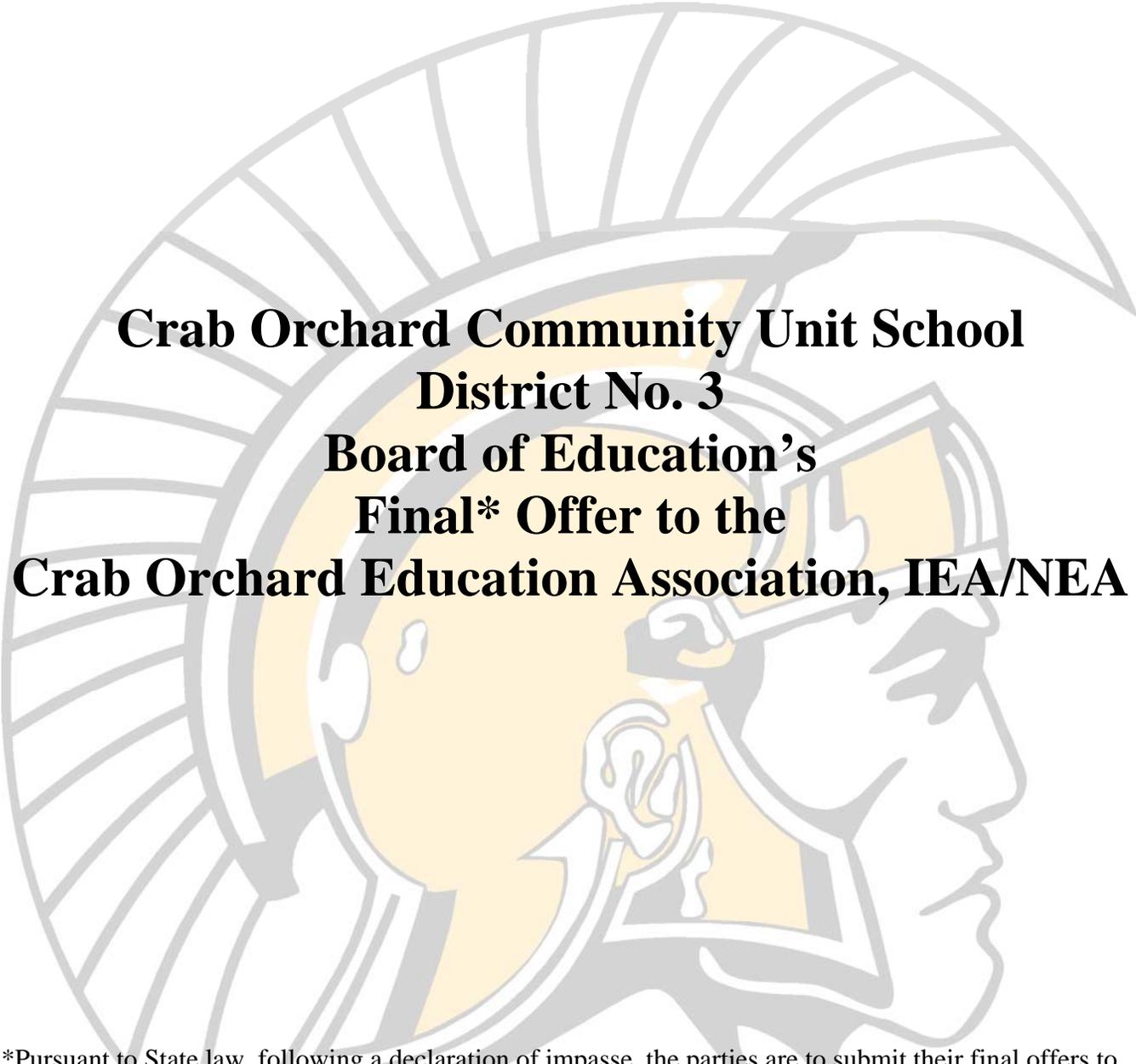


Derek Hutchins
Superintendent
William McSparin
Principal
Keith Johns
Dean of Students

**CRAB ORCHARD
COMMUNITY UNIT SCHOOL
DISTRICT NO. 3**
19189 CORY BAILEY ST. MARION, IL 62959
Telephone 618-982-2181 Fax 618-982-2080



**Crab Orchard Community Unit School
District No. 3
Board of Education's
Final* Offer to the
Crab Orchard Education Association, IEA/NEA**

*Pursuant to State law, following a declaration of impasse, the parties are to submit their final offers to each other, the mediator, and the Illinois Educational Labor Relations Board. The adjective "final," however, is simply a statutory term used within the limited context of State law. It is not intended to indicate unwillingness on the part of the Board of Education to continue negotiations toward an agreement.

Board of Education

Matt Troxel, President
Dale Anderson

Dallas Duty, Vice-President
Keith Benedict

Randy Jones

Carolyn Gray, Secretary
Eric Shadley



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November 13, 2012

Mrs. Carri Massey, President
Crab Orchard Education Association

Dear Mrs. Massey,

Enclosed you will find the final offer submitted by the Crab Orchard Board of Education pursuant to Section 12 of the Illinois Educational Labor Relations Act ("IELRA"). Pursuant to the IELRA, the parties must submit their final offers to each other, the mediator and the IELRB within seven days following the declaration of impasse, along with a cost summary of that offer. Please note that "final" is a term used within the context of the IELRA and it not does indicate the Board's unwillingness to continue negotiations and reach an agreement. However, in the event that we are unable to reach an agreement by November 13, 2012, pursuant to the IERLA, both our offer and the COEA's offer will be posted on the IELRB website.

Negotiations Overview:

On March 8, 2012, Derek Hutchins, Superintendent of Crab Orchard CUSD #3, received from the Crab Orchard Education Association (hereafter referred to as COEA) a letter to present to the Board of Education a demand to bargain. A mutually agreed upon date of April 17, 2012 was established to make introductions and set dates for collective bargaining. At this first meeting on April 17, 2012, it was mutually agreed that only the Board and the COEA would be present during negotiations; i.e. that no attorney for the Board or no Uni-Serv Director for the Association would be present unless agreed upon by each party beforehand. A first bargaining meeting date of May 10, 2012 was established at this first meeting and negotiations officially began. Several items were brought to the table by the COEA including sick leave, workday, school calendar, reduction in force, recall rights, vacancies, evaluation procedures, salary, board paid retirement, and college tuition reimbursement. Also present for the Association, without prior knowledge for the Board, was Marcia Abell, IEA Uni-Serv Director. A counter-proposal was exchanged and parties agreed to meet on May 17, 2012.

Before the May 17, 2012 meeting, the Board learned of the impending proposal by the state to cut General State Aid. At this meeting on the 17th, the Board shared with the Association its concern and presented figures from the Illinois State Board of Education with scenarios of how deep the cuts may be. Both parties agreed that in the interest of negotiations, it would be prudent to set a date when concrete numbers would be known. With vacations and summer break, the next meetings were scheduled for July 30th and July 31st.

Meetings were held on the 30th and 31st of July, and subsequent meetings were held on August 2nd, August 6th, 21st and 28th. On the meeting held on August 28th, both parties tentatively agreed on items, hereby attached as Exhibit A. After the last proposal by the Board of Education, the COEA requested mediation.



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The Board and Association met for the first time with the mediator, Mr. Max Aud, on September 25, 2012. Also present at that meeting, for the second time without notification to the Board, was Marcia Abell, IEA Uni-Serv Director. The Board informed Mr. Aud of the agreement between the COEA and the Board with regard to the presence of the Board Attorney or the Uni-Serv Director and Mr. Aud then scheduled another meeting where both parties could have proper representation.

A second meeting with the mediator began on October 11, 2012 with Mr. Steve Green, Board Attorney and Marcia Abell, IEA/NEA Uni-Serv Director, both present. Mr. Aud obtained information from both sides, met with each side a couple of times, and a meeting was set for Saturday, October 27, 2012. At the end of that meeting, which lasted approximately 6 hours, a side bar was held with Derek Hutchins, Superintendent of Crab Orchard CUSD #3 and Carri Massey, COEA President, and Mr. Aud. Mr. Aud felt that a formal proposal by the COEA to the Board could resolve all issues. The COEA presented a package proposal to the Board of Education, which the Board considered at a special board meeting on Monday, October 29th. At that meeting, knowing that the package was an all or none scenario, the Board declined the proposal by the COEA.

On Tuesday, November 6, 2012, by email and later fax, a letter from Marcia Abell, IEA Uni-Serv Director, was received declaring that the COEA and the Board are at an impasse. On Wednesday, November 7, 2012, a letter from Carri Massey to the Board was received stating that while the COEA and Board are at impasse, the COEA are open to continuing negotiations. Mrs. Massey was informed by Mr. Derek Hutchins, Superintendent, that the Board was also willing to continue negotiations.

Items Still On The Table:

As of this date, there are four items that still remain on the table. The first item was presented by the Board to add language to the contract and reads:

“Teachers shall be required to submit documentation as to the justification for utilizing sick days as opposed to taking personal days if they miss three (3) or more consecutive school days or a total of five (5) days in a calendar month.”

The Board’s rationale for the addition of this language is to hold teacher’s accountable for absences from work. Over the past three (3) years, the District has spent approximately \$100,000 for substitute teachers. It is the desire of the Board to hold teacher’s accountable and have a stake in controlling the costs associated with substitute teachers.

The second item is language to change Job Security to Reduction in Force. The only difference in what the Board will agree to as far as what the COEA has presented centers around language that involves reduction of part-time staff before full-time staff. This is the proposal from the COEA:



Reduction in Force (RIF)

1. RIF Committee

A Reduction in Force (RIF) Committee shall be established each year consisting of three (3) COEA members, selected by the COEA President and three (3) members selected by the Board. The RIF Joint Committee shall;

- determine criteria for moving teachers from Group 2 to Group 3,
- establish an alternative definition for Group 4, and
- decide whether to use performance evaluations from outside the district in determining Group placement.

2. Sequence of Honorable Dismissal List

The Board shall, through the Superintendent, in consultation with the Reduction in Force (RIF) Committee each year establish a sequence of honorable dismissal list, categorized by certification and performance evaluations. On or before March 1, teachers shall receive written notification each year indicating their certification(s), group placement and position, two (2) most recent performance evaluations and date of hire. In addition, the RIF Committee shall review the sequence of honorable dismissal list with individual teacher names redacted.

3. Reduction in Force

Whenever the Board deems it necessary to reduce the number of teachers due to a loss of revenue or declining enrollment, the reductions shall be made in accordance with the honorable dismissal list. Any part-time teachers shall be dismissed before any full-time teacher.

4. Recall

Within one (1) calendar year after a reduction in force, any position becoming available shall first be offered to the teachers reduced in the reverse order of the layoff, provided the teacher is certified to hold the position available and legally entitled to recall. Notification of vacancy shall be sent by registered mail to the teacher's address on file. A teacher's failure to respond affirmatively within ten (10) business days after receipt of the Board's notification of vacancy shall result in abrogation of the teacher's right of recall. Teachers on recall may decline an offer for a position which is part-time, without jeopardizing their rights to recall. If a teacher accepts an offer for a position which is part-time and a full-time position is later available, the teacher will be given first offer for such full-time position, if qualified. Reduction to part-time does not constitute a break in service.

The Board will accept all language in the above section under Reduction in Force save the underlined passage. The Board feels that, by tying their hands on reduction of part-time before full-time, this could cause problems with the education of our students. One example would be where a part-time teacher is teaching a class that is required by the state. By having language in the contract that makes the district release part-time staff first, the education of the students who need the requirement would be deprived.

The third item is salary. The Board has proposed the following:



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2012-2013 School Year	“Soft” Freeze (Step Only)
2013-2014 School Year	“Soft” Freeze (Step Only)
2014-2015 School Year	“Soft” Freeze (Step Only)

The COEA has proposed:

2012-2013 School Year	Increases to Step and Ed Level		
	BA: \$750	MA: \$850	BA to BA + 16: \$1000
	BA +16: \$750	MA +16: \$850	BA + 16 to MA: \$1000
			MA to MA + 16:\$1000
2013-2014 School Year	One (1) percent increase on each cell		

The Board maintains that due to the economic climate, it is in the best interest of the district from a fiscal standpoint to institute a “soft freeze”, i.e., keep the current salary schedule while teachers only receive their step increment.

It would be prudent to give some background on the financial status of the district at this point. Crab Orchard CUSD # 3 has been very fortunate in that the District has been very good stewards of the taxpayer’s money. The district enjoyed receiving Financial Recognition status from the Illinois State Board of Education with an overall rating of 3.70 in FY09 and FY10. The past two years, FY11 and FY 12, with monies from the state being withheld in General State Aid, Transportation, a decrease in Corporate Personal Property Replacement Tax (CPPRT), and a decrease in EAV in the county, the District received a 3.35 rating with a status of Financial Review.

In the Fiscal Year 2012, the General Assembly cut General State Aid back to 95%, leaving a shortfall of \$70,000 in the Education Fund. In Fiscal Year 2013, the General Assembly has cut General State Aid back to 89.13 %, leaving a shortfall of \$176,000 in the Education Fund. The District will, according to estimated figures in the Fiscal Year 2013 Budget, go from a balance of \$449,000 in the Education Fund to approximately \$249,000 as of June 30, 2013.

These estimates are based on teachers within the District just receiving their annual step increase. Additionally, based on estimates using these figures, the District will deplete the education fund in FY 14 just giving step only raises to teachers. A cost analysis between the Board and COEA proposals is attached to this letter as Exhibit B. (Please note that the cost analysis only compares a two (2) year agreement while the Board is seeking a three (3) year agreement.)

If the District must dip deeper into its reserves to pay increased salaries this year, it will have to look at ways to cut educational programming, i.e. reduce educational staff. The Board does not consider this option as viable while continuing to offer the community of Crab Orchard a quality education for their children.

The last item that is still in discussion is the length of the contract. The Board desires a three (3) year agreement with the COEA. The COEA is proposing a two (2) year agreement. The Board



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feels that it is in its best interest to have an agreement in place that will allow them to begin long-term planning and be able to set some long term goals as a District.

General Points

The Board would like to take the time to make these general points:

- The Board's inability to give teachers the raises that the COEA is proposing in no way indicates a lack of respect for our teachers. The Board has the utmost respect for the work our teachers do for our children and recognizes the role that teachers have played in the education of our students. The attached proposal is the best financial proposal that the Board can offer at this time.
- Crab Orchard will always be the lowest paid District in the county due to our size. We have done our best to keep our compensation package competitive and feel that the current proposal remains competitive. We have never had a problem attracting and retaining quality teachers and do not expect to under the current proposal. We believe the reasons for this include a competitive compensation package, including tuition reimbursement and health care benefits; safe and well-maintained facilities; the Board's commitment to low class sizes in the lower grades; technology upgrades; the school-home partnership embraced by our families; and the support of our District by our community.

On a final note, please be aware that following a closed session discussion, the entire Board of Education that was present for the meeting read and discussed on November 12, 2012 the contents of this letter and the enclosed offer. The Board delivered to the President of the COEA a copy of our final proposal, attached as Exhibit C, which contains items that are exactly the wording that will be received from the COEA in their own impasse letter to the IELRB. Those items that are the same were offered by the Board to be tentatively agreed upon yet were refused by the COEA. We feel that it is a fair offer and it is our sincere hope that the COEA will give it careful consideration.

Yours for Better Schools,

Matt Troxel
Crab Orchard CUSD #3 Board President

Cc: Executive Director of the IELRB (by fax, electronic mail and U.S. Mail)
Mr. Max Aud, FMCS Mediator (by fax, electronic mail and U.S. Mail)
Ms. Marcia Abell, Illinois Education Association/IEA-NEA (by fax and electronic mail)
Crab Orchard Board of Education Members (by electronic mail)
Mr. Derek Hutchins, Superintendent (by electronic mail)



Exhibit A
Tentative Agreement Items

ARTICLE IV

LEAVES

4A. Sick Leave

Sick leave may be used by a teacher for the following:

- A. Personal illness of the teacher.
- B. Illness or death in the Immediate Family (Immediate Family is interpreted to mean spouse, children, parents, brothers, sisters, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, sons-in-law, daughters-in-law, step-children, and step-parents).
- C. **Birth, adoption, or placement for adoption**

Board and COEA Response: Agree to Add C as listed above. TA

- D. ~~The Board will provide an incentive increase in sick leave for teachers who are absent a minimum number of days each year. If a teacher uses not more than (5) sick leave days in a given year, the Board will add one half (1/2) day sick leave for each of the remaining un-used sick leave days from that year. (For example: If a teacher uses (5) sick days out of the (15) in a school year, the remaining 10 earns 5 additional sick leave days, making the accumulative days for the year 15)~~

~~Any Teachers using (6) or more days during the year does not earn additional cumulative days for that year, but may qualify for them the next year, by meeting the incentive requirements for the next year.~~

Board and COEA Response: Agree to the removal of section 4.A.1.D. TA

- 3. Teachers shall call at least three (3) substitute teachers on days that they will not be in attendance unless there are extenuating circumstances. If a substitute teacher is secured, the name of that substitute teacher shall be given to the secretary by 7 AM. If a substitute cannot be secured with those three (3) calls and the teacher needs assistance, the names of those called shall be given to the secretary as soon as possible.

Board and COEA Response: Agree to the addition of section 4.A.3. TA



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6. Upon retirement of a teacher, the District will pay \$20 per each unused sick leave day in excess of days used for TRS service credit.

Board and COEA agree to keep \$20 per each unused sick day. TA on #6

ARTICLE V

ASSIGNMENTS-WORKING CONDITIONS

Board and COEA agree to TA on Changing of Name for Article V.

5F. Vacancies

As soon as possible following the Board's decision to fill a vacancy **or create a new position**, the Superintendent shall have posted a notice in each teacher workroom and shall email or hand deliver a copy to the Association President. In filling vacancies **and new positions** within the bargaining unit, the Board accepts the principle of District seniority, as one consideration **that will be applied if all other criteria are equal. Such criteria include certification, qualifications, merit and ability and relevant experience.** The Board reserves the right to select or employ persons from outside the bargaining unit. Those presently employed who apply for such positions shall be given consideration and afforded an interview. The final decision on filling a vacancy **or new position** shall remain with the Board.

Board and COEA agree to accept 5F as presented by COEA. TA

ARTICLE IX

PROFESSIONAL COMPENSATION

9D. Tuition Reimbursement

Upon receipt of an official transcript, the employer shall reimburse each employee \$300 per calendar year for classes pertaining to his/her teaching field or work on an advance degree. Classes must be taken from an accredited institution.

COEA and Board agree language above for 9D. TA on item 9D.



Exhibit B
Salary Cost Analysis

Teachers are paid according to their placement on the teacher salary schedule. The salary schedule is organized around steps and lanes. Each step represents one year of employment as a teacher and a salary increase; a lane represents completed graduate coursework and salary increases vary by lane. Salaries increase as a teacher moves a step (down the salary schedule) and/or a lane (across the salary schedule).

Board:

2012-2013 Step Only Increase
2013-2014 Step Only Increase
2014-2015 Step Only Increase

COEA:¹

2012-2013 Increases in Step and Education Levels
BA: \$750 MA: \$850 BA to BA + 16: \$1000
BA + 16: \$750 MA + 16: \$850 BA + 16 to MA: \$1000
MA to MA + 16: \$1000

2013-2014 One (1) Percent Increase on Each Cell, including Step and Education Levels

Board Proposal Salary Cost Summary:

The District's Salary Cost for Certified Teachers was \$1,259,923.60 for 2011-2012. With the Board's proposal for 2012-2013, the cost for teachers will be \$1,251,976.42, for a savings of \$7,947.18, which works to a decrease by 0.63%.² The Board's proposal for 2013-2014 will cost \$1,274,671.22, which will result in an increase of costs by \$22,694.80, which works to an increase of 1.81%. This proposal will result in a two (2) year cost of \$2,526,647.64.

With loss of General State Aid, even with a decrease in salaries paid, the District will still pay out approximately \$200,000 more than it will receive. If the loss of General State Aid continues in 2013-2014, even with a Step Only increase, the District will deplete its education fund to a balance of approximately \$0.00.

COEA Salary Proposal Cost Summary:

Using the COEA proposal, the cost for certified teachers for 2012-2013 will be \$1,275,274.21 for an increased cost of \$15,350.61, an increase of 1.22%. The COEA proposal for 2013-2014 will cost \$1,312,556.54 for an increased cost of \$37,282.33, which works to an increase of 2.95%. The COEA proposal will result in a two (2) year cost of \$2,587,830.75 or an increase of

¹This represents the COEA final offer proposed to the Board before its declaration of impasse. This does not reflect any changes the COEA may be contemplating for its final offer.

² The reason for the salary cost decrease from 2011-2012 to 2012-2013 is due to the retirement of a thirty-four year teacher and replacing with a fifteen year teacher.



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\$61,183.11 over and above the offer made by the Board. Both the Board and COEA Salary Proposal Schedules are in the addendum.



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Addendum
Board of Education Salary Proposal

NAME	12-13 yrs exp	2012-13 extra pay		Salary	TOTAL SALARY	BPR	SALARY+BPR
KISSING	1 BA			\$ 33,795.47	\$ 33,795.47	\$ 3,506.38	\$ 37,301.85
CRAIN	3 BA	\$ 509.00	NWSP	\$ 35,160.83	\$ 35,669.83	\$ 3,700.85	\$ 39,370.68
CLARK	4 BA	\$ 367.00	HS SCH BWL	\$ 35,843.51	\$ 36,210.51	\$ 3,756.95	\$ 39,967.46
LARSON	5 MA			\$ 38,903.94	\$ 38,903.94	\$ 4,036.40	\$ 42,940.34
STONE	5 BA+	\$ 1,140.00	HS Asst BB	\$ 37,446.64	\$ 38,886.64	\$ 4,034.61	\$ 42,921.25
		\$ 300.00	JH CC				
DOSS	6 BA			\$ 37,208.87	\$ 37,208.87	\$ 3,860.53	\$ 41,069.40
EVANS	7 BA	\$ 480.00	FFA	\$ 37,891.55	\$ 38,971.55	\$ 4,043.42	\$ 43,014.97
		\$ 600.00	JR CLASS				
GIBSON	7 BA			\$ 37,891.55	\$ 37,891.55	\$ 3,931.36	\$ 41,822.91
HANCOCK	7 BA	\$ 500.00	Chorus	\$ 37,891.55	\$ 38,391.55	\$ 3,983.24	\$ 42,374.79
CAGLE	7 BA	\$ 374.00	FCCLA	\$ 37,891.55	\$ 38,265.55	\$ 3,970.17	\$ 42,235.72
RIX	7 MA			\$ 40,484.04	\$ 40,484.04	\$ 4,200.34	\$ 44,684.38
HARRIS	10 BA			\$ 39,939.59	\$ 39,939.59	\$ 4,143.85	\$ 44,083.44
HOWERTON	10 BA	\$ 600.00	JR CLASS	\$ 24,962.24	\$ 25,562.24	\$ 2,652.16	\$ 28,214.40
LENTZ	10 BA+	\$ 191.00	SCH BOWL	\$ 40,860.04	\$ 42,942.04	\$ 4,455.37	\$ 47,397.41
		\$ 1,291.00	JH SOFT				
		\$ 600.00	HS Asst SB				
SIMICH	10 BA+			\$ 40,860.04	\$ 40,860.04	\$ 4,239.35	\$ 45,099.39
MILLER	13 BA	\$ 367.00	HS SCH BWL	\$ 41,987.63	\$ 42,354.63	\$ 4,394.42	\$ 46,749.05
MC DONALD	14 BA+			\$ 43,590.76	\$ 43,590.76	\$ 4,522.67	\$ 48,113.43
HURLEY	15 MA + 16			\$ 47,724.89	\$ 47,724.89	\$ 4,951.60	\$ 52,676.49
JEAN	16 MA			\$ 47,594.49	\$ 47,594.49	\$ 4,938.07	\$ 52,532.56
FISHER	18 BA	\$ 600.00	JR CLASS	\$ 45,401.03	\$ 46,001.03	\$ 4,772.74	\$ 50,773.77
JACKSON	18 BA			\$ 45,401.03	\$ 45,401.03	\$ 4,710.49	\$ 50,111.52
MASSEY	18 MA + 16	\$ 1,291.00	JH VOLL	\$ 50,095.04	\$ 51,386.04	\$ 5,331.46	\$ 56,717.50
BROWN	22 MA+	\$ 3,456.00	HS BSKTBL	\$ 53,255.24	\$ 60,111.24	\$ 6,236.72	\$ 66,347.96
		\$ 3,000.00	4 WKS GUID				
		\$ 400.00	HS CC				
OZMENT	27 BA+	\$ 744.00	YEARBK	\$ 52,465.60	\$ 53,209.60	\$ 5,520.66	\$ 58,730.26
BRAINARD	27 MA			\$ 56,285.04	\$ 56,285.04	\$ 5,839.74	\$ 62,124.78
Off Salary Schedule due to 6% Increase							
JOHNS	34 BA+			\$ 76,648.23	\$ 76,648.23	\$ 7,952.48	\$ 84,600.71
		\$ 16,301.00	TOTALS	\$ 1,048,524.09	\$ 1,064,825.09	\$ 110,478.80	\$ 1,251,976.42
					Increase from 11-12		\$ (7,947.18)
							-0.63%



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NAME	13-14 yrs exp	2013-14 extra pay	Salary	TOTAL SALARY	BPR	SALARY+BPR
KISSING	2 BA		\$ 34,478.15	\$ 34,478.15	\$ 3,577.21	\$ 38,055.36
CRAIN	4 BA	\$ 509.00	NWSP \$ 35,843.51	\$ 36,352.51	\$ 3,771.68	\$ 40,124.19
CLARK	5 BA	\$ 367.00	HSSCHBWL \$ 36,526.19	\$ 36,893.19	\$ 3,827.78	\$ 40,720.97
LARSON	6 MA		\$ 39,693.99	\$ 39,693.99	\$ 4,118.37	\$ 43,812.36
STONE	6 BA+	\$ 1,140.00	HS Asst BB \$ 38,129.32	\$ 39,569.32	\$ 4,105.44	\$ 43,674.76
		\$ 300.00	JH CC			
DOSS	7 BA		\$ 37,891.55	\$ 37,891.55	\$ 3,931.36	\$ 41,822.91
EVANS	8 BA	\$ 480.00	FFA \$ 38,574.23	\$ 39,054.23	\$ 4,051.99	\$ 43,106.22
GIBSON	8 BA		\$ 38,574.23	\$ 38,574.23	\$ 4,002.19	\$ 42,576.42
HANCOCK	8 BA	\$ 500.00	Chorus \$ 38,574.23	\$ 39,074.23	\$ 4,054.07	\$ 43,128.30
CAGLE	8 BA	\$ 374.00	FCCLA \$ 38,574.23	\$ 38,948.23	\$ 4,041.00	\$ 42,989.23
RIX	8 MA		\$ 41,274.09	\$ 41,274.09	\$ 4,282.31	\$ 45,556.40
HARRIS	11 BA		\$ 40,622.27	\$ 40,622.27	\$ 4,214.68	\$ 44,836.95
HOWERTON	11 BA		\$ 25,388.92	\$ 25,388.92	\$ 2,634.18	\$ 28,023.10
LENTZ	11 BA+	\$ 191.00	SCH BOWL \$ 41,542.72	\$ 43,624.72	\$ 4,526.20	\$ 48,150.92
		\$ 1,291.00	JH SOFT			
		\$ 600.00	HS Asst SB			
SIMICH	11 BA+		\$ 41,542.72	\$ 41,542.72	\$ 4,310.18	\$ 45,852.90
MILLER	14 BA	\$ 367.00	HSSCHBWL \$ 42,670.31	\$ 43,037.31	\$ 4,465.25	\$ 47,502.56
MC DONALD	15 BA+		\$ 44,273.44	\$ 44,273.44	\$ 4,593.50	\$ 48,866.94
HURLEY	16 MA + 16	\$ 600.00	JR CLASS \$ 48,514.94	\$ 49,114.94	\$ 5,095.82	\$ 54,210.76
JEAN	17 MA		\$ 48,384.54	\$ 48,384.54	\$ 5,020.04	\$ 53,404.58
FISHER	19 BA		\$ 46,083.71	\$ 46,083.71	\$ 4,781.32	\$ 50,865.03
JACKSON	19 BA		\$ 46,083.71	\$ 46,083.71	\$ 4,781.32	\$ 50,865.03
MASSEY	19 MA + 16	\$ 1,291.00	JH VOLL \$ 50,885.09	\$ 52,176.09	\$ 5,413.43	\$ 57,589.52
BROWN	23 MA+	\$ 3,456.00	HS BSKTBL \$ 54,045.29	\$ 60,501.29	\$ 6,277.19	\$ 66,778.48
		\$ 3,000.00	4 WKS GUID			
		\$ 400.00	HS CC			
OZMENT	28 BA+	\$ 744.00	YEARBK \$ 53,148.28	\$ 53,892.28	\$ 5,591.49	\$ 59,483.77
BRAINARD	28 MA		\$ 57,075.09	\$ 57,075.09	\$ 5,921.71	\$ 62,996.80
Off Salary Schedule due to 6% Increase						
JOHNS	35 BA+		\$ 81,247.12	\$ 81,247.12	\$ 8,429.63	\$ 89,676.76
		\$ 14,734.00	TOTALS \$ 1,069,320.21	\$ 1,084,021.21	\$ 112,470.45	\$ 1,274,671.22
				Increase from 12-13		\$ 22,694.80
						1.81%



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EXP	BA	BPR	BA+16	BPR	MA	BPR	MA+16	BPR
0	\$ 33,112.79	\$3,435.55	\$ 34,033.24	\$3,531.05	\$ 34,953.69	\$3,626.55	\$ 35,874.14	\$3,722.05
1	\$ 33,795.47	\$3,506.38	\$ 34,715.92	\$3,601.88	\$ 35,743.74	\$3,708.52	\$ 36,664.19	\$3,804.02
2	\$ 34,478.15	\$3,577.21	\$ 35,398.60	\$3,672.71	\$ 36,533.79	\$3,790.49	\$ 37,454.24	\$3,885.99
3	\$ 35,160.83	\$3,648.04	\$ 36,081.28	\$3,743.54	\$ 37,323.84	\$3,872.46	\$ 38,244.29	\$3,967.96
4	\$ 35,843.51	\$3,718.87	\$ 36,763.96	\$3,814.37	\$ 38,113.89	\$3,954.43	\$ 39,034.34	\$4,049.93
5	\$ 36,526.19	\$3,789.70	\$ 37,446.64	\$3,885.20	\$ 38,903.94	\$4,036.40	\$ 39,824.39	\$4,131.90
6	\$ 37,208.87	\$3,860.53	\$ 38,129.32	\$3,956.03	\$ 39,693.99	\$4,118.37	\$ 40,614.44	\$4,213.87
7	\$ 37,891.55	\$3,931.36	\$ 38,812.00	\$4,026.86	\$ 40,484.04	\$4,200.34	\$ 41,404.49	\$4,295.84
8	\$ 38,574.23	\$4,002.19	\$ 39,494.68	\$4,097.69	\$ 41,274.09	\$4,282.31	\$ 42,194.54	\$4,377.81
9	\$ 39,256.91	\$4,073.02	\$ 40,177.36	\$4,168.52	\$ 42,064.14	\$4,364.28	\$ 42,984.59	\$4,459.78
10	\$ 39,939.59	\$4,143.85	\$ 40,860.04	\$4,239.35	\$ 42,854.19	\$4,446.25	\$ 43,774.64	\$4,541.75
11	\$ 40,622.27	\$4,214.68	\$ 41,542.72	\$4,310.18	\$ 43,644.24	\$4,528.22	\$ 44,564.69	\$4,623.72
12	\$ 41,304.95	\$4,285.51	\$ 42,225.40	\$4,381.01	\$ 44,434.29	\$4,610.19	\$ 45,354.74	\$4,705.69
13	\$ 41,987.63	\$4,356.34	\$ 42,908.08	\$4,451.84	\$ 45,224.34	\$4,692.16	\$ 46,144.79	\$4,787.66
14	\$ 42,670.31	\$4,427.17	\$ 43,590.76	\$4,522.67	\$ 46,014.39	\$4,774.13	\$ 46,934.84	\$4,869.63
15	\$ 43,352.99	\$4,498.00	\$ 44,273.44	\$4,593.50	\$ 46,804.44	\$4,856.10	\$ 47,724.89	\$4,951.60
16	\$ 44,035.67	\$4,568.83	\$ 44,956.12	\$4,664.33	\$ 47,594.49	\$4,938.07	\$ 48,514.94	\$5,033.57
17	\$ 44,718.35	\$4,639.66	\$ 45,638.80	\$4,735.16	\$ 48,384.54	\$5,020.04	\$ 49,304.99	\$5,115.54
18	\$ 45,401.03	\$4,710.49	\$ 46,321.48	\$4,805.99	\$ 49,174.59	\$5,102.01	\$ 50,095.04	\$5,197.51
19	\$ 46,083.71	\$4,781.32	\$ 47,004.16	\$4,876.82	\$ 49,964.64	\$5,183.98	\$ 50,885.09	\$5,279.48
20	\$ 46,766.39	\$4,852.15	\$ 47,686.84	\$4,947.65	\$ 50,754.69	\$5,265.95	\$ 51,675.14	\$5,361.45
21	\$ 47,449.07	\$4,922.98	\$ 48,369.52	\$5,018.48	\$ 51,544.74	\$5,347.92	\$ 52,465.19	\$5,443.42
22	\$ 48,131.75	\$4,993.81	\$ 49,052.20	\$5,089.31	\$ 52,334.79	\$5,429.89	\$ 53,255.24	\$5,525.39
23	\$ 48,814.43	\$5,064.64	\$ 49,734.88	\$5,160.14	\$ 53,124.84	\$5,511.86	\$ 54,045.29	\$5,607.36
24	\$ 49,497.11	\$5,135.47	\$ 50,417.56	\$5,230.97	\$ 53,914.89	\$5,593.83	\$ 54,835.34	\$5,689.33
25	\$ 50,179.79	\$5,206.30	\$ 51,100.24	\$5,301.80	\$ 54,704.94	\$5,675.80	\$ 55,625.39	\$5,771.30
26	\$ 50,862.47	\$5,277.13	\$ 51,782.92	\$5,372.63	\$ 55,494.99	\$5,757.77	\$ 56,415.44	\$5,853.27
27	\$ 51,545.15	\$5,347.96	\$ 52,465.60	\$5,443.46	\$ 56,285.04	\$5,839.74	\$ 57,205.49	\$5,935.24
28	\$ 52,227.83	\$5,418.79	\$ 53,148.28	\$5,514.29	\$ 57,075.09	\$5,921.71	\$ 57,995.54	\$6,017.21
29	\$ 52,910.51	\$5,489.62	\$ 53,830.96	\$5,585.12	\$ 57,865.14	\$6,003.68	\$ 58,785.59	\$6,099.18
30	\$ 53,593.19	\$5,560.45	\$ 54,513.64	\$5,655.95	\$ 58,655.19	\$6,085.65	\$ 59,575.64	\$6,181.15
31	\$ 54,275.87	\$5,631.28	\$ 55,196.32	\$5,726.78	\$ 59,445.24	\$6,167.62	\$ 60,365.69	\$6,263.12
32	\$ 54,958.55	\$5,702.11	\$ 55,879.00	\$5,797.61	\$ 60,235.29	\$6,249.59	\$ 61,155.74	\$6,345.09
33	\$ 55,641.23	\$5,772.94	\$ 56,561.68	\$5,868.44	\$ 61,025.34	\$6,331.56	\$ 61,945.79	\$6,427.06
34	\$ 56,323.91	\$5,843.77	\$ 57,244.36	\$5,939.27	\$ 61,815.39	\$6,413.53	\$ 62,735.84	\$6,509.03
BPR %		0.103753						
STEP INCREASE PER YEAR BY ED LEVEL				AMOUNT OF DIFFERENCE BY ED LEVEL				
BA DEGREE		\$ 682.68	MA DEG	\$ 790.05	BA TO BA+16		\$ 920.45	
BA+16		\$ 682.68	MA+16	\$ 790.05	BA+16 TO MA		\$ 920.45	
2012-2013 Board Proposed Salary Schedule				MA TO MA+16		\$ 920.45		



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EXP	BA	BPR	BA+16	BPR	MA	BPR	MA+16	BPR
0	\$ 33,112.79	\$3,435.55	\$ 34,033.24	\$3,531.05	\$ 34,953.69	\$3,626.55	\$ 35,874.14	\$3,722.05
1	\$ 33,795.47	\$3,506.38	\$ 34,715.92	\$3,601.88	\$ 35,743.74	\$3,708.52	\$ 36,664.19	\$3,804.02
2	\$ 34,478.15	\$3,577.21	\$ 35,398.60	\$3,672.71	\$ 36,533.79	\$3,790.49	\$ 37,454.24	\$3,885.99
3	\$ 35,160.83	\$3,648.04	\$ 36,081.28	\$3,743.54	\$ 37,323.84	\$3,872.46	\$ 38,244.29	\$3,967.96
4	\$ 35,843.51	\$3,718.87	\$ 36,763.96	\$3,814.37	\$ 38,113.89	\$3,954.43	\$ 39,034.34	\$4,049.93
5	\$ 36,526.19	\$3,789.70	\$ 37,446.64	\$3,885.20	\$ 38,903.94	\$4,036.40	\$ 39,824.39	\$4,131.90
6	\$ 37,208.87	\$3,860.53	\$ 38,129.32	\$3,956.03	\$ 39,693.99	\$4,118.37	\$ 40,614.44	\$4,213.87
7	\$ 37,891.55	\$3,931.36	\$ 38,812.00	\$4,026.86	\$ 40,484.04	\$4,200.34	\$ 41,404.49	\$4,295.84
8	\$ 38,574.23	\$4,002.19	\$ 39,494.68	\$4,097.69	\$ 41,274.09	\$4,282.31	\$ 42,194.54	\$4,377.81
9	\$ 39,256.91	\$4,073.02	\$ 40,177.36	\$4,168.52	\$ 42,064.14	\$4,364.28	\$ 42,984.59	\$4,459.78
10	\$ 39,939.59	\$4,143.85	\$ 40,860.04	\$4,239.35	\$ 42,854.19	\$4,446.25	\$ 43,774.64	\$4,541.75
11	\$ 40,622.27	\$4,214.68	\$ 41,542.72	\$4,310.18	\$ 43,644.24	\$4,528.22	\$ 44,564.69	\$4,623.72
12	\$ 41,304.95	\$4,285.51	\$ 42,225.40	\$4,381.01	\$ 44,434.29	\$4,610.19	\$ 45,354.74	\$4,705.69
13	\$ 41,987.63	\$4,356.34	\$ 42,908.08	\$4,451.84	\$ 45,224.34	\$4,692.16	\$ 46,144.79	\$4,787.66
14	\$ 42,670.31	\$4,427.17	\$ 43,590.76	\$4,522.67	\$ 46,014.39	\$4,774.13	\$ 46,934.84	\$4,869.63
15	\$ 43,352.99	\$4,498.00	\$ 44,273.44	\$4,593.50	\$ 46,804.44	\$4,856.10	\$ 47,724.89	\$4,951.60
16	\$ 44,035.67	\$4,568.83	\$ 44,956.12	\$4,664.33	\$ 47,594.49	\$4,938.07	\$ 48,514.94	\$5,033.57
17	\$ 44,718.35	\$4,639.66	\$ 45,638.80	\$4,735.16	\$ 48,384.54	\$5,020.04	\$ 49,304.99	\$5,115.54
18	\$ 45,401.03	\$4,710.49	\$ 46,321.48	\$4,805.99	\$ 49,174.59	\$5,102.01	\$ 50,095.04	\$5,197.51
19	\$ 46,083.71	\$4,781.32	\$ 47,004.16	\$4,876.82	\$ 49,964.64	\$5,183.98	\$ 50,885.09	\$5,279.48
20	\$ 46,766.39	\$4,852.15	\$ 47,686.84	\$4,947.65	\$ 50,754.69	\$5,265.95	\$ 51,675.14	\$5,361.45
21	\$ 47,449.07	\$4,922.98	\$ 48,369.52	\$5,018.48	\$ 51,544.74	\$5,347.92	\$ 52,465.19	\$5,443.42
22	\$ 48,131.75	\$4,993.81	\$ 49,052.20	\$5,089.31	\$ 52,334.79	\$5,429.89	\$ 53,255.24	\$5,525.39
23	\$ 48,814.43	\$5,064.64	\$ 49,734.88	\$5,160.14	\$ 53,124.84	\$5,511.86	\$ 54,045.29	\$5,607.36
24	\$ 49,497.11	\$5,135.47	\$ 50,417.56	\$5,230.97	\$ 53,914.89	\$5,593.83	\$ 54,835.34	\$5,689.33
25	\$ 50,179.79	\$5,206.30	\$ 51,100.24	\$5,301.80	\$ 54,704.94	\$5,675.80	\$ 55,625.39	\$5,771.30
26	\$ 50,862.47	\$5,277.13	\$ 51,782.92	\$5,372.63	\$ 55,494.99	\$5,757.77	\$ 56,415.44	\$5,853.27
27	\$ 51,545.15	\$5,347.96	\$ 52,465.60	\$5,443.46	\$ 56,285.04	\$5,839.74	\$ 57,205.49	\$5,935.24
28	\$ 52,227.83	\$5,418.79	\$ 53,148.28	\$5,514.29	\$ 57,075.09	\$5,921.71	\$ 57,995.54	\$6,017.21
29	\$ 52,910.51	\$5,489.62	\$ 53,830.96	\$5,585.12	\$ 57,865.14	\$6,003.68	\$ 58,785.59	\$6,099.18
30	\$ 53,593.19	\$5,560.45	\$ 54,513.64	\$5,655.95	\$ 58,655.19	\$6,085.65	\$ 59,575.64	\$6,181.15
31	\$ 54,275.87	\$5,631.28	\$ 55,196.32	\$5,726.78	\$ 59,445.24	\$6,167.62	\$ 60,365.69	\$6,263.12
32	\$ 54,958.55	\$5,702.11	\$ 55,879.00	\$5,797.61	\$ 60,235.29	\$6,249.59	\$ 61,155.74	\$6,345.09
33	\$ 55,641.23	\$5,772.94	\$ 56,561.68	\$5,868.44	\$ 61,025.34	\$6,331.56	\$ 61,945.79	\$6,427.06
34	\$ 56,323.91	\$5,843.77	\$ 57,244.36	\$5,939.27	\$ 61,815.39	\$6,413.53	\$ 62,735.84	\$6,509.03
BPR %		0.103753						
STEP INCREASE PER YEAR BY ED LEVEL					AMOUNT OF DIFFERENCE BY ED LEVEL			
BA DEGREE		\$ 682.68	MA DEG	\$ 790.05	BA TO BA+16		\$ 920.45	
BA+16		\$ 682.68	MA+16	\$ 790.05	BA+16 TO MA		\$ 920.45	
2013-2014 Board Proposed Salary Schedule					MA TO MA+16		\$ 920.45	



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COEA Salary Proposal

NAME	12-13 yrs exp	2012-13 extra pay		Salary	TOTAL SALARY	BPR	SALARY+BPR
KISSING	1 BA			\$ 33,862.79	\$ 33,862.79	\$ 3,513.37	\$ 37,376.16
CRAIN	3 BA	\$ 509.00	NWSP	\$ 35,362.79	\$ 35,871.79	\$ 3,721.81	\$ 39,593.60
CLARK	4 BA	\$ 367.00	HS SCH BWL	\$ 36,112.79	\$ 36,479.79	\$ 3,784.89	\$ 40,264.68
LARSON	5 MA			\$ 39,362.79	\$ 39,362.79	\$ 4,084.01	\$ 43,446.80
STONE	5 BA+	\$ 1,140.00	HS Asst BB	\$ 37,862.79	\$ 39,802.79	\$ 4,129.66	\$ 43,932.45
		\$ 500.00	JHBaseball				
		\$ 300.00	JH CC				
DOSS	6 BA			\$ 37,612.79	\$ 37,612.79	\$ 3,902.44	\$ 41,515.23
EVANS	7 BA	\$ 480.00	FFA	\$ 38,362.79	\$ 39,442.79	\$ 4,092.31	\$ 43,535.10
		\$ 600.00	JR CLASS				
GIBSON	7 BA			\$ 38,362.79	\$ 38,362.79	\$ 3,980.25	\$ 42,343.04
HANCOCK	7 BA	\$ 500.00	Chorus	\$ 38,362.79	\$ 38,862.79	\$ 4,032.13	\$ 42,894.92
CAGLE	7 BA	\$ 374.00	FCCLA	\$ 38,362.79	\$ 38,736.79	\$ 4,019.06	\$ 42,755.85
RIX	7 MA			\$ 41,062.79	\$ 41,062.79	\$ 4,260.39	\$ 45,323.18
HARRIS	10 BA			\$ 40,612.79	\$ 40,612.79	\$ 4,213.70	\$ 44,826.49
HOWERTON	10 BA	\$ 600.00	JR CLASS	\$ 25,382.99	\$ 25,982.99	\$ 2,695.81	\$ 28,678.81
LENTZ	10 BA+	\$ 191.00	SCH BOWL	\$ 41,612.79	\$ 43,694.79	\$ 4,533.47	\$ 48,228.26
		\$ 1,291.00	JH SOFT				
		\$ 600.00	HS Asst SB				
SIMICH	10 BA+			\$ 41,612.79	\$ 41,612.79	\$ 4,317.45	\$ 45,930.24
MILLER	13 BA	\$ 367.00	HS SCH BWL	\$ 42,862.79	\$ 43,229.79	\$ 4,485.22	\$ 47,715.01
MC DONALD	14 BA+			\$ 44,612.79	\$ 44,612.79	\$ 4,628.71	\$ 49,241.50
HURLEY	15 MA + 16			\$ 48,862.79	\$ 48,862.79	\$ 5,069.66	\$ 53,932.45
JEAN	16 MA			\$ 48,712.79	\$ 49,312.79	\$ 5,116.35	\$ 54,429.14
FISHER	18 BA	\$ 600.00	JR CLASS	\$ 46,612.79	\$ 47,212.79	\$ 4,898.47	\$ 52,111.26
JACKSON	18 BA			\$ 46,612.79	\$ 46,612.79	\$ 4,836.22	\$ 51,449.01
MASSEY	18 MA + 16	\$ 1,291.00	JH VOLL	\$ 51,412.79	\$ 52,703.79	\$ 5,468.18	\$ 58,171.97
BROWN	22 MA+	\$ 3,456.00	HS BSKTBL	\$ 54,812.79	\$ 61,668.79	\$ 6,398.32	\$ 68,067.11
		\$ 3,000.00	4 WKS GUID				
		\$ 400.00	HS CC				
OZMENT	27 BA+	\$ 744.00	YEARBK	\$ 54,362.79	\$ 55,106.79	\$ 5,717.49	\$ 60,824.28
BRAINARD	27 MA			\$ 58,062.79	\$ 58,062.79	\$ 6,024.19	\$ 64,086.98
Off Salary Schedule due to 6% Increase							
JOHNS	34 BA+			\$ 76,648.23	\$ 76,648.23	\$ 7,952.48	\$ 84,600.71
		\$ 16,801.00	TOTALS	\$ 1,068,262.60	\$ 1,085,663.60	\$ 112,640.86	\$ 1,275,274.21
					Increase from 11-12		\$ 15,350.61
							1.22%



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EXP	BA	BPR	BA+16	BPR	MA	BPR	MA+16	BPR
0	\$ 33,112.79	\$3,435.55	\$ 34,112.79	\$3,539.30	\$35,112.79	\$3,643.06	\$ 36,112.79	\$3,746.81
1	\$ 33,862.79	\$3,513.37	\$ 34,862.79	\$3,617.12	\$35,962.79	\$3,731.25	\$ 36,962.79	\$3,835.00
2	\$ 34,612.79	\$3,591.18	\$ 35,612.79	\$3,694.93	\$36,812.79	\$3,819.44	\$ 37,812.79	\$3,923.19
3	\$ 35,362.79	\$3,669.00	\$ 36,362.79	\$3,772.75	\$37,662.79	\$3,907.63	\$ 38,662.79	\$4,011.38
4	\$ 36,112.79	\$3,746.81	\$ 37,112.79	\$3,850.56	\$38,512.79	\$3,995.82	\$ 39,512.79	\$4,099.57
5	\$ 36,862.79	\$3,824.63	\$ 37,862.79	\$3,928.38	\$39,362.79	\$4,084.01	\$ 40,362.79	\$4,187.76
6	\$ 37,612.79	\$3,902.44	\$ 38,612.79	\$4,006.19	\$40,212.79	\$4,172.20	\$ 41,212.79	\$4,275.95
7	\$ 38,362.79	\$3,980.25	\$ 39,362.79	\$4,084.01	\$41,062.79	\$4,260.39	\$ 42,062.79	\$4,364.14
8	\$ 39,112.79	\$4,058.07	\$ 40,112.79	\$4,161.82	\$41,912.79	\$4,348.58	\$ 42,912.79	\$4,452.33
9	\$ 39,862.79	\$4,135.88	\$ 40,862.79	\$4,239.64	\$42,762.79	\$4,436.77	\$ 43,762.79	\$4,540.52
10	\$ 40,612.79	\$4,213.70	\$ 41,612.79	\$4,317.45	\$43,612.79	\$4,524.96	\$ 44,612.79	\$4,628.71
11	\$ 41,362.79	\$4,291.51	\$ 42,362.79	\$4,395.27	\$44,462.79	\$4,613.15	\$ 45,462.79	\$4,716.90
12	\$ 42,112.79	\$4,369.33	\$ 43,112.79	\$4,473.08	\$45,312.79	\$4,701.34	\$ 46,312.79	\$4,805.09
13	\$ 42,862.79	\$4,447.14	\$ 43,862.79	\$4,550.90	\$46,162.79	\$4,789.53	\$ 47,162.79	\$4,893.28
14	\$ 43,612.79	\$4,524.96	\$ 44,612.79	\$4,628.71	\$47,012.79	\$4,877.72	\$ 48,012.79	\$4,981.47
15	\$ 44,362.79	\$4,602.77	\$ 45,362.79	\$4,706.53	\$47,862.79	\$4,965.91	\$ 48,862.79	\$5,069.66
16	\$ 45,112.79	\$4,680.59	\$ 46,112.79	\$4,784.34	\$48,712.79	\$5,054.10	\$ 49,712.79	\$5,157.85
17	\$ 45,862.79	\$4,758.40	\$ 46,862.79	\$4,862.16	\$49,562.79	\$5,142.29	\$ 50,562.79	\$5,246.04
18	\$ 46,612.79	\$4,836.22	\$ 47,612.79	\$4,939.97	\$50,412.79	\$5,230.48	\$ 51,412.79	\$5,334.23
19	\$ 47,362.79	\$4,914.03	\$ 48,362.79	\$5,017.78	\$51,262.79	\$5,318.67	\$ 52,262.79	\$5,422.42
20	\$ 48,112.79	\$4,991.85	\$ 49,112.79	\$5,095.60	\$52,112.79	\$5,406.86	\$ 53,112.79	\$5,510.61
21	\$ 48,862.79	\$5,069.66	\$ 49,862.79	\$5,173.41	\$52,962.79	\$5,495.05	\$ 53,962.79	\$5,598.80
22	\$ 49,612.79	\$5,147.48	\$ 50,612.79	\$5,251.23	\$53,812.79	\$5,583.24	\$ 54,812.79	\$5,686.99
23	\$ 50,362.79	\$5,225.29	\$ 51,362.79	\$5,329.04	\$54,662.79	\$5,671.43	\$ 55,662.79	\$5,775.18
24	\$ 51,112.79	\$5,303.11	\$ 52,112.79	\$5,406.86	\$55,512.79	\$5,759.62	\$ 56,512.79	\$5,863.37
25	\$ 51,862.79	\$5,380.92	\$ 52,862.79	\$5,484.67	\$56,362.79	\$5,847.81	\$ 57,362.79	\$5,951.56
26	\$ 52,612.79	\$5,458.73	\$ 53,612.79	\$5,562.49	\$57,212.79	\$5,936.00	\$ 58,212.79	\$6,039.75
27	\$ 53,362.79	\$5,536.55	\$ 54,362.79	\$5,640.30	\$58,062.79	\$6,024.19	\$ 59,062.79	\$6,127.94
28	\$ 54,112.79	\$5,614.36	\$ 55,112.79	\$5,718.12	\$58,912.79	\$6,112.38	\$ 59,912.79	\$6,216.13
29	\$ 54,862.79	\$5,692.18	\$ 55,862.79	\$5,795.93	\$59,762.79	\$6,200.57	\$ 60,762.79	\$6,304.32
30	\$ 55,612.79	\$5,769.99	\$ 56,612.79	\$5,873.75	\$60,612.79	\$6,288.76	\$ 61,612.79	\$6,392.51
31	\$ 56,362.79	\$5,847.81	\$ 57,362.79	\$5,951.56	\$61,462.79	\$6,376.95	\$ 62,462.79	\$6,480.70
32	\$ 57,112.79	\$5,925.62	\$ 58,112.79	\$6,029.38	\$62,312.79	\$6,465.14	\$ 63,312.79	\$6,568.89
33	\$ 57,862.79	\$6,003.44	\$ 58,862.79	\$6,107.19	\$63,162.79	\$6,553.33	\$ 64,162.79	\$6,657.08
34	\$ 58,612.79	\$6,081.25	\$ 59,612.79	\$6,185.01	\$64,012.79	\$6,641.52	\$ 65,012.79	\$6,745.27
BPR %		0.103753						
STEP INCREASE PER YEAR BY ED LEVEL				AMOUNT OF DIFFERENCE BY ED LEVEL				
BA DEGREE		\$ 750.00	MA DEG	\$ 850.00		BA TO BA+16		\$1,000.00
BA+16		\$ 750.00	MA+16	\$ 850.00		BA+16 TO MA		\$1,000.00
2012-2013 COEA Proposed Salary Schedule						MA TO MA+16		\$1,000.00



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EXP	BA	BPR	BA+16	BPR	MA	BPR	MA+16	BPR
0	\$ 33,443.92	\$3,469.91	\$ 34,453.92	\$3,574.70	\$35,463.92	\$3,679.49	\$ 36,473.92	\$3,784.28
1	\$ 34,201.42	\$3,548.50	\$ 35,211.42	\$3,653.29	\$36,322.42	\$3,768.56	\$ 37,332.42	\$3,873.35
2	\$ 34,958.92	\$3,627.09	\$ 35,968.92	\$3,731.88	\$37,180.92	\$3,857.63	\$ 38,190.92	\$3,962.42
3	\$ 35,716.42	\$3,705.69	\$ 36,726.42	\$3,810.48	\$38,039.42	\$3,946.70	\$ 39,049.42	\$4,051.49
4	\$ 36,473.92	\$3,784.28	\$ 37,483.92	\$3,889.07	\$38,897.92	\$4,035.78	\$ 39,907.92	\$4,140.57
5	\$ 37,231.42	\$3,862.87	\$ 38,241.42	\$3,967.66	\$39,756.42	\$4,124.85	\$ 40,766.42	\$4,229.64
6	\$ 37,988.92	\$3,941.46	\$ 38,998.92	\$4,046.25	\$40,614.92	\$4,213.92	\$ 41,624.92	\$4,318.71
7	\$ 38,746.42	\$4,020.06	\$ 39,756.42	\$4,124.85	\$41,473.42	\$4,302.99	\$ 42,483.42	\$4,407.78
8	\$ 39,503.92	\$4,098.65	\$ 40,513.92	\$4,203.44	\$42,331.92	\$4,392.06	\$ 43,341.92	\$4,496.85
9	\$ 40,261.42	\$4,177.24	\$ 41,271.42	\$4,282.03	\$43,190.42	\$4,481.14	\$ 44,200.42	\$4,585.93
10	\$ 41,018.92	\$4,255.84	\$ 42,028.92	\$4,360.63	\$44,048.92	\$4,570.21	\$ 45,058.92	\$4,675.00
11	\$ 41,776.42	\$4,334.43	\$ 42,786.42	\$4,439.22	\$44,907.42	\$4,659.28	\$ 45,917.42	\$4,764.07
12	\$ 42,533.92	\$4,413.02	\$ 43,543.92	\$4,517.81	\$45,765.92	\$4,748.35	\$ 46,775.92	\$4,853.14
13	\$ 43,291.42	\$4,491.61	\$ 44,301.42	\$4,596.41	\$46,624.42	\$4,837.42	\$ 47,634.42	\$4,942.21
14	\$ 44,048.92	\$4,570.21	\$ 45,058.92	\$4,675.00	\$47,482.92	\$4,926.50	\$ 48,492.92	\$5,031.29
15	\$ 44,806.42	\$4,648.80	\$ 45,816.42	\$4,753.59	\$48,341.42	\$5,015.57	\$ 49,351.42	\$5,120.36
16	\$ 45,563.92	\$4,727.39	\$ 46,573.92	\$4,832.18	\$49,199.92	\$5,104.64	\$ 50,209.92	\$5,209.43
17	\$ 46,321.42	\$4,805.99	\$ 47,331.42	\$4,910.78	\$50,058.42	\$5,193.71	\$ 51,068.42	\$5,298.50
18	\$ 47,078.92	\$4,884.58	\$ 48,088.92	\$4,989.37	\$50,916.92	\$5,282.78	\$ 51,926.92	\$5,387.57
19	\$ 47,836.42	\$4,963.17	\$ 48,846.42	\$5,067.96	\$51,775.42	\$5,371.85	\$ 52,785.42	\$5,476.65
20	\$ 48,593.92	\$5,041.76	\$ 49,603.92	\$5,146.56	\$52,633.92	\$5,460.93	\$ 53,643.92	\$5,565.72
21	\$ 49,351.42	\$5,120.36	\$ 50,361.42	\$5,225.15	\$53,492.42	\$5,550.00	\$ 54,502.42	\$5,654.79
22	\$ 50,108.92	\$5,198.95	\$ 51,118.92	\$5,303.74	\$54,350.92	\$5,639.07	\$ 55,360.92	\$5,743.86
23	\$ 50,866.42	\$5,277.54	\$ 51,876.42	\$5,382.33	\$55,209.42	\$5,728.14	\$ 56,219.42	\$5,832.93
24	\$ 51,623.92	\$5,356.14	\$ 52,633.92	\$5,460.93	\$56,067.92	\$5,817.21	\$ 57,077.92	\$5,922.01
25	\$ 52,381.42	\$5,434.73	\$ 53,391.42	\$5,539.52	\$56,926.42	\$5,906.29	\$ 57,936.42	\$6,011.08
26	\$ 53,138.92	\$5,513.32	\$ 54,148.92	\$5,618.11	\$57,784.92	\$5,995.36	\$ 58,794.92	\$6,100.15
27	\$ 53,896.42	\$5,591.92	\$ 54,906.42	\$5,696.71	\$58,643.42	\$6,084.43	\$ 59,653.42	\$6,189.22
28	\$ 54,653.92	\$5,670.51	\$ 55,663.92	\$5,775.30	\$59,501.92	\$6,173.50	\$ 60,511.92	\$6,278.29
29	\$ 55,411.42	\$5,749.10	\$ 56,421.42	\$5,853.89	\$60,360.42	\$6,262.57	\$ 61,370.42	\$6,367.36
30	\$ 56,168.92	\$5,827.69	\$ 57,178.92	\$5,932.48	\$61,218.92	\$6,351.65	\$ 62,228.92	\$6,456.44
31	\$ 56,926.42	\$5,906.29	\$ 57,936.42	\$6,011.08	\$62,077.42	\$6,440.72	\$ 63,087.42	\$6,545.51
32	\$ 57,683.92	\$5,984.88	\$ 58,693.92	\$6,089.67	\$62,935.92	\$6,529.79	\$ 63,945.92	\$6,634.58
33	\$ 58,441.42	\$6,063.47	\$ 59,451.42	\$6,168.26	\$63,794.42	\$6,618.86	\$ 64,804.42	\$6,723.65
34	\$ 59,198.92	\$6,142.07	\$ 60,208.92	\$6,246.86	\$64,652.92	\$6,707.93	\$ 65,662.92	\$6,812.72
BPR %		0.103753						
STEP INCREASE PER YEAR BY ED LEVEL				AMOUNT OF DIFFERENCE BY ED LEVEL				
BA DEGREE		\$ 757.50	MA DEG	\$ 858.50	BA TO BA+16		\$1,010.00	
BA+16		\$ 757.50	MA+16	\$ 858.50	BA+16 TO MA		\$1,010.00	
2013-2014 COEA Proposed Salary Schedule				MA TO MA+16		\$1,010.00		



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Exhibit C
Board Final Proposal

ARTICLE IV

LEAVES

4A. Sick Leave

1. At the beginning of each school year, each teacher shall be credited with **sixteen (16)** days of leave which if not used, may accumulate to 340 days.

Current Cost to District: \$65 per day for substitute (if used) per teacher or \$20 per day to teacher (if not used).

2. Teachers shall be required to submit documentation as to the justification for utilizing sick days as opposed to taking personal days if they miss three (3) or more consecutive school days or a total of five (5) days in a calendar month.

Cost to District: \$30 co-pay for Doctor's visit.

ARTICLE V

5C. Workday

The teachers in each building will be consulted with via their principal as to the hours and obligations of their positions for the forthcoming school year in May of each year. The building recommendations will be reviewed with the Superintendent by the principals, with the Superintendent making recommendations to the Board as to consistency within the District, and State and Federal requirements or recommendations. The final decision as to the specific hours of each building and the obligations of the teachers shall remain with the Board of Education.

No cost to district.

5D. Calendar

The school year for teachers will consist of 185 days, **including** five (5) emergency days **that** will not become work days for teachers if not used. Teachers new to the District shall have an obligation of two (2) additional days scheduled by the Administration for the purpose of orientation and related activities. The Association shall have the right to present recommendations to the Superintendent for his/her consideration concerning the school calendar. The final decision on establishing the school calendar shall remain with the Board of Education.

No cost to district.

5E. Reduction in Force (RIF)

3. RIF Committee

A Reduction in Force (RIF) Committee shall be established each year consisting of three (3) COEA members, selected by the COEA President and three (3) members selected by the Board. The RIF Joint Committee shall;

- determine criteria for moving teachers from Group 2 to Group 3,
- establish an alternative definition for Group 4, and
- decide whether to use performance evaluations from outside the



district in determining Group placement.

4. **Sequence of Honorable Dismissal List**
The Board shall, through the Superintendent, in consultation with the **Reduction in Force (RIF) Committee** each year establish a **sequence of honorable dismissal list**, categorized by, **certification and performance evaluations**. **On or before March 1, teachers shall receive written notification each year indicating their certification(s), group placement and position, two (2) most recent performance evaluations and date of hire. In addition, the RIF Committee shall review the sequence of honorable dismissal list with individual teacher names redacted.**

3. **Reduction in Force**
Whenever the Board deems it necessary to reduce the number of teachers due to a loss of revenue or declining enrollment, the reductions shall be made in accordance with the honorable dismissal list.

4. **Recall**
Within one (1) calendar year after a reduction in force, any position becoming available shall first be offered to the teachers reduced in the reverse order of the layoff, provided the teacher is certified to hold the position available and legally entitled to recall. Notification of vacancy shall be sent by registered mail to the teacher's address on file. A teacher's failure to respond affirmatively within ten (10) business days after receipt of the Board's notification of vacancy shall result in abrogation of the teacher's right of recall. Teachers on recall may decline an offer for a position which is part-time, without jeopardizing their rights to recall. If a teacher accepts an offer for a position which is part-time and a full-time position is later available, the teacher will be given first offer for such full-time position, if qualified. Reduction to part-time does not constitute a break in service.

No cost to district

5M. Evaluation Procedures

1. **Teachers will be provided with an evaluation packet each year, including the evaluation tool, a list of those teachers to be evaluated that school year and the name of the evaluator.**

2. **The building administrator shall meet with those teachers to be evaluated to set their dates for classroom observation and evaluation.**

3. **Teachers shall complete the pre-observation sheet and a pre-evaluation conference shall be mutually determined by the evaluator and the teacher.**



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4. **Following at least one (1) forty-five (45) minute classroom observation, the evaluator shall schedule a post evaluation conference within fifteen (15) school days to present the formal summative evaluation. A copy of the evaluation shall be provided to the teacher at the post evaluation conference. A teacher's signature on the evaluation form indicates receipt only and not necessarily agreement with the contents.**
5. Upon evaluation of certified staff who have not acquired tenure, Administrators shall observe and evaluate each **non-tenure** teacher a minimum of two (2) times each year. One may be an unannounced observation and evaluation. In addition, if in the evaluation of a **non-tenure teacher**, the administration feels that there is the need for an additional evaluation, the administration shall be allowed to make an additional observation and evaluation. **The results of all evaluations shall be incorporated into one (1) formal summative evaluation per year.**
6. **Tenured teachers, who receive an Excellent or Proficient summative evaluation, shall be formally evaluated once every two (2) school years.**
7. **Tenured Teachers who receive a formal summative evaluation rating of Needs Improvement shall within thirty (30) school days receive a professional development plan developed in consultation with the teacher. The plan shall be directed to the areas that need improvement and state the supports the Employer will provide. Duration of the plan shall be mutually determined. Teachers who receive a Needs Improvement rating will be formally evaluated the following two (2) school years.**
8. **Tenured Teachers who receive a formal summative evaluation rating of Unsatisfactory shall within thirty (30) school days participate in the development of a remediation plan. The plan shall be developed in consultation with the teacher and the consulting teacher. The remediation plan may span two (2) school years if necessary, but no longer than ninety (90) school days. Teachers who receive an Unsatisfactory rating will be formally evaluated the following two (2) school years.**

No cost to district

ARTICLE IX

PROFESSIONAL COMPENSATION

9A. Salary

All salaries will be paid pursuant to Appendix "A" which ~~will be~~ is attached to and incorporated into this Agreement for **2012-2013 and 2013-2014 and 2014-2015.**



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**2012-2013 Step Increase Only
2013-2014 Step Increase Only
2014-2015 Step Increase Only**

Cost analysis is outlined in Exhibit B.

9C. Board Paid Retirement

The Board agrees to pay 10.3753 per cent of the employee's salary to the Illinois Teacher Retirement System as described by the rules and regulation of the Illinois Downstate Teacher Retirement System and the laws of the State of Illinois. **In the event there is an increase in the required contribution to the Illinois Teacher Retirement System during the 2012-13, 2013-14, or 2014-2015 school year, the parties mutually agree to reopen Article IX, C. and bargain the increase. If bargaining has not concluded (ratification by both parties) within one hundred twenty (120) calendar days from the initial bargaining session, the Collective Bargaining Agreement shall be declared expired as of that date.**

Currently no additional cost to district

ARTICLE X

EFFECT AND DURATION OF AGREEMENT

10A. Period Covered-Terms of Agreement

This Agreement shall be in effect on the first teacher employment day of ~~2010-2011~~ **2012-2013** school year and shall continue in full force and effect until June 30, ~~2012.~~ **2015.**

10D. Negotiations

Negotiations covering a future agreement shall commence on or about April 1, **2015.**

ARTICLE XI

ACCEPTANCE OF AGREEMENT

A. ~~The Agreement shall be effective on the first teacher employment of the school term and shall expire subject to the terms of this Agreement on June 30, 2012.~~
This Agreement is signed this 16th _____ day of August, ~~2010~~ **2012.**