

**COLLECTIVE BARGAINING  
AGREEMENT  
BETWEEN**

**ROANOKE-BENSON EDUCATION ASSOCIATION  
Affiliated with the  
IEA - NEA**

**AND**

**ROANOKE-BENSON UNIT #60  
BOARD OF EDUCATION**

**ROANOKE, ILLINOIS**

**SY 2012 – SY 2016**

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## **ARTICLE I RECOGNITION**

- 1.1** The Board of Education of Roanoke-Benson Unit District No. 60, hereinafter referred to as the "Board", recognizes the Roanoke-Benson Education Association, affiliated with the Illinois Education Association and the National Education Association, hereinafter referred to as the "Association", as the sole and exclusive negotiations agent of all certified personnel employed by the District; excluding all managerial, supervisory, confidential and short-term employees, as defined by the Illinois Education Labor Relations Act, and all teacher aides.

## **ARTICLE II GRIEVANCE PROCEDURE**

**2.1** **Definition**

A grievance shall mean a written complaint by a member of the bargaining unit that there has been an alleged violation, misinterpretation, or misapplication of the specific provisions of this Agreement.

**2.2** **Purpose**

Every employee covered by this Agreement shall have the right to present grievances in accordance with these procedures, the purpose of which is to secure, at the lowest possible administrative level, equitable solutions to valid grievances which may arise.

**2.3** **Representation**

The grievant has the right to representation of choice in the grievance procedure. The grievant shall be present at all grievance discussions unless the Board, Association and the grievant mutually agree that the grievant's presence is not desirable or necessary. When the presence of the grievant at a grievance hearing is required by either party, illness or incapacity of the grievant shall be grounds for any necessary extension of grievance procedure time limits.

## **2.4 Time Limits**

A grievance must be filed within ten (10) days of the occurrence or from the date the grievant should reasonably have known of the occurrence of the event which gave rise to the grievance. The number of days indicated at each step in the procedure shall be considered as the maximum allowable to the parties and every effort shall be made to resolve the grievance as rapidly as possible. All time limits consist of school days, except where noted or when a grievance is submitted fewer than ten (10) days before the close of the current school term, then time limits shall consist of calendar days.

## **2.5 Procedures**

The parties acknowledge that it is usually most desirable for a teacher and the teacher's immediate supervisor to resolve problems through informal and free communications. If, however, the informal process fails to satisfy the teacher, a grievance may be processed in the following manner and the grievant may be accompanied by a representative of choice.

### **Step One**

The teacher or the Association shall file the grievance in writing with the immediate supervisor, who shall certify by signature the date the grievance was received. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the Agreement which are applicable, and shall state the remedy requested. The supervisor shall arrange for a meeting to take place with the grievant within ten (10) days after receipt of the grievance. The supervisor shall make a decision on the grievance and communicate it in writing to the grievant and the Superintendent within five (5) days of the meeting.

### **Step Two**

In the event a grievance has not been satisfactorily resolved at Step One, the grievant or the Association may present the grievance within ten (10) days to the Superintendent who will follow the same provisions as established in Step One.

### **Step Three**

If the grievance is not satisfactorily resolved at Step Two, the Association, at its discretion, may submit to the Superintendent a written request on behalf of the Association and the grievant to enter into binding arbitration. If a demand for binding arbitration is not filed within twenty (20) days of receipt of the Step Two decision, then the grievance shall be deemed withdrawn.

Arbitration proceedings shall be conducted by an arbitrator to be selected by the two parties from a roster of arbitrators provided by the American Arbitration Association. Within seven (7) days after the Association requests binding arbitration, the two parties will request the American Arbitration Association provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one name shall remain. The remaining name shall be the arbitrator. Expenses for the arbitrator's services shall be borne equally by the District and the Association.

The decision of the arbitrator shall be final and binding on the parties. The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. The arbitrator's authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the District and the Association, and his decision must be based solely and only upon his interpretation of the meaning or application of the expresses relevant language of the Agreement.

## **2.6 Additional Items**

### **1. Bypass**

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

### **2. Withdrawal**

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

### **3. Settlement**

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

### **4. Costs of Arbitration**

The fees and the expenses of the arbitrator shall be shared equally by the parties. The parties shall each be responsible for the costs of their own representation. If only one party requests the presence of a court reporter, that party shall bear the costs of the reporter. If only one party requests the postponement of an arbitration hearing, that party shall bear the costs of such postponement.

5. Cooperation

The District and the Association shall cooperate in the investigation of any grievance.

6. Handling of Grievance

Any investigation or other handling or processing of any grievances by the grievant or the Association shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the grievant or of the District's employees.

7. Contract Expiration

A grievance arising under this contract may be processed through the grievance procedure until resolution even after expiration of the contract.

8. Bar to Appeal

Failure of a grievant or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. Time limits may be extended by mutual agreement.

9. Other Complaints

If the Association or any employee files any claim or complaint in any forum other than under the grievance procedure of this Agreement, then the District shall not be required to process this same claim or set of facts through the grievance procedure.

10. No Reprisal

No reprisals shall be taken by the District against any teacher because of the filing or participation in a grievance.

**ARTICLE III  
TERMS OF EMPLOYMENT**

**3.1 Duty Free Lunch Period**

Duty free lunch hour will be provided according to Section 24-9 of the School Code. (Every teacher in any school house where two (2) or more teachers are employed whose duties require attendance at the school for four (4) or more clock hours in any school day shall be entitled to and be allowed a duty free lunch period equal to the regular local school lunch period but not less than thirty (30) minutes in each school day). Lay people will be hired for student supervision and will be paid at the rate of \$8.00 per clock hour.

**3.2 Payroll Procedures**

1. Teachers payroll will be issued on the 10th and 25th of each month or on the last preceding student attendance day, in the event of a vacation or weekend. Teachers have the choice of either taking pay in 18 installments (over 9 months) or 24 installments (over 12 months).

2. Direct Payroll Deposit Option

Forms will be provided, and it will be the responsibility of each individual employee to see that all information is provided to begin the direct deposit of his or her payroll check. An employee must decide prior to the beginning of the school year if he or she wishes to participate in this program, and that decision will be binding for the entire year. At the end of that year, an employee may elect to discontinue this program or to enter it, if he or she has not done so already

3. Payroll deductions for dues to local association, tax sheltered annuities, and credit union will be made available to teachers. Request for payroll deductions, change in annuities, changes in the number of payment for salary, and changes in number of dependents only in September and January. (Changes in the number of dependents will be permitted when there is an actual change in the number of dependents).

4. A teacher's daily wage will be determined on the basis of 185 days in a school year. (In other words, the contract salary will be divided by 185 to determine the daily wage).



5. In order for a teacher to advance on the schedule and to be able to count additional college training taken during the preceding year, the teacher must show that the work is complete on, or before, September 1. In order for a teacher to advance on the schedule to be able to count additional college training taken during the current school year the teacher must show that the work is complete on, or before March 1. The teacher will be appropriately advanced on the salary schedule in the month following proof of work completed.

6. Fair Share

A. Each bargaining unit member, as a condition for his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state, and national dues.

In the event that the bargaining unit member does not pay his/her fair share fee directly to the Association, the Board shall deduct the fair share fee from the wages of the non-member. Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.

The obligation to pay fair share fee will not apply to any employee who, on the basis of a bona fide religious tenet or teaching of a church or religious body of which such employee is a member, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the fee, the Association will make payment on behalf of the employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

B. Hold Harmless Clause

In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this Article (3.2.5), the Association agrees to defend such action, at its own expense and through its own counsel, provided:

(1) The Employer gives immediate notice of such action in writing to the Association, and permits the Association intervention as a party if it so desires, and

- (2) The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.

The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damage and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's compliance with this Article (3.2.5).

Exception

It is expressly understood that this save harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

**3.3 Class Size**

The Board will strive to keep class size as low as possible given the financial constraints of the district and given the availability of teachers to teach certain subjects.

**ARTICLE IV  
LEAVES OF ABSENCES**

**4.1 Sick Leave**

1. Sick Leave will be granted as follows: (1) 0 through 9 years of experience, 12 days per year (2) 10 through 19 years of experience, 15 days per year (3) 20 years and above, 18 days per year.
2. Unused sick leave will be accumulated to 340 days.

3. Sick leave can be used for Immediate family as defined by H.B. 254 as follows: Immediate family shall include children, step-children, sons-in-law, daughters-in-law, parents, step-parents, spouse, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardian.

#### **4.2 Sick Leave Bank**

1. The Sick Leave Bank is a voluntary bank of teacher sick leave days administered by the district which may be used after serious illness only by participating teachers. The definition of teacher in the sick leave bank includes all positions which require a certificate issued by the State Board of Education.
2. To become a member of the bank, any teacher must donate one day per year, up to a maximum of 3 days donated in total.
3. Upon request by the Association to the Superintendent, the number of unused days in the Sick Leave Bank will be reported to the Association.
4. The maximum number of days that can be used by a sick-leave bank member from the Bank in one fiscal year's period of time may not exceed 75% of the days available in the bank at that time (to the nearest whole day.)
5. Days in the Sick Leave Bank shall be for serious illness on the part of the teacher, spouse or dependent children through age 23. It does not cover elective surgery. Teachers who draw benefits under the Teacher Retirement System or under Workmen's Compensation shall cease to draw from the Sick Leave Bank. Normal pregnancy is not considered a serious illness for purposes of this article. If complications develop, the member could request a review.
6. Days will continue to accumulate in the Bank up to one hundred (100) days. Should the number of days exceed one hundred (100) during the first thirty days of the new school year, the additional days added for that year will be held in a reserve. At such time that one hundred (100) days are accumulated, any additional days will go into the reserve. Whenever the Sick Leave Bank drops below one hundred (100) days, the reserve shall be used to bring the Bank up to one hundred (100) days. No new days will be added by continuing members as long as the Sick Leave Bank remains at or above one hundred (100) days. New staff members will contribute when hired if they desire to participate in the Bank, with their sick day contribution going to the reserve should the Sick Leave Bank be at or above one hundred (100) days. The reserve days may not be considered as part of the maximum 75% of the days accessible for use.

7. No staff member can request to use the Bank unless all his/her sick days and personal leave days are exhausted. A committee of administrators and association members will review each request and make a recommendation to the Superintendent. In the case of an emergency when time does not permit this to be done ahead of time, the committee may act retro-actively.
8. Sick Leave Bank days will only be added during the first thirty (30) days of each school year. Any unused days carry over for use the next year.
9. If the number of days drops below the fully funded status (100 days), any active member who has not contributed the maximum of three days will be required to contribute a day per year until the 3-day maximum is attained.

#### **4.3 Personal Leave**

1. A teacher shall be granted two (2) days of leave annually, with pay, for personal reasons. Unused personal leave days will accumulate up to a maximum of 4 days. Any additional unused personal leave days will be added to unused sick leave.
2. A written application for personal leave shall be made to the immediate supervisor. Except in extenuating circumstances, the request for personal leave shall be given at least two (2) days prior to the day of the leave.
3. Personal leave days may not be taken during the first and last five (5) student attendance days, or days when final examinations are scheduled except in emergency situations as approved by the Superintendent.
4. No more than three teachers may be allowed personal leave on any one day, except in case of emergency.
5. In the event of an emergency, an employee may request immediate leave time. If circumstances allow, an employee requesting emergency leave will give written notice to the superintendent at least twenty-four hours prior to the day on which such leave is to be taken. Emergency leave time will first be considered as personal leave time, and if these days are unavailable, then will be deducted from the employee's accumulated sick leave.

#### **4.4 Professional Leave**

1. Excluding cases in which a teacher must meet state requirements, any teacher or non-tenure teacher may be permitted to use two days of professional leave to attend conferences, workshops, seminars, or other professional growth leaning experiences, with prior approval of the Principal and Superintendent. Teachers may be permitted to visit other schools by approval of building principals. The Board will pay the cost of a

necessary substitute, mileage at the current rate, and registration fee. If the professional leave requires an overnight stay, the teacher will be paid the cost of the confirmed hotel plus up to \$40.00 per day for food as well as a 15% tip allowance per meal.

2. Any teacher or non tenure teacher attending a school related conference or meeting with the approval of the Principal or Superintendent, that does not involve any overnight stay, will be reimbursed for meals at actual cost but shall not exceed forty dollars (\$40.00) a day as determined by the following schedule:
  - (a) Breakfast, seven dollars and fifty cents (\$7.50) provided travel commences prior to 7:00 a.m.
  - (b) Lunch, twelve dollars and fifty cents (\$12.50)
  - (c) Dinner, twenty dollars (\$20.00) provided travel extends past 7:00 p.m.

When the cost of a meal or meals for an approved conference or other meetings is included as part of the registration fee, no meal expenses will be paid for such meal or meals in addition to the registration fee.

3. Receipts must be provided for all meals that are to be reimbursed under items 4.1 and 4.2.
4. Any teacher who is elected a delegate or alternate to the state Illinois Education convention shall be granted Professional Leave for attendance at this convention. The cost to the District will be limited to pay for the substitute teacher. 4.4.1 and 4.4.2 would not apply to the delegate or alternate with the exception of pay for a substitute.

#### **4.5 Leave without Pay**

A leave of absence without pay, not to exceed one year, may be taken by a teacher who wishes to take additional professional training, if the teacher has been in the school system for the past four years. Application for Leave of Absence for personal illness may be granted by the Board of Education and the Board shall treat each case individually.

#### **4.6 Bereavement Leave**

In the case of death in the immediate family, as designated in Article IV, 4.1.3, teachers may be permitted up to three (3) days of leave with pay. Such leave will not be counted against sick leave. Unused bereavement leave shall not accumulate.

#### **4.7 Jury Duty**

The Board shall pay the regular salary to teachers called to jury duty, but shall deduct any compensation received for such duty with the exception of compensation received for travel allowance. In order for the teacher to receive his/her regular salary, the employee shall notify the Superintendent of such expenses. Such notification shall be given within five (5) days of the date so certified on the employees reimbursement check for jury duty.

### **ARTICLE V COMPENSATION AND BENEFITS**

#### **5.1 Salary Schedule**

The salary schedule shall be as set forth in Appendix Schedule A, which is attached hereto and incorporated in the Agreement.

#### **5.2 Special Compensation Schedule**

The compensation for special assignments schedule shall be as set forth in Appendix Schedule B, which is attached hereto and incorporated in the Agreement.

#### **5.3 Payments to Teachers' Retirement System**

1. The Board shall add and remit for the teachers the total amount due to TRS for all compensation, up to a maximum of 11.89%. This shall be remitted to the Illinois Teachers' Retirement System on behalf of the teachers (to be applied for said teacher's retirement account) and in lieu of his/her contribution to same. It is the intent of both parties by the arrangement to qualify these payments within the meaning of the Internal Revenue Code so as to be excludable from gross income.

The Board will pay the Teachers Retirement Contributions as set forth in the Teachers Retirement System Regulations.

2. No teacher shall have the option of choosing to receive the amounts deducted by the Board directly, and the deduction and payment of the teacher's required contribution to the Illinois Teachers' Retirement System is a condition of employment made in order to secure the teacher's future services, knowledge and experience.
3. In order to avoid any misunderstanding in the future it should be noted that if at any time a court of competent jurisdiction or the Internal Revenue Service declares the amount paid by the Board of Education to the Teachers' Retirement System in lieu of the teacher's contribution to same,

as taxable income, these taxes are the responsibility of the individual teacher.

4. The Board shall remit and pay on behalf of all employees, one hundred percent (100%) of the TRS insurance payment.

#### **5.4 Insurance**

The Board will pay the teachers share of the major medical, dental, and term insurance not to exceed:

90% for single coverage.

70% for employee/spouse or employee/child (children)

60% for family coverage

If both husband and wife are employed one will receive single coverage benefit and one will receive family coverage benefit.

\*NOTE: Teachers electing family coverage will not receive single coverage benefits.

Contracted part-time teachers will be allowed to purchase insurance on a pro-rated basis provided the policy allows the coverage. (ex. ½ time teacher receives ½ the benefit).

A tax exempt flexible spending plan will be made available. The set-up costs of the plan will be paid by the school board and individual usage fees will be paid by the employee.

#### **5.5 Extended Contracts**

1. Teachers who are employed for more than the regular nine (9) months' school year shall receive 1/9 of their salary excluding any pay from their extra duties for each month worked during the months of June, July and August.
2. If the administration determines there is any additional staffing need beyond the normal teacher class load, a teacher may elect to teach one of his/her prep/conference hours and will be reimbursed at a rate of 1/16th of that teacher's salary per semester course or 1/8th of that teacher's salary per course per year.

## **5.6 Travel Reimbursement**

1. Payment for mileage is at the rate per mile allowed by the Internal Revenue Service and must be approved in advance by the building principal. Mileage over the state line of Illinois must be approved in advance by the building principal.
2. The actual cost of automobile parking fees, and bridge, road, and tunnel tolls shall be reimbursed. Proof of the actual cost is to be requested by the Employer for all such charges in excess of five dollars (\$5.00).

## **5.7 Tuition**

Teachers shall be reimbursed for tuition for college courses satisfactorily completed, not to exceed six (6) semester hours per year. If a teacher is in a certified or declared Master's Program, the number of hours to be reimbursed is not to exceed nine (9) semester hours per year. Teachers must complete a Roanoke-Benson CUSD #60 Professional Development Plan and have it approved by the building principal, in order to receive tuition reimbursements.

College courses must be taken in an accredited institution. All graduate hours and undergraduate hours to be counted toward horizontal advancement on the salary schedule must have prior approval from the superintendent.

Undergraduate hours for horizontal movement on the salary schedule must directly relate to classroom curricula being taught by the individual teacher, and where the course taken will upgrade, enhance, or support classes taught by the teacher or a significant unit of study taught in the classroom.

The maximum reimbursement will match Illinois State University's Graduate tuition per semester hour. In no case shall the tuition reimbursement exceed the tuition actually paid by the teacher.

Reimbursement will be made after verification of successful completion of the course. Each teacher will be reimbursed up to a maximum of \$1,500 per school year, with a maximum reimbursement of \$4,500 during his/her career in the district.

Any teacher attaining National Board (NBPTS) certification will be reimbursed for the certification fees upon successful completion of the program, if other funding is not available.

## **5.8 RETIREMENT SALARY INCREASE**

A teacher who is eligible to receive a Teachers' Retirement System annuity- and who does not utilize the TRS Early Retirement Option (ERO) will receive a four-year maximum salary increase from the Board of Education. To be eligible



for this salary increase, the teacher must submit to the Superintendent an irrevocable written letter of retirement by July 1<sup>st</sup>. This letter must include a statement that the teacher will not elect the TRS ERO. This salary increase shall be in an amount such that the increase will be 6%, but not over 6% of the teacher's total creditable earnings, over the teacher's current year's salary from the regular salary compensation schedule.

## **ARTICLE VI EFFECT OF AGREEMENT**

### **6.1 Complete Understanding**

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

### **6.2 Savings Clause**

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

### **6.3 Waiver of Additional Bargaining**

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, each voluntarily and unqualifiedly waives any right which might otherwise exist under law, practice or custom to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

### **6.4 No Strike**

1. During the term of this Agreement and any extension thereof, no employee covered by this Agreement, nor the Association, nor any person acting on behalf of the Association, shall ever or at any time engage in,

authorize, or instigate, any strike, slowdown or other refusal to render full and complete services to the Board, or any activity whatsoever which would disrupt in any manner, in whole or in part, the operation of the School District. It is understood and agreed that any employee violating this provision of the Agreement shall be subject to disciplinary action by the Board up to and including dismissal; however, nothing in this section is implied to be a waiver of any rights which employees have under current law.

2. During the term of this Agreement, the Board agrees that it will not lockout the teachers, provided that the Board's exercise of its rights to close the schools because of insufficient funds, to reduce the number of teachers, to discharge tenured teachers for cause, and/or refuse to renew the contract of a non tenured or probationary teacher, shall not be construed as a lockout.

### **6.5 Copies of Agreement**

Within thirty (30) calendar day of ratification of the Agreement by both parties the Board shall have copies of the Agreement prepared at its expense and made available to each member of the bargaining unit and five (5) copies to the Association.

### **6.6 Terms of Agreement**

This Agreement shall be effective September 1, 2011 and shall continue in effect until August 31, 2016. The Association and/or Board of Education reserves the right to reopen negotiations for the purpose of insurance coverage if premiums increase five percent (5%) or more on single coverage during any one year in the contract.

This Agreement is signed this \_\_\_\_\_ day of \_\_\_\_\_, 2011.

IN WITNESS WHEREOF:

FOR THE ROANOKE-BENSON  
EDUCATION ASSOCIATION

FOR THE BOARD OF  
EDUCATION ROANOKE-BENSON  
UNIT DISTRICT #60

\_\_\_\_\_  
PRESIDENT

\_\_\_\_\_  
PRESIDENT

\_\_\_\_\_  
SECRETARY

\_\_\_\_\_  
SECRETARY

## **ARTICLE VII COMMUNICATION COUNCIL**

A Communication Council consisting of two (2) Board members, the Superintendent, and Administrator from each building (not to exceed six total members), and two (2) Teacher representatives from each building (not to exceed six total members, shall/may meet one time each November, and one time each March. The goals of the communication Council are as follows:

1. To increase communication among the board of Education, the Administration, and the Teachers to aid in the continuing development of a more effective unit district.
2. To allow for a more formal process to discuss and reinforce current buildings and district-wide positive events, and the possibility for more future positive events and ideas to occur.
3. To allow for a more formal process to voice and discuss any building and/or district-wide concerns on the part of all or any parties (Board, Administration, Teachers).
4. Through greater communication, strive for an even more effective educational process through the individual buildings and district wide.

**SALARY SCHEDULE FOR 2011-2012 (YEAR 1)**

BS						MS							
31200	BASE						35490					MS Index	0.065
827	DOWN						958						2307
782	ACROSS						945						
YEARS	BS	8 - 15	16 - 23	24 - 31	32+	MS	8 - 15	16 - 23	24 - 31	32+			
1	31200	31982	32764	33546	34328	35490	36435	37380	38325	39270			
2	32027	32809	33591	34373	35155	36448	37393	38338	39283	40228			
3	32854	33636	34418	35200	35982	37406	38351	39296	40241	41186			
4	33681	34463	35245	36027	36809	38364	39309	40254	41199	42144			
5	34508	35290	36072	36854	37636	39322	40267	41212	42157	43102			
6	35335	36117	36899	37681	38463	40280	41225	42170	43115	44060			
7	36162	36944	37726	38508	39290	41238	42183	43128	44073	45018			
8	36989	37771	38553	39335	40117	42196	43141	44086	45031	45976			
9	37816	38598	39380	40162	40944	43154	44099	45044	45989	46934			
10	38643	39425	40207	40989	41771	44112	45057	46002	46947	47892			
11	39470	40252	41034	41816	42598	45070	46015	46960	47905	48850			
12	40297	41079	41861	42643	43425	46028	46973	47918	48863	49808			
13	41124	41906	42688	43470	44252	46986	47931	48876	49821	50766			
14	41951	42733	43515	44297	45079	47944	48889	49834	50779	51724			
15	42778	43560	44342	45124	45906	48902	49847	50792	51737	52682			
16	43605	44387	45169	45951	46733	49860	50805	51750	52695	53640			
17	44432	45214	45996	46778	47560	50818	51763	52708	53653	54598			
18			46823	47605	48387	51776	52721	53666	54611	55556			
19			47650	48432	49214	52734	53679	54624	55569	56514			
20			48477	49259	50041	53692	54637	55582	56527	57472			
21						54650	55595	56540	57485	58430			
22						55608	56553	57498	58443	59388			
23						56566	57511	58456	59401	60346			
Column	Index												
MS	2307												
MS +8 - +15	2368												
MS +16 - +23	2430												
MS +24 - +31	2491												
MS + 32+	2553												
Bachelor's Side Only:													
18 -20 years experience	655												
21 -22 years experience	905												
23+ years experience	1473												

**SALARY SCHEDULE FOR 2012-2013 (YEAR 2)**

BS						MS					MS Index	0.065
	31512	BASE				35845						
835	DOWN					968						2330
790	ACROSS					954						
YEARS	BS	8 - 15	16 - 23	24 - 31	32+	MS	8 - 15	16 - 23	24 - 31	32+		
1	31512	32302	33092	33881	34671	35845	36799	37754	38708	39663		
2	32347	33137	33927	34717	35507	36812	37767	38721	39676	40630		
3	33183	33972	34762	35552	36342	37780	38735	39689	40643	41598		
4	34018	34808	35597	36387	37177	38748	39702	40657	41611	42565		
5	34853	35643	36433	37223	38012	39715	40670	41624	42579	43533		
6	35688	36478	37268	38058	38848	40683	41637	42592	43546	44501		
7	36524	37313	38103	38893	39683	41650	42605	43559	44514	45468		
8	37359	38149	38939	39728	40518	42618	43572	44527	45481	46436		
9	38194	38984	39774	40564	41353	43586	44540	45494	46449	47403		
10	39029	39819	40609	41399	42189	44553	45508	46462	47416	48371		
11	39865	40655	41444	42234	43024	45521	46475	47430	48384	49339		
12	40700	41490	42280	43069	43859	46488	47443	48397	49352	50306		
13	41535	42325	43115	43905	44695	47456	48410	49365	50319	51274		
14	42371	43160	43950	44740	45530	48423	49378	50332	51287	52241		
15	43206	43996	44785	45575	46365	49391	50345	51300	52254	53209		
16	44041	44831	45621	46411	47200	50359	51313	52268	53222	54176		
17	44876	45666	46456	47246	48036	51326	52281	53235	54190	55144		
18			47291	48081	48871	52294	53248	54203	55157	56112		
19			48126	48916	49706	53261	54216	55170	56125	57079		
20			48962	49752	50541	54229	55183	56138	57092	58047		
21						55197	56151	57105	58060	59014		
22						56164	57119	58073	59027	59982		
23						57132	58086	59041	59995	60949		
<b>Column</b>	<b>Index</b>											
MS	2330											
MS +8 - +15	2392											
MS +16 - +23	2454											
MS +24 - +31	2516											
MS + 32+	2578											
<b>Bachelor's Side Only:</b>												
18 -20 years experience	655											
21-22 years experience	905											
23+ years experience	1473											

SALARY SCHEDULE FOR 2013-2014 (YEAR 3)

BS		MS									MS Index	0.065	
31985		BASE	36383										
844		DOWN	977									2365	
796		ACROSS	964										
YEARS	BS	8 - 15	16 - 23	24 - 31	32+	MS	8 - 15	16 - 23	24 - 31	32+			
1	31985	32782	33580	34378	35176	36383	37347	38311	39275	40239			
2	32828	33626	34424	35221	36019	37360	38324	39288	40252	41216			
3	33672	34470	35267	36065	36863	38337	39301	40265	41229	42193			
4	34516	35313	36111	36909	37706	39314	40278	41242	42206	43170			
5	35359	36157	36955	37752	38550	40292	41256	42220	43184	44148			
6	36203	37001	37798	38596	39394	41269	42233	43197	44161	45125			
7	37046	37844	38642	39440	40237	42246	43210	44174	45138	46102			
8	37890	38688	39485	40283	41081	43223	44187	45151	46115	47079			
9	38734	39531	40329	41127	41925	44201	45165	46129	47093	48057			
10	39577	40375	41173	41970	42768	45178	46142	47106	48070	49034			
11	40421	41219	42016	42814	43612	46155	47119	48083	49047	50011			
12	41265	42062	42860	43658	44455	47132	48096	49060	50024	50988			
13	42108	42906	43704	44501	45299	48110	49074	50038	51002	51966			
14	42952	43749	44547	45345	46143	49087	50051	51015	51979	52943			
15	43795	44593	45391	46189	46986	50064	51028	51992	52956	53920			
16	44639	45437	46234	47032	47830	51041	52005	52969	53933	54897			
17	45483	46280	47078	47876	48674	52019	52983	53947	54911	55875			
18			47922	48719	49517	52996	53960	54924	55888	56852			
19			48765	49563	50361	53973	54937	55901	56865	57829			
20			49609	50407	51204	54950	55914	56878	57842	58806			
21						55928	56892	57856	58820	59784			
22						56905	57869	58833	59797	60761			
23						57882	58846	59810	60774	61738			

Column

MS	2365
MS + 8 - +15	2428
MS + 16 - +23	2490
MS + 24 - +31	2553
MS + 32+	2616

Bachelor's Side Only:

18 -20 years experience	655
21-22 years experience	905
23+ years experience	1473



**SALARY SCHEDULE FOR 2015-2016 (YEAR 5)**

BS		MS												
32708	BASE	37206												
867	DOWN	1004												
820	ACROSS	991												
YEARS		BS	8 - 15	16 - 23	24 - 31	32+	MS	8 - 15	16 - 23	24 - 31	32+		MS Index	0.065
1		32708	33528	34348	35168	35988	37206	38196	39187	40178	41168			
2		33575	34395	35215	36035	36855	38210	39201	40191	41182	42173			
3		34442	35262	36082	36902	37722	39214	40205	41196	42186	43177			
4		35309	36129	36949	37769	38588	40219	41209	42200	43191	44181			
5		36176	36996	37816	38636	39455	41223	42214	43204	44195	45186			
6		37043	37863	38683	39503	40322	42227	43218	44209	45199	46190			
7		37910	38730	39550	40370	41189	43232	44222	45213	46204	47194			
8		38777	39597	40417	41237	42056	44236	45227	46217	47208	48199			
9		39644	40464	41284	42104	42923	45240	46231	47222	48212	49203			
10		40511	41331	42151	42971	43790	46245	47235	48226	49217	50207			
11		41378	42198	43018	43838	44657	47249	48240	49230	50221	51212			
12		42245	43065	43885	44705	45524	48253	49244	50235	51225	52216			
13		43112	43932	44752	45572	46391	49257	50248	51239	52230	53220			
14		43979	44799	45619	46438	47258	50262	51252	52243	53234	54225			
15		44846	45666	46486	47305	48125	51266	52257	53247	54238	55229			
16		45713	46533	47353	48172	48992	52270	53261	54252	55242	56233			
17		46580	47400	48220	49039	49859	53275	54265	55256	56247	57237			
18				49087	49906	50726	54279	55270	56260	57251	58242			
19				49954	50773	51593	55283	56274	57265	58255	59246			
20				50821	51640	52460	56288	57278	58269	59260	60250			
21							57292	58283	59273	60264	61255			
22							58296	59287	60278	61268	62259			
23							59301	60291	61282	62273	63263			
<b>Column</b>		<b>Index</b>												
MS		2418												
MS +8 - +15		2483												
MS +16 - +23		2547												
MS +24 - +31		2612												
MS + 32+		2676												
<b>Bachelor's Side Only:</b>														
18 -20 years experience		655												
21-22 years experience		905												
23+ years experience		1473												



ROANOKE-BENSON UNIT #60 COACHES SALARY SCHEDULE - 2011/2012

ROANOKE-BENSON UNIT #60 COACHES SALARY SCHEDULE - 2011/2012						
BASE	31200					
HIGH SCHOOL	ATH. DIR.	VARSITY	ASSISTANT			
	VARSITY BOYS' BASEBALL & BASKETBALL	VOLLEYBALL SOCCER BASKETBALL	VOLLEYBALL SOCCER BASKETBALL			
YEAR	BASKETBALL	BASEBALL	BASEBALL	GOLF		
1	0.09	0.09	0.063	0.063		
2	0.105	0.105	0.0735	0.0735		
3	0.12	0.12	0.084	0.084		
4	0.135	0.135	0.0945	0.0945		
5	0.15	0.15	0.105	0.105		
6	0.165	0.165	0.115	0.115		
7	0.18	0.18	0.126	0.126		
\$ AMOUNT						
1	2808.00	2808.00	1965.60	1965.60		
2	3276.00	3276.00	2293.20	2293.20		
3	3744.00	3744.00	2620.80	2620.80		
4	4212.00	4212.00	2948.40	2948.40		
5	4680.00	4680.00	3276.00	3276.00		
6	5148.00	5148.00	3588.00	3588.00		
7	5616.00	5616.00	3931.20	3931.20		
	JUNIOR HIGH					
	ATH. DIR.	BOYS & GIRLS BASKETBALL 8th-Gr.	BOYS & GIRLS BASKETBALL 7th-Gr. & 8th Gr.	BOYS & GIRLS TRACK	VOLLEYBALL 7th Gr. & 8th Gr.	BASEBALL
1	0.035	0.065	0.065	0.05	0.055	0.05
2	0.035	0.07	0.07	0.055	0.06	0.055
3	0.04	0.075	0.075	0.06	0.065	0.06
4	0.04	0.08	0.08	0.065	0.07	0.065
5	0.045	0.09	0.09	0.07	0.075	0.07
6	0.045	0.10	0.10	0.075	0.08	0.075
7	0.075	0.11	0.11	0.09	0.09	0.09
\$ AMOUNT						
1	1092.00	2028.00	2028.00	1560.00	1716.00	1560.00
2	1092.00	2184.00	2184.00	1716.00	1872.00	1716.00
3	1248.00	2340.00	2340.00	1872.00	2028.00	1872.00
4	1248.00	2496.00	2496.00	2028.00	2184.00	2028.00
5	1404.00	2808.00	2808.00	2184.00	2340.00	2184.00
6	1404.00	3120.00	3120.00	2340.00	2496.00	2340.00
7	2340.00	3432.00	3432.00	2808.00	2808.00	2808.00

ROANOKE-BENSON UNIT #60 COACHES SALARY SCHEDULE - 2012/2013

ROANOKE-BENSON UNIT #60 COACHES SALARY SCHEDULE - 2012/2013						
BASE	31512					
HIGH SCHOOL	ATH. DIR.	Varsity	Assistant			
	Varsity Boys	Volleyball	Volleyball			
	Baseball	Soccer	Soccer			
	&	Basketball	Basketball			
YEAR	Basketball	Baseball	Baseball	Golf		
1	0.09	0.09	0.063	0.063		
2	0.105	0.105	0.0735	0.0735		
3	0.12	0.12	0.084	0.084		
4	0.135	0.135	0.0945	0.0945		
5	0.15	0.15	0.105	0.105		
6	0.165	0.165	0.115	0.115		
7	0.18	0.18	0.126	0.126		
<b>\$ AMOUNT</b>						
1	2836.08	2836.08	1985.26	1985.26		
2	3308.76	3308.76	2316.13	2316.13		
3	3781.44	3781.44	2647.01	2647.01		
4	4254.12	4254.12	2977.88	2977.88		
5	4726.80	4726.80	3308.76	3308.76		
6	5199.48	5199.48	3623.88	3623.88		
7	5672.16	5672.16	3970.51	3970.51		
<b>JUNIOR HIGH</b>						
		Boys & Girls	Boys & Girls	Boys &		
		Basketball	Basketball	Girls	Volleyball	
	ATH. DIR.	8th-Gr.	7th-Gr. & 8th Gr.	Track	7th Gr. & 8th Gr.	Baseball
1	0.035	0.065	0.065	0.05	0.055	0.05
2	0.035	0.07	0.07	0.055	0.06	0.055
3	0.04	0.075	0.075	0.06	0.065	0.06
4	0.04	0.08	0.08	0.065	0.07	0.065
5	0.045	0.09	0.09	0.07	0.075	0.07
6	0.045	0.10	0.10	0.075	0.08	0.075
7	0.075	0.11	0.11	0.09	0.09	0.09
<b>\$ AMOUNT</b>						
1	1102.92	2048.28	2048.28	1575.60	1733.16	1575.60
2	1102.92	2205.84	2205.84	1733.16	1890.72	1733.16
3	1260.48	2363.40	2363.40	1890.72	2048.28	1890.72
4	1260.48	2520.96	2520.96	2048.28	2205.84	2048.28
5	1418.04	2836.08	2836.08	2205.84	2363.40	2205.84
6	1418.04	3151.20	3151.20	2363.40	2520.96	2363.40
7	2363.40	3466.32	3466.32	2836.08	2836.08	2836.08

ROANOKE-BENSON UNIT #60 COACHES SALARY SCHEDULE - 2013/2014						
BASE	31985					
<b>HIGH SCHOOL</b>	ATH. DIR.	VARSITY	ASSISTANT			
	VARSITY BOYS' VOLLEYBALL	VOLLEYBALL	VOLLEYBALL			
	BASEBALL	SOCCER	SOCCER			
	&	BASKETBALL	BASKETBALL			
YEAR	BASKETBALL	BASEBALL	BASEBALL	GOLF		
1	0.09	0.09	0.063	0.063		
2	0.105	0.105	0.0735	0.0735		
3	0.12	0.12	0.084	0.084		
4	0.135	0.135	0.0945	0.0945		
5	0.15	0.15	0.105	0.105		
6	0.165	0.165	0.115	0.115		
7	0.18	0.18	0.126	0.126		
<b>\$ AMOUNT</b>						
1	2878.65	2878.65	2015.06	2015.06		
2	3358.43	3358.43	2350.90	2350.90		
3	3838.20	3838.20	2686.74	2686.74		
4	4317.98	4317.98	3022.58	3022.58		
5	4797.75	4797.75	3358.43	3358.43		
6	5277.53	5277.53	3678.28	3678.28		
7	5757.30	5757.30	4030.11	4030.11		
	<b>JUNIOR HIGH</b>					
		BOYS & GIRLS	BOYS & GIRLS	BOYS &		
		BASKETBALL	BASKETBALL	GIRLS	VOLLEYBALL	
	ATH. DIR.	8th-Gr.	7th-Gr. & 8th Gr.	TRACK	7th Gr. & 8th Gr.	BASEBALL
1	0.035	0.065	0.065	0.05	0.055	0.05
2	0.035	0.07	0.07	0.055	0.06	0.055
3	0.04	0.075	0.075	0.06	0.065	0.06
4	0.04	0.08	0.08	0.065	0.07	0.065
5	0.045	0.09	0.09	0.07	0.075	0.07
6	0.045	0.10	0.10	0.075	0.08	0.075
7	0.075	0.11	0.11	0.09	0.09	0.09
<b>\$ AMOUNT</b>						
1	1119.48	2079.03	2079.03	1599.25	1759.18	1599.25
2	1119.48	2238.95	2238.95	1759.18	1919.10	1759.18
3	1279.40	2398.88	2398.88	1919.10	2079.03	1919.10
4	1279.40	2558.80	2558.80	2079.03	2238.95	2079.03
5	1439.33	2878.65	2878.65	2238.95	2398.88	2238.95
6	1439.33	3198.50	3198.50	2398.88	2558.80	2398.88
7	2398.88	3518.35	3518.35	2878.65	2878.65	2878.65

ROANOKE-BENSON UNIT #60 COACHES SALARY SCHEDULE - 2014/2015						
<b>BASE</b>						
	32305					
<b>HIGH SCHOOL</b>						
	ATH. DIR.	VARSITY	ASSISTANT			
	VARSITY BOYS'	VOLLEYBALL	VOLLEYBALL			
	BASEBALL	SOCCER	SOCCER			
	&	BASKETBALL	BASKETBALL			
YEAR	BASKETBALL	BASEBALL	BASEBALL	GOLF		
1	0.09	0.09	0.063	0.063		
2	0.105	0.105	0.0735	0.0735		
3	0.12	0.12	0.084	0.084		
4	0.135	0.135	0.0945	0.0945		
5	0.15	0.15	0.105	0.105		
6	0.165	0.165	0.115	0.115		
7	0.18	0.18	0.126	0.126		
<b>\$ AMOUNT</b>						
1	2907.45	2907.45	2035.22	2035.22		
2	3392.03	3392.03	2374.42	2374.42		
3	3876.60	3876.60	2713.62	2713.62		
4	4361.18	4361.18	3052.82	3052.82		
5	4845.75	4845.75	3392.03	3392.03		
6	5330.33	5330.33	3715.08	3715.08		
7	5814.90	5814.90	4070.43	4070.43		
<b>JUNIOR HIGH</b>						
		BOYS & GIRLS	BOYS & GIRLS	BOYS &		
		BASKETBALL	BASKETBALL	GIRLS	VOLLEYBALL	
	ATH. DIR.	8th-Gr.	7th-Gr. & 8th Gr.	TRACK	7th Gr. & 8th Gr.	BASEBALL
1	0.035	0.065	0.065	0.05	0.055	0.05
2	0.035	0.07	0.07	0.055	0.06	0.055
3	0.04	0.075	0.075	0.06	0.065	0.06
4	0.04	0.08	0.08	0.065	0.07	0.065
5	0.045	0.09	0.09	0.07	0.075	0.07
6	0.045	0.10	0.10	0.075	0.08	0.075
7	0.075	0.11	0.11	0.09	0.09	0.09
<b>\$ AMOUNT</b>						
1	1130.68	2099.83	2099.83	1615.25	1776.78	1615.25
2	1130.68	2261.35	2261.35	1776.78	1938.30	1776.78
3	1292.20	2422.88	2422.88	1938.30	2099.83	1938.30
4	1292.20	2584.40	2584.40	2099.83	2261.35	2099.83
5	1453.73	2907.45	2907.45	2261.35	2422.88	2261.35
6	1453.73	3230.50	3230.50	2422.88	2584.40	2422.88
7	2422.88	3553.55	3553.55	2907.45	2907.45	2907.45

ROANOKE-BENSON UNIT #60 COACHES SALARY SCHEDULE - 2015/2016

ROANOKE-BENSON UNIT #60 COACHES SALARY SCHEDULE - 2015/2016						
BASE	32708					
<b>HIGH SCHOOL</b>	ATH. DIR.	VARSITY	ASSISTANT			
	VARSIY BOYS' VOLLEYBALL	VOLLEYBALL	VOLLEYBALL			
	BASEBALL	SOCCER	SOCCER			
	&	BASKETBALL	BASKETBALL			
YEAR	BASKETBALL	BASEBALL	BASEBALL	GOLF		
1	0.09	0.09	0.063	0.063		
2	0.105	0.105	0.0735	0.0735		
3	0.12	0.12	0.084	0.084		
4	0.135	0.135	0.0945	0.0945		
5	0.15	0.15	0.105	0.105		
6	0.165	0.165	0.115	0.115		
7	0.18	0.18	0.126	0.126		
<b>\$ AMOUNT</b>						
1	2943.72	2943.72	2060.60	2060.60		
2	3434.34	3434.34	2404.04	2404.04		
3	3924.96	3924.96	2747.47	2747.47		
4	4415.58	4415.58	3090.91	3090.91		
5	4906.20	4906.20	3434.34	3434.34		
6	5396.82	5396.82	3761.42	3761.42		
7	5887.44	5887.44	4121.21	4121.21		
	<b>JUNIOR HIGH</b>					
		BOYS & GIRLS	BOYS & GIRLS	BOYS &		
		BASKETBALL	BASKETBALL	GIRLS	VOLLEYBALL	
	ATH. DIR.	8th-Gr.	7th-Gr. & 8th Gr.	TRACK	7th Gr. & 8th Gr.	BASEBALL
1	0.035	0.065	0.065	0.05	0.055	0.05
2	0.035	0.07	0.07	0.055	0.06	0.055
3	0.04	0.075	0.075	0.06	0.065	0.06
4	0.04	0.08	0.08	0.065	0.07	0.065
5	0.045	0.09	0.09	0.07	0.075	0.07
6	0.045	0.10	0.10	0.075	0.08	0.075
7	0.075	0.11	0.11	0.09	0.09	0.09
<b>\$ AMOUNT</b>						
1	1144.78	2126.02	2126.02	1635.40	1798.94	1635.40
2	1144.78	2289.56	2289.56	1798.94	1962.48	1798.94
3	1308.32	2453.10	2453.10	1962.48	2126.02	1962.48
4	1308.32	2616.64	2616.64	2126.02	2289.56	2126.02
5	1471.86	2943.72	2943.72	2289.56	2453.10	2289.56
6	1471.86	3270.80	3270.80	2453.10	2616.64	2453.10
7	2453.10	3597.88	3597.88	2943.72	2943.72	2943.72

**SPECIAL COMPENSATION SCHEDULE**

**SCHOOL YEARS 2011/12 - 2015/2016**

Teachers assigned duties performed beyond normal load and after school will receive extra pay for these duties as follows:

<b>Category</b>	1st Year	2nd Year	3rd Year	4th Year	5th Year	6th year	7th Year	8th Year	9th Year	10th Year
<b>Factor</b>		0.05	0.10	0.15	0.20	0.25	0.30	0.35	0.40	0.45
<b>GROUP A</b>										
8th Grade - Basketball	500	525	550	575	600	625	650	675	700	725
Beta Club	500	525	550	575	600	625	650	675	700	725
Chess Club	500	525	550	575	600	625	650	675	700	725
Choreographer	500	525	550	575	600	625	650	675	700	725
H.S. Dance Team	500	525	550	575	600	625	650	675	700	725
H.S. Music Accompanist	500	525	550	575	600	625	650	675	700	725
H.S. National Honor Society	500	525	550	575	600	625	650	675	700	725
H.S. Variety Show	500	525	550	575	600	625	650	675	700	725
H.S. Stage Director	500	525	550	575	600	625	650	675	700	725
J.H. Dance Team	500	525	550	575	600	625	650	675	700	725
J. H. Speech Team Assistant	500	525	550	575	600	625	650	675	700	725
<b>GROUP B</b>										
FHA	750	798	825	863	900	938	975	1013	1050	1088
Future Business Leaders	750	798	825	863	900	938	975	1013	1050	1088
Industrial Arts Club	750	798	825	863	900	938	975	1013	1050	1088
J.H. Student Council Assistant	750	798	825	863	900	938	975	1013	1050	1088
Madrigals	750	798	825	863	900	938	975	1013	1050	1088
H.S. Class Sponsor (Fr., So., Sr.)	750									
<b>GROUP C</b>										
H.S. Student Council Assistant	1000	1050	1100	1150	1200	1250	1300	1350	1400	1450
J.H. Cheerleaders	1000	1050	1100	1150	1200	1250	1300	1350	1400	1450
J.H. Scholastic Bowl	1000	1050	1100	1150	1200	1250	1300	1350	1400	1450
J.H. Speech Team	1000	1050	1100	1150	1200	1250	1300	1350	1400	1450
J.H. Student Council	1000	1050	1100	1150	1200	1250	1300	1350	1400	1450
H.S. Musical Director	1000	1050	1100	1150	1200	1250	1300	1350	1400	1450
Choir Director	1000	1050	1100	1150	1200	1250	1300	1350	1400	1450
<b>GROUP D</b>										
Band Director	1500	1575	1650	1725	1800	1875	1950	2025	2100	2175
Captains - H.S.	1500	1575	1650	1725	1800	1875	1950	2025	2100	2175
FFA - School Year	1500	1575	1650	1725	1800	1875	1950	2025	2100	2175
FFA - Summer	1500	1575	1650	1725	1800	1875	1950	2025	2100	2175
H.S. Cheerleaders	1500	1575	1650	1725	1800	1875	1950	2025	2100	2175
H.S. Scholastic Bowl	1500	1575	1650	1725	1800	1875	1950	2025	2100	2175
H.S. Student Council	1500	1575	1650	1725	1800	1875	1950	2025	2100	2175
H.S. Speech	1500	1575	1650	1725	1800	1875	1950	2025	2100	2175
Junior Class Sponsor	1500									
Newspaper	1500	1575	1650	1725	1800	1875	1950	2025	2100	2175
Technology Club	1500	1575	1650	1725	1800	1875	1950	2025	2100	2175
Yearbook	1500	1575	1650	1725	1800	1875	1950	2025	2100	2175
<b>Staff assigned to the extra duties</b>										
Band Director	2250	2363	2475	2588	2700	2813	2925	3038	3150	3263
Salary for all Class Sponsors to be divided evenly between the assigned sponsors										

1. The above payments will not apply when a teacher is assigned less than a normal teaching load or is granted released time to perform the duty during the school day. \$700 will be deducted from the receipts of each play to pay the stage director and choreographer.
2. When teachers substitute for absent teachers they will be paid at a rate of \$15.00 per clock hour.
3. Pay for adult education classes will be established by the Principal and Superintendent.
4. Payment will be made for extra duty of selling tickets and bus chaperones. High School and Junior High School regular scheduled games will be made at \$30.00 per event.
5. Timekeepers and scorers for High School and Junior High School regular scheduled games will be paid \$30.00 per event.
6. Driver Education instructor pay for additional driving should be set as follows:
  - 0 to 10 years of instructor experience.....\$18.00 per hour
  - 10+ years of instructor experience.....\$22.00 per hour

NOTE: The following items will also receive Board Paid TRS (85):

- Items No. 1 Special Compensation Schedule
- Item No. 2 in house substitute
- Items No. 4 and No. 5 are no longer subject to TRS.

Payment for item No. 2 will be made in Dec. and May.  
 Payment for item #6 will be made monthly.