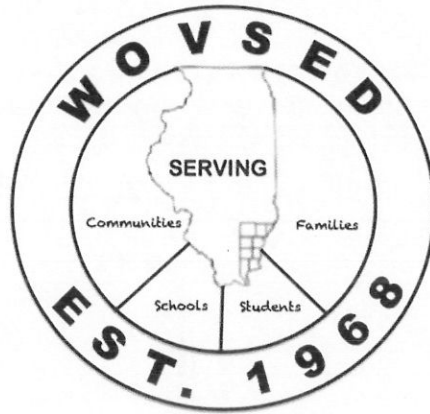


# COLLECTIVE BARGAINING CONTRACT



Wabash & Ohio Valley  
Special Education District

and

Wabash & Ohio Valley  
Education Association

July 1, 2021 to June 30, 2024

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**ARTICLE I**  
**PARTIES TO THE AGREEMENT**

- 1.1 This agreement is made and entered into on the date set forth herein below by and between Wabash and Ohio Valley Special Education District, hereinafter referred to as the "Employer" or "District," and the Wabash and Ohio Valley Education Association, IEA-NEA, hereinafter referred to as the "Association."

## **ARTICLE II RECOGNITION**

- 2.1 The District hereby recognizes the Association as the sole and exclusive bargaining representative for all full-time and regularly employed part-time certified professionals and non-certified employees employed by the Employer and excluding as supervisory, managerial, confidential, short-term, and student employees, as defined by the act including Director, Assistant Directors, Assistants to the Director, Project Directors, ORS Transition Specialists, ORS Transition Specialist Assistant, Systems Programmer, Computer Programmer/Data Manager, Executive Secretary/Office Manager, Confidential Secretary/Receptionist, Bookkeepers, Assistant Bookkeeper/Computer Operators, and Child & Family Connections staff.
- a. "Employee" shall be defined as one who is employed in a position in the bargaining unit described in Article II, Paragraph 2.1 above.
  - b. The District shall notify the Association of new position(s).

## ARTICLE III MANAGEMENT RIGHTS

- 3.1 The District, on its own behalf and on behalf of its member school districts, hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitutions of the State and of the United States, and by the Articles of Joint Agreement governing the District and its member school districts, including, but without limiting the generality of the foregoing, the right:
- a. to the executive management organization and administrative control of the Boards and their properties and facilities, and the activities of their employees;
  - b. to direct the work of its employees, determine the time and hours of operation and determine the kinds and levels of services to be provided and the methods of providing those services including entering into contracts with private vendors for services;
  - c. to hire all employees, and subject to the provisions of law, to determine their qualifications and the conditions for their continued employment, discipline, dismissal or demotion; and to promote, assign and transfer all such employees;
  - d. to establish educational policies, goals, and objectives; to ensure rights and educational opportunities of students; to determine staffing patterns to determine the number and kinds of personnel required in order to maintain the efficiency of the District operations;
  - e. to build, move, or modify facilities; establish budget procedures and determine budgetary allocation; determine the methods of raising revenue and take action on any matter in the event of an emergency.
- 3.2 The exercise of the foregoing powers, rights, authority, duties, and responsibilities by the District in adoption of policies, rules, regulations, and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of the United States.
- 3.3 The District retains its right to amend, modify or rescind policies and practices.

**ARTICLE IV  
FAIR SHARE**

4.1 Fair share does not exist under current law.

## **ARTICLE V GENERAL ASSOCIATION RIGHTS**

- 5.1 An employee representing the Association and performing Association business shall, upon approval, have the right to use District photocopying equipment at a cost of six cents (6¢) per copy or the actual cost of operating the duplicating machine (including lease cost, paper, toner, and similar material) whichever shall be the lesser.
- 5.2 The District shall provide an area for a bulletin board in the District front office and in the Norris City Annex building for Association use. The Association shall also be allowed reasonable use of employee mailboxes in the District Central Office and in the Norris City Annex building.
- 5.3 An Association representative from the District Central Office shall receive paid release time in order to attend the District Executive Board meetings on behalf of the employee unit certified by the IELRB. A second Association representative shall receive paid released time to attend up to four (4) District Executive Board meetings during the life of this contract.
- 5.4 The President of the Association or his/her designee shall be given written notice of any regular or special meeting of the Board together with a copy of the agenda or statement of purpose of such meeting at least forty-eight (48) hours prior to the scheduled time of such meeting.
- 5.5 The District shall post one copy of the approved minutes of open meetings of the Governing Board and Executive Board of the District on the bulletin board provided for the Association in the District front office and the Norris City Annex.
- 5.6 Payroll deductions shall be made for bargaining unit members who submit to the Director or his designee a written authorization form prepared by the Association and signed by the Employee. All signed authorization forms shall be submitted by the first day of the month in order to be effective for the next subsequent payroll. Association forms allowing for continued payroll deductions unless specifically withdrawn in writing shall be accepted by the Business Office. The District shall allow payroll deductions of IEA Credit Union amounts authorized in writing by employees, provided the total amount credited shall be less than the total net earnings otherwise payable to the employee and that the amount of such deductions authorized shall remain unchanged between the date of authorization and the end of the school year. If matters occur which evidence that such deductions can no longer be reasonably accomplished without additional cost to the District, the District shall notify the Association President or designee, and the practice shall thereupon cease no earlier than thirty (30) calendar days thereafter unless the Association assumes such additional cost.
- 5.7 The District agrees to make available a total of twelve (12) days to the Association President or to his/her designee for the purpose of attending meetings for Association business, or IEA/NEA conferences/conventions. Association President and Vice President may take available days in one hour increments. The President shall provide the Director fourteen (14) days prior notice for approval of said dates. There shall be no loss of pay for said days upon the conditions that the Association shall pay the cost of providing substitutes, if hired, for the President and/or his/her designee for the days taken in attending said meetings for the Association business or IEA/NEA conferences/conventions.
- 5.8 Upon approval of the Director, the Association and its representatives have the right to use the District conference room, provided however, its use does not interfere with District business.

Employees may not leave their work site to attend Association meetings until they have discharged their duties. The District conference room may be used only before or after the work day.

- 5.9 The Association may use the printer/copier before or after the work day or during employees' lunch hour with the approval of the Director.
- 5.10 Each party shall be responsible for the reproduction of copies of this Agreement for its own use and for the distribution of the same, provided the Board shall deliver to the Association one typed clean copy of this Agreement within thirty (30) days of its ratification.
- 5.11 The District will post notices of vacancies and/or newly created positions on the WOVSED website and bulletin board provided for Association use in WOVSED and will mail the same notices to the WOVSED District schools and Association President.
- 5.12 The Employer shall continue to post vacancies occurring within the bargaining unit, including newly created positions, on the WOVSED website and WOVEA designated bulletin board along with a copy of such posting sent to the Association President.



## ARTICLE VI GRIEVANCE PROCEDURE

- 6.1 A grievance shall be defined as a claim by an employee, a group of employees or the Association that there has been a violation of the terms of this Agreement.
- 6.2 All time limits stated in this Article consist of calendar days except spring and winter/New Year's vacation periods and/or when the Hood Center office is closed shall not be computed as such days.
- 6.3 The following procedures shall be followed in processing grievances:
- a. Step I – The parties hereto acknowledge that it is usually most desirable for an employee to resolve problems through free and informal communication with the appropriate supervisor. However, if the informal process fails to satisfy the employee, he or she may proceed to Step II below.
  - b. Step II – If the grievance is not resolved at Step I, the employee shall present the grievance in writing to the appropriate supervisor as defined in Section 6.11 below. The grievance shall be filed within fifteen (15) days of the occurrence giving rise to the grievance or within fifteen (15) days of when such occurrence may reasonably have been ascertained to occur. The appropriate supervisor shall schedule a meeting to discuss the grievance with the Employee within fifteen (15) days after receipt of the grievance. The Employee may be accompanied by a representative at the meeting. Within fifteen (15) days of the meeting, the employee shall be provided with the Supervisor's written decision, including the rationale for said decision.
  - c. Step III – If the grievance is not resolved at Step II, the employee shall submit the grievance in writing to the Director within fifteen (15) days of receipt of the Step II grievance response or within fifteen (15) days of the date the Step II grievance response was due. Thereafter, the Director must schedule a meeting to occur within fifteen (15) days of the receipt of the grievance. The employee may be accompanied by a representative at the meeting. Within fifteen (15) days of the meeting, the employee shall be provided with the Director's written decision, including the rationale for said decision.
  - d. Step IV – If the grievance is not resolved satisfactorily to the grievant after the third step, there shall be a fourth step of impartial binding arbitration. The grievant may submit in writing, within fifteen (15) days of the Director's decision a request to enter into such arbitration. If a request for such arbitration is not filed within fifteen (15) days of the Director's decision under Step III, then the grievance shall be deemed withdrawn.
- 6.4
- a. If arbitration is requested, the parties shall jointly request the American Arbitration Association (AAA) to submit a panel of arbitrators and to serve as the administrative vehicle with respect to such arbitration. Each party shall respond to such list in accordance with the usual procedures of the AAA, including where a mutual choice is not made from such panel, the furnishing to parties of additional panels. The AAA shall arrange for a time and place of the arbitration hearing after the arbitrator has been selected. Nothing herein shall be construed as precluding the parties from mutually agreeing to the selection of an arbitrator without the utilization of the services of AAA.
  - b. The fees and expenses of the arbitrator shall be shared equally by the Association and the District. Any expenses incurred by either party shall be paid for by the party. If either party wishes a

- transcript of any arbitration proceeding, such cost shall be paid by the party making such a request.
- c. The arbitrator shall not have the power to add to, subtract from, alter or modify in any way, any of the terms or conditions of this agreement.
- 6.5 If the Director and the Association agree, a grievance may be submitted directly to arbitration without first exhausting the procedures set forth herein above.
  - 6.6 A grievance may be withdrawn at any time by the grievant, but if withdrawn shall be thereafter treated as never having been filed.
  - 6.7 If no written decision has been rendered within the time limits required in the above stated procedures, then the grievance may be processed to the next step. If the employee fails to submit his or her written grievance within the time limits set forth hereinabove, the grievance shall be considered withdrawn and shall bar any further appeal of the matter.
  - 6.8 Any investigation or other handling or processing of any grievance by the grievant or the Association shall be conducted so as to result in no interference with the instructional program and related work activities of the grievant or of the District's employees, unless approved by the Director.
  - 6.9 No decision in any one case shall require a retroactive wage adjustment in any other case. In any case, an award shall not go back further than the beginning date of this agreement.
  - 6.10 If the Association or any employee files any claim or complaint in any form or forum other than under the grievance procedure of this agreement, then the Board shall not be required to process the same claim or set of facts through the grievance procedure until the claim or complaint in another form or forum has been resolved.
  - 6.11 The term "Supervisor" shall in the context of this Article be defined as follows:
    - a. The "Supervisor" for the Custodian, General Secretary and Data Services Program Assistant shall be their respective Assistant Directors.
    - b. The "Supervisor" for the Vocational Evaluator, the Resident Assistant and the Glassford Center Maintenance employees shall be their respective Assistant Directors.
    - c. The "Supervisor" for all other employees not specified in a and b above shall be their respective Assistant Directors.

## ARTICLE VII EMPLOYEE RIGHTS AND CONDITIONS OF EMPLOYMENT

- 7.1 All current written District policies and regulations will be made available for inspection and review to all employees upon request. Changes in existing policies and regulations shall be given to each employee upon request.
- 7.2
- a. A school calendar will be provided to each employee for the following school year on or before July 1. Nothing herein shall preclude the District from modifying the calendar after July 1, if authorized by law, provided that if so modified the Board shall promptly distribute a copy of the revised calendar to all employee worksites.
  - b. The calendar year will reflect 183 work days for contracted employees. Contracts beyond the standard contract may be offered at the discretion of the Director when the employee(s) and employer agree. The Director will notify the Association of any such decision.
  - c. Any full time employee may request to reduce his/her work year to 180 days. The Director will consider the impact on such things as programs, classrooms, and other relevant issues. If the request is granted by the Director for that year, the employee's salary will be prorated accordingly. Requests must be submitted by June 1<sup>st</sup> and approved by June 30<sup>th</sup> of each year. The Director will notify the Association if such a request is granted.
  - d. The work year for those employed for greater than the standard work year shall include the school year calendar days plus additional days as required to fulfill the individual's additional contracted days.
  - e. Employees scheduled to work in locations which are closed due to emergency shall serve schools within their present assignments, work in the Hood Center or elsewhere as assigned by the Director, during the existence of the emergency.
  - f. All bargaining unit employees assigned to a single worksite shall follow the school calendar of said worksite. All employees shall have a number of work days as provided in 7.2 a, b, c, or d.
  - g. A spring break of five (5) days will be provided and shall be noted on the calendar. An employee assigned to a single worksite in a member district shall receive a spring break equal to the scheduled break in that member district. If said break totals more or less than five (5) days, the employee's number of work days will be adjusted at the end of the work year as required to fulfill the employee's contracted days.
  - h. If an employee and the Director agree, a flexible schedule shall be adopted for the specific employee. This provision shall not apply to any bargaining unit employee assigned to a member district and operating under the member district's schedule.
- 7.3 For full-time and regularly employed part-time certified employees:
- a. The regularly scheduled work day for each non-hourly wage employee shall be seven (7) hours, not including lunch or travel time to and from home.

- b. Hours of work may be extended in cases where staff are required to attend student/parent/staff meetings such as student individualized education plan meetings, student multidisciplinary staff conferences, parent conferences, due process hearings, or other circumstances in order to provide, improve, or defend services required by students and parents. No additional compensation shall be provided for these activities.
- c. Compensatory time will be provided when scheduled therapy/counseling support groups are assigned by the Director and occur after work hours.
- d. If an employee and the Director agree, a flexible workday schedule shall be adopted for the specific employee. This provision shall not apply to any bargaining unit member assigned to a member district and operating under the member district's schedule.
- e. The District will give monthly reports to the individual employee on data collected about that employee using sign-in/sign-out sheets if the employee notifies the District in writing they want to receive the data. Sign-in/sign-out sheets will be used to validate travel reimbursements. Discrepancies between travel vouchers and sign-in/sign-out sheets will be adjusted positively or negatively. Disciplinary action taken because of discrepancies shall be taken only with cause.

7.4 For full-time and regularly employed part-time non-certified employees, including Occupational Therapists, COTAs Physical Therapists, and PTAs:

- a. The regularly scheduled workday for the above (7.4) employees except for those hourly employees working part-time for less than a seven-hour day shall be at least seven (7) hours, not including lunch or travel time to and from home. The Director's written approval is required prior to any employee working beyond 35 hours per week. Hours worked beyond 35 but less than 40 shall be compensated either by payment at the employee's regular rate of pay or by the granting of compensatory time at the rate of one hour for each hour worked. Employees who work less than seven (7) hours per day shall have their compensation reduced appropriately.
- b. Hours of the work day may be extended in cases where staff is required to attend student/parent/staff meetings such as student individualized education plan meetings, student multidisciplinary staff conferences, parent conferences, due process hearings, or other circumstances in order to provide, improve, or defend services required by students and parents.
- c. Hours worked beyond 40 hours per week shall be compensated either by payment for said hours at a rate of 1-1/2 times the employee's regular rate or 1-1/2 hours of compensatory time for each overtime hour worked. The Director shall have the discretion in determining the method of compensation. The Director's written approval is required prior to any employee working beyond 40 hours per week for which compensation will be provided. Overtime compensation does not apply to conferences, workshops, and in-services. Physical Therapists, Occupational Therapists, and other non-certified professionals shall be considered as exempt from overtime compensation.
- d. After receiving twenty-eight (28) hours of compensatory time under (a) and (c), the employee shall be paid at a rate of 1-1/2 times the employee's regular rate of pay for any additional overtime.

- e. The Director shall establish a method of employee timekeeping for the purpose of determining the number of hours actually worked by the employee.
- f. Employees who work five or more continuous hours shall be provided a duty-free lunch period within the scheduled work day.

7.5 Members of the bargaining unit employed less than full-time shall receive fringe benefits on a pro-rated basis, except for persons who have retired from employment from the Board, provided such retirees shall receive only pro-rated sick and personal leave. Moreover, the salary for retired employees that are employed on a part time basis, i.e. less than 183 days, shall be agreed upon between the part-time employee and Director.

7.6 If prior approval is given by the Director or designee, employees will be reimbursed for the expense of supplies necessary for the performance of their duties.

7.7 a. Nothing shall prohibit the District from reducing during the term of the school year the employment of:

1. An individual student program assistant who is assigned to a specific student when such student no longer requires special education services or whose program does not call for an individual student program assistant provided the employee was notified at time of assignment that reduction in force may occur should such conditions exist during the school year.
2. A program assistant assigned to a specific class when the number of students in the class is reduced as a result of change in the residence of the students or as a result of students no longer requiring special education provided the employee was notified at the time of assignment that reduction in force may occur should such conditions exist during the school year. This subsection shall apply only to programs funded through tuition billing or a special billing process.

In either cases, of (1) or (2) above, the employee shall have the right to fill any vacancy for which they are legally qualified by training or experience.

b. Whenever the District is unable to employ a licensed physical therapy or occupational therapy supervisor to supervise a physical therapy assistant or certified occupational therapy assistant, the District may obtain such supervisory services on a subcontracting basis. If the District cannot obtain subcontracting supervisory services within 30 days of the posted vacancy of the supervisory personnel position, the District will attempt to reassign the employee to another position within the District for which the employee is legally qualified by training or experience. If reassignment is not possible, the District may lay off the individual during the school term until such time as the supervisory services become available. Employees affected herein shall have the right to refuse assignment and retain recall rights status.

7.8 When WOVSED is successful in securing physical therapy, occupational therapy, and audiological services, the Director will have the discretion of setting salary and working conditions provided that salary placement is within the BS or MS salary schedule structure without regard to degree or experience. Once placed, the employee is eligible for step and lane advancement, subject to the same provisions as certified staff. If the Board still cannot hire, the Board can pay in excess of the

salary schedule, or provide other working conditions, subject to the right of the Association to impact bargain.

- 7.9 The District will compile and post a seniority list of employees in the bargaining unit. Said list shall be provided to the Association president on or before February 1.
- 7.10 No non-certified employee shall be suspended without pay or discharged (except during the first ninety (90) calendar days of probationary employment) with reasonable cause without having an opportunity for a hearing before the Executive Board, a committee thereof, or a hearing officer appointed by such Board, such hearing to be tendered within thirty (30) calendar days of the effective date of such suspension or discharge. Such action shall be preceded by a written notice or oral meeting at which the employee shall be apprised of such action to be considered by the Executive Board. At his/her option, the employee may be accompanied at such meeting and/or at the hearing before the Executive Board by a committee thereof or a hearing officer appointed by such Board by an Association representative. Non-certified employees hired into bargaining unit positions will serve a probationary period of ninety (90) calendar days during which time their employment may be terminated, at the sole discretion of the Executive Board and without just cause, by recommendation of the supervisor and/or Director to the Executive Board. An employee's termination during any probationary period shall not be subject to the grievance/arbitration provisions set forth in Article VI.
- 7.11 Complaints:
- a. Any complaint against an employee, deemed by the Director to be appropriate for investigation and which might justify action against the employee, shall be brought to the attention of the employees involved. The Director will schedule a conference with the employee to discuss the complaint.
  - b. Complaints that have not been investigated or which are determined by the Board or its representative to have no validity shall not be placed in the employee's personnel file.
- 7.12 Except in emergencies, the Director shall provide five (5) working days' notice in advance of staff meetings in which all staff are required to attend for general information.
- 7.13 Certified and non-certified employees will receive tentative work assignments for the following school year no later than the first business day of August with the understanding that needed changes may have to be made after that date. For purposes of this section only, this excludes secretarial and custodial staff.
- 7.14 Each employee at his/her option shall be paid on the basis of either ten (10) or twelve (12) equal installments. Regular paychecks will be issued on the 10<sup>th</sup> and 25<sup>th</sup> of each month by either Direct Deposit or mail. Choice of plans will be made no later than 20 calendar days preceding an individual's initial pay check for that individual's contract year. If a scheduled payday occurs on a holiday, paychecks will be distributed or mailed on the last scheduled work day prior to the holiday.
- 7.15 If the Director and employee mutually agree, the District shall reimburse an employee for tuition costs regarding additional course work or obtaining additional certification.
- 7.16 Management will make every reasonable attempt to post available continuing education opportunities in locations that are available to all employees, including the WOVSED website.

## ARTICLE VIII LEAVES

- 8.1
- a. Each full-time employee shall receive fifteen (15) sick leave days per year.
  - b. No later than September 1<sup>st</sup> of each year each member of the bargaining unit will be informed in writing of the total sick leave credit accrued by the employee.
  - c. Each certified employee may accumulate a maximum of 340 sick days and each non-certified employee may accumulate a maximum of 240 sick days.
  - d. Future breaks in service occurring subsequent to the effective date of this Agreement shall not cause a forfeiture of any accumulated sick leave.
  - e. Sick days may be taken in one hour increments for doctor's appointments, family emergencies, etc. where a whole day is not needed. When an employee reaches 7 hours, it will be considered one full work day.
- 8.2
- a. Each full-time employee shall be entitled to three (3) personal leave days per year without loss of pay with the approval of the Director. Personal days may be taken in one hour increments.
  - b. At least two (2) work days' notice shall be provided to the employee's immediate supervisor and the Director in advance of the leave date or as soon as possible before the leave date in the case of emergencies. Personal days may be taken for any reason and that reason shall not be cause for disapproval.
  - c. Unused personal days may be transferred to sick days.
  - d. Personal leave days may not be taken on the last work day before or the first day after a vacation or holiday. Exceptions to this shall be made only with the express approval of the Director, and the District approval or denial of any request shall not be precedential as to any other request.
- 8.3 Court Appearances:
- a. Job Related – When an employee is served with a subpoena to appear in court or at an administrative proceeding in a matter related to his/her job responsibilities, said employee shall so notify in writing the Director or his/her designee as soon as possible. The employee shall be granted leave with pay to respond to such subpoena. The employee shall reimburse the Board all fees received for said appearance.
  - b. Jury Duty – When an employee must serve jury duty, said employee shall notify in writing the Director as soon as possible. While serving Jury Duty, WOVSED will pay the employee's salary. The employee will reimburse WOVSED the funds the employee receives from the court for the appearance.
- 8.4 Maternity/Child-Rearing Leave without pay shall be granted to an employee for the period of time during which the employee is physically unable to perform the obligations and responsibilities of their position.

However, the employee may use any unused sick leave days. The parties acknowledge that if any of the above is deemed incompatible to the Family Leave Act or regulations thereunder, that such Act and/or regulations shall prevail, and such Act and regulations shall not be deemed to be incorporated as part of this Agreement.

- a. Requests for maternity leave shall be made to the Director at least ninety (90) days prior to the expected date of the leave.
- b. The District reserves the right to request that the employees be examined, at the District's expense, by a physician from a list provided by the District, to determine if the employee is physically able to return to her duties.

8.5 Extended Leave – Upon request of a certified employee, the Director may grant a leave of absence without pay for any reason stated by the employee. Such written statement shall be provided to the Director at least ninety (90) days prior to the commencement of the leave. The period of leave shall not exceed the contract year during which the leave begins unless extended in writing by the Director upon written request of the employee. At the expiration of the approved leave, the employee shall return to the District employment with the same amount of seniority accumulated at the time the leave was approved. No additional seniority shall accrue during the leave.

8.6 Extended Leave Insurance Benefits – An employee on an approved unpaid leave shall have the right to participate in the group health/life insurance program provided the employee at his/her own expense pays the District or the insurer, whichever is required, the entire premium rate.

8.7 Vacation/Paid Holiday Benefits for Twelve-Month Employees:

- a. Employees who work a twelve month year shall have a paid vacation of ten (10) days after completing one year of service. After the 5<sup>th</sup> year of service, the employee shall earn one (1) additional day of paid vacation up to a maximum of fifteen (15) days.
- b. Secretaries employed for more than standard contract work days shall also receive the following paid holidays, if it falls during the week:

- Independence Day
- Labor Day
- Casmir Pulaski Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Thanksgiving Friday
- Christmas/New Year Break (same as standard contracted employees)
- Martin Luther King Day
- President's Day
- Spring Break (5 days)
- Good Friday
- Memorial Day



## ARTICLE IX INSURANCE/BENEFITS

- 9.1 Beginning July 1, 2021 – June 30, 2022, WOVSED will pay \$630.00 per month for the employee payment toward the individual's health insurance. July 1, 2022 – June 30, 2023, WOVSED will pay \$650.00 per month for the employee payment toward the individual's health insurance. July 1, 2023 – June 30, 2024, WOVSED will pay \$670.00 per month for the employee payment toward the individual's health insurance. WOVSED will pay this amount or the individual's premium, whichever is less. WOVSED will pay an additional \$10.00 per month on the insurance premium for each 10% increase in premiums from the prior year.
- 9.2 For employees who do not want the health insurance premium payment, the District will pay a cash option equal to 60% of the District insurance premium payment. The District will continue to pay a salary reduction amount determined by the employee to a tax sheltered annuity plan selected by the employee from the annuity plans offered through the District. Employees shall designate which yearly option they prefer no later than July 1<sup>st</sup> for 12 month employees and September 1<sup>st</sup> for all other eligible employees. A selection of health insurance will be binding for that work year unless the employee has a qualifying change in status.
- 9.3 The District will provide a "flexible" spending plan option limited to a health insurance premium only.
- 9.4 The District will provide at no cost to employees a supplemental long term disability insurance plan with two-thirds of salary benefit coverage with a 90-day waiting period.
- 9.5 IMRF Contribution:

This section applies to the non-certified staff who are paid from the non-certified salary schedule.

For the 2021-2022 school year, the District will pay 4.5% of the employee IMRF cost.

For the 2022-2023 school year, the District will pay 4.5% of the employee IMRF cost.

For the 2023-2024 school year, the District will pay 4.5% of the employee IMRF cost.

If the employee contribution shall increase or decrease during the life of this agreement, the District will not be held liable for any increase in the employee cost. If a decrease occurs, the District shall be obligated to pay said amount.

**ARTICLE X**  
**WORK STOPPAGE**

- 10.1 The Association and the employees agree not to engage in, authorize, or instigate a work stoppage, strike, work slowdown, or picketing during the term of this agreement.

**ARTICLE XI**  
**SALARY, MILEAGE ALLOWANCE, AND SERVICE CREDIT**

- 11.1 The salary schedule for certified employees for the 2021-2022, 2022-2023, and 2023-2024 school years shall be attached hereto and incorporated herein as Appendices A-1 to this agreement. Non-certified salary schedules shall be attached as Appendices A-2.
- 11.2 Certified staff members will be placed appropriately on the salary schedule in compliance with this agreement.
- 11.3 Certified Physical Therapy Assistants and Certified Occupational Therapy Assistants will be paid .75 (75%) of the B.S. lane of the certified salary schedule.
- 11.4 Regularly employed part-time employees shall receive salary and economic related benefits pro-rated on the basis of days worked per school year. Said certified employees shall advance yearly on the salary schedule steps. If the District requests the certified employee become a full-time employee, the Director shall have the discretion as to the placement of the employee on the salary schedule as a full-time employee.
- 11.5 Employees who are required to use their personal vehicles in the course of their employment or otherwise use their vehicles in authorized service to the District shall be reimbursed at the rate of 41 cents per mile.
- 11.6 The maximum per diem reimbursement for preapproved attendance at any conference, workshop, or convention shall be thirty-five (\$35.00) dollars per day, per conference, workshop, or convention.
- a. Receipts shall be required for all reimbursement.
- b. Lodging rates must be approved by the Director or his designee.
- 11.7 Certified Staff Employed on the Salary Schedule:
- a. Credit for horizontal advancement on the salary schedule will be allowed for a Bachelor's Degree plus 16 hours or completion of a Master's Degree, second Master's Degree, or Specialist Degree or PhD. The program shall be approved by the Director and verified by a letter from the institution or by transcript. The program must be from an institution of higher education accredited by a national accrediting agency. Horizontal advancement on the salary schedule shall occur for the school year following completion of the program and receipt of the transcript or letter of verification.
- b.
1. Course hours to be applied to salary schedule increments must be related to employee's duties and programs.
2. The Director shall have the discretion of granting credit for those special courses outside the employee's duties and responsibilities for those below three hundred (300) level that might be of benefit to the District. Course hours beyond B.S. or M.S. degrees to be applied to the salary schedule must be earned following the date of the degree and must be three hundred (300) level or above.

- c. Verification by letter or transcript must be presented by July 1<sup>st</sup>.
- d. An employee beginning employment prior to November 1<sup>st</sup>, and who works the remainder of that contract year, will receive one (1) full year of experience credit on the salary schedule.
- e. In addition to the scheduled salary, the Board shall shelter to the extent allowed by law partial payments that the teachers must make to the state of Illinois Teachers' Retirement System (hereinafter "TRS"), as well as to the teachers' Illinois Teacher Health Insurance Security Fund (hereinafter "THIS"). The Board shall contribute on behalf of each teacher 9.0% of the teacher's creditable compensation to TRS and 1.24% of the teacher's creditable compensation to THIS. These contributions are to be paid directly by the Board to TRS and THIS pursuant to Section 414 (h) (2) of the Internal Revenue Code. 26 U.S.C.A. § 414 (h) (2). The parties acknowledge that the teachers do not have the option of choosing to receive the contributed amounts directly, except as they might become available from TRS upon retirement or resignation; and that such contributions are made as a condition of employment to secure the teachers' future services, knowledge and experience.
- f. Newly employed staff shall be awarded minimum credit of one experience step for every two years of experience gained through employment in a public school setting in a licensed position or one experience step for every four years of experience gained through employment in a non-public service experience. Credit shall be agreed upon between the employee and director, but shall not be gained in excess of actual years of experience.

11.8 Credit for Previous Experience – Non-Certified:

- a. Credit for experience of beginning non-certified staff will be given only if previous experience has been in a same situation. Any previous experiences in similar situations as the position for which one is newly employed with WOVSED shall be credited at the discretion of the Director.
- b. Credit for previous experience will be limited to three (3) years in all of the above situations.
- c. Credit for previous experience of non-certified employees applies only to employees hired for full time on or following July 1, 1991.
- d. An employee beginning employment prior to November 1<sup>st</sup>, and who works the remainder of that contracted year, will receive one (1) full year of experience credit on the salary schedule.

11.9 Employees off the salary schedule shall receive \$200 for the first year off the schedule, and an additional \$100 per year every year thereafter, ending with 29 years of experience.

**ARTICLE XII**  
**STAFF EVALUATION COMMITTEE**

- 12.1 A staff evaluation committee consisting of three (3) members appointed by the Association and three (3) administrators appointed by the Director shall be established to review the District's evaluation plan and to recommend any proposed changes to the Director.

## ARTICLE XIII RETIREMENT BENEFITS

- 13.1 Retirement Incentive Program: The Board shall recognize the service of full-time teachers who have completed at least fifteen (15) years of full-time creditable service to Wabash and Ohio Valley Special Education District ("WOVSED") immediately preceding retirement and who are eligible to receive regular retirement pension benefits through the Illinois Teacher's Retirement System.
- a. Requirements to Qualify – to be eligible for this benefit a teacher must comply with all the following requirements and limitations:
1. Must be at least sixty (60) years of age at the time of retirement; or
  2. Must be at least fifty-five (55) years of age by December 31<sup>st</sup> of the year of retirement with thirty-five (35) or more years of creditable services with the Illinois Teacher's Retirement System, and
  3. Have a minimum of fifteen (15) years of full-time employment in WOVSED.
  4. Must submit an irrevocable letter of resignation for retirement. As many as the last four (4) years of an employee's career may be included in the pre-retirement period. An irrevocable letter of resignation establishing the date of the retirement will create and determine the length of the pre-retirement period. During the pre-retirement period, the employee shall be removed from the salary schedule and will receive a 6% increase in TRS creditable earnings in each year of the pre-retirement period and be paid 106% of the previous year's TRS creditable earnings, which will be paid in equal installments over twelve (12) months.
  5. The irrevocable letter of resignation for retirement must be filed on or before June 1<sup>st</sup> of the year prior to the year of retirement. The pre-retirement period may be from 1 to 4 years in duration depending upon when the irrevocable letter of resignation is received and the specified effective date of retirement. For example, employees who file by June 1, 2009 may indicate a retirement date of June 30, 2010, 2011, 2012, or 2013. Employees indicating retirement in 2012 will have a pre-retirement period of 3 years. Employees indicating retirement in 2013 will have a pre-retirement period of 4 years.
  6. No teacher may participate in this retirement program unless they have sufficient service credit with the Illinois Teacher's Retirement System to exempt the employer from the payment of any penalty or other additional amount, to the Teacher's Retirement System, including any payments to fund a teacher's TRS annuity.
  7. The parties agree that a teacher's TRS creditable earnings shall not increase more than 6% per year in any year the employee receives retirement benefits under this provision even if the teacher voluntarily agrees to perform additional duties that would increase his/her TRS creditable earnings above 6%. The District agrees that it will not involuntarily assign additional TRS paid duties to a teacher that is receiving these retirement benefits if the additional duties would cause the teacher's TRS creditable earnings to increase by more than 6%.

8. However, TRS creditable earnings including but not limited to extracurricular, extended contracts, committee or grant work, etc. will not be calculated in any 6% salary increase if the teacher does not continue performing that work in any year the employee receives retirement benefits under this provision. For example, if a teacher's salary (\$50,000) included a \$1,500 extra-curricular stipend and the certified employee did not perform that stipend work in his/her next year of employment, the certified employee's retirement benefit under this provision will be \$2,910 ( $\$50,000 - \$1,500 = \$48,500 \times 6\%$  salary increase = \$2,910) for a total TRS creditable earnings in that next year of employment of \$51,410 ( $\$48,500 + \$2,910 = \$51,410$ ).
9. For the purpose of this section only, "teacher" shall refer to all certified professionals and/or employees employed in the bargaining unit that are eligible to receive regular retirement pension benefits through the Illinois Teacher's Retirement System.

Example:

1 Year Notice

2009-2010                      \$50,000 TRS creditable earnings

2010-2011                       $\$50,000 \times 6\% = \$3,000$

Final Year's Salary:         $\$50,000 + \$3,000 = \$53,000$  TRS creditable earnings

13.2 Beginning with the 2008-2009 school year, IMRF employees may apply for retirement and receive an increase in salary their last year of employment of a sum equal to 10% of their current salary which will be paid in equal installments over (12) months. Those paid on the certified salary schedule will be paid 10% of base. Qualifications for retirement and application deadline will be:

- a. Age or Experience: Be at least 55 years of age and/or have fifteen (15) years of experience at Wabash and Ohio Valley Special Education District.
- b. Application Deadline: Non-certified staff who wish to retire June 30<sup>th</sup> of all subsequent years in which this offer remains in effect must submit notice of retirement to the Director no later than March 1<sup>st</sup>, two calendar years immediately preceding their selected retirement date.

The parties agree that if legislation is passed that requires the District to fund or pay into an employee's IMRF annuity because the District enhanced the employee's salary under this provision, the District's salary enhancement under this provision shall be reduced from 10% to the maximum amount of enhancement permitted so that the District is not required to fund or pay into an employee's retirement annuity because of the salary enhancement. For example, if state law requires the District to fund or pay into an employee's retirement annuity for any salary enhancement above 5% of the employee's annual salary, the salary enhancement under this provision shall be capped at 5%. It is the intent of the parties that this contract provision shall not require the District to pay and/or fund an employee's retirement annuity because the District enhanced the employee's salary under this provision.

**ARTICLE XIV  
TERM AND ADOPTION OF AGREEMENT**

- 14.1 The terms and conditions set forth in this agreement represent the full and complete understanding between the parties. The provisions of this agreement shall constitute a binding obligation of the parties for the duration thereof and may be modified only through written mutual consent of the parties.
- 14.2 Should any article, section or clause of this agreement be declared illegal by a court of competent jurisdiction, then that article, section or clause shall be deleted from this agreement to the extent that it violates the law. The remaining articles, sections and clauses shall remain in full force and effect.
- 14.3 The parties acknowledge that during the negotiations which resulted in this agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement.
- 14.4 This agreement and all provisions therein shall be effective from July 1, 2021 through June 30, 2024. The parties acknowledge and affirm that all issues have resolved and this document reflects the tentative agreement for all revisions/additions to the Collective Bargaining Contract.

This agreement is approved on this \_\_\_\_\_ day \_\_\_\_\_.

IN WITNESS WHEREOF:

WABASH AND OHIO VALLEY  
EDUCATION ASSOCIATION

WABASH AND OHIO VALLEY  
SPECIAL EDUCATION DISTRICT

BY: \_\_\_\_\_  
President

BY: \_\_\_\_\_  
Chairman of the Executive Board  
Wabash and Ohio Valley Special  
Education District



## 2021-2022 CERTIFIED SALARY SCHEDULE

STEP		BS	BS+16	MS	MS+16	2MS/SPE
0	Base	38,801.03	40,276.11	41,751.18	43,227.46	44,703.73
	9% TRS	4,286.08	4,431.96	4,577.85	4,723.85	4,869.86
	W/TRS	43,087.10	44,708.07	46,329.03	47,951.32	49,573.59
1	Base	39,701.03	41,176.11	42,651.18	44,127.46	45,603.73
	9% TRS	4,375.09	4,520.97	4,666.86	4,812.87	4,958.87
	W/TRS	44,076.11	45,697.08	47,318.04	48,940.33	50,562.60
2	Base	40,601.03	42,076.11	43,551.18	45,027.46	46,503.73
	9% TRS	4,464.10	4,609.98	4,755.87	4,901.88	5,047.88
	W/TRS	45,065.12	46,686.09	48,307.05	49,929.34	51,551.61
3	Base	41,501.03	42,976.11	44,451.18	45,927.46	47,403.73
	9% TRS	4,553.11	4,699.00	4,844.88	4,990.89	5,136.89
	W/TRS	46,054.14	47,675.11	49,296.07	50,918.35	52,540.62
4	Base	42,401.03	43,876.11	45,351.18	46,827.46	48,303.73
	9% TRS	4,642.12	4,788.01	4,933.89	5,079.90	5,225.90
	W/TRS	47,043.15	48,664.12	50,285.08	51,907.36	53,529.63
5	Base	43,301.03	44,776.11	46,251.18	47,727.46	49,203.73
	9% TRS	4,731.13	4,877.02	5,022.90	5,168.91	5,314.91
	W/TRS	48,032.16	49,653.13	51,274.09	52,896.37	54,518.64
6	Base	44,201.03	45,676.11	47,151.18	48,627.46	50,103.73
	9% TRS	4,820.14	4,966.03	5,111.91	5,257.92	5,403.92
	W/TRS	49,021.17	50,642.14	52,263.10	53,885.38	55,507.65
7	Base	45,101.03	46,576.11	48,051.18	49,527.46	51,003.73
	9% TRS	4,909.15	5,055.04	5,200.93	5,346.93	5,492.93
	W/TRS	50,010.18	51,631.15	53,252.11	54,874.39	56,496.67
8	Base	46,001.03	47,476.11	48,951.18	50,427.46	51,903.73
	9% TRS	4,998.16	5,144.05	5,289.94	5,435.94	5,581.95
	W/TRS	50,999.19	52,620.16	54,241.12	55,863.40	57,485.68
9	Base	46,901.03	48,376.11	49,851.18	51,327.46	52,803.73
	9% TRS	5,087.17	5,233.06	5,378.95	5,524.95	5,670.96
	W/TRS	51,988.20	53,609.17	55,230.13	56,852.41	58,474.69
10	Base	47,801.03	49,276.11	50,751.18	52,227.46	53,703.73
	9% TRS	5,176.18	5,322.07	5,467.96	5,613.96	5,759.97
	W/TRS	52,977.21	54,598.18	56,219.14	57,841.43	59,463.70
11	Base	48,701.03	50,176.11	51,651.18	53,127.46	54,603.73
	9% TRS	5,265.20	5,411.08	5,556.97	5,702.97	5,848.98
	W/TRS	53,966.22	55,587.19	57,208.15	58,830.44	60,452.71
12	Base	49,601.03	51,076.11	52,551.18	54,027.46	55,503.73
	9% TRS	5,354.21	5,500.09	5,645.98	5,791.98	5,937.99
	W/TRS	54,955.23	56,576.20	58,197.16	59,819.45	61,441.72
13	Base	50,501.03	51,976.11	53,451.18	54,927.46	56,403.73
	9% TRS	5,443.22	5,589.10	5,734.99	5,881.00	6,027.00
	W/TRS	55,944.24	57,565.21	59,186.17	60,808.46	62,430.73
14	Base	51,401.03	52,876.11	54,351.18	55,827.46	57,303.73
	9% TRS	5,532.23	5,678.12	5,824.00	5,970.01	6,116.01
	W/TRS	56,933.25	58,554.23	60,175.19	61,797.47	63,419.74
15	Base	52,301.03	53,776.11	55,251.18	56,727.46	58,203.73
	9% TRS	5,621.24	5,767.13	5,913.01	6,059.02	6,205.02
	W/TRS	57,922.27	59,543.24	61,164.20	62,786.48	64,408.75
16	Base	53,201.03	54,676.11	56,151.18	57,627.46	59,103.73
	9% TRS	5,710.25	5,856.14	6,002.02	6,148.03	6,294.03
	W/TRS	58,911.28	60,532.25	62,153.21	63,775.49	65,397.76

## 2021-2022 CERTIFIED SALARY SCHEDULE

STEP		BS	BS+16	MS	MS+16	2MS/SPE
17	Base	54,101.03	55,576.11	57,051.18	58,527.46	60,003.73
	9% TRS	5,799.26	5,945.15	6,091.03	6,237.04	6,383.04
	W/TRS	59,900.29	61,521.26	63,142.22	64,764.50	66,386.77
18	Base	55,001.03	56,476.11	57,951.18	59,427.46	60,903.73
	9% TRS	5,888.27	6,034.16	6,180.04	6,326.05	6,472.05
	W/TRS	60,889.30	62,510.27	64,131.23	65,753.51	67,375.79
19	Base	55,901.03	57,376.11	58,851.18	60,327.46	61,803.73
	9% TRS	5,977.28	6,123.17	6,269.06	6,415.06	6,561.07
	W/TRS	61,878.31	63,499.28	65,120.24	66,742.52	68,364.80
20	Base	56,801.03	58,276.11	59,751.18	61,227.46	62,703.73
	9% TRS	6,066.29	6,212.18	6,358.07	6,504.07	6,650.08
	W/TRS	62,867.32	64,488.29	66,109.25	67,731.53	69,353.81
21	Base	57,701.03	59,176.11	60,651.18	62,127.46	63,603.73
	9% TRS	6,155.30	6,301.19	6,447.08	6,593.08	6,739.09
	W/TRS	63,856.33	65,477.30	67,098.26	68,720.55	70,342.82
22	Base	58,601.03	60,076.11	61,551.18	63,027.46	64,503.73
	9% TRS	6,244.32	6,390.20	6,536.09	6,682.09	6,828.10
	W/TRS	64,845.34	66,466.31	68,087.27	69,709.56	71,331.83
23	Base	59,501.03	60,976.11	62,451.18	63,927.46	65,403.73
	9% TRS	6,333.33	6,479.21	6,625.10	6,771.10	6,917.11
	W/TRS	65,834.35	67,455.32	69,076.28	70,698.57	72,320.84
24	Base	60,401.03	61,876.11	63,351.18	64,827.46	66,303.73
	9% TRS	6,422.34	6,568.22	6,714.11	6,860.12	7,006.12
	W/TRS	66,823.36	68,444.33	70,065.29	71,687.58	73,309.85

## 2022-2023 CERTIFIED SALARY SCHEDULE

STEP		BS	BS+16	MS	MS+16	2MS/SPE
0	Base	39,965.06	41,484.39	43,003.72	44,524.29	46,044.84
	9% TRS	4,415.44	4,565.70	4,715.97	4,866.35	5,016.74
	W/TRS	44,380.50	46,050.10	47,719.69	49,390.64	51,061.58
1	Base	40,865.06	42,384.39	43,903.72	45,424.29	46,944.84
	9% TRS	4,504.45	4,654.72	4,804.98	4,955.36	5,105.75
	W/TRS	45,369.51	47,039.11	48,708.70	50,379.65	52,050.59
2	Base	41,765.06	43,284.39	44,803.72	46,324.29	47,844.84
	9% TRS	4,593.46	4,743.73	4,893.99	5,044.37	5,194.76
	W/TRS	46,358.52	48,028.12	49,697.71	51,368.66	53,039.60
3	Base	42,665.06	44,184.39	45,703.72	47,224.29	48,744.84
	9% TRS	4,682.47	4,832.74	4,983.00	5,133.39	5,283.77
	W/TRS	47,347.53	49,017.13	50,686.72	52,357.67	54,028.61
4	Base	43,565.06	45,084.39	46,603.72	48,124.29	49,644.84
	9% TRS	4,771.48	4,921.75	5,072.01	5,222.40	5,372.78
	W/TRS	48,336.54	50,006.14	51,675.73	53,346.68	55,017.62
5	Base	44,465.06	45,984.39	47,503.72	49,024.29	50,544.84
	9% TRS	4,860.50	5,010.76	5,161.02	5,311.41	5,461.79
	W/TRS	49,325.55	50,995.15	52,664.74	54,335.69	56,006.63
6	Base	45,365.06	46,884.39	48,403.72	49,924.29	51,444.84
	9% TRS	4,949.51	5,099.77	5,250.03	5,400.42	5,550.80
	W/TRS	50,314.56	51,984.16	53,653.75	55,324.70	56,995.65
7	Base	46,265.06	47,784.39	49,303.72	50,824.29	52,344.84
	9% TRS	5,038.52	5,188.78	5,339.04	5,489.43	5,639.81
	W/TRS	51,303.57	52,973.17	54,642.76	56,313.72	57,984.66
8	Base	47,165.06	48,684.39	50,203.72	51,724.29	53,244.84
	9% TRS	5,127.53	5,277.79	5,428.05	5,578.44	5,728.82
	W/TRS	52,292.59	53,962.19	55,631.77	57,302.73	58,973.67
9	Base	48,065.06	49,584.39	51,103.72	52,624.29	54,144.84
	9% TRS	5,216.54	5,366.80	5,517.07	5,667.45	5,817.84
	W/TRS	53,281.60	54,951.20	56,620.79	58,291.74	59,962.68
10	Base	48,965.06	50,484.39	52,003.72	53,524.29	55,044.84
	9% TRS	5,305.55	5,455.81	5,606.08	5,756.46	5,906.85
	W/TRS	54,270.61	55,940.21	57,609.80	59,280.75	60,951.69
11	Base	49,865.06	51,384.39	52,903.72	54,424.29	55,944.84
	9% TRS	5,394.56	5,544.82	5,695.09	5,845.47	5,995.86
	W/TRS	55,259.62	56,929.22	58,598.81	60,269.76	61,940.70
12	Base	50,765.06	52,284.39	53,803.72	55,324.29	56,844.84
	9% TRS	5,483.57	5,633.84	5,784.10	5,934.48	6,084.87
	W/TRS	56,248.63	57,918.23	59,587.82	61,258.77	62,929.71
13	Base	51,665.06	53,184.39	54,703.72	56,224.29	57,744.84
	9% TRS	5,572.58	5,722.85	5,873.11	6,023.49	6,173.88
	W/TRS	57,237.64	58,907.24	60,576.83	62,247.78	63,918.72
14	Base	52,565.06	54,084.39	55,603.72	57,124.29	58,644.84
	9% TRS	5,661.59	5,811.86	5,962.12	6,112.51	6,262.89
	W/TRS	58,226.65	59,896.25	61,565.84	63,236.79	64,907.73
15	Base	53,465.06	54,984.39	56,503.72	58,024.29	59,544.84
	9% TRS	5,750.60	5,900.87	6,051.13	6,201.52	6,351.90
	W/TRS	59,215.66	60,885.26	62,554.85	64,225.80	65,896.74
16	Base	54,365.06	55,884.39	57,403.72	58,924.29	60,444.84
	9% TRS	5,839.62	5,989.88	6,140.14	6,290.53	6,440.91
	W/TRS	60,204.67	61,874.27	63,543.86	65,214.81	66,885.75

## 2022-2023 CERTIFIED SALARY SCHEDULE

STEP		BS	BS+16	MS	MS+16	2MS/SPE
17	Base	55,265.06	56,784.39	58,303.72	59,824.29	61,344.84
	9% TRS	5,928.63	6,078.89	6,229.15	6,379.54	6,529.92
	W/TRS	61,193.68	62,863.28	64,532.87	66,203.82	67,874.77
18	Base	56,165.06	57,684.39	59,203.72	60,724.29	62,244.84
	9% TRS	6,017.64	6,167.90	6,318.16	6,468.55	6,618.93
	W/TRS	62,182.69	63,852.29	65,521.88	67,192.84	68,863.78
19	Base	57,065.06	58,584.39	60,103.72	61,624.29	63,144.84
	9% TRS	6,106.65	6,256.91	6,407.17	6,557.56	6,707.94
	W/TRS	63,171.71	64,841.31	66,510.89	68,181.85	69,852.79
20	Base	57,965.06	59,484.39	61,003.72	62,524.29	64,044.84
	9% TRS	6,195.66	6,345.92	6,496.19	6,646.57	6,796.96
	W/TRS	64,160.72	65,830.32	67,499.90	69,170.86	70,841.80
21	Base	58,865.06	60,384.39	61,903.72	63,424.29	64,944.84
	9% TRS	6,284.67	6,434.93	6,585.20	6,735.58	6,885.97
	W/TRS	65,149.73	66,819.33	68,488.92	70,159.87	71,830.81
22	Base	59,765.06	61,284.39	62,803.72	64,324.29	65,844.84
	9% TRS	6,373.68	6,523.94	6,674.21	6,824.59	6,974.98
	W/TRS	66,138.74	67,808.34	69,477.93	71,148.88	72,819.82
23	Base	60,665.06	62,184.39	63,703.72	65,224.29	66,744.84
	9% TRS	6,462.69	6,612.96	6,763.22	6,913.60	7,063.99
	W/TRS	67,127.75	68,797.35	70,466.94	72,137.89	73,808.83
24	Base	61,565.06	63,084.39	64,603.72	66,124.29	67,644.84
	9% TRS	6,551.70	6,701.97	6,852.23	7,002.61	7,153.00
	W/TRS	68,116.76	69,786.36	71,455.95	73,126.90	74,797.84

## 2023-2024 CERTIFIED SALARY SCHEDULE

STEP		BS	BS+16	MS	MS+16	2MS/SPE
0	Base	41,164.01	42,728.93	44,293.83	45,860.01	47,426.19
	9% TRS	4,548.26	4,703.03	4,857.80	5,012.70	5,167.60
	W/TRS	45,712.27	47,431.96	49,151.63	50,872.71	52,593.78
1	Base	42,064.01	43,628.93	45,193.83	46,760.01	48,326.19
	9% TRS	4,637.27	4,792.04	4,946.81	5,101.71	5,256.61
	W/TRS	46,701.28	48,420.97	50,140.64	51,861.73	53,582.79
2	Base	42,964.01	44,528.93	46,093.83	47,660.01	49,226.19
	9% TRS	4,726.28	4,881.05	5,035.82	5,190.72	5,345.62
	W/TRS	47,690.29	49,409.98	51,129.66	52,850.74	54,571.81
3	Base	43,864.01	45,428.93	46,993.83	48,560.01	50,126.19
	9% TRS	4,815.29	4,970.06	5,124.84	5,279.73	5,434.63
	W/TRS	48,679.30	50,398.99	52,118.67	53,839.75	55,560.82
4	Base	44,764.01	46,328.93	47,893.83	49,460.01	51,026.19
	9% TRS	4,904.30	5,059.08	5,213.85	5,368.74	5,523.64
	W/TRS	49,668.31	51,388.00	53,107.68	54,828.76	56,549.83
5	Base	45,664.01	47,228.93	48,793.83	50,360.01	51,926.19
	9% TRS	4,993.31	5,148.09	5,302.86	5,457.75	5,612.65
	W/TRS	50,657.32	52,377.01	54,096.69	55,817.77	57,538.84
6	Base	46,564.01	48,128.93	49,693.83	51,260.01	52,826.19
	9% TRS	5,082.33	5,237.10	5,391.87	5,546.77	5,701.66
	W/TRS	51,646.34	53,366.02	55,085.70	56,806.78	58,527.85
7	Base	47,464.01	49,028.93	50,593.83	52,160.01	53,726.19
	9% TRS	5,171.34	5,326.11	5,480.88	5,635.78	5,790.67
	W/TRS	52,635.35	54,355.03	56,074.71	57,795.79	59,516.86
8	Base	48,364.01	49,928.93	51,493.83	53,060.01	54,626.19
	9% TRS	5,260.35	5,415.12	5,569.89	5,724.79	5,879.68
	W/TRS	53,624.36	55,344.04	57,063.72	58,784.80	60,505.87
9	Base	49,264.01	50,828.93	52,393.83	53,960.01	55,526.19
	9% TRS	5,349.36	5,504.13	5,658.90	5,813.80	5,968.69
	W/TRS	54,613.37	56,333.06	58,052.73	59,773.81	61,494.88
10	Base	50,164.01	51,728.93	53,293.83	54,860.01	56,426.19
	9% TRS	5,438.37	5,593.14	5,747.91	5,902.81	6,057.70
	W/TRS	55,602.38	57,322.07	59,041.74	60,762.82	62,483.89
11	Base	51,064.01	52,628.93	54,193.83	55,760.01	57,326.19
	9% TRS	5,527.38	5,682.15	5,836.92	5,991.82	6,146.72
	W/TRS	56,591.39	58,311.08	60,030.75	61,751.83	63,472.90
12	Base	51,964.01	53,528.93	55,093.83	56,660.01	58,226.19
	9% TRS	5,616.39	5,771.16	5,925.93	6,080.83	6,235.73
	W/TRS	57,580.40	59,300.09	61,019.76	62,740.85	64,461.91
13	Base	52,864.01	54,428.93	55,993.83	57,560.01	59,126.19
	9% TRS	5,705.40	5,860.17	6,014.94	6,169.84	6,324.74
	W/TRS	58,569.41	60,289.10	62,008.78	63,729.86	65,450.93
14	Base	53,764.01	55,328.93	56,893.83	58,460.01	60,026.19
	9% TRS	5,794.41	5,949.18	6,103.96	6,258.85	6,413.75
	W/TRS	59,558.42	61,278.11	62,997.79	64,718.87	66,439.94
15	Base	54,664.01	56,228.93	57,793.83	59,360.01	60,926.19
	9% TRS	5,883.42	6,038.20	6,192.97	6,347.86	6,502.76
	W/TRS	60,547.43	62,267.12	63,986.80	65,707.88	67,428.95
16	Base	55,564.01	57,128.93	58,693.83	60,260.01	61,826.19
	9% TRS	5,972.43	6,127.21	6,281.98	6,436.87	6,591.77
	W/TRS	61,536.44	63,256.13	64,975.81	66,696.89	68,417.96

## 2023-2024 CERTIFIED SALARY SCHEDULE

STEP		BS	BS+16	MS	MS+16	2MS/SPE
17	Base	56,464.01	58,028.93	59,593.83	61,160.01	62,726.19
	9% TRS	6,061.45	6,216.22	6,370.99	6,525.89	6,680.78
	W/TRS	62,525.45	64,245.14	65,964.82	67,685.90	69,406.97
18	Base	57,364.01	58,928.93	60,493.83	62,060.01	63,626.19
	9% TRS	6,150.46	6,305.23	6,460.00	6,614.90	6,769.79
	W/TRS	63,514.47	65,234.15	66,953.83	68,674.91	70,395.98
19	Base	58,264.01	59,828.93	61,393.83	62,960.01	64,526.19
	9% TRS	6,239.47	6,394.24	6,549.01	6,703.91	6,858.80
	W/TRS	64,503.48	66,223.16	67,942.84	69,663.92	71,384.99
20	Base	59,164.01	60,728.93	62,293.83	63,860.01	65,426.19
	9% TRS	6,328.48	6,483.25	6,638.02	6,792.92	6,947.81
	W/TRS	65,492.49	67,212.18	68,931.85	70,652.93	72,374.00
21	Base	60,064.01	61,628.93	63,193.83	64,760.01	66,326.19
	9% TRS	6,417.49	6,572.26	6,727.03	6,881.93	7,036.82
	W/TRS	66,481.50	68,201.19	69,920.86	71,641.94	73,363.01
22	Base	60,964.01	62,528.93	64,093.83	65,660.01	67,226.19
	9% TRS	6,506.50	6,661.27	6,816.04	6,970.94	7,125.84
	W/TRS	67,470.51	69,190.20	70,909.87	72,630.95	74,352.02
23	Base	61,864.01	63,428.93	64,993.83	66,560.01	68,126.19
	9% TRS	6,595.51	6,750.28	6,905.05	7,059.95	7,214.85
	W/TRS	68,459.52	70,179.21	71,898.88	73,619.97	75,341.03
24	Base	62,764.01	64,328.93	65,893.83	67,460.01	69,026.19
	9% TRS	6,684.52	6,839.29	6,994.06	7,148.96	7,303.86
	W/TRS	69,448.53	71,168.22	72,887.90	74,608.98	76,330.04

## 2021-2022 NON-CERTIFIED SALARY SCHEDULE

STEP	10 MO	12 MO
0	15,372.00	19,740.00
1	15,372.00	19,740.00
2	15,372.00	19,740.00
3	15,372.00	19,740.00
4	15,372.00	19,740.00
5	15,372.00	19,740.00
6	15,372.00	19,740.00
7	15,536.90	19,740.00
8	16,095.90	19,740.00
9	16,676.90	20,117.00
10	17,281.90	20,843.00
11	17,910.90	21,598.00
12	18,564.90	22,383.00
13	19,244.90	23,199.00
14	19,951.90	24,048.00
15	20,687.90	24,931.00
16	21,452.90	25,849.00
17	22,248.90	26,804.00
18	23,076.90	27,797.00
19	23,937.90	28,830.00
20	24,832.90	29,904.00
21	25,763.90	31,021.00
22	26,732.62	32,187.39
23	27,740.44	33,400.85
24	28,789.03	34,663.41

2022-2023 NON-CERTIFIED SALARY SCHEDULE

STEP	10 MO	12 MO
0	16,653.00	21,385.00
1	16,653.00	21,385.00
2	16,653.00	21,385.00
3	16,653.00	21,385.00
4	16,653.00	21,385.00
5	16,653.00	21,385.00
6	16,653.00	21,385.00
7	16,653.00	21,385.00
8	16,653.00	21,385.00
9	16,676.90	21,385.00
10	17,281.90	21,385.00
11	17,910.90	21,598.00
12	18,564.90	22,383.00
13	19,244.90	23,199.00
14	19,951.90	24,048.00
15	20,687.90	24,931.00
16	21,452.90	25,849.00
17	22,248.90	26,804.00
18	23,076.90	27,797.00
19	23,937.90	28,830.00
20	24,832.90	29,904.00
21	25,763.90	31,021.00
22	26,732.62	32,187.39
23	27,740.44	33,400.85
24	28,789.03	34,663.41



2023-2024 NON-CERTIFIED SALARY SCHEDULE

STEP	10 MO	12 MO
0	17,934.00	23,030.00
1	17,934.00	23,030.00
2	17,934.00	23,030.00
3	17,934.00	23,030.00
4	17,934.00	23,030.00
5	17,934.00	23,030.00
6	17,934.00	23,030.00
7	17,934.00	23,030.00
8	17,934.00	23,030.00
9	17,934.00	23,030.00
10	17,934.00	23,030.00
11	17,934.00	23,030.00
12	18,564.90	23,030.00
13	19,244.90	23,199.00
14	19,951.90	24,048.00
15	20,687.90	24,931.00
16	21,452.90	25,849.00
17	22,248.90	26,804.00
18	23,076.90	27,797.00
19	23,937.90	28,830.00
20	24,832.90	29,904.00
21	25,763.90	31,021.00
22	26,732.62	32,187.39
23	27,740.44	33,400.85
24	28,789.03	34,663.41