

AGREEMENT BETWEEN THE  
CRAB ORCHARD EDUCATION ASSOCIATION  
AND THE  
CRAB ORCHARD BOARD OF EDUCATION  
UNIT DISTRICT NUMBER 3  
WILLIAMSON COUNTY, ILLINOIS

2017– 2020

## INDEX

		<u>PAGE</u>
ARTICLE I	RECOGNITION	1
ARTICLE II	BOARD AND ASSOCIATION RIGHTS	1
ARTICLE III	NEGOTIATIONS PROCEDURE	3
ARTICLE IV	LEAVES	4
ARTICLE V	ASSIGNMENTS	6
ARTICLE VI	GRIEVANCE	11
ARTICLE VII	INSURANCE	14
ARTICLE VIII	NO STRIKES OR DISRUPTIONS	14
ARTICLE IX	PROFESSIONAL COMPENSATION	15
ARTICLE X	EFFECTS AND DURATION	17
ARTICLE XI	ACCEPTANCE OF AGREEMENT	18
APPENDIX A	SALARY SCHEDULE	1A

## ARTICLE I

### RECOGNITION

#### A. Recognition

1. The Board of Education of Crab Orchard Unit School District No. 3, Williamson County, Illinois, hereinafter referred to as the "Board" recognizes the Crab Orchard Education Association IEA/NEA hereinafter referred to as the "Association" as the sole and exclusive bargaining representative for all regularly employed full and half-time certificated teachers excluding the Superintendent, Assistant Superintendent, Principals, assistant Principals, supervisory, managerial, temporary professionals and confidential employees. The term Teacher when used hereinafter in the Agreement shall refer to all employees represented by the Association in the Bargaining unit as above defined.

## ARTICLE II

### BOARD AND ASSOCIATION RIGHTS

#### A. Board of Education Rights

The Board on its own behalf and on behalf of the electors of the District, hereby retains and reserves unto itself all powers, rights, authority, duties and responsibility conferred upon and vested in it by the statutes and Constitution of the State of Illinois and the United States, along with decisional law by the courts, provided that such rights and responsibilities shall be exercised in conformity with the provisions of the Agreement and the rules and regulations of the Illinois Educational Labor Relations Act and School Code. All powers, rights, authority and responsibilities not included in this Agreement are reserved for the Board.

#### B. Association Rights -- Board Meetings

1. The Board shall place on the agenda of each regular Board meeting items for consideration under "Public Comment" any matters brought to its attention by the Association through the Superintendent.
2. The president of the Association shall be given written notice of all regular and special meetings of the Board together with a copy of the agenda of each meeting at least twenty-four (24) hours prior to the scheduled time of the meeting.
3. Copies of the immediate past meeting shall be placed on the district website under the "COEA" tab for all association members.

#### C. Association Rights -- Information

The Board shall provide to the Association President one copy of the Board's Agenda, approved minutes of regular and special meetings (excluding executive and/or closed sessions), annual budget and annual financial report at no cost to the Association. Said copies may be in electronic form.

#### D. Association Rights -- Use of School Building

The Association shall have the right to use school buildings for Association meetings at times and places not in conflict with the school schedule and in accordance with District procedures. Such use of the building will be scheduled with the Administration. If the meetings require additional or special custodial service, the Association will reimburse the Board for the cost of the same within thirty (30) days of receiving an invoice.

E. Association Rights -- Use of Equipment by Association

The Association shall have the right to use school office equipment when this use will not conflict with the educational or school business activities. The Association agrees to pay for all consumable materials and the prevailing rate to use its photocopy machine.

F. Association Rights -- Communications by the Association

The Association shall have the right to post notices of activities and matters of Association concern on designated bulletin boards, one of which shall be provided in each school building. The Association may use the district mail service and employee mailboxes for communications to teachers, with copies of all general material being given to the Superintendent and to the building Principals at the time of distribution. General materials shall be flier or notices given out to all teachers.

G. Association Rights -- Place of Business

Duly authorized representatives of the Association shall be permitted to transact official Association business on school property as long as it does not conflict with the teacher's job responsibility.

## ARTICLE III

### NEGOTIATIONS PROCEDURE

#### A. Representation

The parties agree that their duly designated representatives shall negotiate in good faith effort with respect to items of this Agreement. Each party shall select its own representatives. Good faith effort is defined as the mutual responsibility of the Association and the Board to deal with each other openly and fairly and endeavor to reach agreement on items being negotiated. It does not imply that either party will agree with, or accept, the other party's proposals, or be compelled to reach agreement of specific topics.

#### B. Commencement of Negotiations

Negotiations shall begin on or about April 1st in the year in which this agreement terminates unless both parties agree to an alternate date.

#### C. Authority

Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, and make counterproposals in the course of negotiations.

#### D. Agreements

During negotiations, agreed upon material shall be prepared for the Board and the Association negotiating teams and initialed prior to the adjournment of the meeting. Secretaries (recorders) for both parties shall keep records until full agreement and ratification is obtained.

#### E. Ratification

When the Association and Board reach tentative agreement on all matters being negotiated, the items will be reduced to writing and shall be submitted to the membership of the association for ratification and then to the Board for official approval.

#### F. Distribution

Upon ratification of the agreement, the Board shall have sufficient copies of the agreement prepared and delivered to the Association for its distribution to each teacher in the District.

## ARTICLE IV

### LEAVES

#### A. Sick Leave

1. At the beginning of each school year, each teacher shall be credited with sixteen (16) days of leave, which if not used may accumulate to 340 days. Sick leave may be used by a teacher for the following:
  - A. Personal illness of the teacher.
  - B. Illness or death in the Immediate Family (Immediate Family is interpreted to mean spouse, children, parents, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, sons-in-law, daughters-in-law, step children, and stepparents).
  - C. Birth, Adoption, or placement for adoption

The Board will notify each teacher of his/her total available sick leave at the beginning of the school year.

2. In the event of absence due to verified injury incurred in the course of the teacher's employment, the teacher shall be entitled to all rights guaranteed under the Illinois Worker's Compensation Act.
3. Teachers shall call at least three (3) substitute teachers on days that they will not be in attendance unless there are extenuating circumstances. If a substitute teacher is secured, the name of that substitute teacher shall be given to the secretary by 7 AM. If a substitute cannot be secured with those three (3) calls and the teacher needs assistance, the names of those called shall be given to the secretary as soon as possible.
4. Teachers shall be required to submit documentation as to the justification for utilizing sick days as opposed to taking personal days if they miss three (3) or more consecutive school days or a total of five (5) days in a calendar month.
5. Upon retirement of a teacher, the District will pay \$20 per each unused sick leave day in excess of days used for TRS service credit.

#### B. Personal Leave

The Board shall grant two (2) days Personal leave per year, without deduction in pay for matters which cannot be attended to during non-school hours or days and for observance of recognized religious holidays. Except in emergencies, notification shall be made two (2) school days in advance of such leave. During the first or last five (5) days of the school term or the days immediately before and after a school holiday, personal leave requests shall be restricted to no more than two (2) teachers. These days shall be on a first come first serve basis for each school year. Association leave or the desire to attend any meeting shall not qualify for this leave. Personal Leave, if not used each year, can accumulate up to seven (7) days. Any unused personal leave days above seven (7) will be added to sick leave.

C. Jury Duty

Any teacher called for jury duty during working hours or who is subpoenaed to testify during working hours in any judicial matter, shall be paid his/her full salary for such time and suffer no loss of benefits or contractual advantage providing daily rates received for such duties shall be reimbursed to the District.

D. Association Leave

Up to three (3) members of the Teachers' Association may attend state conventions or meetings for not more than four (4) school days per year. The teacher will be paid full salary and will suffer no loss of benefits or contractual advantage provided the Association compensates the District for the salary of the substitute teachers. Notification to attend such meetings must be given to the Administration at least two (2) days in advance.

E. Funeral Leave

The Board shall grant one (1) funeral day per year, noncumulative, over and above sick leave and personal leave.

## ARTICLE V

### ASSIGNMENTS

#### A. Teaching Assignments

The Superintendent will make every reasonable attempt to make teaching assignments for the forthcoming year prior to the end of the current school year. Should changes and/or adjustments in assignments be necessary after assignments are made, the Superintendent will discuss with the teachers involved those changes or adjustments before they are made. The final decision-making covering all assignments shall remain with the Administration.

#### B. Non-Teaching Assignments

Teachers shall reserve the right to resign from sponsor and/or coaching positions for extra-curricular activities with the exception of sponsorship of high school classes by written notification to their building principal by March 15. If no one from the existing district certified personnel agrees to assume a sponsor and/or coaching position, the administration reserves the right to temporarily assign such duties with consideration for teacher preference for a period not to exceed one academic year. Cheerleader sponsor position is excluded from the positions that can be assigned by the Board.

#### C. Workday

The teachers in each building will be consulted with via their principal as to the hours and obligations of their positions for the forthcoming school year in May of each year. The building recommendations will be reviewed with the Superintendent by the principals, with the Superintendent making recommendations to the Board as to consistency within the District, and State and Federal requirements or recommendations. The final decision as to the specific hours of each building and the obligations of the teachers shall remain with the Board of Education.

#### D. Calendar

The school year for teachers will consist of 185 days, of which five (5) are emergency days and will not become workdays for teachers if not used as emergency days. Teachers new to the District shall have an obligation of two (2) additional days scheduled by the Administration for the purpose of orientation and related activities. The Association shall have the right to present recommendations to the Superintendent for his/her consideration concerning the school calendar. The final decision on establishing the school calendar shall remain with the Board of Education.

#### E. Reduction in Force (RIF)

##### 1. RIF Committee

A Reduction in Force (RIF) Committee shall be established each year consisting of three (3) COEA members, selected by the COEA President and three (3) members selected by the Board. The RIF Joint Committee shall;

- determine criteria for moving teachers from Group 2 to Group 3,
- establish an alternative definition for Group 4, and
- decide whether to use performance evaluations from outside the district in determining Group placement.

2. Sequence of Honorable Dismissal List

The Board shall, through the Superintendent, in consultation with the Reduction in Force (RIF) Committee each year establish a sequence of honorable dismissal list, categorized by certification and performance evaluations. On or before March 1, teachers shall receive written notification each year indicating their certification(s), group placement and position, two (2) most recent performance evaluations and date of hire. In addition, the RIF Committee shall review the sequence of honorable dismissal list with individual teacher names redacted.

3. Reduction in Force

Whenever the Board deems it necessary to reduce the number of teachers due to a loss of revenue or declining enrollment, the reductions shall be made in accordance with the honorable dismissal list.

4. Recall

Within one (1) calendar year after a reduction in force, any position becoming available shall first be offered to the teachers reduced in the reverse order of the layoff, provided the teacher is certified to hold the position available and legally entitled to recall. Notification of vacancy shall be sent by registered mail to the teacher's address on file. A teacher's failure to respond affirmatively within ten (10) business days after receipt of the Board's notification of vacancy shall result in abrogation of the teacher's right of recall. Teachers on recall may decline an offer for a position that is part-time, without jeopardizing their rights to recall. If a teacher accepts an offer for a position which is part-time and a full-time position is later available, the teacher will be given first offer for such full-time position, if qualified. Reduction to part-time does not constitute a break in service.

F. Vacancies

As soon as possible following the Board's decision to fill a vacancy or create a new position, the Superintendent shall have posted a notice in each teacher workroom and shall email or hand deliver a copy to the Association President. In filling vacancies and new positions within the bargaining unit, the Board accepts the principle of District seniority, as one consideration that will be applied if all other criteria are equal. Such criteria include certification, qualification, merit and ability, and relevant experience. The Board reserves the right to select or employ persons from outside the bargaining unit. Those presently employed who apply for such positions shall be given consideration and afforded an interview. The final decision on filling a vacancy or new position shall remain with the Board.

G. Building Keys

Each teacher shall receive upon request a key to the outside entryway that provides them access to the hallway of their classroom and a key to his/her classroom. Each teacher shall maintain sole possession of his/her outside entryway key. If key possession is not maintained, the teacher's key to the outside entryway may be suspended for the remainder of the school year. The responsible party must make payment for lost keys before a new key is issued.

#### H. Personnel File

Teachers will be given a copy of any material to be placed in his/her personnel file. Teachers will be provided the name of the requesting party as well as copies of any FOIA (Freedom of Information) request and any response at the time the FOIA request is met.

#### I. Lunch

All teachers shall have a duty free lunch period equal to that of the students' lunch period, but no less than forty (40) minutes.

#### J. Labor-Management Meetings

The Association President and Vice-President, or their designee, shall meet each quarter with the Superintendent and Principal or their designee for the purpose of ongoing communication. The participants shall mutually establish the date and time for the quarterly meetings at the start of the school year.

#### K. Payroll

Teachers shall be paid on the 15<sup>th</sup> and 30<sup>th</sup> of the month. When those pay dates fall on a weekend, holiday, or break, the teacher will be paid on the preceding Friday or workday preceding the holiday/break, and the check shall be dated that day.

#### L. Graduation/Promotion

Teachers shall be required to attend graduation or promotion ceremonies for their respective buildings, i.e., elementary teachers for 8<sup>th</sup> grade promotion and high school teachers for high school graduation. Teachers, who for some unforeseen reason will not be able to attend, must notify the principal in advance that they will not be in attendance.

#### M. Evaluation Procedures

1. Teachers will be provided with an evaluation packet each year, including the evaluation tool, a list of those teachers to be evaluated that school year, and the name of the evaluator.
2. The building administrator shall meet with those teachers to be evaluated to set their dates for classroom observation and evaluation.
3. Teachers shall complete the pre-observation sheet and the evaluator and the teacher shall mutually determine a pre-evaluation conference.
4. Following at least one (1) forty-five (45) minute classroom observation, or an observation during a complete lesson, or an observation during an entire class period, the evaluator shall schedule a post-evaluation conference within fifteen (15) school days to present the formal summative evaluation. A copy of the evaluation shall be provided to the teacher at the post-evaluation conference. A teacher's signature on the evaluation form indicates receipt only and not necessarily agreement with the contents.
5. Upon evaluation of certified staff who have not acquired tenure, Administrators shall observe and evaluate each non-tenured teacher a minimum of two (2) times each year. One may be an unannounced observation and evaluation. In addition, if in the evaluation of a non-tenured teacher, the administration feels that there is the need for an additional evaluation, the administration shall be allowed to make an additional observation and evaluation. The results of all evaluations shall be incorporated into one (1) formal summative evaluation per year.
6. Tenured teachers who receive an Excellent or Proficient summative evaluation shall be formally evaluated once every two (2) years.

7. Tenured teachers who receive a formal summative evaluation rating of Needs Improvement shall within thirty (30) school days receive a professional development plan developed in consultation with the teacher. The plan shall be directed to the areas that need improvement and state the supports the Employer will provide. Duration of the plan shall be mutually determined. Teachers who receive a Needs Improvement rating will be formally evaluated the following two (2) school years.
8. Tenured Teachers who receive a formal summative evaluation rating of Unsatisfactory shall within thirty (30) school days participate in the development of a remediation plan. The plan shall be developed in consultation with the teacher and consulting teacher. The remediation plan may span two (2) school years if necessary but no longer than ninety (90) school days. Teachers who receive an Unsatisfactory rating will be formally evaluated the following two (2) school years.

#### N. Fair Share

1. Each bargaining unit member, as a condition of 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 by members of the Association, including local, state, and national dues.
2. In the event that the bargaining unit member does not pay his/her fair share fee directly to the Association by a certain date as established by the Association, the Employer shall deduct the fair share fee from the wages of the non-member.
3. The Employer shall pay such fee to the Association no later than ten (10) days following the deduction.
4. In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
  - (a) 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
  - (b) 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.
5. The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employer's non-negligent compliance with this Article.

It is expressly understood that this hold 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 Employer or the Employer's imperfect execution of the obligations imposed upon it by this Article.

6. The obligation to pay a 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 or a belief sincerely held with the strength of traditional religious

views, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire 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 Regulation of the Illinois Educational Labor Relations Board.

## ARTICLE VI

### GRIEVANCE PROCEDURE

#### A. Definition

##### 1. Grievance

Grievance shall be defined as any claim by a teacher or the Association that there has been an alleged violation, misinterpretation, or misapplication of the terms of this agreement.

The Association may use the Grievance Procedure for Association related matters.

##### 2. Days

Days shall be defined as school days, except that when an alleged grievance is submitted fewer than ten (10) days before the close of the school year, or during the months when school is not in session, time limits shall consist of business days.

#### B. Right to Representation

An Association representative may be present if requested by the aggrieved at any meeting, hearing, or appeal of other proceeding relating to a grievance. Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with his/her supervisor and having the grievance adjusted. If an Association representative is not present at the meeting, the Association President shall be informed in writing of the outcome.

#### C. Procedure

The parties hereto acknowledge that it is usually most desirable for a teacher and his immediately involved supervisor to resolve problems through free and informal communications. If, however, such informal processes fail to satisfy the grievant, a grievance may be processed as follows:

##### 1. Initiation

An alleged grievance must be filed in writing within twenty (20) days of the occurrence of the event which initiated the grievance. Failure to file within the time limits prescribed herein constitutes a waiver of the right to file in the future for that particular occurrence. The written grievance shall state the clause or clauses of the contract allegedly violated and the proposed remedy requested.

##### 2. Step One

The Grievant shall present the alleged grievance in writing to the building principal who will arrange for a meeting to take place within ten (10) days after receipt of the grievance. The Principal shall provide the grievant with a written answer to the grievance, including the reasons for the decision, within ten (10) days of the meeting, with a copy sent to the Association President.

##### 3. Step Two

If the alleged grievance is not resolved in Step One, then the Grievant may appeal the grievance to the Superintendent within ten (10) days of receipt of Step One decision. The Superintendent shall arrange for a meeting with the grievant to take place within ten (10) days of his/her receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop facts

pertinent to the grievance. Upon conclusion of the meeting the Superintendent shall have ten (10) days in which to provide his written decision to the grievant, including the reasons for the decision, with a copy sent to the Association President.

4. Step Three

If the alleged grievance is not resolved at Step Two, the Association may appeal the grievance to the Board within ten (10) days of the Step Two decision. The President of the Board shall arrange for a hearing to take place with the grievant and the Association within twenty (20) days of receiving the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary to develop the pertinent facts to the grievance. Upon conclusion of the hearing, the President of the Board shall have fifteen (15) days in which to provide a written decision, including the reasons for the decision, to the grievant, with a copy sent to the Association President.

5. Step Four

If the alleged grievance is not resolved at Step Three, the Association may submit the grievance to binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator. If the demand for arbitration is not filed within twenty (20) days of the Step Three decision, then the grievance shall be deemed withdrawn.

- a. Each party shall bear the full costs for its representation in the arbitration. The cost of the arbitrator and the AAA shall be divided equally between the parties.
- b. If either party requests a transcript of the proceedings, that party shall bear full costs for the transcript. If the arbitrator requests a copy of the transcript, the cost shall be divided equally between the parties.
- c. Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator, which had not previously been disclosed to the other party during the previous steps.
- d. The arbitrator shall have no power to nullify, or alter the terms of the Agreement. The arbitrator's authority shall be limited to deciding only the grievance filed at the Step One level. The arbitrator's decision must be based only upon an interpretation of the express relevant language of this agreement. The arbitrator shall have no authority to interfere with exclusive Board and/or Association rights as covered in Article II.
- e. Either party may make public the findings of the arbitrator.

D. Other Conditions

1. Bypass to Superintendent

If the grievant and the Superintendent agree, Step One of the grievance procedure may be bypassed and the grievance brought directly to Step Two.

2. Class Grievance  
Class grievances involving two or more teachers or two or more supervisors and grievances involving an administrator above the building level may be initially filed by the grievant at Step Two.
3. Grievant and Association Cooperation  
The grievant and Association shall not interrupt the instructional and regular duties of the teachers within the District in the investigation of any alleged grievance.
4. Released Time/Steps One and Two  
Should attendance at a grievance hearing require that a teacher or an Association representative be released from his regular assignment, he shall be released without loss of pay or benefits.
5. Timeliness by Grievant  
Failure of any grievant to act on a grievance within the prescribed time limits will act as a bar to any further appeal.
6. Extension of Time Limits  
Upon mutual written agreement, an extension of time limits up to ten (10) days will be granted.
7. No Reprisals by Board or Association  
No reprisals of any kind shall be taken by the Board or Administration and/or the Association against any teacher because of his/her participation or lack of participation in grievance.
8. Hearing at Steps Three and Four  
All such hearings shall be on non-school time such as evenings and/or Saturdays unless the involved parties mutually agree to schedule a hearing at another time convenient to all parties.
9. Exclusion of Remedies  
The Association agrees to strongly urge its members to make full use of the Grievance Procedure on matters concerning items in this agreement before seeking relief from higher agencies or courts.

## ARTICLE VII

### INSURANCE

#### A. Health Insurance

The Board will provide an insurance carrier and will pay 65/35 of the premium for individual, one plus one, and family, which is additional to life insurance premium, if any. If during the term of this contract, the premium is increased by the insurance carrier, the Board and the insured agree to share 65/35 in the increased premium cost.

#### B. Carrier

The coverage and provider shall be determined annually by mutual agreement between the Board and a committee from the Association. If mutual agreement cannot be reached by the renewal date, the current coverage will be left in effect. The Board shall determine the provider. The provider will be Southern Illinois Health and Wellness Insurance Trust for the duration of the agreement, unless the Trust dissolves during the terms of the agreement.

#### C. Retired Teachers Health Insurance

The 0.88 percent for the retired teachers' health insurance will be a Board Paid Benefit.

## ARTICLE VIII

### NO STRIKES AND DISRUPTIONS

#### A. Strikes and Disruptions

During the term of this Agreement and any mutually agreed upon extension thereof, no employee covered by this Agreement, nor the Association, nor any person acting on behalf of the Association shall engage in, authorize, or instigate a strike, slowdown, or picketing on school property.

## ARTICLE IX

### PROFESSIONAL COMPENSATION

#### A. Salary

All salaries will be paid pursuant to appendix "A" . . . . which will be attached to and incorporated into this agreement.

#### B. District Retirement Incentive

Eligible teachers may choose Option A or Option B.

#### Option A

##### Eligibility:

Teachers are eligible for Option A if they:

- Rendered at least twenty (20) years or more of service to the District
- Are eligible for retirement as defined by the Illinois Teacher Retirement System (TRS)
- Will not utilize TRS Early Retirement Option (ERO)

##### Notice:

Teachers must provide a written, irrevocable notice of intent to retire to the Board no later than June 30th prior to the initial year of participation in the District Retirement Incentive Option A. Notice may be given up to four (4) years prior to retirement.

The teacher may only rescind the notice of intent to retire if approved by the Board and the teacher agrees to reimburse the District all additional monies received from participation in the District Retirement Incentive Option A.

#### Benefits - Option A:

Upon receipt of notice of intent to retire, a "benefit amount" of \$5000.00 will be paid to the teacher according to the following:

For each school year between the time the notice of retirement is given and the date of retirement,

- the teacher will receive his/her regularly scheduled increases in TRS creditable earnings i.e. salary schedule movement, plus that portion of the "benefit amount" needed to result in an increase of 6% of the previous year's creditable earnings;
- the portion paid that is above his/her regularly scheduled increases shall be deducted from the \$5000.00 "benefit amount";
- following retirement, any remaining portion of the \$5000.00 benefit amount shall be paid as one lump sum following the last day of employment and receipt of the final payroll check. Such post-retirement payment shall not be considered TRS creditable earnings.

## Option B

### Eligibility:

Teachers are eligible for Option B if they have:

- Rendered at least twenty-five (25) years or more of service to the District
- Are eligible for retirement as defined by the Illinois Teacher Retirement System (TRS)
- Will not utilize TRS Early Retirement Option (ERO)

### Notice:

Teachers must provide a written, irrevocable notice of intent to retire no later than June 30th prior to the initial year of participation in the District Retirement Incentive Option B. Notice may be given up to four (4) years prior to retirement.

The teacher may only rescind the notice of intent to retire if approved by the Board and the teacher agrees to reimburse the District all additional monies received from participation in the District Retirement Incentive Option B.

## Benefits - Option B

Upon receipt of notice of intent to retire, a "benefit amount" shall be determined as twenty percent of the teacher's creditable earnings when the notice of intent to retire is given. The "benefit amount" will be paid to the teacher according to the following:

For each school year between the time the notice of retirement is given and the date of retirement,

- the teacher will receive his/her regularly scheduled increases in TRS creditable earnings i.e. salary schedule movement, plus that portion of the "benefit amount" needed to result in an increase of 6% of the previous year's creditable earnings;
- the portion paid that is above his/her regularly scheduled increases shall be deducted from the "benefit amount";
- following retirement, any remaining portion of the benefit amount shall be paid as one lump sum following the last day of employment and receipt of the final payroll check. Such post-retirement payment shall not be considered TRS creditable earnings.

### C. Board Paid Retirement

The Board agrees to pay 10.3753 per cent of the employee's salary to the Illinois Teacher Retirement System as described by the rules and regulation of the Illinois Downstate Teacher Retirement System and the laws of the State of Illinois. In the event there is an increase in the required contribution to the Illinois Teacher Retirement System during the duration of this contract, the parties mutually agree to reopen Article IX, C. and bargain the increase. If bargaining has not concluded (ratification by both parties) within one hundred twenty (120) calendar days from the initial bargaining session, the Collective Bargaining Agreement shall be declared expired as of that date.

- D. Upon receipt of an official transcript, the employer shall reimburse each employee \$300 per calendar year for classes pertaining to his/her teaching field or work on an advance degree. Classes must be taken from an accredited institution. Teachers utilizing tuition waivers shall

not be eligible to receive this reimbursement.

- E. Mileage Reimbursement - Mileage reimbursement for employees shall be at the IRS rate.

## ARTICLE X

### EFFECT AND DURATION OF AGREEMENT

- A. Period Covered-Terms of Agreement

This agreement shall be in effect on the first teacher employment day of 2017-2018 school year and shall continue in full force and effect until June 30, 2020.

- B. Changes

The Terms and conditions of this Agreement may be changed only by mutual consent of the parties in a ratified written amendment.

- C. Previous Agreements

It is agreed that this Agreement contains the full and complete content between the Board and the Association on all bargainable issues. All prior agreements, including any written and/or verbal commitments, on any issue covered by this Agreement are void and of no force and effect.

- D. Negotiations

Negotiations covering a future agreement shall commence on or about April 1, 2020.

ARTICLE XI

ACCEPTANCE OF AGREEMENT

- A. The Agreement shall be effective on the first teacher employment of the school term and shall expire subject to the terms of this Agreement on June 30, 2020.
- B. This Agreement is signed this 11<sup>th</sup> day of September, 2017.

IN WITNESS THEREOF:

For Crab Orchard Education  
Association, IEA-NEA

For the Board of Education  
Crab Orchard CUSD No. 3

\_\_\_\_\_  
President

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Secretary

\_\_\_\_\_  
Negotiation Chairperson

\_\_\_\_\_  
Negotiation Chairperson

Appendix A  
2017-2018

Salary Schedule

EXP	BA	BPR	BA+16	BPR	MA	BPR	MA+16	BPR	MA+32	BPR
0	\$34,543.44	\$3,445.81	\$35,503.66	\$3,541.60	\$36,463.88	\$3,637.38	\$37,424.10	\$3,733.17	\$38,384.32	\$3,828.95
1	\$35,255.61	\$3,516.85	\$36,215.83	\$3,612.64	\$37,288.06	\$3,719.60	\$38,248.28	\$3,815.38	\$39,208.50	\$3,911.17
2	\$35,967.78	\$3,587.89	\$36,928.00	\$3,683.68	\$38,112.24	\$3,801.81	\$39,072.46	\$3,897.60	\$40,032.68	\$3,993.38
3	\$36,679.95	\$3,658.94	\$37,640.17	\$3,754.72	\$38,936.42	\$3,884.03	\$39,896.64	\$3,979.81	\$40,856.86	\$4,075.59
4	\$37,392.12	\$3,729.98	\$38,352.34	\$3,825.76	\$39,760.60	\$3,966.24	\$40,720.82	\$4,062.02	\$41,681.04	\$4,157.81
5	\$38,104.29	\$3,801.02	\$39,064.51	\$3,896.80	\$40,584.78	\$4,048.45	\$41,545.00	\$4,144.24	\$42,505.22	\$4,240.02
6	\$38,816.46	\$3,872.06	\$39,776.68	\$3,967.84	\$41,408.96	\$4,130.67	\$42,369.18	\$4,226.45	\$43,329.40	\$4,322.24
7	\$39,528.63	\$3,943.10	\$40,488.85	\$4,038.88	\$42,233.14	\$4,212.88	\$43,193.36	\$4,308.67	\$44,153.58	\$4,404.45
8	\$40,240.80	\$4,014.14	\$41,201.02	\$4,109.93	\$43,057.32	\$4,295.10	\$44,017.54	\$4,390.88	\$44,977.76	\$4,486.67
9	\$40,952.97	\$4,085.18	\$41,913.19	\$4,180.97	\$43,881.50	\$4,377.31	\$44,841.72	\$4,473.10	\$45,801.94	\$4,568.88
10	\$41,665.14	\$4,156.22	\$42,625.36	\$4,252.01	\$44,705.68	\$4,459.53	\$45,665.90	\$4,555.31	\$46,626.12	\$4,651.10
11	\$42,377.31	\$4,227.26	\$43,337.53	\$4,323.05	\$45,529.86	\$4,541.74	\$46,490.08	\$4,637.53	\$47,450.30	\$4,733.31
12	\$43,089.48	\$4,298.31	\$44,049.70	\$4,394.09	\$46,354.04	\$4,623.95	\$47,314.26	\$4,719.74	\$48,274.48	\$4,815.52
13	\$43,801.65	\$4,369.35	\$44,761.87	\$4,465.13	\$47,178.22	\$4,706.17	\$48,138.44	\$4,801.95	\$49,098.66	\$4,897.74
14	\$44,513.82	\$4,440.39	\$45,474.04	\$4,536.17	\$48,002.40	\$4,788.38	\$48,962.62	\$4,884.17	\$49,922.84	\$4,979.95
15	\$45,225.99	\$4,511.43	\$46,186.21	\$4,607.21	\$48,826.58	\$4,870.60	\$49,786.80	\$4,966.38	\$50,747.02	\$5,062.17
16	\$45,938.16	\$4,582.47	\$46,898.38	\$4,678.25	\$49,650.76	\$4,952.81	\$50,610.98	\$5,048.60	\$51,571.20	\$5,144.38
17	\$46,650.33	\$4,653.51	\$47,610.55	\$4,749.30	\$50,474.94	\$5,035.03	\$51,435.16	\$5,130.81	\$52,395.38	\$5,226.60
18	\$47,362.50	\$4,724.55	\$48,322.72	\$4,820.34	\$51,299.12	\$5,117.24	\$52,259.34	\$5,213.03	\$53,219.56	\$5,308.81
19	\$48,074.67	\$4,795.59	\$49,034.89	\$4,891.38	\$52,123.30	\$5,199.46	\$53,083.52	\$5,295.24	\$54,043.74	\$5,391.03
20	\$48,786.84	\$4,866.63	\$49,747.06	\$4,962.42	\$52,947.48	\$5,281.67	\$53,907.70	\$5,377.46	\$54,867.92	\$5,473.24
21	\$49,499.01	\$4,937.68	\$50,459.23	\$5,033.46	\$53,771.66	\$5,363.88	\$54,731.88	\$5,459.67	\$55,692.10	\$5,555.45
22	\$50,211.18	\$5,008.72	\$51,171.40	\$5,104.50	\$54,595.84	\$5,446.10	\$55,556.06	\$5,541.88	\$56,516.28	\$5,637.67
23	\$50,923.35	\$5,079.76	\$51,883.57	\$5,175.54	\$55,420.02	\$5,528.31	\$56,380.24	\$5,624.10	\$57,340.46	\$5,719.88
24	\$51,635.52	\$5,150.80	\$52,595.74	\$5,246.58	\$56,244.20	\$5,610.53	\$57,204.42	\$5,706.31	\$58,164.64	\$5,802.10
25	\$52,347.69	\$5,221.84	\$53,307.91	\$5,317.62	\$57,068.38	\$5,692.74	\$58,028.60	\$5,788.53	\$58,988.82	\$5,884.31
26	\$53,059.86	\$5,292.88	\$54,020.08	\$5,388.67	\$57,892.56	\$5,774.96	\$58,852.78	\$5,870.74	\$59,813.00	\$5,966.53
27	\$53,772.03	\$5,363.92	\$54,732.25	\$5,459.71	\$58,716.74	\$5,857.17	\$59,676.96	\$5,952.96	\$60,637.18	\$6,048.74
28	\$54,484.20	\$5,434.96	\$55,444.42	\$5,530.75	\$59,540.92	\$5,939.39	\$60,501.14	\$6,035.17	\$61,461.36	\$6,130.96
29	\$55,196.37	\$5,506.00	\$56,156.59	\$5,601.79	\$60,365.10	\$6,021.60	\$61,325.32	\$6,117.39	\$62,285.54	\$6,213.17
30	\$55,908.54	\$5,577.05	\$56,868.76	\$5,672.83	\$61,189.28	\$6,103.81	\$62,149.50	\$6,199.60	\$63,109.72	\$6,295.38
31	\$56,620.71	\$5,648.09	\$57,580.93	\$5,743.87	\$62,013.46	\$6,186.03	\$62,973.68	\$6,281.81	\$63,933.90	\$6,377.60
32	\$57,332.88	\$5,719.13	\$58,293.10	\$5,814.91	\$62,837.64	\$6,268.24	\$63,797.86	\$6,364.03	\$64,758.08	\$6,459.81
33	\$58,045.05	\$5,790.17	\$59,005.27	\$5,885.95	\$63,661.82	\$6,350.46	\$64,622.04	\$6,446.24	\$65,582.26	\$6,542.03
34	\$58,757.22	\$5,861.21	\$59,717.44	\$5,956.99	\$64,486.00	\$6,432.67	\$65,446.22	\$6,528.46	\$66,406.44	\$6,624.24

BPR % 0.099753

STEP INCREASE PER YEAR BY ED LEVEL

AMOUNT OF DIFFERENCE BY ED LEVEL

BA DEGREE	\$712.17	MA DEG	\$824.18
BA+16	\$712.17	MA+16	\$824.18
		MA+32	\$824.18

BA TO BA+16	\$960.22
BA+16 TO MA	\$960.22
MA TO MA+16	\$960.22
MA+16 TO MA+32	\$960.22

Salary Schedule

2018-2019

YRS

EXP	BA	BPR	BA+16	BPR	MA	BPR	MA+16	BPR	MA+32	BPR
0	\$35,061.59	\$3,497.50	\$36,036.21	\$3,594.72	\$37,010.83	\$3,691.94	\$37,985.45	\$3,789.16	\$38,960.07	\$3,886.38
1	\$35,784.44	\$3,569.61	\$36,759.06	\$3,666.83	\$37,847.37	\$3,775.39	\$38,821.99	\$3,872.61	\$39,796.61	\$3,969.83
2	\$36,507.29	\$3,641.71	\$37,481.91	\$3,738.93	\$38,683.91	\$3,858.84	\$39,658.53	\$3,956.06	\$40,633.15	\$4,053.28
3	\$37,230.14	\$3,713.82	\$38,204.76	\$3,811.04	\$39,520.45	\$3,942.28	\$40,495.07	\$4,039.50	\$41,469.69	\$4,136.73
4	\$37,952.99	\$3,785.92	\$38,927.61	\$3,883.15	\$40,356.99	\$4,025.73	\$41,331.61	\$4,122.95	\$42,306.23	\$4,220.17
5	\$38,675.84	\$3,858.03	\$39,650.46	\$3,955.25	\$41,193.53	\$4,109.18	\$42,168.15	\$4,206.40	\$43,142.77	\$4,303.62
6	\$39,398.69	\$3,930.14	\$40,373.31	\$4,027.36	\$42,030.07	\$4,192.63	\$43,004.69	\$4,289.85	\$43,979.31	\$4,387.07
7	\$40,121.54	\$4,002.24	\$41,096.16	\$4,099.47	\$42,866.61	\$4,276.07	\$43,841.23	\$4,373.29	\$44,815.85	\$4,470.52
8	\$40,844.39	\$4,074.35	\$41,819.01	\$4,171.57	\$43,703.15	\$4,359.52	\$44,677.77	\$4,456.74	\$45,652.39	\$4,553.96
9	\$41,567.24	\$4,146.46	\$42,541.86	\$4,243.68	\$44,539.69	\$4,442.97	\$45,514.31	\$4,540.19	\$46,488.93	\$4,637.41
10	\$42,290.09	\$4,218.56	\$43,264.71	\$4,315.78	\$45,376.23	\$4,526.42	\$46,350.85	\$4,623.64	\$47,325.47	\$4,720.86
11	\$43,012.94	\$4,290.67	\$43,987.56	\$4,387.89	\$46,212.77	\$4,609.86	\$47,187.39	\$4,707.08	\$48,162.01	\$4,804.31
12	\$43,735.79	\$4,362.78	\$44,710.41	\$4,460.00	\$47,049.31	\$4,693.31	\$48,023.93	\$4,790.53	\$48,998.55	\$4,887.75
13	\$44,458.64	\$4,434.88	\$45,433.26	\$4,532.10	\$47,885.85	\$4,776.76	\$48,860.47	\$4,873.98	\$49,835.09	\$4,971.20
14	\$45,181.49	\$4,506.99	\$46,156.11	\$4,604.21	\$48,722.39	\$4,860.20	\$49,697.01	\$4,957.43	\$50,671.63	\$5,054.65
15	\$45,904.34	\$4,579.10	\$46,878.96	\$4,676.32	\$49,558.93	\$4,943.65	\$50,533.55	\$5,040.87	\$51,508.17	\$5,138.09
16	\$46,627.19	\$4,651.20	\$47,601.81	\$4,748.42	\$50,395.47	\$5,027.10	\$51,370.09	\$5,124.32	\$52,344.71	\$5,221.54
17	\$47,350.04	\$4,723.31	\$48,324.66	\$4,820.53	\$51,232.01	\$5,110.55	\$52,206.63	\$5,207.77	\$53,181.25	\$5,304.99
18	\$48,072.89	\$4,795.42	\$49,047.51	\$4,892.64	\$52,068.55	\$5,193.99	\$53,043.17	\$5,291.22	\$54,017.79	\$5,388.44
19	\$48,795.74	\$4,867.52	\$49,770.36	\$4,964.74	\$52,905.09	\$5,277.44	\$53,879.71	\$5,374.66	\$54,854.33	\$5,471.88
20	\$49,518.59	\$4,939.63	\$50,493.21	\$5,036.85	\$53,741.63	\$5,360.89	\$54,716.25	\$5,458.11	\$55,690.87	\$5,555.33
21	\$50,241.44	\$5,011.73	\$51,216.06	\$5,108.96	\$54,578.17	\$5,444.34	\$55,552.79	\$5,541.56	\$56,527.41	\$5,638.78
22	\$50,964.29	\$5,083.84	\$51,938.91	\$5,181.06	\$55,414.71	\$5,527.78	\$56,389.33	\$5,625.00	\$57,363.95	\$5,722.23
23	\$51,687.14	\$5,155.95	\$52,661.76	\$5,253.17	\$56,251.25	\$5,611.23	\$57,225.87	\$5,708.45	\$58,200.49	\$5,805.67
24	\$52,409.99	\$5,228.05	\$53,384.61	\$5,325.28	\$57,087.79	\$5,694.68	\$58,062.41	\$5,791.90	\$59,037.03	\$5,889.12
25	\$53,132.84	\$5,300.16	\$54,107.46	\$5,397.38	\$57,924.33	\$5,778.13	\$58,898.95	\$5,875.35	\$59,873.57	\$5,972.57
26	\$53,855.69	\$5,372.27	\$54,830.31	\$5,469.49	\$58,760.87	\$5,861.57	\$59,735.49	\$5,958.79	\$60,710.11	\$6,056.02
27	\$54,578.54	\$5,444.37	\$55,553.16	\$5,541.59	\$59,597.41	\$5,945.02	\$60,572.03	\$6,042.24	\$61,546.65	\$6,139.46
28	\$55,301.39	\$5,516.48	\$56,276.01	\$5,613.70	\$60,433.95	\$6,028.47	\$61,408.57	\$6,125.69	\$62,383.19	\$6,222.91
29	\$56,024.24	\$5,588.59	\$56,998.86	\$5,685.81	\$61,270.49	\$6,111.92	\$62,245.11	\$6,209.14	\$63,219.73	\$6,306.36
30	\$56,747.09	\$5,660.69	\$57,721.71	\$5,757.91	\$62,107.03	\$6,195.36	\$63,081.65	\$6,292.58	\$64,056.27	\$6,389.81
31	\$57,469.94	\$5,732.80	\$58,444.56	\$5,830.02	\$62,943.57	\$6,278.81	\$63,918.19	\$6,376.03	\$64,892.81	\$6,473.25
32	\$58,192.79	\$5,804.91	\$59,167.41	\$5,902.13	\$63,780.11	\$6,362.26	\$64,754.73	\$6,459.48	\$65,729.35	\$6,556.70
33	\$58,915.64	\$5,877.01	\$59,890.26	\$5,974.23	\$64,616.65	\$6,445.70	\$65,591.27	\$6,542.93	\$66,565.89	\$6,640.15
34	\$59,638.49	\$5,949.12	\$60,613.11	\$6,046.34	\$65,453.19	\$6,529.15	\$66,427.81	\$6,626.37	\$67,402.43	\$6,723.59

BPR % 0.099753

STEP INCREASE PER YEAR BY ED LEVEL

AMOUNT OF DIFFERENCE BY ED LEVEL

BA DEGREE	\$722.85	MA DEG	\$836.54
BA+16	\$722.85	MA+16	\$836.54
		MA+32	\$836.54

BA TO BA+16	\$974.62
BA+16 TO MA	\$974.62
MA TO MA+16	\$974.62
MA+16 TO MA+32	\$974.62

Appendix A  
2019-2020

Salary Schedule

YRS EXP	BA	BPR	BA+16	BPR	MA	BPR	MA+16	BPR	MA+32	BPR
0	\$35,938.13	\$3,584.94	\$36,937.12	\$3,684.59	\$37,936.11	\$3,784.24	\$38,935.10	\$3,883.89	\$39,934.09	\$3,983.55
1	\$36,679.05	\$3,658.85	\$37,678.04	\$3,758.50	\$38,793.56	\$3,869.77	\$39,792.55	\$3,969.43	\$40,791.54	\$4,069.08
2	\$37,419.97	\$3,732.75	\$38,418.96	\$3,832.41	\$39,651.01	\$3,955.31	\$40,650.00	\$4,054.96	\$41,648.99	\$4,154.61
3	\$38,160.89	\$3,806.66	\$39,159.88	\$3,906.32	\$40,508.46	\$4,040.84	\$41,507.45	\$4,140.49	\$42,506.44	\$4,240.14
4	\$38,901.81	\$3,880.57	\$39,900.80	\$3,980.22	\$41,365.91	\$4,126.37	\$42,364.90	\$4,226.03	\$43,363.89	\$4,325.68
5	\$39,642.73	\$3,954.48	\$40,641.72	\$4,054.13	\$42,223.36	\$4,211.91	\$43,222.35	\$4,311.56	\$44,221.34	\$4,411.21
6	\$40,383.65	\$4,028.39	\$41,382.64	\$4,128.04	\$43,080.81	\$4,297.44	\$44,079.80	\$4,397.09	\$45,078.79	\$4,496.74
7	\$41,124.57	\$4,102.30	\$42,123.56	\$4,201.95	\$43,938.26	\$4,382.97	\$44,937.25	\$4,482.63	\$45,936.24	\$4,582.28
8	\$41,865.49	\$4,176.21	\$42,864.48	\$4,275.86	\$44,795.71	\$4,468.51	\$45,794.70	\$4,568.16	\$46,793.69	\$4,667.81
9	\$42,606.41	\$4,250.12	\$43,605.40	\$4,349.77	\$45,653.16	\$4,554.04	\$46,652.15	\$4,653.69	\$47,651.14	\$4,753.34
10	\$43,347.33	\$4,324.03	\$44,346.32	\$4,423.68	\$46,510.61	\$4,639.57	\$47,509.60	\$4,739.23	\$48,508.59	\$4,838.88
11	\$44,088.25	\$4,397.94	\$45,087.24	\$4,497.59	\$47,368.06	\$4,725.11	\$48,367.05	\$4,824.76	\$49,366.04	\$4,924.41
12	\$44,829.17	\$4,471.84	\$45,828.16	\$4,571.50	\$48,225.51	\$4,810.64	\$49,224.50	\$4,910.29	\$50,223.49	\$5,009.94
13	\$45,570.09	\$4,545.75	\$46,569.08	\$4,645.41	\$49,082.96	\$4,896.17	\$50,081.95	\$4,995.82	\$51,080.94	\$5,095.48
14	\$46,311.01	\$4,619.66	\$47,310.00	\$4,719.31	\$49,940.41	\$4,981.71	\$50,939.40	\$5,081.36	\$51,938.39	\$5,181.01
15	\$47,051.93	\$4,693.57	\$48,050.92	\$4,793.22	\$50,797.86	\$5,067.24	\$51,796.85	\$5,166.89	\$52,795.84	\$5,266.54
16	\$47,792.85	\$4,767.48	\$48,791.84	\$4,867.13	\$51,655.31	\$5,152.77	\$52,654.30	\$5,252.42	\$53,653.29	\$5,352.08
17	\$48,533.77	\$4,841.39	\$49,532.76	\$4,941.04	\$52,512.76	\$5,238.31	\$53,511.75	\$5,337.96	\$54,510.74	\$5,437.61
18	\$49,274.69	\$4,915.30	\$50,273.68	\$5,014.95	\$53,370.21	\$5,323.84	\$54,369.20	\$5,423.49	\$55,368.19	\$5,523.14
19	\$50,015.61	\$4,989.21	\$51,014.60	\$5,088.86	\$54,227.66	\$5,409.37	\$55,226.65	\$5,509.02	\$56,225.64	\$5,608.68
20	\$50,756.53	\$5,063.12	\$51,755.52	\$5,162.77	\$55,085.11	\$5,494.90	\$56,084.10	\$5,594.56	\$57,083.09	\$5,694.21
21	\$51,497.45	\$5,137.03	\$52,496.44	\$5,236.68	\$55,942.56	\$5,580.44	\$56,941.55	\$5,680.09	\$57,940.54	\$5,779.74
22	\$52,238.37	\$5,210.93	\$53,237.36	\$5,310.59	\$56,800.01	\$5,665.97	\$57,799.00	\$5,765.62	\$58,797.99	\$5,865.28
23	\$52,979.29	\$5,284.84	\$53,978.28	\$5,384.50	\$57,657.46	\$5,751.50	\$58,656.45	\$5,851.16	\$59,655.44	\$5,950.81
24	\$53,720.21	\$5,358.75	\$54,719.20	\$5,458.40	\$58,514.91	\$5,837.04	\$59,513.90	\$5,936.69	\$60,512.89	\$6,036.34
25	\$54,461.13	\$5,432.66	\$55,460.12	\$5,532.31	\$59,372.36	\$5,922.57	\$60,371.35	\$6,022.22	\$61,370.34	\$6,121.88
26	\$55,202.05	\$5,506.57	\$56,201.04	\$5,606.22	\$60,229.81	\$6,008.10	\$61,228.80	\$6,107.76	\$62,227.79	\$6,207.41
27	\$55,942.97	\$5,580.48	\$56,941.96	\$5,680.13	\$61,087.26	\$6,093.64	\$62,086.25	\$6,193.29	\$63,085.24	\$6,292.94
28	\$56,683.89	\$5,654.39	\$57,682.88	\$5,754.04	\$61,944.71	\$6,179.17	\$62,943.70	\$6,278.82	\$63,942.69	\$6,378.48
29	\$57,424.81	\$5,728.30	\$58,423.80	\$5,827.95	\$62,802.16	\$6,264.70	\$63,801.15	\$6,364.36	\$64,800.14	\$6,464.01
30	\$58,165.73	\$5,802.21	\$59,164.72	\$5,901.86	\$63,659.61	\$6,350.24	\$64,658.60	\$6,449.89	\$65,657.59	\$6,549.54
31	\$58,906.65	\$5,876.12	\$59,905.64	\$5,975.77	\$64,517.06	\$6,435.77	\$65,516.05	\$6,535.42	\$66,515.04	\$6,635.07
32	\$59,647.57	\$5,950.02	\$60,646.56	\$6,049.68	\$65,374.51	\$6,521.30	\$66,373.50	\$6,620.96	\$67,372.49	\$6,720.61
33	\$60,388.49	\$6,023.93	\$61,387.48	\$6,123.59	\$66,231.96	\$6,606.84	\$67,230.95	\$6,706.49	\$68,229.94	\$6,806.14
34	\$61,129.41	\$6,097.84	\$62,128.40	\$6,197.49	\$67,089.41	\$6,692.37	\$68,088.40	\$6,792.02	\$69,087.39	\$6,891.67

BPR % 0.099753

STEP INCREASE PER YEAR BY ED LEVEL

AMOUNT OF DIFFERENCE BY ED LEVEL

BA DEGREE	\$740.92	MA DEG	\$857.45
BA+16	\$740.92	MA+16	\$857.45
		MA+32	\$857.45

BA TO BA+16	\$998.99
BA+16 TO MA	\$998.99
MA TO MA+16	\$998.99
MA+16 TO MA+32	\$998.99

THIS PAGE LEFT INTENTIONALLY BLANK

