

**ARTICLE 1
PREAMBLE**

This Agreement is made and entered by and between the Board of Education of Wilmington District 209-U, Will County, Illinois, hereinafter referred to as the "Board" and the Wilmington Council, American Federation of Teachers - Local 604, AFT-IFT, AFL-CIO, hereinafter referred to as the "Union."

**ARTICLE 2
RECOGNITION AND SCOPE**

The Board of Education of 209-U, Wilmington, Will County, Illinois, hereby recognizes the Wilmington Council, AFT Local 604, AFT-IFT, AFL-CIO as the sole and exclusive bargaining agent with respect to wages, hours, and terms and conditions of employment for all full-time and part-time regularly employed certificated personnel, except the superintendent, building principals, district media services supervisor, assistant principals, curriculum director, teacher aides, paraprofessionals, substitutes, confidential employees, business manager, technology directors, non-certificated nurses, and any other personnel involved in teacher evaluation other than consulting teachers selected pursuant to Section 24A of the School Code.

Certificated personnel are defined as teachers, certificated school nurse(s), librarian(s), school counselor(s), and vocational coordinator(s), hereinafter referred to as "Teachers."

The wages, hours and terms and condition of employment for part-time teachers shall be bargained at the time of employment except for teachers who have not been employed prior to December 1, 1990, no benefits shall be provided in the form of paid leave, plan time or insurance if the full-time equivalency of their employment is less than two-thirds (2/3).

This contract supersedes all other contracts and past practices; however, past practice shall remain a consideration if not covered specifically in the contract.

**ARTICLE 3
FAIR REPRESENTATION**

The Union agrees to represent equally and without prejudice all members of the bargaining unit for purposes of negotiations with the Board concerning terms and conditions of their employment.

**ARTICLE 4
INDEMNITY**

The Union acknowledges that the terms contained in this Agreement are the result of full, frank, and arms-length negotiations between the parties. Accordingly, the Union assumes equal responsibility for the inclusion of each and every provision in this Agreement.

The Union agrees to co-indemnify the Board and its officers, agents, and employees against any and all claims, demands, suits and judgments (including the costs of defense associated with the same) arising from any claim that any of the provisions of this Agreement violate federal, state or local laws, rules, or regulations.

**ARTICLE 5
CONFORMITY TO LAW**

Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction or an administrative agency or in the event that Congress, or the Legislature enacts a law, or an administrative agency renders a ruling in conflict with any article, section, or clause of this Agreement, said article, section or clause shall be automatically deleted from this Agreement to the extent that it violates said law or ruling, but the remaining articles, sections, or clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted article, section, or clause.

**ARTICLE 6
NO STRIKE CLAUSE**

The Union agrees that there shall be no strike, withholding of services, or other refusal to render full and complete service to the Board during the term of this Agreement.

**ARTICLE 7
MANAGEMENT RIGHTS**

The Board retains and reserves the ultimate responsibility for proper management of the School District conferred upon and vested in it by the statutes and Constitutions of the State of Illinois and the United States, including but not limited to the responsibility for and the right:

A. To maintain executive management and administrative control of the School District and its properties and facilities and the professional activities of its employees as related to the conduct of school affairs.

B. To hire all employees and, subject to the provisions of the law, to determine their qualifications, and the conditions of their continued employment, or their dismissal or demotion, their assignment, and to promote and transfer all such employees.

C. To establish programs and courses of instruction, including special programs, and to provide for athletic, recreational, and social events for students, all as deemed necessary or advisable by the Board.

D. To delegate authority through recognized administrative channels for the development and organization of the means and methods of instruction according to current written Board Policy or as the same may from time to time be amended, the selection of textbooks and other teaching materials, and the utilization of teaching aids of all kinds.

E. To determine class schedules, the hours of instruction, and the duties, responsibilities and assignments of teachers and other employees with respect thereto, and non-classroom assignments.

F. The Union and the Board waive any right to negotiate any term or condition of employment during the term of this Agreement except by mutual written consent. The exercise of the foregoing powers, rights, authorities, duties, and responsibilities by the Board shall be limited by the specific and express terms of this Agreement.

ARTICLE 8 NON-DISCRIMINATION

Neither the Union nor the Board shall discriminate against any member of the bargaining unit on the basis of race, creed, color, sex, marital status, ethnic background, geographic origin, or handicap. In the event any member of the bargaining unit commences a proceeding in any state or federal court or administrative agency against the Board or any of its members charging the Board or any of its members with the violation of any of the rights enumerated in this Section, such remedy shall be exclusive, and the said member shall be barred from invoking any other remedy which may be provided for in this Agreement.

ARTICLE 9 TEACHER-ADMINISTRATION-BOARD (TAB)

The Board shall recognize the Teacher - Administration - Board Committee.

The TAB Committee shall be comprised of a selected teacher representative from each attendance center and two representatives at large recruited by the Union, (one of whom shall be the Union President), a board member, and all administrators.

The Committee shall meet at least four times during the year, and additionally as agreed upon, to discuss issues of mutual concern such as, but not limited to, curriculum, articulation, textbook selection, in-service training programs, work load, and any other topic which any of the parties deem a fit subject for discussion. The agenda and meeting dates shall be mutually determined by the superintendent and Union President prior to these meetings.

Nothing in this Section shall be construed to permit the TAB Committee to consider items pertaining to negotiations. TAB Agendas may include discussion of contractual items for purposes of clarification, but not for purposes of negotiations.

**ARTICLE 10
INFORMATION, COMMUNICATIONS, USE OF EQUIPMENT**

A. The Board agrees to furnish in response to reasonable written requests all available public information already received, completed, or compiled concerning the District such as, but not limited to, annual financial reports and audits, annual budgets, agenda and official minutes of all Board meetings, the treasurer's reports, and updated Board Policy manuals, provided that any extraordinary costs of preparing such information shall be borne by the Union.

B. Names, addresses, and telephone numbers of newly hired teachers who consent thereto shall be provided to the Union within fourteen (14) days of approval of their contracts by the Board.

C. Nothing in this Section shall be determined to require the disclosure of information which is prohibited by law or deemed privileged there under including, but not limited to, communications between the Board and legal counsel or confidential information regarding teachers.

D. The Union shall be permitted to post notices of its activities and matters of Union concern on teacher bulletin boards, at least one of which shall be available in each building for such purpose.

E. The Union shall be permitted to use school mailboxes and/or email for communications to teachers, provided no additional cost is incurred by the District.

F. The Union shall be permitted use of school buildings for Union meetings, provided that such meetings are scheduled through the building office and that when special services are required, the Board may make a reasonable charge. It is agreed that such meetings shall not interfere with or interrupt normal school operations.

G. The Union shall be permitted, upon advance reasonable request, to use the District copying equipment (District will provide operator), computers, typewriters, and audio-visual equipment provided that such use shall not interfere with the District's use thereof and provided further that the Union shall reimburse the District for actual cost thereof.

ARTICLE 11

SCHOOL CALENDAR

Annually, the Board agrees to adopt a school calendar which shall provide for a minimum number of days required by law; there shall be imposed no maximum on said adopted calendar by reason of this section. The Union agrees to submit recommendations relative to such calendar to the superintendent annually by February 1.

Teachers shall be paid for one hundred eighty (180) days of service. Should any teacher be required to work in addition to 180 days, he/she shall be paid a sum equal to 1/180 for each such day. Any docking of a teacher's pay shall be computed by the same formula. For school counselors, the Board will determine how many days, if any, will be worked in the summer and who will work them. Then, the principal and counselors will agree to the specific seven-hour, thirty-minute days to be worked. Only if a teacher/school counselor works seven hours and thirty minutes in a workday will he/she be paid at the per diem rate of pay for that day. For days less than seven hours, thirty minutes, the hourly rate listed in Appendix B will be used.

Nothing in this section shall be interpreted to require payment to any teacher who works beyond the last day scheduled in the adopted calendar, so long as such work does not exceed an annual school term of 180 days.

The payment of additional compensation required hereunder shall not apply to any summer school offered by the Board for which teaching is voluntary. In such cases, pay, therefore, shall be set unilaterally by the Board.

Should the Board decide to adopt a calendar which requires work in excess of 180 days for all teachers, the Board and the Union shall negotiate the terms of the same.

ARTICLE 12 WORKDAY

A. The normal workday for teachers shall consist of a maximum of seven and one-half (7-1/2) hours each school day inclusive of a duty-free lunch as required by law, except as provided herein.

B. Each teacher shall be granted a minimum of one-hundred fifty (150) minutes of unassigned time for planning, each week. Each teacher shall be granted at least thirty (30) consecutive minutes of unassigned time for planning each school day unless prevented by special assemblies, field trips, shortened schedules, or other unavoidable and/or unforeseen events. The foregoing minimum planning time and maximum demand time may not be changed absent mutual, written consent of the parties.

C. Counselors shall schedule, with the approval of the building principal, their preparation time at the beginning of each semester. Thereafter, except in cases of emergency and provided the building principal consents, such planning time shall not be changed. Counselors shall not be assigned to substitute teach other than during scheduled planning time and, in such event, shall be paid according to Article 14.

D. Any assignment of teachers for extra-curricular activities shall be made pursuant to Article 37 and the Extra-Curricular Schedule, each such teacher to receive the appropriate pay therefor.

E. Faculty meetings, school improvement meetings, department meetings, grade-level meetings, subject-area meetings or curriculum meetings shall be scheduled as needed but not to exceed four (4) per month and shall be no longer than one and one-half (1-1/2) hours. Meetings may be scheduled before or after the normal school day. Before school meetings will not begin earlier than 6:45 a.m. After school meetings will begin as soon as possible after student dismissal, but in no case will they begin later than 3:30 p.m.

When requested by parents, teachers will be available before or after the normal workday for conferences with students/parents.

During the duration of this contract, should the Board receive notice from the State Board of Education of its intent to formally audit school improvement plan(s) for an attendance center, then during the school years prior to such formal audit, the number of mandatory meetings per month shall be increased for such school year to five (5) per month, cumulative.

F. Teachers may leave the building only during lunch periods unless permission is received from a building administrator.

G. Parent/Teacher Conferences: During the week immediately preceding and the week immediately following Parent/Teacher conference day, the principals at the elementary schools will have the flexibility to authorize teachers to meet with parents before and after contractual time; this includes “swapping minutes” in the morning and afternoon. This practice will not result in permanent adjustments to the regular working day of any staff member as described in the current bargaining agreement.

H. Altered contractual day: If a teacher has to have his/her contractual day altered to monitor the Breakfast Program or any other program as per the direction of the building Principal, the teacher’s contractual day could be changed to accommodate monitoring the additional program.

I. Extension of Days: If members of the administration determine that additional days are needed by the librarians, certified school nurses, and/or social workers to complete the work critical to the functioning of the School District, the administration will make a recommendation to the Superintendent requesting the number of work days necessary to complete said work. If approved by the Superintendent, who shall have sole discretion subject to the Board’s approval, said employees shall work said extra days and will be compensated per hour as per Appendix B of the Contract. Timesheets shall be completed prior to the processing of payment.

ARTICLE 13
ASSIGNMENTS, VACANCIES, AND TRANSFERS

A. Assignments

1. A teacher may request in writing to be assigned or not to be assigned to any position. Such applications shall be submitted to the superintendent or his/her designee, stating the reasons therefor.

2. Teachers shall be notified, in writing, by the last day of a school year of their building and teaching assignment including grade level and subject area for the coming year, except in cases of emergency.

Every effort shall be made to recruit qualified volunteers for extra-curricular activities prior to notification. When necessary to hire teachers for extra-curricular activities, such hiring shall be filled in accordance with ARTICLE 33. The Superintendent or his/her designee shall attempt to hold a conference with the teacher prior to a change in the assignment. The final decision in the matter shall be made by the superintendent, and he/she or his/her designee shall give said teacher the decision in writing. If a teacher is notified of a change in assignment after August 1, the teacher may resign without penalty.

B. Vacancies

1. A vacancy is defined as an open position resulting from a resignation or termination from employment or a new job classification for a position within the bargaining unit.

2. The Superintendent shall make available a listing of vacancies that exist in the district as they occur. Such notification shall be made known through notices placed in a specifically designated location in each building and at one (1) specific location in the District Office. The Superintendent shall also provide to the Union president notice of all vacancies as they occur in all schools. No vacancy shall be filled, except in case of emergency or except on a temporary basis, until notice of such vacancy shall have been given to the Union president for at least ten (10) days. During summer vacations, any vacancy notices will be sent to teachers by the Union president or his/her designee, and notices need not be posted in places other than the district offices.

3. Teachers may apply when a vacancy exists. Such application shall be in writing and shall be submitted along with current transcripts and teaching certificates to the superintendent or his/her designee.

4. Any bargaining unit member applying for a vacancy shall be interviewed for the position.

C. Transfers

1. General

a. A transfer is defined as a change in position from one building to another, from one area of certification to another, and at the elementary level from one grade level to another.

2. Voluntary Transfer

a. A teacher requesting a voluntary transfer in order to fill an existing vacancy shall make his/her request known in writing each year to the Principal and to the Superintendent's office. Such written requests should include the building, position desired, qualifications, reason, and any other information the teacher deems pertinent. These requests may be submitted at any time a vacancy occurs.

b. When filling vacant positions, it is acknowledged that the Board has the responsibility upon the recommendation of the Superintendent and the Principal of the Building to evaluate qualifications and to make final judgments. Criteria for evaluation shall include an individual's experience and education, as these relate to district needs, the quality of past teaching performance, and district seniority. When all other factors are judged to be equal, seniority shall be utilized as the final and determining factor by the administration in making recommendations for voluntary transfer.

3. Involuntary Transfer

a. The administration will attempt to avoid involuntary transfers. In the event of involuntary transfer, upon the request of the teacher, the principal(s) involved, the teacher and the Union President shall meet and discuss the reasons for such transfer. After that meeting, upon the request of the teacher, the superintendent, the teacher and the Union President shall meet and discuss the reason(s) for such transfer.

b. In the event it becomes necessary to make an involuntary transfer the least senior qualified teacher(s) within the district shall be transferred.

ARTICLE 14 HOURLY RATE DUTIES

Every effort shall be made to secure qualified substitute teachers to assume the duties of regularly employed teachers in their absence. Should it be necessary for a Teacher to substitute for an absent Teacher by surrendering his/her planning time, the rate of pay shall be \$31.50 a clock hour for the duration of this contract, prorated to the nearest tenth of an hour. All duties paid by an hourly rate, Drivers Ed, Tutoring, A.C.T. Course, H.S. & M.S. Detention, Period Subs, curriculum work, extended contracts, instructional leadership, etc. will be paid \$31.50 for the duration of this contract a clock hour.

ARTICLE 15 ACADEMIC FREEDOM

Historically, the Board has respected the role of the classroom teachers and protected their right to carry out their duties. The Board has protected the educational program and the teacher from undue influence of any special-interest group to the end that the education of the youth of this community is based upon the free exchange of information which is, in turn, based upon factual knowledge.

In the event of adverse criticism of the School District of books, teaching methods, or materials used in the School District, and petitions for censorship, removal, or expurgation of content deemed by a critic to be offensive on moral, political, religious, or other grounds, the procedure for addressing the same shall be as follows:

A. Complainants should discuss said complaints in the following order.

- 1.** Teacher
- 2.** Teacher and Principal
- 3.** Teacher, Principal, and Superintendent

B. Any such criticism shall be submitted to the superintendent and shall be in writing and signed by the complainant. A copy of the written criticism shall be delivered to the teacher involved.

C. The Teacher, with a representative of his/her choosing, shall meet with the author of any criticism and the superintendent or his/her designee.

D. If not resolved by Steps A, B, & C and the Board wishes to review the criticism with the Teacher or the Teacher wishes to review the criticism with the Board, the Teacher and the Teacher's representative shall be present and be allowed to speak in defense at such review.

E. Unless a meeting takes place between the Teacher and the Principal or the Superintendent, no reference to any such criticism shall be entered in the Teacher's file and it shall have no weight in a Teacher's final written evaluation. Only the Superintendent and the Principal shall be allowed to add any such criticism to the Teacher's file.

ARTICLE 16 GRADES

Teachers shall have the responsibility of assigning grades to students. Should an Administrator determine, in his/her sole discretion, that a grade should be changed, the Administrator shall recommend the change to the Board or its designee for consideration.

The Teacher whose grade(s) is/are affected shall have the right to make a presentation to the Board or its designee prior to Board determination.

In the event of a grade change determined by the Board or its designee, notice shall be given to the parent that the grade was assigned by Board determination.

ARTICLE 17 TEACHER EVALUATION

The Teacher evaluation process will follow all rules and regulations as presented in the Performance Evaluation Reform Act (PERA) of 2010.

A district-wide, representative evaluation committee consisting of classroom teachers, building administrators, district administrators, and local Union leadership will be developed to meet regularly throughout each school year to review, discuss, and make recommendations to the joint committee regarding issues related to all aspects of Article 17.

The evaluation form must be presented to the Teachers being evaluated at the beginning of the school year. A pre-conference must be held prior to the evaluation. The evaluation form must be provided to the Teacher prior to the post conference (no time limit). The District will continue to work toward an increased continuity among the buildings.

ARTICLE 18 GRIEVANCE

A grievance is defined as a complaint or claim by a Teacher or the Union that there has been a violation, misinterpretation, or misapplication of any provisions of this Agreement.

The Board acknowledges the right of the Union to assist a grievant at any level of the grievance procedure if it obtains the consent of the grievant, and the Union to receive assistance as desired in any step of the grievance procedure. Failure of any Employee or the Union to act on a 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 prescribed time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual consent. At any state of the grievance procedure, the grievant may be represented by an officer of the Union.

A grievance involving the act of any Administrator above the building level shall initially be filed at Step 3 of the grievance procedure after the grievant first having consulted the Administrator involved, but no later than twenty (20) business days after the occurrence giving rise to the claim.

Step 1: A complaint shall first be discussed with the object of resolving the matter informally. If the matter is resolved and a Union representative was present at the adjustment of the complaint, the Principal shall not inform the Union president of the adjustment.

Step 2: If the grievance cannot be resolved informally, the grievant shall present the grievance in writing to his/her immediate supervisor no later than twenty (20) business days after the occurrence of the claim or complaint. The supervisor will arrange for a meeting to take place within five (5) business days after receipt of the grievance. The aggrieved party, the immediately involved supervisor and any person whose assistance they request, shall be present for the meeting. The supervisor will then within five (5) business days after the meeting, provide the aggrieved party and the Superintendent with a written memorandum setting forth the disposition of the grievance. Such memorandum shall contain reasons upon which the disposition of the matter was based.

Step 3: If the grievant is not satisfied with the disposition of the grievance at Step 2, or if Step 2 time limits expire without the issuance of the supervisor's memorandum, the grievant shall present the grievance in writing to the Superintendent within ten (10) business days. The Superintendent shall arrange for a meeting to take place within five (5) business days after receipt of the grievance. The Superintendent shall conduct the meeting with the same parties being present as were present in Step 2. Upon the conclusion of the hearing of the grievance, the Superintendent shall have ten (10) business days in which to provide his/her written decision to the grievant.

Step 4: If the grievant is not satisfied with the disposition of the grievance at Step 3, or if Step 3 time limits expire without the issuance of the Superintendent's decision, the grievant may refer the grievance within ten (10) business days to the Board of Education. Upon receipt of the request, the Board of Education shall schedule, within thirty (30) calendar days, a closed session hearing on the grievance, and shall promptly thereafter render its decision in writing.

Step 5: If the grievance is not resolved satisfactorily at Step 4, there shall be available an additional step of impartial, binding arbitration. The grievant may submit, in writing, a request to the Superintendent within ten (10) business days from receipt of the Step 4 answer. The arbitrator shall be selected from the American Arbitration Association in accordance with their voluntary labor tribunal rules.

Each party shall be entitled to representation and witnesses. The arbitrator shall have no power to amend, modify, ignore, add to or subtract from the terms of this Agreement, nor to make any award void or prohibited by law, statutory, or decisional.

The cost of the arbitrator shall be borne equally between the aggrieved party and the school district. Should either party request a transcript of the proceedings, that party will bear the cost of the transcript. The arbitrator's decision shall be final and binding upon the parties. His/her decision must be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

A business day is defined as a day on which the School Administration Office is open for business, unless the Superintendent of Schools is absent for whole days for sickness, personal, professional, or vacation purposes, when such time limits shall abate.

Should the investigation of any grievance require, in the judgment of the Superintendent, that an employee be released from his/her regular assignment, he/she will be released without loss of pay or benefits.

The Board agrees not to take any reprisal against any person for his/her participation in the grievance process. The Union agrees to take no reprisals against any person because of his/her participation or refusal to participate in the grievance process.

Furthermore, should any member of the bargaining unit commence an action against the Board and/or any of its members individually or collectively, before any State or Federal Administrative Agency, Court, or Tribunal, charging the Board or any of its members as aforesaid with any alleged violation of any of the rights granted to or enumerated herein, said proceeding shall act as a bar to the commencement of further proceedings of any grievance filed herein which alleges as its subject matter any violation of any rights specifically enumerated herein.

The final determination of a grievance at any step shall be included in the interested Teacher's(s') official Board file.

ARTICLE 19 SENIORITY

If the Board of Education honorably dismisses Teachers, it shall follow the provisions of law in such reduction of staff.

In the development of the Seniority List, among Teachers in contractual continued service, length of service shall be computed by the date the Board approved employment or the date services began, whichever date is earlier.

Commencing with the 1984-85 school year, unpaid leaves of absence of one semester or longer shall not count for purposes of continuing seniority credit.

In the event of equal seniority in the district, ties shall be broken according to

- 1) length of service in education,
- 2) highest degree earned,
- 3) number of graduate hours attained,
- 4) the drawing of lots.

Recall rights shall be as required by law.

ARTICLE 20 PERSONNEL FILES

Teachers shall have access to their personnel files as may be provided by law. Such includes the following:

A. Official Board File: Only one official Board file shall be kept for each Teacher that relates to job performance. However, confidential medical records and medical information shall be kept in a separate file accessible only to the Superintendent or his/her designee who is accounts receivable/payroll clerk.

B. Timely Insertion: All material to be placed in the official Board file shall be inserted in a timely fashion.

C. Right of Access: Every Teacher shall have access to all material in his/her official files during normal working hours upon reasonable written request.

D. Right of Privacy: Neither a Teacher's file nor any of its contents shall be copied or otherwise made known to other persons without the Teacher's permission either during or after his/her service in the school district, provided, however, that such file shall be available to the Board, the Superintendent, and the Teacher's Principal to whom he/she is responsible and shall be otherwise disclosed pursuant to law.

E. Right of Copy: Every Teacher shall be given a copy of any material added to his/her official Board file in a timely fashion. Every Teacher shall have the right to be furnished a copy of any or all file material.

F. Right of Addition and Attachment: Every Teacher shall have the right to add any material to his/her official Board file and to attach dissenting or explanatory material to any document or other piece of material in the file.

G. Normal Working Hours: Defined as those hours when the School Administration office is open for business.

ARTICLE 21 LEAVES

21.1 Sick Leave

Each Teacher shall be granted fifteen (15) sick days to be used in conformance with the law. (If TRS allows under the new contract.)

Sick leave shall be used in cases of personal illness, quarantine at home, or serious illness or death of anyone residing in the household or immediate family, or birth, adoption, or placement for adoption. Immediate family is defined as spouse, children, parents, stepparent, brothers,

sisters, grandparents, grandchildren, great-grandparents, parents-in-law, brothers-in-law, sisters-in-law, legal guardian or anyone residing in the household.

Unused leave shall accumulate to four hundred forty (440) days.

At the beginning of each school term, each Teacher shall be notified of his/her accumulated sick leave.

When leaving the District, the District will pay a retiring Teacher \$25 per day for sick days accumulated which are not used for sick leave or retirement up to eighty-five (85) days after the Teacher's retirement so long as no TRS penalties are incurred by the District. The money will be paid on the first payroll date in October after the Teacher's last working day in District 209U.

If the employee leaves the District and returns, the original days will not be re-instated. These days are only days that are earned in the Wilmington School District during consecutive years.

21.2 Bereavement Leave

In the case of death of a member of the immediate family (as defined in 21.1 Sick Leave) Teachers may use a maximum of three (3) days of absence per year at full pay. One (1) of the three (3) days may be used for someone not included as immediate family.

21.3 Paid Personal Leave

All Teachers shall be granted a maximum of two (2) days of leave for personal business during each school year without loss of pay; unused personal days are added to accumulated sick leave.

Personal business is defined as business of a personal nature which cannot be conducted at a time not in conflict with the Teacher's regular school day or an emergency over which the Teacher has no control and which requires immediate attention. Except in cases of emergency, personal leave will be granted contingent upon the availability of substitute Teachers.

As a general rule, the intent of personal leave is not to extend vacation or holiday periods, but in emergency situations such request will be considered for approval by the Superintendent.

Notice of such leave shall be given as far in advance as possible. In giving notice of such leave or immediately upon return to school from the leave, if the leave was for an emergency, the Teacher shall complete the special leave request form.

21.4 Professional Meeting Leave

Teachers may apply in writing to the Principal for permission to attend professional meetings and workshops. Within budget constraints and in the sole determination of the Superintendent, together with the Principal's recommendation, permission to attend such meetings may be approved either at no loss of pay and/or with reasonable reimbursement for the cost of the same.

The Union President or his/her designee shall be released without loss of pay for a maximum of six (6) days per school year in total, taken in no less than one-half day increments, in order to attend to Union business provided, however, the Superintendent is given at least one week notice

(except in cases of emergency) and provided further that the Union shall reimburse the District for the actual cost of substitutes.

21.5 Parental Leave

Nothing in this article shall be inconsistent with the Family and Medical Leave Act. For the purpose of using sick days concurrently with an FMLA leave, pregnancy will be considered as the same as any other illness. Further, spouses will be accorded all rights due them under the Family and Medical Leave Act in regards to pregnancy, birth, or adoption of a child.

21.6 Leaves of Absence

A. The Board of Education may grant leave of absence for purposes other than specified herein. Such leave may be for the balance of the current school term and one (1) additional full school term and shall be without pay and benefits unless otherwise specified by the Board. All requests for leave shall be made on a form provided by the Administration sixty (60) calendar days prior to the anticipated leave. The Superintendent in his/her discretion may waive the sixty (60) day notice in emergency situations for good cause shown, and any such waivers shall not be precedential in any respect. Reasons for the Board considering such leaves may be as follows:

1. Exchange teaching programs in other states, territories, countries;
2. Formal approved education programs designed to acquire additional course credit that is related to a Teacher's current assignment as solely determined by the superintendent;
3. Foreign, military, or governmental sponsored programs;
4. Cultural travel or work programs related to professional activities;
5. Campaigning for a public office to the extent necessary for such activities;
6. Serving in a public office;
7. Other good reasons as determined solely by the Board.

The Board of Education may grant leave of absence for health and hardship reasons. Such leave may be for the balance of the current school term and one (1) additional full school term and shall be without pay and benefits unless otherwise specified by the Board. All requests for leaves shall be made on a form provided by the Administration. Notice of such leave shall be given as far in advance as possible.

Upon returning from leave to active employment, a Teacher will receive an available assignment suitable to his/her professional preparation, provided that leave status will not exempt a teacher from a Reduction in Force. Placement in his/her previous assignment is not guaranteed. Time on leave shall not count for advancement on the salary schedule, except that Teachers who have received approval for an educational program shall receive credit on the salary schedule for the year they are on leave.

1. When a Teacher applies for and is granted a leave pursuant to the provisions of the collective bargaining agreement, and said leave is unpaid, no matter for what reason, a Teacher who teaches ninety-three (93) days or more during any school year shall receive credit for that year for salary schedule advancement, if all other preconditions for advancement have been met.

2. Should a Teacher not teach for ninety-three (93) days during said school year, such Teacher shall not advance until the year following the leave, provided that such year following the leave the Teacher teaches at least ninety-three (93) days.

Leaves which are approved by the Board shall be without loss of tenure for tenured Teachers, or without loss of length of service credit or accumulated sick leave in the case of any Teacher, but the time on leave shall not count toward continuous service or employment by the Board. Additional sick leave shall not accrue during the duration of the leave. Teachers on leave are responsible for making arrangements with the Teachers' Retirement System for pension credit, if allowed. Teachers on approved leaves of absence may participate in available District medical insurance programs, but at the expense of the teacher, subject to the consent of the insurance program.

B. Intent to Return: In all instances where a Teacher is granted an unpaid leave of eight (8) calendar months or more, as a condition thereof, the employee shall advise the superintendent in writing no later than March 1, prior to the termination of such leave, of his/her intent to return to employment. Failure to advise the Superintendent by said date of the intent to return as required, herein, shall be conclusively treated as an election not to return to employment and as an absolute resignation from the District, and no action shall lie against the Board therefor. If a Teacher submits resignation after delivering his/her written statement of intent to return, said resignation shall be considered as evidence of unprofessional conduct subjecting the Teacher to penalty under Section 21-23 of the Illinois School Code.

In cases of request for a leave, the Superintendent may designate an Administrator to act in his/her stead.

Any unpaid leave granted or extended after August 15, 1984, shall not be counted in determining the length of continuing service for purposes of seniority within the meaning of Section 24-12 of the School Code.

In the event any Teacher has utilized all sick leave benefits and requests an unpaid leave of absence for personal health reasons, such leave shall be granted for a maximum duration of one (1) school year next following the exhaustion of all sick leave benefits. If, at the conclusion of such leave, the Teacher is unable to return to work, said Teacher shall conclusively be determined to be totally and permanently disabled, and his/her employment shall cease. In such case, the Board shall cooperate with the Teacher in assisting the Teacher with an Illinois Downstate Teachers' Retirement System for securing any disability benefits the Teacher may be entitled to receive.

The granting or denial of any such request shall not create a practice or precedent, and no action shall lie against the Board of Education therefore.

**ARTICLE 22
PAY SCHEDULES**

Each Teacher shall be paid on a twelve-month schedule. Payroll checks will be issued on the fifteenth and last day of the month. If the payday falls on a weekend, holiday, or any non-attendance day, except for summer months, then payroll checks shall be issued on the last day of attendance.

**ARTICLE 23
MILEAGE**

Professional employees who are required to use their personal vehicles in the course of their employment in authorized service to the District shall be reimbursed at the current IRS rate for business use of personally owned vehicles. Employees must provide proof of a valid Illinois Driver's License annually to be paid mileage. Mileage will not be paid if a district van is available.

**ARTICLE 24
DUES, CHECK OFF, AND OTHER DEDUCTIONS**

The District shall honor employees' individually authorized deduction forms and shall make such deductions in the amounts certified by the Union for union dues, assessments, or fees. Authorized deductions shall be irrevocable except in accordance with the terms under which an employee voluntarily authorized said deductions. Dues revocations are processed by the Union. In the event that an employee revokes his or her dues in accordance with the terms in which he or she authorized the dues deductions, the Union will notify the employer after the close of the revocation window.

The District agrees to remit these dues and/or fees to the Union once each month that dues/fees are deducted. A list of teachers for whom deductions have been made and the amount of each deduction shall accompany the first remission. Any changes in personnel from the list previously furnished shall be submitted to the Union within ten (10) workdays.

If an employee is participating in a district-sponsored 403B, the employee will pay the participant fee up to a maximum of \$40.00 annually during the life of the contract if one is assessed.

The District will make payroll deductions upon written request by the Teacher for a credit union, an annuity plan, union dues, the United Way, and health insurance. The Union shall annually designate in writing to the Superintendent the identity of the two (2) credit unions and the ten (10) annuity plans, and such identity shall not be changed, except by annual written notification each year prior to September 1. In the event no teacher enrolls in a previously designated annuity, the Union may designate a new annuity plan. In the event at least five (5) teachers request a new annuity plan, the Business Office shall approve the same. Insurance deductions

from employee paychecks may include additional amounts for one insurance company insuring cancer related illness.

Written requests for adds, drops, or changes in the credit union, United Way, union dues, and health insurance must be submitted to the Payroll Office by the third required day of teacher attendance, December 15 and March 15, with said adds, drops or changes to be effective on September 15, January 15, and April 15, respectively.

For tax-sheltered annuity payroll deductions only, the change request must be submitted to the payroll office by the third day of teacher attendance to be effective on September 15. Any other changes for annuities must be submitted to the payroll office by the 15th day of the month prior to the deduction change, for example, by September 15 to be effective October 15.

There must be a minimum of five (5) participants for the 403b Program to be added as an option for employees. If the number of participants in a 403b Program falls below five (5) employees, that 403b Program will be available only to the employees currently having deductions as long as they are in the employment of the District. Once the last employee leaves the District, the 403b Program will be dropped from the plan.

The Superintendent, in his/her sole discretion, may waive the above-specified deadlines in cases of emergency for good cause shown, and any such waivers shall not be precedential in any respect.

This provision shall not become effective until the payroll of the month following execution of this agreement.

ARTICLE 25 PLACEMENT ON SALARY SCHEDULE

In order for any course work or programs of study to be applicable for horizontal movement/vertical movement on the Salary Schedule or for reimbursement, said work shall be submitted to and approved by the Building Principal, Assistant Superintendent, and Superintendent for approval prior to enrollment.

The following requirements are necessary:

- A. Said work or programs shall be completed within a CAEP-approved program (Council for the Accreditation of Educator Preparation), ISBE Accreditation or offered directly by a CAEP school.
- B. Said work or programs shall be either required by the Board of Education in writing or be pursuant to remediation, or be at undergraduate or graduate level that furthers the education mission of the School District and/or is congruent with the School Improvement Plan (SIP), or be in a field directly related to the teacher's classroom assignment at the time said course is taken, or be applicable to co-curricular or to an extra-curricular program to which the Teacher participates as part of his/her employment, or be in a field of study related to a potential future assignment in the Wilmington School District, unless such requirements are waived and approved in writing by formal action of

the Board of Education prior to enrollment. If a full graduate program is pre-approved by the Building Principal, Assistant Superintendent, and Superintendent, all required courses for the completion of the program will qualify for reimbursement if they meet the standards defined in 25.1 or 25.2.

- C. The Teacher receives a grade of “B” or better for any course.

25.1 Reimbursement—Board Requested

The Board shall reimburse any Teacher for tuition and course materials expenses (books and fees) upon receipt, incurred while pursuing additional course work at the special request of the Board and Superintendent in writing. Prior to enrollment, written approval of specific courses or course work (including the number of hours and total costs to be incurred) must be given by the Superintendent in such circumstances. The Teacher will not be reimbursed for any expenses if the Teacher does not receive a grade of “B” or better for the course.

25.2 Reimbursement—Teacher Requested

The following criteria are necessary and shall be applied for courses or programs of study that is not requested by the Board or Superintendent for which a Teacher is requesting tuition reimbursement:

- A. The course must be congruent with the School Improvement Plan (SIP), or the course must be a part of a Masters’ Degree Program in an individual’s teaching area (See item B above for other potentially applicable criteria);
- B. The Teacher must receive a grade of “B” or better’
- C. A claim for reimbursement cannot exceed fifteen (15) semester hours per fiscal year (July 1 through June 30);
- D. Additional hours earned beyond fifteen (15) semester hours per fiscal year (being paid at personal expense) are still to be credited for movement on the salary schedule if those courses have prior written approval from the Superintendent, Assistant Superintendent, and Principal;
- E. All courses or course work subject to tuition reimbursement must be from an CAEP (Council for the Accreditation of Educator Preparation) approved program detailed in Article 25 A;
- F. Teachers shall be reimbursed for tuition at the rate of up to \$175.00 per semester hour, but not more than the cost of the class if it is less than \$175.00 provided the above criteria is met; and
- G. Final approval of the Superintendent is required prior to enrollment in any individual courses or graduate programs of study. All requests are approved on a case-by-case basis. Approval of individual requests is not precedent-setting for other or future submitted requests.

The deadline for submitting evidence of college hours earned for movement on the salary schedule is the third day of teacher attendance for the first semester and December 15th for the second semester with the new salary to begin September 15th and January 15th. In cases where summer course grade reports are not available by the third day of attendance, the Teacher may submit mutually agreed upon evidence for salary schedule purposes, with the grade report submitted within ten (10) days of receipt. It shall be the responsibility of the Teacher to notify the business office in all such instances. Hours credited for advancement beyond the master’s

degree must be earned after the degree is conferred. All official transcripts must be received by September 30th and January 30th. If the official paperwork has not been received by the September 30th and January 30th deadlines, the Teacher will be placed back at the prior placement on the salary schedule. The additional pay received on the projected new step will be deducted from the Teacher's salary.

25.3 Vertical Movement

Vertical placement and movement on the salary schedule is determined by years of teaching experience. Each year of satisfactory teaching service in the Wilmington public school system shall entitle a Teacher to advance one (1) step and only one (1) such step in any given year.

Any course work must be submitted to and approved by the Building Principal, Assistant Superintendent, and Superintendent for approval prior to enrollment.

25.4 Newly-Hired Teachers

Newly-hired Teachers will be given credit for prior full-time public-school teaching experience as follows:

- A. Full credit for up to five years of any such prior full-time public-school teaching experience; and
- B. Credit for any prior full-time public-school teaching experience beyond five years will be determined at the discretion of the Board of Education, without establishing a precedent or practice.

Notwithstanding the foregoing, the Board of Education shall have the right without review and without creating a past practice or precedent to grant newly-hired Teachers up to three (3) additional years credit as an incentive for hiring, irrespective of the existence of such experience. Thereafter, each such Teacher artificially placed shall progress on the salary schedule. No Teacher may move more than one (1) vertical step in any school year.

ARTICLE 26 UNION/SUPERINTENDENT MEETINGS

The Superintendent shall meet with the President of the Union and his/her designee at times, places and for such durations as are mutually agreeable to discuss matters of mutual concern and implementation of this agreement, provided that the Superintendent shall not be required to meet more than one (1) time per calendar month, with the exception of August, June and those months that the TAB committee meets.

ARTICLE 27 INSURANCE BENEFITS

The Board of Education shall provide to each Teacher the following benefits for group medical and hospitalization coverage.

The Board and Union ratify, confirm, and approve that the premium insurance costs are to be paid 75% by the Board and 25% by the Employee. To the extent such premium insurance costs are not paid at such percentage levels, the Board and Union agree that any increases to premium

costs passed to the District will be paid 75% by the Board and 25% by the Employee so that premium insurance cost will, ultimately, be paid 75% by the Board and 25% by the Employee.

The Board shall have the right to change insurance companies, method of funding (self-insured or pooled risk) or to co-insure or self-insure for benefits without negotiations with the Union.

Any other changes in benefits shall require negotiations and agreement with the Union prior to being effective.

In addition to the foregoing, the Board shall provide at its sole cost a \$25,000.00 term-life insurance policy for each Teacher.

The Board shall provide a Wellness Program in connection with the health benefits provided to the Teachers.

The maximum lifetime will be \$2 million.

The Board shall provide an Employee Assistance Program.

ARTICLE 28 MAINTENANCE OF MEMBERSHIP/FAIR SHARE

A. All Employees who are members of the Union of School District 209-U on or after the effective date of this Agreement shall maintain their membership in said Union during the duration of the Agreement or shall pay a fair share fee to the Union for the cost of negotiating, administering and maintaining the Agreement.

B. Each negotiating unit member hired after December 1, 1990, shall either join the Union or, in lieu thereof, shall pay a fair share fee to the Union for the cost of negotiating, administering and maintaining the Agreement. However, Employees who were first hired in the District prior to September 1, 1990, and have not incurred a service break shall not be considered new Employees for the purpose of fair share by any change in their salary schedules.

C. Such fee or portions thereof shall be paid to the Union by the Board no later than ten (10) days following receipt of funds from the School Treasurer.

D. In the event that the negotiating unit member does not pay said fee directly to the Union by January 1 of each school term, or within thirty (30) days of employment, whichever is sooner, upon written notice to the Superintendent by the Union, the Board shall deduct the fee from the wages of said negotiating unit member according to the procedures which apply to Union members, including amounts and times of payments.

E. The obligation to pay a fair share fee will not apply to any employee who, on the basis of a bonafide religious tenet or teaching of a church or religious body of which such employee is a member, objects to the payment of the fair share fee to the Union. Upon proper substantiation and collection of the entire fee, the Union will make payments on behalf of the Employee to a mutually agreeable non-religious charitable organization as per Union policy and the Rules and

Regulations of the Illinois Educational Labor Relations Board.

F. Prior to the onset of any deduction of fair share fees, the Union shall certify in writing to the Board and the fee payer(s) the amount of the fee to be so deducted.

The Union shall further provide written notice to said fee payer(s) of the right to dissent and the procedures to follow in lodging such fair share dissent. Said notice shall be posted by the Union on employee bulletin boards no less than ten (10) days prior to the onset of deduction.

G. In the event any negotiating unit member commences a legal action against the Board in a court or administrative agency because of the Board's compliance with this Article, the Union and its affiliates agree to defend such action, at its own expense and through counsel of its own choice, provided:

1. The Board gives immediate notice of such action in writing to the Union and permits the Union to intervene as a party; and

2. The Board gives full and complete cooperation to the Union and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at any stage, hearing, or argument of said legal action.

H. The Union and its affiliates agree that in any such action, it will save, indemnify, and hold harmless the Board, its members, employees, and agents from any liability for damages and costs imposed by a final judgment of a court or administrative agency.

I. It is expressly understood and agreed that the defense and indemnification covenants that are expressed herein shall not apply to any claim, demand or suit which may arise as a result of any type of willful misconduct by the Board (other than any necessary action required to be performed by the Board in this Article); however, such defense and indemnification covenants shall not protect the Board in any action which solely alleges a violation on the part of the Board of this Article.

ARTICLE 29 SALARY

Salary schedules, as mutually agreed to, will be attached as Appendix A. Clubs' stipends will be attached as Appendix B. Athletic Coaches stipends will be attached as Appendix C.

Teachers will receive a 3 percent raise in salary for the 2018-2019 school year, a 3 percent raise in salary for the 2019-2020 school year, and a 3 percent raise in salary for the 2020-2021 school year. Teachers off the salary schedule will receive the same percent as those Teachers who are still on the schedule. This same percentage for the salaries shall apply to the stipends increases for the 2018-19, 2019-20, and 2020-21 school years identified in Appendices B and C, except otherwise noted in Appendices B and C.

TRS contribution

The teachers' salaries noted on the salary schedule shall be inclusive of TRS contributions, but the Board's total contribution shall be limited to 9% (creditable earnings add-on factor for a 9% contribution total 1.098901, per the TRS Employer Manual) for the total contribution percentage for the employer and employee portions. Any employee contributions required by TRS that exceed this percentage must be paid for by the Teacher.

ARTICLE 30 FLEXIBLE BENEFIT PLAN

A. The Board shall maintain a salary reduction plan which meets the requirements of Section 125 of the Internal Revenue Code and Treasury Regulations promulgated there under. If, at any time, Section 125 or related Regulations are amended, the parties shall promptly revise the plan to comply with the amendment.

B. A Teacher may annually elect to participate in the salary reduction plan by choosing to receive benefits described below. The amount elected shall be deducted from the Teacher's compensation. The initial plan year shall commence on January 1, 1994, ending August 31, 1994, and each year thereafter the Plan shall begin on September 1 and end on the last day of August. Prior to the beginning day of the plan year, each Teacher shall, in writing, designate the dollar amount(s) elected for that year for each of the following benefits:

1. Premiums for group medical insurance, single or dependent coverage, to the extent such premiums are not paid by the Board.

2. Premiums for AFLAC deductions.

C. The amounts designated may not be changed during the plan year unless there is a change in family status or other circumstances provided in Section 125 and/or Treasury Regulations promulgated there under. Any administrative costs relating to this plan shall be borne by the participants of the plan.

D. The dollar total of the designated benefits elected pursuant to the plan will be deducted in equal amounts from the Teacher's salary payments during the plan year.

E. The Board does not guarantee or, in any way, warrant that the salary reductions are non-taxable, said determination to be made by each individual Teacher. However, the Board shall not report any amounts reduced from a Teacher's salary pursuant to this plan as taxable income to any federal agency.

ARTICLE 31 RETIREMENT INCENTIVES

A. QUALIFICATIONS

To be eligible to avail oneself of the incentives contained herein, the Teacher must have been in consecutive employment at District 209U for fifteen (15) consecutive years in a full-time

capacity. However, the Board may waive any such qualifying conditions without establishing a precedent or practice.

B. NOTICE

When a Teacher shall be within four years of being eligible for retirement, a Teacher may select a four-year, three-year, two-year, or one-year retirement plan. If the Teacher selects a retirement incentive, the teacher's salary shall be in accordance with the following:

Tier 1—any Teacher on the 2011-2012 salary schedule at Step 16-26 will be able to select a four-year, three-year, two-year, or one-year retirement plan with increases being 6%, 6%, 6%, and 6% as a retirement incentive.

Tier 2—any Teacher on the 2011-2012 salary schedule at Steps 1-15 will be able to select a four-year, three-year, two-year, one-year retirement plan with increases being 6%, 6%, 5%, and 5% as a retirement incentive. This schedule would also apply to any Teachers hired for any or all future school years.

Teachers must give notice by January 15 of the year preceding when their retirement plan is to begin.

The Board and Union agree that any TRS creditable compensation and/or benefit increases, whether under this Agreement or otherwise, shall not exceed the maximum amount which results in an employee's retirement annuity being fully funded by the Illinois Teacher Retirement System, without Board liability for any portion of the retirement annuity. This means that a Teacher's TRS creditable earnings (including, but not limited to, vertical and horizontal salary schedule movements, stipends, salary increases, and creditable retirement incentives), whether under this Agreement or otherwise, shall not increase from one school year to the next by more than 6% (except where Illinois statute allows a greater-than 6% increase) or otherwise be increased so as to create Board liability for any portion of the retirement annuity or result in any Board-paid penalty to TRS.

In the event the Teacher does not retire at the end of the stipulated year and creates a Board penalty to TRS, the said Teacher will be required to reimburse the Board. In no event will the compensation and/or benefit increases exceed the threshold amount which triggers any obligation for the Board to pay additional amounts (in the form of a one-time payment or payments over time) to cover all or part of an employee's retirement annuity or cover any Board-paid penalty to TRS. Notwithstanding any other provision of this Agreement, including, but not limited to any salary schedules, sick leave bonuses, sick leave balloon, sick leave bank, retirement bonuses or other payments, bonuses or benefits, in the event a Teacher's TRS creditable earnings would increase by more than 6% in any given year of this Agreement, that Teacher shall only receive the maximum increase allowed under this Agreement.

C. SELECTION

By March 1 of each school year, the Superintendent shall review each retirement request submitted that school year. Thirty percent (30%) of those who are eligible for the plan and who

apply shall be selected in any year at the sole discretion of the Board of Education. The Board of Education may exceed such number in any year without establishing a practice or precedent. In the event fewer than those who apply are selected, such selection shall be based on district seniority. Ties shall be broken by lot.

D. INCENTIVE PAYMENTS

The percentage bumps, delineated in “B” above, shall be applied to the previous year’s total reported earnings to TRS for the Teacher. In no event shall a Teacher receive more than the percentages stated in “B” for the following year(s).

In addition, the percentage bumps delineated in “B” above include any incremental movement, if applicable. Bumps delineated in “B” above shall replace the percentage and be in lieu of any and all other increases due the Teachers pursuant to the Teachers’ contract for the applicable year(s).

The District through amending Paragraph D could have money as long as four years for an employee. The Employee/Union understands that the money is in the school district budget and any interest earned on that money belongs to the school district.

Teachers in the retirement cycle understand and acknowledge that they will not receive any other compensation for any additional activities or participation on behalf of the District during the years in which the Teacher is receiving retirement compensation if said compensation would cause him/her to exceed a 6% increase. If a Teacher has been compensated by the District for fulfilling assigned coaching / club sponsor / other stipend positions, or any other hourly / events-based duties during the year prior to the commencement of the retirement compensation period and ceases to perform those services during the period, the calculation of the Teacher’s retirement increase shall be reduced by the amount of the extra services compensation.

E. RETIREMENT CANCELLATION

In order to avail himself/herself of the benefits contained herein, the Teacher must be eligible for retirement under the provisions of the Illinois Teachers’ Retirement System and file an irrevocable letter of resignation to retire on the date above specified. Any Teacher who qualifies for the benefits herein, who is approved for, and who is to receive such benefits, and who wishes to cancel participation in the retirement program prior to retirement, may do so only for such reasons as set forth in the United States Department of Treasury regulations defining “Immediate and Heavy Financial Need” I.401(k)-1(d), and upon such qualifications for cancellation shall be required to repay to the District any sums of money paid hereunder and to join with the District in notifying the Teachers Retirement System of such cancellation and repayment.

F. RETIREMENT INCENTIVES

Should any sum due to be paid be required to be paid by the district on the teacher’s behalf on account of his/her retirement which, hereafter, may be required by law, the provisions of these incentives shall have no force or effect and Article 35 shall be deemed void by the Board and Union. If any such sum is due and Article 35 is voided as provided herein, the Teacher shall

reimburse the district the entire amount. In such an event, the obligation of the Teacher to repay the district shall remain despite Article 35 being voided.

ARTICLE 32
NATIONAL BOARD CERTIFICATION

Teachers deciding to complete the National Board Certified Teacher process will be eligible for either: 1. The District to cover registration fees, or 2. The payment of a one-time \$2500 bonus after the completion of all components and the provision of appropriate documentation to the Superintendent. If a teacher chooses to request support from the district in covering registration fees, money will be provided by the district to cover registration and enrollment fees for one component during the initial cycle (\$75 registration and \$475 enrollment fee). Teachers requesting the covering of fees must successfully pass the first component before being eligible for any coverage of fees for any of the three remaining components. If this completion occurs during the 6% pay cap, the \$2500 bonus will be paid September 15 after the employee's retirement as a post retirement bonus. Successful completion of all components and the earning of National Board Certification will also result in the movement of one lane on the salary schedule unless the completion occurs during or leading into the retirement cycle. Any teacher who is already on the MA +30 step of the salary schedule when he or she successfully completes all components of the NBC process will receive an additional \$1,000 in base salary for all years remaining after completion. There will be no horizontal movement or change in placement on the salary schedule.

ARTICLE 33
Co-CURRICULAR ASSIGNMENTS

For the first eight (8) years of a teacher's employment with the school district, the Teacher must participate in at least one co-curricular assignment identified in either Appendix B or Appendix C for at least six (6) of the first eight (8) school years employed. Such assignments shall be determined by the Board of Education.

Notwithstanding the foregoing, Health/Physical Education Teachers, during their first eight (8) years of employment with the school district, must participate in at least two (2) co-curricular assignments identified in either Appendix B or Appendix C for at least six of the first eight school years employed. Should the District be unable to staff the co-curricular program, the Board reserves the right to assign a Teacher to fill any vacant co-curricular position for any school year based on qualifications and seniority, starting with the least senior Teacher, not already meeting the co-curricular assignment requirements.

Upon the recommendation of the Administration, this co-curricular participation requirement may be met for any given school year by serving as a ticket seller, timer/scorer, or crowd control at twenty (20) events. Notwithstanding all of the above, the Board also retains the management right to continue to employ or hire people who are not employees of the school district. Aside from the above mandated assignments for a teacher's first eight years of employment, every effort shall be made to first solicit qualified volunteers prior to making assignments for such activity.

Qualifiers:

- A. The article shall apply to all currently non-tenured Teachers in the Wilmington School District. Current staff members who are non-tenured will not be impacted by the article the year they begin after receiving tenure.
- B. For all new hires first beginning employment in 2011-2012, this article is in effect as written beginning with year 2011-2012 and beyond.
- C. If the district has an open position for co-curricular/extra-curricular assignments after it has hired and assigned individuals to fill such assignments, it will first advertise to all high school and middle school teachers; second, it will advertise to all K-5 Teachers; third, it will ask support staff employees, if appropriate. If any such positions are still not filled, the teacher will be assigned in accordance with this article. There will be no time frame for advertisement.

**ARTICLE 34
DURATION**

This Agreement shall be effective with the commencement of normal business on the day the last signatory executes this agreement and shall remain in full effect until the close of business on the 15th day of August, 2021, except as otherwise provided in Article 29.

No item agreed to shall be deemed capable of renegotiation to be effective during the terms of this Agreement, unless mutually agreed to in writing by the parties or as set forth in this contract.

Either party may request to extend this Agreement beyond its termination date by serving written notice of such request upon the other party, and in such an event, this Agreement shall be extended until the parties (or their successors) reach Agreement on a new contract.

President of the Board of
Education

President of the Wilmington
Council AFT, Local 604

Secretary of the Board of
Education

Secretary of the Wilmington
Council AFT, Local 604

Date: _____

Date: _____

Appendix A: Salary—2018-2019

STEP	B.A.	B.A. (TRS)	B.A.+15	B.A.+15 (TRS)	M.A.	M.A. (TRS)	M.A.+15	M.A.+15 (TRS)	M.A.+30	M.A.+30 (TRS)
1	35,533	39,047	37,221	40,902	39,618	43,536	41,295	45,379	42,965	47,214
2	36,292	39,881	37,981	41,737	40,383	44,377	42,063	46,223	43,736	48,062
3	37,067	40,733	38,757	42,590	41,163	45,234	42,845	47,082	44,521	48,924
4	37,858	41,602	39,549	43,460	41,957	46,107	43,642	47,958	45,320	49,802
5	38,664	42,488	40,355	44,346	42,767	46,997	44,454	48,851	46,134	50,697
6	39,489	43,395	41,180	45,253	43,592	47,903	45,280	49,758	46,962	51,607
7	40,331	44,320	42,021	46,177	44,433	48,827	46,122	50,684	47,805	52,533
8	41,173	45,245	42,862	47,101	45,273	49,750	46,964	51,609	48,649	53,460
9	42,016	46,171	43,705	48,027	46,116	50,677	47,805	52,533	49,490	54,385
10	42,859	47,098	44,544	48,949	46,959	51,603	48,648	53,459	50,334	55,312
11	43,703	48,025	45,389	49,878	47,801	52,529	49,488	54,382	51,175	56,236
12	44,544	48,950	46,228	50,800	48,646	53,457	50,332	55,310	52,016	57,160
13	45,387	49,876	47,073	51,729	49,486	54,380	51,171	56,232	52,860	58,088
14	46,227	50,799	47,913	52,652	50,330	55,308	52,014	57,158	53,699	59,010
15	47,073	51,729	48,756	53,578	51,171	56,232	52,858	58,086	54,543	59,937
16	47,910	52,648	49,599	54,504	52,015	57,159	53,700	59,011	55,385	60,863
17	48,756	53,578	50,438	55,426	52,859	58,087	54,542	59,936	56,226	61,787
18	49,600	54,505	51,285	56,357	53,699	59,010	55,384	60,862	57,072	62,716
19	50,440	55,429	52,127	57,282	54,543	59,937	56,226	61,787	57,914	63,642
20	51,284	56,356	52,970	58,209	55,384	60,862	57,072	62,716	58,754	64,565
21	52,129	57,285	53,813	59,135	56,226	61,787	57,912	63,640	59,594	65,488
22	52,970	58,209	54,654	60,059	57,072	62,716	58,754	64,565	60,440	66,418
23	53,810	59,132	55,496	60,985	57,914	63,642	59,596	65,490	61,283	67,344
24	54,655	60,060	56,339	61,911	58,756	64,567	60,440	66,418	62,127	68,271
25	55,497	60,986	57,181	62,836	59,596	65,490	61,283	67,344	62,969	69,197
26	56,340	61,912	58,026	63,765	60,440	66,418	62,127	68,271	63,812	70,123
27	57,183	62,838	58,867	64,689	61,283	67,344	62,968	69,196	64,653	71,047

Teachers off of the salary schedule will receive the same percent as those Teachers who are still on the schedule.

Appendix A: Salary—2019-2020

STEP	B.A.	B.A. (TRS)	B.A.+15	B.A.+15 (TRS)	M.A.	M.A. (TRS)	M.A.+15	M.A.+15 (TRS)	M.A.+30	M.A.+30 (TRS)
1	35,833	39,377	37,572	41,288	40,035	43,995	41,757	45,887	43,474	47,774
2	36,599	40,219	38,338	42,130	40,807	44,843	42,534	46,741	44,254	48,631
3	37,381	41,078	39,120	42,989	41,594	45,708	43,325	47,610	45,048	49,503
4	38,179	41,955	39,920	43,868	42,398	46,591	44,130	48,495	45,857	50,392
5	38,994	42,851	40,735	44,764	43,216	47,490	44,951	49,397	46,680	51,297
6	39,824	43,763	41,566	45,677	44,050	48,407	45,788	50,316	47,518	52,218
7	40,674	44,697	42,415	46,610	44,900	49,341	46,638	51,251	48,371	53,155
8	41,541	45,649	43,282	47,563	45,766	50,292	47,506	52,204	49,239	54,109
9	42,408	46,602	44,148	48,514	46,631	51,243	48,373	53,157	50,108	55,064
10	43,276	47,556	45,016	49,468	47,499	52,197	49,239	54,109	50,975	56,016
11	44,145	48,511	45,880	50,418	48,368	53,152	50,107	55,063	51,844	56,971
12	45,014	49,466	46,751	51,375	49,235	54,104	50,973	56,014	52,710	57,923
13	45,880	50,418	47,615	52,324	50,105	55,060	51,842	56,969	53,576	58,875
14	46,749	51,373	48,485	53,280	50,971	56,012	52,706	57,919	54,446	59,831
15	47,614	52,323	49,350	54,231	51,840	56,967	53,574	58,873	55,310	60,780
16	48,485	53,280	50,219	55,186	52,706	57,919	54,444	59,829	56,179	61,735
17	49,347	54,227	51,087	56,140	53,575	58,874	55,311	60,781	57,047	62,689
18	50,219	55,186	51,951	57,089	54,445	59,830	56,178	61,734	57,913	63,641
19	51,088	56,141	52,824	58,048	55,310	60,780	57,046	62,688	58,784	64,598
20	51,953	57,091	53,691	59,001	56,179	61,735	57,913	63,641	59,651	65,551
21	52,823	58,047	54,559	59,955	57,046	62,688	58,784	64,598	60,517	66,502
22	53,693	59,003	55,427	60,909	57,913	63,641	59,649	65,548	61,382	67,453
23	54,559	59,955	56,294	61,862	58,784	64,598	60,517	66,502	62,253	68,410
24	55,424	60,905	57,161	62,814	59,651	65,551	61,384	67,455	63,121	69,364
25	56,295	61,863	58,029	63,768	60,519	66,504	62,253	68,410	63,991	70,320
26	57,162	62,815	58,896	64,721	61,384	67,455	63,121	69,364	64,858	71,273
27	58,030	63,769	59,767	65,678	62,253	68,410	63,991	70,320	65,726	72,227

Teachers off of the salary schedule will receive the same percent as those Teachers who are still on the schedule.

Appendix A: Salary—2020-2021

STEP	B.A.	B.A. (TRS)	B.A.+15	B.A.+15 (TRS)	M.A.	M.A. (TRS)	M.A.+15	M.A.+15 (TRS)	M.A.+30	M.A.+30 (TRS)
1	36,136	39,710	37,926	41,677	40,456	44,457	42,225	46,401	43,988	48,338
2	36,908	40,558	38,699	42,526	41,236	45,314	43,010	47,264	44,778	49,207
3	37,697	41,425	39,488	43,393	42,031	46,188	43,810	48,143	45,582	50,090
4	38,502	42,310	40,294	44,279	42,842	47,079	44,625	49,038	46,399	50,988
5	39,324	43,213	41,118	45,185	43,670	47,989	45,454	49,949	47,233	51,904
6	40,164	44,136	41,957	46,107	44,512	48,914	46,300	50,879	48,080	52,835
7	41,019	45,076	42,813	47,047	45,372	49,859	47,162	51,826	48,944	53,785
8	41,894	46,037	43,687	48,008	46,247	50,821	48,037	52,788	49,822	54,749
9	42,787	47,019	44,580	48,989	47,139	51,801	48,931	53,770	50,716	55,732
10	43,680	48,000	45,472	49,969	48,030	52,780	49,824	54,752	51,611	56,715
11	44,574	48,982	46,366	50,952	48,924	53,763	50,716	55,732	52,504	57,697
12	45,469	49,966	47,256	51,930	49,819	54,746	51,610	56,714	53,399	58,680
13	46,364	50,950	48,154	52,916	50,712	55,727	52,502	57,695	54,291	59,660
14	47,256	51,930	49,043	53,893	51,608	56,712	53,397	58,678	55,183	60,641
15	48,151	52,913	49,940	54,879	52,500	57,692	54,287	59,656	56,079	61,625
16	49,042	53,892	50,831	55,858	53,395	58,676	55,181	60,638	56,969	62,603
17	49,940	54,879	51,726	56,842	54,287	59,656	56,077	61,623	57,864	63,587
18	50,827	55,854	52,620	57,824	55,182	60,640	56,970	62,604	58,758	64,569
19	51,726	56,842	53,510	58,802	56,078	61,624	57,863	63,586	59,650	65,549
20	52,621	57,825	54,409	59,790	56,969	62,603	58,757	64,568	60,548	66,536
21	53,512	58,804	55,302	60,771	57,864	63,587	59,650	65,549	61,441	67,518
22	54,408	59,789	56,196	61,754	58,757	64,568	60,548	66,536	62,333	68,498
23	55,304	60,774	57,090	62,736	59,650	65,549	61,438	67,514	63,223	69,476
24	56,196	61,754	57,983	63,718	60,548	66,536	62,333	68,498	64,121	70,463
25	57,087	62,733	58,876	64,699	61,441	67,518	63,226	69,479	65,015	71,445
26	57,984	63,719	59,770	65,681	62,335	68,500	64,121	70,463	65,911	72,430
27	58,877	64,700	60,663	66,663	63,226	69,479	65,015	71,445	66,804	73,411

Teachers off of the salary schedule will receive the same percent as those Teachers who are still on the schedule.

Appendix B: Club Stipends—Hourly / Events

Position	2018-2019	2019-2020	2021-2021
All duties paid by an hourly rate: drivers education, tutoring, ACT course, high school and middle school detention, period subs, curriculum work, extended contracts defined in Article 12 i, instructional leadership, etc.	\$31.50	\$31.50	\$31.50
Ticket Seller: high school football	\$39	\$39	\$39
Ticket Seller: basketball, volleyball, and wrestling	\$32	\$32	\$32
High school Scholastic Bowl Moderator 2	\$40	\$40	\$40
Middle school Scholastic Bowl Moderator 1	\$40	\$40	\$40
Time/Scorer: football, basketball, volleyball, wrestling, and track	\$40	\$40	\$40
Crowd Control	\$40	\$40	\$40
Bus Chaperones	\$40	\$40	\$40
Concert / Event Musical Accompaniment (pre-approval required; possibility of one additional payment for ‘prep’ for individual concerts / events)	\$20 / hour	\$20 / hour	\$20 / hour
Summer Co-Curricular Camps (Upon request of head coach / lead sponsor; pre-approval and compliance with administrative procedures; funded by camp registration fees)	\$20 / hour	\$20 / hour	\$20 / hour

Appendix B: Club Stipends—Set Amount: High School

POSITION HIGH SCHOOL				
Math, S.O.A.P., Cheer (Fall), Rube Goldberg, Interact, Spanish, Art, Fortitude, Tri-M, Awards Night	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	890	894	899	903
Step 2	916	916	921	926
Step 3	944	944	944	949
Step 4	972	972	972	972
Step 5	1001	1001	1001	1001
Step 6	1031	1031	1031	1031
Step 7	1062	1062	1062	1062
Step 8	1094	1094	1094	1094
Step 9	1127	1127	1127	1127
Step 10	1161	1161	1161	1161
Step 11	1196	1196	1196	1196
Step 12	1232	1232	1232	1232
Step 13	1268	1268	1268	1268
Scholastic Bowl, Speech Team	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	2461	2474	2486	2498
Step 2	2535	2535	2548	2561
Step 3	2611	2611	2611	2624
Step 4	2690	2690	2690	2690
Step 5	2770	2770	2770	2770
Step 6	2853	2853	2853	2853
Step 7	2939	2939	2939	2939
Step 8	3027	3027	3027	3027
Step 9	3118	3118	3118	3118
Step 10	3212	3212	3212	3212
Step 11	3308	3308	3308	3308
Step 12	3407	3407	3407	3407
Step 13	3509	3509	3509	3509

**Step
9**

**Step
9**

Appendix B: Club Stipends—Set Amount: High School

Musical, National Honors Society, Chorus	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	2094	2104	2115	2125
Step 2	2156	2156	2167	2178
Step 3	2221	2221	2221	2232
Step 4	2288	2288	2288	2288
Step 5	2356	2356	2356	2356
Step 6	2427	2427	2427	2427
Step 7	2500	2500	2500	2500
Step 8	2575	2575	2575	2575
Step 9	2652	2652	2652	2652
Step 10	2732	2732	2732	2732
Step 11	2814	2814	2814	2814
Step 12	2898	2898	2898	2898
Step 13	2985	2985	2985	2985
Junior Class, Student Council	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	2356	2367	2379	2391
Step 2	2426	2426	2438	2451
Step 3	2499	2499	2499	2512
Step 4	2574	2574	2574	2574
Step 5	2651	2651	2651	2651
Step 6	2731	2731	2731	2731
Step 7	2813	2813	2813	2813
Step 8	2897	2897	2897	2897
Step 9	2984	2984	2984	2984
Step 10	3074	3074	3074	3074
Step 11	3166	3166	3166	3166
Step 12	3261	3261	3261	3261
Step 13	3359	3359	3359	3359

**Step
9**

**Step
9**

Appendix B: Club Stipends—Set Amount: High School

Library Club	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	2251	2262	2273	2285
Step 2	2318	2318	2330	2341
Step 3	2388	2388	2388	2400
Step 4	2459	2459	2459	2459
Step 5	2533	2533	2533	2533
Step 6	2609	2609	2609	2609
Step 7	2687	2687	2687	2687
Step 8	2768	2768	2768	2768
Step 9	2851	2851	2851	2851
Step 10	2937	2937	2937	2937
Step 11	3025	3025	3025	3025
Step 12	3115	3115	3115	3115
Step 13	3209	3209	3209	3209
Fall Play	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	1366	1373	1380	1387
Step 2	1407	1407	1414	1421
Step 3	1449	1449	1449	1456
Step 4	1493	1493	1493	1493
Step 5	1537	1537	1537	1537
Step 6	1584	1584	1584	1584
Step 7	1631	1631	1631	1631
Step 8	1680	1680	1680	1680
Step 9	1730	1730	1730	1730
Step 10	1782	1782	1782	1782
Step 11	1836	1836	1836	1836
Step 12	1891	1891	1891	1891
Step 13	1948	1948	1948	1948

**Step
1**

Appendix B: Club Stipends—Set Amount: High School

Senior Class Sponsor	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	2564	2577	2590	2603
Step 2	2641	2641	2654	2667
Step 3	2720	2720	2720	2734
Step 4	2802	2802	2802	2802
Step 5	2886	2886	2886	2886
Step 6	2972	2972	2972	2972
Step 7	3062	3062	3062	3062
Step 8	3153	3153	3153	3153
Step 9	3248	3248	3248	3248
Step 10	3345	3345	3345	3345
Step 11	3446	3446	3446	3446
Step 12	3549	3549	3549	3549
Step 13	3656	3656	3656	3656
Sophomore Class Sponsor	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	1832	1841	1851	1860
Step 2	1887	1887	1897	1906
Step 3	1944	1944	1944	1954
Step 4	2002	2002	2002	2002
Step 5	2062	2062	2062	2062
Step 6	2124	2124	2124	2124
Step 7	2188	2188	2188	2188
Step 8	2253	2253	2253	2253
Step 9	2321	2321	2321	2321
Step 10	2391	2391	2391	2391
Step 11	2462	2462	2462	2462
Step 12	2536	2536	2536	2536
Step 13	2612	2612	2612	2612

**Step
9**

**Step
9**

Appendix B: Club Stipends—Set Amount: High School

Freshman Class Sponsor	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	1622	1630	1638	1647
Step 2	1671	1671	1679	1688
Step 3	1721	1721	1721	1730
Step 4	1773	1773	1773	1773
Step 5	1826	1826	1826	1826
Step 6	1881	1881	1881	1881
Step 7	1937	1937	1937	1937
Step 8	1995	1995	1995	1995
Step 9	2055	2055	2055	2055
Step 10	2117	2117	2117	2117
Step 11	2180	2180	2180	2180
Step 12	2246	2246	2246	2246
Step 13	2313	2313	2313	2313

**Step
9**

Band	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	4030	4050	4070	4091
Step 2	4151	4151	4172	4192
Step 3	4275	4275	4275	4297
Step 4	4404	4404	4404	4404
Step 5	4536	4536	4536	4536
Step 6	4672	4672	4672	4672
Step 7	4812	4812	4812	4812
Step 8	4956	4956	4956	4956
Step 9	5105	5105	5105	5105
Step 10	5258	5258	5258	5258
Step 11	5416	5416	5416	5416
Step 12	5578	5578	5578	5578
Step 13	5746	5746	5746	5746

**Step
9**

Appendix B: Club Stipends—Set Amount: High School

Mentoring	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	407	409	411	413
Step 2	419	419	421	423
Step 3	432	432	432	434
Step 4	445	445	445	445
Step 5	458	458	458	458
Step 6	472	472	472	472
Step 7	486	486	486	486
Step 8	501	501	501	501
Step 9	516	516	516	516
Step 10	531	531	531	531
Step 11	547	547	547	547
Step 12	563	563	563	563
Step 13	580	580	580	580

**Step
1**

Fall Play	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	1078	1084	1089	1095
Step 2	1111	1111	1116	1122
Step 3	1144	1144	1144	1150
Step 4	1178	1178	1178	1178
Step 5	1214	1214	1214	1214
Step 6	1250	1250	1250	1250
Step 7	1288	1288	1288	1288
Step 8	1326	1326	1326	1326
Step 9	1366	1366	1366	1366
Step 10	1407	1407	1407	1407
Step 11	1449	1449	1449	1449
Step 12	1493	1493	1493	1493

**Step
9**

Step 13	1537	1537	1537	1537
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Appendix B: Club Stipends—Set Amount: Middle School

POSITION MIDDLE SCHOOL				
Aero Space, Science, Technology, Beta, Art	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	890	894	899	903
Step 2	916	916	921	926
Step 3	944	944	944	949
Step 4	972	972	972	972
Step 5	1001	1001	1001	1001
Step 6	1031	1031	1031	1031
Step 7	1062	1062	1062	1062
Step 8	1094	1094	1094	1094
Step 9	1127	1127	1127	1127
Step 10	1161	1161	1161	1161
Step 11	1196	1196	1196	1196
Step 12	1232	1232	1232	1232
Step 13	1268	1268	1268	1268
Yearbook, Scholastic Bowl	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	2461	2474	2486	2498
Step 2	2535	2535	2548	2561
Step 3	2611	2611	2611	2624
Step 4	2690	2690	2690	2690
Step 5	2770	2770	2770	2770
Step 6	2853	2853	2853	2853
Step 7	2939	2939	2939	2939
Step 8	3027	3027	3027	3027
Step 9	3118	3118	3118	3118
Step 10	3212	3212	3212	3212
Step 11	3308	3308	3308	3308
Step 12	3407	3407	3407	3407
Step 13	3509	3509	3509	3509

**Step
9**

**Step
9**

Appendix B: Club Stipends—Set Amount: Middle School

8th Grade Class Sponsor, Band, Choral, Speech	2017- 2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	2094	2104	2115	2125
Step 2	2156	2156	2167	2178
Step 3	2221	2221	2221	2232
Step 4	2288	2288	2288	2288
Step 5	2356	2356	2356	2356
Step 6	2427	2427	2427	2427
Step 7	2500	2500	2500	2500
Step 8	2575	2575	2575	2575
Step 9	2652	2652	2652	2652
Step 10	2732	2732	2732	2732
Step 11	2814	2814	2814	2814
Step 12	2898	2898	2898	2898
Step 13	2985	2985	2985	2985

**Step
9**

Math, Spelling	2017- 2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	1099	1104	1110	1115
Step 2	1132	1132	1137	1143
Step 3	1166	1166	1166	1172
Step 4	1201	1201	1201	1201
Step 5	1237	1237	1237	1237
Step 6	1274	1274	1274	1274
Step 7	1312	1312	1312	1312
Step 8	1351	1351	1351	1351
Step 9	1392	1392	1392	1392
Step 10	1434	1434	1434	1434
Step 11	1477	1477	1477	1477
Step 12	1521	1521	1521	1521

**Step
9**

Step 13	1567	1567	1567	1567
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Appendix B: Club Stipends—Set Amount: Middle School

Student Council	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	2303	2314	2326	2337
Step 2	2372	2372	2384	2396
Step 3	2443	2443	2443	2455
Step 4	2516	2516	2516	2516
Step 5	2592	2592	2592	2592
Step 6	2669	2669	2669	2669
Step 7	2750	2750	2750	2750
Step 8	2832	2832	2832	2832
Step 9	2917	2917	2917	2917
Step 10	3005	3005	3005	3005
Step 11	3095	3095	3095	3095
Step 12	3187	3187	3187	3187
Step 13	3283	3283	3283	3283
MS/HS Market Day (from Proceeds)	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	1413	1420	1427	1434
Step 2	1455	1455	1463	1470
Step 3	1499	1499	1499	1507
Step 4	1544	1544	1544	1544
Step 5	1590	1590	1590	1590
Step 6	1638	1638	1638	1638
Step 7	1687	1687	1687	1687
Step 8	1738	1738	1738	1738
Step 9	1790	1790	1790	1790
Step 10	1844	1844	1844	1844
Step 11	1899	1899	1899	1899
Step 12	1956	1956	1956	1956
Step 13	2015	2015	2015	2015

**Step
9**

Appendix B: Club Stipends—Set Amount: Middle School

MS Play	2017-2018	2018-2019 3%	2019-2020 3%	2020-2021 3%
Step 1	851	855	860	864
Step 2	877	877	881	885
Step 3	903	903	903	907
Step 4	930	930	930	930
Step 5	958	958	958	958
Step 6	987	987	987	987
Step 7	1016	1016	1016	1016
Step 8	1047	1047	1047	1047
Step 9	1078	1078	1078	1078
Step 10	1110	1110	1110	1110
Step 11	1144	1144	1144	1144
Step 12	1178	1178	1178	1178
Step 13	1213	1213	1213	1213

**Step
9**

Appendix C: Coaching Stipends

Position	2018-2019 3.0%	2019-2020 3.0%	2020-2021 3.0%
High School Athletic Coordinator	\$5,359	\$5,520	\$5,686
M.S. Athletic Coordinator: up to	\$2,646	\$2,725	\$2,807

Middle/High School Athletic Director - 99/00	2018-2019 3.0%	2019-2020 3.0%	2020-2021 3.0%
Step 1	\$4,466	\$4,489	\$4,513
Step 2	\$4,577	\$4,600	\$4,624
Step 3	\$4,691	\$4,714	\$4,738
Step 4	\$4,808	\$4,832	\$4,855
Step 5	\$4,939	\$4,952	\$4,977
Step 6	\$5,086	\$5,087	\$5,101
Step 7	\$5,266	\$5,239	\$5,240
Step 8	\$5,447	\$5,424	\$5,396
Step 9	\$5,626	\$5,610	\$5,587
Step 10	\$5,805	\$5,795	\$5,778
Step 11	\$5,984	\$5,979	\$5,969
Step 12	\$6,165	\$6,164	\$6,158
Step 13	\$6,344	\$6,350	\$6,349

High School Head Football, Basketball, Wrestling, Volleyball, Golf, Boys Soccer	2018-2019 3.0%	2019-2020 3.0%	2020-2021 3.0%
Step 1	\$3,956	\$3,991	\$4,027
Step 2	\$4,040	\$4,075	\$4,111
Step 3	\$4,126	\$4,161	\$4,197
Step 4	\$4,238	\$4,250	\$4,286
Step 5	\$4,361	\$4,365	\$4,378
Step 6	\$4,490	\$4,492	\$4,496
Step 7	\$4,669	\$4,625	\$4,627
Step 8	\$4,847	\$4,809	\$4,764
Step 9	\$5,027	\$4,992	\$4,953
Step 10	\$5,207	\$5,178	\$5,142
Step 11	\$5,387	\$5,363	\$5,333

Step 12	\$5,565	\$5,549	\$5,524
Step 13	\$5,745	\$5,732	\$5,715

Appendix C: Coaching Stipends

Position

High School Asst. Football, Basketball, Wrestling, Volleyball, Golf, Boys Soccer	2018-2019 3.0%	2019-2020 3.0%	2020-2021 3.0%
Step 1	\$2,892	\$2,908	\$2,924
Step 2	\$2,963	\$2,979	\$2,995
Step 3	\$3,036	\$3,052	\$3,068
Step 4	\$3,113	\$3,127	\$3,144
Step 5	\$3,197	\$3,206	\$3,221
Step 6	\$3,293	\$3,293	\$3,302
Step 7	\$3,472	\$3,392	\$3,392
Step 8	\$3,650	\$3,576	\$3,494
Step 9	\$3,831	\$3,760	\$3,683
Step 10	\$4,010	\$3,946	\$3,873
Step 11	\$4,190	\$4,130	\$4,064
Step 12	\$4,368	\$4,316	\$4,254
Step 13	\$4,548	\$4,499	\$4,445

HS Head Baseball, Softball, Track, Girls Soccer	2018-2019 3.0%	2019-2020 3.0%	2020-2021 3.0%
Step 1	\$3,956	\$3,991	\$4,027
Step 2	\$4,040	\$4,075	\$4,111
Step 3	\$4,126	\$4,161	\$4,197
Step 4	\$4,238	\$4,250	\$4,286
Step 5	\$4,361	\$4,365	\$4,378
Step 6	\$4,490	\$4,492	\$4,496
Step 7	\$4,669	\$4,625	\$4,627
Step 8	\$4,847	\$4,809	\$4,764
Step 9	\$5,027	\$4,992	\$4,953
Step 10	\$5,207	\$5,178	\$5,142
Step 11	\$5,387	\$5,363	\$5,333
Step 12	\$5,565	\$5,549	\$5,524
Step 13	\$5,745	\$5,732	\$5,715

Appendix C: Coaching Stipends

Position			
High School Assistant Baseball, Softball, Track, and Girls Soccer	2018-2019 3.0%	2019-2020 3.0%	2020-2021 3.0%
Step 1	\$2,892	\$2,908	\$2,924
Step 2	\$2,963	\$2,979	\$2,995
Step 3	\$3,036	\$3,052	\$3,068
Step 4	\$3,113	\$3,127	\$3,144
Step 5	\$3,197	\$3,206	\$3,221
Step 6	\$3,293	\$3,293	\$3,302
Step 7	\$3,472	\$3,392	\$3,392
Step 8	\$3,650	\$3,576	\$3,494
Step 9	\$3,831	\$3,760	\$3,683
Step 10	\$4,010	\$3,946	\$3,873
Step 11	\$4,190	\$4,130	\$4,064
Step 12	\$4,368	\$4,316	\$4,254
Step 13	\$4,548	\$4,499	\$4,445

High School Spirit Line	2018-2019 3.0%	2019-2020 3.0%	2020-2021 3.0%
Step 1	\$3,956	\$3,991	\$4,027
Step 2	\$4,040	\$4,075	\$4,111
Step 3	\$4,126	\$4,161	\$4,197
Step 4	\$4,238	\$4,250	\$4,286
Step 5	\$4,361	\$4,365	\$4,378
Step 6	\$4,490	\$4,492	\$4,496
Step 7	\$4,669	\$4,625	\$4,627
Step 8	\$4,847	\$4,809	\$4,764
Step 9	\$5,027	\$4,992	\$4,953
Step 10	\$5,207	\$5,178	\$5,142
Step 11	\$5,387	\$5,363	\$5,333
Step 12	\$5,565	\$5,549	\$5,524
Step 13	\$5,745	\$5,732	\$5,715

Appendix C: Coaching Stipends

Position

Middle School Athletic Director	2018-2019 3.0%	2019-2020 3.0%	2020-2021 3.0%
Step 1	\$3,415	\$3,431	\$3,447
Step 2	\$3,500	\$3,517	\$3,534
Step 3	\$3,587	\$3,605	\$3,623
Step 4	\$3,676	\$3,695	\$3,713
Step 5	\$3,777	\$3,786	\$3,806
Step 6	\$3,889	\$3,890	\$3,900
Step 7	\$4,070	\$4,006	\$4,007
Step 8	\$4,250	\$4,192	\$4,126
Step 9	\$4,429	\$4,378	\$4,318
Step 10	\$4,608	\$4,562	\$4,509
Step 11	\$4,787	\$4,746	\$4,699
Step 12	\$4,968	\$4,931	\$4,888
Step 13	\$5,147	\$5,117	\$5,079

Middle School: 8th Grade Coach: Basketball, Wrestling, Volleyball, Baseball, Track, Softball, and Spirit Line	2018-2019 3.0%	2019-2020 3.0%	2020-2021 3.0%
Step 1	\$2,892	\$2,908	\$2,924
Step 2	\$2,963	\$2,979	\$2,995
Step 3	\$3,036	\$3,052	\$3,068
Step 4	\$3,113	\$3,127	\$3,144
Step 5	\$3,197	\$3,206	\$3,221
Step 6	\$3,293	\$3,293	\$3,302
Step 7	\$3,472	\$3,392	\$3,392
Step 8	\$3,650	\$3,576	\$3,494
Step 9	\$3,831	\$3,760	\$3,683
Step 10	\$4,010	\$3,946	\$3,873
Step 11	\$4,190	\$4,130	\$4,064
Step 12	\$4,368	\$4,316	\$4,254
Step 13	\$4,548	\$4,499	\$4,445

Appendix C: Coaching Stipends

Position			
Middle School: 6th & 7th Grade Coach: Basketball, Wrestling, Volleyball, Baseball, Track, and Softball	2018-2019 3.0%	2019-2020 3.0%	2020-2021 3.0%
Step 1	\$2,364	\$2,375	\$2,386
Step 2	\$2,423	\$2,435	\$2,446
Step 3	\$2,483	\$2,496	\$2,508
Step 4	\$2,545	\$2,557	\$2,571
Step 5	\$2,615	\$2,621	\$2,634
Step 6	\$2,692	\$2,693	\$2,700
Step 7	\$2,873	\$2,773	\$2,774
Step 8	\$3,053	\$2,959	\$2,856
Step 9	\$3,232	\$3,145	\$3,048
Step 10	\$3,411	\$3,329	\$3,239
Step 11	\$3,591	\$3,513	\$3,429
Step 12	\$3,771	\$3,699	\$3,618
Step 13	\$3,950	\$3,884	\$3,810

If a coach moves from assistant to head coach, he/she will get the experience in that sport. Any employee off the top step schedule shall get the same increase as an employee on the schedule.

