

AGREEMENT

BETWEEN THE

BOARD OF EDUCATION

WOODLAND C.C. SCHOOL DISTRICT NO. 50

LAKE COUNTY, ILLINOIS

AND THE



WOODLAND FEDERATION OF TEACHERS AND STAFF

LAKE COUNTY FEDERATION OF TEACHERS

LOCAL 504, IFT-AFT/AFL-CIO

FOR THE SCHOOL YEARS

2015 – 2016

2016 – 2017

2017 – 2018

2018 - 2019

2019 – 2020

2020 – 2021

2021-2022

The Board of Education of Woodland C.C. School District No. 50, Lake County, Illinois, and the Woodland Federation of Teachers and Staff, Lake County Federation of Teachers Local 504, IFT-AFT/AFL-CIO are parties to a Collective Bargaining Agreement for the 2015-2021 school years which expires June 30, 2021. The parties commenced negotiations for a successor agreement on or about February 24, 2021. As a result of the outbreak of Covid-19, and the unprecedented response efforts needed therefore, the parties have agreed to rollover the 2015-2021 Agreement for one year with certain revisions, additions, and deletions as contained within this 2015-2022 Collective Bargaining Agreement. The following Articles and Sections either replace existing language in the 2015-2021 Agreement or provide new language for the 2021-2022 rollover agreement. The terms and conditions of the 2021-2022 Rollover Agreement shall take effect July 1, 2021. The parties agree that the terms and conditions of the 2015-2021 Agreement shall remain in full force and effect for the 2021-2022 school year to the extent not revised by the 2021-2022 Rollover Agreement.

Additionally, the parties ratified and approved a 2020-21 Rollover Agreement in the spring of 2020. The terms of the 2020-21 Rollover Agreement are included in this 2021-2022 Rollover Agreement document, principally, to maintain in one unified document those changes to better keep track of all changes to the 2015-2020 Master Agreement.

ARTICLE I

UNION RIGHTS

G. Dues Deduction

The Board shall honor employees' individually authorized deduction forms, and shall deduct from each employee's pay, beginning with the first paycheck in October and continuing through the last paycheck in May, the dues, assessments for fees of the Union and of its affiliated organizations and voluntary COPE contributions (last paycheck in October only), provided that the employee had previously executed an authorization for such deductions, and provided that such deductions shall not vary in amount from paycheck to paycheck during any single school term. This authorization shall remain in effect according to its terms. Such authorization shall be deemed to be automatically revoked upon termination of employment. All dues authorized shall be effective no later than thirty (30) calendar days following its receipt by the Board. All dues deducted by the Board shall be remitted to the Union no later than ten (10) calendar days after such deductions are made, provided the Union shall, in accepting such dues, agree to defend and hold harmless the Board and its members, agents, and employees for all actions pursuant to this Section, provided the Board shall have complied therewith. Dues revocations are processed by the Union. The Employer will direct all employee inquiries related to all Union business, including revocations, to the Union. In the event that an employee revokes his/her dues in accordance with the terms under which he/she authorized the dues deductions, the Union will notify the employer.

I. Fair Share

K. Notification of New Employees and Changes in Employee Status

Beginning in the month of the start of the school year (or within a month after ratification of this Agreement), and then by the end of each month thereafter, the (1) names, (2) employment status (e.g., on leave, active, etc.), (3) personal mailing addresses, (4) job titles, (5) building/worksite location(s), (6) personal home and cell telephone number on file with the employer, (7) date of hire, (8) employee ID number, and (9) any personal email address on file with the employer of all those covered by the collective bargaining agreement shall be provided to the Union monthly; such information will be provided electronically using Microsoft Excel to the council president and to membership@lcft.org at the Lake County Federation of Teachers (Local 504, 248 Ambrogio Drive, Gurnee, IL 60031). As employees are hired, transferred, discontinue service to the District, or as employees have name or address changes, or as any changes to the information enumerated above occur, such changes will be included and highlighted in the next monthly electronic list.

O. New Employee Orientation

During the first 10 (ten) days of an employee's service to the District, the District will provide up to sixty (60) minutes during work time on the employer's premises for bargaining unit representatives designated by the Union to meet with the newly-hired employee(s). Normally, this will occur during new employee orientation.

ARTICLE VI

WORKING CONDITIONS – SUPPORT STAFF

A. Work Year

The work year shall be based upon the legal school year running from July 1 to the following June 30. Employees shall work various numbers of days within that work year dependent on job category. The Board shall determine which days of the work year shall be employment days.

1. Twelve Month Employees

The following shall be twelve (12) month employees, working five (5) days per week, fifty-two (52) weeks per year: custodians, maintenance technicians, non-certified maintenance workers, groundskeepers, facilities support, secretaries, receptionist, audio-visual assistant, accounts payable assistants, human resource assistant, school bus dispatcher, bus maintenance mechanic, bus mechanic assistants, and other positions as mutually agreed upon by the Union President and the Board or its representative.

2. Non-Twelve Month Employees

- a. The following shall work a minimum of one hundred eighty (180) days per year: school bus dispatcher assistant, office assistants, operations & facilities assistant, public information assistant, support services records assistant, registrar assistant, technology assistant, media center assistants, district copier operators, and other positions as mutually agreed upon by the Union President and the Board or its representative. Typically, this shall coincide with the normal school term.
- b. The following shall work on days as determined by the Board: student supervisors, bus drivers, paraprofessionals, health assistants, and other positions as mutually agreed upon by the Union President and the Board or its representative. Typically, this shall be the days on which students are in attendance.
- c. The following shall work the school year which is based upon the school calendar as adopted by the Board of Education, which calendar shall not exceed one hundred eight-five (185) employment days: occupational therapists, physical therapists, non-school certified licensed nurses, and other positions as mutually agreed upon by the Union President and the Board or its representative.

3. Institute Day(s)

a. Beginning of the Year Institute Days

All 9 month ESP staff are required to attend the beginning of the year institute days when training is made available by administration. Pay is for time worked.

b. All Other Institute Days

Attendance at all other institute days is optional for all 9 month ESP staff, unless identified by the administration as attendance mandatory at the start of the school year. Pay is for time worked.

c. School Improvement Days

Attendance during these days is required for all 9 month ESP staff unless there is a compelling reason not to attend and absence is approved by the employee's supervisor. Pay is for time worked.

- d. Because of the need to provide various services throughout the school district during the first Institute Day(s), the administration may require that certain employees who would otherwise be in attendance at Institute Day(s) work at their regular assignments, for all or a portion of the Institute Day(s). Where more than one employee performs a necessary service, such assignments may be rotated among the incumbents in that position. Employees shall be paid their regular rate of pay for such work, and shall not also receive pay for portions of the Institute Day(s) which they do not attend.
- e. If staff choose to leave early on any of the days as stated in Article VI.A.3., unless a staff member is sick, sick time cannot be used to make up for time not worked.
- f. In all cases, on all days that staff are not required to be in attendance, if staff choose to leave early or not attend at all, it is not counted against their attendance bonus.

ARTICLE IX

COMPENSATION AND FRINGE BENEFITS

D. Medical/Dental Insurance – Teachers

1. An In-Hospital (Supplemental) plan equal to the single medical rate shall be provided for those employees not taking medical coverage.

For the 2016-2017 through 2021-2022 school years, the teacher shall have the following options regarding medical insurance coverage:

Option (1): PPO plan with a \$500 individual deductible and \$1500 family deductible. The Board shall provide ninety-seven and one-half percent (97.5%) of the single medical premium and seventy-seven and one-half percent (77.5%) of the family medical premium for this option. The maximum out-of-pocket for single coverage will be \$1,250 in-network and \$5,000 out-of-network. The maximum out-of-pocket for family coverage will be \$3,750 in-network and \$15,000 out-of-network.

Option (2): PPO plan with a \$1500 individual deductible and \$3000 family deductible. The Board shall provide ninety-seven and one-half percent (97.5%) of the single medical premium and eighty-five percent (85%) of the family medical premium for this option. The maximum out-of-pocket for single coverage will be \$3,000. The maximum out-of-pocket for family coverage will be \$6,000.

For the 2016-2017 through 2021-2022 school years, the Board will provide an annual contribution to the teacher's Health Savings Account ("HSA") in the following amounts:

- \$375 annual contribution to those teachers electing single coverage; and
- \$750 annual contribution to those teachers electing family coverage.

Fifty percent (50%) of the designated contribution will be made in December and fifty percent (50%) of the designated contribution will be made in June.

Option (3): Blue Advantage (BAHMO Illinois) with out-of-pocket maximums of \$3,000 single in-network and \$6,000 family in-network. No coverage out-of-network. The Board shall provide ninety-seven and a half percent (97.5%) of the single medical premium and eighty-five percent (85%) of the family medical premium for this option.

E. Medical/Dental Insurance – Support Staff

An In-Hospital (Supplemental) plan equal to the single medical rate shall be provided for those employees not taking medical coverage.

For the 2016-2017 through 2021-2022 school years, the support staff shall have the following options regarding medical insurance coverage:

Option (1): PPO plan with a \$500 individual deductible and \$1500 family deductible. The Board shall provide ninety-seven and one-half percent (97.5%) of the single medical premium and seventy-seven and one-half percent (77.5%) of the family medical premium for the option.

The maximum out-of-pocket for single coverage will be \$1,250 in-network and \$5,000 out-of-network. The maximum out-of-pocket for family coverage will be \$3,750 in-network and \$15,000 out-of-network.

Option (2): PPO plan with a \$1500 individual deductible and \$3000 family deductible. The Board shall provide ninety-seven and one-half percent (97.5%) of the single medical premium and eighty-five percent (85%) of the family medical premium for this option. The maximum out-of-pocket for single coverage will be \$3,000. The maximum out-of-pocket for family coverage will be \$6,000.

For the 2016-2017 through 2021-2022 school years, the Board will provide an annual contribution to the support staff member's Health Savings Account ("HSA") in the following amounts:

- \$375 annual contribution to those support staff members electing single coverage; and
- \$750 annual contribution to those support staff members electing family coverage.

Fifty percent (50%) of the designated contribution will be made in December and fifty percent (50%) of the designated contribution will be made in June.

Option (3): Blue Advantage (BAHMO Illinois) with out-of-pocket maximums of \$3,000 single in-network and \$6,000 family in-network. No coverage out-of-network. The Board shall provide ninety-seven and one-half percent (97.5%) of the single medical premium and eighty-five percent (85%) of the family medical premium for this option.

For bus drivers whose route packages at the start of the school year are six hours or more, those drivers will retain their entitlement to full-time benefits for the remainder of the school year, regardless of whether that route package drops in length below six hours, unless the driver chooses to switch to a route package of less than six hours.

R. Tuition Reimbursement - Teachers

Commencing with classes that began July 1, 2015 or later, the Board shall grant tuition reimbursement to full-time teachers in an amount not to exceed an individual maximum per year, as stipulated in the Additional Benefits Schedule, and an aggregate maximum for all teachers of \$175,000 for the 2015-16 school year, \$200,000 for the 2016-17 school year, and \$225,000 for the 2017-18 school year, \$225,000 for the 2018-19 school year, \$225,000 for the 2019-20 school year, \$225,000 for the 2020-2021 school year and \$225,000 for the 2021-2022 school year. If combined teacher tuition reimbursement requests exceed the annual aggregate maximum, reimbursements will be prorated by percentage proportionally (same percentage) across total dollars necessary to reach maximum allowance, provided the teacher complies with the requirements of this Section.

O. Teachers

1. Teachers

- a. Any teacher who at the time of retirement will be at least fifty-five (55) years of age or older, with at least 15 years of service to the District and eligible for retirement under the provisions of the Illinois Teachers' Retirement System but for whom the Board shall not be required to pay an early retirement option penalty, shall receive an increase to their prior year scheduled salary of the percentage listed in the chart that follows (in lieu of the ordinary scheduled increase) for up to their last five years of service in the District. The teacher will not be entitled to any other salary increases

during this time. The teacher shall request this additional amount by providing the Board with an irrevocable letter of resignation no later than June 1 of the sixth, fifth, fourth, third, or second year prior to retirement (whichever is applicable). The percentage increase shall be granted for the following school term after the teacher submits his/her irrevocable letter of resignation and for each subsequent school term as determined by the chart that follows. No teacher can earn such increases retroactively. The letter must stipulate the anticipated retirement date. If, after submitting such a letter, the teacher chooses to retire earlier, and such earlier retirement does not impose an early retirement penalty upon the District, the teacher must submit a second irrevocable letter of retirement no later than the June 1st, two years prior to the newly-requested retirement date. Upon written demand, either party retains the right to reopen this provision for renegotiation if the applicable provisions of the *Illinois Pension Code* are modified or expire.

| | Retirement notice submitted before June 1 st of: | Percentage increase for the following school term: |
|------|---|--|
| and: | Six years until retirement: | six (6) percent the next term |
| and: | Five years until retirement: | six (6) percent the next term |
| and: | Four years until retirement: | six (6) percent the next term |
| and: | Three years until retirement: | six (6) percent the next term |
| and: | Two years until retirement: | six (6) percent the final term. |

- b. Commencing July 1, 2014, to qualify for retirement benefits under paragraph O.1. a., the teacher must submit an irrevocable letter of retirement effective at the end of the first school year in which the teacher becomes both eligible to retire under paragraph O.1. a. of this contract (*i.e.*, at least 15 years of service to the District) and eligible to retire under provisions of the Teachers Retirement System (TRS) without an early retirement option penalty or without an early age discounted annuity (*e.g.*, 35 years of TRS creditable service and at least age 55; 15 years of TRS creditable service and at least age 60; 15 years of TRS creditable service and at least age 62). All other retirees who would otherwise qualify to receive the benefits of and retire under Paragraph O.1. a. but who choose to forego this benefit by working beyond when they would have to retire to receive this benefit will instead receive an alternative benefit: the service recognition benefit in Article IX.T/Service Recognition-Teachers. A teacher may not receive both the retirement benefits under paragraph O.1. a. and IX.T. This subparagraph shall not take effect until July 1, 2014, and any teacher who submits notice of intent to retire prior to this date and in accordance with the contractual requirements herein will not be subject to this subparagraph b. Teachers are strongly encouraged to contact the district, and more importantly TRS, well before the first year in which the teacher anticipates receiving this retirement incentive.
- c. For those Teacher's in the retirement benefit incentive track who would otherwise earn more than six percent (6%), such teachers will instead earn compensation time based on the time worked.

ARTICLE X

DURATION AND RELATED CLAUSES

J. Duration

This Agreement shall be effective on July 1, 2015 and shall remain in effect through June 30, 2022.

IN WITNESS WHEREOF:

This Agreement is signed this 2nd day of June, 2021.

WOODLAND COUNCIL
LAKE COUNTY FEDERATION OF TEACHERS
LOCAL 504, IFT-AFT/AFL-CIO

BOARD OF EDUCATION
WOODLAND SCHOOL DISTRICT
NO. 50
LAKE COUNTY, ILLINOIS

DocuSigned by
Sharon Anday
President

DocuSigned by
Dr. Cal H. Miller
President

DocuSigned by
Lizzy Helgren
Secretary

APPENDIX A6

2020-2021 SALARY SCHEDULE

| Steps | BA | BA+12 | BA+24 | MA | MA+15 | MA+30 | MA+45 | PS30 +10 | SW30+ 5 | PS45 +10 | SW45 +5 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------------|------------|-------------|------------|
| 1 | 34254 | 36514 | 37788 | 39116 | 40410 | 41752 | 43143 | 44009 | 42881 | 45474 | 44310 |
| 2 | 34612 | 37000 | 38296 | 39644 | 40956 | 42318 | 43731 | 44606 | 43460 | 46095 | 44913 |
| 3 | 35757 | 38296 | 39643 | 41306 | 42682 | 44107 | 45589 | 46491 | 45299 | 48052 | 46820 |
| 4 | 37000 | 39642 | 41044 | 43046 | 44488 | 45983 | 47534 | 48467 | 47226 | 50104 | 48819 |
| 5 | 38296 | 41043 | 42498 | 44872 | 46381 | 47947 | 49571 | 50537 | 49242 | 52248 | 50910 |
| 6 | 39645 | 42498 | 44011 | 46784 | 48365 | 50004 | 51706 | 52707 | 51355 | 54500 | 53103 |
| 7 | 41043 | 44010 | 45591 | 48787 | 50442 | 52160 | 53942 | 54980 | 53570 | 56857 | 55400 |
| 8 | 42498 | 45590 | 47227 | 50883 | 52619 | 54417 | 56284 | 57359 | 55888 | 59327 | 57807 |
| 9 | 44390 | 47637 | 49356 | 53081 | 55019 | 57034 | 58999 | 60116 | 58576 | 62188 | 60593 |
| 10 | 46380 | 49787 | 51596 | 55502 | 57539 | 59655 | 61718 | 62880 | 61267 | 65054 | 63386 |
| 11 | 48468 | 52045 | 53943 | 58048 | 60184 | 62406 | 64572 | 65780 | 64093 | 68061 | 66316 |
| 12 | 48468 | 54415 | 56408 | 60719 | 62962 | 65293 | 67571 | 68824 | 67059 | 71223 | 69396 |
| 13 | 48468 | 56905 | 58997 | 63522 | 65878 | 68326 | 70715 | 72020 | 70173 | 74537 | 72627 |
| 14 | 48468 | 56905 | 61715 | 66468 | 68940 | 71511 | 74019 | 75376 | 73444 | 78020 | 76020 |
| 15 | 48468 | 56905 | 61715 | 69558 | 72157 | 74858 | 77491 | 78904 | 76881 | 81680 | 79586 |

*All teachers shall accrue one year of longevity credit for every year of service in the District, except that teachers who were "off the schedule" at the start of the 2003-2004 school year shall be placed on longevity credit according to side letter, and thereafter shall continue to receive longevity credit for years of service in the District earned subsequent to 2002-2003.

**Those teachers first entering upon longevity for the 2020-2021 school year and those teachers who had previously entered upon longevity shall receive an increase over their prior year's salary of three point two-five percent (3.25%) for the 2020-2021 school year (see example for lane limitation on the page following Appendix A).

APPENDIX A7

2021-2022 SALARY SCHEDULE

| 2021-2022 | New Salary Schedule, 1% | | | | | | | | | | |
|-----------|-------------------------|-------|-------|-------|-------|-------|-------|---------|--------|---------|--------|
| Steps | BA | BA+12 | BA+24 | MA | MA+15 | MA+30 | MA+45 | PS30+10 | SW30+5 | PS45+10 | SW45+5 |
| 1 | 34576 | 36551 | 37826 | 39155 | 40450 | 41794 | 43186 | 44053 | 42924 | 45519 | 44354 |
| 2 | 34647 | 37037 | 38934 | 39884 | 40997 | 42360 | 43775 | 44651 | 43503 | 46141 | 44958 |
| 3 | 35793 | 38334 | 39683 | 41347 | 42725 | 44151 | 45635 | 46537 | 45344 | 48100 | 46887 |
| 4 | 37037 | 39682 | 41085 | 43089 | 44532 | 46029 | 47582 | 48515 | 47273 | 50154 | 48868 |
| 5 | 38334 | 41084 | 42540 | 44917 | 46427 | 47995 | 49621 | 50588 | 49291 | 52300 | 50961 |
| 6 | 39685 | 42540 | 44055 | 46831 | 48413 | 50054 | 51758 | 52760 | 51406 | 54555 | 53156 |
| 7 | 41084 | 44054 | 45637 | 48836 | 50492 | 52212 | 53996 | 55035 | 53624 | 56914 | 55455 |
| 8 | 42540 | 45636 | 47274 | 50934 | 52672 | 54471 | 56340 | 57416 | 55944 | 59386 | 57865 |
| 9 | 44434 | 47685 | 49405 | 53134 | 55074 | 57091 | 59058 | 60176 | 58635 | 62260 | 60654 |
| 10 | 46426 | 49837 | 51648 | 55558 | 57597 | 59715 | 61780 | 62943 | 61328 | 65119 | 63449 |
| 11 | 48516 | 52097 | 53997 | 58106 | 60244 | 62468 | 64637 | 65846 | 64157 | 68129 | 66382 |
| 12 | 48516 | 54469 | 56464 | 60780 | 63025 | 65358 | 67639 | 68893 | 67126 | 71294 | 69465 |
| 13 | 48516 | 56962 | 59056 | 63586 | 65944 | 68394 | 70786 | 72092 | 70243 | 74612 | 72700 |
| 14 | 48516 | 58962 | 61777 | 66534 | 69009 | 71583 | 74093 | 75451 | 73517 | 78098 | 76096 |
| 15 | 48516 | 58962 | 61777 | 69628 | 72229 | 74933 | 77568 | 78983 | 76958 | 81762 | 79666 |

*All teachers shall accrue one year of longevity credit for every year of service in the District, except that teachers who were "off the schedule" at the start of the 2003-2004 school year shall be placed on longevity credit according to side letter, and thereafter shall continue to receive longevity credit for years of service in the District earned subsequent to 2002-2003.

**Those teachers first entering upon longevity for the 2021-2022 school year and those teachers who had previously entered upon longevity shall receive an increase over their prior year's salary of three point two-five percent (3.25%) for the 2021-2022 school year (see example for lane limitation on the page following Appendix A).

APPENDIX B**HOURLY SUPPORT STAFF PAY SCHEDULE**

| Entry Level/New Employees | 2019-2020 | 2020-2021 | 2021-2022 |
|--|------------------|------------------|------------------|
| All Assistants, Receptionists, Student Supervisors, District Copy Operators | \$13.22 | \$13.48 | \$13.75 |
| Secretaries | \$15.05 | \$15.35 | \$15.66 |
| Custodians | \$15.05 | \$15.35 | \$15.66 |
| Bus Mechanic Assistants, Groundskeepers/Facilities Support Non-Certified Maintenance Workers | \$16.77 | \$17.11 | \$17.45 |
| Maintenance Technician, Bus Maintenance Mechanics | \$23.39 | \$23.86 | \$24.34 |
| Head Maintenance Worker | \$18.69 | \$19.06 | \$19.44 |
| Paraprofessionals: No TA Certificate | \$15.49 | \$15.80 | \$16.12 |
| Paraprofessionals: TA Certificate | \$16.39 | \$16.72 | \$17.05 |
| Bus Drivers | \$19.38 | \$19.77 | \$20.17 |

2020-2021 Wage Increase

Each hourly support staff employee shall earn a salary in 2020-2021 equal to their respective 2019-2020 salary plus a four point one five percent (4.15%) increase (2019-2020 salary multiplied by 1.0415).

2021-2022 Wage Increase

Each hourly support staff employee shall earn a salary in 2021-2022 equal to their respective 2020-2021 salary plus a four point one five percent (4.15%) increase (2020-2021 salary multiplied by 1.0415).

Appendix C
Supplemental Pay Schedule

SPORT COACHES/INTERSCHOLASTIC
(annual stipend)

| | | 2019-2020 | 2020-2021 | 2021-2022 |
|----|---------------------------------|------------------|------------------|------------------|
| A. | Basketball - Head Coach | \$3,610 | \$3,646 | \$3,719 |
| B. | Cheerleading - Head Coach | \$3,148 | \$3,179 | \$3,243 |
| C. | Volleyball - Head Coach | \$3,148 | \$3,179 | \$3,243 |
| D. | Poms - Head Coach | \$2,222 | \$2,244 | \$2,289 |
| E. | Poms – Assistant Coach | \$1,889 | \$1,908 | \$1,946 |
| F. | Flag Corp | \$2,222 | \$2,244 | \$2,289 |
| G. | Wrestling Head Coach | \$2,222 | \$2,244 | \$2,289 |
| H. | Wrestling Assistant Coach | \$1,889 | \$1,908 | \$1,946 |
| I. | Soccer – Head Coach | \$2,222 | \$2,244 | \$2,289 |
| J. | Soccer – Assistant Coach | \$1,889 | \$1,908 | \$1,946 |
| K. | Softball – Head Coach | \$2,222 | \$2,244 | \$2,289 |
| L. | Softball – Assistant Coach | \$1,889 | \$1,908 | \$1,946 |
| M. | Track – Head Coach | \$2,222 | \$2,244 | \$2,289 |
| N. | Track – Assistant Coach | \$1,889 | \$1,908 | \$1,946 |
| O. | Cross Country - Head Coach | \$2,222 | \$2,244 | \$2,289 |
| P. | Cross Country - Assistant Coach | \$1,889 | \$1,908 | \$1,946 |
| Q. | Athletic Director | \$7,034 | \$7,104 | \$7,246 |

STUDENT SUPERVISION
(hourly rate)

| | | | | |
|----|-------------------------------|---------|---------|---------|
| A. | Homebound Tutoring | \$32.65 | \$32.98 | \$33.64 |
| B. | Internal Subbing | \$32.65 | \$32.98 | \$33.64 |
| C. | Homework Support | \$32.65 | \$32.98 | \$33.64 |
| D. | Lunchroom | \$37.15 | \$37.52 | \$38.28 |
| E. | Clubs | \$27.02 | \$27.29 | \$27.84 |
| F. | Bus Supervision | \$27.02 | \$27.29 | \$27.84 |
| G. | Detentions | \$27.02 | \$27.29 | \$27.84 |
| H. | Scorekeepers/Timers | \$27.02 | \$27.29 | \$27.84 |
| I. | Crowd Supervision | \$27.02 | \$27.29 | \$27.84 |
| J. | Umpires | \$27.02 | \$27.29 | \$27.84 |
| K. | Dance/Event Super | \$27.02 | \$27.29 | \$27.84 |
| L. | Taste of College | \$27.02 | \$27.29 | \$27.84 |
| M. | Intramurals – Head Coach | \$33.78 | \$34.12 | \$34.80 |
| N. | Intramurals – Assistant Coach | \$28.71 | \$29.00 | \$29.58 |

| | | | | |
|----|------------------|---------|---------|---------|
| O. | Weekend Zone | \$27.02 | \$27.29 | \$27.84 |
| P. | Bus Duty Pay | \$27.02 | \$27.29 | \$27.84 |
| Q. | Scholastic Bowl | \$27.02 | \$27.29 | \$27.84 |
| R. | Science Olympiad | \$27.02 | \$27.29 | \$27.84 |

ADULT LEADERSHIP
(annual stipend or hourly rate)

| | | | | |
|----|-----------------------------|---------|---------|---------|
| A. | Team Leader | \$3,650 | \$3,687 | \$3,761 |
| B. | School Improvement | \$3,650 | \$3,687 | \$3,761 |
| C. | Curriculum Chair | \$3,650 | \$3,687 | \$3,761 |
| D. | PDCC – Chairperson | \$2,988 | \$3,018 | \$3,078 |
| E. | PDCC – Member | \$747 | \$754 | \$769 |
| F. | Head Nurse | \$3,650 | \$3,687 | \$3,761 |
| G. | New Teacher/Position Mentor | \$1,592 | \$1,608 | \$1,640 |
| H. | District Committee Member | \$27.02 | \$27.29 | \$27.84 |

STUDENT LEADERSHIP
(annual stipend)

| | | | | |
|----|--------------------------------|---------|---------|---------|
| A. | Science Fair Coordinator | \$1,867 | \$1,886 | \$1,924 |
| B. | Student Leadership – Head | \$1,867 | \$1,886 | \$1,924 |
| C. | Student Leadership – Assistant | \$1,587 | \$1,603 | \$1,635 |
| D. | Yearbook – Head | \$1,867 | \$1,886 | \$1,924 |
| E. | Yearbook – Assistant | \$1,587 | \$1,603 | \$1,635 |
| F. | NJHS - Head | \$1,867 | \$1,886 | \$1,924 |
| G. | NJHS – Assistant | \$1,587 | \$1,603 | \$1,635 |

FINE ARTS
(annual stipend)

| | | | | |
|----|---------------------------|---------|---------|---------|
| A. | Drama | | | |
| | Director Fall | \$1,639 | \$1,655 | \$1,688 |
| | Assistant Director Fall | \$1,394 | \$1,408 | \$1,436 |
| | Assistant Fall | \$655 | \$662 | \$675 |
| | Director Spring | \$2,458 | \$2,483 | \$2,533 |
| | Assistant Director Spring | \$2,089 | \$2,110 | \$2,152 |
| | Assistant Spring | \$984 | \$994 | \$1,014 |
| B. | Band Director | \$2,405 | \$2,429 | \$2,478 |
| C. | Choral Director | \$2,405 | \$2,429 | \$2,478 |

Appendix D
Additional Benefits Schedule

| | 2019-2020 | 2020-2021 | 2021-2022 |
|--|-------------|-------------|-------------|
| A. SICK LEAVE BONUS ESP: | | | |
| 0 Days used – 12 Mo | \$348.65 | \$352.14 | \$359.18 |
| 1 Day used – 12 Mo | \$290.87 | \$293.78 | \$299.66 |
| 2 Days used – 12 Mo | \$203.21 | \$205.24 | \$209.34 |
| 0 Days used – 9 Mo | \$261.49 | \$264.10 | \$269.38 |
| 1 Day used – 9 Mo | \$218.16 | \$220.34 | \$224.75 |
| 2 Days used – 9 Mo | \$160.62 | \$162.23 | \$165.47 |
| B. SICK LEAVE BONUS –TEACHERS: | | | |
| 0 Days used | \$522.99 | \$528.22 | \$538.78 |
| 1 Day used | \$436.32 | \$440.68 | \$449.49 |
| 2 Days used | \$304.82 | \$307.87 | \$314.03 |
| C. RETIREMENT SEVERANCE ESP: | | | |
| Base | \$3,735.58 | \$3,772.94 | \$3,848.40 |
| Add. Year beyond 10 yrs of service for each year | \$292.99 | \$295.92 | \$301.84 |
| Max | \$10,254.59 | \$10,357.14 | \$10,564.28 |
| D. SERVICE RECOGNITION TEACHERS: | | | |
| Base | \$237.58 | \$239.96 | \$244.76 |
| Add. Year beyond 10 yrs of service for each year | \$237.58 | \$239.96 | \$244.76 |
| Max | \$3,959.70 | \$3,999.30 | \$4,079.29 |
| E. INSURANCE/RETIREMENT TEACHERS: | | | |
| 10 yrs. of service for each of 2 yrs | \$2,018.68 | \$2,038.87 | \$2,079.65 |
| 20 yrs. of service for each of 5 yrs | \$2,639.80 | \$2,666.20 | \$2,719.52 |
| F. TUITION REIMBURSEMENT: | | | |
| ESP | \$1,099.95 | \$1,110.95 | \$1,133.17 |
| Teachers | \$1,742.27 | \$1,759.69 | \$1,794.88 |
| G. SUMMER SCHOOL: | | | |
| Regular | \$44.35 | \$44.79 | \$45.69 |
| Express/Sped | \$46.79 | \$47.26 | \$48.21 |
| H. CONTRACT SIGNING BONUS – HARD-TO-FILL: | | | |
| | \$2,763.01 | \$2,790.64 | \$2,846.45 |
| I. LONGEVITY –ESP: | | | |
| | \$373.55 | \$377.29 | \$384.84 |

| | | | | |
|----|-----------------------------|---------|---------|---------|
| J. | School Year Curriculum Work | \$37.16 | \$37.53 | \$38.28 |
|----|-----------------------------|---------|---------|---------|