

Collective Bargaining Agreement

Between

The Amboy Community Unit School District # 272

Board of Education

And

The Amboy Education Association

2023-2026

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ARTICLE I

RECOGNITION

1.1 The Board of Education of School District 272, Amboy, Lee County, Illinois hereinafter referred to as the "Board" or "District" recognizes the Amboy Education Association, hereinafter referred to as the "Association" as the sole and exclusive bargaining representative for all full-time and regularly employed part-time certificated teacher personnel, hereinafter referred to as "employees" or "teachers", but expressly excluding the Superintendent, Principals, Assistant Principals, Athletic Director, other managerial, supervisory or administrative staff, short-term employees employed 89 consecutive work days or less, substitutes, teacher aides, and all support staff. It is understood that no administrative salaries are to be negotiated by the Association.

1.2 The Board agrees not to negotiate with any other employees' organization, individual employee, or group of employees with regard to negotiable items unless otherwise provided for in the Agreement or unless mutually agreed to by the parties during the term of the Agreement. However, it is understood that the Board retains the right to meet and confer with employees, but not negotiate with employees relative to issues not specifically forbidden by the terms of the contract.

1.3 The parties agree to start the negotiation process for a new contract by November 1st, if the appropriate written request is made.

ARTICLE II

EMPLOYEE AND ASSOCIATION RIGHTS

2.1 Rights of Representation - When an employee is required to appear before the Board concerning any matter which could adversely affect the employee's employment, the employee's position, or the employee's salary, the employee shall be entitled to have a representative of the Association present. Further, when an employee is required to appear before the Board, the employee shall be advised in writing of the reasons for the requirement.

2.2 Personnel File - Each employee shall have the right, upon not less than a 24-hour written request and in the presence of a designated school employee during regular school hours, or a mutually agreed upon time, to review the contents of said employee's personnel file and to place therein written reactions to any of its contents. Confidential material from outside sources may be removed from the folder prior to the review by the employee. Upon request, the Superintendent or designee will photocopy requested materials in the employee's personnel file at mutually convenient times during the employee's non-work hours, providing such requests shall not be made more than once each year. Employees will be given a copy when a formal, written warning, or reprimand, is placed in his/her file.

2.3 Dues Deduction - The Board shall deduct from each employee's pay upon authorization the current dues of the Association in accordance with School Code of Illinois.

2.4 Meetings, Notices, and General Information - The Association shall be allowed the following:

(a) The reasonable use of school buildings for meetings upon not less than a 24 hour prior written request;

(b) The reasonable use of employee mail boxes, interschool mail, school bulletin boards,

Internet, and e-mail for internal communications, subject to compliance with the District's computer and Internet policies;

(c) The reasonable use of school equipment, e.g., computers, photocopiers, phones, etc.

(d) Should a meeting necessitate the assignment of a janitor, the Board reserves the right to assess the Association a janitorial fee.

Reasonableness shall be determined by the Superintendent.

2.5 Hold Harmless Clause - It is agreed that the Association shall indemnify and hold harmless the Board of Education, its members and each member of management against any and all loss because of civil or other action arising from the administration and implementation of dues deductions, or Board-paid teacher retirement contributions.

2.6 Complaints Against Teachers - If complaints about a teacher are received from students, parents, staff, teachers, administrators, or board members, which are deemed to have credence and significance, such shall be promptly made known to the teacher.

ARTICLE III

MANAGEMENT RIGHTS

3.1 It is understood and agreed that all functions, rights, powers, or authority of the administration of the School District and the Board of Education which are not specifically limited by the express language of this Agreement are retained by the Board provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement. Said authority included, but is not limited to, the generality of the foregoing rights:

(a) To the executive management, organization, and administrative control of the District and its properties and facilities, and the activities of its employees;

(b) To direct the work of its employees, determine the time and hours of operation and determine the kinds and levels of services to be provided and the methods and means of providing those services including entering into contracts with private vendors for services;

(c) To hire all employees, and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, discipline, dismissal, or demotion; and to promote, assign, and transfer all such employees;

(d) To establish educational policies, goals and objectives, to insure rights and educational opportunities of students; to determine staffing patterns; to determine the number and kinds of personnel required in order to maintain the efficiency of district operations; and

(e) To build, move or modify facilities; establish budget procedures and determine budgetary allocation; determine the methods of raising revenue; and take action on any matter in the event of an emergency.

ARTICLE IV

EMPLOYMENT CONDITIONS

4.1 School Calendar - The Board shall establish a school calendar which does not exceed 185 school days, including five (5) emergency days. Unused emergency days shall not be employee work days. The Calendar Committee shall be established consisting of the Superintendent, one (1) support staff member, and one (1) teacher from each building. The Superintendent shall appoint the support staff member. The Association may appoint each teacher. The Committee shall make recommendations to the Board concerning the yearly District calendar.

4.2 Employee Work Day - The employee work day shall be from 7:55 A.M. until 3:40 P.M., except on Fridays, when employees may leave 15 minutes after students are dismissed and all required duties have been performed. Early dismissal does not apply to the first and last day of the school year nor to institute days or released time days. Those staff members attending approved college classes in centers 18 miles or more from Amboy may, upon completing all required duties and with the approval of their principal, leave at 3:15 P.M. on the regularly scheduled day of the class. On the day immediately preceding Thanksgiving, Christmas, and Spring break, teachers may leave as soon as the students are dismissed and as soon as the students are out of the building and on buses. In the event students are dismissed from school early as a result of heat and other inclement weather conditions, teachers may choose to leave once the building is cleared of students and the buses have departed.

During each work day employees shall be entitled to a duty-free lunch period equal to the school's regular lunch period but in no case less than 30 minutes.

The Board reserves the right to assign extracurricular duties. However, the acceptance of assigned extracurricular duties listed on the attached extra duty schedule shall be voluntary upon the part of the employees to the extent possible. Paid extracurricular duties shall be paid according to the attached Schedule B-Increment Schedule. Support staff personnel shall also be eligible for assignments in ticket taking for scheduled school events where admission is charged. It is understood that extracurricular activities are outside school activities that extend over several weeks or months and make major demands on the teacher's time. Outside school hour activities and services that make occasional demands on the teacher's time but are not of a continuing or long-term nature shall be considered part of each employee's basic assignments and shall not be eligible for additional compensation. If the Board creates new extracurricular positions during the term of this agreement, it shall consult with the Association relative to the stipend to be paid in such position.

4.2.1 The length of the workday for all teachers shall not exceed 7 hours and 45 minutes including preparation periods, lunch periods, and passing periods. Teachers are expected to spend up to an additional forty (40) minutes contiguous to regular school hours before and/or after school. This forty (40) minutes may be served at different times either before or after school. Each building has a different number of minutes teachers spend before and after school. These minutes are to be used for duties including, but not limited to, the following: record keeping, student conferences, grading, bus duties, and playground duties. However, Management reserves the right to approve, deny, or abolish such requests on an individual basis. All requests must be made in advance and approved by management prior to any flex time being granted. Flex time will not be granted on days of after school meetings unless granted by management.

Flex time building times

Junior High hours are 7:55 – 3:40 or 7:30 -3:15

Amboy High School hours are 7:55 – 3:40 or 7:35 – 3:20

Central School hours are 7:55 – 3:40 or 7:40 – 3:25

*Flex building times listed in the contract are examples and actual times are determined by the building schedule during the August teacher's institute.

4.3 Planning Period - All full-time junior high and senior high teachers shall be given one full period of planning time each school day and all full-time elementary teachers will be given the equivalent of five 30-minute planning periods per week. Planning time for part-time teachers will be prorated for teachers who teach 25 hours or more per week. Planning time will not be permitted for teachers teaching less than 25 hours. Planning period time and work time prior to the opening of the school day or following the close of the school day may be utilized in the following manner: conducting student conferences, conducting parent conferences, holding staff meetings, grading papers, preparing school materials, and doing other pupil-related activities as approved by their building principal. The Board will make a reasonable effort to hire a floating substitute so teachers may attend staffings and IEP meetings. However, teachers who are required to attend staffings, IEP meetings, during their regular planning time or teachers required to substitute for teachers who miss their planning time shall be reimbursed at the rate of \$20 for 2023-2024, \$22 for 2024 – 2025, and \$24 for 2025 - 2026 for the full period and pro-rated for less than the full period. Only teachers, at the request of administration, who give up their individual planning period or have a class that is combined with an existing class are eligible for \$20 for 2023-2024, \$22 for 2024 – 2025, and \$24 for 2025 – 2026 per period.

Teachers desiring to leave a building during his/her planning time must have the prior permission of their building principal.

4.3.1 Planning Period Change - When the Board deems it necessary, due to financial conditions, to substantially alter the actual Planning time provided teachers in the 2001-2002 school year, the Association will be contacted and given the opportunity to present rationale to maintain the status quo and to present alternative actions for the Board's consideration.

4.4 Records Posting - The Board shall provide an early release day or time equivalent to at least four (4) hours each semester following final exams and/or quarterly exams for records and grades posting. No less than (2) consecutive hours to be mutually agreed upon by the principal and the teachers.

4.5 Notification of Assignment - Teachers who notify the Board in writing by March 15 of their intent to return to the district shall be notified in writing by the end of the school term of their tentative teaching assignment for the following year. Such information shall include: building assignment, grade level and/or subject area(s). Such assignment, being tentative, is subject to change.

4.6 Teaching Assignments - Teachers shall not be assigned outside the scope of their certificates. Voluntary transfers may be made if they are in the best interest of the district as judged by the Board of Education.

4.7 Transfers – On or before March 20th of each year, The District shall provide the Association with a list of tentative assignments for the following year. Teachers interested in transferring from their tentatively assigned duties to an unassigned duty for which they are qualified may notify the District by completing and filing with the District office a transfer request form. Such transfers shall remain active until such time as the teacher notifies the District office in writing that the teacher wishes to withdraw the transfer request.

4.8 Vacancies – Once all teaching duties have been assigned for a school year, the District shall identify any vacancies remaining and shall post all such vacancies both internally and externally to be filled. All teachers applying for a vacant position shall be provided an interview. All vacant positions shall be filled consistent with requirements under Section 24-1.5 of the Illinois School Code. When evaluating teachers for a vacant teaching position, seniority within the District may be taken into consideration if the Board determines that all other factors considered are determined to be equal.

(Refer to Teacher Handbook for specific forms.)

ARTICLE V

EMPLOYEE COMPENSATION

5.1 School Year Salary Schedules - Salary schedules for 2023-2024, 2024-2025, and 2025 – 2026 are attached as Appendix A, B & C. Teachers who are off the salary schedule shall be awarded \$600 per year.

In addition to the figures printed on the Salary Schedules, the following shall apply:

TRS and THIS Payments

For the 2023-2024 through the 2025-2026 contract years the Board shall pay, in addition to the Board's portion of the TRS and THIS payments, the member's TRS and THIS contributions at the levels in effect, up to a maximum total contribution rate of 11.55%. If any increases to the member's TRS or THIS contribution percentage causes the combined member contribution rate to exceed 11.55%, the amount above this maximum, combined rate shall be paid by the member.

The attached Salary Schedules reflects the base salary with and without TRS.

5.2 Horizontal Advancement on the Salary Schedule - All teachers who are under contract with Amboy C.U.S.D. #272 shall be paid commensurate with their experience and degree according to the adopted salary schedule or in accord with incentives agreed to by the Board of Education and Association. Teachers who work on a part-time basis shall have that salary pro-rated.

Undergraduate credit will not serve as credit for advancement beyond the Bachelor's Degree. All college credits used for advancement beyond the Bachelor's Degree must be upper division or graduate level credits. This becomes effective with the 2001-2002 contract.

Such hours will be counted if granted from an accredited college or university after a degree has been earned. Graduate hours taken prior to the awarding of a B.A. Degree will not count for credit on the BA+ schedule. Graduate hours taken prior to, or while earning an M.A. Degree, will not count for credit on the MA+ schedule. All classes must be directly related to a current or to a prospective educational assignment in the school system, if credit is to be given on the salary schedule.

It is the responsibility of each teacher to furnish the District Office an official transcript of credits to show qualifications to advance from one column to the next column on the salary schedule. This must be accomplished before any adjustments in salary can be recommended. The teacher is also responsible for completing the Application for Advancement to the Salary Schedule Form, which is available on-line. No adjustment will be made unless the form is completed and submitted in a timely fashion.

Coursework must be completed prior to September 1st to qualify for advancement.

If transcripts and forms are received in the District Office by the 25th day of August, the adjustment will be made as of the first paycheck in September.

All transcripts received after August 25th for work completed prior to September 1st, will be processed within two pay periods after receipt in the District Office. The pay increase will be retroactive to the beginning of the school year.

The Application for Advancement on the Salary Schedule Form shall be forwarded to the Board of Education for informational purposes.

5.3 Method of Payment of Salary - If payday falls on a day the business office is closed, then teachers shall receive checks on the last day the business office is open prior to the regular pay day. Payment will

be made in 24 equal installments.

5.4 Extracurricular Compensation - Employees participating in the extra-curricular activities listed on Appendix B - Increment Schedule shall be compensated according to said Appendix B - Increment Schedule, which is attached to and incorporated in this agreement.

5.5 Insurance Benefits/Contributions– The Board agrees to provide a group health plan for each year of the contract, which will include major medical insurance, dental insurance, optical insurance and life insurance for each regular full-time teacher. The PPO plan shall remain 80%-20% for the life of the contract, however, the Board retains the right to change insurance carriers to save costs as long as the benefits remain substantially the same under the new carrier. Should the total insurance premium increase 15% or more in any given year, the insurance governing Board shall convene in order to review the plan structure and develop cost savings measures to present to the membership/board for acceptance. Lifetime maximum benefits shall be unlimited. No insurance benefits shall be provided to part-time teaching personnel who work less than thirty hours per week.

The Board agrees to pay 85% of the cost of the premium for an individual in the PPO plan. For those employees choosing the HSA HDHP plan (rather than the PPO), the Board shall contribute an amount equal to the Board contribution for an individual PPO plan towards the premium for the HSA HDHP plan. Regular full-time teachers may, in lieu of participation in the PPO plan, elect to have a Board funded Health Savings Account (HSA). If such election is made, the Board shall fund the HSA at a rate equal to 85% of the cost to the Board for the PPO plan.

5.6 Insurance Governing Board - A Governing Board for the insurance program will be established to research changes in, or alternatives to, the health plan. Recommendations from the Governing Board will be presented respectively to the Association and to the Board of Education for consideration.

The Governing Board shall consist of: two (2) Support Staff Members, one (1) School Board Member, one (1) Administrator, and three (3) Certified Staff Members. The School Board Member and the administrator shall be appointed annually by the Board of Education. The two support staff members shall be appointed annually by the Union. The three certified staff members shall be appointed annually by the Association. The Superintendent shall serve as an ex-officio member of the Insurance Governing Board. The payroll clerk shall serve as a resource person to the committee.

Any information about the insurance program provided to the Superintendent, excluding individual claims data, shall also be provided concurrently to the Association President. The Insurance Governing Board will meet with the Superintendent and the Insurance Provider Representative annually.

5.7 Travel Reimbursement - Teachers required to teach in more than one attendance center shall be paid \$90.00 per year for transportation reimbursement. Teachers required to make more than one trip to attendance centers for teaching purposes shall be paid \$125.00 per year for transportation reimbursement. Said payment shall be included on the second paycheck in December. Such reimbursement may be subject to tax withholding. Other mileage for pre-approved travel shall be paid for by the Board at a rate of the then current amount allowed as a deduction for business travel by the Internal Revenue Service.

5.8 Professional Leave Reimbursement - Reimbursement expenses and leave for attending professional conferences, conventions or workshops shall require the prior approval of the Superintendent. Prior to attending the conference or workshop, the teacher must request permission from the Superintendent and shall submit in writing an itemized request for reimbursement for registration, mileage, parking, tolls, meals, and lodging. In the event the Superintendent or the Board requests staff attend particular conferences or courses, additional reimbursement may be authorized by the Board. This procedure shall apply to all faculty including the coaching staff and other school activities. The Superintendent shall consider in authorizing leave and expenses, the value of the convention, conference, or workshop to the District and to the teacher and whether grant funds are available for such purpose during the fiscal year. Reimbursement for approved expenses will be paid upon presentation of the receipts at the next School Board meeting.

5.9 Approved Curriculum Committees - The Board shall pay all Board approved curriculum committee work at the rate of \$200.00 per member when such committee meetings are required to be held outside the school day.

5.9.1 Instructional Coaches– These roles will serve as instructional coaches with the annual task of reviewing, evaluating, and tightly aligning our ELA, MATH, and other District Curriculum, ensuring there are no curricular gaps. All teachers shall provide access to their curriculum via any district approved platforms. Instructional coaches will make recommendations to the teacher, the superintendent, or designee. The Superintendent will have final say on recommended changes. The Instructional Coaches shall report their findings to administration and, upon permission from the Superintendent shall make corrections and/or modifications to the curriculum to ensure the written curriculum and the taught curriculum are one and the same. Instructional Coaches shall be based on administrative recommendations to the board of education and shall be placed on our stipend schedule.

5.10 Translation Services (\$30/hour)- When approved by the administration, compensation will be for:

- Registration Process
- Communication either as translation or interpretation
- Parent-Teacher Conferences
- Orientation/Back-to-School Night

5.11 Withholding of Salary Increment - The salary increment of any employee may be withheld by the Board upon recommendation of the Superintendent when that employee’s job performance is rated “unsatisfactory” on the Summative Evaluation. The withholding of a salary increment means that the employee will remain at the same exact salary for the next following school year as he or she was in the year in which the recommendation was made, without movement horizontally or vertically on any current or subsequent salary schedule. The employee shall be given notice and shall be provided a list of deficiencies and suggested specific recommendations for improvement.

(a) Such employee may request a meeting with the Board by requesting same in writing to the Superintendent within fifteen (15) calendar days of such notice being presented to him or her. Such meeting shall be in closed session at such time as shall be agreed upon by the employee and the President of the Board, or in the absence of such agreement, at the next regular meeting of the Board occurring more than ten (10) calendar days after receipt of the request for such meeting by a representative of his choosing, and he or she may produce witnesses or documentary evidence on his or her behalf.

(b) The employee who remedies the deficiencies in performance during the following school year, when the salary increment will be normally withheld, will be advanced the following year on the salary schedule. However, the salary increment lost by the employee shall not be restored, and he or she shall not receive experience salary increment credit for such withheld year while he or she remains in the District. (This permanent loss of experience credit and salary increment shall be effective prospectively only and shall not be applied to any teacher in remediation at the date of execution of this Agreement.)

(c) The Superintendent shall review with the Principal conducting the evaluation all teacher evaluations and ratings which are determined to be “unsatisfactory” and the Superintendent must concur in such evaluations and rating of employees.

5.12 Flex-Benefit Plan - The Board will adopt and establish a plan in compliance with Section 125 of the Internal Revenue Code, which plan shall provide for insurance premiums not paid under the District’s insurance plan plus unreimbursed medical and dental fees, and approved child care facility fees. The Board shall be responsible for payment of all initial start up expenses and the employee will be responsible for the monthly fee incurred in the administration of the plan.

5.13 Early Retirement Incentive - The Board will make an early retirement incentive option available for any full-time teacher retiring who meets the following criteria:

1. The employee is at least fifty-four (54) and turning fifty-five (55) within six months of his/her last day of service.
2. The employee satisfies the full retirement criteria as acknowledged by the Illinois Retirement System (TRS) at the time of retirement.
3. The employee retires at the end of the school year indicated in the employee's irrevocable notification.
4. The employee must have (15) or more years of full-time creditable service with the Amboy School District by the retirement date.
5. The employee's retirement will not cost the District a TRS penalty.
6. The employee must submit a written irrevocable notification to the District by date listed in the window in which he/she plans to utilize that he/she intends to retire at the end of the school year indicated on each of the (4) possible windows.

Window 1: Notice submitted by June 30, 2023, or within 10 days of ratification, whichever is later; Retire end of 2026-2027 school year.

Window 2: Notice by June 30, 2024; Retire end of 2027-2028 school year

Window 3: Notice by June 30, 2025; Retire end of 2028-2029 school year

Window 4: Notice by June 30, 2026; Retire end of 2029-2030 school year

Upon submitting the notice required by this section, the employee shall receive a 6% annual increase in creditable earnings in each of the employee's remaining years of employment not to exceed four years. Such salary increases shall be in lieu of the salary increases provided by the salary schedule, including increases caused by vertical movement or horizontal movement on the salary schedule. The 6% creditable earnings increase shall be based on the teacher's prior year's creditable earnings, which would include extra-curricular duties, provided that the employee continues to perform extra-curricular duties.

Irrevocable Resignation

The employee acknowledges that the school district's retirement incentives are based on expressed reliance on staff member's declaration to retire. The employee acknowledges the retirement is final and irrevocable unless both employee and the Board agree to withdraw and cancel request for retirement.

5.14 Tuition Reimbursement Program

A. OVERVIEW

1. Beginning with the 2002-2003 school year, certified, full-time employees of the School District are eligible, if approved, to participate in the Tuition Reimbursement Program. Part-time certified employees may be approved for appropriate tuition reimbursement on a prorated basis, determined by their work hours.
2. The Superintendent is responsible for eligibility in the Tuition Reimbursement Program. Participation will be granted when the Superintendent deems the course of study or class is beneficial to the

employee and the School District.

3. The Tuition Reimbursement Program applies only to upper division or graduate level classes that carry credit from a degree granting college or university that is accredited by one of the nationally recognized accrediting organizations.

B. COURSES OF STUDY

The Superintendent shall use one or more of the following priorities in determining eligibility for reimbursement.

Priority 1 - Classes in a program leading to an Advanced Degree, in areas deemed “critical” by the School District.

Priority 2 - Individual classes taken in areas deemed “critical” by the School District, but not as part of an Advanced Degree Program.

Priority 3 - Classes in a program leading to an Advanced Degree in areas related to the employee’s current or future area of assignment.

Priority 4 - Individual courses related to the employee’s current or future area of assignment.

C. ELIGIBLE EXPENDITURES FOR REIMBURSEMENT

1. Eligible expenditures that may be approved for reimbursement are limited to tuition fees. Additional expenses such as books, matriculation, activity, parking and health fees as well as expenses for transportation to and from classes are not reimbursable.

2. Normal reimbursement shall be in accordance with the schedule found in “F” below. The Superintendent may consider requests to exceed the cap if an employee is requested by the School District to enroll in a specialized degree program or if courses are critical to the employee completing job responsibilities or assignments. Exception requests require written justification to the Superintendent and approval of the Board of Education.

D. REIMBURSEMENT PROCESS

1. Applicants must complete the Tuition Reimbursement Application, (Form TRA) and turn it in to their Principal. The Principal shall forward the request to the Superintendent and may choose to include comments relative to the appropriateness of the request. All requests should be submitted at least 10 days prior to an employee enrolling in course work. The Superintendent will make every effort to notify the employee of his/her decision at least seven days prior to registration. The applicant shall have the opportunity to review the decision with the Superintendent.

2. The District Office will maintain the original copy of the application. The originating building Principal and employee shall receive a copy of the form indicating approval or rejection.

3. Reimbursement for an approved course is contingent upon the employee submitting evidence of satisfactory completion of a grade of B or better. If grades are not issued, but a pass/fail notice is issued, a pass grade must be achieved.

E. EMPLOYEES WORK COMMITMENT/PAYBACK

1. An employee receiving reimbursement under the Tuition Reimbursement Program who voluntarily leaves School District employment may be required to repay the District a proportionate amount of the reimbursement.

2. The recoverable amount shall be calculated by establishing the total gross amount received by the

employee for each course. That amount shall be reduced by 1/48th for each month the employee remained with the School District after completion of each class. The amount remaining after all reductions have been made shall constitute the amount that the employee needs to return to the District.

3. Should the employee fail to reimburse the School District in a timely fashion, the School District will implement a recovery process.

F. TUITION REIMBURSEMENT

The board shall reimburse a certified staff member at an 85% reimbursement rate, up to \$380/credit hour with a yearly maximum of \$4,560 a year.

The Board reserves the right to change the maximum allowable reimbursements depending on available funds, but the allowed amount shall not be less than \$10,000 without approval of the Amboy Education Association.

The reimbursement calendar year is from August 1st to July 31st.

Tuition reimbursement payments will be made (3) times per year. "Fiscal year" is July 1 through June 30. The pay dates will be the day after the October, February and June Board meetings. All coursework taken in the Summer months shall be reimbursed in October.

5.15 Overload Assignments - Teachers who are assigned to all periods every day of the school year (no daily planning period is scheduled) shall be compensated at a prorated amount based on the total periods taught by other faculty (example: Block 8=1/6; 8 Period Traditional= 1/7). Mutual agreement between the Board, Association and the affected teacher(s) must occur for overload assignments.

In the event the district needs teachers to cover additional classes or possible overload assignments, the vacancy will first be posted following the procedures contained in 4.7.

5.16 Employer's Annual Report of Earnings

The employer shall provide to each employee a copy of his/her information provided to the Teacher's Retirement System in the Employer's Annual Report of Earnings on or before September 1 of each year. If an employee is retiring, this same information shall be updated as of and provided on the last day of employment.

5.17 Supervision of Student Teachers

When supervising a student teacher, the cooperating teacher shall be offered any incentives granted by the college/university. If a cooperating teacher does not elect to use an incentive, the steps listed will be followed in descending order:

1. The incentive will be offered to any teacher in the same building with less than a Master's Degree. (By Lottery)
2. The incentive will be offered to any district teacher in the same building. (By Lottery)
3. The incentive will be offered to any district teacher. (By Lottery) with less than a Master's Degree
4. The incentive will be offered to any district teacher. (By Lottery)
5. The incentive will be offered to any district administrator. (By Lottery)
6. All requests for incentives must be in writing.

When administration receives calls, administration will ask the college/university which incentives are offered.

ARTICLE VI

LEAVES

6.1 Maternity/Child-Rearing Leave

A. Any teacher who has entered upon contractual continued service shall be entitled to maternity/child-rearing leave without pay or other benefits subject to medical or other substantiation requirements between the teacher and the Board prior to the leave. Nothing in this section shall be construed as requiring any teacher to apply for a maternity leave. A teacher not eligible or not desiring maternity leave, either for self or spouse, may utilize accumulated sick leave during any period of disability related to the pregnancy and/or to the delivery of the child. If such employee shall have exhausted accumulated sick leave, the employee may be granted a leave of absence without pay or other benefits during such a period of disability subject to the School Code of Illinois.

B. Leave may be granted without pay for a maximum of one (1) additional school year, upon written request from the teacher.

C. A teacher returning from maternity/child-rearing leave will be assigned to a position for which she/he is qualified and for which a vacancy exists. Upon expiration of such leave, the employee shall provide the Board of Education, before resumption of her duties, a certificate of physical fitness based upon a complete physical examination given by a licensed physician. Upon resuming teaching duties following maternity leave/child-rearing leave, the teacher shall be placed on the salary schedule at a step not lower than that to which she/he was entitled at the time leave was granted.

6.2 Professional Leave - Certified teaching personnel may be granted leave, upon approval of the Superintendent or his/her designee, with the authorization from the Board of Education, to attend, without loss of salary, conferences, meetings, workshops, and other professional meetings which, in the judgment of the Superintendent, are beneficial or related to the work of the schools. Allowance for travel and expenses must be pre-approved by the Superintendent or his/her designee.

6.3 Sick Leave - All full-time teachers shall be entitled to sick days without loss of pay each school year as follows. Sick leave may be taken in increments of 1/8 of a day. One (1) sick leave day shall be equivalent to one (1) work day for the part-time employee. Sick leave may be accumulated to a maximum of 360 days (including accumulated unused personal business day leave), except for those employees who at the end of 1986-87 school year have exceeded the maximum. Said employees shall have individual maximums determined by their accumulations as of June 30, 1987.

Eleven (11) sick leave days for years 1-4
Thirteen (13) sick days for years 5-10
Fifteen (15) sick days for years 11+

“Sick Leave” shall be interpreted to mean personal illness, quarantine at home, serious illness or death in the immediate family or household, birth, adoption, medical appointments, or placement for adoption.

“Immediate Family” for sick leave purposes is parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, sisters-in-law, brothers-in-law, grandparents-in-law, daughters-in-law, sons-in-law, step-parents, step-grandparents, step-children, domestic partners, domestic partners immediate family, and legal guardians.

“Household” includes all persons residing therein.

6.3.1 Bereavement – The Board shall grant 3 paid days per occurrence for bereavement before using sick or personal days for a death in the teacher’s immediate family. Bereavement applies to all terms of 6.3. A certified staff member may use a sick day, no more than two times per year, to attend a funeral for someone outside of their immediate family.

6.4 Personal Business Leave - All full-time teachers with 15 years of experience or more in the district will be allowed a maximum four (4) days paid absence for personal business purposes each year; and teachers with less than 15 years of full-time experience in the district will be allowed a maximum of two (2) days.

Personal business leave will not be granted during the first five (5) or last five (5) days of teacher attendance during the school year, nor the day before or after a vacation or legal holiday except in cases of emergency or when the approval has been granted by the Superintendent. No more than five (5) personal business day leaves may be granted by the district on one day. Unused personal business days may be credited toward accumulated sick leave at the end of each school year. Personal business leave shall not be available during a work stoppage of any kind. Requests for such leave shall be submitted in writing to the Superintendent or a designee a minimum of five (5) calendar days prior to the departure day except in cases of emergency.

6.5 Association Leave - The Board shall grant the Association a maximum of two (2) days to attend professional meetings, without loss of pay. In granting said request the Board shall not incur any expenses, other than substitute pay. The Board shall also grant the Association a maximum of three additional days, without loss of salary, to attend local, state or national conferences, workshops or conventions. In granting said request the Board shall not incur any expenses and the Association shall reimburse District 272 for substitute pay.

6.6 Jury Duty Leave - Employees called for jury duty are expected to serve unless disqualified and will not lose regular pay but must pay to the District all monies received for such service, exclusive of payment for transportation.

6.7 Military Leave - Any teacher under contractual continued service who may enlist or be conscripted into the military service of the United States shall be granted military leave. Application of the reinstatement shall be made within ninety days from the date of release or discharge.

6.8 Board Leave - The Board may, at its discretion, grant short-term leaves to employees not to exceed ten (10) days for reasons of a personal nature not permissible under sick leave or personal business leave. These leaves will not be held to be contractual violations but will be unpaid. Deductions for such absence will be made at the rate of 180th of the annual salary for each day of absence.

ARTICLE VII

GRIEVANCE PROCEDURE

7.1 Definition - A grievance is defined as, and limited to, a written complaint alleging that there has been a violation, misinterpretation, or misapplication of the provisions of this Agreement.

7.2 Presentation of Grievance - Individual employees shall have the right to present grievances. The appropriate Association representative shall be afforded the opportunity to be present and to represent the grievant, if the grievant so desires, at any stage of the grievance procedure, and any settlement reached must not be inconsistent with provisions of this Agreement. The District shall also have the right to, in addition to the administrator hearing the grievance, to have another administrator or legal counsel present at any stage of the grievance process. The additional administrator present at any grievance step meeting shall not be an administrator who would hear the grievance at a higher step in the grievance process.

7.3 General Provisions

A. All grievances must be presented promptly and in no event any later than ten (10) working days from the date of the condition or action giving rise to the complaint.

B. Only one subject matter shall be covered in any one grievance. A written grievance shall contain a clear and concise statement of the grievance and indicate the issues involved, the relief sought, the date the incident or violation took place and the specific section or sections of the agreement involved.

C. The grievance shall be presented to the immediate supervisor involved, in triplicate, and signed and dated by the grievant.

D. By agreement of the grievant and the administration, the grievance will be filed with the Superintendent or the Board of Education instead of with the immediate supervisor in any appropriate case.

E. A teacher who participates in the grievance procedure shall not be subjected to disciplinary action or reprisal because of such participation.

F. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the lodging of an appeal at the next step of the procedure within the time limits allotted had a decision been given. Anything herein to the contrary notwithstanding, the filing of a grievance or appeal from any step of this grievance procedure shall be accomplished within the time limit specified, time being of the essence, and, in the event the time limits are not observed by the grievant, the administration's decision at the prior step shall be final and binding upon the parties and shall not be subject to further appeal of any kind, provided, however, that said time limits may be extended by mutual written agreement.

G. If necessary, proceedings held under this article will be conducted after school hours at times and places which will afford a fair and reasonable opportunity for all persons entitled to be present to attend.

H. The purposes of the grievance procedure shall be to resolve all disputes at the lowest possible level. Whenever the grievance procedure is available for resolution of any claim or cause of action of an employee, the process shall be exhausted before the grievant may seek legal recourse in any court or administrative proceedings on the same general factual basis or claim.

7.4 Procedure for Adjustment of Grievances

A. Informal Conference

1. A grievance shall first be discussed with the appropriate administrator with the object of resolving the matter informally.
2. In the event the matter is resolved informally and an association representative was not present at the adjustment of the grievance, the supervisor or administrator resolving the grievance shall inform the President of the Association or his designee of the adjustment.

B. Formal Procedure

1. Principal Level: In the event the grievance is not resolved informally, the principal or his designee shall meet and confer with the grievant within (5) working days after it is filed, with a view to adjusting the grievance. Within three (3) working days thereafter, the principal, or his designee will furnish his decision to the grievant.
2. Superintendent Level: Within five (5) working days after the principal renders his decision, an appeal therefrom may be taken by the grievant to the Superintendent. The Superintendent or his designee shall meet and confer with the grievant within (5) working days to view to adjusting the grievance, and within three (3) working days thereafter, the Superintendent, or his designee shall render his decision to the grievant.
3. Board Level: Within five (5) working days after the Superintendent or his designee renders his/her decision, an appeal may be taken by the grievant from the decision to the Board. Within thirty (30) working days after the appeal is filed, the Board will hold a hearing on the grievance. The hearing will be informal but the parties will be allowed to state their views fully. The parties shall be entitled to present witnesses. Within ten (10) working days after the hearing on the appeal, the Board will communicate its decision in writing to the grievant.
4. Arbitration: If the decision at Step 3 is not satisfactory to the grievant, there shall be available a fourth and final step of impartial arbitration. The grievant must submit in writing, within ten (10) school days after receiving the Board's decision in Step 3, a request to enter into such arbitration. The arbitration shall be conducted by an arbitrator to be selected by the two parties within ten (10) school days after said notice is given. If the two parties fail to reach agreement on the selection of an arbitrator within the above ten (10) day period, the Federal Mediation and Conciliation Service or the American Arbitration Association will immediately be requested to provide an arbitrator in accordance with the voluntary labor arbitration rules of said association. The arbitrator shall be without power or authority to make any decision which is contrary to, inconsistent with or which modifies or varies to the terms of this agreement, or which limits or interferes with the Board's duties, powers or responsibilities under applicable law.

The sole power of the arbitrator shall be to determine if the terms of this agreement have been violated, misinterpreted or misapplied. The decision and/or award of the arbitrator, if made in accordance with his jurisdiction and authority under this agreement, will be binding upon the parties. Expenses for the arbitrator's services and expenses which are common to both parties to the arbitration shall be borne equally by the Board and the Association.

ARTICLE VIII

SENIORITY AND REDUCTION IN STAFF

- 8.1 Reduction In Staff - If the Board determines that a reduction in the number of teachers employed is necessary, or that a particular type of teaching service should be discontinued, all dismissals and subsequent recalls of teachers shall be conducted in accordance with the provisions of the school code, in current form and as amended by subsequent legislation or administrative rules.
- 8.2 Seniority – Teacher’s shall accrue seniority in accordance with the provisions of the school code, in current form and as amended by subsequent legislation or administrative rules.

ARTICLE IX

EVALUATION OF PROFESSIONAL STAFF

9.1 The Board and the Association agree to establish an Evaluation Committee. The Board and the Association shall select their own representatives for the Evaluation Committee. The Committee shall develop an evaluation tool that incorporates the components required by the Performance Evaluation Reform Act (PERA). Once complete, the evaluation tool will be approved by the Board and the Association. The committee will assess the evaluation tool at least yearly and recommend appropriate changes to the Board and the Association for approval. In addition, the Committee shall begin informal discussions of the student growth component to be implemented by the Performance Evaluation Reform Act (PERA) September 1, 2016 deadline. The Committee will examine best practices for measuring student growth, including the types and methods of measurement used for determining student growth and possible methods that may be used and percentages of weight of the student growth component applied to the rating of the performance evaluations of certified staff. **In the event the Joint Committee does not reach consensus, or if either the Association or Board fail to approve an evaluation tool as recommended by the Joint Committee, the State Model Evaluation Tool shall be adopted.**

9.1.2 Job Descriptions – Job Descriptions shall be updated and/or modified in accordance with the Illinois School Code.

9.1.3 Unsatisfactory Appeal Process –

A. Notice of Appeal

A teacher rated *Unsatisfactory* on a summative evaluation may appeal the rating by submitting a timely notice of appeal to the Superintendent and the Association president. The teacher’s written notice of appeal must be submitted within ten (10) teacher-workdays after the receipt of the *Unsatisfactory* summative rating. The appeal shall be submitted to the Superintendent’s office by email or hand delivery. Upon receipt of the appeal, the Superintendent or designee will inform the evaluator who issued the *Unsatisfactory* summative rating and convene the panel of qualified evaluators within five (5) teacher-workdays. Untimely appeals will not be advanced to the panel of qualified evaluators.

The Joint PERA Committee will determine the criteria for a successful appeal and agree to a panel of qualified evaluators to assess the *Unsatisfactory* rating being appealed and make a determination as to whether or not the *Unsatisfactory* rating should be revoked. The evaluator and the teacher filing the appeal are exempt from serving on the panel. The Association president or designee will attend all meetings convened by the panel, but will not participate in the assessment of the summative evaluation and supporting documentation or the panel’s final decision.

B. Content of the Notice of Appeal

The teacher shall specify in the notice of appeal the reasons the *Unsatisfactory* summative rating is erroneous and identify any facts or evidence to support the basis for appeal which may or may not include a reference to specific evidence that has been collected through informal and formal observations, evidence provided by the teacher to the evaluator prior to receiving the summative rating and dates, or elements not consistent with the timelines or processes established in this Licensed Staff Evaluation Plan.

The panel will assess the summative evaluation and all of the supporting documentation received by the teacher and the evaluator who issued the *Unsatisfactory* rating. If the panel chooses, it may call the teacher, the evaluator, and any other witness the panel deems would have relevant information to consider.

C. Response to the Appeal

Upon receipt of the appeal, the Superintendent or designee will submit the appeal and any written response to the appeal from the evaluator to the panel of qualified evaluators.

The written record of the rating shall be limited to the following records:

- a. The school district's complete evaluation plan;
- b. Document and material submitted by the teacher to the evaluator during pre and post-conferences and observations;
- c. the evaluator's observation, comments, and feedback;
- d. the teacher's written notice of appeal specifying any and all bases for the appeal; and
- e. any written response to the appeal from the evaluator.

D. Panel Decision on Appeal

Upon receipt of the teacher's written record of the rating, the panel of qualified evaluators will conduct an expedited review of the basis for the appeal. The panel shall notify the parties in writing of its decision to uphold or revoke the "unsatisfactory" rating within five (5) teacher-workdays after receipt of the written record of the appeal unless mutually agreed upon between the Association and Administration. The panel must reach a consensus on whether or not the *Unsatisfactory* summative rating should be revoked. The decision of the panel is final and not subject to further review. All efforts will be made to conduct appeals business between the hours of 7:30 a.m. and 4:00 p.m.

E. Issuance of Rating to Replace an "Unsatisfactory" rating

If the panel revokes the "unsatisfactory" rating in its decision the panel shall:

- a. for miscalculations of the professional practice rating or student growth rating, the replacement rating will be based on the proper recalculation of the rating using the District's Evaluation Plan;
- b. if the panel's decision is to revoke the *Unsatisfactory* rating then the teacher will have no summative evaluation for that evaluation cycle and shall be rated "Proficient" for purposes of Reduction in Force (RIF)

F. Remediation Plan

Engaging the appeals process shall not prevent the District from developing or implementing a remediation plan for the teacher that was issued an "unsatisfactory" rating. Filing an appeal does not excuse the teacher's participation in the development or implementation of the remediation plan.

In the event that the panel of qualified evaluators determine that the teacher's final summative rating is no longer unsatisfactory the remediation process will be terminated.

9.2 Evaluation of Coaching Staff of IHSA Sanctioned Activities

- A. Evaluation of Head Coaches and Assistant Coaches shall be completed at least once during coaching season. The evaluation instrument will be developed by an Athletic Committee composed of the two (2) Athletic Directors, the High School Principal, another Principal, a Board member, and a coach from each sport. The coaches shall be appointed by the Association. The Athletic Director shall serve as primary evaluator with input from the Principal. The coach shall be provided with an evaluation instrument prior to the commencement of his/her respective season. The coach being evaluated shall be provided with a copy of his/her evaluation. The Athletic Director will meet to discuss the evaluation with him/her. In that meeting, the Athletic Director shall provide written suggestions for improvement of deficiencies noted during the evaluation.
- B. Should the specific procedures of the evaluation process referred to in Section A. be violated, the coach shall have the right to grieve said violations. However, the specific content of the coaching evaluation shall not be subject to the grievance process and neither such evaluations nor any of the other provisions set out in 9.2 A. shall provide grounds for any due process claims or other employment claims or rights of the coaches in their extra-curricular positions and all employment decisions pertaining to coaches shall remain solely with the Board.
- C. Coaching evaluations shall be placed in each coach's personnel file.

ARTICLE X

NO STRIKE

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

10.2 The Association recognizes the duty and obligation of its representative to comply with the provisions of this agreement and will make every effort toward inducing all employees to do so.

ARTICLE XI

HIRING AND RETENTION INCENTIVES

11.1 Committee - The parties agree to work co-operatively in developing incentives to attract and retain teachers, particularly those in critical or hard to find areas. To this end, a committee will be formed in partnership with the AEA, Superintendent and Board.

The main purpose of the committee will be to identify position(s) that may require incentives in order to recruit and/or retain qualified staff and to determine what appropriate incentives might be used.

Any incentive will be reviewed by the committee prior to the Superintendent making a recommendation to the Board of Education.

11.2 Advertising - Ads to recruit staff shall be posted on the district website and shall be posted internally with notice given to the Association President.

ARTICLE XII

EFFECT OF AGREEMENT

12.1 Complete Understanding - During the term of this agreement, the Association waives and relinquishes the right to meet and negotiate and agrees that the Board of Education of the school district shall not be obligated to meet and negotiate with respect to any subject or matter whether referred to or covered in this agreement or not, even though each subject or matter may not have been within the knowledge or contemplation of either or both the Board or the Association at the time they met and negotiated on and executed this agreement, and even though such subjects or matters were proposed and later withdrawn.

The agreement shall constitute the full and complete commitment between both parties and shall supersede and cancel all previous agreements both written and oral. This agreement may be altered, changed, added to, deleted from or modified only through the voluntary, mutual consent of the parties in a written and signed amendment to this agreement.

12.2 Tentative Agreement - No tentative agreement will be enforceable at law or in equity or be binding until approved by both the Association and the Board.

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

12.4 Termination Date

This Agreement shall be effective as of July 21, 2023 and shall remain in full force and effect until the day prior to the start of the 2026-2027 school year when it shall terminate in its entirety. Written demands for negotiations shall be submitted by either party between February 1st and April 1st of the year of expiration. The Board and the Association shall commence bargaining within thirty days from the demand to bargain; however in no event shall negotiations commence earlier than April 1 (unless the parties otherwise mutually agree) providing demand is made as provided hereunder.

12.5 Expiration of Contract - Upon the expiration of this contract all terms and conditions contained herein shall expire and terminate. Accordingly no experience step increase nor education lane increases provided in the current contract shall be granted during the period of contract negotiations for a successor contract after expiration of the current agreement.

12.6 Individual Contracts - All certified staff members shall have access to the Master Contract electronically.

Appendix A 23-24 Salary Schedule

STEP	B	B+15	M	M+15	M+32
1	\$ 38,662	\$ 40,578	\$ 41,549	\$ 43,509	\$ 45,470
w/TRS	\$ 3,824	\$ 4,013	\$ 4,110	\$ 4,303	\$ 4,497
2	\$ 39,161	\$ 40,848	\$ 43,064	\$ 45,102	\$ 47,140
w/TRS	\$ 3,872	\$ 4,040	\$ 4,258	\$ 4,460	\$ 4,662
3	\$ 39,983	\$ 41,717	\$ 44,162	\$ 46,261	\$ 48,359
w/TRS	\$ 3,954	\$ 4,127	\$ 4,367	\$ 4,575	\$ 4,783
4	\$ 40,810	\$ 42,582	\$ 45,261	\$ 47,418	\$ 49,576
w/TRS	\$ 4,035	\$ 4,211	\$ 4,477	\$ 4,689	\$ 4,903
5	\$ 41,633	\$ 43,446	\$ 46,360	\$ 48,576	\$ 50,794
w/TRS	\$ 4,117	\$ 4,297	\$ 4,585	\$ 4,805	\$ 5,024
6	\$ 42,459	\$ 44,313	\$ 47,458	\$ 49,734	\$ 52,012
w/TRS	\$ 4,199	\$ 4,383	\$ 4,694	\$ 4,908	\$ 5,144
7	\$ 43,283	\$ 45,179	\$ 48,556	\$ 50,894	\$ 53,229
w/TRS	\$ 4,280	\$ 4,468	\$ 4,802	\$ 5,034	\$ 5,264
8	\$ 44,097	\$ 46,044	\$ 49,656	\$ 52,051	\$ 54,447
w/TRS	\$ 4,361	\$ 4,554	\$ 4,911	\$ 5,147	\$ 5,385
9	\$ 44,932	\$ 46,915	\$ 50,754	\$ 53,210	\$ 55,664
w/TRS	\$ 4,444	\$ 4,640	\$ 5,019	\$ 5,262	\$ 5,505
10	\$ 45,759	\$ 47,780	\$ 51,854	\$ 54,368	\$ 56,882
w/TRS	\$ 4,525	\$ 4,725	\$ 5,128	\$ 5,377	\$ 5,626
11	\$ 46,583	\$ 48,646	\$ 52,953	\$ 55,526	\$ 58,100
w/TRS	\$ 4,607	\$ 4,811	\$ 5,236	\$ 5,492	\$ 5,746
12	\$ 47,411	\$ 49,512	\$ 54,052	\$ 56,684	\$ 59,320
w/TRS	\$ 4,688	\$ 4,897	\$ 5,346	\$ 5,606	\$ 5,867
13	\$ 48,232	\$ 50,378	\$ 55,149	\$ 57,840	\$ 60,534
w/TRS	\$ 4,770	\$ 4,762	\$ 5,454	\$ 5,720	\$ 5,987
14	\$ 49,061	\$ 51,245	\$ 56,248	\$ 59,002	\$ 61,755
w/TRS	\$ 4,852	\$ 5,068	\$ 5,563	\$ 5,835	\$ 6,108
15	\$ 49,884	\$ 52,112	\$ 57,344	\$ 60,160	\$ 62,970
w/TRS	\$ 4,933	\$ 5,154	\$ 5,671	\$ 5,950	\$ 6,228
16	\$ 50,707	\$ 52,977	\$ 58,447	\$ 61,318	\$ 64,186
w/TRS	\$ 5,015	\$ 5,240	\$ 5,780	\$ 6,064	\$ 6,348
17	\$ 51,535	\$ 53,843	\$ 59,546	\$ 62,476	\$ 65,406
w/TRS	\$ 5,096	\$ 5,325	\$ 5,888	\$ 6,179	\$ 6,469
18	\$ 52,358	\$ 54,709	\$ 60,643	\$ 63,634	\$ 66,623
w/TRS	\$ 5,178	\$ 5,411	\$ 5,997	\$ 6,293	\$ 6,589
19	\$ 53,184	\$ 55,575	\$ 61,742	\$ 64,790	\$ 67,841
w/TRS	\$ 5,260	\$ 5,496	\$ 6,106	\$ 6,408	\$ 6,710
20	\$ 54,007	\$ 56,442	\$ 62,840	\$ 65,949	\$ 69,057
w/TRS	\$ 5,341	\$ 5,582	\$ 6,215	\$ 6,523	\$ 6,830
21	\$ 54,834	\$ 57,309	\$ 63,937	\$ 67,109	\$ 70,276
w/TRS	\$ 5,423	\$ 5,668	\$ 6,323	\$ 6,638	\$ 6,950
22	\$ 55,658	\$ 58,174	\$ 65,041	\$ 68,267	\$ 71,493
w/TRS	\$ 5,505	\$ 5,753	\$ 6,432	\$ 6,752	\$ 7,071
23	\$ 56,481	\$ 59,040	\$ 66,138	\$ 69,426	\$ 72,713
w/TRS	\$ 5,586	\$ 5,840	\$ 6,541	\$ 6,866	\$ 7,191
24	\$ 57,309	\$ 59,906	\$ 67,237	\$ 70,584	\$ 73,929
w/TRS	\$ 5,668	\$ 5,925	\$ 6,649	\$ 6,980	\$ 7,312
25	\$ 58,131	\$ 60,775	\$ 68,335	\$ 71,740	\$ 75,148
w/TRS	\$ 5,749	\$ 6,011	\$ 6,759	\$ 7,096	\$ 7,432
26		\$ 61,640	\$ 69,433	\$ 72,899	\$ 76,365
w/TRS		\$ 6,096	\$ 6,867	\$ 7,210	\$ 7,554
27		\$ 62,507	\$ 70,531	\$ 74,057	\$ 77,580
w/TRS		\$ 6,182	\$ 6,975	\$ 7,214	\$ 7,673
28			\$ 71,634	\$ 75,215	\$ 78,799
w/TRS			\$ 7,084	\$ 7,438	\$ 7,783
29			\$ 72,731	\$ 76,374	\$ 80,016
w/TRS			\$ 7,248	\$ 7,554	\$ 7,914
30			\$ 73,830	\$ 77,533	\$ 81,235
w/TRS			\$ 7,301	\$ 7,668	\$ 8,034
31			\$ 74,928	\$ 78,690	\$ 82,453
w/TRS			\$ 7,410	\$ 7,783	\$ 8,155

*TRS is not fixed and will fluctuate annually based on TRS and the district is responsible for an up to combined TRS and THIS rate of 11.55%.

Appendix B 24-25 Salary Schedule

STEP	B	B+15	M	M+15	M+32	
	1	\$ 40,982	\$ 43,013	\$ 44,042	\$ 46,119	\$ 48,198
w/TRS		\$ 4,054	\$ 4,254	\$ 4,356	\$ 4,561	\$ 4,766
	2	\$ 41,510	\$ 43,299	\$ 45,647	\$ 47,808	\$ 49,969
w/TRS		\$ 4,105	\$ 4,282	\$ 4,514	\$ 4,728	\$ 4,942
	3	\$ 42,382	\$ 44,220	\$ 46,811	\$ 49,036	\$ 51,261
w/TRS		\$ 4,191	\$ 4,374	\$ 4,629	\$ 4,849	\$ 5,070
	4	\$ 43,259	\$ 45,137	\$ 47,977	\$ 50,263	\$ 52,551
w/TRS		\$ 4,278	\$ 4,464	\$ 4,746	\$ 4,971	\$ 5,197
	5	\$ 44,131	\$ 46,053	\$ 49,142	\$ 51,490	\$ 53,842
w/TRS		\$ 4,364	\$ 4,555	\$ 4,860	\$ 5,093	\$ 5,326
	6	\$ 45,007	\$ 46,972	\$ 50,306	\$ 52,718	\$ 55,133
w/TRS		\$ 4,451	\$ 4,646	\$ 4,975	\$ 5,202	\$ 5,453
	7	\$ 45,880	\$ 47,890	\$ 51,470	\$ 53,947	\$ 56,423
w/TRS		\$ 4,537	\$ 4,736	\$ 5,090	\$ 5,336	\$ 5,580
	8	\$ 46,743	\$ 48,807	\$ 52,635	\$ 55,174	\$ 57,714
w/TRS		\$ 4,622	\$ 4,827	\$ 5,206	\$ 5,456	\$ 5,708
	9	\$ 47,628	\$ 49,729	\$ 53,799	\$ 56,402	\$ 59,004
w/TRS		\$ 4,710	\$ 4,918	\$ 5,320	\$ 5,578	\$ 5,835
	10	\$ 48,505	\$ 50,646	\$ 54,965	\$ 57,631	\$ 60,295
w/TRS		\$ 4,797	\$ 5,009	\$ 5,436	\$ 5,700	\$ 5,964
	11	\$ 49,378	\$ 51,564	\$ 56,131	\$ 58,858	\$ 61,586
w/TRS		\$ 4,883	\$ 5,100	\$ 5,551	\$ 5,821	\$ 6,091
	12	\$ 50,255	\$ 52,482	\$ 57,295	\$ 60,085	\$ 62,879
w/TRS		\$ 4,970	\$ 5,191	\$ 5,666	\$ 5,943	\$ 6,219
	13	\$ 51,126	\$ 53,400	\$ 58,458	\$ 61,310	\$ 64,167
w/TRS		\$ 5,056	\$ 5,047	\$ 5,781	\$ 6,063	\$ 6,346
	14	\$ 52,005	\$ 54,319	\$ 59,623	\$ 62,542	\$ 65,460
w/TRS		\$ 5,143	\$ 5,372	\$ 5,897	\$ 6,185	\$ 6,474
	15	\$ 52,877	\$ 55,238	\$ 60,785	\$ 63,770	\$ 66,749
w/TRS		\$ 5,229	\$ 5,463	\$ 6,011	\$ 6,307	\$ 6,601
	16	\$ 53,750	\$ 56,155	\$ 61,954	\$ 64,997	\$ 68,037
w/TRS		\$ 5,316	\$ 5,554	\$ 6,127	\$ 6,428	\$ 6,729
	17	\$ 54,627	\$ 57,073	\$ 63,118	\$ 66,225	\$ 69,331
w/TRS		\$ 5,402	\$ 5,645	\$ 6,242	\$ 6,549	\$ 6,857
	18	\$ 55,499	\$ 57,991	\$ 64,281	\$ 67,452	\$ 70,621
w/TRS		\$ 5,489	\$ 5,736	\$ 6,357	\$ 6,671	\$ 6,984
	19	\$ 56,376	\$ 58,909	\$ 65,446	\$ 68,678	\$ 71,912
w/TRS		\$ 5,575	\$ 5,826	\$ 6,472	\$ 6,792	\$ 7,112
	20	\$ 57,247	\$ 59,828	\$ 66,610	\$ 69,906	\$ 73,200
w/TRS		\$ 5,662	\$ 5,917	\$ 6,588	\$ 6,915	\$ 7,239
	21	\$ 58,124	\$ 60,747	\$ 67,773	\$ 71,135	\$ 74,492
w/TRS		\$ 5,748	\$ 6,008	\$ 6,702	\$ 7,036	\$ 7,367
	22	\$ 58,998	\$ 61,664	\$ 68,943	\$ 72,363	\$ 75,782
w/TRS		\$ 5,835	\$ 6,098	\$ 6,818	\$ 7,157	\$ 7,496
	23	\$ 59,870	\$ 62,582	\$ 70,106	\$ 73,591	\$ 77,076
w/TRS		\$ 5,921	\$ 6,190	\$ 6,934	\$ 7,278	\$ 7,623
	24	\$ 60,747	\$ 63,500	\$ 71,271	\$ 74,819	\$ 78,364
w/TRS		\$ 6,008	\$ 6,281	\$ 7,048	\$ 7,399	\$ 7,751
	25	\$ 61,619	\$ 64,422	\$ 72,435	\$ 76,044	\$ 79,656
w/TRS		\$ 6,094	\$ 6,372	\$ 7,164	\$ 7,521	\$ 7,878
	26		\$ 65,338	\$ 73,599	\$ 77,273	\$ 80,946
w/TRS			\$ 6,462	\$ 7,279	\$ 7,643	\$ 8,007
	27		\$ 66,258	\$ 74,763	\$ 78,500	\$ 82,235
w/TRS			\$ 6,553	\$ 7,393	\$ 7,647	\$ 8,134
	28			\$ 75,932	\$ 79,728	\$ 83,527
w/TRS				\$ 7,509	\$ 7,884	\$ 8,249
	29			\$ 77,095	\$ 80,957	\$ 84,817
w/TRS				\$ 7,683	\$ 8,007	\$ 8,389
	30			\$ 78,260	\$ 82,185	\$ 86,109
w/TRS				\$ 7,739	\$ 8,128	\$ 8,516
	31			\$ 79,424	\$ 83,412	\$ 87,400
w/TRS				\$ 7,855	\$ 8,249	\$ 8,644

*TRS is not fixed and will fluctuate annually based on TRS and the district is responsible for an up to combined TRS and THIS rate of 11.55%.

Appendix C 25-26 Salary Schedule

STEP	B	B+15	M	M+15	M+32	
	1	\$ 42,621	\$ 44,733	\$ 45,803	\$ 47,964	\$ 50,126
w/TRS		\$ 4,216	\$ 4,424	\$ 4,530	\$ 4,743	\$ 4,957
	2	\$ 43,171	\$ 45,031	\$ 47,473	\$ 49,720	\$ 51,967
w/TRS		\$ 4,269	\$ 4,453	\$ 4,694	\$ 4,917	\$ 5,139
	3	\$ 44,077	\$ 45,989	\$ 48,684	\$ 50,998	\$ 53,311
w/TRS		\$ 4,359	\$ 4,549	\$ 4,814	\$ 5,043	\$ 5,272
	4	\$ 44,989	\$ 46,943	\$ 49,896	\$ 52,274	\$ 54,653
w/TRS		\$ 4,449	\$ 4,643	\$ 4,936	\$ 5,170	\$ 5,405
	5	\$ 45,896	\$ 47,895	\$ 51,107	\$ 53,550	\$ 55,995
w/TRS		\$ 4,539	\$ 4,737	\$ 5,054	\$ 5,297	\$ 5,539
	6	\$ 46,807	\$ 48,851	\$ 52,318	\$ 54,827	\$ 57,338
w/TRS		\$ 4,629	\$ 4,832	\$ 5,174	\$ 5,410	\$ 5,671
	7	\$ 47,715	\$ 49,806	\$ 53,529	\$ 56,105	\$ 58,680
w/TRS		\$ 4,719	\$ 4,925	\$ 5,294	\$ 5,549	\$ 5,803
	8	\$ 48,613	\$ 50,759	\$ 54,740	\$ 57,381	\$ 60,022
w/TRS		\$ 4,807	\$ 5,020	\$ 5,414	\$ 5,674	\$ 5,936
	9	\$ 49,533	\$ 51,719	\$ 55,951	\$ 58,659	\$ 61,364
w/TRS		\$ 4,899	\$ 5,115	\$ 5,533	\$ 5,801	\$ 6,068
	10	\$ 50,445	\$ 52,672	\$ 57,164	\$ 59,936	\$ 62,706
w/TRS		\$ 4,989	\$ 5,209	\$ 5,653	\$ 5,928	\$ 6,203
	11	\$ 51,353	\$ 53,627	\$ 58,376	\$ 61,212	\$ 64,049
w/TRS		\$ 5,078	\$ 5,304	\$ 5,773	\$ 6,054	\$ 6,335
	12	\$ 52,265	\$ 54,582	\$ 59,586	\$ 62,488	\$ 65,394
w/TRS		\$ 5,168	\$ 5,399	\$ 5,893	\$ 6,180	\$ 6,468
	13	\$ 53,171	\$ 55,536	\$ 60,796	\$ 63,763	\$ 66,733
w/TRS		\$ 5,258	\$ 5,249	\$ 6,012	\$ 6,305	\$ 6,600
	14	\$ 54,085	\$ 56,492	\$ 62,008	\$ 65,043	\$ 68,078
w/TRS		\$ 5,348	\$ 5,587	\$ 6,133	\$ 6,433	\$ 6,733
	15	\$ 54,992	\$ 57,448	\$ 63,216	\$ 66,321	\$ 69,419
w/TRS		\$ 5,438	\$ 5,681	\$ 6,252	\$ 6,559	\$ 6,865
	16	\$ 55,900	\$ 58,401	\$ 64,432	\$ 67,597	\$ 70,759
w/TRS		\$ 5,528	\$ 5,776	\$ 6,372	\$ 6,685	\$ 6,998
	17	\$ 56,812	\$ 59,356	\$ 65,643	\$ 68,874	\$ 72,104
w/TRS		\$ 5,618	\$ 5,871	\$ 6,491	\$ 6,811	\$ 7,132
	18	\$ 57,719	\$ 60,311	\$ 66,852	\$ 70,150	\$ 73,445
w/TRS		\$ 5,708	\$ 5,965	\$ 6,612	\$ 6,938	\$ 7,264
	19	\$ 58,631	\$ 61,266	\$ 68,064	\$ 71,425	\$ 74,788
w/TRS		\$ 5,798	\$ 6,059	\$ 6,731	\$ 7,064	\$ 7,397
	20	\$ 59,537	\$ 62,221	\$ 69,275	\$ 72,702	\$ 76,128
w/TRS		\$ 5,888	\$ 6,154	\$ 6,851	\$ 7,191	\$ 7,529
	21	\$ 60,449	\$ 63,177	\$ 70,484	\$ 73,981	\$ 77,472
w/TRS		\$ 5,978	\$ 6,248	\$ 6,970	\$ 7,317	\$ 7,662
	22	\$ 61,358	\$ 64,131	\$ 71,701	\$ 75,258	\$ 78,814
w/TRS		\$ 6,068	\$ 6,342	\$ 7,091	\$ 7,444	\$ 7,795
	23	\$ 62,265	\$ 65,086	\$ 72,910	\$ 76,535	\$ 80,159
w/TRS		\$ 6,158	\$ 6,438	\$ 7,211	\$ 7,569	\$ 7,927
	24	\$ 63,177	\$ 66,040	\$ 74,122	\$ 77,812	\$ 81,499
w/TRS		\$ 6,248	\$ 6,532	\$ 7,330	\$ 7,695	\$ 8,061
	25	\$ 64,084	\$ 66,998	\$ 75,333	\$ 79,086	\$ 82,843
w/TRS		\$ 6,338	\$ 6,627	\$ 7,451	\$ 7,822	\$ 8,193
	26		\$ 67,952	\$ 76,543	\$ 80,364	\$ 84,184
w/TRS			\$ 6,720	\$ 7,570	\$ 7,948	\$ 8,327
	27		\$ 68,908	\$ 77,754	\$ 81,640	\$ 85,525
w/TRS			\$ 6,815	\$ 7,689	\$ 7,953	\$ 8,459
	28			\$ 78,969	\$ 82,918	\$ 86,868
w/TRS				\$ 7,809	\$ 8,200	\$ 8,579
	29			\$ 80,178	\$ 84,195	\$ 88,210
w/TRS				\$ 7,991	\$ 8,327	\$ 8,724
	30			\$ 81,390	\$ 85,472	\$ 89,554
w/TRS				\$ 8,049	\$ 8,453	\$ 8,856
	31			\$ 82,601	\$ 86,748	\$ 90,896
w/TRS				\$ 8,169	\$ 8,579	\$ 8,990

*TRIS is not fixed and will fluctuate annually based on TRS and the district is responsible for an up to combined TRS and THIS rate of 11.55%.

Appendix D

AJHS & Central Extra Curricular

	2023-2024	2024-2025	2025-2026
	Stipend	Stipend	Stipend
Accompanist	\$ 742	\$ 787	\$ 818
Accompanist	\$ 188	\$ 199	\$ 207
Art Club	\$ 473	\$ 502	\$ 522
Band	\$ 2,016	\$ 2,137	\$ 2,223
Boys Basketball (8th Grade)	\$ 2,826	\$ 2,995	\$ 3,115
Boys Basketball (7th Grade)	\$ 2,826	\$ 2,995	\$ 3,115
Boys Basketball (5/6th Grade)	\$ 1,883	\$ 1,996	\$ 2,075
Boys Track (Head Coach)	\$ 2,826	\$ 2,995	\$ 3,115
Girls Track (Head Coach)	\$ 2,826	\$ 2,995	\$ 3,115
Track Assistant Coach	\$ 1,883	\$ 1,996	\$ 2,075
Wrestling	\$ 2,826	\$ 2,995	\$ 3,115
Chaperoning Fan Bus	\$ 12	\$ 13	\$ 13
Cheerleading	\$ 2,016	\$ 2,137	\$ 2,223
Chorus	\$ 1,633	\$ 1,731	\$ 1,801
Computer Club	\$ 473	\$ 502	\$ 522
Crowd Supervision	\$ 12	\$ 13	\$ 13
Girls Basketball (8th Grade)	\$ 2,826	\$ 2,995	\$ 3,115
Girls Basketball (7th Grade)	\$ 2,826	\$ 2,995	\$ 3,115
Girls Basketball (5/6th Grade)	\$ 1,883	\$ 1,996	\$ 2,075
Girls Volleyball (8th Grade)	\$ 2,826	\$ 2,995	\$ 3,115
Girls Volleyball (7th Grade)	\$ 2,826	\$ 2,995	\$ 3,115
Girls Volleyball (5/6th Grade)	\$ 1,883	\$ 1,996	\$ 2,075
Junior Beta	\$ 1,199	\$ 1,271	\$ 1,322
Scholastic Bowl (Head Coach)	\$ 2,826	\$ 2,995	\$ 3,115
Scholastic Bowl 5/6	\$ 1,506	\$ 1,597	\$ 1,661
Scholastic Bowl Mod./Score (12 positions)	\$ 12	\$ 13	\$ 13
Speech Team	\$ 1,032	\$ 1,094	\$ 1,138
Student Council	\$ 1,793	\$ 1,901	\$ 1,977
Ticket-Taking	\$ 12	\$ 13	\$ 13
Yearbook	\$ 537	\$ 569	\$ 592
Young Authors	\$ 1,199	\$ 1,271	\$ 1,322
Central School Young Authors	\$ 1,199	\$ 1,271	\$ 1,322
Central School Drawing Club	\$ 473	\$ 501	\$ 521
Central School Yearbook	\$ 537	\$ 569	\$ 592

* Chaperoning, ticket taking, supervision, and scholastic bowl Mod./Score keeper is an hourly rate

Appendix E HS Extra-Curricular		2023-2024	2024-2025	2025-2026
		Stipend	Stipend	Stipend
Academic Bowl	Head Coach	\$ 4,656	\$ 4,935	\$ 5,132
Academic Bowl	F/S Coach	\$ 3,234	\$ 3,428	\$ 3,565
Academic Bowl Mod/Score (12 positions)		\$ 12	\$ 13	\$ 13
Accompanist	High School	\$ 860	\$ 912	\$ 948
Art Club		\$ 602	\$ 638	\$ 664
Band	Director	\$ 6,223	\$ 6,596	\$ 6,860
Baseball	Head Varsity	\$ 6,223	\$ 6,596	\$ 6,860
Baseball	F/S Coach	\$ 3,560	\$ 3,774	\$ 3,925
Baseball	Unpaid Asst. Coach	\$ -	\$ -	\$ -
Basketball-Boys	Head Varsity	\$ 6,223	\$ 6,596	\$ 6,860
Basketball-Boys	Assistant Varsity	\$ 3,560	\$ 3,774	\$ 3,925
Basketball-Boys	F/S Coach	\$ 4,320	\$ 4,580	\$ 4,763
Basketball-Boys	Unpaid 1st Asst. F/S Coach	\$ -	\$ -	\$ -
Basketball-Boys	Unpaid Asst. Coach	\$ -	\$ -	\$ -
Basketball-Girls	Head Varsity	\$ 6,223	\$ 6,596	\$ 6,860
Basketball-Girls	Assistant Varsity	\$ 3,560	\$ 3,774	\$ 3,925
Basketball-Girls	F/S Coach	\$ 4,320	\$ 4,580	\$ 4,763
Basketball-Girls	Unpaid 1st Asst. F/S Coach	\$ -	\$ -	\$ -
Cheerleading	Fall	\$ 2,013	\$ 2,134	\$ 2,219
Cheerleading	Winter	\$ 2,690	\$ 2,852	\$ 2,966
Class Officers (18 Positions)		\$ 302	\$ 320	\$ 333
Co-op/Senior Internship 1 - 8 Students*		\$ 795	\$ 843	\$ 876
Co-op/Senior Internship 9 - 16 Students*		\$ 1,590	\$ 1,685	\$ 1,753
Concessions Coordinator		\$ 874	\$ 926	\$ 963
CPDU Coordinator	\$16 per hr. up to 10 hrs.	\$ 228	\$ 242	\$ 252
Credit Recovery	Fall Semester	\$ 1,103	\$ 1,169	\$ 1,216
Credit Recovery	Spring Semester	\$ 1,103	\$ 1,169	\$ 1,216
Cross Country	Head Coach	\$ 4,656	\$ 4,935	\$ 5,132
Drama Club	Head Coach	\$ 474	\$ 503	\$ 523
District Instructional Tech Coach	Coach	\$ 6,223	\$ 6,597	\$ 6,861
Fall Play	Director	\$ 2,015	\$ 2,136	\$ 2,221
Fall Play Scenery	Director	\$ 1,255	\$ 1,330	\$ 1,384
Fall Play Set Construction		\$ 1,255	\$ 1,330	\$ 1,384
FFA	Director	\$ 4,371	\$ 4,633	\$ 4,819
Flags	High School Flags	\$ 2,016	\$ 2,137	\$ 2,223
Football	Head Varsity	\$ 6,223	\$ 6,596	\$ 6,860
Football	Assistant Varsity	\$ 3,560	\$ 3,774	\$ 3,925
Football	F/S Coach	\$ 4,320	\$ 4,580	\$ 4,763
Football	1st Asst. F/S Coach	\$ 3,180	\$ 3,371	\$ 3,505
Football	Unpaid Assistant F/S	\$ -	\$ -	\$ -
Golf	Head Coach	\$ 4,656	\$ 4,935	\$ 5,132
NHS	Advisor	\$ 906	\$ 960	\$ 998
Pom Pom	Head Coach	\$ 2,016	\$ 2,137	\$ 2,223
PROM	Coordinator	\$ 2,535	\$ 2,687	\$ 2,794
Softball	Head Varsity	\$ 6,223	\$ 6,596	\$ 6,860
Softball	F/S Coach	\$ 3,560	\$ 3,774	\$ 3,925
Softball	Unpaid Asst. Coach	\$ -	\$ -	\$ -
Spanish Honor Society		\$ 579	\$ 614	\$ 638
Speech	Coach	\$ 1,457	\$ 1,544	\$ 1,606
Spring Musical	Director	\$ 1,882	\$ 1,995	\$ 2,074
Spring Musical	Set Designer Director	\$ 1,255	\$ 1,330	\$ 1,384
Spring Musical	Set Construction	\$ 1,255	\$ 1,330	\$ 1,384
Spring Musical	Music Director	\$ 1,882	\$ 1,995	\$ 2,074
Spring Musical	Accompanist	\$ 1,388	\$ 1,471	\$ 1,530
Student Council	Advisor	\$ 6,223	\$ 6,596	\$ 6,860
Summer School/Credit Recovery Hourly Rate		\$ 35	\$ 37	\$ 39
Teacher Leader ELA		\$ 2,991	\$ 3,171	\$ 3,298
Teacher Leader Math		\$ 2,991	\$ 3,171	\$ 3,298
Track-Boys	Head Varsity	\$ 4,656	\$ 4,935	\$ 5,132
Track-Boys	F/S Coach	\$ 3,234	\$ 3,428	\$ 3,565
Track-Girls	Head Varsity	\$ 4,656	\$ 4,935	\$ 5,132
Track-Girls	F/S Coach	\$ 3,234	\$ 3,428	\$ 3,565
Volleyball	Head Varsity	\$ 6,223	\$ 6,596	\$ 6,860
Volleyball	F/S Coach	\$ 3,234	\$ 3,428	\$ 3,565
Volleyball	Freshman Coach	\$ 1,558	\$ 1,652	\$ 1,718
Volleyball	1st Asst. F/S Coach	\$ 1,558	\$ 1,652	\$ 1,718
Wrestling	Head	\$ 6,223	\$ 6,596	\$ 6,860
Wrestling	F/S Coach	\$ 4,320	\$ 4,580	\$ 4,763
Yearbook	Director	\$ 6,223	\$ 6,596	\$ 6,860

* Academic Mod./Score keeper is an hourly rate

*Co-Op Stipend includes mileage reimbursement

SIGNATURE PAGE

This Agreement is signed this 20th day of July, 2023.

IN WITNESS WHEREOF:

**For The Amboy Education
Association**

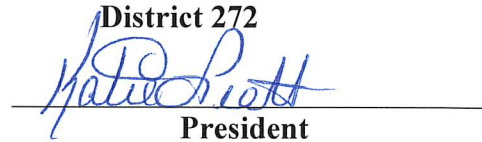


President



Vice President

**For The Board of Education
District 272**



President



Secretary

BOARD POLICY

Outside Experience/Business Related Credit

Outside Experience – Beginning with the 2002-2003 school year, teachers entering Amboy CUSD #272 may receive experience credit for each full year of teaching up to and including (10) ten years, providing said experience has been gained within twelve years immediately prior to employment in District #272 and provided the individual was fully certified during any experience for which credit is given.

Before being placed on the schedule, each teacher shall present to the District Office, a transcript of credits from a regularly accredited institution of higher learning and proof of previous experience.

Business Related Credit – Beginning with the 2002-2003 school year, a teacher who has a valid certificate and business /life experiences that relate directly to the responsibilities they will have in the District may receive credit for such experience on the salary schedule providing the following conditions are met.

1. The teacher will be teaching in an area defined by the Board of Education as “critical” and Agreed upon by the Association. (Currently the “critical” areas are: math, science, business education and guidance.)
2. That the granting of such credit shall not be retroactive for individuals hired prior to the 2001-2002 school year.
3. That any such business/life experience to be used for credit must have been no more than 15 years prior to the employment in the School District.

One-year credit on the salary schedule will be given for every three years of accepted business/life experience, with a maximum of five years credit on the salary schedule.

Student Loan Repayment Incentive

Beginning with the 2002-2003 school year, teachers employed in District #272 for the first time shall be eligible for a Student Loan Repayment Incentive if they are involved in teaching in “critical areas.” These areas are Math, Science, Business Education or Guidance Counselors.

The employee may opt to have the Board pay, in their behalf, up to 50% of their annual student loan repayment for a period of no more than five (5) years. The maximum amount the Board will pay in any one year shall be \$1000.

Additionally, should any employee who elects to receive the incentive also be involved in the Tuition Reimbursement Program (Section 5.14 of this agreement), the total combined amount available to them in any one year shall not exceed the limit stated in “F” of the Tuition Reimbursement Program.

Any employee receiving a Student Loan Incentive who voluntarily leaves school district employment may be required to repay the District a proportionate amount of the incentive.

The recoverable amount shall be calculated by establishing the gross amount received by the employee for the yearly incentive. That amount shall be reduced by 1/24th for each month the employee remains with the school district after the incentive is paid. The amount remaining after all reductions have been made shall constitute the amount the employee needs to return to the District.

Should the employee fail to reimburse the school district in a timely fashion, the school district will implement a recovery process.