

# CTU Teacher Contract



2021-2026

**Agreement Between  
The Board of Education of Community Unit School District No. 4  
and  
Crestwood Teachers United – IEA/NEA  
2021-2026**

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**Agreement Between  
The Board of Education  
Crestwood Community Unit School District No. 4  
and  
Crestwood Teachers United-IEA/NEA  
2021-2026**

**ARTICLE I – RECOGNITION**

The Board of Education of School District 4, Edgar County, Paris, Illinois, hereinafter referred to as the “Board,” recognizes the Crestwood Teachers United, IEA-NEA, hereinafter referred to as the CTU, as the sole and exclusive negotiations agent for all regularly employed full and part-time certified teachers, except for the superintendent, principal, assistant principal, teacher’s aids, substitute teachers, or other teachers employed on less than a regular basis. The Board agrees not to enter into negotiations, or consultations concerning matters that are subject of negotiations, with any individual, group, or organization of teachers covered by this agreement for the duration of this Agreement.

**ARTICLE II – EMPLOYEE AND CTU RIGHTS**

- 2.1 Employee Discharge – The discharge of teachers shall be in accordance with the applicable provisions of the Illinois School Code.
- 2.2 Non-Discrimination – The Board agrees that it will not discriminate against any teacher for reasons of color, race, marital status, age, sex, national origin, sexual orientation, or membership in the CTU.
- 2.3 Right to Representation – When a teacher is required or requested to meet with an Administrator or the Board, concerning any matter which could adversely affect his or her employment or salary, the teacher shall be allowed to have a CTU representative present, but under no circumstances will the meeting be delayed because of the unavailability of the designated representative. When a teacher is required to appear before the Board, the teacher shall be given reasonable prior written notice of not less than forty-eight (48) hours of the reason for such a meeting.
- 2.4 Personnel File – Each teacher shall have the right, upon request and within one (1) school day or 24 hours’ notice, whichever is greater, to review the contents of his/her own personnel file as maintained by the District. The review shall take place at a time that does not interfere with any district operations. Information, deemed privileged by law, shall be specifically exempted from such a review. A representative of the teacher’s choice, if requested by the teacher, may accompany the teacher in the review.
- 2.5 Right to Organize – Teachers shall have the right to organize, join, and assist the CTU.
- 2.6 Meetings, Notices and General Information
  - A. The CTU shall have the right to reasonable use of school buildings for official CTU meetings, providing that such facilities are available. Prior notice shall be given to the Superintendent a minimum of five (5) working days in advance of the meeting. There shall be no interruptions of the educational program, and meetings shall not be

held during the regular work day. The CTU shall reimburse the Board for any expense, other than ordinary expenses, incurred.

- B. The CTU shall have the right to post official notices of its activities on a designated bulletin board. The Superintendent may direct removal of any items posted on the bulletin board, which he/she deems offensive, inappropriate, or in poor taste. Before removal of any item the Superintendent shall meet with the CTU President in an attempt to reach a satisfactory solution. Mailboxes may be used for CTU information, upon approval of the superintendent.
- C. The CTU shall have the right to reasonable use of school computers, copy machines, and other office equipment as long as said use does not interfere with the educational process. The CTU shall reimburse the Board for any cost usually charged for materials used in the operation of this equipment.

## 2.7 Board Meetings

- A. The Board agrees to make available to the CTU President a copy of all Board minutes no later than one (1) week following their approval. The Agenda for regular Board Meetings will be made available to the CTU President two (2) days prior to the meeting. The Board agrees to make available to all staff a copy of all Board minutes by email no later than one (1) week following their approval.
- B. The Superintendent shall provide the CTU with an electronic copy of the annual budget and audit.

## 2.8 Transfer

A. Whenever an involuntary transfer is to be made, the Superintendent shall have a conference with the teacher and CTU to explain the reasons for the transfer. All involuntary transfers to another district shall be considered temporary and shall not set a precedent for future terms. The Board's decision shall be final. If a change in assignment is not acceptable, the teacher shall be allowed to resign without prejudice, providing the teacher submits a written resignation to the Superintendent within ten (10) days of receiving notification of the change of assignment.

B. If a teacher's assignment is transferred in whole or in part to another district, that teacher shall remain an employee of the District and a member of the bargaining unit represented by the CTU, subject to all of the terms and conditions of this Agreement.

C. If a transfer shall occur between different districts, the employee shall receive mileage payments in accordance with section 5.7 of the contract for any additional mileage approved by the administration to and from the new district.

2.9 Jury Duty – Any teacher summoned to jury duty shall be paid full salary for each working day of absence provided that the teacher pays the District the jury fee.

2.10 Dues Deductions - The Board shall honor employees' individually authorized deduction forms, and shall make such deductions in the amounts certified by the Association for dues, assessments or fees. Association dues shall be deducted from employees' salaries in equal

amounts over 18 pay periods. The District shall pay the dues to the Association within ten (10) days of the date they are deducted from the employees' salaries. Dues deduction authorizations shall remain in effect unless and until they are revoked. In the event an employee notifies either the District or the Association of his or her intent to revoke dues deduction authorization, the party receiving such notification shall immediately notify the other party, and dues will no longer be withheld when the next revocation window opens.

### **ARTICLE III – EMPLOYMENT CONDITIONS**

- 3.1 School Calendar – The Board shall prepare a school calendar for the school term, specifying the opening and closing dates and providing for a minimum term of at least one hundred eighty-five (185) days. Teachers shall not be required to work more than 180 days. Any teacher out on unapproved leave shall be docked 1/180<sup>th</sup> of his/her salary-scheduled amount. The Superintendent shall consult with the CTU President prior to the Board's adoption of the calendar.
- 3.2 Teacher Work Day
- A. Regular work day for teachers shall be seven hours and 40 minutes and shall end twenty (20) minutes after the closing bell, and shall include a duty-free lunch period of not less than thirty (30) minutes. Teachers recognize that their professional responsibility extends beyond the classroom and beyond the regular work day. A teacher's responsibility, for which no compensation is paid, includes such duties as: Regularly scheduled meetings, special education staffings, parent-teacher conferences, and other meetings which cannot reasonably be held during the regular school day. Due to emergency and other extenuating circumstances, the workday may be altered at the Superintendent's discretion. If students are released early because of weather conditions involving snow or ice, the working day shall end when the buses have left the parking lot.
  - B. Time spent in district required training for RtI, Common Core, technology, and media outside the regular day shall be compensated at the rate of \$25.00 per hour.
  - C. Time spent in district required training for RtI, Common Core, technology, and media during the regular day shall be compensated through release time.
  - D. When an E Learning/Remote Learning day is issued, staff members must be available during the regularly scheduled school hours. Administration will determine, with teacher input, if staff members are required to be in the building or teach remotely.
- 3.3 Relief Period – Teachers in grades K-5 will receive preparation time as their students are assigned to specialists in the areas of music, art, and physical education (as schedule allows) and through alteration of responsibility for supervision of recess and physical education, as needed. Junior high school teachers shall be provided a daily preparation period equal to one class period. In the event the Board determines that it is necessary to have a reduction in staff, this provision of the Agreement will become null and void. Without infringement of the Board's management rights, if a reduction in force occurs regarding teaching specialists, the Administration will consult the affected teacher(s).

- 3.4 Notification of Assignments – The Board will give written notice of changes in assignments for the following school year. Said notice will be given by July 1, but, however, if changes in assignments are made subsequent to July 1, the teacher will be promptly consulted with and given the opportunity to resign if the assignment is unacceptable.
- 3.5 Vacancies – Information regarding positions which are available shall be posted in the teacher workroom on the CTU designated bulletin board for a period of at least five (5) days. A copy of the vacancy notice shall be given to the CTU President at the same time as the posting. Qualified staff members may apply for any vacancy. Applications shall be in writing, addressed to the Superintendent. Except in emergencies, vacancies will not be permanently filled until the five (5) day posting period has expired. Temporary appointments may be made during the posting period but in no event may a temporary appointment extend beyond the end of the current school year. The selection and assignment of teachers is the responsibility of the Superintendent. If requested by the applicant, reasons for the denial of a transfer to a vacancy will be provided in writing.
- 3.6 Substitution – Whenever a teacher is to be absent for at least one full day and adequate advance notice of such absence has been given to the Administration, the Administration will make every reasonable effort to employ a qualified substitute teacher for the period of absence. On a temporary basis teachers may be assigned additional teaching responsibilities when necessitated by the absence of other members of the bargaining unit. The teacher performing the additional teaching responsibilities shall be compensated at the rate of twenty-five dollars (\$25.00) per hour.
- 3.7 Field Trip – With the prior approval of the Administration, teachers may request up to two (2) District-paid field trips which require the use of a school bus each year. The Administration, with prior approval, may also allow walking field trips. Teachers chaperoning the end-of-the-year 8th grade class trip will not be charged for the cost of any charter bus transportation.
- 3.8 Professional Meetings, Conferences, and Seminars – With the approval of the Superintendent, a teacher may be entitled to one (1) and may request up to one (1) additional day professional leave. If leave is granted, the teacher shall suffer no loss of pay or benefits. No teacher's evaluation will be negatively affected because of approved professional leave. Teachers shall be reimbursed the cost of fees and mileage. A teacher shall be provided with written reasons if a professional leave request is denied.
- 3.9 Discipline of Students – The teachers shall maintain a standard of student behavior conducive to learning in their classroom. The Board and Administration recognize their responsibility to support and assist teachers with respect to the maintenance of control and discipline in the classroom, on school grounds, and at school-sponsored activities when under the supervision of school personnel.
- 3.10 Parent/Student Complaints – Teachers shall be entitled to receive a copy of any formal complaint lodged with the Administration/Board concerning the teacher as soon as particulars are known. Formal complaints will be in writing and will include the name of the complainant. Informal complaints shall be made known to the teacher if, in the Superintendent's opinion, such knowledge is needed to resolve any problems.



3.11 Communications

- A. Liaison Committee – The CTU and the Board recognize the importance of communication in maintaining good relationships. The Liaison Committee and the Superintendent shall meet at mutually agreed upon times, at least once each quarter, to discuss matters of mutual concern.
- B. Teacher Meetings – Informational teachers’ meetings shall be conducted by the administration not less than once a month.

3.12 Board Policies – A copy of all Board policies shall be given to the CTU President by September 1, and updates as they occur.

3.13 Contract Distribution – Within thirty (30) days of the ratification of this Agreement, the contract will be made available on the district’s website.

3.14 Classroom Expenditures – With the prior approval of the Superintendent, each teacher shall be reimbursed up to \$90.00 spent on classroom aids during the school year.

3.15 Scheduling – Prior to the end of the school year, the administration shall meet with CTU representatives from the elementary and junior high areas for the preparation of the next calendar year’s schedule. Recommendations will be discussed and considered concerning matters of scheduling.

3.16 Reduction In Force

- A. Joint Committee—The Joint RIF Committee required by the School Code shall meet annually to consider the criteria for group placement and other matters, as provided in the School Code. The Joint Committee must reach agreement on a matter on or before February 1 of a school year in order for the agreement of the Joint Committee to apply to the sequence of dismissal determined during that school year. Teachers shall be notified in writing each year at least eighty-five (85) calendar days before the end of the school of their legal qualifications, their individual placement into a RIF group, and the other information used for placement on the RIF list. Teachers shall have five (5) calendar days from receipt of the notification to notify the Superintendent in writing of any disagreement with the information in the notification. The Joint RIF Committee shall consist of two (2) administrators/Board members and two (2) teachers (1 elementary and 1 junior high teacher). The teachers shall be appointed by the CTU.
- B. Recall—If the Board has any vacancies for the following school year or within one calendar year from the beginning of the following school year, the positions thereby becoming available shall be tendered to the teachers so removed or dismissed who were in groupings three or four of the sequence of dismissal and are qualified to hold such positions. Recall will be in inverse order of honorable dismissal (i.e. the last person dismissed is the first recalled).

## ARTICLE IV – TEACHER EVALUATION

- 4.1 Frequency – Non-tenured teachers shall be evaluated at least twice during each school year. Tenured teachers shall be evaluated at least once every two years. Any tenured teacher with a “needs improvement” or “unsatisfactory” rating must be evaluated at least once in the school year following the receipt of such rating.
- 4.2 Procedure – Within four (4) weeks after the beginning of the school term, teachers shall be oriented as to the evaluation procedure.
- 4.3 Evaluation Instrument – Any formal evaluation shall be preceded by an in-class observation as required by applicable law and ISBE regulations. Prior to the adoption by the Board, the CTU shall participate in the development or modification of any evaluation instrument that will be used in the evaluation of all District teachers. An evaluation committee consisting of two (2) administrators and two (2) teachers will meet as necessary in order to review the District evaluation plan and make necessary changes, subject to Board approval. Certified teachers will be evaluated using the Paris Community Unit School District No. 4 Performance Evaluation Plan for Teachers. The district will follow all state and school and rules regarding evaluations.
- 4.4 Follow-up Meeting – The evaluator shall have a meeting with the teacher within five (5) working days of the observation to discuss the written evaluation.
- 4.5 Written Response – The teacher shall have the right to attach a written response to the evaluations.
- 4.6 Non-tenured Teachers – The formal evaluation of a Non-tenured teacher shall be done by March 1. It is expected that the teacher will be advised of any deficiencies at the follow-up meeting.
- 4.7 Evaluation – All evaluations shall be conducted in compliance with the evaluation plan developed by the PERA committee. This plan will be in compliance with the Illinois Teacher Evaluation Law and State Board of Education rules and regulations governing teacher evaluation.
- 4.8 Informal Observation – The parties acknowledge that the procedure set forth in this Article pertains to the formal evaluation of classroom teaching performance and that nothing herein shall be constructed as prohibiting or limiting the normal day-to-day observation of a teacher’s general performance, nor shall it limit the right of the Board to terminate the employment of a teacher under the applicable provisions of the School Code. This informal observation shall not be in lieu of the formal evaluation, but may be used in addition to the formal evaluation.

## ARTICLE V – TEACHER COMPENSATION AND FRINGE BENEFITS

- 5.1 Experience Credit – A teacher newly employed by the District shall be granted experience credit on the salary schedule, but in no event will this experience credit exceed the teacher’s full-time public school teaching experience. All teachers employed will advance on the salary schedule no more than one (1) step per year for each year of teaching experience.
- 5.2 Pay Days – Teachers shall be paid on the 8<sup>th</sup> and the 23<sup>rd</sup> day of each month. If a regular pay date falls on a holiday, vacation, or a day when school is not in session, teachers shall receive their checks on the last teacher work day prior to the regular pay date.
- 5.3 Options – Each teacher shall be given the option to be paid in 10 or 12 months. Each teacher shall give notification of which option is chosen on or before July 15. If notice is not given, the teacher shall be paid on the basis of the prior year.
- 5.4 Retirement Contribution – The Board shall pick up and pay on behalf of each teacher 9.8901% of the teacher’s taxable earnings to the downstate Teacher Retirement System as the employee contribution in accordance with IRS Ruling 81-36. In the event that the required percentage of a teacher’s contributions to TRS increases or decreases, the parties agree to renegotiate this provision.
- 5.5 Compensation Schedule – The Teacher Salary Schedule is attached to and made a part of the Agreement as Appendices A, B, C, D, and E. 3% will be computed from the previous year salary for those starting in year 2 of longevity for years 2021-2022, 2022-2023, 2023-2024, 2024-2025, 2025-2026. A sign on bonus of \$500 will be given to each first-year teacher in their first paycheck. At years 5, 10, 15, and 20 in the district, a bonus of \$1,000 will be given on the last pay check of the regular school year.
- 5.6 Insurance – The Board shall make available to the teachers medical, health insurance and optical insurance.

The Board will pay \$600.00 per month during the 2021-2022 school year, \$600.00 per month for the 2022-2023 school year, \$600.00 per month during the 2023-2024 school year, \$600 per month during the 2024-2025, and \$600 per month during the 2025-2026 towards the cost of each teacher’s individual premiums.

Employees shall have the right to choose plans available from a new provider if that option exists. If an employee chooses a plan less than the dollar amount paid by the Board, then the Board will make available other insurance to expend an equivalent dollar amount of the monthly payment set forth above.

The Board agrees to pay the additional 0.8% THIS (Teacher Health Insurance Security Fund.) It is understood that this is not a retirement contribution, but is a separate contribution for the retirees’ health insurance fund. The Board payment will be reduced on a pro-rata basis for any teacher who is employed less than full time.

- 5.7 Mileage – Approved mileage shall be reimbursed at the rate allowed by the Internal Revenue Service.

- 5.8 Extra Duty Pay – Extra Duty Schedule, Appendix D, is attached to and made part of this Agreement. The teacher will have the option of receiving extra duty pay in one payment, at the end of their season; or in combination with their regular pay.
- 5.9 FLEX Plan – The Board shall select and provide each teacher with the opportunity to participate in a Flexible Benefits Administration Plan (FLEX). The Board shall be responsible for paying all of the start-up and administrative costs and fees associated with this FLEX program, with the exception of monthly premiums, if applicable, which will be paid by those individual teachers who elect to participate in the FLEX program.
- 5.10 Retirement Bonus – For teachers who use their accumulated sick leave days for retirement purposes with Teacher Retirement System, upon retirement from the teaching profession, the District will reimburse the teacher \$35.00 per day for any accumulated sick leave days over the number of days reported to TRS as service credit (e.g., 170 days for one year of service credit and 340 days for two years of service credit).

For teachers who do not use their accumulated sick leave days for retirement purpose with Teacher Retirement System, upon retirement from the teacher profession, the District will reimburse the teacher \$35.00 per day for any accumulated sick leave days.

In order for the teacher to receive the above retirement bonus, the teacher must submit her/his irrevocable letter of resignation at least nine (9) months prior to the intended day of retirement. In no case shall the District reimburse any individual teacher more than \$4,200.

The payment for unused accumulated sick days shall be made to the retiring teacher in a separate check after the teacher's final regular paycheck or last day of work, whichever is later.

5.11 Early Retirement Incentive

A. Eligibility

To be eligible for any of the following Plans, an employee must have fifteen (15) full-time years of service with the District and must meet the following requirements:

1. Be at least sixty (60) years of age by the last day of service in the District; or
2. Be at least fifty-five (55) years of age with thirty-five (35) years of creditable service as defined by the Illinois Teachers' Retirement System by December of that year.

The District may require proof of eligibility.

B. Definitions

For purposes of this Article, TRS creditable compensation (earnings) includes (but is not limited to):

- Salary for regular contractual teaching duties

- Wages for substitute teaching
- Wages for homebound teaching or tutoring
- Earnings for extra duties performed that relate to teaching or supervision of students, and other assignments related to the academic program
- Earnings for summer school
- Bonuses
- Contributions to qualified plans eligible for tax-deferral under the Internal Revenue Code, Sections 401(a), 403(b), and 457(b)
- Contributions to flexible benefit plans
- Salary or back wage payments resulting from contract buy-outs, labor litigation, and settlement agreements

## C. Plans

### 1. One Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 stating that he/she shall retire at the end of the next school year, the employee will be removed from the salary schedule, and for the final year of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior year of employment.

Example: The employee's prior year TRS creditable earnings were \$40,000.00. The employee's final year TRS creditable earnings will be \$42,400.00 (i.e.,  $\$40,000.00 \times 1.06 = \$42,400.00$ ).

### 2. Two Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 two (2) years prior to the year of retirement, the employee will be removed from the salary schedule, and for the final two (2) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2010, stating he/she will retire on June 30, 2012. The employee's TRS creditable earnings for the 2009-2010 school year were \$40,000.00. The employee's TRS creditable earnings for the 2010-2011 school year will be \$42,400.00 (i.e.,  $\$40,000.00 \times 1.06 = \$42,400.00$ ). The employee's TRS creditable earnings for the 2011-2012 school year will be \$44,944.00 (i.e.,  $\$42,400.00 \times 1.06 = \$44,944.00$ ).

### 3. Three Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 three (3) years prior to the year of retirement, the employee will be removed from the salary schedule, and for the final three (3) years of employment the employee's TRS creditable earnings shall be increased by six

percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2010, stating he/she will retire on June 30, 2013. The employee's TRS creditable earnings for the 2009-2010 school year were \$40,000.00. The employee's TRS creditable earnings for the 2010-2011 school year will be \$42,400.00 (i.e.,  $\$40,000.00 \times 1.06 = \$42,400.00$ ). The employee's TRS creditable earnings for the 2011-2012 school year will be \$44,944.00 (i.e.,  $\$42,400.00 \times 1.06 = \$44,944.00$ ). The employee's TRS creditable earnings for the 2012-2013 school year will be \$47,640.64 (i.e.,  $\$44,944.00 \times 1.06 = \$47,640.64$ ).

#### 4. Four Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1 four (4) years prior to the year of retirement, the employee will be removed from the salary schedule, and for the final four (4) years of employment the employee's TRS creditable earnings shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2010, stating he/she will retire on June 30, 2014. The employee's TRS creditable earnings for the 2009-2010 school year were \$40,000.00. The employee's TRS creditable earnings for the 2010-2011 school year will be \$42,400.00 (i.e.,  $\$40,000.00 \times 1.06 = \$42,400.00$ ). The employee's TRS creditable earnings for the 2011-2012 school year will be \$44,944.00 (i.e.,  $\$42,400.00 \times 1.06 = \$44,944.00$ ). The employee's TRS creditable earnings for the 2012-2013 school year will be \$47,640.64 (i.e.,  $\$44,944.00 \times 1.06 = \$47,640.64$ ). The employee's TRS creditable earnings for the 2013-2014 school year will be \$50,499.08 (i.e.,  $\$47,640.64 \times 1.06 = \$50,499.08$ ).

#### D. Miscellaneous

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra-duties or TRS reportable duties not currently being performed without the consent of the employee. If the employee consents, said employee will be compensated per the Agreement between the parties.

If after submitting an irrevocable letter of retirement, the employee resigns from or is removed for just cause from duties for which the employee was compensated the previous year (i.e., Appendix C, extended contract and/or stipends), the employee's TRS creditable earnings will be adjusted accordingly.

Example: The employee's TRS creditable earnings from the 2009-2010 school year were \$43,000.00, of which \$3,000.00 was compensation for coaching basketball in 2009-2010. Under the employee's retirement plan, he/she would be scheduled to receive \$45,580.00 TRS creditable earnings for the 2010-2011

school year (i.e.,  $\$43,000.00 \times 1.06 = \$45,580.00$ ). However, the employee resigns from his/her coaching position before the start of the 2010-2011 school year. The employee's TRS creditable earnings for the 2010-2011 school year will be  $\$42,400.00$  (i.e.,  $\$40,000.00 \times 1.06 = \$42,400.00$ ) rather than  $\$45,580.00$ .

In the event an employee has submitted his/her timely irrevocable letter of retirement but fails to meet the eligibility requirements because of illness or life changing circumstances, or changes in legislation, the Board, in its sole discretion, may allow the employee to rescind his/her letter or retirement, provided the employee returns to the Board any TRS creditable earnings paid to the employee in excess of the amount the employee would otherwise have received under the salary schedule for such year(s) in which the creditable earnings were paid. Said employee shall be required to sign a payroll deduction agreement to effectuate the repayment.

The repayment shall be made in total no later than the employee's last day of employment.

If legislation is enacted and/or administrative rules are adopted during the life of this agreement that result in a greater cost to the District than the costs generated by this agreement, the provisions relating to such benefits shall be null and void, and the parties agree to renegotiate the Early Retirement Incentive.

- 5.12 Limitation on TRS Creditable Compensation - The purpose of this section entitled "Limitation on TRS Creditable Compensation" is to avoid in all circumstances any payment by the District of a Board-paid penalty or fee to TRS, or any Board or District liability to fund any portion of a teacher's TRS annuity due to increase in compensation from one year to the next. This section does not apply to teachers who are not eligible for TRS annuity (whether or not they apply) and could not under any circumstances become eligible for TRS annuity within five years of the end of the school year in which the compensation is earned.

No teacher's creditable TRS earnings from employment in this School District, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement shall increase from one school year to the next by more than six percent (6%) or be otherwise increased so as to create liability on the part of the Board or District for any portion of a teacher's retirement annuity, or result in any District or Board-paid penalty or fee to TRS. If the percentage amount which triggers any obligation for the District or Board to pay additional amounts to cover all or part of a teacher's retirement or cover any Board or District paid penalty or fee to TRS decreases, then the maximum of the teacher's creditable TRS earnings from employment in this School District shall similarly decrease so as to avoid any Board or District paid penalty or fee. Any teacher whose creditable earnings are limited in any year because of this provision shall have his or her salary increased in the next year and any subsequent years by the amount necessary to recapture the increase so limited, up to a maximum increase of creditable earnings of six percent in any year.

Even if another provision of this collective bargaining agreement would otherwise provide, in the event a teacher's TRS creditable earnings would increase by more than six percent (6%), or any such lesser amount that would trigger a District-paid penalty or fee to TRS due to salary increase in any years over a prior year, that teacher shall receive only the maximum increase to TRS creditable compensation allowed under this provision.

## ARTICLE VI – LEAVES

### 6.1 Sick Leave

- A. Each teacher with zero (0) to twenty (20) years of experience accepted as credit by TRS shall be entitled to eleven (11) sick days per year with pay and benefits. Each teacher with twenty one (21) or more years of experience accepted by TRS shall be entitled to eighteen (18) sick days per year with pay and benefits. The amount of sick leave allowed will be reduced on a pro-rata basis for any teacher who is employed less than full time. The maximum number of days that leave can accumulate shall be unlimited. Sick leave shall be interpreted to mean personal illness, quarantine at home or serious illness or death in the immediate family or household. Immediate family shall include parents, spouse, domestic partner, brothers, sisters, children, step-children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, step-parents, and legal guardians.

If the implementation of this section, specifically the increase in the annual allotment of sick days for teachers with twenty-one or more years of experience, results in any penalty to the District, or if the rules of the Teachers Retirement System (TRS) change, or if this clause is declared illegal by a court of competent jurisdiction, then the second sentence of this section shall be deleted from the Agreement. In such case, the parties will meet and reopen bargaining.

- B. A statement of accumulated sick leave days shall be sent to each teacher within thirty (30) days of the beginning of the school year.
- C. Sick leave for maternity purposes shall be the period of disability as determined by the attending physician. Sick leave shall also include birth or care of a newborn or adoption. A teacher may request a maternity leave of absence of up to one year in accordance with provision 6.4 of this Agreement, but sick leave is not applicable during a leave of absence.
- D. Each teacher may voluntarily donate sick leave days, to each teacher, who has exhausted his/her accumulated sick leave. Donated sick leave days shall only be used in the case of catastrophic/serious illness or injury to the teacher, the teacher's spouse, parents, or children.

The teacher will receive his/her regular salary but (s)he agrees (through payroll deduction) to have withheld fifty dollars (\$50) per day to help defray the cost of the substitute teacher. Commencing with the forty-six (46<sup>th</sup>) consecutive day of the same substitute teacher, the teacher will agree to have deducted one hundred dollars (\$100) per day through payroll deduction.

The Board agrees to contribute one (1) sick leave day for every fifteenth (15<sup>th</sup>) day used.

The CTU shall oversee sick leave donations. The CTU will include the Superintendent in all decisions regarding sick leave donations.



No teacher shall receive more than sixty (60) donated sick leave days during any school year.

The CTU will encourage 100% participation by all teachers.

A sick leave donation participation form will be signed at the beginning of each school year by all teachers wishing to benefit from this program. Failure of a teacher to submit such a form shall exclude the teacher from participation in the program for the school year.

## 6.2 Personal Leave

- A. Teachers shall be granted three (3) days annually of personal leave. The amount of personal leave will be reduced on a pro-rata basis for any teacher who is employed less than full time. Personal leave shall be used only for the purpose of handling emergency or pressing personal affairs which cannot be reasonably taken care of on the weekend, after school hours, or be delayed until a non-working weekday. No reason for a personal leave need be given. No more than three teachers may take this leave on any one work day. Allowances shall be made for emergencies at the discretion of the Administration.
- B. A written or electronic application for personal leave shall be made to the Superintendent. Advance notice of personal leave shall be given as early as possible in advance of the requested leave and except in emergency situations shall be at least two (2) days prior to the day of the leave.
- C. Personal leave days may not be taken during the first or last five (5) school days; or on days when final tests or special school programs are scheduled unless approved by the superintendent. In this event a teacher may be required to provide rationale, and denials shall be nongrievable.
- D. Each teacher who uses no personal leave days shall have the option of being paid \$175.00 with the first pay check in June; or have the 3 days accumulate as sick days.
- E. If only 1 or 2 personal days are used, then the remaining days shall accumulate as sick leave.
- F. Personal leave may be taken in ½ day increments.
- G. If a teacher is involved as a volunteer in a community activity either the day before or after vacation, the teacher will use a personal day for this activity and not receive a dock in pay for that absence. This privilege will be limited to no more than one day for no more than three teachers in any given school year. The day shall be granted on the basis of seniority. In the event of equal seniority, lots will be drawn to determine the leave.
- H. Tenured teachers may be allowed to use one (1) personal day on the first working day preceding or following vacation or holiday periods, and not receive a dock in pay for that day's absence. However, this privilege will be limited to no more than one day

per year per staff member, and for no more than one teacher per day. The Superintendent may waive the restriction of one day per staff member and one teacher per day at her/his sole discretion. Excluded from this provision will be the first day and last day of school, and the last student attendance day before the Christmas vacation. This day will be granted on a first-come, first served basis. If requests are turned in for the same day and at the same time, the Superintendent will determine on the basis of district seniority who receives the personal day.

- 6.3 CTU Leave – Designated representatives of the CTU shall be allowed to attend local, state, or national conferences or other meetings pertinent to CTU matters without loss of pay providing: the aggregate number of days in any school term shall not exceed five (5) days and no teacher may use more than two (2) days; the CTU will reimburse the District the cost for substitute teachers; and a written request for such attendance shall be submitted to the Superintendent at least three (3) days in advance of the meeting and shall state the specific purpose of the meeting, the date of the meeting, and the teacher who will attend the meeting.
- 6.4 Leave of Absence – Upon written request the Board may grant a leave of absence of up to one (1) year without pay, to any tenured teacher. Up to an additional year may be granted without pay for medical reasons (member of the immediate family as defined by the School Code). A notice of return from leave of absence for the coming school year shall be supplied to the Board no later than March 15 prior to the intended return date. Failure to furnish such written notice shall constitute a notice of resignation.
- 6.5 Insurance During Leave of Absence – Teachers on such leaves may continue in any insurance program maintained by the District providing the insurance carrier approves and providing further that the teacher reimburses the District for any costs.
- 6.6 Seniority – Seniority earned at the time of a leave of absence begins shall be retained but no additional seniority shall accrue during the period of leave.
- 6.7 Bereavement Leave – Each teacher shall be entitled to bereavement leave according to the following:
- A. Should death occur of a parent or guardian, spouse, domestic partner, child, or step-child, grandparent, grandchild, brother, sister, parent-in-law, brother-in-law, or sister-in-law, the teacher shall be granted a maximum of four (4) bereavement leave days without loss of pay or benefits.
  - B. Should death occur of a near relative or relative by marriage (aunt, uncle, niece, nephew, first cousin), the teacher shall be granted a maximum of two (2) bereavement days per year without loss of pay or benefits.

## ARTICLE VII – GRIEVANCE PROCEDURE

- 7.1 Definition – A grievance shall mean a written complaint by a teacher or the CTU that there has been an alleged violation, misinterpretation, or misapplication of the specific provisions of this agreement.
- 7.2 Time Limits – A grievance must be filed within ten (10) school days of the occurrence of the event which gave rise to the grievance, except when a grievance is submitted fewer than ten (10) days before the close of the current school term. Then, time limits shall consist of all weekdays.
- 7.3 CTU Participation – The CTU has the right, if requested by the teacher, to be represented in the processing of a grievance at any level, and no teacher shall be required to discuss the grievance if the CTU is not present.
- 7.4 Cooperation – When necessary for the processing of a grievance, the Administration and/or Board shall, upon request provide information to the CTU and the CTU shall, upon request, provide information to the Administration and/or Board.
- 7.5 Procedure – The Board and CTU agree that it is usually desirable to resolve problems through free and informal communications. Before a grievance is filed, the teacher may discuss the claim with the most immediate supervisor. If, however, the informal process does not resolve the claim, the following procedure will be followed.

Step 1 – The teacher shall make the grievance in writing to the Superintendent, stating the nature of the grievance, and applicable sections that have allegedly been violated. The Superintendent will arrange for a meeting to take place within five (5) school days of the receipt of the grievance. Within two (2) school days of the meeting, the Superintendent shall provide both the grievant and the CTU with a written response, including the reasons for the decision.

Step 2 – If the grievance is not satisfactorily resolved at the first formal step, the CTU or grievant may refer the grievance to the Board within fifteen (15) school days after receiving the Step 1 answer. The Superintendent shall arrange with the CTU representative for a meeting to take place at the next regular meeting of the Board. Each party shall have the right to include such witnesses as deemed necessary. Within five (5) school days of the meeting, the CTU and grievant shall be given the Board's written response, including the reasons for the decision.

Step 3 – If the grievance is not satisfactorily resolved at Step 2, the CTU may submit the grievance to final and binding arbitration. If this filing is not done within twenty (20) school days of Step 2's answer, the grievance shall be deemed withdrawn. The arbitration will be done through the Federal Mediation and Conciliation Service (FMCS), with an arbitrator acceptable to both parties, selected from a roster of seven (7) submitted by the FMCS. Each of the two parties will alternately strike one name at a time from the panel until only one name shall remain. The parties will then notify the FMCS of their selection. Neither the Board nor the CTU shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party. The decision by the arbitrator shall be final and binding on both parties, but shall in no way alter the provisions of this Agreement.

- 7.6 No Reprisal – No reprisals shall be taken by the Board or Administration against any teacher because of that teacher’s participation on a grievance.
- 7.7 Released Time – Should an arbitrator hearing require attendance during the work day, the grievant and/or the CTU representative shall be released without loss of pay or benefits.
- 7.8 Filing of Materials – All records related to a grievance shall be filed separately from the personnel file of the teacher except when used as a part of a teacher discipline matter.
- 7.9 Grievance Withdrawal – A grievance may be withdrawn at any level without establishing a precedent.
- 7.10 No Written Response – If no written response has been rendered within the time limits established at each step, the grievance will then proceed to the next step.
- 7.11 Fees – The fees and expenses of the arbitrator shall be shared equally by both parties.
- 7.12 Time Limits – Time limits may be extended by mutual agreement.

## **ARTICLE VIII – NEGOTIATIONS PROCEDURE**

- 8.1 Responsibility of Board and CTU – The Board and CTU agree that it is their mutual responsibility to meet at reasonable times and negotiate in good faith wages, hours, fringe benefits, and working conditions.
- 8.2 Dates of Negotiations – Negotiations on successor agreements shall begin no earlier than February 1 but not later than April 1, unless both parties agree to an alternate date. Meetings shall be held as necessary, at times and places agreed to by both parties.
- 8.3 Right of Representatives – Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counterproposals in the course of negotiations, and to reach tentative agreements which shall be presented respectively to the CTU and the Board for ratification.
- 8.4 Representatives – Each party to negotiate shall select its negotiating representatives provided that the Board shall not select a member of the bargaining unit, as herein defined, and the CTU shall not select any District Administrator.
- 8.5 Signing Negotiations – During negotiations agreed upon materials shall be prepared for the Board and the CTU and signed prior to the adjournment of the meeting at which such agreement is reached.
- 8.6 Two Copies of Agreement – There shall be two copies of any final agreement. One copy shall be retained by the Board and one by the CTU.
- 8.7 Mediation – If an agreement is not reached on all items within forty-five (45) days prior to the scheduled start of the school term, either party may declare to the other, in writing, that an impasse exists. When an impasse has been declared, the parties will jointly request the Federal Mediation and Conciliation Service appoint a mediator from its staff. Should the

FMCS be unavailable, the parties shall mutually agree upon a replacement. In the event that the parties cannot agree upon replacement, the Illinois Educational Labor Relations Board shall be notified. The costs of mediation shall be shared equally by the CTU and the Board

## **ARTICLE IX – EFFECT OF AGREEMENT**

- 9.1 Board Authority and Management Rights – It is the law of the State of Illinois that determination and administration of school policy, the operation and management of the schools, and the direction of employees are vested exclusively in the Board. It is the duty of all employees to carry out the policies and regulations as stipulated by the Board. The decision of the Board of Education in matters pertaining to the determination and administration of school policy, the operation and management of the schools, and the direction of employees shall be final.
- 9.2 No Strike Clause – During the term of this Agreement, no employee covered by this Agreement nor the CTU shall engage in, authorize or instigate any picketing, any recognition of any picket line at the School District’s premises, any strike, slowdown, or other refusal to render full and complete service to the Board.
- 9.3 Complete Understanding – The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties. This shall not be interpreted that either party waives any rights that it otherwise has by law.

## **ARTICLE X – TERM OF AGREEMENT**

- 10.1 Term of Agreement – This Agreement shall be effective August 1, 2021 and continue until July 31, 2026.

## 2021-2022 Salary Schedule - Appendix A

Steps		BA	BA+15	MS	MS+16	MS+32
<b>1</b>	TRS	\$36,312.74	\$36,920.49	\$38,743.72	\$39,655.34	\$40,566.95
	IRS	\$33,044.60	\$33,597.65	\$35,256.79	\$36,086.36	\$36,915.93
<b>2</b>	TRS	\$36,587.47	\$37,195.21	\$39,018.45	\$39,930.06	\$40,841.68
	IRS	\$33,294.60	\$33,847.65	\$35,506.79	\$36,336.36	\$37,165.93
<b>3</b>	TRS	\$37,499.08	\$38,290.58	\$40,336.34	\$41,313.43	\$42,259.97
	IRS	\$34,124.17	\$34,677.22	\$36,529.93	\$37,414.80	\$38,272.03
<b>4</b>	TRS	\$38,410.70	\$39,018.45	\$41,267.10	\$42,300.27	\$43,272.66
	IRS	\$34,953.74	\$35,506.79	\$37,553.06	\$38,493.25	\$39,378.12
<b>5</b>	TRS	\$39,322.32	\$39,930.06	\$42,391.43	\$43,485.37	\$44,488.15
	IRS	\$35,783.31	\$36,336.36	\$38,576.20	\$39,571.69	\$40,484.22
<b>6</b>	TRS	\$40,233.93	\$40,841.68	\$43,515.76	\$44,670.47	\$45,703.64
	IRS	\$36,612.88	\$37,165.93	\$39,599.34	\$40,650.13	\$41,590.31
<b>7</b>	TRS	\$41,145.55	\$41,753.30	\$44,640.08	\$45,855.57	\$46,919.13
	IRS	\$37,442.45	\$37,995.50	\$40,622.48	\$41,728.57	\$42,696.41
<b>8</b>	TRS	\$42,057.17	\$42,664.91	\$45,764.41	\$47,040.67	\$48,134.61
	IRS	\$38,272.03	\$38,825.07	\$41,645.62	\$42,807.02	\$43,802.50
<b>9</b>	TRS	\$42,968.79	\$43,576.53	\$46,888.74	\$48,225.78	\$49,350.10
	IRS	\$39,101.60	\$39,654.65	\$42,668.76	\$43,885.46	\$44,908.60
<b>10</b>	TRS	\$43,880.40	\$44,488.15	\$48,013.07	\$49,410.88	\$50,565.59
	IRS	\$39,931.17	\$40,484.22	\$43,691.89	\$44,963.90	\$46,014.69
<b>11</b>	TRS	\$44,792.02	\$45,399.76	\$49,137.39	\$50,595.98	\$51,781.08
	IRS	\$40,760.74	\$41,313.79	\$44,715.03	\$46,042.35	\$47,120.79
<b>12</b>	TRS	\$45,703.64	\$46,311.38	\$50,261.72	\$51,781.08	\$52,996.57
	IRS	\$41,590.31	\$42,143.36	\$45,738.17	\$47,120.79	\$48,226.88
<b>13</b>	TRS	\$46,615.25	\$47,223.00	\$51,386.05	\$52,966.18	\$54,212.06
	IRS	\$42,419.88	\$42,972.93	\$46,761.31	\$48,199.23	\$49,332.98
<b>14</b>	TRS	\$47,526.87	\$48,134.61	\$52,510.38	\$54,151.29	\$55,427.55
	IRS	\$43,249.46	\$43,802.50	\$47,784.45	\$49,277.67	\$50,439.07
<b>15</b>	TRS	\$48,438.49	\$49,046.23	\$53,634.70	\$55,336.39	\$56,643.04
	IRS	\$44,079.03	\$44,632.07	\$48,807.58	\$50,356.12	\$51,545.17
<b>16</b>	TRS	\$49,350.10	\$49,957.85	\$54,759.03	\$56,521.49	\$57,858.53
	IRS	\$44,908.60	\$45,461.65	\$49,830.72	\$51,434.56	\$52,651.27
<b>17</b>	TRS	\$50,261.72	\$50,869.47	\$55,883.36	\$57,706.59	\$59,074.02
	IRS	\$45,738.17	\$46,291.22	\$50,853.86	\$52,513.00	\$53,757.36
<b>18</b>	TRS	\$51,173.34	\$51,781.08	\$57,007.69	\$58,891.69	\$60,289.51
	IRS	\$46,567.74	\$47,120.79	\$51,877.00	\$53,591.45	\$54,863.46
<b>19</b>	TRS	\$52,084.95	\$52,692.70	\$58,132.01	\$60,076.80	\$61,505.00
	IRS	\$47,397.31	\$47,950.36	\$52,900.14	\$54,669.89	\$55,969.55
<b>20</b>	TRS	\$52,996.57	\$53,604.32	\$59,256.34	\$61,261.90	\$62,720.49
	IRS	\$48,226.88	\$48,779.93	\$53,923.28	\$55,748.33	\$57,075.65
<b>21</b>	TRS	\$53,908.19	\$54,515.93	\$60,380.67	\$62,447.00	\$63,935.97
	IRS	\$49,056.46	\$49,609.50	\$54,946.41	\$56,826.78	\$58,181.74
<b>22</b>	TRS			\$61,505.00	\$63,632.10	\$65,151.46
	IRS			\$55,969.55	\$57,905.22	\$59,287.84
<b>23</b>	TRS			\$63,267.46	\$65,455.34	\$66,974.70
	IRS			\$57,573.39	\$59,564.36	\$60,946.98
<b>24</b>	TRS			\$65,090.69	\$67,278.57	\$68,797.93
	IRS			\$59,232.53	\$61,223.50	\$62,606.12
<b>Longevity</b>	TRS	\$54,545.08	\$55,152.82	\$66,639.20	\$68,827.08	\$70,346.44
	IRS	\$49,636.03	\$50,189.07	\$60,641.68	\$62,632.65	\$64,015.27

## 2022-2023 Salary Schedule - Appendix B

Steps		BA	BA+16	MS	MS+16	MS+32
1	TRS	\$38,128.38	\$38,766.51	\$40,680.91	\$41,638.10	\$42,595.30
	IRS	\$34,696.83	\$35,277.53	\$37,019.63	\$37,890.68	\$38,761.73
2	TRS	\$38,403.10	\$39,041.24	\$40,955.63	\$41,912.83	\$42,870.03
	IRS	\$34,946.83	\$35,527.53	\$37,269.63	\$38,140.68	\$39,011.73
3	TRS	\$38,691.57	\$39,329.70	\$41,244.09	\$42,201.29	\$43,158.49
	IRS	\$35,209.33	\$35,790.03	\$37,532.13	\$38,403.18	\$39,274.23
4	TRS	\$39,648.76	\$40,286.89	\$42,424.64	\$43,445.65	\$44,434.75
	IRS	\$36,080.38	\$36,661.08	\$38,606.42	\$39,535.54	\$40,435.63
5	TRS	\$40,605.96	\$41,244.09	\$43,605.18	\$44,690.00	\$45,711.02
	IRS	\$36,951.43	\$37,532.13	\$39,680.72	\$40,667.91	\$41,597.03
6	TRS	\$41,563.16	\$42,201.29	\$44,785.72	\$45,934.36	\$46,987.28
	IRS	\$37,822.48	\$38,403.18	\$40,755.01	\$41,800.27	\$42,758.43
7	TRS	\$42,520.36	\$43,158.49	\$45,966.27	\$47,178.72	\$48,263.54
	IRS	\$38,693.53	\$39,274.23	\$41,829.31	\$42,932.64	\$43,919.83
8	TRS	\$43,477.55	\$44,115.69	\$47,146.81	\$48,423.08	\$49,539.81
	IRS	\$39,564.58	\$40,145.28	\$42,903.60	\$44,065.00	\$45,081.23
9	TRS	\$44,434.75	\$45,072.88	\$48,327.36	\$49,667.43	\$50,816.07
	IRS	\$40,435.63	\$41,016.33	\$43,977.90	\$45,197.37	\$46,242.63
10	TRS	\$45,391.95	\$46,030.08	\$49,507.90	\$50,911.79	\$52,092.33
	IRS	\$41,306.68	\$41,887.38	\$45,052.19	\$46,329.73	\$47,404.03
11	TRS	\$46,349.15	\$46,987.28	\$50,688.44	\$52,156.15	\$53,368.60
	IRS	\$42,177.73	\$42,758.43	\$46,126.49	\$47,462.10	\$48,565.43
12	TRS	\$47,306.35	\$47,944.48	\$51,868.99	\$53,400.50	\$54,644.86
	IRS	\$43,048.78	\$43,629.48	\$47,200.78	\$48,594.46	\$49,726.83
13	TRS	\$48,263.54	\$48,901.67	\$53,049.53	\$54,644.86	\$55,921.13
	IRS	\$43,919.83	\$44,500.53	\$48,275.08	\$49,726.83	\$50,888.23
14	TRS	\$49,220.74	\$49,858.87	\$54,230.08	\$55,889.22	\$57,197.39
	IRS	\$44,790.88	\$45,371.58	\$49,349.37	\$50,859.19	\$52,049.63
15	TRS	\$50,177.94	\$50,816.07	\$55,410.62	\$57,133.58	\$58,473.65
	IRS	\$45,661.93	\$46,242.63	\$50,423.67	\$51,991.56	\$53,211.03
16	TRS	\$51,135.14	\$51,773.27	\$56,591.16	\$58,377.93	\$59,749.92
	IRS	\$46,532.98	\$47,113.68	\$51,497.96	\$53,123.92	\$54,372.43
17	TRS	\$52,092.33	\$52,730.47	\$57,771.71	\$59,622.29	\$61,026.18
	IRS	\$47,404.03	\$47,984.73	\$52,572.26	\$54,256.29	\$55,533.83
18	TRS	\$53,049.53	\$53,687.66	\$58,952.25	\$60,866.65	\$62,302.44
	IRS	\$48,275.08	\$48,855.78	\$53,646.55	\$55,388.65	\$56,695.23
19	TRS	\$55,976.73	\$54,644.86	\$60,132.80	\$62,111.00	\$63,578.71
	IRS	\$49,146.13	\$49,726.83	\$54,720.85	\$56,521.02	\$57,856.63
20	TRS	\$54,963.93	\$55,602.06	\$61,313.34	\$63,355.36	\$64,854.97
	IRS	\$50,017.18	\$50,597.88	\$55,795.14	\$57,653.38	\$59,018.03
21	TRS	\$55,921.13	\$56,559.26	\$62,493.88	\$64,599.72	\$66,131.23
	IRS	\$50,888.23	\$51,468.93	\$56,869.44	\$58,785.75	\$60,179.43
22	TRS			\$63,674.43	\$65,844.08	\$67,407.50
	IRS			\$57,943.73	\$59,918.11	\$61,340.83
23	TRS			\$64,854.97	\$67,088.43	\$68,683.76
	IRS			\$59,018.03	\$61,050.48	\$62,502.23
24	TRS			\$66,705.55	\$69,002.83	\$70,598.16
	IRS			\$60,702.06	\$62,792.58	\$64,244.33
Longevity	TRS	\$56,603.60	\$57,241.73	\$68,345.22	\$70,642.50	\$72,237.83
	IRS	\$51,509.28	\$52,089.98	\$62,194.16	\$64,284.68	\$65,736.43

## 2023-2024 Salary Schedule - Appendix C

Steps		BA	BA+16	MS	MS+16	MS+32
1	TRS	\$40,034.80	\$40,704.84	\$42,714.95	\$43,720.01	\$44,725.07
	IRS	\$36,431.67	\$37,041.40	\$38,870.61	\$39,785.21	\$40,699.81
2	TRS	\$40,309.52	\$40,979.56	\$42,989.68	\$43,994.73	\$44,999.79
	IRS	\$36,681.67	\$37,291.40	\$39,120.61	\$40,035.21	\$40,949.81
3	TRS	\$40,597.98	\$41,268.02	\$43,278.14	\$44,283.20	\$45,288.25
	IRS	\$36,944.17	\$37,553.90	\$39,383.11	\$40,297.71	\$41,212.31
4	TRS	\$40,900.87	\$41,570.91	\$43,581.02	\$44,586.08	\$45,591.14
	IRS	\$37,219.79	\$37,829.53	\$39,658.73	\$40,573.34	\$41,487.94
5	TRS	\$41,905.93	\$42,575.96	\$44,820.59	\$45,826.66	\$46,831.21
	IRS	\$38,134.40	\$38,744.13	\$40,786.74	\$41,762.32	\$42,707.41
6	TRS	\$42,910.98	\$43,581.02	\$46,060.16	\$47,199.23	\$48,271.29
	IRS	\$39,049.00	\$39,658.73	\$41,914.75	\$42,951.30	\$43,926.88
7	TRS	\$43,916.04	\$44,586.08	\$47,299.74	\$48,505.80	\$49,611.37
	IRS	\$39,963.60	\$40,573.34	\$43,042.76	\$44,140.29	\$45,146.35
8	TRS	\$44,921.10	\$45,591.14	\$48,539.31	\$49,812.38	\$50,951.45
	IRS	\$40,878.20	\$41,487.94	\$44,170.77	\$45,329.27	\$46,365.82
9	TRS	\$45,926.16	\$46,596.20	\$49,778.88	\$51,118.95	\$52,291.52
	IRS	\$41,792.81	\$42,402.54	\$45,298.78	\$46,518.25	\$47,585.29
10	TRS	\$46,931.21	\$47,601.25	\$51,018.45	\$52,425.53	\$53,631.60
	IRS	\$42,707.41	\$43,317.14	\$46,426.79	\$47,707.24	\$48,804.76
11	TRS	\$47,936.27	\$48,606.31	\$52,258.02	\$53,732.10	\$54,971.68
	IRS	\$43,622.01	\$44,231.75	\$47,554.80	\$48,896.22	\$50,024.23
12	TRS	\$48,941.33	\$49,611.37	\$53,497.59	\$55,038.68	\$56,311.75
	IRS	\$44,536.61	\$45,146.35	\$48,682.81	\$50,085.20	\$51,243.70
13	TRS	\$49,946.39	\$50,616.43	\$54,737.16	\$56,345.25	\$57,651.83
	IRS	\$45,451.22	\$46,060.95	\$49,810.82	\$51,274.19	\$52,463.17
14	TRS	\$50,951.45	\$51,621.48	\$55,976.73	\$57,651.83	\$58,991.91
	IRS	\$46,365.82	\$46,975.55	\$50,938.83	\$52,463.17	\$53,682.64
15	TRS	\$51,956.50	\$52,626.54	\$57,216.30	\$58,958.40	\$60,331.98
	IRS	\$47,280.42	\$47,890.16	\$52,066.84	\$53,652.15	\$54,902.11
16	TRS	\$52,961.56	\$53,631.60	\$58,455.88	\$60,264.98	\$61,672.06
	IRS	\$48,195.02	\$48,804.76	\$53,194.85	\$54,841.14	\$56,121.58
17	TRS	\$53,966.62	\$54,636.66	\$59,695.45	\$61,571.55	\$63,012.14
	IRS	\$49,109.63	\$49,719.36	\$54,322.86	\$56,030.12	\$57,341.05
18	TRS	\$54,971.68	\$55,641.71	\$60,935.02	\$62,878.13	\$64,352.21
	IRS	\$50,024.23	\$50,633.96	\$55,450.87	\$57,219.10	\$58,560.52
19	TRS	\$55,976.73	\$56,646.77	\$62,174.59	\$64,184.70	\$65,692.29
	IRS	\$50,938.83	\$51,548.57	\$56,578.88	\$58,408.09	\$59,779.99
20	TRS	\$56,981.79	\$57,651.83	\$63,414.16	\$65,491.28	\$67,032.37
	IRS	\$51,853.43	\$52,463.17	\$57,706.89	\$59,597.07	\$60,999.46
21	TRS	\$57,986.85	\$58,656.89	\$64,653.73	\$66,797.85	\$68,372.44
	IRS	\$52,768.04	\$53,377.77	\$58,834.90	\$60,786.05	\$62,218.93
22	TRS			\$65,893.30	\$68,104.43	\$69,712.52
	IRS			\$59,962.91	\$61,975.04	\$63,438.40
23	TRS			\$67,132.87	\$69,411.00	\$71,052.60
	IRS			\$61,090.92	\$63,164.02	\$64,657.87
24	TRS			\$68,372.44	\$70,717.58	\$72,392.68
	IRS			\$62,218.93	\$64,353.00	\$65,877.34
Longevity	TRS	\$58,717.18	\$59,387.22	\$70,040.83	\$72,452.97	\$74,128.07
	IRS	\$53,432.64	\$54,042.37	\$63,737.16	\$65,932.21	\$67,456.55



## 2024-2025 Salary Schedule - Appendix D

Steps		BA	BA+16	MS	MS+16	MS+32
<b>1</b>	TRS	\$41,235.84	\$41,925.98	\$43,996.40	\$45,031.61	\$46,066.82
	IRS	\$37,524.62	\$38,152.65	\$40,036.73	\$40,978.77	\$41,920.81
<b>2</b>	TRS	\$41,510.57	\$42,200.71	\$44,271.12	\$45,306.33	\$46,341.54
	IRS	\$37,774.62	\$38,402.65	\$40,286.73	\$41,228.77	\$42,170.81
<b>3</b>	TRS	\$41,793.53	\$42,483.67	\$44,554.09	\$45,589.30	\$46,624.51
	IRS	\$38,032.12	\$38,660.15	\$40,544.23	\$41,486.27	\$42,428.31
<b>4</b>	TRS	\$42,090.65	\$42,780.79	\$44,851.21	\$45,886.42	\$46,921.63
	IRS	\$38,302.49	\$38,930.52	\$40,814.60	\$41,756.64	\$42,698.68
<b>5</b>	TRS	\$42,402.62	\$43,092.76	\$45,163.18	\$46,198.39	\$47,233.60
	IRS	\$38,586.39	\$39,214.41	\$41,098.50	\$42,040.54	\$42,982.58
<b>6</b>	TRS	\$43,437.83	\$44,127.97	\$46,439.94	\$47,544.16	\$48,613.88
	IRS	\$39,528.43	\$40,156.46	\$42,260.35	\$43,265.19	\$44,238.63
<b>7</b>	TRS	\$44,473.04	\$45,163.18	\$47,716.69	\$48,889.93	\$49,994.16
	IRS	\$40,470.47	\$41,098.50	\$43,422.20	\$44,489.84	\$45,494.69
<b>8</b>	TRS	\$45,508.25	\$46,198.39	\$48,993.45	\$50,235.70	\$51,374.43
	IRS	\$41,412.51	\$42,040.54	\$44,584.05	\$45,714.50	\$46,750.74
<b>9</b>	TRS	\$46,543.46	\$47,233.60	\$50,270.21	\$51,581.48	\$52,754.71
	IRS	\$42,354.55	\$42,982.58	\$45,745.90	\$46,939.15	\$48,006.79
<b>10</b>	TRS	\$47,578.67	\$48,268.81	\$51,546.97	\$52,927.25	\$54,134.99
	IRS	\$43,296.59	\$43,924.62	\$46,907.75	\$48,163.80	\$49,262.85
<b>11</b>	TRS	\$48,613.88	\$49,304.02	\$52,823.73	\$54,273.02	\$55,515.27
	IRS	\$44,238.63	\$44,866.66	\$48,069.60	\$49,388.45	\$50,518.90
<b>12</b>	TRS	\$49,649.09	\$50,339.23	\$54,100.49	\$55,618.79	\$56,895.55
	IRS	\$45,180.67	\$45,808.70	\$49,231.45	\$50,613.11	\$51,774.96
<b>13</b>	TRS	\$50,684.30	\$51,374.43	\$55,377.24	\$56,964.57	\$58,275.83
	IRS	\$46,122.71	\$46,750.74	\$50,393.30	\$51,837.76	\$53,031.01
<b>14</b>	TRS	\$51,719.50	\$52,409.64	\$56,654.00	\$58,310.34	\$59,656.11
	IRS	\$47,064.75	\$47,692.78	\$51,555.15	\$53,062.41	\$54,287.06
<b>15</b>	TRS	\$52,754.71	\$53,444.85	\$57,930.76	\$59,656.11	\$61,036.39
	IRS	\$48,006.79	\$48,634.82	\$52,717.00	\$54,287.06	\$55,543.12
<b>16</b>	TRS	\$53,789.92	\$54,480.06	\$59,207.52	\$61,001.88	\$62,416.67
	IRS	\$48,948.83	\$49,576.86	\$53,878.85	\$55,511.72	\$56,799.17
<b>17</b>	TRS	\$54,825.13	\$55,515.27	\$60,484.28	\$62,347.65	\$63,796.95
	IRS	\$49,890.88	\$50,518.90	\$55,040.70	\$56,736.37	\$58,055.23
<b>18</b>	TRS	\$55,860.34	\$56,550.48	\$61,761.04	\$63,693.43	\$65,177.23
	IRS	\$50,832.92	\$51,460.94	\$56,202.55	\$57,961.02	\$59,311.28
<b>19</b>	TRS	\$56,895.55	\$57,585.69	\$63,037.79	\$65,039.20	\$66,557.51
	IRS	\$51,774.96	\$52,402.98	\$57,364.40	\$59,185.68	\$60,567.34
<b>20</b>	TRS	\$57,930.76	\$58,620.90	\$64,314.55	\$66,384.97	\$67,937.79
	IRS	\$52,717.00	\$53,345.02	\$58,526.25	\$60,410.33	\$61,823.39
<b>21</b>	TRS	\$58,965.97	\$59,656.11	\$65,591.31	\$67,730.74	\$69,318.06
	IRS	\$53,659.04	\$54,287.06	\$59,688.10	\$61,634.98	\$63,079.44
<b>22</b>	TRS			\$66,868.07	\$69,076.52	\$70,698.34
	IRS			\$60,849.95	\$62,859.63	\$64,335.50
<b>23</b>	TRS			\$68,144.83	\$70,422.29	\$72,078.62
	IRS			\$62,011.80	\$64,084.29	\$65,591.55
<b>24</b>	TRS			\$69,421.59	\$71,768.06	\$73,458.90
	IRS			\$63,173.65	\$65,308.94	\$66,847.61
<b>Longevity</b>	TRS	\$59,726.45	\$60,416.59	\$70,423.62	\$72,839.11	\$74,564.46
	IRS	\$54,351.08	\$54,979.11	\$64,085.50	\$66,283.59	\$67,853.66

## 2025-2026 Salary Schedule - Appendix E

Steps		BA	BA+16	MS	MS+16	MS+32
1	TRS	\$42,472.92	\$43,183.76	\$45,316.29	\$46,382.56	\$47,448.82
	IRS	\$38,650.36	\$39,297.23	\$41,237.83	\$42,208.13	\$43,178.43
2	TRS	\$42,747.64	\$43,458.49	\$45,591.02	\$46,657.28	\$47,723.55
	IRS	\$38,900.36	\$39,547.23	\$41,487.83	\$42,458.13	\$43,428.43
3	TRS	\$43,030.61	\$43,741.45	\$45,873.98	\$46,940.25	\$48,006.52
	IRS	\$39,157.86	\$39,804.73	\$41,745.33	\$42,715.63	\$43,685.93
4	TRS	\$43,322.06	\$44,032.91	\$46,165.44	\$47,231.71	\$48,297.97
	IRS	\$39,423.08	\$40,069.95	\$42,010.55	\$42,980.86	\$43,951.16
5	TRS	\$43,628.09	\$44,338.94	\$46,471.47	\$47,537.73	\$48,604.00
	IRS	\$39,701.57	\$40,348.44	\$42,289.04	\$43,259.34	\$44,229.64
6	TRS	\$43,949.42	\$44,660.27	\$46,792.80	\$47,859.06	\$48,925.33
	IRS	\$39,993.98	\$40,640.85	\$42,581.45	\$43,551.75	\$44,522.05
7	TRS	\$45,015.69	\$45,726.53	\$48,107.86	\$49,245.21	\$50,347.02
	IRS	\$40,964.28	\$41,611.15	\$43,778.16	\$44,813.15	\$45,815.79
8	TRS	\$46,081.96	\$46,792.80	\$49,422.92	\$50,631.36	\$51,768.71
	IRS	\$41,934.58	\$42,581.45	\$44,974.86	\$46,074.54	\$47,109.53
9	TRS	\$47,148.22	\$47,859.06	\$50,737.98	\$52,017.50	\$53,190.39
	IRS	\$42,904.88	\$43,551.75	\$46,171.57	\$47,335.93	\$48,403.26
10	TRS	\$48,214.49	\$48,925.33	\$52,053.04	\$53,403.65	\$54,612.08
	IRS	\$43,875.19	\$44,522.05	\$47,368.27	\$48,597.32	\$49,697.00
11	TRS	\$49,280.75	\$49,991.60	\$53,368.10	\$54,789.79	\$56,033.77
	IRS	\$44,845.49	\$45,492.36	\$48,564.98	\$49,858.71	\$50,990.73
12	TRS	\$50,347.02	\$51,057.86	\$54,683.16	\$56,175.94	\$57,455.46
	IRS	\$45,815.79	\$46,462.66	\$49,761.68	\$51,120.11	\$52,284.47
13	TRS	\$51,413.28	\$52,124.13	\$55,998.23	\$57,562.08	\$58,877.14
	IRS	\$46,786.09	\$47,432.96	\$50,958.39	\$52,381.50	\$53,578.21
14	TRS	\$52,479.55	\$53,190.39	\$57,313.29	\$58,948.23	\$60,298.83
	IRS	\$47,756.39	\$48,403.26	\$52,155.10	\$53,642.89	\$54,871.94
15	TRS	\$53,545.81	\$54,256.66	\$58,628.35	\$60,334.37	\$61,720.52
	IRS	\$48,726.70	\$49,373.56	\$53,351.80	\$54,904.28	\$56,165.68
16	TRS	\$54,612.08	\$55,322.92	\$59,943.41	\$61,720.52	\$63,142.21
	IRS	\$49,697.00	\$50,343.87	\$54,548.51	\$56,165.68	\$57,459.41
17	TRS	\$55,678.35	\$56,389.19	\$61,258.47	\$63,106.66	\$64,563.89
	IRS	\$50,667.30	\$51,314.17	\$55,745.21	\$57,427.07	\$58,753.15
18	TRS	\$56,744.61	\$57,455.46	\$62,573.53	\$64,492.81	\$65,985.58
	IRS	\$51,637.60	\$52,284.47	\$56,941.92	\$58,688.46	\$60,046.88
19	TRS	\$57,810.88	\$58,521.72	\$63,888.59	\$65,878.95	\$67,407.27
	IRS	\$52,607.90	\$53,254.77	\$58,138.62	\$59,949.85	\$61,340.62
20	TRS	\$58,877.14	\$59,587.99	\$65,203.65	\$67,265.10	\$68,828.96
	IRS	\$53,578.21	\$54,225.07	\$59,335.33	\$61,211.25	\$62,634.36
21	TRS	\$59,943.41	\$60,654.25	\$66,518.71	\$68,651.25	\$70,250.64
	IRS	\$54,548.51	\$55,195.38	\$60,532.04	\$62,472.64	\$63,928.09
22	TRS			\$67,833.78	\$70,037.39	\$71,672.33
	IRS			\$61,728.74	\$63,734.03	\$65,221.83
23	TRS			\$69,148.84	\$71,423.54	\$73,094.02
	IRS			\$62,925.45	\$64,995.42	\$66,515.56
24	TRS			\$70,463.90	\$72,809.68	\$74,515.71
	IRS			\$64,122.15	\$66,256.82	\$67,809.30
Longevity	TRS	\$60,734.95	\$61,445.79	\$71,504.23	\$73,921.10	\$75,662.67
	IRS	\$55,268.81	\$55,915.68	\$65,068.86	\$67,268.21	\$68,853.04

**Appendix F  
Crestwood Unit #4  
Extra Duty Schedule**

**Coaching Salaries**

Coaching salaries are based on percentages of the Base Salary shown on the BS column, Step 1 of the Teacher Salary Schedule. The Board reserves the right to determine which of these positions will be filled for any given year.

Athletic Director	11%
Boys' Basketball	15.8%
Boys' Basketball Assistant	4.7%
Girls' Basketball	15.8%
Girls' Basketball Assistant	4.7%
Boys' Track	8.4%
Girls' Track	8.4%
Boys' and Girls' Track Assistant	3.8%
Boys' Baseball	8.4%
Girls' Softball	8.4%
Girls' Volleyball	12.1%
Girls' Volleyball Assistant	4.7%
Junior High Cheerleader Sponsor	6.5%
Scholastic Bowl Sponsor – per person	6.5%

**Extra Curricular Salaries – per person**

Yearbook Sponsor	2.8%
Student Council	2.6%
Art Club	2.2%
Gifted Sponsor	7.7%
Director – Junior High Musical-per person	1.2%
Band Director (includes summer band)	4.7%
Vocal Music Director—per person	1.9%
Lead Teacher (PreK-2)	\$500
Lead Teacher (3 <sup>rd</sup> -5 <sup>th</sup> Grade)	\$500
Lead Teacher (6 <sup>th</sup> -8 <sup>th</sup> Grade)	\$2,000
Curriculum Director	\$2,500

Ticket Seller/Taker	
Scorekeeper	
Supervisors	\$20.00 per hour
Bus Chaperones	*Not to exceed
Vocal Music Events	\$60.00 per event
Track Meet Helpers	
Learning Fair/Art Show	

\*For the 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> grade class trips; IESA music contests; bus chaperones for state tournament series games, and tournaments held at Crestwood which exceed two games in one night, the District shall pay \$20.00 per hour not to exceed \$100.00 per event.

**IN WITNESS THEREFOR:**

For the Crestwood Teachers United – IEA/NEA:

David Singler 4-14-21  
President Date

Michelle Duke 4-14-21  
CTU Negotiator Date

For the Paris Community Unit School District No. 4 Board of Education

Jim Blue 4-14-21  
President Date

Kit Kirby 4-14-21  
Secretary Date