

Negotiated Agreement

Between

**Morrisonville Community Unit School
District No. 1**

And

Morrisonville Education Association

IEA - NEA

For

FY - 2014

FY - 2015

Table of Contents

Article I: Recognition 1

Article II: Teacher and Association Rights 1

 Section A Right of Representation 1

 Section B Personnel File 1

 Section C Dues Deduction 2

 Section D Public Information 2

 Section E Association Meetings 3

 Section F Communications 3

 Section G Teaching Assignment 3

 Section H Reduction in Force 3

 Section I Dispensing of Medicine 4

 Section J Evaluation 4

Article III: Board Right 5

Article IV: Teacher Termination 5

Article V: Teacher Compensation 5

 Section A Salary 5

 Section B Professional Advancement 5

 Section C Payment of Salaries 6

 Section D Hospitalization 6

 Section E Illinois Teacher Retirement Contribution 7

 Section F Teacher Use of Personal Cars 7

 Section G School Sponsored Events 7

 Section H Homebound Instruction 7

 Section I Tuition Payments 7

Article VI: Leaves 8

 Section A Sick Leave 8

 Section B Personal Leave 9

 Section C Borrowed Leave 10

 Section D Maternity/Paternity Leave 10

 Section E Association Leave 11

 Section F Leaves of Absence 11

 Section G Professional Days 12

 Section H Leave Benefits 12

 Section I Accumulated Sick Leave Notification 12

 Section J Jury Duty 12

Article VII: Working Conditions 12

 Section A Preparation Period 12

 Section B Parent-Teacher Complaints 12

 Section C Lunch Period 13

 Section D Teacher Work Day 13

 Section E Extra Curricular Assignments 13

 Section F School Calendar 14

 Section G Posting Vacancies 14

 Section H Substitute Teachers 14

Article VIII: Grievance Procedure 14

 Section A Definitions 14

 Section B Procedure 15

 Section C Conditions 16

Article IX: Negotiations Procedure 17

 Section A 17

 Section B 17

 Section C 17

 Section D 17

 Section E 17

 Section F 18

 Section G 18

Article X: Effects of Agreement 19

 Section A 19

 Section B 19

 Section C 19

 Section D 19

 Section E 19

Attachment #5.21 Retirement Reward Incentive 21

Appendix A: Salaries 23

Appendix B: Extra Duty Schedule 28

ARTICLE I

RECOGNITION

SECTION A

The Board of Education, Morrisonville School District #1, Morrisonville, Illinois, hereinafter referred to as the "Board" recognizes the Morrisonville Education Association, IEA - NEA, hereinafter referred to as the Association, as the exclusive and sole bargaining representative for all full-time regularly employed certified teaching personnel with the exception of the Superintendent and Principals.

ARTICLE II

TEACHER AND ASSOCIATION RIGHTS

SECTION A - Right of Representation

When a teacher is required to appear before the Board of Education, said employee shall have the right to have a representative of his/her own choosing present, if one is requested. The teacher shall be given at least forty-eight (48) hours advance written notice if required to appear before the Board. Said notice shall also contain the reasons for the requested meeting.

No person who was employed prior to the 2006-2007 school year on a continuous basis shall be required to pay union dues or fees. Thereafter all certified employees shall enter into employment under the terms of fair share. Individuals have the right to redirect union dues for political and /or religious purposes in accordance with Illinois State Law.

SECTION B - Personnel File

1. The official file of all materials related to a teacher shall exist at the Administration Center Office. Each teacher shall have the right to review the contents of said teacher's personnel file with the exception of pre-employment confidential materials, and to attach and place therein written reactions to the contents. The teacher may review his/her file upon forty-eight (48) hours written advance notice submitted to the Superintendent or designee during the regular business hours established by the Central Office or at a time mutually agreeable with the Superintendent and the teacher. The teacher shall acknowledge that he/she has seen such materials by affixing his/her signature on the actual copy to be filed. The signature does not indicate agreement with the contents of the materials. The teacher may not remove any materials from said file, and must review the content of his/her file in the presence of the Superintendent or designee.
2. Any personal notes unofficial in nature shall not be used for evaluative or disciplinary purpose unless written as a reprimand or warning notice and shall be

expunged from an employee's file when said employee leaves the District.

3. The teacher may have a representative of his/her own choice present when reviewing his/her file. Each teacher may review his/her personnel file two (2) times per school year. If a teacher wishes copies of his/her personnel file the Board shall provide the first copy free of charge. Any additional copies of said file shall be fifteen (15) cents per page.

SECTION C - Dues Deduction

1. Members of the Association shall have the right to have Association membership dues withheld from their salary upon presentation to the District of appropriate payroll deduction authorization forms. The authorization forms shall be furnished by the Association. The dues deduction authorization shall remain in effect from year to year except that a teacher may revoke it on or before September 15. Upon receipt of any revocation it shall be the responsibility of the Association to notify the Board in writing of same. The amount of the dues deduction shall be annually certified by the Association to the Board. With a dues deduction authorization, the Board shall deduct one-eighteenth (1/18) of such dues from the regular salary check of each local association member for the nine (9) months of September through May.
2. Any teacher becoming a member of the Association after October 1st and desiring dues deduction shall have their deductions prorated from the time authorization is submitted to the District through May. The Board shall remit deducted dues to the Association within ten (10) days following the end of the pay period.
3. The Board shall also deduct and remit the total local Association (MEA) dues to the Association's treasurer as agreed to by the Board and Association.
4. The Association agrees to hold the Board harmless from any and all liability under this provision.

SECTION D - Public Information

1. The administration will attempt to meet with any teacher who will be affected by any change in grade level, building, subject, or extra-curricular assignment in order to receive input from the teacher concerning the potential change prior to final action being taken by the Board.
2. The Board will furnish the Association president with one (1) copy of the agenda for the regular Board meetings.
3. An unofficial copy of the Board minutes will be made available to the Association president as soon as possible after the Board meeting. One copy of the Board of Education minutes will be placed in the school mailbox of the Association president after they have been officially approved.

SECTION E - Association Meetings

The local Association shall have the right, upon 24 hour notice to the Superintendent, to use the school building for meetings at times when school is not in session provided that such meetings do not interfere with any aspect of the instructional and/or extra-curricular programs of the District. All meeting areas are subject to advance approval by the Superintendent.

SECTION F - Communications

1. With the approval of the Superintendent, the Association shall be allowed reasonable use of school typewriters, copying machines, and audio-visual equipment including those in the central office, provided that the use of said equipment does not interfere with instructional and/or extra-curricular programs. The Association shall purchase all supplies and materials used for the purpose of this clause. It is expressly understood that such equipment shall only be used for official Association business.
2. The Association shall have the right to use administrator-designated bulletin boards in the teachers' lounges for the purpose of internal Association communications, announcement of Association social and business affairs, and matters pertaining to the educational program. All Association bulletin boards shall be clearly identified as belonging to the Association.
3. The Association shall have the right to use employee mailboxes to distribute Association communications provided said communications are stapled or sealed in such a way that prevents casual observation.

SECTION G - Teaching Assignment

1. Teachers who will be affected by a change in grade assignment in the elementary school, a change in subject area assignment in the secondary school or a building assignment will be given an opportunity to meet with the Board prior to the Board's final decision to transfer. The affected teacher will be given an opportunity to appear before the Board prior to public release (printed in the newspaper) of the Board's decision.
2. If it becomes necessary for an involuntary transfer or reassignment of an employee against the employee's wishes, that employee shall be given consideration when another vacancy occurs for which the employee is qualified.

SECTION H = Reduction in Force

1. The Board reserves the right to reduce the number of staff members, when in its judgment the best interest of the District shall be served. The Board shall first remove or dismiss all probationary certificated teachers before dismissing tenured

teachers who are legally qualified to hold a position currently held by probationary teachers.

2. When all probationary teachers have been removed or dismissed as stated above, the Board shall then remove tenured teachers on the basis of District seniority for the positions they are legally qualified to hold in accordance with ISBE Document 1.
3. Seniority shall be defined as the number of consecutive years of contractual continued service to the District. The following criteria shall be used in determining District seniority:
 - a. The teacher shall begin accumulating District seniority from the first day on which duties are performed for tenured service;
 - b. Less than full-time employment shall be counted on a pro-rate basis;
 - c. Paid leaves of absence shall not interrupt the consecutive years of continuous service in the District. Unpaid leaves of absence of ninety (90) consecutive school days or more shall not count toward District seniority.
4. If District seniority is equal between two or more teachers as determined above, the following criteria shall be used in determining which teacher(s) shall be honorably discharged by the Board in the order stated:
 - a. Evaluations as contained in the personnel file;
 - b. Ability to perform duties other than classroom teaching;
 - c. Highest degree and most graduate hours as recognized to determine salary.
 - d. Random selection.
5. Recall - If a position becomes available within two (2) years of the start of the following school year, recall shall be as follows:
 - a. Upon recall, teachers with the most seniority will be placed in the first available position for which they are qualified. No teacher with greater seniority shall be moved solely to create a position for a teacher on recall.
 - b. Failure to respond within twenty (20) calendar days after the mailing of the Board's letter to recall by certified mail to the teacher's last address on file, recalling such teacher, shall result in termination of the teacher's right of recall as stated herein.

SECTION I - Dispensing of Medicine

Teachers shall not be required to dispense medicine.

SECTION J - Evaluation

1. The Board of Education shall cooperate with the Association in developing an evaluation plan in accordance with 105ILCS 5/24 A-4A
2. The evaluation committee shall consist of equal representation from the Board of Education or designee and the Association.

3. The evaluation committee's responsibilities shall include but not be limited to recommendations of specific criteria, procedures, and the instruments to be used for the evaluation plan for all teachers in contractual continued serviced.
4. The evaluation procedure shall be agreed upon by the evaluation committee, presented for adoption and adopted as an Appendix to this Agreement and this Article.

ARTICLE III

BOARD RIGHTS

SECTION A

It is expressly understood and agreed that all functions, rights, powers, or authority of the administration of the School District and the Board of Education, which are not specifically limited by the express language of this Agreement, are retained by the Board. This shall include all powers, rights, and authority vested in it by the laws and the Constitution of the State of Illinois and of the United States or which have been properly exercised by it.

ARTICLE IV

TEACHER TERMINATION

SECTION A

Any tenured teacher subject to formal discipline shall have the right to a progressive procedure, including a warning, administrative conference, and suspension, prior to statutory termination. "Formal discipline" shall not include adverse informal or formal evaluations.

ARTICLE V

TEACHER COMPENSATION

SECTION A - Salary

Salaries shall be determined as set forth in Appendix "A" which is attached and incorporated into this Agreement. The extra-duty pay schedule defined as any assignments that are in addition to the normal work schedule and/or that exceeds the normal work day, shall be set forth in Appendix "B" which is attached and incorporated into the Agreement.

SECTION B - Professional Advancement

1. All semester hours may be at the graduate or undergraduate level.

2. The Superintendent/or the Board's designee must approve all courses within one week of the start of the course. Failure to secure prior approval shall result in non-credit for advancement.
3. The Superintendent/or the Board's designee may accept or reject the course based on its pertinence to the area of Education or as the course relates to the subjects taught.
4. Full credit for K-12 full-time teaching experience outside of Morrisonville Unit #1 will be counted in the determination of salary.
5. Upon successful completion of the NBPTS (Master Teacher) Certification, the recipient shall have **\$1,000.00** added to his base salary the following school year. This amount shall be added to the previous year's base prior to any percentage increase being figured, if any.

SECTION C - Payment of Salaries

Teachers shall be paid in twenty-four equal installments. Such payments shall be made on the 15th and 30th of each month.

SECTION D - Hospitalization

1. The Board will meet the full individual yearly payment and coverage toward the individual teacher's annual health insurance premium to the current health care insurance company provided increases do not exceed 5% for single coverage insurance. The employee is responsible for the first \$500 of the deductible/out of pocket expense amount. The Board will reimburse the employee for the next yearly \$1000.00 deductible/out of pocket amount.
2. Teachers who are currently being paid a monthly annuity shall receive an amount equal to the monthly individual health premium.
3. The Board will pay an increased cost to the district in the teacher's annual health insurance premium or annuity, not to exceed 5% over the board's contribution in the 2012-2013 plan year. Any increase in excess of the 5% will be paid equally by the Board and the teachers. Should any renewal in the basic single coverage result in a reduced premium, any savings will be shared equally by the district and the teachers.
4. At the beginning of each school year, a joint committee of the administration and the Association will be formed to investigate insurance programs and to make a recommendation to the Superintendent prior to March 1st of each school year in regards to any changes that might be made in the insurance program provided to the teachers within the above stated premium limits.

SECTION E - Illinois Teacher Retirement Contribution

According to the authority granted by the Pension Reform Act of 1974, Section 414 (h) (2) of the Internal Revenue Code, the Board of Education agrees to pay to the Teacher Retirement System (TRS) on behalf of each teacher, as established on the compensation schedule, up to nine and four tenths (9.40%) toward TRS and eighty four one hundredths (.0084%) of THIS of earnings reflected for each teacher. The district will be responsible for payment of .0058% of TRS and .0063% of THIS. Should any part of Article VI, Section E, be declared improper by an Internal Revenue Service ruling of opinion, or a court of competent jurisdiction, this clause or relevant portion thereof shall be deleted from this Agreement to the extent that it is contrary to such ruling or opinion.

Parties agree to re-examine this section should legislation be enacted by the State of Illinois that creates changes to TRS contribution requirements.

SECTION F - Teacher Use of Personal Cars

Provided a District vehicle of 7 passengers or less is not available, teachers required to drive personal vehicles, in the course of their employment, shall be reimbursed at the established district per mile rate for all authorized travel on behalf of the District. Travel between a staff member's residence and work assignment is not reimbursable.

SECTION G - School Sponsored Events

Teachers shall receive a free pass to all Morrisonville School District sponsored athletic events.

SECTION H - Homebound Instruction

The School District will pay the rate of twenty dollars (\$20.00) per hour for homebound instruction. District teachers will be asked first if they wish to do homebound instruction. Mileage will be paid according to Article V Section F above. Mileage is to be computed from school to homebound site and back.

SECTION I - Tuition Payments

Teachers' tuition shall be reimbursed at a rate not to exceed the graduate rate at the University of Illinois at Springfield. A maximum of \$308.25 per credit hour will be reimbursed by the district. No more than a total of \$3,699.00 will be reimbursed to any employee within a single fiscal year. If an amount above \$3,699.00 has been pre-approved, reimbursement will be paid on a deferment basis as soon as reasonably possible to be consistent with the letter and spirit of this contract. Prior to enrollment the Superintendent of the District will determine on the basis of potential increase in student learning, teaching effectiveness or overall improvement to the district if coursework is reimbursable.

1. The teacher shall present a request for course subject approval to the

Superintendent within one week of the start of the course.

2. The Superintendent shall have the right to accept or reject the course based on its pertinence to the best interests of the district as previously described in Section I, and as the course relates to the subject(s) taught by the teacher.
3. Once advanced approval for the course is given and the course is completed, the following conditions must be met prior to the teacher receiving the appropriate salary:
 - a. All hours must be earned at an accredited college or university.
 - b. Satisfactory completion of the course must be demonstrated.
 - c. A grade of "B" or better must be earned in the course.
 - d. An official transcript from the university demonstrating successful completion of the course must be on file in the District's Administrative Office.
 - e. The teacher must have at least one year of experience in the District prior to taking the course.
4. When all of the above conditions have been met, payment shall be made in January for classes taken during the fall semester. Classes taken during the spring semester or summer shall be reimbursed the following September, providing the teacher continues employment in the District or is Riffed.

ARTICLE VI

LEAVES

SECTION A - Sick Leave

1. Regular certificated staff shall be entitled to thirteen- (13) days sick leave per year. If a Teacher leaves before the end of the school year, sick days shall be credited at a rate of $1^{1/4}$ days per month for the months of September through May. Unused sick leave shall accumulate.
2. Sick leave shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family.
3. For the purpose of sick leave, "immediate family" shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, and legal guardians.
4. After an absence of three (3) days for personal illness, or after excessive absenteeism or a recurring pattern of absenteeism, the employee may be required to furnish a physician's certificate of treatment.
5. Any teacher exceeding their allotted accumulated or borrowed sick or personal days

shall have a per-diem deduction of 1/180 made from their salary

6. Employees have the option to donate days to and use days from a donated sick leave bank. Employees may donate a maximum of ten (10) sick leave days to the Morrisonville Sick Leave Bank during each school year. Upon retirement an employee may donate a maximum of twenty five (25) days to the sick leave bank without compensation and the permission of the Superintendent and Board of Education.

In the event of a certified or non-certified employee using all of their sick days due to catastrophic illness or injury, they may upon permission of the Superintendent of Schools use a maximum of ten sick days from the sick leave bank. The Superintendent may accept or reject the use of sick leave bank days as each individual situation may arise. Use of sick leave bank days beyond ten (10) days per year by an individual requires the approval of the association, the board, and the Superintendent. The recipient of sick bank days cannot be eligible for any other disability benefits during the time that sick leave bank days are used.

SECTION B - Personal Leave

All full-time certificated teaching personnel shall have three (3) personal leave days; personal leave shall be subject to the following conditions:

1. Personal leave days can be used only for personal business that cannot be completed beyond the regular work day and weekends;
2. No days may be used immediately before or immediately after a holiday unless prior approval is granted by the Superintendent of Schools;
3. Such personal leave may not be used in increments of less than one-half day at a time;
4. Personal leave cannot be used during the first week and the last week of the school year without special advance written permission of the Superintendent. The Superintendent retains the right to approve or disapprove all such requests;
5. A request for a personal leave must be submitted 48 hours in advance to allow adequate time for a substitute to be obtained;
6. No more than two (2) employees per building may be granted personal leave for the same day;
7. In the case of an emergency, the Superintendent shall have the discretion to waive any of the conditions contained herein.
8. At the end of each school year, unused personal leave days shall become unused sick leave days and accumulate as in SECTION A - Sick Leave.

9. If a teacher does not use all three (3) personal leave days in one year, one (1) personal leave day may be carried over into the next school year. Any personal leave day carried over must be used by the end of that next school year, otherwise it will become an unused sick leave day as described in item 8 above.
10. If a Teacher leaves before the start of the second semester and has used or borrowed two personal days, they must reimburse the district for at least one (1) personal leave day prior to receiving their final paycheck.

SECTION C - Borrowed Leave

A teacher may borrow personal leave (3 days) and/or sick leave (13 days) from the next year's allotment. If a teacher is denied a request to borrow sick and/or personal leave days the teacher may appeal this decision to the School Board. Any teacher who borrows leave days and who voluntarily leaves the district before repaying said days shall have a per-diem (1/180 per day) deduction made from the last pay due the employee.

SECTION D - Maternity/Paternity Leave/Family Medical Leave

Upon one (1) year of satisfactory service to the District, teachers are eligible for maternity/paternity leave, subject to the following conditions:

1. Maternity/Paternity/Family Medical leave shall be an uncompensated leave of absence. However, accumulated sick leave may be used in lieu of or combined with uncompensated leave for any personal
2. Any leave related to personal illness, quarantine at home, serious illness or death in the immediate family or household, birth, adoption or placement for adoption shall be for a fixed period of time and is subject to the approval of the Superintendent. Written application for the leave shall be made to the Superintendent no later than sixty (60) days prior to the date the leave is to commence. The application shall state the anticipated beginning and ending dates of the leave, and the type or Combination (sick and/or unpaid) leave(s) desired. No unpaid leave, sick leave, or combination thereof related to pregnancy shall exceed one (1) calendar year.
3. To ensure minimal disruption of the educational process, the termination of all leaves without pay or all leaves without pay combined with sick leave shall coincide with the close or commencement of established grading periods. Subject to the approval of the Superintendent, the termination date of all leaves without pay or all leaves without pay combined with sick leave may fall at a time other than the close or commencement of the established grading period. Where possible, any pregnancy related leave will commence at the close of a grading period.

4. A teacher involved in maternity/paternity leave shall submit to the superintendent written notice of his/her intent to return a teaching position with the Morrisonville School District. This notice will be given no later than seventy-five (75) days prior to termination of FMLA-related leave. If a leave is scheduled to terminate at the end of the school year or the beginning of the succeeding one, written notice shall be given to the superintendent by March 1 of the current or preceding year. Failure to notify the Superintendent in writing prior to March 1 of the involved FMLA year indicating an intention regarding return to work at the beginning of the next school year will be considered as a de facto resignation by the employee from further employment in the district to be acted upon by the Board of Education no sooner than the third Thursday of the same month that the de facto resignation took place.
5. A teacher's request for unpaid leave or combined unpaid/FMLA shall be subject to final approval by the Board of Education.

SECTION E - Association Leave

The Association shall have a total of Twelve (12) days per year, if the Association reimburses the District for the cost of the substitute, to send a representative, president or designee, to local, state, or national conferences

Said representative shall be excused without loss of salary. No limit will be placed on individuals as to the number of days used up to a maximum of 12.

Use of Association leave must be pre-authorized in writing by an Association officer prior to being presented to the Superintendent for final authorization.

SECTION F - Leaves of Absence

Leaves of absence without pay may be granted to teachers who have rendered two (2) years of satisfactory service to the District and who desire to return to employment in a similar capacity at a time mutually consistent with the needs of the District as determined by the Board.

Each approved leave of absence shall be of the shortest possible duration required to meet the purpose for the leave consistent with a reasonable continuity of instruction for students.

Leaves of absence without pay for not more than one year may be granted to qualifying teachers according to the following conditions:

- a. Written requests for leaves of absence without pay should be made at least ninety (90) days before the leave is desired, and all leaves are subject to approval by the Board.
- b. Dates of departure and return must be acceptable to the Administration and determined prior to initiating the request.

- c. The employee shall inform the Superintendent of his/her desire to return to a similar position not later than April 1. If the employee fails to inform the Superintendent prior to April 1, the employee waives his/her right to future employment in the District.
- d. Leaves of less than one month, if acceptable and approved by the Superintendent, will not require three (3) months notice.
- e. In the case of any emergency, the above listed conditions may be waived, at the sole discretion of the Superintendent.

SECTION G - Professional Days

Teachers shall be granted at least two (2) professional days per year to attend educational workshops, conferences, or seminars without loss of sick leave or pay. Prior approval must be obtained from the Superintendent if "In-State" and from the Superintendent and the Board if "out of State."

SECTION H - Leave Benefits

Teachers on approved leaves may continue benefits if they reimburse the District for any pro-rated costs of benefits for which they apply; provided the carrier of the benefits agree. If the carrier doesn't agree, the District will have no obligation to provide benefits.

SECTION I - Accumulated Sick Leave Notification

Teachers shall be notified of their accumulated sick leave days within thirty (30) days after the beginning of the school year.

SECTION J - Jury Duty

An employee serving on a jury or an employee who is subpoenaed to appear in a matter in which said employee is not a party or party in interest, may be excused during his/her scheduled working hours without loss of salary, loss of benefits, or contractual advantage. However, the employee shall reimburse the school district any per diem amount or witness fee, excluding expenses, received as a juror or witness.

ARTICLE VII

WORKING CONDITIONS

SECTION A - Preparation Period

Teacher preparation period will come within the scheduled class attendance periods. Middle school and high school prep periods will be established as one middle/high school class period daily. Elementary teachers will maintain a minimum of 45 minutes of duty free prep time daily.

SECTION B - Parent-Teacher Complaints

When any formal written complaint is filed with the School District concerning a teacher, said teacher shall be provided with a copy of the complaint within fifteen (15) working days of the date the complaint was filed. All formal complaints will include the name of the complainer and the specific charges being filed.

With regard to complaints, information and/or materials received by the District from a parent relating to employee misconduct, the following shall apply:

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, 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.

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.

SECTION C - Lunch Period

All teachers shall have duty-free uninterrupted lunch period of thirty (30) minutes each working day of the school year.

SECTION D - Teacher Work Day

1. Each teacher will be in his/her classroom or assigned area no later than 8:15 a.m. If no conferences or faculty meetings are scheduled after school, teachers may leave the building at 3:45 p.m. Meetings or conferences will be normally called at least twenty-four (24) hours in advance. The Superintendent will have the sole discretion to call emergency meetings, when in his opinion they become necessary. No teacher will receive additional compensation for faculty meetings, administrative conferences, or parent conferences. The Board and/or Administration retain the right to schedule after school activities after consultation with the faculty advisor. The District reserves the right to call additional meetings as the Superintendent deems necessary.
2. On Fridays and the final days prior to an official school holiday or vacation, and any early student dismissal day teachers may leave the building ten (10) minutes after the official dismissal time for the students in their respective buildings.

SECTION E - Extra Curricular Assignments

Any assignment in addition to the normal teaching schedule during the regular school term, including but not limited to drivers education and extra-curricular duties shall be

by mutual consent. Whenever possible, the assignment for the forthcoming year shall be made at the end of the previous school year. The Board of Education will make every effort to fill vacant extra-curricular positions with certified district personnel when any position becomes vacant. Extra-curricular positions which have been filled by non-certified personnel shall be considered vacant upon resignation of the coach/sponsor or should the Board of Education not reappoint the non-certified coach/sponsor.

SECTION F - School Calendar

1. The Board will consult with the Association in establishing a school calendar. The school calendar will consist of one hundred eighty-five (185) days. The teacher work year shall consist of one hundred eighty (180) workdays, including one hundred seventy-six (176) student days and four (4) teacher institute days, and five (5) emergency days.
2. Emergency days not used as emergency days shall not be used as teacher work days. However, the Board of Education reserves and retains the right to determine the final composition of said calendar.

SECTION G - Posting Vacancies

Whenever a teaching and /or extracurricular opening, vacancy or promotional position occurs, the Superintendent shall, within three (3) working days:

1. Post a notice in all school buildings on bulletin boards in the teachers' lounge.
2. Provide notice to the Association President or designee of vacancies. During summer months this notice shall be mailed to President or designee.
3. Notice shall be posted in Superintendent's office.

SECTION H - Substitute Teachers

The Board agrees to make every effort to hire a substitute teacher for each teacher who is absent.

1. The building Principal or his designee shall call the District's substitute teachers for availability.
2. Teachers shall be paid at the rate of \$20.00 per class covered as a substitute during the regular school day. Teachers who substitute shall be paid no later than the next pay period following any substitute work provided all paper work is turned in to the bookkeeper in time.

ARTICLE VIII

GRIEVANCE PROCEDURE

SECTION A - Definitions

1. A grievance is a claim by the Association, a teacher, or group of teachers involving an alleged violation, misinterpretation, or misapplication of the terms of this agreement.
2. All the limits shall consist of school days, except that when a grievance is submitted less than ten (10) days before the close of the current school term, time limits shall consist of all weekdays.
3. Nothing contained herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with his/her supervisor and having the grievance adjusted, provided the adjustment is not inconsistent with the terms of the agreement.

SECTION B - Procedure

1. The parties hereto acknowledge that it is usually most desirable for an employee and the immediately involved supervisor to resolve problems through free and informal communications. If, however, such informal processes fail to satisfy the employee, a grievance may be processed as follows:
 - a. Step 1 - It is most desirable for an employee and the immediately involved supervisor to resolve problems through free and informal communications. Therefore, the grievant will meet with the supervisor involved to attempt to settle the grievance.
 - b. Beginning with Step 2, the grievant has the right to representation by the Association.
 - c. Step 2 - The grievant or Association shall present the grievance in writing within twenty (20) days of the occurrence of the event giving rise to the grievance, or within twenty (20) days of the grievant's knowledge of the same, whichever is later, specifying the article and clause alleged to have been violated and stating the remedy sought, to the supervisor immediately involved. The supervisor shall provide a written answer to the grievance of the aggrieved teacher within ten (10) days after the receipt of the grievance.
 - d. Step 3 - If the grievance is not resolved at Step 2, the grievant or Association may refer the grievance to the Superintendent or official designee within ten (10) days after the receipt of the Step 2 answer. The Superintendent shall arrange for a meeting to take place within ten (10) days of his receipt of the appeal. Within ten (10) days of the meeting, the grievant shall be provided with the Superintendent's written response.
 - e. Step 4 - If the Association is not satisfied with the disposition of the grievance at Step 3 or ten (10) days pass without the issuance of the Superintendent's decision, the Association may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, Which shall act as the administrator of the

proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the Step 3 decision, then the grievance shall be deemed withdrawn.

- 1) The arbitrator, in his opinion, shall not amend, modify, nullify, ignore or add to the provisions of this Agreement. His authority shall be strictly limited to deciding only the issues presented to him in writing by the School District and the Association, and his decision must be based only upon his interpretation of the meaning or application of the express relevant language of the Agreement.
- 2) Each party shall bear the full costs for its representation in the grievance procedure.
- 3) If either party requests a transcript of the proceedings, that party shall bear full costs for the transcript. If both parties order a transcript, the costs of the two transcripts shall be divided equally between the Board and the Associations.
- 4) Each party shall share equally the cost of the arbitrator and the AAA

SECTION C - Conditions

1. Failure of a teacher or Association to act on any grievance within the prescribed time limits will bar any further appeal. Time limits shall be extended by mutual written consent.
2. Any investigation, handling, or processing of any grievance by the grievant shall be conducted so that instructional programs and related work activities of the grievant or the teaching staff are not interrupted.
3. Step 2 of the grievance procedure may be bypassed and the grievance brought directly to Step 3 if mutually agreed upon by the teacher and the Superintendent.
4. Class grievances involving one or more teachers or one or more supervisors and grievances involving an administrator above the building level may be initially filed by the Association at Step 3.
5. The Board acknowledges the right of the teacher to have a local Association representative present, if the grievant requests one, at Step 3 and any Association representative, if the grievant requests one, present at Step 4. No teacher shall be required to discuss any grievance if the Association representative is not present, if one is requested.
6. No Reprisals. No reprisals shall be taken by the Board or the administration against a teacher because of his participation in a grievance.
7. With the Superintendent's approval, the grievant may be released from his/her regular assignment without loss of pay or benefits to attend the meetings specified

in (B) Steps 2-4.

8. All the records related to a grievance shall be filed separately from the personnel files of the teachers.
9. A grievance may be withdrawn at any level without establishing precedent.
10. If the Association or any teacher files any claim of complaint in any forum other than under the grievance procedure of this Agreement, then the Board shall not be required to process the said claim or set of facts through the grievance procedure.

ARTICLE IX

NEGOTIATIONS PROCEDURE

SECTION A

The Board and the Association agree that it is their mutual responsibility to negotiate in good faith.

SECTION B

Each party shall select their own representatives, not to exceed four (4) in number at any given negotiations session.

SECTION C

Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, make counterproposals, and seek tentative agreements. All proposals and counterproposals shall be made in writing. Tentative agreements shall be reduced to writing and initialed by the spokesperson of the respective teams at the meeting the tentative agreement is reached, and upon final agreement the entire contract shall be submitted to the Association for ratification and subsequently to the Board for adoption.

SECTION D

Negotiations will begin after a written request has been received by the Board of Education from a duly certified representative unit by April 2. All items proposed for negotiations will be presented in writing at the first session and thereafter will not be expanded unless agreed to by both parties.

SECTION E

Bargaining sessions shall be closed to the public. Dates of meetings shall be determined by mutual agreement. Meetings will not last longer than three (3) hours, except that both parties may adjourn a meeting earlier if progress is not being made. The parties

may mutually agree to extend a meeting.

SECTION F

If an agreement is not reached within 45 days of the start of the next school year, either party may declare in writing to the other that an impasse exists, and request the services of a mediator. The Federal Mediation and Conciliation Service shall be used for mediation purposes.

SECTION G

There shall be two (2) signed copies of the final agreement. One copy shall be retained by the employer and one by the Association. Within thirty (30) days of the Board's adoption of the agreement, the Board shall have sufficient copies prepared and distributed to each member of the bargaining unit. Cost to be assumed by the Board if labor is provided by the Association. Otherwise, cost of duplication will be shared equally by both parties.

ARTICLE X

EFFECTS OF AGREEMENT

SECTION A

1. The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.
2. The Association agrees that all negotiable items have been discussed during the negotiations leading to this Agreement, and agrees that negotiations will not have to be re-opened on any item, whether contained in this agreement or not, nor will negotiations be re-opened on the effect of any permissible management action, during the life of this agreement. The operating of schools and the direction of staff are vested exclusively in the School Board.

SECTION B

Individual contracts or employment agreements shall be consistent with the terms and conditions of this Agreement.

SECTION C

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.

SECTION D

During the term of this agreement, employees shall not participate in a strike in whole or in part. Strike means an employee's refusal in concerted action with others to report for duty, or his or her willful absence from his or her position, or his or her stoppage of work, or his or her absence in whole or in part from the full, faithful, or proper performance of his or her duties of employment, for the purpose of inducing, influencing or coercing a change in the conditions, compensation, rights, privileges, or obligations of public employment. Failure to reach agreements on any items covered by a re-opener in a multi-year contract will make this clause inoperable.

SECTION E

1. This Agreement shall be effective September 1, 2011, and shall remain in effect until August 31, 2013 unless the District shall at any time prior August 31, 2013 engage in the act of consolidation with one or more other districts

2. This Agreement is signed this day of *August 14, 2013*.

In witness thereof:

FOR THE BOARD OF EDUCATION
MORRISONVILLE COMMUNITY UNIT
DISTRICT 1

FOR THE MORRISONVILLE
EDUCATION ASSOCIATION
SCHOOL
IEA - NEA

PRESIDENT

CO-PRESIDENT

SECRETARY

CO-PRESIDENT

SECRETARY

Attachment #5.21
Morrisonville CUSD #1 2014-2015

Early Retirement Option

A. A teacher who has twenty (20) years of credible service with the Illinois Teacher Retirement System shall be eligible for early retirement upon reaching the age of Fifty-five (55) and upon notification to the Board, in writing, no later than February 1st of the year preceding the retirement. The employer shall review the request of all teachers who are eligible. ERO penalties associated with the teacher are the sole responsibility of the employee within the confines of state statutes.

B. All requests for the ERO shall be made in writing to the Superintendent no later than February 1st of the year preceding retirement. With respect to this article, the Board's understanding is that, as an example, the employee would submit a letter of resignation by February 1st, in order to retire at the conclusion of the same school year school year.

Retirement Reward Incentive ("Plan")

A. The Retirement Incentive "Plan" is intended to recognize employees who have rendered at least 20 years of TRS service to the District or 5 years to the district with no less than 25 in the state of Illinois. And who are eligible to retire under TRS.

B. To be eligible the employee:

1. Must be at least sixty (60) years of age at the time of retirement; or
2. Must be age eligible at the time of retirement WITH NO ERO Cost to the District or District assistance to avoid an ERO Cost. EXAMPLE: Must be fifty-five (55) years of age by December 31st at the time of retirement with at last thirty-five (35) years of credible service with TRS or be sixty (60) years of age by December 31st with (20) years of
3. Must have a minimum of twenty (20) years of TRS service in the District or a minimum of twenty-five (25) years of TRS service in Illinois; and minimum of (five) 5 years
4. Must provide verification of the number of years of total service accepted by the TRS; and must submit an irrevocable "Letter of Intent to Retire" to the School Board by February 1st of the year which they intend to enter the retirement plan unless employee falls within retirement window prior to effective date of this contract, whereby employee would be required to request entrance into the retirement plan prior to October 1st.

C. There must be No ERO Costs to the District or District Assistance to avoid an ERO Cost. The total retirement bonus package, regardless of choice of plan length from four to one years, shall not exceed the sum total of \$5000.00 and may in no year create an increase in excess of six percent which would result in TRS consequences to the District.

D. For each year of the "Plan", the retirement reward incentive will be paid in addition to the applicable salary and extra duty pay schedules as are attached hereto and made a part hereof.

The incentive bonus shall equal the difference between the participant's previous year's TRS creditable compensation and 106% of the previous year's creditable compensation.

The total retirement bonus package shall regardless of choice of length of plan ranging from four to one years may not exceed the sum total of \$5000.00

For the second and any subsequent years of the "Plan", the previous year's base compensation and extra duty compensation shall include the Incentive Bonus paid during such previous year.

- E. If an employee is engaged in an extra duty activity that is discontinued by the Board while the “Plan” is in effect, the employee shall be offered an extra duty assignment (for which the employee is qualified to render service) of equivalent pay for the duration of the “Plan”.
- F. The Board may not approve an extra duty assignment for a “Plan” participant that will cause such participant’s total compensation to exceed 106% of the previous year’s total compensation, unless such assignment is exempt under P.A. 94-1057.
- G. Having elected to participate in the “Plan”, any employee who thereafter elects early retirement circumstances where the District incurs an ERO penalty shall notify the union and district of the expected penalty costs to the district. If the employee chooses to terminate employment with the District prior to the completion of the “Plan”, said employee will reimburse to the District the incentive bonus.
- H. If any provision of this Agreement or the application of such provision is or shall at any time be contrary to or unauthorized by law, then such provision shall not be applicable or performed or enforce, except to the extent permitted or authorized by law, provided that in such event all other provisions of this Agreement shall continue to be in effect.

FY 2014

Increase 1.25% per cell of FY 2013 salary schedule

STEPS (Years of experience minus 1)		Bachelor's	B + 8	B + 16	B + 24	B + 32	Master's	M + 8	M + 16	M + 24	M + 32	M + 40
		0	Creditable	35,973	36,499	37,025	37,551	38,077	38,603	39,129	39,655	40,181
	TRS	3,382	3,431	3,480	3,530	3,579	3,629	3,678	3,728	3,777	3,826	3,876
	IRS	32,592	33,068	33,545	34,021	34,498	34,974	35,451	35,927	36,404	36,880	37,357
1	Creditable	36,394	36,920	37,446	37,972	38,498	39,024	39,550	40,076	40,602	41,128	41,654
	TRS	3,421	3,470	3,520	3,569	3,619	3,668	3,718	3,767	3,817	3,866	3,915
	IRS	32,973	33,450	33,926	34,403	34,879	35,356	35,832	36,309	36,785	37,262	37,738
2	Creditable	36,815	37,341	37,867	38,393	38,919	39,445	39,971	40,496	41,022	41,548	42,074
	TRS	3,461	3,510	3,559	3,609	3,658	3,708	3,757	3,807	3,856	3,906	3,955
	IRS	33,354	33,831	34,307	34,784	35,260	35,737	36,213	36,690	37,166	37,643	38,119
3	Creditable	37,236	37,762	38,288	38,814	39,339	39,865	40,391	40,917	41,443	41,969	42,495
	TRS	3,500	3,550	3,599	3,648	3,698	3,747	3,797	3,846	3,896	3,945	3,995
	IRS	33,736	34,212	34,689	35,165	35,642	36,118	36,595	37,071	37,547	38,024	38,500
4	Creditable	37,709	38,235	38,761	39,287	39,813	40,339	40,865	41,391	41,916	42,442	42,968
	TRS	3,545	3,594	3,644	3,693	3,742	3,792	3,841	3,891	3,940	3,990	4,039
	IRS	34,164	34,641	35,117	35,594	36,070	36,547	37,023	37,500	37,976	38,453	38,929
5	Creditable	38,182	38,708	39,234	39,760	40,286	40,812	41,338	41,864	42,390	42,916	43,442
	TRS	3,589	3,639	3,688	3,737	3,787	3,836	3,886	3,935	3,985	4,034	4,084
	IRS	34,593	35,070	35,546	36,023	36,499	36,976	37,452	37,929	38,405	38,882	39,358
6	Creditable	38,656	39,182	39,708	40,234	40,759	41,285	41,811	42,337	42,863	43,389	43,915
	TRS	3,634	3,683	3,733	3,782	3,831	3,881	3,930	3,980	4,029	4,079	4,128
	IRS	35,022	35,499	35,975	36,452	36,928	37,405	37,881	38,358	38,834	39,311	39,787
7	Creditable	39,129	39,655	40,181	40,707	41,233	41,759	42,285	42,811	43,336	43,862	44,388
	TRS	3,678	3,728	3,777	3,826	3,876	3,925	3,975	4,024	4,074	4,123	4,173
	IRS	35,451	35,927	36,404	36,880	37,357	37,833	38,310	38,786	39,263	39,739	40,216
8	Creditable	39,602	40,128	40,654	41,180	41,706	42,232	42,758	43,284	43,810	44,336	44,862
	TRS	3,723	3,772	3,821	3,871	3,920	3,970	4,019	4,069	4,118	4,168	4,217
	IRS	35,880	36,356	36,833	37,309	37,786	38,262	38,739	39,215	39,692	40,168	40,645
9	Creditable	40,128	40,654	41,180	41,706	42,232	42,758	43,284	43,810	44,336	44,862	45,388
	TRS	3,772	3,821	3,871	3,920	3,970	4,019	4,069	4,118	4,168	4,217	4,266
	IRS	36,356	36,833	37,309	37,786	38,262	38,739	39,215	39,692	40,168	40,645	41,121
10	Creditable	40,654	41,180	41,706	42,232	42,758	43,284	43,810	44,336	44,862	45,388	45,914
	TRS	3,821	3,871	3,920	3,970	4,019	4,069	4,118	4,168	4,217	4,266	4,316
	IRS	36,833	37,309	37,786	38,262	38,739	39,215	39,692	40,168	40,645	41,121	41,598
11	Creditable	41,180	41,706	42,232	42,758	43,284	43,810	44,336	44,862	45,388	45,914	46,439
	TRS	3,871	3,920	3,970	4,019	4,069	4,118	4,168	4,217	4,266	4,316	4,365
	IRS	37,309	37,786	38,262	38,739	39,215	39,692	40,168	40,645	41,121	41,598	42,074
12	Creditable	41,706	42,232	42,758	43,284	43,810	44,336	44,862	45,388	45,914	46,439	46,965
	TRS	3,920	3,970	4,019	4,069	4,118	4,168	4,217	4,266	4,316	4,365	4,415
	IRS	37,786	38,262	38,739	39,215	39,692	40,168	40,645	41,121	41,598	42,074	42,551

FY 2014 & FY 2015
Negotiated Agreement Between
Morrisonville School District and Morrisonville Education Association

STEPS		Bachelor's	B + 8	B + 16	B + 24	B + 32	Master's	M + 8	M + 16	M + 24	M + 32	M + 40
13	Creditable	42,232	42,758	43,284	43,810	44,336	44,862	45,388	45,914	46,439	46,965	47,491
	TRS	3,970	4,019	4,069	4,118	4,168	4,217	4,266	4,316	4,365	4,415	4,464
	IRS	38,262	38,739	39,215	39,692	40,168	40,645	41,121	41,598	42,074	42,551	43,027
14	Creditable	42,758	43,284	43,810	44,336	44,862	45,388	45,914	46,439	46,965	47,491	48,017
	TRS	4,019	4,069	4,118	4,168	4,217	4,266	4,316	4,365	4,415	4,464	4,514
	IRS	38,739	39,215	39,692	40,168	40,645	41,121	41,598	42,074	42,551	43,027	43,504
15	Creditable	43,284	43,810	44,336	44,862	45,388	45,914	46,439	46,965	47,491	48,017	48,543
	TRS	4,069	4,118	4,168	4,217	4,266	4,316	4,365	4,415	4,464	4,514	4,563
	IRS	39,215	39,692	40,168	40,645	41,121	41,598	42,074	42,551	43,027	43,504	43,980
16	Creditable	43,810	44,336	44,862	45,388	45,914	46,439	46,965	47,491	48,017	48,543	49,069
	TRS	4,118	4,168	4,217	4,266	4,316	4,365	4,415	4,464	4,514	4,563	4,612
	IRS	39,692	40,168	40,645	41,121	41,598	42,074	42,551	43,027	43,504	43,980	44,457
17	Creditable	44,336	44,862	45,388	45,914	46,439	46,965	47,491	48,017	48,543	49,069	49,595
	TRS	4,168	4,217	4,266	4,316	4,365	4,415	4,464	4,514	4,563	4,612	4,662
	IRS	40,168	40,645	41,121	41,598	42,074	42,551	43,027	43,504	43,980	44,457	44,933
18	Creditable	44,862	45,388	45,914	46,439	46,965	47,491	48,017	48,543	49,069	49,595	50,121
	TRS	4,217	4,266	4,316	4,365	4,415	4,464	4,514	4,563	4,612	4,662	4,711
	IRS	40,645	41,121	41,598	42,074	42,551	43,027	43,504	43,980	44,457	44,933	45,410
19	Creditable	45,388	45,914	46,439	46,965	47,491	48,017	48,543	49,069	49,595	50,121	50,647
	TRS	4,266	4,316	4,365	4,415	4,464	4,514	4,563	4,612	4,662	4,711	4,761
	IRS	41,121	41,598	42,074	42,551	43,027	43,504	43,980	44,457	44,933	45,410	45,886
20	Creditable	46,019	46,545	47,071	47,597	48,122	48,648	49,174	49,700	50,226	50,752	51,278
	TRS	4,326	4,375	4,425	4,474	4,524	4,573	4,622	4,672	4,721	4,771	4,820
	IRS	41,693	42,169	42,646	43,122	43,599	44,075	44,552	45,028	45,505	45,981	46,458
21	Creditable	46,650	47,176	47,702	48,228	48,754	49,279	49,805	50,331	50,857	51,383	51,909
	TRS	4,385	4,435	4,484	4,533	4,583	4,632	4,682	4,731	4,781	4,830	4,879
	IRS	42,265	42,741	43,218	43,694	44,171	44,647	45,124	45,600	46,077	46,553	47,030
22	Creditable	47,281	47,807	48,333	48,859	49,385	49,911	50,437	50,962	51,488	52,014	52,540
	TRS	4,444	4,494	4,543	4,593	4,642	4,692	4,741	4,790	4,840	4,889	4,939
	IRS	42,837	43,313	43,790	44,266	44,742	45,219	45,695	46,172	46,648	47,125	47,601
23	Creditable	47,912	48,438	48,964	49,490	50,016	50,542	51,068	51,594	52,119	52,645	53,171
	TRS	4,504	4,553	4,603	4,652	4,701	4,751	4,800	4,850	4,899	4,949	4,998
	IRS	43,408	43,885	44,361	44,838	45,314	45,791	46,267	46,744	47,220	47,697	48,173
24	Creditable	48,543	49,069	49,595	50,121	50,647	51,173	51,699	52,225	52,751	53,277	53,802
	TRS	4,563	4,612	4,662	4,711	4,761	4,810	4,860	4,909	4,959	5,008	5,057
	IRS	43,980	44,457	44,933	45,410	45,886	46,363	46,839	47,316	47,792	48,269	48,745
25	Creditable	49,174	49,700	50,226	50,752	51,278	51,804	52,330	52,856	53,382	53,908	54,434
	TRS	4,622	4,672	4,721	4,771	4,820	4,870	4,919	4,968	5,018	5,067	5,117
	IRS	44,552	45,028	45,505	45,981	46,458	46,934	47,411	47,887	48,364	48,840	49,317
26	Creditable	49,805	50,331	50,857	51,383	51,909	52,435	52,961	53,487	54,013	54,539	55,065
	TRS	4,682	4,731	4,781	4,830	4,879	4,929	4,978	5,028	5,077	5,127	5,176
	IRS	45,124	45,600	46,077	46,553	47,030	47,506	47,983	48,459	48,936	49,412	49,889
27	Creditable	50,437	50,962	51,488	52,014	52,540	53,066	53,592	54,118	54,644	55,170	55,696
	TRS	4,741	4,790	4,840	4,889	4,939	4,988	5,038	5,087	5,137	5,186	5,235
	IRS	45,695	46,172	46,648	47,125	47,601	48,078	48,554	49,031	49,507	49,984	50,460

FY 2014 & FY 2015
Negotiated Agreement Between
Morrisonville School District and Morrisonville Education Association

STEPS		Bachelor's	B + 8	B + 16	B + 24	B + 32	Master's	M + 8	M + 16	M + 24	M + 32	M + 40
28	Creditable	51,068	51,594	52,119	52,645	53,171	53,697	54,223	54,749	55,275	55,801	56,327
	TRS	4,800	4,850	4,899	4,949	4,998	5,048	5,097	5,146	5,196	5,245	5,295
	IRS	46,267	46,744	47,220	47,697	48,173	48,650	49,126	49,603	50,079	50,556	51,032
29	Creditable	51,699	52,225	52,751	53,277	53,802	54,328	54,854	55,380	55,906	56,432	56,958
	TRS	4,860	4,909	4,959	5,008	5,057	5,107	5,156	5,206	5,255	5,305	5,354
	IRS	46,839	47,316	47,792	48,269	48,745	49,222	49,698	50,174	50,651	51,127	51,604
30	Creditable	52,330	52,856	53,382	53,908	54,434	54,959	55,485	56,011	56,537	57,063	57,589
	TRS	4,919	4,968	5,018	5,067	5,117	5,166	5,216	5,265	5,315	5,364	5,413
	IRS	47,411	47,887	48,364	48,840	49,317	49,793	50,270	50,746	51,223	51,699	52,176
31	Creditable	52,961	53,487	54,013	54,539	55,065	55,591	56,117	56,642	57,168	57,694	58,220
	TRS	4,978	5,028	5,077	5,127	5,176	5,226	5,275	5,324	5,374	5,423	5,473
	IRS	47,983	48,459	48,936	49,412	49,889	50,365	50,842	51,318	51,795	52,271	52,748
32	Creditable	53,592	54,118	54,644	55,170	55,696	56,222	56,748	57,274	57,800	58,325	58,851
	TRS	5,038	5,087	5,137	5,186	5,235	5,285	5,334	5,384	5,433	5,483	5,532
	IRS	48,554	49,031	49,507	49,984	50,460	50,937	51,413	51,890	52,366	52,843	53,319
33	Creditable	54,223	54,749	55,275	55,801	56,327	56,853	57,379	57,905	58,431	58,957	59,482
	TRS	5,097	5,146	5,196	5,245	5,295	5,344	5,394	5,443	5,492	5,542	5,591
	IRS	49,126	49,603	50,079	50,556	51,032	51,509	51,985	52,462	52,938	53,415	53,891
34	Creditable	54,854	55,380	55,906	56,432	56,958	57,484	58,010	58,536	59,062	59,588	60,114
	TRS	5,156	5,206	5,255	5,305	5,354	5,403	5,453	5,502	5,552	5,601	5,651
	IRS	49,698	50,174	50,651	51,127	51,604	52,080	52,557	53,033	53,510	53,986	54,463

Figures in italics show credible earnings after TRS is paid. TRS amount based on 9.4%

FY 2015

Increase 1.50% per cell of FY 2014 salary schedule

STEPS		Bachelor's	B + 8	B + 16	B + 24	B + 32	Master's	M + 8	M + 16	M + 24	M + 32	M + 40
0	Creditable	36,513	37,047	37,581	38,115	38,648	39,182	39,716	40,250	40,784	41,317	41,851
	TRS	3,432	3,482	3,533	3,583	3,633	3,683	3,733	3,783	3,834	3,884	3,934
	IRS	33,081	33,564	34,048	34,532	35,015	35,499	35,983	36,466	36,950	37,434	37,917
1	Creditable	36,940	37,474	38,008	38,542	39,075	39,609	40,143	40,677	41,211	41,744	42,278
	TRS	3,472	3,523	3,573	3,623	3,673	3,723	3,773	3,824	3,874	3,924	3,974
	IRS	33,468	33,951	34,435	34,919	35,402	35,886	36,370	36,853	37,337	37,821	38,304
2	Creditable	37,367	37,901	38,435	38,969	39,502	40,036	40,570	41,104	41,638	42,172	42,705
	TRS	3,513	3,563	3,613	3,663	3,713	3,763	3,814	3,864	3,914	3,964	4,014
	IRS	33,855	34,338	34,822	35,306	35,789	36,273	36,757	37,240	37,724	38,207	38,691
3	Creditable	37,794	38,328	38,862	39,396	39,930	40,463	40,997	41,531	42,065	42,599	43,132
	TRS	3,553	3,603	3,653	3,703	3,753	3,804	3,854	3,904	3,954	4,004	4,054
	IRS	34,242	34,725	35,209	35,693	36,176	36,660	37,143	37,627	38,111	38,594	39,078
4	Creditable	38,275	38,809	39,342	39,876	40,410	40,944	41,478	42,011	42,545	43,079	43,613
	TRS	3,598	3,648	3,698	3,748	3,799	3,849	3,899	3,949	3,999	4,049	4,100
	IRS	34,677	35,161	35,644	36,128	36,611	37,095	37,579	38,062	38,546	39,030	39,513

FY 2014 & FY 2015
Negotiated Agreement Between
Morrisonville School District and Morrisonville Education Association

STEPS		Bachelor's	B + 8	B + 16	B + 24	B + 32	Master's	M + 8	M + 16	M + 24	M + 32	M + 40
5	Creditable	38,755	39,289	39,823	40,357	40,890	41,424	41,958	42,492	43,026	43,559	44,093
	TRS	3,643	3,693	3,743	3,794	3,844	3,894	3,944	3,994	4,044	4,095	4,145
	IRS	35,112	35,596	36,079	36,563	37,047	37,530	38,014	38,498	38,981	39,465	39,949
6	Creditable	39,236	39,769	40,303	40,837	41,371	41,905	42,438	42,972	43,506	44,040	44,574
	TRS	3,688	3,738	3,789	3,839	3,889	3,939	3,989	4,039	4,090	4,140	4,190
	IRS	35,547	36,031	36,515	36,998	37,482	37,966	38,449	38,933	39,417	39,900	40,384
7	Creditable	39,716	40,250	40,784	41,317	41,851	42,385	42,919	43,453	43,987	44,520	45,054
	TRS	3,733	3,783	3,834	3,884	3,934	3,984	4,034	4,085	4,135	4,185	4,235
	IRS	35,983	36,466	36,950	37,434	37,917	38,401	38,885	39,368	39,852	40,335	40,819
8	Creditable	40,196	40,730	41,264	41,798	42,332	42,866	43,399	43,933	44,467	45,001	45,535
	TRS	3,778	3,829	3,879	3,929	3,979	4,029	4,080	4,130	4,180	4,230	4,280
	IRS	36,418	36,902	37,385	37,869	38,353	38,836	39,320	39,803	40,287	40,771	41,254
9	Creditable	40,730	41,264	41,798	42,332	42,866	43,399	43,933	44,467	45,001	45,535	46,068
	TRS	3,829	3,879	3,929	3,979	4,029	4,080	4,130	4,180	4,230	4,280	4,330
	IRS	36,902	37,385	37,869	38,353	38,836	39,320	39,803	40,287	40,771	41,254	41,738
10	Creditable	41,264	41,798	42,332	42,866	43,399	43,933	44,467	45,001	45,535	46,068	46,602
	TRS	3,879	3,929	3,979	4,029	4,080	4,130	4,180	4,230	4,280	4,330	4,381
	IRS	37,385	37,869	38,353	38,836	39,320	39,803	40,287	40,771	41,254	41,738	42,222
11	Creditable	41,798	42,332	42,866	43,399	43,933	44,467	45,001	45,535	46,068	46,602	47,136
	TRS	3,929	3,979	4,029	4,080	4,130	4,180	4,230	4,280	4,330	4,381	4,431
	IRS	37,869	38,353	38,836	39,320	39,803	40,287	40,771	41,254	41,738	42,222	42,705
12	Creditable	42,332	42,866	43,399	43,933	44,467	45,001	45,535	46,068	46,602	47,136	47,670
	TRS	3,979	4,029	4,080	4,130	4,180	4,230	4,280	4,330	4,381	4,431	4,481
	IRS	38,353	38,836	39,320	39,803	40,287	40,771	41,254	41,738	42,222	42,705	43,189
13	Creditable	42,866	43,399	43,933	44,467	45,001	45,535	46,068	46,602	47,136	47,670	48,204
	TRS	4,029	4,080	4,130	4,180	4,230	4,280	4,330	4,381	4,431	4,481	4,531
	IRS	38,836	39,320	39,803	40,287	40,771	41,254	41,738	42,222	42,705	43,189	43,673
14	Creditable	43,399	43,933	44,467	45,001	45,535	46,068	46,602	47,136	47,670	48,204	48,738
	TRS	4,080	4,130	4,180	4,230	4,280	4,330	4,381	4,431	4,481	4,531	4,581
	IRS	39,320	39,803	40,287	40,771	41,254	41,738	42,222	42,705	43,189	43,673	44,156
15	Creditable	43,933	44,467	45,001	45,535	46,068	46,602	47,136	47,670	48,204	48,738	49,271
	TRS	4,130	4,180	4,230	4,280	4,330	4,381	4,431	4,481	4,531	4,581	4,632
	IRS	39,803	40,287	40,771	41,254	41,738	42,222	42,705	43,189	43,673	44,156	44,640
16	Creditable	44,467	45,001	45,535	46,068	46,602	47,136	47,670	48,204	48,738	49,271	49,805
	TRS	4,180	4,230	4,280	4,330	4,381	4,431	4,481	4,531	4,581	4,632	4,682
	IRS	40,287	40,771	41,254	41,738	42,222	42,705	43,189	43,673	44,156	44,640	45,123
17	Creditable	45,001	45,535	46,068	46,602	47,136	47,670	48,204	48,738	49,271	49,805	50,339
	TRS	4,230	4,280	4,330	4,381	4,431	4,481	4,531	4,581	4,632	4,682	4,732
	IRS	40,771	41,254	41,738	42,222	42,705	43,189	43,673	44,156	44,640	45,123	45,607
18	Creditable	45,535	46,068	46,602	47,136	47,670	48,204	48,738	49,271	49,805	50,339	50,873
	TRS	4,280	4,330	4,381	4,431	4,481	4,531	4,581	4,632	4,682	4,732	4,782
	IRS	41,254	41,738	42,222	42,705	43,189	43,673	44,156	44,640	45,123	45,607	46,091
19	Creditable	46,068	46,602	47,136	47,670	48,204	48,738	49,271	49,805	50,339	50,873	51,407
	TRS	4,330	4,381	4,431	4,481	4,531	4,581	4,632	4,682	4,732	4,782	4,832
	IRS	41,738	42,222	42,705	43,189	43,673	44,156	44,640	45,123	45,607	46,091	46,574
20	Creditable	46,709	47,243	47,777	48,310	48,844	49,378	49,912	50,446	50,980	51,513	52,047
	TRS	4,391	4,441	4,491	4,541	4,591	4,642	4,692	4,742	4,792	4,842	4,892
	IRS	42,318	42,802	43,286	43,769	44,253	44,737	45,220	45,704	46,187	46,671	47,155

FY 2014 & FY 2015 Negotiated Agreement Between
Morrisonville School District and Morrisonville Education Association

STEPS		Bachelor's	B + 8	B + 16	B + 24	B + 32	Master's	M + 8	M + 16	M + 24	M + 32	M + 40
21	Creditable	47,350	47,883	48,417	48,951	49,485	50,019	50,552	51,086	51,620	52,154	52,688
	TRS	4,451	4,501	4,551	4,601	4,652	4,702	4,752	4,802	4,852	4,902	4,953
	IRS	<i>42,899</i>	<i>43,382</i>	<i>43,866</i>	<i>44,350</i>	<i>44,833</i>	<i>45,317</i>	<i>45,801</i>	<i>46,284</i>	<i>46,768</i>	<i>47,251</i>	<i>47,735</i>
22	Creditable	47,990	48,524	49,058	49,592	50,125	50,659	51,193	51,727	52,261	52,795	53,328
	TRS	4,511	4,561	4,611	4,662	4,712	4,762	4,812	4,862	4,913	4,963	5,013
	IRS	<i>43,479</i>	<i>43,963</i>	<i>44,446</i>	<i>44,930</i>	<i>45,414</i>	<i>45,897</i>	<i>46,381</i>	<i>46,865</i>	<i>47,348</i>	<i>47,832</i>	<i>48,315</i>
23	Creditable	48,631	49,165	49,698	50,232	50,766	51,300	51,834	52,367	52,901	53,435	53,969
	TRS	4,571	4,621	4,672	4,722	4,772	4,822	4,872	4,923	4,973	5,023	5,073
	IRS	<i>44,059</i>	<i>44,543</i>	<i>45,027</i>	<i>45,510</i>	<i>45,994</i>	<i>46,478</i>	<i>46,961</i>	<i>47,445</i>	<i>47,929</i>	<i>48,412</i>	<i>48,896</i>
24	Creditable	49,271	49,805	50,339	50,873	51,407	51,940	52,474	53,008	53,542	54,076	54,609
	TRS	4,632	4,682	4,732	4,782	4,832	4,882	4,933	4,983	5,033	5,083	5,133
	IRS	<i>44,640</i>	<i>45,123</i>	<i>45,607</i>	<i>46,091</i>	<i>46,574</i>	<i>47,058</i>	<i>47,542</i>	<i>48,025</i>	<i>48,509</i>	<i>48,993</i>	<i>49,476</i>
25	Creditable	49,912	50,446	50,980	51,513	52,047	52,581	53,115	53,649	54,182	54,716	55,250
	TRS	4,692	4,742	4,792	4,842	4,892	4,943	4,993	5,043	5,093	5,143	5,194
	IRS	<i>45,220</i>	<i>45,704</i>	<i>46,187</i>	<i>46,671</i>	<i>47,155</i>	<i>47,638</i>	<i>48,122</i>	<i>48,606</i>	<i>49,089</i>	<i>49,573</i>	<i>50,057</i>
26	Creditable	50,552	51,086	51,620	52,154	52,688	53,222	53,755	54,289	54,823	55,357	55,891
	TRS	4,752	4,802	4,852	4,902	4,953	5,003	5,053	5,103	5,153	5,204	5,254
	IRS	<i>45,801</i>	<i>46,284</i>	<i>46,768</i>	<i>47,251</i>	<i>47,735</i>	<i>48,219</i>	<i>48,702</i>	<i>49,186</i>	<i>49,670</i>	<i>50,153</i>	<i>50,637</i>
27	Creditable	51,193	51,727	52,261	52,795	53,328	53,862	54,396	54,930	55,464	55,997	56,531
	TRS	4,812	4,862	4,913	4,963	5,013	5,063	5,113	5,163	5,214	5,264	5,314
	IRS	<i>46,381</i>	<i>46,865</i>	<i>47,348</i>	<i>47,832</i>	<i>48,315</i>	<i>48,799</i>	<i>49,283</i>	<i>49,766</i>	<i>50,250</i>	<i>50,734</i>	<i>51,217</i>
28	Creditable	51,834	52,367	52,901	53,435	53,969	54,503	55,037	55,570	56,104	56,638	57,172
	TRS	4,872	4,923	4,973	5,023	5,073	5,123	5,173	5,224	5,274	5,324	5,374
	IRS	<i>46,961</i>	<i>47,445</i>	<i>47,929</i>	<i>48,412</i>	<i>48,896</i>	<i>49,379</i>	<i>49,863</i>	<i>50,347</i>	<i>50,830</i>	<i>51,314</i>	<i>51,798</i>
29	Creditable	52,474	53,008	53,542	54,076	54,609	55,143	55,677	56,211	56,745	57,279	57,812
	TRS	4,933	4,983	5,033	5,083	5,133	5,183	5,234	5,284	5,334	5,384	5,434
	IRS	<i>47,542</i>	<i>48,025</i>	<i>48,509</i>	<i>48,993</i>	<i>49,476</i>	<i>49,960</i>	<i>50,443</i>	<i>50,927</i>	<i>51,411</i>	<i>51,894</i>	<i>52,378</i>
30	Creditable	53,115	53,649	54,182	54,716	55,250	55,784	56,318	56,852	57,385	57,919	58,453
	TRS	4,993	5,043	5,093	5,143	5,194	5,244	5,294	5,344	5,394	5,444	5,495
	IRS	<i>48,122</i>	<i>48,606</i>	<i>49,089</i>	<i>49,573</i>	<i>50,057</i>	<i>50,540</i>	<i>51,024</i>	<i>51,507</i>	<i>51,991</i>	<i>52,475</i>	<i>52,958</i>
31	Creditable	53,755	54,289	54,823	55,357	55,891	56,424	56,958	57,492	58,026	58,560	59,094
	TRS	5,053	5,103	5,153	5,204	5,254	5,304	5,354	5,404	5,454	5,505	5,555
	IRS	<i>48,702</i>	<i>49,186</i>	<i>49,670</i>	<i>50,153</i>	<i>50,637</i>	<i>51,121</i>	<i>51,604</i>	<i>52,088</i>	<i>52,571</i>	<i>53,055</i>	<i>53,539</i>
32	Creditable	54,396	54,930	55,464	55,997	56,531	57,065	57,599	58,133	58,667	59,200	59,734
	TRS	5,113	5,163	5,214	5,264	5,314	5,364	5,414	5,464	5,515	5,565	5,615
	IRS	<i>49,283</i>	<i>49,766</i>	<i>50,250</i>	<i>50,734</i>	<i>51,217</i>	<i>51,701</i>	<i>52,185</i>	<i>52,668</i>	<i>53,152</i>	<i>53,635</i>	<i>54,119</i>
33	Creditable	55,037	55,570	56,104	56,638	57,172	57,706	58,239	58,773	59,307	59,841	60,375
	TRS	5,173	5,224	5,274	5,324	5,374	5,424	5,475	5,525	5,575	5,625	5,675
	IRS	<i>49,863</i>	<i>50,347</i>	<i>50,830</i>	<i>51,314</i>	<i>51,798</i>	<i>52,281</i>	<i>52,765</i>	<i>53,249</i>	<i>53,732</i>	<i>54,216</i>	<i>54,699</i>
34	Creditable	55,677	56,211	56,745	57,279	57,812	58,346	58,880	59,414	59,948	60,481	61,015
	TRS	5,234	5,284	5,334	5,384	5,434	5,485	5,535	5,585	5,635	5,685	5,735
	IRS	<i>50,443</i>	<i>50,927</i>	<i>51,411</i>	<i>51,894</i>	<i>52,378</i>	<i>52,862</i>	<i>53,345</i>	<i>53,829</i>	<i>54,313</i>	<i>54,796</i>	<i>55,280</i>

Figures in italics show credible earnings after TRS is paid. TRS amount based on 9.4%

APPENDIX B

position will use column 1 below to determine the amount.

If a teacher performs the same extra-curricular duty for a third consecutive year, the salary will be based on column 2.

If a teacher performs the same extra-curricular duty for a fifth consecutive year, the salary will be based on column 3.

If a teacher performs the same extra-curricular duty for a seventh consecutive year, the salary will be based on column 4.

Column "1" is equal to BS. Base Salary; Column "2" is equal to BS +16 Base Salary; Column "3" is equal to BS +24 Base Salary; and Column "4" is equal to MS Base Salary.

Cont Service	1/1 yr	2/3yr	3/5yr	4/7yr
13-14	35973	37025	37551	38603
14-15	36513	37581	38115	39182

EXTRA DUTY SCHEDULE

All salaries for the extra duty assignments will be figured by using the chart above for the year of the assignment and multiplying it times the percentage listed.

DISTRICT MUSIC DIRECTOR	15%	GUIDANCE	10%
VO AG	15%	ATHLETIC DIRECTOR	10%
BASKETBALL		VOLLEYBALL	
Boys' Varsity	10%	Girls' Varsity	10%
Ass't (JV-F/S)	8%	Jr. Varsity	5%
Jr. High (6,7, 8)	5%	Jr. High (6,7,8)	5%
Jr. High Ass't.	4%	Jr. High Ass't.	4%
*Payment at Junior High level same for boys and girls			
*Basketball boys Varsity & J.V. combined (15%)			
*Basketball Junior High with no Asst (9%)			
*Volleyball Junior High with no Asst (9%)			
*Volleyball girls Varsity & J.V. combined (15%)			
* Must have two players over minimum on each team to receive total combined Head and Assistant Coach Stipend. 50% of Assistant stipend will be paid if fielding less than two over minimum needed to field each team. Permission to use 5 th graders must receive Board Approval in advance each year.			
CHEERLEADING		POM PON	2%
Jr. High	2%		
Sr. High	2.5%		
BASEBALL		SOFTBALL	
Sr. High	10%	Sr. High	10%
Ass't Varsity	6%	Ass't Varsity	6%
Junior High	5%	Junior High	5%
PROM	2%	SENIOR TRIP	1.5%
CLASS PLAY	3%	**YEARBOOK	
		Sr. High School	4%
		Jr. High School	4%
SCHOOL PAPER	1%	ACADEMIC BOWL	
STUDENT COUNCIL		Sr. High School	3%
Sr. High School	2%	Jr. High School	1%
Jr. High School	2%		
NATIONAL HONOR SOCIETY	2%		
CLASS SPONSORS			
Senior Class 2 people @	2%	Junior Class 2 people @	3%
Sophomore Class	1.5%	Freshman Class	1.5%
If Junior or Senior class have only one sponsor they will receive 150% of the normal sponsor stipend. NOTE: With each consecutive year as a class sponsor, the pay will be adjusted to the scale as stated in Appendix B. The consecutive years can be with any class.			

** If HS. Yearbook is not a class then the sponsor shall receive 6%