

**AGREEMENT**

**BETWEEN  
THE BOARD OF EDUCATION  
OF  
WEST PRAIRIE CUSD #103**

**AND**

**THE WEST PRAIRIE EDUCATION ASSOCIATION**

**EFFECTIVE:  
2009-2010  
2010-2011  
2011-2012**

**SCHOOL YEARS**

**CERTIFIED TEACHERS' CONTRACT**

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## **SECTION 1—RECOGNITION**

### **1.1 RECOGNITION**

The Board of Education of WEST PRAIRIE C.U.S.D. #103, McDonough, Hancock, Henderson County, Illinois hereinafter “employer” or “District” or “Board” recognizes the West Prairie Education Association, IEA/NEA, hereinafter “Teacher” or “Association”, as the sole and exclusive bargaining representative for regularly employed full time and part-time certified teaching personnel, except for the Superintendent, Principals, Administrative Assistant for Technology and Athletics, School Psychologist, and all supervisory, managerial, confidential and short term employees as defined by the IELRA.

The Board agrees not to negotiate with any teachers’ organization other than the West Prairie Education Association for the duration of this agreement.

Regularly employed part-time personnel shall be included in the bargaining unit, except that their salaries and benefits shall be based on their fractionalized employment status.

## **SECTION 2—EMPLOYEE AND ASSOCIATION RIGHTS**

### **2.1 RIGHT TO REPRESENTATION**

A. When any certified teacher is required to appear before the Board concerning any matter which could adversely affect his or her employment or his or her salary, the employee shall be entitled to have a representative or the Association present, if he or she so desires. Further, when any certified teacher is required to appear before the Board, he or she shall be advised in writing of the reasons for the requirement.

B. Any certified employee has the right to be represented by the Local Teachers’ Association in any conversation with any District Administrator concerning any matter which reasonably could adversely affect his or her employment or his or her salary.

### **2.2 DUES DEDUCTION**

The Board shall deduct from each certified teacher’s pay the current dues of the Association, provided that the Board has an employee-executed authorization for continuing dues deduction, the amount of which shall annually be certified by the Association if this is deemed necessary. These dues shall be deducted from paychecks on the 10<sup>th</sup> of each month for the first ten (10) months of the year.

### **2.3 MEETING NOTICE**

A notice of all regular and special meetings of the Board together with a copy of the agenda or statement of purpose of each meeting prior to the scheduled time of the meeting shall be placed in the teachers’ lounges and /or Superintendent’s office in the summer months.

## **2.4 CERTIFIED STAFF EVALUATION**

An evaluation procedure for certified staff shall be developed. An evaluation committee will be established with the following parameters:

- Three (3) Association members
- Three (3) Board members and/or administrators
- Review or develop rubrics for current evaluation tool
- Review of current evaluation and evaluation instruments
- Committee to provide progress report to both parties by May 15, 2010.

## **2.5 EMPLOYMENT NOTICE**

The Superintendent or designee shall post notice on bulletin boards in each attendance center any available Bargaining Unit positions in the District. Building Reps will be notified of vacancies occurring during the summer by the administration. Notices shall be posted in the attendance centers prior to advertising positions outside the District. All qualified staff may apply for any available Bargaining Unit position; however, the final decision shall rest with the Board of Education.

## **2.6 CONSULTATION COMMITTEE**

An advisory committee of professional staff shall be formed to serve as a sounding board for the Principal on educational matters relating to that attendance center. The committee shall meet at mutually agreeable times but at least one time per semester. Prior to the meeting the building principal and a representative of the advisory committee shall agree on the agenda. The purpose of the committee is to provide a solid communication system and not for collective bargaining purposes.

## **2.7 CALENDAR COMMITTEE**

A committee shall be formed to develop a proposed calendar. The committee shall consist of representatives from the West Prairie Education Association. After preparation, the committee will meet with the administration prior to the administrative calendar presentation to the Board of Education for adoption for the forthcoming school year. It is noted that such input from the calendar committee is advisory only. The final decision regarding the adoption of the school calendar rests with the Board of Education.

## **2.8 BUDGET AND AUDITOR REPORTS**

The Board shall furnish the Association President with the current fiscal year budget and the annual auditor's report within ten (10) days after the approval of each by the Board.

## **SECTION 3—GRIEVANCE PROCEDURE**

### **3.1 DEFINITIONS**

A grievance shall mean a complaint that there has been an alleged violation, misinterpretation or misapplication of this Agreement.

All time limits consist of school days, except when a grievance is submitted fewer than ten (10) days before the close of the current school term, time limits shall consist of weekdays.

### **3.2 WHO CAN GRIEVE**

A grievance may be filed by the Association or by any certified teacher, group of certified teachers, or anyone bound by this Contract. Any grievant is entitled to representation at any step of the grievance procedure.

### **3.3 PROCEDURES TO FOLLOW**

Prior to Step 1, the affected certified teacher and his/her immediate supervisor shall try to informally resolve the complaint(s).

- Step 1            Within ten (10) school days of the alleged grievance, an attempt shall be made to resolve any grievance in an informal, verbal discussion between complainant and his/her immediate supervisor.
- Step 2            If the grievance cannot be resolved informally the aggrieved party shall file the written grievance within ten (10) school days with his/her Principal, with a copy to the President of the Association. Such written statement of grievance 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 and the remedy sought. The Principal shall make a decision and communicate it in writing to the grievant, President of the Association, and the Superintendent within ten (10) school days. This answer shall include the reasons for the decision.
- Step 3            If the grievance is not resolved at Step 2, the aggrieved party may refer the grievance to the Superintendent within ten (10) school days after receipt of the Step 2 decision. The Superintendent shall arrange with the aggrieved party for a meeting to take place within ten (10) school days of the Superintendent's receipt of the appeal. Within ten (10) school days of the meeting, the grievant and President of the Association shall be provided with the Superintendent's written response, including the reasons for the decision.

Step 4 If the grievance is not satisfactorily resolved at Step 3, the grievant may submit the grievance to the Board of Education within 15 school days for the Superintendent's written response. If the appeal of the Step 3 answer is submitted to the Board of Education less than ten (10) school days prior to the Board of Education's regularly scheduled meeting, the Board will not be required to hear the grievance at its regularly scheduled board meeting, but will schedule the grievance hearing at the next regularly scheduled meeting. The Board of Education will render its written response within ten (10) school days of the date of the grievance hearing.

Step 5 If the grievance is not satisfactorily resolved at Step 4, the Association may submit the grievance to final and binding arbitration. Following the request for arbitration, the Association shall request the services of an arbitrator from the American Arbitration Association. If a demand for arbitration is not filed within twenty (twenty) school days of the date the Step 4 decision, then the grievance shall be deemed withdrawn.

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 shall arbitrate only the issue or issues as defined in the written statement of grievance presented at Step 2. Decisions shall be based upon the provisions of this contract.

The fees and expenses of the arbitrator shall be shared equally by the parties. The parties shall each be responsible for the costs of their own representation.

### **3.4 NO REPRISAL CLAUSE**

A bargaining unit member who participates in these grievance procedures shall not be subjected to discipline or reprisal because of such participation.

### **3.5 GRIEVANCE WITHDRAWAL**

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

### **3.6 NO WRITTEN RESPONSE**

If no written decision has been rendered within the time limits indicated by a step, then the grievance may be processed to the next step.

### **3.7 BYPASS**

By mutual agreement, any step of the grievance procedure may be bypassed.

### **3.8 COURT REPORTER**

If only one (1) party requests the presence of a court reporter, that party shall bear the cost of the reporter.

### **3.9 CLASS GRIEVANCES**

Class grievances involving one (1) or more employees or one (1) or more supervisors and grievances involving an administrator above the building level may be initially filed by the Association at Step 3.

## **SECTION 4—WORKING CONDITIONS**

### **4.1 PLANNING PERIOD DEFINITION**

All full-time certified teachers will receive a daily planning period free of classroom supervision.

### **4.2 PLANNING PERIOD SUBSTITUTION**

If the Administration asks a middle school or senior high teacher to give up his/her planning period, the teacher shall be paid the rate of Twenty-five and 00/100 Dollars (\$25.00) for the lost planning time.

If the Administration asks an elementary teacher to give up his/her planning time (time when students of teacher are at Art, Music, or Physical Education), the teacher shall be paid Twenty-five and 00/100 Dollars (\$25.00) for the lost planning time.

### **4.3 NOTIFICATION OF ASSIGNMENTS**

The District shall notify each full time teacher of his or her tentative teaching assignment for the upcoming year no later than July 1<sup>st</sup>. Such notices of assignments shall be subject to change in the event the Board determines a change in circumstances or resignation vacancy.

In the event of major changes in the employee's assignments, the employee shall be allowed to resign, without penalty, if such changes are not acceptable to him/her, no later than thirty (30) days prior to the beginning of the school year.

### **4.4 TICKET TAKING**

Ticket taking duties shall be offered on a volunteer basis to certified staff in the building. If the duties cannot be filled on that basis, the events will be offered to volunteers from the remaining certified staff in the District. If events remain open, certified staff may be assigned by the building principal on a rotating basis within the respective building.

Ticket taking duties shall be paid at the rate of twenty-five and 00/100 dollars (\$25.00) per event.

### **4.5 CONCESSION DUTY**

Any certified Grade School staff member will be paid \$25.00 per event.

### **4.6 EXTRA CURRICULAR SUPERVISION**

Any certified staff member will be paid \$25.00 per event for supervision upon request of an administrator.

### **4.7 CLOCK KEEPERS/STATISTICIAN**

All certified staff members will be paid \$25.00 per event to keep clock or keep statistics at sporting events.

#### **4.8 EXTRA DUTY**

At the request of an administrator, extra duty such as detention, study halls, or any other supervision approved by the building principal outside the school day will be compensated at the rate of twenty – five and 00/100 dollars (\$25.00) per clock hour.

#### **4.9 MILEAGE**

Teachers who are required to use their personal vehicles in the course of their employment or otherwise use their vehicle in authorized service to the School District shall be reimbursed at the IRS rate established January 1 of each year. Teachers serving as coaches whose coaching assignments occur in different attendance centers than their primary teaching assignments shall be reimbursed for mileage incurred traveling between the attendance centers.

#### **4.10 COMPENSATION FOR CURRICULUM INTERVENTION**

The District shall attempt to schedule Response to Intervention (RtI) meetings during the regular school day and hire substitutes as needed, However, if required by the District to work beyond the regular work day or a regularly scheduled staff meeting for curriculum intervention training or for purposes of student grouping for RtI, teachers shall be paid at the rate of Twenty-five and 00/100 dollars (\$25.00) per clock hour worked.

#### **4.11 EVALUATION PROCESS**

The purpose of teacher evaluations is to critically assess the performance of teachers and to improve the quality of instruction.

Non-tenured teachers shall be evaluated at least twice per year, with the second annual evaluation completed no later than March 1. Tenured teachers shall be evaluated at least once every two years, and such evaluation shall be completed no later than April 1 of any year.

Before a formal evaluation of a teacher, the evaluator shall meet with the teacher to discuss the instrument as well as any goals or areas of focus to be used for the formal observation. A formal observation and written evaluation shall be accompanied by an evaluation conference between the evaluator and teacher within fifteen (15) work days of the observation or a mutually agreed upon date.

Informal observations and feedback may occur at any time.

Only the procedures specifically identified in this Section are subject to the provisions of the Grievance Procedure. The contents of a teacher's evaluation and/or the ratings and any recommendations therein shall not be grievable.

## **SECTION 5 – PART-TIME TEACHERS**

### **5.1 RETIRED PART-TIME PLACEMENT ON SALARY SCHEDULE**

Upon employment, any retired part-time certified Teacher filling a position in the District, will be placed at step zero (0) in the lane that reflects his/her highest degree and any number of additional college credits beyond that degree. Additional years may be granted based upon the District's needs and not to exceed the individual's actual teaching experience by more than three (3) years, if the individual is hired for a difficult to fill position as deemed necessary by the Board of Education.

### **5.2 MOVEMENT ON SALARY SCHEDULE**

For each consecutive year a part-time certified Teacher other than a retired teacher is employed in the District, that individual will move up one (1) step/cell for years of experience on the salary schedule. Retired teachers will advance one (1) step/cell for every two (2) consecutive years of part-time, post-retirement service to the District.

### **5.3 ACCRUING SENIORITY**

Tenured certified Teachers who are working in a part time position due to a Reduction in Force will accrue one (1) year of seniority for each year of service. Retired part-time Teachers will not accrue seniority.

### **5.4 PART-TIME DUE TO REDUCTION IN FORCE**

Any certified Teacher of the District who is reduced from a full-time position to a part-time position will remain on the current salary schedule, on the lane and cell that the teacher is on at the time of the reduction. That Teacher will advance one step for each year of experience on the salary schedule each year thereafter and shall be paid the amount of that cell times the teacher's fractionalized status.

## **SECTION 6—FRINGE BENEFITS**

### **6.1 HOSPITALIZATION**

The Board agrees to pay one hundred percent (100%) of the major medical, hospitalization, and dental policy for employee single-plan or the equivalent amount applied toward the family plan. Eligibility in the District's insurance program shall be determined by the insurance carrier.

### **6.2 LIFE INSURANCE**

The Board of Education shall provide each member of the bargaining unit who is eligible under the provisions of the insurance contract with term group life insurance in the amount of Ten Thousand and 00/100 Dollars (\$10,000.00) with double indemnity without cost to the employee. If optional additional coverage is available from the carrier, such shall be made available to the employee via payroll deduction.

If the teacher is not eligible for the District's General Medical Insurance, he/she shall not be eligible for the group life insurance program.

### **6.3 TEACHER RETIREMENT**

The Board of Education shall pay the individual certified teacher's contribution to the Downstate Teacher's Retirement System. In '09-'10; the amount contributed by the board on behalf of each teacher shall be 7.5%; in '10-'11 it shall be 8.5%; in '11-'12 it shall be 9.4%. The Board shall tax-shelter the remainder of the TRS contribution.

Should any of the above be declared improper by IRS ruling or opinion, that clause or portion thereof shall be deleted from this agreement to the extent that it violates the ruling or opinion.

### **6.4 SICK LEAVE**

Sick leave for all certified teachers shall be granted on the basis of thirteen (13) days each year and can accumulate to 340 days or until the employee qualifies for disability benefits or retirement. It shall be granted for personal illness, sickness of family member or quarantine in the home, birth of a child, adoption, or placement for adoption, or serious illness or death of mother, father, husband, wife, children, brothers, sisters, legal guardian, mother-in-law, son-in-law, daughter-in-law, father-in-law, and/or grandchildren. Sick leave shall be granted for dental or doctor appointments which must unavoidably be scheduled during the school day. Those employed before the beginning of the second semester shall be granted the full number of days as stated, but those employed after that time shall be allowed one-half of their annual allotment. Each certified teacher will be furnished at the beginning of each school year, the number of sick leave days he/she has available. Certified teachers needing more than the maximum days allowed may apply to use the Unit # 103 Sick Leave Bank for additional days. An absence of more than thirty (30) days for the birth of a child must be accompanied by a certificate from the teacher's treating physician. For paid leave for adoption or placement for adoption, the teacher must provide evidence that the formal adoption process is underway, and such leave is limited to thirty (30) days.

### **6.5 PERSONAL LEAVE**

The Board shall grant each certified teacher three (3) full days or six (6) half-days of personal business leave without loss of pay. Such leave is non-cumulative. Except in the case of emergency, written advance notice of the necessity for personal leave shall be submitted at least one (1) week in advance to the Superintendent or his designee for review. Any unused personal leave will be converted to sick leave if not used during the school year.

### **6.6 BEREAVEMENT LEAVE**

Employees may use up to five (5) days per year for leave connected with the death of a member of the employee's immediate family or household. Such leave shall include: spouse, children, father, mother, parents-in-law, children-in-law, brothers, sisters, brothers-in-law, sisters-in-law, aunts, uncles, grandparents, grandchildren and legal guardians. Bereavement leave for grandparents-in-law, grandchildren-in-law, the grandparents, aunts and uncles of the employee's spouse will be taken from sick leave. The household shall include those individuals actually residing in the household of the employee.

### **6.7 JURY DUTY**

A teacher required to serve jury duty during working hours shall be paid his/her full time salary provided that any fee or compensation received by the teacher for such jury duty shall be surrendered to the District. Lunch and travel expenses shall not be surrendered to the District.

A teacher who is subpoenaed by a clerk of a court and who attends as a witness upon trial or to have his/her deposition taken in any school-related matter pending in court, will receive his/her regular salary for such time.

## **6.8 MATERNITY LEAVE**

Each teacher shall be entitled to use sick leave which the teacher has accumulated for the birth or adoption of a child. If a teacher is disabled prior to the birth of a child accumulated sick leave may also be used for each purpose.

## **6.9 PROFESSIONAL LEAVE**

Teachers may request leave for professional purposes. Such leaves shall be considered on a case-by-case basis by the Board and granted or denied in the Board's sole discretion and in accordance with the Board's determination of the best interest of the District.

## **6.10 ASSOCIATION LEAVE**

The Association shall be entitled to send representative(s) to regional, state, or national conferences, meetings, or other activities. The maximum number of Association leave days shall be four (4) per year. No more than two (2) employees may use Association leave on the same day. The Association shall notify the Superintendent, in writing at least five (5) days prior to the intended leave day(s). The Association shall pay the employer the current substitute salary if one is hired.

## **6.11 SICK LEAVE BANK**

A sick leave bank shall be available to all bargaining unit members. The sick leave days donated prior to July 1, 2003 by Northwest Teachers and Colchester Teachers shall be combined in the sick leave bank established.

# **SECTION 7—UNPAID LEAVES**

## **7.1 PARENTAL LEAVE**

Parental leave without pay shall be granted to tenured teachers and nontenured teachers with (2) full and consecutive years of teaching service in the district because of the birth or adoption of a child pursuant to the following provisions:

- A. Parental leave shall not exceed two (2) full semesters in duration. If the teacher has worked more than forty-five (45) days of the current semester at the commencement of the leave, the remainder of the semester shall not count toward the two (2)-semester limit. If the teacher has worked forty-five (45) days or less during the current semester at the commencement of the leave, the current semester will be considered the first semester for the purpose of the two (2) semester limit.
- B. A teacher requesting parental leave may submit a written request to the Board at least 30 calendar days in advance of the commencement of the leave, stating the anticipated beginning and ending dates thereof. The 30 calendar day advance notification provision may be waived in the case of an emergency. After approval of the leave, the duration may not be shortened without the approval of the Board of Education.

- C. Credit on the salary schedule for a full year of service will be granted if the teacher has been employed and worked at least ninety (90) days during any school year in which the leave occurs.

## **7.2 ADVANCED STUDY**

- A. A leave of absence for the purpose of advanced study of one (1) year may be granted, without pay, upon application, providing the certified teacher states in writing, his/her intention to leave/return to the school system, at least seventy-five (75) days prior to the end of the school year directly before and after said leave.
- B. The contractual service status of a certified teacher shall not be affected because of absence while on leave provided herein.

## **7.3 OTHER LEAVES OF ABSENCE**

A leave of absence of up to one (1) year may be granted without pay to any certified teacher upon application of reasons such as: Exchange Teaching programs, foreign or military teaching programs, Peace Corps, Teacher Corps, Job Corps, or cultural travel or work programs directly related to his/her professional responsibilities, etc.

## **7.4 UNPAID LEAVE APPROVAL**

All unpaid leaves must be approved by the Board of Education.

## **7.5 UNPAID LEAVES AND SENIORITY**

Unpaid leaves of any kind will not result in the accrual of seniority.

## **7.6 UNPAID LEAVES AND VERTICAL MOVEMENT ON SALARY SCHEDULE**

Unpaid leaves of any kind will not result in the vertical movement on the salary schedule.

## **7.7 IN SERVICE WORKSHOPS**

Provided the Superintendent approves, employees who request to perform or conduct in-service and educational workshops shall be released with no loss of salary or fringe benefits. Request for such leave time must be made at least five (5) school days in advance of the intended absence. The approval or rejection of the teacher's request is solely at the discretion of the Superintendent. A teacher conducting or performing at an in-service or educational workshop shall be limited to one per school year.

# **SECTION 8—TEACHER COMPENSATION**

## **8.1 PAYROLL**

Each Certified Teacher shall be paid on the basis of twelve (12) equal payments. The pay dates shall be the tenth of each month except when holidays intervene. Then the pay date shall be on the day school is dismissed before the holiday.

## **8.2 INITIAL PLACEMENT ON SALARY SCHEDULE**

All new teachers, both full time and part-time, to the District shall receive one (1) experience step for each full year of previous Illinois public school teaching experience or such other experience as Board policy determines. Additional years may be granted based upon the District's needs and not to exceed the individual's actual teaching experience by more than three (3) years, if the individual is hired for a difficult to fill position as determined by the Board of Education.

## **8.3 CREDITS ON SALARY SCHEDULE**

Horizontal advancement on the salary schedule shall be based upon completion of graduate courses taken as a part of a graduate program leading to the next higher degree. Prior to registering for any course, which may count for horizontal movement on the salary schedule, the teacher must have the prior approval of the Superintendent of Schools. Such course shall be in a field of elementary or secondary teaching as determined by the Superintendent. In addition, the Superintendent may approve courses in his sole discretion where such courses are not part of an approved graduate program in the event the Superintendent deems such courses to be of special value to the District.

Satisfactory completion (a B or better) of course work must be demonstrated by either a grade card or other writing bearing the course instructor's signature submitted to the Superintendent by September 5.

For any course, an official transcript from the institution demonstrating successful completion must be on file in the District's Administrative Office by September 15, or a later date by approval of the Superintendent.

## **8.4 TUITION REIMBURSEMENT**

Certified teachers earning credit for college courses approved in advance by the Superintendent shall be reimbursed up to the tuition rates per credit hour at Western Illinois University per semester hour. The Board will only pay up to 12 semester hours per school year per employee. The board should pay for no more than 36 semester hours of approved credit for any individual teacher. All courses must be in the field of education, guidance, or administration. Requests for reimbursement will be processed for payment following presentation of official grade reports followed by an official transcript proving that the credit has been granted or other writing bearing the course instructor's signature. Teacher must provide the district with receipt of the per semester hour cost. Certified teachers must be under contract and teaching in the system before this provision becomes applicable. The certified teacher must receive a minimum grade of "B" for reimbursement. Retired teachers working part-time are ineligible to receive tuition reimbursement.

## **8.5 RETIREMENT INCENTIVE**

### **Option A**

Full-time teaching personnel who have at least twenty (20) years of teaching experience in the Northwest, Colchester, and West Prairie school districts may have their total TRS reportable creditable earnings increased by 6% in each of their last four years of employment as a retirement bonus incentive.

In order for the teacher to qualify for the retirement incentive, the following conditions must be met:

- A. The teacher must be at least fifty-five (55) years of age (as per provisions of the Illinois Teacher Retirement System) and have at least thirty-five (35) years of creditable service with the Illinois Teacher Retirement System at the time of his/her retirement.
- B. The teacher must provide verification of the number of years of service acceptable to the Illinois Teacher Retirement System.
- C. The teacher must submit an application to the Superintendent for the retirement bonus along with an irrevocable letter of resignation. This notification must be provided to the Superintendent either four years, three years, two years, or one year prior to June 1<sup>st</sup> of his/her final year(s) of service. For the 2009-2010 school year, the notification date shall be October 1<sup>st</sup>.

An eligible teacher who has provided the Superintendent with the appropriate notification will be paid a salary increase in each of his/her last year(s) of service equal to six percent (6%) of the amount otherwise due and owing to the teacher above the previous year's total TRS creditable earnings, inclusive of step and lane movement, for a maximum of four (4) years prior to retirement, as the case may be. To be eligible for continued payment for extracurricular activities or stipends during this period, the teacher must continue to work such activity or stipend.

The retirement award payment referenced herein is offered only as an incentive or bonus for retirement and does not represent compensation for services rendered by the retiring teacher during his or her tenure with the district. The District will not be responsible for this retirement bonus if the District must pay any penalty (ERO payment) to the Illinois Teacher Retirement System.

## **Option B**

Subject to Paragraph 8.6, Limitation on TRS Creditable Compensation, full-time teaching personnel who have at least fifteen (15) years of teaching experience in the Northwest, Colchester, and West Prairie school districts, but who are not eligible for Option A, shall receive a bonus equal to \$250 per year for each year of service in the Colchester, Northwest, or West Prairie School District.

In order for the teacher to qualify for the retirement bonus, the following conditions must be met:

- A. The teacher must not incur an ERO penalty (as per provisions of the Illinois Teacher Retirement System) at the time of his/her retirement.
- B. The teacher must provide verification of the number of years of service acceptable to the Illinois Teacher Retirement System.
- C. The teacher must submit a request to the Superintendent for the retirement bonus along with a letter of resignation prior to June 1<sup>st</sup> of his/her retirement year. For the 2009-2010 school year, the notification date shall be October 1<sup>st</sup>.

The retirement award payment referenced herein is offered only as an incentive or bonus for retirement and does not represent compensation for services rendered by the retiring teacher during his or her tenure with the district. The District will not be responsible for this retirement bonus if the District must pay any penalty (ERO payment) to the Illinois Teacher Retirement System.

## **8.6 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.

Even if another provision of this collective bargaining agreement would otherwise provide, in the event of a teacher’s TRS creditable earning 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 year over a prior year, that teacher shall receive only the maximum increase to TRS creditable compensation allowed under this provision.

In addition, the parties agreed that:

- The salary schedule shall remain the same each year of the agreement. Step and lane movement shall be allowed if available.
- The Memorandum of Understanding attached to the 2003-2006 contract will remain in place.
- The position of Spanish Club Sponsor will be added to Appendix B at the rate of 3.5% of base.

## **8.7 LONGEVITY**

Teachers on the MA+24 column of the salary schedule who have reached the bottom of their educational column and have not received step movement for at least one year will receive a longevity stipend of Six Hundred and No/100 Dollars (\$600.00) in addition to the cell’s salary. This \$600.00 will not compound.

## **SECTION 9—STRIKES**

- 9.1** During the term of this Agreement, no employee covered by this Agreement nor the Association shall ever at any time engage in, authorize or give recognition to any picket line or strike at the School District’s premises.

**SECTION 10—TECHNICAL CLAUSES**

**10.1 DURATION**

This Agreement shall become effective on the first day of the 2009-2010 school year and continue until the last day prior to the first day of the 2012-2013 school year.

**10.2 INDIVIDUAL CONTRACTS**

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

**10.3 COMPLETE UNDERSTANDING**

This agreement constitutes the full and complete understanding between the parties. The terms and conditions may be modified only through written mutual consent of the parties. All rights, power, and authority of the Board shall be according to law.

**10.4 SUPERSEDES PRIOR AGREEMENTS**

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

**10.5 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.

**10.6 EFFECT OF THE AGREEMENT**

This Agreement is signed and adopted this \_\_\_\_\_ of \_\_\_\_\_, 2009.

For the West Prairie Education Association

For the Board of Education West Prairie  
Community Unit School District # 103

President \_\_\_\_\_

President \_\_\_\_\_

Secretary \_\_\_\_\_

Secretary \_\_\_\_\_

**West Prairie CUSD #103 2009-2010 Salary Schedule (1% Raise to Base; 7.5% TRS)**

<b>Levels</b>	<b>BS</b>	<b>BS+8</b>	<b>BS+16</b>	<b>BS+24</b>	<b>MA</b>	<b>MA+8</b>	<b>MA+16</b>	<b>MA+24</b>
0	\$29,038	\$29,678	\$30,318	\$30,958	\$31,598	\$32,238	\$32,878	\$33,518
	\$2,354	\$2,406	\$2,458	\$2,510	\$2,562	\$2,614	\$2,666	\$2,718
	<b>\$31,392</b>	<b>\$32,084</b>	<b>\$32,776</b>	<b>\$33,468</b>	<b>\$34,159</b>	<b>\$34,851</b>	<b>\$35,543</b>	<b>\$36,235</b>
1	\$29,678	\$30,318	\$30,958	\$31,598	\$32,238	\$32,878	\$33,518	\$34,158
	\$2,406	\$2,458	\$2,510	\$2,562	\$2,614	\$2,666	\$2,718	\$2,770
	<b>\$32,084</b>	<b>\$32,776</b>	<b>\$33,468</b>	<b>\$34,159</b>	<b>\$34,851</b>	<b>\$35,543</b>	<b>\$36,235</b>	<b>\$36,927</b>
2	\$30,318	\$30,958	\$31,598	\$32,238	\$32,878	\$33,518	\$34,158	\$34,798
	\$2,458	\$2,510	\$2,562	\$2,614	\$2,666	\$2,718	\$2,770	\$2,821
	<b>\$32,776</b>	<b>\$33,468</b>	<b>\$34,159</b>	<b>\$34,851</b>	<b>\$35,543</b>	<b>\$36,235</b>	<b>\$36,927</b>	<b>\$37,619</b>
3	\$30,958	\$31,598	\$32,238	\$32,878	\$33,518	\$34,158	\$34,798	\$35,438
	\$2,510	\$2,562	\$2,614	\$2,666	\$2,718	\$2,770	\$2,821	\$2,873
	<b>\$33,468</b>	<b>\$34,159</b>	<b>\$34,851</b>	<b>\$35,543</b>	<b>\$36,235</b>	<b>\$36,927</b>	<b>\$37,619</b>	<b>\$38,311</b>
4	\$31,598	\$32,238	\$32,878	\$33,518	\$34,158	\$34,798	\$35,438	\$36,078
	\$2,562	\$2,614	\$2,666	\$2,718	\$2,770	\$2,821	\$2,873	\$2,925
	<b>\$34,159</b>	<b>\$34,851</b>	<b>\$35,543</b>	<b>\$36,235</b>	<b>\$36,927</b>	<b>\$37,619</b>	<b>\$38,311</b>	<b>\$39,003</b>
5	\$32,238	\$32,878	\$33,518	\$34,158	\$34,798	\$35,438	\$36,078	\$36,718
	\$2,614	\$2,666	\$2,718	\$2,770	\$2,821	\$2,873	\$2,925	\$2,977
	<b>\$34,851</b>	<b>\$35,543</b>	<b>\$36,235</b>	<b>\$36,927</b>	<b>\$37,619</b>	<b>\$38,311</b>	<b>\$39,003</b>	<b>\$39,695</b>
6	\$32,878	\$33,518	\$34,158	\$34,798	\$35,438	\$36,078	\$36,718	\$37,358
	\$2,666	\$2,718	\$2,770	\$2,821	\$2,873	\$2,925	\$2,977	\$3,029
	<b>\$35,543</b>	<b>\$36,235</b>	<b>\$36,927</b>	<b>\$37,619</b>	<b>\$38,311</b>	<b>\$39,003</b>	<b>\$39,695</b>	<b>\$40,386</b>
7	\$33,518	\$34,158	\$34,798	\$35,438	\$36,078	\$36,718	\$37,358	\$37,998
	\$2,718	\$2,770	\$2,821	\$2,873	\$2,925	\$2,977	\$3,029	\$3,081
	<b>\$36,235</b>	<b>\$36,927</b>	<b>\$37,619</b>	<b>\$38,311</b>	<b>\$39,003</b>	<b>\$39,695</b>	<b>\$40,386</b>	<b>\$41,078</b>
8	\$34,158	\$34,798	\$35,438	\$36,078	\$36,718	\$37,358	\$37,998	\$38,638
	\$2,770	\$2,821	\$2,873	\$2,925	\$2,977	\$3,029	\$3,081	\$3,133
	<b>\$36,927</b>	<b>\$37,619</b>	<b>\$38,311</b>	<b>\$39,003</b>	<b>\$39,695</b>	<b>\$40,386</b>	<b>\$41,078</b>	<b>\$41,770</b>
9	\$34,798	\$35,438	\$36,078	\$36,718	\$37,358	\$37,998	\$38,638	\$39,278
	\$2,821	\$2,873	\$2,925	\$2,977	\$3,029	\$3,081	\$3,133	\$3,185
	<b>\$37,619</b>	<b>\$38,311</b>	<b>\$39,003</b>	<b>\$39,695</b>	<b>\$40,386</b>	<b>\$41,078</b>	<b>\$41,770</b>	<b>\$42,462</b>
10	\$35,438	\$36,078	\$36,718	\$37,358	\$37,998	\$38,638	\$39,278	\$39,918
	\$2,873	\$2,925	\$2,977	\$3,029	\$3,081	\$3,133	\$3,185	\$3,237
	<b>\$38,311</b>	<b>\$39,003</b>	<b>\$39,695</b>	<b>\$40,386</b>	<b>\$41,078</b>	<b>\$41,770</b>	<b>\$42,462</b>	<b>\$43,154</b>
11	\$36,078	\$36,718	\$37,358	\$37,998	\$38,638	\$39,278	\$39,918	\$40,558
	\$2,925	\$2,977	\$3,029	\$3,081	\$3,133	\$3,185	\$3,237	\$3,288
	<b>\$39,003</b>	<b>\$39,695</b>	<b>\$40,386</b>	<b>\$41,078</b>	<b>\$41,770</b>	<b>\$42,462</b>	<b>\$43,154</b>	<b>\$43,846</b>
12	\$36,718	\$37,358	\$37,998	\$38,638	\$39,278	\$39,918	\$40,558	\$41,198
	\$2,977	\$3,029	\$3,081	\$3,133	\$3,185	\$3,237	\$3,288	\$3,340
	<b>\$39,695</b>	<b>\$40,386</b>	<b>\$41,078</b>	<b>\$41,770</b>	<b>\$42,462</b>	<b>\$43,154</b>	<b>\$43,846</b>	<b>\$44,538</b>
13	\$37,358	\$37,998	\$38,638	\$39,278	\$39,918	\$40,558	\$41,198	\$41,838
	\$3,029	\$3,081	\$3,133	\$3,185	\$3,237	\$3,288	\$3,340	\$3,392
	<b>\$40,386</b>	<b>\$41,078</b>	<b>\$41,770</b>	<b>\$42,462</b>	<b>\$43,154</b>	<b>\$43,846</b>	<b>\$44,538</b>	<b>\$45,230</b>
14	\$37,998	\$38,638	\$39,278	\$39,918	\$40,558	\$41,198	\$41,838	\$42,478
	\$3,081	\$3,133	\$3,185	\$3,237	\$3,288	\$3,340	\$3,392	\$3,444
	<b>\$41,078</b>	<b>\$41,770</b>	<b>\$42,462</b>	<b>\$43,154</b>	<b>\$43,846</b>	<b>\$44,538</b>	<b>\$45,230</b>	<b>\$45,922</b>

15	\$38,638	\$39,278	\$39,918	\$40,558	\$41,198	\$41,838	\$42,478	\$43,118
	\$3,133	\$3,185	\$3,237	\$3,288	\$3,340	\$3,392	\$3,444	\$3,496
	<b>\$41,770</b>	<b>\$42,462</b>	<b>\$43,154</b>	<b>\$43,846</b>	<b>\$44,538</b>	<b>\$45,230</b>	<b>\$45,922</b>	<b>\$46,614</b>
16	\$39,278	\$39,918	\$40,558	\$41,198	\$41,838	\$42,478	\$43,118	\$43,758
	\$3,185	\$3,237	\$3,288	\$3,340	\$3,392	\$3,444	\$3,496	\$3,548
	<b>\$42,462</b>	<b>\$43,154</b>	<b>\$43,846</b>	<b>\$44,538</b>	<b>\$45,230</b>	<b>\$45,922</b>	<b>\$46,614</b>	<b>\$47,305</b>
17	\$39,918	\$40,558	\$41,198	\$41,838	\$42,478	\$43,118	\$43,758	\$44,398
	\$3,237	\$3,288	\$3,340	\$3,392	\$3,444	\$3,496	\$3,548	\$3,600
	<b>\$43,154</b>	<b>\$43,846</b>	<b>\$44,538</b>	<b>\$45,230</b>	<b>\$45,922</b>	<b>\$46,614</b>	<b>\$47,305</b>	<b>\$47,997</b>
18	\$40,558	\$41,198	\$41,838	\$42,478	\$43,118	\$43,758	\$44,398	\$45,038
	\$3,288	\$3,340	\$3,392	\$3,444	\$3,496	\$3,548	\$3,600	\$3,652
	<b>\$43,846</b>	<b>\$44,538</b>	<b>\$45,230</b>	<b>\$45,922</b>	<b>\$46,614</b>	<b>\$47,305</b>	<b>\$47,997</b>	<b>\$48,689</b>
19	\$41,198	\$41,838	\$42,478	\$43,118	\$43,758	\$44,398	\$45,038	\$45,678
	\$3,340	\$3,392	\$3,444	\$3,496	\$3,548	\$3,600	\$3,652	\$3,704
	<b>\$44,538</b>	<b>\$45,230</b>	<b>\$45,922</b>	<b>\$46,614</b>	<b>\$47,305</b>	<b>\$47,997</b>	<b>\$48,689</b>	<b>\$49,381</b>
20				\$43,758	\$44,398	\$45,038	\$45,678	\$46,318
				\$3,548	\$3,600	\$3,652	\$3,704	\$3,755
				<b>\$47,305</b>	<b>\$47,997</b>	<b>\$48,689</b>	<b>\$49,381</b>	<b>\$50,073</b>
21				\$44,398	\$45,038	\$45,678	\$46,318	\$46,958
				\$3,600	\$3,652	\$3,704	\$3,755	\$3,807
				<b>\$47,997</b>	<b>\$48,689</b>	<b>\$49,381</b>	<b>\$50,073</b>	<b>\$50,765</b>
22				\$45,038	\$45,678	\$46,318	\$46,958	\$47,598
				\$3,652	\$3,704	\$3,755	\$3,807	\$3,859
				<b>\$48,689</b>	<b>\$49,381</b>	<b>\$50,073</b>	<b>\$50,765</b>	<b>\$51,457</b>
23				\$45,678	\$46,318	\$46,958	\$47,598	\$48,238
				\$3,704	\$3,755	\$3,807	\$3,859	\$3,911
				<b>\$49,381</b>	<b>\$50,073</b>	<b>\$50,765</b>	<b>\$51,457</b>	<b>\$52,149</b>
24				\$46,318	\$46,958	\$47,598	\$48,238	\$48,878
				\$3,755	\$3,807	\$3,859	\$3,911	\$3,963
				<b>\$50,073</b>	<b>\$50,765</b>	<b>\$51,457</b>	<b>\$52,149</b>	<b>\$52,841</b>
25				\$46,958	\$47,598	\$48,238	\$48,878	\$49,518
				\$3,807	\$3,859	\$3,911	\$3,963	\$4,015
				<b>\$50,765</b>	<b>\$51,457</b>	<b>\$52,149</b>	<b>\$52,841</b>	<b>\$53,532</b>
26				\$47,598	\$48,238	\$48,878	\$49,518	\$50,158
				\$3,859	\$3,911	\$3,963	\$4,015	\$4,067
				<b>\$51,457</b>	<b>\$52,149</b>	<b>\$52,841</b>	<b>\$53,532</b>	<b>\$54,224</b>
27				\$48,238	\$48,878	\$49,518	\$50,158	\$50,798
				\$3,911	\$3,963	\$4,015	\$4,067	\$4,119
				<b>\$52,149</b>	<b>\$52,841</b>	<b>\$53,532</b>	<b>\$54,224</b>	<b>\$54,916</b>
28				\$48,878	\$49,518	\$50,158	\$50,798	\$51,438
				\$3,963	\$4,015	\$4,067	\$4,119	\$4,171
				<b>\$52,841</b>	<b>\$53,532</b>	<b>\$54,224</b>	<b>\$54,916</b>	<b>\$55,608</b>
29				\$49,518	\$50,158	\$50,798	\$51,438	\$52,078
				\$4,015	\$4,067	\$4,119	\$4,171	\$4,222
				<b>\$53,532</b>	<b>\$54,224</b>	<b>\$54,916</b>	<b>\$55,608</b>	<b>\$56,300</b>

**West Prairie CUSD #103 2010-2011 Salary Schedule (1% Raise to Base; 8.5% TRS)**

<b>Levels</b>	<b>BS</b>	<b>BS+8</b>	<b>BS+16</b>	<b>BS+24</b>	<b>MA</b>	<b>MA+8</b>	<b>MA+16</b>	<b>MA+24</b>
0	\$29,328	\$29,968	\$30,608	\$31,248	\$31,888	\$32,528	\$33,168	\$33,808
	\$2,724	\$2,784	\$2,843	\$2,903	\$2,962	\$3,022	\$3,081	\$3,141
	<b>\$32,052</b>	<b>\$32,752</b>	<b>\$33,451</b>	<b>\$34,151</b>	<b>\$34,850</b>	<b>\$35,550</b>	<b>\$36,249</b>	<b>\$36,948</b>
1	\$29,968	\$30,608	\$31,248	\$31,888	\$32,528	\$33,168	\$33,808	\$34,448
	\$2,784	\$2,843	\$2,903	\$2,962	\$3,022	\$3,081	\$3,141	\$3,200
	<b>\$32,752</b>	<b>\$33,451</b>	<b>\$34,151</b>	<b>\$34,850</b>	<b>\$35,550</b>	<b>\$36,249</b>	<b>\$36,948</b>	<b>\$37,648</b>
2	\$30,608	\$31,248	\$31,888	\$32,528	\$33,168	\$33,808	\$34,448	\$35,088
	\$2,843	\$2,903	\$2,962	\$3,022	\$3,081	\$3,141	\$3,200	\$3,260
	<b>\$33,451</b>	<b>\$34,151</b>	<b>\$34,850</b>	<b>\$35,550</b>	<b>\$36,249</b>	<b>\$36,948</b>	<b>\$37,648</b>	<b>\$38,347</b>
3	\$31,248	\$31,888	\$32,528	\$33,168	\$33,808	\$34,448	\$35,088	\$35,728
	\$2,903	\$2,962	\$3,022	\$3,081	\$3,141	\$3,200	\$3,260	\$3,319
	<b>\$34,151</b>	<b>\$34,850</b>	<b>\$35,550</b>	<b>\$36,249</b>	<b>\$36,948</b>	<b>\$37,648</b>	<b>\$38,347</b>	<b>\$39,047</b>
4	\$31,888	\$32,528	\$33,168	\$33,808	\$34,448	\$35,088	\$35,728	\$36,368
	\$2,962	\$3,022	\$3,081	\$3,141	\$3,200	\$3,260	\$3,319	\$3,378
	<b>\$34,850</b>	<b>\$35,550</b>	<b>\$36,249</b>	<b>\$36,948</b>	<b>\$37,648</b>	<b>\$38,347</b>	<b>\$39,047</b>	<b>\$39,746</b>
5	\$32,528	\$33,168	\$33,808	\$34,448	\$35,088	\$35,728	\$36,368	\$37,008
	\$3,022	\$3,081	\$3,141	\$3,200	\$3,260	\$3,319	\$3,378	\$3,438
	<b>\$35,550</b>	<b>\$36,249</b>	<b>\$36,948</b>	<b>\$37,648</b>	<b>\$38,347</b>	<b>\$39,047</b>	<b>\$39,746</b>	<b>\$40,446</b>
6	\$33,168	\$33,808	\$34,448	\$35,088	\$35,728	\$36,368	\$37,008	\$37,648
	\$3,081	\$3,141	\$3,200	\$3,260	\$3,319	\$3,378	\$3,438	\$3,497
	<b>\$36,249</b>	<b>\$36,948</b>	<b>\$37,648</b>	<b>\$38,347</b>	<b>\$39,047</b>	<b>\$39,746</b>	<b>\$40,446</b>	<b>\$41,145</b>
7	\$33,808	\$34,448	\$35,088	\$35,728	\$36,368	\$37,008	\$37,648	\$38,288
	\$3,141	\$3,200	\$3,260	\$3,319	\$3,378	\$3,438	\$3,497	\$3,557
	<b>\$36,948</b>	<b>\$37,648</b>	<b>\$38,347</b>	<b>\$39,047</b>	<b>\$39,746</b>	<b>\$40,446</b>	<b>\$41,145</b>	<b>\$41,845</b>
8	\$34,448	\$35,088	\$35,728	\$36,368	\$37,008	\$37,648	\$38,288	\$38,928
	\$3,200	\$3,260	\$3,319	\$3,378	\$3,438	\$3,497	\$3,557	\$3,616
	<b>\$37,648</b>	<b>\$38,347</b>	<b>\$39,047</b>	<b>\$39,746</b>	<b>\$40,446</b>	<b>\$41,145</b>	<b>\$41,845</b>	<b>\$42,544</b>
9	\$35,088	\$35,728	\$36,368	\$37,008	\$37,648	\$38,288	\$38,928	\$39,568
	\$3,260	\$3,319	\$3,378	\$3,438	\$3,497	\$3,557	\$3,616	\$3,676
	<b>\$38,347</b>	<b>\$39,047</b>	<b>\$39,746</b>	<b>\$40,446</b>	<b>\$41,145</b>	<b>\$41,845</b>	<b>\$42,544</b>	<b>\$43,244</b>
10	\$35,728	\$36,368	\$37,008	\$37,648	\$38,288	\$38,928	\$39,568	\$40,208
	\$3,319	\$3,378	\$3,438	\$3,497	\$3,557	\$3,616	\$3,676	\$3,735
	<b>\$39,047</b>	<b>\$39,746</b>	<b>\$40,446</b>	<b>\$41,145</b>	<b>\$41,845</b>	<b>\$42,544</b>	<b>\$43,244</b>	<b>\$43,943</b>
11	\$36,368	\$37,008	\$37,648	\$38,288	\$38,928	\$39,568	\$40,208	\$40,848
	\$3,378	\$3,438	\$3,497	\$3,557	\$3,616	\$3,676	\$3,735	\$3,795
	<b>\$39,746</b>	<b>\$40,446</b>	<b>\$41,145</b>	<b>\$41,845</b>	<b>\$42,544</b>	<b>\$43,244</b>	<b>\$43,943</b>	<b>\$44,642</b>
12	\$37,008	\$37,648	\$38,288	\$38,928	\$39,568	\$40,208	\$40,848	\$41,488
	\$3,438	\$3,497	\$3,557	\$3,616	\$3,676	\$3,735	\$3,795	\$3,854
	<b>\$40,446</b>	<b>\$41,145</b>	<b>\$41,845</b>	<b>\$42,544</b>	<b>\$43,244</b>	<b>\$43,943</b>	<b>\$44,642</b>	<b>\$45,342</b>
13	\$37,648	\$38,288	\$38,928	\$39,568	\$40,208	\$40,848	\$41,488	\$42,128
	\$3,497	\$3,557	\$3,616	\$3,676	\$3,735	\$3,795	\$3,854	\$3,914
	<b>\$41,145</b>	<b>\$41,845</b>	<b>\$42,544</b>	<b>\$43,244</b>	<b>\$43,943</b>	<b>\$44,642</b>	<b>\$45,342</b>	<b>\$46,041</b>
14	\$38,288	\$38,928	\$39,568	\$40,208	\$40,848	\$41,488	\$42,128	\$42,768
	\$3,557	\$3,616	\$3,676	\$3,735	\$3,795	\$3,854	\$3,914	\$3,973
	<b>\$41,845</b>	<b>\$42,544</b>	<b>\$43,244</b>	<b>\$43,943</b>	<b>\$44,642</b>	<b>\$45,342</b>	<b>\$46,041</b>	<b>\$46,741</b>

15	\$38,928	\$39,568	\$40,208	\$40,848	\$41,488	\$42,128	\$42,768	\$43,408
	\$3,616	\$3,676	\$3,735	\$3,795	\$3,854	\$3,914	\$3,973	\$4,032
	<b>\$42,544</b>	<b>\$43,244</b>	<b>\$43,943</b>	<b>\$44,642</b>	<b>\$45,342</b>	<b>\$46,041</b>	<b>\$46,741</b>	<b>\$47,440</b>
16	\$39,568	\$40,208	\$40,848	\$41,488	\$42,128	\$42,768	\$43,408	\$44,048
	\$3,676	\$3,735	\$3,795	\$3,854	\$3,914	\$3,973	\$4,032	\$4,092
	<b>\$43,244</b>	<b>\$43,943</b>	<b>\$44,642</b>	<b>\$45,342</b>	<b>\$46,041</b>	<b>\$46,741</b>	<b>\$47,440</b>	<b>\$48,140</b>
17	\$40,208	\$40,848	\$41,488	\$42,128	\$42,768	\$43,408	\$44,048	\$44,688
	\$3,735	\$3,795	\$3,854	\$3,914	\$3,973	\$4,032	\$4,092	\$4,151
	<b>\$43,943</b>	<b>\$44,642</b>	<b>\$45,342</b>	<b>\$46,041</b>	<b>\$46,741</b>	<b>\$47,440</b>	<b>\$48,140</b>	<b>\$48,839</b>
18	\$40,848	\$41,488	\$42,128	\$42,768	\$43,408	\$44,048	\$44,688	\$45,328
	\$3,795	\$3,854	\$3,914	\$3,973	\$4,032	\$4,092	\$4,151	\$4,211
	<b>\$41,487</b>	<b>\$42,128</b>	<b>\$42,768</b>	<b>\$43,407</b>	<b>\$44,048</b>	<b>\$44,688</b>	<b>\$45,327</b>	<b>\$45,968</b>
19	\$41,488	\$42,128	\$42,768	\$43,408	\$44,048	\$44,688	\$45,328	\$45,968
	\$3,854	\$3,914	\$3,973	\$4,032	\$4,092	\$4,151	\$4,211	\$4,270
	\$45,342	\$46,041	\$46,741	\$47,440	\$48,140	\$48,839	\$49,539	\$50,238
20				\$44,048	\$44,688	\$45,328	\$45,968	\$46,608
				\$4,092	\$4,151	\$4,211	\$4,270	\$4,330
				<b>\$48,140</b>	<b>\$48,839</b>	<b>\$49,539</b>	<b>\$50,238</b>	<b>\$50,938</b>
21				\$44,688	\$45,328	\$45,968	\$46,608	\$47,248
				\$4,151	\$4,211	\$4,270	\$4,330	\$4,389
				<b>\$48,839</b>	<b>\$49,539</b>	<b>\$50,238</b>	<b>\$50,938</b>	<b>\$51,637</b>
22				\$45,328	\$45,968	\$46,608	\$47,248	\$47,888
				\$4,211	\$4,270	\$4,330	\$4,389	\$4,449
				<b>\$49,539</b>	<b>\$50,238</b>	<b>\$50,938</b>	<b>\$51,637</b>	<b>\$52,336</b>
23				\$45,968	\$46,608	\$47,248	\$47,888	\$48,528
				\$4,270	\$4,330	\$4,389	\$4,449	\$4,508
				<b>\$50,238</b>	<b>\$50,938</b>	<b>\$51,637</b>	<b>\$52,336</b>	<b>\$53,036</b>
24				\$46,608	\$47,248	\$47,888	\$48,528	\$49,168
				\$4,330	\$4,389	\$4,449	\$4,508	\$4,567
				<b>\$50,938</b>	<b>\$51,637</b>	<b>\$52,336</b>	<b>\$53,036</b>	<b>\$53,735</b>
25				\$47,248	\$47,888	\$48,528	\$49,168	\$49,808
				\$4,389	\$4,449	\$4,508	\$4,567	\$4,627
				<b>\$51,637</b>	<b>\$52,336</b>	<b>\$53,036</b>	<b>\$53,735</b>	<b>\$54,435</b>
26				\$47,888	\$48,528	\$49,168	\$49,808	\$50,448
				\$4,449	\$4,508	\$4,567	\$4,627	\$4,686
				<b>\$52,336</b>	<b>\$53,036</b>	<b>\$53,735</b>	<b>\$54,435</b>	<b>\$55,134</b>
27				\$48,528	\$49,168	\$49,808	\$50,448	\$51,088
				\$4,508	\$4,567	\$4,627	\$4,686	\$4,746
				<b>\$53,036</b>	<b>\$53,735</b>	<b>\$54,435</b>	<b>\$55,134</b>	<b>\$55,834</b>
28				\$49,168	\$49,808	\$50,448	\$51,088	\$51,728
				\$4,734	\$4,796	\$4,857	\$4,919	\$4,980
				<b>\$53,902</b>	<b>\$54,603</b>	<b>\$55,305</b>	<b>\$56,007</b>	<b>\$56,708</b>
29				\$49,808	\$50,448	\$51,088	\$51,728	\$52,368
				\$4,627	\$4,686	\$4,746	\$4,805	\$4,865
				<b>\$54,435</b>	<b>\$55,134</b>	<b>\$55,834</b>	<b>\$56,533</b>	<b>\$57,233</b>

**West Prairie CUSD #103 2011-2012 Salary Schedule (1% Raise to Base; 9.4% TRS)**

<b>Levels</b>	<b>BS</b>	<b>BS+8</b>	<b>BS+16</b>	<b>BS+24</b>	<b>MA</b>	<b>MA+8</b>	<b>MA+16</b>	<b>MA+24</b>
0	\$29,621 \$3,073 <b>\$32,694</b>	\$30,261 \$3,140 <b>\$33,401</b>	\$30,901 \$3,206 <b>\$34,107</b>	\$31,541 \$3,272 <b>\$34,814</b>	\$32,181 \$3,339 <b>\$35,520</b>	\$32,821 \$3,405 <b>\$36,226</b>	\$33,461 \$3,472 <b>\$36,933</b>	\$34,101 \$3,538 <b>\$37,639</b>
1	\$30,261 \$3,140 <b>\$33,401</b>	\$30,901 \$3,206 <b>\$34,107</b>	\$31,541 \$3,272 <b>\$34,814</b>	\$32,181 \$3,339 <b>\$35,520</b>	\$32,821 \$3,405 <b>\$36,226</b>	\$33,461 \$3,472 <b>\$36,933</b>	\$34,101 \$3,538 <b>\$37,639</b>	\$34,741 \$3,604 <b>\$38,346</b>
2	\$30,901 \$3,206 <b>\$34,107</b>	\$31,541 \$3,272 <b>\$34,814</b>	\$32,181 \$3,339 <b>\$35,520</b>	\$32,821 \$3,405 <b>\$36,226</b>	\$33,461 \$3,472 <b>\$36,933</b>	\$34,101 \$3,538 <b>\$37,639</b>	\$34,741 \$3,604 <b>\$38,346</b>	\$35,381 \$3,671 <b>\$39,052</b>
3	\$31,541 \$3,272 <b>\$34,814</b>	\$32,181 \$3,339 <b>\$35,520</b>	\$32,821 \$3,405 <b>\$36,226</b>	\$33,461 \$3,472 <b>\$36,933</b>	\$34,101 \$3,538 <b>\$37,639</b>	\$34,741 \$3,604 <b>\$38,346</b>	\$35,381 \$3,671 <b>\$39,052</b>	\$36,021 \$3,737 <b>\$39,758</b>
4	\$32,181 \$3,339 <b>\$35,520</b>	\$32,821 \$3,405 <b>\$36,226</b>	\$33,461 \$3,472 <b>\$36,933</b>	\$34,101 \$3,538 <b>\$37,639</b>	\$34,741 \$3,604 <b>\$38,346</b>	\$35,381 \$3,671 <b>\$39,052</b>	\$36,021 \$3,737 <b>\$39,758</b>	\$36,661 \$3,804 <b>\$40,465</b>
5	\$32,821 \$3,405 <b>\$36,226</b>	\$33,461 \$3,472 <b>\$36,933</b>	\$34,101 \$3,538 <b>\$37,639</b>	\$34,741 \$3,604 <b>\$38,346</b>	\$35,381 \$3,671 <b>\$39,052</b>	\$36,021 \$3,737 <b>\$39,758</b>	\$36,661 \$3,804 <b>\$40,465</b>	\$37,301 \$3,870 <b>\$41,171</b>
6	\$33,461 \$3,472 <b>\$36,933</b>	\$34,101 \$3,538 <b>\$37,639</b>	\$34,741 \$3,604 <b>\$38,346</b>	\$35,381 \$3,671 <b>\$39,052</b>	\$36,021 \$3,737 <b>\$39,758</b>	\$36,661 \$3,804 <b>\$40,465</b>	\$37,301 \$3,870 <b>\$41,171</b>	\$37,941 \$3,937 <b>\$41,878</b>
7	\$34,101 \$3,538 <b>\$37,639</b>	\$34,741 \$3,604 <b>\$38,346</b>	\$35,381 \$3,671 <b>\$39,052</b>	\$36,021 \$3,737 <b>\$39,758</b>	\$36,661 \$3,804 <b>\$40,465</b>	\$37,301 \$3,870 <b>\$41,171</b>	\$37,941 \$3,937 <b>\$41,878</b>	\$38,581 \$4,003 <b>\$42,584</b>
8	\$34,741 \$3,604 <b>\$38,346</b>	\$35,381 \$3,671 <b>\$39,052</b>	\$36,021 \$3,737 <b>\$39,758</b>	\$36,661 \$3,804 <b>\$40,465</b>	\$37,301 \$3,870 <b>\$41,171</b>	\$37,941 \$3,937 <b>\$41,878</b>	\$38,581 \$4,003 <b>\$42,584</b>	\$39,221 \$4,069 <b>\$43,290</b>
9	\$35,381 \$3,671 <b>\$39,052</b>	\$36,021 \$3,737 <b>\$39,758</b>	\$36,661 \$3,804 <b>\$40,465</b>	\$37,301 \$3,870 <b>\$41,171</b>	\$37,941 \$3,937 <b>\$41,878</b>	\$38,581 \$4,003 <b>\$42,584</b>	\$39,221 \$4,069 <b>\$43,290</b>	\$39,861 \$4,136 <b>\$43,997</b>
10	\$36,021 \$3,737 <b>\$39,758</b>	\$36,661 \$3,804 <b>\$40,465</b>	\$37,301 \$3,870 <b>\$41,171</b>	\$37,941 \$3,937 <b>\$41,878</b>	\$38,581 \$4,003 <b>\$42,584</b>	\$39,221 \$4,069 <b>\$43,290</b>	\$39,861 \$4,136 <b>\$43,997</b>	\$40,501 \$4,202 <b>\$44,703</b>
11	\$36,661 \$3,804 <b>\$40,465</b>	\$37,301 \$3,870 <b>\$41,171</b>	\$37,941 \$3,937 <b>\$41,878</b>	\$38,581 \$4,003 <b>\$42,584</b>	\$39,221 \$4,069 <b>\$43,290</b>	\$39,861 \$4,136 <b>\$43,997</b>	\$40,501 \$4,202 <b>\$44,703</b>	\$41,141 \$4,269 <b>\$45,410</b>
12	\$37,301 \$3,870 <b>\$41,171</b>	\$37,941 \$3,937 <b>\$41,878</b>	\$38,581 \$4,003 <b>\$42,584</b>	\$39,221 \$4,069 <b>\$43,290</b>	\$39,861 \$4,136 <b>\$43,997</b>	\$40,501 \$4,202 <b>\$44,703</b>	\$41,141 \$4,269 <b>\$45,410</b>	\$41,781 \$4,335 <b>\$46,116</b>
13	\$37,941 \$3,937 <b>\$41,878</b>	\$38,581 \$4,003 <b>\$42,584</b>	\$39,221 \$4,069 <b>\$43,290</b>	\$39,861 \$4,136 <b>\$43,997</b>	\$40,501 \$4,202 <b>\$44,703</b>	\$41,141 \$4,269 <b>\$45,410</b>	\$41,781 \$4,335 <b>\$46,116</b>	\$42,421 \$4,401 <b>\$46,822</b>
14	\$38,581 \$4,003 <b>\$42,584</b>	\$39,221 \$4,069 <b>\$43,290</b>	\$39,861 \$4,136 <b>\$43,997</b>	\$40,501 \$4,202 <b>\$44,703</b>	\$41,141 \$4,269 <b>\$45,410</b>	\$41,781 \$4,335 <b>\$46,116</b>	\$42,421 \$4,401 <b>\$46,822</b>	\$43,061 \$4,468 <b>\$47,529</b>

15	\$39,221	\$39,861	\$40,501	\$41,141	\$41,781	\$42,421	\$43,061	\$43,701
	\$4,069	\$4,136	\$4,202	\$4,269	\$4,335	\$4,401	\$4,468	\$4,534
	<b>\$43,290</b>	<b>\$43,997</b>	<b>\$44,703</b>	<b>\$45,410</b>	<b>\$46,116</b>	<b>\$46,822</b>	<b>\$47,529</b>	<b>\$48,235</b>
16	\$39,861	\$40,501	\$41,141	\$41,781	\$42,421	\$43,061	\$43,701	\$44,341
	\$4,136	\$4,202	\$4,269	\$4,335	\$4,401	\$4,468	\$4,534	\$4,601
	<b>\$43,997</b>	<b>\$44,703</b>	<b>\$45,410</b>	<b>\$46,116</b>	<b>\$46,822</b>	<b>\$47,529</b>	<b>\$48,235</b>	<b>\$48,942</b>
17	\$40,501	\$41,141	\$41,781	\$42,421	\$43,061	\$43,701	\$44,341	\$44,981
	\$4,136	\$4,202	\$4,269	\$4,335	\$4,401	\$4,468	\$4,534	\$4,601
	<b>\$44,637</b>	<b>\$45,343</b>	<b>\$46,050</b>	<b>\$46,756</b>	<b>\$47,462</b>	<b>\$48,169</b>	<b>\$48,875</b>	<b>\$49,582</b>
18	\$41,141	\$41,781	\$42,421	\$43,061	\$43,701	\$44,341	\$44,981	\$45,621
	\$4,269	\$4,335	\$4,401	\$4,468	\$4,534	\$4,601	\$4,667	\$4,733
	<b>\$45,410</b>	<b>\$46,116</b>	<b>\$46,822</b>	<b>\$47,529</b>	<b>\$48,235</b>	<b>\$48,942</b>	<b>\$49,648</b>	<b>\$50,354</b>
19	\$41,781	\$42,421	\$43,061	\$43,701	\$44,341	\$44,981	\$45,621	\$46,261
	\$4,335	\$4,401	\$4,468	\$4,534	\$4,601	\$4,667	\$4,733	\$4,800
20				\$44,341	\$44,981	\$45,621	\$46,261	\$46,901
				\$4,601	\$4,667	\$4,733	\$4,800	\$4,866
				<b>\$48,942</b>	<b>\$49,648</b>	<b>\$50,354</b>	<b>\$51,061</b>	<b>\$51,767</b>
21				\$44,981	\$45,621	\$46,261	\$46,901	\$47,541
				\$4,667	\$4,733	\$4,800	\$4,866	\$4,933
				<b>\$49,648</b>	<b>\$50,354</b>	<b>\$51,061</b>	<b>\$51,767</b>	<b>\$52,474</b>
22				\$45,621	\$46,261	\$46,901	\$47,541	\$48,181
				\$4,733	\$4,800	\$4,866	\$4,933	\$4,999
				<b>\$50,354</b>	<b>\$51,061</b>	<b>\$51,767</b>	<b>\$52,474</b>	<b>\$53,180</b>
23				\$46,261	\$46,901	\$47,541	\$48,181	\$48,821
				\$4,800	\$4,866	\$4,933	\$4,999	\$5,065
				<b>\$51,061</b>	<b>\$51,767</b>	<b>\$52,474</b>	<b>\$53,180</b>	<b>\$53,886</b>
24				\$46,901	\$47,541	\$48,181	\$48,821	\$49,461
				\$4,866	\$4,933	\$4,999	\$5,065	\$5,132
				<b>\$51,767</b>	<b>\$52,474</b>	<b>\$53,180</b>	<b>\$53,886</b>	<b>\$54,593</b>
25				\$47,541	\$48,181	\$48,821	\$49,461	\$50,101
				\$4,933	\$4,999	\$5,065	\$5,132	\$5,198
				<b>\$52,474</b>	<b>\$53,180</b>	<b>\$53,886</b>	<b>\$54,593</b>	<b>\$55,299</b>
26				\$48,181	\$48,821	\$49,461	\$50,101	\$50,741
				\$4,999	\$5,065	\$5,132	\$5,198	\$5,265
				<b>\$53,180</b>	<b>\$53,886</b>	<b>\$54,593</b>	<b>\$55,299</b>	<b>\$56,006</b>
27				\$48,821	\$49,461	\$50,101	\$50,741	\$51,381
				\$5,065	\$5,132	\$5,198	\$5,265	\$5,331
				<b>\$53,886</b>	<b>\$54,593</b>	<b>\$55,299</b>	<b>\$56,006</b>	<b>\$56,712</b>
28				\$49,461	\$50,101	\$50,741	\$51,381	\$52,021
				\$5,132	\$5,198	\$5,265	\$5,331	\$5,397
				<b>\$54,593</b>	<b>\$55,299</b>	<b>\$56,006</b>	<b>\$56,712</b>	<b>\$57,419</b>
29				\$50,101	\$50,741	\$51,381	\$52,021	\$52,661
				\$5,198	\$5,265	\$5,331	\$5,397	\$5,464
				<b>\$55,299</b>	<b>\$56,006</b>	<b>\$56,712</b>	<b>\$57,419</b>	<b>\$58,125</b>

**APPENDIX B**

**EXTRA-CURRICULAR SALARY SCHEDULES**

	<b>Percentage Based on Base Salary</b>		<b>Percentage Based on Base Salary</b>
Head HS Boys FB	14%	Drama Club	4%
Asst. HS Boys FB	9%	Pom Pon/Dance	3.5%
Head HS VB	14%	Senior Class Sponsor	3%
Asst. HS Girls VB	9%	HS Student Council	4%
Annual - outside school	9%	Speech Team	2%
Annual - with class	3%	SADD	2%
JH Girls VB	9%	Foreign Language Club	2%
Asst. JH Girls BB	5.5%	Science Club	2%
JH Girls VB	9%	HS Scholastic	3.5%
JH Boys BB	9%	JH Scholastic	3.5%
HS Golf	8%	Freshman Class Sponsor	3%
HS Track	14%	National Honor Society	2%
Asst. HS Track	9%	Sophomore Class Sponsor	3%
Asst. JH Girls VB	5.5%	Middle School Student Council	
JH Boys Baseball	9%	Sponsor	2%
Asst. JH Boys Baseball	5.5%	Bus Chaperone per trip	\$15.00/event
JH Girls Softball	9%	Garden Club	2%
Asst. Girls Softball	5.5%	Spanish Club	3.5%
JH Track	9%	FBLA	3.5%
Asst. JH Track	5.5%	FHA	3.5%
5/6 Grade BB	5.5%	Play Director	6%
5/6 Grade VB	5.5%	Asst. Play Director	4%
Cheerleaders	5.5%		
Swing Choir	5%		
Summer Band	4%		
JH Cheerleaders	4%		
Junior Class Sponsor	6%		
Pep Band	3.5%		
Jazz Band	3.5%		
Marching Band	3.5%		
FFA (per teacher)	8%		

FFA Sponsors receive an extended contract of ten months due to Illinois Agricultural Education Grant requirements.

**MEMORANDUM OF UNDERSTANDING**

1. For the 2004-2005 school year, Angie Creasy will be placed in the MA column step 25. In succeeding years, Angie Creasy will advance one vertical step (if available) per year of her employment. In addition to the salary scheduled amount she shall receive an additional stipend of \$5,520.

2. Teri Paul shall have her salary increased over and above her otherwise scheduled salary in an amount equal to the medical/dental increase premium.

This additional monthly sum shall continue to be paid Teri Paul for the duration of this Agreement, and changed each year to reflect the amount paid for individual medical/dental insurance premiums.

However, if Teri Paul elects to participate in family insurance coverage, and is admitted into coverage, then such additional salary payment shall cease for such person as of the effective date of such participation.

3. The 15 consecutive year requirement to participate in Option B of the retirement bonus shall be waived by the Board of Education for Patti Nemec.

4. For speech pathologists initially employed after June 1, 2004, the Board shall have the option of granting up to 10 steps of experience credit on the salary schedule. If additional steps are needed to employ a speech pathologist, the Board will inform the Association. Both parties will meet to discuss the granting of any additional experience credit.

5. The Association agrees that the two incumbents in the head teacher positions shall be paid 9% of the base salary. If the Board decides to hire additional head teachers or if the current positions become vacant, the Board and the Association agree to meet to negotiate a new stipend for the position.

For the West Prairie Education Association	For the Board of Education West Prairie CUSD #103
President	President
Secretary	Secretary

**Memorandum of Understanding  
West Prairie Community Unit School District 103  
Workload Plan for Special Educators**

1. West Prairie CUSD 103 will attempt to ensure that sufficient staff is available so that all services required under students' Individualized Education Plans (IEPs) can be provided at the requisite level of intensity.
2. West Prairie CUSD 103 will not exceed class size limits imposed by the Illinois State Board of Education. "Class size" means the total number of students assigned to a special education teacher's classroom at any given time.
3. West Prairie CUSD 103 will annually review its staffing needs for special education services.
4. The case manager will review all of the student IEPs on his/her caseload and will notify regular education teachers of all required accommodations and modifications required by IEPs, and will schedule all related services.
5. Each special educator (including any employee hired to instruct or support instruction of the special education students) and each related service provider (including staff hired to provide related services or consultative services to support student educational progress) shall submit a schedule to the building administrator within fifteen (15) working days of the start of each semester of the school year.

The staff member's schedule shall include, but is not limited to, the following:

**For the Special Educator:**

Small group specialized instruction time  
Consultation or collaboration time  
Planning time  
Duty-free lunch  
Time spent on paperwork and reports  
Other assigned duty time

**For the Related Service Provider:**

Direct or small group therapy time  
Time spent in consultation or collaboration  
Planning time  
Duty-free lunch  
Time spent on paperwork and reports  
Travel time  
Other assigned duty time

6. The special education teacher shall be allowed a minimum of one (1) day per year to conduct annual IEP reviews. The district shall provide a substitute to cover the special education teacher's class during this time.

7. If a special educator has concerns regarding his or her schedule and ability to meet the workload the following will occur:
- a. The special educator will schedule a meeting with his or her direct supervisor to discuss the concerns.
  - b. The special educator will bring to this meeting at least three (3) weeks of schedule samples, including service minutes, consultation time, and time spent on other requirements that give the special educator concern regarding his or her workload.
  - c. As part of this meeting with the supervisor, the supervisor and the special educator will develop written options and strategies to address the concern.
  - d. If the matter is still unresolved, a meeting will be held with the special educator, direct supervisor, district superintendent, and union representative.

**Class Sizes (per ISBE as of 2009-2010)**

Class size means the total number of students an educator serves during any special education class. As used here, “class” means any circumstance where only students with IEPs are served and at least one special education teacher is assigned and provides instruction and/or therapy exclusively to students with IEPs. In the formation of special education classes, consideration shall be given to the age of the students, the nature and severity of their disabilities, the educational needs of the students, and the degree of intervention necessary, subject to the limitations below.

<b>Student Time in Special Education Classes</b>	<b>Size Limit</b>	<b>Size Limit w/Aide</b>
<b>Early Childhood Education</b>	5	10
<b>20% or Less Special Education Services</b>	15	17
<b>21-60% Special Education Services</b>	10	15
<b>61%-100% Special Education Services</b>	8	13

**Guidelines for Related Service Providers**

<b>Position</b>	<b>Typical Number of Students Served</b>	<b>Recommendations of Professional Organization</b>
<b>Speech &amp; Language Therapist</b>	Up to 60	Up to 60
<b>School Psychologist</b>	1 per 992	1 per 1000

**Salary:**

- 09-10 7.5% TRS; 1% to Base; Step and Lane Movement
- 10-11 8.5% TRS; 1% to Base; Step and Lane Movement
- 11-12 9.4% TRS; 1% to Base; Step and Lane Movement