

CENTRAL A & M COMMUNITY UNIT DISTRICT 21

Shelby, Christian, and Macon Counties, Illinois

406 E. Colegrove

Assumption, Illinois 62510

COLLECTIVE BARGAINING AGREEMENT

2021-2022

2022-2023

2023-2024



CENTRAL A & M EDUCATIONAL ORGANIZATION
and
CENTRAL A & M BOARD OF EDUCATION

COLLECTIVE BARGAINING AGREEMENT

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ARTICLE I RECOGNITION

- 1.1 The Board of Education of Central A & M Community Unit School District 21 in Shelby, Christian, and Macon counties, Illinois, hereinafter referred to as the "Board," recognizes the Central A & M Education Organization, affiliated with the Illinois Education Association and the National Education Association, hereinafter referred to as the "Association," as the sole and exclusive negotiating agent for all regularly employed, full-time and part-time certified teachers, part-time being defined as less than full-time, except the Superintendent, Principals, and other administrative or supervisory personnel having the authority to hire, evaluate, dismiss, or discipline other employees or to make recommendations regarding such matters, substitute teachers, teacher aides, consultants, and confidential employees. Confidential employees are defined as employees who have access to confidential school district information or records.

- 1.2 The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement. Further, the Board agrees not to negotiate with any teacher, individually, during the duration of this Agreement on matters subject to negotiations.

ARTICLE II EMPLOYEE AND ASSOCIATION RIGHTS

Employee

- 2.1 When any rights or benefits accorded teachers elsewhere in the Agreement are exceeded or diminished by an enacted statute, then the teachers shall receive the benefit of said statute.
- 2.2 Teachers shall have the right, upon request, to review their personnel file maintained by the District at a mutually agreeable time. A Teacher shall not be allowed to review privileged information, such as letters of recommendation. No material shall be placed in a teacher's personnel file which has not first been provided to the teacher. A teacher may submit a response to be attached to any new material placed in their personnel file within ten (10) attendance days of its insertion. Once a year, a teacher may request a copy of their personnel file, excluding privileged information.
- 2.3 If an informal complaint concerning a teacher is brought to the attention of the Board or Administration, no action will be taken until the teacher is advised as to the nature of the complaint and given an opportunity to respond.
- 2.4 Teachers shall be entitled to receive a copy of any formal complaint lodged with the district concerning the teacher as soon as all the particulars are known and charges completed. Formal complaints will be in writing and will include the name of the complainant.
- 2.5 When a teacher is required to appear before the Board and/or Administration concerning any matter which could adversely affect the teacher's employment or position, such teacher shall be entitled to have a representative of the Association present. Further, when a teacher is required to appear before the Board, the employee shall be advised in writing of the reason for the requirement.
- 2.6 Religious or political activities of teachers conducted outside duty hours and off school property shall not be grounds for disciplinary action or for discrimination with respect to their professional employment, providing said activities do not violate state, local, national, or common law.
- 2.7 The Board and the Association shall not discriminate against any teacher with respect to hours, wages, terms and conditions of employment for reasons of the teacher's membership in the association, participation in negotiations with the Board, or the institution of any grievance, complaint, or proceeding under this Agreement.
- 2.8 The Board and the Association agree that they will not discriminate against any teacher for reason of color, race, marital status, religious affiliation, age, sex, or national origin.

Association

- 2.9 The Board shall deduct from each Association member's pay the current dues of the Association, provided that the Board has an employee-executed authorization for continuing dues deduction, the amount of which shall annually be certified by the Association.
- 2.9a In the event of any legal action against the Board brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:
- (A) The Board gives prompt notice of such action in writing to the Association and permits the Association intervention as a party if it so desires, and
 - (B) The Board fully cooperates with the Association and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available.
- 2.9b The Association agrees that in any action so defended, it will indemnify and hold harmless the Board from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Board's compliance with this Article.
- It is understood that this hold harmless provision will not apply to any claim, demand, suit, or other form of liability which may arise as a result of willful misconduct by the Board.
- 2.10 The president of the Association shall be given written notice of all regular and special meetings of the Board. A copy of the agenda and approved minutes shall be made available to the Association president on the day they are made available to members of the Board.
- 2.11 Upon request, the Association shall be placed on the agenda of the Board Meeting, immediately following routine business and preceding all other items scheduled for Board action or discussion, in order to make a report on matters of Association concern.
- 2.12 The Association shall have the right to reasonable use of school buildings for official Association meetings, use employee mailboxes and inter-school mail service for communication with members of the bargaining unit, and post notices of its activities and matters of concern, provided that these Association activities do not interfere with the operation of the District.
- 2.13 The superintendent shall consult with the president of the Association at least two (2) attendance days prior to the presentation of the school calendar to the Board for its adoption.
- 2.14 The Association will have the opportunity for input regarding the in-service educational programs.
- 2.15 During the term of this Agreement, the rights herein granted to the Association shall not be granted to any competing organization. The Association agrees that it shall faithfully fulfill its responsibilities to all members of the bargaining unit and shall work in cooperation with the Board to improve the schools and the educational programs of the district.

Continuous Service

- 2.16 Continuous service shall be defined as the continuous length of service within the district requiring licensure. Accumulation of continuous service shall begin the employee's first working day in a position requiring licensure. Part-time Bargaining Unit Members shall accrue seniority on a pro-rata basis. In the event district continuous service is equal between employees, the following procedures are to be utilized as a tiebreaker using the rank order of sequences.
- 1st - Total full-time teaching experience in the district, even though the experience was interrupted.
 - 2nd - Total full-time and part-time service in the district.
 - 3rd - Total teaching experience, both inside and outside the district, which is allowed for credit on the salary schedule.
 - 4th - The date of initial signing of employment papers by the teacher.
- 2.17 The Board will establish and maintain a continuous service list that must be provided to the Association at least 75 days before the end of the school term.

Reduction in Staff

- 2.18 Reduction in staff will comply with the provisions of Section 24-12 of The School Code.
- 2.19 Recall of Staff will comply with the provisions of Section 24-12 of The School Code.

ARTICLE III EMPLOYMENT CONDITIONS

- 3.1 Teachers recognize that a day of work may involve more than the time spent in student instruction and that their professional responsibilities may extend beyond the classroom and beyond the normal school day. The designated workday for full-time teachers shall be seven (7) hours and thirty (30) minutes of continuous time, including a duty-free lunch period of not less than thirty (30) minutes. In some cases, it may be necessary for classes to be scheduled beyond the limits of the normal workday. Such shall be allowed, provided that the parties involved are in agreement.

On Fridays and days of early dismissal, teachers may be allowed to leave early with the permission of the building administrator. Every effort shall be made to avoid scheduling meetings for high school teachers on semester exam days.

Teachers may also be required to attend such faculty meetings, open house, or other necessary assignments which cannot reasonably be scheduled during the day without interrupting the school program, provided at least a two (2) day notice be given and longer notice when possible.

- 3.2 Every effort will be made to provide teachers in grades Kindergarten through grade 5 with 30 minutes of preparation time on a daily basis. If a substitute is not obtained for a teacher in any grade and teachers are requested to perform substitution duties, they shall be paid at a rate of \$20 per class period, or \$20 per prep period for elementary teachers if said teacher forfeits a preparatory period while internal subbing. Only teachers required by an administrator or his/her designee, to fill such positions shall be eligible for internal sub pay.

Every effort will be made not to exceed five (5) different preparations in grades 6-12 with no more than 6 teaching assignments without consent. If a teacher is asked to take a seventh teaching assignment, the teacher will be compensated at 1/7 of his/her salary. For every regular classroom preparation over five, the instructor will receive 1/14 of his/her salary.

- 3.3 When class size becomes a problem to the normal educational process, the teacher and the administration will agree to research a solution. Assignment of a teacher's aide, redistribution of students, or additional compensation to the affected teacher are types of possible solutions to the problem. In all cases, the Board retains the exclusive final authority over class size.

Transfers

- 3.4
1. Information regarding any paid certificated position which is available shall be posted for a period of at least ten (10) days. Qualified staff may apply for any certified or non-certified positions. Applications shall be in writing and addressed to the superintendent or the building principal so designated. Vacancies will not be filled until the ten (10) day posting period has expired, unless such provision is waived upon agreement between the administration and the president of the Association. During the summer vacation, vacancy notices will, in addition to being posted, be e-mailed to the president of the Association.
 2. Teachers who will be affected by a change in the elementary grades, change in subject assignment at the middle and high school level, or change in extracurricular assignments will be notified and consulted as soon as practical by the administration (prior to June 1 when possible). Teachers shall not be assigned primary responsibility for courses outside their certification or their major or minor fields without their consent.
 3. Involuntary transfers may be made when necessary to best utilize the staff or when the Board considers it in the best interests of the students and the district. Before involuntary transfers or reassignments occur, volunteers will be sought and given special consideration. The administration shall consult with the teacher

before any involuntary transfer is made. Any teacher involuntarily transferred shall be permitted to resign without prejudice.

Discipline

- 3.5 The parties agree that the teacher has the primary responsibility for discipline within the classroom. When reasonable, the Board and administration will support and assist the teacher in the maintenance of control and discipline in the classroom.

Travel

- 3.6 Any traveling employee shall be provided lunch periods equal to non-traveling employees. The Association and the Board mutually agree to openly discuss and attempt to resolve any problems relative to infringement of traveling time on preparation and/or lunch periods, including possible compensation.

A mutually acceptable solution is the goal of such discussions, and both parties realize that any solution must be based primarily upon the best interests of the students and the overall academic program.

- 3.7 The mileage rate for reimbursable mileage shall be paid at the current IRS rate. For transportation outside the normal assigned daily trips, mileage will only be paid in the event that district transportation is unavailable.

Notes: If, and for as long as summer use of the vans is continued, the same stipulations apply as originally established. A vehicle will be returned by the sponsor of the organization clean and full of gas. Use of vehicles will be coordinated through the transportation coordinator.

For other use, the reimbursable mileage rate of the current IRS rate would be the amount charged to certified staff if it is being charged to professional development money per section 6.8.

- 3.8 Transportation during the summer is not provided and is not reimbursable, except as allowed with Professional Leave (section 6.8), or as otherwise allowed by the Board.

ARTICLE IV EVALUATION

- 4.1 All formal evaluations of classroom teaching performance of a teacher shall be conducted openly and with the full knowledge of the teacher. Every effort will be made to avoid class observations on the first and last days of each school semester and on the day before winter and spring break unless permitted by the teacher.
- 4.2 The Association shall have the opportunity to make recommendations to the Board and administration regarding the content of the evaluation instrument, provided such recommendations are made in writing and presented to the administration on or before June 1 of each year for the following school year. The completed instrument(s) shall be communicated to all members of the bargaining unit each school year and the same instrument(s) shall be used in all district attendance centers.
- 4.3 Non-tenured teachers shall be evaluated at least once in each school semester. Tenured teachers shall be evaluated at least every two years.
- 4.4 During the first semester, the administrators shall acquaint each teacher under their supervision with the evaluation procedures, standards, and/or instruments to be used in evaluating such teachers' performance. An evaluation may not take place until such orientation has been completed.
- 4.5 Each formal evaluation shall be preceded by an in class observation of the teacher's performance. The evaluator shall have a meeting with the teacher within ten (10) attendance days following the observation.
- 4.6 Administrators shall attempt to provide the teacher with assistance with improving the quality of instruction.
- 4.7 A copy of each written evaluation must be placed in the teacher's personnel file. The teacher shall have the right to attach an explanation to any evaluation placed in his/her personnel file within 10 attendance days from post-conference with teacher and administrator.
- 4.8 Not later than sixty (60) calendar days before the end of the school year, the administrators shall complete a written evaluation report and shall make recommendations to the Board as to the reemployment of each probationary teacher.

ARTICLE V EMPLOYEE COMPENSATION AND FRINGE BENEFITS

- 5.1 The salary schedule shall be as set forth in Appendix A, which is attached and incorporated into this Agreement.
- 5.2 The extra-curricular and extra-duty pay schedule shall be as set forth in Appendix B.
- 5.3 All employees shall be paid over twelve months. Twice monthly payments shall be made on the 8th and 23rd of each month or the closest preceding work day should the regular pay day fall on a weekend or holiday.
- 5.4 Allowable amounts paid by the Board for hospitalization and medical insurance shall be negotiated as a part of the salary settlement between the Association and the Board. The Board and a committee of employees shall agree on the carrier. The Board will provide full individual coverage of \$605 per month toward the premium for each full-time employee through the life of the contract.
- 5.5 The district will reimburse the tuition cost for up to four (4) semester hours per contract year for all teachers who have been employed in a teaching position in the district for at least three (3) full years. The maximum reimbursable cost will be \$350.00 per credit hour. If a course is to count toward movement on the salary schedule, the teacher must provide evidence that it is a graduate-level course from a recognized college/university, in the teacher's field of teaching; or are taken as part of a program leading to a master's degree in a related educational field or, in special circumstances, a class as otherwise directed by the superintendent**. Notification of pending completion must be given to the superintendent no later than the first day of classes of the year for which the salary is to be received. Official transcripts must be received in the Superintendent's office no later than October 15 of the year for which the salary is to be received. Courses taken for reimbursement must be approved by the superintendent prior to registration for the course. Reimbursement will be contingent upon evidence of successful completion of the course and evidence of the actual tuition cost to the employee.
- ** Educational Movement Guidelines:
1. The class is a graduate level class from a State of Illinois University or other approved institution;
 2. The school is accredited by the North Central Association of Colleges and Schools (NCA) of the Commission on Higher Learning, and
 3. The student completes the course with a grade of an "A" or a "B."
- 5.6 During the month of May, assignments for extracurricular sponsorships will be made for the following school year. Assignments shall be made on the following priority basis:
1. First priority: Teacher(s) who held the same position in the previous year, if approved by the administration.
 2. Second priority: Teacher(s) who had the same group of students in the previous year, if approved by the administration.
 3. Third priority: Teacher(s) who volunteer for the position, if approved by the administration.
 4. Fourth priority: Appointment by the administration. Teacher(s) so appointed shall serve to the

best of their ability(ies), with provision for annual review.

Teachers with six (6) or more classes shall be at the bottom of the list for consideration. Two teachers may share one position, and the compensation for that position if approved by the administration.

- 5.7 The Board agrees that it will assume the responsibility for covering paid extra duty assignments, such as ticket sales, student event supervision, and chaperones for student activities. Teachers shall not be required to perform such duties, but may volunteer for such assignments if they so desire. All duties not covered by members of the bargaining unit shall be covered by other persons at the discretion of the administration.
- 5.8 Each teacher shall receive a free family pass to athletic events, with the understanding that, when in attendance, the teacher will provide supervision as needed.
- 5.9 Teachers shall receive compensation at the rate of \$12.00 per staffing for all official I.E.P. staffings outside of regular work hours, in excess of two (2) per school year. Administration will make every effort to schedule meetings and trainings during institute, workshop, or school improvement days.
- 5.9a Special Education Case Managers are allowed district-directed release days to work on IEP's based on the following criteria:
- 0-10 students one day,
 - 11-20 students two days,
 - >20 students three days.
- 5.10 The Board will continue to pay as a benefit the required TRS contribution up to a maximum of 9.0% related to the teacher's base salary, including extended contracts and salary related to section 3.2. Any required TRS contribution above 9.0% will be deducted from a teacher's base salary as defined above. The Board will continue to deduct any required TRS contribution on all extra duty pay, including but not limited to co-curricular stipends, coaching salaries, summer school pay, athletic supervision, Homework Hangout, etc. The Board agrees to continue to shelter for income tax purposes the required amount of each teacher's salary which is deducted for required contributions to the Teachers' Retirement System.
- 5.11 Summer school pay shall be equivalent to the hourly creditable earnings wage of a teacher at BS + 16. i.e. hourly creditable earnings salary divided by 180, (number of contract days), the result divided by 7.5 (number of hours in a working day).
- 5.12 The class(es) for which movement is requested must end prior to the beginning of the new school year. Hours will accumulate only to the BS+32 until the Master's Degree is awarded.
- 5.13 Teachers who retire under terms of this contract who have been employed with this district for at least 15 years with more than 360 TRS CREDITABLE sick leave days will receive a one-time payment of \$30 per sick leave day above 360 up to 420.
- 5.14 District Retirement Enhancement Program

The Board of Education will provide to its licensed teaching staff a retirement incentive that will include and be subject to the following provisions:

1. Eligibility. The licensed teaching staff member requesting a District Retirement

Incentive must meet and substantiate each of the following eligibility requirements:

- a. The teacher shall have a minimum of fifteen (15) years of continuous full-time service in the Central A&M School District by the documented date of retirement; and
- b. The teacher must be eligible to retire without discount, meaning the teacher shall be at least sixty (60) years of age or will be at least fifty-five (55) years of age and will have at least thirty-five (35) years of creditable service upon his or her last day of service to the School District; and
- c. The teacher must be on row 30 or above in the year they give notification that they wish to participate in the program or already be off the teacher salary schedule; and
- d. The teacher shall submit an irrevocable notice of retirement by September 1, up to two (2) school years prior to retirement and no later than September 1 of the final year of service at the District prior to retirement. In no event may a teacher submit an irrevocable notice of retirement prior to the school year before his or her second school year prior to retirement.

2. Retirement Incentive. If the teacher meets and provides all documentation that he or she is eligible, the following shall occur:

- a. For the applicable year(s), the teacher shall be removed from the salary schedule and extra duty pay schedule; and
- b. The teacher shall receive a five percent (5.0%) increase in their total creditable earnings over the prior year's total creditable earnings for each year of notice up to a maximum of two (2) years.
- c. In no event shall a teacher receive an increase in creditable earnings over the prior year in excess of five percent (5.0%). The District shall review the creditable earnings of each teacher receiving the retirement incentive by May 31st of the applicable school year(s) to ensure that the teacher did not receive more than a five percent (5.0%) increase. If the District determines that the teacher's creditable earnings would exceed five percent (5.0%), then the teacher shall be notified and their June paycheck shall be adjusted accordingly; and
- d. The teacher shall continue to perform all duties performed in the school year prior to the first year the retirement incentive is paid for the duration of the retirement notice period. If a teacher voluntarily resigns or is removed by the Board from any extra duty assignment following notice of retirement, the calculation of the teacher's five percent (5.0%) increase shall be reduced by the amount of the extra duty compensation that was being paid to the teacher; and
- e. A teacher who completes coursework or who otherwise would be entitled to movement on the salary schedule or extra duty pay schedule shall not receive additional compensation beyond the five percent (5.0%) increase provided by this retirement provision. Notwithstanding any other provision of this agreement or otherwise, a teacher approved for the retirement incentive shall not receive more than a five percent (5.0%) total increase in total creditable earnings in any year during their participation in the

retirement incentive; and

3. Restrictions/Limitations. The following restrictions and/or limitations shall be in full force and effect:

a. If approved, a teacher will not be assigned any additional extra duties or TRS reportable duties without the consent of the District; and

b. Any teacher who commences participation in this benefit, but does not comply with or satisfy the provisions herein, including but not limited to completion of their remaining years of service following notice of retirement, shall reimburse the District for any increased salary benefit granted under this provision, including tax and pension withholdings. Upon complete reimbursement, the teacher shall be entitled to any general wage increase which would have been applicable to the teacher during the time period at issue; and

c. Teachers should not rely upon the continuation of this retirement incentive award program in subsequent collective bargaining agreements. Unless the parties agree to continue this benefit in a subsequent collective bargaining agreement, it shall terminate upon the expiration of this agreement and will not be available to teachers who have not applied for the benefit prior to the expiration date of this agreement.

4. Retirement Revocation: If the teacher requests a retirement incentive under this Section, the teacher acknowledges that the letter of retirement is an irrevocable intent to retire and resign from the District and will only be reviewed by the Board in the following enumerated extenuating circumstances below.

In the event that a teacher has submitted his/her timely irrevocable letter of retirement, the teacher may withdraw the letter of retirement in the event of an illness, disability or death of a teacher's spouse or child(ren). This may be granted in extenuating circumstances at the Board's discretion without setting precedence. The decision of the Board shall not be grievable.

5. Examples. The following examples are provided for assistance and clarification:

a. A teacher applies for the retirement incentive program one year before Retirement by submitting an irrevocable letter on August 31, 2021. The teacher is retiring on June 30, 2022. The teacher meets all other eligibility requirements. The teacher's TRS creditable earnings for 2020-2021 school year was \$40,000. The teacher's TRS creditable earnings for 2021 -2022 school year will be \$42,000 ($\$40,000 \times 1.05 = \$42,000$).

b. A teacher applies for the retirement incentive program two years before retirement by submitting an irrevocable letter on August 31, 2021. The teacher is retiring on June 30, 2023. The teacher meets all other eligibility requirements. The teacher's TRS creditable earnings for 2020-2021 school year was \$40,000. The teacher's TRS creditable earnings for 2021 -2022 school year will be \$42,000 ($\$40,000 \times 1.05 = \$42,000$). The teacher's TRS creditable earnings for the 2022-2023 school year will be \$44,100 ($\$42,000 \times 1.05 = \$44,100$).

c. A teacher's TRS creditable earnings from the 2020-2021 school year was \$43,000., of which \$3,000. was compensation for coaching basketball in 2020-2021. Under the teacher's retirement plan, he/she would

be scheduled to receive \$45,150. TRS creditable earnings for the 2021 -2022 school year (i.e., $\$43,000. \times 1.05 = \$45,150.$). However, the teacher resigns from his/her coaching position before the start of the 2021 -2022 school year. The teacher's TRS creditable earnings for the 2021 -2022 school year will be \$42, 000. (i.e., $\$40,000.00 \times 1 .05 = \$42,000$) rather than \$45,150.

ARTICLE VI LEAVES

- 6.1a Sick leave- Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household, or birth, adoption, or placement of adoption. For the purposes of this Article, the immediate family shall include (for both employee and spouse) parents, spouse, children, brothers, sisters, grandparents, grandchildren, aunts, uncles, stepchildren, and legal guardians. Sick leave shall be allowed up to 12 days per year for nine month employees, 13 days for 10 month employees, 14 days for 11 month employees, and 15 days for 12 month employees, with unused leave accumulating to a maximum of 360 days.
- 6.1b Sick leave donation - An employee may receive sick leave days at full pay and benefits from other employees with the written consent of the donating employee and the written approval of the Board, provided;
1. The recipient employee has used all his/her personal accumulated sick leave days including the current year's allotment.
 2. Days must be used in the school year they are received.
 3. The donating teacher can only give up to (2) days per school year.
 4. Employees shall not be required to receive days prior to making application for disability benefits from the Illinois Teacher's Retirement System.
- 6.1c Any staff member who completes a semester with 100% attendance without taking a sick or personal leave shall receive a stipend of \$300 for that semester.
- 6.2 Bereavement leave - With the approval of the superintendent, members of the bargaining unit may request bereavement leave of from one to five days to attend the funeral of a relative or a close friend, and to assist family members in their grief. All such days taken for bereavement leave shall be charged against the member's sick leave.
- 6.3 Parental leave - The Board may grant leaves of absence for parenting, subject to the following constraints which are included in an attempt to limit interruptions to the teaching process:
1. A teacher may teach until just before the birth of her baby, providing she has secured a doctor's certificate authorizing her teaching, and she shall then be permitted to have a leave of absence for the balance of the school year.
 2. If the baby is expected during the first semester of a school year, the teacher has the option of a leave for the balance of the school year.
 3. If the baby is expected during the second semester of the school year, the teacher has the option of taking a leave of absence for the next full year.
 4. If the baby is expected during the summer break between school years, the teacher has the option of a leave for either the following first semester or for the full school year.
 5. Teachers who desire a leave under this section shall apply in writing to the Board at least thirty (30) days prior to the anticipated beginning of such leave.
 6. Parenting leave shall not add to or subtract from tenure rights or seniority. Benefits may be continued only at the employee's expense.

7. Intent to Return - In all instances where a teacher is granted a leave of eight (8) calendar months or more, as a condition thereof, the teacher shall advise the Superintendent in writing no later than January 15th if the leave is to end at the end of the school year or by July 15th if the leave is to end at the end of the first semester that the teacher intends to return to employment. Failure of the teacher to timely advise the Superintendent of her intent to return shall be treated as an election not to return to employment and as a resignation from the District.
8. Benefits During Leave
 - a. Insurance - With the consent of the insurance carrier, the teacher may maintain medical insurance coverage during the term of the leave by making premium payments of all premiums which may be due to the District's business office, or elsewhere pursuant to written direction of the Superintendent, on or before the first day of each month.
 - b. Sick Leave - Sick leave shall not be applicable during the period of any unpaid leave of absence. Any accumulated sick leave available at the commencement of the leave shall be available to the teacher upon return to employment in the District.
 - c. Unemployment Compensation - Any teacher granted a leave of absence hereunder shall not be eligible for unemployment compensation during the term of the leave.

6.4 Personal Leave - Teachers shall be granted two (2) days of personal leave during each school year. Unused personal leave will be accumulated to a maximum of three (3) days, after which unused personal leave shall be added to sick leave.

Personal leave may not be taken on the first or last day of school, on days when final examinations are scheduled, or a day when the teacher has a special program or in conjunction with a Monday – Friday non-attendance day, unless such requests are approved at the sole discretion of the Superintendent.

Under normal circumstances, no more than three (3) teachers from the district may be granted personal leave for the same day. However, upon approval of the superintendent, additional teachers may be granted personal leave on the same day.

A written application for personal leave shall be made through the building principal to superintendent. Request for personal leave shall be given as far in advance as possible and, except in emergency situations, shall be at least three (3) days prior to the day of leave. Response concerning approval or denial of the leave request shall be made within two (2) workdays.

In all cases, personal leave depends upon the availability of substitute teachers.

6.5 Leaves of Absence - The Board may grant a leave of absence for up to one (1) year to teachers who have entered upon contractual continued service status for good reason, subject to the following conditions:

1. Application for Leave
 - a. Any teacher desiring a leave of absence shall submit a written application to the Superintendent at least one hundred twenty (120) calendar days prior to the proposed commencement of the leave stating the reason and the proposed duration of the leave.
 - b. The leave shall not exceed one school year or one semester if it is to begin mid-year.

2. Intent to Return

In all instances where a teacher is granted a leave, as a condition thereof, the teacher shall advise the Superintendent in writing no later than January 15th that the teacher intends to return to employment. Failure of the teacher to timely advise the Superintendent of his/her intent to return shall be treated as an election not to return to employment and as a resignation from the District.

3. Benefits During Leave

- a. Insurance - With the consent of the insurance carrier, the teacher may maintain medical insurance coverage during the term of the leave by making premium payments of all premiums which may be due to the District's business office, or elsewhere pursuant to written direction of the Superintendent on or before the first day of each month.
- b. Sick Leave - Sick leave shall not be applicable during the period of any unpaid leave of absence. Any accumulated sick leave available at the commencement of the leave shall be available to the teacher upon return to employment in the District.
- c. Unemployment Compensation - Any teacher granted a leave of absence hereunder shall not be eligible for unemployment compensation during the term of the leave.

4. Salary Schedule Credit

Any teacher who has been employed for a full semester (ninety-three (93) days or more) of the school term prior to commencement of the leave shall be entitled to such advancement on the salary schedule as he/she would have had if the leave had not been granted. If the leave exceeds the school term in which it commenced the teacher shall not be entitled to salary schedule advancement in any subsequent year.

6.6 Association leave - The Association shall be allowed four (4) days per school year of released time for the handling of Association business as deemed appropriate by the Association president, providing the Association reimburses the district the cost of the substitute teacher. A written application for such released time shall be submitted to the superintendent at least one week in advance of the requested leave.

6.7 With the prior approval of the Board and upon recommendation of the superintendent, teachers elected or selected to serve on the governing board of an Educational Service Region, a State Board of Education department, education committee, or task force, or on a similar professional regional, state or national body shall be allowed adequate leave time to attend related meetings and/or activities, provided there is no expense to the district for substitute teacher(s). Exceptions regarding expenses shall require prior approval of the superintendent.

6.8 Professional leave - With the approval of the superintendent, staff members may be permitted up to three (3) days of leave without loss of salary for the purpose of attending professional conferences or making presentations relating to the member's teaching discipline or assigned extra-curricular duties which will contribute to the staff member's professional growth as well as the district's educational program. Additional days may be granted with approval of the superintendent.

A staff member planning to use professional leave shall submit a written application to the superintendent or building principal at least two (2) weeks prior to the date of the requested leave, if possible. Such application shall state the specific purpose of the event, the date(s) of attendance, and the potential costs involved.

The number of teachers using professional leave on the same day shall be subject to limitation based on the

number of teachers out of the district or the building and/or the availability of substitute teachers. When limits are set, those applying first shall receive first consideration.

A TRS credited full time teacher (a teacher teaching more than four (4) clock hours per day; prorated for less than fulltime teachers) shall be entitled to reimbursement for those reasonable expenses, such as registration fees, travel expenses, and lodging to a maximum of \$500.00 per contract year. This section should not be used in conjunction with section 5.5.

Mileage will be paid only if a vehicle is not available and, per contract section 3.7 and section 3.8, that amount will be charged to the Professional Leave reimbursable expenses. Requests for school vehicles to destinations beyond 250 miles will not be granted, except by Board approval. Any use of a school vehicle will be charged to the teacher's Professional Leave at the contract stated amount per mile.

This section should not be used in conjunction with section 5.5. If money is paid from Professional Leave money, no tuition costs will be paid, even if the coursework is completed after the workshop or seminar. (A determination should be made by the teacher to access money from one section of the contract or the other.)

- 6.9 District-directed days do not count as professional leave, nor shall expenses incurred through district-directed leave count against allowable conference funds. District-directed days must be approved in advance by the superintendent.
- 6.10 Jury duty - Staff members summoned to jury duty when school is in session shall receive full salary during the time the member is on jury duty, provided the member reimburses the district any fees, except traveling expenses, received for performing such jury duty.
- 6.11 Staff members issued a court subpoena concerning matters relating to a teacher testifying on behalf of the school district shall be paid for each working day of required absence.

ARTICLE VII GRIEVANCE PROCEDURE

- 7.1 Definition - A grievance shall mean a complaint by the Association or a member of the bargaining unit that there has been an alleged violation, misinterpretation or misapplication of the specific provision of this Agreement.
- 7.2 Purpose - Every employee covered by this Agreement shall have the right to present grievances in accordance with these procedures, the purpose of which is to secure, at the lowest possible administrative level, equitable solutions to valid grievances which may arise.
- 7.3 Representation - The grievant has the right to representation by the Association in the grievance procedure. The grievant shall be present at all grievance discussions unless the Board, Association, and the grievant mutually agree that the grievant's presence is not desirable or necessary. When the presence of the grievant at a grievance hearing is required by either party, illness or incapacity of the grievant shall be grounds for any necessary extension of grievance procedure time limits.
- 7.4 Constraints - Any investigation or other handling or processing of any grievances by the grievant or the Association shall be so conducted as to result in no interference with or interruption of the instructional program of the grievant or of the district's employees.

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

- 7.5 Time limits - All time limits consist of school days, except where noted or when a grievance is submitted fewer than ten (10) days before the close of the current school term; then time limits shall consist of all week days, excluding Saturdays, Sundays, and legal holidays. Time limits may be extended by mutual agreement.
- 7.6 Procedures - It is desirable for a teacher and the immediate supervisor to resolve problems through free and informal communications. Therefore, before a grievance is filed, the claimant or the Association shall discuss the claim informally with the most immediate supervisor.

Step One: If a complaint cannot be resolved informally, the teacher and/or the Association shall file the grievance in writing to the immediate supervisor within ten (10) days of the occurrence or when the grievant might reasonably have the knowledge thereof unless the violation is of a continuing nature. The immediately involved supervisor will then, in the presence of the grievant, certify by signature the date the grievance was received. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the Agreement which are applicable, and shall state the remedy requested. The supervisor shall make a decision on the grievance and communicate it in writing, along with the reasons for the decision, to the grievant and the superintendent within five (5) days of the meeting.

Step Two: In the event a grievance has not been satisfactorily resolved at Step One, the grievant shall file within ten (10) days of the supervisor's written decision at Step One, a copy of the grievance with the superintendent. Within ten (10) days after the receipt of the grievance, the superintendent shall meet with the grievant to resolve the grievance. The superintendent shall file a written response, including the reasons for the decision, to the grievant and the immediate supervisor within ten (10) days of the second-step grievance meeting.

Step Three: If the grievance is not satisfactorily resolved at Step Two, the grievance may proceed to binding arbitration. The Association may submit to the Federal Mediation and Conciliation Service a written request to enter into binding arbitration. This request must be submitted within twenty (20) days of receipt of the Step Two reply.

Arbitration proceedings shall be conducted by an arbitrator to be selected by the two parties under rules provided by the Federal Mediation and Conciliation Service. Expenses for the arbitrator's services shall be borne equally by the Board and the Association. The district shall be responsible for paying a substitute teacher for the grievant to attend the arbitration hearing.

The decision of the arbitrator shall be final and binding on the parties. The arbitrator in his opinion shall not alter the terms of this Agreement.

- 7.7 A grievance may be withdrawn at any step without establishing precedent. If the Association and the superintendent agree, any step in the grievance procedure may be bypassed and the grievance brought directly to the next step.

Class grievances involving two or more teachers or grievances involving the superintendent may be initially filed by the Association at Step Two.

No reprisals shall be taken by the Board or the administration against any teacher because of the teacher's participation in a grievance. All records related to a grievance shall be filed separately from the personnel files of the teacher.

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

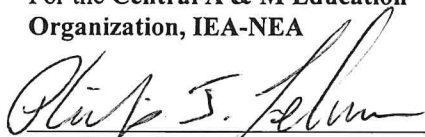
**ARTICLE VIII
EFFECT OF AGREEMENT**

- 8.1 Complete understanding - The parties hereby acknowledge that the terms and conditions included in this Agreement represent the full and complete understanding between the parties. The Board and the Association, for the life of this Agreement, each waives any obligation to bargain collectively with respect to any subject or matter that may not have been known to either or both of the parties at the time this Agreement was negotiated or signed, although with the written mutual consent of both parties, such matters may be discussed and the Agreement modified.
- 8.2 The Board will uphold the Constitution and laws of the United States, State of Illinois and the School Code.
- 8.3 Management rights - It is expressly understood and agreed that all functions, rights, powers, or authority of the administration and the Board which are not specifically limited by the express language of this Agreement are retained by the Board, provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this Agreement.
- 8.4 Individual contracts - The terms and conditions of individual employment agreements shall not be inconsistent with this Agreement.
- 8.5 Savings clause - Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remainder of the Agreement shall remain in force.
- 8.6 No strike clause - The Association hereby agrees not to engage in, encourage, or support any cessation of work or slow down during the term of this Agreement.
- 8.7 Language and salary - The language and salary (Appendix A and B) of this Agreement shall be effective for the first day of the 2021-2022 school term and shall continue in effect until the first day of the 2024-2025 school term.

**THIS RATIFICATION TO PREVIOUS AGREEMENT IS SIGNED THIS
12th DAY OF July, 2021.**

In witness thereof:

For the Central A & M Education
Organization, IEA-NEA

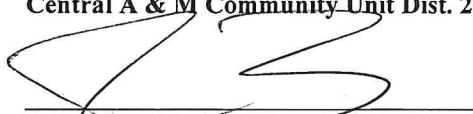


President




Secretary

For the Board of Education,
Central A & M Community Unit Dist. 21



President



Secretary

CENTRAL A&M COMMUNITY UNIT DISTRICT #21

SALARY SCHEDULE

2021-2022

Year 1 (2021-2022) STEP	BASE CRED EARN				INCREMENT-					Cumulative
	BS	BS+8	BS+16	BS+24	BS+32/MS	MS+8	MS+16	MS+24	MS+32	1st Year
		\$36,906.00	\$1,548.00	Cumulative			\$1,270.00	\$0.00		Cumulative
			\$1,548.00	1st Year				\$0.00		1st Year
0	\$36,906.00 \$33,584.46	\$38,176.00 \$34,740.16	\$39,446.00 \$35,895.86	\$40,716.00 \$37,051.56	\$41,986.00 \$38,207.26					
1	\$38,176.00 \$34,740.16	\$39,446.00 \$35,895.86	\$40,716.00 \$37,051.56	\$41,986.00 \$38,207.26	\$43,256.00 \$39,362.96	\$44,526.00 \$40,518.66				
2	\$39,446.00 \$35,895.86	\$40,716.00 \$37,051.56	\$41,986.00 \$38,207.26	\$43,256.00 \$39,362.96	\$44,526.00 \$40,518.66	\$45,796.00 \$41,674.36	\$47,066.00 \$42,830.06			
3	\$40,716.00 \$37,051.56	\$41,986.00 \$38,207.26	\$43,256.00 \$39,362.96	\$44,526.00 \$40,518.66	\$45,796.00 \$41,674.36	\$47,066.00 \$42,830.06	\$48,336.00 \$43,985.76	\$49,606.00 \$45,141.46		
4	\$41,986.00 \$38,207.26	\$43,256.00 \$39,362.96	\$44,526.00 \$40,518.66	\$45,796.00 \$41,674.36	\$47,066.00 \$42,830.06	\$48,336.00 \$43,985.76	\$49,606.00 \$45,141.46	\$50,876.00 \$46,297.16	\$52,146.00 \$47,452.86	
5	\$43,256.00 \$39,362.96	\$44,526.00 \$40,518.66	\$45,796.00 \$41,674.36	\$47,066.00 \$42,830.06	\$48,336.00 \$43,985.76	\$49,606.00 \$45,141.46	\$50,876.00 \$46,297.16	\$52,146.00 \$47,452.86	\$53,416.00 \$48,608.56	
6	\$44,526.00 \$40,518.66	\$45,796.00 \$41,674.36	\$47,066.00 \$42,830.06	\$48,336.00 \$43,985.76	\$49,606.00 \$45,141.46	\$50,876.00 \$46,297.16	\$52,146.00 \$47,452.86	\$53,416.00 \$48,608.56	\$54,686.00 \$49,764.26	
7	\$45,796.00 \$41,674.36	\$47,066.00 \$42,830.06	\$48,336.00 \$43,985.76	\$49,606.00 \$45,141.46	\$50,876.00 \$46,297.16	\$52,146.00 \$47,452.86	\$53,416.00 \$48,608.56	\$54,686.00 \$49,764.26	\$55,956.00 \$50,919.96	
8	\$47,066.00 \$42,830.06	\$48,336.00 \$43,985.76	\$49,606.00 \$45,141.46	\$50,876.00 \$46,297.16	\$52,146.00 \$47,452.86	\$53,416.00 \$48,608.56	\$54,686.00 \$49,764.26	\$55,956.00 \$50,919.96	\$57,226.00 \$52,075.66	
9	\$48,336.00 \$43,985.76	\$49,606.00 \$45,141.46	\$50,876.00 \$46,297.16	\$52,146.00 \$47,452.86	\$53,416.00 \$48,608.56	\$54,686.00 \$49,764.26	\$55,956.00 \$50,919.96	\$57,226.00 \$52,075.66	\$58,496.00 \$53,231.36	
10	\$49,606.00 \$45,141.46	\$50,876.00 \$46,297.16	\$52,146.00 \$47,452.86	\$53,416.00 \$48,608.56	\$54,686.00 \$49,764.26	\$55,956.00 \$50,919.96	\$57,226.00 \$52,075.66	\$58,496.00 \$53,231.36	\$59,766.00 \$54,387.06	
11	\$50,876.00 \$46,297.16	\$52,146.00 \$47,452.86	\$53,416.00 \$48,608.56	\$54,686.00 \$49,764.26	\$55,956.00 \$50,919.96	\$57,226.00 \$52,075.66	\$58,496.00 \$53,231.36	\$59,766.00 \$54,387.06	\$61,036.00 \$55,542.76	
12	\$52,146.00 \$47,452.86	\$53,416.00 \$48,608.56	\$54,686.00 \$49,764.26	\$55,956.00 \$50,919.96	\$57,226.00 \$52,075.66	\$58,496.00 \$53,231.36	\$59,766.00 \$54,387.06	\$61,036.00 \$55,542.76	\$62,306.00 \$56,698.46	
13	\$53,416.00 \$48,608.56	\$54,686.00 \$49,764.26	\$55,956.00 \$50,919.96	\$57,226.00 \$52,075.66	\$58,496.00 \$53,231.36	\$59,766.00 \$54,387.06	\$61,036.00 \$55,542.76	\$62,306.00 \$56,698.46	\$63,576.00 \$57,854.16	
14			\$57,226.00 \$52,075.66	\$58,496.00 \$53,231.36	\$59,766.00 \$54,387.06	\$61,036.00 \$55,542.76	\$62,306.00 \$56,698.46	\$63,576.00 \$57,854.16	\$64,846.00 \$59,009.86	
15				\$59,766.00 \$54,387.06	\$61,036.00 \$55,542.76	\$62,306.00 \$56,698.46	\$63,576.00 \$57,854.16	\$64,846.00 \$59,009.86	\$66,116.00 \$60,165.56	
16					\$62,306.00 \$56,698.46	\$63,576.00 \$57,854.16	\$64,846.00 \$59,009.86	\$66,116.00 \$60,165.56	\$67,386.00 \$61,321.26	
17						\$64,846.00 \$59,009.86	\$66,116.00 \$60,165.56	\$67,386.00 \$61,321.26	\$68,656.00 \$62,476.96	
20	\$54,686.00 \$49,764.26	\$55,956.00 \$50,919.96	\$58,496.00 \$53,231.36	\$61,036.00 \$55,542.76	\$63,576.00 \$57,854.16	\$66,116.00 \$60,165.56	\$67,386.00 \$61,321.26	\$68,656.00 \$62,476.96	\$69,926.00 \$63,632.66	
24	\$55,956.00 \$50,919.96	\$57,226.00 \$52,075.66	\$59,766.00 \$54,387.06	\$62,306.00 \$56,698.46	\$64,846.00 \$59,009.86	\$67,386.00 \$61,321.26	\$68,656.00 \$62,476.96	\$69,926.00 \$63,632.66	\$71,196.00 \$64,788.36	
28					\$66,116.00 \$60,165.56	\$68,656.00 \$62,476.96	\$69,926.00 \$63,632.66	\$71,196.00 \$64,788.36	\$72,466.00 \$65,944.06	
32					\$67,386.00 \$61,321.26	\$69,926.00 \$63,632.66	\$71,196.00 \$64,788.36	\$72,466.00 \$65,944.06	\$73,736.00 \$67,099.76	

Note: First row (bold type)reflects annual base creditable earnings including board paid TRS benefit @ 9.0%
 Second row (regular type) reflects annual base salary excluding board paid TRS benefit @ 9.0%.

CENTRAL A&M COMMUNITY UNIT DISTRICT #21

SALARY SCHEDULE

2022-2023

Year 2 (2022-2023) STEP	BASE CRED EARN				INCREMENT-			Cumulative	
	BS	BS+8	BS+16	BS+24	BS+32/MS	MS+8	MS+16	MS+24	MS+32
0	\$38,454.00 \$34,993.14	\$39,734.00 \$36,157.94	\$41,014.00 \$37,322.74	\$42,294.00 \$38,487.54	\$43,574.00 \$39,652.34				
1	\$39,734.00 \$36,157.94	\$41,014.00 \$37,322.74	\$42,294.00 \$38,487.54	\$43,574.00 \$39,652.34	\$44,854.00 \$40,817.14	\$46,134.00 \$41,981.94			
2	\$41,014.00 \$37,322.74	\$42,294.00 \$38,487.54	\$43,574.00 \$39,652.34	\$44,854.00 \$40,817.14	\$46,134.00 \$41,981.94	\$47,414.00 \$43,146.74	\$48,694.00 \$44,311.54		
3	\$42,294.00 \$38,487.54	\$43,574.00 \$39,652.34	\$44,854.00 \$40,817.14	\$46,134.00 \$41,981.94	\$47,414.00 \$43,146.74	\$48,694.00 \$44,311.54	\$49,974.00 \$45,476.34	\$51,254.00 \$46,641.14	
4	\$43,574.00 \$39,652.34	\$44,854.00 \$40,817.14	\$46,134.00 \$41,981.94	\$47,414.00 \$43,146.74	\$48,694.00 \$44,311.54	\$49,974.00 \$45,476.34	\$51,254.00 \$46,641.14	\$52,534.00 \$47,805.94	\$53,814.00 \$48,970.74
5	\$44,854.00 \$40,817.14	\$46,134.00 \$41,981.94	\$47,414.00 \$43,146.74	\$48,694.00 \$44,311.54	\$49,974.00 \$45,476.34	\$51,254.00 \$46,641.14	\$52,534.00 \$47,805.94	\$53,814.00 \$48,970.74	\$55,094.00 \$50,135.54
6	\$46,134.00 \$41,981.94	\$47,414.00 \$43,146.74	\$48,694.00 \$44,311.54	\$49,974.00 \$45,476.34	\$51,254.00 \$46,641.14	\$52,534.00 \$47,805.94	\$53,814.00 \$48,970.74	\$55,094.00 \$50,135.54	\$56,374.00 \$51,300.34
7	\$47,414.00 \$43,146.74	\$48,694.00 \$44,311.54	\$49,974.00 \$45,476.34	\$51,254.00 \$46,641.14	\$52,534.00 \$47,805.94	\$53,814.00 \$48,970.74	\$55,094.00 \$50,135.54	\$56,374.00 \$51,300.34	\$57,654.00 \$52,465.14
8	\$48,694.00 \$44,311.54	\$49,974.00 \$45,476.34	\$51,254.00 \$46,641.14	\$52,534.00 \$47,805.94	\$53,814.00 \$48,970.74	\$55,094.00 \$50,135.54	\$56,374.00 \$51,300.34	\$57,654.00 \$52,465.14	\$58,934.00 \$53,629.94
9	\$49,974.00 \$45,476.34	\$51,254.00 \$46,641.14	\$52,534.00 \$47,805.94	\$53,814.00 \$48,970.74	\$55,094.00 \$50,135.54	\$56,374.00 \$51,300.34	\$57,654.00 \$52,465.14	\$58,934.00 \$53,629.94	\$60,214.00 \$54,794.74
10	\$51,254.00 \$46,641.14	\$52,534.00 \$47,805.94	\$53,814.00 \$48,970.74	\$55,094.00 \$50,135.54	\$56,374.00 \$51,300.34	\$57,654.00 \$52,465.14	\$58,934.00 \$53,629.94	\$60,214.00 \$54,794.74	\$61,494.00 \$55,959.54
11	\$52,534.00 \$47,805.94	\$53,814.00 \$48,970.74	\$55,094.00 \$50,135.54	\$56,374.00 \$51,300.34	\$57,654.00 \$52,465.14	\$58,934.00 \$53,629.94	\$60,214.00 \$54,794.74	\$61,494.00 \$55,959.54	\$62,774.00 \$57,124.34
12	\$53,814.00 \$48,970.74	\$55,094.00 \$50,135.54	\$56,374.00 \$51,300.34	\$57,654.00 \$52,465.14	\$58,934.00 \$53,629.94	\$60,214.00 \$54,794.74	\$61,494.00 \$55,959.54	\$62,774.00 \$57,124.34	\$64,054.00 \$58,289.14
13	\$55,094.00 \$50,135.54	\$56,374.00 \$51,300.34	\$57,654.00 \$52,465.14	\$58,934.00 \$53,629.94	\$60,214.00 \$54,794.74	\$61,494.00 \$55,959.54	\$62,774.00 \$57,124.34	\$64,054.00 \$58,289.14	\$65,334.00 \$59,453.94
14			\$58,934.00 \$53,629.94	\$60,214.00 \$54,794.74	\$61,494.00 \$55,959.54	\$62,774.00 \$57,124.34	\$64,054.00 \$58,289.14	\$65,334.00 \$59,453.94	\$66,614.00 \$60,618.74
15				\$61,494.00 \$55,959.54	\$62,774.00 \$57,124.34	\$64,054.00 \$58,289.14	\$65,334.00 \$59,453.94	\$66,614.00 \$60,618.74	\$67,894.00 \$61,783.54
16					\$64,054.00 \$58,289.14	\$65,334.00 \$59,453.94	\$66,614.00 \$60,618.74	\$67,894.00 \$61,783.54	\$69,174.00 \$62,948.34
17						\$66,614.00 \$60,618.74	\$67,894.00 \$61,783.54	\$69,174.00 \$62,948.34	\$70,454.00 \$64,113.14
20	\$56,374.00 \$51,300.34	\$57,654.00 \$52,465.14	\$60,214.00 \$54,794.74	\$62,774.00 \$57,124.34	\$65,334.00 \$59,453.94	\$67,894.00 \$61,783.54	\$69,174.00 \$62,948.34	\$70,454.00 \$64,113.14	\$71,734.00 \$65,277.94
24	\$57,654.00 \$52,465.14	\$58,934.00 \$53,629.94	\$61,494.00 \$55,959.54	\$64,054.00 \$58,289.14	\$66,614.00 \$60,618.74	\$69,174.00 \$62,948.34	\$70,454.00 \$64,113.14	\$71,734.00 \$65,277.94	\$73,014.00 \$66,442.74
28					\$67,894.00 \$61,783.54	\$70,454.00 \$64,113.14	\$71,734.00 \$65,277.94	\$73,014.00 \$66,442.74	\$74,294.00 \$67,607.54
32					\$69,174.00 \$62,948.34	\$71,734.00 \$65,277.94	\$73,014.00 \$66,442.74	\$74,294.00 \$67,607.54	\$75,574.00 \$68,772.34

Note: First row (bold type) reflects annual base creditable earnings including board paid TRS benefit @ 9.0%
 Second row (regular type) reflects annual base salary excluding board paid TRS benefit @ 9.0%.

CENTRAL A&M COMMUNITY UNIT DISTRICT #21

SALARY SCHEDULE

2023-2024

STEP	BASE CRED EARN				INCREMENT-				2023-2024	
	BS	BS+8	BS+16	Cumulative 3rd Year	BS+32/MS	MS+8	MS+16	MS+24	Cumulative 3rd Year	MS+32
0	\$40,002.00	\$41,292.00	\$42,582.00	\$43,872.00	\$45,162.00					
	\$36,401.82	\$37,575.72	\$38,749.62	\$39,923.52	\$41,097.42					
1	\$41,292.00	\$42,582.00	\$43,872.00	\$45,162.00	\$46,452.00	\$47,742.00				
	\$37,575.72	\$38,749.62	\$39,923.52	\$41,097.42	\$42,271.32	\$43,445.22				
2	\$42,582.00	\$43,872.00	\$45,162.00	\$46,452.00	\$47,742.00	\$49,032.00	\$50,322.00			
	\$38,749.62	\$39,923.52	\$41,097.42	\$42,271.32	\$43,445.22	\$44,619.12	\$45,793.02			
3	\$43,872.00	\$45,162.00	\$46,452.00	\$47,742.00	\$49,032.00	\$50,322.00	\$51,612.00	\$52,902.00		
	\$39,923.52	\$41,097.42	\$42,271.32	\$43,445.22	\$44,619.12	\$45,793.02	\$46,966.92	\$48,140.82		
4	\$45,162.00	\$46,452.00	\$47,742.00	\$49,032.00	\$50,322.00	\$51,612.00	\$52,902.00	\$54,192.00	\$55,482.00	
	\$41,097.42	\$42,271.32	\$43,445.22	\$44,619.12	\$45,793.02	\$46,966.92	\$48,140.82	\$49,314.72	\$50,488.62	
5	\$46,452.00	\$47,742.00	\$49,032.00	\$50,322.00	\$51,612.00	\$52,902.00	\$54,192.00	\$55,482.00	\$56,772.00	
	\$42,271.32	\$43,445.22	\$44,619.12	\$45,793.02	\$46,966.92	\$48,140.82	\$49,314.72	\$50,488.62	\$51,662.52	
6	\$47,742.00	\$49,032.00	\$50,322.00	\$51,612.00	\$52,902.00	\$54,192.00	\$55,482.00	\$56,772.00	\$58,062.00	
	\$43,445.22	\$44,619.12	\$45,793.02	\$46,966.92	\$48,140.82	\$49,314.72	\$50,488.62	\$51,662.52	\$52,836.42	
7	\$49,032.00	\$50,322.00	\$51,612.00	\$52,902.00	\$54,192.00	\$55,482.00	\$56,772.00	\$58,062.00	\$59,352.00	
	\$44,619.12	\$45,793.02	\$46,966.92	\$48,140.82	\$49,314.72	\$50,488.62	\$51,662.52	\$52,836.42	\$54,010.32	
8	\$50,322.00	\$51,612.00	\$52,902.00	\$54,192.00	\$55,482.00	\$56,772.00	\$58,062.00	\$59,352.00	\$60,642.00	
	\$45,793.02	\$46,966.92	\$48,140.82	\$49,314.72	\$50,488.62	\$51,662.52	\$52,836.42	\$54,010.32	\$55,184.22	
9	\$51,612.00	\$52,902.00	\$54,192.00	\$55,482.00	\$56,772.00	\$58,062.00	\$59,352.00	\$60,642.00	\$61,932.00	
	\$46,966.92	\$48,140.82	\$49,314.72	\$50,488.62	\$51,662.52	\$52,836.42	\$54,010.32	\$55,184.22	\$56,358.12	
10	\$52,902.00	\$54,192.00	\$55,482.00	\$56,772.00	\$58,062.00	\$59,352.00	\$60,642.00	\$61,932.00	\$63,222.00	
	\$48,140.82	\$49,314.72	\$50,488.62	\$51,662.52	\$52,836.42	\$54,010.32	\$55,184.22	\$56,358.12	\$57,532.02	
11	\$54,192.00	\$55,482.00	\$56,772.00	\$58,062.00	\$59,352.00	\$60,642.00	\$61,932.00	\$63,222.00	\$64,512.00	
	\$49,314.72	\$50,488.62	\$51,662.52	\$52,836.42	\$54,010.32	\$55,184.22	\$56,358.12	\$57,532.02	\$58,705.92	
12	\$55,482.00	\$56,772.00	\$58,062.00	\$59,352.00	\$60,642.00	\$61,932.00	\$63,222.00	\$64,512.00	\$65,802.00	
	\$50,488.62	\$51,662.52	\$52,836.42	\$54,010.32	\$55,184.22	\$56,358.12	\$57,532.02	\$58,705.92	\$59,879.82	
13	\$56,772.00	\$58,062.00	\$59,352.00	\$60,642.00	\$61,932.00	\$63,222.00	\$64,512.00	\$65,802.00	\$67,092.00	
	\$51,662.52	\$52,836.42	\$54,010.32	\$55,184.22	\$56,358.12	\$57,532.02	\$58,705.92	\$59,879.82	\$61,053.72	
14			\$60,642.00	\$61,932.00	\$63,222.00	\$64,512.00	\$65,802.00	\$67,092.00	\$68,382.00	
			\$55,184.22	\$56,358.12	\$57,532.02	\$58,705.92	\$59,879.82	\$61,053.72	\$62,227.62	
15				\$63,222.00	\$64,512.00	\$65,802.00	\$67,092.00	\$68,382.00	\$69,672.00	
				\$57,532.02	\$58,705.92	\$59,879.82	\$61,053.72	\$62,227.62	\$63,401.52	
16					\$65,802.00	\$67,092.00	\$68,382.00	\$69,672.00	\$70,962.00	
					\$59,879.82	\$61,053.72	\$62,227.62	\$63,401.52	\$64,575.42	
17						\$68,382.00	\$69,672.00	\$70,962.00	\$72,252.00	
						\$62,227.62	\$63,401.52	\$64,575.42	\$65,749.32	
20	\$58,062.00	\$59,352.00	\$61,932.00	\$64,512.00	\$67,092.00	\$69,672.00	\$70,962.00	\$72,252.00	\$73,542.00	
	\$52,836.42	\$54,010.32	\$56,358.12	\$58,705.92	\$61,053.72	\$63,401.52	\$64,575.42	\$65,749.32	\$66,923.22	
24	\$59,352.00	\$60,642.00	\$63,222.00	\$65,802.00	\$68,382.00	\$70,962.00	\$72,252.00	\$73,542.00	\$74,832.00	
	\$54,010.32	\$55,184.22	\$57,532.02	\$59,879.82	\$62,227.62	\$64,575.42	\$65,749.32	\$66,923.22	\$68,097.12	
28					\$69,672.00	\$72,252.00	\$73,542.00	\$74,832.00	\$76,122.00	
					\$63,401.52	\$65,749.32	\$66,923.22	\$68,097.12	\$69,271.02	
32					\$70,962.00	\$73,542.00	\$74,832.00	\$76,122.00	\$77,412.00	
					\$64,575.42	\$66,923.22	\$68,097.12	\$69,271.02	\$70,444.92	

Note: First row (bold type) reflects annual base creditable earnings including board paid TRS benefit @ 9.0%
 Second row (regular type) reflects annual base salary excluding board paid TRS benefit @ 9.0%.

**CENTRAL A&M CUD #21
CO-CURRICULAR STIPENDS
Appendix B - Page 1**

	<u>Year 1</u> <u>2021-2022</u>	<u>Year 2</u> <u>2022-2023</u>	<u>Year 3</u> <u>2023-2024</u>
<u>High School</u>			
Senior Class Sponsors (2)	\$1,095	\$1,150	\$1,207
Junior Class Sponsors (4)	\$2,353	\$2,471	\$2,594
Sophomore Class Sponsors (2)	\$810	\$850	\$893
Freshman Class Sponsors (2)	\$810	\$850	\$893
Bass Fishing Sponsors (2)	\$2,000	\$2,100	\$2,205
Yearbook Sponsor	\$1,563	\$1,642	\$1,724
Jazz Band Director	\$1,106	\$1,161	\$1,219
Marching Band Director (MS&HS)	\$711	\$746	\$784
Variety Show Director	\$551	\$579	\$608
Variety Show Assistants (2)	\$497	\$521	\$548
FCCLA (FHA) Sponsor	\$1,232	\$1,293	\$1,358
FFA Sponsor	\$1,232	\$1,293	\$1,358
Student Council Sponsor	\$735	\$772	\$810
SADD Sponsor	\$735	\$772	\$810
Art Club Sponsor	\$771	\$809	\$850
Spanish Club Sponsor	\$771	\$809	\$850
National Honor Society Sponsor	\$372	\$390	\$410
Detention Supervisor	\$1,263	\$1,326	\$1,393
Pom Pon Sponsor	\$827	\$869	\$912
Cheerleader Sponsor	\$1,103	\$1,158	\$1,216
WYSE Sponsor	\$370	\$388	\$407
<u>Middle School</u>			
Grade Level Activities Directors (3)	\$2,210	\$2,321	\$2,437
Yearbook Sponsor	\$735	\$772	\$810
Newspaper Sponsor	\$735	\$772	\$810
Jazz Band Director	\$1,106	\$1,161	\$1,219
Tech Team Sponsor	\$500	\$525	\$551
Eco Team Sponsor	\$500	\$525	\$551
Literary Contest Sponsor (2)	\$1,000	\$1,050	\$1,103
Detention Supervisor	\$1,263	\$1,326	\$1,393
School Musical Director	\$1,106	\$1,161	\$1,219
School Musical Assistants (3)	\$1,263	\$1,326	\$1,393
Intramural Basketball Director	\$957	\$1,004	\$1,055
<u>Elementary School</u>			
Literary Contest Sponsor (2)	\$1,000	\$1,050	\$1,103
Eco Team Sponsor	\$500	\$525	\$551

APPENDIX B (Page 2)
COACHES SALARY SCHEDULE

	<u>2021-2022</u>	<u>2022-2023</u>	<u>2023-2024</u>
Salary Schedule Base for Computation	\$ 36,906	\$ 38,454	\$ 40,002

Formula for Figuring Salaries:
(Salary Schedule Base X %) X [1 + (.05 X Experience Step)] = Salary

Percent (%) Table:

High School:

Athletic/Activities Director	11%		
Football Head Coach	11%	Assistant Coach (Up to 4)	6%
Boys Head Basketball Coach	11%	Assistant Coach (Up to 2)	6%
Girls Head Basketball Coach	11%	Assistant Coach (Up to 2)	6%
Volleyball Head Coach	11%	Assistant Coach (Up to 2)	6%
Head Baseball Coach	7%	Assistant Coach (1)	4%
Head Softball Coach	7%	Assistant Coach (1)	4%
Boys Track Coach	7%		
Girls Track Coach	7%		
Cross Country Coach	7%		
Scholastic Bowl Head Coach	7%	Assistant Coach (1)	4%
Golf Coach	7%		

Middle School:

Athletic/Activities Director	7%		
Girls Basketball Coach, 8 th Grade	7%		
Girls Basketball Coach, 7 th Grade	7%		
Boys Basketball Coach, 8 th Grade	7%		
Boys Basketball Coach, 7 th Grade	7%		
Volleyball Head Coach	7%	Assistant Coach (1)	6%
Boys Track Coach	7%	Assistant Coach (1)	6%
Girls Track Coach	7%	(Asst. Track Coach Shared)	
Scholastic Bowl (Coach)	7%		
Cross Country Coach	7%		
Softball Coach	7%		
Baseball Coach	7%		

Experience Steps:

Years Experience	Experience Step	Years Experience	Experience Step
0	1	9,10,11	8
1	2	12,13,14	9
2	3	15,16,17	10
3	4	18,19,20	11
4	5	21,22,23	12
5	6	24,25,26,27	13
6,7,8	7	28+	14