

# **Collective Bargaining Agreement**

## **Grant Park School District #6 and the Grant Park Education Association**

**2024-25**

**2025-26**

**2026-27**

## **I. Recognition**

The Board of Education of Grant Park Community Unit School District No. 6, Grant Park, Kankakee County, Illinois, hereinafter referred to as the "Board", hereby recognizes the Grant Park EA/IEA/NEA, hereinafter referred to as the "Association" as the sole bargaining agent for all full-time and part-time regularly employed certificated, professional and nonsupervisory personnel except the Superintendent, principals, teacher's aides; and/or teacher clerks; substitutes (other than those replacing teachers on leaves of absence exceeding sixty [60] school days), and confidential, managerial and craft employees as defined by law.

## **II. 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, direct, assign and transfer all employees and, subject to the provisions of the law, to determine their qualifications and the conditions for their continued employment, dismissal or demotion.
- 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 non-classroom assignments.
- F. To subcontract work assignment positions held by and duties performed by members of the bargaining unit. However, during the term of the

Agreement, the Board shall not dismiss current members of the bargaining unit for the purpose of subcontracting. Any subcontracting relationships formed by the Board shall not be interpreted to invest in such subcontractors the status of assignees of the rights of this Agreement, nor shall the same be deemed to invest in such subcontracting agencies the status of co-employer with the Board of Education.

The exercise of the foregoing powers, rights, authorities, duties, and responsibilities by the Board shall be limited only by the specific and express terms of this Agreement.

### **III. Association Rights**

- A. **Association Building Use** - The Association may use school buildings for local Association meetings, provided that such meetings are scheduled through the Superintendent no later than forty-eight (48) hours in advance. 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 operation and will meet before or after contractual hours unless mutually agreed upon by the Association President and Superintendent of Schools.
- B. **Association Representatives on School Grounds** - Duly authorized agents of the Association, upon notifying the school building office, may meet with bargaining unit members in school buildings during the duty free times of such members.
- C. **Association Equipment Use** - The Association shall be permitted, upon advance reasonable request, to use the District duplicating equipment provided that such use shall not interfere with the District's use thereof, and provided further that the Association shall reimburse the District for the actual cost thereof.
- D. **Notices, Communications**
  - 1. The Association may post notices of its activities and matters of Association concern on teacher bulletin boards, at least one of which shall be available in each building for such purpose.
  - 2. The Association may use teacher mailboxes for communications to teachers, provided no additional cost is incurred by the District.
- E. **Notice of Meetings** - Notice of all regular and special meetings of the Board and the Agendas, Statement of Purpose, and Board Report, which shall include all financial information and all other public information but exclude those items for Closed Session and Superintendent Notes, shall

be made available to the Association President at least 24 hours prior to the scheduled time of the meeting. Two copies of the unapproved minutes of all open board meetings shall be given to the Association President as soon as available.

- F. **Names/Addresses** - Names and addresses of newly hired teachers who consent thereto shall be provided to the Association President subsequent to approval of their contracts by the Board.
- G. **Association Leave** - The Association shall be granted two (2) days leave with pay per school year for the Association President's or his/her designee's attendance at Association sponsored conventions, conferences and the like, provided that the leave does not impair the quality of classroom instruction, a qualified substitute is available and the Association reimburses the Board for the cost of the substitute within five (5) days of leave. The Association President shall submit a written request for the use of such leave one (1) week in advance of the proposed leave.
- H. **Documents** - The Association shall be given one copy of the following items as soon as they are available:
  - a. The Annual Statement of Affairs (ISBE Form No. 50-37)
  - b. The District's Budget (ISBE Form No. 50-36)
  - c. The "Audit"
  - d. The scattergram of the certified teachers
  - e. The annual insurance report for the certified teachers
  - f. Yearly Certificate of Tax Levy

#### **IV. Leadership Advisory Committee**

A Leadership Advisory Committee, comprised of a teacher from the elementary, middle, and high school building, shall be created and meet on a quarterly (or as deemed necessary by the Superintendent) basis to discuss pertinent items relating to the District. Committee members will be selected by the prospective buildings and/or Association. Representatives who meet before or after contractual hours will be compensated as per the CBA.

Nothing in this Section shall be construed to permit the Council to consider items pertaining to the current Collective Bargaining Agreement or items currently being negotiated.

## **V. Representation**

Whenever any teacher is required to appear before the Board or Superintendent concerning disciplinary action or any matter which could adversely affect the continuation of that teacher's employment or the salary or increments pertaining thereto, the teacher shall be given prior notice of the reasons for such meeting or interview and shall be permitted to have any Association representative of his/her choosing present for advice and representation during such meeting or interview.

## **VI. Reduction in Staff**

- A. If the Administration proposes that teachers be honorably dismissed due to a reduction in force within the meaning of law, the Association President and/or his/her designee shall be notified in writing prior to formal board action and shall be permitted to address the Board in closed session concerning such dismissals prior to formal Board action. Should the Association President and/or his/her designee desire to appear before the Board pursuant to the terms of this paragraph, the District Administration shall be notified in writing of the same no less than forty-eight (48) hours prior to the requested appearance before the Board.
- B. Any program of honorable dismissal shall comply with the provisions of statutory and decisional law, then appertaining.
- C. When honorably dismissing teachers, the Board shall determine seniority and length of service as follows:
  1. "Length of continuous service" shall mean the uninterrupted period of time while in the full-time employ of the Board in any position which requires a license issued by the Illinois State Board of Educator Preparation and Licensure Board.
  2. "Date of hire" shall mean the date on which the Board of Education formally employed each teacher as reflected in the Board minutes.
  3. In the event that two teachers share the same date of hire, the Board may consider any or all of the following factors to determine the order of their dismissal:
    - a. Additional coursework beyond the Bachelor's degree and additional degrees, if any.
    - b. Areas of specialization (degrees, research, publication, etc.)
    - c. Actual experience in areas of specialization.
    - d. Multiple certification.

- e. The teacher's quality of performance as reflected by the teacher's evaluation in the district and by recognized special contributions made to the education of students.
- f. References and recommendations.

## **VII. School Calendar, Work Day, Early Dismissal**

- A. The Board of Education, in its sole and nonreviewable discretion, has the responsibility for adopting an annual school calendar. The Association may submit written suggestions, data, and research concerning the same prior to adoption. Any teacher required to work more than 180 days shall have his/her salary adjusted on a per diem basis according to the salary schedule then in effect. The payment of additional compensation required hereunder shall not apply to summer school.
- B. The teacher's normal work day shall begin at 7:55 a.m. and conclude at 3:25 p.m. If contractual time is modified with an early release, the administration will notify the staff. The principal or Superintendent may appoint, on a rotating basis, two teachers from each school to be in the building and available for supervision 15 minutes prior to commencement of the work day each morning. The normal work day as defined herein shall be exclusive of requirements and assignments such as extracurricular duties, faculty meetings, parent conferences, field trips and other student supervisory responsibilities as assigned. Teachers shall be entitled to a lunch period of at least thirty (30) minutes duration. Teachers (K-12) shall be entitled to at least forty (40) consecutive minutes per day preparation time. In the event of a change of start or end time by the District, the Superintendent and Association President will meet and modify the times listed above.
- C. On the day preceding extended breaks (including, but not limited to: Thanksgiving, Christmas, Easter Vacation, and Spring Break), teachers shall be dismissed at the close of the class period after buses have left the building.
- D. Teachers shall not be required to perform any invasive medical procedures on students.

## **VIII. Assignments, Vacancies, Evaluation Plan**

- A. **Assignments** - Teachers shall be notified in writing prior to fifteen days prior to the beginning of the school year of their tentative building and teaching assignments including grade level and subject area for the coming year. Should a change in assignment be necessary subsequent to the close of school the Superintendent or his/her designee shall notify the

teacher of the change. Mailing such notice to the teacher shall serve as compliance with this provision. Teaching assignments shall not be changed more than seven days prior to the commencement of the school year except in emergencies, which shall include but not be limited to, cases of resignation, retirement or enrollment changes.

Certified staff members will receive notification pertaining to their tentative schedule no later than five-calendar days prior to the commencement of the school year.

## **B. Vacancies**

1. A vacancy occurs when the Superintendent posts notice of a potential need for employment within the bargaining unit.
2. The Superintendent shall provide the Association President an electronic copy of the vacancy (certified staff vacancy) within twenty-four (24) hours of occurrence.
3. A copy of such notices shall be made available to the Association President or his/her designee at the time of posting and to any teacher with recall rights as defined by the *Illinois School Code*.
4. Vacancies for Committee assignments shall be posted when available and/or when a current representative resigns from such committee or leaves the District. The Superintendent will provide a notice to the Association President as well as the Building Principal. The vacancy notice shall be posted in the building in which the representative vacancy occurred and the individual to represent on the committee shall be selected by the Building Principal. The Leadership Committee is excluded from the vacancy process and shall be selected at the sole discretion of the Superintendent of Schools. All interested applicants can request committee duties and responsibilities, which is located in the district office. A list of individuals assigned to Committees shall be available to the Association President by request. Beginning for the 2024-25 school year, district committees (with the exception of the Leadership Committee) will meet during the contractual day and certified staff will be assigned to a perspective committee.

## **C. Assignment Overload**

1. An assignment overload shall be defined as when a teacher voluntarily accepts an extra teaching assignment in lieu of a planning period.

2. When an assignment overload takes place, a teacher shall receive additional compensation, which is prorated to the amount that is one-fifth of the contracted salary on the approved (current year) certified scale.

#### **D. EVALUATION PLAN**

A PERA joint committee, in accordance with SB 7, comprised of equal members of teachers, selected by the Association, and administrators of the district shall review the Evaluation Plan *at least every two (2) years* to determine if any changes or adjustments will be recommended. All formal observations shall be conducted in person and with the knowledge of the teacher. Any informal observations must be reduced to writing if they are to be used as part of the formal evaluation. After the annual meeting, the Committee will provide the District and Association President any modifications or changes to the Evaluation Plan.

#### **Notification of Evaluation Process**

Teachers will be notified of the evaluation process and anticipated schedule as required by PERA regulations.

#### **Purpose of Evaluation**

The purpose of teacher evaluation is to determine the level of performance of the teacher and students. The overall goal is to improve teaching and learning.

#### **Evaluation Process**

##### **A. Initial Evaluation**

No formal observation will take place prior to September 1<sup>st</sup> of each year.

##### **B. Non-Tenured Teacher**

A non-tenured employee shall be formally observed not less than twice a year during the employee's probationary period.

##### **C. Tenured Teacher**

Tenured teachers shall be formally evaluated at least every other employment year.

##### **D. Pre-Evaluation Conference**

Each formal evaluation shall be initiated by a pre-evaluation conference, no less than three (3) working days prior to the evaluation, between the evaluator and the teacher to be evaluated. The pre-evaluation conference shall include a review of the expectations of the parties and notice of the date(s) and time(s) for the formal evaluation(s).

#### **Post Observation Conference and Procedure**

All formal observations shall be reduced to writing and a copy given to the teacher within ten (10) school days of any formal observation and at least twenty-four hours prior to the post observation conferences. The conference



should generally take place within the five (5) days after the Employee has received the evaluations, although the absence of the teacher or the evaluator, or other extenuating circumstances may delay the holding of this conference.

### **Employee's Right to Respond to Evaluation**

A teacher may put any objections or response to a summative evaluation in writing and have them attached to the evaluation in the teacher's personnel file.

## **IX. Sick Leave**

Teachers shall be entitled to twelve (12) sick leave days with pay per school term. Sick leave shall be interpreted to mean birth, adoption, personal illness, quarantine at home and/or illness in the household, or serious illness or death in the immediate family or household. Immediate family shall mean the teacher's parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, grandparents-in-law, brothers-in-law, sisters-in-law, legal guardians. Teachers shall not be paid for misuse of such leave and may be subject to further discipline for misuse thereof. No employee will be permitted to use sick leave for elective surgery. A licensed physician determines whether or not surgery is elective. Sick leave days shall be cumulative to no more than 340 days at the end of the school year.

Teachers who move from part-time to full-time shall have their accumulated sick leave days prorated accordingly. Unused personal leave days may accumulate as sick leave at the beginning of the following year. (See Section XI).

## **X. Funeral Day**

In the case of death in the immediate family of a regularly employed teacher, the teacher is entitled to be absent without loss of compensation for a period of three (3) school days beyond such death (per occurrence). "Immediate Family" is interpreted to be parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-laws, sisters-in-laws, brothers-in-laws, son-in-laws, daughter-in-laws, and legal guardians or any other member of the family residing in the household at the time of death. Additional bereavement days may be granted by the Superintendent and these days will be taken off of the sick leave. Bereavement days must be taken within a reasonable amount of time following the death.

In the case of death of an uncle, aunt, or grandparent of a spouse the teacher is entitled to be absent one (1) day without loss of compensation (holidays excluded). These days cannot be accumulated or transferred to accumulated sick leave.

## **XI. Personal Leave**

Teachers may utilize three (3) personal leave days per school year with pay. Application for such leave shall be forwarded through the principal to the Superintendent for his/her approval at least five (5) days prior to the proposed commencement of such leave.

Except in the instance of an extraordinary circumstance (which shall be explained to the Superintendent of Schools) or for observance of a recognized religious holiday, such leave day shall not be granted during the first seven (7) or the last seven (7) teacher employment days of the school year or on the teacher employment day immediately preceding or following a school holiday or recess period. The Superintendent may waive the five (5) day application period in his/her sole discretion. The Superintendent may also waive the seven (7) day or pre/post holiday/recess provision, but only in extraordinary situations and when there will be no negative impact on the students or the education program as determined by the Superintendent. Any unused personal leave day(s) shall be added to the employee's accumulated sick leave.

## **XII. General Leaves of Absence**

A. The Board of Education, in its sole and non-reviewable discretion, may grant full-time, tenured teachers a leave of absence for purposes specified herein. Such leave may be for the balance of the current school term or a period not to exceed one (1) full school term and shall be without pay and benefits. All requests for leaves shall be made in writing and presented to the Superintendent not less than 120 days prior to the proposed commencement of the leave. 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 and the Board;
3. Foreign, military or government sponsored programs;
4. Cultural travel or work programs related to professional activities;
5. Health and hardship;
6. Serving in the state legislature; and
7. Other good reasons as determined solely by the Board.

B. **Return from Leave** - 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 education program may receive credit on the salary schedule for the year they are on leave.

- C. **Benefits During Leave** - Leaves which are approved by the Board shall be without loss of tenure, or without loss of length of service credit or accumulated sick leave, but the time on leave shall not count towards 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.
- D. **Intent to Return** - In all instances where a teacher is granted an unpaid leave, as a condition thereof, the employee shall advise the Superintendent in writing no later than February 15<sup>th</sup>, 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 therefore.
- E. A teacher granted a leave of absence hereunder shall agree, in all cases, as a condition precedent to the granting of such leave, to waive any claim to unemployment compensation. In the event such waiver is not effective, the teacher agrees to reimburse the Board for any resultant unemployment compensation costs incurred by the Board.

### **XIII. Family and Medical Leave Act**

A. **Definition** - as used in this section:

1. "Eligible teacher" means a teacher who has been employed in a full-time capacity with the District for at least one (1) academic term and has at least 1000 hours of service with the District during the previous academic term. For purposes of determining hours of service for eligibility purposes, the number of days of service reported to the Illinois Teachers' Retirement System shall be multiplied by 7 hours per day.
2. The term "academic term" means that portion of the school year, July 1, to the following June 30, when school is in actual session.

3. The term “equivalent position” shall mean any position for which an eligible teacher is **licensed and legally qualified to teach** with compensation and benefits equal to or better than the compensation and benefits received by an eligible teacher prior to being granted a leave under this section.
  4. Other terms shall be defined as defined in the Family and Medical Leave Act (P.L. 103-3) and rules and regulations as promulgated by the United States Department of Labor.
- B. Leaves** - Eligible teachers shall be granted a total of 12 work weeks of unpaid leave during any academic year for one or more of the following reasons:
1. the birth of a child and to care for a newborn child;
  2. the adoption of a child or the placement of a foster child;
  3. to care for a spouse, son, daughter, or parent who has **serious** health conditions; and
  4. a serious health condition that makes the employee **unable to perform** his/her job.
  5. any qualifying exigency arising out of the fact that the employee’s spouse, son, daughter, or parent is a covered military member on “covered active duty”; or
  6. to care for a covered servicemember with a serious injury or illness If the eligible employee is the service member’s spouse, son, daughter, parent, or next of kin (military caregiver leave) (up to 26 weeks)
- C. Use of Accrued Paid Personal or Sick Days** - The eligible teachers requesting Family and Medical Leave herein may use any available, accrued paid personal days towards computation of days used **as part of** any 12-week period allowed. Eligible teachers requesting leave for reasons 3 and 4 above may also use accrued paid sick leave. Sick leave may also be used for reason 6 above if the servicemember is a person for whom sick leave may be taken for other reasons. If requested by the eligible teacher and **after all** available accrued paid personal or sick days have been expended, the Board shall grant any necessary additional unpaid leave so that the total of available Family and Medical Leave equals 12 weeks (or 26 weeks for reason 6). (Teachers will be permitted to use sick leave for up to 6 weeks following the birth of a child, as in the past.)
- D. Continuation of Health Insurance** - The Board shall maintain health care coverage for the duration of the Family and Medical Leave at the **same level** and under the **same conditions** that existed at the time of the commencement of this leave.

- E. **Accrued Benefits** - No eligible teacher taking Family and Medical Leave shall experience the **loss of benefits**, such as group life insurance, disability insurance, or pension benefits **accrued before** the date the Family and Medical Leave started.
- F. **Notification** - An eligible teacher shall provide the Superintendent at least forty-five (45) days advance notice before the date the leave is to begin of the teacher's intention to take the leave, if the need for the leave is foreseeable based on an expected birth, placement for adoption or foster care, or planned medical treatment for a **serious** health condition of the eligible teacher or eligible family member. The teacher shall additionally provide the Superintendent at least forty-five (45) days notice before the date the leave is to terminate of the teacher's intention to return to work.

If the forty-five (45) days advance notice is not practicable due to a lack of knowledge of approximately when leave will be required to begin or terminate, a change in circumstances, or a medical emergency, notice of the teacher's intention to take leave or to return to work must be given to the Superintendent as soon as practicable after the need for leave or termination date becomes known to the teacher.

An eligible teacher shall make every reasonable effort to schedule planned medical treatment so as not to disrupt unduly the operations of the District, subject to the approval of the health care provider.

- G. **End of Academic Year** - If an eligible teacher begins leave:
1. more than five (5) weeks prior to the end of an academic term, the Superintendent can require the leave to extend to the end of the academic term if the leave is of at least three (3) weeks and the employee seeks to return within the last three weeks of the academic term;
  2. less than five (5) weeks prior to the end of the academic term, because of the birth of a son or daughter; the placement of a son or daughter for adoption or foster care; to care for a spouse, son, daughter, or parent with a serious health condition; or to care for a covered servicemember, the Superintendent can require the leave to extend to the end of the academic term if the leave is of at least two (2) weeks and the return to employment would occur within two (2) weeks of the end of the academic term, and
  3. less than three (3) weeks prior to the end of the academic term, because of the birth of a son or daughter; the placement of a son or daughter for adoption or foster care; to care for a spouse, son,

daughter, or parent with a serious health condition; or to care for a covered servicemember, the Superintendent can require the leave to extend to the end of the term if it is greater than five (5) working days.

- H. **Repealer** - In the event the Family and Medical Leave Act is repealed in whole or in part, then this section of this Article shall, as of the date of repeal, no longer be in force and effect.

#### **XIV. Teacher Compensation**

- A. **Salary Schedules** - See Appendices A, B and C.

B. **TRS Contribution**

The District has included the TRS Retirement Contribution (TRS) in the presented salary scales for credible earning purposes. In addition, the District includes the THIS Contribution (up to 1.24%).

The parties agree that if during the term of this contract if the required TRS employer or employee contributions are increased, the parties agree to meet within 30 calendar days to negotiate the impact of such an increase.

C. **Salary Schedule Placement and Movement**

1. Where a qualified teacher has previous teaching experience as a certified teacher, (Grades K-12), one (1) year credit for each one (1) year of actual teaching experience up to a maximum of twenty (20) years previous teaching experience shall be allowed for determining initial placement on the salary schedule.

Where a qualified teacher has no previous teaching experience as a certified teacher, the Board of Education, in its sole and nonreviewable discretion, may grant up to eight (8) years credit for significant educational or other work experience, for initial placement on the salary schedule.

2. In order to progress horizontally on the salary schedule, a teacher shall submit a certified transcript or evidence of successful coursework completion together with a copy of the request for an official transcript to the Superintendent no later than August 31 in order for the teacher to progress at the beginning of the academic year, or on or before February 28 in order for the teacher to progress on March 1. If a teacher does not deposit an official transcript, the Board shall, without further action, be permitted to recoup all salary schedule movement.

3. It is understood that horizontal movement on the salary schedule requires graduate level coursework and must be approved by the Superintendent prior to attendance of the first class . In order to move horizontally to the MS + 36 column, a teacher needs to earn 36 hours after the date the Master's degree was conferred. This will also apply to the MS + 12, and MS + 24 columns. If someone is currently at MS or MS + 12, he/she must actually have earned a total of 12 or 24 hours after the date of the Master's degree in order to move to the appropriate column.
5. Teachers who are contracted for less than half-time may not advance vertically on the salary schedule. Teachers who are contracted for half-time will be granted one (1) step upon the accumulation of two (2) years of half-time experience. Half steps are not granted. Teachers who are contracted for more than 50% will advance on the salary schedule as if they were full-time teachers.

- D. **Tuition Reimbursement** (Full time teachers only) - All post-degree coursework credit after employment must be pre-approved by the Superintendent prior to the commencement of such work in order to qualify for reimbursement. Approval shall be granted for courses taken for advanced or further certification requirements, expansion of knowledge of teaching methods and/or psychology, completion of advanced degree requirements and/or professional development.

The Board shall reimburse the Full Time Teacher \$150 per semester hour *upon* completion of such pre-approved coursework. In order to qualify, the teacher must earn a grade of "B" or better for graduate work. The Board's obligation to reimburse for such course-work shall be limited to no more than 48 semester hours beyond the Bachelor's degree and no more than 48 semester hours beyond the Master's degree (including hours which may have been taken prior to employment). Quarter hours will be prorated accordingly.

In order to receive reimbursement for tuition and fees, the teacher must submit evidence of successful coursework completion to the Superintendent together with actual proof of payment for tuition and fees. Reimbursement checks shall be issued according to the following schedule:

Submitted no later than August 31- reimbursed on or before September 25  
Submitted no later than January 31- reimbursed on or before February 25  
Submitted no later than May 31- reimbursed on or before June 25

In order for a teacher to receive reimbursement for coursework taken during the summer, the teacher must return to the district in the fall.

A teacher who is on an approved leave of absence must return to the district as a teacher in order to qualify for reimbursement of tuition and fees. A transcript is required to be provided to the district office before reimbursement can be processed.

- E. **Supplemental Pay** - Extra-curricular and Committee positions. See Appendices B and C. Committee positions shall be paid according to the hourly stipend as follows: \$30 per hour. A list of committees appears in Appendix C.
- F. **Payroll Deductions** - Upon application by a teacher, the Board shall deduct from the teacher's pay such amounts as authorized by the teacher for the teacher's credit union, insurance premiums and annuities.
- G. **Dues Check Off** - Upon the written request of any bargaining unit member, the Board shall deduct from his/her compensation during regular payroll periods any dues payable by such member to the Association. The amount deducted shall be transmitted to the Association within ten (10) working days from the time of withholding.
- H. **Payroll Procedures** – All employees will have their payroll deposited directly into their bank account and will be provided a voucher electronically. Teachers' salaries shall be paid bi-monthly from September 1, through August 31, on the 10<sup>th</sup> and 25<sup>th</sup> day of each month. If such dates fall on a weekend or during a holiday vacation period, payment therefore shall be made on the last workday before such dates. A teacher may elect to be paid his/her annual salary on a ten or twelve-month basis.
- I. **Substitution** - Should a teacher willingly volunteer to substitute internally and give up his/her preparation period, such teacher's pay per period shall be as follows:

Full Period (over 30 minutes)	\$30.00
Partial Period (under 30 minutes)	\$25.00
- J. **Transportation of Students**- Teachers transporting students in a District provided vehicle as part of their responsibilities under Article XIV. Teacher Compensation, E. Supplemental Pay, shall be paid a flat rate of \$30 for trips under twenty (20) miles distance from their assigned schools. Trips over twenty (20) miles shall be paid a flat rate of \$30 plus \$0.50, per additional mile over twenty (20). Teachers shall not be required to transport students in their private vehicle.



**K. Retirement Incentive** - Employees may give an irrevocable notification of retirement up to 2 years in advance of the expected retirement. Upon notification of retirement, the employee will leave the salary and extra duty schedule and receive a 6% increase in creditable earnings. Voluntary resignation from an extra duty assignment would cause the compensation to be reduced accordingly. The 6% incentive raises are compounded in each of the notice years. This incentive plan assumes that the employee will not have exceeded 6% creditable earnings in non-incentive years that are used by TRS for calculating the teacher's retirement annuity. In the event that an employee had received a greater than 6% increase in a *non-incentive year used by TRS for calculating the retirement annuity* and a contribution to TRS would be required of the employer, the teacher would not be eligible for this incentive plan.

Any certified employee who has at least eighteen (18) years of full-time service who elects to notify the Grant Park Board of Education by July 1 of the expected year of retirement, shall be eligible to apply for permission to retire and to avail himself/herself of the provisions of this section. However, nothing in this section shall prohibit any teacher from resigning for retirement purposes without benefit of this policy.

Qualifications and limitations: To be eligible for this benefit, a person must comply with all of the foregoing and following requirements and limitations.

1. The person must be eligible to retire on the date of retirement under Illinois Teachers' Retirement System and receive an immediate retirement benefit.
2. The person must file an irrevocable letter of retirement with the Board of Education, through the Superintendent, by July 1 in the year the retirement incentive would begin. The retirement incentive may begin up to two years in advance of the retirement date.
3. No person may participate in this program unless he/she has sufficient service credit and/or age credit under the Illinois Teachers' Retirement System to exempt the employer from the payment of any penalty or any additional amount to the Teachers' Retirement System.
4. It is the understanding and agreement of the parties that nothing in this section authorizes or requires the Board or Association to ensure, insure, guarantee, establish, represent or predict that the incentives herein shall be defined as "creditable earnings" or any particular level of benefits to be received by any teacher from the teachers' retirement System of the State of Illinois.

5. For each person electing retirement, they will leave the salary and extra duty schedule and receive a 6% increase in creditable earnings. The creditable earnings will be the TRS reported earnings as of June 30 preceding the beginning of the incentive. Incentive increases shall be compounded annually. Voluntary resignation from an extra-duty assignment shall cause the compensation to be reduced accordingly.

**L. National Board Certification Incentive** – Teachers will be offered a one-time incentive of \$1,200 for achieving National Board Certification in addition to any other incentive received.

### **XV. Insurance**

The Board shall pay the following amounts toward the monthly costs (premiums) for group health/major medical, dental, and life insurance for eligible full-time teachers:

	<b>2024-25</b>	<b>2025-26</b>	<b>2026-27</b>
Employee only	\$787	\$837	\$877
Employee plus Children	\$1138	\$1188	\$1228
Employee plus Spouse	\$1233	\$1283	\$1323
Employee and Family	\$1598	\$1648	\$1688

Eligibility for insurance will be determined by the carrier. Coverage includes and assumes a set deductible and coinsurance, which will be reviewed by an Insurance Committee consisting of two Association members and the District Superintendent. (Other provisions may apply as stated in the insurance summary.) Any full-time tenured teacher who is reduced to part-time, but no less than 50% of full-time, may continue to receive the same insurance benefits as full-time.

Employees on the Employee Only plan will not be permitted to change to the Employee +1 plan unless they (the employees) are willing to assume the difference between the Employee Only plan and their desired plan for six (6) calendar months, with the following exceptions:

1. Those who marry
2. Those who have or adopt a child

Employees may, however, change from the Employee Only plan to the Employee and Family plan at any time. Employees who move from the Employee Only to the Employee and Family plan will have to wait six (6) months before moving to the Employee +1 plan (with the same two exceptions). New employees may

choose the plan of their choice. Any mid-year change must comply with applicable laws and the terms of the group health insurance company.

The amount of gross wages due a teacher in the form of salary shall be a sum specified on the salary schedule less the payment by the Board, paid in installments as otherwise required by law or as authorized by the teacher pursuant to the Collective Bargaining Agreement.

The teacher shall have no right or claim to the funds so remitted. Once said election is made as provided above, it may not be rescinded except in the case of the death of the insured dependents.

The Board does not warrant that the deduction made in the amounts as listed on the compensation schedule by the Board for the teachers as set forth above are deemed excludable from the teachers' gross wages, and as such, the Association and each individual teacher shall and do hereby indemnify and hold harmless the Board, its members, its agents, and its employees from any and all claims, demands, actions, complaints, suits, assessments or deficiencies or other liability by reason of the payments of dependent insurance premiums to the provision of this Section.

## **XVI. Grievance Procedures**

- A. **Definition** - A grievance is defined as a written complaint or claim by an employee or the Association that there has been a violation, misinterpretation or misapplication of any provisions of this Agreement. The complaint or claim shall include a plain and concise statement of the facts constituting the violation, misinterpretation or misapplication and shall name the teacher(s) involved.
- B. **Representation** - The Board acknowledges the right of a grievant to be assisted by the Association at any level of the grievance procedure. The Association acknowledges the right of any member of the Administration to receive assistance as desired in any step of the grievance procedure. At any stage of the grievance procedure, the grievant may be represented by a representative of his or her choice or maintain the grievance without assistance or representation. A grievance may be withdrawn at any level without establishing precedent.
- C. **Time Limits** - A business day is defined as a day on which the school administration office is open for business. Failure of any employee or the Association 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 grievance to proceed to the next step. The time limits, however, may be extended by mutual written consent.

## D. Procedures

**Informal Step:** The grievant shall attempt to resolve any grievance in informal, oral discussion with the building principal within ten (10) business days of the occurrence of the matter to be grieved. A grievance involving the act of any Administrator above the building level shall initially be filed at Step 2 of the grievance procedure, after the grievance has first consulted the involved Administrator.

**Step 1 (Building Principal):** If the grievance cannot be resolved informally, the grievant shall present the grievance in writing to his/her building principal no later than twenty (20) business days after the occurrence of the alleged claim or complaint. The principal shall conduct a meeting within five (5) business days after receipt of the grievance with the grievant, the Association or other representative if so desired by the grievant, and any person whose assistance the principal requests. The principal shall have five (5) business days following the meeting in which to provide his/her written memorandum setting forth the disposition of the grievance to the grievant. Such memorandum shall contain the reasons upon which the disposition of the grievance is based.

**Step 2 (Superintendent):** If the grievant is not satisfied with the disposition of the grievance at Step 1, or if Step 1 time limits expire without the issuance of the principal's memorandum, the grievant may within ten (10) business days submit the grievance to the Superintendent. The Superintendent or his/her designee shall within five (5) business days conduct a meeting with the same parties being present as may be present in Step 1. The Superintendent shall have five (5) business days following the meeting in which to provide his/her written memorandum to the grievant setting forth the disposition of the grievance to the grievant. Such memorandum shall contain the reasons upon which the disposition of the grievance is based.

**Step 3 (Board):** 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 Superintendent's memorandum, the grievant may within ten (10) business days submit the grievance to the Board of Education. Upon receipt of the request, the Board of Education shall, within thirty (30) calendar days, conduct a closed session meeting on the grievance with the same parties being present as may be present in Steps 1 and 2. The Board shall provide the grievant with its written memorandum setting forth the disposition of the grievance within five (5) business days following the meeting. Such memorandum shall contain the reasons upon which the disposition of the grievance is based.

**Step 4 (Arbitration):** If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of impartial, binding arbitration. The grievant and the Association shall submit a written request for arbitration to the Superintendent within ten (10) business days of issuance of the Board's memorandum. The arbitrator shall be selected from the American Arbitration Association in accordance with their voluntary labor tribunal rules.

Neither party to the grievance will be permitted to assert grounds not previously asserted before the Board of Education. Each party shall be entitled to representation and witnesses. The arbitrator shall have no power to alter the terms of this Agreement, nor to make any award void or prohibited by law, statutory or decisional. The arbitrator's decision shall be binding upon the parties and his/her decision shall be based solely and only upon his/her interpretation of the meaning or application of the express relevant language of the Agreement.

The cost of the arbitrator shall be shared equally by 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.

- E. **Bypass of Grievance Steps** - After attempting to resolve a grievance at the Informal Step, the Association and the Superintendent may agree to bypass any step(s) of the grievance procedure, with the exception of Step 3 (Board).
- F. **Grievance Materials** - The grievance filed by any teacher, the correspondence or memoranda related to the processing thereof, and the arbitration transcript of proceedings, if any, shall be filed separately from the involved teacher's(s') personnel file(s). However, the final determination of a grievance at any step shall be included in the involved teacher's(s') personnel file(s). Notwithstanding the foregoing, it is understood and agreed that any grievance materials excluded from a teacher's file pursuant to this paragraph shall not preclude the use of such information by the Board in any judicial or quasi-judicial proceeding and that such materials shall be subject to the inspection of the teacher as may be provided by law.
- G. **Release Time** - Should the investigation of any grievance require, in the sole 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.
- H. **No Reprisals** - The Board agrees to take no reprisals against any person for his/her participation in the grievance process. The Association agrees

to take no reprisals against any person because of his/her participation or refusal to participate in the grievance process.

### **XVII. Equal Responsibility**

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

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

### **XVIII. Negotiations Procedures**

1. Upon written request by the Association or the Board prior to March 1, of the school year during which this Agreement expires, the parties shall meet and commence negotiations for a successor agreement not later than May 1.
2. There shall be two signed copies of any final agreement. One copy shall be retained by the Board and one by the Association.
3. Within thirty (30) days after the Agreement is signed, copies of this Agreement shall be provided to each bargaining unit member. The cost of such copies shall be shared equally by the Board and the Association.
4. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

### **XIX. Separability**

If any provision of this Agreement or any application of this Agreement to any bargaining unit member or to any group of bargaining unit members is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions or applications shall continue in full force and effect.

## **XX. Effect of Agreement**

The Board and the Association acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining.

Accordingly, the Board and Association hereby understand and agree that:

1. This Agreement embodies the complete and final understanding reached by the parties as to the wages, hours, and terms and conditions of employment for employees covered by this Agreement.
2. This Agreement may not be supplemented or amended during its term except by the written, mutual agreement of the Board and Association.
3. The Association agrees that the Board shall not be obligated to bargain collectively with the Association during the term of this Agreement with respect to any matter pertaining to or having an impact on wages, hours, and terms and conditions of employment whether or not such matter may have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.
4. Any individual contract between the Board and an individual bargaining unit member heretofore and hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.

## **XXI. No Strike**

During the term of this Agreement neither the Association or its agents or any employee, for any reason, will engage in a strike, or any other interference with

the work and statutory functions or obligations of the Board whether it be at any of the District's public buildings, its administrative offices or any other location.

## XXII. Duration

This Agreement shall be effective as of August 23rd, 2024 and shall continue in effect until approximately July 31<sup>st</sup>, 2027. This Agreement shall expire at such expiration date unless extended for a specific period or periods by mutual written agreement of the parties.

Grant Park Education Association  
IEA/NEA

Board of Education, Grant Park  
Community Unit School District No. 6  
Grant Park, Kankakee County, Illinois

By: Renee B. Bronson  
Renee Bronson, Negotiator, GPEA

Lauren Mohler  
Lauren Mohler, Negotiator, GPEA

By:   
Tim Markland, President

By:   
Vicki Gawlinks, Vice-President



<b>FY 25</b>	<b>BS</b>	<b>BS/12</b>	<b>BS/24</b>	<b>BS/36</b>	<b>MS</b>	<b>MS/12</b>	<b>MS/24</b>	<b>MS/36</b>
<b>Lanes:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
<b>Steps:</b>								
1	41400	41918	42418	43397	44458	45426	46459	47567
2	42228	42756	43266	44265	45347	46335	47388	48518
3	43073	43611	44131	45150	46254	47262	48336	49488
4	43934	44483	45014	46053	47179	48207	49303	50478
5	44813	45373	45914	46974	48123	49171	50289	51488
6	45709	46280	46832	47913	49085	50154	51295	52518
7	46623	47206	47769	48871	50067	51157	52321	53568
8	47555	48150	48724	49848	51068	52180	53367	54639
9	48506	49113	49698	50845	52089	53224	54434	55732
10	49476	50095	50692	51862	53131	54288	55523	56847
11	50466	51097	51706	52899	54194	55374	56633	57984
12	51475	52119	52740	53957	55278	56481	57766	59144
13	52505	53161	53795	55036	56384	57611	58921	60327
14	53555	54224	54871	56137	57512	58763	60099	61534
15	54626	55308	55968	57260	58662	59938	61301	62765
16	55719	56414	57087	58405	59835	61137	62527	64020
17	56833	57542	58229	59573	61032	62360	63778	65300
18	57970	58693	59394	60764	62253	63607	65054	66606
19	59129	59867	60582	61979	63498	64879	66355	67938
20	60312	61064	61794	63219	64768	66177	67682	69297
21	61518	62285	63030	64483	66063	67501	69036	70683
22	62748	63531	64291	65773	67384	68851	70417	72097
23	64003	64802	65577	67088	68732	70228	71825	73539
24	65283	66098	66889	68430	70107	71633	73262	75010
25	66589	67420	68227	69799	71509	73066	74727	76510
26	67921	68768	69592	71195	72939	74527	76222	78040
27	69279	70143	70984	72619	74398	76018	77746	79601
28	70665	71546	72404	74071	75886	77538	79301	81193
29	72078	72977	73852	75552	77404	79089	80887	82817
30	73520	74437	75329	77063	78952	80671	82505	84473
31	74990	75926	76836	78604	80531	82284	84155	86162
32	76490	77445	78373	80176	82142	83930	85838	87885
33	78020	78994	79940	81780	83785	85609	87555	89643
34	79580	80574	81539	83416	85461	87321	89306	91436
35	81172	82185	83170	85084	87170	89067	91092	93265
36	82795	83829	84833	86786	88913	90848	92914	95130

<b>FY 26</b>	<b>BS</b>	<b>BS/12</b>	<b>BS/24</b>	<b>BS/36</b>	<b>MS</b>	<b>MS/12</b>	<b>MS/24</b>	<b>MS/36</b>
<b>Lanes:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
<b>Steps:</b>								
1	42849	43385	43903	44916	46014	47016	48085	49232
2	43706	44253	44781	45814	46934	47956	49047	50217
3	44580	45138	45677	46730	47873	48915	50028	51221
4	45472	46041	46591	47665	48830	49893	51029	52245
5	46381	46962	47523	48618	49807	50891	52050	53290
6	47309	47901	48473	49590	50803	51909	53091	54356
7	48255	48859	49442	50582	51819	52947	54153	55443
8	49220	49836	50431	51594	52855	54006	55236	56552
9	50204	50833	51440	52626	53912	55086	56341	57683
10	51208	51850	52469	53679	54990	56188	57468	58837
11	52232	52887	53518	54753	56090	57312	58617	60014
12	53277	53945	54588	55848	57212	58458	59789	61214
13	54343	55024	55680	56965	58356	59627	60985	62438
14	55430	56124	56794	58104	59523	60820	62205	63687
15	56539	57246	57930	59266	60713	62036	63449	64961
16	57670	58391	59089	60451	61927	63277	64718	66260
17	58823	59559	60271	61660	63166	64543	66012	67585
18	59999	60750	61476	62893	64429	65834	67332	68937
19	61199	61965	62706	64151	65718	67151	68679	70316
20	62423	63204	63960	65434	67032	68494	70053	71722
21	63671	64468	65239	66743	68373	69864	71454	73156
22	64944	65757	66544	68078	69740	71261	72883	74619
23	66243	67072	67875	69440	71135	72686	74341	76111
24	67568	68413	69233	70829	72558	74140	75828	77633
25	68919	69781	70618	72246	74009	75623	77345	79186
26	70297	71177	72030	73691	75489	77135	78892	80770
27	71703	72601	73471	75165	76999	78678	80470	82385
28	73137	74053	74940	76668	78539	80252	82079	84033
29	74600	75534	76439	78201	80110	81857	83721	85714
30	76092	77045	77968	79765	81712	83494	85395	87428
31	77614	78586	79527	81360	83346	85164	87103	89177
32	79166	80158	81118	82987	85013	86867	88845	90961
33	80749	81761	82740	84647	86713	88604	90622	92780
34	82364	83396	84395	86340	88447	90376	92434	94636
35	84011	85064	86083	88067	90216	92184	94283	96529
36	85691	86765	87805	89828	92020	94028	96169	98460

<b>FY 27</b>	<b>BS</b>	<b>BS/12</b>	<b>BS/24</b>	<b>BS/36</b>	<b>MS</b>	<b>MS/12</b>	<b>MS/24</b>	<b>MS/36</b>
<b>Lanes:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
<b>Steps:</b>								
1	44349	44903	45440	46488	47624	48662	49768	50955
2	45236	45801	46349	47418	48576	49635	50763	51974
3	46141	46717	47276	48366	49548	50628	51778	53013
4	47064	47651	48222	49333	50539	51641	52814	54073
5	48005	48604	49186	50320	51550	52674	53870	55154
6	48965	49576	50170	51326	52581	53727	54947	56257
7	49944	50568	51173	52353	53633	54802	56046	57382
8	50943	51579	52196	53400	54706	55898	57167	58530
9	51962	52611	53240	54468	55800	57016	58310	59701
10	53001	53663	54305	55557	56916	58156	59476	60895
11	54061	54736	55391	56668	58054	59319	60666	62113
12	55142	55831	56499	57801	59215	60505	61879	63355
13	56245	56948	57629	58957	60399	61715	63117	64622
14	57370	58087	58782	60136	61607	62949	64379	65914
15	58517	59249	59958	61339	62839	64208	65667	67232
16	59687	60434	61157	62566	64096	65492	66980	68577
17	60881	61643	62380	63817	65378	66802	68320	69949
18	62099	62876	63628	65093	66686	68138	69686	71348
19	63341	64134	64901	66395	68020	69501	71080	72775
20	64608	65417	66199	67723	69380	70891	72502	74231
21	65900	66725	67523	69077	70768	72309	73952	75716
22	67218	68060	68873	70459	72183	73755	75431	77230
23	68562	69421	70250	71868	73627	75230	76940	78775
24	69933	70809	71655	73305	75100	76735	78479	80351
25	71332	72225	73088	74771	76602	78270	80049	81958
26	72759	73670	74550	76266	78134	79835	81650	83597
27	74214	75143	76041	77791	79697	81432	83283	85269
28	75698	76646	77562	79347	81291	83061	84949	86974
29	77212	78179	79113	80934	82917	84722	86648	88713
30	78756	79743	80695	82553	84575	86416	88381	90487
31	80331	81338	82309	84204	86267	88144	90149	92297
32	81938	82965	83955	85888	87992	89907	91952	94143
33	83577	84624	85634	87606	89752	91705	93791	96026
34	85249	86316	87347	89358	91547	93539	95667	97947
35	86954	88042	89094	91145	93378	95410	97580	99906
36	88693	89803	90876	92968	95246	97318	99532	101904

	4%	4%	4%
	<u>2024-2025</u>	<u>2025-2026</u>	<u>2026-2027</u>
<b><u>HIGH SCHOOL</u></b>			
Athletic Director (High School)	\$7,344	\$7,638	\$7,943
Head Basketball (Boys)	\$6,768	\$7,039	\$7,320
Head Basketball (Girls)	\$6,768	\$7,039	\$7,320
Head Volleyball	\$4,219	\$4,388	\$4,563
Head Baseball	\$4,104	\$4,268	\$4,439
Head Softball	\$4,104	\$4,268	\$4,439
Head Soccer (Boys)	\$3,584	\$3,727	\$3,876
Head Soccer (Girls)	\$3,584	\$3,727	\$3,876
Head Golf (Boys)	\$3,007	\$3,127	\$3,252
Head Wrestling	\$2,981	\$3,100	\$3,224
Head Golf (Girls)	\$3,007	\$3,127	\$3,252
JV Asst. Basketball (Boys)	\$4,104	\$4,268	\$4,439
JV Asst. Basketball (Girls)	\$4,104	\$4,268	\$4,439
JV Asst. Volleyball	\$2,508	\$2,608	\$2,713
JV Asst. Baseball	\$2,370	\$2,465	\$2,563
JV Asst. Softball	\$2,370	\$2,465	\$2,563
JV Asst. Soccer (Boys)	\$1,850	\$1,924	\$2,001
JV Asst. Soccer (Girls)	\$1,850	\$1,924	\$2,001
JV Asst. Wrestling	\$2,452	\$2,550	\$2,652
Freshman Coach - Baseball	\$2,314	\$2,407	\$2,503
Freshman Coach - Softball	\$2,314	\$2,407	\$2,503
Freshman Coach - Basketball (Boys)	\$3,425	\$3,562	\$3,704
Freshman Coach - Basketball (Girls)	\$3,425	\$3,562	\$3,704
HS Cheerleading	\$2,314	\$2,407	\$2,503
Bass Fishing	\$214	\$223	\$231
	<b>\$85,084</b>	<b>\$88,487</b>	<b>\$92,027</b>
<b><u>MIDDLE SCHOOL</u></b>			
Athletic Director (Middle School)	\$5,899	\$6,135	\$6,380
8th Grade Basketball - Boys	\$4,104	\$4,268	\$4,439
7th Grade Basketball - Boys	\$2,776	\$2,887	\$3,003
6th Grade Basketball - Boys	\$1,619	\$1,684	\$1,751
8th Grade Basketball - Girls	\$4,104	\$4,268	\$4,439
7th Grade Basketball - Girls	\$2,776	\$2,887	\$3,003
6th Grade Basketball - Girls	\$1,619	\$1,684	\$1,751
5th Grade Basketball (Camp)	\$1,271	\$1,322	\$1,375
Head Baseball	\$2,370	\$2,465	\$2,563
Assistant Coach Baseball	\$1,271	\$1,322	\$1,375
Head Softball	\$2,370	\$2,465	\$2,563
Assistant Coach Softball	\$1,271	\$1,322	\$1,375
8th Grade Volleyball	\$2,548	\$2,650	\$2,756
7th Grade Volleyball	\$1,795	\$1,867	\$1,941
6th Grade Volleyball	\$1,619	\$1,684	\$1,751
Cheerleading	\$1,474	\$1,533	\$1,594
HeadTrack	\$2,546	\$2,648	\$2,754
Assistant Track	\$1,795	\$1,867	\$1,941
	<b>\$43,227</b>	<b>\$44,956</b>	<b>\$46,754</b>
*Ticket Taker & Seller	\$48	\$50	\$52
*Scorekeeper & Timer	\$48	\$50	\$52
Supervision	\$48	\$50	\$52

Athletic/Academic stipends shall be paid upon proof of the completion of the activity.

	4%	4%	4%
<b><u>HIGH SCHOOL</u></b>	<b><u>2024-2025</u></b>	<b><u>2025-2026</u></b>	<b><u>2026-2027</u></b>
Yearbook Sponsor	\$ 3,584	\$ 3,727	\$ 3,876
Senior Class Sponsor	\$ 868	\$ 903	\$ 939
Junior Class Co-Sponsor	\$ 1,758	\$ 1,828	\$ 1,901
Junior Class Co-Sponsor	\$ 1,758	\$ 1,828	\$ 1,901
Sophomore Class Sponsor	\$ 578	\$ 601	\$ 625
Freshman Class Sponsor	\$ 578	\$ 601	\$ 625
Student Council	\$ 1,200	\$ 1,248	\$ 1,298
National Honor Society	\$ 696	\$ 724	\$ 753
Academic Bowl/Matchpoints	\$ 1,388	\$ 1,444	\$ 1,501
W.Y.S.E.	\$ 345	\$ 359	\$ 373
Math Team	\$ 1,450	\$ 1,508	\$ 1,568
Spanish Club	\$ 578	\$ 601	\$ 625
Chess	\$ 578	\$ 601	\$ 625
Approved Club	\$ 578	\$ 601	\$ 625
<b><u>MIDDLE SCHOOL</u></b>			
Student Council	\$ 1,025	\$ 1,066	\$ 1,109
National Junior Honor Society	\$ 696	\$ 724	\$ 753
Math Team	\$ 1,331	\$ 1,384	\$ 1,440
Scholastic Bowl	\$ 696	\$ 724	\$ 753
Spelling Team	\$ 635	\$ 660	\$ 687
Chess	\$ 578	\$ 601	\$ 625
Bowling	\$ 578	\$ 601	\$ 625
Approved Club	\$ 578	\$ 601	\$ 625
<b><u>MUSIC/DRAMA</u></b>			
Head HS or MS Drama (per production)	\$ 1,336	\$ 1,389	\$ 1,445
Asst. HS or MS Drama (per production)	\$ 578	\$ 601	\$ 625
HS/MS Combined Production	\$ 983	\$ 1,022	\$ 1,063
Asst. HS or MS Combined Production	\$ 578	\$ 601	\$ 625
*Limit 3 per year			
Music Events (Band)	\$ 1,250	\$ 1,300	\$ 1,352
Jazz Band	\$ 1,250	\$ 1,300	\$ 1,352
Music Events (Chorus)	\$ 1,250	\$ 1,300	\$ 1,352
<b><u>OTHER</u></b>			
Mentor	\$ 578	\$ 601	\$ 625

9/17/2024