



Contractual Agreement

between the

*Board of Education
St. George Community Consolidated
School District No. 258*

and the

St. George Council of AFT Local 604

2018 - 2022



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ARTICLE I - INTRODUCTION AND RECOGNITION

A. Agreement and Recognition

1. This Agreement is made this 1st day of June 2018, by the Board of Education of St. George Community Consolidated School District No. 258, Kankakee County, Illinois, hereinafter referred to as the "Board" and the St. George Teachers Union hereinafter referred to as the "Union."
2. This Agreement shall be in effect from July 1, 2018 through June 30, 2022.
3. The Board recognizes the Union as the sole and exclusive bargaining agent with regard to wages, hours, and terms and conditions of employment for all full-time and regularly employed part-time certified personnel, hereinafter referred to as "Teachers." To be excluded from this Agreement in the above unit are all of the following: superintendent, administrative personnel, part-time certified teaching personnel with less than an FTE of fifty percent (50%), substitute teachers, teachers' aides, and all non-certified personnel.
4. The Board agrees not to negotiate with any other organization, individual teacher, or group of teachers with regard to any provisions of this Agreement.

B. Regularly Employed Part-Time Teachers

1. For purposes of this Agreement, regularly employed part-time certified personnel shall be defined as certified personnel employed at an FTE of fifty percent (50%).
2. Any regularly employed part-time certified personnel covered by this Agreement shall receive, in addition to a pro rata share of the compensation set forth on Appendix A, a pro rata share of sick leave, funeral leave, personal leave, and parental leave benefits set forth in this contract.

ARTICLE II - UNION BOARD RELATIONS

A. Information to the Union

At the request of the Union, the Board will make available the following documents: Board meeting packets, Board minutes, Board policy manual, annual auditor's report, current fiscal year budget information and unit member contact information, as well as other documents relevant to the collective bargaining process.

B. Meetings

St. George Council of AFT Local 604 shall be permitted to use the school building for purposes of Council meetings provided that such meetings are scheduled through the Superintendent or designee.

C. Notices

The Union shall be able to use the teacher school mailboxes and teacher lounge bulletin board for Union matters.

D. General Information

The Union president or designee shall be entitled to use of the copying equipment, provided that such use will not interfere with the District's use thereof, and provided further that the Union shall reimburse the Board for costs incurred.

E. Union Dues Check-off

The Board shall deduct from the regular paycheck of each teacher from whom it receives written authorization to do so, the required amount of Union dues. The dues, payable to AFT Local 604, and a list of employees from whom the dues have been deducted and the amount deducted from each shall be forwarded to the proper Union officer no later than ten (10) calendar days after the end of the month when such deductions were made. The Union will indemnify, defend, and hold harmless the District and Board (members, agents, and employees) from all claims, demands, actions, complaints, suits or other claims or liability (including any attorneys' fees and costs of defense) by reason of good faith execution of this provision.

ARTICLE III - LEAVES

A. Sick Leave

In order to receive compensation while absent under this section, a Teacher or his/her agent shall notify the Principal or designee no later than ninety (90) minutes before reporting time on the day of said absence, unless it is impossible for the Teacher to give such notification, in which case the Teacher will give notification as soon as possible.

1. Each Teacher shall receive an annual sick leave allocation of thirteen(13) days for contracts up to 219 days, fourteen (14) days for contracts exceeding 219 days, fifteen (15) days for contracts exceeding 239 days, and sixteen (16) days for contracts exceeding 259 days. Sick leave days shall be without loss of pay, for the following reasons:
 - a. Personal illness, injury, or quarantine;
 - b. Serious illness, injury or death in the immediate family or household which shall herein and hereafter be defined as the following: parents, stepparents, spouse, civil union partner, domestic partner, brothers, sisters, children (by birth or adoption), stepchildren, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law and legal guardians.
 - c. Bereavement leave will be deducted from a teacher's sick leave accumulation. Up to ten (10) days can be used annually for death in the immediate family or household, as defined in Article III, Section A.1.b.

2. All unused days of sick leave shall accumulate to a total of three hundred fifty-five (355) days of accumulation excluding the sick leave allotment of the current year.
3. A Teacher who exceeds his/her sick leave shall be docked 1/180th of the yearly salary per day absent.

B. Personal Leave

Each Teacher shall be allowed a maximum of two (2) days annually for personal, moral, or business reasons, which cannot ordinarily be attended to while school is in session, without the specific reason being given. The granting of personal leaves under the above provision is subject to the following limitations and exclusions:

1. A Teacher requesting a personal leave shall submit his/her written request to the Principal at least five (5) calendar days prior to the date of the requested leave, unless an emergency arises making it impossible to give such notification, in which case the Teacher shall give notification as soon as possible.
2. No more than two (2) Teachers shall be granted personal leaves on any one (1) school day.
3. Although no specific reasons must be given by the Teacher, it is the express understanding of the board that these days shall be used for legitimate reasons. If, in the opinion of the board, a Teacher abuses the above clause, their salary maybe withheld accordingly.
4. Personal days are not to be taken in conjunction with other leaves. Exception to this requires Superintendent or designee approval.
5. Personal leave days may not be requested nor allowed during the first two (2) Teacher employment days or the last two (2) Teacher employment days of any school year, nor the day before or the day after any holiday period. The Superintendent may, in the Superintendent's sole discretion, grant an exception to this provision. The Superintendent's exercise of discretion to grant an exception under this provision is not subject to a grievance under this Agreement. For the purpose of this paragraph, the term "holiday period" shall mean all of the following:
 - a. A legal or school holiday occurring on either a Tuesday, Wednesday, or Thursday of a week while school is in session.
 - b. A weekend plus a legal or school holiday occurring on either a Friday before or Monday thereafter.
 - c. The entire period of time designated by the Board for Winter Holiday and Spring Recess (which shall include any weekend or legal holiday immediately before or thereafter).
6. At the end of each school year, any unused personal days shall be converted to sick leave days.

C. Funeral Leave

Funeral leave without loss of pay is granted only for a death of any of the following family members: husband or wife, civil union partner, children, grandchildren, parents, brothers or sisters, grandparents, parents-in-law, and legal guardians. Funeral leave shall be for a maximum of three (3) days per occurrence—the day before the funeral, the day of the funeral, and the day after the funeral. Funeral leave will only apply if the Teacher attends the funeral.

D. Parental Leave

Upon request, a tenured Teacher shall be granted a parental leave subject to the following:

1. The Teacher shall advise the Principal of the fact of pregnancy no later than the end of the fourth (4th) month of pregnancy and shall provide a written statement from his/her physician indicating the expected date of delivery.
2. Application for parental leave shall be made in writing to the Superintendent or designee at least ninety (90) calendar days prior to the anticipated birth of the child, and the leave shall commence at least one (1) month prior to the anticipated birth of the child, or at a time mutually agreed upon by the Superintendent or designee and the Teacher.
3. The Teacher, principal, and the Superintendent shall agree upon a plan for the commencement and termination of such leave, taking into consideration the particular time factors that pertain and that continuity of instruction for the students be maintained to the maximum possible degree. In no event shall the leave exceed 180 school days. The period of leave shall be without salary unless sick leave is applicable.
4. In all cases, the Teacher shall notify the Superintendent, at the midpoint of the leave, as to whether he/she plans to return or resign upon the conclusion of the leave. Failure to do so shall result in waiver of the right to return.
5. Sick leave shall not be applicable during the period of leave, but any accumulated sick leave available at the time of the commencement of the leave shall be available upon termination of such leave and return to employment in the district.
6. The period of leave shall not apply to advancement on the salary schedule provided, however, that a Teacher granted such parental leave who shall return to employment and who shall have been employed five (5) months or more in the past preceding school year shall qualify for an additional year of experience on the salary schedule.
7. Any tenured Teacher desiring parental leave because of becoming an adoptive father/mother shall notify the superintendent in writing upon the initiation of such proceedings, or, when using the services of an adoptive agency, upon achieving the approval stage of the adoption agency's processing of the application to become an adoptive parent. Parental leave shall be granted upon satisfactory written notification to the Board of the date the child will be received. It shall be the responsibility of the applying Teacher to keep the Principal fully informed of the status of the proceedings, and as soon as known, the expected date of the delivery of the child.

8. The continued contractual service status of a Teacher shall not be affected by a parental leave.

A Teacher not eligible for or not desiring parental leave may utilize accumulated sick leave during any period of illness related to the pregnancy and/or to the delivery of the child. If such Teacher shall have exhausted accumulated sick leave, the teacher may be granted a leave of absence without pay during such period of illness, not to exceed ninety (90) calendar days, or the balance of the school term, whichever shall be the lesser.

ARTICLE IV - CONDITIONS OF EMPLOYMENT

A. Employee Workday

1. The employee workday shall be seven (7) hours and thirty (30) minutes except on Friday when Teachers may leave after final dismissal of students. Employees shall not be permitted to leave early without expressed permission from the Principal.
2. Teachers shall be available for times beyond the workday to perform professional responsibilities such as conferences and meetings with staff, parents, students, and administration.
3. For required meetings which extend more than forty-five (45) minutes beyond the contractual work day, the teacher shall receive compensation in the amount of fifteen dollars (\$15.00) per hour. The hourly rate will be paid pro rata in fifteen (15) minute intervals beginning forty-five (45) minutes past the contracted day.
4. A duty free thirty (30) minute lunch period will be afforded each Teacher.

B. Release Time

Release time maybe granted to Teachers for special curriculum development projects, assigned and approved by the Principal that cannot be completed during the regular school day.

C. Preparation Period

1. Each teacher shall receive a daily planning period during the student work day. The preparation period shall be two hundred twenty-five (225) minutes containing five (5) work days in a work week. The two hundred twenty-five (225) minutes will be prorated accordingly for work weeks with less than five work days. Teachers shall have a minimum of thirty (30) consecutive minutes per work day, but no more than a total of ninety (90) minutes per work day.
2. If the Principal or designee requires a teacher to use his or her daily regular preparation period to substitute for another teacher's absence from class or supervisory time, and an alternative prep period cannot be provided, the teacher shall receive compensation at the rate of twenty-six dollars (\$26.00) per hour, to be prorated in increments of fifteen (15) minutes.

D. Non-Discrimination

The parties agree that all provisions of this agreement shall be applied to all Teachers without discrimination *based* solely on considerations of race, color, age, sex, religion, national origin, membership or non-membership in any teachers' organization.

E. School Calendar

The Superintendent will prepare a calendar for the Board's approval. The Union shall be entitled to present its viewpoint on the calendar before Board adoption. If emergency days adopted in the calendar are not used during the year, they shall not become Teacher attendance days.

F. Parent-Teacher Conferences

Parent-Teacher Conferences shall be held on school days with shortened sessions in accordance with the *Illinois School Code*.

G. Institute Days

1. When possible, Institute Days will be scheduled at the end of the second and fourth quarters with at least two (2) hours of the Teacher day devoted to teacher record keeping.
2. At the end of the first and third quarters, one (1) school day shall be shortened in accordance with the state minimum school day per the *Illinois School Code*, and the remaining time used for Teacher record keeping.
3. When Institute Days are not scheduled at the semester and end of the year, the above paragraph shall apply to these times as well.

H. School Improvement Workshop

A "School Improvement Workshop" of up to one (1) full day prior to the opening of school and the Opening Institute Day may be called by the school for all Teachers or an appropriate group of Teachers. This will be determined in advance as part of the School Calendar and will be paid on a per diem (1/180 of salary per full day) basis.

I. Vacancies

If a vacancy during the school year or summer in a teaching position occurs or a new bargaining unit position is created, a notice shall be posted and the Superintendent or designee will notify the Union president. Posting shall be placed on the bulletin board in the Administration Office.

J. Personnel Files

1. Upon written request, a teacher shall have a right to review all materials in the teacher's official personnel file except those exempted as defined in the Personnel Records Review Act (820 ILCS 40/0.01). Such review shall be arranged within three (3) business days of

the School District's receipt of said request and take place in the presence of the Superintendent or designee.

2. If a teacher disagrees with some portion of the contents of his/her personnel file, the teacher shall have the right to submit a written statement which the School District will attach to the disputed portion of the file. The teacher may request insertion in the file of records relevant to the teacher's service.

ARTICLE V - PROCEDURES FOR TEACHER EVALUATION

The parties agree that the procedures for teacher evaluations shall be in accordance with the District's Teacher Evaluation Plan.

ARTICLE VI - EMPLOYEE COMPENSATION AND FRINGE BENEFITS

A. Salary

1. Every full-time teacher (except those receiving 6% retirement benefit increases) will receive the following salary increases added to their previous year's base salary (before TRS). Part-time teachers will receive a pro-rated increase in accordance to their full-time equivalency:

2018-2019	\$1500
2019-2020	\$1500
2020-2021	\$1500
2021-2022	\$1500

See Appendix A (Salary Schedule).

2. In addition, the Board's contribution on behalf of teachers to the Teachers' Retirement System (TRS) toward satisfaction of teachers required retirement contribution shall be maintained, but shall not exceed, during the term of this contract, nine percent (9.0%) of teachers' annual salary.
3. Teachers may select either a twenty (20) or twenty-four (24) pay period option. Pay dates shall be on the fifteenth (15th) and the last day of every month. If the fifteenth (15th) or the last day of the month falls on a non-business day, payment will be made on the last business day prior to the regular pay date with the exception of Winter Break and Spring Break when payment will be on the last teacher attendance day prior to said break.
4. All pre-approved graduate credit hours will count toward horizontal advancement. Requests for salary adjustments for degrees and pre-approved courses successfully taken must be filed by the teacher with the Superintendent by October 15th and February 15th. The request must be supported by an official transcript. Complete requests filed by October 15th shall receive the full horizontal increment beginning October 31st. Complete requests filed by February 15th shall receive one-half the horizontal increment beginning February 28th.

5. School District Economic Contingency Reopener

The parties acknowledge the ongoing uncertainty with respect to the State of Illinois and school funding. Possible legislative changes that may impact the parties include revisions to the State Aid Formula, property tax freeze, and a cost shift from the State to local school districts of the normal cost of TRS pension contributions. The parties further acknowledge that any of the aforementioned legislative changes could negatively affect the financial condition of the District. In the event of a legislative or regulatory change that negatively affects the District's financial condition, including revisions to the State Aid Formula, a property tax freeze, or a cost shift from State to local funding of TRS pension contributions, the Board shall be entitled to reopen the economic terms of the Agreement, including Article VI for the remaining term of the Agreement.

After notice has been given for reopening the Agreement, the Board and Union will convene a negotiating committee to make recommendations with respect to any or all economic items. This negotiating committee's recommendation(s) will be made to the entire Board and Union no later than 90 days following the first meeting of the negotiating committee.

If the parties are unable to reach an agreement, the Board and the Union each reserve their procedural and substantive rights under the Illinois Educational Labor Relations Act.

B. Extra-Duty Compensation

Teachers may perform up to three (3) extra-duty assignments per each school year. Extra-Duty Compensation shall be as set forth in Appendix B.

C. Health Insurance

1. The Administration and the Union shall maintain an insurance Committee to act in an advisory capacity. The Committee may monitor costs, investigate trends and options and may make recommendations from time to time to the Board of Education. The Committee may present written summaries and/or recommendations which shall be reviewed by the Board. The Board of Education shall have sole discretion to act on any recommendations made by the Committee. The Committee shall be comprised of two bargaining unit members chosen by the Union, an educational support staff member, the Superintendent or designee and a Board member.

2. The Board will pay the following amounts (the Board’s monthly maximum contribution amount) toward each teacher’s premium for single coverage for the health insurance selected by the Board:

School Year	Monthly Contribution Per Teacher
2018-2019	\$550
2019-2020	\$580
2020-2021	\$610
2021-2022	\$640

3. Teachers will pay any amounts exceeding the above Board monthly maximum contribution by the Board. Board contribution in the chart above shall be for single coverage only.
4. A teacher may elect family coverage with the teacher paying the additional cost above the Board’s contribution towards single.
5. ACA/Insurance or any Federal or State Law regarding Insurance Reopener

If the implementation of the Affordable Care Act (ACA) or any federal or state law regarding insurance causes the Board to be required to pay avoidable penalties or additional monies, including but not limited to what has been referred to as the “Cadillac Tax,” then the Board shall be entitled to reopen the economic terms of this Agreement, including Article VI, C. for the remaining term of the Agreement.

After notice has been given for reopening the Agreement, the Board and Union will convene a negotiating committee to make recommendations with respect to any or all economic items. This negotiating committee’s recommendation(s) will be made to the entire Board and Union no later than 90 days following the first meeting of the negotiating committee.

If the parties are unable to reach an agreement, the Board and the Union each reserve their procedural and substantive rights under the Illinois Educational Labor Relations Act.

D. Graduate Tuition Reimbursement

1. The Board shall reimburse each Teacher up to seven hundred fifty dollars (\$750.00) per school year for cost of tuition and fees for approved additional graduate college credit. In addition:
 - a. Such credit classes must be provided within a two hundred (200) mile (road miles) radius or within the state of Illinois to be eligible for reimbursement. Exceptions to the dollar and mile limitations herein may be granted at the discretion of the Superintendent.
 - b. Reimbursement for online graduate courses shall be limited to courses accepted by the Illinois State Board of Education for Professional Educator Licenses, Endorsements or Approvals.

2. The Superintendent shall have the responsibility of granting approval upon the Teacher showing proof of relevancy to the Teacher's current assignment with District No. 258.

E. Mileage Reimbursement

Reimbursement for approved travel shall be paid at the IRS rate.

F. Mentor

First and second year teachers shall be assigned a mentor by the Principal for the first and second year of their employment with the District. A teacher will be assigned to mentor no more than two (2) teachers per school year. A teacher assigned to mentor shall be compensated one hundred dollars (\$100) for each mentee per school year. A mentor teacher must be tenured.

ARTICLE VII - RETIREMENT INCENTIVE

A. Retirement Benefits

1. For Teachers who qualify under this retirement benefits plan as set forth below and provides up to a two (2) years advance irrevocable notice of retirement, the Board shall grant the Teacher increases in the Teacher's total TRS creditable earnings (including any extracurricular pay or monetary stipends) of six percent (6.0%) per year over the previous year's total for each year of employment before retirement that the Teachers provides notice, up to two (2) school years prior to retirement.
2. The 6% annual retirement benefits increases shall be calculated based upon the Teacher's total creditable earnings in the Teacher's school year of retirement notification, inclusive of any extracurricular pay or monetary stipends paid to the Teacher. These annual retirement benefits increases shall be prorated over the Teacher's regular pay periods. In no event shall this provision result in a Teacher being provided with more than a six percent (6%) increase over the previous year's total creditable earnings in any single year of employment.
3. The number of Teachers that may provide a notice of retirement under this retirement benefits plan in any given year is limited to ten percent (10%) of the total number of bargaining unit members at the time notice is given. For purposes of applying this ten percent (10%) limitation, the number will be determined by general rounding principles. The Board in its sole discretion may make exceptions to this limitation on a non-precedent setting basis.

B. Qualifications and Limitations

To be eligible for the retirement benefit described in this Article, a Teacher must comply with all of the following requirements and limitations:

1. The Teacher must be eligible for retirement under the Illinois Teachers' Retirement

System and apply for and receive retirement benefits commencing at the end of the final school year of employment pending completion of all Illinois Teachers' Retirement System requirements.

2. The Teacher must be eligible to retire under the Illinois Teachers' Retirement System ("TRS") without any mandatory Board contribution, any ERO penalty to the Board, or any TRS 6% cap penalty.
3. At retirement a Teacher must have at least 25 years of service with the District.
4. To participate in this retirement plan, and receive benefits hereunder, the Teacher must submit an irrevocable letter of retirement in which the retirement benefit is requested by March 1 of the 3rd or 2nd year preceding the Teacher's final school year of employment. To be eligible for the minimum benefit under this provision (a one year, six percent (6%) increase), the Teacher would have to provide notice by March 1st of the school year prior to the Teacher's last school year of employment.

The following examples apply:

Teacher A (who meets the qualifications of the plan) provides an irrevocable notice of retirement before March 1, 2019 with an effective date of retirement of June 30, 2021. Teacher A will receive up to a six percent (6%) increase in total creditable earnings in each of the two years before retirement, including the 2019-2020 and 2020-2021 school years.

Teacher B (who meets the qualifications of the plan) provides an irrevocable notice of retirement before March 1, 2019 with an effective date of retirement of June 30, 2020. Teacher B will receive up to a six percent (6%) increase in total creditable earnings in Teacher B's final school year before retirement (the 2019-2020 school year).

5. Any Teacher who commences participation in this retirement benefits plan and who leaves the District before the retirement date stated in the irrevocable notice of retirement, with the exception of the death or total disability of the Teacher during the final two (2) or one (1) years of employment, shall reimburse the District for any increased salary payments granted under this provision including tax and pension withholdings. If a Teacher submits a notice of retirement and begins receiving creditable earnings increases in accordance with this provision and subsequently leaves the District before the date of retirement, the amount of creditable earnings received in excess of the annual salary increase negotiated for the Teacher pursuant to the teacher salary schedule will be deducted from the Teacher's regular salary in equal installments for the same number of pay periods in which he/she received the creditable earnings increases under this Section.

If a Teacher having provided an irrevocable notice of retirement under the provisions of this Article is able to retire earlier than the date stated in the irrevocable notice without penalty and/or without any additional cost to the Board, the Board in its sole discretion may allow the Teacher to retire earlier than the date stated in the irrevocable notice of retirement without penalty. The parties agree that requests for a change to the irrevocable notice of retirement without penalty will be considered by the Board on a case by case

basis with decisions made on a non-precedent setting basis.

C. TRS Reopener

The parties agree that the provisions of Article VII may be reopened for renegotiation in the event of any change by the State Legislature to the current teacher retirement system during the term of the agreement. This renegotiation reopener provision applies to any benefit extended under Article VII during and after the term of this Agreement. Negotiations may be commenced by either party providing written notice to the other party of the occurrence of the event triggering the reopener clause and the intent to commence bargaining. Bargaining will be commenced within thirty (30) days of such notice. The parties agree that in the event that the reopener clause in Article VII is triggered, the parties will take into account any applicable grandfather provision in the statutory or regulatory change which would limit the Board's financial exposure.

ARTICLE VIII - GRIEVANCE PROCEDURE

A. Definition

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

B. Statement of Basic Principles

1. Every Teacher covered by this Agreement shall have the right to present grievances in accordance with these procedures, with or without Union representation. Nothing contained in this Article or elsewhere in this agreement shall be construed to prevent any individual employee from discussing a problem with the administration and having it adjusted without intervention or representation of Union representation.
2. A Teacher who participates in these grievance procedures shall not be subjected to reprisal because of said participation by either the Board, administration, or Union.
3. The failure of a Teacher or the Union to act on any grievance as herein provided within the prescribed time and limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual written agreement.
4. The Union and/or the aggrieved Teacher have the right to withdraw from any grievance.
5. It is agreed that any investigation or other handling or processing of any grievance by the grieving Teacher or Union representative shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and related work activities of the teaching staff.
6. Filing of Materials. All records related to a grievance shall be filed separately from the

personnel files of the Teachers.

C. Procedures

1. Informal Step. An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and the person or persons against whom the grievance is made. A Union representative may be present if desired by the grievant.
2. Step One. If the grievance cannot be resolved informally, the aggrieved Teacher shall file the grievance in writing with the Principal, and, at a mutually agreeable time, discuss the matter with him/her. The written grievance shall state the nature of the grievance, the specific clause or clauses of the agreement allegedly violated, the date of the agreement violation, and the remedy requested. The filing of the grievance at Step One shall be made within twenty (20) calendar days after the date of the occurrence of the event giving rise to the grievance. Present at any meetings at this step shall be: the aggrieved Teacher, the Principal, and a Union representative, if so desired. The Principal shall make a decision on the grievance and communicate it in writing to the Teacher, Union President and the Superintendent within twenty (20) calendar days after the filing of the grievance with him/her.
3. Step Two. Within five (5) calendar days after receiving the decision of the Principal, an appeal may be made to the Superintendent. This appeal shall be made by reducing it to writing providing all pertinent information, and it shall be accompanied by a copy of the initial written grievance and the Principal's response at Step One. The Superintendent shall set a meeting date mutually agreeable to both parties within ten (10) calendar days after the receipt of the appeal. Those entitled to be present and participate at this meeting may be the Superintendent, the aggrieved Teacher, and a Union representative, if requested by the grievant. Any witness that the aggrieved Teacher, Union, or the administration desires to call for the purpose of furnishing evidence shall also be present. Within twenty (20) calendar days after the meeting, the Superintendent shall communicate a decision, in writing, together with supporting reasons to the Board of Education, Principal, Union President, and the aggrieved Teacher.
4. Step Three. Within five (5) calendar days after receiving the decision of the Superintendent, an appeal may be made to the Board of Education. This appeal shall be made by reducing it to writing providing all pertinent information, and it shall be accompanied by a copy of the initial written grievance and the decision filed at Step Two. The appeal at Step Three shall be filed with the Superintendent as an agent for the receipt thereof and on behalf of the Board. In his/her absence, the appeal shall be filed with either the President or Secretary of the Board. Within thirty (30) calendar days after the receipt of the appeal, the Board shall meet on the matter. Those entitled to be present and participate at this hearing may be the Board, the Superintendent, the aggrieved Teacher, and a Union representative, if requested by the grievant. Any witness that the aggrieved Teacher, Union, or the administration desires to call for the purpose of furnishing evidence shall also be present. Within twenty (20) calendar days after the first hearing on the appeal, the board shall communicate its decision, in writing, together with supporting reasons to the Superintendent, Union President, and the aggrieved Teacher.

5. If the Union is not satisfied with the disposition of the grievance at Step Three or the time limits expire without issuance of the Board's written reply, the Union may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the Step Three answer, then the grievance shall be deemed withdrawn.
 - a. Neither the Board nor the Union shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.
 - b. The arbitrator shall have no power to alter the terms of this Agreement.
 - c. The arbitrator is empowered to award reinstatement, financial reimbursement, damages and/or other remedies.

ARTICLE IX - NEGOTIATIONS PROCEDURE

- A. This Agreement, in its entirety, shall not be modified during the term hereof except by written amendment with the mutual consent of both parties.
- B. Either party may reopen any or all items of this Agreement in 2022 serving on the other party a notice of intent to reopen between January 15 and March 1. Negotiations shall commence on the items reopened, if any, as soon as possible after March 1 or a mutually agreed upon date. For the purpose of service of notice as mentioned above, the Superintendent shall be the agent for receipt thereof on behalf of the Board and the Union President shall be the agent for receipt thereof on behalf of the Union.
- C. When an impasse has been declared, the Federal Mediation and Conciliation Service shall be requested by the parties to appoint a mediator from its staff. The mediator shall meet as soon as possible with the parties or their representatives or both, either jointly or separately, and shall take such steps as the mediator deems appropriate to persuade the parties to resolve their differences and effect a mutually acceptable agreement.

ARTICLE X - NO STRIKE

The parties agree that they abide by school code and the IELRA with respect to strikes.

ARTICLE XI - RESERVATION OF RIGHTS AND SAVINGS PROVISIONS

- A. It is expressly understood and agreed that all functions, rights, powers or authority of the administration of the School District and of the Board which are not specifically limited by the express language of this Agreement are retained by the Board. The Board further retains and reserves all powers, rights, authority, duties and responsibilities conferred upon and vested in it by laws and statutes of the State of Illinois and the United States of America, including, but not limited to, the executive management organization and administrative control for the District and

its properties, facilities and employees; as well as the establishment of educational policies, goals and objectives.

- B. School Code Rights - Whenever any rights or benefits accorded Teachers under the *School Code of the State of Illinois* or under other laws and regulations exceed the benefits accorded Teachers elsewhere in this Agreement, then such rights and benefits shall be incorporated into and become a part of this Agreement.
- C. If any provision of this Agreement is declared illegal by a court of competent jurisdiction or shall adversely affect the payment of state or federal funds to the District or the recognition or accreditation of the District by the State of Illinois, then that provision shall be unenforceable while all other provisions of this Agreement shall continue in effect.

ARTICLE XII - EXECUTION OF AGREEMENT

In witness whereof, the parties have executed this agreement by their duly authorized representatives.

Dated this 1st day of June, 2018 (approved).


For the St. George Council of AFT Local 604



President, Union

05/30/2018
Date

For the Board of Education of St. George Community Consolidated School District No. 258, Kankakee County, Illinois



President, Board of Education

06/01/2018
Date



Secretary, Board of Education

06/01/2018
Date

APPENDIX A – SALARY SCHEDULES

APPENDIX A

St George CCSD258 CBA Salary Schedule FY18-19 (w/o TRS)

	BA	BA 08	BA 16	BA 24	BA 34	MA	MA 08	MA 16	MA 24
1	\$33,840	\$34,513	\$35,186	\$35,859	\$36,532	\$37,205	\$37,878	\$38,551	\$39,224
2	\$34,513	\$35,186	\$35,859	\$36,532	\$37,205	\$37,878	\$38,551	\$39,224	\$39,897
3	\$35,186	\$35,859	\$36,532	\$37,205	\$37,878	\$38,551	\$39,224	\$39,897	\$40,570
4	\$35,859	\$36,532	\$37,205	\$37,878	\$38,551	\$39,224	\$39,897	\$40,570	\$41,243
5	\$36,532	\$37,205	\$37,878	\$38,551	\$39,224	\$39,897	\$40,570	\$41,243	\$41,916
6	\$37,205	\$37,878	\$38,551	\$39,224	\$39,897	\$40,570	\$41,243	\$41,916	\$42,589
7	\$37,878	\$38,551	\$39,224	\$39,897	\$40,570	\$41,243	\$41,916	\$42,589	\$43,262
8	\$38,551	\$39,224	\$39,897	\$40,570	\$41,243	\$41,916	\$42,589	\$43,262	\$43,935
9	\$39,224	\$39,897	\$40,570	\$41,243	\$41,916	\$42,589	\$43,262	\$43,935	\$44,608
10	\$39,897	\$40,570	\$41,243	\$41,916	\$42,589	\$43,262	\$43,935	\$44,608	\$45,281
11	\$40,570	\$41,243	\$41,916	\$42,589	\$43,262	\$43,935	\$44,608	\$45,281	\$45,954
12	\$41,243	\$41,916	\$42,589	\$43,262	\$43,935	\$44,608	\$45,281	\$45,954	\$46,627
13	\$41,916	\$42,589	\$43,262	\$43,935	\$44,608	\$45,281	\$45,954	\$46,627	\$47,300
14	\$42,589	\$43,262	\$43,935	\$44,608	\$45,281	\$45,954	\$46,627	\$47,300	\$47,973
15	\$43,262	\$43,935	\$44,608	\$45,281	\$45,954	\$46,627	\$47,300	\$47,973	\$48,646
16	\$43,935	\$44,608	\$45,281	\$45,954	\$46,627	\$47,300	\$47,973	\$48,646	\$49,319
17	\$44,608	\$45,281	\$45,954	\$46,627	\$47,300	\$47,973	\$48,646	\$49,319	\$49,992
18	\$45,281	\$45,954	\$46,627	\$47,300	\$47,973	\$48,646	\$49,319	\$49,992	\$50,665
19	\$45,954	\$46,627	\$47,300	\$47,973	\$48,646	\$49,319	\$49,992	\$50,665	\$51,338
20	\$46,627	\$47,300	\$47,973	\$48,646	\$49,319	\$49,992	\$50,665	\$51,338	\$52,011
21	\$47,300	\$47,973	\$48,646	\$49,319	\$49,992	\$50,665	\$51,338	\$52,011	\$52,684
22	\$47,973	\$48,646	\$49,319	\$49,992	\$50,665	\$51,338	\$52,011	\$52,684	\$53,357
23	\$48,646	\$49,319	\$49,992	\$50,665	\$51,338	\$52,011	\$52,684	\$53,357	\$54,030
24	\$49,319	\$49,992	\$50,665	\$51,338	\$52,011	\$52,684	\$53,357	\$54,030	\$54,703
25	\$49,992	\$50,665	\$51,338	\$52,011	\$52,684	\$53,357	\$54,030	\$54,703	\$55,376
26	\$50,665	\$51,338	\$52,011	\$52,684	\$53,357	\$54,030	\$54,703	\$55,376	\$56,049
27	\$51,338	\$52,011	\$52,684	\$53,357	\$54,030	\$54,703	\$55,376	\$56,049	\$56,722
28	\$52,011	\$52,684	\$53,357	\$54,030	\$54,703	\$55,376	\$56,049	\$56,722	\$57,395
29	\$52,684	\$53,357	\$54,030	\$54,703	\$55,376	\$56,049	\$56,722	\$57,395	\$58,068
30	\$53,357	\$54,030	\$54,703	\$55,376	\$56,049	\$56,722	\$57,395	\$58,068	\$58,741
31	\$54,030	\$54,703	\$55,376	\$56,049	\$56,722	\$57,395	\$58,068	\$58,741	\$59,414
32	\$54,703	\$55,376	\$56,049	\$56,722	\$57,395	\$58,068	\$58,741	\$59,414	\$60,087
33	\$55,376	\$56,049	\$56,722	\$57,395	\$58,068	\$58,741	\$59,414	\$60,087	\$60,760

Med Ins Cap	\$550
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APPENDIX A

St George CCSD258 CBA Salary Schedule FY18-19 (w/ TRS)

	BA	BA 08	BA 16	BA 24	BA 34	MA	MA 08	MA 16	MA 24
1	\$37,187	\$37,926	\$38,666	\$39,405	\$40,145	\$40,885	\$41,624	\$42,364	\$43,103
2	\$37,926	\$38,666	\$39,405	\$40,145	\$40,885	\$41,624	\$42,364	\$43,103	\$43,843
3	\$38,666	\$39,405	\$40,145	\$40,885	\$41,624	\$42,364	\$43,103	\$43,843	\$44,582
4	\$39,405	\$40,145	\$40,885	\$41,624	\$42,364	\$43,103	\$43,843	\$44,582	\$45,322
5	\$40,145	\$40,885	\$41,624	\$42,364	\$43,103	\$43,843	\$44,582	\$45,322	\$46,062
6	\$40,885	\$41,624	\$42,364	\$43,103	\$43,843	\$44,582	\$45,322	\$46,062	\$46,801
7	\$41,624	\$42,364	\$43,103	\$43,843	\$44,582	\$45,322	\$46,062	\$46,801	\$47,541
8	\$42,364	\$43,103	\$43,843	\$44,582	\$45,322	\$46,062	\$46,801	\$47,541	\$48,280
9	\$43,103	\$43,843	\$44,582	\$45,322	\$46,062	\$46,801	\$47,541	\$48,280	\$49,020
10	\$43,843	\$44,582	\$45,322	\$46,062	\$46,801	\$47,541	\$48,280	\$49,020	\$49,759
11	\$44,582	\$45,322	\$46,062	\$46,801	\$47,541	\$48,280	\$49,020	\$49,759	\$50,499
12	\$45,322	\$46,062	\$46,801	\$47,541	\$48,280	\$49,020	\$49,759	\$50,499	\$51,238
13	\$46,062	\$46,801	\$47,541	\$48,280	\$49,020	\$49,759	\$50,499	\$51,238	\$51,978
14	\$46,801	\$47,541	\$48,280	\$49,020	\$49,759	\$50,499	\$51,238	\$51,978	\$52,718
15	\$47,541	\$48,280	\$49,020	\$49,759	\$50,499	\$51,238	\$51,978	\$52,718	\$53,457
16	\$48,280	\$49,020	\$49,759	\$50,499	\$51,238	\$51,978	\$52,718	\$53,457	\$54,197
17	\$49,020	\$49,759	\$50,499	\$51,238	\$51,978	\$52,718	\$53,457	\$54,197	\$54,936
18	\$49,759	\$50,499	\$51,238	\$51,978	\$52,718	\$53,457	\$54,197	\$54,936	\$55,676
19	\$50,499	\$51,238	\$51,978	\$52,718	\$53,457	\$54,197	\$54,936	\$55,676	\$56,415
20	\$51,238	\$51,978	\$52,718	\$53,457	\$54,197	\$54,936	\$55,676	\$56,415	\$57,155
21	\$51,978	\$52,718	\$53,457	\$54,197	\$54,936	\$55,676	\$56,415	\$57,155	\$57,895
22	\$52,718	\$53,457	\$54,197	\$54,936	\$55,676	\$56,415	\$57,155	\$57,895	\$58,634
23	\$53,457	\$54,197	\$54,936	\$55,676	\$56,415	\$57,155	\$57,895	\$58,634	\$59,374
24	\$54,197	\$54,936	\$55,676	\$56,415	\$57,155	\$57,895	\$58,634	\$59,374	\$60,113
25	\$54,936	\$55,676	\$56,415	\$57,155	\$57,895	\$58,634	\$59,374	\$60,113	\$60,853
26	\$55,676	\$56,415	\$57,155	\$57,895	\$58,634	\$59,374	\$60,113	\$60,853	\$61,592
27	\$56,415	\$57,155	\$57,895	\$58,634	\$59,374	\$60,113	\$60,853	\$61,592	\$62,332
28	\$57,155	\$57,895	\$58,634	\$59,374	\$60,113	\$60,853	\$61,592	\$62,332	\$63,071
29	\$57,895	\$58,634	\$59,374	\$60,113	\$60,853	\$61,592	\$62,332	\$63,071	\$63,811
30	\$58,634	\$59,374	\$60,113	\$60,853	\$61,592	\$62,332	\$63,071	\$63,811	\$64,551
31	\$59,374	\$60,113	\$60,853	\$61,592	\$62,332	\$63,071	\$63,811	\$64,551	\$65,290
32	\$60,113	\$60,853	\$61,592	\$62,332	\$63,071	\$63,811	\$64,551	\$65,290	\$66,030
33	\$60,853	\$61,592	\$62,332	\$63,071	\$63,811	\$64,551	\$65,290	\$66,030	\$66,769

Med Ins Cap	\$550
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APPENDIX A

St George CCSD258 CBA Salary Schedule FY19-20 (w/o TRS)

	BA	BA 08	BA 16	BA 24	BA 34	MA	MA 08	MA 16	MA 24
1	\$34,667	\$35,340	\$36,013	\$36,686	\$37,359	\$38,032	\$38,705	\$39,378	\$40,051
2	\$35,340	\$36,013	\$36,686	\$37,359	\$38,032	\$38,705	\$39,378	\$40,051	\$40,724
3	\$36,013	\$36,686	\$37,359	\$38,032	\$38,705	\$39,378	\$40,051	\$40,724	\$41,397
4	\$36,686	\$37,359	\$38,032	\$38,705	\$39,378	\$40,051	\$40,724	\$41,397	\$42,070
5	\$37,359	\$38,032	\$38,705	\$39,378	\$40,051	\$40,724	\$41,397	\$42,070	\$42,743
6	\$38,032	\$38,705	\$39,378	\$40,051	\$40,724	\$41,397	\$42,070	\$42,743	\$43,416
7	\$38,705	\$39,378	\$40,051	\$40,724	\$41,397	\$42,070	\$42,743	\$43,416	\$44,089
8	\$39,378	\$40,051	\$40,724	\$41,397	\$42,070	\$42,743	\$43,416	\$44,089	\$44,762
9	\$40,051	\$40,724	\$41,397	\$42,070	\$42,743	\$43,416	\$44,089	\$44,762	\$45,435
10	\$40,724	\$41,397	\$42,070	\$42,743	\$43,416	\$44,089	\$44,762	\$45,435	\$46,108
11	\$41,397	\$42,070	\$42,743	\$43,416	\$44,089	\$44,762	\$45,435	\$46,108	\$46,781
12	\$42,070	\$42,743	\$43,416	\$44,089	\$44,762	\$45,435	\$46,108	\$46,781	\$47,454
13	\$42,743	\$43,416	\$44,089	\$44,762	\$45,435	\$46,108	\$46,781	\$47,454	\$48,127
14	\$43,416	\$44,089	\$44,762	\$45,435	\$46,108	\$46,781	\$47,454	\$48,127	\$48,800
15	\$44,089	\$44,762	\$45,435	\$46,108	\$46,781	\$47,454	\$48,127	\$48,800	\$49,473
16	\$44,762	\$45,435	\$46,108	\$46,781	\$47,454	\$48,127	\$48,800	\$49,473	\$50,146
17	\$45,435	\$46,108	\$46,781	\$47,454	\$48,127	\$48,800	\$49,473	\$50,146	\$50,819
18	\$46,108	\$46,781	\$47,454	\$48,127	\$48,800	\$49,473	\$50,146	\$50,819	\$51,492
19	\$46,781	\$47,454	\$48,127	\$48,800	\$49,473	\$50,146	\$50,819	\$51,492	\$52,165
20	\$47,454	\$48,127	\$48,800	\$49,473	\$50,146	\$50,819	\$51,492	\$52,165	\$52,838
21	\$48,127	\$48,800	\$49,473	\$50,146	\$50,819	\$51,492	\$52,165	\$52,838	\$53,511
22	\$48,800	\$49,473	\$50,146	\$50,819	\$51,492	\$52,165	\$52,838	\$53,511	\$54,184
23	\$49,473	\$50,146	\$50,819	\$51,492	\$52,165	\$52,838	\$53,511	\$54,184	\$54,857
24	\$50,146	\$50,819	\$51,492	\$52,165	\$52,838	\$53,511	\$54,184	\$54,857	\$55,530
25	\$50,819	\$51,492	\$52,165	\$52,838	\$53,511	\$54,184	\$54,857	\$55,530	\$56,203
26	\$51,492	\$52,165	\$52,838	\$53,511	\$54,184	\$54,857	\$55,530	\$56,203	\$56,876
27	\$52,165	\$52,838	\$53,511	\$54,184	\$54,857	\$55,530	\$56,203	\$56,876	\$57,549
28	\$52,838	\$53,511	\$54,184	\$54,857	\$55,530	\$56,203	\$56,876	\$57,549	\$58,222
29	\$53,511	\$54,184	\$54,857	\$55,530	\$56,203	\$56,876	\$57,549	\$58,222	\$58,895
30	\$54,184	\$54,857	\$55,530	\$56,203	\$56,876	\$57,549	\$58,222	\$58,895	\$59,568
31	\$54,857	\$55,530	\$56,203	\$56,876	\$57,549	\$58,222	\$58,895	\$59,568	\$60,241
32	\$55,530	\$56,203	\$56,876	\$57,549	\$58,222	\$58,895	\$59,568	\$60,241	\$60,914
33	\$56,203	\$56,876	\$57,549	\$58,222	\$58,895	\$59,568	\$60,241	\$60,914	\$61,587

Med Ins Cap	\$580
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APPENDIX A

St George CCSD258 CBA Salary Schedule FY19-20 (w/ TRS)

	BA	BA 08	BA 16	BA 24	BA 34	MA	MA 08	MA 16	MA 24
1	\$38,096	\$38,835	\$39,575	\$40,314	\$41,054	\$41,793	\$42,533	\$43,273	\$44,012
2	\$38,835	\$39,575	\$40,314	\$41,054	\$41,793	\$42,533	\$43,273	\$44,012	\$44,752
3	\$39,575	\$40,314	\$41,054	\$41,793	\$42,533	\$43,273	\$44,012	\$44,752	\$45,491
4	\$40,314	\$41,054	\$41,793	\$42,533	\$43,273	\$44,012	\$44,752	\$45,491	\$46,231
5	\$41,054	\$41,793	\$42,533	\$43,273	\$44,012	\$44,752	\$45,491	\$46,231	\$46,970
6	\$41,793	\$42,533	\$43,273	\$44,012	\$44,752	\$45,491	\$46,231	\$46,970	\$47,710
7	\$42,533	\$43,273	\$44,012	\$44,752	\$45,491	\$46,231	\$46,970	\$47,710	\$48,449
8	\$43,273	\$44,012	\$44,752	\$45,491	\$46,231	\$46,970	\$47,710	\$48,449	\$49,189
9	\$44,012	\$44,752	\$45,491	\$46,231	\$46,970	\$47,710	\$48,449	\$49,189	\$49,929
10	\$44,752	\$45,491	\$46,231	\$46,970	\$47,710	\$48,449	\$49,189	\$49,929	\$50,668
11	\$45,491	\$46,231	\$46,970	\$47,710	\$48,449	\$49,189	\$49,929	\$50,668	\$51,408
12	\$46,231	\$46,970	\$47,710	\$48,449	\$49,189	\$49,929	\$50,668	\$51,408	\$52,147
13	\$46,970	\$47,710	\$48,449	\$49,189	\$49,929	\$50,668	\$51,408	\$52,147	\$52,887
14	\$47,710	\$48,449	\$49,189	\$49,929	\$50,668	\$51,408	\$52,147	\$52,887	\$53,626
15	\$48,449	\$49,189	\$49,929	\$50,668	\$51,408	\$52,147	\$52,887	\$53,626	\$54,366
16	\$49,189	\$49,929	\$50,668	\$51,408	\$52,147	\$52,887	\$53,626	\$54,366	\$55,105
17	\$49,929	\$50,668	\$51,408	\$52,147	\$52,887	\$53,626	\$54,366	\$55,105	\$55,845
18	\$50,668	\$51,408	\$52,147	\$52,887	\$53,626	\$54,366	\$55,105	\$55,845	\$56,585
19	\$51,408	\$52,147	\$52,887	\$53,626	\$54,366	\$55,105	\$55,845	\$56,585	\$57,324
20	\$52,147	\$52,887	\$53,626	\$54,366	\$55,105	\$55,845	\$56,585	\$57,324	\$58,064
21	\$52,887	\$53,626	\$54,366	\$55,105	\$55,845	\$56,585	\$57,324	\$58,064	\$58,803
22	\$53,626	\$54,366	\$55,105	\$55,845	\$56,585	\$57,324	\$58,064	\$58,803	\$59,543
23	\$54,366	\$55,105	\$55,845	\$56,585	\$57,324	\$58,064	\$58,803	\$59,543	\$60,282
24	\$55,105	\$55,845	\$56,585	\$57,324	\$58,064	\$58,803	\$59,543	\$60,282	\$61,022
25	\$55,845	\$56,585	\$57,324	\$58,064	\$58,803	\$59,543	\$60,282	\$61,022	\$61,762
26	\$56,585	\$57,324	\$58,064	\$58,803	\$59,543	\$60,282	\$61,022	\$61,762	\$62,501
27	\$57,324	\$58,064	\$58,803	\$59,543	\$60,282	\$61,022	\$61,762	\$62,501	\$63,241
28	\$58,064	\$58,803	\$59,543	\$60,282	\$61,022	\$61,762	\$62,501	\$63,241	\$63,980
29	\$58,803	\$59,543	\$60,282	\$61,022	\$61,762	\$62,501	\$63,241	\$63,980	\$64,720
30	\$59,543	\$60,282	\$61,022	\$61,762	\$62,501	\$63,241	\$63,980	\$64,720	\$65,459
31	\$60,282	\$61,022	\$61,762	\$62,501	\$63,241	\$63,980	\$64,720	\$65,459	\$66,199
32	\$61,022	\$61,762	\$62,501	\$63,241	\$63,980	\$64,720	\$65,459	\$66,199	\$66,938
33	\$61,762	\$62,501	\$63,241	\$63,980	\$64,720	\$65,459	\$66,199	\$66,938	\$67,678

Med Ins Cap	\$580
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APPENDIX A

St George CCSD258 CBA Salary Schedule FY20-21 (w/o TRS)

	BA	BA 08	BA 16	BA 24	BA 34	MA	MA 08	MA 16	MA 24
1	\$35,494	\$36,167	\$36,840	\$37,513	\$38,186	\$38,859	\$39,532	\$40,205	\$40,878
2	\$36,167	\$36,840	\$37,513	\$38,186	\$38,859	\$39,532	\$40,205	\$40,878	\$41,551
3	\$36,840	\$37,513	\$38,186	\$38,859	\$39,532	\$40,205	\$40,878	\$41,551	\$42,224
4	\$37,513	\$38,186	\$38,859	\$39,532	\$40,205	\$40,878	\$41,551	\$42,224	\$42,897
5	\$38,186	\$38,859	\$39,532	\$40,205	\$40,878	\$41,551	\$42,224	\$42,897	\$43,570
6	\$38,859	\$39,532	\$40,205	\$40,878	\$41,551	\$42,224	\$42,897	\$43,570	\$44,243
7	\$39,532	\$40,205	\$40,878	\$41,551	\$42,224	\$42,897	\$43,570	\$44,243	\$44,916
8	\$40,205	\$40,878	\$41,551	\$42,224	\$42,897	\$43,570	\$44,243	\$44,916	\$45,589
9	\$40,878	\$41,551	\$42,224	\$42,897	\$43,570	\$44,243	\$44,916	\$45,589	\$46,262
10	\$41,551	\$42,224	\$42,897	\$43,570	\$44,243	\$44,916	\$45,589	\$46,262	\$46,935
11	\$42,224	\$42,897	\$43,570	\$44,243	\$44,916	\$45,589	\$46,262	\$46,935	\$47,608
12	\$42,897	\$43,570	\$44,243	\$44,916	\$45,589	\$46,262	\$46,935	\$47,608	\$48,281
13	\$43,570	\$44,243	\$44,916	\$45,589	\$46,262	\$46,935	\$47,608	\$48,281	\$48,954
14	\$44,243	\$44,916	\$45,589	\$46,262	\$46,935	\$47,608	\$48,281	\$48,954	\$49,627
15	\$44,916	\$45,589	\$46,262	\$46,935	\$47,608	\$48,281	\$48,954	\$49,627	\$50,300
16	\$45,589	\$46,262	\$46,935	\$47,608	\$48,281	\$48,954	\$49,627	\$50,300	\$50,973
17	\$46,262	\$46,935	\$47,608	\$48,281	\$48,954	\$49,627	\$50,300	\$50,973	\$51,646
18	\$46,935	\$47,608	\$48,281	\$48,954	\$49,627	\$50,300	\$50,973	\$51,646	\$52,319
19	\$47,608	\$48,281	\$48,954	\$49,627	\$50,300	\$50,973	\$51,646	\$52,319	\$52,992
20	\$48,281	\$48,954	\$49,627	\$50,300	\$50,973	\$51,646	\$52,319	\$52,992	\$53,665
21	\$48,954	\$49,627	\$50,300	\$50,973	\$51,646	\$52,319	\$52,992	\$53,665	\$54,338
22	\$49,627	\$50,300	\$50,973	\$51,646	\$52,319	\$52,992	\$53,665	\$54,338	\$55,011
23	\$50,300	\$50,973	\$51,646	\$52,319	\$52,992	\$53,665	\$54,338	\$55,011	\$55,684
24	\$50,973	\$51,646	\$52,319	\$52,992	\$53,665	\$54,338	\$55,011	\$55,684	\$56,357
25	\$51,646	\$52,319	\$52,992	\$53,665	\$54,338	\$55,011	\$55,684	\$56,357	\$57,030
26	\$52,319	\$52,992	\$53,665	\$54,338	\$55,011	\$55,684	\$56,357	\$57,030	\$57,703
27	\$52,992	\$53,665	\$54,338	\$55,011	\$55,684	\$56,357	\$57,030	\$57,703	\$58,376
28	\$53,665	\$54,338	\$55,011	\$55,684	\$56,357	\$57,030	\$57,703	\$58,376	\$59,049
29	\$54,338	\$55,011	\$55,684	\$56,357	\$57,030	\$57,703	\$58,376	\$59,049	\$59,722
30	\$55,011	\$55,684	\$56,357	\$57,030	\$57,703	\$58,376	\$59,049	\$59,722	\$60,395
31	\$55,684	\$56,357	\$57,030	\$57,703	\$58,376	\$59,049	\$59,722	\$60,395	\$61,068
32	\$56,357	\$57,030	\$57,703	\$58,376	\$59,049	\$59,722	\$60,395	\$61,068	\$61,741
33	\$57,030	\$57,703	\$58,376	\$59,049	\$59,722	\$60,395	\$61,068	\$61,741	\$62,414

Med Ins Cap	\$610
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APPENDIX A

St George CCSD258 CBA Salary Schedule FY20-21 (w/ TRS)

	BA	BA 08	BA 16	BA 24	BA 34	MA	MA 08	MA 16	MA 24
1	\$39,004	\$39,744	\$40,484	\$41,223	\$41,963	\$42,702	\$43,442	\$44,181	\$44,921
2	\$39,744	\$40,484	\$41,223	\$41,963	\$42,702	\$43,442	\$44,181	\$44,921	\$45,660
3	\$40,484	\$41,223	\$41,963	\$42,702	\$43,442	\$44,181	\$44,921	\$45,660	\$46,400
4	\$41,223	\$41,963	\$42,702	\$43,442	\$44,181	\$44,921	\$45,660	\$46,400	\$47,140
5	\$41,963	\$42,702	\$43,442	\$44,181	\$44,921	\$45,660	\$46,400	\$47,140	\$47,879
6	\$42,702	\$43,442	\$44,181	\$44,921	\$45,660	\$46,400	\$47,140	\$47,879	\$48,619
7	\$43,442	\$44,181	\$44,921	\$45,660	\$46,400	\$47,140	\$47,879	\$48,619	\$49,358
8	\$44,181	\$44,921	\$45,660	\$46,400	\$47,140	\$47,879	\$48,619	\$49,358	\$50,098
9	\$44,921	\$45,660	\$46,400	\$47,140	\$47,879	\$48,619	\$49,358	\$50,098	\$50,837
10	\$45,660	\$46,400	\$47,140	\$47,879	\$48,619	\$49,358	\$50,098	\$50,837	\$51,577
11	\$46,400	\$47,140	\$47,879	\$48,619	\$49,358	\$50,098	\$50,837	\$51,577	\$52,316
12	\$47,140	\$47,879	\$48,619	\$49,358	\$50,098	\$50,837	\$51,577	\$52,316	\$53,056
13	\$47,879	\$48,619	\$49,358	\$50,098	\$50,837	\$51,577	\$52,316	\$53,056	\$53,796
14	\$48,619	\$49,358	\$50,098	\$50,837	\$51,577	\$52,316	\$53,056	\$53,796	\$54,535
15	\$49,358	\$50,098	\$50,837	\$51,577	\$52,316	\$53,056	\$53,796	\$54,535	\$55,275
16	\$50,098	\$50,837	\$51,577	\$52,316	\$53,056	\$53,796	\$54,535	\$55,275	\$56,014
17	\$50,837	\$51,577	\$52,316	\$53,056	\$53,796	\$54,535	\$55,275	\$56,014	\$56,754
18	\$51,577	\$52,316	\$53,056	\$53,796	\$54,535	\$55,275	\$56,014	\$56,754	\$57,493
19	\$52,316	\$53,056	\$53,796	\$54,535	\$55,275	\$56,014	\$56,754	\$57,493	\$58,233
20	\$53,056	\$53,796	\$54,535	\$55,275	\$56,014	\$56,754	\$57,493	\$58,233	\$58,973
21	\$53,796	\$54,535	\$55,275	\$56,014	\$56,754	\$57,493	\$58,233	\$58,973	\$59,712
22	\$54,535	\$55,275	\$56,014	\$56,754	\$57,493	\$58,233	\$58,973	\$59,712	\$60,452
23	\$55,275	\$56,014	\$56,754	\$57,493	\$58,233	\$58,973	\$59,712	\$60,452	\$61,191
24	\$56,014	\$56,754	\$57,493	\$58,233	\$58,973	\$59,712	\$60,452	\$61,191	\$61,931
25	\$56,754	\$57,493	\$58,233	\$58,973	\$59,712	\$60,452	\$61,191	\$61,931	\$62,670
26	\$57,493	\$58,233	\$58,973	\$59,712	\$60,452	\$61,191	\$61,931	\$62,670	\$63,410
27	\$58,233	\$58,973	\$59,712	\$60,452	\$61,191	\$61,931	\$62,670	\$63,410	\$64,149
28	\$58,973	\$59,712	\$60,452	\$61,191	\$61,931	\$62,670	\$63,410	\$64,149	\$64,889
29	\$59,712	\$60,452	\$61,191	\$61,931	\$62,670	\$63,410	\$64,149	\$64,889	\$65,629
30	\$60,452	\$61,191	\$61,931	\$62,670	\$63,410	\$64,149	\$64,889	\$65,629	\$66,368
31	\$61,191	\$61,931	\$62,670	\$63,410	\$64,149	\$64,889	\$65,629	\$66,368	\$67,108
32	\$61,931	\$62,670	\$63,410	\$64,149	\$64,889	\$65,629	\$66,368	\$67,108	\$67,847
33	\$62,670	\$63,410	\$64,149	\$64,889	\$65,629	\$66,368	\$67,108	\$67,847	\$68,587

Med Ins Cap	\$610
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APPENDIX A

St George CCSD258 CBA Salary Schedule FY21-22 (w/o TRS)

	BA	BA 08	BA 16	BA 24	BA 34	MA	MA 08	MA 16	MA 24
1	\$36,321	\$36,994	\$37,667	\$38,340	\$39,013	\$39,686	\$40,359	\$41,032	\$41,705
2	\$36,994	\$37,667	\$38,340	\$39,013	\$39,686	\$40,359	\$41,032	\$41,705	\$42,378
3	\$37,667	\$38,340	\$39,013	\$39,686	\$40,359	\$41,032	\$41,705	\$42,378	\$43,051
4	\$38,340	\$39,013	\$39,686	\$40,359	\$41,032	\$41,705	\$42,378	\$43,051	\$43,724
5	\$39,013	\$39,686	\$40,359	\$41,032	\$41,705	\$42,378	\$43,051	\$43,724	\$44,397
6	\$39,686	\$40,359	\$41,032	\$41,705	\$42,378	\$43,051	\$43,724	\$44,397	\$45,070
7	\$40,359	\$41,032	\$41,705	\$42,378	\$43,051	\$43,724	\$44,397	\$45,070	\$45,743
8	\$41,032	\$41,705	\$42,378	\$43,051	\$43,724	\$44,397	\$45,070	\$45,743	\$46,416
9	\$41,705	\$42,378	\$43,051	\$43,724	\$44,397	\$45,070	\$45,743	\$46,416	\$47,089
10	\$42,378	\$43,051	\$43,724	\$44,397	\$45,070	\$45,743	\$46,416	\$47,089	\$47,762
11	\$43,051	\$43,724	\$44,397	\$45,070	\$45,743	\$46,416	\$47,089	\$47,762	\$48,435
12	\$43,724	\$44,397	\$45,070	\$45,743	\$46,416	\$47,089	\$47,762	\$48,435	\$49,108
13	\$44,397	\$45,070	\$45,743	\$46,416	\$47,089	\$47,762	\$48,435	\$49,108	\$49,781
14	\$45,070	\$45,743	\$46,416	\$47,089	\$47,762	\$48,435	\$49,108	\$49,781	\$50,454
15	\$45,743	\$46,416	\$47,089	\$47,762	\$48,435	\$49,108	\$49,781	\$50,454	\$51,127
16	\$46,416	\$47,089	\$47,762	\$48,435	\$49,108	\$49,781	\$50,454	\$51,127	\$51,800
17	\$47,089	\$47,762	\$48,435	\$49,108	\$49,781	\$50,454	\$51,127	\$51,800	\$52,473
18	\$47,762	\$48,435	\$49,108	\$49,781	\$50,454	\$51,127	\$51,800	\$52,473	\$53,146
19	\$48,435	\$49,108	\$49,781	\$50,454	\$51,127	\$51,800	\$52,473	\$53,146	\$53,819
20	\$49,108	\$49,781	\$50,454	\$51,127	\$51,800	\$52,473	\$53,146	\$53,819	\$54,492
21	\$49,781	\$50,454	\$51,127	\$51,800	\$52,473	\$53,146	\$53,819	\$54,492	\$55,165
22	\$50,454	\$51,127	\$51,800	\$52,473	\$53,146	\$53,819	\$54,492	\$55,165	\$55,838
23	\$51,127	\$51,800	\$52,473	\$53,146	\$53,819	\$54,492	\$55,165	\$55,838	\$56,511
24	\$51,800	\$52,473	\$53,146	\$53,819	\$54,492	\$55,165	\$55,838	\$56,511	\$57,184
25	\$52,473	\$53,146	\$53,819	\$54,492	\$55,165	\$55,838	\$56,511	\$57,184	\$57,857
26	\$53,146	\$53,819	\$54,492	\$55,165	\$55,838	\$56,511	\$57,184	\$57,857	\$58,530
27	\$53,819	\$54,492	\$55,165	\$55,838	\$56,511	\$57,184	\$57,857	\$58,530	\$59,203
28	\$54,492	\$55,165	\$55,838	\$56,511	\$57,184	\$57,857	\$58,530	\$59,203	\$59,876
29	\$55,165	\$55,838	\$56,511	\$57,184	\$57,857	\$58,530	\$59,203	\$59,876	\$60,549
30	\$55,838	\$56,511	\$57,184	\$57,857	\$58,530	\$59,203	\$59,876	\$60,549	\$61,222
31	\$56,511	\$57,184	\$57,857	\$58,530	\$59,203	\$59,876	\$60,549	\$61,222	\$61,895
32	\$57,184	\$57,857	\$58,530	\$59,203	\$59,876	\$60,549	\$61,222	\$61,895	\$62,568
33	\$57,857	\$58,530	\$59,203	\$59,876	\$60,549	\$61,222	\$61,895	\$62,568	\$63,241

Med Ins Cap	\$640
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FY22 Schedule

APPENDIX A

St George CCSD258 CBA Salary Schedule FY21-22 (w/ TRS)

	BA	BA 08	BA 16	BA 24	BA 34	MA	MA 08	MA 16	MA 24
1	\$39,913	\$40,653	\$41,392	\$42,132	\$42,871	\$43,611	\$44,351	\$45,090	\$45,830
2	\$40,653	\$41,392	\$42,132	\$42,871	\$43,611	\$44,351	\$45,090	\$45,830	\$46,569
3	\$41,392	\$42,132	\$42,871	\$43,611	\$44,351	\$45,090	\$45,830	\$46,569	\$47,309
4	\$42,132	\$42,871	\$43,611	\$44,351	\$45,090	\$45,830	\$46,569	\$47,309	\$48,048
5	\$42,871	\$43,611	\$44,351	\$45,090	\$45,830	\$46,569	\$47,309	\$48,048	\$48,788
6	\$43,611	\$44,351	\$45,090	\$45,830	\$46,569	\$47,309	\$48,048	\$48,788	\$49,527
7	\$44,351	\$45,090	\$45,830	\$46,569	\$47,309	\$48,048	\$48,788	\$49,527	\$50,267
8	\$45,090	\$45,830	\$46,569	\$47,309	\$48,048	\$48,788	\$49,527	\$50,267	\$51,007
9	\$45,830	\$46,569	\$47,309	\$48,048	\$48,788	\$49,527	\$50,267	\$51,007	\$51,746
10	\$46,569	\$47,309	\$48,048	\$48,788	\$49,527	\$50,267	\$51,007	\$51,746	\$52,486
11	\$47,309	\$48,048	\$48,788	\$49,527	\$50,267	\$51,007	\$51,746	\$52,486	\$53,225
12	\$48,048	\$48,788	\$49,527	\$50,267	\$51,007	\$51,746	\$52,486	\$53,225	\$53,965
13	\$48,788	\$49,527	\$50,267	\$51,007	\$51,746	\$52,486	\$53,225	\$53,965	\$54,704
14	\$49,527	\$50,267	\$51,007	\$51,746	\$52,486	\$53,225	\$53,965	\$54,704	\$55,444
15	\$50,267	\$51,007	\$51,746	\$52,486	\$53,225	\$53,965	\$54,704	\$55,444	\$56,184
16	\$51,007	\$51,746	\$52,486	\$53,225	\$53,965	\$54,704	\$55,444	\$56,184	\$56,923
17	\$51,746	\$52,486	\$53,225	\$53,965	\$54,704	\$55,444	\$56,184	\$56,923	\$57,663
18	\$52,486	\$53,225	\$53,965	\$54,704	\$55,444	\$56,184	\$56,923	\$57,663	\$58,402
19	\$53,225	\$53,965	\$54,704	\$55,444	\$56,184	\$56,923	\$57,663	\$58,402	\$59,142
20	\$53,965	\$54,704	\$55,444	\$56,184	\$56,923	\$57,663	\$58,402	\$59,142	\$59,881
21	\$54,704	\$55,444	\$56,184	\$56,923	\$57,663	\$58,402	\$59,142	\$59,881	\$60,621
22	\$55,444	\$56,184	\$56,923	\$57,663	\$58,402	\$59,142	\$59,881	\$60,621	\$61,360
23	\$56,184	\$56,923	\$57,663	\$58,402	\$59,142	\$59,881	\$60,621	\$61,360	\$62,100
24	\$56,923	\$57,663	\$58,402	\$59,142	\$59,881	\$60,621	\$61,360	\$62,100	\$62,840
25	\$57,663	\$58,402	\$59,142	\$59,881	\$60,621	\$61,360	\$62,100	\$62,840	\$63,579
26	\$58,402	\$59,142	\$59,881	\$60,621	\$61,360	\$62,100	\$62,840	\$63,579	\$64,319
27	\$59,142	\$59,881	\$60,621	\$61,360	\$62,100	\$62,840	\$63,579	\$64,319	\$65,058
28	\$59,881	\$60,621	\$61,360	\$62,100	\$62,840	\$63,579	\$64,319	\$65,058	\$65,798
29	\$60,621	\$61,360	\$62,100	\$62,840	\$63,579	\$64,319	\$65,058	\$65,798	\$66,537
30	\$61,360	\$62,100	\$62,840	\$63,579	\$64,319	\$65,058	\$65,798	\$66,537	\$67,277
31	\$62,100	\$62,840	\$63,579	\$64,319	\$65,058	\$65,798	\$66,537	\$67,277	\$68,016
32	\$62,840	\$63,579	\$64,319	\$65,058	\$65,798	\$66,537	\$67,277	\$68,016	\$68,756
33	\$63,579	\$64,319	\$65,058	\$65,798	\$66,537	\$67,277	\$68,016	\$68,756	\$69,496

Med Ins Cap	\$640
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APPENDIX B – EXTRA DUTY COMPENSATION

	2018-2019	2019-2020	2020-2021	2021-2022
Boys and Girls Cross Country	1800	1900	2000	2150
Asst. Cross Country	900	950	1000	1075
Boys Baseball	1800	1900	2000	2150
Asst. Boys Baseball	900	950	1000	1075
Girls Softball	1800	1900	2000	2150
Asst. Girls Softball	900	950	1000	1075
Cheerleading	1800	1900	2000	2150
6 Boys Basketball	850	900	950	1025
7 Boys Basketball	1800	1900	2000	2150
7 Girls Basketball	1800	1900	2000	2150
7 Girls Volleyball	1800	1900	2000	2150
8 Boys Basketball	1800	1900	2000	2150
8 Girls Basketball	1800	1900	2000	2150
8 Girls Volleyball	1800	1900	2000	2150
IESA S&E Contest	500	525	550	575
IESA Speech	500	525	550	575
Math Team	500	525	550	575
Spelling	500	525	550	575
STEAM	500	525	550	575
Student Council	810	525	550	575
Yearbook	1000	1100	1200	1300
Concert Supervision (per event)	26	26	26	26
Music Contest Accompanist	75	78	81	84