

RECOGNITION AGREEMENT BETWEEN:
SOUTH MACOUPIN ASSOCIATION FOR SPECIAL EDUCATION
AND
STAUNTON FEDERATION OF TEACHERS
SPECIAL EDUCATORS' COUNCIL

South Macoupin Association for Special Education (SMASE) hereby adopts the following Agreement covering recognition of a teacher organization.

ARTICLE I. RECOGNITION

By virtue of satisfactory evidence submitted by the Staunton Federation of Teachers Special Educators' Council (hereinafter referred to as the "Federation" or "Union") to the South Macoupin Association for Special Education (hereinafter referred to as the "District" or "SMASE") that the Federation does represent the majority of the teachers in the District, SMASE hereby recognizes the Federation as the official negotiating agent for all regularly employed, full-time special education educators which includes Psychologists, Speech and Language Pathologists, Social Workers and all other certified special education licensed teachers (professionals) providing 50% or more of their time who are under regular contract by the District.

ARTICLE II. PHILOSOPHY

SMASE and the Federation firmly believe the primary function of SMASE and its professional staff is to assure each boy and girl is receiving special education services from SMASE through an effective educational program within the resources of the member districts.

ARTICLE III. PRINCIPLES

RIGHT TO JOIN OR NOT TO JOIN: It is further recognized that the teachers have the right to join, participate in, or not join the Federation, and the right to refrain from such; but membership shall not be a prerequisite for employment or continuation of employment of any employee.

ARTICLE IV. AREAS FOR DISCUSSION AND AGREEMENT

Except as validly limited by express provisions of this Agreement, the District reserves the right to unilaterally determine the standards of service to be offered by it; to set the standards of selection for employment; to direct and assign its employees and to regulate work schedules; to take disciplinary action; to relieve its employees from duty in accordance to the Illinois School Code; to maintain the efficiency of governmental operations; to determine the methods, means and

personnel by which its operations are to be conducted; to determine the content of job classifications; to allocate positions according to the Salary Schedule agreed to in this Agreement; to exercise complete control and discretion over its organization and the facilities, methods, means and technology of performing its work.

- A. **SCOPE:** The Federation and SMASE agree that negotiations in good faith will encompass wages, hours and other terms and conditions of employment.
- B. **GOOD FAITH:** Good faith is defined as a mutual obligation of the educational employer and the representatives of the educational employees to meet at reasonable times, to confer and to execute a written contract providing such obligations do not compel either party to agree to a proposal or require the making of a concession.

ARTICLE V. GENERAL GUIDELINES

A. **TEACHERS' FEDERATION:**

- 1. During the term of this Agreement, employees shall not participate in a strike in whole or in part. Strike means an employee's refusal in concerted action with others to report for duty, or his or her willful absence from his or her position, or his or her stoppage of work, or his or her absence in whole or in part from the full, faithful or proper performance of his or her duties of employment, for the purpose of including, influencing or coercing a change in the conditions, compensation, rights, privileges or obligations or public employment.
- 2. Meetings of the Federation shall not be held during the school day. SMASE agrees that the Federation and its representatives shall have the right to use its member districts' school buildings for meetings and to transact official Federation business on its member districts' school property outside the teacher workday, provided that this does not interfere with or interrupt normal school operations. When special custodial service is required, then the member district board may make a reasonable charge for this service.

B. **IFT/COPE PAYMENTS**

- 1. The Employer shall deduct monthly contributions to the IFT/COPE fund from the paychecks of any employee who authorizes in writing such a donation be made.
- 2. The Employer shall transmit via first class U.S. mail such contributions to IFT/COPE at 700 South College, Springfield, IL 62704 within ten (10) working days of the issuance of the paycheck.
- 3. Employees who desire to cancel such contributions shall notify the employer and the Union in writing. Under no circumstance shall the Union or the Employer deny

the right of employees to revoke the authorization of payroll deduction of IFT/COPE contribution.

4. The Employer shall transmit with the contributions all information requested by the Union to assure compliance with the Federal Election Commission and any other federal and state mandated reports.
5. The Union shall indemnify and hold harmless the Employer, its members, officers, agents, and employees from and against any forms of liability that shall arise out of, or by reason of action taken by the Employer for the purposes of complying with the above provisions of this Article. The Union shall not be responsible for the attorney's fees of any attorney for the employer other than the attorney employed and supervised or directed by the Union.

ARTICLE VI. GRIEVANCE

- A. **GRIEVANCE POLICY:** SMASE recognizes that in the interest of effective personnel management, a procedure is necessary whereby its employees can be assured of a prompt, impartial and fair hearing on their grievance. Such procedures shall be available to all employees and no reprisals of any kind shall be taken against any employee initiating or participating in the grievance procedure.
- B. **DEFINED:** A grievance shall be any claim by an employee or group of employees that there is an alleged violation, misinterpretation, or misapplication of the terms of this Agreement. The grievance procedure shall not be used to address matters involving external law or subjects unrelated to the terms of this Agreement. The grievance procedure also shall not be used to grieve the non-renewal or dismissal of a probationary teacher or the dismissal or discharge of a tenured teacher. If the Federation or any employee files any claim or complaint in any form or forum other than under the grievance procedure of this Agreement, then Management shall not be required to process the same claim or set of facts through the grievance procedure.
- C. **PARTY IN INTEREST:** The lodging of any grievance shall be the exclusive right of the individual employee and no employee organization shall have the right to lodge a grievance in its own behalf or to appeal any action taken on the grievance of an individual employee.
- D. **GRIEVANCE PROCEDURE:**
 - STEP 1:** Any employee having a grievance shall first discuss such grievance informally with his or her building Principal.
 - STEP 2:** If the discussion does not resolve the grievance to the satisfaction of the employee, such employee shall have the right to lodge a written grievance with the Special Education Director. If such grievance is not lodged within fifteen (15) school days following the act or condition which is the basis of

said grievance, it shall no longer exist. The employee shall have a right to request a hearing before the Director. Such hearing shall be conducted within five (5) working days after the receipt of such request. The aggrieved employee shall be advised in writing of the time, place and date of such hearing and shall have the right to be represented at such hearing by counsel or by a representative of his employee organization.

The Director shall take action on the written grievance within five (5) working days after the receipt of said grievance, or, if a hearing is requested, within five (5) working days after the conclusion of said hearing. The action taken and the reasons for the action shall be reduced to writing and copies sent to the employee and the Executive Committee.

STEP 3:

If the action taken by the Director does not resolve the grievance to the satisfaction of the employee, such employee may appeal in writing to the Executive Committee. Failure to file such appeal within five (5) working days from receipt of the written memorandum of the Director's action on said grievance shall be deemed a waiver of the right to appeal. Upon request, a hearing shall be conducted by the Executive Committee within ten (10) working days after the receipt of the request. The aggrieved employee shall have the right to be represented at such hearing by council or by a representative of his employee organization.

The Executive Committee shall take action on the appeal of the grievance within five (5) working days after the receipt of the appeal or if a hearing is requested, within five (5) working days after the conclusion of said hearing. The action taken and the reasons for the action shall be reduced to writing and copies sent to the employee and the Director.

STEP 4:

If the action of SMASE does not resolve the grievance to the satisfaction of the employee, the employee may submit the grievance to final and binding arbitration with the consent of the Federation 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 from SMASE's Step #3 decision, then the grievance shall be deemed withdrawn.

- a. Neither SMASE nor the Federation shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party, unless it constitutes evidence on rebuttal.
- b. The arbitrator shall have no right to alter, amend, modify, nullify, ignore, enlarge, add to, delete, subtract from or change the provisions of this Agreement.

- c. Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitrator and the American Arbitration Association shall be divided equally between the parties.
- d. If either party requests a transcript of the proceedings, that party shall bear the full costs for the transcript. If both parties order a transcript, the cost of the two (2) transcripts shall be divided equally between the parties.

E. ADDITIONAL CONSIDERATIONS:

- 1. If the employee and the Director agree, Step #1 of the grievance procedure may be bypassed and the grievance brought directly to the next step.
- 2. A grievance may be withdrawn or granted at any level without establishing precedent.
- 3. Working days as used above shall be days when school is in session and students are present.
- 4. If a grievance is submitted less than 10 days before the close of the current school term then the above time limits shall consist of weekdays -- Monday through Friday -- but not holidays.
- 5. Grievances not appealed by the employee within the designated time limits set out herein, shall preclude further appeal, provided there has been no written mutual agreement of extension.
- 6. If the employer's written decision has not been rendered within the time limits, then the grievance may be advanced to the next step.

ARTICLE VII. COMPLAINT

- A. **COMPLAINT:** SMASE recognizes that in the interest of effective personnel management a procedure is necessary whereby its employees can be assured of a prompt, impartial and fair hearing on their complaints. Such procedures shall be available to all employees.
- B. **DEFINED:** A complaint is a disagreement involving interpretation or application of established SMASE policy and/or administrative rules and regulations.
- C. **PARTY IN INTEREST:** The lodging of any complaint shall be the exclusive right of the individual employee and no employee organization shall have the right to lodge a complaint on its own behalf or to appeal any action taken on the complaint of an individual employee.

- D. **COMPLAINT PROCEDURE:** The procedure for pursuing a complaint shall be the same as the first three (3) steps of pursuing a grievance in Article VI; however, any action by SMASE in Step 3 shall be final and not subject to further review by an arbitrator. Copies of final SMASE action shall be sent to the employee, building Principal and Director.

ARTICLE VIII. LEAVES

- A. **PERSONAL LEAVE DAYS:** Each teacher shall be granted three (3) personal leave days, beginning on the first day of school, each year (not cumulative) with the following conditions:
1. The first and last day of the school term and the days preceding and following vacation and school holidays shall not be recognized as "personal leave" days. No more than two (2) teachers may use their personal leave days directly before or after a school holiday; however, a teacher may not use personal leave before and after the same holiday. Personal leave before or after a school holiday will be granted on a first come, first served basis to employees requesting leave, unless the requests are received the same day, in which seniority shall be used as the deciding factor.
 2. Personal leave cannot be used for any form of withholding services by an employee or employees due to misunderstanding or an impasse.
 3. Personal leave by a certified employee may be taken in half day increments with the issuance of proper twenty-four (24) hour written notice to the Director, and after following applicable building procedures for requesting a substitute. If circumstances prevent the employee from providing twenty-four (24) hour written notice, then written notice shall be provided as soon as is practicable. An employee may have the option of receiving the current rate of substitute pay for unused days (2 per year) or transfer unused personal leave days to sick leave days at the end of the school year (10 days to 12 days per year). All certified employees who are within four (4) years of retirement eligibility must transfer any unused personal leave days to sick leave days at the end of the school year in which they are earned.
- B. **SICK LEAVE:** SMASE shall grant its full-time teachers sick leave provisions not less in amount than twelve (12) days at full pay in each school year. If any such teacher or employee does not use the full amount of annual leave thus allowed, the unused amount shall accumulate to a maximum available leave of 360 days as recorded on the school district's Employee Earnings record card. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. The School Board may require a physician's certificate or, if the treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence for personal illness, or as it may seem necessary in other cases. A retiring employee will have the option of selling back to the district a maximum of 40 days @ \$50 per day. This payment shall be paid post-retirement,

i.e., after the employee's last day of service and after the employee receives his or her final paycheck for services. An employee may carry over a maximum of 360 earned days each year and will be given an additional twelve (12) days for the next year.

- C. **FMLA LEAVE:** Nothing in this Collective Bargaining Agreement shall diminish the rights protected by the Family Medical Leave Act ("FMLA"). All eligible employees may use family and medical leave or any contractual leave in accordance with District Board policy and applicable laws.
- D. **PREGNANCY LEAVE OF ABSENCES:** The maternity leave policy will permit a pregnant teacher to continue to teach until such date as verified in a medical certificate from her doctor as to her health and ability to perform her duties as a teacher. An employee on pregnancy leave may request, in writing, a childcare leave without pay, after receiving a doctor's release to return to work, for 12 additional weeks beyond FMLA. Additional pregnancy leave of absence shall be unpaid, without paid benefits. The medical certificates shall be provided upon request of the Board.

The pregnant teacher may use her unused accumulated sick leave during her pregnancy leave.

The teacher's seniority and placements rights shall not be affected by the maternity leave.

ARTICLE IX. INSURANCE

- A. **HOSPITALIZATION INSURANCE:** At the health insurance carrier's discretion, full-time employees shall be allowed to participate in the health insurance plan sponsored by Staunton Community Unit School District #6. SMASE shall pay ninety percent (90%) of a single premium on Hospital and Medical-Surgical Insurance for all full-time employees.

During the term of this agreement, the following annual out-of-pocket deductibles shall apply:

Employee:	\$600.00
Employee + Spouse:	\$600.00 per member
Employee + Child(ren):	\$600.00 per member to a maximum of \$1,500.00 total
Family:	\$1,500.00

- B. **RULES AND REGULATIONS FOR INSURANCE:**

- 1. A full-time employee shall be one who works complete days in the position, and the position shall be for at least nine (9) months.

2. For those teachers who resign, are not re-employed or retire at the end of a school year, the last insurance premium contribution for the District shall be in August of that year.
3. For teachers who resign before the end of the school year and other employees who resign before the end of the fiscal year, the District will not contribute any insurance premium after the effective date of resignation.
4. Teachers on leave of absence shall pay full insurance premiums while on leave.

ARTICLE X. GENERAL PROVISIONS

- A.** The Union Co-Presidents will have an opportunity to meet with the Director one week prior to regular meetings of SMASE to discuss potential items for the agenda for SMASE meetings.
- B.** In an attempt to keep Federation informed, an agenda of all regular and special meetings of SMASE will be provided to the Co-Presidents of the Council via the SMASE website. Board meetings will be convened at 3:30 p.m. or later in order to allow union representation to attend.
- C.** The Federation is invited to any meeting and, upon following proper procedure, may speak at any meeting.
- D.** The building Principals shall assign all extra duty assignments. An effort shall be made to give advance notice to the employee of their assignment. The employee shall be allowed to make adjustments or substitutes for their assignment, subject to the approval of the building Principal.
- E.** SMASE shall have sufficient copies of the Negotiation Agreement printed and delivered to the Federation and to the Director for each of their groups. The cost of printing shall be equally shared by the Federation and SMASE.
- F.** Subject to building practices, teachers will be allowed to leave school when students are dismissed on eves of holidays that include weekends.
- G.** Attendance at school activities, such as graduation exercises, is a part of a teacher's professional responsibilities. The Union will encourage its members to voluntarily attend as many school activities as possible in which they do not have any assigned responsibilities. At the beginning of each school year the Union President and the Director shall send a joint letter to all teachers advising them of this responsibility and encouraging their participation.
- H.** Subject to building practices, teachers will be required to attend Parent-Teacher Conferences. On the day of each night conference, teachers will have an early dismissal.

- I. SMASE will reimburse employees for all Director-approved mileage at the current IRS deductible rate. Employees must obtain prior approval of the Director or Executive Board before incurring expenses incidental to the performance of their duties in order to qualify for reimbursement.
- J. When a SMASE employee is transferred to a different building, regardless of circumstances, a stipend of \$150.00 will be given to help offset the cost of moving the classroom and the extra time needed to move. This stipend is paid for each move. The stipend will be paid when the move and preparation for the move take place outside of regularly scheduled working hours.
- K. The parties agree that bargaining unit teachers shall follow the open house practices of their resident school districts.
- L. Assistance and guidance in classroom techniques shall be provided to every new teacher by a mentor teacher. Mentors will be teachers that volunteer to mentor a new teacher. Mentor teachers will be paid a stipend of \$300.00 per school year.
- M. Teachers shall have a duty-free lunch period equal to the regular local school lunch period, but not less than 30 minutes, to use at their own discretion. No teacher shall be required to give up his/her duty-free lunch period.
- N. All elementary classroom teachers shall have at least one 30-minute preparation period per day. This shall be duty free and shall be coordinated by teacher and administrator. If a substitute aide is not hired to replace an aide out of the classroom, and the teacher does not get a planning period, the teacher shall be paid \$30.00 per day.
- O. Middle school and high school teachers (teachers in grades 6 through 13) shall have one plan period per day. Each teacher's plan period shall be during one of the regular class periods (i.e., first hour, second hour, third hour, etc.) A teacher may voluntarily give up his/her plan period to take a class at \$30.00 rate.
- P. In order to provide the best possible educational opportunities, special education caseloads shall follow ISBE guidelines as much as possible.
- Q. SENIORITY RIGHTS: Seniority shall be determined by the length of continuous service to the District. Any conflict shall be determined through coin toss. If for any reason it becomes necessary for the Board to eliminate and/or reduce programs, the Board shall follow the Illinois School Code.
- R. CALENDARS: Employees shall follow the calendars of the Districts they work in.
- S. When positions become available, current employees can bid to change their assignments and will be guaranteed an interview.

ARTICLE XI. COMPENSATION

A. SALARIES:

1. The salary schedule for those teachers employed before April 1, 2015 for school years 2021-2022, 2022-2023 and 2023-2024 and beyond shall be as set forth in Appendix Schedule A, which is attached hereto and incorporated into this Agreement. Teachers who are eligible for educational (horizontal) movement and longevity (vertical step) movement for the 2021-2022, 2022-2023 and 2023-2024 school years shall be entitled to receive their educational and longevity movement, if any, on Appendix Schedule A.

The salary schedules for those employees employed after April 1, 2015 for school years 2021-2022, 2022-2023 and 2023-2024 shall be as set forth in Appendix Schedule B, which are attached hereto and incorporated into this Agreement. Teachers who are eligible for educational (horizontal) movement and longevity (vertical step) movement shall be entitled to receive their educational and longevity movement, if any.

2. Salary Increases for Additional Training:
 - a. Salary will be determined by training and experience as of September 1 of year taught. Transcript is to be in office of Director by September 1.
 - b. Only courses that are required in securing the bachelor's or master's degree and that are approved by the Director and/or SMASE will be credited for salary purposes, except that (1), (2), (3) and (4) of salary schedule might be work in keeping with the position held or sought if approved by the Director and/or SMASE.
 - c. It shall be the policy of SMASE to NOT accept toward salary increase: (a) correspondence courses and online courses, unless pre-approved by the Director, nor (b) more than four (4) semester hours earned during any one (1) semester while teaching school.
3. Placement on the Salary Schedule

SMASE shall recognize up to eight (8) years of a newly hired teacher's previous TRS creditable service for purposes of placement on the salary schedule, and may, at its discretion, recognize additional previous TRS creditable service for purposes of placement on the salary schedule when circumstances warrant.

4. In no event will a teacher who is less than four (4) years from retirement eligibility receive an increase in total, reportable TRS creditable earnings in excess of three percent (3%) of the prior year's total, reportable TRS creditable earnings, or the

current maximum increase allowable by TRS without penalty, unless any of the statutory exceptions enacted by P.A. 94-1057 to The Illinois Pension Code become applicable.

B. ADDITIONAL PAY:

1. The School Psychologist shall be compensated for each additional day worked beyond the regular school year at 1/180 of the Psychologist's base salary.
2. Summer school shall be compensated at the rate of \$30.00 per hour, with the exception of specialist pay (speech, hearing, vision, OT and PT services), which will be compensated at \$30.00 per hour.
3. If a teacher is absent and a substitute teacher is not used, thereby causing the class to be split among one or more teachers for the school day, then the daily substitute teacher rate that SMASE would otherwise have to pay based upon the location of the attendance center where the absence occurs shall be equally split among the teachers assigned to supervise the students for the day.

C. MEALS ALLOWANCE AND APPROVED CLINICS AND CONFERENCES:

For approved conferences and clinics SMASE shall pay a meal allowance of no more than \$30.00 per day upon presentation of receipts. SMASE, upon presentation of receipts, shall reimburse teachers up to \$200 for approved conferences and clinics.

D. SMASE shall pay the hourly substitute teacher pay rate for internal substitution at the applicable rate of the resident school district.

E. Reimbursement for Approved Study: Certified staff may apply for annual tuition reimbursement at the rate of \$400 annually for approved college courses successfully completed as follows:

1. Courses must be in the subject area taught by the teacher.
2. Courses must be deemed as being of apparent benefit to the District and have the written approval of the Director prior to enrollment in the course.
3. Courses must be successfully completed and the employee must have received a grade of a "B" or better in the college course.
4. The employee must be an employee of SMASE at the time the course work is completed.

5. The employee will be reimbursed upon presentation of grades, course completion and proof of payment of the college course to the Director.

ARTICLE XII. DURATION OF AGREEMENT

- A.** This Agreement shall be effective as of the 1st day of July, 2021, and shall continue in effect through the 30th day of June, 2024.
- B.** This Agreement constitutes the full and complete agreement of the parties and may be altered, changed, added to, deleted from or modified only through the voluntary mutual consent of the parties in a written, signed amendment to this Agreement. The Federation agrees that all negotiable items have been discussed during the negotiations leading to this Agreement, and agrees that negotiations will not have to be reopened on any item, whether contained in this Agreement or not, nor will negotiations be reopened on the impact of any permissible management action, during the life of this Agreement. The operating of schools and the direction of staff are vested exclusively in SMASE.
- C.** This Agreement is signed this ____ day of August 2021.

In Witness Whereof:

**For the South Macoupin Association
for Special Education**

**For the Special Educator Council of
the Staunton Federation of Teachers**

President

SMASE Co-President

Secretary

SMASE Co-President

Federation President

Appendix A
2021-2024 Salary Schedules (employees hired before April 1, 2015)

2021-2022 Salary Schedule					2022-2023 Salary Schedule					2023-2024 Salary Schedule				
Step	BS	MA	MS+8	MS+16	Step	BS	MA	MS+8	MS+16	Step	BS	MA	MS+8	MS+16
A	37955	39939	41612	42603	A	38619	40638	42340	43349	A	39295	41349	43081	44107
B	39283	41337	43068	44094	B	39283	41337	43068	44094	B	39971	42060	43822	44866
C	40060	42268	44000	45026	C	40658	42784	44576	45637	C	40658	42784	44576	45637
D	40836	43200	44931	45957	D	41462	43748	45540	46602	D	42081	44281	46136	47235
E	41612	44131	45863	46889	E	42265	44712	46504	47566	E	42913	45279	47134	48233
F	42388	45063	46794	47820	F	43069	45676	47468	48530	F	43744	46277	48132	49230
G	43165	45994	47726	48752	G	43872	46640	48432	49494	G	44576	47275	49130	50228
H	43941	46926	48657	49683	H	44675	47604	49396	50458	H	45408	48272	50127	51226
I	44717	47857	49589	50615	I	45479	48568	50360	51422	I	46239	49270	51125	52224
J	45493	48789	50520	51546	J	46282	49532	51325	52386	J	47071	50268	52123	53222
K	46425	49824	51555	52581	K	47086	50496	52289	53350	K	47902	51266	53121	54220
L	47356	50859	52590	53616	L	48050	51568	53360	54421	L	48734	52264	54119	55217
M	48288	51894	53625	54651	M	49014	52639	54431	55493	M	49732	53373	55227	56326
N	49219	52929	54660	55686	N	49978	53710	55502	56564	N	50729	54481	56336	57435
O	50151	53964	55695	56721	O	50942	54781	56574	57635	O	51727	55590	57445	58544
P	51082	54999	56730	57756	P	51906	55853	57645	58706	P	52725	56699	58554	59652
Q	52014	56034	57765	58791	Q	52870	56924	58716	59778	Q	53723	57807	59662	60761
R	52945	57069	58800	59826	R	53834	57995	59787	60849	R	54721	58916	60771	61870
S	53877	58104	59835	60861	S	54799	59066	60858	61920	S	55719	60025	61880	62979
T	54808	59139	60870	61896	T	55763	60138	61930	62991	T	56716	61134	62988	64087
U	55792	60277	62009	63035	U	56727	61209	63001	64062	U	57714	62242	64097	65196
V	56775	61416	63147	64173	V	57744	62387	64179	65241	V	58712	63351	65206	66305
W	57758	62554	64286	65312	W	58762	63565	65358	66419	W	59765	64571	66426	67524
X	58741	63693	65424	66450	X	59780	64744	66536	67598	X	60819	65790	67645	68744
Y	59725	64831	66563	67589	Y	60797	65922	67714	68776	Y	61872	67010	68865	69963
Z	60708	65970	67701	68727	Z	61815	67100	68893	69954	Z	62925	68229	70084	71183
AA	61691	67108	68840	69866	AA	62833	68279	70071	71133	AA	63979	69449	71304	72403
BB	62674	68247	69978	71004	BB	63850	69457	71249	72311	BB	65032	70669	72523	73622
CC	63658	69385	71117	72143	CC	64868	70636	72428	73489	CC	66085	71888	73743	74842
DD	64641	70524	72255	73281	DD	65886	71814	73606	74668	DD	67138	73108	74963	76061
EE	65676	71766	73497	74523	EE	66903	72992	74784	75846	EE	68192	74327	76182	77281
FF	66711	73008	74739	75765	FF	67975	74278	76070	77131	FF	69245	75547	77402	78501
GG	67746	74250	75981	77007	GG	69046	75563	77355	78417	GG	70354	76877	78732	79831
HH	68781	75492	77223	78249	HH	70117	76849	78641	79702	HH	71462	78208	80063	81161
II	69816	76734	78465	79491	II	71188	78134	79926	80988	II	72571	79538	81393	82492
JJ	70851	77976	79707	80733	JJ	72259	79420	81212	82273	JJ	73680	80869	82724	83822
KK	71886	79218	80949	81975	KK	73331	80705	82497	83559	KK	74789	82199	84054	85153
LL	72921	80460	82191	83217	LL	74402	81990	83783	84844	LL	75897	83530	85385	86483
MM	73956	81702	83433	84459	MM	75473	83276	85068	86130	MM	77006	84860	86715	87814
NN	74991	82944	84675	85701	NN	76544	84561	86354	87415	NN	78115	86191	88046	89144
OO		84186	85917	86943	OO		85847	87639	88701	OO		87521	89376	90475
PP				88185	PP				89986	PP				91805
QQ				89427	QQ				91272	QQ				93136
RR				90669	RR				92557	RR				94466

Appendix B
2021-2024 Salary Schedules (employees hired after April 1, 2015)

2021-2022 SMASE Regular Salary					1.035	1.0175	2022-2023 SMASE Regular Salary					1.035	1.0175	2023-2024 SMASE Regular Salary					1.035	1.0175
Step	BA	MA	MA+16	MA+32		Step	BA	MA	MA+16	MA+32		Step	BA	MA	MA+16	MA+32				
1	37454	41123	43036	44212		1	38110	41842	43789	44986		1	38777	42575	44555	45773				
2	38098	41830	43776	44972		2	38765	42562	44542	45759		2	39443	43307	45321	46560				
3	39239	43001	45052	46249		3	39432	43294	45308	46546		3	40122	44052	46101	47361				
4	40385	44177	46237	47433		4	40612	44506	46629	47867		4	40812	44809	46894	48175				
5	42355	46240	48346	49542		5	41799	45723	47855	49093		5	42034	46064	48261	49543				
6	43539	47433	49577	50773		6	43837	47858	50038	51276		6	43262	47324	49530	50811				
7	46308	50513	52708	53905		7	45063	49093	51312	52550		7	45372	49533	51789	53071				
8	47354	51729	53932	55128		8	47929	52281	54553	55791		8	46640	50811	53108	54389				
9	48411	52992	54169	56401		9	49011	53540	55819	57057		9	49607	54110	56463	57744				
10	49472	54223	56443	57639		10	50105	54847	56065	58375		10	50727	55414	57773	59054				
11	50540	55406	57690	58886		11	51203	56121	58418	59657		11	51859	56767	58028	60418				
12	52354	56715	58776	59973		12	52308	57345	59709	60947		12	52996	58085	60463	61745				
13	53401	58369	60875	62068		13	54186	58700	60834	62072		13	54139	59352	61799	63080				
14	54595	59701	61955	63151		14	55270	60412	63005	64241		14	56083	60755	62963	64244				
15	55796	61039	63595	64792		15	56506	61791	64123	65361		15	57204	62526	65211	66489				
16	56923	63526	65511	66707		16	57749	63175	65821	67059		16	58483	63954	66367	67649				
17	0	0	0	0		17	58915	65750	67803	69042		17	59770	65386	68125	69406				
18	0	0	0	0		18	0	0	0	0		18	60977	68051	70177	71458				

2021-2022 Specialist					1.015	2022-2023 - Specialist					1.015	2023-2024 - Specialist					1.015		
Step	BA	MA	MA+16	MA+36		Step	BA	MA	MA+16	MA+36		Step	BA	MA	MA+16	MA+36			
1	44941	48049	50178	51355		1	45616	48770	50930	52126		1	46300	49501	51694	52907			
2	45916	49115	51249	52422		2	46605	49852	52017	53208		2	47304	50600	52798	54006			
3	46982	50178	52315	53488		3	47687	50930	53100	54291		3	48402	51694	53896	55105			
4	48049	51249	53382	54555		4	48770	52017	54182	55373		4	49501	52798	54995	56204			
5	49115	52315	54448	55621		5	49852	53100	55265	56456		5	50600	53896	56094	57302			
6	50178	53382	55515	56688		6	50930	54182	56347	57538		6	51694	54995	57193	58401			
7	51249	54448	56581	57755		7	52017	55265	57430	58621		7	52798	56094	58292	59500			
8	52315	55515	57648	58821		8	53100	56347	58512	59703		8	53896	57193	59390	60599			
9	53382	56581	58714	59888		9	54182	57430	59595	60786		9	54995	58292	60489	61698			
10	54448	57648	59781	60954		10	55265	58512	60678	61868		10	56094	59390	61588	62796			
11	55515	58714	60847	62021		11	56347	59595	61760	62951		11	57193	60489	62687	63895			
12	56581	59781	61914	63088		12	57430	60678	62843	64034		12	58292	61588	63786	64994			
13	57648	60847	62981	64154		13	58512	61760	63925	65116		13	59390	62687	64884	66093			
14	58714	61914	64047	65221		14	59595	62843	65008	66199		14	60489	63786	65983	67192			
15	59781	62981	65114	66287		15	60678	63925	66091	67281		15	61588	64884	67082	68290			
16	60977	64240	66416	67613		16	61891	65204	67413	68627		16	62820	66182	68424	69656			
17	62196	65525	67745	68965		17	63129	66508	68761	69999		17	64076	67506	69792	71049			
18	63440	66836	69100	70344		18	64392	67838	70136	71399		18	65358	68856	71188	72470			

Additional Footnote to Salary Schedule Appendix B:

BOARD PAID TRS FOR ALL TEACHERS EMPLOYED AFTER APRIL 1, 2015
(Does not include Teachers Health Insurance)

Board pays 9.0%. Teacher pays any TRS contribution above these amounts.

If during the term of the collective bargaining agreement the Illinois General Assembly or the Teachers' Retirement System enacts any law or final regulation thereby increasing either the employer's or employee's TRS contribution rate or would cause the Board to have to pay an additional contribution or other monies constituting a "penalty" to TRS, then the parties agree to reopen this agreement for the express purpose of attempting to midterm bargain changes necessary to address any additional contribution or increase to the TRS contribution rate.