

**NEGOTIATION AGREEMENT**

**BETWEEN**

**THE PIKELAND COMMUNITY UNIT SCHOOL DISTRICT #10**

**BOARD OF EDUCATION**

**AND**

**THE UNIT TEN TEACHERS ASSOCIATION**

**2011--2013**

The following is an agreement between the Pikeland Community Unit School District #10 Board of Education, hereafter referred to as "The Board" and the Unit Ten Teachers Association 3906 IFT/AFT hereinafter referred to as "The Union".

**Article 1**

**Section 1.1**

For the purpose of collective bargaining, with regard to wages, hours and working conditions, the Board recognizes the Unit #10 Teachers' Association, hereinafter referred to as the "Union" as the sole and exclusive representative for all regular certified teaching personnel (full and part-time). The Superintendent, Assistant Superintendent, Principals and Assistant Principals are excluded from the Unit.

**Section 1.2**

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

**Article 2**

**Section 2.1 Board Rights**

The Board retains and reserves unto itself all powers, rights, duties and responsibilities conferred upon and vested in it by the statute of the State of Illinois. The Board shall not be required to bargain over inherent managerial policy which shall include the following areas of discretion or policy.

1. The Functions of the Board
2. Standards of Service
3. The Board's Overall Budget
4. Selection of New Employees
5. Direction of All Employees
6. Goals and Objectives of the District

## Article 3

### Section 3.1

**During the term of this Agreement, employees shall not participate in a strike in whole or in part. Strike means an employee's refusal in concerted action with others to report for duty, or his or her willful absence from his or her position, or his or her stoppage of work, or his or her absence in whole or in part from the full, faithful or proper performance of his or her duties of employment, for the purpose of including, influencing or coercing a change in the conditions, compensation, rights, privileges or obligations of public employment.**

## Article 4

### Section 4.1 Work Day

**2011-12** With regard to instructional responsibilities, the teacher work day shall not exceed 7 1/2 clock hours, including the duty-free lunch period. However, it is understood that teachers may be required to exceed this 7 1/2 hour limit to accommodate faculty meetings, emergencies, as determined by the administration.

**2012-1013** - With regard to instructional responsibilities, the teacher work day shall not exceed 7 3/4 clock hours, including the duty-free lunch period. However, it is understood that teachers may be required to exceed this 7 3/4 hour limit to accommodate faculty meetings, emergencies, as determined by the administration. As indicated in Section 4.6, the actual teacher work day will be from 8:00 a.m. through 3:45 p.m.

### Section 4.2 Preparation Time

Preparation periods equivalent to one regular class period per day shall be granted to teachers in departmental assignments. Teachers in self-contained assignments shall be granted preparation time throughout the entire school year when their students receive scheduled music and library time, unless the Superintendent designates otherwise, as a result of special circumstances which alter the daily schedule.

### Section 4.3 Duty Free Lunch

Teachers shall have a duty-free lunch of no less than the students' lunch period or thirty (30) minutes, whichever is greater.

### Section 4.4 Work Space

In order to promote and facilitate an optimum learning environment, the administration will ~~to~~ provide a healthy work space and access to a computer for teacher use. On any weather related early release days, staff will be allowed to go home early or provided the opportunity to move to a properly heated and/or cooled facility.

### Section 4.5 Publications

The Board shall place the following items in the staff work area of each attendance center and in the mailbox of the Union President.

1. Board Agenda
2. Minutes of Open Board Meetings
3. District Policy Manuals
4. Scattergram, by February 1

Every effort shall be made to provide these materials in a timely fashion.

#### **4.6 Secondary Preparation Time**

High School faculty shall not be required to have an excess of six preparations per day in a seven-period day. Preparations shall be defined as the number of scheduled classes taught, excluding special education. If a teacher agrees to an extra preparation, this is permitted if the teacher is compensated at the hourly rate of pay. In addition, scheduled student contract time will begin at 8:25 a.m. The actual teacher work day will be from 8:00 a.m. through 3:45 p.m., not to exceed the guidelines listed in Section 4.1 of the contract.

#### **4.7 – 4.9 on Voluntary Transfer, Involuntary Transfer, Routine Reduction Plan along with portions of Article 3, Article 7, Article 8, Article 9, and Article 13**

The impact of SB 7 will require additional discussion of these items. Both sides agree to work collaboratively on language that complies with the new requirements of SB 7. This will be accomplished at a mutually agreeable time when more definite information is available.

#### **4.7 Section 4.7 Voluntary Transfer and Reassignment**

1. In the event of a transfer due to an opening or a newly created position in the bargaining unit, teachers in the bargaining unit who have made written application shall be considered before outside applicants are sought or involuntary transfers are made.
2. If a reassignment is necessary, those teachers willing to be reassigned will be given consideration before involuntary assignments are made.
3. Transfer is defined as relocation to another building or site.
4. Reassignment is defined as relocation to another department or grade level within the same building.

#### **Section 4.8 Involuntary Transfer**

Every effort will be made to limit involuntary transfers.

#### **Section 4.9 Routine Reduction Plan**

In accordance with Section 10-20 2b of the School Code of Illinois, the following routine task reduction plan is being submitted on behalf of the Unit Ten Teachers Association and the Pikeland #10 Board of Education.

In an attempt to reduce the amount of paperwork and other routine tasks assigned to certified staff, the Board has put in place or will make every effort to put in place.

- a. An elementary reading series that does not require as much duplicated material.
- b. An elementary volunteer assistance program, thus providing a pool of labor to perform various tasks.

- c. **Quality reproductive equipment to shorten the amount of time needed to duplicate classroom materials.**
- d. **A volunteer assistance program to be set up at Pikeland Community School and Pittsfield High School to perform routine tasks.**
- e. **Computer equipment at the secondary level, so as to simplify and shorten routine tasks.**

#### **Section 4.10 - Early Dismissal**

**During at least the first five (5) full days of student attendance, classes will be dismissed at 2:45 p.m. daily. Further early dismissals will be made at the discretion of the superintendent. All early dismissals shall be as early as possible, however, shall comply with state reimbursement requirements.**

#### **Section 4.11 - Mentor Program**

**If in the judgment of the administration, a mentor is needed to assist and train the newly hired in a benchmark group, then the mentor's responsibility will be developed in consultation with the Principal. Mentors will be reimbursed at the internal sub rate for mutually agreed upon time spent beyond the school day.**

#### **Section 4.12 – Notification of Staffings**

**The district shall comply with IDEA regulations regarding notices to teachers of staffings. Teachers covering for those teachers involved in the staffings shall be notified at the same time of those participating in the staffing, so they can make adequate preparations.**

#### **Section 4.13 – Insurance Information**

**A representative from the insurance administration shall be asked to meet annually with the membership to discuss and address insurance concerns.**

#### **Section 4.14 – New Hires**

**Any employee hired after June 30, 2000, shall receive credit on the salary schedule up to their actual previous teaching experience outside of the district.**

#### **4.15 Fair Share**

- .1 It is recognized that the Union's duties as the sole and exclusive bargaining agent entail expenses which appropriately are shared by all teachers who are beneficiaries of said Agreement. To this end, if a teacher does not join the Union, such teacher will:
  - .1 Execute an authorization for the deduction of a sum equivalent to the proportionate share of the cost of the services rendered by the Union; or**
  - .2 Pay directly to the Union a like sum.****

- .2 In the event such an authorization is not signed or such payment is not made within thirty (30) days following the commencement of employment of the teacher or the effective date of this Agreement, whichever is later, the Board shall, after notification in writing from the Union, deduct such amount in equal payments from the regular salary check of the teacher.**
- .3 The Union, the Illinois Federation of Teachers, AFL-CIO, and the American Federation of Teachers, AFL-CIO, agree to defend, indemnify and save the Board harmless against any claims, demand, suit or other form of liability which may arise by reason of any action taken by the Board in complying with the provisions of this Section, provided that this Section shall not apply to any claim, demand, suit or other form of liability which may arise as a result of the Board's failure to comply with the obligations imposed upon it by this Section.**
- .4 The Union shall annually certify to the Board the amount constituting each nonmember employee's share, which amount shall include only such expenses as qualify for inclusion in the Fair Share fee pursuant to the rules and regulations of the Illinois Educational Labor Relations Board. Such certification shall be made in writing by the Union president and submitted to the business office on October 1 of each year. In the event a teacher objects to the amount of such fee, the Union shall place the objecting teacher's fees in a blind escrow or blind trust pending final determination of the appropriateness of the fee imposed. Such determination shall be made only after a full hearing before the Illinois Educational Labor Relations Board or any impartial fact-finder appointed by the IELRB. If the teacher is entitled to a refund, the teacher shall receive such refund plus any interest earned on the refund during pendency of the action.**
- .5 If a nonmember teacher declares the right of nonassociation based upon bona fide religious tenets or teaching of a church or religious body of which such teacher is a member, such teacher shall be required to pay an amount equal to the teacher's proportionate share to a nonreligious charitable organization mutually agreed upon by the teacher and the Union. If the teacher and the Union are unable to reach agreement on the matter, the charitable organization shall be selected from a list established and approved by the Illinois Educational Labor Relations Board in accordance with its rules.**

## Article 5

### Section 1 Class Size

The Board shall make every effort to limit class size to numbers designed to affect the best possible educational program for District #10 students. Ongoing monitoring of class size will continue.

## Article 6

### Section 1 Union Rights

The Union agrees to represent equally and without prejudice all members of the bargaining unit for the purposes of negotiations with the Board concerning wages, hours and working conditions, and the settlement of grievance in the formal stage (8.3, steps 2 through 5).

### Section 2 Building Usage

The Union shall have the right to hold meetings on school district property, subject to facility availability. However, it is understood that the Superintendent or his/her designee reserves the right to change the location of the meeting if he/she deems such necessary.

### Section 3 Progressive Discipline

The Union and District subscribe to the concept of progressive corrective discipline. Steps of progressive discipline are (1) verbal warning, (2) written warning, (3) suspension with or without pay, and (4) discharge. Disciplinary action will be administered in a manner so as not to cause unnecessary embarrassment to the staff member.

The above steps in the progressive disciplinary procedure may not be strictly followed depending upon the severity of the employee's conduct. Evaluations, unsatisfactory performance ratings, and non-renewal of probationary employees is not considered disciplinary.

### Section 4 Consultation Committee

In order to promote the free flow of information between the Union, the District, and the Board, the Union and the District agree to establish a Consultation Committee composed of three representatives of the Union selected by the Union and three appointed by the Board. The Consultation Committee shall meet upon the request of either party, but not more than four (4) times per year, to discuss matters of mutual concern.

## Article 7

### Section 7.1

Only one official Board file shall be kept for each teacher. The employee has the right to examine his/her personnel file upon request. Upon receiving a written request from a teacher, the Superintendent shall, within five working days of said request, provide a copy of said requested materials to the teacher.

All material placed in a teacher's file by an administrator will be respected by the teacher and administrator as confidential as pertaining to students and the general public except as may be required by the Union or the teacher for purposes of representation of the teacher in the implementation of this Agreement, or by the Board in bringing charges.

In the event any file materials are determined to be in error by legal or grievance proceedings such portion of materials will be removed from the teacher's file.

Matters pertaining to the grievance procedure shall not be included in the teacher's personnel file. All matters pertaining to a grievance shall be treated as confidential.

#### 7.2.4.1 Procedures for Staff Reduction

If the number of positions must be reduced, the Employees who are subject to removal shall receive notice by register mail at least sixty (60) days before the end of the school term preceding the expiration of this Agreement together with a statement of honorable dismissal and the reason therefore.

#### 7.2.4.2 Dismissal by Seniority

Employees to be laid off shall be dismissed on the basis of district seniority, with the least senior employee being dismissed first (i.e. all first year employees will be removed first, second year employees next, etc).

#### 7.2.4.3 Rights of RIF'ed Employees

An Employee who is dismissed due to reduction in force and who becomes certified and qualified for additional position(s), shall gain his/her district seniority in any additional position for which they become certified and/or qualified. Such employee's additional certification shall be added to the seniority list of RIF'ed employees. The employees shall have the responsibility of keeping the Employer informed of any additional certification. Such additional certification shall not be added to the seniority list until verification has been supplied by the Employee to the Employer prior to July 1 of the year of recall.

#### 7.2.4.4 Exceptions to Seniority

An employee subject to removal may bump a less senior employee provided they are certified and legally qualified for that position.

#### 7.2.4.5 Employee on Leave of Absence

Employees who are on leave of absence are subject to this article.

#### 7.2.5 Re-Employment Procedure After Layoff

Any employee who has been dismissed under these procedures shall have recall rights as follows:

**7.2.5.1 Recall Rights**

**Recall rights for tenured teachers with four (4) years experience in Pikeland shall be in effect from the date of termination through two (2) calendar years from the beginning of the next school term following the date of the notice of dismissal.**

**7.2.5.3 Recall by Reverse Seniority**

**The Employer shall offer available positions to the most senior Employee on layoff who is certified for the available position.**

**7.2.5.4 Notification of Recall**

**The employer is responsible for sending notice to the most senior employee who is properly certified for the available position. Notice will be sent to the last address on file with the Employer. A copy of this article will be enclosed with the Employer's notice. The Employee must give written response to the Employer within ten (10) days of the date the recall notice was sent.**

**7.2.5.5 Employee's Obligation to Respond to Notice**

**Any employee who fails to respond to a proper notice of a vacancy will be placed at the bottom of the recall list as it exists at the time of such failure to respond. However, an employee may elect to be passed over in which case the employee retains his/her position on the recall list, and the Employer will offer the available position to the next most senior qualified employee.**

**Each employee on layoff may elect to be passed over by giving written notice to the employer within ten (10) days of the notice was sent.**

**7.2.5.8 Change of Address**

**Employees are responsible for informing the Office of the Superintendent of any changes of residence.**

**7.2.5.9 Temporary or Part-Time Positions**

**Temporary or part-time positions will first be offered to employees with recall rights in the same order as for permanent positions. Acceptance or refusal of a temporary or part-time position will not affect the recall rights of an employee.**

**7.2.5.11 Fringe Benefits/RIF'ed Employees**

**RIF'ed Bargaining Unit Members have the right to Cobra Insurance only.**

## Article 8

### Section 8.1

A grievance shall be defined as a complaint of an alleged violation of any provision of the Agreement during the term of the Agreement.

### Section 8.2 Grievance Provisions

1. In all formal steps of the Grievance Procedure, the grievant shall meet with the administration representatives and may bring a teacher representative or Union representative to said meetings if he/she so desire.
2. In all steps of the Grievance Procedure except Step 5, conferences relating to said grievance shall be held after school hours at the convenience of the administration.
3. A grievance may be initiated by a teacher in his/her own behalf.
4. Except where an arbitrator might require, conferences under this procedure shall be conducted after regular teaching hours.
5. All references to days shall mean school days.
6. All time limits may be extended by mutual agreement between the parties.
7. Materials related to a grievance shall not be in the teacher's personnel file.

### Section 8.3 Procedures

#### Step 1

It is the responsibility of the teacher initiating the conversation to inform said administrator that the informal first step in the grievance process has in fact taken place. Without this clarification, subsequent grievance procedure steps cannot be taken by the employee or Union.

#### Step 2

In the event the grievance is not resolved at Step 1, the grievant shall present a written statement of the alleged violation and supporting data to the building principal within ten (10) days of the Step 1 meeting. The principal shall, within ten (10) days of the receipt of said material, confer in private with the grievant in an attempt to resolve the grievance. Within ten (10) school days after the completion of the conference, the building principal shall give his written decision.

#### Step 3

**In the event that the grievance is not settled at Step 2, the teacher may file a written appeal within ten (10) days with the Superintendent or his designee. Within ten (10) days of the receipt of the written appeal, the Superintendent or his designee shall confer with the grievant in an effort to resolve the grievance. The Superintendent or his designee, within ten (10) days following the conference, shall file his/her written decision with the grievant and the Board.**

#### **Step 4**

**In the event the grievance is not resolved at Step 3, the teacher may submit a written appeal to the Board of Education. Such an appeal shall be made within ten (10) days after receipt of the Superintendent's decision. No later than ten (10) days after receiving the appeal, the Board shall communicate its decision in writing to the grievant.**

#### **Step 5**

**Within ten (10) days after receiving the decision of the Board, the parties, if dissatisfied at Step 4, may, by mutual agreement, submit the grievance to grievance mediation. Grievance mediation is non-binding to both parties. If the grievance is not resolved at grievance mediation, either Party may submit the grievance to final and binding arbitration through the American Arbitration Association (AAA), which shall act as the administrator for the proceeding. The Voluntary Labor Arbitration Rules of the AAA shall be used.**

#### **Section 8.4 Arbitrator Fees**

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

## Article 9

### Section 9.1

Teachers shall be notified in writing no later than July 1 of their tentative teaching assignment for the following school term, as to grade level, school and/or subject area. Should a change become necessary after July 1, affected staff members shall be notified as soon as possible.

### Section 9.2

The Superintendent shall post in each attendance center a notice of all certified vacancies for ten (10) days prior to permanently filling the vacancies. During the summer, such notices shall be e-mailed to the homes of certified staff. For staff members who do not have e-mail access during the summer months the district will mail notices provided the staff notifies the district at the end of the school year.

### Section 9.3

Effective with the beginning of the 1987-88 school year, District seniority is defined as the length of continuous service as a tenured teacher in District #10, beginning with the first day of service after said teacher has achieved tenure. No teacher hired prior to 1987-88 shall lose any previously accrued seniority.

Accrued seniority per the District seniority list dated February 15, 1985 will be grandfathered. Effective June 1, 1985, teachers hired after that date shall have their seniority accrue in proportion to the part of the school day which they work. In no instance, however, shall a teacher be eligible to accrue seniority beyond the regular school year or to accrue more than one year of seniority during said school year period.

Should two or more tenured teachers have identical seniority and it becomes necessary to break a tie for reduction-in-force reasons, such ties shall be broken in the following order:

1. Greatest number of college credit hours (those used to determine placement on the salary schedule) beyond the Bachelor's degree.
2. Greatest years of teaching experience within Illinois.
3. Drawing by lots.

**Article 10 Leaves**

**Section 10.1a Sick Leave**

Sick leave shall be granted for the following levels of years served in the district:

In years 0 – 9 -----	11 days per year
In years 10 – 19 -----	12 days per year
In years 20 – 24 -----	13 days per year
In years 25 – 29 -----	15 days per year
In years 30 + -----	21 days per year

Sick days in excess of those used for TRS credit shall be transferred into the Sick Leave Bank.

Sick leave will be capped at 340 plus leave of the current year for the year(s) 2011-2013.

**Section 10.1c Sick Leave Bank**

The Board agrees to allow the Union to establish and operate a Sick Leave Bank for certified teachers of the District.

The purpose of the Sick Leave Bank shall be to provide extended sick leave for teachers who have exhausted their personally accumulated sick leave and, due to personal or immediate family catastrophic illness or injury, are unable to return to work.

Participation in the Sick Leave Bank shall be voluntary. Each teacher shall be given an authorization format the beginning of each school year. Any teacher desiring to participate shall sign the authorization and return it to his/her building representative. No teacher, who is regularly certified and submits application within time limits specified below, shall be denied membership. In the first year of operation and in subsequent years, if the number of days in the Bank falls below 200 days, each participating teacher shall contribute two days to the Bank. If the number of accumulated days in the Bank falls between 200 to 300 days, each participating teacher shall contribute one day to the Bank. Copies of new authorizations from each participating teacher shall be submitted to the Superintendent. Upon receipt of copies of authorizations, the Superintendent shall be empowered, on behalf of the Board, to deduct either 1 or 2 days from each applicant's personally accumulated sick leave and add the difference subtracted to the total in the Sick Leave Bank.

New employees in the District who become participants in the Sick Leave Bank shall contribute two days. Employees already in the District, who become participants in the

**Bank, shall contribute four days, plus any additional assessments during said employee's tenure.**

**The number of days transferred for each applicant shall be determined by the Sick Leave Bank Committee to be appointed by the Union from its membership. The number of days contributed shall not exceed two days per applicant per year. The Committee shall inform the Superintendent of the number of days to be transferred per applicant no later than two weeks following the first day of school. No new memberships shall be allowed after that date. The School Board will not be held liable for any days transferred except as provided for below and will not contribute additional days to the Bank.**

**Only members of the Sick Leave Bank shall be allowed to withdraw days from it. No member shall be allowed to withdraw more than forty-five days during one school year. If a member does withdraw forty to forty-five days during one school year, they must deposit four (4) days back into the Sick Leave Bank at the beginning of the next school year in order to be considered a member of the Bank. Days deposited shall not be withdrawn when a teacher ceases to be a member of the Bank. The number of days accumulated at the end of one year shall carry over to the following year. Should the total of days withdrawn from the Bank equal the balance at any time, the Bank will cease operations until it can be replenished at the start of the next school year.**

### **Operational Guidelines**

**The Sick Leave Bank Committee shall govern the operation of the Sick Leave Bank. It shall consist of three members appointed by the Union. A teacher who has exhausted his/her personally accumulated sick leave may make written application to the Committee for withdrawal of days from the Bank. Should the teacher be unable to make application, he/she shall state the reason for the inability to work and the number of days requested from the Bank. Before granting the request, the Committee must elicit affirmative answers to the following:**

- 1. Is the teacher listed as a current member of the Sick Leave Bank?**
- 2. Has the teacher exhausted his/her personally accumulated sick leave?**
- 3. Is the absence from work due to prolonged illness or injury to the teacher or a member of his/her immediate family? (Examples would include, but not be limited to, heart attack, cancer, car accident, major surgery, etc. This program would not be used for short term illness).**

**The Committee shall be able to affect such other operational guidelines as necessary to carry out the intent of this article.**

**Upon approval of the Sick Leave Bank Committee, the School Board agrees to pay full teaching salary at the teacher's regular rate of pay for all days granted from the Sick Leave Bank. The number of days paid shall be subtracted from the balance in the Sick Leave Bank.**

## **Section 10.2 Professional Leave**

Employees may be granted professional leave during the year without loss of pay. Such days may be used to attend workshops, seminars, conventions, or other educational forums related to the employee's educational duties. The use of such days is subject to prior approval by the Superintendent or his/her designee.

### **Section 10.3 Union Leave**

The Union, from its total membership, shall be allowed an aggregate maximum of two (2) days leave without loss of pay to attend meetings pertinent to Union matters. A written request for such leave shall be submitted to the Superintendent at least five (5) days prior to the requested absence.

### **Section 10.4 Subpoena**

No teacher shall suffer loss of pay due to answering a subpoena to testify in a court of law in a school related matter. In all other subpoena situations, the Superintendent will decide if the teacher can participate without loss of pay. If the teacher is monetarily compensated for such a court appearance, the teacher shall surrender any monies received to the District.

### **Section 10.5 Bereavement Leave**

Employees may use up to two (2) days per year for bereavement. Teachers reserve the right to use sick leave for the death of individuals covered by statute, allowing them to retain bereavement leave for individuals not covered by the statute.

### **Section 10.6 Personal Leave**

Employees shall receive three (3) personal days per year for the purpose of personal leave according to the following definition: No less than 1/2 day increments without loss of pay. Twenty-four hours of advanced notice to the superintendent is required, except in emergency instances. These days may not be used during the first or last week of school or immediately before or after a holiday without the approval of the Superintendent or his/her designee for emergency situations. No more than five teacher days may be used on any given day, district-wide except in emergency situations.

## **Article 11 Complete Understanding**

### **Section 11.1**

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

## **Article 12**

### **Section 12.1 Lunch Room Supervision**

Teachers who elect to give their lunch period and volunteer to supervise students during the student cafeteria lunch period shall be compensated at the rate of \$20.00 per hour. However, lunch room supervision shall be assigned by the building principal or his/her designee to other teachers if enough volunteers are not obtained. Said teachers shall be compensated at the rate of \$20.00 per hour.

### **Section 12.2**

Teachers shall be paid according to the attached salary schedules. Horizontal movement on the schedules shall not be restricted to hours leading to a higher degree. Subject to the Superintendent's approval, hours relating to a teacher's assigned duties may also result in horizontal movement.

### **Section 12.3 Extracurricular**

The salary for coaches first employed under the extra-curricular formula program will receive an extra-curricular salary increase equal to the percent increase of the base.

New coaches hired for the 1996 - 1997 school year and thereafter receive a salary for coaching determined by the attached extra-curricular salary schedule.

### **Section 12.4**

The extracurricular schedule, as attached, shall be used.

### **Section 12.5 Insurance**

The Board shall maintain the current health/medical insurance program. The Board will pay 100% of the cost per teacher for single coverage at the lowest deductible level toward the health/medical insurance policy.

The anniversary date for the insurance premium shall be Oct. 1.

2011-12 Board pays 100% of single coverage at lowest deductible level

2012-13 Board pays 100% of 2011-12 single coverage at lowest deductible level + 90% of increase of single coverage.

### **Section 12.6**

When the District sponsors summer school, teachers shall be paid \$20.00 per hour, with up to an additional \$1.50 per hour stipend depending upon the balance of state monies available at the end of the program.

### **Section 12.7 Internal Substitution**

**In the event a building principal requests a bargaining unit member to cover a classroom during his/her preparation period, the sum of twenty dollars (\$20) per clock hour shall be paid to that bargaining unit member. Any time in excess of or less than one hour shall be prorated. Proration shall be in fifteen (15) minute intervals. Every fraction of a fifteen (15) minute interval shall count as a full fifteen (15) minute interval.**

**If a bargaining unit member makes an arrangement for another bargaining unit member to cover a classroom with the principal's approval, the above stipends do not apply.**

**In the event a principal requests a bargaining unit member to cover a class period for another bargaining unit member who leaves work due to illness, sick leave will be deducted in one-half day increments.**

### **Section 12.8 Tuition Reimburse**

**To assist teachers in adding to professional growth, the following tuition reimbursement plan is established:**

- 1. Only tenured teachers are eligible for tuition reimbursement.**
- 2. The Board of Education will reimburse tuition costs of eligible teacher as provided in this section. The maximum reimbursement of \$200.00 per credit hour, up to a maximum of 6 credit hours per year with a cap of \$8000 each year (July 1-June 30<sup>th</sup>) to the district.**
- 3. Tuition reimbursement is available only for college or university credit courses taken through an accredited educational institution that directly relates to the teacher's current assignment or that leads to a higher degree in education or related field. In order to be eligible to receive reimbursement, the course must be approved prior to enrollment by the Superintendent.**
- 4. A teacher will receive reimbursement only where the course is satisfactorily completed and college or university credit received from the college or university within thirty (30) days after satisfactory completion of a course. Proof thereof shall be submitted to the Superintendent as may be required by the Superintendent.**

### **Section 12.9 Travel Reimbursement**

**Bargaining unit members who are required to use their vehicles in the course of their employment or otherwise use their vehicles in authorized service to the school district shall be reimbursed at the IRS rate established each January.**

### **Section 12.10 Ticket Taking**

The administration will assign teachers to take tickets. Assigned teacher has the option of finding a teacher substitute and to notify the administration of his/her replacement. The teacher responsible for the assignment shall receive a \$25.00 stipend per ticket taking event.

### **Section 12.11 Detention Duty**

Teachers shall receive twenty dollars (\$20) per hour for detention duty on Saturdays and/or assigned detention duty during the week that is beyond the regular workday. Teachers shall also receive twenty dollars (\$20) per hour for providing homebound instruction.

### **Section 12.12 Special Ed. Staffings**

All bargaining unit members required to attend special education staffings beyond the normal work day shall receive twenty (\$20.00) dollars per hour for attendance at the meetings.

## **Article 13**

### **Section 13.1 Teacher Evaluation**

Formal evaluations shall be in accordance with the following procedure:

1. An explanation and discussion of the evaluation process will take place at a scheduled faculty meeting before any evaluations are administered.
2. Non-tenured teachers shall be evaluated at least twice every school year.
3. All evaluations shall be conducted openly and with the full knowledge of the teacher.
4. Tenure teachers shall be evaluated at least once every other year.
5. Each teacher shall have a consultation concerning their first observation to note any problems. Within ten (10) days following their last observation, the teacher shall receive their written evaluation. If a teacher requests a conference regarding the evaluation, the principal shall hold the conference within ten (10) school days of the request.
6. If the teacher feels the formal evaluation of the classroom teaching performance was incomplete or inaccurate, the teacher may attach written objections to the evaluation form.
7. If a teacher is deemed unsatisfactory according to the standards set forth in the evaluation form, a consulting teacher shall be selected to aid in the remediation process.
8. If a consulting teacher is needed, the State Board of Education will be requested to provide one.

**Article 14**

**Section 14.1**

The terms and conditions of the agreement are in effect as of August 20, 2011, to the day prior to the beginning of the 2012—2013 school year.

**Authorizing Signatures:**

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**Ms. Becky Ghrist, President  
Unit #10 Teacher Association**

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**Mr. David Barton, President  
Pikeland #10 Board of Education**

Salary Schedule

2011 -- 2012	4.00%	on each cell – vertical steps frozen
2012 – 2013	3.50%	on each cell – vertical steps frozen

**Add to each salary schedule: Board pays 9.4% of schedule w/o TRS on behalf of teacher**

**PLEASE NOTE THAT NO TEACHER WITHIN FOUR YEARS OF FIRST BECOMING ELIGIBLE TO RETIRE UNDER TRS (TO BE DETERMINED ON AN INDIVIDUAL BASIS) SHALL BE PERMITTED TO RECEIVE AN INCREASE IN CREDITABLE EARNINGS GREATER THAN 6% OF THE TEACHER'S PRIOR YEAR'S CREDITABLE EARNINGS, NOT WITHSTANDING ANY OTHER PROVISION OF THIS AGREEMENT. NO TEACHER IMPACTED BY THIS LIMITATION WILL BE ASKED TO PERFORM DUTIES OR RESPONSIBILITIES THAT MIGHT PUSH THEM ABOVE THE 6% CAP.**

**ANY TEACHER WHO SUFFERED A LOSS OF CREDITABLE EARNINGS DUE TO THE MANNER IN WHICH A FLAT 2.0% WAS APPLIED TO THE SALARY SCHEDULE IN THE 2010-11 CONTRACT (EFFECTIVELY DENYING THE HISTORICAL SUPERSTEP IN THE SALARY SCHEDULE) WILL BE ALLOWED TO RECOUP THE LOST WAGES AS LONG AS IT DOES NOT EXCEED 6% OVER THE PRIOR YEAR'S CREDITABLE EARNINGS IF THEY ARE WITHIN FOUR YEARS OF BECOMING ELIGIBLE TO RETIRE UNDER TRS.**

**PITTSFIELD HIGH SCHOOL/PIKELAND COMMUNITY SCHOOL  
ATHLETIC ASSIGNMENTS  
-2011-2013**

<b>DISTRICT ATHLETIC DIRECTOR.....</b>	<b>17.0%</b>
<b>PHS VARSITY FOOTBALL.....</b>	<b>14.0%</b>
<b>PHS ASSISTANT FOOTBALL.....</b>	<b>9.0%</b>
<b>PHS ASSISTANT FOOTBALL.....</b>	<b>9.0%</b>
<b>PHS ASSISTANT FOOTBALL.....</b>	<b>9.0%</b>
<b>PHS ASSISTANT FOOTBALL.....</b>	<b>9.0%</b>
<b>PHS VARSITY BASKETBALL.....</b>	<b>14.0%</b>
<b>PHS J.V. BASKETBALL.....</b>	<b>9.0%</b>
<b>PHS FRESHMAN BASKETBALL.....</b>	<b>9.0%</b>
<b>PHS GIRLS BASKETBALL.....</b>	<b>14.0%</b>
<b>PHS ASSISTANT GIRLS BASKETBALL.....</b>	<b>9.0%</b>
<b>PHS ASSISTANT GIRLS BASKETBALL.....</b>	<b>9.0%</b>
<b>PHS BOYS TRACK.....</b>	<b>9.0%</b>
<b>PHS ASSISTANT BOYS TRACK.....</b>	<b>6.0%</b>
<b>PHS GIRLS TRACK.....</b>	<b>9.0%</b>
<b>PHS ASSISTANT GIRLS TRACK.....</b>	<b>6.0%</b>
<b>PHS WRESTLING COACH.....</b>	<b>11.0%</b>
<b>PHS ASSISTANT WRESTLING COACH.....</b>	<b>7.0%</b>
<b>PHS GIRLS VOLLEYBALL.....</b>	<b>11.0%</b>
<b>PHS ASSISTANT GIRLS' VOLLEYBALL.....</b>	<b>7.0%</b>
<b>PHS BASEBALL.....</b>	<b>11.0%</b>
<b>PHS ASSISTANT BASEBALL.....</b>	<b>8.0%</b>
<b>PHS GOLF.....</b>	<b>9.0%</b>
<b>PHS ASSISTANT GOLF.....</b>	<b>6.0%</b>
<b>PHS GIRLS SOFTBALL.....</b>	<b>11.0%</b>
<b>PHS ASSISTANT GIRLS SOFTBALL.....</b>	<b>8.0%</b>
<b>PHS CROSS COUNTRY COACH.....</b>	<b>7.0%</b>
<b>PCS BOYS BASKETBALL.....</b>	<b>9.0%</b>
<b>PCS ASSISTANT BOYS BASKETBALL.....</b>	<b>7.5%</b>
<b>PCS SECOND ASSISTANT BOYS BASKETBALL.....</b>	<b>4.0%</b>
<b>PCS GIRLS BASKETBALL.....</b>	<b>9.0%</b>
<b>PCS ASSISTANT GIRLS BASKETBALL.....</b>	<b>7.5%</b>
<b>PCS BOYS TRACK.....</b>	<b>6.0%</b>
<b>PCS ASSISTANT BOYS TRACK.....</b>	<b>4.0%</b>
<b>PCS GIRLS TRACK.....</b>	<b>6.0%</b>
<b>PCS ASSISTANT GIRLS TRACK.....</b>	<b>4.0%</b>
<b>PCS GIRLS VOLLEYBALL.....</b>	<b>6.0%</b>
<b>PCS ASSISTANT GIRLS VOLLEYBALL.....</b>	<b>5.0%</b>
<b>PCS BOYS BASEBALL.....</b>	<b>6.0%</b>
<b>PCS ASSISTANT BOYS BASEBALL.....</b>	<b>4.0%</b>

Percent will be based on the **beginning** 1<sup>st</sup> step salary rate as per corresponding year salary schedule.

**PITTSFIELD HIGH SCHOOL/PIKELAND COMMUNITY SCHOOL  
EXTRACURRICULAR ASSIGNMENT**

<b>PHS SAUKETTES.....</b>	<b>8.0%</b>
<b>PHS CHEERLEADERS.....</b>	<b>7.0%</b>
<b>PHS SWING CHOIR.....</b>	<b>5.0%</b>
<b>PHS VOCAL CONTESTS.....</b>	<b>2.5%</b>
<b>PHS DRAMATICS.....</b>	<b>2.5%</b>
<b>PHS BAND CONTESTS.....</b>	<b>2.5%</b>
<b>PHS MARCHING BAND.....</b>	<b>2.5%</b>
<b>PHS JAZZ BAND.....</b>	<b>2.5%</b>
<b>PHS SPEECH CONTESTS.....</b>	<b>3.5%</b>
<b>PHS ANNUAL STAFF.....</b>	<b>5.0%</b>
<b>PHS SENIOR CLASS SPONSOR.....</b>	<b>5.5%</b>
<b>PHS JUNIOR CLASS SPONSOR.....</b>	<b>7.5%</b>
<b>PHS SOPH CLASS SPONSOR.....</b>	<b>2.5%</b>
<b>PHS FRESHMAN CLASS SPONSOR.....</b>	<b>2.5%</b>
<b>PHS STUDENT COUNCIL.....</b>	<b>5.5%</b>
<b>PHS QUIZ BOWL.....</b>	<b>3.5%</b>
<b>PHS Math Team.....</b>	<b>2.5%</b>
<b>PHS National Honors Society .....</b>	<b>2.0%</b>
<b>PCS CHEERLEADERS.....</b>	<b>5.0%</b>
<b>PCS POMS.....</b>	<b>2.0%</b>
<b>PCS SPEECH CONTESTS.....</b>	<b>3.0%</b>
<b>PCS VOCAL CONTESTS.....</b>	<b>2.0%</b>
<b>PCS MARCHING BAND.....</b>	<b>2.0%</b>
<b>PCS BAND CONTESTS.....</b>	<b>2.5%</b>
<b>PCS JAZZ BAND.....</b>	<b>2.5%</b>
<b>PCS STUDENT COUNCIL.....</b>	<b>2.0%</b>
<b>PCS QUIZ BOWL.....</b>	<b>2.0%</b>

Percent will be based on the 1<sup>st</sup> step salary rate as per corresponding year salary schedule.

## **Memorandum Of Understanding**

### **I. Classroom Aides**

**The district shall comply with the State rules and regulations regarding the use of classroom aides.**

### **III. Required Interviews**

**Bargaining unit members shall be granted upon request an interview for any position open in the district requiring interviews.**

## **Memorandum Of Understanding**

**South School shall be provided with support personnel to supervise lunch and playtime duties. Playtime duties are those duties directly before or after the lunch period depending on the building schedule.**

**MEMORANDUM OF UNDERSTANDING**  
**Retirement Options**  
**Between**  
**Unit Ten Teachers Association, Local No. 3906**  
**and**  
**Board of Education**  
**Pikeland Community Unit School District #10**

**If an employee gives the Board an irrevocable notice of retirement by April 1<sup>st</sup>, four (4) years prior to the year of the retirement, the Board shall pay him/her a six percent (6%) retirement incentive, inclusive of any other increases in compensation for each year of his/her remaining four years of service.**

**If an employee gives the Board an irrevocable notice of retirement by April 1<sup>st</sup>, three (3) years prior to the year of the retirement, the Board shall pay him/her a six percent (6%) retirement incentive, inclusive of any other increases in compensation for each year of his/her remaining three years of service.**

**If an employee gives the Board an irrevocable notice of retirement by April 1<sup>st</sup>, two (2) years prior to the year of the retirement, the Board shall pay him/her a six percent (6%) retirement incentive, inclusive of any other increases in compensation for each year of his/her remaining two years of service.**

**If an employee gives the Board an irrevocable notice of retirement by April 1<sup>st</sup>, one (1) year prior to the year of the retirement, the Board shall pay him/her a six percent (6%) retirement incentive, inclusive of any other increases in compensation for each year of his/her remaining one year of service.**

**Once an employee submits an irrevocable notice of retirement by April 1<sup>st</sup>, that employee shall be removed from the salary schedules contained in the Appendices of the Agreement. All calculations for salary increases will be based on the Teachers Retirement System (TRS) creditable earnings in the year in which the irrevocable notice of retirement is submitted. Once the employee submits an irrevocable notice of retirement, in no case will the employee's TRS creditable earnings increase exceed six percent (6%) of the previous year.**

**If, after submitting an irrevocable notice of retirement by April 1<sup>st</sup>, the employee resigns from, or is dismissed from activities covered in the extra-curricular Appendix of this Agreement, the retirement incentive for that employee will be recalculated accordingly.**

**To be eligible, an employee must submit an irrevocable letter of resignation by April 1<sup>st</sup>, which must be accompanied by a (TRS) member requested "Personal Statement of Benefits" and a "Benefits Estimate" confirmation of total years of service. In addition, an employee is considered to be eligible for the retirement incentive by meeting either (a) or (b) below along with (c):**

- a. The employee becomes sixty (60) years of age by July 1 of a school year and has five years TRS creditable service.**
- b. The employee qualifies to receive a full pension annuity by reason of being at least fifty-five (55) years of age and having attained thirty-five (35) years of upgraded TRS creditable service.**

- c. **Must have served satisfactorily in the district for a minimum of five (5) full-time years immediately preceding his/her retirement.**

**During the first year of this contract, individuals may notify the district of their intent to retire by December 18, 2011 and be eligible for the retirement incentives for one, two, three, or four years.**

**If any TRS rules or regulations governing the 6% cap for eligible retirees are adjusted or changed during the length of this contract, this Retirement Incentive will be opened for impact bargaining to protect the individual and the district.**

EXP.	BA/BS	BS+6	BS+12	BS+18	BA + 24	MA	MS+6	MS+12	MS+18	MS+24	ADV
0	32994	33312	33637	33963	34286	34482	34596	34923	35242	35565	35887
1	33654	33979	34309	34642	34971	35172	35288	35622	35948	36276	36605
2	34309	34635	34966	35297	35627	35726	36055	36390	36715	37043	37373
3	34966	35290	35622	35954	36283	36494	36823	37157	37484	37811	38140
4	35622	35949	36277	36609	36938	37263	37592	37925	38253	38579	38908
5	36277	36606	36936	37266	37594	38031	38360	38693	39022	39348	39677
6	36936	37263	37593	37925	38254	38800	39132	39460	39792	40118	40446
7	37593	37923	38253	38582	38912	39569	39901	40230	40560	40885	41217
8	38253	38582	38911	39241	39569	40342	40669	40999	41330	41658	41987
9	38911	39241	39569	39901	40229	41112	41441	41769	42100	42430	42758
10	39569	39901	40229	40560	40888	41878	42210	42539	42870	43198	43530
11	40229	40560	40888	41217	41550	42648	42976	43307	43640	43967	44298
12	40888	41217	41550	41878	42210	43419	43749	44078	44409	44738	45065
13	41550	41878	42210	42539	42870	44186	44519	44848	45175	45506	45835
14	42210	42539	42870	43198	43530	44955	45289	45617	45946	46277	46606
15	42870	43198	43530	43857	44186	45726	46054	46387	46715	47046	47376
16	43530	43857	44186	44519	44848	46495	46824	47155	47484	47813	48144
17	44186	44519	44848	45175	45506	47262	47594	47924	48249	48586	48914
18	44905	45234	45561	45893	46222	48089	48419	48752	49081	49408	49742
19	45617	45946	46277	46606	46935	48914	49243	49573	49904	50234	50562
20	46332	46663	46992	47321	47645	49742	50068	50397	50725	51058	51385
21	47046	47376	47703	48032	48363	50562	50892	51222	51553	51880	52211
22	48927	49271	49611	49954	50298	52584	52928	53270	53615	53956	54299
23	50932	51290	51644	52000	52358	54738	55096	55453	55812	56166	56524
24	51693	52056	52415	52777	53140	55556	55919	56281	56646	57005	57368
25	51844	52199	52557	52918	53275	55776	56140	56497	56853	57214	57572
26	52451	52802	53156	53506	53857	56325	56668	57015	57361	57705	58053
27	53113	53469	53827	54181	54537	57290	57664	58037	58413	58784	59158
28	55776	56168	56555	56946	57338	58151	58531	58910	59292	59668	60048
29	56448	56844	57237	57632	58028	58936	59321	59705	60092	60473	60858
30	57105	57506	57848	58247	58648	61560	61893	62227	62559	62892	63224
31	57686	58092	58493	58896	59302	62180	62946	63353	63764	64168	64577
32	58496	58834	59169	59509	59847	63477	63283	63693	64105	64512	64923
33	0	0	0	0	0	63924	63925	64338	64755	65166	65581
34	0	0	0	0	0	64603	64885	65305	65728	66145	66566

EXP.	BA/BS	BS+6	BS+12	BS+18	BA + 24	MA	MS+6	MS+12	MS+18	MS+24	ADV
0	34149	34478	34814	35152	35486	35689	35806	36146	36476	36810	37143
1	34832	35168	35510	35855	36195	36403	36523	36869	37206	37545	37886
2	35510	35847	36189	36533	36874	36977	37317	37663	38000	38340	38681
3	36189	36525	36869	37212	37553	37771	38112	38458	38796	39135	39475
4	36869	37207	37547	37890	38231	38567	38908	39252	39592	39929	40270
5	37547	37888	38228	38571	38910	39363	39702	40047	40388	40725	41066
6	38228	38567	38909	39252	39593	40158	40502	40841	41185	41522	41861
7	38909	39250	39592	39933	40274	40954	41297	41638	41979	42316	42660
8	39592	39933	40272	40614	40954	41754	42092	42434	42776	43116	43457
9	40272	40614	40954	41297	41637	42551	42891	43231	43573	43915	44255
10	40954	41297	41637	41979	42319	43344	43687	44028	44370	44710	45053
11	41637	41979	42319	42660	43004	44141	44480	44823	45167	45506	45849
12	42319	42660	43004	43344	43687	44939	45280	45621	45963	46304	46642
13	43004	43344	43687	44028	44370	45732	46077	46418	46756	47098	47439
14	43687	44028	44370	44710	45053	46528	46874	47214	47554	47896	48237
15	44370	44710	45053	45392	45732	47326	47666	48011	48350	48692	49034
16	45053	45392	45732	46077	46418	48122	48463	48805	49146	49487	49829
17	45732	46077	46418	46756	47098	48917	49260	49601	49938	50286	50626
18	46477	46818	47156	47499	47840	49772	50113	50458	50799	51137	51483
19	47214	47554	47896	48237	48578	50626	50967	51308	51651	51992	52331
20	47954	48296	48637	48977	49313	51483	51820	52161	52501	52845	53184
21	48692	49034	49373	49714	50056	52331	52674	53014	53358	53696	54038
22	50640	50996	51348	51702	52058	54425	54780	55135	55492	55844	56200
23	52714	53085	53451	53820	54190	56654	57024	57394	57765	58132	58502
24	53502	53878	54250	54624	55000	57501	57876	58251	58628	59000	59376
25	53659	54026	54396	54770	55140	57729	58105	58474	58843	59217	59587
26	54287	54650	55016	55379	55742	58296	58651	59010	59369	59724	60085
27	54972	55340	55711	56078	56446	59295	59682	60069	60458	60841	61229
28	57728	58133	58535	58939	59344	60186	60580	60972	61367	61756	62149
29	58423	58834	59240	59649	60059	60999	61397	61795	62195	62589	62988
30	59104	59519	59873	60286	60701	63715	64059	64405	64748	65093	65437
31	59705	60125	60540	60958	61377	64356	65149	65571	65995	66414	66837
32	60544	60893	61239	61592	61941	65698	65498	65922	66349	66769	67195
33	0	0	0	0	0	66161	66162	66590	67021	67447	67876
34	0	0	0	0	0	66864	67156	67590	68028	68460	68896

EXP.	BA/BS	BS+6	BS+12	BS+18	BA + 24	MA	MS+6	MS+12	MS+18	MS+24	ADV
	2011-12 Schedul e without TRS (4%)										
0	29893	30181	30475	30771	31063	31241	31344	31640	31930	32222	32514
1	30491	30785	31084	31386	31684	31866	31971	32273	32569	32866	33164
2	31084	31379	31679	31979	32278	32368	32666	32969	33264	33561	33860
3	31679	31973	32273	32574	32872	33063	33362	33664	33961	34257	34555
4	32273	32570	32867	33167	33466	33760	34058	34360	34657	34952	35251
5	32867	33165	33464	33763	34060	34457	34754	35055	35354	35649	35947
6	33464	33760	34059	34360	34658	35153	35454	35751	36051	36347	36644
7	34059	34358	34657	34956	35254	35850	36150	36449	36747	37042	37343
8	34657	34956	35253	35552	35850	36549	36846	37145	37445	37742	38040
9	35253	35552	35850	36150	36448	37247	37546	37843	38142	38442	38739
10	35850	36150	36448	36747	37044	37942	38242	38540	38840	39137	39438
11	36448	36747	37044	37343	37644	38639	38937	39236	39538	39834	40134
12	37044	37343	37644	37942	38242	39338	39636	39935	40234	40533	40829
13	37644	37942	38242	38540	38840	40032	40334	40632	40929	41228	41526
14	38242	38540	38840	39137	39438	40729	41032	41329	41627	41927	42225
15	38840	39137	39438	39734	40032	41428	41725	42027	42324	42623	42923
16	39438	39734	40032	40334	40632	42124	42423	42722	43020	43319	43618
17	40032	40334	40632	40929	41228	42820	43120	43419	43714	44019	44316
18	40684	40982	41279	41579	41877	43569	43867	44169	44467	44764	45066
19	41329	41627	41927	42225	42524	44316	44614	44913	45213	45512	45809
20	41977	42277	42575	42872	43166	45066	45361	45660	45957	46259	46555
21	42623	42923	43219	43517	43817	45809	46108	46407	46707	47004	47303
22	44328	44640	44948	45258	45570	47641	47953	48263	48576	48884	49195
23	46144	46468	46789	47112	47436	49593	49917	50240	50565	50886	51210
24	46834	47163	47488	47816	48145	50334	50663	50991	51321	51646	51975
25	46971	47292	47616	47944	48267	50533	50863	51186	51509	51836	52160
26	47521	47839	48159	48476	48795	51030	51341	51655	51970	52280	52596
27	48121	48443	48767	49088	49411	51905	52244	52582	52922	53258	53597
28	50533	50888	51239	51593	51948	52685	53029	53373	53718	54059	54403
29	51142	51501	51856	52214	52574	53396	53745	54093	54443	54788	55137
30	51737	52101	52410	52772	53135	55773	56075	56378	56678	56980	57281
31	52264	52631	52994	53360	53727	56335	57029	57398	57770	58136	58507
32	52998	53303	53607	53916	54221	57510	57334	57705	58079	58447	58820
33	0	0	0	0	0	57915	57916	58291	58668	59040	59416

34	0	0	0	0	0	58530	58786	59166	59549	59927	60309
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EXP.	BA/BS	BS+6	BS+12	BS+18	BA + 24	MA	MS+6	MS+12	MS+18	MS+24	ADV
	2012-13 Salary Schedule without TRS (3.5%)										
0	30939	31237	31541	31848	32150	32334	32441	32748	33047	33350	33652
1	31558	31862	32172	32484	32793	32981	33090	33403	33708	34016	34325
2	32172	32478	32788	33099	33407	33501	33810	34123	34428	34736	35045
3	32788	33092	33403	33714	34023	34221	34529	34843	35149	35456	35765
4	33403	33710	34017	34328	34637	34942	35250	35563	35870	36176	36485
5	34017	34326	34635	34945	35253	35663	35970	36282	36591	36897	37206
6	34635	34942	35251	35563	35871	36383	36695	37002	37313	37619	37926
7	35251	35560	35870	36179	36488	37104	37415	37724	38033	38339	38650
8	35870	36179	36487	36797	37104	37829	38135	38445	38755	39063	39372
9	36487	36797	37104	37415	37723	38551	38860	39167	39477	39787	40095
10	37104	37415	37723	38033	38341	39270	39581	39889	40199	40507	40818
11	37723	38033	38341	38650	38962	39992	40299	40609	40921	41228	41539
12	38341	38650	38962	39270	39581	40715	41024	41332	41642	41951	42258
13	38962	39270	39581	39889	40199	41434	41746	42055	42361	42671	42980
14	39581	39889	40199	40507	40818	42154	42468	42775	43084	43394	43703
15	40199	40507	40818	41125	41434	42878	43185	43498	43805	44115	44425
16	40818	41125	41434	41746	42055	43599	43907	44217	44526	44835	45145
17	41434	41746	42055	42361	42671	44318	44630	44938	45244	45559	45867
18	42108	42417	42723	43034	43343	45094	45403	45715	46024	46330	46644
19	42775	43084	43394	43703	44012	45867	46176	46485	46796	47105	47412
20	43446	43756	44065	44373	44677	46644	46949	47258	47566	47878	48184
21	44115	44425	44732	45041	45350	47412	47722	48031	48342	48649	48959
22	45880	46202	46521	46842	47165	49309	49631	49952	50276	50595	50917
23	47759	48095	48427	48761	49097	51329	51664	51999	52335	52667	53003
24	48473	48813	49150	49489	49830	52095	52436	52775	53117	53454	53795
25	48615	48948	49283	49622	49957	52302	52643	52977	53311	53650	53985
26	49184	49513	49845	50173	50502	52816	53138	53463	53788	54110	54437
27	49805	50138	50474	50807	51140	53721	54072	54422	54775	55122	55473
28	52301	52669	53032	53399	53766	54529	54885	55241	55598	55951	56307
29	52932	53303	53671	54042	54414	55265	55626	55986	56349	56706	57067
30	53548	53924	54245	54619	54995	57725	58038	58351	58662	58974	59286
31	54093	54473	54849	55228	55608	58307	59025	59407	59792	60171	60554
32	54853	55169	55483	55803	56119	59523	59341	59725	60112	60493	60879
33	0	0	0	0	0	59942	59943	60331	60721	61107	61496

34	0	0	0	0	0	60579	60843	61237	61633	62024	62420
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