

AGREEMENT

BETWEEN

**BOARD OF EDUCATION
PANHANDLE COMMUNITY UNIT SCHOOL DISTRICT #2**

AND

PANHANDLE TEACHERS' ASSOCIATION, IEA-NEA

2023 - 2027

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ARTICLE I
RECOGNITION

- 1.1 The Board of Education of Panhandle Community Unit School District #2, Raymond, Illinois, hereinafter referred to as the "Board," hereby recognizes the Panhandle Teachers Association IEA-NEA, hereinafter referred to as the "Association," as the exclusive and sole negotiation agent for all full and part-time certified teaching personnel (part-time being defined as teaching 50% or more) in bargaining unit assignments, including certificated counselors and librarians, and excluding: Mid-State Special Education Teachers, Superintendent, full-time and part-time Principals, and other administrative, managerial, supervisory personnel having the authority to hire, transfer, assign, promote, discharge, evaluate, or discipline other employees or having the responsibility to make other recommendations thereon.
- 1.2 Part-time teachers shall be included in the bargaining unit, but their benefits shall be pro-rated consistent with their fractional employment status.
- 1.3 The Board shall not bargain or negotiate with any individual employee represented by the Association.

ARTICLE II
NEGOTIATIONS PROCEDURE

- 2.1 The parties shall commence bargaining for a successor agreement on or before June 15, as per the Illinois Educational Labor Relations Act and its Rules and Regulations.
- 2.2 Either party may request mediation (the point when neither party will compromise their position in any way), at which time the Federal Mediation and Conciliation Service shall be contacted to assist in resolution of the negotiation. Should FMCS be unavailable within thirty (30) days, the parties shall immediately commence discussions as to a replacement. In the event that the parties cannot agree upon a replacement, the Illinois Educational Labor Relations Board shall be notified. The board will work cooperative with union in the filing of forms with the Illinois Educational Labor Relations Board within the prescribed timelines.

ARTICLE III

GRIEVANCE PROCEDURE

3.1 DEFINITIONS - a Grievance shall be:

3.1.1 Any claim by the Association or any employee that there has been a violation, misrepresentation, or misapplication of the terms of this Agreement.

3.1.2 All time limits consist of school days. Except when a grievance is submitted fewer than ten (10) days before or after the close of the current school term, then time limits shall consist of all week days.

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, a local association member 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:

3.2.1 Step I - The grievance must be presented in writing to the immediately involved supervisor, within ten (10) working days of the date of the event giving rise to the grievance, who will arrange for a meeting to take place within five (5) working days after the receipt of the grievance. The Association's representative (optional), the grievant, and the immediately involved supervisor shall be present for the meeting. Within five (5) working days of the meeting, the grievant and the Association shall be provided with the supervisor's written response, including the reason(s) for the decision.

3.2.2 Step II - If the grievance is not resolved at Step I, then the employee, or the Association, may refer the grievance to the Superintendent or the Superintendent's official designee within five (5) working days after receipt of the Step I answer. The Superintendent shall arrange with the Association representative for a meeting to take place within five (5) working days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within five (5) working days of the meeting, the Association shall be provided with the Superintendent's written response, including the reason(s) for the decision.

3.2.3 Step III - If the Association is not satisfied with the disposition of the grievance at Step II, the Association may submit the grievance to the Panhandle Community Unit District #2 Board of Education. The Board will have ten (10) calendar days to resolve the grievance.

3.2.4 Step IV - If the Association is not satisfied with disposition of the grievance at Step III, the Association may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association. The parties may use AAA, FMCS, or a mutual selection to determine an arbitrator. If a

demand for arbitration is not filed within thirty (30) calendar days of the date for the Step III answer, then the grievance shall be deemed withdrawn.

3.2.4.1 Neither the Board of Education nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which has not previously been disclosed to the other party.

- 3.3 **BYPASS TO SUPERINTENDENT** - 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.
- 3.4 **BYPASS TO ARBITRATION** - If the Board and the Association agree, a grievance may be submitted directly to arbitration.
- 3.5 **TIME LIMITS** - Time limits may be extended with the consent of both parties.
- 3.6 **CLASS GRIEVANCE** - Class grievances involving one or more employees or one or more supervisors, and grievances involving an administrator above the building level may be initially filed by the Association as Step III.
- 3.7 **GRIEVANCE WITHDRAWAL** - A grievance may be withdrawn at any level without establishing precedent.
- 3.8 **NO WRITTEN RESPONSE** - The failure of a teacher or the Association to appeal any grievance within the prescribed time limits will act as a bar to any further appeal. An administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step.
- 3.9 **AAA RULES** - Upon mutual agreement of the parties, the Expedited Arbitration Rules of the American Arbitration Association may be used instead of the Voluntary Labor Arbitration Rules.
- 3.10 The fees and the expenses of the arbitrator shall be shared equally by the parties. All other costs shall be paid by the party which incurs them.
- 3.11 **RELEASED TIME** - Should the arbitration hearing or step meeting require that the grievant and/or the Association representative be released from their regular assignment, the grievant and/or the Association representative shall be released without loss of pay or benefits.
- 3.12 **FILING OF MATERIALS** - All records related to a grievance shall be filed separately from the personnel files of the employees.
- 3.13 No reprisals shall be taken by the employer against any employee because of the employee's participation in a grievance.

ARTICLE IV

EMPLOYEE AND ASSOCIATION RIGHTS

- 4.1 PARENTAL COMPLAINTS - With regard to complaints, information and/or materials received by the District from a parent relating to employee misconduct, the following shall apply:
- 4.1.1 The parent of any District student who has a complaint concerning an employee shall address and seek a mutual resolution of such complaint with the employee. The parent may request that a building administrator be present during any such meetings with the employee. If the parent is uncomfortable about addressing the complaint with the employee, then a building administrator shall do so on the parent's behalf. For good cause as determined by the Building Principal and the employee, an employee may be excused from meeting with the parent, and a building administrator shall do so on the employee's behalf. Whenever a meeting is convened concerning a parent complaint, the employee may elect to have an Association representative present during the meeting. The Association representative's role is to document the proceedings as a neutral observer.
- 4.1.2 If a meeting is held and the complaint is not resolved, then the complaint will be reduced to writing by the administration with copies provided to the employee and the employee's immediate supervisor. The employee may make a written response to such complaint which shall be attached to the District's copies of such complaint. In such cases, the administration shall take corrective and/or disciplinary measures, if warranted, in order to resolve the complaint.
- 4.1.3 Complaints which are determined to be false or are not substantiated shall not be referenced in the employee's personnel file nor used in any current or subsequent evaluation or disciplinary action concerning such employee.
- 4.2 PHYSICAL ASSAULT ON A TEACHER - A teacher shall promptly report to his/her building Principal, or other person designated by the Superintendent, any alleged case of physical assault on such teacher while performing his/her assigned duties. If the States Attorney decides to prosecute said person, the teacher shall be released from his/her assigned duties while testifying without loss of salary.
- 4.3 DUES DEDUCTION - The district will withhold IEA - NEA and local Association dues from the individual employee's pay check who are within the local association and forward this money to the Association upon authorization from the union member.
- 4.4 USE OF SCHOOL MAIL - The Association members will be allowed to use their school mail boxes and e-mail for the distribution of information regarding Association business, meetings, and programs. Should this article be deemed illegal by a court of competent jurisdiction, it shall become null and void.

- 4.5 **USE OF SCHOOL EQUIPMENT AND FACILITIES** - The Association will be allowed to use equipment and school facilities for local meetings before or after school if it does not interfere with normal school operation. The Association will pay for consumable materials it uses.
- 4.6 The Board shall make available to the Association President the following documents and kinds of information as they are received, completed, or compiled, or as otherwise indicated:
- 1) Official minutes of the Board of Education meetings;
 - 2) Annual school auditor's report and Management Letter;
 - 3) Current fiscal year budget;
 - 4) Information, statistics, and records which may be relevant to negotiations or necessary for the proper enforcement of the terms of this Agreement, as requested by the Association, as are open to the public by law;
 - 5) Budget summaries when changes occur.
- 4.7 **BOARD AGENDA** - One (1) copy of the Board of Education's agenda will be delivered to each school's Building Representative and the Association President by e-mail and/or inter-school mail at least two (2) work days prior to each Board of Education meeting. It is the Association's responsibility to notify the Superintendent as to the name of the new president and each new building representative for the coming year. After the Association receives the agenda, the superintendent will be available to discuss any agenda item.
- 4.8 **BOARD MEETINGS** - The Association may address the Board at a regularly scheduled meeting on a topic of interest to the Association. Such topics shall be presented to the Superintendent five (5) calendar days prior to the Board meeting. If a topic is deemed urgent by the Association, this time limit can be waived. Communications to the Board shall be made known in writing to the superintendent; communications to the Association shall be made through the Association president.
- 4.9 **PERSONNEL FILE** - The contents of the personnel file, and teacher access to it, will be according to Board rules consistent with Public Act 83-1104, Personnel Records Act.
- 4.11 **BOARD RESPONSIBILITY AND ASSISTANCE** - The board recognizes its responsibilities to support and assist employees with respect to the maintenance of control and discipline in the classroom. Whenever in the judgement of the certified teacher with the approval of administration that a particular pupil requires the attention of special teachers, special counselors, social workers, law enforcement personnel, physicians, other professional persons, reasonable steps will be taken to assist the employee with respect to such pupil.
- 4.11.1 **TEACHERS RIGHTS TO EXCLUDE A STUDENT FROM CLASS** - A teacher may exclude a pupil from a class period when he/she violates board regulations for student discipline. When a pupil is excluded by a teacher, the student shall be sent from the classroom to building administrative office and the problems shall be referred for solution to the building Principal or his/her designee.

- 4.11.2 EMPLOYEE RIGHTS AND BOARD ASSISTANCE – The employee has the right and the responsibility to maintain a reasonable standard of orderly behavior in his/her classroom, and to use reasonable force to maintain safety for the other students, school personnel or persons or for the purpose of self-defense or for the defense of property. Employees have all board assistance in any assault cases while the employee is performing his/her assigned duties and in any assault cases that are school related. The board assistance shall consist of:
- 4.11.2.1 Notification Incident – Notifying the proper authorities (police or sheriff) once the incident has been reported to the building Principal and the Superintendent.
 - 4.11.2.2 Legal Counsel – Consultation by the board's attorney with the teacher in outlining the teacher's legal rights and alternative course of action.
 - 4.11.2.3 Suspension of Student – Any student(s) committing an assault and/or battery on an employee shall be dealt with in accordance with the district disciplinary policy.
- 4.11.3 EMPLOYEE RIGHTS AND BOARD RESPONSIBILITIES – After following the board approved district crisis response plan an employee shall not be subjected to discipline because of:
- a. Notifying the proper authorities (police or sheriff) an assault of an employee
 - b. Filing charges against a student
 - c. Notifying DCFS of suspected neglect and/or abuse.

ARTICLE V

FORMAL EMPLOYEE CLASSROOM EVALUATION PLAN

FORMAL EVALUATIONS SHALL BE CONDUCTED OPENLY AND WITH FULL KNOWLEDGE OF THE TEACHER

- 5.1 Each Proficient tenured teacher will be evaluated at least once every three years according to the current agreement between the Board of Education and the Panhandle Teachers' Association.
- 5.2 Each teacher will be evaluated through personal observation in the classroom and appropriate school settings by the building Principal.
- 5.3 Evaluators for Panhandle Community Unit School District #2 include the superintendent and the building Principals. These administrators must be qualified and trained in evaluation.
- 5.4 An evaluation conference with the teacher will be held within ten (10) working days after the formal evaluation.
- 5.5 The teacher will have an opportunity to attach a written response to the evaluation.
- 5.6 Upon completion of the evaluation, copies of each teacher's evaluation and the teacher's self-evaluation will be placed in that teacher's personnel file and the teacher will be provided a copy of the Principal's evaluation.
- 5.7 The evaluator must provide "specification" on the teacher's "strengths and weaknesses" and must give supporting reasons for the comments made.
- 5.8 All other provisions of this section will be pursuant to the Illinois School Code and ISBE Part 50.
- 5.9 Any conduct observed during informal evaluations of a teacher by the evaluator that is considered "unsatisfactory" or "needs improvement" and will be included in the formal evaluation, shall be reduced to writing, and given to the teacher within ten (10) school days of being observed along with suggestion(s) for improvement(s).

ARTICLE VI
JOB SECURITY

- 6.1 The Board shall, in consultation with the Association, each year establish a continuous service list which shall include the names, date of employment, types of certificates held, positions qualified to teach, and teaching positions held within the district. At the time the list is developed an appeals procedure will be established in the event that errors are discovered in the initial list by employees.
- 6.2 All other provisions of this section will be pursuant to the Illinois School Code.

ARTICLE VII

LEAVES OF ABSENCE

- 7.1 **SICK LEAVE - BEREAVEMENT LEAVE** - The Board shall grant all certified teachers twelve (12) days of leave at full pay each school year for sickness and/or bereavement. If any teacher or employee does not use the full amount of annual leave allowed, the unused amount shall accumulate to an unlimited number.
- 7.1.1 Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness in the household of the immediate family. The immediate family shall be interpreted to mean parent, husband, wife, child, grandparent, mother-in-law, father-in-law, sister, brother, brother-in-law, sister-in-law, grandchildren, uncle, aunt, niece, nephew, and legal guardian.
- 7.1.2 Planned sick days-doctor, dentist, etc.-must be taken in 1/8, 1/4, 1/2, 3/4, or full day increments.
- 7.1.3 Bereavement Leave - shall be granted in case of the death of a spouse, parent, child, (half, step, foster), grandparent, in-law, sibling (half, step, foster), aunt, uncle, niece, or nephew. Staff may use sick leave to attend a non-family member funeral if personal/emergency leave has been exhausted.
- 7.1.1 Any teacher who has accumulated 120 sick days at the end of the preceding year will be granted fifteen (15) sick days per year instead of 12.
- 7.2 **PERSONAL EMERGENCY LEAVE** - An absence of three (3) days per year may be used for personal business. When a teacher wants to use a personal day, the request will be made to the administration three (3) days in advance if and when possible. Personal leave may not be taken the first day or last day of the school calendar unless approved by the Superintendent. Personal leave may not be taken on days when final exam work or state tests are scheduled, or when special teacher programs (institute, SIP, or parent teacher conferences) are scheduled. Personal leave must be taken in 1/8, 1/4, 1/2, 3/4, or full day increments. The Superintendent may waive these requirements. Unused personal leave days will be accumulated up to five (5) days. Any unused personal leave days in excess of five (5) shall convert to sick days. No more than three (3) days may be used consecutively.
- 7.3 **LEAVE OF ABSENCE** - The Board, upon written request, may grant a leave of absence to a tenured teacher, in compliance with provisions of the State Code of Illinois. Written requests for leaves of absences without pay shall be made at least two months before the leave is desired.
- 7.4 **MATERNITY/PATERNITY/CHILD REARING LEAVE** - All requests for such leave will be presented in writing to the Superintendent for presentation to the Board. Reasons for requesting the leave will be stated in the request.
- 7.5 **JURY DUTY** - Teachers called to serve as jurors or subpoenaed to appear in a court of law shall be excused from school duty without loss of pay or benefits provided the teacher

reimburses the Board for any jury pay received not to include meals, mileage, parking and hotels.

- 7.6 ASSOCIATION LEAVE - In the event that the Association desires to send representatives to a state or national conference, these representatives shall be excused. The Association shall be limited to a maximum of four (4) days per school year. Two (2) Association leave days shall be at no cost to the Association. The remaining two (2) days, the Association shall reimburse the District for the cost of the substitutes. No more than two (2) teachers shall be excused for said leave. Notification of such leave shall be submitted in writing at least ten (10) days in advance of the date of the leave.
- 7.7 PROFESSIONAL LEAVES - Requests for attendance at workshops, conventions, meetings, or athletic clinics, including registration fees, will be submitted through the building Principal and pre-approved by the Superintendent.

ARTICLE VIII

WORKING CONDITIONS

- 8.1 **CALENDAR** - The Calendar Committee, consisting of a representative from each building and the Superintendent, shall work together to propose a calendar for the coming school year. This calendar shall be submitted to the Board for approval. The school calendar shall not exceed one hundred eighty (180) employee work days for employees under regular contract. The Board may schedule emergency days but in no event shall an employee be required to work more than 180 days without extended contract pay.
- 8.2 **IN HOUSE SUBSTITUTION** - When required by the administration, In-House Substitutes will be reimbursed at \$30.00 per period or pro rata.
- 8.3 **TEACHING ASSIGNMENTS** -
- 8.3.1 Teachers will be notified of their tentative teaching assignments within thirty (30) days after the last day of school.
- 8.3.2 Teachers will be made aware of their tentative transfer or reassignment and will be given the opportunity to discuss it with the administration.
- 8.3.3 An employee who is involuntarily transferred can request to be released from his/her contract upon written notice by employee.
- 8.3.4 All teachers in grades 6-12 in the district are covered. A normal teaching load will be no more than six academic classes and no more than one supervisory assignment per day. Any assignment that requires a teacher to prepare for and teach is to be considered a class. General Classroom Teachers will not be assigned to or required to teach more than one class per period. If there is a need for a teacher to assume more than the above-named responsibilities, the teacher and the administration must agree to the assignment.

Possible Teaching Assignments:

Time	Periods	Classes	SV	Prep	Addt. Pay
8:05-3:00	8	6	1	1	-
8:05-3:00	8	7	0	1	1/8
7:10-3:00	9	7	1	1	1/7
7:10-2:15	8	6	1	1	-
7:10-2:15	8	7	0	1	1/8
7:10-3:00	9	7	0	2	1/8

- 8.4 **VACANCIES WITHIN THE DISTRICT** - Teachers within the school district will have the opportunity to apply for vacancies which occur within the district. Whenever an opening, vacancy, or promotional position occurs, the Superintendent shall, within three (3) working

days:

- 8.4.1 Post a notice in all school buildings on bulletin boards in the teachers' lounge.
- 8.4.2 Provide notice to the Association President or designee via e-mail of vacancies.
- 8.5 FULL DAY TEACHER INSTITUTE - This will be a non-student attendance day at the beginning of the first semester and the end of second semester unless more than two district-wide institutes are scheduled.
- 8.6 TEACHER'S PAY - Each teacher (excluding teachers on extended contracts) shall be paid on the basis of twenty (20) or twenty-four (24) payments. Teachers shall declare the 20 or 24 payment option on or before September 1 of each year. The date of pay shall be on the 15th and the last day of each month, except when the 15th or last day of the month is not a work week day. If the 15th or the last day of the month falls on a weekend or holiday, then the pay day will be the last work week day prior to the scheduled pay date. The district will provide direct deposit of employee earned compensation to a bank of the employee's choice, provided the bank has the capability of receiving and accepting direct deposits made by the district.
- 8.7 PREPARATION PERIODS - High school and junior high teachers will receive one class period per day, and elementary teachers will receive a minimum of five (5) thirty-minute periods per week of non-student contact time. Elementary Music and Technology are considered prep periods for the elementary staff.
- 8.8 CLASSROOM AIDES - A teacher may request help from a certified teacher's aide through the building Principal. The teacher will give particulars as to why the aide is needed and the duties the aide would perform. Employment of a certified aide upon the recommendation of the Superintendent will be considered by the Board at the next regularly scheduled Board meeting.
- 8.9 CLASS SIZE - The Board and Association agree that class size shall be closely monitored at each grade level/subject area. The numbers assigned to each classroom, including students who receive special education and social and emotional services students shall be based upon the following which include (1) age and grade level of the students, (2) ability level of the students, (3) course content, (4) equipment used, (5) availability of space and other appropriate factors.

The Principal shall meet with staff members in the spring of each year to discuss anticipated class size for the forthcoming year. In the event enrollments exceed expectation, the Principal will meet with the teacher(s) involved to study the problem.
- 8.10 NORMAL WORK DAY - Teachers are required to report for work at 7:45 a.m. Teachers shall be permitted to leave at 3:15 p.m. On Fridays and days preceding vacations or holidays, teachers shall be permitted to leave after students in the area of supervision have vacated. Teachers will not be required to serve bus or supervision duties outside the 7:45 am to 3:15 pm normal work day. Every effort be made to balance duty schedules within buildings.

Teachers assigned to teach early bird classes may leave fifteen (15) minutes after their last assigned period and a preparation period shall be considered as an assigned period.

- 8.11 STAFFINGS - The administration will make every effort to schedule staffing's during times other than the affected employee's scheduled preparation period. When these staffing's scheduled during the employee's scheduled preparation period, the employee will be paid pro rata the rate of in-house substitution. If said staffing's occurs during the regular instructional class time, a substitute shall be assigned to cover the class.
- 8.12 MENTORING - Panhandle CUSD #2 will provide a mentoring program for all newly hired teachers to the Panhandle School District. It will include a two (2) year orientation program for teachers who are new to the profession (i.e. 0-2 years teaching experience) as provided by law and as approved by the Illinois State Board of Education. The District will also provide a one year orientation program for teachers with more than two (2) years of teaching experience who are new to the district. The mentor and new teacher relationship will be confidential in nature and at no time will mentors be involved in any activities evaluative in nature.

A teacher new to the profession will be assigned a mentor during the first and second year of employment. The administration will attempt to select a tenured teacher from that building who has a similar teaching assignment as the mentoring teacher for the new hire. New hires or mentors may request a reassignment if the work relationship between the new hire and the mentor is not professionally productive.

First year teachers with no previous experience will attend a two-day district workshop to be held no earlier than the week before school begins in the fall. The format and the agenda for the workshop will be determined by the Superintendent and Board of Education but shall include workshop time on curriculum, technology, grading, district handbooks, classroom preparation and classroom discipline. Second year teachers may be required to attend a maximum of one day of the summer workshop as determined by the administration and communicated to the second year teacher in writing by the last school day of the first year teacher's employment. Continuing Education Units will be awarded for completion of the (1 or 2 day) workshops.

A teacher new to the district with more than two (2) years of teaching experience will be assigned a buddy/mentor tenured teacher during the first year of employment. The buddy/mentor teacher will be selected from the tenured teaching staff of the building to which the teacher who is new to the district is assigned, whenever possible. The teacher new to the district but with more than two years' experience will also be expected to attend the second day of the two-day workshop during the first year of employment. The new hires and their mentors are expected to spend a minimum of two hours meeting each month.

Mentors will be required to attend either day one or day two of the new teacher workshop as determined by administration as well as being available to meet weekly with the new hire.

A tenured teacher who seeks to volunteer as mentor or a buddy/mentor for the news school year should notify his or her building Principal in writing prior to the last day of the current school year. Priority will be given to tenured teachers who have not previously served as a mentor. Mentors will be paid a stipend as agreed on in the extra-curricular schedule.

- 8.13 **SECURITY CAMERAS** – The sole purpose of video security equipment is to secure the Panhandle School buildings. The purpose of video security equipment is not to evaluate the performance of employees or to monitor their behavior or conduct. Video security equipment will not be utilized to observe employee performance before, during, or after school hours or otherwise be accessed as documentation in the employee evaluation process.

The District personnel in connection with investigation of suspected criminal conduct or security violations or incidents may review data from the video security equipment. Access to data involving District personnel will be limited to appropriate administrative personnel and police liaison officers. Such review will take place in the office of one of the parties listed above.

If review of data inadvertently reveals alleged incidents of employee misconduct, the employee and the Association will be notified in writing if the district intends to investigate the alleged employee misconduct incident. In such investigations, the Association representative or the employee's representative may review the data depicting the alleged employee misconduct.

The employee will have the right to be represented in all investigatory meetings regarding alleged misconduct unless the employee declines representation. Any discipline that may be imposed against the employee shall be in accordance with the applicable provisions of the agreement.

- 8.14 **DISTANCE LEARNING** – The receiving of distance learning courses (i.e. satellite, internet, or other media) will be limited to courses that cannot be offered by current district staff due to time, qualifications, course enrollment or associated costs.

Dual Credit Courses – Dual credit, AP, and/or distance learning courses which receive dual credit and/or credit for work completed which course's description and/or name is similar to a district provide course is allowable given that the district level course does not offer the same college credit and/or incentives. In district dual credit, AP, and/or distance learning courses opportunities will be utilized when possible.

For purposes of workload determination, a course taught by way of distance learning counts the same as any regular course taught in the district. Distance learning classes should not include more than thirty (30) students, inclusive of all local and remote sites, unless waived by the teacher.

If it is necessitated for a teacher to have an additional student contact period for the preparing, monitoring, and/or grading of work completed by student(s) involved in coursework via distance learning for the teacher to not receive their planning time, the teacher shall be paid "the above the normal teaching load" per the contract as listed under working conditions.

- 8.15 **RELOCATION STIPEND** – When classroom locations are changed as the result of a mandatory move within the district, the employee will have the option of packing the contents of his/her classroom for the new location. The district will provide packing

materials. Employees will be paid a stipend of \$100 per day for up to five (5) days of seven hours per workday, with a maximum of thirty-five (35) hours with the approval of the Superintendent. The relocation stipend applies to staff who were employed during both years associated with the move.

ARTICLE IX

SALARY AND FRINGE BENEFITS

9.1 SALARY SCHEDULE - (Appendix A)

9.2 INSURANCE - The Board shall pay a portion of the monthly premium for the individual employee for major medical insurance or the same dollar amount for a medical supplement plan provided by a group insurance plan recommended by a committee of district employees, subject to approval by the Board. The Board will pay up to the following amounts:

2023-2024.....	\$855
2024-2025.....	\$885
2025-2026.....	\$915
2026-2027.....	\$945

9.3 TRAVEL EXPENSE ALLOWANCE - Employees will be reimbursed according to the following schedule:

Travel - Travel in personal vehicle will be reimbursed at the current IRS rate

Lodging/Meals - Lodging and meals will be reimbursed according to Board policy

9.4 LEAVE WITHOUT PAY - Request for leaves of less than five (5) days without pay (one day equaling 1/180 of individual's salary) shall be submitted in writing to the Superintendent at least two (2) weeks before the leave is desired. These leaves will not require Board approval. Leave without pay will be taken in full day increments.

9.5 TAX SHELTERED ANNUITY DEDUCTIONS - Employees may purchase a tax sheltered annuity in conformity with plans and limitations outlined by the federal government. Bi-monthly payroll deductions will be made for such purpose upon presentation to the Employer all necessary authorizations required by Board approved company and signed by the employee requesting such deductions.

9.6 BOARD PICK-UP OF CONTRIBUTION TO ILLINOIS TEACHERS' RETIREMENT SYSTEM - According to the authority granted by the Pension Reform Act of 1974, Section 414(h) of the Internal Revenue Code, the Board of Education agrees to pay to the Teachers Retirement System on behalf of each teacher nine percent (9.0%) of his/her TRS. Should any of the above be declared improper by an IRS ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent it violates the ruling or opinion.

9.7 EXTRA DUTY ASSIGNMENTS PAY - All Extra Curricular Stipends are calculated on the Base teachers' salary. (See Appendix B)

9.8 TUITION PAYMENTS - Teachers shall be reimbursed one hundred twenty-five dollars (\$125.00) per semester hour for each undergraduate course and three hundred dollars (\$300.00) per semester hour for each graduate course approved by the Superintendent with a limit of twelve (12) semester hours per employee per year. Such reimbursement shall be subject to the following conditions:

- A. The teacher shall present a request for course approval to the Superintendent prior to the start of the class/coursework in which reimbursement is being requested. If such approval is denied, the teacher shall have the right to request an appeal. This decision shall be final.
- B. Once advance approval for the course is given and the course is completed, the following conditions must be met prior to the teacher receiving tuition reimbursement:
 - 1. All hours earned must be from an accredited college or university.
 - 2. Satisfactory completion and a grade of "B" or higher must be earned.
 - 3. An official transcript from the college or university must be on file in the Unit Office before reimbursement can be made.
- C. Only graduate level courses will result in advancement on the salary schedule. Advancement on the salary schedule will take place only after completion of the above requirements and only at the beginning of the school year following the course completion.
- D. Tuition reimbursement will be made after course work has been completed.
- E. Appeals Procedure - The Panhandle Teachers' Association President shall appoint a committee consisting of one elementary teacher and one teacher from the junior/high school. A Principal shall constitute the third member of this committee.

An employee must remain an employee of the district for the following year to receive summer reimbursement.

- F. If the employee shall sever employment with the district, they shall reimburse the district for the tuition paid on the following schedule:

If leave is after the first year of tuition reimbursement;

1st year.....	80%
2nd year.....	60%
3rd year	40%
4th year	20%

The payback schedule does not apply to the following reasons: RIF, termination, death, disability or unplanned retirement (subject to board approval).

- 9.9 ENHANCED SICK LEAVE - A bargaining unit member who tenders an irrevocable letter of resignation and retirement to the Panhandle Board of Education, a Teacher Retirement System (TRS) Retirement program on a date certain shall be eligible for a one-time sick-leave enhancement incentive granted exactly five years prior to retirement.

In exchange for receipt of a qualifying letter of resignation and retirement, the employer shall tender a one-time enhancement of the employee's accumulated sick leave to exactly three hundred forty (340) days. For example:

Example 1

A teacher properly tendering a qualifying letter on July 1, 2016 for a retirement effective July 1, 2021 who has 300 days of sick leave on July 1, 2016 shall have his/her sick leave immediately enhanced to 340 days of sick leave. The teacher will receive the annual contracted sick days enumerated in 7.1.4 of the contract. Therefore, his/her sick leave will increase by forty days on July 1, 2016. Assuming he/she uses 0 sick days in those five years, on July 1, 2021 she will have 340 days + (5 years x ____ contract sick days of the annual contracted sick days) = ____ days.

No teacher shall be allowed to receive a sick leave enhancement at any date later than five years prior to that teacher's binding and irrevocable date of resignation and retirement. No additional sick or other leave over that which is granted in the contract shall be granted under any circumstances to any teacher whose sick leave is enhanced according to the provision after July 1, of the school term five (5) years prior to resignation and retirement.

- 9.9.1 RETIREMENT PAY - Any employee who has taught in the Panhandle District shall be eligible for a bonus upon his/her retirement from the profession.

OPTION A

The teacher may elect to be paid his/her retirement bonus over a period of one, two, three or four years. In this case notification to the board of their intent to retire must be made on or before March 1, of the final one, two, three or four years of retirement. The employee shall be removed from the salary schedule and his/her TRS gross income for each of the employees final 4, 3, 2, or 1 years of employment shall be increased to 106% of the previous years TRS gross income. If the employee provides the employer an irrevocable notice of retirement on the March 1, four years before his/her retirement, the employee shall be removed from the salary schedule and his/her TRS gross income for each of the employees final four years of employment shall be increased to 106% of the previous years TRS gross income. The increase would be based on the final salary earned during the year that the teacher submitted the irrevocable letter of retirement and applied for the retirement bonus. Removal from the salary schedule shall mean that the employee is no longer eligible for step movement, lane movement or any other increase in TRS gross income of whatsoever kind or type except for the 6% increase provided for herein.

If the employee provides the employer with an irrevocable notice of retirement on the March 1, two years before his/her retirement the employee shall be removed from the salary schedule and his/her TRS gross income for each of the employees final two years of

employment shall be increased to 106% of the previous years TRS gross income. Removal from the salary schedule shall mean that the employee is no longer eligible for step movement, lane movement, or any other increase in TRS gross income of whatsoever kind or type except for the 6% increase provided for herein.

If the employee provides the employer with an irrevocable notice of retirement on the March 1, one year before his/her retirement the employee shall be removed from the salary schedule and his/her TRS gross income for each of the employees final one year of employment shall be increased to 106% of the previous years TRS gross income. Removal from the salary schedule shall mean that the employee is no longer eligible for step movement, lane movement, or any other increase in TRS gross income of whatsoever kind or type except for the 6% increase provided for herein.

The bonus shall be based on 6% of the employee's previous year's creditable earnings for each of the remaining one, two, or three years. In order for the employee to receive the above retirement bonus, he/she must be eligible to receive an annuity from TRS and provide proof from TRS that he/she has applied and been accepted for an annuity under the TRS rules and regulations. Along with the employees acceptance with TRS for retirement the employee must provide the board a letter of resignation. The letter is irrevocable. Teachers who are forced to retire because of ill health may also qualify if they meet the requirements and have not given prior notice.

If an employee's employment is reduced due to a reduction in force or because the employee ceases to perform an extra duty after the employee has submitted an irrevocable notice of retirement, the incentive shall be reduced proportionately for the remainder of the incentive period; or

OPTION B

The employee, at the employee's option, may provide an irrevocable notice of retirement by not later than September 1, of the year of retirement, and thereby receive a one time retirement incentive in the amount of 20% of the employees last salary schedule and step and lane placement to be paid to the employee in a lump sum not sooner than 31 days after the employee's retirement and not later than 60 days after the employee's retirement. For example, a teacher submitting an irrevocable notice in September of 2019 shall receive a bonus in the amount of 20% of his/her 2019-2020 salary 31 days after retirement but sooner than 60 days after retirement.

The purpose of such post retirement payment shall be to make the payment non-creditable earnings and thereby to exempt it from 6% cap penalties.

Either party may request to reopen consideration of this provision following any legislative or rule (including TRS interpretation of rules) changes that affect this provision, for the purpose of negotiating appropriate revisions. Status quo for purposes of such bargaining shall be compliance with this provision (to the extent possible) but under no circumstances shall status quo be interpreted to require the District to incur any additional TRS assessment or

penalty. If and when bargaining begins pursuant to a demand to bargain and if and when no agreement can be reached on the issue, the employer shall not be required to distribute any sum in a fashion that would result in any increased cost to the District due to a TRS assessment or penalty resulting from the legislative or rules change.

This provision is tentatively agreed to and ratified with the understanding that it will be submitted to TRS for review to obtain reasonable assurance for TRS that the District will incur no 6% cap penalties or additional assessments resulting from it and that its terms are not otherwise problematic to TRS. The language shall be revised through the negotiation process as necessary based upon findings from TRS and resubmitted and revised until reasonable assurance is obtained before this provision becomes effective and enforceable.

9.9.2 RESCINDING NOTICE OF INTENT TO RETIRE – If a teacher, teacher's spouse, or teacher's dependent child suffers a catastrophic injury or illness after giving notice of intent to retire, the teacher may rescind the letter of resignation. The additional sums received by the teacher as a result of section 9.9 shall be repaid by the teacher. The teachers and the district shall reach a schedule for repayment by payroll deduction as a condition of the teacher's right to rescind. The teacher may apply to the board to rescind a letter of resignation under this section for other reasons, which the district may grant at its discretion.

Rescinding notice of intent to retire can only be utilized once during the employee's term of employment.

ARTICLE X

BOARD RIGHTS

There is reserved exclusively to the Board of Education and thereby to the District, all responsibilities, powers, rights and authority expressly or inherently vested in it by the laws and constitutions of the State of Illinois and the United States of America. Except where limited by the written provisions of this Agreement, the District retains the rights and responsibilities to direct the affairs of the District in all of its various aspects. Such rights and responsibilities shall include, but are not limited to, the determination of District policy, the management and administration of the District, the establishment, modification or elimination of courses of instruction, special programs, athletic, recreational and social events, as deemed necessary or advisable by the District, the direction, supervision and placement of the teaching staff, and the determination of the placement of personnel in contractual continued service.

Any teacher covered by this Agreement may file a grievance pursuant to the provisions of Article III alleging that the District's exercise of any of the rights or responsibilities listed above conflicts with the written terms of this Agreement.

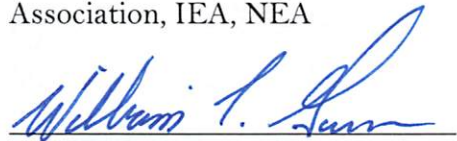
ARTICLE XI

EFFECT OF AGREEMENT

- 11.1 COMPLETE UNDERSTANDING - 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. The employer retains its statutory right to manage the school district. Implementation of those rights shall be consistent with this agreement and the rules and regulations of the Illinois Education Labor Relations Board.
- 11.2 INDIVIDUAL CONTRACTS - The terms and conditions of this Agreement shall be reflected in individual contracts or employment agreements.
- 11.3 SAVINGS CLAUSE - Should any article, section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that article, section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses shall remain in full force and effect.
- 11.4 NO STRIKE - The Association agrees that it will not, during the period of this Agreement, directly or indirectly, engage in or assist in a strike.
- 11.5 Term of Agreement – This Agreement shall be effective the first day of the 2023-2024 school year and continue in effect until the first day of the 2026-2027 school year.

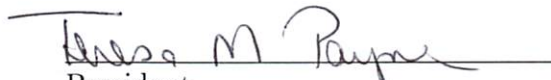
This Agreement was approved on the 3rd day of May, 2023 by the Board of Education and the Panhandle Teachers' Association on the 28th day of April, 2023.
In witness thereof:

For the Panhandle Teachers'
Association, IEA, NEA


President


Secretary

For the Board of Education
Panhandle Community Unit School District #2


President


Secretary

Appendix A

2023-2024 Salary Schedule

STEP	BS	BS + 16	MS	MS + 16	MS + 32
0	41,230	41,988	44,587	45,456	46,800
	37,519	38,209	40,574	41,365	42,588
1	41,741	42,512	45,174	46,062	46,955
	37,984	38,686	41,108	41,916	42,729
2	44,578	45,388	48,397	49,327	50,258
	40,566	41,303	44,041	44,888	45,735
3	45,733	46,543	49,791	50,724	51,656
	41,617	42,354	45,310	46,159	47,007
4	46,882	47,689	51,189	52,120	53,052
	42,663	43,397	46,582	47,429	48,277
5	48,036	48,846	52,580	53,512	54,445
	43,713	44,450	47,848	48,696	49,545
6	49,187	49,993	53,982	54,911	55,840
	44,760	45,494	49,124	49,969	50,814
7	49,844	50,638	54,826	55,748	56,666
	45,358	46,081	49,892	50,731	51,566
8	51,489	52,298	56,770	57,703	58,635
	46,855	47,591	51,661	52,510	53,358
9	52,645	52,920	57,590	58,859	59,436
	47,907	48,157	52,407	53,562	54,087
10	54,268	54,604	59,560	60,490	61,426
	49,384	49,690	54,200	55,046	55,898
11	55,489	55,751	61,554	62,498	63,434
	50,495	50,733	56,014	56,873	57,725
12	56,653	57,469	62,965	63,905	64,846
	51,554	52,297	57,298	58,154	59,010
13	57,816	58,635	64,377	65,314	66,253
	52,613	53,358	58,583	59,436	60,290
14	58,980	59,795	65,785	66,725	67,665
	53,672	54,413	59,864	60,720	61,575
15	60,145	60,958	67,197	68,134	69,077
	54,732	55,472	61,149	62,002	62,860
16	61,307	62,121	68,607	69,544	70,482
	55,789	56,530	62,432	63,285	64,139
17	62,474	63,282	70,015	70,953	71,893
	56,851	57,587	63,714	64,567	65,423
18	63,635	64,451	71,423	72,363	73,305
	57,908	58,650	64,995	65,850	66,708
19	64,798	65,612	72,834	73,775	74,712
	58,966	59,707	66,279	67,135	67,988
20	65,037	65,854	74,246	75,182	76,122
	59,184	59,927	67,564	68,416	69,271
21	65,282	66,097	77,033	77,974	78,910
	59,407	60,148	70,100	70,956	71,808
22	65,909	66,722	78,286	79,225	80,163
	59,977	60,717	71,240	72,095	72,948
23	65,909	66,722	78,286	79,225	80,163
	59,977	60,717	71,240	72,095	72,948
24	66,535	67,348	79,538	80,479	81,415
	60,547	61,287	72,380	73,236	74,088
25	66,535	67,348	79,538	80,479	81,415
	60,547	61,287	72,380	73,236	74,088
26	66,535	67,348	79,538	80,479	81,415
	60,547	61,287	72,380	73,236	74,088
27/27+	67,162	67,976	80,790	81,732	82,666
	61,117	61,858	73,519	74,376	75,226

2024-2025 Salary Schedule

STEP	BS	BS + 16	MS	MS + 16	MS + 32
0	42,569	43,353	46,036	46,933	48,321
	38,738	39,451	41,893	42,709	43,972
1	43,097	43,893	46,642	47,558	48,481
	39,218	39,943	42,444	43,278	44,118
2	46,026	46,863	49,969	50,931	51,891
	41,884	42,645	45,472	46,347	47,221
3	47,220	48,056	51,410	52,373	53,335
	42,970	43,731	46,783	47,659	48,535
4	48,407	49,238	52,853	53,813	54,776
	44,050	44,807	48,096	48,970	49,846
5	49,598	50,434	54,289	55,252	56,214
	45,134	45,895	49,403	50,279	51,155
6	50,786	51,619	55,737	56,696	57,654
	46,215	46,973	50,721	51,593	52,465
7	51,464	52,285	56,608	57,560	58,508
	46,832	47,579	51,513	52,380	53,242
8	53,163	53,998	58,615	59,579	60,541
	48,378	49,138	53,340	54,217	55,092
9	54,356	54,640	59,462	60,773	61,368
	49,464	49,722	54,110	55,303	55,845
10	56,032	56,379	61,497	62,456	63,423
	50,989	51,305	55,962	56,835	57,715
11	57,292	57,563	63,554	64,529	65,496
	52,136	52,382	57,834	58,721	59,601
12	58,495	59,337	65,011	65,982	66,954
	53,230	53,997	59,160	60,044	60,928
13	59,696	60,541	66,469	67,437	68,405
	54,323	55,092	60,487	61,368	62,249
14	60,897	61,737	67,923	68,893	69,864
	55,416	56,181	61,810	62,693	63,576
15	62,100	62,940	69,380	70,348	71,322
	56,511	57,275	63,136	64,017	64,903
16	63,299	64,140	70,836	71,804	72,774
	57,602	58,367	64,461	65,342	66,224
17	64,504	65,340	72,291	73,258	74,230
	58,699	59,459	65,785	66,665	67,549
18	65,703	66,545	73,744	74,714	75,688
	59,790	60,556	67,107	67,990	68,876
19	66,903	67,744	75,201	76,173	77,141
	60,882	61,647	68,433	69,317	70,198
20	67,151	67,995	76,659	77,626	78,596
	61,107	61,875	69,760	70,640	71,522
21	67,404	68,245	79,536	80,508	81,475
	61,338	62,103	72,378	73,262	74,142
22	68,051	68,890	80,830	81,800	82,768
	61,926	62,690	73,555	74,438	75,319
23	68,051	68,890	80,830	81,800	82,768
	61,926	62,690	73,555	74,438	75,319
24	68,698	69,537	82,123	83,095	84,062
	62,515	63,279	74,732	75,616	76,496
25	68,698	69,537	82,123	83,095	84,062
	62,515	63,279	74,732	75,616	76,496
26	68,698	69,537	82,123	83,095	84,062
	62,515	63,279	74,732	75,616	76,496
27/27+	69,344	70,185	83,415	84,388	85,353
	63,103	63,868	75,908	76,793	77,671

2025-2026 Salary Schedule

STEP	BS	BS + 16	MS	MS + 16	MS + 32
0	43,953	44,762	47,533	48,458	49,891
	39,997	40,733	43,255	44,097	45,401
1	44,498	45,320	48,157	49,104	50,057
	40,493	41,241	43,823	44,685	45,552
2	47,522	48,386	51,593	52,586	53,578
	43,245	44,031	46,950	47,853	48,756
3	48,755	49,618	53,080	54,075	55,068
	44,367	45,152	48,303	49,208	50,112
4	49,980	50,838	54,570	55,563	56,556
	45,482	46,263	49,659	50,562	51,466
5	51,210	52,074	56,054	57,047	58,042
	46,601	47,387	51,009	51,913	52,818
6	52,436	53,297	57,548	58,538	59,527
	47,717	48,500	52,369	53,270	54,170
7	53,136	53,984	58,447	59,431	60,409
	48,354	49,125	53,187	54,082	54,972
8	54,890	55,753	60,521	61,515	62,508
	49,950	50,735	55,074	55,979	56,882
9	56,123	56,415	61,395	62,747	63,363
	51,072	51,338	55,869	57,100	57,660
10	57,853	58,211	63,496	64,486	65,485
	52,646	52,972	57,781	58,682	59,591
11	59,154	59,433	65,620	66,625	67,624
	53,830	54,084	59,714	60,629	61,538
12	60,396	61,266	67,124	68,126	69,130
	54,960	55,752	61,083	61,995	62,908
13	61,635	62,508	68,630	69,629	70,629
	56,088	56,882	62,453	63,362	64,272
14	62,876	63,744	70,131	71,133	72,134
	57,217	58,007	63,819	64,731	65,642
15	64,119	64,985	71,635	72,635	73,640
	58,348	59,136	65,188	66,098	67,012
16	65,356	66,224	73,138	74,138	75,138
	59,474	60,264	66,556	67,466	68,376
17	66,601	67,463	74,641	75,640	76,642
	60,607	61,391	67,923	68,832	69,744
18	67,838	68,708	76,141	77,143	78,147
	61,733	62,524	69,288	70,200	71,114
19	69,078	69,946	77,645	78,648	79,647
	62,861	63,651	70,657	71,570	72,479
20	69,333	70,204	79,151	80,149	81,149
	63,093	63,886	72,027	72,936	73,846
21	69,595	70,463	82,121	83,124	84,123
	63,331	64,121	74,730	75,643	76,552
22	70,263	71,129	83,457	84,458	85,458
	63,939	64,727	75,946	76,857	77,767
23	70,263	71,129	83,457	84,458	85,458
	63,939	64,727	75,946	76,857	77,767
24	70,931	71,798	84,792	85,796	86,793
	64,547	65,336	77,161	78,074	78,982
25	70,931	71,798	84,792	85,796	86,793
	64,547	65,336	77,161	78,074	78,982
26	70,931	71,798	84,792	85,796	86,793
	64,547	65,336	77,161	78,074	78,982
27/27+	71,598	72,466	86,126	87,131	88,126
	65,154	65,944	78,375	79,289	80,195

2026-2027 Salary Schedule

STEP	BS	BS + 16	MS	MS + 16	MS + 32
0	45,381	46,216	49,078	50,033	51,513
	41,297	42,057	44,661	45,530	46,877
1	45,944	46,792	49,722	50,700	51,684
	41,809	42,581	45,247	46,137	47,032
2	49,066	49,958	53,270	54,295	55,320
	44,650	45,462	48,476	49,408	50,341
3	50,340	51,230	54,805	55,832	56,858
	45,809	46,619	49,873	50,807	51,741
4	51,604	52,491	56,344	57,368	58,395
	46,960	47,767	51,273	52,205	53,139
5	52,875	53,766	57,876	58,901	59,929
	48,116	48,927	52,667	53,600	54,535
6	54,141	55,029	59,419	60,441	61,463
	49,268	50,076	54,071	55,001	55,931
7	54,864	55,738	60,347	61,363	62,373
	49,926	50,722	54,916	55,840	56,759
8	56,674	57,565	62,488	63,514	64,540
	51,573	52,384	56,864	57,798	58,731
9	57,947	58,248	63,390	64,787	65,422
	52,732	53,006	57,685	58,956	59,534
10	59,733	60,103	65,559	66,581	67,613
	54,357	54,694	59,659	60,589	61,528
11	61,076	61,365	67,753	68,790	69,822
	55,579	55,842	61,655	62,599	63,538
12	62,358	63,257	69,305	70,341	71,377
	56,746	57,564	63,068	64,010	64,953
13	63,638	64,540	70,860	71,891	72,924
	57,911	58,731	64,483	65,421	66,361
14	64,920	65,815	72,410	73,445	74,478
	59,077	59,892	65,893	66,835	67,775
15	66,202	67,097	73,964	74,996	76,033
	60,244	61,058	67,307	68,246	69,190
16	67,480	68,377	75,515	76,548	77,580
	61,407	62,223	68,719	69,659	70,598
17	68,766	69,655	77,066	78,098	79,133
	62,577	63,386	70,130	71,069	72,011
18	70,043	70,941	78,615	79,651	80,687
	63,739	64,556	71,540	72,482	73,425
19	71,323	72,220	80,168	81,204	82,236
	64,904	65,720	72,953	73,896	74,835
20	71,587	72,486	81,723	82,754	83,787
	65,144	65,962	74,368	75,306	76,246
21	71,856	72,753	84,790	85,825	86,857
	65,389	66,205	77,159	78,101	79,040
22	72,546	73,441	86,169	87,203	88,235
	66,017	66,831	78,414	79,355	80,294
23	72,546	73,441	86,169	87,203	88,235
	66,017	66,831	78,414	79,355	80,294
24	73,236	74,131	87,548	88,584	89,614
	66,645	67,459	79,669	80,611	81,549
25	73,236	74,131	87,548	88,584	89,614
	66,645	67,459	79,669	80,611	81,549
26	73,236	74,131	87,548	88,584	89,614
	66,645	67,459	79,669	80,611	81,549
27/27+	73,925	74,821	88,925	89,963	90,990
	67,272	68,087	80,922	81,866	82,801

2023 - 2027 Extra-Curricular Schedule

Position	1-3 years	4-6 years	7-9 years	10+ years
Athletic Director	15%	17.5%	19.5%	21.5%
Basketball HS Head	12%	14.5%	16.5%	18.5%
Volleyball HS Head	12%	14.5%	16.5%	18.5%
Baseball HS Head	10%	11%	12%	15%
Golf HS Head	10%	11%	12%	15%
Soccer HS Head	10%	11%	12%	15%
Softball HS Head	10%	11%	12%	15%
Cheerleading HS Head	7%	8%	9%	10%
Basketball HS Asst.	9%	10%	11%	12%
Soccer HS Asst.	9%	10%	11%	12%
Volleyball HS Asst.	9%	10%	11%	12%
Baseball HS Asst.	7%	8%	9%	10%
Golf HS Asst.	7%	8%	9%	10%
Softball HS Asst.	7%	8%	9%	10%
Cheerleading HS Asst.	5%	6%	7%	8%
Academic Bowl HS	7%	8%	9%	10%
Academic Bowl JH	7%	8%	9%	10%
FFA	11%	12%	13%	14%
FFA (Summer)	5%	6%	7%	8%
Drama Club/Play	7%	8%	9%	10%
Vocal Music	1%	1.50%	2%	2.50%
Band (Summer)	10%	10.50%	11%	11.50%
Yearbook	5.50%	6%	6.50%	7%
Summer Guidance	10%			
Summer RTI	10%			
Mentoring	3%			
Student Council	3%			
Class Advisors (8)	2%			
Art Club	2%			
Dual Credit Position	2%			
LCSO	2%			
National Honor Society	2%			
Spanish Club	2%			
Young Author	2%			
Ticket Taker	\$35.00			
Scoreboard Operator	\$35.00			
Scorebook Keeper	\$35.00			
Extra Driving	\$35.00 per hour			
Basketball JH Head	10%	11%	12%	15%
Volleyball JH Head	10%	11%	12%	15%
Baseball JH Head	7%	8%	9%	10%
Softball JH Head	7%	8%	9%	10%
Cheerleading JH	7%	8%	9%	10%

Position	1-3 years	4-6 years	7-9 years	10+ years
Basketball JH Asst.	5%	6%	7%	8%
Volleyball JH Asst.	5%	6%	7%	8%
Baseball JH Asst.	5%	6%	7%	8%
Softball JH Asst.	5%	6%	7%	8%
Bus Chaparone	\$35.00			
Summer Tech	10%			
Technology Club	2%			
SADD	2%			