

AGREEMENT BETWEEN

THE BOARD OF EDUCATION
OF EDGAR COUNTY COMMUNITY UNIT
SCHOOL DISTRICT #6

AND

THE CHRISMAN EDUCATION ASSOCIATION-
IEA-NEA

Three Year Contract

2019-2020

2020-2021

2021-2022

INDEX

ARTICLE I	RECOGNITION	3
ARTICLE II	NEGOTIATION PROCEDURES	4
ARTICLE III	GRIEVANCE PROCEDURES	5
ARTICLE IV	TEACHER/ASSOCIATION/BOARD RIGHTS	8
ARTICLE V	WORKING CONDITIONS	10
ARTICLE VI	EVALUATION AND PERSONNEL FILE	12
ARTICLE VII	LEAVES	13
ARTICLE VIII	SALARY AND FRINGE BENEFITS	15
ARTICLE IX	EFFECT OF AGREEMENT	22

ATTACHMENTS

APPENDIX I	SALARY SCHEDULES
APPENDIX II	EXTRA DUTY PAY SCHEDULES
APPENDIX III	FORM FOR CONTINUING EDUCATION

ARTICLE I

RECOGNITION

- 1.1. The Board of Education of Edgar County Community Unit School District No. 6, hereinafter referred to as the "Board", hereby recognizes the Chrisman Education Association/IEA/NEA, hereinafter referred to as the "Association", as the sole and exclusive bargaining representative for all regularly employed full-time and part-time certified teaching personnel, including guidance counselors and librarians, hereinafter referred to as "Teachers", but except substitutes, Superintendent, Principal, and other supervisory and managerial personnel as defined by the Illinois Educational Labor Relations Act.
- 1.2. Part-time teachers are included in the bargaining unit, but their salaries and benefits shall be prorated on the basis of their fractionalized employment status, unless otherwise specifically provided to the contrary herein.

ARTICLE II

NEGOTIATION PROCEDURES

- 2.1 The parties agree to follow the Illinois Educational Labor Relations Act, to include the following:
 - 2.1.1 The parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counter proposals in the course of negotiations, and to reach tentative agreements which shall be reduced to writing and signed by the parties at the meeting at which they are reached.
 - 2.1.2 Each party to negotiations shall select its negotiating representatives, provided that the Board shall not select a teacher as hereinabove defined as its representative.
 - 2.1.3 When the parties reach tentative agreement on all items being negotiated, the items will be submitted as a package to the membership of the Association for ratification and to the Board for ratification.
 - 2.1.4 Upon ratification of the Agreement by the parties, the Association shall cause the Agreement to be reproduced and assembled in sufficient number of copies so as to provide each teacher defined herein with a copy hereof. The cost of reproduction shall be borne equally by the parties, provided the cost to either party shall not exceed Twenty-Five (\$25.00) Dollars.
 - 2.1.5 If agreement is not reached in compliance with the time lines of the Illinois Education Labor Relations Association, either party has the right to request the services of a mediator. The Federal Mediation and Conciliation Services will be requested first. If the mediator of the Federal Mediation and Conciliation Services is unavailable, the parties may mutually agree to a third party to act as same. If there is no agreement on such a third party, the Illinois Education Labor Relations Board shall be notified of the same. A request for mediation by either party shall be joined by the other party.

ARTICLE III

GRIEVANCE PROCEDURES

3.1 Definition

- 3.1.1 A grievance shall be any claim by the Association or a teacher that there has been an alleged violation, misinterpretation, or misapplication of the terms of this agreement.
- 3.1.2 The term "days" when used in this procedures, shall mean teacher work days, except that when a formal grievance is filed less than ten (10) days before the end of the current school term, the term "days" shall mean calendar days and all time limits shall double.

3.2 General Statements

- 3.2.1 No reprisals shall be taken by the Board or administration against a teacher because of the filing of a grievance.
- 3.2.2 The failure of a teacher or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the prescribed time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
- 3.2.3 Any teacher has the right to be represented by the Association at any formal step in the grievance procedure. The failure of an Association representative to be present at any formal step shall not prevent an adjustment of the grievance.
- 3.2.4 Hearings and formal conferences under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons, including witnesses entitled to be present, to attend, and will be held insofar as possible, during not-teaching time of personnel involved. If the processing of a grievance at any of the formal steps requires that the grievant and/or Association representative be released from his/her duties, there shall be no loss of pay or benefits.
- 3.2.5 A grievance may be withdrawn at any level without establishing a precedent.
- 3.2.6 If the grievant and/or Association and the Principal (at Step One) or the Superintendent (at Step Two), as the case may be, agree, any level of the grievance procedure may be by-passed and the grievance brought directly to the next level.
- 3.2.7 All documents relating to a grievance shall be filed in a separate envelope in the grieving teacher's personnel file.

- 3.2.8 Both parties to a grievance shall be provided, upon reasonable request, and information or documents pertinent to a grievance.
- 3.2.9 The investigation and processing of a grievance by the grieving teacher and/or Association shall be done so as to result in no interference with the instructional program.
- 3.2.10 If a teacher/Association files any claim or complaint in any forum other than under the grievance procedure of this Agreement, the Administration/Board shall not be required to process the same claim or set of facts through the grievance procedure.

3.3 Procedures

3.3.1 Informal Step

The teacher should attempt to resolve a grievance by discussing the situation with his/her immediate supervisor through free and informal communications. If, however, the informal process fails to satisfy the teacher, a grievance may be processed as follows:

3.3.2 Step One

If the grievance is not resolved at the informal step, the teacher/Association may file the grievance in writing with the Principal. The written grievance shall state the nature of the grievance, shall note the specific sections(s) of the Agreement allegedly violated, and state the remedy requested. The filing of the written grievance must be within ten (10) days from the date of the occurrence of the grievable event or within ten (10) days of the date the teacher/Association has knowledge of the grievable event. The Principal shall meet with the grievant within ten (10) days after receipt of the grievance to discuss the grievance. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the Principal's written decision, including the reasons for the decision.

3.3.3 Step Two

If the grievance is not satisfactorily resolved at Step One, the teacher/Association may file grievance in writing with the Superintendent. The filing of the written grievance must be within ten (10) days of receipt of the Principal's written decision. The Superintendent shall meet with the grievant within fifteen (15) days after receipt of the written grievance to discuss the grievance.

Within fifteen (15) days of the meeting, the grievant and the Association shall be provided with the Superintendent's written decision, including the reasons for the decision.

3.3.4 Step Three

If the grievance is not resolved satisfactorily at Step Two, there shall be available a third step of impartial, binding arbitration. The Association and/or teacher may submit, in writing, a request on behalf of the Association and/or the grievant to the American Arbitration Association whose rules shall apply to the arbitration proceeding. Such request shall be made within thirty (30) days from receipt of the Step Two answer. The decision of the arbitrator shall be binding upon the parties provided that that arbitrator shall not amend, modify, nullify, ignore, or add to the provisions of the Agreement. His/her authority shall be limited to deciding only the issue or issues presented to him/her in writing by the Board and the Association, and his/her decision must be based solely upon the arbitrator's interpretation or application of the express relevant language of the Agreement. Each party shall bear the full cost for its representation in arbitration. The cost of the arbitrator's services shall be borne equally by the parties.

ARTICLE IV

TEACHER/ASSOCIATION RIGHTS

4.1 Teacher Discipline

- 4.1.1 When a teacher is required to attend a formal conference with an administrator at which the administrator intends to discuss with the teacher the contents of a written notice of reprimand to be placed in the teacher's personnel file, the teacher shall have the right to have an Association representative present at such meeting. This section shall not be applicable to any conference conducted under Article VI, 6.1 of this Agreement.

Any potential dismissal of an employee for disciplinary reasons shall require the same "Just Cause" provision as delineated in the Illinois School Code.

- 4.1.2 When a teacher is required to appear before the Board for the Board's consideration of the dismissal of the teacher, the teacher shall be entitled to a representative at the teacher's expense. The teacher shall be given at least twenty-four (24) hours advance notice of the required appearance.

4.2 Use of Facilities

- 4.2.1 The Association shall have use of the bulletin boards located in the Teacher's High School workroom, the Junior High workroom and the Grade School workroom upon which it may post messages and Association announcements. The Association shall be permitted to use teacher mailboxes for communications.

- 4.2.2 The Association shall have the right to use school facilities, equipment, and buildings for Association purposes provided the use does not conflict with previously scheduled school activities or the normal operation of the District, and the use is coordinated in advance with the appropriate building principal. Any costs associated with such use shall be paid by the Association, including but not limited to, custodial costs (if incurred), costs of materials expended, damages, and other incidental costs.

4.3 Management Rights

It is expressly understood and agreed that all functions, right, powers, or authority of the administration of the School District and the Board of Education are retained by the Board of Education. More specifically, the Board is vested with management rights over all terms and conditions of employment, which are not embodied in the Agreement, as long as this does not violate the provisions of the law.

4.4 Information Rights

The Board shall provide the Association with specifically designated and requested public information, which is available to the Association under the Illinois Freedom of Information Act. The cost of reproduction shall be borne by the Association.

ARTICLE V

WORKING CONDITIONS

5.1 School Calendar

Teachers shall not be required to work more than the minimum number of teacher attendance days required by law (currently one hundred eighty (180) each school year) without extended contract or extra-duty pay. The Association may submit its recommendations concerning the school calendar to the Superintendent. The Board retains the right to establish the calendar.

5.2 Work Day

5.2.1 The teacher work day shall not exceed seven (7) hours and fifty five (55) minutes except that teachers shall be required to work beyond the regular work day to accommodate.

5.2.1.1 Parent/student/teacher conferences;

5.2.1.2 Special education staffings;

5.2.1.3 Faculty meetings;

5.2.1.4 Extra duties per Appendix II;

5.2.1.5 Other scheduled educational or school-related activities to include Open Houses; and

5.2.1.6 Emergencies.

5.2.2 Within the normal workday, teachers shall be entitled to a duty-free lunch period as required by Section 24-9 of the Illinois School Code. The time period for said lunch period shall be measured in consecutive minutes.

5.3 Teacher Assignments

All teachers shall be given written notice of their tentative assignments for the forthcoming year no later than sixty (60) days preceding the first day of the new school term. In the event changes in such assignments are to be made, the teacher affected shall be notified and shall be permitted a conference with the appropriate administrator to discuss the change. If a teacher is not satisfied with the change in assignment after meeting with the appropriate administrator, the teacher may resign without penalty.

5.3.1 Extra Duty Pay

Employees shall be paid \$15.00 an hour plus mileage for extra-curricular activities. Mileage is to be approved by the Administration. The chain for covering activities must be followed: 1st responsibility is the Principal or Assistant Principal or Dean, 2nd the Athletic Director, 3rd a teacher can be assigned if the Principal and Athletic Director are covering another school event or have an approved absence.

5.4 Involuntary Transfers

When it is necessary to reassign a teacher during the school term within the District, all volunteers may be considered first. The teacher to be transferred shall have the right to request a conference with the building principal involved and/or Superintendent to discuss the transfer. The teacher shall have the right to resign without penalty if the transfer is not acceptable to him/her.

5.5 Vacancies

5.5.1 During the school term, the Superintendent shall post notice of all teaching vacancies on the bulletin boards in the teacher's workrooms. A vacancy is defined as a position to be filled as a result of a resignation, dismissal/nonrenewal, a retirement, a death, or a newly created position. During the summer, a notice of teacher vacancies, as same occur, shall be sent to the Association President.

5.5.2 Teachers may make timely application for transfers to another building, grade level, or subject area, provided teaching vacancies exist. Such applications shall be in writing and sent to the building principal where the vacancy exists. A teacher may request a conference to discuss the transfer with the building principal in whose building the vacancy exists.

5.6 Complaints

Any complaint specifically directed at a teacher by a citizen, other than an official of the District, deemed legitimate to justify an investigation by the administration, shall be brought to the attention of the teacher within five (5) working days of the determination that the complaint is legitimate. This paragraph is not applicable in situations where the complaint consists of alleged criminal misconduct on the part of the teacher involving a student.

ARTICLE VI

EVALUATION AND PERSONNEL FILE

6.1 Evaluation

- 6.1.1 Prior to any formal evaluation, an administrator will acquaint each teacher to be evaluated with the formal evaluation procedures and instruments to be used. Formal evaluation shall mean evaluation of classroom teaching performance. All formal classroom observations shall be conducted with the full knowledge of the teacher.
- 6.1.2 Each formal evaluation shall be in writing. The teacher shall receive a copy of each formal evaluation within ten (10) working days of each evaluation. If requested by the teacher, the teacher and administrator shall have a conference, at a mutually agreeable time, to discuss the evaluation.
- 6.1.3 Within five (5) days of the evaluation conference, the teacher may submit a written response to the evaluation.

6.2 Personnel File

- 6.2.1 Each teacher may review the contents of his/her personnel file not specifically exempt from teacher inspection by the Employee Records Act, provided such inspection does not interfere with the operations of the unit office. The teacher shall submit a written request for such review.
- 6.2.2 Each teacher has the right to attach a written response to any formal written evaluation and place same in his/her personnel file.

ARTICLE VII

LEAVES

7.1 Sick Leave

7.1.1 Sick leave without loss of pay shall be credited each school year to each full-time teacher on the first day of the school term. The number of sick leave days credited annually shall be thirteen (13) days, cumulative to one hundred-eighty credited (180) days

Note-this is an increase of one day as per 7.1.6 below as of 08-09.

7.1.2 Part-time teachers will be credited sick leave days on a pro-rated basis (i.e. ½ time teacher = 13 – ½ days or 6 ½ days total).

7.1.3 The Board shall notify in writing each teacher no later than September 15 of the number of sick days said teacher has accumulated to date.

7.1.4 Sick leave shall be defined as an authorized absence with pay from assigned regular, or usual duties which are to be performed in the course of one's employment in and for the District as a result of personal illness, quarantine at the home, death or serious illness in one's immediate family.

7.1.5 Immediate family shall be defined as parents, spouse, brothers, sisters, children, step-children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, cousins, aunts, uncles and legal guardians. Employees may use one sick day each school year in order to attend a funeral for a person not defined as immediate family member.

7.1.6 Each full-time teacher (and part-time teacher on a pro-rated basis) shall be entitled to use a maximum of three (3) sick leave days per year as approved personal leave days subject to the following. If at all possible for approval, personal leave should not be taken the last day before, or the first day after, a holiday or period of school intermission. Personal leave will be taken in increments of at least one-half (1/2) days. Notification of use of personal leave shall be made in writing to the building principal at least twenty-four (24) hours prior to the date of the absence. In case of emergency, the building principal may waive the notification requirement. Teachers who are unable to report for work because of inclement weather or Act of God will be allowed to use personal leave days, if those days have not already been used.

7.1.7 A teacher has the option of transferring no more than five (5) days per year of his/her accumulated sick leave to a designated fellow teacher who has exhausted his/her accumulated sick leave due to a period of prolonged illness or disability. The donor involved shall send written notification to the Unit #6 office at the time of the transfer.

7.2 Leave of Absence

Teachers who have been granted a leave of absence by the Board may continue participation in the District's group insurance plan during such leave, provided that the District is fully reimbursed on a monthly basis for all costs of premiums incurred to continue such coverage and provided the carrier permits continuation of coverage.

7.3 Jury Duty and Court Subpoena

Any teacher summoned to jury duty or issued a court subpoena shall be paid full salary for each working day of absence, provided that the teacher pays the District the jury fee or witness fee, minus mileage and meals. This provision is not applicable if the teacher is a witness against the School District, the Board of Education, or its representative as the result of any legal actions commenced by or on behalf of the teacher, the teacher's representative association(s), its agents or members.

7.4 Professional Leave

The Board and/or an administrator may grant teachers professional leave with pay to be used to attend conferences, conventions, workshops or administration approved programs within the particular teacher's discipline. Requests shall be made in writing. The Board, annually, will establish maximums for per diem meal and lodging expenses as well as the maximum rate for mileage reimbursement for such functions.

7.4.1 Fund Request for Professional Development

District educators may request funds from the Board of Education for professional development, classes, seminars, and conferences by presenting completed form to the building administrator. The request form shall show that the PD is content specific, and show any expected membership fees, registration fees, and travel expenses. All requests are subject to Board approval and availability of funds.

ARTICLE VIII

SALARY AND FRINGE BENEFITS

8.1 Salary Schedule

The salary schedules for the 2019-2020, 2020-2021 and 2021-2022 school years shall be set forth in Appendix 1 which is attached to and made part of this Agreement. Teacher salaries for the 2019-2020 school year will increase via movement on the salary schedule for longevity step and where applicable, completion of additional college course work with an increase in the previous 2018-2019 base salary of three percent. Teacher salaries for the 2020-2021 school year will increase via movement on the salary schedule for longevity step and where applicable, completion of additional college course work with an increase in the previous 2019-2020 base salary of three percent. Teacher salaries for the 2021-2022 school year will increase via movement on the salary schedule for longevity step and where applicable, completion of additional college course work with an increase in the previous 2020-2021 base salary of three percent.

8.2 Pay Period

Paychecks will be issued twice per month on the 5th and 20th of each month as required direct deposits to an account designated by the employee. A paycheck stub indicating income and withholdings shall be provided with each payday. If the fifth (5th) or twentieth (20th) day of the month is not an employee workday, paychecks will be issued on the last teacher workday prior to the 5th and 20th. In the summer months, paychecks will still be direct deposited no later than the respective 5th and 20th days of each month. Direct deposit for 12 months is required for all teachers as ten (10) months will no longer be options except for the individual's final retirement year if selected. Direct deposit by all is required.

8.3 Illinois Teacher Retirement System

8.3.1. The Board shall pay on behalf of each teacher the benefit limit sum of 9.4 (salary add on factor used 10.03753) percent of the teacher's IRS taxable income directly to the Illinois Teacher Retirement System as a direct Board contribution to the TRS. Said amount shall be paid on behalf of the teacher to the TRS for the purpose of providing the teacher with a tax-sheltered pension contribution consistent with Internal Revenue Service (IRS) tax ruling 414-H(2), 81-35 and 81-36. The teachers shall hold the Board harmless against liability or penalty arising out of a subsequent opinion or action by a body of competent jurisdiction that finds the above improper. In such case, the amount of said retirement benefit paid by the Board shall become gross income to the teacher.

8.3.2 Teacher Health Insurance Security

The Board shall agree to pay on behalf of each teacher the benefit limit sum of 1.4% (total amount) of the teacher's TRS creditable earnings directly to the Teacher Health Insurance Security as a direct Board contribution to the T.H.I.S. Said amount is subject to Federal tax by the teacher and is not a tax-sheltered pension contribution.

8.4 Benefits

8.4.1 Health Insurance Benefits

The Board will contribute up to \$400 per month for each eligible full-time employee covered by this Agreement towards a Board approved insurance plan for the 2019-2020 school year. The Board will contribute up to \$400 per month for each eligible full-time employee covered by this Agreement towards a Board approved insurance plan for the 2020-2021 school year. The Board will contribute up to \$400 per month for each eligible full-time employee covered by this Agreement towards a Board approved insurance plan for the 2021-2022 school year. Refer to insurance plan document for criteria on eligibility.

The remaining premium costs of coverage for employee, employee + child(ren), employee + spouse, and family coverage's will be paid for by the employee through payroll deduction.

All teachers must enroll in the group health plan unless they are covered by a spouse's group health plan. No individual plans are permitted.

8.5 Extra Pay Schedule

The extra pay schedules for the 2019-2020, 2020-2021 and 2021-2022 school years shall be as set forth in Appendix II, which is attached to and made a part of this agreement. Several adjustments were agreed upon for the 2019-2020 Extra Duty Pay Schedule.

8.6 Covering Another Teacher's Class

Teachers throughout the system will receive \$15.00 per full class period for covering another teacher's class period when asked to do so during their free period. Covering another teacher's class will be authorized in advance by the building principal or his/her liaison.

8.7 Reimbursement for Continuing Education

The Board shall reimburse each teacher that is enrolled in approved accredited Continuing Education Courses. The form attached as Appendix IV must be used for administrative and school board approval. The reimbursement shall be \$65 per approved credit hour up to the salary schedule limit of MA + 16. Proof of coursework completion must be provided before the reimbursement amount is distributed.

8.8 Retirement Stipend

Retirement Incentive Plan

- A. The Board shall recognize the service of any full-time teacher who is eligible to receive regular retirement pension benefits, through the Teacher Retirement System of the State of Illinois.

- B. Eligibility – to be eligible, the teacher:
 - 1. Must be at least sixty (60) years at the time of retirement; or
 - 2. Must be at least fifty-five (55) years of age at the time of retirement with thirty-five (35) years of creditable service with the Illinois Teacher Retirement System; and
 - 3. Must have been employed by Chrisman for a minimum of ten (10) years preceding retirement.

- C. Retirement Incentive
 - 1. To be eligible for any of the following Plans, an employee must meet the following requirements:
 - 1. Be at least sixty (60) years of age by the last day of service in the District; or
 - 2. Be at least fifty-five (55) years of age with thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the District.

The District may require proof of eligibility.

2. Definitions:

The Board shall recognize the service of any full-time teacher who is eligible to receive regular retirement pension benefits, through the Teacher Retirement System of the State of Illinois. Any teacher who qualifies under the above eligibility may choose from the following incentive table:

3. Plans

Years of Service in District	Plans
10	A, B, or C
20	A, B, C, or D

a. One Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 stating that he/she shall retire at the end of the next school year, the employee will be removed from the salary schedule and for the final year of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior year of employment.

Example: The employee's prior year TRS creditable earnings were \$40,000. The employee's final year TRS creditable earnings will be \$42,400.00 (i.e., $\$40,000 \times 1.06 = \$42,400.00$)

b. Two Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 two (2) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final two (2) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2014, stating he/she will retire on June 30, 2016. The employee's TRS creditable earnings for the 2013-2014 school year was \$40,000.00. The employee's TRS creditable earnings for the 2014-2015 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2015-2016 school year will be \$44,944.00 (i.e., $\$42,400.00 \times 1.06 = \$44,944.00$).

c. Three Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 three (3) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final three (3) years of employment the employee's TRS creditable earnings shall be increased by six

percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2014, stating he/she will retire on June 30, 2017. The employee's TRS creditable earnings for the 2013-2014 school year was \$40,000.00. The employee's TRS creditable earnings for the 2014-2015 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2015-2016 school year will be \$44,944.00 (i.e., $42,400.00 \times 1.06 = 44,944.00$). The employee's TRS creditable earnings for the 2016-2017 school year will be 47,640.64 (i.e., $\$44,944.00 \times 1.06 = \$47,640.64$).

d. Four Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 four (4) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final four (4) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2014, stating he/she will retire on June 30, 2018. The employee's TRS creditable earnings for the 2013-2014 school year was \$40,000.00. The employee's TRS creditable earnings for the 2014-2015 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2015-2016 school year will be \$44,944.00 (i.e., $42,400.00 \times 1.06 = 44,944.00$). The employee's TRS creditable earnings for the 2016-2017 school year will be 47,640.64 (i.e., $\$44,944.00 \times 1.06 = \$47,640.64$). The employee's TRS creditable earnings for the 2017-2018 school year will be \$50,498.82 (i.e., $\$47,640.64 \times 1.06 = \$50,498.82$).

4. Miscellaneous

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra-duties or TRS reportable duties not currently being performed without the consent of the employee.

If after submitting an irrevocable letter of retirement, the employee resigns from or is removed from duties for which the employee was compensated the previous year (i.e., Schedule B extended contract and/or stipends), the employee's TRS creditable earnings will be adjusted accordingly.

Example: The employee's TRS creditable earnings from the 2013-2014 school year were \$43,000.00, of which \$3,000.00 was compensation from coaching basketball in 2013-2014. Under the employee's retirement plan, he/she would be scheduled to receive \$45,580.00 TRS creditable earnings for the 2014-2015 school year (i.e., $\$43,000 \times 1.06 = \$45,580.00$). However, the employee resigns from his/her coaching position before the start of the 2014-2015 school years. The employee's TRS creditable earnings for the 2014-2015 school years will be \$42,400.00 (i.e., $\$40,000 \times 1.06 = \$42,400.00$) rather than \$45,580.00.

In the event an employee has submitted his/her timely irrevocable letter of retirement but fails to meet the eligibility requirements because of illness or life changing circumstances, the Board, in its sole discretion, may allow the employee to rescind his/her letter of retirement, provided the employee returns to the Board any TRS creditable earnings paid to the employee in excess of the amount the employee would otherwise have received under the salary schedule for such year(s) in which the creditable earnings were paid.

If an employee has submitted his/her timely irrevocable letter of retirement but fails to meet the eligibility requirements due to resignation or termination, the Board, in its sole discretion, will require the employee to pay back any TRS creditable earnings paid to the employee in excess of the amount the employee would otherwise have received under the salary schedule for such year (s) in which the creditable earnings were paid.

If legislation is enacted and/or administrative rules are adopted during the life of the agreement that results in a greater cost to the District than the costs generated by this agreement, the provisions relating to such benefits shall be null and void.

8.9 Mileage

Approved mileage reimbursement shall correspond to the IRS rate with increases or decreases initiated at appropriate intervals.

ARTICLE IX

EFFECT OF AGREEMENT

- 9.1 The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the mutual consent of the parties in a written amendment executed according to the provisions of the Agreement.
- 9.2 Individual contracts or employment agreements shall not be inconsistent with the terms and conditions of this agreement.
- 9.3 Should any article, section, or clause of this Agreement be declared illegal by anybody of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, section, and clauses shall remain in full force and effect.
- 9.4 Neither the Association nor any teacher individually or collectively shall engage in or encourage any work stoppage, slowdown, or any other interruption in or interference with the delivery of educational services during the term of this Agreement.

This Agreement shall be effective September 1, 2019 and shall continue in effect until August 31st, 2022.

This Agreement is signed this 16th day of October, 2019 CEA
1st day of OCTOBER, 2019 Board of Education

In Witness Thereof:

For the Chrisman Education Association,
IEA/NEA

Gwen Ross
Susan Wyatt
Diane Bomoser

For the Edgar County CUSD#6,
Board of Education

[Signature]
Steve Rogers
Karen McWhorter

Appendix II
Extra Duty Pay Schedule 2019-2022

<u>High School Sports</u>	<u>0-3 yrs</u>	<u>4+ yrs</u>	<u>Junior High Sports</u>	<u>0-3 yrs</u>	<u>4+ yrs</u>
Athletic Director	\$3,465	\$3,850	Athletic Director	\$3,465	\$3,850
Boys Head Basketball	\$3,465	\$3,850	Boys Head Basketball	\$2,610	\$2,900
Girls Head Basketball	\$3,465	\$3,850	Track	\$2,160	\$2,400
Girls Head Volleyball	\$3,465	\$3,850	Girls Head Basketball	\$2,610	\$2,900
Cross Country	\$2,970	\$3,300	Girls Head Volleyball	\$2,160	\$2,400
Scholastic Bowl	\$900	\$1,000	Baseball	\$1,800	\$2,000
			Cross Country	\$1,800	\$2,000
			Scholastic Bowl	\$810	\$900

<u>High School Activities</u>	<u>0-3 yrs</u>	<u>4+ yrs</u>	<u>Junior High Activities</u>	<u>0-3 yrs</u>	<u>4+ yrs</u>
Cheerleading	\$1,170	\$1,300	Cheerleading	\$990	\$1,100
Student Council	\$756	\$840	Activities Director	\$689	\$765
Yearbook	\$756	\$840	8th Grade Sponsor	\$491	\$545
Band	\$1,530	\$1,700			
FFA	\$1,845	\$2,050			
FCCLA	\$702	\$780			
STEM CLUB	\$639	\$710			
Mathletes	\$639	\$710			
AHS	\$639	\$710			
Ecology	\$639	\$710			
Theatre	\$639	\$710			
Senior Sponsor*	\$2,700	\$3,000			
Junior Sponsor*	\$1,800	\$2,000			
Sophomore Sponsor	\$630	\$700			
Freshman Sponsor	\$630	\$700			

*No more than 3 sponsors total, stipend to be split evenly

Vocal Music (Christmas/Spring)	\$360	\$400
--------------------------------	-------	-------

Elementary Evening Events	\$30 (each for: Christmas Program, Spring Music Program, Meet & Greet, Open House, Tech Night, Family Reading Night, Family Cookout and Family Involvement Night.)
---------------------------	--

The BOE reserves the right to consider adding an assistant coach to the activities listed above if the number of participants warrants an additional coach.

School Year 2019-2020

Summary
Salaries
Staff
Benefits
Costs

Base 33,196
 StepB1-9 450 StepB10-19 550 StepB20-26 650
 StepM1-9 475 StepM10-19 575 StepM20-30 675
 Lane 400
 Longevity 700
 Percent 3
 TRS factor 1.098901

3% of previous base 32229

	BA	plus TRS	BA+8	plus TRS	BA+16	plus TRS	BA+24	plus TRS	MA	plus TRS	MA+16	plus TRS
0	33,196	36,479	33,596	36,919	33,996	37,358	34,396	37,798	34,796	38,237	35,196	38,677
1	33,646	36,974	34,046	37,413	34,446	37,853	34,846	38,292	35,271	38,759	35,671	39,199
2	34,096	37,468	34,496	37,908	34,896	38,347	35,296	38,787	35,746	39,281	36,146	39,721
3	34,546	37,963	34,946	38,402	35,346	38,842	35,746	39,281	36,221	39,803	36,621	40,243
4	34,996	38,457	35,396	38,897	35,796	39,336	36,196	39,776	36,696	40,325	37,096	40,765
5	35,446	38,952	35,846	39,391	36,246	39,831	36,646	40,270	37,171	40,847	37,571	41,287
6	35,896	39,446	36,296	39,886	36,696	40,325	37,096	40,765	37,646	41,369	38,046	41,809
7	36,346	39,941	36,746	40,380	37,146	40,820	37,546	41,259	38,121	41,891	38,521	42,331
8	36,796	40,435	37,196	40,875	37,596	41,314	37,996	41,754	38,596	42,413	38,996	42,853
9	37,246	40,930	37,646	41,369	38,046	41,809	38,446	42,248	39,071	42,935	39,471	43,375
10	37,796	41,534	38,196	41,974	38,596	42,413	38,996	42,853	39,646	43,567	40,046	44,007
11	38,346	42,138	38,746	42,578	39,146	43,018	39,546	43,457	40,221	44,199	40,621	44,638
12	38,896	42,743	39,296	43,182	39,696	43,622	40,096	44,062	40,796	44,831	41,196	45,270
13	39,446	43,347	39,846	43,787	40,246	44,226	40,646	44,666	41,371	45,463	41,771	45,902
14	39,996	43,952	40,396	44,391	40,796	44,831	41,196	45,270	41,946	46,095	42,346	46,534
15	40,546	44,556	40,946	44,996	41,346	45,435	41,746	45,875	42,521	46,726	42,921	47,166
16	41,096	45,160	41,496	45,600	41,896	46,040	42,296	46,479	43,096	47,358	43,496	47,798
17	41,646	45,765	42,046	46,204	42,446	46,644	42,846	47,084	43,671	47,990	44,071	48,430
18	42,196	46,369	42,596	46,809	42,996	47,248	43,396	47,688	44,246	48,622	44,646	49,062
19	42,746	46,974	43,146	47,413	43,546	47,853	43,946	48,292	44,821	49,254	45,221	49,693
20	43,396	47,688	43,796	48,127	44,196	48,567	44,596	49,007	45,496	49,996	45,896	50,435
21	44,046	48,402	44,446	48,842	44,846	49,281	45,246	49,721	46,171	50,737	46,571	51,177
22	44,696	49,116	45,096	49,556	45,496	49,996	45,896	50,435	46,846	51,479	47,246	51,919
23	45,346	49,831	45,746	50,270	46,146	50,710	46,546	51,149	47,521	52,221	47,921	52,660
24	45,996	50,545	46,396	50,985	46,796	51,424	47,196	51,864	48,196	52,963	48,596	53,402
25	46,646	51,259	47,046	51,699	47,446	52,138	47,846	52,578	48,871	53,704	49,271	54,144
26	47,296	51,974	47,696	52,413	48,096	52,853	48,496	53,292	49,546	54,446	49,946	54,886
27									50,221	55,188	50,621	55,627
28									50,896	55,930	51,296	56,369
29									51,571	56,671	51,971	57,111
30									52,246	57,413	52,646	57,853
Ove	47,996	52,743	48,396	53,182	48,796	53,622	49,196	54,062	52,946	58,182	53,346	58,622

School Year
2020-2021

Summary
Salaries
Staff
Benefits
Costs

Base 34,192 550 StepB20-26 650
 StepB1-9 450 StepB10-19 575 StepM20-30 675
 StepM1-9 475
 Lane 400
 Longevity 700
 Percent 3
 TRS factor 1.098901

3% of previous base 33196

	BA	plus TRS	BA+8	plus TRS	BA+16	plus TRS	BA+24	plus TRS	MA	plus TRS	MA+16	plus TRS
0	34,192	37,574	34,592	38,013	34,992	38,453	35,392	38,892	35,792	39,332	36,192	39,771
1	34,642	38,068	35,042	38,508	35,442	38,947	35,842	39,387	36,267	39,854	36,667	40,293
2	35,092	38,563	35,492	39,002	35,892	39,442	36,292	39,881	36,742	40,376	37,142	40,815
3	35,542	39,057	35,942	39,497	36,342	39,936	36,742	40,376	37,217	40,898	37,617	41,337
4	35,992	39,552	36,392	39,991	36,792	40,431	37,192	40,870	37,692	41,420	38,092	41,859
5	36,442	40,046	36,842	40,486	37,242	40,925	37,642	41,365	38,167	41,942	38,567	42,381
6	36,892	40,541	37,292	40,980	37,692	41,420	38,092	41,859	38,642	42,464	39,042	42,903
7	37,342	41,035	37,742	41,475	38,142	41,914	38,542	42,354	39,117	42,986	39,517	43,425
8	37,792	41,530	38,192	41,969	38,592	42,409	38,992	42,848	39,592	43,508	39,992	43,947
9	38,242	42,024	38,642	42,464	39,042	42,903	39,442	43,343	40,067	44,030	40,467	44,469
10	38,792	42,629	39,192	43,068	39,592	43,508	39,992	43,947	40,642	44,662	41,042	45,101
11	39,342	43,233	39,742	43,673	40,142	44,112	40,542	44,552	41,217	45,293	41,617	45,733
12	39,892	43,837	40,292	44,277	40,692	44,716	41,092	45,156	41,792	45,925	42,192	46,365
13	40,442	44,442	40,842	44,881	41,242	45,321	41,642	45,760	42,367	46,557	42,767	46,997
14	40,992	45,046	41,392	45,486	41,792	45,925	42,192	46,365	42,942	47,189	43,342	47,629
15	41,542	45,651	41,942	46,090	42,342	46,530	42,742	46,969	43,517	47,821	43,917	48,260
16	42,092	46,255	42,492	46,695	42,892	47,134	43,292	47,574	44,092	48,453	44,492	48,892
17	42,642	46,859	43,042	47,299	43,442	47,738	43,842	48,178	44,667	49,085	45,067	49,524
18	43,192	47,464	43,592	47,903	43,992	48,343	44,392	48,782	45,242	49,716	45,642	50,156
19	43,742	48,068	44,142	48,508	44,542	48,947	44,942	49,387	45,817	50,348	46,217	50,788
20	44,392	48,782	44,792	49,222	45,192	49,662	45,592	50,101	46,492	51,090	46,892	51,530
21	45,042	49,497	45,442	49,936	45,842	50,376	46,242	50,815	47,167	51,832	47,567	52,271
22	45,692	50,211	46,092	50,651	46,492	51,090	46,892	51,530	47,842	52,574	48,242	53,013
23	46,342	50,925	46,742	51,365	47,142	51,804	47,542	52,244	48,517	53,315	48,917	53,755
24	46,992	51,640	47,392	52,079	47,792	52,519	48,192	52,958	49,192	54,057	49,592	54,497
25	47,642	52,354	48,042	52,793	48,442	53,233	48,842	53,673	49,867	54,799	50,267	55,238
26	48,292	53,068	48,692	53,508	49,092	53,947	49,492	54,387	50,542	55,541	50,942	55,980
27									51,217	56,282	51,617	56,722
28									51,892	57,024	52,292	57,464
29									52,567	57,766	52,967	58,205
30									53,242	58,508	53,642	58,947
Over	48,992	53,837	49,392	54,277	49,792	54,716	50,192	55,156	53,942	59,277	54,342	59,716

School Year 2021-2022

Base 35,218
 StepB1-9 450 StepB10-19 650
 StepM1-9 475 StepM10-19 675
 Lane 400
 Longevity 700
 Percent 3
 TRS factor 1.098901

3% of previous base 34192

	BA	plus TRS	BA+8	plus TRS	BA+16	plus TRS	BA+24	plus TRS	MA	plus TRS	MA+16	plus TRS
0	35,218	38,701	35,618	39,141	36,018	39,580	36,418	40,020	36,818	40,459	37,218	40,899
1	35,668	39,196	36,068	39,635	36,468	40,075	36,868	40,514	37,293	40,981	37,693	41,421
2	36,118	39,690	36,518	40,130	36,918	40,569	37,318	41,009	37,768	41,503	38,168	41,943
3	36,568	40,185	36,968	40,624	37,368	41,064	37,768	41,503	38,243	42,025	38,643	42,465
4	37,018	40,679	37,418	41,119	37,818	41,558	38,218	41,998	38,718	42,547	39,118	42,987
5	37,468	41,174	37,868	41,613	38,268	42,053	38,668	42,492	39,193	43,069	39,593	43,509
6	37,918	41,668	38,318	42,108	38,718	42,547	39,118	42,987	39,668	43,591	40,068	44,031
7	38,368	42,163	38,768	42,602	39,168	43,042	39,568	43,481	40,143	44,113	40,543	44,553
8	38,818	42,657	39,218	43,097	39,618	43,536	40,018	43,976	40,618	44,635	41,018	45,075
9	39,268	43,152	39,668	43,591	40,068	44,031	40,468	44,470	41,093	45,157	41,493	45,597
10	39,818	43,756	40,218	44,196	40,618	44,635	41,018	45,075	41,668	45,789	42,068	46,229
11	40,368	44,360	40,768	44,800	41,168	45,240	41,568	45,679	42,243	46,421	42,643	46,860
12	40,918	44,965	41,318	45,404	41,718	45,844	42,118	46,284	42,818	47,053	43,218	47,492
13	41,468	45,569	41,868	46,009	42,268	46,448	42,668	46,888	43,393	47,685	43,793	48,124
14	42,018	46,174	42,418	46,613	42,818	47,053	43,218	47,492	43,968	48,316	44,368	48,756
15	42,568	46,778	42,968	47,218	43,368	47,657	43,768	48,097	44,543	48,948	44,943	49,388
16	43,118	47,382	43,518	47,822	43,918	48,262	44,318	48,701	45,118	49,580	45,518	50,020
17	43,668	47,987	44,068	48,426	44,468	48,866	44,868	49,305	45,693	50,212	46,093	50,652
18	44,218	48,591	44,618	49,031	45,018	49,470	45,418	49,910	46,268	50,844	46,668	51,284
19	44,768	49,196	45,168	49,635	45,568	50,075	45,968	50,514	46,843	51,476	47,243	51,915
20	45,418	49,910	45,818	50,349	46,218	50,789	46,618	51,229	47,518	52,218	47,918	52,657
21	46,068	50,624	46,468	51,064	46,868	51,503	47,268	51,943	48,193	52,959	48,593	53,399
22	46,718	51,338	47,118	51,778	47,518	52,218	47,918	52,667	48,868	53,701	49,268	54,141
23	47,368	52,053	47,768	52,492	48,168	52,932	48,568	53,371	49,543	54,443	49,943	54,882
24	48,018	52,767	48,418	53,207	48,818	53,646	49,218	54,086	50,218	55,185	50,618	55,624
25	48,668	53,481	49,068	53,921	49,468	54,360	49,868	54,800	50,893	55,926	51,293	56,366
26	49,318	54,196	49,718	54,635	50,118	55,075	50,518	55,514	51,568	56,668	51,968	57,108
27									52,243	57,410	52,643	57,849
28									52,918	58,152	53,318	58,591
29									53,593	58,893	53,993	59,333
30									54,268	59,635	54,668	60,075
Ove	50,018	54,965 p		#VALUE!	50,818	55,844	51,218	56,284	54,968	60,404	55,368	60,844