

AGREEMENT

between

MORRIS BOARD OF EDUCATION
DISTRICT NO. 101

and the

MORRIS HIGH SCHOOL EDUCATION ASSOCIATION

AFFILIATED WITH

ILLINOIS EDUCATION ASSOCIATION
NATIONAL EDUCATION ASSOCIATION

2011-2012
2012-2013
2013-2014

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ARTICLE 1

RECOGNITION

A. PREAMBLE

The Board of Education of High School District No. 101, Grundy County, Illinois, hereinafter referred to as the "Board," and the Morris High School Education Association-IEA/NEA, hereinafter referred to as the "Association," recognize that the best interests of a public education will be served by establishing procedures to provide an orderly method for the Board and the Association to discuss matters of common concern.

B. ASSOCIATION RECOGNITION

The Board hereby recognizes the Association as the exclusive bargaining representative and sole negotiation agent for all regularly employed full and part-time personnel, whose position with District 101 requires a teaching certificate except superintendent, principal, associate principal, assistant principal, business manager, dean of students, athletic director, substitutes (except for a substitute who has substituted for one teacher 90 consecutive work days or more during one school year), short-term employees (defined as an employee who is hired for a period of less than 90 consecutive work days per year), teacher aides and other para-professionals, managerial employees, supervisors and managerial employees as supervisors, and managerial employees as defined in the Illinois Educational Labor Relations Act.

C. EMPLOYEES

Employees within the bargaining unit defined in Section B of this Article will be hereinafter referred to as "teachers."

D. PART-TIME TEACHERS

As respects regularly employed part-time teachers, all economic benefits accruing to full-time teachers pursuant to this Agreement, including but not limited to, compensation, group insurance benefits, fringe benefits, sick leave, and personal leave will be prorated on the following basis: 1/6th of full-time salary per academic period.

Participation of such part-time teachers teaching less than 50% in any group insurance program will be subject to reasonable enrollment and other requirements of the insurance carrier.

ARTICLE 2

PROCEDURES AND PARTICIPATION

A. MEETINGS

Meetings shall be held as necessary at times and places agreed to by both parties.

B. TIME

Negotiations on a successor agreement shall begin no earlier than March 1 and no later than April 1 of the year in which this agreement terminates. Arrangements for the commencement of negotiations shall be initiated in writing by communication between the President of the Board and the President of the Association.

C. TENTATIVE AGREEMENTS

During negotiations agreed-upon material shall be prepared for the Board and the Association and initialed prior to the adjournment of the meeting at which such agreement was reached, if feasible.

D. FINAL APPROVAL

When the Association and the Board reach tentative agreement on all items being negotiated, they will be reduced to writing and shall be submitted to the membership of the Association and faculty of District 101 for ratification and to the Board for official approval.

ARTICLE 3

TERMS AND CONDITIONS OF EMPLOYMENT

A. PROFESSIONAL TEACHING PERSONNEL

It is further recognized that the teachers have the right to join or not to join any teachers union. During the life of this contract, the Board agrees not to negotiate with any individual or group of teachers other than the Morris High School Education Association-IEA/NEA regarding the terms of this contract. Individual teachers or groups of teachers are free, however, to present views and opinions to the Board regarding matters of concern.

B. REDUCTION IN FORCE

Length of continuous service in the District as utilized in Section 24-12 of The *School Code* shall be defined as follows:

1. Years of continuous service as a full or part-time teacher in the District. Time on unpaid leaves of absence of more than ninety (90) consecutive employment days will not be counted in determining seniority. Such unpaid leaves of absence approved by the Board will not constitute an interruption of teaching service.

2. If a tie remains after the application of the procedures as described in 1 above, the order of dismissal and/or recall will be determined by total teaching service in the subject area available to those teachers being considered as equal in services.

3. If a tie remains after the application of the above procedures, the order of dismissal and/or recall will be decided by drawing lots.

C. HOURS OF WORK

Normally the regular work day shall not exceed eight (8) hours in length inclusive of a duty-free lunch of no less than thirty (30) minutes. Teachers are expected to arrive before and remain after the normal school day in order to have sufficient time to perform their assigned duties and responsibilities as well as to prepare for and to begin instruction at the start of the student day. Teachers will also be available for scheduled meetings with parents, staffings, curriculum coordination, graduation, open house, and other activities as they relate to assigned duties and are necessary to meet the needs of the students beyond the scheduled regular work day.

D. CLASS LOAD

Teachers shall have a normal class load of five (5) academic instruction periods, one (1) period of a duty assignment, and one (1) preparation period in a seven period day. Upon mutual agreement, a teacher may teach six academic instruction periods, and shall be paid at

the rate of 1/6th of the teacher's base salary per school year. If the assignment is for less than one school year, then the additional pay will be prorated. Teachers who teach six academic instruction periods shall have one (1) preparation period and no duty assignment. The Administration will use seniority as a factor when considering an overload assignment.

Duty assignments shall be made by the administration in consultation with the Association, which may include individual teacher preference.

Upon mutual agreement, a teacher may teach an Early Bird class and shall be paid at the rate of 1/6th of the teacher's base salary per school year, as is the case with an overload. The administration will use seniority as a factor when considering an Early Bird assignment.

The administration shall gather input from teachers regarding course assignments and teacher preparations before the master schedule is created.

E. CLASS SIZE

It is recognized by the Board and the Association that the pupil-teacher ratio is an important aspect of a quality education. Accordingly, if the Association has any concerns about student learning or safety due to the size of a particular class or classes, the Association may notify the Superintendent. The Superintendent shall arrange for a meeting with the Association to discuss the Association's concerns and any recommendations that the Association may make, which may include, but not limited to, limiting the number of students in a class, adding an additional class or employing an aide.

F. VOLUNTARY TRANSFERS

Any teacher may apply for a transfer to another position within the bargaining unit. Such application shall be in writing to the superintendent and must be received annually. If a teacher's request for transfer is denied or not acted upon, the teacher may request a meeting with the superintendent or designee to discuss the decision. For the purpose of this article, an involuntary transfer shall constitute a change of two or more classroom assignments from one department to another.

G. INVOLUNTARY TRANSFERS

If the superintendent intends to recommend to the Board the involuntary transfer of a teacher, the superintendent or designee shall notify the teacher prior to the superintendent making such recommendation and the teacher may request a meeting with the superintendent or designee to discuss the decision. For the purpose of this article, an involuntary transfer shall constitute a change of two or more classroom assignments from one department to another.

H. SUMMER SCHOOL

Summer school teaching positions shall be posted and qualified personnel shall be invited to apply. In filling vacant or new summer school teaching positions, the Board shall give first consideration to qualified teachers of the District and will use seniority as a factor when considering such assignments. District employees that have successfully fulfilled summer school positions in the past will be given preference during the assignment process.

I. SICK LEAVE FOR SUMMER SCHOOL

1. Morris Community High School Teachers shall be granted one (1) day of paid sick leave during the total summer school period.
2. For each day of illness after the first day, and each day thereafter, Morris Community High School Teachers shall have one (1) day deducted from their existing accumulated sick leave, or loss of pay for that day(s), whichever the teacher chooses.
3. The provision of sick leave does not extend to the use of personal leave during summer school.

J. CO-CURRICULAR AND ATHLETIC POSITIONS

Vacant or new co-curricular and athletic positions shall be posted. In filling vacant or new co-curricular and athletic positions, the Board shall give first consideration to qualified teachers of the District.

K. PARTICIPATION IN EXTRA-CURRICULAR ACTIVITIES AND SUPERVISION

Any tenured teacher who is not directing, coaching or advising an extra-curricular activity, and all non-tenured teachers, shall agree to supervise, chaperone, or work at a minimum of four (4) extra-curricular events or activities. Such activities may include, but are not limited to, supervising Saturday Detention, chaperoning school dances, working at concession stands, taking tickets, and timing events. All teachers shall be paid for such activities in accordance with Article 6 Section E or any other applicable schedules in this agreement.

ARTICLE 4

LEAVES

A. SICK LEAVE

Each full-time teacher shall be entitled to fifteen (15) sick leave days per school term without loss of pay. Sick leave may be utilized in quarter-day increments. Unused sick days shall accumulate without limit. Sick leave shall be interpreted to mean personal illness, serious illness or death in the immediate family or household. Serious illness as used herein shall mean a life threatening circumstance or a medical emergency or when the teacher is required to attend to the illness of his or her minor child. The immediate family for purposes of this Article shall include the teacher's parents, spouse, children, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers/sisters-in-law, grandparents-in-law, daughters/sons-in-law and guardian. Sick leave shall not be utilized for purposes of cosmetic surgery (except as such shall be reasonably incident to some other illness or disability) and/or for any matter which may be reasonably postponed to a recess or vacation period. A full-time teacher may utilize sick leave to attend the funeral of someone not in the teacher's immediate family as defined above, provided the teacher has exhausted personal leave and the teacher's absence for such purpose does not exceed three days per year (including any day taken for personal leave for such leave).

B. PERSONAL LEAVE

Each full-time teacher shall be entitled to two (2) days of personal business leave without loss of pay for such matters of personal business which cannot be handled during non-school days or hours. Unused personal leave days shall be cumulative to three (3), thus no more than three (3) unused personal leave days may be carried over to the start of a new school year. Any days which accumulate in excess of three (3) will be transferred to sick leave at the end of the school year. Personal leave may be utilized in quarter-day increments. Written notification of such leave shall be made to the principal at least two (2) teacher employment days prior to the onset of such leave, provided in an emergency such application may be made at a later time with an explanation of such emergency. Teachers shall leave lesson plans for substitutes with the principal or designee.

Such leave shall not be used at any time for participation in any work stoppage or collective bargaining dispute, or for such activity which will produce income for the teacher. Personal leave may be utilized during the first and last three (3) teacher employment days of the school year and the days immediately preceding or following a legal holiday, vacation, or school recess only with the approval of the principal or his/her designee.

C. JURY DUTY

Any teacher who is called to serve jury duty for a municipal, county, state, or federal court shall be provided leave with pay for each required jury duty service when such service cannot be reasonably postponed to a recess or vacation period. The teacher shall notify the District of the dates of pending absence as soon as possible following notice of jury duty, but in no event later than one week prior to commencing jury duty service. The teacher shall reimburse to the District any per diem paid to a juror by the court for jury duty service, except that the teacher shall retain any mileage and meal allowance paid by the court.

D. CHILD-REARING LEAVE

A teacher who has entered upon contractual continued service shall be granted a child-rearing leave without pay or other benefits subject to the following conditions:

1. The teacher shall advise the Superintendent or designee of her pregnancy no later than the fourth month of pregnancy or upon ascertainment of such condition, whichever shall be the later. At such time, she shall provide a written statement from her obstetrician or physician indicating the expected date of delivery. Application for a child rearing leave shall be made in writing to the Superintendent or designee at least one hundred and twenty (120) calendar days prior to the anticipated birth of the child.
2. After consultation with the teacher, the Superintendent or designee shall prepare a plan for the commencement and termination of such leave (including notification for return), taking into consideration maintenance of continuity of instruction and medical factors to the maximum possible degree, and the pertinent time factors related thereto. The leave shall not exceed the balance of the school year in which it commences and one additional school year.
3. Sick leave shall not be applicable during the period of the child-rearing leave. Any accumulated sick leave available at the commencement of the leave shall be available to the teacher upon return to employment in the District.
4. With the consent of the carrier, the teacher may maintain insurance benefits by making timely payments of all premiums which may be due to the District's Business Office or elsewhere pursuant to its direction.
5. Any teacher desiring adoption leave as a result of becoming an adoptive parent shall notify the Superintendent or designee, in writing, upon the initiation of such adoption proceedings. Leave shall be granted upon satisfactory written notification to the Superintendent or designee of the date the child is expected to be received. It shall be the responsibility of the applying teacher to keep the Superintendent or designee informed on the status of the proceedings, and, as soon as known, the expected date of the delivery of the child. This section shall not be applicable if the adopted child is five (5) or more years of age at the time the child is received.

6. A child-rearing leave may be granted to a non-tenured teacher under unusual circumstances by action of the Board, subject to all the conditions applicable to a tenured teacher, and provided the term of such leave shall not be considered in computing full-time employment under Section 24-11 of the *Illinois School Code* for purposes of the continuous employment necessary to attain contractual continued service status. Upon the return from such leave, the teacher shall be considered to have commenced her first probationary year. The granting of maternity leave to any other non-tenured teacher shall not constitute a precedent for the granting or withholding of leave to any other non-tenured teacher. Each request shall be judged on its own merits and shall be within the sole discretion of the Board. Additional conditions or restrictions may be established for any such leave, provided nothing herein shall be construed as requiring any non-tenured teacher to apply for such leave or to accept the conditions established therefor.

7. Anything in this section to the contrary notwithstanding, a teacher who has been granted a child-rearing leave of absence shall not become eligible for a subsequent child-rearing leave unless and until such teacher has returned to full-time service for at least two (2) complete school terms, provided under exceptional circumstances the Board may grant such a leave in its sole and absolute discretion. The granting or withholding of such leave shall be without precedential effect.

8. Nothing in this section shall be construed as requiring any teacher to apply for a child-rearing leave. A teacher may utilize accumulated sick leave during any period of disability related to her pregnancy and/or to the delivery of the child.

9. A male teacher who has entered upon contractual continued service shall be entitled to a child-rearing leave of absence. Such leave shall be unpaid and shall be subject to all of the applicable notice and other requirements as set forth in this policy. Eligibility for such leave shall arise upon the anticipated birth of a child which the teacher has fathered or upon his planned adoption of a child.

E. UNPAID LEAVES OF ABSENCE

The Board may grant a leave of absence without pay to a tenured teacher for any purpose it, in its discretion, deems appropriate and beneficial to the School District, which may include medically related reasons, for a period of up to one (1) school year upon such terms and conditions as the Board may elect. The granting, withholding, or conditioning of such leave of absence will be non-precedential with respect to any other request for such leave by such teacher or any other teacher.

F. ASSOCIATION LEAVE

In the event that the Association desires to send representatives to local, state or national conferences or on other business pertinent to Association affairs, these representatives (not to exceed a total of four (4) per school year, two (2) representatives per occurrence) shall be excused on school business without the loss of salary or loss of personal or sick leave. A total of two (2) days per school year shall be granted to each representative designated by the Association for such purposes if notice is given to the Superintendent or his/her designee at least two (2) days in advance of the leave, if possible.

G. SICK LEAVE BANK

1. Purpose

The purpose of the Sick Leave Bank ("Bank") is to allow full-time teachers of the School District through the assistance of the Board of Education to insure themselves against the loss of income due to long term or catastrophic illnesses or disabilities by the voluntary contribution of sick leave days to a Bank against which they may draw in the event of such illness or disability.

2. Eligibility

A full-time teacher shall be eligible to participate in the Bank ("Eligible Employee") on a voluntary basis.

3. Participation

a. An Eligible Employee may participate in the Bank by donating one day of sick leave to the Bank:

- 1) within twenty (20) working days of the establishment of the Bank; or
- 2) within twenty (20) working days of initial employment for newly hired teachers; or
- 3) between the beginning of the school year and September 15 of each school year for any teacher who was not eligible to participate or chose not to participate in the previous year. A teacher who chose not to participate in the previous year or years must donate an additional one day of sick leave for every year in which he or she chose not to participate.

b. In order to continue to participate, an Eligible Employee shall donate one (1) day of sick leave to the Bank whenever the number of sick leave days in the Bank falls below fifty (50), not to exceed two (2) per year.

- c. Days donated shall not be refunded to the Eligible Employee in the event of termination of employment, cessation of participation or other loss of eligibility, whether voluntary or involuntary.

4. Utilization of Sick Bank Days

- a. A participating Eligible Employee who is not on an unpaid leave may utilize up to a maximum of fifty (50) paid sick leave days per school year from the Bank for personal illness for which the employee does not receive benefits under TRS, upon
 - 1) presentation of satisfactory evidence of personal illness or disability.
 - 2) the occurrence of the latter of the exhaustion of the Eligible Employee's sick leave, or an absence from the school of ninety (90) working days after the beginning of illness or disability.
- b. Unused days in the Bank at the end of the year will accumulate for the following year.
- c. Should the teacher receive benefits under the Workers' Compensation Act of the Workers' Occupational Diseases Act, said teacher shall show proof that he/she has applied for such benefits. The Bank will supplement the difference between such disability benefits and the teacher's salary less the amount withheld for income tax deduction with a proportionate day deduction from the Bank.

ARTICLE 5

GRIEVANCE PROCEDURE

A. DEFINITIONS

1. Grievance

"Grievance" means a dispute or disagreement as to the interpretation or application of any term or terms of this Agreement.

2. Days

As used in this Article, "days" shall mean teacher employment days, except during Summer recess when it shall mean days on which the District Business Office shall be open.

3. Reduced to Writing

"Reduced to Writing" means a concise statement outlining the nature of the grievance, the provision(s) of the contract in dispute, and the relief requested.

4. Answer

"Answer" means a concise response outlining the employer's position on the grievance.

B. Step One: The Board and the Association acknowledge that it is usually most desirable for a teacher and the teacher's immediately involved supervisor to resolve problems through free and informal communication. If, however, the informal process fails to satisfy the teacher or the Association, a grievance shall be processed as follows:

C. Step Two: The teacher or the Association shall present the grievance to the immediately involved supervisor. Such grievance shall be reduced to writing and presented within twenty (20) days after the grievance occurred or twenty (20) days after the employee, through the use of reasonable diligence, should have had knowledge of the occurrence that gave rise to the grievance. The supervisor will arrange for a meeting to take place within five (5) days after receipt of the grievance to discuss the claim. Within ten (10) days of the meeting, the teacher and the Association shall be provided with the supervisor's written answer.

D. Step Three: If the grievance is not resolved at Step Two, then the Association may refer the grievance in writing to the Superintendent or his designee and notify the Board within five (5) days after the receipt of the Step Two answer. The Superintendent or his designee shall arrange for a meeting to take place within five (5) days of receipt of the appeal. Within

five (5) days of the meeting, the teacher and/or the Association shall be provided with the written answer of the Superintendent or his designee.

E. **Step Four:** The Board reserves the right to review any answer issued under Step Three of this procedure at the request of the Association or at its own option provided the Board or its representative notify the parties of its intention to review within ten (10) days after an answer under Step Three has been rendered. In the event the Board reviews a grievance under this section, the Board reserves the right to affirm, reverse, or modify such answer and at the option of the Board, a committee or representative(s) of the Board may be designated by the Board to hear the appeal at this level, and report its findings and recommendations to the Board. The Board shall then render its answer within twenty (20) days after its notification of intent to review.

F. **Step Five:** If the Association is not satisfied with the disposition of the grievance at Step Three or Step Four, the Association may submit the grievance to binding arbitration. The American Arbitration Association shall act as the administrator of the proceedings. If a written demand for arbitration is not filed within twenty (20) days of the date for the Step Three or Step Four answer, then the grievance shall be deemed withdrawn. The arbitrator shall not have the power to alter, amend, modify, subtract or add to the terms of this Agreement.

G. **GENERAL PROVISIONS**

1. Each party shall bear the full costs of its representation. The cost of the arbitrator and the American Arbitration Association shall be divided equally between the parties. If either party requests a transcript of the proceedings, that party shall bear the full costs for that transcript. If both parties order a transcript, the cost of the transcript shall be divided equally between the Board and the Association.

2. The grievant is allowed representation of his/her choosing at any step of the process. When a teacher is not represented by the Association, the Association may be represented as an observer at all formal steps of the grievance procedure.

3. If a teacher is required by the Board to be involved in a meeting involving the grievance during school hours, he/she shall be excused for such purposes without loss of pay.

4. A grievance may be withdrawn at any level without establishing precedent and, if withdrawn, shall be treated as though never having been filed.

5. The failure of the teacher or Association to act within the time limits set forth shall preclude further appeal of the grievance. Upon failure of the Board to meet the time limits prescribed in this Article, the grievance shall be advanced to the next highest level. Time limits specified may be extended by mutual written agreement.

6. No reprisals shall be taken by the Board against any teacher because of the teacher's participation or refusal to participate in a grievance.

7. All records related to a grievance shall be filed separately from the personnel files of the employee.

ARTICLE 6

SALARY AND FRINGE BENEFITS

A. SALARY

For the 2011-2012, 2012-2013 and 2013-2014 school years, full-time teachers shall be compensated pursuant to the schedules set forth in Appendix A to this Agreement.

Each year, teachers who are at Step 33 or higher and in the M.A.+15 lane or higher shall be paid an additional \$1,500.

B. STIPENDS

Extra-curricular stipends and athletic stipends for the 2011-2012, 2012-2013 and 2013-2014 school years shall be paid in accordance with the schedule set forth in Appendix B.

C. TEACHER RETIREMENT

In addition to any compensation paid to the teacher pursuant to this Agreement, the Board shall pay on behalf of the teacher to the State of Illinois Teachers' Retirement System ("TRS") the teacher's required contributions to TRS.

The compensation paid to the teacher includes the payment by the Board on behalf of the Teachers' Health Insurance Security Fund.

No teacher shall have the option of choosing to receive the amounts contributed by the Board directly and the assumption and payment of the employee's required contribution is a condition of employment made in order to secure the employee's future services, knowledge and experience. The teacher shall not have any right or claim to said amounts contributed by the board on his or her behalf, except as they may become available at the time of retirement or resignation from TRS.

D. INSURANCE

1. For the 2011-2012 school year, the Board will pay up to \$12,100 for each teacher for the cost of group single and/or dependent health insurance coverage. For the 2012-2013 school year, the Board will pay up to \$13,000 for each teacher for the cost of group single and/or dependent health insurance coverage. For the 2013-2014 school year, the Board will pay up to \$14,100 for each teacher for the cost of group single and/or dependent health insurance coverage. For teachers employed and working in the District prior to the start of the 1999-2000 school year, at the option of the teacher, the teacher may elect to receive a cash payment of \$12,100 in 2011-2012, \$13,000 in 2012-2013, or \$14,100 in 2013-2014, or a portion thereof in lieu of insurance coverage in accordance with the Board's Cafeteria Plan. For all other

teachers, at the option of the teacher, the teacher may elect to receive a cash payment equal to \$12,100 in 2011-2012, \$13,000 in 2012-2013, or \$14,100 in 2013-2014, minus the cost of group single health insurance in lieu of dependent coverage in accordance with the Board's Cafeteria Plan.

2. Each teacher shall make such binding election prior to the start of the Cafeteria plan year. If a teacher is employed after the beginning of any school year, such binding election shall be made in accordance with the Board's Cafeteria Plan.

E. REIMBURSEMENT

For the 2011-2014 school years, teachers shall be reimbursed as follows:

Summer School (per hour)	\$ 45.00
Program Improvement Time (per hour)	\$ 30.00
Local Contest Workers (per contest)	\$ 40.00
Tuition Reimbursement (per semester hour)	\$ 175.00
Extended Season Head (per day)	\$ 32.00
Extended Season Assistant (per day)	\$ 21.00
Faculty Assistant (per hour)	\$ 10.00
Bus Chaperone (per trip)	\$ 30.00
Detention Monitor (per semester)	\$ 750.00
Saturday School Supervision (per day)	\$ 90.00
In-School Substitution (per period)	\$ 30.00
Mentor (per school year)	\$ 450.00
Department Chair (per school year)	\$ 950.00
NBPTS Master Teacher (per school year for the life of the certificate)	\$1,000.00

Tuition reimbursement for courses taken in pursuit of a Type 75 Certificate or its successor certificate shall not be paid unless the teacher remains employed with the District at the time reimbursement is due in accordance with the following schedule:

- (a) 20% upon completion of program;
- (b) 20% one year after completion;
- (c) 20% two years after completion;
- (d) 40% three years after completion.

The Board shall reimburse teachers all applicable fees incurred by the teacher upon successful completion of the National Board for Professional Teaching Standards Master Teacher certification process.

F. PAYMENT OF SALARY

Each teacher shall receive his or her salary on a twelve (12) month basis. Pay dates shall be twice monthly.

G. RETIREMENT PROGRAM

A teacher who meets the eligibility requirements set forth in Section A of this Article shall receive a salary increase as set forth in Paragraph B of this Article.

1. Eligibility

- a. The Teacher is either (a) at least sixty (60) years of age by December 31 of the year of retirement or (b) at least fifty-four (54) years of age and turning to age fifty-five (55) within six months of his/her last day of service with thirty-five (35) or more years of creditable service with the Illinois Teacher's Retirement System.
- b. The teacher has fifteen (15) or more years of full-time service with the district prior to the date of retirement.
- c. The teacher retires at the end of the school year.
- d. The teacher has not received an increase in TRS creditable earnings of greater than six percent (6%) in any of the proceeding years up to four (4) years prior to the teacher's retirement.
- e. The teacher notifies the Superintendent or his designee in writing of his/her irrevocable resignation no later than August 1 preceding the 4th year prior to the teacher's retirement.
- f. At any time after the Board acceptance of the resignation, the teacher may request the Board to revoke his/her retirement based upon good cause which request the Board may accept or deny at its sole discretion. The grant or denial shall not be precedential or grievable.

2. Payment of Salary

- a. An eligible teacher's salary in the year after giving notice shall be 6% higher than the teacher's base salary (the teacher's salary as reflected on the salary schedule) in the prior year. In each of the years thereafter until retirement, such teacher's salary shall be increased by 6% over the prior year's salary. Such salary shall be in lieu of the salary increases provided by the salary schedule, including increases caused by vertical movement or horizontal movement on the salary schedule.

An eligible teacher shall also have any creditable earnings that he or she may receive from Board contributions to the Cafeteria Plan referred to in Section D of Article 6 increased by 6% each year in the same manner as set forth in paragraph (a) of Subsection 1 of Section B of this Article.

An eligible teacher shall also have any creditable earnings that he or she may receive from extra-curricular stipends and athletic stipends and extended contracts as set forth in Appendix B increased by 6% each year in the same manner as set forth in paragraph (a) of Subsection 1 of Section B of this Article provided the teacher continues to perform such extra duty. The teacher agrees that all extra duties set forth in Appendix B that are used in determining retirement program creditable earnings performed in the base year will be performed in subsequent years up until retirement. A teacher who chooses not to perform such extra duties shall have his/her compensation reduced accordingly.

- b. Notwithstanding the notice provisions contained in Section A, an otherwise eligible teacher who gives notice by October 1 of the second or third year prior to retirement or notice by October 1 of the teacher's last year prior to retirement, such teacher shall receive an increase in salary in the same manner as provided in subsection 1 of Section B (although for a lesser number of years), unless the teacher received an increase in TRS creditable earnings of greater than 6% in any of the proceeding years up to four years prior to retirement.

3. Savings Provision

The purpose of this Section is to avoid in all circumstances any payment by the District of a Board-paid penalty or fee to TRS, or any Board or District liability to fund any portion of a teacher's TRS annuity due to increase in compensation from one year to the next. This section does not apply to teachers who are not eligible for TRS annuity (whether or not they apply) and could not under any circumstances become eligible for TRS annuity within five years of the end of the school year in which the compensation is earned.

No teacher's creditable TRS earnings from employment in this school district, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, may exceed the amounts specified herein.

No teacher's TRS creditable earnings from employment in this school district shall increase from one school year to the next by more than 6% or be otherwise increased so as to create liability on the part of the Board or District for any portion of a teacher's retirement annuity, or result in any district or Board-paid penalty or fee to TRS. If the sum or percentage amount which triggers any obligation for the District or Board to pay additional amounts to cover all or part of a teacher's retirement annuity or cover any Board or District paid penalty or fee to TRS decreases, then the maximum of the teacher's creditable TRS earnings from employment in this school district shall similarly decrease so as to avoid any Board or District paid penalty or fee.

Even if another provision of this collective bargaining agreement would otherwise

provide, in the event a teacher's TRS creditable earnings would increase by more than 6%, or any such lesser amount that would trigger a District-paid penalty or fee to TRS due to salary increase in any year over a prior year, that teacher shall receive only the maximum increase to TRS creditable compensation allowed under the provision.

However, after an eligible teacher has given notice of retirement, the teacher may not be assigned or required to perform additional duties that causes the teacher's creditable earnings to increase by more than 6% over the prior year without the consent of the teacher.

Further, if during the term of this agreement, any legislation and/or TRS rules/regulations are enacted or not reenacted and/or adopted or amended that result in a greater cost to the Board than the costs generated by this Agreement, the parties agree that this Section shall be null and void.

4. Unused Sick Leave

Any eligible teacher at the time of his/her retirement shall be compensated at the rate of \$40.00 per day for all unused sick days not applied toward TRS for service credit. This payment will be made no sooner than thirty (30) days after the retiree's final paycheck, yet no later than sixty (60) days after the retiree's final paycheck.

H. REIMBURSEMENT AND HORIZONTAL MOVEMENT ON THE COMPENSATION SCHEDULE

1. The Superintendent shall approve courses used for horizontal advancement on the compensation schedule or qualified reimbursement provided the following conditions are met:
 - a. All courses must be:
 - (1) at graduate level (i.e., the institution offering the course must grant graduate credit upon successful completion of the course) and be relevant to the teacher's current instructional area; or
 - (2) a part of a Master's Degree program or higher that is directly relevant to the teacher's current instructional area; or
 - (3) required for state or District certification; or
 - (4) part of a Master's Degree program at an accredited institution of higher learning leading to an administrative or counseling certificate.

Graduate credits awarded by participation in programs of an abbreviated nature (i.e., such program's actual classroom time is less than the actual classroom time of a typical university course taught over a full university quarter, trimester, or semester) shall not qualify.

b. The courses or the degree program must be approved by the Superintendent or his designee in writing prior to the beginning of the course or the program and must be submitted to the Superintendent or his designee for approval (with appropriate back-up material) no later than fourteen (14) days prior to the beginning of the course or program. The Superintendent may waive the fourteen (14) day requirement due to special circumstances provided the request is submitted prior to the beginning of the course.

c. Courses part of an approved Masters Degree program do not need prior approval. However, notification of the course including evidence demonstrating that the course is part of such Masters Degree program shall be submitted to the Superintendent or his designee fourteen (14) days prior to the beginning of the course.

d. Evidence of successful completion of the course in the form of an official transcript and receipt for cost of tuition from the university or college shall be submitted to the Superintendent or his designee prior to November 1.

e. Graduate hours earned after the Master's Degree shall be applied toward advancement of the salary schedule past the Master's Degree level.

f. Notwithstanding subparagraphs (a) through (e) no teacher shall lose credit for any course for which horizontal advancement had been granted prior to the effective date of this contract.

2. At the discretion of the administration and when it becomes reasonably certain that a teacher's assignment(s) may be altered from the current assignment(s), that teacher shall be allowed to enroll in and receive reimbursement for undergraduate courses relevant to the assignment, and hours earned shall be applied toward advancement on the salary schedule.
3. Horizontal lane advancement may occur only at the beginning of the school year.
4. A teacher may only advance horizontally one lane per school year.

I. VERTICAL MOVEMENT ON THE COMPENSATION SCHEDULE

1. In order to advance vertically on the compensation schedule, a teacher must be teaching in District and/or on a paid leave for at least one hundred (100) employment days during the preceding school year.

2. Teachers employed after June 30, 1994 may not advance beyond step 13 of the BA lane and step 16 of the BA+15 lane.

3. A teacher may only advance vertically one step per school year.

J. REIMBURSEMENT FOR CONFERENCE TRAVEL

Reimbursement for Self-Prescribed Travel to conferences shall be limited to one day per school year, not to exceed \$100.00 per year for travel in relation to the teacher's academic program area of responsibility. Additional reimbursement for self-prescribed travel expenses and additional conferences may be available with administrative approval through use of grant funds. Reimbursement for additional conferences would be determined at the end of the school year. If the conference travel takes place on a date when the District does not hire a substitute teacher, then the eligible teacher may be reimbursed for the Self-Prescribed Travel, not to exceed \$150.00 per year.

ARTICLE 7

EFFECT OF THIS AGREEMENT

A. COMPLETE UNDERSTANDING

The terms and conditions set forth in this agreement represent the full and complete understanding and commitment between the parties hereto. The terms and conditions may be altered, changed, added to, deleted from, or modified only through voluntary consent of the parties in a written amendment executed according to the provisions of this agreement.

B. SAVINGS CLAUSE

Should any article, section, or clause of this agreement be declared illegal by a court of competent jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this agreement to the extent that it violated the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the agreement if not affected by the deleted article, section, or clause.

C. BOARD RECOGNITION & RESPONSIBILITY

The Association recognizes that the legal responsibility for education is vested in the Board and the Board retains all functions, rights, powers, and authority of the Board which are not specifically limited by the express language of this agreement.

D. ADDITIONAL BARGAINING

The parties 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 or by specific agreement of the parties. Therefore, the Board and Association for the life of this Agreement each voluntarily and unqualifiedly waive any right which may otherwise exist to negotiate over a matter within a general subject area which either is referred to in this Agreement or which was referred to in a proposal or counterproposal made by either party during the course of negotiations during the term of this agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any specific matter within such general subject area whether or not specifically referred to or covered in this Agreement.

E. CONTINUITY OF SERVICES

Neither the Association, nor any teacher, nor the person acting on behalf of this Association shall engage or support any strike, slowdown, or other concerted refusal to render full and complete services to the school district during the terms of this contract.

F. DURATION

This Agreement shall be effective on the date of execution and shall expire on August 15, 2014.

**MORRIS HIGH SCHOOL
EDUCATION ASSOCIATION**

**BOARD OF EDUCATION OF
MORRIS HIGH SCHOOL
DISTRICT NO. 101**

President

President

Secretary

Secretary

Date: _____

Date: _____

APPENDIX A

FY 11/12

Step 1 lanes increased by #'s in row 3 above column

Adjustments based on last years step. Current step is last years x percent with step amount added.

	36400	0.022 480	1000.00	2000	1000	1000	1200	2600
Step	B.A.	B.A.+15	BA+36/M.A.	M.A.+15	M.A.+30	M.A.+45	Phd.	
1	36400	37400	39400	40400	41400	42600	45200	
2	36557	37579	39623	40645	41667	42893	45550	
3	37336	38398	40522	41584	42645	43920	46680	
4	38113	39216	41422	42524	43627	44950	47818	
5	39252	40412	42732	43892	45052	46444	49460	
6	40354	41572	44066	45226	46386	47778	50794	
7	41456	42732	45400	46560	47720	49112	52129	
8	42558	43892	46734	47894	49054	50446	53463	
9	43660	45052	48068	49228	50388	51781	54797	
10	44762	46212	49402	50562	51723	53115	56131	
11	45864	47372	50736	51897	53057	54449	57465	
12	46966	48532	52071	53231	54391	55783	58799	
13	48068	49692	53405	54565	55725	57117	60133	
14	48068	50852	54739	55899	57059	58451	61467	
15	48068	52013	56073	57233	58393	59785	62801	
16	48068	53173	57407	58567	59727	61119	64135	
17	48068	53173	58741	59901	61061	62453	65470	
18	48068	53173	60075	61235	62395	63787	66804	
19	48068	53173	61409	62569	63729	65121	68138	
20	48068	53173	62743	63903	65063	66456	69472	
21	48068	53173	64077	65237	66398	67790	70806	
22	48068	53173	65412	66572	67732	69124	72140	
23	48068	53173	66746	67906	69066	70458	73474	
24	48068	53173	68080	69240	70400	71792	74808	
25	48068	53173	69414	70574	71734	73126	76142	
26	48068	53173	70748	71908	73068	74460	77476	
27	48068	53173	72082	73242	74402	75794	78810	
28	48068	53173	73416	74576	75736	77128	80145	
29	48068	53173	74750	75910	77070	78462	81479	
30	48068	53173	76084	77244	78404	79797	82813	
31	48068	53173	76084	78578	79739	81131	84147	
32	48068	53173	76084	79913	81073	82465	85481	
33	48068	53173	76084	79913	81073	82465	85481	
34	48068	53173	76084	79913	81073	82465	85481	
35	48068	53173	76084	79913	81073	82465	85481	
36	48068	53173	76084	79913	81073	82465	85481	
37	48068	53173	76084	79913	81073	82465	85481	

Teachers who are at Step 33 or higher and in the MA+15 column or higher shall be paid an additional \$1500.00

	36400	0.0314 0	1000.00	2000	1000	1000	1200	2600
<u>Step</u>	<u>B.A.</u>	<u>B.A.+15</u>	<u>BA+36/M.A.</u>	<u>M.A.+15</u>	<u>M.A.+30</u>	<u>M.A.+45</u>	<u>Phd.</u>	
1	36400	37400	39400	40400	41400	42600	45200	
2	37543	38574	40637	41669	42700	43938	46619	
3	37704	38759	40867	41921	42975	44240	46980	
4	38508	39604	41794	42889	43984	45299	48146	
5	39310	40448	42722	43860	44997	46362	49319	
6	40484	41681	44074	45270	46467	47903	51013	
7	41621	42877	45450	46646	47843	49279	52389	
8	42758	44074	46826	48022	49219	50654	53765	
9	43894	45270	48202	49398	50595	52030	55141	
10	45031	46467	49578	50774	51971	53406	56517	
11	46168	47663	50954	52150	53347	54782	57893	
12	47304	48860	52330	53526	54723	56158	59269	
13	48441	50056	53706	54902	56099	57534	60645	
14	48441	51253	55082	56278	57475	58910	62021	
15	48441	52449	56458	57654	58851	60286	63397	
16	48441	53646	57834	59030	60227	61662	64773	
17	48441	53646	59210	60406	61603	63038	66149	
18	48441	53646	60586	61782	62979	64414	67525	
19	48441	53646	61961	63158	64355	65790	68901	
20	48441	53646	63337	64534	65730	67166	70277	
21	48441	53646	64713	65910	67106	68542	71653	
22	48441	53646	66089	67286	68482	69918	73029	
23	48441	53646	67465	68662	69858	71294	74405	
24	48441	53646	68841	70038	71234	72670	75781	
25	48441	53646	70217	71414	72610	74046	77157	
26	48441	53646	71593	72790	73986	75422	78533	
27	48441	53646	72969	74166	75362	76798	79909	
28	48441	53646	74345	75542	76738	78174	81285	
29	48441	53646	75721	76918	78114	79550	82661	
30	48441	53646	77097	78294	79490	80926	84037	
31	48441	53646	77097	79670	80866	82302	85413	
32	48441	53646	77097	81046	82242	83678	86789	
33	48441	53646	77097	81046	82242	83678	86789	
34	48441	53646	77097	81046	82242	83678	86789	
35	48441	53646	77097	81046	82242	83678	86789	
36	48441	53646	77097	81046	82242	83678	86789	
37	48441	53646	77097	81046	82242	83678	86789	

Teachers who are at Step 33 or higher and in the MA+15 column or higher shall be paid an additional \$1500.00

	37300	0.0320 0	1000.00	2000	1000	1000	1200	2600
<u>Step</u>	<u>B.A.</u>	<u>B.A.+15</u>	<u>BA+36/M.A.</u>	<u>M.A.+15</u>	<u>M.A.+30</u>	<u>M.A.+45</u>	<u>Phd.</u>	
1	37300	38300	40300	41300	42300	43500	46100	
2	37565	38597	40661	41693	42725	43963	46646	
3	38744	39809	41938	43002	44066	45344	48111	
4	38911	39999	42174	43262	44350	45656	48484	
5	39741	40871	43131	44262	45392	46748	49687	
6	40568	41742	44089	45263	46437	47845	50897	
7	41780	43014	45484	46719	47954	49435	52646	
8	42953	44249	46904	48139	49374	50855	54066	
9	44126	45484	48324	49559	50794	52275	55486	
10	45299	46719	49744	50979	52214	53695	56906	
11	46472	47954	51164	52399	53634	55115	58326	
12	47645	49188	52584	53819	55054	56535	59746	
13	48818	50423	54004	55239	56474	57955	61166	
14	48818	51658	55424	56659	57894	59376	62586	
15	48818	52893	56844	58079	59314	60796	64006	
16	48818	54128	58264	59499	60734	62216	65426	
17	48818	54128	59684	60919	62154	63636	66846	
18	48818	54128	61104	62339	63574	65056	68266	
19	48818	54128	62524	63759	64994	66476	69686	
20	48818	54128	63944	65179	66414	67896	71106	
21	48818	54128	65364	66599	67834	69316	72526	
22	48818	54128	66784	68019	69254	70736	73946	
23	48818	54128	68204	69439	70674	72156	75366	
24	48818	54128	69624	70859	72094	73576	76786	
25	48818	54128	71044	72279	73514	74996	78206	
26	48818	54128	72464	73699	74934	76416	79626	
27	48818	54128	73884	75119	76354	77836	81046	
28	48818	54128	75304	76539	77774	79256	82466	
29	48818	54128	76724	77959	79194	80676	83886	
30	48818	54128	78144	79379	80614	82096	85306	
31	48818	54128	78144	80799	82034	83516	86726	
32	48818	54128	78144	82219	83454	84936	88146	
33	48818	54128	78144	82219	83454	84936	88146	
34	48818	54128	78144	82219	83454	84936	88146	
35	48818	54128	78144	82219	83454	84936	88146	
36	48818	54128	78144	82219	83454	84936	88146	
37	48818	54128	78144	82219	83454	84936	88146	

Teachers who are at Step 33 or higher and in the MA+15 column or higher shall be paid an additional \$1500.00

APPENDIX B

2011-2012							
	36,400						
		1 Yr.	2 Yr.	3 Yrs.	4-6 Yrs.	7-9 Yrs.	10+ Yrs.
Category 0		2.0%	2.0%	2.0%	2.0%	2.0%	2.0%
Fr/Soph/Sr Class Sponsors (1 per class)	\$ 728	\$ 728	\$ 728	\$ 728	\$ 728	\$ 728	\$ 728
Category .5		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
Art (1), Drama (1), Language Clubs (1 each)	\$ 1,092	\$ 1,092	\$ 1,092	\$ 1,092	\$ 1,092	\$ 1,092	\$ 1,092
FCCLA (1), Media Club (1), SAE (1)							
Science Club (1), Ski Club (1), Troupe (1)							
Junior Class Sponsor (1), Interact (1)							
Assistant Weight Trainer (1), M-Club (1)							
Category 1		2.0%	2.5%	3.5%	4.0%	4.5%	5.5%
Musical Orchestra (1), Yearbook Assistant (1)	\$ 728	\$ 910	\$ 1,274	\$ 1,456	\$ 1,638	\$ 2,002	
Musical Choreographer (1), Literary Festival Adv. (1)							
Scholastic Bowl (1)							
Category 2		3.0%	4.0%	4.5%	5.5%	6.0%	7.0%
Flags (1), Cheerleading Asst, (1)	\$ 1,092	\$ 1,456	\$ 1,638	\$ 2,002	\$ 2,184	\$ 2,548	
Poms Asst. (1), NHS (1), Speech Asst. (2)							
Musical Technical Director (1), Musical Vocal Director (1)							
Head Weight Trainer (1), Mathletes (3)							
Fall Play Asst/Technical Dir (1), Asst. Band Director (1)							
Category 3		5.5%	7.5%	8.0%	8.5%	9.0%	10.0%
Fall Play Director(1), Musical Director (1)	\$ 2,002	\$ 2,730	\$ 2,912	\$ 3,094	\$ 3,276	\$ 3,640	
Boys Track Asst (1), Girls Track Asst (1)							
Boys/Girls Tennis Asst (1), Volleyball Asst (3)							
Boys Swimming Asst (1), Girls Swimming Asst (1)							
Boys/Girls Soccer Asst (1), Cross Country Asst (1)							
Category 4		7.5%	9.5%	10.0%	10.5%	11.0%	12.0%
Yearbook (1), Wrestling Asst (1)	\$ 2,730	\$ 3,458	\$ 3,640	\$ 3,822	\$ 4,004	\$ 4,368	
Baseball Asst (3), Softball Asst (3)							
Category 5		8.5%	10.5%	11.0%	11.5%	12.0%	14.0%
Cross Country (1), Boys Soccer (1), Girls Soccer (1)	\$ 3,094	\$ 3,822	\$ 4,004	\$ 4,186	\$ 4,368	\$ 5,096	
Boys Tennis (1), Girls Tennis (1), Golf (1), Bowling (1)							
Boys Swimming (1), Girls Swimming (1)							
Track-Boys (1), Track-Girls (1), Poms Head (1)							
Cheerleading Head (1), Speech Head (1)							
Volleyball Head (1), Boys Basketball Asst (4)							
Student Council (1)							
Football Asst (8), Girls Basketball Asst (3)							
Category 6		10.5%	12.5%	13.0%	13.5%	14.0%	16.0%
Band (1), Chorus (1), Wrestling Head (1)	\$ 3,822	\$ 4,550	\$ 4,732	\$ 4,914	\$ 5,096	\$ 5,824	
Baseball Head (1), Softball Head (1)							
Trainer (2), Student Activities Dir. (1)							
Category 7		13.5%	15.5%	16.0%	16.5%	17.0%	19.0%
Football Head (1), Boys Basketball Head (1)	\$ 4,914	\$ 5,642	\$ 5,824	\$ 6,006	\$ 6,188	\$ 6,916	
Girls Basketball Head (1)							

AFTER 10 YEARS OF COACHING OR SPONSORING AN ACTIVITY, \$125 WILL BE ADDED TO STIPEND EACH YEAR OR \$150 EACH YEAR FOR TWO OR MORE COACHING ASSIGNMENTS. (ASST. COACHING ALSO INCLUDED.)

2012-2013							
	36400						
		1 Yr.	2 Yr.	3 Yrs.	4-6 Yrs.	7-9 Yrs.	10+ Yrs.
Category 0		2.0%	2.0%	2.0%	2.0%	2.0%	2.0%
Fr/Soph/Sr Class Sponsors (1 per class)		\$ 728	\$ 728	\$ 728	\$ 728	\$ 728	\$ 728
Category .5		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
Art (1), Drama (1), Language Clubs (1 each)		\$ 1,092	\$ 1,092	\$ 1,092	\$ 1,092	\$ 1,092	\$ 1,092
FCCLA (1), Media Club (1), SAE (1)							
Science Club (1), Ski Club (1), Troupe (1)							
Junior Class Sponsor (1), Interact (1)							
Assistant Weight Trainer (1), M-Club (1)							
Category 1		2.0%	2.5%	3.5%	4.0%	4.5%	5.5%
Musical Orchestra (1), Yearbook Assistant (1)		\$ 728	\$ 910	\$ 1,274	\$ 1,456	\$ 1,638	\$ 2,002
Musical Choreographer (1), Literary Festival Adv. (1)							
Scholastic Bowl (1)							
Category 2		3.0%	4.0%	4.5%	5.5%	6.0%	7.0%
Flags (1), Cheerleading Asst. (1)		\$ 1,092	\$ 1,456	\$ 1,638	\$ 2,002	\$ 2,184	\$ 2,548
Poms Asst. (1), NHS (1), Speech Asst. (2)							
Musical Technical Director (1), Musical Vocal Director (1)							
Head Weight Trainer (1), Mathletes (3)							
Fall Play Asst/Technical Dir (1), Asst. Band Director (1)							
Category 3		5.5%	7.5%	8.0%	8.5%	9.0%	10.0%
Fall Play Director(1), Musical Director (1)		\$ 2,002	\$ 2,730	\$ 2,912	\$ 3,094	\$ 3,276	\$ 3,640
Boys Track Asst (1), Girls Track Asst (1)							
Boys/Girls Tennis Asst (1), Volleyball Asst (3)							
Boys Swimming Asst (1), Girls Swimming Asst (1)							
Boys/Girls Soccer Asst (1), Cross Country Asst (1)							
Category 4		7.5%	9.5%	10.0%	10.5%	11.0%	12.0%
Yearbook (1), Wrestling Asst (1)		\$ 2,730	\$ 3,458	\$ 3,640	\$ 3,822	\$ 4,004	\$ 4,368
Baseball Asst (3), Softball Asst (3)							
Category 5		8.5%	10.5%	11.0%	11.5%	12.0%	14.0%
Cross Country (1), Boys Soccer (1), Girls Soccer (1)		\$ 3,094	\$ 3,822	\$ 4,004	\$ 4,186	\$ 4,368	\$ 5,096
Boys Tennis (1), Girls Tennis (1), Golf (1), Bowling (1)							
Boys Swimming (1), Girls Swimming (1)							
Track-Boys (1), Track-Girls (1), Poms Head (1)							
Cheerleading Head (1), Speech Head (1)							
Volleyball Head (1), Boys Basketball Asst (4)							
Student Council (1)							
Football Asst (8), Girls Basketball Asst (3)							
Category 6		10.5%	12.5%	13.0%	13.5%	14.0%	16.0%
Band (1), Chorus (1), Wrestling Head (1)		\$ 3,822	\$ 4,550	\$ 4,732	\$ 4,914	\$ 5,096	\$ 5,824
Baseball Head (1), Softball Head (1)							
Trainer (2), Student Activities Dir. (1)							
Category 7		13.5%	15.5%	16.0%	16.5%	17.0%	19.0%
Football Head (1), Boys Basketball Head (1)		\$ 4,914	\$ 5,642	\$ 5,824	\$ 6,006	\$ 6,188	\$ 6,916
Girls Basketball Head (1)							

AFTER 10 YEARS OF COACHING OR SPONSORING AN ACTIVITY, \$125 WILL BE ADDED TO STIPEND EACH YEAR OR \$150 EACH YEAR FOR TWO OR MORE COACHING ASSIGNMENTS. (ASST. COACHING ALSO INCLUDED.)

2013-14							
	37300						
		1 Yr.	2 Yr.	3 Yrs.	4-6 Yrs.	7-9 Yrs.	10+ Yrs.
Category 0		2.0%	2.0%	2.0%	2.0%	2.0%	2.0%
Fr/Soph/Sr Class Sponsors (1 per class)		\$ 746	\$ 746	\$ 746	\$ 746	\$ 746	\$ 746
Category .5		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
Art (1), Drama (1), Language Clubs (1 each)		\$ 1,119	\$ 1,119	\$ 1,119	\$ 1,119	\$ 1,119	\$ 1,119
FCCLA (1), Media Club (1), SAE (1)							
Science Club (1), Ski Club (1), Troupe (1)							
Junior Class Sponsor (1), Interact (1)							
Assistant Weight Trainer (1), M-Club (1)							
Category 1		2.0%	2.5%	3.5%	4.0%	4.5%	5.5%
Musical Orchestra (1), Yearbook Assistant (1)		\$ 746	\$ 933	\$ 1,306	\$ 1,492	\$ 1,679	\$ 2,052
Musical Choreographer (1), Literary Festival Adv. (1)							
Scholastic Bowl (1)							
Category 2		3.0%	4.0%	4.5%	5.5%	6.0%	7.0%
Flags (1), Cheerleading Asst. (1)		\$ 1,119	\$ 1,492	\$ 1,679	\$ 2,052	\$ 2,238	\$ 2,611
Poms Asst. (1), NHS (1), Speech Asst. (2)							
Musical Technical Director (1), Musical Vocal Director (1)							
Head Weight Trainer (1), Mathletes (3)							
Fall Play Asst/Technical Dir (1), Asst. Band Director (1)							
Category 3		5.5%	7.5%	8.0%	8.5%	9.0%	10.0%
Fall Play Director(1), Musical Director (1)		\$ 2,052	\$ 2,798	\$ 2,984	\$ 3,171	\$ 3,357	\$ 3,730
Boys Track Asst (1), Girls Track Asst (1)							
Boys/Girls Tennis Asst (1), Volleyball Asst (3)							
Boys Swimming Asst (1), Girls Swimming Asst (1)							
Boys/Girls Soccer Asst (1), Cross Country Asst (1)							
Category 4		7.5%	9.5%	10.0%	10.5%	11.0%	12.0%
Yearbook (1), Wrestling Asst (1)		\$ 2,798	\$ 3,544	\$ 3,730	\$ 3,917	\$ 4,103	\$ 4,476
Baseball Asst (3), Softball Asst (3)							
Category 5		8.5%	10.5%	11.0%	11.5%	12.0%	14.0%
Cross Country (1), Boys Soccer (1), Girls Soccer (1)		\$ 3,171	\$ 3,917	\$ 4,103	\$ 4,290	\$ 4,476	\$ 5,222
Boys Tennis (1), Girls Tennis (1), Golf (1), Bowling (1)							
Boys Swimming (1), Girls Swimming (1)							
Track-Boys (1), Track-Girls (1), Poms Head (1)							
Cheerleading Head (1), Speech Head (1)							
Volleyball Head (1), Boys Basketball Asst (4)							
Student Council (1)							
Football Asst (8), Girls Basketball Asst (3)							
Category 6		10.5%	12.5%	13.0%	13.5%	14.0%	16.0%
Band (1), Chorus (1), Wrestling Head (1)		\$ 3,917	\$ 4,663	\$ 4,849	\$ 5,036	\$ 5,222	\$ 5,968
Baseball Head (1), Softball Head (1)							
Trainer (2), Student Activities Dir. (1)							
Category 7		13.5%	15.5%	16.0%	16.5%	17.0%	19.0%
Football Head (1), Boys Basketball Head (1)		\$ 5,036	\$ 5,782	\$ 5,968	\$ 6,155	\$ 6,341	\$ 7,087
Girls Basketball Head (1)							

AFTER 10 YEARS OF COACHING OR SPONSORING AN ACTIVITY, \$125 WILL BE ADDED TO STIPEND EACH YEAR OR \$150 EACH YEAR FOR TWO OR MORE COACHING ASSIGNMENTS. (ASST. COACHING ALSO INCLUDED.)