

**CONTRACT  
BETWEEN**

**CARTHAGE ELEMENTARY SCHOOL DISTRICT  
#317**

**AND**

**CARTHAGE  
EDUCATION ASSOCIATION**

**2023-2027**

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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 15<sup>th</sup> and 30<sup>th</sup> 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 Number of Sick Days</u>	
0-4 Years	14 days per year
5-9 years	17 days per year
10+ years	20 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, similar step-relatives, and legal guardians. Employees may use up to five sick days annually as mental health days.

If a teacher misses three consecutive days, a doctor's note is required.

##### 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 \$30,000 per year for the life of this contract. Each teacher may use up to \$1,500 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 \$1,500 limit, up to \$3,000, 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 \$1,500 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 for a three to four credit hour class will be required to complete one school year of continued employment. This requirement will begin when each class is completed. A teacher who receives tuition reimbursement for a two-hour credit class, will be required to complete six months of continued employment. 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. In the event of the death of other family members and/or close friends, a teacher will be permitted to take one (1) bereavement day, per incident, without loss of pay. The days taken as bereavement leave shall not be deducted from the bargaining unit member's accumulated sick leave.

Employees may take up to 10 days of unpaid bereavement leave for the death of a family member. To qualify, the employee must have been employed by the district for at least one (1) year and must have performed at least 1250 hours of service in the last year. Covered family members include child, stepchild, spouse, domestic partner, sibling, parent, step-parent, mother or father-in-law, grandchild or grandparent. Leave may be taken to attend a funeral, grieve, make arrangements for services, miscarriage, an unsuccessful round of intra uterine insemination or assisted reproductive technology, failed or contested adoption, failed surrogacy diagnosis that negatively impacts the pregnancy or fertility, or for a stillborn child. The first three (3) days of leave may be paid bereavement leave as provided for above. Leave must be taken within 6 days of the triggering event. Reasonable documentation can be required.

The Child Bereavement Act provides that an employee will be eligible for six (6) weeks of leave for the death of more than one child within a twelve (12) month period. The first three (3) days of Child Bereavement Leave may be paid bereavement leave as provided for above. Additional paid leave may be used as available.

#### 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 and may be used to care for immediate family members, as defined in Article 6.1, and others living in the household.

### B. Governing Committee

Two teachers selected by The Association and one administrator appointed by the Board 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 member of the bargaining unit, administrator of District #317, or a non-certified employee of the district who has donated to the sick leave bank under a prior agreement 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, bargaining unit members and administrators 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.

The current balance of days available in the Voluntary Sick Leave Bank will be reported to the Association president annually on or before September 1.

**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, or absorb a colleague's assigned students into his/her own regularly scheduled teaching assignment shall be paid thirty dollars (\$30) per class period.

**7.5 Substitute Teachers**

In the event a teacher must be absent, the acquisition of a substitute teacher shall, at all times, be the responsibility of the district's administration.

**7.6 Teacher Mentors**

Should the District implement and/or maintain a Teacher Mentor program, teacher mentors shall be trained and compensated at a rate of \$100 per year for each individual they are assigned to mentor.



**ARTICLE VIII**  
**COMPENSATION**

**8.1 Insurance**

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

2023-2024 = \$780.00

2024-2025 = \$820.00

2025-2026 = \$860.00

2026-2027 = \$900.00

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 an amount that is equal to the single health insurance premium for the employer's PPO program 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 single health insurance premium for the employer's PPO program in any month that an employee makes the qualified HDHP election, the difference between the single health insurance premium for the employer's PPO program 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).

Employees who decline participation in the Individual and/or Family Hospital and Major Medical Insurance coverage offered by the district, shall receive an additional \$500 per year as payment in lieu of the declined benefits.

## 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 prorated 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

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 10 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 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 ten (10) 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.
  - a. Be at least sixty (60) years of age with 10 or more years of service within the district by the last day of service in the district; or
  - b. Be at least fifty-five (55) years of age within thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the district.
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.

4. Not more than four employees per year may utilize this retirement enhancement program at any time. 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 (3) 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.

#### 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**

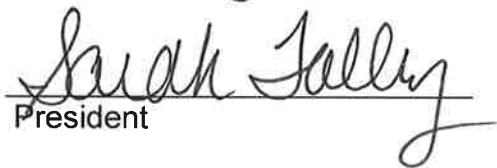
This Agreement shall become (retroactively) effective July 1, 2023 through June 30, 2027.

9.8 **Signatures**

This Agreement is signed and adopted this 19<sup>th</sup> day of April, 2023.

For the Carthage Education  
Association IEA/NEA

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
President

For the Board of Education  
Carthage Elementary School District #317

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Secretary

2023-2024 SALARY SCHEDULE							
	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16
Step							
1	\$35,775	\$35,775	\$35,775	\$35,775	\$35,775	\$35,775	\$35,775
2	\$35,775	\$35,775	\$35,775	\$35,775	\$35,775	\$35,775	\$35,775
3	\$35,775	\$35,775	\$35,775	\$35,775	\$35,775	\$35,775	\$35,775
4	\$35,775	\$35,775	\$35,775	\$35,775	\$36,758	\$37,129	\$37,500
5	\$35,775	\$35,775	\$36,705	\$37,076	\$37,449	\$37,820	\$38,191
6	\$36,547	\$36,585	\$37,530	\$37,917	\$38,549	\$38,734	\$38,919
7	\$37,319	\$37,395	\$38,355	\$38,758	\$39,649	\$39,648	\$39,647
8	\$38,091	\$38,205	\$39,180	\$39,599	\$40,523	\$40,562	\$40,601
9	\$38,861	\$39,008	\$40,004	\$40,442	\$41,400	\$41,471	\$41,542
10	\$39,632	\$39,815	\$40,829	\$41,282	\$42,276	\$42,385	\$42,494
11	\$40,403	\$40,622	\$41,654	\$42,122	\$43,152	\$43,299	\$43,446
12	\$41,146	\$41,425	\$42,479	\$42,962	\$44,029	\$44,210	\$44,391
13	\$41,889	\$42,233	\$43,304	\$43,804	\$44,901	\$45,122	\$45,343
14	\$42,578	\$43,040	\$44,124	\$44,646	\$45,781	\$46,033	\$46,285
15	\$43,268	\$43,783	\$44,948	\$45,489	\$46,656	\$46,943	\$47,230
16	\$43,958	\$44,526	\$45,773	\$46,329	\$47,533	\$48,312	\$49,091
17	\$44,648	\$45,226	\$46,597	\$47,171	\$48,410	\$49,223	\$50,036
18	\$45,338	\$45,926	\$47,340	\$48,011	\$49,285	\$49,680	\$50,075
19	\$45,338	\$46,626	\$48,083	\$48,754	\$50,256	\$50,592	\$50,928
20	\$45,338	\$46,626	\$48,773	\$49,497	\$50,999	\$51,608	\$52,217
21	\$45,338	\$46,626	\$49,462	\$50,558	\$51,742	\$52,351	\$52,960
22	\$45,338	\$46,626	\$50,152	\$51,619	\$52,803	\$53,094	\$53,385
23	\$45,338	\$46,626	\$50,152	\$52,680	\$53,864	\$54,155	\$54,446
24	\$45,338	\$46,626	\$50,152	\$53,742	\$54,925	\$55,216	\$55,507
25	\$45,338	\$46,626	\$50,152	\$54,803	\$55,986	\$56,277	\$56,568
26	\$45,338	\$46,626	\$50,152	\$55,864	\$57,048	\$57,339	\$57,630
27	\$45,338	\$46,626	\$50,152	\$55,864	\$58,109	\$58,400	\$58,691
28	\$45,338	\$46,626	\$50,152	\$55,864	\$58,109	\$59,461	\$60,813

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.

Teachers with fewer than six years of experience will be placed in the lane commensurate to his/her education at step six where they will remain until reaching year seven at which time the teacher will advance one vertical step for each year of experience. Teachers with more than 14 years of experience will receive a 6% increase over the previous year's salary.

Teachers not on the salary schedule accruing credit hours beyond a bachelor's degree shall receive salary increases as follows:

BA+8	BA+16	BA+24	MA	MA+8	MA+16
\$500	\$500	\$750	\$750	\$1000	\$1000

2024-2025 SALARY SCHEDULE							
	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16
Step							
1	\$37,206	\$37,206	\$37,206	\$37,206	\$37,206	\$37,206	\$37,206
2	\$37,206	\$37,206	\$37,206	\$37,206	\$37,206	\$37,206	\$37,206
3	\$37,206	\$37,206	\$37,206	\$37,206	\$37,206	\$37,206	\$37,206
4	\$37,206	\$37,206	\$37,206	\$37,206	\$38,189	\$38,560	\$38,931
5	\$37,206	\$37,206	\$38,136	\$38,507	\$38,880	\$39,251	\$39,622
6	\$37,978	\$38,016	\$38,961	\$39,348	\$39,980	\$40,165	\$40,350
7	\$38,750	\$38,826	\$39,786	\$40,189	\$41,080	\$41,079	\$41,078
8	\$39,522	\$39,636	\$40,611	\$41,030	\$41,954	\$41,993	\$42,032
9	\$40,292	\$40,439	\$41,435	\$41,873	\$42,831	\$42,902	\$42,973
10	\$41,063	\$41,246	\$42,260	\$42,713	\$43,707	\$43,816	\$43,925
11	\$41,834	\$42,053	\$43,085	\$43,553	\$44,583	\$44,730	\$44,877
12	\$42,577	\$42,856	\$43,910	\$44,393	\$45,460	\$45,641	\$45,822
13	\$43,320	\$43,664	\$44,735	\$45,235	\$46,332	\$46,553	\$46,774
14	\$44,009	\$44,471	\$45,555	\$46,077	\$47,212	\$47,464	\$47,716
15	\$44,699	\$45,214	\$46,379	\$46,920	\$48,087	\$48,374	\$48,661
16	\$45,389	\$45,957	\$47,204	\$47,760	\$48,964	\$49,743	\$50,522
17	\$46,079	\$46,657	\$48,028	\$48,602	\$49,841	\$50,654	\$51,467
18	\$46,769	\$47,357	\$48,771	\$49,442	\$50,716	\$51,111	\$51,506
19	\$46,769	\$48,057	\$49,514	\$50,185	\$51,687	\$52,023	\$52,359
20	\$46,769	\$48,057	\$50,204	\$50,928	\$52,430	\$53,039	\$53,648
21	\$46,769	\$48,057	\$50,893	\$51,989	\$53,173	\$53,782	\$54,391
22	\$46,769	\$48,057	\$51,583	\$53,050	\$54,234	\$54,525	\$54,816
23	\$46,769	\$48,057	\$51,583	\$54,111	\$55,295	\$55,586	\$55,877
24	\$46,769	\$48,057	\$51,583	\$55,173	\$56,356	\$56,647	\$56,938
25	\$46,769	\$48,057	\$51,583	\$56,234	\$57,417	\$57,708	\$57,999
26	\$46,769	\$48,057	\$51,583	\$57,295	\$58,479	\$58,770	\$59,061
27	\$46,769	\$48,057	\$51,583	\$57,295	\$59,540	\$59,831	\$60,122
28	\$46,769	\$48,057	\$51,583	\$57,295	\$59,540	\$60,892	\$62,244

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.

Teachers with fewer than six years of experience will be placed in the lane commensurate to his/her education at step six where they will remain until reaching year seven at which time the teacher will advance one vertical step for each year of experience. Teachers with more than 14 years of experience will receive a 4% increase over the previous year's salary.

Teachers not on the salary schedule accruing credit hours beyond a bachelor's degree shall receive salary increases as follows:

BA+8	BA+16	BA+24	MA	MA+8	MA+16
\$500	\$500	\$750	\$750	\$1000	\$1000

2025-2026 SALARY SCHEDULE							
	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16
Step							
1	\$38,694	\$38,694	\$38,694	\$38,694	\$38,694	\$38,694	\$38,694
2	\$38,694	\$38,694	\$38,694	\$38,694	\$38,694	\$38,694	\$38,694
3	\$38,694	\$38,694	\$38,694	\$38,694	\$38,694	\$38,694	\$38,694
4	\$38,694	\$38,694	\$38,694	\$38,694	\$39,677	\$40,048	\$40,419
5	\$38,694	\$38,694	\$39,624	\$39,995	\$40,368	\$40,739	\$41,110
6	\$39,466	\$39,504	\$40,449	\$40,836	\$41,468	\$41,653	\$41,838
7	\$40,238	\$40,314	\$41,274	\$41,677	\$42,568	\$42,567	\$42,566
8	\$41,010	\$41,124	\$42,099	\$42,518	\$43,442	\$43,481	\$43,520
9	\$41,780	\$41,927	\$42,923	\$43,361	\$44,319	\$44,390	\$44,461
10	\$42,551	\$42,734	\$43,748	\$44,201	\$45,195	\$45,304	\$45,413
11	\$43,322	\$43,541	\$44,573	\$45,041	\$46,071	\$46,218	\$46,365
12	\$44,065	\$44,344	\$45,398	\$45,881	\$46,948	\$47,129	\$47,310
13	\$44,808	\$45,152	\$46,223	\$46,723	\$47,820	\$48,041	\$48,262
14	\$45,497	\$45,959	\$47,043	\$47,565	\$48,700	\$48,952	\$49,204
15	\$46,187	\$46,702	\$47,867	\$48,408	\$49,575	\$49,862	\$50,149
16	\$46,877	\$47,445	\$48,692	\$49,248	\$50,452	\$51,231	\$52,010
17	\$47,567	\$48,145	\$49,516	\$50,090	\$51,329	\$52,142	\$52,955
18	\$48,257	\$48,845	\$50,259	\$50,930	\$52,204	\$52,599	\$52,994
19	\$48,257	\$49,545	\$51,002	\$51,673	\$53,175	\$53,511	\$53,847
20	\$48,257	\$49,545	\$51,692	\$52,416	\$53,918	\$54,527	\$55,136
21	\$48,257	\$49,545	\$52,381	\$53,477	\$54,661	\$55,270	\$55,879
22	\$48,257	\$49,545	\$53,071	\$54,538	\$55,722	\$56,013	\$56,304
23	\$48,257	\$49,545	\$53,071	\$55,599	\$56,783	\$57,074	\$57,365
24	\$48,257	\$49,545	\$53,071	\$56,661	\$57,844	\$58,135	\$58,426
25	\$48,257	\$49,545	\$53,071	\$57,722	\$58,905	\$59,196	\$59,487
26	\$48,257	\$49,545	\$53,071	\$58,783	\$59,967	\$60,258	\$60,549
27	\$48,257	\$49,545	\$53,071	\$58,783	\$61,028	\$61,319	\$61,610
28	\$48,257	\$49,545	\$53,071	\$58,783	\$61,028	\$62,380	\$63,732

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.

Teachers with fewer than six years of experience will be placed in the lane commensurate to his/her education at step six where they will remain until reaching year seven at which time the teacher will advance one vertical step for each year of experience. Teachers with more than 14 years of experience will receive a 4% increase over the previous year's salary.

Teachers not on the salary schedule accruing credit hours beyond a bachelor's degree shall receive salary increases as follows:

BA+8	BA+16	BA+24	MA	MA+8	MA+16
\$500	\$500	\$750	\$750	\$1000	\$1000



2026-2027 SALARY SCHEDULE							
	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16
Step							
1	\$40,242	\$40,242	\$40,242	\$40,242	\$40,242	\$40,242	\$40,242
2	\$40,242	\$40,242	\$40,242	\$40,242	\$40,242	\$40,242	\$40,242
3	\$40,242	\$40,242	\$40,242	\$40,242	\$40,242	\$40,242	\$40,242
4	\$40,242	\$40,242	\$40,242	\$40,242	\$41,225	\$41,596	\$41,967
5	\$40,242	\$40,242	\$41,172	\$41,543	\$41,916	\$42,287	\$42,658
6	\$41,014	\$41,052	\$41,997	\$42,384	\$43,016	\$43,201	\$43,386
7	\$41,786	\$41,862	\$42,822	\$43,225	\$44,116	\$44,115	\$44,114
8	\$42,558	\$42,672	\$43,647	\$44,066	\$44,990	\$45,029	\$45,068
9	\$43,328	\$43,475	\$44,471	\$44,909	\$45,867	\$45,938	\$46,009
10	\$44,099	\$44,282	\$45,296	\$45,749	\$46,743	\$46,852	\$46,961
11	\$44,870	\$45,089	\$46,121	\$46,589	\$47,619	\$47,766	\$47,913
12	\$45,613	\$45,892	\$46,946	\$47,429	\$48,496	\$48,677	\$48,858
13	\$46,356	\$46,700	\$47,771	\$48,271	\$49,368	\$49,589	\$49,810
14	\$47,045	\$47,507	\$48,591	\$49,113	\$50,248	\$50,500	\$50,752
15	\$47,735	\$48,250	\$49,415	\$49,956	\$51,123	\$51,410	\$51,697
16	\$48,425	\$48,993	\$50,240	\$50,796	\$52,000	\$52,779	\$53,558
17	\$49,115	\$49,693	\$51,064	\$51,638	\$52,877	\$53,690	\$54,503
18	\$49,805	\$50,393	\$51,807	\$52,478	\$53,752	\$54,147	\$54,542
19	\$49,805	\$51,093	\$52,550	\$53,221	\$54,723	\$55,059	\$55,395
20	\$49,805	\$51,093	\$53,240	\$53,964	\$55,466	\$56,075	\$56,684
21	\$49,805	\$51,093	\$53,929	\$55,025	\$56,209	\$56,818	\$57,427
22	\$49,805	\$51,093	\$54,619	\$56,086	\$57,270	\$57,561	\$57,852
23	\$49,805	\$51,093	\$54,619	\$57,147	\$58,331	\$58,622	\$58,913
24	\$49,805	\$51,093	\$54,619	\$58,209	\$59,392	\$59,683	\$59,974
25	\$49,805	\$51,093	\$54,619	\$59,270	\$60,453	\$60,744	\$61,035
26	\$49,805	\$51,093	\$54,619	\$60,331	\$61,515	\$61,806	\$62,097
27	\$49,805	\$51,093	\$54,619	\$60,331	\$62,576	\$62,867	\$63,158
28	\$49,805	\$51,093	\$54,619	\$60,331	\$62,576	\$63,928	\$65,280

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.

Teachers with fewer than six years of experience will be placed in the lane commensurate to his/her education at step six where they will remain until reaching year seven at which time the teacher will advance one vertical step for each year of experience. Teachers with more than 14 years of experience will receive a 4% increase over the previous year's salary.

Teachers not on the salary schedule accruing credit hours beyond a bachelor's degree shall receive salary increases as follows:

BA+8	BA+16	BA+24	MA	MA+8	MA+16
\$500	\$500	\$750	\$750	\$1000	\$1000

EXTRACURRICULAR SALARIES 2023-2027	
ATHLETICS	
Baseball	\$2,500
Assistant Baseball	\$1,050
Boys Basketball (7/8)	\$4,200
Assistant basketball coach Boys (7/8)	\$1,050
Girls Basketball (7/8)	\$4,200
Assistant basketball coach Girls (7/8)	\$1,050
5th/6th grade Boys Basketball	\$2,000
5th/6th grade Boys Basketball	\$2,000
Volleyball 7/8	\$4,200
Assistant Volleyball coach 7/8	\$1,050
5/6th Volleyball	\$2,000
MS Track (Girls)	\$2,500
MS Track (Boys)	\$2,500
OTHER ACTIVITIES	
Scholastic Bowl	\$1,400
MS Chorus	\$1,050
MS Speech Sponsor	\$1,750
JH Student Council	\$1,050

\*All extra-curricular positions filled by non-bargaining unit members shall be posted at the conclusion of each school year.