

AGREEMENT
BETWEEN
BOARD OF EDUCATION OF
RHODES SCHOOL DISTRICT NUMBER 84.5
AND
RHODES EDUCATION ASSOCIATION, IEA-NEA
July 1, 2023 through June 30, 2028

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This Agreement is made between the Board of Education of District 84.5 (hereinafter referred to as the "Board") and the Rhodes Education Association, IEA-NEA (hereinafter referred to as the "Association").

ARTICLE I
RECOGNITION AND SCOPE

The Board recognizes the Association as the sole and exclusive bargaining representative for all regularly employed certified employees, excluding all supervisors, managerial, and confidential employees as defined by the Illinois Educational Labor Relations Act. See Case No. 2006-RC-0011-C.

ARTICLE II
RIGHTS AND RESPONSIBILITIES

2.1 Management Rights.

All management rights and functions, except those which are clearly and expressly abridged by this Agreement, shall remain vested exclusively in the Board. It is expressly recognized, merely by way of illustration and not by way of limitation, that such rights and functions include, but are not limited to, the full and exclusive control of the management of the District, the supervision of all operations, the methods, processes, means and personnel by which any and all work will be performed, the control of property and the composition, assignment, direction and determination of the size and type of its working forces; the right to determine the work to be done and the standards to be met by employees covered by this Agreement; the right to make and enforce work rules; the right to change or introduce new operations, methods, processes, means or facilities, and the right to determine whether and to what extent work shall be performed by employees; the right to hire, establish and change work schedules, set hours of work, establish, eliminate or change classifications, assign, transfer, promote, demote, release employees; the right to lay off employees because of lack of work or other reasons; to determine training needs and assign employees to training; the right to determine the qualifications of employees, and to suspend, discipline and discharge employees and otherwise to maintain an orderly, effective and efficient operation and to take any and all actions as may be necessary to carry out the mission of the District.

2.2 Association Rights.

- a. **Association Matters - Board Agenda** - The Board may place on the agenda of each regular Board meeting, as an item for consideration, any matters brought to its attention for its consideration by the Association so long as these matters are made known in writing to the Superintendent at least twenty-four (24) hours prior to the day on which the Board packet is sent to the Board. If such a matter is placed on the agenda, the Board shall schedule a reasonable time for the Association to speak on the matter at the meeting if so requested by the Association.

- b. **Board of Education Agenda** - The Association President shall receive in his/her mailbox or e-mail all Board Agendas at such time as the notice of the meeting is posted for the public.
- c. **Association Announcement** - The Association shall have the right to use teacher mailboxes for communication to teachers so long as such communication is not used to malign the administration or Board.
- d. **Association Leave** - In the event that the Association desires to send representatives to local, State, or national conferences or on other business pertinent to Association affairs, these representatives shall be excused without loss of salary. The Association shall reimburse the District for the cost of the substitute teacher(s). No more than two (2) teachers may be absent at a time and the release time shall not exceed two (2) days, per teacher (four days total) during any one school term. The Association shall give thirty (30) school days written notice for leave to the Superintendent.
- e. **Board/Association Meetings** - The Association and the Board recognize the importance of communications in maintaining good relationships. The Association representatives and the Board shall meet on a date each semester mutually agreed to by both parties. Such meetings shall be held with reasonable written notice stating the item or items to be discussed at such meetings. It is understood that these meetings shall take place only during the school term. An agenda will be developed by the Board's designee and the Association President one (1) week before any scheduled meetings. In lieu of a meeting with the Board, the parties can agree to a Superintendent/ Association meeting.
- f. **Association Use of District Facilities and Equipment** - Teachers will be permitted to use available school facilities for Association meetings provided: that the building principal is notified three (3) days before any such meetings; that no extra custodial help is necessitated because of such meetings, and that such meetings are during non-school hours and do not interfere with any facet of the school's educational, administrative, or extra-curricular program. The Association can use District equipment such as copiers and computers for its business during non-school hours provided such use does not interfere with the District's use and that the Association reimburses the District for the cost of any materials used.
- g. **Bulletin Board** - The Association may hang a bulletin board in the employee lounges for its use.
- h. **Dues Deductions** - The Board agrees to deduct from Association members' salaries Association dues, including local REA dues and IEA/NEA dues, as certified to the Board by the Association. Local dues will be collected as a lump sum from the third pay period. The IEA/NEA deductions shall be in equal installments beginning with the third pay period and concluding with the twentieth payment of the fiscal year. The amount deducted shall be transmitted to such recipients as may be authorized and directed by the Association. The Association

shall annually certify to the business office in writing the current amount of Association dues and a listing of Association members, not later than the date of issue for the second pay period.

- i. **Fair Share** - Fair share payment provisions have been removed based on the US Supreme Court decision in Janus v. AFSCME, 138 S.Ct. 2448 (2018). During the term of this contract, in the event that the law changes to permit fair share provisions, the parties agree to meet and bargain the impact.

ARTICLE III **GRIEVANCE PROCEDURE**

3.1 Definitions.

A grievance shall be written claim by the Association, an employee, or group of employees that there has been a breach of this Agreement. The written grievance shall state the reason of the grievance, shall note the specific clause(s) of the Agreement allegedly breached, and shall state the remedy requested.

Unless otherwise expressly stated, the word “days” as used in this article means school days, including institute days and other teacher work days during the school term and, during the summer, winter and spring recess, “days” means weekdays on which the District’s administrative office is open to the public.

3.2 Informal Procedure.

A sincere effort shall be made to resolve any disagreement by a personal and respectful exchange between an employee and the principal and/or immediate supervisor before differences become grievances. However, a grievance shall be processed as follows:

3.3 Formal Procedure.

STEP 1 – Supervising Administrator Level - If the disagreement cannot be resolved informally, within fifteen (15) days of the occurrence giving rise to the grievance, or within fifteen (15) days of when the occurrence reasonably should have become known, the grievant shall present the grievance in writing to the supervising administrator, who will schedule a meeting to take place within ten (10) days after receipt of the grievance. The Association’s representative, the grievant, and the immediately involved supervisor shall be present for the meeting. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the administrator’s written response.

STEP 2 - Superintendent Level - If the Association is not satisfied with the disposition at Step 1, it shall submit the grievance to the Superintendent or his/her designee within ten (10) days after receipt of the Step 1 answer. The Superintendent/designee shall arrange, with the Association representative, for a meeting to take place within ten (10) days of the Superintendent’s receipt of the appeal. Within ten (10) days of the meeting, the Association shall be provided with the Superintendent’s written response.

STEP 3 - Board Level - If the Association is not satisfied with the disposition at Step 2, it shall submit the grievance to the Board within ten (10) days after receipt of the Step 2 answer. Such an appeal shall be considered in executive session at the next regular Board meeting which occurs at least ten (10) days after receipt of the appeal by the Secretary of the Board. If the Board Secretary receives the grievance within ten (10) days prior to the next regularly scheduled Board meeting, the grievance shall be considered at the following regularly scheduled Board meeting.

STEP 4 – Arbitration - If the Association is not satisfied with the Step 3 response, the Association shall submit the grievance to final and binding arbitration. If a demand for arbitration is not filed with the American Arbitration Association within thirty (30) days of the date of the Step 3 response, then the grievance shall be deemed withdrawn. The Voluntary Labor Arbitration Rules of the American Arbitration Association shall apply.

The arbitrator shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. The arbitrator's authority shall be strictly limited to deciding only the issue(s) presented in the written grievance at Step 1 and his/her decision must be based solely upon his/her interpretation of the meaning of the language of the Agreement.

Each party shall bear the full cost for its representation in the arbitration. The fees and the expenses of the arbitrator and the American Arbitration Association shall be shared equally by the parties. Should either party request a transcript of the proceedings, then the requesting party shall bear the full cost for the transcript. Should both parties order a transcript, the costs of the transcript will be divided equally between the parties.

3.4 Bypass.

By mutual written agreement, any step of the grievance procedure may be bypassed.

3.5 Class Grievance.

A class grievance is one affecting more than one employee. The class members shall be identified by the Association to the administration within forty-five (45) days of the filing of the grievance at Step 1.

3.6 No Reprisals Clause.

No reprisals shall be taken by the Employer against any employee because of the employee's participation or refusal to participate in a grievance.

3.7 Release Time.

All necessary witnesses and as many as two (2) Association representatives may, in the District's discretion, be released from their regular duties for the time necessary to participate in grievance Step meetings without loss of pay or benefits. This does not apply to witnesses called at an arbitration hearing.

3.8 Grievance Withdrawal.

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

3.9 Time Limits.

The failure of a teacher or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal or re-filing of the same or similar grievance and an administrator's or Board's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual written agreement.

3.10 Settlement.

By mutual agreement, a grievance may be settled at any step without establishing precedent.

ARTICLE IV **WORKING CONDITIONS**

4.1 Length of School Day.

The length of the school day shall be six (6) hours and forty-five (45) minutes. Teachers shall be on campus for seven (7) hours and fifteen (15) minutes. Grade Level teachers will have three dedicated "team collaboration" periods per week and Special Education and Bilingual/ELL teachers will have two to three dedicated "team collaboration" periods per week. Only one (1) team collaboration meeting per week may be used as a curriculum/data or MTSS meeting. The remaining team collaboration meetings are to be used at the discretion of those teachers in attendance. An exception will be that teacher mentors/mentees will be excused from a team collaboration period once per month to attend administratively planned mentor/mentee meetings. All teachers will have an average of one "personal plan" period per day over the course of the school year. Teachers may leave school at dismissal on Friday and the day preceding a holiday unless the day is scheduled as an early student dismissal so professional development activities can occur. In the event the District institutes non-temporary changes to the starting or ending times of the school day or on campus times, the Superintendent shall provide the Union with at least thirty (30) calendar days advance notice. In no instance will the school day begin thirty (30) minutes earlier or end thirty (30) minutes later than the current starting and ending times. The current starting and ending times for teachers is 7:50 a.m. to 3:05 p.m., respectively, with Friday's ending time being 2:45 p.m.

4.2 Curriculum Committees.

No teacher will have to serve on more than one curriculum committee per year. Teachers will be responsible to represent more than their own grade level at such meetings. Teachers will be given the opportunity yearly to express interest in writing for the various school wide committees (including but not limited to Curriculums, LEAD, District Leadership, Solution Focused, etc.).

In the event of major curriculum work, such as the development of new curriculum guides, state learner assessments, etc., substitutes shall be utilized to allow teachers to complete such tasks in an efficient manner. The committee shall advise the Superintendent when such release time is needed and he/she shall make the final determination.

4.3 Faculty Meetings.

The Principal may hold no more than four (4) after school faculty meetings on an annual basis. These meetings shall conclude by 4:00 p.m. At least one (1) week's notice shall be given of any such meeting unless the situation (i.e. an emergency informational meeting) does not allow for the one (1) week notice. Consideration for teachers who cannot attend the meeting will be handled on a case-by-case basis.

4.4 Staff Development Days.

The Board shall provide at least four (4) faculty development days during the school year. Additionally, an optional teacher planning day will occur immediately preceding the first day of the school year, unless both the administration and the association agree on an alternative day, and will be paid at the summer teacher institute rate. The optional day will be 8:00 am - 3:00 pm with a 30-minute unpaid lunch. The teacher planning day activities will be at the discretion of each individual teacher.

4.5 Parent/Teacher Conferences.

All faculty members are required to be present for the Parent/Teacher Conferences. There will be two (2) scheduled conference days at eight (8) hours per day, each with a one (1) hour dinner break. The first conference day will be during the Fall (after the conclusion of the first quarter) and the second conference day will be during the Winter (after the conclusion of the second quarter).

4.6 Grade Days and Early Dismissals.

Students shall be dismissed each Friday at 2:00 p.m. to allow plan time for teachers. This time is specifically designated for collaborative planning such as school improvement, team planning, co-teach planning, grade level planning or cross grade level planning. This time is not to be used for individual prep time except as set forth below regarding the four (4) grade days. This time shall not be considered personal plan time. Bus-riding supervisors will not perform those duties on Fridays in order to fulfill team collaboration commitments. No more than one (1) Friday per month at 2:00 p.m. shall be used by the administration for whole school in-service, although full-day Teacher Institutes that may occur on Fridays would not be counted against the administration's one Friday per month limit. All teachers would be expected to remain in the building until the end of the contract day (2:45 p.m.). The Board shall provide four (4) grade days each school year during the term of this contract. Students will be dismissed at 2:00 p.m. and then afterward teachers would be able to work on their grades.

4.7 Personnel File.

A teacher who desires to see his/her personnel file shall submit a written request to the Superintendent or designee. In that request, the teacher shall propose an appointment date and time to examine their file. Such requests shall be honored during non-working hours in accordance with the Personnel Record Review Act (820 ILCS 40/0.01).

No official report nor any derogatory statement about a teacher shall be filed by an administrator or supervisor unless the teacher is sent a dated copy. A teacher must sign and date each official report and derogatory statement. Any report or statement which has been sent to a teacher and is to be filed in that teacher's personnel file shall be placed in that file within ten (10) school days after the report or statement was signed and dated by the teacher. A teacher may submit a response within thirty (30) days of the teacher's receipt of the original report or statement. Such response shall be attached and filed with the report or statement in the teacher's personnel file. If a teacher elects not to submit a response within the 30-day time period, the report or derogatory statement shall be deemed to be valid and may not be challenged at a later date. An official report or derogatory statement which has not been given to the teacher shall not be used in determining the status of the teacher in the school district.

Under no circumstances shall more than one (1) official personnel file be maintained in the school district. This file shall be kept at the main office.

A teacher may request to file materials in his/her personnel file which he/she deems relevant to his/her teaching service in the school district. Except for those records in Section 10 of the Personnel Record Review Act (820 ILCS 40/10), a teacher shall have the right to make copies of records placed in his/her personnel file and the Board may charge ten (10) cents per page as a fee for providing a copy of such information.

4.8 Student Teachers.

No teacher shall be required to take a student teacher. Each school year, teachers shall be asked the following two (2) questions in survey form:

1. Do you want to be considered for a student teacher during the upcoming school year?
2. Would you like to discuss the possibility of having a student teacher assigned to you for the upcoming school year?

In the case of teachers who answer survey question #1 in the negative, they will not be contacted regarding the possibility of a student teacher. If question #1 is answered in the affirmative, consideration will be given, or if discussion is to be considered, the teacher, student teacher candidate and Principal will meet to discuss the matter.

Rhodes School District enjoys the collaboration with student teachers both to enhance in-service development of faculty and as a service component to the profession.

4.9 School Calendar.

Prior to the Board's adoption of the school calendar each school year, the administration will share the prospective school calendar with two (2) committee members from the Association to provide them an opportunity to review it and offer concerns and suggestions. Once the proposed school calendar has been finalized for recommendation to the Board of Education, no changes shall be made without informing the Association President in order that the Association, if it so desires, shall be able to submit its opinions and suggestions to the Administration.

4.10 Lunch.

Each certified teacher will be guaranteed one duty-free lunch period per day provided that any student group the teacher may be responsible for just prior to lunch, is first walked to the cafeteria. Teachers may choose to not have a duty-free lunch period if they decide to participate in an extra duty activity during that time.

ARTICLE V LEAVES

5.1 Unpaid Leaves of Absence.

Upon the recommendation of the Superintendent, the Board may grant an unpaid leave of absence as it deems proper to a teacher upon such conditions as it may determine. Illustrative of purposes for which a leave of absence might be granted by the Board are:

- a. Additional education or professional development;
- b. Post temporary illness;
- c. Post temporary incapacity;
- d. Military service;
- e. Serious family problems; and
- f. Parental leave.

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

All teachers are entitled to take a leave under the Family/Medical Leave Act (FMLA) so long as they meet the statutory requirements for eligibility under FMLA.

5.2 Sick Leave Days.

A full-time teacher will receive twelve (12) days of sick leave for each year of full-time employment. A teacher employed after October 1st of each school year will have their sick leave prorated.

Unused sick leave days may accumulate to a maximum of 370. There shall be an annual accounting of unused sick leave days for each teacher. Such accounting shall accompany the first paycheck of each school year.

Sick leave shall be interpreted to mean personal illness, physical disability or serious illness or death in the immediate family or household. Household is interpreted to mean those persons actually living in the home as part of the family unit. "Immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians and step equivalents regardless of whether that "in-law" or "step" relationship is through marriage or civil union. One (1) sick leave day per school year may also be used to attend the funeral or memorial service of "Non-immediate family" members or friends, subject to the procedures of Section 5.3 Bereavement Days.

Teachers wishing to observe an established religious holiday, which requires attendance during regular school hours may take up two (2) paid sick days, subject to the procedures and criteria for requesting personal days.

Teachers taking advantage of this plan in an improper way will be docked pay for such days. Continued improper use may result in the teacher being dismissed. Teachers are not permitted to work for another employer while on sick leave.

Teachers who report to work but leave because of illness before 5th period will be charged a full sick day. Teachers who report to work but leave because of illness at 5th period or later will be charged one-half sick day. This same procedure will be used for personal days, emergency days, and bereavement days.

Teachers utilizing maternity or paternity leave related to the birth of a child or adoption of a child will have up to eight (8) weeks of their available sick days used, immediately following birth or immediately preceding or following adoption, without the requirement of a physician's certificate in the case of birth.

5.3 REA Sick Leave Bank

1. Sick Day Bank Guidelines

The Board of Education (The Board) and the Rhodes Education Association (The Association) hereby jointly establish a Sick Day Bank (hereafter called the Bank) for the benefit of teachers in the bargaining unit who have exhausted their sick leave due to a serious illness (defined as unable to perform the essential duties of his/her employment) or disability involving themselves or their biological or adoptive child under the age of 19, and meet the requirements outlined below.

2. Membership

Participation in the Bank is voluntary. A teacher in the bargaining unit may participate in the Bank by irrevocably donating two (2) days of sick leave to the Bank. Newly-hired

bargaining unit members are eligible to join the Bank during their first month (30 days) of employment.

All teachers who wish to participate in the Bank shall sign the Authorization and Participation Form to deduct sick leave from an individual's allotment and place it into the collective Bank.

If the number of sick leave days in the Bank falls below a minimum of ten (10) sick bank days, members of the Bank must irrevocably donate at least one (1) additional day of sick leave to the Bank in order to remain active participants in the Bank. This replenishment of sick bank days is only permitted once per school year.

Members of the bank who do not donate at least one (1) day of sick leave during a replenishment who notify the Association President and Business Office in writing that they no longer wish to participate shall forfeit their status as participant. Such bargaining unit members must thereafter re-establish their status as participants according to new member procedures.

3. Days in Bank

Sick leave days are donated to the Bank on an irrevocable basis, and shall not be returned to the bargaining unit member who donated them, except as part of a permitted, need-based withdrawal from the Bank.

Sick leave days that are donated to the Bank and remain unused shall accumulate from year to year. The minimum days required for the sick bank is ten (10). If there is more than the minimum number of accumulated days in the Bank at the beginning of any school year, then all currently participating bargaining unit members shall be excused from having to donate any additional sick leave for that school year. New bargaining unit members or members seeking to re-establish their status as participants of the Bank must donate two (2) days of sick leave to the Bank regardless of the number of days accumulated within the Bank. Procedures in place for the Bank depleting below ten (10) days due to needs-based withdrawal have been previously outlined.

New bargaining unit members or members seeking to re-establish their status as participants are not eligible to withdraw days from the Bank until the school year following the school year in which they donated the required sick day(s) to either establish or re-establish membership.

4. Depletion

If the number of accumulated sick leave days in the Bank is less than ten (10) days at the beginning of a school year, then all participating bargaining unit members shall be required to immediately and irrevocably donate one (1) day of sick leave to the Bank. If the one (1) day per participant is not sufficient to meet the ten (10) day minimum, an additional day, or more if needed, must be donated by each participant until the ten (10) day minimum is met.

5. Procedure

In the event of a serious illness or disability, of a Sick Bank Participant, or of a serious illness or disability of a Sick Bank Member's biological or adoptive child under the age of 19, a participating member may make a written request to the Rhodes Education Association Bank Committee for eligibility to withdraw sick leave days from the Bank. The member shall supply the following documentation:

Sick Bank Benefits Application Form
Disclosure & Authorization of Health Information Release
Supplementary Medical Documentation (e.g. Treatment Plan, Emergency Discharge Paperwork)

No sick leave days may be withdrawn from the Bank for maternity or paternity leave unless serious medical complications occur for the mother or child, nor for illness or disability resulting from elective cosmetic surgery or any surgical or medical procedure which may be safely deferred until a vacation or recess period.

All requests and related documentation shall be submitted to the Bank Committee. No Sick Bank days may be allotted unless the participating member has exhausted all of their current and accumulated sick leave and must have been absent for ten (10) school days due to the same illness or disability. No Sick Bank leave days may be withdrawn unless and until the Sick Bank has approved a proper request made by a majority vote of the Bank Committee.

All decisions and interpretation concerning the Bank shall be made by the Bank Committee, which is comprised of the four members of the elected Rhodes Union Leadership Team. A chairperson will be selected by the Committee. The chairperson will be responsible for both scheduling and leading all meetings of the Bank Committee. Upon the receipt of a complete request and supplemental documentation, the Bank Committee has ~~5 school days~~ business days (days in which the District Office is open) to respond to the applicant in writing, using the Disposition Notice Form, regarding the outcome of the request.

No participating Bargaining Unit Member may receive more than fifteen (15) sick days from the Bank per school year, unless it is agreed upon unanimously by the Bank Committee and subsequently approved by the School Board. Participating Bargaining Unit Members are allowed to make more than one request per school year, but in no event will any member be granted more than a total of forty-five (45) sick bank days in a given school year.

No member may make a request to withdraw days from the Bank during an unpaid leave of absence.

Members who withdraw days from the Bank shall not be required to replace those days, except as a regular contributing member of the Bank.

All decisions of the Bank Committee shall be final and not subject to further review or to any grievance procedure. Appeals are not able to be made to the Committee, Business Office or Superintendent. No decision of the Bank Committee or any decision by the Board of Education shall be deemed to create or establish a policy, practice or precedent with regard to the Board's allowance of sick leave, or with regard to the use of sick leave. Furthermore, the Board of Education shall be held harmless of any decision of the Sick Day Bank Committee concerning granting, or denying sick leave day requests made by participating Bargaining Unit Members.

5.4 Bereavement Days.

A full-time teacher shall be eligible for no more than three (3) bereavement days each school year. Bereavement days are granted on the occasion of the death of a member of the employee's immediate family or household. Household is interpreted to mean those persons actually living in the home as part of the family unit. "Immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians and step equivalents regardless of whether that "in-law" or "step" relationship is through marriage or civil union. Bereavement days are in addition to sick days and personal days provided for in Sections 5.2 and 5.4 of this Agreement. Bereavement days for "Household" and "Immediate family" are non-cumulative and cannot be banked for use beyond the present school year or for other purposes. Bereavement days for "Non-immediate family" or friends are deducted from sick leave, and are limited to one (1) per school year.

5.5 Personal Leave.

A full-time teacher will be granted three (3) personal days per year, non-cumulative. Teachers assigned to a formal mentoring role will receive one (1) additional personal day, which must be used during that school term. Personal days may not be used in the following situations: the day prior to or immediately following a school holiday/extended weekend, professional development days/parent-teacher conference days, or the first five days and the last five days of the school term. However, if special circumstances exist that are outside the control of the teacher, a request for special approval to use a personal day on a disallowed day can be made in writing to the Superintendent at least two days in advance of the requested day. Teachers may convert unused personal days to sick days pursuant to the provisions of Board Policy 5:330, which allows for the days to be exchanged for either uncompensated sick days or be reimbursed at one-half the senior substitute per diem rate if not greater than the employee's daily rate.

5.6 Professional Days.

A full time teacher will be granted one (1) professional day per school year to attend professional conferences, seminars, training, etc. Approval for the requested professional day activity will be at the discretion of the administration. Requests of two (2) days in a school year can be made and will be considered by administration. Professional days requested (or planned) by the administration for an individual will not count against the one (1) professional day per school year.

5.7 Part-Time Teachers.

All sick days and personal leave shall be pro-rated for part-time teachers.

5.8 Job Sharing.

“Job Sharing” shall be defined as a voluntary program in which two (2) tenured teachers, who have each received a Proficient rating or above on their two most recent summative evaluations, share one full-time position.

The responsibilities of the participating teachers shall be divided according to a plan designed by the participating teachers in collaboration with the administration. The plan shall address the following: teaching responsibilities, schedule of work hours, method of communication between the participants and parents, attendance at staff meeting and substitution procedures.

Each participating teacher shall attend all conferences, in-service, and teacher institute activities and Open House as if they were employed on a full-time basis. The participating teachers shall retain tenure and upon returning to a full time position shall be given the same rights and considerations given to continuing full time teachers. The application and plan must be submitted by March 1 of each year preceding the school year for which the job share is requested. The Board retains the right to approve or disapprove all requested positions. The Board will notify the applicants of its disposition by May 1 following the request.

Each of the two participating teachers shall receive 50% of his/her salary, sick days, and personal days. Because the participating teachers would be employed less than 80% time they shall not be eligible for individual or dependent health, life and dental insurance benefits.

The teachers in a job share position may return to full time teaching positions only at the beginning of a school year, provided they have notified the administration in writing prior to March 1st of such interest.

The Board reserves the right to limit the number of job shared positions and the grant or denial of a job share proposal shall be at the sole and exclusive discretion of the Board. No individual grant or denial shall serve as precedent for any subsequent grant or denial.

ARTICLE VI
EVALUATION

The certified staff evaluation instrument will be developed, implemented, and adjusted if/as needed per the procedures and timelines identified in the state of Illinois' Performance Evaluation Reform Act (PERA) legislation. The procedural aspects of the evaluation plan are part of this Agreement.

**ARTICLE VII
VACANCIES**

7.1 Bargaining Unit Vacancy.

A vacancy occurs when a new bargaining unit position is created by the Board for which an additional employee shall be added to the work force or when the Board decides to fill a current bargaining unit position that is vacated due to the termination of employment, resignation or involuntary removal of the person currently holding that position.

7.2 Distribution of Vacancy Notice.

When a vacancy occurs as defined above, the Superintendent or his/her designee shall prepare a vacancy notice and distribute to faculty members.

7.3 Employee Interviews.

Any employee who applies for a vacant position within ten (10) business days of the posting shall be given an interview opportunity.

7.4 Employee Change in Assignment Request.

Any employee who is interested in a change of assignment in the following school year shall notify the Superintendent or his/her designee in writing on or before April 1st.

**ARTICLE VIII
COMPENSATION**

8.1 Academic, Supervisory, and Summer Institute Rates.

23/24 – 3.0% over the preceding year's base
24/25 – 3.0% over the preceding year's base
25/26 – 2025 tax collection related PTELL CPI with a ceiling of 2.0%
26/27 – 2026 tax collection related PTELL CPI with a ceiling of 2.0%
27/28 – 2027 tax collection related PTELL CPI with a ceiling of 2.0%

8.2 Tuition Reimbursement.

The rate of tuition reimbursement shall be determined annually by averaging the graduate tuition rates of State Colleges and Universities within the State of Illinois. Collectively, tenured teachers shall be reimbursed for up to nine (9) hours of graduate credit annually, to a maximum reimbursement of \$20,000. Only teachers receiving a grade of B- or higher, or "Pass" if Pass/Fail grading, in a course from colleges/universities accredited by the Illinois State Board of Education or meeting national recognition by the United States Department of Education are eligible for reimbursement.

The graduate-level tuition reimbursement cycle shall consist of summer regular classes, 1st semester classes, 2nd semester classes, and summer intersession classes ending by June 30th.

Doctoral research course hours related to a dissertation will be limited to a maximum of 15 semester hours for reimbursement as well as credit towards salary schedule lane movement. All graduate work must be preapproved by the Superintendent to be eligible for reimbursement.

Tuition reimbursement requests from tenured teachers pursuing a master's degree shall have priority. Fully completed requests for reimbursement will be processed in the order received. Payments for such reimbursements will be made by the end of the month following the request being received. (example: if the paperwork is submitted in September, reimbursement will be made by the end of October.) All requests for reimbursement from tenured teachers must be made by June 1st. Unofficial university/college transcripts will be accepted for tuition reimbursement but only official university/college transcripts can be used for lane changes. If the total amount of the requests in a given year exceeds \$20,000, the requests shall be deferred to the next year for reimbursement from that year. Unused dollars do not carry over from year to year.

After all tenured teachers have been reimbursed, full time non-tenured teachers who have received Proficient or better ratings on their summative evaluations for the most recent two school years shall be reimbursed subject to the same procedures and limitations set forth above for tenured teachers. Non-tenured teachers may turn in their paperwork at any time, but reimbursement will not occur until after June 1st and will be processed in the order received. All reimbursements will be settled by June 30th of each year.

A teacher who because of a resignation does not work at Rhodes the two (2) school years following the school year in which tuition reimbursement is received shall repay the Board as follows: within one (1) year, repayment shall be 100%, within two (2) years, repayment shall be 50%. This does not apply to teachers who are given the option of resigning in lieu of termination. Any amounts due the Board under this paragraph may be deducted by the Board from the teacher's remaining pay and if any balance remains, the teacher will be billed the remaining amount which will be due within ninety (90) days from the date of the final paycheck. Should the teacher not pay the full amount within the ninety (90) days, the teacher shall pay the Board's reasonable attorney's fees, costs and expenses in collection of any balance due.

8.3 Summer School and Extra Duty.

23/24 – 3.0% over the preceding year's base

24/25 – 3.0% over the preceding year's base

25/26 – 2025 tax collection related PTELL CPI with a ceiling of 2.0%

26/27 – 2026 tax collection related PTELL CPI with a ceiling of 2.0%

27/28 – 2027 tax collection related PTELL CPI with a ceiling of 2.0%

*The stipend chart will be included as an appendix in the CBA.

Teachers that are board-approved to participate in the district's retirement plan under Article X shall follow the TRS creditable earnings language in Section 4 of Article X rather than the language of Section 8.3 Summer School and Extra Duty.

Special service team members and regular education teachers who are expected to attend the early morning Problem Solving/Special Education meetings will be compensated at the nonacademic (supervisory) rate commensurate for the scheduled time of the meeting occurring outside of their normal workday as identified in Section 4.1 Length of School Day and the associated normal start and end times.

8.4 Salary Increase.

- a. 23/24 – \$4,750 over the preceding year’s base
24/25 – 5.0% over the preceding year’s base
25/26 – 4.0% over the preceding year’s base
26/27 – 2026 tax collection related PTELL CPI +1% with a 3.0% floor & 4.0% ceiling
27/28 – 2027 tax collection related PTELL CPI +1% with a 3.0% floor & 4.0% ceiling
- b. The District has the discretion to increase the starting salary in the BS lane by up to 4% in any 1 year of the contract so long as the salary for such teacher is not higher than the salary paid to a currently employed teacher at the same level of experience and educational credit.
- c. Any teacher hired with prior teaching experience will receive \$250 a year over and above the starting salary in the BS lane for each year of their prior work experience, up to 8 years maximum. Any teacher with more than 8 years’ of teaching experience will receive an additional \$750 per year for years 9-15 of prior experience. No additional monies will be paid for prior work experience.
- d. Lane movement from BS lane to BS 9, from BS 9 to BS 18 and from BS 18 to BS 24 will be \$1,500 for each lane movement. Lane movement for any BS lane into the Master’s lane, from MA lane to MA 15 lane, from MA 15 lane to MA 30 lane and from MA 30 to MA 45 lane will be worth \$2,500 for each lane movement. Mid-year salary lane changes will be prorated at 50% but will be adjusted to the full 100% for the base salary calculation increase for the following school year. Only graduate credits which meet the requirements for tuition reimbursement under Section 8.2 above are eligible for lane movement.

As of September 1, 2023, teachers not already at the MA 15 or MA 30 compensation levels can only obtain the MA 30 level by taking graduate courses that (1) result in a second education-related or teaching area-related Masters (e.g. Special Education, Physical Education, Computer Science, Curriculum & Instruction, Educational Leadership, Mathematics, History, English, etc.) or (2) are related to and resulting in an ISBE approved “program”, “endorsement”, or “approval” (e.g. ESL, Bilingual Education, LBS I, Reading Specialist, Principal, etc.). The MA 45 level can only later be achieved if the before-mentioned MA 30 level process is followed for those not grandfathered prior to the September 1, 2023 change.

- e. Any teachers who are newly hired by the District beginning with the 2010-2011 year and who have been at the last step of any of the Bachelor lanes (BS, BS+9, BS+18, BS+24) of the salary schedule without having made any lane change in the previous (7) seven years, would be only entitled to 50% of the negotiated increase until the start of the first year after they next change lanes.
- f. The provisions of this section of the contract have been removed based on pending litigation and TRS determinations regarding the enforceability of creditable earnings limitations and repayment obligations on teachers who are within four years of eligibility for receipt of a pension from the Illinois Teachers' Retirement System. If, during the term of this Agreement, a judgment is issued or a settlement is reached in the pending federal court case of EEOC v. Urbana School District regarding the legality of earnings caps on teachers who are of retirement age and eligibility, the Association and the Board shall meet to negotiate inclusion in this Agreement of successor language to Section 8.4.f of the 2017-2021 Agreement. TRS rules and advice on repayment of earnings in excess of 6% shall be included in such negotiations. The foregoing sentences do not obligate either the Association or the Board to agree, permit the Board to unilaterally implement on such issues following the negotiations, or preclude negotiation of such issues for a successor agreement.
- g. A teacher has to be employed at least 120 days to be eligible for the base salary increase the following school year. Sick, personal, and Family Medical Leave Act (FMLA) days count towards the 120 day count.

8.5 Student Clubs.

An amount of no less than \$10,000 shall be budgeted each year for the purpose of enrichment Mini-Clubs. These clubs shall consist of at least 6 students and be supervised by a certified teacher. Teachers wishing to sponsor a club must submit a completed application each semester for review by the Club Committee. The Club Committee shall consist of equal representation of Administration and Association. The role of this committee will be to review and make recommendations to the Board to approve or deny requests for clubs each semester based on established criteria and to determine compensation at the academic period rate. The Board will retain the final decision to approve or deny the Club Committee's recommendation. Unused money will not carry over from year to year.

8.6 Specific Stipend Adjustments.

The Summer School pay and Saturday School pay will be based on the academic rate specified in Section 8.1 above.

Title I Reading and Title I Math Stipends will be paid at "academic rate" as is the case for other instructional stipends such as Project Teach, Summer School, and Saturday School. Teachers who had a Title I Reading or Title I Math stipend during the 2016-17 school year and do not have any service breaks in that assignment in future years (other than for

approved FMLA leaves), will be grandfathered at the salary-based per diem class period rate. The Title I assignment's additional \$1000 stipend for Master's Degrees in Reading, Math, or Special Education will remain as part of the assignment.

The Student Council/Student Government Stipend can be split at 87% (SC) / 13% (SG) ratio if it is covered by two teachers as determined by the Superintendent.

A new full-time hire as a Bilingual Education Teacher with either the permanent or temporary (ELS-TBE) license, World Language Teacher, or Special Education Teacher shall receive a one-time non-compounding hiring bonus of \$3000 so long as the individual remains in a full-time position as a Bilingual Education Teacher, World Language Teacher, or Special Education Teacher for the following four (4) school years. If a teacher in one of the before-mentioned positions leaves the district or position category on their own accord, they shall repay the following portion of the bonus: \$3000 if less than two (2) school years; \$2000 if two (2) school years to less than three (3) school years; \$1000 if three (3) school years to less than four (4) school years; \$0 if after four (4) or more school years.

For lunch supervisions, the academic rate shall be utilized rather than the supervisory rate.

ARTICLE IX **INSURANCE**

9.1 Life Insurance.

The Board shall provide teachers with group term life insurance to be calculated at one and one-half (1-½) times the teacher's annual base salary rounded to the nearest thousand dollars. For teachers age 70 and older, the group term life insurance coverage would be paid out at fifty percent (50%) of the before-mentioned one and one-half (1-½) calculated amount. Example: an age 69 teacher with a base salary of \$100,000 would have a term life insurance coverage of \$150,000 while an age 70 teacher with a base salary of \$100,000 would have a term life insurance coverage of \$75,000.

9.2 Dental Insurance.

The Board shall pay the cost of individual dental insurance using a PPO type of program. Teachers may elect to purchase dependent or orthodontic coverage at a cost to be determined by the insurance carrier. This figure will be adjusted annually on the anniversary date of the policy (i.e., July 1).

9.3 Insurance Eligibility.

Teachers employed less than 80% time shall not be eligible for individual or dependent health, life and dental insurance benefits.

9.4 Health Insurance.

The Board agrees to provide health insurance during the term of the contract.

The Board reserves the right to change carriers during the term of the contract, but will attempt to equalize the benefits as compared to the current policy. In the event of a carrier change, the Board must have pre-existing conditions waived or no such change shall be made. The Board reserves the right to change carriers after consultation with the Association, but shall maintain substantially the same level of coverage.

Should the school district be assessed an excise tax on any benefits provided to employees that exceed a predetermined threshold under the Affordable Care Act, the Board will consult with the Association to achieve a solution that minimizes the changes that shall be implemented to comply with the Affordable Care Act and avoid financial taxes/penalties for the Board.

For the 2023-2024 school year and each subsequent school year of the contract, if the premium for a specific plan in the health insurance increases by 10% or more from the previous school year, the Negotiating Teams will be convened to consider ways to reduce the cost of that related premium increase. If the Negotiating Teams cannot agree on alternatives that would lower the premium increase below 10%, then 50% of the amount over the 10% increase in the overall related premium will be paid by the affected members of the bargaining unit in addition to the contributions set forth below.

Single Coverage

Full-time teachers employed prior to July 1, 2023 (and in continuous employment) electing single coverage shall pay 7% of the single premium.

Full-time teachers employed after July 1, 2023 electing single coverage shall pay 10% of the single premium.

Family Coverage

Full-time teachers employed prior to July 1, 2023 (and in continuous employment) electing family member coverage shall pay 35% of the family option premium chosen, less the single premium cost.

Full-time teachers employed after July 1, 2023 shall pay 38% of the family option premium chosen, less the single premium cost.

ARTICLE X RETIREMENT

1. Prior to retiring from the District a faculty member may request to participate in this retirement plan.

2. To be eligible, the employee must satisfy all of the following requirements:
 - (a) the employee must have completed at least twenty (20) years of employment as a teacher in a teaching assignment at 0.80 full time equivalent (FTE) or greater in each of those years in the Rhodes School District preceding retirement;
 - (b) the employee must be at least 55 years of age by June 30th of the retirement year;
 - (c) the employee must notify the Superintendent in writing of intent to retire by March 1, 2028.
 - (d) the employee may notify the Superintendent of intent to retire one, two, three, or four years prior to the date of retirement, but in any event must retire no later than June 30, 2032.
3. The Superintendent will present the retirement request to the Board of Education for action. The employee's notice to the Superintendent and the Board's subsequent action on the request shall constitute an irrevocable commitment by the parties to retirement under terms stated in this Article.
4. The compensation provided under this retirement plan is that the employee's TRS creditable earnings received from the District at the time of the Board's acceptance of the retirement notice will be increased by 6% in each of their remaining years of employment, but no more than four years, after they are approved for this retirement plan. The employee shall not receive any additional stipends or other TRS creditable compensation beyond the 6% increases provided herein for the remaining school years before retirement. If the employee does not perform a stipend activity that was included in the original computation, the increase in TRS creditable compensation will be reduced proportionally. In no event shall an employee's increase in TRS creditable compensation exceed the TRS excess salary limitation applicable at the time the compensation is paid; any difference between the limitation and the regular salary increase shall be paid on a post-retirement basis within thirty (30) days of the later of the last day of work or the last regular paycheck.

ARTICLE XI
NO STRIKE/NO LOCKOUT

During the term covered by the agreement, the teachers shall not engage in any work stoppage, nor shall the Board lockout the teachers from conducting their normal duties.

ARTICLE XII
COMPLETE AGREEMENT

12.1 Complete Understandings.

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 matter not removed by law from the area of collective bargaining 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 District and the Association, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively during the term of this Agreement with respect to any subject or matter covered by this Agreement. The terms of this agreement represent a full and complete understanding and commitment between the Board and the Association.

12.2 Items Not Contained in this Agreement.

The Board and the Association agree to mutually discuss any items of concern not covered by this agreement during their regular sessions.

12.3 Saving Clause.

If any provisions of this Agreement are held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, but all other provision shall be continued in full force and effect.

12.4 Conflict with Law.

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, said article, section or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violated the law, and if such deletion does not materially affect this Agreement, the remaining articles, sections and clauses shall remain in full force and effect for the duration of the Agreement.

**ARTICLE XIII
TERMS OF AGREEMENT**

This Agreement shall become effective on the date the last of the representatives of the parties signs as set forth below and continue in effect through June 30, 2028, except that the salary and other compensation provisions of the Agreement shall be retroactive to the start of the 2023-24 school term and continue in effect through June 30, 2028. However, the Agreement may be terminated by the Board effective June 30 of the 2024-25, 2025-26 and 2026-27 school years upon the occurrence of all of the following conditions:

1. Written notice of such termination is given by the Board to the Association by no later than the close of the school year immediately preceding the school year at the end of which the agreement is to terminate.
2. The Illinois General Assembly has passed legislation which, upon becoming a law, would freeze and/or reduce the local property tax revenue received (exclusive of new property under the

Property Tax Extension Limitation Law) by the District from its levy in December over the previous tax year.

3. The foregoing tax freeze or reduction legislation becomes law. If the legislation does not become law, the Board's notice of termination shall be deemed to have been withdrawn.

If the Agreement is terminated as provided for above, each teacher's base salary for the school term following the school year at the end of which this Agreement terminates shall be increased by an additional 0.5% over the identified final rate in the contract for that school year and the difference shall be paid by no later than 60 days after the freeze and/or reduction legislation becomes law.

BOARD OF EDUCATION OF
RHODES SCHOOL DISTRICT 84.5

RHODES EDUCATION
ASSOCIATION, IEA-NEA

By: *Janice S. Poeder*
President

By: *Jim J. Kaplan*
President

Attest:

By: *Jim Di Paola*
Secretary

Dated: *9/11/23*

Dated: *9/6/2023*

APPENDIX A – SALARY HIRING SCHEDULE

2023/24 STEP	Current BS/2 = 52,847 at \$4,750 raise														
	BS	BS9	BS18	BS24	MA	MA15	MA30	MA45							
1	\$52,347	\$53,847	\$55,347	\$56,847	\$59,347	\$61,847	\$64,347	\$66,847							
2	\$52,597	\$54,097	\$55,597	\$57,097	\$59,597	\$62,097	\$64,597	\$67,097							
3	\$52,847	\$54,347	\$55,847	\$57,347	\$59,847	\$62,347	\$64,847	\$67,347							
4	\$53,097	\$54,597	\$56,097	\$57,597	\$60,097	\$62,597	\$65,097	\$67,597							
5	\$53,347	\$54,847	\$56,347	\$57,847	\$60,347	\$62,847	\$65,347	\$67,847							
6	\$53,597	\$55,097	\$56,597	\$58,097	\$60,597	\$63,097	\$65,597	\$68,097							
7	\$53,847	\$55,347	\$56,847	\$58,347	\$60,847	\$63,347	\$65,847	\$68,347							
8	\$54,097	\$55,597	\$57,097	\$58,597	\$61,097	\$63,597	\$66,097	\$68,597							
9	\$54,847	\$56,347	\$57,847	\$59,347	\$61,847	\$64,347	\$66,847	\$69,347							
10	\$55,597	\$57,097	\$58,597	\$60,097	\$62,597	\$65,097	\$67,597	\$70,097							
11	\$56,347	\$57,847	\$59,347	\$60,847	\$63,347	\$65,847	\$68,347	\$70,847							
12	\$57,097	\$58,597	\$60,097	\$61,597	\$64,097	\$66,597	\$69,097	\$71,597							
13	\$57,847	\$59,347	\$60,847	\$62,347	\$64,847	\$67,347	\$69,847	\$72,347							
14	\$58,597	\$60,097	\$61,597	\$63,097	\$65,597	\$68,097	\$70,597	\$73,097							
15	\$59,347	\$60,847	\$62,347	\$63,847	\$66,347	\$68,847	\$71,347	\$73,847							
	Steps 1-8	\$250 per year													
	Steps 9-15	\$750 per year													

2024/25 STEP	Current BS/2 = 54,964 at 5.0% raise									
	BS	BS9	BS18	BS24	MA	MA15	MA30	MA45		
1	\$54,464	\$55,964	\$57,464	\$58,964	\$61,464	\$63,964	\$66,464	\$68,964		
2	\$54,714	\$56,214	\$57,714	\$59,214	\$61,714	\$64,214	\$66,714	\$69,214		
3	\$54,964	\$56,464	\$57,964	\$59,464	\$61,964	\$64,464	\$66,964	\$69,464		
4	\$55,214	\$56,714	\$58,214	\$59,714	\$62,214	\$64,714	\$67,214	\$69,714		
5	\$55,464	\$56,964	\$58,464	\$59,964	\$62,464	\$64,964	\$67,464	\$69,964		
6	\$55,714	\$57,214	\$58,714	\$60,214	\$62,714	\$65,214	\$67,714	\$70,214		
7	\$55,964	\$57,464	\$58,964	\$60,464	\$62,964	\$65,464	\$67,964	\$70,464		
8	\$56,214	\$57,714	\$59,214	\$60,714	\$63,214	\$65,714	\$68,214	\$70,714		
9	\$56,964	\$58,464	\$59,964	\$61,464	\$63,964	\$66,464	\$68,964	\$71,464		
10	\$57,714	\$59,214	\$60,714	\$62,214	\$64,714	\$67,214	\$69,714	\$72,214		
11	\$58,464	\$59,964	\$61,464	\$62,964	\$65,464	\$67,964	\$70,464	\$72,964		
12	\$59,214	\$60,714	\$62,214	\$63,714	\$66,214	\$68,714	\$71,214	\$73,714		
13	\$59,964	\$61,464	\$62,964	\$64,464	\$66,964	\$69,464	\$71,964	\$74,464		
14	\$60,714	\$62,214	\$63,714	\$65,214	\$67,714	\$70,214	\$72,714	\$75,214		
15	\$61,464	\$62,964	\$64,464	\$65,964	\$68,464	\$70,964	\$73,464	\$75,964		
	Steps 1-8	\$250 per year								
	Steps 9-15	\$750 per year								

2025/26 STEP	Current BS/2 = 56,643 at 4.0% raise									
	BS	BS9	BS18	BS24	MA	MA15	MA30	MA45		
1	\$56,143	\$57,643	\$59,143	\$60,643	\$63,143	\$65,643	\$68,143	\$70,643		
2	\$56,393	\$57,893	\$59,393	\$60,893	\$63,393	\$65,893	\$68,393	\$70,893		
3	\$56,643	\$58,143	\$59,643	\$61,143	\$63,643	\$66,143	\$68,643	\$71,143		
4	\$56,893	\$58,393	\$59,893	\$61,393	\$63,893	\$66,393	\$68,893	\$71,393		
5	\$57,143	\$58,643	\$60,143	\$61,643	\$64,143	\$66,643	\$69,143	\$71,643		
6	\$57,393	\$58,893	\$60,393	\$61,893	\$64,393	\$66,893	\$69,393	\$71,893		
7	\$57,643	\$59,143	\$60,643	\$62,143	\$64,643	\$67,143	\$69,643	\$72,143		
8	\$57,893	\$59,393	\$60,893	\$62,393	\$64,893	\$67,393	\$69,893	\$72,393		
9	\$58,643	\$60,143	\$61,643	\$63,143	\$65,643	\$68,143	\$70,643	\$73,143		
10	\$59,393	\$60,893	\$62,393	\$63,893	\$66,393	\$68,893	\$71,393	\$73,893		
11	\$60,143	\$61,643	\$63,143	\$64,643	\$67,143	\$69,643	\$72,143	\$74,643		
12	\$60,893	\$62,393	\$63,893	\$65,393	\$67,893	\$70,393	\$72,893	\$75,393		
13	\$61,643	\$63,143	\$64,643	\$66,143	\$68,643	\$71,143	\$73,643	\$76,143		
14	\$62,393	\$63,893	\$65,393	\$66,893	\$69,393	\$71,893	\$74,393	\$76,893		
15	\$63,143	\$64,643	\$66,143	\$67,643	\$70,143	\$72,643	\$75,143	\$77,643		
	Steps 1-8	\$250 per year								
	Steps 9-15	\$750 per year								

APPENDIX B - STIPEND HIRING SCHEDULE*

Title I Reading - Masters in Reading or Special Education	additional 1,000	
Title I Math - Masters in Math or Special Education	additional 1,000	
Activities Coordinator	515	**
Band Director & Jazz Band	4,635	**
Dinner Dance Coordinator (2 positions)	515	**
Gifted & Enrichment Coordinator (3 positions)	457	**
Musical - Director	1,850	**
Musical - Assistant Director	1,650	**
Musical - Stage Manager/Crew Supervisor	900	**
Musical - Backstage Director	550	**
Musical - Costume Design	200	**
PreK Grant & Parent Night Coordinator (2 positions)	3,605	**
Recycling Club Coordinator	2,459	**
Rhodes Academy Coordinator	4,120	**
Scholastic Bowl Coach & Spelling Bee Coordinator	2,760	**
Student Council Sponsor	3,584	**
Student Government Sponsor	565	**
Title I Math Coordinator	1,545	**
Title I Reading & RtI Coordinator	4,120	**
Vocal Music Director & 5th Notes	4,635	**
Yearbook Coordinator (2 positions)	3,090	**
	<u>Tier I / Tier II / Tier III</u>	
Basketball Coach - 7th Grade	2,596 / 2,780 / 2,967	***
Basketball Coach - 8th Grade	2,596 / 2,780 / 2,967	***
Cheerleader Coach - 7th Grade	2,596 / 2,780 / 2,967	***
Cheerleader Coach - 8th Grade	2,596 / 2,780 / 2,967	***
Cross Country Coach	1,061 / 1,093 / 1,126	***

Soccer Coach	1,463 / 1,506 / 1,552	***
Softball Coach	2,596 / 2,780 / 2,967	***
Volleyball Coach - 7th Grade	2,596 / 2,780 / 2,967	***
Volleyball Coach - 8th Grade	2,596 / 2,780 / 2,967	***

**Some positions can be split with Superintendent approval*

***1st year amount for someone new to the stipend*

(those currently with the stipend may be a higher amount)

****Tiers I, II, III bases increase annually*