

**CONTRACT
BETWEEN**

**CARTHAGE ELEMENTARY SCHOOL DISTRICT
#317**

AND

**CARTHAGE
EDUCATION ASSOCIATION**

2020-2023

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ARTICLE I
RECOGNITION

The Board of Education of Carthage Elementary School District #317, Hancock County, Carthage, Illinois, hereby recognizes the Carthage Education Association IEA/NEA, affiliated with the Illinois Education Association and the National Education Association, as the sole and exclusive agent for collective bargaining for all regularly scheduled full-time and part-time certified personnel except: Superintendent, Principals and any person who may authoritatively recommend the hiring, firing, promotion, transfer, evaluation or discipline of any certified personnel.

ARTICLE II

NEGOTIATION PROCEDURES

2.1 Good Faith Bargaining

Both parties agree to negotiate in good faith. "Good faith" shall mean that the parties shall confer at reasonable times and at reasonable places with the purpose of making proposals and counter proposals to reach a collectively bargained agreement.

2.2 Mediation

In the event each party declares that an impasse exists, the parties shall jointly request that the Federal Mediation and Conciliation Service provide a Mediator.

ARTICLE III

GRIEVANCE PROCEDURE

3.1 Scope

A grievance shall be defined as a claim by the Association or a member or members of the bargaining unit of violation, misinterpretation or misapplication of any provision of this Agreement.

3.2 Procedures

3.2.1 Stage One

The grievant shall attempt to resolve any potential grievance by stating his or her intention to initiate a grievance in informal discussion with his or her attendance center principal within fifteen (15) work days from the time the grievant became aware of the occurrence of the first event giving rise to the alleged violation of this Agreement. The attendance center principal shall respond orally within fifteen (15) work days of the informal discussion.

3.2.2 Stage Two

If the grievance cannot be resolved at Stage One, the grievant shall file a written statement of the grievance with his or her attendance center principal. Such written statement of grievance shall be filed within ten (10) work days from the receipt of the oral response of the attendance center principal and shall contain a statement of the factual basis of the grievance and the section or sections of the Agreement which are alleged to have been violated. The attendance center principal shall respond in writing within ten (10) work days of receipt of the written grievance which response shall include reasons. No such response shall preclude the district from amending its reasons at a later stage of this procedure.

3.2.3 Stage Three

If the grievance is not resolved at Stage Two, the grievant may appeal the decision of the attendance center principal in writing to the District Superintendent within ten (10) work days of receipt of the written decision of the attendance center principal. The District Superintendent shall schedule a conference with the grievant and the Association representative within ten (10) work days of the request and shall respond in writing within ten (10) work days of such meeting which response shall include reasons. No such response shall preclude the district from amending its reasons at a later stage of this procedure.

3.2.4 **Stage Four**

If the grievance is not satisfactorily resolved at Stage Three, the Association may submit to the Superintendent within twenty (20) work days of receipt of the answer in Step Three a written request on behalf of the grievant to enter into binding arbitration.

Arbitration proceedings shall be conducted by an arbitrator to be selected from a roster of arbitrators provided by the American Arbitration Association. Expenses for the arbitrator's services will be borne equally by the District and the Association. The arbitrator's decision shall be binding on all parties. The arbitrator shall not amend or modify any of the provisions of this Agreement. The arbitrator's authority shall be strictly limited to deciding only the issue or issues presented to him in writing by the School District and the Association and shall be based solely on the wording of this Agreement. The arbitrator shall be limited to directing the parties to comply with the terms of this Agreement.

The Board acknowledges the right of the teacher to request the Association's grievance representative to be present at any level of the grievance.

By mutual agreement of the Board and the Association, any step of this procedure may be bypassed.

ARTICLE IV

EMPLOYEE AND ASSOCIATION RIGHTS

4.1 Copies of the Agreement

Upon acceptance of this Agreement by the Association and the Board, the Board shall cause sufficient copies to be made for distribution to persons who are members of the unit during the terms of this Agreement.

4.2 Right to Organize

Teachers are acknowledged to have the right to join the Association and the Association is acknowledged to have the right to participate in collective negotiations.

4.3 Right of Representation

When any teacher is required to appear before the Board and/or Administration concerning any matter which could adversely affect his or her employment, the teacher shall be entitled to have a representative of the Association present.

4.4 Notice of Assignments

Teachers shall be given notice of tentative assignments within thirty (30) days of the beginning of each school year if such assignment constitutes a change in assignment from the preceding year. Such notice does not constitute a guarantee of such position and does not restrict the authority of the district to make assignments consistent with its determination of the needs of the district. A teacher subject to such assignment change shall be permitted a conference with the Superintendent to discuss the change. If the teacher remains dissatisfied after the conference, the teacher shall be permitted to resign without penalty.

4.5 Board Agenda

One copy of the intended agenda for each regular or special School Board meeting shall be placed in the mailbox of the President of the Association two calendar days prior to such meeting. Giving notice of the intended Board agenda shall not restrict the right of the Board to consider any matter lawfully before it nor shall it affect emergency meetings of the Board. Delivery of an intended agenda as provided in this section shall be deemed notice of the actions set forth therein.

4.6 **Board Minutes**

The Board of Education shall give notice of its actions and proceedings to the Association by depositing in the mailbox of the President of the Association a copy of the approved minutes of the Board of Education.

4.7 **Dues Deduction**

Any teacher may, by written request, cause dues to a professional organization to be deducted from his/her salary.

4.8 **Facilities Usage**

The Association shall be granted reasonable use of a photocopy machine of the district for the purpose of making copies of proposals and counter proposals in connection with collective negotiations. The Association shall pay the actual cost of such copies. Teachers may request use of a classroom personal computer, which may be granted at the discretion of the district.

4.9 **Association Rights**

The Association may post notices on one bulletin board in each attendance center as designated by the building principal.

The Association may use employee mailboxes for the purpose of communication with the faculty.

4.10 **Personnel File**

Each certified employee shall have the right, upon having first given two (2) work days notice, to review his or her personnel file. Each certified employee shall have the right to include a written comment with regard to any item contained in said file.

4.11 **Payday**

Paydays will be the 15th and 30th of each month. When these dates fall on a weekend or a holiday, the payday will be the last working day for the district prior to the weekend or holiday.

4.12 **Payroll Stub Information**

Sick days and personal leave days will be shown on payroll stubs.

ARTICLE V

JOB SECURITY

5.1 Maintaining and Posting of Seniority Lists

The Employer shall prepare, maintain and post the seniority list. The initial seniority list shall be prepared and posted conspicuously in all buildings of the district within seventy-five (75) days after the effective date of this Agreement with revisions and updates prepared and posted semi-annually thereafter. A copy of the seniority list and subsequent revisions shall be furnished to the Association.

ARTICLE VI

LEAVES OF ABSENCE

LEAVE

6.1 Sick

Each full time teacher shall be granted the following sick days related to years of service with a cap of 340 days:

<u>Years of Service</u>	<u>Number of Sick Days</u>
0-4 Years	13 days per year
5+Years	15 days per year

Sick leave shall be interpreted to mean personal illness, quarantine at home or serious illness or death in the employee's and/or employee's spouse's immediate family or household. Immediate family shall be defined as parents, spouse, siblings, children, grandparents, grandchildren and legal guardians.

6.2 Personal

Each full-time certified teacher shall be granted two (2) days of personal leave each year for the transaction of any personal business of the teacher which cannot be transacted on a non-school day. No such day shall be granted on an institute day, parent conference day, all-school test day, inservice day or other such all school day. No more than five teachers may be absent from the district due to personal day use on any one day. Personal days will be granted on a first come first serve basis. Administrative discretion may be applied to exceed the limit of five per day and/or to use one of the named restrictive days. Such administrative decisions are not grievable. Unused personal days may be transferred into each teacher's sick leave day accumulation at the maximum rate of two (2) days per year or may carry over to the next year's personal days to the total accumulation of four (4) per year. Each teacher may use one day of sick leave per year as a personal day, after all personal days are used.

6.3 **Part-time Teachers' Fringe- Benefits**

Part-time teachers contracted for a full school year who teach less than a full school day shall be granted sick leave pro-rated in the ratio of the number of classes the teacher teaches during the school day.

Part-time teachers who teach less than a full school day, but who teach for a full school year shall receive a personal day under this provision equivalent to such assigned teaching day.

6.4 **Professional Training/Tuition Reimbursement**

The maximum total amount to be used by teachers for tuition reimbursement and professional training or educational conferences will be \$20,000 per year for the life of this contract. Each teacher may use up to \$1,000 per year from this total amount, on a first come, first serve basis. Use of professional Training/Tuition Reimbursement funds will be based upon administrative decision. There will be no carryover of these funds and administrative decisions are not grievable.

Professional Training

- One workshop or educational conference per person will be allowed in excess of the \$1,000 limit, up to \$2000, with administrative approval. A maximum of five teachers may utilize this opportunity within the life of this contract.
- Professional leave may be granted at the rate of two (2) paid days per school year for the purpose of attending professional training or educational conferences. Such leave shall be available for each unit member cumulative to four (4) days. Each request shall be considered on a case-by-case basis and granted or denied at the discretion of the principal based on the best interests of the program. If there is a denial by both the principal and the superintendent the request will be forwarded to the Board of Education. Eligible expenditures include room, meals, travel, fees and costs of any materials required for such approved training or conferences.
- If grant funds are available, teachers may request funds beyond the \$1,000 allotment to attend qualified conferences or workshops prior to June 30 of each fiscal year. Requests for such conferences/workshops must be submitted not later than May 15 of that year.

- Upon request, registration fees may be pre-paid by the District for approved professional training or educational conferences. Teachers will provide evidence of attendance at the pre-paid conference. If a teacher does not attend a prepaid conference, he/she must reimburse the district the applicable registration fees.
- No more than one professional leave day may be used for leave related to an extra duty assignment.

Tuition Reimbursement for Graduate Courses

- Horizontal advancement will be granted in accordance with the terms in 8.5.
- Tuition reimbursement shall have prior approval of the superintendent as described in 8.5.
- The board shall reimburse the teacher upon the teacher providing evidence of the successful completion of the course.
- A teacher who receives tuition reimbursement will be required to complete two months of continued employment for each semester hour reimbursed. This requirement will begin when each class is completed. A reduction in force removes this obligation.

6.5 Maternity

Each teacher shall be entitled to use her accumulated sick leave for temporary disability due to pregnancy or pregnancy related disability. In the event the teacher has exhausted her sick leave, the teacher shall be granted a non-paid leave of absence for such remaining time as the teacher is temporarily disabled due to pregnancy or pregnancy related causes not to exceed the remainder of the school year. The teacher's disability may be confirmed by a physician appointed by the district and paid by the district.

6.6 Leave of Absence

Each teacher may apply for a leave of absence for the purpose of child care, educational purposes or other personal causes. The Board shall consider each request on an individual basis and shall grant or deny the request in its discretion based upon the best interest of the district.

6.7 **Jury Service**

The district shall not reduce the salary of a certified employee for any time of service on a jury on a day of teacher attendance except that the district shall make a deduction from the teacher's salary for any amount received for such service excepting reimbursement for the teacher's expenses made by the court.

6.8 **Bereavement**

In case of death of an employee's and/or an employee's spouse's immediate family member, a teacher will be permitted to take up to three (3) bereavement days, per incident, without loss of pay. "Immediate family" shall mean: parents, brothers, sisters, children, grandparents, grandchildren, and legal guardians or any relative living in employee's home or being supported by an employee. The days taken as bereavement leave shall not be deducted from the bargaining unit member's accumulated sick leave.

6.9 **Association Leave**

The President of the Association or his or her designee shall be granted three (3) days per year for the purpose of conducting Association business or attending Association meetings outside the district. The Association shall pay the district for the cost of any substitute hired to replace the teacher for the day.

6.10 **Sick Leave Bank**

A. **Purpose of the Bank**

The intent of this Voluntary Sick Leave Bank is to provide extended sick leave benefits to employees who personally incur a period of extended illness, injury or hospitalization. Short term illnesses and typical maternity leaves are not subject to the use of the Voluntary Sick Leave Bank. This plan is for employees only and not family members.

B. **Governing Committee**

Two teachers selected by The Association, one administrator appointed by the Board, and one non-certified member shall act as the Governing Committee in all matters that concern policies of use of the Voluntary Sick Leave Bank. A simple majority of the Governing Committee shall be required to act on a request. The decision of the committee is final and not grievable.

C. Operation of the Bank

A full time employee or administrator of District #317 may be eligible for Voluntary Sick Leave Bank benefits after using up all personally accumulated sick leave and making written application to the committee. The employee or designated representative of the employee shall submit written application to governing committee 5 days prior to the need. If the committee approves the request, district employees will be notified of a need and asked if they wish to donate sick leave days. A maximum of 5 days may be donated per year per employee with bank maximum not to exceed 180 days. The donation of sick days is completely voluntary and confidential. (only the bookkeeper will know the names of the employees who are donating sick days.) An employee may not use more than 100 days from the Voluntary Sick Leave Bank during his/her employment at Carthage Elementary School District #317.

Sick leave bank days cannot be used for service credit and are forfeited at retirement.

Unused sick leave bank days will be carried over until used. They will not be returned to the donors.

ARTICLE VII
WORKING CONDITIONS

7.1 Calendar

The calendar will be prepared and presented to the Board of Education by the Superintendent each February and will become a part of the contract only after the Board of Education approves it. The total calendar will contain 185 days or more; with any days in excess of 180 being emergency days. The 180 working days shall consist of four teachers' institute days and 176 days of combined student attendance days and parent/teacher conference days.

7.2 Transfer

In the event a teacher desires to transfer to another teaching position or attendance center, such teacher may present written notice of such request to the Superintendent. The Superintendent shall consider such requests in making staffing recommendations, however, such staffing decisions shall be the sole discretion of the Board. In the event the teacher requests reason or reasons for the grant or denial of such request the teacher shall be given reason for such denial which shall be final and not subject to the grievance procedure of this Agreement.

When requested, the Superintendent's response shall be in writing.

7.3 Duty-Free Lunch Period

Each full-time teacher shall be entitled to a duty free lunch period of not less than 30 minutes.

7.4 Internal Substitute Pay

Teachers who substitute for another teacher during his/her planning or lunch period shall be paid twenty dollars per class period.

ARTICLE VIII
COMPENSATION

8.1 Insurance

The employer shall pay for each eligible full time employee by this agreement:

2020-2021 = \$700.00

2021-2022 = \$720.00

2022-2023 = \$740.00 per month toward the cost of the single health insurance premium for the employer's PPO plan. Full time employee means any employee who is a member of the bargaining unit and who is regularly employed and scheduled to work thirty or more hours per week. Any ambiguity in the meaning of full time employment or thirty or more hours per week in this paragraph shall be resolved by the Affordable Care Act or its eligibility rules interpreting the meaning of full time employment or employment for thirty or more hours per week.

Should the employer provide a qualified high deductible health plan (HDHP) option during the term of this agreement, then at the election of the employee annually the employer shall pay \$700 for 2020-2021, \$720 for the 2021-2022 school year and \$740 for 2022-2023 school year per month toward the qualified HDHP rather than the PPO. Such election shall be made annually, in writing, on or before April 15th. Only such employees who are eligible for the PPO as described above shall have the qualified HDHP option.

If the qualified HDHP premium for a single insured is, at any time, less than \$700 for 2020-2021 school year, \$720 for the 2021-2022 school year and \$740 for 2022-2023 school year in any month that an employee makes the qualified HDHP election, the difference between \$700 for 2020-2021 school year, \$720 for the 2021-2022 school year and \$740 for 2022-2023 school year and the qualified HDHP premium for that month shall be direct deposited in a health savings plan (HSA) in the employee's name. Marine Bank and Trust Company shall be the custodian of the qualified health savings account (HSA).

8.2 Part-time Teacher Salary Credit

Part-time teachers contracted for a full school year who teach less than a full school day shall be granted credit toward salary schedule advancement pro-rated by the number of full class periods the teacher teaches during the school day. Nothing in this section shall be deemed to apply to substitute teachers or temporary employees.

8.3 Mileage

Each teacher required to travel in his/her own vehicle at the direction of the School District, including travel between buildings, shall be reimbursed at the then current IRS allowable mileage rate.

8.4 Retirement Enhancement Program "Option A"

The Retiring Teacher Salary Enhancement Program is for the purpose of recognizing the service of those teachers who have been employed by the District for total of 20 or more years. This program is being made available only during the term of this contract, in exchange for an irrevocable letter of resignation and retirement at a date certain in the future. The terms of this program are as follows:

Qualifications

In order to be eligible for this "Option A" the teacher must meet the following qualifications:

1. As of the date of retirement the teacher must have been employed by the Carthage C.U.S.D. #338 and the Carthage E.S.D. #317 for a minimum combined total of twenty (20) years.
2. As of the date of retirement the teacher must have attained whatever requirements may be necessary under the Illinois Pension Code to eliminate any employer paid retirement penalty on behalf of the teacher.
3. The retiring teacher must submit a letter of application to the Superintendent for the retirement enhancement along with an irrevocable letter of resignation and retirement at a date certain in the future. A teacher wanting to retire at the end of the 2022-2023 school year and participate in this program, must submit his/her irrevocable letter of resignation and retirement at a date certain in the future to the Superintendent not later than one week after the ratification of this contract.
4. Not more than four employees per year may utilize either Option A or Option B combined under this retirement enhancement program. Participation will be granted on a first-come first-served basis according to the date that the irrevocable letter of resignation and retirement at a date certain in the future is received by the Superintendent.

Salary Enhancements

1. Teachers applying and qualifying for this salary enhancement program shall receive TRS creditable earnings in his/her final year(s) of employment equal to 106% of the teacher's creditable earnings received in his/her previous year of employment. Where applicable to multiple years, the 6% increase shall be compounded to result in 106% of the previous year's 106%. A teacher is only eligible to receive a maximum of three years of the compounding six percent enhancement.
2. The salary enhancement shall be paid equally in each of the retiring teacher's regular paychecks.

If a teacher submits an irrevocable letter of resignation and retirement at a date certain in the future under this Section, the teacher shall be removed from the salary and extra duty schedules contained in this contract and shall forgo all other scheduled or listed payments of any kind. The calculations of the salary increase pursuant to the salary enhancement shall be based upon the TRS creditable earnings for the school year immediately preceding the school year when the teacher will receive this salary enhancement. In no case shall this retirement enhancement result in an increase in a teacher's TRS creditable earnings exceeding six percent (6%) of the creditable earnings for the previous school year or otherwise incur a penalty to be paid by the school district.

If, after submitting the letter of resignation and retirement at a date certain in the future, a teacher resigns from or is dismissed from any extra-duty activities, the salary enhancement amount provided under this section will be recalculated and adjusted accordingly.

Retirement Enhancement Program "Option B"

The Retiring Teacher Salary Enhancement Program is for the purpose of recognizing the service of those teachers who have been employed by the District for total of 15 or more years. This program is being made available only during the first two years of this contract, in exchange for an irrevocable letter of resignation and retirement at a date certain in the future. The terms of this program are as follows:

Qualifications

In order to be eligible for "Option B" the teacher must meet the following qualifications:

1. As of the date of retirement the teacher must have been employed by the Carthage C.U.S.D. #338 and the Carthage E.S.D. #317 for a minimum combined total of fifteen (15) years.
2. As of the date of retirement the teacher must have attained whatever requirements may be necessary under the Illinois Pension Code to eliminate any employer paid retirement penalty on behalf of the teacher.
3. The retiring teacher must submit a letter of application to the Superintendent for the retirement enhancement along with an irrevocable letter of resignation and retirement at a date certain in the future. A teacher wanting to retire at the end of the 2021-2022 school year and participate in this program, must submit his/her irrevocable letter of resignation and retirement at a date certain in the future to the Superintendent not later than one week after the ratification of this contract.
4. Not more than four employees per year may utilize either Option A or Option B combined under this retirement enhancement program. Participation will be granted on a first-come first-served basis according to the date that the irrevocable letter of resignation and retirement at a date certain in the future is received by the Superintendent.

Salary Enhancements

1. Teachers applying and qualifying for this salary enhancement program shall receive TRS creditable earnings in his/her final year(s) of employment equal to 103% of the teacher's creditable earnings received in his/her previous year of employment. Where applicable to multiple years, the 3% increase shall be compounded to result in 103% of the previous year's 103%. A teacher is only eligible to receive a maximum of two years of the compounding three percent enhancement.
2. The salary enhancement shall be paid equally in each of the retiring teacher's regular paychecks.

If a teacher submits an irrevocable letter of resignation and retirement at a date certain in the future under this Section, the teacher shall be removed from the salary and extra duty schedules contained in this contract and shall forgo all other scheduled or listed payments of any kind. The calculations of the salary increase pursuant to the salary enhancement shall be based upon the TRS creditable earnings for the school year immediately preceding the school year when the teacher will receive this salary enhancement. In no case shall this retirement enhancement result in an increase in a teacher's TRS creditable earnings exceeding three percent (3%) of the creditable earnings for the previous school year or otherwise incur a penalty to be paid by the school district.

If, after submitting the letter of resignation and retirement at a date certain in the future, a teacher resigns from or is dismissed from any extra-duty activities, the salary enhancement amount provided under this section will be recalculated and adjusted accordingly.

If the 2022-2023 year is the first year that a teacher is eligible to meet the requirements of the Retirement Enhancement Program "Option B", then the board will allow them to retire under Section 8.4

8.5 Salary Schedule Advancement - Appendix A

Horizontal movement on the salary schedule shall be based upon completion of graduate courses taken as part of a graduate program leading to the next higher degree or completion of graduate courses that pertain to the teacher's area of instruction within the classroom. Such courses shall be in a field of elementary or secondary education or administration. The teacher will submit an original student transcript before horizontal advancement will be granted.

ARTICLE IX
EFFECT OF AGREEMENT

9.1 No Strike

During the term of this Agreement and any extension thereof, no employee covered by this Agreement nor the Association nor any person acting on behalf of the Association shall ever or at any time engage in, authorize any recognition of any picket line at the School District's premises, any strike, slowdown or refusal to render full and complete services to the Board, or any activity whatsoever which would disrupt in any manner, in whole or in part, the operation of the School District. In the event of any violation or violations of any proviso of this Article by the Association, its members or representatives or by any employee the Association shall, upon notice from the Board, immediately direct such employee both orally and in writing to resume normal operations immediately.

9.2 Complete Understanding

This Agreement constitutes the full and complete understanding between the parties. All rights, powers and authority of the Board and/or its administrative staff not specifically limited by the language of this Agreement are retained by the Board. The Board; however, shall take no action which shall violate any of the specific provisions of this Agreement.

9.3 Waiver of Additional Bargaining

The parties acknowledge that during the course of the negotiations which resulted in this Agreement, each had the right to make demands, proposals and counter proposals with respect to any matter not specifically excluded by law and that this Agreement has been arrived at following the full exercise of this right. It is therefore understood that neither party shall be obliged to bargain collectively with respect to any subject or matter referred to or covered by this Agreement or with regard to any subject or matter not referred to or covered by this Agreement.

9.4 Supercedes Prior Agreements

This Agreement supercedes and nullifies all previous written agreements between the Board and the Association.

9.5 **Validity**

Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that part shall be deleted to the extent that it violates the law and the remaining articles, sections and clauses shall remain in effect.

9.6 **Individual Contracts**

The terms and conditions of this Agreement shall be the terms and conditions of individual contracts of members of the bargaining unit.

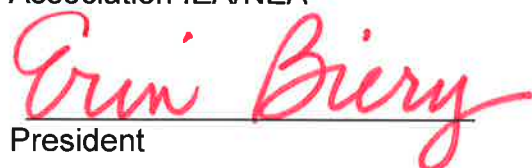
9.7 **Duration**

This Agreement shall become (retroactively) effective July 1, 2020 through June 30, 2023.

9.8 **Signatures**

This Agreement is signed and adopted this 26 day of October.

For the Carthage Education
Association IEA/NEA



President



President

For the Board of Education
Carthage Elementary School District #317



President



Secretary

2020-2021 SALARY SCALE						
	BA	BA+8	BA+16	BA+24	MA	MA+16
Step						
1	30,600	30,600	30,682	31,039	31,396	31,753
2	30,631	30,988	31,345	31,702	32,059	32,416
3	31,294	31,651	32,008	32,365	32,722	33,079
4	31,957	32,314	32,671	33,028	33,385	33,742
5	32,620	32,977	33,334	33,691	34,048	34,405
6	33,197	34,038	34,460	34,880	35,724	36,565
7	34,274	35,150	35,588	36,026	36,905	37,778
8	35,017	35,928	36,381	36,835	37,745	38,656
9	35,756	36,701	37,173	37,645	38,588	39,530
10	36,498	37,476	37,966	38,453	39,430	40,408
11	37,745	38,758	39,263	39,768	40,780	41,790
12	38,459	39,530	40,055	40,575	41,622	42,667
13	39,173	40,306	40,849	41,384	42,463	43,543
14	39,836	41,083	41,636	42,193	43,306	44,419
15	40,499	41,797	42,429	43,003	44,148	45,293
16	41,162	42,511	43,221	43,811	44,990	46,609
17	0	43,174	44,014	44,620	45,834	47,485
18	0	43,837	44,728	45,428	46,674	47,924
19	0	44,500	45,442	46,142	47,607	48,801
20	0	0	46,105	46,856	48,321	49,777
21	0	0	46,768	47,876	49,035	50,491
22	0	0	47,431	48,896	50,055	51,205
23	0	0	0	49,916	51,075	52,225
24	0	0	0	50,936	52,095	53,245
25	0	0	0	51,956	53,115	54,265
26	0	0	0	52,976	54,135	55,285
27	0	0	0	0	55,155	56,305
28	0	0	0	0	0	57,325

In addition to the stated compensation, the Board shall pay 9.8901 percent of the stated compensation to the Illinois Teacher's Retirement System (TRS) on behalf of the teacher.

A maximum of one vertical step per year is allowed per employee.

Extra-Curricular Values

29,380

MIDDLE SCHOOL ATHLETICS

Baseball	5%	1,469	5/6 Track	3%	881
Assistant Baseball	2%	588	MS Track (7/8 Boys)	5%	1,469
Boys Basketball	12%	3,526	OTHER INCREMENTS		
Girls Basketball	12%	3,526	Scholastic Bowl	4%	1,175
5th/6th Boys Basketball	5%	1,469	Band	4%	1,175
5th/6th Girls Basketball	5%	1,469	MS Chorus	2%	588
Volleyball	9%	2,644	MS Speech Sponsor	5%	1,469
Assistant Volleyball	2%	588	JH Stud. Council	3%	881
MS Track (7/8 Girls)	5%	1,469			

2021-2022 SALARY SCALE						
	BA	BA+8	BA+16	BA+24	MA	MA+16
Step						
1	31,750	31,750	31,750	31,750	31,750	32,388
2	31,750	31,750	31,750	31,750	32,700	33,064
3	31,750	31,750	32,648	33,012	33,376	33,740
4	32,596	32,960	33,324	33,688	34,052	34,416
5	33,272	33,636	34,000	34,364	34,729	35,093
6	33,861	34,719	35,149	35,578	36,439	37,296
7	34,960	35,853	36,300	36,747	37,643	38,533
8	35,717	36,647	37,109	37,572	38,500	39,429
9	36,471	37,435	37,916	38,398	39,359	40,321
10	37,228	38,225	38,726	39,222	40,219	41,216
11	38,500	39,533	40,048	40,563	41,595	42,626
12	39,228	40,321	40,857	41,386	42,455	43,520
13	39,957	41,112	41,666	42,212	43,312	44,414
14	40,633	41,904	42,469	43,037	44,172	45,307
15	41,309	42,632	43,278	43,863	45,031	46,199
16	41,985	43,361	44,086	44,687	45,890	47,541
17	0	44,037	44,894	45,512	46,750	48,435
18	0	44,713	45,623	46,336	47,608	48,882
19	0	45,390	46,351	47,065	48,560	49,777
20	0	0	47,027	47,793	49,288	50,772
21	0	0	47,703	48,833	50,016	51,501
22	0	0	48,380	49,874	51,057	52,229
23	0	0	0	50,914	52,097	53,270
24	0	0	0	51,954	53,137	54,310
25	0	0	0	52,995	54,178	55,350
26	0	0	0	54,035	55,218	56,391
27	0	0	0	0	56,259	57,431
28	0	0	0	0	0	58,472

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Extra-Curricular Values

29,380

MIDDLE SCHOOL ATHLETICS

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Assistant Volleyball	2%	588	JH Stud. Council	3%	881
MS Track (7/8 Girls)	5%	1,469			

2022-2023 SALARY SCALE						
	BA	BA+8	BA+16	BA+24	MA	MA+16
Step						
1	33,750	33,750	33,750	33,750	33,750	33,750
2	33,750	33,750	33,750	33,750	33,750	33,750
3	33,750	33,750	33,750	33,750	33,750	33,750
4	33,750	33,750	33,750	33,750	34,733	35,104
5	33,750	33,750	34,680	35,051	35,424	35,795
6	34,538	35,413	35,852	36,289	37,168	38,042
7	35,659	36,570	37,026	37,482	38,396	39,304
8	36,431	37,380	37,851	38,323	39,270	40,218
9	37,201	38,183	38,675	39,166	40,147	41,127
10	37,972	38,990	39,500	40,006	41,023	42,041
11	39,270	40,324	40,849	41,374	42,427	43,479
12	40,013	41,127	41,674	42,214	43,304	44,390
13	40,756	41,935	42,499	43,056	44,178	45,302
14	41,445	42,742	43,319	43,898	45,056	46,213
15	42,135	43,485	44,143	44,741	45,931	47,123
16	42,825	44,228	44,968	45,581	46,808	48,492
17	0	44,918	45,792	46,423	47,685	49,403
18	0	45,608	46,535	47,263	48,560	49,860
19	0	46,297	47,278	48,006	49,531	50,772
20	0	0	47,968	48,749	50,274	51,788
21	0	0	48,657	49,810	51,017	52,531
22	0	0	49,347	50,871	52,078	53,274
23	0	0	0	51,932	53,139	54,335
24	0	0	0	52,994	54,200	55,396
25	0	0	0	54,055	55,261	56,457
26	0	0	0	55,116	56,323	57,519
27	0	0	0	0	57,384	58,580
28	0	0	0	0	0	59,641

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29,380

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Assistant Volleyball	2%	588	MS Speech Sponsor	5%	1,469
MS Track (7/8 Girls)	5%	1,469	JH Stud. Council	3%	881