ 50		\$ 50						\$ 50			
Ticket Taker (per game)	\$ 20		\$ 20		\$ 20		\$ 20						\$ 20			
Varsity Football Ticket Taker	\$ 40		\$ 40		\$ 40		\$ 40						\$ 40			

NON-CERTIFIED EMPLOYEES' SALARY SCHEDULE

2024-2025, 2025-2026, 2026-2027, 2027-2028

BASE SALARIES:

Non-certified Base Salaries								
	2024-2025		2025-2026		2026-2027		2027-2028	
Custodians	\$	15	\$	15.45	\$	15.91	\$	16.55
Secretaries	\$	15	\$	15.45	\$	15.91	\$	16.55
Cooks	\$	15	\$	15.45	\$	15.91	\$	16.55
Teacher Aides	\$	15	\$	15.45	\$	15.91	\$	16.55
Bus Drivers	\$	21	\$	21.63	\$	22.28	\$	23.17

Longevity: Non-certified employees working twenty (20) hours or more per week will receive career increments for uninterrupted service as follows*: Effective date for career increments for Teacher's aides shall begin August 1, 2002.

After:	2 years	=	8 cents per hour
	4 years	=	12 cents per hour
	6 years	=	16 cents per hour
	8 years	=	20 cents per hour
	10 years	=	24 cents per hour
	12 years	=	26 cents per hour
	16 years	=	32 cents per hour
	18 years	=	36 cents per hour
	20 years	=	40 cents per hour

Paraprofessional Education Increases

If a paraprofessional has 30 credit hours, they will get an additional 25 cents per hour

If a paraprofessional has 60 credit hours or associates degree, they will get an additional 50 cents per hour

If a paraprofessional has a Bachelor's degree, they will get an additional 75 cents per hour

APPENDIX C Continued

BUS DRIVERS

1. EXTRA TRIP PAY: Special trips will be paid as follows:

2 hours: Certified Driver's Regular Rate

All other hours: Base Rate of new hire:

\$21/hour – FY25

\$21.63/hour – FY26

\$22.28/hour – FY27

\$23.17/hour – FY28

2. Activity bus pay: 2 hours: Minimum wage. If the driver is a certified bus driver, they will get regular driver's rate described above.
3. All additional school event hours will be covered by the coach/sponsor stipend or regular school pay in the case of an educational event for a teacher or teacher aide.
4. If the driver is not notified that a trip is cancelled prior to reporting to the bus barn, the driver will be paid for one hour's time.
5. Drivers will be paid for meals, at a rate of \$10.00, if extra trip requires them to be gone from 11:00 a.m.-2:00 p.m. and/or an evening trip departure time is before 5:00 p.m.