

COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE STARK COUNTY
TEACHERS' ASSOCIATION

AND

THE STARK COUNTY CUSD #100
BOARD OF EDUCATION

FOR THE PERIOD BEGINNING Aug. 15, 2022
– First day of school 2025

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ARTICLE I

1.1 RECOGNITION

The Board of Education of Stark County Community Unit School District #100, hereinafter referred to as “the Board”, recognizes the Stark County Education Association, IEA-NEA, as the sole and exclusive bargaining agent for all regularly employed certified personnel, hereinafter referred to as “Teachers”, except for teachers’ aides, the superintendent, building principals, and other supervisory staff as defined by the Illinois Education Labor Relations Act.

1.2 EXCLUSIVITY

The Board agrees not to negotiate or to consult with any other teachers’ organization,, individual teacher, or group of teachers with regard to hours, wages, and working conditions during the term of this agreement unless otherwise provided for in this Agreement or unless mutually agreed to by the parties during the term of the Agreement and thereafter unless an intervening labor organization shall be certified by the Illinois Education Labor Relations Board as the exclusive bargaining agent or an election results in a majority of ballots cast by employees in the bargaining unit for the choice of “No Representative”.

ARTICLE II: NEGOTIATIONS PROCEDURE

- 2.1 The parties shall commence bargaining for a successor agreement on or before March 1.
- 2.2 Each party shall select its own representatives. The parties mutually pledge that their representatives will be clothed with all necessary power and authority to make proposals, consider proposals, and make tentative agreements in the course of negotiations.
- 2.3 Teachers shall not attempt to negotiate with or influence individual Board members on issues under discussion via individual conferences which are not provided for in this contract. Likewise, Board members shall not attempt to negotiate with or influence individual teachers on issues under discussion via individual conferences which are not provided for in this Agreement.
- 2.4 There shall be two signed copies of any final Agreement. One copy shall be retained by the Employer and one by the Association.
- 2.5 Within 30 days after the Agreement is signed, copies of this Agreement shall be placed on the District 100 website.

- 2.6. If at the expiration of this contract negotiations have not resulted in a new Agreement, the Board will honor the terms of the expired contract, and the members of the Stark County Education Association agree to continue to perform all of their contracted teaching and extra-curricular duties. While negotiations are underway teachers will be paid the same base salary for teaching as they were paid last year.
- 2.7 Should either party declare impasse, the parties shall jointly request the Federal Mediation and Conciliation Service (FMCS) to provide the services of a mediator. Should the FMCS be unable to provide a mediator the parties shall jointly request the American Arbitration Association (AAA) to provide a mediator. In the event that the parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board shall be notified.
- 2.8 The mediator shall not make public any recommendations without the express written consent of both parties.
- 2.9 The costs of mediation, if any, shall be shared equally by the Association and the Board.

ARTICLE III: GRIEVANCE PROCEDURE

3.1 A. DEFINITION

A grievance shall be a claim by the Association or any employee that there has been an alleged violation, misrepresentation, or misapplication of the terms of this agreement.

- B. All time limits consist of teacher employment days except during the summer recess; then time limits shall consist of all weekdays.

3.2 PROCEDURES

The parties hereto acknowledge that it is usually most desirable for an employee and the employee's immediately involved supervisor to resolve problems through free and informal communications. When requested by the employee, an Association representative may accompany the employee to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the employee or the Association, a grievance may be processed as follows:

- A. Step 1--Within ten (10) school days of when the alleged violation should reasonably have become known, the employee or the Association shall

present the grievance in writing to the supervisor involved. The article and clause alleged to have been violated and the remedy sought should be specified. This supervisor shall arrange for a meeting to take place within ten (10) days after receipt of the grievance. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the supervisor's written response, including the reasons for the decision.

- B. Step 2--If the grievant is not satisfied with the disposition of the grievance at Step 1, then the grievance may be referred to the superintendent or the superintendent's official designee within five (5) days after receipt of the Step 1 answer. The superintendent shall arrange with the grievant and the Association representative for a meeting to take place within ten (10) days of the superintendent's receipt of the appeal. Each party shall have the right to include in its representation counselors as it deems necessary. Within ten (10) days of the meeting, the grievant and Association shall be provided with the superintendent's written response including the reasons for the decision.
- C. Step 3 – If the grievant is not satisfied with the disposition of the grievance at Step 2, then the grievance may be referred to the school board within five (5) days after receipt of the Step 2 answer. The superintendent shall arrange with the grievant and the Association representative for a meeting to take place within ten (10) days of the superintendent's receipt of the appeal. Each party shall have the right to include in its representation counselors as it deems necessary. Within ten (10) days of the meeting, the grievant and Association shall be provided with the school board's written response including the reasons for the decision.
- D. Step 4--If the grievant is not satisfied with the disposition of the grievance at Step 3, the Association may submit the grievance to final and binding arbitration conducted by the American Arbitration Association or Federal Mediation and Conciliation Service, in accordance with the voluntary labor arbitration rules. If a demand for arbitration is not filed within thirty (30) days of the Step 3 disposition, then the grievance shall be deemed withdrawn.

3.3 DISCLOSURE

Neither the Board nor the Association shall be permitted to assert any grounds or claims or issues before the arbitrator which were not previously disclosed to the other party.

3.4 MEDIATOR

The mediator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of the agreement. His decision must be based only upon his interpretation of the meaning or application of the express relevant language of the Agreement.

3.5 BYPASS OF STEPS

If the Association and the superintendent agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.

3.6 ASSOCIATION PARTICIPATION--MEMBER OR NON-MEMBER

The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any step, and no employee shall be required to discuss any grievance if the Association's representative is not present.

3.7 NO REPRISALS CLAUSE

No reprisals shall be taken by the Board or the administration against any employee because of the employee's participation in a grievance.

3.8 FILING OF MATERIALS

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

3.9 GRIEVANCE WITHDRAWAL

A grievance may be withdrawn at any level without establishing a precedent.

3.10 NO WRITTEN RESPONSE

If no written decision has been rendered within the time limits indicated by a step, then the grievance may be processed to the next step.

3.11 BAR OF APPEAL

The failure of the teacher or Association to act within the time limits set forth shall preclude further appeal of the grievance.

3.12 FEES AND EXPENSES

The fees and expenses of the arbitrator shall be shared equally by both parties.

ARTICLE IV: ASSOCIATION RIGHTS

4.1 BOARD-STAFF COMMUNICATIONS

The Board shall post a copy of the agenda of any special or regular Board meeting and the notice of any special Board meeting in each building at a reasonable time before such meetings. The Board shall post in each school building a copy of the public minutes of such meetings after such minutes have been approved by the Board.

4.2 NOTIFICATION OF BOARD MEETINGS

A. The president of the employee Association will be notified of Board meetings by a notice in his/her school email. In case of special or emergency meetings, the Association president shall be notified in the same fashion as Board members.

B. The Board shall provide to the Association president a copy of the packet of materials sent to Board members prior to each Board meeting. This packet should be received by the president before each school board meeting. It should be complete excluding materials involving personnel matters, student discipline, or any confidential matters.

4.3 DUES DEDUCTION

Any member of the bargaining unit who is a member or has applied for membership in the Association may sign and deliver to the Board an authorization for continuous or annual dues deduction. The appropriate authorization forms shall be provided by the Association. These authorizations shall remain in effect according to its terms, provided such may be revoked by giving fifteen (15) calendar days' written notice to the Board. The Board shall notify the Association of such revocation. Such authorization shall be deemed to be automatically revoked upon termination of employment. All dues authorization shall be effective no later than fifteen (15) calendar days following receipt by the Board. All dues deducted by the Board shall be remitted to the Association no later than ten (10) calendar days after such deductions are made, provided the Association shall, in accepting such dues, agree to hold harmless the Board for all actions

pursuant to this section, provided the Board shall have complied therewith.

4.4 ASSOCIATION USE OF SCHOOL FACILITIES

The teachers shall have the right to use the school facilities for Association membership meetings. Meetings shall be held during non-school hours and notice of meetings will be given to the building principal prior to the meeting. Use of the school building shall not interfere with or interrupt normal school operations or other uses previously committed. When custodial services are required, the Board may make a reasonable charge for this service.

ARTICLE V: EMPLOYMENT OF TEACHERS

5.1 The Board will not discriminate against any employee on the basis of age, race, creed, color, sex, or national origin.

5.2 PHYSICAL EXAMINATION

Any physical or mental examination which may be required by the Board of any teacher after the teacher's initial employment shall be financed by the Board at a cost not to exceed that for a routine, not a complete, physical.

5.3 SALARY STATEMENT

All personnel shall be issued a salary statement, which they sign, by the first payday of a school year. Each individual's Salary Packet shall specify:

1. teaching salary;
2. salary for extra-curricular and other duties;
3. job description for extra-curricular and other duties;
4. insurance benefit;
5. number of accumulated sick days;
6. amount of retirement;
7. directions to the evaluation instrument on the District 100 website;
8. direction to see District 403(b) Plan for current list of approved annuity companies.

5.4 SCHOOL CALENDAR

- A. A school calendar containing the information listed below shall be issued to all teachers in the district as part of their individual salary packets:
1. date teachers report;
 2. date students report;
 3. date student year ends;
 4. date teacher year ends;
 5. school closings for holidays, vacation, additional days;
 6. Quarter and Semester ends;
 7. the number of pupil attendance days, the number of institute days, the number of emergency days, and when these are planned.
 8. pay dates;
 9. regularly scheduled faculty meeting dates;
 10. due dates for progress reports at end of fourth week of each quarter.
- B. The superintendent will, each Spring, meet with a committee of teachers to discuss the calendar for the next school year.
- C. Once the calendar has been established, possible modifications shall be jointly discussed by the superintendent and the Association.

ARTICLE VI: SALARY AND RELATED BENEFITS

6.1 DEFINITIONS OF PERSONNEL

- A. Full-time personnel shall be defined as any employee contracted to perform teaching duties and responsibilities for a daily length of time as outlined in Article VIII, Section 8.1, paragraph one, of this agreement, for one school year.

- B. Part-time teachers shall be defined as any teachers contracted to perform teaching duties and responsibilities for less than a daily length of time as outlined in Article VIII, Section 8.1, paragraph one, of this agreement, for all or part of one school year.
- C. Short-term teachers shall be defined as any teacher contracted to perform teaching duties and responsibilities for a daily length of time as outlined in Article VIII, Section 8.1, paragraph one, of this agreement, for less than one school year.
- D. An overload shall be defined as any class assigned to a teacher in grades 6 – 12 that is in addition to the teachers' normal teaching load as defined in section 8.3. The overload shall be paid on a pro-rata basis of the teachers' salary using the following formula:

$((\text{Teacher's annual contracted salary}) / 180) / 7.5 \times (\# \text{ of teaching days for which the overload is contracted})$

Example: Teacher A is contracted for \$36,000, but agrees to teach an overload for first semester. Teacher A's salary would be:

\$36,000 + $((\$36,000/180) / 7.5) \times 90$ or
 \$36,000 + $(\$200/7.5) \times 90$ or
 \$36,000 + 2400 or
 \$38,400

6.2 SALARY SCHEDULE

For the 2022 – 2025 school term, full-time teachers shall be compensated pursuant to the salary schedule and extra-curricular pay schedule in the Appendix which is incorporated in this contract. Part-time and short-term employees shall be compensated on a pro-rata basis based on their place on the annual salary schedule. Longevity pay is, for employees with 20 years or more years of service in the district, an additional 2% of their respective salary on the salary schedule (BA+16 through MA+32).

*Reference 6.10.G

6.3 ADVANCEMENT ON THE SALARY SCHEDULE

- A. Any graduate hours or undergraduate hours whether taken in district or out of district and approved in writing by the superintendent shall qualify for advancement on the salary schedule.

- B. Courses sponsored and taught by the district and approved by the superintendent shall qualify for advancement on the salary schedule according to the following criteria:
 - 1. Credit will only be counted within the district;
 - 2. Credit and attendance requirements will be established by the superintendent;
 - 3. Participants must successfully complete the course.
- C. Any part-time teacher shall advance vertically one step on the salary schedule in the next school year after the equivalent of one full year has been completed and be credited with one (1) full year of experience. Unused fractions of years shall accumulate.
- D. Short-term employees who teach at least 50% of a school year for two (2) consecutive years will advance one step on the salary schedule.
- E. Years of experience recognized for step advancement on the salary schedule shall be only full years acquired before the beginning of a new school year. There is no mid-year advancement on the salary schedule.

6.4 TUITION REIMBURSEMENT

- A. Tuition reimbursement shall be made at the rate of one hundred fifty dollars (\$150.00) per semester hour for college accredited courses taken outside the district. Tuition reimbursement shall be made at the rate of forty dollars (\$40.00) per semester hour for courses offered within the district. Such coursework must be of value to the district and pre-approved by the superintendent. The district will establish an annual tuition reimbursement pool of \$25,000 for use by certified employees. Funds shall be expended on a “first-to-apply, first in right” basis until available funds are expended.
- B. In order to qualify for reimbursement, the teacher shall present an official transcript of the completed course with a grade of C or better in a graded class or a certificate of successful completion for a non-graded class to the superintendent. Notice of completion shall be filed by September 1.
- C. Under certain circumstances it may be to the advantage of the district to request a teacher to take a course to qualify to teach in other areas than

those for which the teacher is currently qualified. In these cases, prior written approval must be given by the Board indicating remuneration in full will be paid for the course. In this event, an amount of \$75.00 per semester hour will be paid for successful completion of the course. This payment shall be added to the teacher's annual calculated salary each year for a five (5) year period or until the teacher terminates employment with the district, whichever is less. Hours requested by the board will apply toward advancement on the salary schedule.

6.5 SALARY CHECKS AND DEDUCTIONS

A. PAYROLL PERIOD

Paychecks will be received by direct deposit by the 5th and the 20th of each month. If payday falls on a Saturday, Sunday, or a legal holiday, checks will be issued on the preceding office workday.

B. Employees have the option of receiving their salary on a 10 or 12-month basis. Notification of preference should be reported to the office by September 1. Beginning with the 2021-22 school year, employees will receive their salary on a 12-month basis. Employees currently on a 10-month pay schedule during the 2020-2021 school year may maintain that pay schedule option.

C. Additional payroll deductions for tax sheltered annuities, credit unions, professional dues, and insurance may be deducted at the teacher's request. Tax sheltered annuity changes are limited per the District 403(b) Plan.

D. When a teacher absence is unexcused, the teacher's pay will be reduced by 1/180th of the annual salary.

6.6 GRANT INCENTIVE

A. The Board shall pay a one-time stipend to any teacher who successfully applies for and obtains, on behalf of the district, any new first year grants for student educational programs. Such stipend shall be an amount equal to ten percent (10%) of the grant or Nine hundred dollars (\$900.00), whichever is less. In order to qualify for the stipend, such grant applications must be approved by the superintendent prior to seeking application. Said grants shall be within the teacher's assignment or with the cooperation of other affected teaching staff. A new first year grant is defined as a grant that is "written in that contract year".

*Reference 6.10.G

- B. State and Federal Grants that include additional compensation to staff at an additional cost to the district shall not be granted the “like” stipend or default to the higher rate unless the grant includes said stipend as a requirement (i.e. 3 Circles Grant and FFA Stipend).

6.7 PROFESSIONAL DUES

Professional dues, excluding Association dues, or subscription to professional journals will be paid by the Board if approved by the superintendent. The maximum amount to be paid is fifty dollars (\$50.00) per full time teacher; part time teacher will be calculated at a pro-rated rata basis.

6.8 INSURANCE AND FRINGE BENEFIT PACKAGE

- A. Health Insurance will be offered to all full-time teachers. The maximum yearly amount the Board of Education will contribute toward the cost of an annual individual health insurance premium is \$7850 (Maximum District Contribution MDC). Teachers who elect an available High Deductible Health Plan (HDHP) option offered by the District will be entitled to a District contribution to their Health Savings Account (HSA) as provided in this paragraph. The value of the HSA contribution shall be the difference between the annual premiums of the available PPO and HDHP plans unless the difference is less than \$1200 per year or the cost of the annual premiums for the PPO plan exceed the MDC. In the event that the difference in annual premiums between the PPO and the HDHP plans is less than \$1200 per year, the value of the annual HSA contribution shall be the greater of: (1) the difference between the MDC and the annual premium for the HDHP plan; or (2) \$1200 per year.
- B. If the single insurance premium is more than the amount indicated in A., the difference will be deducted from the teacher’s paycheck. If the single insurance premium is less than the amount indicated in A., the excess will be paid equally to all staff members in one check by the May 20 payday
- C. In lieu of receiving the insurance benefit, any full-time teacher who has a spouse employed full-time in the district or who can show evidence of insurability with another group health insurance plan may elect to invest in the school sponsored (HRA). The district will make an annual HRA contribution of \$2,500 on behalf of employees qualifying for this option.
- D. Determination of insurance carriers and amount of premiums shall be determined by mutual consent of a committee made up of two board members, four Association members, and the superintendent.

E. PACKAGE EXPLANATIONS

1. Short-term teachers will receive the fringe benefit as of their date of employment.
2. For those employees wishing policy coverage for their dependents, the unit shall use payroll deduction for the difference between a single plan and a family plan.

6.9 TEACHER RETIREMENT

- A. In addition to the base salary set forth on the attached salary schedule(s) and the co-curricular salary schedule(s), the Board shall pay the full percentage allowed by law of the base salary directly to the Teachers' Retirement System on behalf of teachers in contractual service. The purpose of such contribution is to shelter such payment from federal income tax consistent with tax rulings 414H (2), 81-35 and 81-36. Should such shelter be subsequently declared illegal by a court of competent jurisdiction or superseded by a later tax ruling, such payment shall become gross income to the teacher.

6.10 RETIREMENT INCENTIVE

- A. A Teacher tendering an irrevocable letter of resignation and retirement in conformance with the following conditions shall be eligible for a retirement incentive for a period of up to his/her final four years of teaching.
- B. To be eligible, the Teacher must:
1. Be at least sixty (60) years of age by the last day of service in the school district of the school year of retirement; and/or
 2. Be at least fifty-five (55) years of age with at least thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the school district; and
 3. Have at least ten (10) years of continuous full-time teaching service in the school district; and
 4. Submit an irrevocable letter of resignation on or before July 1 of the school year the incentive is to commence; and
 5. Retire the first year eligible to receive an annuity without a reduction because of age or service credit; and

- C. In exchange for the Teacher's binding, irrevocable resignation, the Board agrees to remove the Teacher from the salary schedule and for each year of eligibility the Teacher's base salary will be increased by three percent (3%) over the Teacher's base salary for the prior year of employment. The calculation each year may be rounded down to the nearest \$5.00 to avoid possible TRS penalties or additional contributions.
- D. Once an irrevocable letter of resignation and retirement is submitted, the Teacher will not be assigned any additional extra duties or TRS reportable duties not currently being performed without the consent of the Teacher.
- E. In the event the retirement award provided for in this article would cause the Board to have to pay an additional contribution, penalty or other monies constituting a surcharge to the Teachers' Retirement System, or would conflict with any state statute or final rule or regulation promulgated by the Teachers' Retirement System, the provisions of this section shall become void and either party may demand to reopen this agreement and attempt to midterm bargain changes necessary to correct any defect created by this incentive.
- F. Notwithstanding the above, if a teacher's creditable earnings should increase by more than six percent (6.0%) as a result of the receipt of any other creditable earnings during the years this retirement incentive is in effect, or any such lesser amount that would trigger a District paid penalty or fee to TRS during the years this retirement incentive is in effect, the teacher shall receive only the maximum increase to TRS creditable compensation under this retirement incentive that would enable the District to avoid such District paid penalty or fee.

6.11 TRAVEL

- A. Travel beyond district boundaries necessary to perform teaching or extra-curricular duties will be reimbursed at the rate equal to that utilized by the Internal Revenue Service for tax deductions for such travel. Such travel must have prior approval by the building principal who will submit the request for reimbursement to the superintendent.
- B. Mileage will be paid for teachers who, after reporting to work at one building, are required to travel to another building to teach or perform an extra duty other than an extra-curricular duty listed in the Appendix.

Mileage will be paid one way unless the teacher is required to perform additional contracted duties other than extra-curricular at the first building. Reimbursement will be at the rate equal to that utilized by the Internal Revenue Service for tax deductions for such travel. Such records of mileage must be submitted to the superintendent for acceptance prior to the reimbursement.

- C. Travel time shall be scheduled so that it does not infringe upon the traveling teacher's stated lunch period. Every effort shall be made to schedule travel time so that it does not infringe upon the traveling teacher's preparation period. If such a schedule proves to be impossible, a conference will be held to discuss the problem with the teacher involved. If the teacher agrees to use preparation period time, compensation shall be made on a pro rata basis based on his/her place on the annual salary schedule.

ARTICLE VII: LEAVES

7.1 SICK LEAVE

- A. All full-time teachers shall be entitled to sick leave with pay as provided by law. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness in the immediate family or household.

Legal interpretation of immediate family includes parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, or legal guardians.

- B. Each teacher with less than 10 years of service to the district will receive 12 sick days per year. Teachers between 10 and 19 years of service will receive 14 sick days per year. Teachers with 20 or more years of service to the district will receive 17 sick days per year. Each teacher shall be permitted to accumulate as follows: 380 such days

- C. **Donation of Sick Days**

Each full-time teacher(s) shall have the right to donate up to two sick days per school year to another full-time teacher if the following conditions are met:

- 1) The receiving teacher must have exhausted all of his or her own sick

time available.

- 2) The maximum number of sick leave days that a teacher may obtain by donation in a one-year period is twenty (20). Once the maximum has been reached, no additional days may be received by the donation recipient for a period of one rolling calendar year from the conclusion of the donated sick leave.
- 3) There will be no obligation or authority to “return” unused days that are received by donation to the donor. Should the receiving teacher not use all donated days, the unused days will be forfeited at the end of the school year when donated.
- 4) Teachers will not be required or permitted to receive sick days by donation for purposes of applying for disability benefits or retirement from the Illinois Teachers Retirement System (TRS).
- 5) Sick days may be donated for sick leave as defined in this Section. It shall be the duty of the Association President to make a determination of whether a teacher is eligible to receive donated days, and to report said donation to the Superintendent, in writing, at least five (5) days within the commencement of use of donated sick days by the recipient teacher.

7.2 BEREAVEMENT LEAVE

An allowance shall be granted up to, but not exceeding, three (3) bereavement days per year. If additional time is needed in connection with a death, sick days may be used if granted permission by the superintendent. Such a request would be put into writing by a union member and then considered by the superintendent.

7.3 JURY DUTY LEAVE

Jury duty leave will be granted but shall not be counted against sick, personal, or emergency leave time. Employees may choose whether to continue to draw regular salary and return any jury duty pay received to the district or keep jury duty pay and forfeit school district salary.

7.4 PROFESSIONAL LEAVE

- A. Professional days to attend workshops, conferences, in-service programs, conventions, professional training, or to visit other schools shall be allowed without loss of pay or benefits if there is prior approval by the

Board or superintendent.

- B. Teachers shall be reimbursed for expenses met in attending professional meetings, excluding institutes, as follows:
1. Mileage limit of 500 miles per round trip at the maximum rate per mile allowed by the IRS for miles driven from the place of employment or the employee's residence. When school is not in session, mileage will be paid from employee's place of residence.
 2. Registration fees will be paid by the district with a limit of \$100.00;
 3. The cost of actual lodging will be paid up to the cost of the conference hotel/motel. If there is no conference site hotel/motel, the cost of actual lodging will be paid up to \$50.00. Lodging over \$50.00 will be paid with prior superintendent approval;
 4. Meal expenses, in association with the conference, will be paid in full. Meal expenses not provided by the conference will be reimbursed (if accompanied by receipts) at the maximum daily amount allowed by the IRS for meals;
 5. Other receipted legitimate expenses (toll, parking, etc.) will be paid;
 6. Total amounts to be spent above \$500.00 require Board or superintendent approval;
 7. Unless there are extenuating circumstances, such as a situation in which a staff member is required to attend a professional meeting at the request of a district administrator, certified staff members will be limited to two school days for professional meetings. However, in a year in which Stark 100 is part of the BHS ROE Professional Development Consortium, certified staff members will be limited to three school days for professional meetings – given that all three days are used for BHS ROE Consortium PD.
 8. Vouchers and/or receipts must be provided to receive reimbursement. Non-receipted expenses will be paid at the Board's discretion.
- C. The Board may grant a leave of absence without pay to tenured teachers

for any purpose it deems appropriate and beneficial to the school district for a period up to one school year on such conditions as imposed by the Board. The granting, withholding, or conditioning of such leave of absence shall be within the sole discretion of the Board and shall not set a precedent. No experience credit will be granted for the time the teacher is on such leave. With express written 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 administrative office or elsewhere pursuant to its direction. Any leave of absence provided under this section shall run concurrently with leave that may be available pursuant to the Family Medical Leave Act, such that no leave of absence shall exceed one year.

- D. The superintendent may grant a leave of absence with or without pay to any teacher for the purpose of attending professional workshops, conferences, in-service programs, conventions, or professional training designed to improve the school curriculum and individual competence. The amount of reimbursement, if any, for teacher expenses shall be determined by the superintendent or Board in his or its discretion. The granting, withholding, or conditioning of such leaves shall be within the sole discretion of the superintendent or Board and shall not set a precedent.
- E. In the event the Association desires to send its official representatives to attend a convention of its state or national affiliate, no more than three teachers may be excused for such purpose for not more than two (2) days per teacher per school year provided that the Association promptly reimburses the Board for substitute teachers if required and the Association makes written request for such absence to the superintendent at least ten (10) school days in advance.

7.5 PERSONAL LEAVE

Each teacher shall be entitled to two (2) personal leave days per year at the discretion of the employee and with the approval of the administrator.

- A. Five days prior notice to the building principal shall be given except in special circumstances agreed to by the administrator.
- B. On any particular day no more than two (2) teachers in one building may be gone on personal leave.

- C. The use of personal leave on the first or last day of school, during examination periods, days directly before or after holidays, or on parent-teacher conference days is prohibited.
- D. Unused personal days shall convert to unused sick leave at the end of each school year.

ARTICLE VIII: TEACHER RESPONSIBILITIES AND DUTIES

8.1 SCHOOL DAY FOR STAFF

The teacher work day shall not exceed 7 1/2 hours including preparation periods and lunch periods unless professional duties mandate additional time. Professional duties include extra-curricular duties agreed to by the teacher, teacher institutes, parent conferences, and staff meetings. Start and end times for each building will be determined by the superintendent to ensure appropriate supervision of students at each site.

On a day preceding a school holiday or a vacation, unless professional duties mandate additional time, the teacher's day shall end when the building administrator has determined that students have safely left the building or are under the supervision of assigned personnel.

When schools are closed to students due to inclement weather or an Act of God, teachers shall follow the Board of Education approved e-Learning guidelines. When school is dismissed due to inclement weather or an Act of God, teachers shall be allowed to leave when the building administrator has determined that students have safely left the building or are under the supervision of assigned personnel.

8.2 DUTY FREE LUNCH

Each teacher shall be entitled to a duty-free lunch period equal to that of the students or not less than thirty (30) minutes.

8.3 NORMAL TEACHING LOAD

Normal teaching load shall be defined as follows:

At the High School and Jr. High - Maximum of 6 periods out of 8 periods with 1 prep period per 8-period day. A supervisory responsibility (such as a study hall/advisory) may be assigned for the remaining period. For the purposes of 8.3, a study hall is deemed to be a class period in which students are required to study and/or complete academic assignments and lessons assigned by the student's content area teacher. A study hall teacher is expected to monitor student

attendance, to monitor student behavior, and to the best of his/her ability, provide academic help or guidance to students. Although it may be necessary for a study hall teacher to maintain productive communication with a student's content area teacher, the study hall teacher is not responsible for preparing lesson plans, preparing for new learning, or for grading student work assigned by another teacher. An advisory period may also be assigned to High School and Jr. High teachers. An advisory period is a supervisory responsibility time in which teachers are asked to interact and communicate with students in both academic and non-academic ways. This is a period in which teachers are not expected to formally teach or lesson plan in manner relating to any specific academic content.

At the Elementary School—Maximum 390 minutes' student contact time per employee work day, including preparation time.

8.4 PREPARATION TIME

Each teacher shall be provided preparation time during the student day (for the purposes of this issue, the student day shall be defined as the time from the students' starting bell to the students' ending bell, for the building in which the teacher works. The board of education maintains the authority to determine the length of the student day) as follows:

- At the Jr. High and High School--a minimum of one period per day;
- At the Elementary School--a minimum of 220 minutes per week with at least 30 consecutive minutes per day. If necessary, adjustments in the number of consecutive minutes may be made in non-mandatory state programs such as pre-school or kindergarten.
- If a teacher has responsibilities at more than one building, travel time will not be included as a part of the teacher preparation time.

ARTICLE IX: TEACHER EVALUATION

9.1 Association members will be included on an evaluation committee with the administration to develop the evaluation plan.

9.2 TEACHER EVALUATION

Within two weeks after the beginning of school the building principal or appropriate administrator will acquaint each teacher under his/her supervision with the currently approved evaluation process. No formal classroom evaluation shall be conducted until such information has been disseminated to the teachers.

9.3 FREQUENCY

- A. Tenured teachers will be formally evaluated at least once every three (3) school years when earning a Professional Practice Rating of 3.2 or higher. Tenured teachers earning a rating in Professional Practice a Proficient Rating lower than 3.2 will remain on be formally evaluated at least once every two (2) school years. A tenured teacher with previous evaluation rating of “Needs Improvement” or “Unsatisfactory”, in which case the employee shall also be evaluated in the school year following receipt of such evaluation rating.
- B. Non-tenured teachers will be formally evaluated at least once per school year.
- C. Nothing herein shall prohibit or limit the right of the administration to evaluate a teacher’s performance of assigned duties by informal observation. If information gathered during an informal observation will be used as criteria in determining a teacher’s summative evaluation rating, the evaluator will provide the teacher with that information in either paper or electronic form within 10 days of the informal observation. Additionally, a copy of this information will be placed in the teacher’s personnel file.
- D. In each year a teacher is to be evaluated the teacher will be provided with a summative evaluation on or before March 1 and within ten (10) days thereafter a meeting will be held with the teacher to discuss such evaluation.
- E. The teacher and administration will agree upon a pre-observation meeting time that will give the teacher at least one week notice prior to a formal observation.

9.4 WRITTEN EVALUATIONS

- A. All written evaluations shall be signed by the administrator who conducted the evaluation. Written evaluations will be discussed with the teacher within ten (10) days after a formal classroom observation. Teachers shall sign the evaluation indicating that they have read and discussed the evaluation with the administrator.
- B. The signed summative evaluation instrument, which may include information from formal classroom observations, informal classroom observations, and data or artifacts regarding teacher professional practice, shall be placed in the teacher’s personnel file. A photocopy of the

evaluation shall be given to the teacher.

- C. The teacher shall have right to attach a written response to any adverse evaluation or observation that is placed in his/her personnel file. Any written response shall be submitted to the evaluator within ten (10) days of receipt of the evaluation or observation report.

9.5 REMEDIATION

If a tenured teacher receives a summative evaluation rating of “Unsatisfactory”, the teacher will be placed on a remediation plan for a period of ninety (90) school days. A written remediation plan will be developed within thirty (30) school days of receipt of the “Unsatisfactory” evaluation rating. Participants in the remediation plan shall include the teacher rated unsatisfactory, a qualified consulting teacher, and a qualified evaluator(s). It may include other third parties to assist in correcting areas identified as unsatisfactory. The written remediation plan will contain a description of the deficiencies, a plan designed to achieve identified expectations, the type of assistance to be provided, a system of monitoring performance and time lines for completion. Teachers on a remediation plan will be evaluated at least at the mid-point and end of the remediation period. A written copy of such evaluations shall be provided to the teacher within ten school (10) days of each evaluation. The employee assumes responsibility for the successful completion of the remediation plan.

9.6 PROFESSIONAL DEVELOPMENT PLAN

If a tenured teacher receives a summative evaluation of “Needs Improvement”, the teacher will be placed on a professional development plan. The qualified evaluator shall develop a professional development plan in consultation with the teacher within thirty school (30) days of receipt of the “Needs Improvement” rating. The plan will be directed to areas in which the teacher must improve, and shall take into account the teacher’s ongoing professional development responsibilities, including the teacher’s regular teaching assignment, and include supports the District will provide in performance areas needing improvement. The employee assumes responsibility for the successful completion of a professional development plan.

- 9.7 Nothing herein shall abrogate the Board’s right to terminate non-tenured teachers in accordance with Section 24-11 of The School Code.

ARTICLE X: PERSONNEL FILE

10.1 CONTENTS OF FILE

A personnel file for each teacher shall be kept in the superintendent's office. The following information must be included in the folder:

- A. Up-to-date transcripts of all college credits earned;
- B. Copy of all teaching certificates;
- C. Copies of each year's individual salary statement.
- D. Summative Evaluation Rating

10.2 REVIEW OF FILE

Each employee shall have the right, upon request, to review the contents of said employee's personnel file and to place therein written reactions to any of its contents. Nothing may be permanently removed from the employee's file without notification of the teacher in writing. Nothing may be added to the employee's file unless a copy to be signed is sent to the teacher. Such review shall be at a mutually convenient time and in the presence of a designated employee of the Board. The right to review does not extend to college placement or credential files and evaluation or reference material originating prior to the teacher's employment in the school district.

ARTICLE XI: ASSIGNMENT AND TRANSFER

11.1 STAFF INPUT

The administration shall discuss with the teacher written requests for transfer or assignment prior to the final decision.

11.2 POSTING OF OPENINGS

- A. Any teaching assignment which becomes available for the following school year shall be posted in each of the school buildings and sufficient time should be given for unit personnel to apply.
- B. Positions temporarily filled by the Board for the duration of a year will follow the above procedure before being permanently filled.
- C. Applications made by teachers currently employed by the district for job

openings shall be considered in a like manner as applications from other qualified applicants without preferences or prejudice.

- D. The Board shall have the ability to offer sign on bonuses up to \$2000 for “hard to fill” teacher positions as outlined by the Illinois State Board of Education. The teacher must maintain their position in Stark County for a minimum of four years or pay the entire bonus back by June 30th of their final year of employment at the district.

11.3 NOTIFICATION OF ASSIGNMENT

Notification of tentative teaching assignments for the next school term should be given by May 1 of the current school year. Teaching assignments will not be changed within 30 days prior to the start of school year unless a teacher is determined to be legally or physically unable to fulfill a teaching responsibility for which he/she was previously scheduled to teach, or an unforeseen change in student enrollment or educational need dictates a need to by the district to amend current assignments. Should a change in assignment within 30 days prior to the start of the school year be necessary, the affected teacher(s) will be notified immediately.

ARTICLE XII: YEARS OF SERVICE

12.1 DEFINITIONS

- A. Seniority shall be defined as follows: years of continuous service as a full-time teacher in the school district including continuous service immediately preceding the formation of District #100 in any predecessor district now a part of District #100.
 - 1. Service as a part-time teacher shall not count toward seniority.
 - 2. Service as a short-term teacher shall not count toward seniority except in the case where the short-term teacher teaches all of the second semester and is retained for the following school year as a full-time teacher. In that case, the short-term teacher receives one half (1/2) year’s credit toward seniority.
- B. Service shall not be construed to include services rendered beyond the regular school term or services rendered in connection with extra-curricular activities.
- C. Legal qualifications or legally qualified shall be defined as the

requirements found in Illinois State Board of Education Document No. 1 (or its' successor or supplementary requirements) in effect at the time of dismissal and/or recall.

12.2 YEARS OF SERVICE

- A. Prior to February 1 of each school term, the administration shall post in each building a listing of the seniority rank of all tenured teachers in the school district along with a copy of this policy. Said list shall be updated between September 1 and February 1 each school year. The list shall record teachers in order of seniority in the district, total years of teaching experience in Illinois public schools, and each teacher's area of certification.

- B. In the event that two staff members have the same seniority with the district the one with more years of service in Illinois public schools shall be given the higher seniority. In the event that both of these criteria are equal, the following criteria will be used until the tie is broken:
 - 1. Highest degree attained in their major field and recognized on the salary schedule;
 - 2. Most hours attained and recognized on the salary schedule;
 - 3. Winner of a random selection (lottery, drawing).

- C. Teachers shall have thirty (30) days from the date this list is posted in all buildings to notify the superintendent in writing of any discrepancies in the seniority lists. Thereafter, the employee cannot challenge their placement on the list in that school year. If a challenge results in an employee's placement being altered, the administration shall provide a revised list to the Association.

ARTICLE XIII: REDUCTION IN FORCE AND NOTICE OF RECALL

13.1. REDUCTION IN FORCE

If the Board determines, because of economic necessity, to decrease the number of teachers employed or to discontinue some particular type of teaching service, non-tenured teachers without any evaluation will be dismissed first. All other teachers, both tenured and non-tenured, will be placed in performance groups

based upon their most recent summative evaluation. If a teacher is removed or dismissed as a result of a decision by the Board to decrease the number of teachers employed or to discontinue some particular type of teaching service, the provisions of Section 24-12 of The School Code relating to the above will be followed.

13.2. CONTINUOUS SERVICE

Continuous service shall be defined as the continuous length of service within the district in a position requiring certification. Accumulation of continuous service shall begin on the employee's first working day in a position requiring certification.

13.3 CONTINUOUS SERVICE TIE-BREAKERS

If the Board determines it is necessary to have a reduction in force and two or more teachers have the same amount of continuous service, the following tie breakers set forth in Section 12.2.C. will be used to determine the order in which they will be dismissed.

13.4. NOTICE OF RECALL

The Board will provide notice(s) of recall to teachers in performance groups 3 and 4 by certified mail to the last address on file with the Board. Group 2 teachers will have recall rights as outlined in the School Code.

13.5 EMPLOYEE RECALL RESPONSE

An employee shall have fourteen (14) calendar days from receipt of the recall notice to respond as to whether he/she will accept the position. The failure of an employee to respond within fourteen (14) days or a rejection of the offer will result in the employee forfeiting his/her right to recall. If a teacher rejects an offer of a part-time position, the teacher shall not be deemed to have waived his/her recall rights and will continue to be eligible for any other vacant positions that become available. If a teacher rejects an offer of a full-time vacant position, the teacher shall be deemed to have waived his/her recall rights and will no longer be eligible for any other vacant position.

13.6 RETENTION OF TENURE STATUS

A recalled teacher retains his/her tenure status, accumulated sick leave and all accumulated continuous service; however, the period such teacher did not teach shall not be counted toward continuous service.

ARTICLE XIV: TEACHER HEARING RIGHTS

14.1 BOARD APPEARANCE

When a teacher is required to appear before the Board, concerning any matter which could directly affect the continuation of that teacher in this employment, the teacher shall be given reasonable prior notice of the reasons for such meeting and shall be entitled to counsel of his/her choosing at their cost.

14.2 DISCIPLINARY PROCEDURE

- A. No teacher shall be disciplined including warnings, reprimands and suspensions, without sufficient cause. The specific grounds forming the basis for disciplinary action will be made available to the teacher and the Association in writing. No teacher will be suspended without pay without cause. Except in the case of an emergency, the teacher shall be informed of the reason for the suspension at the conference with the superintendent or designee prior to the beginning of the suspension.
- B. An employee may at his request be accompanied by a representative of the Association when involved in any conference concerning employment.

14.3 SUSPENSION

A teacher may be suspended with pay by the superintendent when such suspension, in the opinion of the superintendent, is in the best interests of the school district.

14.4 PARENT-STUDENT COMPLAINTS

No disciplinary action shall be initiated against a teacher as a result of a parent or student complaint until the teacher has been notified of the complaint and an investigation has taken place. Notification shall take place through an administrative-teacher conference. The teacher may request the presence of a

representative of the Association at such a conference.

ARTICLE XV: EXTRA-DUTY ASSIGNMENTS

15.1 EXTRA-CURRICULAR ASSIGNMENTS

- A. Extra-curricular assignments will be made in a teacher's first contract with the district. After the initial contract, additional extra-curricular duties shall not be assigned without the consent of the teacher.
- B. Pay for extra-curricular duties shall be according to the extra-curricular pay schedule which is included in the Appendix to this Agreement.
- C. A list of a teacher's extra-curricular duties and pay for such duties shall be listed on that teacher's individual salary statement.
- D. Employees promoted from an "assistant" position to a "head" position in the same activity will receive experience credit for their years as "assistant".
- E. Any extracurricular assignment which becomes available for the following school year shall be posted in each of the school buildings and sufficient time should be given for unit personnel to apply.

15.2 ADDITIONAL DUTY

- A. Additional duties shall not be assigned without the consent of the teacher.
- B. If a teacher accepts extra duties, he/she shall be paid according to the extra duty schedule in the Appendix. The Board will maintain the authority to offer an extended contract to a teacher, when, as determined by the Board, it is beneficial for the district to enter in to such agreement. Such agreements shall be negotiated with the association.
- C. If during an unassigned period a teacher agrees to cover the class of an absent teacher, the substituting teacher will be paid at a rate of \$25 per period at the junior/senior level and a pro-rata basis at the elementary.

- D. **Response to Intervention (RtI) Team Member:** For the purposes of this contract, an RtI Team Member will receive a stipend as defined in the attached Extra Duty Schedule.

An RtI Team Member is defined as a teacher designated as a “standing member” of his/her building’s RtI team. Assignment to this team can change from year to year and is at the sole discretion of the administration. No Building Team shall have more than 4 “standing members” at any one time. Compensation for assignments made or accepted during the school year will be pro-rated based on number of days of “standing membership”. No teacher will be required to serve as a “standing member” against his/her will. No additional compensation will be provided to Ad Hoc members of the RtI Team.

- E. **Standing Building Committee:** A Standing Building Committee for the purposes of this section of the contract, is a building-level group of certified staff members, assigned by the building principal to conduct planning, implementation, assessment, research, development or outreach for a specific purpose determined by the administration. In general, a Standing Building Committee and its membership will be designated at the start of the school year by the building principal and reported to the Superintendent. A Standing Building Committee is a committee that is expected to meet on multiple occasions throughout the school year.

No certified staff member will receive additional compensation for serving on any committee during the regular school hours, nor be required to serve on a Standing Building Committee outside the regular school day.

Each school year, each school principal will be notified by the superintendent of his/her budget for Standing Building Committee meetings held outside the school day. Certified staff shall be compensated at a rate of \$12.50 per half-hour or \$25 per hour, for taking part in such committee meetings.

No compensation will be provided for serving on a district-level committee (Technology, PERA, etc.) that certified staff attend either voluntarily or are required to attend based on recommendations or directions from their Teachers’ Association. (i.e. Building Leadership Team and District Leadership Teams).

15.3 SUMMER SCHOOL

Summer school teaching assignments will be made on a voluntary basis.

15.4 MEDICATION

Teachers shall not be required to dispense medication, but may be required to monitor students who take medication.

ARTICLE XVI: EFFECT OF AGREEMENT

16.1 CONTRACTUAL AMENDMENTS

Mutually satisfactory changes to this Agreement may be made at any time. Such changes shall be reduced to writing and signed by the parties.

16.2 SAVINGS CLAUSE

If any provision of the Agreement shall be found contrary to law, then such provisions shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions shall continue in full force and effect.

16.3 INCLUSION CLAUSE

Board policies and each teacher's individual contract shall not be inconsistent with this Agreement.

16.4 NO STRIKE PROVISION

Neither the Association nor any teacher shall instigate, aid, or engage in any strike or withholding of services from District #100 for the duration of this Agreement.

16.5 DURATION

The Agreement shall be effective as of the first day of school, 2021 and shall continue in force until the beginning of school, 2022.

16.6 MUTUAL UNDERSTANDING AND MODIFICATIONS

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 the voluntary, mutual consent of the parties in the written Agreement.

16.7 REOPENING FOR ANNEXATION

In the event of the annexation of another district to Stark County Community Unit School District #100, this Agreement may be reopened for discussion at the request of either the Board or the Association. The terms and conditions may be altered, changed, added to, deleted from, or modified only through the voluntary, mutual consent of the parties in the written Agreement

16.8 ILLINOIS SCHOOL CODE AUTHORITY

The parties understand that certain rights and duties not included in this Agreement may be subject to the Illinois School Code, and the parties agree that such rights and duties, including enforcement thereof, shall continue in the manner provided in said Code.

EXTRA DUTY SCHEDULE

DRIVER EDUCATION EXTRA DRIVING	\$30.00 PER HOUR
TUTOR	\$25.00 PER HOUR
SUMMER SCHOOL	\$30.00 PER HOUR
HOMEBOUND TEACHER	\$25.00 PER HOUR
DETENTION SUPERVISOR	\$15.00 PER HOUR
BUS TRIP SUPERVISOR	\$20.00 PER HOUR
AM SUPERVISOR	\$650.00 PER YEAR
PM SUPERVISOR	\$650.00 PER YEAR
NOON SUPERVISOR	\$1000.00 PER YEAR
STAFF TICKET SELLER	\$25.00 PER EVENT
IN-HOUSE IN-SERVICE PRESENTER	\$50.00 PER HOUR
BUILDING TECHNOLOGY COORDINATOR	\$600.00 PER YEAR
ACTIVITY SUPERVISOR	\$25.00 PER EVENT
VOCATIONAL DIRECTOR	\$1000.00 PER YEAR
RtI TEAM MEMBER	\$400.00 PER YEAR
District Athletic Director	\$12,000 PER YEAR

Salary Schedule 2022-23

Year	Bachelors	Plus 8	Plus 16	Plus 24	Plus 32	Masters	Plus 8	Plus 16	Plus 24	Plus 32	Year
1	35695	35995	36295	36595	36895	37395	37730	38065	38400	38735	1
2	37123	37435	37747	38059	38371	38891	39239	39588	39936	40284	2
3	38551	38875	39199	39523	39847	40387	40748	41110	41472	41834	3
4	39978	40314	40650	40986	41322	41882	42258	42633	43008	43383	4
5	41406	41754	42102	42450	42798	43378	43767	44155	44544	44933	5
6	42834	43194	43554	43914	44274	44874	45276	45678	46080	46482	6
7	44262	44634	45006	45378	45750	46370	46785	47201	47616	48031	7
8	45690	46074	46458	46842	47226	47866	48294	48723	49152	49581	8
9	47117	47513	47909	48305	48701	49361	49804	50246	50688	51130	9
10	48545	48953	49361	49769	50177	50857	51313	51768	52224	52680	10
11	49973	50393	50813	51233	51653	52353	52822	53291	53760	54229	11
12	51401	51833	52265	52697	53129	53849	54331	54814	55296	55778	12
13			53717	54161	54605	55345	55840	56336	56832	57328	13
14				55624	56080	56840	57350	57859	58368	58877	14
15				57088	57556	58336	58859	59381	59904	60427	15
16						59832	60368	60904	61440	61976	16
17											17
18											18
19											19
20			54791	58230	58707	61029	61575	62122	62669	63216	20

Salary Schedule 2022-23 (with TRS)

Year	Bachelors	Plus 8	Plus 16	Plus 24	Plus 32	Masters	Plus 8	Plus 16	Plus 24	Plus 32	Year
1	39225	39555	39885	40214	40544	41093	41462	41830	42198	42566	1
2	40794	41137	41480	41823	42166	42737	43120	43503	43886	44269	2
3	42363	42719	43075	43431	43787	44381	44778	45176	45574	45971	3
4	43932	44302	44671	45040	45409	46025	46437	46849	47262	47674	4
5	45501	45884	46266	46649	47031	47668	48095	48522	48949	49376	5
6	47070	47466	47862	48257	48653	49312	49754	50196	50637	51079	6
7	48639	49048	49457	49866	50275	50956	51412	51869	52325	52782	7
8	50208	50630	51052	51474	51896	52600	53071	53542	54013	54484	8
9	51777	52213	52648	53083	53518	54243	54729	55215	55701	56187	9
10	53346	53795	54243	54691	55140	55887	56388	56888	57389	57890	10
11	54915	55377	55838	56300	56762	57531	58046	58562	59077	59592	11
12	56484	56959	57434	57909	58383	59175	59705	60235	60765	61295	12
13			59029	59517	60005	60818	61363	61908	62453	62998	13
14				61126	61627	62462	63022	63581	64141	64700	14
15				62734	63249	64106	64680	65254	65829	66403	15
16						65749	66338	66927	67516	68105	16
17											17
18											18
19											19
20			60210	63989	64514	67064	67665	68266	68867	69468	20

Salary Schedule 2023-24

Year	Bachelors	Plus 8	Plus 16	Plus 24	Plus 32	Masters	Plus 8	Plus 16	Plus 24	Plus 32	Year
1	36409	36709	37009	37309	37609	38109	38444	38779	39114	39449	1
2	37865	38177	38489	38801	39113	39633	39982	40330	40679	41027	2
3	39322	39646	39970	40294	40618	41158	41520	41881	42243	42605	3
4	40778	41114	41450	41786	42122	42682	43057	43432	43808	44183	4
5	42234	42582	42930	43278	43626	44206	44595	44984	45372	45761	5
6	43691	44051	44411	44771	45131	45731	46133	46535	46937	47339	6
7	45147	45519	45891	46263	46635	47255	47671	48086	48501	48917	7
8	46604	46988	47372	47756	48140	48780	49208	49637	50066	50495	8
9	48060	48456	48852	49248	49644	50304	50746	51188	51630	52073	9
10	49516	49924	50332	50740	51148	51828	52284	52739	53195	53651	10
11	50973	51393	51813	52233	52653	53353	53822	54291	54760	55229	11
12	52429	52861	53293	53725	54157	54877	55359	55842	56324	56807	12
13			54773	55217	55661	56401	56897	57393	57889	58385	13
14				56710	57166	57926	58435	58944	59453	59962	14
15				58202	58670	59450	59973	60495	61018	61540	15
16						60974	61510	62046	62582	63118	16
17											17
18											18
19											19
20			55869	59366	59843	62194	62741	63287	63834	64381	20

Salary Schedule 2023-24 (with TRS)

Year	Bachelors	Plus 8	Plus 16	Plus 24	Plus 32	Masters	Plus 8	Plus 16	Plus 24	Plus 32	Year
1	40010	40340	40669	40999	41329	41878	42246	42614	42982	43351	1
2	41610	41953	42296	42639	42982	43553	43936	44319	44702	45085	2
3	43211	43567	43923	44279	44635	45228	45626	46023	46421	46819	3
4	44811	45180	45550	45919	46288	46903	47316	47728	48140	48553	4
5	46411	46794	47176	47559	47941	48579	49006	49433	49860	50287	5
6	48012	48407	48803	49199	49594	50254	50695	51137	51579	52021	6
7	49612	50021	50430	50839	51247	51929	52385	52842	53298	53755	7
8	51213	51635	52057	52479	52901	53604	54075	54546	55017	55489	8
9	52813	53248	53683	54119	54554	55279	55765	56251	56737	57223	9
10	54413	54862	55310	55759	56207	56954	57455	57955	58456	58957	10
11	56014	56475	56937	57398	57860	58629	59145	59660	60175	60691	11
12	57614	58089	58564	59038	59513	60304	60834	61365	61895	62425	12
13			60190	60678	61166	61979	62524	63069	63614	64159	13
14				62318	62819	63655	64214	64774	65333	65893	14
15				63958	64473	65330	65904	66478	67053	67627	15
16						67005	67594	68183	68772	69361	16
17											17
18											18
19											19
20			61394	65237	65762	68345	68946	69547	70147	70748	20

Salary Schedule 2024-25

Year	Bachelors	Plus 8	Plus 16	Plus 24	Plus 32	Masters	Plus 8	Plus 16	Plus 24	Plus 32	Year
1	37101	37401	37701	38001	38301	38801	39136	39471	39806	40141	1
2	38585	38897	39209	39521	39833	40353	40701	41050	41398	41746	2
3	40069	40393	40717	41041	41365	41905	42267	42628	42990	43352	3
4	41553	41889	42225	42561	42897	43457	43832	44207	44582	44958	4
5	43037	43385	43733	44081	44429	45009	45397	45786	46175	46563	5
6	44521	44881	45241	45601	45961	46561	46963	47365	47767	48169	6
7	46005	46377	46749	47121	47493	48113	48528	48944	49359	49775	7
8	47489	47873	48257	48641	49025	49665	50094	50523	50951	51380	8
9	48973	49369	49765	50161	50557	51217	51659	52101	52544	52986	9
10	50457	50865	51273	51681	52089	52769	53225	53680	54136	54591	10
11	51941	52361	52781	53201	53621	54321	54790	55259	55728	56197	11
12	53425	53857	54289	54721	55153	55873	56356	56838	57320	57803	12
13			55797	56241	56685	57425	57921	58417	58913	59408	13
14				57761	58217	58977	59486	59996	60505	61014	14
15				59281	59749	60529	61052	61574	62097	62620	15
16						62081	62617	63153	63689	64225	16
17											17
18											18
19											19
20			56913	60467	60944	63323	63870	64416	64963	65510	20

Salary Schedule 2024-25 (with TRS)

Year	Bachelors	Plus 8	Plus 16	Plus 24	Plus 32	Masters	Plus 8	Plus 16	Plus 24	Plus 32	Year
1	40770	41100	41429	41759	42089	42638	43006	43374	43743	44111	1
2	42401	42744	43087	43429	43772	44344	44727	45109	45492	45875	2
3	44032	44388	44744	45100	45456	46049	46447	46844	47242	47640	3
4	45662	46032	46401	46770	47139	47755	48167	48579	48992	49404	4
5	47293	47676	48058	48441	48823	49460	49887	50314	50741	51168	5
6	48924	49320	49715	50111	50507	51166	51608	52049	52491	52933	6
7	50555	50964	51372	51781	52190	52871	53328	53784	54241	54697	7
8	52186	52608	53030	53452	53874	54577	55048	55519	55991	56462	8
9	53816	54252	54687	55122	55557	56282	56768	57254	57740	58226	9
10	55447	55896	56344	56792	57241	57988	58489	58989	59490	59991	10
11	57078	57540	58001	58463	58924	59693	60209	60724	61240	61755	11
12	58709	59184	59658	60133	60608	61399	61929	62459	62989	63519	12
13			61316	61803	62291	63105	63649	64194	64739	65284	13
14				63474	63975	64810	65370	65929	66489	67048	14
15				65144	65658	66516	67090	67664	68238	68813	15
16						68221	68810	69399	69988	70577	16
17											17
18											18
19											19
20			62542	66447	66972	69586	70186	70787	71388	71989	20

Extra-Curricular Stipend Salary Schedule 2022 - 2025

2022-23		2022-23							
Years Experience:	1	2	3	Years Experience:	1	2	3		
	4157	4580	5230	without TRS		1488	1785	2033	without TRS
	4569	5033	5745	with TRS		1636	1961	2234	with TRS
HS Head Football					Play Director				
HS Head Basketball					HS Yearbook				
					Musical Music Director				
	3195	3635	4040	without TRS	Scholastic Bowl				
	3510	3994	4440	with TRS	Asst Speech				
HS Volleyball					JH Volleyball				
HS Softball					JH Baseball				
HS Track					JH Softball				
HS Baseball					JH 8th Football				
HS Cross Country					JH 7th Football				
	3083	3477	3871	without TRS		1373	1647	1876	without TRS
	3388	3820	4254	with TRS		1509	1810	2062	with TRS
HS Cheerleading					FFA/FCCLA				
HS Asst Basketball					Pom Poms				
HS Asst Football					HS Student Council				
Golf					5th/6th Basketball				
					JH Cheerleading				
	2291	2760	3254	without TRS					
	2517	3033	3577	with TRS		1143	1374	1564	without TRS
HS Asst Volleyball						1258	1510	1718	with TRS
7th/8th Basketball					JH Asst Track				
Speech					JH Scholastic				
Vocal director (6-12)					Class Advisor				
HS Asst Baseball					Prom Advisor				
HS Asst Softball									
HS Asst Track									
Band Director (6-12)						687	827	942	without TRS
Weight Training						754	908	1033	with TRS
					National Honor Society				
	1604	1928	2195	without TRS	HS Asst Student Council				
	1763	2119	2412	with TRS	HS Musical Art Director				
JH Track					Stark Smart				
HS/Elem Band Director					Science Olympiad				
					Rebel Reporter				
					5th Grade Band				
					JH Band				
					JH Student Council				
					HS Musical Pit Director				
					HS Musical Pianist				

	2023-24		
Years Experience:	1	2	3
	4241	4671	5335 without TRS
	4661	5134	5860 with TRS
HS Head Football			
HS Head Basketball			
	3259	3708	4121 without TRS
	3581	4074	4529 with TRS
HS Volleyball			
HS Softball			
HS Track			
HS Baseball			
HS Cross Country			
	3144	3547	3949 without TRS
	3455	3897	4339 with TRS
HS Cheerleading			
HS Asst Basketball			
HS Asst Football			
Golf			
	2337	2815	3319 without TRS
	2567	3093	3648 with TRS
HS Asst Volleyball			
7th/8th Basketball			
Speech			
Vocal director (6-12)			
HS Asst Baseball			
HS Asst Softball			
HS Asst Track			
Band Director (6-12)			
Weight Training			
	1636	1966	2239 without TRS
	1799	2162	2460 with TRS
JH Track			
HS/Elem Band Director			

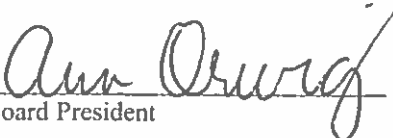
	2023-24		
Years Experience:	1	2	3
	1518	1821	2074 without TRS
	1668	2000	2278 with TRS
Play Director			
HS Yearbook			
Musical Music Director			
Scholastic Bowl			
Asst Speech			
JH Volleyball			
JH Baseball			
JH Softball			
JH 8th Football			
JH 7th Football			
	1401	1680	1913 without TRS
	1539	1847	2103 with TRS
FFA/FCCLA			
Pom Poms			
HS Student Council			
5th/6th Basketball			
JH Cheerleading			
	1166	1402	1595 without TRS
	1283	1540	1752 with TRS
JH Asst Track			
JH Scholastic			
Class Advisor			
Prom Advisor			
	700	844	960 without TRS
	769	926	1054 with TRS
National Honor Society			
HS Asst Student Council			
HS Musical Art Director			
Stark Smart			
Science Olympiad			
Rebel Reporter			
5th Grade Band			
JH Band			
JH Student Council			
HS Musical Pit Director			
HS Musical Pianist			

	2024-25		
Years Experience:	1	2	3
	4325	4765	5441 without TRS
	4754	5237	5977 with TRS
HS Head Football			
HS Head Basketball			
	3324	3782	4203 without TRS
	3652	4155	4620 with TRS
HS Volleyball			
HS Softball			
HS Track			
HS Baseball			
HS Cross Country			
	3207	3617	4028 without TRS
	3524	3975	4426 with TRS
HS Cheerleading			
HS Asst Basketball			
HS Asst Football			
Golf			
	2384	2872	3386 without TRS
	2618	3155	3721 with TRS
HS Asst Volleyball			
7th/8th Basketball			
Speech			
Vocal director (6-12)			
HS Asst Baseball			
HS Asst Softball			
HS Asst Track			
Band Director (6-12)			
Weight Training			
	1669	2006	2284 without TRS
	1835	2205	2509 with TRS
JH Track			
HS/Elem Band Director			

	2024-25		
Years Experience:	1	2	3
	1548	1857	2115 without TRS
	1702	2040	2324 with TRS
Play Director			
HS Yearbook			
Musical Music Director			
Scholastic Bowl			
Asst Speech			
JH Volleyball			
JH Baseball			
JH Softball			
JH 8th Football			
JH 7th Football			
	1429	1713	1952 without TRS
	1570	1883	2145 with TRS
FFA/FCCLA			
Pom Poms			
HS Student Council			
5th/6th Basketball			
JH Cheerleading			
	1190	1430	1627 without TRS
	1309	1571	1787 with TRS
JH Asst Track			
JH Scholastic			
Class Advisor			
Prom Advisor			
	714	861	980 without TRS
	785	945	1075 with TRS
National Honor Society			
HS Asst Student Council			
HS Musical Art Director			
Stark Smart			
Science Olympiad			
Rebel Reporter			
5th Grade Band			
JH Band			
JH Student Council			
HS Musical Pit Director			
HS Musical Pianist			

**Stark County CUSD #100
Board of Education**

**Stark County
Education Association**


Board President


SCEA President


Superintendent


Negotiations Team Member


Negotiations Team Member


Negotiations Team Member


Negotiations Team Member


Negotiations Team Member

SIGNATURE PAGE

The Stark County Teacher Union ratified the Tentative Agreement on February 18, 2022.

The Board of Education of Stark County Community Unit School District #100 and the Stark County Education Association approved on February 22, 2022.

