

**COLLECTIVE BARGAINING
AGREEMENT 2019-2020, 2020-2021,
2021-2022, 2022-2023**

between

**RURAL CHAMPAIGN COUNTY
SPECIAL EDUCATION
COOPERATIVE**

and the

**RURAL CHAMPAIGN COUNTY
SPECIAL EDUCATION COOPERATIVE
EDUCATION ASSOCIATION, IEA-NEA**

Table of Contents

Topic	Section	Page
<u>Additional Duties & Summer Evaluation Compensation</u>	<u>9.7</u>	<u>38</u>
<u>Advancement on the Wage Schedule</u>	<u>9.5</u>	<u>37</u>
<u>Assignments</u>	<u>6.13</u>	<u>19</u>
<u>Association Leave</u>	<u>4.6</u>	<u>8</u>
<u>Authority</u>	<u>2.2</u>	<u>2</u>
<u>Benefits</u>	<u>7.1</u>	<u>24</u>
<u>Board Consultation</u>	<u>4.5</u>	<u>8</u>
<u>Committee Composition</u>	<u>4.4</u>	<u>8</u>
<u>Complaints Regarding an Employee</u>	<u>6.17</u>	<u>22</u>
<u>Contractual Amendments</u>	<u>2.7</u>	<u>3</u>
<u>Copies of Board Minutes</u>	<u>4.2</u>	<u>7</u>
<u>Definitions</u>	<u>1.2</u>	<u>1</u>
<u>Discipline of Students</u>	<u>6.9</u>	<u>18</u>
<u>Dues Deduction</u>	<u>4.1</u>	<u>7</u>
<u>Duration</u>	<u>10.4</u>	<u>39</u>
<u>Duty-Free Lunch</u>	<u>6.2</u>	<u>13</u>
<u>Emergency School Closing</u>	<u>6.5</u>	<u>15</u>
<u>Employee Discipline</u>	<u>6.18</u>	<u>23</u>
<u>Employee Evaluation</u>	<u>6.15</u>	<u>20</u>
<u>Employee Keys to Building</u>	<u>6.10</u>	<u>18</u>
<u>Employee Traveling Time</u>	<u>6.3</u>	<u>14</u>
<u>Exchange Days</u>	<u>7.4</u>	<u>25</u>
<u>Facilities</u>	<u>6.6</u>	<u>15</u>
<u>Fees of Service</u>	<u>6.20</u>	<u>23</u>
<u>Flex Time</u>	<u>7.3</u>	<u>24</u>
<u>Framework</u>	<u>2.1</u>	<u>2</u>
<u>Good Faith</u>	<u>2.3</u>	<u>2</u>
<u>Grievance Procedure</u>	<u>5.1-5.8</u>	<u>10</u>
<u>Health Insurance</u>	<u>7.8</u>	<u>29</u>
<u>Individual Contracts</u>	<u>10.2</u>	<u>39</u>
<u>Information</u>	<u>2.4</u>	<u>2</u>
<u>Interim Negotiations</u>	<u>2.8</u>	<u>3</u>
<u>Job Descriptions</u>	<u>6.16</u>	<u>22</u>

<u>Leaves</u>	<u>8.1-8.5</u>	<u>30</u>
Sick Leave		
Personal Leave		
Parental Leave		
Jury Duty		
Family Medical Leave Act		
Professional Leave		
Bereavement Leave		
Military Leave		
<u>Length of Work Day</u>	<u>6.1</u>	<u>13</u>
<u>Management Rights</u>	<u>10.5</u>	<u>40</u>
<u>Mediation</u>	<u>2.6</u>	<u>3</u>
<u>Mileage Reimbursement</u>	<u>7.5</u>	<u>25</u>
<u>Nondiscrimination</u>	<u>3.5</u>	<u>6</u>
<u>No Strike</u>	<u>10.3</u>	<u>39</u>
<u>Pay Options</u>	<u>9.2</u>	<u>35</u>
<u>Personnel File</u>	<u>3.3</u>	<u>5</u>
<u>Placement of the Wage Schedule</u>	<u>9.4</u>	<u>36</u>
<u>Printing of Contract-Costs and Distribution</u>	<u>2.5</u>	<u>2</u>
<u>Recognition</u>	<u>1.1</u>	<u>1</u>
<u>Reduction of Personnel</u>	<u>6.7</u>	<u>16</u>
<u>Reportable Compensation</u>	<u>9.3</u>	<u>35</u>
<u>Retirement Bonus</u>	<u>7.7</u>	<u>26</u>
<u>Requisition Policy</u>	<u>6.12</u>	<u>19</u>
<u>Right to Representation</u>	<u>3.2</u>	<u>5</u>
<u>Right to Organize</u>	<u>3.4</u>	<u>5</u>
<u>Savings Clause</u>	<u>10.1</u>	<u>39</u>
<u>School Calendar Year</u>	<u>6.4</u>	<u>14</u>
<u>School Code Rights</u>	<u>3.1</u>	<u>5</u>
<u>Seniority</u>	<u>6.8</u>	<u>17</u>
<u>Staff Meetings</u>	<u>6.11</u>	<u>19</u>
<u>Substitutes</u>	<u>6.19</u>	<u>23</u>
<u>Tax Sheltered Annuities</u>	<u>7.2</u>	<u>24</u>
<u>Teacher Transcripts of Credits</u>	<u>9.6</u>	<u>38</u>
<u>Term and Wages Schedule</u>	<u>9.1</u>	<u>35</u>
<u>Tuition Reimbursement</u>	<u>7.6</u>	<u>25</u>
<u>Use of Central Office Facilities</u>	<u>4.3</u>	<u>7</u>
<u>Vacancies and Transfer</u>	<u>6.14</u>	<u>19</u>

1.1 Recognition

The Governing Board of Rural Champaign County Special Education Cooperative (RCCSEC), Champaign County, Illinois, recognizes the RCCSEC Education Association-IEA-NEA (hereinafter referred to as the "Association") as the sole and exclusive bargaining representative for all professional educator licensed (PEL) employees and non-certificated employees (hereinafter referred to as the "employee") exclusive of supervisors, administrators, confidential employees and hourly contractual personnel. Professional educator licensed employees include psychologists, social workers, hearing/vision/special education teachers, at-risk teachers, and educational diagnostician. Non-certificated employees include COTAs, PT assistants, teacher aides, secretaries, and personal aides.

1.2 Definitions

In order for an employee to advance on the salary schedule and/or to be entitled to benefits in whole or part as provided for in this Agreement, the following criteria shall apply:

- a) the employee must begin his/her service to the Cooperative on or before January 10th of a school year in order to advance a step on the salary schedule in the following school year.
- b) an employee hired after July 1, 2003, who when hired is expected to be employed for at least one semester and work an average of at least 30 FTE hours per week or more, shall be entitled to receive benefits as provided for in Section 7.7 of this Collective Bargaining Agreement on a basis proportional to the employee's employment percentage. The employee shall contribute on a timely basis, the cost of the benefits not paid by the Cooperative. In each instance, the employee must be eligible to participate under the requirements of the benefit plan with the carrier or provider.

The percentage time of employment is calculated on the number of hours assigned in a work week in comparison with the daily work hours projected for a week as assigned to each classification of employees by site under this Agreement.

ARTICLE II: NEGOTIATIONS

2.1 Framework

Either party desiring to negotiate a successor agreement shall give the other party a written notice no later than April 1st of the last year of the Agreement. This notification will serve as a Demand to Bargain pursuant to the Illinois Educational Labor Relations Act (IELRA). Meetings will be held as necessary at times and places agreed to by both parties.

2.2 Authority

Each team shall be responsible for selecting its negotiators. The parties mutually pledge that representatives selected by each shall have the authority to make proposals, consider proposals, and compromise in the course of negotiations. It is recognized that no final agreement between the parties may be executed without ratification by both the Board and the Association.

2.3 Good Faith

Both parties understand and agree to negotiate in good faith. For the purpose of this process the parties agree "good faith" means the parties will consider proposals and counter-proposals presented by either side and will make an effort to arrive at an agreement. It does not imply that either party must make concessions or capitulate in part or in whole regarding any matters under consideration.

2.4 Information

The Board/RCCSEC Special Education Director shall make available to the Association pertinent documents to aid the Association in the conduct of negotiations. These shall include seniority lists, proposed budget, salary scattergrams, financial audits, and a list of employees.

2.5 Printing of Contract - Costs and Distribution

If the parties mutually agree, within thirty (30) days after agreement is reached on all issues, the Agreement shall be printed with the cost to be shared equally.

If the Board objects to the proposal for printing, the Association shall prepare the Agreement in final form at its expense and submit a copy to the Board.

2.6 Mediation

If, after a reasonable period of negotiations and within ninety (90) days of the scheduled start of the forthcoming school year, the parties engaged in collective bargaining have reached an impasse, either party may petition the other in writing that the parties engaged the services of a mediator only if remaining portions of articles of the contract proposal are not being resolved or tentatively agreed to. However, mediation shall be initiated at any time when jointly requested by parties. A request by one party for mediation shall be honored by the other party. At the time of mediation, neither party will retrogress from positions taken. The parties agree to utilize the Federal Mediation and Conciliation Service. Both parties will follow procedure related to impasse and public posting as set forth in the Illinois Education Labor Relations Act.

2.7 Contractual Amendments

The parties may modify or amend this Agreement by mutual consent. Such changes shall be reduced to writing, and signed by the parties, and become an amendment to this Contract.

2.8 Interim Negotiations

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the School District and the Association, for the life of this Agreement, with respect to any matter which has been the subject of a proposal by either side and therefore a subject of the bargaining process, each voluntarily and unqualifiedly waives any right which might otherwise exist under law, practice or custom to negotiate or renegotiate over any such matter during the term of this Agreement.

The parties agree that during the term of this Agreement any issues not discussed during the bargaining sessions which impact on the terms and

conditions of employment can be bargained.

The parties may at any time mutually agree to alter, change, add to, delete or otherwise voluntarily modify this Agreement in writing.

ARTICLE III: EMPLOYEE RIGHTS

3.1 School Code Rights

Nothing herein shall be construed to deny any employee his/her rights under The School Code of the State of Illinois or under other applicable laws and regulations.

3.2 Right to Representation

When an employee is required to appear before the Board or the Administration concerning any matter which could lead to a reprimand, suspension, or termination of employment, the employee shall be given reasonable, prior written notice of the reasons for such a meeting or interview, and shall be entitled to have a representative of the Association present to advise him/her and represent him/her during such meeting or interview.

Annually, the Association shall provide the Board and Administration a list, including addresses and phone numbers, of available grievance representative(s). The list shall be in the order the representatives are to be contacted. The requirement of a prior written notice is waived in an emergency situation, which includes a matter, which may be the subject of an investigation by law enforcement agencies and/or the Department of Children and Family Services.

3.3 Personnel File

Each employee shall have the right, upon request, to review the contents of her/his personnel file during the normal workday, with the Director or his or her designee, and to photocopy non-privileged documents contained in his/her personnel file.

3.4 Right to Organize

Employees shall have the right to organize, join and assist the Association in professional negotiations with the Board with respect to this Agreement. Employees also have the right to refrain from such activities. Neither the Board

nor Association shall discriminate against any employee for reason of membership or non-membership in the Association, participation in negotiations with the Board, or in the institution of any grievance, complaint or proceeding under this Agreement.

3.5 Nondiscrimination

The Board and the Association agree that they will not practice discrimination or discriminate against any employee because of race, creed, color, national origin, physical disability, religion, sex, marital status, age, gender preference, membership or non-membership, in the Association.

ARTICLE IV: ASSOCIATION RIGHTS

4.1 Dues Deduction

Employees shall have the right to payroll deduction of Association dues. Under such an arrangement an amount shall be withheld from each regular payroll period, which is equal to the pro rata share of the annual dues. All deductions will begin within ten (10) calendar days after the receipt of a list of members from the Association who have authorized dues deduction. Such withholding shall be forwarded to the Association within ten (10) calendar days of the withholding. All dues deduction authorizations will continue in effect unless the Association requests such authorization be withdrawn.

The Association agrees to defend, at its own expense and through its own counsel, indemnify and hold the Board, its members and agents, harmless from any and all claims, causes of action, demands, damages, liabilities, fines and penalties arising out of the Board's compliance with this section, provided: (1) the Board gives reasonable written notice of such action to the Association and permits Association intervention as a party if it so desires, and (2) the Board cooperates with the Association and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available.

4.2 Copies of Board Minutes

The Board agrees to email a representative designated by the Association notices of meetings, the Board agenda, and officially approved open session minutes. Other data to be available to the Association shall include the annual budget and annual audit no later than ten (10) business days after the official adoption/passage thereof.

4.3 Use of Central Office Facilities

The Board agrees to make available the Central Office building, the equipment and bulletin boards for use by the Association for its business and activities subject to the prior consent of the Director or the Director's designee. Such use shall not interfere with the ongoing activities and programs of the Cooperative.

4.4 Committee Composition

When the Board establishes a committee to make a selection of Executive Director, the Association will be asked to provide input prior to selection.

4.5 Board Consultation with Association

The Association shall be provided an email electronic file of an agenda for each Board meeting. In the event that a Board meeting date or time is changed, the Association shall be notified in a timely manner of such change. If the Association wishes to make a presentation to the Board on an agenda item with respect to fiscal, budgetary or tax programs, construction programs, annexation or consolidation plans, or revisions of employee policy, a representative shall be given the opportunity to address the issue at the Board meeting. The Association may have one representative present at all Board meetings, and said attendance shall not count against the days of Association leave under Section 4.8 of this Agreement.

4.6 Association Leave

The Board shall provide a total of six (6) days of Association leave per school year to be utilized at the discretion of the Association for attendance at IEA-NEA conferences, workshops, legislative hearings and other Association business.

No one person shall use Association leave more than three (3) days unless it is the Association President.

Besides the grievant only one (1) Association representative shall be present for a grievance hearing unless an Association member is required as a witness.

The cost of a substitute, if a substitute cost is incurred by RCCSEC, for the Association member on leave shall be borne by the Association at the current substitute rate of the co-op to which the Association official is assigned.

Any IEP minutes missed during the Association Leave will be provided at a later date or by the substitute teacher the day of the absence.

The Association shall give a minimum of five (5) days notice to the Director if Association leave is to be used. This notice requirement includes attendance at arbitration hearings. This notice requirement may be waived at the discretion of the Director.

ARTICLE V: GRIEVANCE PROCEDURE

5.1 Definition

Any claim by the Association, any employee, or group of employees that there has been a violation, misrepresentation, or misapplication of the terms of this Agreement shall be a grievance.

5.2 Conditions

- A. All time limits consist of school days. A school day shall be defined as a day in which RCCSEC is open for business.
- B. The grievant has a right to request that an Association representative be present at any step of the grievance procedure. The supervisor or Director shall notify the grievant of this right.
- C. It is agreed that the processing of any grievance shall be conducted so as to result in no interruption of the instructional program and related work activities.
- D. Grievance related activities within the Association shall be conducted outside of the work day.
- E. With administrator approval, the union may use an Association Day to cover these activities.

5.3 Procedure

A grievance shall be processed as follows:

Step 1 (Informal): The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately involved supervisor to resolve problems through free and informal communications.

Step 2 (Formal Written to Immediate Supervisor): If the grievance is not satisfactorily resolved at the informal level, the employee and/or Association

shall reduce the grievance to writing. The written grievance shall specify the article(s) of the Agreement that are alleged to have been violated. It shall also state a complete explanation of the full facts giving rise to the grievance. The grievance shall be submitted to the immediate supervisor within twenty (20) school days after the event, giving rise to the grievance. Within five (5) school days of the receipt of the written grievance by the immediate supervisor, said supervisor shall arrange a meeting with the grievant to discuss the grievance. Within five (5) school days of the meeting, the grievant and the Association shall be provided with the supervisor's written response including the reasons for the decision.

Step 3 (Director): If the grievance is not resolved at Step 2, the grievant and/or Association may refer the written grievance to the Director or his/her official designee within ten (10) school days after the receipt of Step 2 answer or within eight (8) school days after the Step 2 meeting, whichever is the latter. The Director shall arrange with the grievant for a meeting to take place within five (5) school days of the Director's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within five (5) school days of the meeting, the Director shall render a written reply.

Step 4 (Binding Arbitration): If the grievant is not satisfied with the disposition of the grievance at Step 3, or time limits expire without issuance of the written reply, the Association may submit the grievance to final and binding arbitration through the Federal Mediation and Conciliation Services (FMCS) by giving written notice of such an appeal within thirty (30) school days after receipt of the Step 3 answer or expiration of the time limits for the Step 3 answer. Such arbitration shall be in conformance with the rules of the American Arbitration Association (AAA).

The arbitrator shall submit his/her decision and remedy in writing according to the rules of the AAA. The fees and expenses of the arbitrator shall be divided equally between the Board and the Association. Each party shall be responsible for compensating its own representatives/ witnesses.

- A. The arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of this Agreement, but the arbitrator shall have the right to award remedies that are appropriate and just.

B. The arbitrator shall consider and decide only the question of fact as to whether there has been a violation, misinterpretation or misapplication of the specific provision of this Agreement based on the specific issue(s) submitted in writing to the arbitrator by the parties. The arbitrator shall have no authority to make a decision on any issue not submitted or raised.

5.4 Bypass to Director/Superintendent

If the grievant and/or Association and the Superintendent/ Director agree, Step 2 of the grievance procedure may be bypassed and the grievance brought directly to Step 3.

5.5 Class Grievance

Class grievances involving one or more employees, and grievances involving administrators above the building level may be initially filed by the Association at Step 3.

5.6 Association Participation

The Board acknowledges the right of the Association to be present at any stage of the grievance procedure.

5.7 No Reprisals

No reprisals shall be taken by the Board or the administration against any employee because of his/her participation in a grievance.

5.8 Withdrawal

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

ARTICLE VI: WORKING CONDITIONS

6.1 Length of Work Day

- A. Any full-time professional worker employed by the Cooperative who spends more than fifty percent (50%) of his/her time in one Member District shall not be required to work a different teaching schedule than the other professional workers in that Member District. Employees may be required to attend multidisciplinary eligibility conferences, IEPS, late stays, due process procedures, writing reports, open house, in-service, parent meetings and other functions, activities, events or responsibilities outside the normal work day hours if required by the administration. There shall be no compensation for such matters beyond the work day established herein unless specified otherwise in the Agreement. Administration, at its discretion, may also shorten the work day for special events or other matters. The work day will be defined as 8:00 am to 3:30 pm, unless the Director and employee agreed to an alternative start and end time. Employees shall not be penalized for failure to participate in district activities that occur beyond the agreed upon work day.
- B. Non-certified personnel who are full-time, work 7.0 hours, excluding a duty free lunch. Hourly employees shall be paid overtime at time and one-half for time worked over 40 hours in a work week, but only if the overtime has been pre-approved by the Director or Designee. In addition, hours worked over the 35 hour work week must be pre-approved by the Director or Designee.
- C. Secretarial staff hours shall be a 7.5-hour workday in staggered assignments between the hours of 7:30 a.m. – 4:00 p.m.
- D. Nothing herein prevents an early dismissal as determined by the Director prior to holidays and vacation.

6.2 Duty-Free Lunch and Preparation Periods

- A. All employees shall have a duty-free lunch period of no less than thirty (30) minutes during each workday.
- B. Secretarial staff shall have a forty-five (45) minute lunch period and two (2)

fifteen (15) minute breaks, one (1) taken in the morning and one (1) in the afternoon

C. Hearing/vision itinerants, COTAs and PTAs shall have one-half (1/2) day per week as a preparation period which may be completed from the RCCSEC office as approved by the Director.

D. Psychologists and social workers shall have seven (7) hours of weekly office time, or a prorated amount based on their employment percentage, to be served within their assigned district or the RCCSEC co-op offices. Employees will receive Director approval for office time at co-op exceeding two (2) hours.

E. Spectrum certified staff will use the time after the morning and/or afternoon classes as their preparation period. The preparation period shall not be less than thirty (30) minutes per day.

6.3 Employees and Traveling Time

Travel time shall not infringe on duty-free lunch periods. Traveling time shall be scheduled to allow time for adequate take-down time and clean-up at one work site, travel time (taking into account inclement weather) and adequate set-up time at the next work site. Mileage routes will be approved by the administration.

6.4 School Calendar Year

A. Employees following a district calendar shall follow the Holidays of that district, unless otherwise approved by the Director. In the event an emergency school closure, employees shall follow the schedule in which they are assigned for that day. In the event of a holiday (excluding spring break) or school closure in an employee's primary district, the employee may work that day if another district that the employee serves is in session. Primary district shall be defined as the district calendar the employee follows. This day shall count as a day on the employee's TRS calendar. The employee is in charge of making up any missed IEP minutes.

B. Part-time employees shall work the number of days agreed upon by the employee and the Director and as so indicated on their Notice of

Assignment.

- C. Current employees shall have the first chance to apply for work beyond the regular school term. All bargaining unit and extended school year job positions shall be posted on the RCCSEC website. Employees with whom agreement is made to work beyond the designated calendar year will be paid at a rate determined by the Board, which rate shall be the same for RCCSEC employees and outside applicants. The employee must be properly certified and/or qualified to do the job assignment. The Director shall have the right to fill the position on a temporary basis before the posting period expires if an emergency occurs.

In the event of a summer evaluation, the employee who serves the district will be given the first opportunity to complete the evaluation. Should that employee choose not to complete the evaluation, the Director will notify the department of the evaluation and choose employee to complete evaluation. Summer evaluations shall be compensated at the predetermined hourly rate for additional duties.

- D. The RCCSEC office calendar will be provided by the administration.

6.5 Emergency School Closing

In the event of an emergency school closing the employee will follow that District's decision regarding school closing or early dismissal if the employee is in attendance in that District during that day. It is at the Director's discretion to close the office due to emergencies for staff permanently assigned to RCSSEC office facilities. Employees may work at the Cooperative office with the Director's permission in the event their scheduled work site is closed due to an emergency school closing. All employees excluding teachers and hourly employees may work to make up an Exchange day or earn a day towards their TRS calendar. Said employee is expected to meet all IEP minutes and duties in this situation.

6.6 Facilities

The Board will provide adequate office and classroom facilities for its employees to the extent space is available at the Central Office and at the assigned work sites. Adequate office space shall include a private area within

the assigned building in which staff may work/assess students free from interruptions from staff and/or students. If an employee has a complaint about his or her office and/or classroom, the employee shall make said complaint in writing, and in said complaint suggest what alternatives might be available as a possible remedy. The Board, through its Director, shall review the complaint and investigate all alternatives, including those suggested by the complainant. The Board shall reply to the complaint and explain what possible solutions exist, if any. The Board agrees, within these guidelines, to make a reasonable attempt to make available, or to advocate for, adequate office and classroom facilities for its employees. If adequate office space is unable to be provided, the staff member will be allowed to work from the RCCSEC office and said staff member is expected to meet all IEP minutes and duties.

The Executive Director may authorize work to be completed at a site other than the regular workplaces for professional education license (PEL) employees that do not require a substitute. The employee shall make such request in writing and receive permission from the Director. When requesting to work from an alternate location the employee must provide the Director with the intended work site and duties to be completed. The Executive Director may authorize off site work when conditions make the assigned work place impractical, such as inclement weather (but when school remains in session). Employees shall be granted these days for emergency school closure and teacher inservice days, if requested. Such requests may not be unreasonably denied.

6.7 Reduction in Personnel

A. Professional educator licensed employees.

The Board shall adhere to the statutory procedures pertaining to the honorable dismissal of certified employees set forth in Section 24-12 of The Illinois School Code. Certified employees shall also be recalled in accordance with the provisions of Section 24-12.

B. Educational Support Personnel (ESP)

- (1) If total years of continuous service in a category of position in the RCCSEC are equal between two or more ESPs, then the order of dismissal and/or recall will be based on the affected ESPs' total years of service in the current position, whether or not continuous, or

any similar position outside the RCCSEC. Years of service for similar positions outside the RCCSEC shall be calculated as the number of years granted by the Board to the individual for the purposes of the individual's initial placement on the salary schedule. The determination of whether a position was the same as or similar to an individual's current position shall be made solely by the Board after comparing the legal requirement, job description, and applicable skills of the current position with the former position.

- (2) If a tie remains after the application of the procedures as described above, then the order of dismissal and/or recall will be determined based on the date of the Board meeting at which the affected ESPs were hired.
- (3) If a tie remains after the application of the procedures as described in 1 and 2 above, then the order of dismissal and/or recall will be determined based on the order the affected ESPs are listed on the Board agenda for the Board meeting at which they were hired, with those being listed first on the Board agenda having seniority over those listed later on the agenda.

C. Reductions in force within a category of position shall be made in reverse seniority order, with the least senior full-time ESPs in the category being removed first until the necessary reduction has been made, provided more senior full-time ESPs within the category are qualified to hold the positions of the less senior full-time ESPs. In determining an employee's qualifications for purposes of reduction-in-force, the Board shall consider any statutory or regulatory employment pre-requisites and the specific skills required for the position as determined by the Board in its policies, rules, regulations, or job descriptions.

D. The Parties also recognize that part-time ESPs shall not accrue seniority or recall rights and may be non-reemployed in any order.

6.8 Seniority List

The Director or his/her designee shall annually compile and post a seniority list of all employees within the bargaining unit. A copy of the seniority list shall be

forwarded to the Association President or his/her designee not later than February 1.

Educational Support Personnel (ESP)

Full-time ESPs shall be ranked by their seniority within the following categories of position:

1. Teacher Aides
2. Certified Occupational Therapy Assistant
3. Physical Therapy Assistant
4. Clerical
5. Braille Assistant

For full-time educational support personnel employees, the length of continuous service in the RCCSEC as utilized in Section 10-23.5 of the School Code for seniority purposes will be defined as follows:

Years of continuous full-time service in a category of position in the RCCSEC, beginning from the first working day in such category of position in the RCCSEC. Time on unpaid leaves of absence of more than ninety (90) consecutive working days will not be counted in determining seniority. Such unpaid leaves of absence approved by the Board will not constitute an interruption of service. If an employee transfers from one category to another, the employee shall not retain seniority in the category from which he/she transferred and shall not be entitled to apply any previously accrued seniority to his/her new category of position.

6.9 Discipline of Students

If an RCCSEC employee, while working in a District, is in a situation that involves student discipline, he/she shall follow the policy of that District.

6.10 Employee Keys to Building

Necessary employee keys for the Cooperative offices will be furnished to the employees. Employees will sign for and will be responsible for the keys. The employee will be charged \$25 for a lost key.

6.11 Staff Meetings

The Director shall notify all employees of scheduled department meetings at the beginning of the school year with the understanding that dates may shift with mutual agreement between the Director and majority of members of the department.

Employees shall have the right to submit written agenda items to the Director.

6.12 Requisition Policy

Employees will be notified in writing of the next year's supply and equipment budget after final board approval.

6.13 Assignments

Employees shall be ensured input in decisions regarding employee assignments. Every effort will be made to provide year-to-year continuity and consistency in individual assignments.

6.14 Vacancies and Transfers

A. A list of all vacancies within the Cooperative shall be kept at the Director's office and shall be available to all employees upon request. A vacancy will be added to the list when the Board creates the vacancy. When school is in session, all vacancies caused by death, retirement, discharge, resignation or creation of a new position shall be publicized to employees pursuant to the following procedure:

A vacancy shall first be posted in the Cooperative office and sent via email to the Union President the first day of said posting. Said vacancy shall be posted in written form on the Coop bulletin board for a period of ten (10) work days and emailed to the Association President on the first day of posting. Upon RCCSEC administration and RCCSEC Association agreement, the period of 10 days may be reduced when a position must be filled immediately.

1. The notice of vacancy shall set forth the qualifications for the position

and the deadline for application.

2. During the posting period, employees may apply for the vacancy in writing with the Director within the time limit specified in the notice.
3. The posting requirement of this section shall be applicable during the school term. During the summer non-school period the Director shall provide the Association President of each vacancy.

B. Involuntary transfers will be made in case of emergency or to advance the educational program in the best interests of the students and programs serviced by the Cooperative as determined by the Board. If an employee does not agree with the transfer, he/she shall have the option to resign without prejudice.

C. In any event, the filling of vacancies and the making of involuntary transfers shall be in accordance with The Illinois School Code.

6.15 Employee Evaluation

All parties agree that the primary objective of the evaluation is to improve the quality of employee service.

A. The Director or supervisor in a specific program shall be responsible for the evaluation of all employees and if a contractual employee is involved in the evaluation process, the Director will participate in the evaluation and sign off on the same.

B. All evaluations must be directly based on the employee's job description.

C. Professional educator licensed employees shall have an evaluation cycle once per year during the probationary period of (4 years), and thereafter at least once every other year.

D. Non-Certified employees shall be evaluated at least once during the first four (4) years of employment and once every two years thereafter.

E. Part-time professional educator licensed employees shall be evaluated once

per year on an annual basis.

F. All evaluations shall consist of the following components:

1. Pre-formal Observation Conference - To review job description, evaluative criteria and to set goals.
2. Formal Observation.
3. Post-Formal Observation Conference - Within ten (10) working days of the observation.
4. Electronic Access is considered the same as written notification for all purposes in this section. Written Summative Evaluation - The employee shall be given a copy of each written evaluation at least 24 hours prior to the post summative evaluation conference. Employee shall sign a copy of the evaluation to signify having received a written copy of the evaluation. Such signature does not necessarily indicate agreement with the evaluation.
5. Electronic Access is considered the same as written notification for all purposes in this section. Employee's Response (optional) - The employee shall have the right to respond, in writing, to the written evaluation and have the response attached to the evaluation in his/her personnel file.

All artifacts for the current evaluation cycle shall be submitted no later than the final observation date within that cycle. Failure to submit artifacts by the final observation date will be reflected in the evaluation. The evaluator may request and give employees the opportunity to submit additional artifacts at their discretion within the evaluator's specified timeline.

If the written evaluation finds the employee to be overall, or in any domain, Unsatisfactory or Needs Improvement it shall specify the reasons. The evaluator shall verbally make recommendations for correction or improvement, recognizing that the employee is primarily responsible therefore.

6.16 Job Descriptions

A job description, which lists the duties of the job assignment for which the applicant is applying, shall be given to all prospective new employees at their initial interview. If the person is then hired, the authorized representative of the Employer and the new employee shall then sign the job description and it shall be placed in his/her personnel file.

The Association President or designee shall be provided all revisions of job descriptions prior to Board approval.

6.17 Complaints Regarding an Employee

Any complaint against an employee deemed by the Director to justify action against the employee shall be brought to the attention of the employee involved. The Director will schedule a conference to assist such employee in an attempt to resolve the issue in such a complaint. When requested in writing by the employee, and when deemed appropriate by the Director, a conference between the complaining party and the employee involved will be scheduled.

No action against the employee shall be initiated by the Board/Director against such employee based upon said complaint until a conference between the complaining party and the employee has been held except in a case of an emergency, or if the complaining party is not within the Board's jurisdiction or refuses to attend. The employee may, at his/her option, have representation as he/she desires at any such conference.

Complaints that have not been investigated but which are determined by the Board or its representative to have no validity, shall not be placed in the employee's personnel file.

The provisions of this article requiring a conference between the employee and the complainant shall not apply if the subject matter of the complaint and/or investigation is one which may also involve an investigation by law enforcement agencies and/or the Department of Children and Family Services for the State of Illinois.

6.18 Employee Probation

Each employee hired into a new position shall receive a probationary period of (4) four years

6.19 Substitutes

1. Administration will annually provide a “substitute list” to all certified and non-certified employees who may need substitutes throughout the year.
2. Professional educator licensed employees and Non-Certified employees will seek to find substitutes for planned and scheduled absences such as (appointments, conferences, personal leave, etc...). If no substitute is found, after exhausting all possibilities for substitutes, the employee will contact administration or administrative designee to assist in finding a substitute.
3. In the event of an illness, or emergency, the employee will contact the administration or administrative designee as soon as possible to indicate an absence will occur. In this event, the administration or administrative designee will coordinate the securing of a substitute for the employee.

6.20 Fees of Service

RCCSEC employees shall submit Fee for Service claims on a monthly basis through the online system. Failure to submit Fee for Service claims on a monthly basis will be reflected in the evaluation and may result in disciplinary measures by the Director.

ARTICLE VII: FRINGE BENEFITS

7.1 Employee Benefits

Fringe benefits available to, or provided for, employees shall be the same as those available to the employees at the time of this agreement, except as otherwise provided for in this Agreement. It is understood for the term of this Agreement these fringe benefits shall be listed in this agreement. Fringe benefits shall be defined as including health insurance, dental insurance and life insurance.

7.2 Tax Sheltered Annuities

The employees shall have available to them a tax sheltered annuity made available by the Cooperative.

7.3 Flex Time

Flex time will be given to professional salaried employees for required Parent Education/Involvement Activities within the Spectrum Program.

Flex time will be given to professional salaried employees for training and activities mandated by administration.

Flex time will be given to professional salaried employees for IEP meetings starting at 7:30 a.m. (up to 30 minutes) and for time spent past 4:00 at IEP meetings.

With Supervisor approval, Flex time may be granted for Response to Intervention meetings that occur outside of the regular work day. Additionally, with Supervisor approval, Flex time may be granted for other work duties. In the event that flex time is not provided, the employee shall not be penalized for failure to participate in these activities. If the employee is being offered a stipend through their district for attending events outside of the work day, they are ineligible to request flex.

Certified employees, not requiring a substitute, may request flex time to work on a day where the RCCSEC building is open but the district(s) who the employee(s) is scheduled to work is out.

7.4 Exchange Days

For those RCCSEC employment positions that do not require the utilization of substitutes, RCCSEC agrees to grant the use of five (5) exchange days which would allow the qualified RCCSEC employee to be absent for up to five (5) days during the school year if in exchange the RCCSEC employee is in attendance in his or her employment capacity for the same number of days absent during the school year, up to five (5) days, immediately after the conclusion of the school year when the RCCSEC Central Office is open or during any scheduled breaks in a school year when the RCCSEC Central Office is open. Any use of exchange days requires prior approval of the Director. Exchange days may be taken in half days and/or full day increments. Exchange days may be earned prior to use. In the event that a used exchange day reduces the IEP minutes, those minutes will be served during the same week of the absence.

7.5 Mileage Reimbursement

For those members who are required to travel to more than one school, district and/or community per week, the following mileage reimbursement policy shall apply. Mileage will be calculated from the employee's first assignment of the day to the last assignment of the day and shall include all miles traveled in between stops. Mileage charts will be provided and should be used for all reimbursement calculations listed. Mileage shall be reimbursed at the IRS rate as of July 1 of each fiscal year.

Requests for mileage reimbursement shall be submitted monthly. A schedule of due dates will be generated by the Bookkeeper at the beginning of the school year. Late claims will not be paid until the next month. All travel must be submitted by the last date given each school year. Claims submitted after this date will not be paid.

Other employees who are not so required to travel shall be reimbursed for mileage traveled on pre-approved RCCSEC business.

7.6 Tuition Reimbursement

The Board shall reimburse, upon application, any employee who successfully

completes a course or courses of instruction with at least a "B" grade average or pass (in a pass/fail course) in each course at an accredited education institution, which course will be a credit towards a degree or certification in the special education field of study. The amount of the reimbursement shall not exceed \$450 per semester hour or \$1350 in any fiscal year (July 1-June 30 of the current fiscal year). The reimbursement shall be made within thirty (30) days after proof is furnished to the Director of a successful completion of the course work. The Director must approve course work in advance. Coursework will comply with all IDEA Part B Grant requirements.

7.7 Retirement Bonus

A retirement incentive plan shall be made available to any eligible regular non-certified and certificated staff member. A. Eligibility and Notice

1. To be eligible, the regular professional educator licensed/non-certified staff members must have served in the district for a minimum of fifteen (15) years preceding his or her retirement. Employee will have completed 15 years by the end of the retirement date.
2. Regular professional educator licensed/non-certified staff members must be eligible to receive retirement pension benefits through the Teachers' Retirement System of the State of Illinois or IMRF.
3. The regular staff member shall provide written notice to the Executive Director of his or her intention to retire and participate in the program up to four (4) years prior to the first day of August of their final year of active service. The Board shall approve the request and notify the regular staff member within thirty (30) days of the receipt of this notice of intention to retire provided that all conditions of this section are met.
4. The employee is expected to work through the school year noted as the retirement date on the irrevocable letter. The employee shall refund the retirement bonus amount if the employee resigns prior to that date.
5. The retirement eligibility requirements for the FY 2020 year shall be:

To be eligible for any of the following Plans, an employee must be eligible

for a non-discounted retirement annuity with his or her respective retirement system (TRS or IMRF), with no ERO or other penalty to the District.

The Cooperative shall require proof of eligibility.

B. Retirement Benefit

One Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to August 1 stating that he/she shall retire at the end of the next school year, the employee will be removed from the salary schedule and for the final year of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior year of employment.

Example: The employee's prior year TRS creditable earnings were \$40,000.00. The employee's final year TRS creditable earnings will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$).

Two Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to August 1 two (2) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final two (2) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to August 1, 2019 stating he/she will retire on June 30, 2021. The employee's TRS creditable earnings for the 2018-2019 school year were \$40,000.00. The employee's TRS creditable earnings for the 2019-2020 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2020-2021 school year will be \$44,944.00 (i.e., $\$42,400 \times 1.06 = \$44,944.00$).

Three Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to August 1 three (3) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final three (3) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to August 1, 2019 stating he/she will retire on June 30,2022. The employee's TRS creditable earnings for the 2108-2019 school year were \$40,000.00. The employee's TRS creditable earnings for the 2019-2020 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2020-2021 school year will be \$44,944.00 (i.e., $\$42,400 \times 1.06 = \$44,944.00$). The employee's TRS creditable earnings for the 2021-2022 school year will be \$47,640.64 (i.e., $\$44,944.00 \times 1.06 = \$47,640.64$).

Four Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to August 1 four (4) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final four (4) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to August 1, 2019, stating he/she will retire on June 30, 2023. The employee's TRS creditable earnings for the 2018-2019 school year were \$40,000.00. The employee's TRS creditable earnings for the 2019-2020 school year will be \$42,400.00(i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2020-2021 school year will be \$44,944.00 (i.e., $\$42,400 \times 1.06 = \$44,944.00$). The employee's TRS creditable earnings for the 2021-2022 school year will be \$47,640.64 (i.e., $\$44,944.00 \times 1.06 = \$47,640.64$). The employee's TRS creditable earnings for the 2022-2023 school year will be \$50,499.08 (i.e., $47,640.64 \times 1.06 = \$50,499.08$).

C. Miscellaneous

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra-duties or TRS reportable duties not currently being performed without the consent of the employee. Nothing in this provision shall prevent a non-certified employee from working any approved overtime; however, no overtime work or wages shall be used to calculate the retirement incentive or increases.

To be eligible for continued payment for stipends, extra days, extended employment or any other extra duties beyond the contract year during this period, the employee must continue to work such activity or stipend. If the employee does not continue to perform such duties, their earnings will be reduced accordingly during participation in this retirement incentive.

In the event an employee has submitted his/her timely irrevocable letter of retirement but fails to meet the eligibility requirements because of illness or life changing circumstances, the Board, in its sole discretion, may allow the employee to rescind his/her letter of retirement, provided the employee returns to the Board any TRS creditable earnings paid to the employee in excess of the amount the employee would otherwise have received under the salary schedule for such year(s) in which the creditable earnings were paid.

7.8 Health Insurance

For the term of this Collective Bargaining Agreement, the Board will pay 2019-20 (\$625), 2020-2021 (\$650), 2021-2022 (\$700), 2022-2023 (\$725) of the cost of the premium for single health insurance for each employee electing such insurance coverage, this includes health, dental and life insurance. If an employee elects to enroll in family coverage, the employee shall pay the difference between the cost of the single premium and the family coverage premium.

ARTICLE VIII: LEAVES

8.1 Sick Leave

- A. Each employee shall be entitled annually to a certain number of sick leave days without loss of pay or benefits pursuant to a tiered system in accordance with the following schedule:

Number of Years in Co-op	Sick Leave Days
1-5 =	12
6-10 =	13
11-15 =	14
16+ =	15

Part-time employees will receive a prorated amount of sick leave days proportionate to the percent of full-time employment.

- B. Sick leave shall be defined as authorized absence with pay from assigned regular or usual duties which are to be performed in the course of one's employment in and for RCCSEC as a result of personal illness, quarantine at home, death or serious illness in one's immediate family, or birth, adoption, or placement for adoption. Immediate family and step relatives shall be defined as parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.

Sick days must be exhausted prior to using Leave Without Pay.

- C. If an employee does not use the full amount of sick leave, the unused amount shall be cumulative up to the allowable accumulation to be used for retirement purposes with the Teacher Retirement System or IMRF, whichever is applicable.
- D. The Board shall provide each employee with a cumulative accounting of

his/her sick leave as provided on each individual's paycheck.

- E. Employees may use sick leave for pregnancy related disabilities or following the birth of a child, with a written report from the physician verifying the disability.
- F. Employees shall be allowed to use sick days in half-day increments.
- G. The Board may, at its discretion, grant additional sick leave days for a catastrophic accident or illness involving the employee, his/her spouse, or his/her child.
- H. Those staff members who serve IEP minutes, who do not require a substitute, will email the Director the day of their absence and again within 24 hours on the day of the employee's return from absence with the date in which those missed IEP minutes will be delivered. Failure to email the Director with the date of future services will be reflected in the staff evaluation and may lead to disciplinary action by the Director. All IEP minutes will be made up if missed by the staff member.
- J. Patterns of continuous use of sick leave without a Doctor's note will be reflected in the staff evaluation.

8.2 Personal Leave

- A. Employees shall be entitled annually to two paid personal days during each school year to be used solely for personal business that cannot be transacted outside of regular working hours. A written request for personal leave shall be submitted to the Director at least five (5) days prior to the requested leave or at the discretion of the Director. Part-time employees will receive a prorated amount of personal leave days proportionate the percent of full-time employment.
- B. Employees who have been employed by RCCSEC beyond ten (10) years shall be entitled to two (2) additional day, for a total of four (4) personal days.
- C. An employee may be granted personal leave immediately before or after a holiday with written permission of the Director.

- D. Beginning with the 2009-2010 school year, a certain number of unused personal leave days for the prior school year may be rolled over at the start of the following school year to be used as personal leave days in an amount so that no employee may begin a school year with no more than four (4) personal leave days. Any remaining unused personal days shall be converted to sick days.
- E. The Board shall provide each employee with a cumulative accounting of his/her personal leave as provided on each individual's paycheck.

8.3 Parental Leave

- A. All RCCSEC employees working on a 50% to 100% basis are eligible for parental leave
- B. An employee shall notify the Board of the beginning and ending dates of the leave in writing at least thirty (30) days before the beginning of such leave. In an emergency, such leave may be extended by written request.
- C. Insurance benefits shall continue only if the employee elects to pay the cost.
- D. This policy shall also apply to the adoption of children.
- E. Tenure and seniority of an employee electing to take parental leave shall not be affected because of absence while on leave.
- F. Any parental leave taken shall count as days against the period of leave recognized under the Family and Medical Leave Act.

8.4 Jury Duty

- A. Any employee who is required to serve on a jury shall suffer no loss in salary or employee benefits provided, however, that all monies received, other than actual expenses, shall be turned over to the Coop.
- B. Any employee that has been issued a subpoena to appear as a witness in any school-related proceeding shall suffer no loss in salary or employee benefits provided that all monies received, other than actual expenses, shall

be turned over to the District.

C. Any employee who is required to serve on jury duty will return to work if released from duty during the work hours.

8.5 Family and Medical Leave Act

Leave under the Act may be taken concurrently with sick leave and personal leave as recognized under this Agreement. Please refer to RCCSEC Board Policy for FMLA requirements.

8.6 Professional Leave

All professional educator licensed staff are eligible for three (3) professional leave days and all non-certified staff are eligible for one (1) professional leave day per year with prior written approval of the Director. The Administration reserves the right to send employees to professional meetings. In this event, the meeting will not be charged against the employee's professional leave time. The Cooperative shall make available to each employee for professional leave a sum of Six Hundred and Fifty Dollars (\$650) over the school year to defray expenses the employee has in conjunction with professional leave. An additional Two Hundred and Fifty Dollars (\$250) may be used by the employee for professional dues.

For SPECTRUM staff, professional leave will be per grant allocation, but in no case not less than one (1) day per person per year. Fees exceeding the said amount are the employee's responsibility. All professional development activities will comply with IDEA Part B Grant requirements and must pertain to job related duties within Special Education. The Director reserves the right to deny requests for professional leave. Staff will submit proof of attendance for all professional development activities including online webinars.

8.7 Bereavement Leave

In addition to the sick leave/personal leave provided, each employee shall be entitled to leave, without loss of pay, as outlined below:

Total of three (3) days per year for the death within the immediate family and step relatives (parents, spouse, brothers, sisters, children, grandparents,

grandparents-in-law, grandchildren, parents-in-law, brothers/sisters-in-law, aunt/uncle, aunt/uncle-in-law, nieces, nephews, nieces/nephews in-laws or legal guardians) except that the Director or designee may approve additional bereavement leave days at his/her discretion. Any approval of additional bereavement leave days is non-precedential. Any unused bereavement leave days may not be accumulated. Any additional time taken off in the event of a death of persons indicated above shall be charged as sick leave.

8.8 Military Leave

Any tenured teacher or non-probationary employee who is a member of the National Guard or Reserves and is called to active status by specific order of the Governor of the State of Illinois or the President of the United States shall, on his/her return to the Cooperative, be placed on the salary schedule at the same place as when the employee was called to military duty and shall be reinstated to the current employee benefit plan.

ARTICLE IX: COMPENSATION AND TERM OF CONTRACT

9.1 Term and Salary Schedule

Employees agree to a four (4) year contract term for the school years of 2019-2020, 2020-2021, 2021-2022 and 2022-2023. It is agreed that the employee compensation for each year of the Agreement shall be as reflected on Appendix A.

In addition to the scheduled salary for certified employees in Appendix A, the Board agrees to pick up and pay the following contributions to the downstate Teacher Retirement System (TRS) on behalf of each certified employee: the full individual teacher's contribution to the Downstate Teachers' Retirement System at the rate of up to a maximum of 9.8901% [1.098901] ~~40.3753% [1.403753]~~. These and other retirement contributions shall be tax sheltered as provided for in law.

In addition to the scheduled wages paid for non-certified employees in Appendix A, the Board agrees to pick up and pay the following contributions to the Illinois Municipal Retirement Fund (IMRF) on behalf of each non-certified employee: up to 4.5% [1.04712]. These and other retirement contributions shall be tax sheltered as provided for in law.

9.2 Pay Options

The pay periods for the employees shall correspond with the pay periods made available to employees by the administrative district for the Cooperative.

9.3 Reportable Compensation

Notwithstanding anything to the contrary in this Agreement, no employee shall receive salary or compensation (as defined below) in excess of six percent (6%) over the prior contract year. For purposes of this provision, salary or compensation is as defined by TRS regulations and shall include, but shall not be limited to, base salary, salary schedule lane and step placements, extra-duty stipends, payment for extended work-year duties and other activities, or any other benefit that would constitute TRS reportable salary or compensation if the employee were a TRS member. This provision is applicable to all employees

covered by this agreement, regardless of whether they participate in TRS.

9.4 Placement on the Salary Schedule

- A. All newly hired professional educator licensed employees shall receive full credit for all public school teaching and private school teaching done in a nationally accredited private school performed while certificated. Verification of such service will be necessary before salary lane experience is credited. It is the employee's responsibility to provide verification of employment.
- B. All non-certified employees shall receive full credit for experience relevant to their current position if performed in a public school and/or in a nationally accredited private school. Verification of such service will be necessary before salary lane experience is credited. It is the employee's responsibility to provide verification of employment. Experience accepted will be determined by the Director.
- C. School psychologists, social workers, occupational therapists, certified occupational therapy assistants, physical therapists, physical therapy assistants will receive credit for prior work experience in the private sector if the work experience is in the employee's area of professional expertise. An employee who is in a public, or non public school or agency, shall be given vertical step credit of 1 step for every year, provided that the prior work was performed while the employee held at least the degree in the appropriate discipline required to perform the duties which were consistent with those expected of RCCSEC employees within that job description. Employees with relevant experience prior to the degree required for the job description they are applying to, shall receive ½ step credit for each year of relevant experience up to three (3) years. Verification of such service will be necessary before salary lane experience is credited. It is the employee's responsibility to provide verification of employment.
- D. Due to the position of school psychologist being a shortage area at RCCSEC, the Cooperative will pay an annual stipend of \$2,000 to a school psychologist who is a Nationally Certified School Psychologist provided that the credential is awarded through the National School Psychology Certification System of the National Association of the School Psychologists. Certification must be obtained prior to November 1st in order for the stipend to be paid for that fiscal year. Proof of accreditation is

required to receive the stipend. Part time employees shall be entitled to the full stipend amount.

- E. The Cooperative will pay an annual stipend of \$2,000 to a school social worker who is a Licensed Clinical Social Worker provided the credential is awarded through the Department of Financial and Professional Regulation: Division of Professional Regulation. Certification must be obtained prior to November 1st in order for the stipend to be paid for that fiscal year. Proof of accreditation is required to receive the stipend. Part time employees shall be entitled to the full stipend amount.
- F. Military Service Credit: A maximum of 2 years credit on the schedule is given for military service. For each year of military service, one year of credit will be given on the salary schedule.

Under no circumstances will an accumulation of weekend and summer reserve service be credited for salary consideration.

- G. Staff will remain at Step 0 until completed verification of employment paperwork has been returned to the RCCSC Central Office. All completed verification of employment paperwork must be received within 30 days of hire. Any completed verification of employment paperwork received after the 30 days will not be credited to the current school year.
- H. Executive Director shall provide Association President information of placement on salary schedule.

9.5 Advancement on Salary Schedule

- A. Any professional educator licensed employee on the salary schedule shall advance on the salary schedule upon presentation of sufficient evidence of credit earned.
 - 1. Notification of intent to make a lane change should be presented to the Executive Assistant on or before August 10 of the current school year. Notification of a lane change made after August 10 of the current school will be reflected during the following school year.

2. All sufficient evidence of credit, including a college transcript must be presented to the Executive Assistant on or before August 10 of the current school year. Submissions of credit made after August 10 of the current school year will be reflected during the following school year.
 3. Academic hours earned for college coursework must be supported by an official college transcript (not a grade report).
- B. Undergraduate courses may not be used for salary movement above the BA lanes unless they are pre-approved by the Director. Consideration for approval shall be based on one or more of the following:
1. The course is part of an approved special education degree program.
 2. It will enhance a current teaching assignment.
 3. It will lead to additional certification in Special Education.

9.6 Teacher Transcript of Credits

Each professional educator licensed employee shall file with the RCCSEC Central Office a complete transcript of credits earned in recognized institutions of higher learning attended by the employee. New hires must submit the complete transcript before August 10 of the current school year. Staff hired after August 10 must submit the complete transcript within 30 days of hire. Such record of credits shall be used as the base for determining the minimum salary for such employees.

9.7 Additional Duties and Summer Evaluation Compensation

Employees shall receive additional compensation for additional duties beyond their assigned duties during the school year and for summer evaluations. The hourly rate of compensation duties shall be \$64.29 per hour. Additional evaluations defined as Waived , Limited, and Full evaluation are compensated by the following: Psychologist Waived Evaluation (\$350), Psychologist Limited Evaluation (\$550), Psychologist Full Evaluation (\$650), Social Worker Waived Evaluation (\$200), Social Worker Limited Evaluation (\$550), Social Worker Full Evaluation (\$650).

ARTICLE X: EFFECT OF AGREEMENT

10.1 Savings Clause

Should any article, section or clause of this Agreement be declared illegal or modified by a court of competent jurisdiction or by state or federal statutory change, said article, section or clause as the case may be, shall be automatically deleted from this Agreement to the extent that it violates the law, but the remaining articles, sections and clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted article, section or clause.

- A. Until all appeals are exhausted with respect to the legality, validity or enforceability of such provision, the provision shall remain in full force and effect.
- B. Within ten (10) days of such final determination, the parties shall meet to renegotiate the terms and conditions affected.
- C. In any event should the affected provision subsequently become legal, valid or otherwise enforceable, it shall remain a part of this Agreement unless the parties agree otherwise.

10.2 Individual Contracts

Employee information documentation (hitherto called individual contracts) shall conform to the terms of this Agreement.

10.3 No Strike

The Association will not call for, engage in or encourage any strike action during the duration of this Agreement. This means the employees will not engage in any work stoppage during the term of this Agreement unless the stoppage relates solely to this Agreement.

10.4 Duration

This Agreement shall be for a period of four years, ending on midnight July

Appendix A

Teacher Aides, Personal Assistants 2019-2020 (4%)

Step	HS	HS+30	AAS	BS
0	12.94	\$13.12	\$13.24	\$13.38
1	13.18	\$13.36	\$13.48	\$13.62
2	13.43	\$13.61	\$13.73	\$13.87
3	13.68	\$13.86	\$13.99	\$14.12
4	13.95	\$14.13	\$14.26	\$14.39
5	14.22	\$14.40	\$14.53	\$14.66
6	14.51	\$14.69	\$14.82	\$14.96
7	14.80	\$14.98	\$15.11	\$15.27
8	14.98	\$15.30	\$15.43	\$15.58
9	15.30	\$15.61	\$15.74	\$15.90
10	15.58	\$15.93	\$16.05	\$16.22
11	15.93	\$16.23	\$16.36	\$16.53
12	16.23	\$16.55	\$16.67	\$16.85
13	16.56	\$16.86	\$16.97	\$17.15
14	16.86	\$17.04	\$17.15	\$17.32
15	17.15	\$17.32	\$17.41	\$17.62
16	17.41	\$17.62	\$17.69	\$17.87
17	17.69	\$17.87	\$17.99	\$18.16

Teacher Aides, Personal Assistants 2020-2021 (4%)

Step	HS	HS+30	AAS	BS
0	13.22	\$13.40	\$13.53	\$13.67
1	13.46	\$13.64	\$13.77	\$13.91
2	13.71	\$13.89	\$14.02	\$14.16
3	13.96	\$14.15	\$14.28	\$14.42
4	14.23	\$14.42	\$14.55	\$14.69
5	14.51	\$14.69	\$14.83	\$14.96
6	14.79	\$14.98	\$15.11	\$15.25
7	15.09	\$15.28	\$15.41	\$15.56
8	15.39	\$15.58	\$15.71	\$15.88
9	15.58	\$15.91	\$16.04	\$16.21
10	15.91	\$16.23	\$16.37	\$16.54
11	16.21	\$16.56	\$16.69	\$16.87
12	16.56	\$16.88	\$17.02	\$17.19
13	16.88	\$17.21	\$17.34	\$17.52
14	17.23	\$17.54	\$17.65	\$17.84
15	17.54	\$17.72	\$17.84	\$18.01
16	17.84	\$18.01	\$18.11	\$18.32
17	18.11	\$18.32	\$18.40	\$18.59

Teacher Aides, Personal Assistants 2021-2022 (4%)

Step	HS	HS+30	AAS	BS
0	13.50	\$13.70	\$13.84	\$13.98
1	13.74	\$13.94	\$14.08	\$14.22
2	13.99	\$14.19	\$14.33	\$14.47
3	14.25	\$14.45	\$14.59	\$14.73
4	14.52	\$14.72	\$14.86	\$15.00
5	14.80	\$14.99	\$15.13	\$15.28
6	15.09	\$15.28	\$15.42	\$15.56
7	15.39	\$15.58	\$15.72	\$15.86
8	15.69	\$15.89	\$16.03	\$16.18
9	16.01	\$16.20	\$16.34	\$16.51
10	16.20	\$16.55	\$16.68	\$16.85
11	16.55	\$16.88	\$17.02	\$17.20
12	16.85	\$17.23	\$17.36	\$17.55
13	17.23	\$17.56	\$17.70	\$17.88
14	17.56	\$17.90	\$18.03	\$18.22
15	17.91	\$18.24	\$18.35	\$18.55
16	18.24	\$18.43	\$18.55	\$18.73
17	18.55	\$18.73	\$18.83	\$19.05

Teacher Aides, Personal Assistants 2022-2023 (4%)

Step	HS	HS+30	AAS	BS
0	13.80	\$14.01	\$14.15	\$14.30
1	14.04	\$14.25	\$14.39	\$14.54
2	14.29	\$14.50	\$14.64	\$14.79
3	14.55	\$14.75	\$14.90	\$15.05
4	14.82	\$15.02	\$15.17	\$15.32
5	15.10	\$15.31	\$15.45	\$15.60
6	15.39	\$15.59	\$15.74	\$15.89
7	15.69	\$15.89	\$16.04	\$16.19
8	16.00	\$16.20	\$16.35	\$16.50
9	16.32	\$16.52	\$16.67	\$16.83
10	16.65	\$16.85	\$17.00	\$17.17
11	16.85	\$17.21	\$17.35	\$17.53
12	17.21	\$17.56	\$17.70	\$17.89
13	17.53	\$17.92	\$18.05	\$18.25
14	17.92	\$18.26	\$18.41	\$18.59
15	18.26	\$18.62	\$18.75	\$18.95
16	18.63	\$18.97	\$19.09	\$19.29
17	18.97	\$19.17	\$19.30	\$19.48

Braille Assistant 2019-2020 (TA+\$2)

Step	HS	HS+30	AAS	BS
0	15.02	15.19	15.33	15.45
1	15.26	\$15.43	\$15.57	\$15.69
2	15.51	\$15.68	\$15.82	\$15.94
3	15.77	\$15.94	\$16.07	\$16.20
4	16.03	\$16.21	\$16.34	\$16.47
5	16.31	\$16.48	\$16.61	\$16.74
6	16.59	\$16.76	\$16.90	\$17.05
7	16.88	\$17.07	\$17.19	\$17.35
8	17.07	\$17.38	\$17.50	\$17.66
9	17.38	\$17.69	\$17.82	\$17.98
10	17.66	\$18.01	\$18.13	\$18.30
11	18.01	\$18.31	\$18.44	\$18.61
12	18.31	\$18.63	\$18.75	\$18.93
13	18.65	\$18.94	\$19.04	\$19.23
14	18.94	\$19.12	\$19.24	\$19.40
15	19.23	\$19.40	\$19.49	\$19.70
16	19.49	\$19.70	\$19.77	\$19.95
17	17.69	\$17.87	\$20.06	\$20.25

Braille Assistant 2020-2021 (TA+\$2)

Step	HS	HS+30	AAS	BS
0	15.38	\$15.56	\$15.70	\$15.83
1	15.62	\$15.80	\$15.94	\$16.07
2	15.87	\$16.05	\$16.19	\$16.32
3	16.13	\$16.31	\$16.45	\$16.58
4	16.40	\$16.58	\$16.71	\$16.85
5	16.67	\$16.86	\$16.99	\$17.13
6	16.96	\$17.14	\$17.27	\$17.41
7	17.25	\$17.44	\$17.58	\$17.73
8	17.55	\$17.75	\$17.88	\$18.04
9	17.75	\$18.07	\$18.20	\$18.37
10	18.07	\$18.40	\$18.53	\$18.70
11	18.37	\$18.73	\$18.85	\$19.04
12	18.73	\$19.05	\$19.18	\$19.35
13	19.05	\$19.37	\$19.50	\$19.69
14	19.39	\$19.70	\$19.80	\$20.00
15	19.70	\$19.88	\$20.01	\$20.17
16	20.00	\$20.17	\$20.27	\$20.49
17	20.27	\$20.49	\$20.56	\$20.75

Braille Assistant 2021-2022 (TA+\$2)

Step	HS	HS+30	AAS	BS
0	15.75	\$15.94	\$16.09	\$16.23
1	15.99	\$16.18	\$16.33	\$16.47
2	16.24	\$16.43	\$16.58	\$16.71
3	16.50	\$16.69	\$16.84	\$16.97
4	16.77	\$16.96	\$17.11	\$17.24
5	17.05	\$17.24	\$17.38	\$17.53
6	17.33	\$17.54	\$17.67	\$17.82
7	17.64	\$17.83	\$17.96	\$18.11
8	17.94	\$18.13	\$18.28	\$18.44
9	18.26	\$18.46	\$18.59	\$18.76
10	18.46	\$18.80	\$18.93	\$19.10
11	18.80	\$19.13	\$19.27	\$19.45
12	19.10	\$19.48	\$19.61	\$19.80
13	19.48	\$19.81	\$19.94	\$20.12
14	19.81	\$20.15	\$20.28	\$20.47
15	20.17	\$20.48	\$20.60	\$20.80
16	20.48	\$20.68	\$20.81	\$20.98
17	20.80	\$20.98	\$21.08	\$21.30

Braille Assistant 2022-2023 (TA+\$2)

Step	HS	HS+30	AAS	BS
0	16.14	\$16.34	\$16.49	\$16.63
1	16.38	16.58	16.73	16.87
2	16.63	16.83	16.98	17.12
3	16.89	17.09	17.24	17.38
4	17.16	17.36	17.51	17.65
5	17.44	17.64	17.79	17.93
6	17.74	17.93	18.07	18.23
7	18.03	18.24	18.38	18.53
8	18.34	18.54	18.68	18.83
9	18.66	18.86	19.01	19.17
10	18.99	19.20	19.34	19.51
11	19.20	19.55	19.69	19.86
12	19.55	19.90	20.04	20.23
13	19.86	20.26	20.39	20.59
14	20.26	20.60	20.74	20.93
15	20.60	20.95	21.09	21.29
16	20.98	21.30	21.42	21.63
17	21.30	21.50	21.64	21.82

Clerical	2019-2020 (4%)	2020-2021 (4%)	2021-2022 (4%)	2022-2023 (4%)
Step	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
0	\$ 19.29	\$ 19.74	\$ 20.21	\$ 20.70
1	\$ 19.61	\$ 20.06	\$ 20.53	\$ 21.02
2	\$ 19.94	\$ 20.39	\$ 20.86	\$ 21.35
3	\$ 20.26	\$ 20.74	\$ 21.21	\$ 21.70
4	\$ 20.58	\$ 21.07	\$ 21.57	\$ 22.06
5	\$ 20.90	\$ 21.40	\$ 21.91	\$ 22.43
6	\$ 21.23	\$ 21.74	\$ 22.26	\$ 22.79
7	\$ 21.55	\$ 22.08	\$ 22.61	\$ 23.15
8	\$ 21.87	\$ 22.41	\$ 22.96	\$ 23.51
9	\$ 22.19	\$ 22.74	\$ 23.31	\$ 23.88
10	\$ 22.52	\$ 23.08	\$ 23.65	\$ 24.24
11	\$ 22.84	\$ 23.42	\$ 24.00	\$ 24.60
12	\$ 23.16	\$ 23.75	\$ 24.36	\$ 24.96
13	\$ 23.48	\$ 24.09	\$ 24.70	\$ 25.33
14	\$ 23.81	\$ 24.42	\$ 25.05	\$ 25.69
15	\$ 24.13	\$ 24.76	\$ 25.40	\$ 26.05
16	\$ 24.45	\$ 25.10	\$ 25.75	\$ 26.41
17	\$ 24.77	\$ 25.43	\$ 26.10	\$ 26.78
18	\$ 25.10	\$ 25.76	\$ 26.45	\$ 27.14
19	\$ 25.42	\$ 26.10	\$ 26.79	\$ 27.50
20	\$ 25.74	\$ 26.44	\$ 27.15	\$ 27.86
21	\$ 26.06	\$ 26.77	\$ 27.49	\$ 28.23
22	\$ 26.39	\$ 27.10	\$ 27.84	\$ 28.59

COTA	2019-2020 (6%)	2020-2021 (6%)	2021-2022 (6%)	2021-2023 (6%)
Step	Hourly Rate			
0	\$17.19	\$17.77	\$18.38	\$19.04
1	\$17.64	\$18.22	\$18.83	\$19.49
2	\$18.11	\$18.69	\$19.31	\$19.96
3	\$18.60	\$19.20	\$19.82	\$20.47
4	\$19.11	\$19.72	\$20.35	\$21.00
5	\$19.64	\$20.26	\$20.90	\$21.57
6	\$20.19	\$20.82	\$21.47	\$22.16
7	\$21.02	\$21.40	\$22.07	\$22.76
8	\$21.89	\$22.28	\$22.68	\$23.39
9	\$22.82	\$23.20	\$23.61	\$24.04
10	\$23.78	\$24.19	\$24.59	\$25.03
11	\$24.76	\$25.21	\$25.64	\$26.07
12	\$25.72	\$26.24	\$26.72	\$27.18
13	\$26.69	\$27.26	\$27.81	\$28.33
14	\$27.66	\$28.29	\$28.90	\$29.48
15	\$28.64	\$29.32	\$29.98	\$30.63
16	\$29.65	\$30.36	\$31.08	\$31.78
17	\$30.63	\$31.42	\$32.18	\$32.94
18	\$31.61	\$32.47	\$33.31	\$34.12

Teachers 2019-2020 School Year (4%)

Years of Experience	BS	BS+16	BS+24	MS	MS+30	MS+45	MS+60
TRS not included in salary schedule amounts							
0	31,022	31,870	31,870	33,591	35,303	35,731	36,161
1	31,322	32,170	32,170	33,891	35,603	36,031	36,461
2	32,127	32,975	32,975	34,696	36,408	36,836	37,265
3	32,956	33,804	33,804	35,525	37,237	37,665	38,095
4	33,810	34,658	35,523	36,379	38,091	38,519	38,949
5	34,698	35,546	36,411	37,268	38,980	39,408	39,836
6	35,587	36,445	37,300	38,156	39,869	40,296	40,725
7	36,833	37,720	38,605	39,492	41,264	41,706	42,150
8	38,122	39,041	39,957	40,873	42,708	43,166	43,625
9	39,020	39,938	40,854	41,771	43,606	44,064	44,523
10	39,919	40,837	41,754	42,671	44,506	44,963	45,422
11	40,821	41,739	42,656	43,572	45,407	45,865	46,324
12	41,725	42,643	43,560	44,476	46,311	46,769	47,228
13	42,629	43,546	44,464	45,381	47,215	47,673	48,132
14	43,533	44,450	45,367	46,284	48,118	48,577	49,036
15	44,438	45,355	46,272	47,189	49,024	49,482	49,941
16	45,343	46,261	47,178	48,095	49,929	50,387	50,846
17	46,249	47,166	48,083	49,000	50,834	51,293	51,751
18	47,154	48,071	48,988	49,905	51,739	52,198	52,656
19	48,059	48,976	49,893	50,810	52,644	53,103	53,562
20	48,964	49,881	50,798	51,716	53,550	54,008	54,467
21	49,869	50,787	51,704	52,621	54,455	54,913	55,372
22	50,775	51,692	52,609	53,526	55,360	55,819	56,277
23	51,680	52,597	53,514	54,431	56,265	56,724	57,182
24	52,585	53,502	54,419	55,336	57,171	57,629	58,088
25	53,490	54,407	55,324	56,242	58,076	58,534	58,993
TRS not included in salary schedule amounts							

Teachers 2020-2021 School Year (4%)

Years of Experience	BS	BS+16	BS+24	MS	MS+30	MS+45	MS+60
TRS not included in salary schedule amounts							
0	31,963	32,845	32,845	34,635	36,415	36,861	37,307
1	32,263	33,145	33,145	34,935	36,715	37,161	37,607
2	32,575	33,457	33,457	35,247	37,027	37,473	37,919
3	33,412	34,294	34,294	36,084	37,865	38,310	38,756
4	34,274	35,156	35,156	36,946	38,727	39,172	39,618
5	35,163	36,044	36,944	37,835	39,615	40,060	40,506
6	36,086	36,968	37,868	38,759	40,539	40,984	41,430
7	37,011	37,903	38,792	39,682	41,463	41,907	42,354
8	38,306	39,229	40,150	41,071	42,915	43,374	43,836
9	39,647	40,602	41,555	42,508	44,417	44,893	45,370
10	40,580	41,535	42,489	43,442	45,350	45,826	46,304
11	41,516	42,471	43,424	44,378	46,286	46,762	47,239
12	42,454	43,409	44,362	45,315	47,223	47,699	48,177
13	43,394	44,349	45,302	46,255	48,164	48,640	49,117
14	44,334	45,288	46,242	47,196	49,103	49,580	50,057
15	45,274	46,228	47,182	48,136	50,043	50,520	50,997
16	46,216	47,170	48,123	49,077	50,985	51,462	51,938
17	47,157	48,111	49,065	50,018	51,926	52,403	52,880
18	48,099	49,052	50,006	50,960	52,867	53,344	53,821
19	49,040	49,994	50,948	51,901	53,809	54,286	54,763
20	49,981	50,935	51,889	52,843	54,750	55,227	55,704
21	50,923	51,877	52,830	53,784	55,692	56,169	56,645
22	51,864	52,818	53,772	54,726	56,633	57,110	57,587
23	52,806	53,759	54,713	55,667	57,575	58,051	58,528
24	53,747	54,701	55,655	56,608	58,516	58,993	59,470
25	54,688	55,642	56,596	57,550	59,457	59,934	60,411

TRS not included in salary schedule amounts

Teachers 2021-2022 School Year (4%)

Years of Experience	BS	BS+16	BS+24	MS	MS+30	MS+45	MS+60
TRS not included in salary schedule amounts							
0	32,942	33,859	33,859	35,720	37,572	38,035	38,499
1	33,242	34,159	34,159	36,020	37,872	38,335	38,799
2	33,554	34,471	34,471	36,332	38,184	38,647	39,111
3	33,878	34,795	34,795	36,657	38,509	38,972	39,436
4	34,749	35,666	35,666	37,527	39,379	39,842	40,306
5	35,645	36,563	36,563	38,424	40,276	40,739	41,203
6	36,569	37,486	38,422	39,348	41,200	41,663	42,127
7	37,529	38,447	39,382	40,309	42,161	42,623	43,087
8	38,491	39,419	40,344	41,270	43,122	43,584	44,048
9	39,838	40,798	41,756	42,714	44,631	45,109	45,590
10	41,233	42,226	43,217	44,208	46,193	46,688	47,185
11	42,204	43,197	44,188	45,180	47,164	47,659	48,156
12	43,177	44,170	45,161	46,153	48,137	48,632	49,129
13	44,152	45,145	46,136	47,128	49,112	49,607	50,104
14	45,130	46,123	47,114	48,106	50,090	50,586	51,082
15	46,107	47,100	48,092	49,084	51,068	51,564	52,060
16	47,085	48,077	49,069	50,061	52,045	52,541	53,037
17	48,064	49,056	50,048	51,040	53,024	53,520	54,016
18	49,043	50,035	51,027	52,019	54,003	54,499	54,995
19	50,023	51,014	52,006	52,998	54,982	55,478	55,974
20	51,002	51,994	52,985	53,977	55,961	56,457	56,953
21	51,981	52,973	53,964	54,956	56,940	57,436	57,932
22	52,960	53,952	54,944	55,935	57,919	58,415	58,911
23	53,939	54,931	55,923	56,915	58,898	59,394	59,890
24	54,918	55,910	56,902	57,894	59,877	60,373	60,869
25	55,897	56,889	57,881	58,873	60,857	61,353	61,848

TRS not included in salary schedule amounts

Teachers 2022-2023 School Year (4%)

Years of Experience	BS	BS+16	BS+24	MS	MS+30	MS+45	MS+60
TRS not included in salary schedule amounts							
0	33,959	34,913	34,913	36,849	38,775	39,256	39,739
1	34,259	35,213	35,213	37,149	39,075	39,556	40,039
2	34,571	35,525	35,525	37,461	39,387	39,868	40,351
3	34,896	35,850	35,850	37,786	39,711	40,193	40,676
4	35,233	36,187	36,187	38,123	40,049	40,530	41,013
5	36,139	37,092	37,092	39,029	40,954	41,436	41,919
6	37,071	38,025	38,025	39,961	41,887	42,368	42,851
7	38,032	38,986	39,959	40,922	42,848	43,329	43,812
8	39,031	39,985	40,958	41,921	43,847	44,328	44,811
9	40,031	40,995	41,957	42,920	44,847	45,327	45,810
10	41,432	42,430	43,426	44,423	46,417	46,914	47,413
11	42,882	43,915	44,946	45,976	48,041	48,556	49,072
12	43,892	44,925	45,956	46,987	49,051	49,565	50,082
13	44,904	45,937	46,968	47,999	50,063	50,577	51,094
14	45,918	46,951	47,982	49,013	51,077	51,592	52,108
15	46,935	47,968	48,999	50,030	52,094	52,609	53,125
16	47,951	48,984	50,015	51,047	53,110	53,626	54,142
17	48,969	50,000	51,032	52,064	54,127	54,643	55,158
18	49,987	51,019	52,050	53,082	55,145	55,661	56,177
19	51,005	52,037	53,068	54,100	56,163	56,679	57,195
20	52,023	53,055	54,087	55,118	57,181	57,697	58,213
21	53,042	54,073	55,105	56,136	58,200	58,715	59,231
22	54,060	55,091	56,123	57,155	59,218	59,734	60,249
23	55,078	56,110	57,141	58,173	60,236	60,752	61,268
24	56,096	57,128	58,160	59,191	61,254	61,770	62,286
25	57,115	58,146	59,178	60,209	62,273	62,788	63,304
TRS not included in salary schedule amounts							

Type 73 2019-2020 School Year (4%)

Years of Experience	TRS not included in salary schedule amounts				
	MS	MS+30	MS+45	M+60	PhD
0	\$37,272	\$38,496	\$39,109	\$39,722	\$40,947
1	\$38,109	\$39,333	\$39,946	\$40,559	\$41,784
2	\$38,979	\$40,204	\$40,816	\$41,429	\$42,655
3	\$39,876	\$41,100	\$41,713	\$42,326	\$43,551
4	\$40,799	\$42,024	\$42,637	\$43,249	\$44,475
5	\$41,759	\$43,014	\$43,642	\$44,270	\$45,523
6	\$42,720	\$44,005	\$44,647	\$45,289	\$46,572
7	\$43,681	\$44,995	\$45,651	\$46,308	\$47,620
8	\$44,664	\$46,007	\$46,678	\$47,349	\$48,692
9	\$45,731	\$47,073	\$47,745	\$48,416	\$49,759
10	\$46,714	\$48,057	\$48,728	\$49,400	\$50,742
11	\$47,787	\$49,130	\$49,801	\$50,472	\$51,815
12	\$48,861	\$50,204	\$50,875	\$51,546	\$52,889
13	\$49,935	\$51,278	\$51,949	\$52,621	\$53,963
14	\$51,009	\$52,352	\$53,023	\$53,694	\$55,037
15	\$52,083	\$53,426	\$54,097	\$54,769	\$56,111
16	\$53,157	\$54,500	\$55,171	\$55,843	\$57,185
17	\$54,232	\$55,574	\$56,245	\$56,917	\$58,259
18	\$55,306	\$56,648	\$57,320	\$57,991	\$59,333
19	\$56,380	\$57,722	\$58,394	\$59,065	\$60,408
20	\$57,454	\$58,801	\$59,470	\$60,139	\$61,482
21	\$58,528	\$59,871	\$60,542	\$61,213	\$62,556
22	\$59,602	\$60,945	\$61,616	\$62,287	\$63,630
23	\$60,676	\$62,019	\$62,690	\$63,361	\$64,704
24	\$61,750	\$63,093	\$63,764	\$64,435	\$65,778

TRS not included in salary amounts

Type 73 2020-2021 School Year (4%)

Years of Experience	TRS not included in salary schedule amounts				
	MS	MS+30	MS+45	M+60	PhD
0	\$37,926	\$39,199	\$39,836	\$40,474	\$41,748
1	\$38,763	\$40,036	\$40,673	\$41,311	\$42,585
2	\$39,633	\$40,907	\$41,544	\$42,181	\$43,456
3	\$40,539	\$41,812	\$42,449	\$43,086	\$44,361
4	\$41,471	\$42,744	\$43,382	\$44,019	\$45,293
5	\$42,431	\$43,705	\$44,342	\$44,979	\$46,254
6	\$43,430	\$44,735	\$45,388	\$46,041	\$47,344
7	\$44,429	\$45,765	\$46,433	\$47,101	\$48,435
8	\$45,429	\$46,794	\$47,477	\$48,160	\$49,525
9	\$46,451	\$47,847	\$48,545	\$49,243	\$50,640
10	\$47,560	\$48,956	\$49,655	\$50,353	\$51,749
11	\$48,583	\$49,979	\$50,678	\$51,376	\$52,772
12	\$49,699	\$51,095	\$51,793	\$52,491	\$53,888
13	\$50,816	\$52,212	\$52,910	\$53,608	\$55,005
14	\$51,933	\$53,329	\$54,027	\$54,725	\$56,122
15	\$53,050	\$54,446	\$55,144	\$55,842	\$57,239
16	\$54,167	\$55,563	\$56,261	\$56,959	\$58,356
17	\$55,284	\$56,680	\$57,378	\$58,076	\$59,473
18	\$56,401	\$57,797	\$58,495	\$59,193	\$60,590
19	\$57,518	\$58,914	\$59,612	\$60,310	\$61,707
20	\$58,635	\$60,031	\$60,729	\$61,428	\$62,824
21	\$59,752	\$61,153	\$61,849	\$62,545	\$63,941
22	\$60,869	\$62,265	\$62,963	\$63,662	\$65,058
23	\$61,986	\$63,382	\$64,081	\$64,779	\$66,175
24	\$63,103	\$64,499	\$65,198	\$65,896	\$67,292

TRS not included in salary amounts

Type 73 2021-2022 School Year (4%)

Years of Experience	TRS not included in salary schedule amounts				
	MS	MS+30	MS+45	M+60	PhD
0	\$38,606	\$39,930	\$40,593	\$41,256	\$42,581
1	\$39,443	\$40,767	\$41,430	\$42,093	\$43,418
2	\$40,313	\$41,637	\$42,300	\$42,963	\$44,288
3	\$41,219	\$42,543	\$43,206	\$43,868	\$45,194
4	\$42,160	\$43,484	\$44,147	\$44,810	\$46,135
5	\$43,130	\$44,454	\$45,117	\$45,780	\$47,105
6	\$44,129	\$45,453	\$46,116	\$46,778	\$48,104
7	\$45,167	\$46,524	\$47,203	\$47,882	\$49,238
8	\$46,206	\$47,595	\$48,290	\$48,985	\$50,373
9	\$47,246	\$48,666	\$49,377	\$50,087	\$51,506
10	\$48,309	\$49,761	\$50,487	\$51,213	\$52,665
11	\$49,462	\$50,915	\$51,641	\$52,367	\$53,819
12	\$50,526	\$51,979	\$52,705	\$53,431	\$54,883
13	\$51,687	\$53,139	\$53,865	\$54,591	\$56,043
14	\$52,848	\$54,301	\$55,027	\$55,753	\$57,205
15	\$54,010	\$55,462	\$56,188	\$56,915	\$58,367
16	\$55,172	\$56,624	\$57,350	\$58,076	\$59,528
17	\$56,333	\$57,786	\$58,512	\$59,238	\$60,690
18	\$57,495	\$58,947	\$59,673	\$60,399	\$61,852
19	\$58,657	\$60,109	\$60,835	\$61,561	\$63,013
20	\$59,819	\$61,271	\$61,997	\$62,723	\$64,175
21	\$60,980	\$62,432	\$63,159	\$63,885	\$65,337
22	\$62,142	\$63,600	\$64,323	\$65,046	\$66,499
23	\$63,304	\$64,756	\$65,482	\$66,208	\$67,660
24	\$64,466	\$65,918	\$66,644	\$67,370	\$68,822

TRS not included in salary amounts

Type 73 2022-2023 School Year (4%)

Years of Experience	TRS not included in salary schedule amounts				
	MS	MS+30	MS+45	M+60	PhD
0	\$39,313	\$40,690	\$41,379	\$42,069	\$43,447
1	\$40,150	\$41,527	\$42,216	\$42,906	\$44,284
2	\$41,020	\$42,398	\$43,087	\$43,776	\$45,155
3	\$41,926	\$43,303	\$43,992	\$44,682	\$46,060
4	\$42,867	\$44,245	\$44,934	\$45,623	\$47,002
5	\$43,846	\$45,224	\$45,913	\$46,602	\$47,981
6	\$44,855	\$46,232	\$46,921	\$47,611	\$48,989
7	\$45,894	\$47,271	\$47,960	\$48,650	\$50,028
8	\$46,974	\$48,385	\$49,091	\$49,798	\$51,208
9	\$48,054	\$49,499	\$50,222	\$50,944	\$52,387
10	\$49,136	\$50,613	\$51,352	\$52,090	\$53,566
11	\$50,241	\$51,751	\$52,507	\$53,262	\$54,772
12	\$51,441	\$52,951	\$53,706	\$54,461	\$55,972
13	\$52,547	\$54,058	\$54,813	\$55,568	\$57,078
14	\$53,754	\$55,264	\$56,019	\$56,774	\$58,285
15	\$54,962	\$56,473	\$57,228	\$57,983	\$59,493
16	\$56,171	\$57,681	\$58,436	\$59,191	\$60,701
17	\$57,378	\$58,889	\$59,644	\$60,399	\$61,909
18	\$58,587	\$60,097	\$60,852	\$61,607	\$63,117
19	\$59,795	\$61,305	\$62,060	\$62,815	\$64,326
20	\$61,003	\$62,513	\$63,268	\$64,024	\$65,534
21	\$62,211	\$63,722	\$64,477	\$65,232	\$66,742
22	\$63,420	\$64,930	\$65,685	\$66,440	\$67,950
23	\$64,628	\$66,144	\$66,896	\$67,648	\$69,158
24	\$65,836	\$67,346	\$68,101	\$68,856	\$70,367

TRS not included in salary amounts