

COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE STARK COUNTY
TEACHERS' ASSOCIATION

AND

THE STARK COUNTY CUSD #100
BOARD OF EDUCATION

August 12, 2025 – June 30, 2028

FOR THE PERIOD BEGINNING
August 12, 2025 – First day of school 2025

Approved by the Board of Education: March 17, 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. Each party will have an equal number of representatives.

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 DEFINITION

- A. 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 share a copy of the agenda of any special or regular Board meetings and the notice of any special Board meetings at a reasonable time on the district website before such meetings. The Board shall share a copy via district email of the public unofficial minutes of such meetings.

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 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 state/national organization monthly and local annually, 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. 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.

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 outline 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 2025 – 2028 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 or more years of service, an additional 2% of their respective salary on the salary schedule (BA+8 through MA+32) on a one-time basis from step 19 to step 20.

*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 and submit official transcript prior to September 1 to advance on the salary schedule.
- 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.
- D. In the event that a teacher receives tuition reimbursement from the District for approved courses, and subsequently terminates employment with the District within two (2) years from the date of such reimbursement, the teacher shall be obligated to repay the full amount of the tuition reimbursement to the District. The repayment shall be deducted from the teacher's final paycheck.

If the amount of the teacher's final paycheck is insufficient to cover the full reimbursement amount, the teacher agrees to remit the remaining balance to the District within two (2) weeks following the effective date of the teacher's resignation or termination of employment.

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 will receive their salary on a 12-month basis.
- 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 and a "dock day" is reported to TRS.

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 (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 monthly amount the Board of Education will contribute toward the cost of an individual health insurance premium is 100% of the lowest offered plan (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) at a rate of \$100 per month.
- B. If a member elects a plan other than the lowest offered plan, the difference of the lowest offered plan and the elected plan will be deducted from the teacher's paycheck
- C. In lieu of receiving the insurance benefit, any full-time teacher 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 HRA contribution of up to \$2500 per year at the monthly rate of \$208.33.
- 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 six percent (6%) 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.

Teachers who are enrolled in the retirement incentive program for the 2024-2025 school year will be grandfathered into the new collective bargaining agreement at a 6% retirement incentive. This adjustment will apply solely to those enrolled in the retirement incentive program for the 2024-2025 year and will not be retroactive to previous years.

- 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.

6.12 ATTENDANCE INCENTIVE

- A. A member, upon retirement, shall be eligible for reimbursement for up to twenty (20) unused sick days at a rate of One Hundred Dollars (\$100) per unused sick day. Such reimbursement shall be made following the effective date of retirement, and payments will be issued no earlier than July 30th immediately following the member's retirement.

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. Evidence of jury duty must be provided to the District Office.

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 development 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 DEVELOPMENT OF EVALUATION PLAN

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 OR ELECTONIC EVALUATIONS

- A. All written or electronic evaluations shall be signed by the administrator who conducted the evaluation. Written or Electronic 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 or electronic response to any adverse evaluation or observation that is placed in his/her personnel file. Any 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. Evidence 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, 2025 and shall continue in force until the beginning of school, 2028.

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
Teacher Mentor	\$1500 PER YEAR
Instructional Coach	\$5000 PER YEAR

2025-26 (w/o TRS)

Year	Bachelors	Plus 8	Plus 24	Masters	Plus 16	Plus 32
1	44106	44403	44997	45789	46452	47116
2	44481	44781	45381	46181	46851	47521
3	45980	46292	46916	47748	48445	49142
4	47479	47803	48451	49315	50039	50763
5	48979	49315	49987	50883	51633	52384
6	50478	50826	51522	52450	53227	54004
7	51977	52337	53057	54017	54821	55625
8	53476	53848	54592	55584	56415	57246
9	54976	55360	56128	57152	58009	58867
10	56475	56871	57663	58719	59603	60488
11	57974	58382	59198	60286	61197	62109
12	59473	59893	60733	61853	62791	63729
13			62269	63421	64385	65350
14			63804	64988	65979	66971
15			65339	66555	67574	68592
16				68122	69168	70213
17						
18						
19						
20		61091	68072	70943	72037	73130

2025-26 (w/ TRS)

Year	Bachelors	Plus 8	Plus 24	Masters	Plus 16	Plus 32
1	48468	48795	49447	50318	51047	51776
2	48880	49210	49869	50748	51485	52221
3	50527	50870	51556	52470	53236	54002
4	52175	52531	53243	54192	54988	55784
5	53823	54192	54931	55915	56740	57565
6	55470	55853	56618	57637	58491	59345
7	57118	57513	58304	59359	60243	61126
8	58765	59174	59991	61081	61994	62908
9	60413	60835	61679	62804	63746	64689
10	62060	62496	63366	64526	65498	66470
11	63708	64156	65053	66248	67249	68252
12	65355	65816	66740	67970	69001	70032
13			68427	69693	70753	71813
14			70114	71415	72504	73594
15			71801	73137	74257	75376
16				74859	76009	77157
17						
18						
19						
20		67133	74804	77959	79162	80363

2026-27 (w/o TRS)

Year	Bachelors	Plus 8	Plus 24	Masters	Plus 16	Plus 32
1	45870	46170	46770	47570	48240	48910
2	47705	48017	48641	49473	50170	50867
3	49540	49864	50512	51376	52100	52823
4	51375	51711	52388	53279	54029	54780
5	53210	53558	54254	55182	55959	56736
6	55045	55405	56125	57085	57889	58693
7	56879	57251	57995	58987	59818	60649
8	58714	59098	59866	60890	61748	62605
9	60549	60945	61737	62793	63677	64562
10	62384	62792	63608	64696	65607	66518
11	64219	64639	65479	66599	67537	68475
12	66053	66485	67349	68501	69466	70431
13			69220	70404	71396	72387
14			71091	72307	73325	74344
15			72962	74210	75255	76300
16				76113	77185	78257
17						
18						
19						
20		67815	74421	77635	78728	79822

2026-27 (w/ TRS)

Year	Bachelors	Plus 8	Plus 24	Masters	Plus 16	Plus 32
1	50407	50737	51396	52275	53011	53748
2	52423	52766	53452	54366	55132	55898
3	54440	54796	55508	56457	57252	58048
4	56456	56825	57564	58548	59373	60197
5	58472	58855	59619	60639	61493	62347
6	60488	60884	61675	62730	63614	64497
7	62505	62914	63731	64821	65734	66647
8	64521	64943	65787	66912	67855	68797
9	66537	66972	67843	69003	69975	70947
10	68554	69002	69899	71094	72096	73097
11	70570	71031	71955	73185	74216	75247
12	72586	73061	74010	75276	76337	77397
13			76066	77367	78457	79547
14			78122	79458	80577	81697
15			80178	81549	82698	83846
16				83640	84818	85996
17						
18						
19						
20		74522	81781	85313	86515	87716

2027-28 (w/o TRS)

Year	Bachelors	Plus 8	Plus 24	Masters	Plus 16	Plus 32
1	47705	48005	48605	49405	50075	50745
2	49613	49925	50549	51381	52078	52775
3	51522	51846	52494	53358	54081	54805
4	53430	53766	54438	55334	56084	56835
5	55338	55686	56382	57310	58087	58864
6	57246	57606	58326	59286	60090	60894
7	59155	59527	60271	61263	62093	62924
8	61063	61447	62215	63239	64096	64954
9	62971	63367	64159	65215	66099	66984
10	64879	65287	66103	67191	68102	69014
11	66787	67207	68047	69167	70105	71043
12	68696	69128	69992	71144	72108	73073
13			71986	73120	74111	75103
14			73880	75096	76114	77133
15			75824	77072	78117	79163
16				79048	80120	81192
17						
18						
19						
20		70510	77341	80629	81723	82816
21		72430	79285	82606	83726	84846
22*		74350	81250	84682	85720	86870
23*		76270	83170	86658	87782	88900
24*		78190	85100	88584	89900	91040
25*		80110	87050	90510	91750	92950

*No members will advance beyond step 21 under this current CBA.

2027-28 (w/ TRS)

Year	Bachelors	Plus 8	Plus 24	Masters	Plus 16	Plus 32
1	52423	52753	53412	54291	55028	55764
2	54520	54863	55549	56463	57229	57995
3	56617	56973	57685	58635	59430	60225
4	58714	59083	59822	60806	61631	62456
5	60811	61194	61958	62978	63832	64686
6	62908	63304	64095	65150	66033	66917
7	65005	65414	66231	67321	68234	69147
8	67102	67524	68368	69493	70436	71378
9	69199	69634	70504	71665	72637	73608
10	71296	71744	72641	73836	74838	75839
11	73393	73854	74777	76008	77039	78070
12	75490	75964	76914	78180	79240	80300
13			79050	80351	81441	82531
14			81187	82523	83642	84761
15			83323	84695	85843	86992
16				86866	88044	89222
17						
18						
19						
20		77484	84990	88604	89805	91007
21		79594	87126	90775	92006	93237
22*		81704	89285	92987	94208	95469
23*		83814	91500	95100	96400	97690
24*		85924	93736	97200	98600	99940
25*		88034	95972	99462	100800	102160

*No members will advance beyond step 21 under this current CBA.

2025-26

Years Experience	1	2	3		Years Experience	1	2	3	
	4758	5242	5985	without TRS		1703	2043	2327	without TRS
HS Head Football	5228	5760	6577	with TRS	Play Director	1871	2245	2557	with TRS
HS Head Basketball					HS Yearbook				
					Musical Music Director				
	3656	4160	4623	without TRS	HS Scholastic Bowl				
HS Head Volleyball	4018	4572	5081	with TRS	HS Asst Speech				
HS Head Softball					JH Volleyball				
HS Head Track					JH Baseball				
HS Head Baseball					JH Softball				
HS Cross Country					JH 8th Football				
					JH 7th Football				
					JH Cross Country				
	3528	3979	4431	without TRS		1572	1894	2147	without TRS
HS Cheerleading	3877	4372	4869	with TRS	FFA/FCCLA	1727	2071	2360	with TRS
HS Asst Basketball					Pom Poms				
HS Asst Football					HS Student Council				
HS Golf					5th/6th Basketball				
SC News					JH Cheerleading				
	2622	3159	3725	without TRS		1309	1573	1790	without TRS
HS Asst Volleyball	2892	3472	4093	with TRS	JH Asst Track	1438	1729	1967	with TRS
7th/8th Basketball					JH Scholastic Bowl				
HS Speech					Class Advisor				
Vocal Director (6-12)					Prom Advisor				
HS Asst Baseball					HS ESports				
HS Asst Softball					JH Speech				
HS Asst Track									
Band Director (6-12)						785	947	1078	without TRS
Weight Training						863	1041	1185	with TRS
	1836	2207	2512	without TRS	National Honor Society				
JH Track	2017	2425	2761	with TRS	HS Asst Student Council				
HS/Elem Band Director					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				
					HS Bass Fishing				

2026-27


Years Experience	1	2	3		Years Experience	1	2	3	
	4948	5451	6225	without TRS		1771	2124	2420	without TRS
HS Head Football	5437	5990	6840	with TRS	Play Director	1946	2335	2659	with TRS
HS Head Basketball					HS Yearbook				
					Musical Music Director				
	3803	4327	4808	without TRS	HS Scholastic Bowl				
HS Head Volleyball	4179	4755	5284	with TRS	HS Asst Speech				
HS Head Softball					JH Volleyball				
HS Head Track					JH Baseball				
HS Head Baseball					JH Softball				
HS Cross Country					JH 8th Football				
					JH 7th Football				
					JH Cross Country				
	3669	4138	4608	without TRS		1635	1960	2233	without TRS
HS Cheerleading	4032	4547	5064	with TRS	FFA/FCCLA	1796	2153	2454	with TRS
HS Asst Basketball					Pom Poms				
HS Asst Football					HS Student Council				
HS Golf					5th/6th Basketball				
SC News					JH Cheerleading				
	2727	3286	3874	without TRS		1361	1638	1861	without TRS
HS Asst Volleyball	2997	3611	4257	with TRS	JH Asst Track	1496	1798	2045	with TRS
7th/8th Basketball					JH Scholastic Bowl				
HS Speech					Class Advisor				
Vocal Director (6-12)					Prom Advisor				
HS Asst Baseball					HS ESports				
HS Asst Softball					JH Speech				
HS Asst Track									
Band Director (6-12)						817	985	1121	without TRS
Weight Training						898	1082	1232	with TRS
	1909	2295	2613	without TRS	National Honor Society				
JH Track	2098	2522	2871	with TRS	HS Asst Student Council				
HS/Elem Band Director					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				
					HS Bass Fishing				

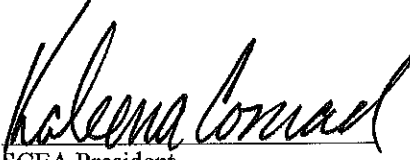
2027-28

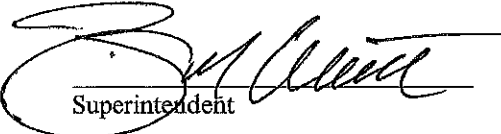
Years Experience	1	2	3		Years Experience	1	2	3	
	5146	5669	6473	without TRS		1842	2209	2516	without TRS
HS Head Football	5655	6230	7114	with TRS	Play Director	2024	2428	2765	with TRS
HS Head Basketball					HS Yearbook				
					Musical Music Director				
	3955	4500	5001	without TRS	HS Scholastic Bowl				
HS Head Volleyball	4346	4945	5495	with TRS	HS Asst Speech				
HS Head Softball					JH Volleyball				
HS Head Track					JH Baseball				
HS Head Baseball					JH Softball				
HS Cross Country					JH 8th Football				
					JH 7th Football				
					JH Cross Country				
	3816	4303	4792	without TRS		1700	2038	2322	without TRS
HS Cheerleading	4193	4729	5266	with TRS	FFA/FCCLA	1868	2240	2552	with TRS
HS Asst Basketball					Pom Poms				
HS Asst Football					HS Student Council				
HS Golf					5th/6th Basketball				
SC News					JH Cheerleading				
	2836	3417	4029	without TRS		1416	1701	1936	without TRS
HS Asst Volleyball	3117	3755	4427	with TRS	JH Asst Track	1556	1870	2127	with TRS
7th/8th Basketball					JH Scholastic Bowl				
HS Speech					Class Advisor				
Vocal Director (6-12)					Prom Advisor				
HS Asst Baseball					HS ESports				
HS Asst Softball					JH Speech				
HS Asst Track									
Band Director (6-12)						849	1024	1166	without TRS
Weight Training						934	1126	1281	with TRS
	1986	2387	2717	without TRS	National Honor Society				
JH Track	2182	2523	2986	with TRS	HS Asst Student Council				
HS/Elem Band Director					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				
					HS Bass Fishing				

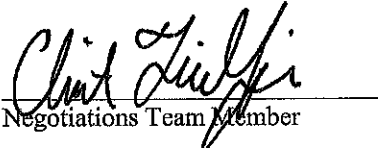
**Stark County CUSD #100
Board of Education**

**Stark County
Education Association**



Board President

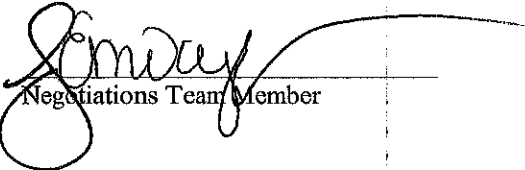

SCEA President

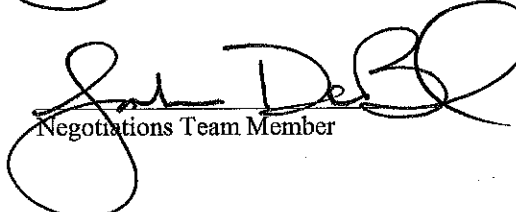

Superintendent


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 March 14, 2025.

The Board of Education of Stark County Community Unit School District #100 and the Stark County Education Association approved on March 17, 2025.

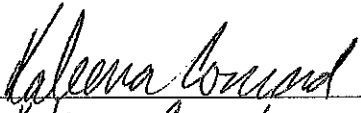
Signature Page

Tentative Collective Bargaining Agreement


This Tentative Collective Bargaining Agreement (CBA) is entered into on this TWENTY-FOURTH day of FEBRUARY, 2025, between the Stark County Teacher Association (SCTA) and the Stark County Board of Education (the Board).

By signing below, the undersigned parties acknowledge and agree to the terms and conditions of this Tentative Collective Bargaining Agreement.

For the Stark County Teacher Association

Signature: 
Name: Kaleena Conrad
Title: SCTA President
Date: February 25, 2025

For the Stark County Board of Education

Signature: 
Name: Brent M. Elliott
Title: Superintendent
Date: February 25, 2025

Acknowledgement of Tentative Agreement

The parties hereby acknowledge that this Agreement is tentative and subject to ratification by the respective bodies of the Stark County Teacher Association and the Stark County Board of Education.

Revision Clause

In the event of a revision, either side may request in writing a proposed change to the terms of this Agreement.