

**CONTRACTUAL AGREEMENT**

**BETWEEN**

**THE BOARD OF EDUCATION  
ROCHELLE TOWNSHIP HIGH SCHOOL  
DISTRICT 212**

**AND**

**THE ROCHELLE TOWNSHIP HIGH SCHOOL  
EDUCATION ASSOCIATION**

**2015-2018**

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AND  
THE ROCHELLE TOWNSHIP HIGH SCHOOL EDUCATION**

**PREAMBLE**

The Board of Education of Rochelle Township High School, District #212, and the Rochelle Township High school Education Association do hereby agree that the education of the students of Rochelle Township High School, District #212, is paramount in the operation of this high school and will be promoted by both parties. The parties do hereby agree as follows:

**ARTICLE I: PROFESSIONAL NEGOTIATIONS AGREEMENT**

**A. RECOGNITION**

The Board of Education of Rochelle Township High School, District #212, hereinafter referred to as the Board, recognizes that teaching is a profession. The Board recognizes the Rochelle Township High School Education Association IEA-NEA or any successor organization, hereinafter referred to as the Association, as the exclusive bargaining agent for all the certificated personnel, hereinafter referred to as Certified Personnel, employed by the Board with the exception of the superintendent, the principal, substitute teachers, and aides. Further, the Board agrees not to negotiate with any other group, organization, or individual representing the bargaining unit covered by this contract for the duration of this contract.

Certified Personnel shall have the right to join, or not to join, any organization for their professional or economic improvement, but membership in any organization shall not be required as a condition of employment. The Association recognizes the Board as the elected representatives of the people of Rochelle Township High School, District #212, and therefore as the final legal authority of the district.

The Superintendent is recognized as representing the Board as well as being the educational leader of the certified personnel. The president of the Association is recognized as representing the Certified Personnel as recognized by this agreement and expressing the collective voice of the majority of the Certified Personnel.

The purpose of this recognition is the mutual agreement that the parties will meet and negotiate at reasonable times upon due notice regarding all matters of common concern which are mandatory and permissive subjects of bargaining and will use the American Arbitration Association for appeal in the event of impasse.

**B. STRIKES**

Certified personnel shall not engage in a strike except as provided by law.

**C. PROCEDURES**

**1. MEETINGS**

Meetings composed of members of the Association Negotiations Committee, the Board, and the Superintendent, shall be called upon the written request of any one of the parties involved, namely: The Association, the Board, or the Superintendent of schools. Requests for meetings should contain specific statements as to the reasons for the requests.

## **2. DIRECTING REQUESTS**

Requests from the Association will be made directly to the superintendent or his representatives. Copies of said requests will always be furnished the Superintendent and the Board. Requests from the Board, or its representatives, or from the Superintendent, will be made to the president of the Association. A mutually convenient meeting date shall be set within fifteen week days of the date of the request, excluding Saturdays, Sundays, and/or holidays.

## **3. EXCHANGE OF FACTS, VIEWS**

Facts, opinions, proposals and counter-proposals will be exchanged freely during the meeting or meetings (and between meetings if advisable) in an effort to reach mutual understanding and agreement on matters covered by this agreement.

The Association Negotiations Committee, the Board, and the Superintendent, will act, as far as possible, as a committee for the whole, studying the fiscal resources of the district, tentative budgetary requirements and allocations, trends in salary schedules and fringe benefits.

## **4. REQUESTS FOR ASSISTANCE**

The participants may call upon competent professional and lay representatives to consider matters under discussion and to make suggestions. All participants have the right to utilize the services of consultants in the deliberations.

## **5. AGREEMENT**

Once an agreement is reached between representative of the Association and the Board, the agreement shall be reduced to writing, ratified and signed by the parties, and incorporated into contractual agreement.

## **6. NEWS RELEASES**

While negotiations are in progress any releases concerning the negotiated items prepared for the news media must be approved by all parties concerned.

## **D. MEDIATION AND APPEAL**

### **IMPASSE PROCEDURES**

If the parties engaged in collective bargaining have not reached an agreement by ninety days before the scheduled start of the forthcoming school year, the parties shall notify the Illinois Educational Labor Relations Board concerning the status of negotiations.

Upon demand of either party, collective bargaining between the employer and the exclusive bargaining representative must begin within sixty days of the date of certification of the representative by the Board, or in the case of an existing exclusive bargaining representative, within sixty days of the receipt by one part of a demand to bargain issued by the other party. Once commenced, collective bargaining must continue for at least a sixty day period, unless a contract is entered into.

If after a reasonable period of negotiation and within forty-five days of the scheduled start of the forthcoming school year the parties engaged in collective bargaining have reached an impasse, either party may petition the Illinois Educational Labor Relations Board to initiate mediation. Alternatively, the Illinois Educational Labor Relations Board on its own motion may initiate mediation during this period. However, the services of the mediators shall continuously be made available to the employer and to the exclusive bargaining representative for purposes of arbitration of grievances and mediation or arbitration of contract disputes. If requested by the parties, the mediator may perform fact-finding and in so doing conduct hearings and make written findings and recommendations for the resolution of the dispute. Such mediation shall be provided by the Illinois Educational labor Relations Board and

shall be held before qualified impartial individuals. Nothing prohibits the use of other individuals or organizations such as the Federal Mediation and Conciliation Service or the American Arbitration Association selected jointly by the exclusive bargaining representative and the employer.

If the parties engaged in collective bargaining fail to reach an agreement within fifteen days of the scheduled start of the forthcoming school year and have not requested mediation, the Illinois Educational Labor Relations Board shall invoke mediation.

The costs of fact-finding and mediation shall be shared equally by the employer and the exclusive bargaining agent.

Nothing in this Act prevents an employer and an exclusive bargaining representative from mutually submitting to final and binding impartial arbitration of unresolved issues concerning the terms of a new collective bargaining agreement.

## **ARTICLE II: ASSOCIATION RIGHTS**

### **A. BOARD MEETINGS**

The Board shall give written notice of all regular meetings of the Board together with two copies of agendas for such meetings to the Association president at least twenty-four hours in advance of said meetings. Further, the Board shall place on the agenda of each regular meeting as the first item for consideration following Board Business any matter brought to its attention by the Association. Two copies of the minutes of all board meetings shall be provided to the Association president as soon as such minutes are prepared.

### **B. USE OF FACILITIES**

The Association shall be granted permission for reasonable use of designated rooms, facilities, and business equipment if requested twenty-four hours in advance. The Association shall pay all costs of extra janitorial expense and/or material costs to be determined fairly by the Superintendent. Normal school activities shall take precedence when conflicts occur.

### **C. USE OF INFORMATION**

The Board agrees to furnish the Association all available public information concerning district financial resources and matters of public record. Such information will not require additional research by the administration and will be made available within seven days of a written request.

### **D. RTHSEA/IEA/NEA DUES**

Pursuant to the Wage Payment and Collection Act and other applicable laws, the Board will withhold RTHSEA/IEA/NEA dues from authorized members' paychecks over a ten-month period, September through June. Moneys collected in such fashion shall be paid to the Association treasurer within ten working days of the time of withholding.

### **E. STAFF VACANCY NOTIFICATION**

When a teaching or extra-curricular position becomes vacant during the course of the school year, a written notification of the opening will be distributed through email. Present staff members will have five days from the time of posting of such notification to submit their applications for the open positions which will be considered along with those of outside applicants.

If a vacancy occurs during the summer, the Superintendent will notify staff members of the vacancy through email. Staff members will have ten days from the date of notification to submit applications for the vacant position.

### **F. ATTENDANCE AT MEETINGS OR CONVENTIONS**

Any Association member who becomes a state level IEA/NEA officer may attend meetings or conventions of IEA/NEA without loss of pay or benefits during his/her tenure of office. This coverage shall be limited to a maximum time of two days each for no more than two persons.

### **G. ASSOCIATION MEETINGS**

The Association shall be allowed up to three (3) days non-accumulative leave, in aggregate, in any school year without loss of pay when such leave is necessary for Association business. A written notification of such leave shall be submitted to the Superintendent for his approval at least five (5) school days prior to the requested day or days of leave.

## **H. Fair Share**

Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, State and national dues.

In the event that the bargaining unit member does not pay his/her fair share fee directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share fee from the wages of the non-member.

Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.

In the event of any legal action against the Employer brought in a court or administrative agency because of its compliance with this Article, the Association agrees to defend such action, at its own expense and through its own counsel, provided:

- (a) The Employer gives immediate notice of such action in writing to the Association and permits the Association intervention as a party if it so desires, and
- (b) The Employer gives full and complete cooperation to the Association and its counsel in securing and giving evidence, obtaining witnesses and making relevant information available at both trial and all appellate levels.

The Association agrees that in any action so defended, it will indemnify and hold harmless the Employer from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a direct consequence of the Employees non-negligent compliance with this Article.

It is expressly understood that this hold harmless provision will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

The obligation to pay a fair share fee will not apply to any Employee who, on the basis of a bonafide religious tenet or teaching of a church or religious body of which such Employee is a member or a belief sincerely held with the strength of traditional religious views, objects to the payment of a fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the Employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

This article applies to employees hired after July 1, 2011.

### **ARTICLE III: BOARD RIGHTS**

The Board, on its own behalf, except as limited by the School Code and by this agreement, hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the School Code, including and not limited to the following:

- A. To manage, organize and administer Rochelle Township High School District 212 and its properties and facilities.
- B. To hire all employees, and, subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, to promote, assign, transfer, give remediation, discipline or dismiss all such employees; subject to the provisions of the School Code
- C. To establish educational policies, goals and objectives; to introduce new or improved methods, equipment or facilities; to insure rights and educational opportunities of students in order to maintain the efficiency of District 212 operations.
- D. To build, move or modify facilities; to establish budget procedures and determine budgetary allocations; to determine the methods of raising revenue; and to take action on any matter concerning these areas.
- E. To make, publish and enforce rules and regulations of the Board not inconsistent with this Agreement.
- F. To take any management action that the Board has been given in the School Code and is not inconsistent with this Agreement.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board, in adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this contractual agreement.

## **ARTICLE IV: GRIEVANCE PROCEDURE**

### **A. DEFINITIONS**

1. A grievance shall be any claim by the Association or any employee in the bargaining unit that there has been a violation, misrepresentation, or misapplication of the terms of this agreement; or a violation of the Association's or employee's right of fair treatment.
2. Grievances shall be submitted within fifteen business days of the alleged grievance. All time limits consist of week days except Saturday, Sunday, and school holidays. Summer time limits will be doubled with the exclusion of the filing time period. When a grievance is submitted less than ten days before the end of school, the summer time limits shall apply.

### **B. PROCEDURES**

1. Step I. The parties hereto acknowledge that it is usually most desirable for an employee and the employee's supervisor to resolve problems through free and informal communications. When requested by an employee, an Association representative may accompany an 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:
2. Step II. The employee or the Association must present the grievance in writing to the principal, naming specific violations, misrepresentations, or misapplications and naming the remedy sought. The principal shall arrange for a meeting to take place within ten days after receipt of the grievance. The grievant and the principal shall be present for the meeting. Within ten days of the meeting the grievant and the Association shall be provided with the principal's written decision regarding the grievance, including reasons for the decision.
3. Step III. If the grievance is not resolved in Step II, the Association may refer the grievance to the Superintendent within ten days after receipt of the Step II decision. The Superintendent shall then arrange with the grievant for a meeting to take place within ten days of the Superintendent's receipt of the appeal. Within ten days of the meeting, the grievant and the Association shall be provided with the Superintendent's written decision regarding the grievance, including reasons for the decision.
4. Step IV. If the Association is not satisfied with the disposition of the grievance at Step III, the Association may submit the grievance to final and binding arbitration through the American Arbitration Association, which shall act as administrator of the proceedings. If a demand for arbitration is not filed within thirty days of the date of the Step III decision, then the grievance shall be deemed withdrawn. Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.

### **C. BYPASS**

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

### **D. BYPASS TO ARBITRATION**

If the Superintendent and the grievant agree, a grievance may be submitted directly to arbitration.

### **E. CLASS GRIEVANCE**

Class grievances involving one or more employees and grievances involving the Superintendent may be filed initially by the association at Step III.



#### **F. ASSOCIATION PARTICIPATION**

The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any step when so requested by a grievant or when an adjustment is to be made. No grievant shall be required to participate in the processing of any grievance procedure without an Association representative present if such a representative has been requested.

#### **G. EMPLOYEE NOT ASSOCIATION MEMBER**

When an employee is not a member of the Association, the Association shall reserve the right to have its representative present when a contract adjustment is to be made.

#### **H. REPRISALS**

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

#### **I. RELEASED TIME**

Should the Board and/or the Superintendent require that an employee or an Association representative be released from his/her regular assignment, he/she shall be released without loss of pay or benefits.

#### **J. FILING OF MATERIALS**

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

#### **K. GRIEVANCE WITHDRAWAL**

A grievance may be withdrawn by the grievant at any level without establishing precedent.

#### **L. WRITTEN RESPONSE**

If no written response of a decision has been rendered within the time limits established for a step, the grievance may be continued at the next step.

#### **M. AAA RULES**

At the request of either party the Expedited Arbitration Rules of the American Arbitration Association shall be followed instead of the Voluntary Labor Arbitration Rules.

#### **N. FEES AND EXPENSES**

Fees and expenses of an arbitrator shall be shared equally by the Board and the Association.

## **ARTICLE V: WORKING CONDITIONS**

### **A. LENGTH OF ORDINARY SCHOOL DAY**

The teacher's work day shall be seven hours and forty-five minutes with a lunch period at least equal to the students and in no case less than thirty minutes included in the work day. Teachers will report 20 minutes before the first class and remain 25 minutes after the last class. On the last day of the week, teachers may leave at the end of the student day.

### **B. ASSIGNED STUDENT CONTACT TIME**

A teacher's contract is based on the teacher having up to six periods of student contact during the school day. No more than five periods will be teaching periods. At least one student contact period will be supervisory, or used for technology training. Supervision will include such duties as supervision of study halls, hallways, the lunchroom, the library, the computer labs, the in-school suspension room, or the outside school grounds. The administration will attempt to assign a study hall, computer lab, or library supervision to those teachers with three or more different preps.

When an overload section(s) is deemed necessary, the administration will contact the appropriate department chair. The department chair will then communicate the need for the overload section(s) to the department. The administration retains the right to approve the teacher assignment for the overload section(s). Any teacher choosing to assume a sixth teaching section, versus a supervisory period, shall be paid according to Article V, Section D.

If no teacher chooses to assume the responsibility of the overload section, the administration may assign the overload to a teacher in that department hired after Sept. 1, 1998. The administration will attempt to assign the overload section to a teacher with that existing preparation. An overload section will not be assigned to a tenured teacher who is under notice to remedy, or under remediation.

### **C. PART-TIME TEACHER REMUNERATION**

#### **1. USE OF PART-TIME TEACHERS**

The Association and the Board realize that it is in the best interest of the students in District #212 to be taught by full-time teachers. The Board will strive to maintain a staff of full-time teachers and to employ part-time teachers sparingly.

#### **2. PART-TIME DEFINED**

A teacher shall be considered to be a full-time teacher when the total time that teacher is required to be in attendance at RTHS is equal to or greater than five clock hours per school day. A teacher shall be considered to be a part-time teacher when that teacher is required to be in attendance at RTHS less than five clock hours per school day.

A part-time teacher shall be required to be present and available for conferences with individual students and for lesson preparation for some time during each school day. This time shall be in addition to the actual student contact periods for which the teacher is employed. The total time the part-time teacher is required to be in attendance at RTHS is based upon the following rationale and determined by the formula expressed below:

- a. A full-time teacher is required to be in attendance at RTHS a minimum total of 435 minutes per day not including a duty free lunch period.
- b. A full-time teacher is contracted for six periods of student contact time at fifty minutes per period per school day for a total of 330 minutes per day. Teachers with a class spanning a lunch period will have five additional minutes of student contact time for each class that spans a lunch period.

- c. The ratio between student contact time and total attendance time is derived as follows:  

$$\text{Student Contact Time/Total Attendance Time} = 330 \text{ minutes}/435 \text{ minutes} = .7586$$
- d. Total attendance time by a part-time teacher shall be determined using the following formula:  

$$\text{Total Attendance Time} = \text{Student Contact time (in minutes)}/.7586$$

### **3. PAYMENT OF PART-TIME TEACHERS**

- a. Part-time teachers shall be paid according to the following formula:  

$$\text{Student Contact Periods}/6 \times \text{Salary (at appropriate experience and educational level on salary schedule)}$$
- b. Part-time teachers will receive all the full fringe benefits of a full-time teacher except for hospitalization insurance.
- c. A full-time teacher reduced to part-time status shall retain all tenure rights and shall be reinstated as a full-time teacher as soon as an appropriate position becomes available.

### **D. TEACHING ADDITIONAL PERIODS FULL-TIME**

RTHS teachers are contracted for six student contact periods per day. Any teacher choosing to assume an additional teaching period shall be paid for that period according to the following formula:

Pay per period =  $1/7 \times 1/180$  of the teacher's salary.

The additional teaching period shall be in lieu of the supervisory period.

### **E. DAILY SUBSTITUTION BY AN RTHS STAFF MEMBER**

When a contracted RTHS staff member substitutes for another contracted staff member, the compensation shall be at the rate of \$25.00 per period.

Payment for substituting will be made twice per school year - December and May along with the regular December and May paychecks. Any teachers may assume extra periods without asking compensation if they so desire.

### **F. DRESS REQUIREMENTS**

It is important for teachers to dress in a professional and appropriate manner while teaching the students of Rochelle Township High School. Attire worn by the teaching staff will be conducive to promoting a positive learning environment at Rochelle Township High School. Teachers will dress appropriately for the activities of the day.

### **G. SUMMER SCHOOL**

Rochelle Township High School summer school program will follow stated policies as outlined in the Illinois School Code such as, but not limited to: a minimum of sixty instructional hours excluding breaks during or between classes; and the hiring of teachers who are certified in the subject they are teaching. Summer school teachers shall be paid at a rate of \$1500 per class and will be granted one day of non-accumulative sick leave.

Summer school teaching positions will be posted as specified in Article II, Section E, Staff Vacancy Notification of this agreement. Summer school positions shall be offered to properly certified current Rochelle Township High School Education Association bargaining unit members first, by department. If no properly certified bargaining unit members apply for a summer school position the Board may seek to employ teachers from outside the bargaining unit.

## **H. Education Reform**

Language regarding educational reform to be determined pending passage of educational reform bills.

## **ARTICLE VI: SALARY SCHEDULE**

### **A. PAYMENT FOR CREDIT BEYOND BACHELORS DEGREE**

Degrees acceptable for placement on the Masters pay schedule shall include those in the teacher's areas of certification, those in secondary education, education administrative degree and those other degrees approved by the Board/Administration. Hours leading to the aforementioned degrees shall be eligible for payment on the step schedule between the Bachelors and Master degrees.

Present employees under contract having earned five or more hours toward the Masters degree by September 1, 1977, are exempt from this policy.

### **B. CREDIT ALLOWANCE FOR PRIOR TEACHING EXPERIENCE**

Full credit shall be granted for up to and including ten years of prior full-time teaching experience or equivalent experience as determined by the administration. Members on the staff as of May 30, 1984, shall not be affected by this clause but shall continue to be paid on the basis of experience credit allowed as of that date and beyond.

### **C. PAY PERIODS**

All certified personnel will be paid on a twelve pay period schedule through electronic deposit. Electronic deposits will be made on the 28<sup>th</sup> of each month. If the 28<sup>th</sup> of the month is not a bank business day, then the electronic deposit will be made on the last bank business day prior to the 28<sup>th</sup> of the month

### **D. SALARY SCHEDULE**

Keep the base at \$37,102 with existing vertical and horizontal increments for 2015-2016  
Increase the base by 0.5% to \$37,288 for 2016-2017  
Increase the base by 1% to \$37,661 for 2017-2018

Employees in MA lanes who do not receive vertical incremental movement on the salary schedule will receive an additional \$1200 in 2015-2016 to be paid at the first payroll following ratification of this contract.

Employees in MA lanes who do not receive vertical incremental movement on the salary schedule will receive an additional \$850 in 2016-2017 and 2017-2018 to be paid at the first payroll following ratification of this contract.

SEE APPENDIX A, B, C

## **ARTICLE VII: EXTRA DUTY SCHEDULE**

### **A. EXTRA-CURRICULAR ASSIGNMENTS**

The Board will allow faculty members serving as coaches or directors of extra-curricular activities to resign their positions if their replacements are acceptable to the Board and administration. In the event that a teacher seeks release from an extra-curricular assignment, the Board shall make a continuing effort to find a replacement. Replacements will be recruited from, first, the qualified faculty, and second, from outside qualified people.

Faculty members assigned to teach a sixth class may resign from extra-curricular duties and will not be mandated to assume the vacant position.

Initial contact with prospective replacements is the right and responsibility of the Superintendent. If a replacement from outside the staff does not complete the year, the position shall revert to the previous holder of the position.

### **B. EXTRA-DUTY PAY SCHEDULE**

SEE APPENDIX A-1, A-2, A-3

## **ARTICLE VIII: FRINGE BENEFITS**

### **A. MEDICAL AND HOSPITALIZATION INSURANCE**

The Board will contribute up to \$725.00 per month per teacher toward the actual individual medical and hospitalization insurance plan for 2015-2016.

The Board will contribute up to \$750.00 per month per teacher toward the actual individual medical and hospitalization insurance plan for 2016-2017.

The Board will contribute up to \$775.00 per month per teacher toward the actual individual medical and hospitalization insurance plan for 2017-2018.

Medical and hospitalization coverage expire for teachers leaving the system on September 30 following their termination of employment.

Medical and hospitalization coverage for new employees will be simultaneous with the first day of required teacher attendance.

No employees retiring after June 1, 2001 will be allowed group insurance. COBRA conversion rights are applicable to retired teachers at the time of their retirement.

### **B. LIFE INSURANCE**

The Board will pay the premium on a \$20,000.00 term life insurance policy for each employee. New employee's policies become effective on October 1 of the year in which employment begins.

### **C. ANNUITY PLAN**

The Board permits employees to participate in an annuity plan which may be initiated twice yearly, October 1 and January 15.

### **D. PENSION**

The Board will pay the individual member contribution of 9.40% to the Illinois Teacher Retirement System.

The Board will pay a sum equal to 0.97% of the gross earnings (teacher's salary, extra-curricular pay, pay for substituting) of the certified personnel for the required member contribution to the TRS health insurance system (THIS).

The parties agree to negotiate any increase in required pension contribution pending action of State Legislature.

### **E. ONE-TIME RETIREMENT STIPEND**

Employees who are eligible for early or normal TRS retirement at the end of a school year shall be eligible for the payment of a one-time stipend from the Board. The board shall pay the teacher according to the chart below for years of service at RTHS. The stipend may be used in any or all of the teacher's last four years in order to raise creditable earnings to 6% over the previous year. Any portion of the stipend not paid to the employee for the purpose of raising creditable earnings to 6% in the last four years will be paid after the effective date of the teacher's retirement and will be non-TRS creditable earnings.

20+ years	\$600 per year of service
11-19 years	\$400 per year of service
5 -10 years	\$200 per year of service

**ARTICLE IX: LEAVES**

**A. ATTENDANCE AT MEETINGS, CONVENTIONS, WORKSHOPS, ETC.**

Professional leave days for conventions, workshop, conferences, or classroom visitation/evaluations of other districts in the instructor's teaching field are allowed by the Board at the approval of the Superintendent.

When Certified Personnel are state-level officers in their professional academic organizations, they may attend conferences, workshops, meetings and conventions during their term of office.

Teachers may attend such meetings without loss of pay or benefits and will be reimbursed for registration fees, transportation, lodging, and up to \$25.00 per day for meals.

**B. SICK LEAVE**

The Board shall grant each teacher twenty (20) days sick leave per school year, accumulative to three hundred sixty days. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the family or household. The immediate family shall include parents, spouse, brother, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians or as approved by the Superintendent.

The Board may require a physician's certificate by a Board-designated physician, or if treatment is by prayer or spiritual means, that of a spiritual advisor or practitioner of such person's faith, as a basis for pay during leave after an absence of three consecutive days for personal illness. Such examination and certificate shall be at the expense of the Board. Medical certification and other issues relating to sick leave shall be resolved in accordance with law, including the Family and Medical Leave Act.

The Board may grant sick days beyond current contractual limits to a teacher whose sick leave is below contractual maximums in the teacher's final two years of employment following consultation with the Association.

Should teachers, who have provided notice of intent to retire, use sick days where their accumulated total drops below the number required for retirement according to TRS rules, the teacher may elect to continue employment with the District. Unused sick days shall lapse.

**C. UNPAID LEAVE**

Unpaid leaves of one or two semesters duration may be granted by the Board for educational reasons, for maternity/paternity responsibilities, for personal illness, or for disability or illness in the immediate family (Immediate family shall include parents, spouse, brother, sisters, children, grandparents, grandchildren, parents-in-law, brothers or sisters-in-law, and legal guardians).

Requests for such leave must be submitted in writing at least thirty days prior to the beginning date of the leave. Employees granted such leaves must notify the Board of their intention to return at least sixty days prior to the beginning of the semester in which they will return or forfeit their right of reemployment.

A one year career leave would be allowed any teacher after ten (10) years of continuous service at RTHS. Employees must notify the Board of their intention to request such a leave by May 1 and notify the Board by the following March 1 of their intention to return or not return to teaching.



Leaves one semester in duration allow vertical advancement on the salary schedule; leaves of two semesters do not allow vertical advancement.

Tenure benefits shall continue unaffected by the leave, but seniority time will not accumulate during the time of the leave. Fringe benefits are available to the employee on leave by payment for such benefits is the responsibility of the employee.

Unpaid leaves shall be granted in conformity with law including the Family and Medical Leave Act. Except as expressly provided in the specific language of this contract, no leave rights greater than those required by law are conferred by this Agreement.

#### **D. PERSONAL LEAVE**

Up to three days of personal leave will be granted each year for personal use with the following restrictions:

1. not less than forty-eight hours advance notice
2. no recreational days
3. not more than three teachers on personal leave at any given time; priority based in order requests are received
4. not allowed the day prior to or day after a holiday or vacation period
5. not allowed during final examinations in either semester
6. not allowed for gainful employment elsewhere
7. not allowed the last two weeks of the second semester, except in extenuating circumstances. Permission must be given by the Superintendent.

Unused personal leave days shall be added to the next year's sick leave. Personal leave will not accumulate from year to year. The Superintendent will be responsible for personal leaves; emergency requests in exception to this policy are at his discretion.

#### **E. MILEAGE ALLOWANCE**

The Board will reimburse school personnel traveling on official school business at the IRS rate per mile.

**ARTICLE X: ACCEPTANCE OF AGREEMENT**

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 mutual consent of the parties.

The Administration will, within ten (10) business days of the signing of the contract, have a typed and corrected copy of the contract given to the Association President.

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 null and void. The remaining articles, sections, and clauses shall remain in full force and effect.

This agreement shall be effective as of July 1, 2015, and shall continue in force until June 30, 2018. This agreement shall expire at such expiration date unless it is extended for specific period or periods by mutual written agreement of the parties or is replaced by a successor agreement.

This agreement adopted and signed this **3rd of June, 2015**.

In witness thereof:

\_\_\_\_\_  
Thomas Huddleston, President, Board of Education

\_\_\_\_\_  
Martin Ravnaas, Jr., Secretary, Board of Education

\_\_\_\_\_  
Nicole Maxwell, President, RTHS Education Association

\_\_\_\_\_  
Alison Mercer-Curtis, Secretary, RTHS Education Association

<b>BASE</b>	<b>37,102</b>	<b>% INCREASE</b>	<b>100.0%</b>	<b>1415 Base</b>	37,102
<b>BA H STEP</b>	<b>300</b>	<b>VERT STEP</b>	<b>1,855</b>	<b>% Increase</b>	100.00%
<b>MA H STEP</b>	<b>500</b>	<b>PHD INC</b>	<b>3,840</b>		
<b>% VERT</b>	<b>5%</b>				
<b>MA %</b>	<b>115%</b>				

STEP	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	MA+30	MA+36	MA+42	PHD
1	37,102	37,402	37,702	38,002	38,302	42,667	43,167	43,667	44,167	44,667	45,167	45,667	46,167	50,007
2	38,957	39,257	39,557	39,857	40,157	44,522	45,022	45,522	46,022	46,522	47,022	47,522	48,022	51,862
3	40,812	41,112	41,412	41,712	42,012	46,377	46,877	47,377	47,877	48,377	48,877	49,377	49,877	53,717
4	42,667	42,967	43,267	43,567	43,867	48,232	48,732	49,232	49,732	50,232	50,732	51,232	51,732	55,572
5	44,522	44,822	45,122	45,422	45,722	50,087	50,587	51,087	51,587	52,087	52,587	53,087	53,587	57,427
6	46,377	46,677	46,977	47,277	47,577	51,942	52,442	52,942	53,442	53,942	54,442	54,942	55,442	59,282
7	48,232	48,532	48,832	49,132	49,432	53,797	54,297	54,797	55,297	55,797	56,297	56,797	57,297	61,137
8	50,087	50,387	50,687	50,987	51,287	55,652	56,152	56,652	57,152	57,652	58,152	58,652	59,152	62,992
9	50,087	52,242	52,542	52,842	53,142	57,507	58,007	58,507	59,007	59,507	60,007	60,507	61,007	64,847
10	50,087	52,242	54,397	54,697	54,997	59,362	59,862	60,362	60,862	61,362	61,862	62,362	62,862	66,702
11	50,087	52,242	54,397	56,552	56,852	61,217	61,717	62,217	62,717	63,217	63,717	64,217	64,717	68,557
12	50,087	52,242	54,397	56,552	58,707	63,072	63,572	64,072	64,572	65,072	65,572	66,072	66,572	70,412
13	50,087	52,242	54,397	56,552	60,562	64,927	65,427	65,927	66,427	66,927	67,427	67,927	68,427	72,267
14	50,087	52,242	54,397	56,552	60,562	66,782	67,282	67,782	68,282	68,782	69,282	69,782	70,282	74,122
15	50,087	52,242	54,397	56,552	60,562	68,637	69,137	69,637	70,137	70,637	71,137	71,637	72,137	75,977
16	50,087	52,242	54,397	56,552	60,562	70,492	70,992	71,492	71,992	72,492	72,992	73,492	73,992	77,832
17	50,087	52,242	54,397	56,552	60,562	72,347	72,847	73,347	73,847	74,347	74,847	75,347	75,847	79,687
18	50,087	52,242	54,397	56,552	60,562	74,202	74,702	75,202	75,702	76,202	76,702	77,202	77,702	81,542
19	50,087	52,242	54,397	56,552	60,562	76,057	76,557	77,057	77,557	78,057	78,557	79,057	79,557	83,397
20	50,087	52,242	54,397	56,552	60,562	77,912	78,412	78,912	79,412	79,912	80,412	80,912	81,412	85,252

Extra-Curricular  
FY 2016

	63.65	64.65	65.65	66.65	67.65	68.65	69.65	70.65	71.65	72.65	73.65	74.65	75.65	
POSITION	YEAR - 1	YEAR - 2	YEAR - 3	YEAR - 4	YEAR - 5	YEAR - 6	YEAR - 7	YEAR - 8	YEAR - 9	YEAR - 10	YEAR - 11	YEAR - 12	YEAR - 13	Points
FOOTBALL - HEAD	5,856	5,948	6,040	6,132	6,224	6,316	6,408	6,500	6,592	6,684	6,776	6,868	6,960	92
FOOTBALL - ASST	4,010	4,073	4,136	4,199	4,262	4,325	4,388	4,451	4,514	4,577	4,640	4,703	4,766	63
BOYS BBALL - HEAD	5,856	5,948	6,040	6,132	6,224	6,316	6,408	6,500	6,592	6,684	6,776	6,868	6,960	92
BOYS BBALL - ASST	4,010	4,073	4,136	4,199	4,262	4,325	4,388	4,451	4,514	4,577	4,640	4,703	4,766	63
WRESTLING - HEAD	5,538	5,625	5,712	5,799	5,886	5,973	6,060	6,147	6,234	6,321	6,408	6,495	6,582	87
WRESTLING - ASST	3,819	3,879	3,939	3,999	4,059	4,119	4,179	4,239	4,299	4,359	4,419	4,479	4,539	60
BOYS BASEBALL - HEAD	4,392	4,461	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	69
BOYS BASEBALL - ASST	2,992	3,039	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	47
BOYS TENNIS - HEAD	4,392	4,461	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	69
BOYS TENNIS - ASST	2,992	3,039	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	47
BOYS TRACK - HEAD	4,392	4,461	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	69
BOYS TRACK - ASST	2,992	3,039	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	47
CROSS-COUNTRY - HEAD	4,392	4,461	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	69
CROSS-COUNTRY - ASST	2,992	3,039	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	47
GOLF - HEAD	3,310	3,362	3,414	3,466	3,518	3,570	3,622	3,674	3,726	3,778	3,830	3,882	3,934	52
GOLF - ASST	2,228	2,263	2,298	2,333	2,368	2,403	2,438	2,473	2,508	2,543	2,578	2,613	2,648	35
VOLLEYBALL - HEAD	3,755	3,814	3,873	3,932	3,991	4,050	4,109	4,168	4,227	4,286	4,345	4,404	4,463	59
VOLLEYBALL - ASST	2,673	2,715	2,757	2,799	2,841	2,883	2,925	2,967	3,009	3,051	3,093	3,135	3,177	42
GIRLS BBALL - HEAD	5,856	5,948	6,040	6,132	6,224	6,316	6,408	6,500	6,592	6,684	6,776	6,868	6,960	92
GIRLS BBALL - ASST	4,010	4,073	4,136	4,199	4,262	4,325	4,388	4,451	4,514	4,577	4,640	4,703	4,766	63
GIRLS SOFTBALL - HEAD	4,392	4,461	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	69
GIRLS SOFTBALL - ASST	2,992	3,039	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	47
GIRLS TRACK - HEAD	4,392	4,461	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	69
GIRLS TRACK - ASST	2,992	3,039	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	47
GIRLS TENNIS - HEAD	3,755	3,814	3,873	3,932	3,991	4,050	4,109	4,168	4,227	4,286	4,345	4,404	4,463	59
GIRLS TENNIS - ASST	2,673	2,715	2,757	2,799	2,841	2,883	2,925	2,967	3,009	3,051	3,093	3,135	3,177	42
SOCCER - HEAD	3,755	3,814	3,873	3,932	3,991	4,050	4,109	4,168	4,227	4,286	4,345	4,404	4,463	59
SOCCER - ASST	2,673	2,715	2,757	2,799	2,841	2,883	2,925	2,967	3,009	3,051	3,093	3,135	3,177	42
POM PON DIRECTOR	3,183	3,233	3,283	3,333	3,383	3,433	3,483	3,533	3,583	3,633	3,683	3,733	3,783	50
CHEERLEADING - HEAD (FALL)	3,183	3,233	3,283	3,333	3,383	3,433	3,483	3,533	3,583	3,633	3,683	3,733	3,783	50
CHEERLEADING - ASST (FALL)	2,037	2,069	2,101	2,133	2,165	2,197	2,229	2,261	2,293	2,325	2,357	2,389	2,421	32
CHEERLEADING - HEAD (WTR)	3,819	3,879	3,939	3,999	4,059	4,119	4,179	4,239	4,299	4,359	4,419	4,479	4,539	60
CHEERLEADING - ASST (WTR)	2,610	2,651	2,692	2,733	2,774	2,815	2,856	2,897	2,938	2,979	3,020	3,061	3,102	41
BOYS BOWLING	2,673	2,715	2,757	2,799	2,841	2,883	2,925	2,967	3,009	3,051	3,093	3,135	3,177	42
GIRLS BOWLING	2,673	2,715	2,757	2,799	2,841	2,883	2,925	2,967	3,009	3,051	3,093	3,135	3,177	42
BAND - HEAD	4,265	4,332	4,399	4,466	4,533	4,600	4,667	4,734	4,801	4,868	4,935	5,002	5,069	67
BAND - ASST	3,628	3,685	3,742	3,799	3,856	3,913	3,970	4,027	4,084	4,141	4,198	4,255	4,312	57
CHOIR - HEAD	4,265	4,332	4,399	4,466	4,533	4,600	4,667	4,734	4,801	4,868	4,935	5,002	5,069	67
CHOIR - ASST	3,628	3,685	3,742	3,799	3,856	3,913	3,970	4,027	4,084	4,141	4,198	4,255	4,312	57
DRAMA - HEAD	4,965	5,043	5,121	5,199	5,277	5,355	5,433	5,511	5,589	5,667	5,745	5,823	5,901	78
DIRECTOR OF PLAYS	2,801	2,845	2,889	2,933	2,977	3,021	3,065	3,109	3,153	3,197	3,241	3,285	3,329	44
SPEECH - HEAD	4,965	5,043	5,121	5,199	5,277	5,355	5,433	5,511	5,589	5,667	5,745	5,823	5,901	78
SPEECH - ASST	2,801	2,845	2,889	2,933	2,977	3,021	3,065	3,109	3,153	3,197	3,241	3,285	3,329	44
TICKET MANAGER	3,819	3,879	3,939	3,999	4,059	4,119	4,179	4,239	4,299	4,359	4,419	4,479	4,539	60
YEARBOOK	4,965	5,043	5,121	5,199	5,277	5,355	5,433	5,511	5,589	5,667	5,745	5,823	5,901	78
LPDC COMMITTEE	318	323	328	333	338	343	348	353	358	363	368	373	378	5
STUDENT COUNCIL - HEAD	2,864	2,909	2,954	2,999	3,044	3,089	3,134	3,179	3,224	3,269	3,314	3,359	3,404	45
STUDENT COUNCIL - ASST	2,546	2,586	2,626	2,666	2,706	2,746	2,786	2,826	2,866	2,906	2,946	2,986	3,026	40
SENIOR SPONSOR	1,591	1,616	1,641	1,666	1,691	1,716	1,741	1,766	1,791	1,816	1,841	1,866	1,891	25
JUNIOR SPONSOR	1,591	1,616	1,641	1,666	1,691	1,716	1,741	1,766	1,791	1,816	1,841	1,866	1,891	25
SOPH SPONSOR	637	647	657	667	677	687	697	707	717	727	737	747	757	10
FROSH SPONSOR	318	323	328	333	338	343	348	353	358	363	368	373	378	5
FFA - HEAD	2,864	2,909	2,954	2,999	3,044	3,089	3,134	3,179	3,224	3,269	3,314	3,359	3,404	45
FFA - ASST	2,546	2,586	2,626	2,666	2,706	2,746	2,786	2,826	2,866	2,906	2,946	2,986	3,026	40
GREENHOUSE MANAGER	2,546	2,586	2,626	2,666	2,706	2,746	2,786	2,826	2,866	2,906	2,946	2,986	3,026	40
AG DEPT CHAIR	1,018	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	16
ART DEPT CHAIR	1,018	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	16
BUS ED DEPT CHAIR	1,018	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	16
COUNSELOR DEPT CHAIR	1,018	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	16
DR EDUC DEPT CHAIR	1,018	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	16
ELL DEPT CHAIR	1,018	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	16
ENGLISH DEPT CHAIR	1,018	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	16
HOME ECON DEPT CHAIR	1,018	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	16
TECH DEPT CHAIR	1,273	1,293	1,313	1,333	1,353	1,373	1,393	1,413	1,433	1,453	1,473	1,493	1,513	20
MATH DEPT CHAIR	1,018	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	16



<b>BASE</b>	<b>37,288</b>	<b>% INCREASE</b>	<b>100.0%</b>	<b>1213 Base</b>	37,102
<b>BA H STEP</b>	<b>300</b>	<b>VERT STEP</b>	<b>1,864</b>	<b>% Increase</b>	100.50%
<b>MA H STEP</b>	<b>500</b>	<b>PHD INC</b>	<b>3,840</b>		
<b>% VERT</b>	<b>5%</b>				
<b>MA %</b>	<b>115%</b>				

STEP	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	MA+30	MA+36	MA+42	PHD
1	37,288	37,588	37,888	38,188	38,488	42,881	43,381	43,881	44,381	44,881	45,381	45,881	46,381	50,221
2	39,152	39,452	39,752	40,052	40,352	44,745	45,245	45,745	46,245	46,745	47,245	47,745	48,245	52,085
3	41,016	41,316	41,616	41,916	42,216	46,609	47,109	47,609	48,109	48,609	49,109	49,609	50,109	53,949
4	42,880	43,180	43,480	43,780	44,080	48,473	48,973	49,473	49,973	50,473	50,973	51,473	51,973	55,813
5	44,744	45,044	45,344	45,644	45,944	50,337	50,837	51,337	51,837	52,337	52,837	53,337	53,837	57,677
6	46,608	46,908	47,208	47,508	47,808	52,201	52,701	53,201	53,701	54,201	54,701	55,201	55,701	59,541
7	48,472	48,772	49,072	49,372	49,672	54,065	54,565	55,065	55,565	56,065	56,565	57,065	57,565	61,405
8	50,336	50,636	50,936	51,236	51,536	55,929	56,429	56,929	57,429	57,929	58,429	58,929	59,429	63,269
9	50,336	52,500	52,800	53,100	53,400	57,793	58,293	58,793	59,293	59,793	60,293	60,793	61,293	65,133
10	50,336	52,500	54,664	54,964	55,264	59,657	60,157	60,657	61,157	61,657	62,157	62,657	63,157	66,997
11	50,336	52,500	54,664	56,828	57,128	61,521	62,021	62,521	63,021	63,521	64,021	64,521	65,021	68,861
12	50,336	52,500	54,664	56,828	58,992	63,385	63,885	64,385	64,885	65,385	65,885	66,385	66,885	70,725
13	50,336	52,500	54,664	56,828	60,856	65,249	65,749	66,249	66,749	67,249	67,749	68,249	68,749	72,589
14	50,336	52,500	54,664	56,828	60,856	67,113	67,613	68,113	68,613	69,113	69,613	70,113	70,613	74,453
15	50,336	52,500	54,664	56,828	60,856	68,977	69,477	69,977	70,477	70,977	71,477	71,977	72,477	76,317
16	50,336	52,500	54,664	56,828	60,856	70,841	71,341	71,841	72,341	72,841	73,341	73,841	74,341	78,181
17	50,336	52,500	54,664	56,828	60,856	72,705	73,205	73,705	74,205	74,705	75,205	75,705	76,205	80,045
18	50,336	52,500	54,664	56,828	60,856	74,569	75,069	75,569	76,069	76,569	77,069	77,569	78,069	81,909
19	50,336	52,500	54,664	56,828	60,856	76,433	76,933	77,433	77,933	78,433	78,933	79,433	79,933	83,773
20	50,336	52,500	54,664	56,828	60,856	78,297	78,797	79,297	79,797	80,297	80,797	81,297	81,797	85,637

Extra-Curricular  
FY 2017

	64.65	65.65	66.65	67.65	68.65	69.65	70.65	71.65	72.65	73.65	74.65	75.65	76.65	
POSITION	YEAR - 1	YEAR - 2	YEAR - 3	YEAR - 4	YEAR - 5	YEAR - 6	YEAR - 7	YEAR - 8	YEAR - 9	YEAR - 10	YEAR - 11	YEAR - 12	YEAR - 13	Points
FOOTBALL - HEAD	5,948	6,040	6,132	6,224	6,316	6,408	6,500	6,592	6,684	6,776	6,868	6,960	7,052	92
FOOTBALL - ASST	4,073	4,136	4,199	4,262	4,325	4,388	4,451	4,514	4,577	4,640	4,703	4,766	4,829	63
BOYS BBALL - HEAD	5,948	6,040	6,132	6,224	6,316	6,408	6,500	6,592	6,684	6,776	6,868	6,960	7,052	92
BOYS BBALL - ASST	4,073	4,136	4,199	4,262	4,325	4,388	4,451	4,514	4,577	4,640	4,703	4,766	4,829	63
WRESTLING - HEAD	5,625	5,712	5,799	5,886	5,973	6,060	6,147	6,234	6,321	6,408	6,495	6,582	6,669	87
WRESTLING - ASST	3,879	3,939	3,999	4,059	4,119	4,179	4,239	4,299	4,359	4,419	4,479	4,539	4,599	60
BOYS BASEBALL - HEAD	4,461	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	5,289	69
BOYS BASEBALL - ASST	3,039	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	3,603	47
BOYS TENNIS - HEAD	4,461	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	5,289	69
BOYS TENNIS - ASST	3,039	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	3,603	47
BOYS TRACK - HEAD	4,461	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	5,289	69
BOYS TRACK - ASST	3,039	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	3,603	47
CROSS-COUNTRY - HEAD	4,461	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	5,289	69
CROSS-COUNTRY - ASST	3,039	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	3,603	47
GOLF - HEAD	3,362	3,414	3,466	3,518	3,570	3,622	3,674	3,726	3,778	3,830	3,882	3,934	3,986	52
GOLF - ASST	2,263	2,298	2,333	2,368	2,403	2,438	2,473	2,508	2,543	2,578	2,613	2,648	2,683	35
VOLLEYBALL - HEAD	3,814	3,873	3,932	3,991	4,050	4,109	4,168	4,227	4,286	4,345	4,404	4,463	4,522	59
VOLLEYBALL - ASST	2,715	2,757	2,799	2,841	2,883	2,925	2,967	3,009	3,051	3,093	3,135	3,177	3,219	42
GIRLS BBALL - HEAD	5,948	6,040	6,132	6,224	6,316	6,408	6,500	6,592	6,684	6,776	6,868	6,960	7,052	92
GIRLS BBALL - ASST	4,073	4,136	4,199	4,262	4,325	4,388	4,451	4,514	4,577	4,640	4,703	4,766	4,829	63
GIRLS SOFTBALL - HEAD	4,461	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	5,289	69
GIRLS SOFTBALL - ASST	3,039	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	3,603	47
GIRLS TRACK - HEAD	4,461	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	5,289	69
GIRLS TRACK - ASST	3,039	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	3,603	47
GIRLS TENNIS - HEAD	3,814	3,873	3,932	3,991	4,050	4,109	4,168	4,227	4,286	4,345	4,404	4,463	4,522	59
GIRLS TENNIS - ASST	2,715	2,757	2,799	2,841	2,883	2,925	2,967	3,009	3,051	3,093	3,135	3,177	3,219	42
SOCCER - HEAD	3,814	3,873	3,932	3,991	4,050	4,109	4,168	4,227	4,286	4,345	4,404	4,463	4,522	59
SOCCER - ASST	2,715	2,757	2,799	2,841	2,883	2,925	2,967	3,009	3,051	3,093	3,135	3,177	3,219	42
POM PON DIRECTOR	3,233	3,283	3,333	3,383	3,433	3,483	3,533	3,583	3,633	3,683	3,733	3,783	3,833	50
CHEERLEADING - HEAD (FALL)	3,233	3,283	3,333	3,383	3,433	3,483	3,533	3,583	3,633	3,683	3,733	3,783	3,833	50
CHEERLEADING - ASST (FALL)	2,069	2,101	2,133	2,165	2,197	2,229	2,261	2,293	2,325	2,357	2,389	2,421	2,453	32
CHEERLEADING - HEAD (WTR)	3,879	3,939	3,999	4,059	4,119	4,179	4,239	4,299	4,359	4,419	4,479	4,539	4,599	60
CHEERLEADING - ASST (WTR)	2,651	2,692	2,733	2,774	2,815	2,856	2,897	2,938	2,979	3,020	3,061	3,102	3,143	41
BOYS BOWLING	2,715	2,757	2,799	2,841	2,883	2,925	2,967	3,009	3,051	3,093	3,135	3,177	3,219	42
GIRLS BOWLING	2,715	2,757	2,799	2,841	2,883	2,925	2,967	3,009	3,051	3,093	3,135	3,177	3,219	42
BAND - HEAD	4,332	4,399	4,466	4,533	4,600	4,667	4,734	4,801	4,868	4,935	5,002	5,069	5,136	67
BAND - ASST	3,685	3,742	3,799	3,856	3,913	3,970	4,027	4,084	4,141	4,198	4,255	4,312	4,369	57
CHOIR - HEAD	4,332	4,399	4,466	4,533	4,600	4,667	4,734	4,801	4,868	4,935	5,002	5,069	5,136	67
CHOIR - ASST	3,685	3,742	3,799	3,856	3,913	3,970	4,027	4,084	4,141	4,198	4,255	4,312	4,369	57
DRAMA - HEAD	5,043	5,121	5,199	5,277	5,355	5,433	5,511	5,589	5,667	5,745	5,823	5,901	5,979	78
DIRECTOR OF PLAYS	2,845	2,889	2,933	2,977	3,021	3,065	3,109	3,153	3,197	3,241	3,285	3,329	3,373	44
SPEECH - HEAD	5,043	5,121	5,199	5,277	5,355	5,433	5,511	5,589	5,667	5,745	5,823	5,901	5,979	78
SPEECH - ASST	2,845	2,889	2,933	2,977	3,021	3,065	3,109	3,153	3,197	3,241	3,285	3,329	3,373	44
TICKET MANAGER	3,879	3,939	3,999	4,059	4,119	4,179	4,239	4,299	4,359	4,419	4,479	4,539	4,599	60
YEARBOOK	5,043	5,121	5,199	5,277	5,355	5,433	5,511	5,589	5,667	5,745	5,823	5,901	5,979	78
LPDC COMMITTEE	323	328	333	338	343	348	353	358	363	368	373	378	383	5
STUDENT COUNCIL - HEAD	2,909	2,954	2,999	3,044	3,089	3,134	3,179	3,224	3,269	3,314	3,359	3,404	3,449	45
STUDENT COUNCIL - ASST	2,586	2,626	2,666	2,706	2,746	2,786	2,826	2,866	2,906	2,946	2,986	3,026	3,066	40
SENIOR SPONSOR	1,616	1,641	1,666	1,691	1,716	1,741	1,766	1,791	1,816	1,841	1,866	1,891	1,916	25
JUNIOR SPONSOR	1,616	1,641	1,666	1,691	1,716	1,741	1,766	1,791	1,816	1,841	1,866	1,891	1,916	25
SOPH SPONSOR	647	657	667	677	687	697	707	717	727	737	747	757	767	10
FROSH SPONSOR	323	328	333	338	343	348	353	358	363	368	373	378	383	5
FFA - HEAD	2,909	2,954	2,999	3,044	3,089	3,134	3,179	3,224	3,269	3,314	3,359	3,404	3,449	45
FFA - ASST	2,586	2,626	2,666	2,706	2,746	2,786	2,826	2,866	2,906	2,946	2,986	3,026	3,066	40
GREENHOUSE MANAGER	2,586	2,626	2,666	2,706	2,746	2,786	2,826	2,866	2,906	2,946	2,986	3,026	3,066	40
AG DEPT CHAIR	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	16
ART DEPT CHAIR	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	16
BUS ED DEPT CHAIR	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	16
COUNSELOR DEPT CHAIR	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	16
DR EDUC DEPT CHAIR	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	16
ELL DEPT CHAIR	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	16
ENGLISH DEPT CHAIR	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	16
HOME ECON DEPT CHAIR	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	16
TECH DEPT CHAIR	1,293	1,313	1,333	1,353	1,373	1,393	1,413	1,433	1,453	1,473	1,493	1,513	1,533	20
MATH DEPT CHAIR	1,034	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	16





<b>BASE</b>	<b>37,661</b>	<b>% INCREASE</b>	<b>100.0%</b>	<b>1314 Base</b>	37,288
<b>BA H STEP</b>	<b>300</b>	<b>VERT STEP</b>	<b>1,883</b>	<b>% Increase</b>	101.00%
<b>MA H STEP</b>	<b>500</b>	<b>PHD INC</b>	<b>3,840</b>		
<b>% VERT</b>	<b>5%</b>				
<b>MA %</b>	<b>115%</b>				

STEP	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+6	MA+12	MA+18	MA+24	MA+30	MA+36	MA+42	PHD
1	37,661	37,961	38,261	38,561	38,861	43,310	43,810	44,310	44,810	45,310	45,810	46,310	46,810	50,650
2	39,544	39,844	40,144	40,444	40,744	45,193	45,693	46,193	46,693	47,193	47,693	48,193	48,693	52,533
3	41,427	41,727	42,027	42,327	42,627	47,076	47,576	48,076	48,576	49,076	49,576	50,076	50,576	54,416
4	43,310	43,610	43,910	44,210	44,510	48,959	49,459	49,959	50,459	50,959	51,459	51,959	52,459	56,299
5	45,193	45,493	45,793	46,093	46,393	50,842	51,342	51,842	52,342	52,842	53,342	53,842	54,342	58,182
6	47,076	47,376	47,676	47,976	48,276	52,725	53,225	53,725	54,225	54,725	55,225	55,725	56,225	60,065
7	48,959	49,259	49,559	49,859	50,159	54,608	55,108	55,608	56,108	56,608	57,108	57,608	58,108	61,948
8	50,842	51,142	51,442	51,742	52,042	56,491	56,991	57,491	57,991	58,491	58,991	59,491	59,991	63,831
9	50,842	53,025	53,325	53,625	53,925	58,374	58,874	59,374	59,874	60,374	60,874	61,374	61,874	65,714
10	50,842	53,025	55,208	55,508	55,808	60,257	60,757	61,257	61,757	62,257	62,757	63,257	63,757	67,597
11	50,842	53,025	55,208	57,391	57,691	62,140	62,640	63,140	63,640	64,140	64,640	65,140	65,640	69,480
12	50,842	53,025	55,208	57,391	59,574	64,023	64,523	65,023	65,523	66,023	66,523	67,023	67,523	71,363
13	50,842	53,025	55,208	57,391	61,457	65,906	66,406	66,906	67,406	67,906	68,406	68,906	69,406	73,246
14	50,842	53,025	55,208	57,391	61,457	67,789	68,289	68,789	69,289	69,789	70,289	70,789	71,289	75,129
15	50,842	53,025	55,208	57,391	61,457	69,672	70,172	70,672	71,172	71,672	72,172	72,672	73,172	77,012
16	50,842	53,025	55,208	57,391	61,457	71,555	72,055	72,555	73,055	73,555	74,055	74,555	75,055	78,895
17	50,842	53,025	55,208	57,391	61,457	73,438	73,938	74,438	74,938	75,438	75,938	76,438	76,938	80,778
18	50,842	53,025	55,208	57,391	61,457	75,321	75,821	76,321	76,821	77,321	77,821	78,321	78,821	82,661
19	50,842	53,025	55,208	57,391	61,457	77,204	77,704	78,204	78,704	79,204	79,704	80,204	80,704	84,544
20	50,842	53,025	55,208	57,391	61,457	79,087	79,587	80,087	80,587	81,087	81,587	82,087	82,587	86,427

Extra-Curricular  
FY 2018

POSITION	65.65	66.65	67.65	68.65	69.65	70.65	71.65	72.65	73.65	74.65	75.65	76.65	77.65	Points
	YEAR - 1	YEAR - 2	YEAR - 3	YEAR - 4	YEAR - 5	YEAR - 6	YEAR - 7	YEAR - 8	YEAR - 9	YEAR - 10	YEAR - 11	YEAR - 12	YEAR - 13	
FOOTBALL - HEAD	6,040	6,132	6,224	6,316	6,408	6,500	6,592	6,684	6,776	6,868	6,960	7,052	7,144	92
FOOTBALL - ASST	4,136	4,199	4,262	4,325	4,388	4,451	4,514	4,577	4,640	4,703	4,766	4,829	4,892	63
BOYS BBALL - HEAD	6,040	6,132	6,224	6,316	6,408	6,500	6,592	6,684	6,776	6,868	6,960	7,052	7,144	92
BOYS BBALL - ASST	4,136	4,199	4,262	4,325	4,388	4,451	4,514	4,577	4,640	4,703	4,766	4,829	4,892	63
WRESTLING - HEAD	5,712	5,799	5,886	5,973	6,060	6,147	6,234	6,321	6,408	6,495	6,582	6,669	6,756	87
WRESTLING - ASST	3,939	3,999	4,059	4,119	4,179	4,239	4,299	4,359	4,419	4,479	4,539	4,599	4,659	60
BOYS BASEBALL - HEAD	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	5,289	5,358	69
BOYS BASEBALL - ASST	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	3,603	3,650	47
BOYS TENNIS - HEAD	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	5,289	5,358	69
BOYS TENNIS - ASST	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	3,603	3,650	47
BOYS TRACK - HEAD	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	5,289	5,358	69
BOYS TRACK - ASST	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	3,603	3,650	47
CROSS-COUNTRY - HEAD	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	5,289	5,358	69
CROSS-COUNTRY - ASST	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	3,603	3,650	47
GOLF - HEAD	3,414	3,466	3,518	3,570	3,622	3,674	3,726	3,778	3,830	3,882	3,934	3,986	4,038	52
GOLF - ASST	2,298	2,333	2,368	2,403	2,438	2,473	2,508	2,543	2,578	2,613	2,648	2,683	2,718	35
VOLLEYBALL - HEAD	3,873	3,932	3,991	4,050	4,109	4,168	4,227	4,286	4,345	4,404	4,463	4,522	4,581	59
VOLLEYBALL - ASST	2,757	2,799	2,841	2,883	2,925	2,967	3,009	3,051	3,093	3,135	3,177	3,219	3,261	42
GIRLS BBALL - HEAD	6,040	6,132	6,224	6,316	6,408	6,500	6,592	6,684	6,776	6,868	6,960	7,052	7,144	92
GIRLS BBALL - ASST	4,136	4,199	4,262	4,325	4,388	4,451	4,514	4,577	4,640	4,703	4,766	4,829	4,892	63
GIRLS SOFTBALL - HEAD	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	5,289	5,358	69
GIRLS SOFTBALL - ASST	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	3,603	3,650	47
GIRLS TRACK - HEAD	4,530	4,599	4,668	4,737	4,806	4,875	4,944	5,013	5,082	5,151	5,220	5,289	5,358	69
GIRLS TRACK - ASST	3,086	3,133	3,180	3,227	3,274	3,321	3,368	3,415	3,462	3,509	3,556	3,603	3,650	47
GIRLS TENNIS - HEAD	3,873	3,932	3,991	4,050	4,109	4,168	4,227	4,286	4,345	4,404	4,463	4,522	4,581	59
GIRLS TENNIS - ASST	2,757	2,799	2,841	2,883	2,925	2,967	3,009	3,051	3,093	3,135	3,177	3,219	3,261	42
SOCCER - HEAD	3,873	3,932	3,991	4,050	4,109	4,168	4,227	4,286	4,345	4,404	4,463	4,522	4,581	59
SOCCER - ASST	2,757	2,799	2,841	2,883	2,925	2,967	3,009	3,051	3,093	3,135	3,177	3,219	3,261	42
POM PON DIRECTOR	3,283	3,333	3,383	3,433	3,483	3,533	3,583	3,633	3,683	3,733	3,783	3,833	3,883	50
CHEERLEADING - HEAD (FALL)	3,283	3,333	3,383	3,433	3,483	3,533	3,583	3,633	3,683	3,733	3,783	3,833	3,883	50
CHEERLEADING - ASST (FALL)	2,101	2,133	2,165	2,197	2,229	2,261	2,293	2,325	2,357	2,389	2,421	2,453	2,485	32
CHEERLEADING - HEAD (WTR)	3,939	3,999	4,059	4,119	4,179	4,239	4,299	4,359	4,419	4,479	4,539	4,599	4,659	60
CHEERLEADING - ASST (WTR)	2,692	2,733	2,774	2,815	2,856	2,897	2,938	2,979	3,020	3,061	3,102	3,143	3,184	41
BOYS BOWLING	2,757	2,799	2,841	2,883	2,925	2,967	3,009	3,051	3,093	3,135	3,177	3,219	3,261	42
GIRLS BOWLING	2,757	2,799	2,841	2,883	2,925	2,967	3,009	3,051	3,093	3,135	3,177	3,219	3,261	42
BAND - HEAD	4,399	4,466	4,533	4,600	4,667	4,734	4,801	4,868	4,935	5,002	5,069	5,136	5,203	67
BAND - ASST	3,742	3,799	3,856	3,913	3,970	4,027	4,084	4,141	4,198	4,255	4,312	4,369	4,426	57
CHOIR - HEAD	4,399	4,466	4,533	4,600	4,667	4,734	4,801	4,868	4,935	5,002	5,069	5,136	5,203	67
CHOIR - ASST	3,742	3,799	3,856	3,913	3,970	4,027	4,084	4,141	4,198	4,255	4,312	4,369	4,426	57
DRAMA - HEAD	5,121	5,199	5,277	5,355	5,433	5,511	5,589	5,667	5,745	5,823	5,901	5,979	6,057	78
DIRECTOR OF PLAYS	2,889	2,933	2,977	3,021	3,065	3,109	3,153	3,197	3,241	3,285	3,329	3,373	3,417	44
SPEECH - HEAD	5,121	5,199	5,277	5,355	5,433	5,511	5,589	5,667	5,745	5,823	5,901	5,979	6,057	78
SPEECH - ASST	2,889	2,933	2,977	3,021	3,065	3,109	3,153	3,197	3,241	3,285	3,329	3,373	3,417	44
TICKET MANAGER	3,939	3,999	4,059	4,119	4,179	4,239	4,299	4,359	4,419	4,479	4,539	4,599	4,659	60
YEARBOOK	5,121	5,199	5,277	5,355	5,433	5,511	5,589	5,667	5,745	5,823	5,901	5,979	6,057	78
LPDC COMMITTEE	328	333	338	343	348	353	358	363	368	373	378	383	388	5
STUDENT COUNCIL - HEAD	2,954	2,999	3,044	3,089	3,134	3,179	3,224	3,269	3,314	3,359	3,404	3,449	3,494	45
STUDENT COUNCIL - ASST	2,626	2,666	2,706	2,746	2,786	2,826	2,866	2,906	2,946	2,986	3,026	3,066	3,106	40
SENIOR SPONSOR	1,641	1,666	1,691	1,716	1,741	1,766	1,791	1,816	1,841	1,866	1,891	1,916	1,941	25
JUNIOR SPONSOR	1,641	1,666	1,691	1,716	1,741	1,766	1,791	1,816	1,841	1,866	1,891	1,916	1,941	25
SOPH SPONSOR	657	667	677	687	697	707	717	727	737	747	757	767	777	10
FROSH SPONSOR	328	333	338	343	348	353	358	363	368	373	378	383	388	5
FFA - HEAD	2,954	2,999	3,044	3,089	3,134	3,179	3,224	3,269	3,314	3,359	3,404	3,449	3,494	45
FFA - ASST	2,626	2,666	2,706	2,746	2,786	2,826	2,866	2,906	2,946	2,986	3,026	3,066	3,106	40
GREENHOUSE MANAGER	2,626	2,666	2,706	2,746	2,786	2,826	2,866	2,906	2,946	2,986	3,026	3,066	3,106	40
AG DEPT CHAIR	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	1,242	16
ART DEPT CHAIR	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	1,242	16
BUS ED DEPT CHAIR	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	1,242	16
COUNSELOR DEPT CHAIR	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	1,242	16
DR EDUC DEPT CHAIR	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	1,242	16
ELL DEPT CHAIR	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	1,242	16
ENGLISH DEPT CHAIR	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	1,242	16
HOME ECON DEPT CHAIR	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	1,242	16
TECH DEPT CHAIR	1,313	1,333	1,353	1,373	1,393	1,413	1,433	1,453	1,473	1,493	1,513	1,533	1,553	20
MATH DEPT CHAIR	1,050	1,066	1,082	1,098	1,114	1,130	1,146	1,162	1,178	1,194	1,210	1,226	1,242	16

