

PANA EDUCATION ASSOCIATION

AND

PANA BOARD OF EDUCATION

COMMUNITY UNIT NO. 8

PROFESSIONAL AGREEMENT

2008-2009

2009-2010

2010-2011

2011-2012

2012-2013

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1.1

The Board recognizes the PEA/IEA/NEA as the exclusive bargaining representative for all full time and part-time certificated teaching personnel regularly employed in Unit No. 8, except the superintendent, assistant superintendent, principals, assistant principals, and teacher aides. The term "teacher", when used hereafter in the agreement, shall refer to all employees represented by the PEA/IEA/NEA in the negotiating unit.

The term "regularly employed" is defined to mean any member of the bargaining unit who is employed on a regular full time or part-time basis at a date commencing on or before November 1st of any school year and continuing thereafter for the balance of the school year.

Any benefits accorded part-time employees shall be on a pro-rata basis.

The Board agrees not to negotiate with any teachers' organization other than the PEA/IEA/NEA as noted in the above section, for the duration of this agreement. Further, the Board agrees not to negotiate with any teacher individually during the duration of this agreement regarding any matter covered in this agreement.

ARTICLE II: BOARD RIGHTS

- 2.1 It is expressly understood and agreed that all functions, rights, powers or authority of the administration of the school district and the board of education which are not specifically limited by express language of this agreement, by the laws of the Constitution of the State of Illinois and of the United States and by the School Code are retained by the Board, provided, however, that no such right shall be exercised so as to violate any of the specific provisions of this agreement.

ARTICLE III: TEACHERS' RIGHTS

3.1 Personnel File

- (a) The Superintendent or his/her designee shall maintain the employee's official personnel file. Only materials contained in the official personnel file can be utilized in the suspension or discharge of an employee during or at the end of the school year, except that this section is inapplicable to dismissals of non-tenured staff taken pursuant to Section 24-11 of the Illinois School Code.
- (b) No formal evaluation material shall be placed in the file unless the employee has had an opportunity to read such materials. The employee shall acknowledge that he/she has read any formal evaluation materials by affixing his/her signature on the copy to be filed. The signature does not indicate agreement with the contents of such materials.
- (c) Each teacher shall have the right to review the contents of his/her personnel file with the exception of confidential materials as prescribed by law, and to attach and place therein written reactions to the contents.
- (d) Each teacher shall have the right during regular business hours and upon reasonable notice in advance to inspect the contents of the teacher's personnel file. The teacher may have representative of his/her own choice present when reviewing his/her file.
- (e) Upon the teacher's request and at the teacher's expense, the employer will reproduce one (1) copy of any materials in his/her personnel file.

3.2 Personnel Records

The Board shall not divulge letters of reprimand, letters of suspension, letters of termination or evaluations to unauthorized persons without notice to the employee. This section shall not apply if:

- (a) The disclosure is ordered to a party in a legal action or arbitration.
- (b) Information is requested by a governmental agency.
- (c) The disclosure is necessitated by the requirements of the Illinois Open Meeting Act.

Authorized persons are defined as board members, superintendent, principals, assistant principals, attorney for the teacher or board, any hearing officer or court or tribunal of competent jurisdiction.

3.3 Right of Representation

When a teacher is required to appear before the Board or any board committee concerning any matter which could adversely affect that member's position of employment, the member, at his own request, shall be entitled to have present a representative of the Association. If a teacher is required to appear before the principal or the superintendent on a matter which the principal or superintendent has already determined will be taken to the Board for possible disciplinary action, the member, at his own request, shall be entitled to have present a representative of the Association.

3.4 Employee Reprimand

Oral and/or written reprimand of an employee shall be strictly in regard to job-related performance and shall be exercised in a professional manner with due courtesy toward the employee. Such disciplinary action shall not occur in the presence of any student, for any reason, at any time.

Further, the oral and or written reprimand shall be preceded by the following:

- (a) The immediate supervisor, building administrator, or person acting on behalf of the board of education shall acknowledge the individual employee's right to representation by the Association, and no meeting shall occur without such representation being provided.
- (b) The employee shall have the right to respond to any oral and/or written reprimand. The written response shall be attached to any written reprimand prior to being placed in any file, including the employee's personnel file.
- (c) The immediate supervisor shall sign and date any written reprimand given to an employee.
- (d) The employee shall have the right to appeal any reprimand to the board of education prior to placement of said reprimand in any file.
- (e) Once every two (2) years, at the employee's request the superintendent shall review the personnel file and make a determination whether written reprisals shall be expunged.

3.5 Work Performance

Any formal evaluation of classroom teaching performance of a teacher shall be conducted openly and with full knowledge of the teacher.

3.6 Teaching Assignment

Teachers who will be affected by a change in teaching assignment will, when possible, be notified of their tentative assignment on or before July 15th. If a change occurs after July 15th, the teacher shall be given the right to resign prior to the start of the school year without penalty.

- 4.1 The board agrees to make available for inspection to the Association in response to written requests, all information defined by law as public information. The Association shall be allowed, at its own expense, to make copies of any such information. Nothing herein shall require the Board to research and assemble information.
- 4.2 The association shall have the right to reasonable use of school buildings for official Association meetings, providing that such facilities are available and prior notice has been given to the building principal a minimum of two (2) working days in advance of the meeting. It is agreed that there shall be no interruptions of the educational program. The Association shall reimburse the district for any unusual expenses incurred.
- 4.3 (a) The Association shall have the right to use of school duplicators, mimeographs, photocopiers, typewriters, and computers when otherwise not in use, and shall pay for the reasonable costs of all materials and supplies incident to such use.
- (b) The Association shall have the right to post official notice of its activities and matters of Association concern on designated bulletin boards. All materials shall not be offensive or in poor taste.
- (c) The Association shall have the right to employee mailboxes, if available, for communication with teachers. All materials distributed shall no be offensive or in poor taste.

ARTICLE V: PROFESSIONAL QUALIFICATIONS

- 5.1 When teaching vacancies arise, the Board will employ new teachers who have a minimum of a bachelor's degree from an accredited college or university and an appropriate Illinois State Teachers Certificate.
- 5.2 Teachers shall be assigned to teach within the limits as set forth in the State Board Document No. 1.

ARTICLE VI: WORKING CONDITIONS

6.1 Parent-Student Complaints

- (a) If a complaint is brought to any administrator or board member concerning a teacher, the administrator or board member may make inquiry as to the nature of the complaint, but may not make a verbal judgment or state an opinion on the matter. He shall then refer the complaint to said teacher, and at the complainant's request, a conference shall be held between the teacher and the complainant.
- (b) If the complainant is not satisfied with the level A conference, the complainant may request a conference between the complainant, the teacher, and the administrator of that building.
- (c) If the complainant is not satisfied with the level B conference, the complainant may request a conference between the complainant, the teacher, the building administrator, and the superintendent.

6.2 Duty-Free Lunch Period

All teachers whose duties require attendance at the school for four (4) or more clock hours in any school day shall be entitled to a duty-free lunch period of not less than thirty (30) minutes or equal to the regular school lunch period, whichever is greater.

6.3 School Calendar

The Board shall prepare with input from the Association, a school calendar for the school term, specifying the opening and closing dates and providing for a minimum term of at least one hundred eighty-five (185) days.

The minimum term of at least one hundred eighty-five (185) days is inclusive of one (1) Christian-Montgomery ROE County Institute held in October. All certified staff is expected to be in attendance for the entire Institute on that designated day unless the teacher has cleared his/her absence or made prearranged plans with his/her immediate supervisor. Failure to make such arrangements may result in being docked all or a portion of one (1) day's wages.

6.4 Work Day

The normal teacher work day shall be seven hours and thirty minutes inclusive of a thirty minute duty-free lunch as required by the School Code. Beginning with the 2010-2011 school year or any school year thereafter during the life of this Agreement, The Administration may increase the normal teacher work day to seven hours and forty-five minutes inclusive of a thirty minute duty-free lunch. It is agreed and understood that the following list of activities are within the teaching duties of the teacher for which no additional compensation is to be paid: parent-teacher conferences; school-sponsored open houses; building faculty meetings; classroom detentions; special education staffings; professional day conferences or workshops; class field trips; emergencies as defined by administration; extra duties as compensated; academic related events.

ARTICLE VII: EMPLOYEE EVALUATION

7.1 Purpose of Evaluation

The purpose of evaluation in Pana Community Unit School District No. 8 is to improve the quality of education. To accomplish this end, the observation and evaluation of the employee's performance and abilities is intended to identify the strengths and remediate the weaknesses, and thereby improve the quality of education offered by this Unit.

7.2 Job Descriptions and Standards

The administrators of Pana Community Unit School District No. 8, in collaboration with members of the Association, shall prepare job descriptions for each class of employees. These job descriptions will include job responsibilities, duties, and standards to which employees are expected to conform, and will form the basis of the instrument of evaluation.

7.3 Procedure for Evaluation

- (a) All probationary teachers shall be evaluated at least two (2) times per school year, once prior to November 15th and once prior to March 15th of each year. Teachers on contractual continuous service shall be evaluated at least once every two (2) years.
- (b) The principal or assistant principal shall be responsible for the administration of the procedure for evaluating classroom teaching performance. Only evaluators who have received the state provided in-service training in evaluation may evaluate teachers.
- (c) During the first six (6) weeks of employment, the designated administrator shall orient all teachers under his/her supervision as to the evaluation procedures, standards, and instruments to be used in evaluation. The teachers shall also be advised as to those administrators who may observe and evaluate this classroom teaching performance.
- (d) All observations of the classroom teaching performance shall be conducted openly with the full knowledge of the teacher. Each formal written evaluation of classroom teaching performance shall be preceded by at least one (1) classroom observation of at least twenty (20) to thirty (30) minutes. At the

teacher's request, a second classroom observation shall take place, with at least one (1) workday between the two (2) observations.

- (e) All evaluations shall be reduced to writing and a copy given to the teacher within five (5) days of the last observation. The teacher and the evaluator shall mutually agree to a conference to discuss the evaluation within five (5) days after the teacher has received the evaluation. At this conference, the teacher shall sign and be given a copy of the evaluation report prepared by the evaluator. In no case shall the employee's signature be construed to mean that he/she necessarily agrees with the contents of the evaluation, but only that the contents have been discussed.
- (f) The right of the Association member to have a Union representative present in any conference with an evaluator to review noted difficulties, and/or the Association member's progress in resolving said difficulties is expressly recognized, as is the right to submit a grievance for violation of this section by the employer.
- (g) In the event that the teacher feels the formal written evaluation of the classroom teaching performance was incomplete or inaccurate; the teacher may put these objections in writing. There shall be provided on the signature page of the evaluation form a space for the teacher to add any pertinent comments concerning his/her evaluation.
- (h) The procedure set forth in this agreement pertains to the formal evaluation of classroom teaching performance, and nothing herein shall be construed as prohibiting or limiting the normal day-to-day observation and evaluation of a teacher's overall performance as a district employee: nor shall it hinder or limit the right of a Board to terminate the employment of a teacher under the applicable provisions of the School Code.

7.4 The Evaluation Instrument

- (a) The instrument of evaluation must include specific comments on an individual teacher's strengths and weaknesses, and the evaluator must have supporting reasons for comments made in evaluation.
- (b) The evaluation will take into account the teaching style; the difficulty of subject matter; the learning outcome sought; the learning difficulties of the students; the size of the class; and the resources provided by the district.
- (c) Ratings: The following ratings shall be used in the final written evaluation:
 - 1. Excellent: very good of its kind; action well above the standards required.
 - 2. Commendable: exceeds specified standards
 - 3. Satisfactory: to fulfill or meet the standards specified in the evaluation plan.
 - 4. Needs Improvement: below specified standards, needs improvement in specific areas
 - 5. Unsatisfactory: to not meet or fulfill the defined duties and responsibilities. An unsatisfactory rating in any one area shall not constitute a total rating of unsatisfactory. Unsatisfactory shall be based upon a consideration and weighing of the whole evaluation.
 - 6. Not observed/not applicable.
- (d) Pre-packaged evaluation plans shall not form the basis of the evaluation. The evaluation plan, except for meeting state requirements, shall be unique and local for our school district.

7.5 Remediation Procedure in Event of Unsatisfactory Evaluation

- (a) Within thirty (30) days after a tenured teacher is given an “unsatisfactory” evaluation the school district must develop and begin a remediation plan to correct the deficiencies considered “remedial”. A trained, qualified administrator and a “consulting teacher” will participate in the remediation plan. The qualified administrator will conduct quarterly evaluations of any teacher under remediation for a period of one (1) year immediately following the unsatisfactory rating.
- (b) Any teacher who successfully completes a remediation plan is to be returned to a regular evaluation schedule.

7.6 Consulting Teachers

- (a) It is the intent of the parties that any written or oral statements made by the consulting teacher to or about the teacher under remediation (hereinafter Remediation Teacher) shall be held in strict confidence.
- (b) The Board of Education shall provide full legal assistance and completely hold harmless any teacher who becomes involved as a defendant in any type of adjudication because the teacher has become involved in the roll of Consulting Teacher. Further, the Board of Education agrees to fully indemnify any such teacher for any legal costs, assessments, damages, bodily injury, etc. If the involvement in any such adjudication or bodily injury requires time off from work, the teacher shall suffer no loss of pay, any leave days, seniority, fringe benefits, or job assignment.
- (c) The association shall be held harmless by the Board of Education for its involvement in the evaluation process (i.e., providing a list of possible consulting teachers, working with the Board of Education and/or its agents in developing an evaluation plan, etc.)
- (d) A teacher shall be released for an amount of time to be determined by the cooperating administrator in the remediation plan to perform the duties of consulting teacher. A consulting teacher shall suffer no loss of any preparation or planning time to which he/she would ordinarily be entitled. In addition, the teacher shall be provided any clerical assistance necessary in performing his/her function as consulting teacher.
- (e) The Association shall have the option to submit a list of teachers who qualify to be consulting teachers. The Board of Education and/or their agent(s) shall select from this list the consulting teacher to work with the teacher under remediation. The consulting teacher so chosen shall be notified in writing and such written notice shall specifically state that acceptance is voluntary.
- (f) When a consulting teacher is not available in the school district, the State Board of Education shall be requested to provide one. This consulting teacher shall be governed by all relative parts of the school district’s agreement with the Association.
- (g) If, in the opinion of the principal parties (administration, remediating teacher, consulting teacher, and Association), the work of a consulting teacher is ineffective or obstructing of a remediating teacher from correcting his/her deficiencies or meeting the requirements of any remediation plan, the principal parties shall meet and attempt to resolve any dispute or differences which may exist. Every effort shall be made by the parties to amicably settle differences and to maintain the continuity of the remediation plan. If the parties are unable to resolve their differences, the final decision to retain or replace the consulting teacher shall rest with the remediation teacher.

7.7 It is agreed by and between the parties that, except when disciplinary action is contemplated or is to be taken, the written evaluation of a teacher shall not be discussed in an open meeting of the Board of Education. Any authorized person requesting a copy

of a written evaluation of a teacher shall make such request of the Superintendent in writing, and a copy of such request shall be placed in the teacher's personnel file. Authorized persons are defined as board members, superintendent, principals, assistant principals, peer teachers involved a remediation process of the teacher, attorney for the teacher or board, any Hearing Officer, or court or tribunal of competent jurisdiction. Evaluations shall be confidential except for the above.

ARTICLE VIII: LEAVES

8.1 Sick Leaves

The Board shall grant up to fifteen (15) sick leave days per school term without loss of pay. Sick leave accumulation shall be unlimited. Sick leave shall be interpreted to mean personal illness, or illness or death in the immediate family or household, birth, adoption, or placement of adoption. The immediate family for purposes of the Article shall include: parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, grandparents-in-law, wards, nieces, nephews, aunts, uncles, and legal guardians. Teachers may request a (1) one day leave of absence with pay for deaths in other than immediate family (as defined in Sick Leave herein). This shall require request by the employee and approval of the Superintendent.

Absences due to pregnancy-related disability shall be confined to a maximum of six (6) weeks of paid leave (if the female employee has that amount of accumulated sick leave) or unless this period of time has been extended by a written physician's note. The six-week leave will begin the day of the baby's birth. The father is eligible to take a maximum of three (3) days of paid leave if the male employee has that amount of accumulated sick leave. The three (3) day leave will begin the day of the baby's birth.

Any teacher and/or coach using a sick day shall NOT be allowed to participate in an after school extracurricular activity on the same day unless gaining the approval of a building administrator. Failure to gain pre-approval of such use of sick leave time may warrant being docked one (1) day's wages.

8.2 Sick Leave Bank

- (a) Purpose
It shall be the purpose of the Sick Leave Bank to benefit those members of the bargaining unit who have, for one reason or another, been forced to be absent from work due to serious illness beyond the coverage of their accumulated sick days.

The Bank may only be used for serious illness of an individual employee or serious of a spouse or child of the employee.
- (b) Establishing of Sick Leave Bank
Each teacher must donate one (1) day of sick leave to the bank. The Board will, for the 2004-2005 school year only, donate one (1) day of sick leave per teacher.
- (c) Replenishment of Sick Leave Bank
If the bank falls below 200 days during the school term, the Board shall advance one day per teacher to the bank. Such days will be withdrawn from the teacher's sick days when the bank is replenished at the beginning of the next school term. All new teachers shall donate one day to the bank regardless of the date of hire.
- (d) Eligibility for Use of Sick Leave Bank
 1. All accumulated sick leave and personal leave for the participating employee must be exhausted before using the Bank.
 2. The employee (at his/her expense) shall produce a doctor's certificate as proof of the serious illness.

3. The employee has been absent more than ten (10) consecutive work days in connection with the same illness.
4. Beginning with the eleventh (11) consecutive day that an employee is ill and absent from work, said employee may be eligible to draw from the Bank. The employee must have five (5) consecutive dock (unpaid) days prior to accessing the Bank.
5. Non-tenured probationary teacher shall have bank days capped at a total of twenty (20) days per year. Tenured teachers shall have bank days capped at a total of forty-five (45) days per year. Any teacher upon reaching the capped number of days will be eligible to re-apply to the Governing Committee.
6. An employee who is eligible to receive disability benefits under the Illinois Workers' Compensation Act or who is eligible to receive disability benefits with the Teachers' Retirement System shall not be eligible to receive compensation through the Sick Leave Bank for the same days applicable to Workers' Compensation or TRS.
7. **Governing**
A committee will be established to act as the governing body for the administration of the Sick Leave Bank. Said committee shall consist of five (5) members of the bargaining unit, one per building, named by the Association, and one administrator named by the Superintendent. The committee shall determine if the requested days shall be approved by a majority vote and will respond within five (5) workdays after the receipt of the request.

*Since this is the first contract that calls for the creation of PEA Sick Bank, the Bank shall be subject to review following the 2005-2006 school year by a Committee made up of equal PEA and Board of Education representation.

8.3 Personal Leave

The Board shall grant two (2) personal leave days without loss of pay each year to be deducted from sick leave. One unused personal leave day shall be carried over to the following year allowing an accumulation of no more than three (3) personal leave days which the accumulated total includes the then current year's allotment of personal days. Any additional personal leave days granted by the Superintendent shall be subject to loss of pay.

A written application for personal leave shall be made to the immediate supervisor. Advance notice of personal leave, except in emergency situations, shall be at least two (2) days prior to the day of leave.

Personal leave may not be taken during the first or last five (5) school days, prior to or to extend Thanksgiving, Christmas, and Easter/Spring Break vacation periods, on days when final examinations or state tests are scheduled, or when special teacher programs (institutes, school improvement days, special workshops and/or conferences) are scheduled. These restrictions may be waived when deemed necessary by the Superintendent.

No more than 10% of the teachers in any building may be absent on the same day unless deemed necessary by the Superintendent. Unused personal leave shall be allowed to accumulate as sick leave.

8.4 Leaves of Absence

Leaves of absence for up to one (1) year may be granted by the Board to tenured teachers. Teachers shall make requests when possible three (3) months in advance. Leaves may be granted without pay for:

- (a) Child rearing leave.
- (b) Advanced study leading to a degree in an approved university.
- (c) Military service.
- (d) Unforeseen disabling illness or accidents to an employee or member of the immediate family
- (e) Other reasons acceptable to the Board.
- (f) A notice of return from leave of absence for the coming school year shall be supplied in writing to the Board by March 1. Failure to provide such notification shall be treated as a resignation.

8.5 Insurance Provision

Teachers on such leaves may continue in any insurance program maintained by the District providing the insurance carrier approves and providing further that the teacher reimburses the District for any costs.

8.6 Jury Duty

Any teacher who has been subpoenaed to appear as a witness or have his/her deposition taken in any school-related matter in which the teacher does not have an interest adverse to the District, or who has been called to jury duty, shall suffer no loss in salary or employee benefits, provided that all moneys received, other than actual expenses, shall be turned over to the District. If such jury service or subpoena to appear is for less than half the normal workday, the teacher shall return to his/her assigned duty.

8.7 Association Leave

The Board shall grant the Association four (4) days of non-cumulative leave per year to be used for Association business. The Association shall reimburse the District for the cost of any substitute(s). No more than two (2) teachers will be excused for the same day. A written request for the leave must be submitted to the Superintendent at least one (1) week in advance of the requested leave.

ARTICLE IX: PROFESSIONAL COMPENSATION

9.1 Salary

The salary policy shall be set forth in Appendix A, which is attached hereto and incorporated in the Agreement.

- (a) The Superintendent, with the approval of the Board, shall make the sole determination of the amount of credit for approved teaching experience outside of the District.
- (b) If a teacher teaches less than a full day or less than a full year, his/her advancement on the salary policy will be on a pro-rated basis of the amount of time taught.

9.2 Continued Educational Progress and Years of Experience Annual Increments

Teachers electing to advance on the salary schedule will be reimbursed up to a total of \$1,100 per year for tuition costs for courses that have been previously approved by the superintendent. This reimbursement will be given upon proof by the teacher that the course was completed with a passing grade. And/or the Board of Education will pay for

or reimburse up to a total of \$1,100 per year for the application and registration of fees for teachers who are accepted as candidates for National Board Professional Teaching Standards (NBPTS) certification. Teachers achieving National Board for Professional Teaching Standards certification shall receive \$500 per year as supplemental stipend. This annual compensation shall be granted each year of this contract for which certification is valid beginning with the year the certification is achieved.

If teachers are to advance horizontally on the salary policy, hours can be taken leading to a Master's degree, or undergraduate courses may be taken with the Superintendent's approval.

Above the Master's degree, all semester hours must be at the graduate level to be counted on the salary policy. Only hours earned after the completion of a Master's degree will be applied to the salary schedule beyond the Master's degree step.

9.3 Payment of Salaries

By August 1st of each year, a teacher shall choose one of the following ways to have their salaries paid:

- (a) Twelve (12) monthly installments on the 20th of each month.
- (b) Ten (10) monthly installments on the 20th day of each month, except July and August.
- (c) Twenty-four (24) semi-monthly installments on the 5th and 20th of each month.

Failure to notify will result in payment according to the prior year.

Each bargaining unit member, as a condition of their employment, shall enroll in the District's automated direct deposit program regardless of their choice of payment installments. This enrollment shall occur on or before August 15, 2008 for all current members and by August 15th of each subsequent year for any new members of the bargaining unit.

9.4 Additional Compensation

Extra duty compensation will be paid in accordance with Schedule B which will be attached hereto.

9.5 Insurance

The Board shall pay the full employee insurance premium of the employee to cover the cost for health care, provided this insurance shall be reduced pro-rata for any teacher who shall be employed less than full time. Provided that Egyptian Trust is the district's insurance carrier the board agrees to provide the Platinum Plan coverage for the life of this contract. If the insurance carrier does not require 100% membership, members may take money in lieu of insurance premiums.

Membership employed prior to June 30, 2004 shall have their cash-in-lieu option capped at the amount of six thousand dollars (\$6000). All new employees as of July 1, 2004 will no longer have a cash-in-lieu of insurance premium option with the District. All employees hired prior to July 1, 2004 will have the option to select full employee insurance premium coverage if they currently take the cash-in-lieu option. Likewise all employees hired prior to July 1, 2004 will have the option to select the above stated cash-in-lieu capped option if they currently take the full employee insurance premium coverage.

9.6 Incentive Pay

Any teacher that misses no more than one (1) day in any semester because of sickness and/or personal leave will be given a bonus of one hundred fifty dollars (\$150) for that

semester. However, the bonus is subject to the limitation on TRS nonexempt creditable compensation provided for in Article 9.8 of this Agreement. For a teacher whose TRS nonexempt creditable compensation is limited to six percent (6%), the incentive money will be paid as a post-retirement bonus.

9.7 Professional Days

With the approval of the Superintendent, teachers may be granted up to two (2) professional days per year to attend educational workshops, conferences, or seminars without loss of pay. The Board shall pay the cost of substitute teachers.

The Board shall pay the following expenses to attend approved conferences:

(a) Single Day

1. Registration fee
2. Lunch up to \$10 if not covered by the registration fee
3. Mileage if no school vehicle is available

(b) Two Day (Overnight)

1. Registration fee
2. Up to \$150 for meals and lodging
3. Mileage if no school vehicle is available

(c) For overnight clinics which require more than one night's stay the Board will pay for one-half of the second night's stay with the approval of the Superintendent.

First consideration of professional day submittal requests & subsequent approval will be given to workshops or conferences that are in-district or ROE-Sponsored and can be driven in one (1) day. Workshops or conferences that involve driving a considerable distance and lodging expenses will be scrutinized for their relevancy to the teacher's professional development re-certification plan. No more than two (2) teachers will be approved to go to the same workshop or conference that involves lodging expenses (e.g. lahper Convention, Kindergarten Conference, etc.) Mileage will only be reimbursed if a school vehicle is unavailable for the teacher's use.

9.8 Retirement Benefit

1. Retirement

a. Retirement Plan

The board shall recognize the service of full-time Teachers who have rendered at least twenty (20) years of creditable service to Pana CUSD #8 immediately preceding retirement, and who are eligible to receive regular retirement pension benefits through the Teacher Retirement System of the State of Illinois.

2. Retirement Bonus

An eligible Teacher may access any one of the following four (4) plans. Accessing one (1) plan will preclude access to any of the other three (3) plans.

a. To be eligible the Teacher:

1) Must be at least sixty (60) years of age at the time of retirement;

Or

2) Must be at least fifty-five years of age by December 31 of the year of retirement, with thirty-five (35) years of service with the Illinois Teachers Retirement System; and

3) Must have served satisfactorily in the District for a minimum of twenty (20) full-time years immediately preceding his or her retirement.

b. Non exempt TRS creditable compensation (earnings) is defined by TRS rules and regulations.

c. Eligibility requirements are for the year the retirement becomes effective NOT the year the irrevocable letter of retirement is submitted.

3. Plans

Four Year Plan

If an eligible Teacher gives the Board an irrevocable letter of retirement prior to May 1 four (4) years prior to the year of retirement, the Teacher will be removed from the salary schedule and for the final four (4) years of employment the Teacher's non exempt TRS creditable earnings shall be increased by six percent (6%) over the Teacher's nonexempt TRS creditable earnings for the years prior of employment respectively.

In addition, if a letter of retirement is received by May 1 prior to the final four years prior to the final year of retirement, at the request of the teacher the teacher's accumulated sick leave will immediately be increased to a total of three hundred sixty (360) days provided the teacher has at least one hundred seventy days (170) of accumulated sick leave on May 1 or the teacher may elect to be paid a post-retirement bonus based on his/her unused sick leave not allocated to TRS for additional service credit. The bonus shall be computed by multiplying the number of unused qualifying sick days (not to exceed one hundred (100) days) by Twenty-five (\$25) dollars. The post-retirement bonus shall not be paid until after the teacher's receipt of his/her final paycheck and after his/her last day of work. Payment shall be made no later than October 5th following his/her final paycheck.

Example: An employee will retire on June 30, 2012. The employee's TRS creditable earnings for the 2007-2008 school year were \$40,000. The employee's TRS creditable earnings for the 2008-2009 school year will be \$42,400 (i.e. $\$40,000 \times 1.06 = \$42,400$). The employee's TRS creditable earnings for the 2009-2010 school year will be \$44,944 (i.e. $\$42,400 \times 1.06 = \$44,944.00$). The employee's TRS creditable earnings for the 2010-2011 school year will be \$47,640.64. The employee's TRS creditable earnings for the 2011-2012 school year will be \$50,499.78. (i.e. $\$47,640.64 \times 1.06 = \$50,499.78$).

Three Year Plan

If an eligible Teacher gives the Board an irrevocable letter of retirement prior to May 1 three (3) years prior to the year of retirement, the Teacher will be removed from the salary schedule and for the final three (3) years of employment the Teacher's nonexempt TRS creditable earnings shall be increased by six percent (6%) over the Teacher's nonexempt TRS creditable earnings for the years prior of employment respectively.

The teacher may elect to be paid a post-retirement bonus based on his/her unused sick leave not allocated to TRS for additional service credit. The bonus shall be computed by multiplying the number of unused qualifying sick days (not to exceed one hundred (100) days) by Twenty-five (\$25) dollars. The post-retirement bonus shall not be paid until after the teacher's receipt of his/her final paycheck and after his/her last day of work. Payment shall be made no later than October 5th following his/her final paycheck.

Example: An employee will retire on June 30, 2011. The employee's TRS creditable earnings for the 2007-2008 school year were \$40,000. The employee's TRS creditable earnings for the 2008-2009 school year will be \$42,400 (i.e. $\$40,000 \times 1.06 = \$42,400$). The employee's TRS creditable earnings for the 2009-2010 school year will be \$44,944 (i.e. $\$42,400 \times 1.06 = \$44,944.00$). The employee's TRS creditable earnings for the 2010-2011 school year will be \$47,640.64.

Two Year Plan

If an eligible Teacher gives the Board an irrevocable letter of retirement prior to May 1 two (2) years prior to the year of retirement, the Teacher will be removed from the salary schedule and for the final two (2) years of employment the Teacher's nonexempt TRS creditable earnings shall be increased by six percent (6%) over the Teacher's nonexempt TRS creditable earnings for the years prior of employment respectively.

The teacher may elect to be paid a post-retirement bonus based on his/her unused sick leave not allocated to TRS for additional service credit. The bonus shall be computed by multiplying the number of unused qualifying sick days (not to exceed one hundred (100) days) by Twenty-five (\$25) dollars. The post-retirement bonus shall not be paid until after the teacher's receipt of his/her final paycheck and after his/her last day of work. Payment shall be made no later than October 5th following his/her final paycheck.

Example: An employee will retire on June 30, 2010. The employee's TRS creditable earnings for the 2007-2008 school year were \$40,000. The employee's TRS creditable earnings for the 2008-2009 school year will be \$42,400 (i.e. $\$40,000 \times 1.06 = \$42,400$). The employee's TRS creditable earnings for the 2009-2010 school year will be \$44,944 (i.e. $\$42,400 \times 1.06 = \$44,944.00$).

One Year Plan

If an eligible Teacher gives the Board an irrevocable letter of retirement prior to May 1 one (1) year prior to the year of retirement, the Teacher will be removed from the salary schedule and for the final one (1) year of employment the Teacher's nonexempt TRS creditable earnings shall be increased by six percent (6%) over the Teacher's nonexempt TRS creditable earnings for the years prior of employment respectively.

The teacher may elect to be paid a post-retirement bonus based on his/her unused sick leave not allocated to TRS for additional service credit. The bonus shall be computed by multiplying the number of unused qualifying sick days (not to exceed one hundred (100) days) by Twenty-five (\$25) dollars. The post-retirement bonus shall not be paid until after the teacher's receipt of his/her final paycheck and after his/her last day of work. Payment shall be made no later than October 5th following his/her final paycheck.

Example: An employee will retire on June 30, 2009. The employee's TRS creditable earnings for the 2007-2008 school year were \$40,000. The employee's TRS creditable earnings for the 2008-2009 school year will be \$42,400 (i.e. $\$40,000 \times 1.06 = \$42,400$).

4. Limitation on TRS Nonexempt Creditable Compensation

When an Employee has twenty-nine (29) years of TRS creditable service, the Employee's nonexempt creditable TRS earnings, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, shall not exceed the amount specified hereinafter.

No Employee's nonexempt creditable TRS earnings shall increase from one school year to the next by more than six percent (6%) or be otherwise increased so as to create liability on the part of the Board or District for any portion of an Employee's retirement annuity, or result in any District or Board paid penalty or fee to TRS.

5. Miscellaneous

- a. Once a retirement letter is submitted the Teacher will not be assigned an additional extra duty not currently being performed without the consent of the Teacher.
- b. If after submitting an irrevocable letter of retirement, the Teacher resigns from or is removed from duties for which the Teacher was compensated the previous year (i.e. Supplemental Salary Schedule, extended contract, and or stipends), the Teachers nonexempt TRS creditable earnings will be adjusted.

Example: The Teacher's nonexempt TRS creditable earnings from 2007-2008 school year were \$43,000.00 of which \$3,000 was compensation for coaching basketball in 2007-2008. Under the Teacher's retirement plan he/she would be scheduled to receive \$45,580.00 non exempt TRS creditable earnings for the 2008-2009 school year (i.e. $\$43,000 \times 1.06 = \$45,580.00$). However, the Teacher resigns from his/her coaching position before the start of the 2008-2009 school year. The Teacher's nonexempt TRS creditable earnings for the 2008-2009 school year will be \$42,400.00 (i.e. $\$40,000 \times 1.06 = \$42,400$) rather than \$45,580.00

c. The Board in its sole discretion, may allow the Teacher to rescind his/her letter of retirement because of serious illness or life changing circumstances, provided the Teacher returns to the Board any non exempt TRS creditable earnings paid to the Teacher in excess of the amount the Teacher would otherwise have received under the salary schedule for such year (s) in which the creditable earnings were paid.

d. If legislation is enacted and/or TRS rules and regulations are adopted during the life of this agreement that result in great cost to the district that the costs generated by this agreement, the provisions relating to such benefits shall be reopened for negotiations.

9.9 Lifetime Pass

Upon retirement from Pana Unit #8, the Board shall grant each teacher and/or spouse a lifetime athletic/activity pass to attend regular season home events.

ARTICLE X: VACANCIES, SENIORITY, AND TENURE

10.1 The Superintendent shall have posted in all school buildings and send to the Association a notice of all full time and part-time vacancies as they occur. Except in cases deemed by the Superintendent to be an emergency, no vacancy defined above shall be filled until such vacancy has been posted for five (5) employee or office workdays.

10.2 A "vacancy" shall be defined as a classroom, administrative, or extra-curricular position which may become open in the district.

10.3 The Board shall maintain a seniority list of all employees. The Association will be furnished a seniority list by February 1st.

10.4 Determination of Seniority

- (a) Seniority shall be defined as the length of a teacher's continuous service within the district. Said service shall be computed from the first day of employment with-in the district. The "first day" shall be defined as the day upon which duties are first performed for the district.
- (b) Beginning with the 1986-87 contract, each presently employed full time teacher will be placed on a seniority list computed for the first day of his/her continuous employment within the Unit.
- (c) Seniority will not accrue during any excused illness or leave of absence without pay except enforced military service leave of absence. Seniority will not be interrupted due to excused illness or leave of absence.
- (d) Staff members who are promoted or transferred out of the bargaining unit and subsequently return to the bargaining unit without a break of service within the district shall have their seniority computed from their first day of original employment.
- (e) Teachers who have had their continuous service interrupted by reduction in force (RIF) shall, upon reinstatement within one (1) year, have their past

seniority computed from the first day of original employment excluding any time which the teacher is on lay-off.

10.5 Voluntary Transfers

- (a) Any staff member shall be eligible to apply for transfer into any position in the school system for which he/she is qualified by education and certification.
- (b) At any time during the school year, any staff member may apply for transfer on forms provided by the administration. Said application does not guarantee entitlement.
- (c) Any staff member desiring a transfer shall submit a written request to the Superintendent stating the specific assignment or nature of the assignment, and school or schools preferred. Such requests shall be acknowledged in writing within five (5) working days.
- (d) All applications for transfer shall remain effective until August 20th of each year, unless the applicant requests that the application be withdrawn prior to August 20th.
- (e) No position of a staff member applying for a transfer shall be considered vacant until the requested transfer is approved.
- (f) If more than one (1) applicant has applied for the same position, the applicant best qualified for that position shall be appointed. Qualifications considered by the Superintendent shall include teaching experience in a particular area, district seniority, credentials, educational records, and evaluations. The decision of the Superintendent is final.
- (g) Each transfer applicant shall be notified of the status of the application on or before June 1st of the school year in which the request is made. In the event that request is denied, the applicant shall receive written notice of the reasons for the denial.

10.6 Involuntary Transfer

Involuntary transfer may be made when necessary to best utilize the staff or when the Board considers it in the best interests of the students and the district. The administration shall consult with the teacher before an involuntary transfer is made. Any teacher involuntarily transferred shall be permitted to resign without prejudice if the transfer is unacceptable to them by giving written notices to the Superintendent within five (5) days of notification of the change in assignment.

10.7 Tenure

Any teacher employed in Pana CUSD #8 before January 1, 1998 will achieve tenure after a probationary period of two full-time consecutive school terms.

Any teacher first employed by Pana CUSD #8 after January 1, 1998 and who has not achieved tenure, the probationary period is four full-time consecutive school terms.

Teachers employed previously in another Illinois school district and employed by Pana CUSD #8 after January 1, 1998 will be required to follow the four-year probationary period for acquiring tenure status with no extensions.

For the purpose of determining tenure, the first probationary year is any full-time employment from a date before November 1 through the end of the school year.

11.1 Dismissal of non-tenured teachers shall be in accordance with Section 24-11 of the Illinois School Code and dismissal of tenured teachers shall be in accordance with Section 24-12 of the Illinois School Code.

11.2 Recall Rights

If the Board has any vacancies for the following school term or within one (1) calendar year from the beginning of the following school term, the positions thereby becoming available shall be tendered to the teachers so removed or dismissed so far as they are legally qualified to hold such positions. Any teacher on contractual continued service who is removed or dismissed as a result of a decision of the Board to decrease the number of teachers employed by the Board, or to discontinue some particular type of teaching service, and who accepts the tender of a vacancy within one (1) calendar year from the beginning of the following school term pursuant to Section 14-12, shall lose no rights which accrued while in contractual continued service.

ARTICLE XII: GRIEVANCE PROCEDURE

12.1 Definitions

- (a) Grievance: A "grievance" shall mean a written complaint by a member of the Association that there has been an alleged violation, misinterpretation, or misapplication of the specific provisions of this agreement.
- (b) Class Grievance: A "class grievance" is an allegation by the Association or a group of employees that there has been a violation, misapplication, or misinterpretation of this agreement affecting more than one (1) employee in one (1) or more schools.
- (c) Days: Regular teacher working days, excluding weekends, holidays or any other days which employees under this contract are not obligated to work.
- (d) Meeting: A non-adversarial conference.
- (e) Grievance Representative: A person selected by the Association to process and investigate grievances.

12.2 Purpose

The Association or any employee covered by this agreement shall have the right to present grievances in accordance with these procedures; the purpose of which is to secure, at the lowest possible administrative level, equitable solutions to valid grievances which may arise.

12.3 Representation

A grievant shall be represented at all stages of the grievance procedure by himself, or with, at his option by an Association representative selected by the Association. An I.E.A. representative may be present also.

12.4 Ground Rules

- (a) The grievant shall be present at all grievance discussions unless the Board, Association, and the grievant mutually agree that the grievant's presence is not desirable or necessary. When the presence of the grievant at a grievance hearing is required by either party, illness or incapacity of the grievant shall be grounds for necessary extension of grievance time limits.
- (b) Should the investigation or processing of any grievance require that an employee or an Association representative be released from his/her regular

assignment, he/she shall be released without loss of pay and benefits, provided that the grievance is decided in his/her favor. Should the grievance be decided against the grievant, the grievant shall be responsible for paying the cost of the substitute teacher for the grievance's regular assignment. The Association shall pay the cost of a substitute for the Association representative who may be participating in the grievance.

- (c) Failure of a grievant or the Association to act on any grievance within the prescribed time limits shall 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. Time limits may be extended by mutual agreement.
- (d) If the Association or any employee files any claim or complaint in any form other than under the grievance procedure of this agreement, then the district shall not be required to process the same claim or set of facts through the grievance procedure.
- (e) The number of days indicated at each step in the procedure shall be considered as the maximum allowable to the parties, and every effort shall be made to resolve the grievance as rapidly as possible.

12.5 Procedure

- (a) Step One: It is desirable for an employee and the building principal to resolve problems through free and informal communication. Therefore, before a grievance is filed, the claimant shall discuss the claim with the building principal.
- (b) Step Two: If the complaint cannot be resolved informally, the aggrieved teacher shall file the grievance in writing with the building principal, who shall certify by signature the date and hour the grievance was received. This certification shall be witnessed by the grievant. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of this agreement which are applicable, and shall state the remedy requested. The filing of the formal, written grievance must be within thirty (30) days from the date of the occurrence or knowledge of the event giving rise to the grievance. The building principal shall make a decision on the grievance and communicate it, including the reasons for his/her decision, in writing to the teacher, superintendent, and president of the board of education within ten (10) days after receipt of the grievance.
- (c) Step Three: In the event a grievance has not been satisfactorily resolved through the preceding steps, the grievant shall file, within ten (10) days of the building principal's decision at Step Two, a copy of the grievance with the Superintendent. Within ten (10) days after receipt of the grievance, the Superintendent shall meet with the grievant to attempt resolution of the grievance. The parties involved shall have the right to include in the meeting such witnesses and counselors as they deem necessary to develop facts pertinent to the grievance. The Superintendent shall file an answer within ten (10) days of the Step Three grievance meeting and communicate it, including the reasons for his decision, in writing to the grievant, the building principal, and the president of the board of education.
- (d) Step Four:
 - (1) If the grievance is not satisfactorily resolved at Step Three, the grievance shall proceed to final and binding arbitration. The Association shall submit to the board of education and superintendent a written demand on behalf of the Association and the grievant to enter

into binding arbitration. This demand must be submitted within twenty (20) days of receipt of the Step Three answer.

- (2) Arbitration proceedings shall be conducted by an arbitrator to be selected by the two (2) parties from a roster of arbitrators provided by the American Arbitrators Association. Expenses for the arbitrator's services shall be borne equally by the school district and the Association. Other expenses of the grievance process may be assigned by the arbitrator to the parties as the arbitrator sees fit.
- (3) If either party requests a transcript of the proceedings, that party shall bear the full cost of the transcript. If both parties order transcripts, the cost of the two (2) transcripts shall be divided between the two (2) parties.
- (4) The decision of the arbitrator shall be final and binding on the parties. The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of this Agreement.

12.6 Class Grievance

The initiation, processing, and resolution of class grievances shall follow the identical procedures established for the resolution of grievances as established in Article XII. A class grievance shall be initially filed at the superintendent's level (Step Three).

12.7 Reprisals

No reprisals shall be taken by the employer against any employee because of the employee's participation or refusal to participate in a grievance.

12.8 Meetings, Conferences, and Hearings

Meetings, conferences, and hearings under this procedure shall be conducted at a time and place which will afford a fair and reasonable opportunity for all persons to attend, including witnesses entitled to be present:

- (a) Insofar as possible, meetings will be held at a time and place which will afford a fair and reasonable opportunity for all persons to attend.
- (b) In a Class Grievance, the grievants shall be represented by the Association president and one (1) member of the class of grievants.

12.9 Filing of Materials

All records related to a grievance shall be filed separately from the personnel files of the employees.

12.10 Grievance Withdrawal

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

12.11 Association Prerogative

The Association, on its own, may continue and submit to arbitration any grievance filed and later dropped by a grievant. Should the grievance be decided against the Association, the Association will bear costs as decided in Article XII, 4 (b).

12.12 Bypass

By mutual agreement, any step of the grievance may be bypassed and said grievance filed at the next step of the procedure.

ARTICLE XIII: NEGOTIATIONS PROCEDURES

- 13.1 Negotiations on successor agreements shall begin no later than March 1st, unless both parties agree to an alternate date. Meetings shall be held as necessary at times and places agreed to by both parties.
- 13.2 The Board will supply the Association, free of charge, a copy of the budget and a copy of the audit. In addition, the Board will make available for inspection any other information defined as public information by law. Nothing herein shall require the Board to research and assemble information.
- 13.3 Each party to negotiations shall select its negotiation representatives provided that the Board shall not select a member of the bargaining unit, as herein defined and the Association shall not select any district administrator.
- 13.4 When the Association and the Board reach tentative agreement on all matters being negotiated, the terms shall be reduced to writing and shall be submitted to the membership of the Association and the Board shall occur at a meeting which is open to the public and which is subsequent to the ratification by the Association.
- 13.5 Within thirty (30) days after an agreement has been ratified by both the Board and the Association, copies of the document will be prepared by the Board, at board expense, and made available to all teachers, administrators, and board members.

ARTICLE XIV: GENERAL

- 14.1 The Board and the Association agree that they will not discriminate against any teacher because of race, creed, religion, national origin, sex, domicile, or marital status.
- 14.2 Individual contracts of employment shall not be inconsistent with the terms and conditions of the Agreement. If an individual contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- 14.3 If any portion of this Agreement is in violation of any law of the State of Illinois, that portion in disagreement shall be considered null and void. All other portions of this Agreement shall remain valid and in force.
- 14.4 The Classroom teachers agree not to strike, or engage in, or support or encourage any concerted refusal to render full and complete services in this school district.
- 14.5 The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law or by specific agreement of the parties that the are of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the School District and the Association, for the life of this Agreement, each voluntarily and unqualifiedly waives any right which might otherwise exist under law, practice, or custom to negotiate over any matter during the term of this Agreement, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

Negotiations may be reopened upon the mutual consent of both parties.

14.6 Fair Share

Each bargaining unit member, as a condition for their employment on or before thirty (30) days from the date of commencement of duties or the effective date of this

Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state, and national dues.

In the event that the bargaining unit member does not pay their fair share fee directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share fee from the wages of the non-members. Such a fee shall be paid to the Association by the Board no later than ten (10) days following deduction.

The obligation to pay a fair share fee will not apply to any employee who, on the basis of a bonafide religious tenet or teaching of a church or religious body of which such employee is a member, objects to the payment of the fair share fee to the Association. Upon proper substantiation and collection of the entire fee, the Association will make payment on behalf of the employee to a mutually agreeable non-religious charitable organization as present Association policy and the rules and regulations of the Illinois Educational Labor Relations Board allow.

ARTICLE XV: DURATION

- 15.1 This Agreement shall become effective as of the 24th day of August, 2008 and the terms and provisions thereof shall remain in full force and effect through the 23rd day of August, 2013.
- 15.2 It is understood and agreed that the parties shall begin negotiations for a new agreement on March 1, 2013, or any date thereafter provided notification is received by the other party at least thirty (30) days prior to the desired date to commence negotiations.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement in full, on this day of April 21, 2008.

ASSOCIATION

BOARD OF EDUCATION

President

President

Secretary

Secretary

Chief Negotiator

Chief Negotiator

Pana Community Unit District #8
Salary Index
2009 to 2013

All teachers with 29 years of experience or less will be placed on the salary schedule. Teachers with 29 years of experience or more will be limited to a 6% increase of their salary from the previous year.

The Board agrees to phase in Board payment of the required contribution to the Illinois Teacher Retirement System over the first three years of this contract. The TRS contribution will be phased in using the following percentages: Year 1 - 3%, Year 2 - 6.5%, Year 3 - 9.4%, Year 4 - 9.4%, Year 5 - 9.4%. In Year 1 and Year 2 of the contract, the remaining required contribution will be deducted from each teacher's total salary and submitted along with the Board paid portion to the Illinois Teacher Retirement System. The salary plus Board paid TRS appears on the shaded line following each year of experience.

The Board will add an additional \$100 increment for 10 to 14 years experience, an additional \$200 increment for 15 to 19 years experience, and additional \$300 increment for 20 to 24 years experience, and an additional \$600 increment for 25 to 29 and an additional \$1200 for 30 years experience, beginning with the BA Column.

The Board will also pay the following stipends: Head Teacher - \$55/day (\$25 half day), covering another teacher's class - \$15 per class period covered in the Elementary and Jr. High, \$30 for block classes at the Sr. High, supervising teaching or preparing for lab activities in the long distance lab - \$15/hour. The stipend will be \$20/hr. for teaching positions such as, but not limited to summer school, presenting a workshop, homebound tutoring, and after school tutoring. If not specified, stipend pay will be \$16.25/hour for special projects such as, but not limited to, internal and/or external review teams in compliance with the Illinois Quality Assurance Process legislation.

Pana C.U.S.D #8 Certified Staff

Salary Index 2008 - 2009

Years	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24
0	33,006.30	33,534.40	34,062.50	34,590.60	35,118.70	35,646.80	36,174.90	36,703.01
TRS	34,027.12	34,571.55	35,115.99	35,660.42	36,204.85	36,749.29	37,293.72	37,838.16
1	33,666.43	34,194.53	34,722.63	35,250.73	35,778.83	36,306.93	36,835.03	37,363.13
TRS	34,707.66	35,252.10	35,796.53	36,340.96	36,885.40	37,429.83	37,974.26	38,518.70
2	34,326.55	34,854.65	35,382.75	35,910.85	36,438.96	36,967.06	37,495.16	38,023.26
TRS	35,388.20	35,932.64	36,477.07	37,021.51	37,565.94	38,110.37	38,654.81	39,199.24
3	34,986.68	35,514.78	36,042.88	36,570.98	37,099.08	37,627.18	38,155.28	38,683.38
TRS	36,068.75	36,613.18	37,157.61	37,702.05	38,246.48	38,790.92	39,335.35	39,879.78
4	35,646.80	36,174.90	36,703.01	37,231.11	37,759.21	38,287.31	38,815.41	39,343.51
TRS	36,749.29	37,293.72	37,838.16	38,382.59	38,927.02	39,471.46	40,015.89	40,560.33
5	36,306.93	36,835.03	37,363.13	37,891.23	38,419.33	38,947.43	39,475.53	40,003.64
TRS	37,429.83	37,974.26	38,518.70	39,063.13	39,607.57	40,152.00	40,696.43	41,240.87
6	36,967.06	37,495.16	38,023.26	38,551.36	39,079.46	39,607.56	40,135.66	40,663.76
TRS	38,110.37	38,654.81	39,199.24	39,743.67	40,288.11	40,832.54	41,376.98	41,921.41
7	37,627.18	38,155.28	38,683.38	39,211.48	39,739.59	40,267.69	40,795.79	41,323.89
TRS	38,790.92	39,335.35	39,879.78	40,424.22	40,968.65	41,513.08	42,057.52	42,601.95
8	38,287.31	38,815.41	39,343.51	39,871.61	40,399.71	40,927.81	41,455.91	41,984.01
TRS	39,471.46	40,015.89	40,560.33	41,104.76	41,649.19	42,193.63	42,738.06	43,282.50
9	38,947.43	39,475.53	40,003.64	40,531.74	41,059.84	41,587.94	42,116.04	42,644.14
TRS	40,152.00	40,696.43	41,240.87	41,785.30	42,329.74	42,874.17	43,418.60	43,963.04
10	39,607.56	40,135.66	40,663.76	41,191.86	41,719.96	42,248.06	42,776.16	43,304.27
TRS	40,832.54	41,376.98	41,921.41	42,465.84	43,010.28	43,554.71	44,099.15	44,643.58
11	40,267.69	40,795.79	41,323.89	41,851.99	42,380.09	42,908.19	43,436.29	43,964.39
TRS	41,513.08	42,057.52	42,601.95	43,146.39	43,690.82	44,235.25	44,779.69	45,324.12
12	40,927.81	41,455.91	41,984.01	42,512.11	43,040.22	43,568.32	44,096.42	44,624.52
TRS	42,193.63	42,738.06	43,282.50	43,826.93	44,371.36	44,915.80	45,460.23	46,004.66
13	41,587.94	42,116.04	42,644.14	43,172.24	43,700.34	44,228.44	44,756.54	45,284.64
TRS	42,874.17	43,418.60	43,963.04	44,507.47	45,051.91	45,596.34	46,140.77	46,685.21
14	42,248.06	42,776.16	43,304.27	43,832.37	44,360.47	44,888.57	45,416.67	45,944.77
TRS	43,554.71	44,099.15	44,643.58	45,188.01	45,732.45	46,276.88	46,821.32	47,365.75
15	42,908.19	43,436.29	43,964.39	44,492.49	45,020.59	45,548.69	46,076.79	46,604.90
TRS	44,235.25	44,779.69	45,324.12	45,868.56	46,412.99	46,957.42	47,501.86	48,046.29
16	43,568.32	44,096.42	44,624.52	45,152.62	45,680.72	46,208.82	46,736.92	47,265.02
TRS	44,915.80	45,460.23	46,004.66	46,549.10	47,093.53	47,637.97	48,182.40	48,726.83
17	44,228.44	44,756.54	45,284.64	45,812.74	46,340.85	46,868.95	47,397.05	47,925.15
TRS	45,596.34	46,140.77	46,685.21	47,229.64	47,774.07	48,318.51	48,862.94	49,407.38
18	44,888.57	45,416.67	45,944.77	46,472.87	47,000.97	47,529.07	48,057.17	48,585.27
TRS	46,276.88	46,821.32	47,365.75	47,910.18	48,454.62	48,999.05	49,543.49	50,087.92
19	45,548.69	46,076.79	46,604.90	47,133.00	47,661.10	48,189.20	48,717.30	49,245.40
TRS	46,957.42	47,501.86	48,046.29	48,590.73	49,135.16	49,679.59	50,224.03	50,768.46
20	46,208.82	46,736.92	47,265.02	47,793.12	48,321.22	48,849.32	49,377.42	49,905.53
TRS	47,637.97	48,182.40	48,726.83	49,271.27	49,815.70	50,360.14	50,904.57	51,449.00
21	46,868.95	47,397.05	47,925.15	48,453.25	48,981.35	49,509.45	50,037.55	50,565.65
TRS	48,318.51	48,862.94	49,407.38	49,951.81	50,496.24	51,040.68	51,585.11	52,129.55
22	47,529.07	48,057.17	48,585.27	49,113.37	49,641.48	50,169.58	50,697.68	51,225.78
TRS	48,999.05	49,543.49	50,087.92	50,632.35	50,301.60	51,721.22	52,265.65	52,810.09
23	48,189.20	48,717.30	49,245.40	49,773.50	50,301.60	50,829.70	51,357.80	51,885.90
TRS	49,679.59	50,224.03	50,768.46	51,312.90	51,857.33	52,401.76	52,946.20	53,490.63
24	48,849.32	49,377.42	49,905.53	50,433.63	50,961.73	51,489.83	52,017.93	52,546.03
TRS	50,360.14	50,904.57	51,449.00	51,993.44	52,537.87	53,082.31	53,626.74	54,171.17
25	49,509.45	50,037.55	50,565.65	51,093.75	51,621.85	52,149.95	52,678.05	53,206.16
TRS	51,040.68	51,585.11	52,129.55	52,673.98	53,218.41	53,762.85	54,307.28	54,851.72
26	50,169.58	50,697.68	51,225.78	51,753.88	52,281.98	52,810.08	53,338.18	53,866.28
TRS	51,721.22	52,265.65	52,810.09	53,354.52	53,898.96	54,443.39	54,987.82	55,532.26
27	50,829.70	51,357.80	51,885.90	52,414.00	52,942.11	53,470.21	53,998.31	54,526.41
TRS	52,401.76	52,946.20	53,490.63	54,035.06	54,579.50	55,123.93	55,668.37	56,212.80
28	51,489.83	52,017.93	52,546.03	53,074.13	53,602.23	54,130.33	54,658.43	55,186.53
TRS	53,082.31	53,626.74	54,171.17	54,715.61	55,260.04	55,804.47	56,348.91	56,893.34
29	52,149.95	52,678.05	53,206.16	53,734.26	54,262.36	54,790.46	55,318.56	55,846.66
TRS	53,762.85	54,307.28	54,851.72	55,396.15	55,940.58	56,485.02	57,029.45	57,573.89
30	52,810.08	53,338.18	53,866.28	54,394.38	54,922.48	55,450.58	55,978.68	56,506.79
TRS	54,443.39	54,987.82	55,532.26	56,076.69	56,621.13	57,165.56	57,709.99	58,254.43

MA+32			
37,231.11			
38,382.59			
37,891.23			
39,063.13			
38,551.36			
39,743.67			
39,211.48			
40,424.22			
39,871.61			
41,104.76			
40,531.74			
41,785.30			
41,191.86			
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41,851.99			
43,146.39			
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43,172.24			
44,507.47			
43,832.37			
45,188.01			
44,492.49			
45,868.56			
45,152.62			
46,549.10			
45,812.74			
47,229.64			
46,472.87			
47,910.18			
47,133.00			
48,590.73			
47,793.12			
49,271.27			
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49,951.81			
49,113.37			
50,632.35			
49,773.50			
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50,433.63			
51,993.44			
51,093.75			
52,673.98			
51,753.88			
53,354.52			
52,414.00			
54,035.06			
53,074.13			
54,715.61			
53,734.26			
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54,394.38			
56,076.69			
55,054.51			
56,757.23			
55,714.63			
57,437.78			
56,374.76			
58,118.32			
57,034.89			
58,798.86			

Pana C.U.S.D. #8 Certified Staff

Salary Index 2009 - 2010

Years	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	33,006.30	33,567.41	34,128.51	34,689.62	35,250.73	35,811.84	36,372.94	36,934.05	37,495.16
TRS	35,300.86	35,900.98	36,501.09	37,101.21	37,701.32	38,301.44	38,901.55	39,501.67	40,101.78
1	33,699.43	34,260.54	34,821.65	35,382.75	35,943.86	36,504.97	37,066.07	37,627.18	38,188.29
TRS	36,042.18	36,642.30	37,242.41	37,842.53	38,442.64	39,042.76	39,642.87	40,242.99	40,843.10
2	34,392.56	34,953.67	35,514.78	36,075.89	36,636.99	37,198.10	37,759.21	38,320.31	38,881.42
TRS	36,783.50	37,383.62	37,983.73	38,583.85	39,183.96	39,784.07	40,384.19	40,984.30	41,584.42
3	35,085.70	35,646.80	36,207.91	36,769.02	37,330.13	37,891.23	38,452.34	39,013.45	39,574.55
TRS	37,524.82	38,124.93	38,725.05	39,325.16	39,925.28	40,525.39	41,125.51	41,725.62	42,325.74
4	35,778.83	36,339.94	36,901.04	37,462.15	38,023.26	38,584.36	39,145.47	39,706.58	40,267.69
TRS	38,266.14	38,866.25	39,466.37	40,066.48	40,666.60	41,266.71	41,866.83	42,466.94	43,067.06
5	36,471.96	37,033.07	37,594.18	38,155.28	38,716.39	39,277.50	39,838.60	40,399.71	40,960.82
TRS	39,007.46	39,607.57	40,207.69	40,807.80	41,407.91	42,008.03	42,608.14	43,208.26	43,808.37
6	37,165.09	37,726.20	38,287.31	38,848.42	39,409.52	39,970.63	40,531.74	41,092.84	41,653.95
TRS	39,748.77	40,348.89	40,949.00	41,549.12	42,149.23	42,749.35	43,349.46	43,949.58	44,549.69
7	37,858.23	38,419.33	38,980.44	39,541.55	40,102.65	40,663.76	41,224.87	41,785.98	42,347.08
TRS	40,490.09	41,090.21	41,690.32	42,290.44	42,890.55	43,490.67	44,090.78	44,690.90	45,291.01
8	38,551.36	39,112.47	39,673.57	40,234.68	40,795.79	41,356.89	41,918.00	42,479.11	43,040.22
TRS	41,231.41	41,831.52	42,431.64	43,031.75	43,631.87	44,231.98	44,832.10	45,432.21	46,032.33
9	39,244.49	39,805.60	40,366.70	40,927.81	41,488.92	42,050.03	42,611.13	43,172.24	43,733.35
TRS	41,972.73	42,572.84	43,172.96	43,773.07	44,373.19	44,973.30	45,573.42	46,173.53	46,773.65
10	39,937.62	40,498.73	41,059.84	41,620.94	42,182.05	42,743.16	43,304.27	43,865.37	44,426.48
TRS	42,714.05	43,314.16	43,914.28	44,514.39	45,114.51	45,714.62	46,314.73	46,914.85	47,514.96
11	40,630.76	41,191.86	41,752.97	42,314.08	42,875.18	43,436.29	43,997.40	44,558.51	45,119.61
TRS	43,455.36	44,055.48	44,655.59	45,255.71	45,855.82	46,455.94	47,056.05	47,656.17	48,256.28
12	41,323.89	41,884.99	42,446.10	43,007.21	43,568.32	44,129.42	44,690.53	45,251.64	45,812.74
TRS	44,196.68	44,796.80	45,396.91	45,997.03	46,597.14	47,197.26	47,797.37	48,397.49	48,997.60
13	42,017.02	42,578.13	43,139.23	43,700.34	44,261.45	44,822.56	45,383.66	45,944.77	46,505.88
TRS	44,938.00	45,538.12	46,138.23	46,738.35	47,338.46	47,938.57	48,538.69	49,138.80	49,738.92
14	42,710.15	43,271.26	43,832.37	44,393.47	44,954.58	45,515.69	46,076.79	46,637.90	47,199.01
TRS	45,679.32	46,279.43	46,879.55	47,479.66	48,079.78	48,679.89	49,280.01	49,880.12	50,480.24
15	43,403.28	43,964.39	44,525.50	45,086.61	45,647.71	46,208.82	46,769.93	47,331.03	47,892.14
TRS	46,420.64	47,020.75	47,620.87	48,220.98	48,821.10	49,421.21	50,021.33	50,621.44	51,221.56
16	44,096.42	44,657.52	45,218.63	45,779.74	46,340.85	46,901.95	47,463.06	48,024.17	48,585.27
TRS	47,161.96	47,762.07	48,362.19	48,962.30	49,562.41	50,162.53	50,762.64	51,362.76	51,962.87
17	44,789.55	45,350.66	45,911.76	46,472.87	47,033.98	47,595.08	48,156.19	48,717.30	49,278.41
TRS	47,903.27	48,503.39	49,103.50	49,703.62	50,303.73	50,903.85	51,503.96	52,104.08	52,704.19
18	45,482.68	46,043.79	46,604.90	47,166.00	47,727.11	48,288.22	48,849.32	49,410.43	49,971.54
TRS	48,644.59	49,244.71	49,844.82	50,444.94	51,045.05	51,645.17	52,245.28	52,845.39	53,445.51
19	46,175.81	46,736.92	47,298.03	47,859.14	48,420.24	48,981.35	49,542.46	50,103.56	50,664.67
TRS	49,385.91	49,986.02	50,586.14	51,186.25	51,786.37	52,386.48	52,986.60	53,586.71	54,186.83
20	46,868.95	47,430.05	47,991.16	48,552.27	49,113.37	49,674.48	50,235.59	50,796.70	51,357.80
TRS	50,127.23	50,727.34	51,327.46	51,927.57	52,527.69	53,127.80	53,727.92	54,328.03	54,928.15
21	47,562.08	48,123.19	48,684.29	49,245.40	49,806.51	50,367.61	50,928.72	51,489.83	52,050.94
TRS	50,868.55	51,468.66	52,068.78	52,668.89	53,269.01	53,869.12	54,469.23	55,069.35	55,669.46
22	48,255.21	48,816.32	49,377.42	49,938.53	50,499.64	51,060.75	51,621.85	52,182.96	52,744.07
TRS	51,609.86	52,209.98	52,810.09	53,410.21	54,010.32	54,610.44	55,210.55	55,810.67	56,410.78
23	48,948.34	49,509.45	50,070.56	50,631.66	51,192.77	51,753.88	52,314.99	52,876.09	53,437.20
TRS	52,351.18	52,951.30	53,551.41	54,151.53	54,751.64	55,351.76	55,951.87	56,551.99	57,152.10
24	49,641.48	50,202.58	50,763.69	51,324.80	51,885.90	52,447.01	53,008.12	53,569.22	54,130.33
TRS	53,092.50	53,692.62	54,292.73	54,892.85	55,492.96	56,093.07	56,693.19	57,293.30	57,893.42
25	50,334.61	50,895.71	51,456.82	52,017.93	52,579.04	53,140.14	53,701.25	54,262.36	54,823.46
TRS	53,833.82	54,433.93	55,034.05	55,634.16	56,234.28	56,834.39	57,434.51	58,034.62	58,634.74
26	51,027.74	51,588.85	52,149.95	52,711.06	53,272.17	53,833.28	54,394.38	54,955.49	55,516.60
TRS	54,575.14	55,175.25	55,775.37	56,375.48	56,975.60	57,575.71	58,175.83	58,775.94	59,376.05
27	51,720.87	52,281.98	52,843.09	53,404.19	53,965.30	54,526.41	55,087.51	55,648.62	56,209.73
TRS	55,316.46	55,916.57	56,516.68	57,116.80	57,716.91	58,317.03	58,917.14	59,517.26	60,117.37
28	52,414.00	52,975.11	53,536.22	54,097.33	54,658.43	55,219.54	55,780.65	56,341.75	56,902.86
TRS	56,057.77	56,657.89	57,258.00	57,858.12	58,458.23	59,058.35	59,658.46	60,258.58	60,858.69
29	53,107.14	53,668.24	54,229.35	54,790.46	55,351.57	55,912.67	56,473.78	57,034.89	57,595.99
TRS	56,799.09	57,399.21	57,999.32	58,599.44	59,199.55	59,799.67	60,399.78	60,999.89	61,600.01
30	53,800.27	54,361.38	54,922.48	55,483.59	56,044.70	56,605.80	57,166.91	57,728.02	58,289.13
TRS	57,540.41	58,140.52	58,740.64	59,340.75	59,940.87	60,540.98	61,141.10	61,741.21	62,341.33

Pana C.U.S.D. #8 Certified Staff

Salary Index 2010 - 2011

Years	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	33,006.30	33,600.41	34,194.53	34,788.64	35,382.75	35,976.87	36,570.98	37,165.09	37,759.21
TRS	36,430.80	37,086.56	37,742.31	38,398.07	39,053.82	39,709.57	40,365.33	41,021.08	41,676.84
1	33,732.44	34,326.55	34,920.67	35,514.78	36,108.89	36,703.01	37,297.12	37,891.23	38,485.35
TRS	37,232.28	37,888.03	38,543.79	39,199.54	39,855.30	40,511.05	41,166.81	41,822.56	42,478.32
2	34,458.58	35,052.69	35,646.80	36,240.92	36,835.03	37,429.14	38,023.26	38,617.37	39,211.48
TRS	38,033.76	38,689.51	39,345.27	40,001.02	40,656.78	41,312.53	41,968.28	42,624.04	43,279.79
3	35,184.72	35,778.83	36,372.94	36,967.06	37,561.17	38,155.28	38,749.40	39,343.51	39,937.62
TRS	38,835.24	39,490.99	40,146.74	40,802.50	41,458.25	42,114.01	42,769.76	43,425.52	44,081.27
4	35,910.85	36,504.97	37,099.08	37,693.19	38,287.31	38,881.42	39,475.53	40,069.65	40,663.76
TRS	39,636.71	40,292.47	40,948.22	41,603.98	42,259.73	42,915.49	43,571.24	44,226.99	44,882.75
5	36,636.99	37,231.11	37,825.22	38,419.33	39,013.45	39,607.56	40,201.67	40,795.79	41,389.90
TRS	40,438.19	41,093.95	41,749.70	42,405.45	43,061.21	43,716.96	44,372.72	45,028.47	45,684.23
6	37,363.13	37,957.25	38,551.36	39,145.47	39,739.59	40,333.70	40,927.81	41,521.93	42,116.04
TRS	41,239.67	41,895.42	42,551.18	43,206.93	43,862.69	44,518.44	45,174.20	45,829.95	46,485.70
7	38,089.27	38,683.38	39,277.50	39,871.61	40,465.72	41,059.84	41,653.95	42,248.06	42,842.18
TRS	42,041.15	42,696.90	43,352.66	44,008.41	44,664.16	45,319.92	45,975.67	46,631.43	47,287.18
8	38,815.41	39,409.52	40,003.64	40,597.75	41,191.86	41,785.98	42,380.09	42,974.20	43,568.32
TRS	42,842.62	43,498.38	44,154.13	44,809.89	45,465.64	46,121.40	46,777.15	47,432.91	48,088.66
9	39,541.55	40,135.66	40,729.77	41,323.89	41,918.00	42,512.11	43,106.23	43,700.34	44,294.45
TRS	43,644.10	44,299.86	44,955.61	45,611.36	46,267.12	46,922.87	47,578.63	48,234.38	48,890.14
10	40,267.69	40,861.80	41,455.91	42,050.03	42,644.14	43,238.25	43,832.37	44,426.48	45,020.59
TRS	44,445.58	45,101.33	45,757.09	46,412.84	47,068.60	47,724.35	48,380.11	49,035.86	49,691.61
11	40,993.82	41,587.94	42,182.05	42,776.16	43,370.28	43,964.39	44,558.51	45,152.62	45,746.73
TRS	45,247.06	45,902.81	46,558.57	47,214.32	47,870.07	48,525.83	49,181.58	49,837.34	50,493.09
12	41,719.96	42,314.08	42,908.19	43,502.30	44,096.42	44,690.53	45,284.64	45,878.76	46,472.87
TRS	46,048.53	46,704.29	47,360.04	48,015.80	48,671.55	49,327.31	49,983.06	50,638.82	51,294.57
13	42,446.10	43,040.22	43,634.33	44,228.44	44,822.56	45,416.67	46,010.78	46,604.90	47,199.01
TRS	46,850.01	47,505.77	48,161.52	48,817.28	49,473.03	50,128.78	50,784.54	51,440.29	52,096.05
14	43,172.24	43,766.35	44,360.47	44,954.58	45,548.69	46,142.81	46,736.92	47,331.03	47,925.15
TRS	47,651.49	48,307.24	48,963.00	49,618.75	50,274.51	50,930.26	51,586.02	52,241.77	52,897.53
15	43,898.38	44,492.49	45,086.61	45,680.72	46,274.83	46,868.95	47,463.06	48,057.17	48,651.29
TRS	48,452.97	49,108.72	49,764.48	50,420.23	51,075.99	51,731.74	52,387.49	53,043.25	53,699.00
16	44,624.52	45,218.63	45,812.74	46,406.86	47,000.97	47,595.08	48,189.20	48,783.31	49,377.42
TRS	49,254.45	49,910.20	50,565.95	51,221.71	51,877.46	52,533.22	53,188.97	53,844.73	54,500.48
17	45,350.66	45,944.77	46,538.88	47,133.00	47,727.11	48,321.22	48,915.34	49,509.45	50,103.56
TRS	50,055.92	50,711.68	51,367.43	52,023.19	52,678.94	53,334.70	53,990.45	54,646.20	55,301.96
18	46,076.79	46,670.91	47,265.02	47,859.14	48,453.25	49,047.36	49,641.48	50,235.59	50,829.70
TRS	50,857.40	51,513.15	52,168.91	52,824.66	53,480.42	54,136.17	54,791.93	55,447.68	56,103.44
19	46,802.93	47,397.05	47,991.16	48,585.27	49,179.39	49,773.50	50,367.61	50,961.73	51,555.84
TRS	51,658.88	52,314.63	52,970.39	53,626.14	54,281.90	54,937.65	55,593.40	56,249.16	56,904.91
20	47,529.07	48,123.19	48,717.30	49,311.41	49,905.53	50,499.64	51,093.75	51,687.87	52,281.98
TRS	52,460.36	53,116.11	53,771.86	54,427.62	55,083.37	55,739.13	56,394.88	57,050.64	57,706.39
21	48,255.21	48,849.32	49,443.44	50,037.55	50,631.66	51,225.78	51,819.89	52,414.00	53,008.12
TRS	53,261.83	53,917.59	54,573.34	55,229.10	55,884.85	56,540.61	57,196.36	57,852.11	58,507.87
22	48,981.35	49,575.46	50,169.58	50,763.69	51,357.80	51,951.92	52,546.03	53,140.14	53,734.26
TRS	54,063.31	54,719.07	55,374.82	56,030.57	56,686.33	57,342.08	57,997.84	58,653.59	59,309.35
23	49,707.49	50,301.60	50,895.71	51,489.83	52,083.94	52,678.05	53,272.17	53,866.28	54,460.40
TRS	54,864.79	55,520.54	56,176.30	56,832.05	57,487.81	58,143.56	58,799.32	59,455.07	60,110.82
24	50,433.63	51,027.74	51,621.85	52,215.97	52,810.08	53,404.19	53,998.31	54,592.42	55,186.53
TRS	55,666.27	56,322.02	56,977.78	57,633.53	58,289.28	58,945.04	59,600.79	60,256.55	60,912.30
25	51,159.77	51,753.88	52,347.99	52,942.11	53,536.22	54,130.33	54,724.45	55,318.56	55,912.67
TRS	56,467.74	57,123.50	57,779.25	58,435.01	59,090.76	59,746.52	60,402.27	61,058.03	61,713.78
26	51,885.90	52,480.02	53,074.13	53,668.24	54,262.36	54,856.47	55,450.58	56,044.70	56,638.81
TRS	57,269.22	57,924.98	58,580.73	59,236.49	59,892.24	60,547.99	61,203.75	61,859.50	62,515.26
27	52,612.04	53,206.16	53,800.27	54,394.38	54,988.50	55,582.61	56,176.72	56,770.84	57,364.95
TRS	58,070.70	58,726.45	59,382.21	60,037.96	60,693.72	61,349.47	62,005.23	62,660.98	63,316.73
28	53,338.18	53,932.29	54,526.41	55,120.52	55,714.63	56,308.75	56,902.86	57,496.97	58,091.09
TRS	58,872.18	59,527.93	60,183.69	60,839.44	61,495.19	62,150.95	62,806.70	63,462.46	64,118.21
29	54,064.32	54,658.43	55,252.55	55,846.66	56,440.77	57,034.89	57,629.00	58,223.11	58,817.23
TRS	59,673.65	60,329.41	60,985.16	61,640.92	62,296.67	62,952.43	63,608.18	64,263.94	64,919.69
30	54,790.46	55,384.57	55,978.68	56,572.80	57,166.91	57,761.03	58,355.14	58,949.25	59,543.37
TRS	60,475.13	61,130.89	61,786.64	62,442.40	63,098.15	63,753.90	64,409.66	65,065.41	65,721.17

Pana C.U.S.D. #8 Certified Staff

Salary Index 2011 - 2012

Years	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	33,666.30	34,305.96	34,945.62	35,585.28	36,224.94	36,864.60	37,504.26	38,143.92	38,783.58
TRS	37,159.28	37,865.31	38,571.33	39,277.36	39,983.38	40,689.41	41,395.44	42,101.46	42,807.49
1	34,440.62	35,080.28	35,719.94	36,359.60	36,999.26	37,638.92	38,278.58	38,918.24	39,557.90
TRS	38,013.94	38,719.97	39,426.00	40,132.02	40,838.05	41,544.07	42,250.10	42,956.13	43,662.15
2	35,214.95	35,854.61	36,494.27	37,133.93	37,773.59	38,413.25	39,052.91	39,692.57	40,332.23
TRS	38,868.61	39,574.63	40,280.66	40,986.69	41,692.71	42,398.74	43,104.76	43,810.79	44,516.82
3	35,989.27	36,628.93	37,268.59	37,908.25	38,547.91	39,187.57	39,827.23	40,466.89	41,106.55
TRS	39,723.27	40,429.30	41,135.32	41,841.35	42,547.38	43,253.40	43,959.43	44,665.45	45,371.48
4	36,763.60	37,403.26	38,042.92	38,682.58	39,322.24	39,961.90	40,601.56	41,241.22	41,880.88
TRS	40,577.93	41,283.96	41,989.99	42,696.01	43,402.04	44,108.06	44,814.09	45,520.12	46,226.14
5	37,537.92	38,177.58	38,817.24	39,456.90	40,096.56	40,736.22	41,375.88	42,015.54	42,655.20
TRS	41,432.60	42,138.62	42,844.65	43,550.68	44,256.70	44,962.73	45,668.75	46,374.78	47,080.81
6	38,312.25	38,951.91	39,591.57	40,231.23	40,870.89	41,510.55	42,150.21	42,789.87	43,429.53
TRS	42,287.26	42,993.29	43,699.31	44,405.34	45,111.37	45,817.39	46,523.42	47,229.44	47,935.47
7	39,086.57	39,726.23	40,365.89	41,005.55	41,645.21	42,284.87	42,924.53	43,564.19	44,203.85
TRS	43,141.92	43,847.95	44,553.98	45,260.00	45,966.03	46,672.06	47,378.08	48,084.11	48,790.13
8	39,860.90	40,500.56	41,140.22	41,779.88	42,419.54	43,059.20	43,698.86	44,338.52	44,978.18
TRS	43,996.59	44,702.61	45,408.64	46,114.67	46,820.69	47,526.72	48,232.74	48,938.77	49,644.80
9	40,635.22	41,274.88	41,914.54	42,554.20	43,193.86	43,833.52	44,473.18	45,112.84	45,752.50
TRS	44,851.25	45,557.28	46,263.30	46,969.33	47,675.36	48,381.38	49,087.41	49,793.43	50,499.46
10	41,409.55	42,049.21	42,688.87	43,328.53	43,968.19	44,607.85	45,247.51	45,887.17	46,526.83
TRS	45,705.91	46,411.94	47,117.97	47,823.99	48,530.02	49,236.05	49,942.07	50,648.10	51,354.12
11	42,183.87	42,823.53	43,463.19	44,102.85	44,742.51	45,382.17	46,021.83	46,661.49	47,301.15
TRS	46,560.58	47,266.60	47,972.63	48,678.66	49,384.68	50,090.71	50,796.74	51,502.76	52,208.79
12	42,958.20	43,597.86	44,237.52	44,877.18	45,516.84	46,156.50	46,796.16	47,435.82	48,075.48
TRS	47,415.24	48,121.27	48,827.29	49,533.32	50,239.35	50,945.37	51,651.40	52,357.42	53,063.45
13	43,732.52	44,372.18	45,011.84	45,651.50	46,291.16	46,930.82	47,570.48	48,210.14	48,849.80
TRS	48,269.90	48,975.93	49,681.96	50,387.98	51,094.01	51,800.04	52,506.06	53,212.09	53,918.11
14	44,506.85	45,146.51	45,786.17	46,425.83	47,065.49	47,705.15	48,344.81	48,984.47	49,624.13
TRS	49,124.57	49,830.59	50,536.62	51,242.65	51,948.67	52,654.70	53,360.73	54,066.75	54,772.78
15	45,281.17	45,920.83	46,560.49	47,200.15	47,839.81	48,479.47	49,119.13	49,758.79	50,398.45
TRS	49,979.23	50,685.26	51,391.28	52,097.31	52,803.34	53,509.36	54,215.39	54,921.42	55,627.44
16	46,055.50	46,695.16	47,334.82	47,974.48	48,614.14	49,253.80	49,893.46	50,533.12	51,172.78
TRS	50,833.89	51,539.92	52,245.95	52,951.97	53,658.00	54,364.03	55,070.05	55,776.08	56,482.11
17	46,829.82	47,469.48	48,109.14	48,748.80	49,388.46	50,028.12	50,667.78	51,307.44	51,947.10
TRS	51,688.56	52,394.58	53,100.61	53,806.64	54,512.66	55,218.69	55,924.72	56,630.74	57,336.77
18	47,604.15	48,243.81	48,883.47	49,523.13	50,162.79	50,802.45	51,442.11	52,081.77	52,721.43
TRS	52,543.22	53,249.25	53,955.27	54,661.30	55,367.33	56,073.35	56,779.38	57,485.41	58,191.43
19	48,378.47	49,018.13	49,657.79	50,297.45	50,937.11	51,576.77	52,216.43	52,856.09	53,495.75
TRS	53,397.88	54,103.91	54,809.94	55,515.96	56,221.99	56,928.02	57,634.04	58,340.07	59,046.10
20	49,152.80	49,792.46	50,432.12	51,071.78	51,711.44	52,351.10	52,990.76	53,630.42	54,270.08
TRS	54,252.55	54,958.57	55,664.60	56,370.63	57,076.65	57,782.68	58,488.71	59,194.73	59,900.76
21	49,927.12	50,566.78	51,206.44	51,846.10	52,485.76	53,125.42	53,765.08	54,404.74	55,044.40
TRS	55,107.21	55,813.24	56,519.26	57,225.29	57,931.32	58,637.34	59,343.37	60,049.40	60,755.42
22	50,701.45	51,341.11	51,980.77	52,620.43	53,260.09	53,899.75	54,539.41	55,179.07	55,818.73
TRS	55,961.88	56,667.90	57,373.93	58,079.95	58,785.98	59,492.01	60,198.03	60,904.06	61,610.09
23	51,475.77	52,115.43	52,755.09	53,394.75	54,034.41	54,674.07	55,313.73	55,953.39	56,593.05
TRS	56,816.54	57,522.56	58,228.59	58,934.62	59,640.64	60,346.67	61,052.70	61,758.72	62,464.75
24	52,250.10	52,889.76	53,529.42	54,169.08	54,808.74	55,448.40	56,088.06	56,727.72	57,367.38
TRS	57,671.20	58,377.23	59,083.25	59,789.28	60,495.31	61,201.33	61,907.36	62,613.39	63,319.41
25	53,024.42	53,664.08	54,303.74	54,943.40	55,583.06	56,222.72	56,862.38	57,502.04	58,141.70
TRS	58,525.87	59,231.89	59,937.92	60,643.94	61,349.97	62,056.00	62,762.02	63,468.05	64,174.08
26	53,798.75	54,438.41	55,078.07	55,717.73	56,357.39	56,997.05	57,636.71	58,276.37	58,916.03
TRS	59,380.53	60,086.56	60,792.58	61,498.61	62,204.63	62,910.66	63,616.69	64,322.71	65,028.74
27	54,573.07	55,212.73	55,852.39	56,492.05	57,131.71	57,771.37	58,411.03	59,050.69	59,690.35
TRS	60,235.19	60,941.22	61,647.24	62,353.27	63,059.30	63,765.32	64,471.35	65,177.38	65,883.40
28	55,347.40	55,987.06	56,626.72	57,266.38	57,906.04	58,545.70	59,185.36	59,825.02	60,464.67
TRS	61,089.86	61,795.88	62,501.91	63,207.93	63,913.96	64,619.99	65,326.01	66,032.04	66,738.07
29	56,121.72	56,761.38	57,401.04	58,040.70	58,680.36	59,320.02	59,959.68	60,599.34	61,239.00
TRS	61,944.52	62,650.55	63,356.57	64,062.60	64,768.62	65,474.65	66,180.68	66,886.70	67,592.73
30	56,896.05	57,535.71	58,175.37	58,815.03	59,454.69	60,094.35	60,734.01	61,373.66	62,013.32
TRS	62,799.18	63,505.21	64,211.24	64,917.26	65,623.29	66,329.31	67,035.34	67,741.37	68,447.39

Pana C.U.S.D. #8 Certified Staff

Salary Index 2012 - 2013

Years	BA	BA+8	BA+16	BA+24	MA	MA+8	MA+16	MA+24	MA+32
0	34,725.30	35,385.08	36,044.86	36,704.64	37,364.42	38,024.20	38,683.98	39,343.76	40,003.55
TRS	38,328.15	39,056.39	39,784.62	40,512.86	41,241.09	41,969.33	42,697.56	43,425.80	44,154.03
1	35,523.98	36,183.76	36,843.54	37,503.32	38,163.10	38,822.89	39,482.67	40,142.45	40,802.23
TRS	39,209.70	39,937.94	40,666.17	41,394.41	42,122.64	42,850.88	43,579.11	44,307.35	45,035.58
2	36,322.66	36,982.44	37,642.23	38,302.01	38,961.79	39,621.57	40,281.35	40,941.13	41,600.91
TRS	40,091.25	40,819.48	41,547.72	42,275.95	43,004.19	43,732.42	44,460.66	45,188.89	45,917.13
3	37,121.35	37,781.13	38,440.91	39,100.69	39,760.47	40,420.25	41,080.03	41,739.81	42,399.59
TRS	40,972.80	41,701.03	42,429.27	43,157.50	43,885.74	44,613.97	45,342.21	46,070.44	46,798.68
4	37,920.03	38,579.81	39,239.59	39,899.37	40,559.15	41,218.93	41,878.71	42,538.49	43,198.27
TRS	41,854.34	42,582.58	43,310.81	44,039.05	44,767.28	45,495.52	46,223.75	46,951.99	47,680.22
5	38,718.71	39,378.49	40,038.27	40,698.05	41,357.83	42,017.61	42,677.39	43,337.17	43,996.96
TRS	42,735.89	43,464.13	44,192.36	44,920.60	45,648.83	46,377.07	47,105.30	47,833.54	48,561.77
6	39,517.39	40,177.17	40,836.95	41,496.73	42,156.51	42,816.29	43,476.08	44,135.86	44,795.64
TRS	43,617.44	44,345.67	45,073.91	45,802.14	46,530.38	47,258.61	47,986.85	48,715.08	49,443.32
7	40,316.07	40,975.85	41,635.63	42,295.42	42,955.20	43,614.98	44,274.76	44,934.54	45,594.32
TRS	44,498.99	45,227.22	45,955.46	46,683.69	47,411.93	48,140.16	48,868.40	49,596.63	50,324.87
8	41,114.76	41,774.54	42,434.32	43,094.10	43,753.88	44,413.66	45,073.44	45,733.22	46,393.00
TRS	45,380.53	46,108.77	46,837.00	47,565.24	48,293.47	49,021.71	49,749.94	50,478.18	51,206.41
9	41,913.44	42,573.22	43,233.00	43,892.78	44,552.56	45,212.34	45,872.12	46,531.90	47,191.68
TRS	46,262.08	46,990.32	47,718.55	48,446.79	49,175.02	49,903.26	50,631.49	51,359.73	52,087.96
10	42,712.12	43,371.90	44,031.68	44,691.46	45,351.24	46,011.02	46,670.80	47,330.58	47,990.36
TRS	47,143.63	47,871.86	48,600.10	49,328.33	50,056.57	50,784.80	51,513.04	52,241.27	52,969.51
11	43,510.80	44,170.58	44,830.36	45,490.14	46,149.92	46,809.70	47,469.49	48,129.27	48,789.05
TRS	48,025.18	48,753.41	49,481.65	50,209.88	50,938.12	51,666.35	52,394.59	53,122.82	53,851.06
12	44,309.48	44,969.26	45,629.04	46,288.82	46,948.61	47,608.39	48,268.17	48,927.95	49,587.73
TRS	48,906.72	49,634.96	50,363.19	51,091.43	51,819.66	52,547.90	53,276.13	54,004.37	54,732.60
13	45,108.16	45,767.95	46,427.73	47,087.51	47,747.29	48,407.07	49,066.85	49,726.63	50,386.41
TRS	49,788.27	50,516.51	51,244.74	51,972.98	52,701.21	53,429.45	54,157.68	54,885.92	55,614.15
14	45,906.85	46,566.63	47,226.41	47,886.19	48,545.97	49,205.75	49,865.53	50,525.31	51,185.09
TRS	50,669.82	51,398.05	52,126.29	52,854.52	53,582.76	54,310.99	55,039.23	55,767.46	56,495.70
15	46,705.53	47,365.31	48,025.09	48,684.87	49,344.65	50,004.43	50,664.21	51,323.99	51,983.77
TRS	51,551.37	52,279.60	53,007.84	53,736.07	54,464.31	55,192.54	55,920.78	56,649.01	57,377.25
16	47,504.21	48,163.99	48,823.77	49,483.55	50,143.33	50,803.11	51,462.89	52,122.68	52,782.46
TRS	52,432.91	53,161.15	53,889.38	54,617.62	55,345.85	56,074.09	56,802.32	57,530.56	58,258.79
17	48,302.89	48,962.67	49,622.45	50,282.23	50,942.02	51,601.80	52,261.58	52,921.36	53,581.14
TRS	53,314.46	54,042.70	54,770.93	55,499.17	56,227.40	56,955.64	57,683.87	58,412.11	59,140.34
18	49,101.57	49,761.35	50,421.14	51,080.92	51,740.70	52,400.48	53,060.26	53,720.04	54,379.82
TRS	54,196.01	54,924.24	55,652.48	56,380.71	57,108.95	57,837.18	58,565.42	59,293.65	60,021.89
19	49,900.26	50,560.04	51,219.82	51,879.60	52,539.38	53,199.16	53,858.94	54,518.72	55,178.50
TRS	55,077.56	55,805.79	56,534.03	57,262.26	57,990.50	58,718.73	59,446.97	60,175.20	60,903.44
20	50,698.94	51,358.72	52,018.50	52,678.28	53,338.06	53,997.84	54,657.62	55,317.40	55,977.18
TRS	55,959.10	56,687.34	57,415.57	58,143.81	58,872.04	59,600.28	60,328.51	61,056.75	61,784.98
21	51,497.62	52,157.40	52,817.18	53,476.96	54,136.74	54,796.52	55,456.30	56,116.08	56,775.87
TRS	56,840.65	57,568.89	58,297.12	59,025.36	59,753.59	60,481.83	61,210.06	61,938.30	62,666.53
22	52,296.30	52,956.08	53,615.86	54,275.64	54,935.42	55,595.21	56,254.99	56,914.77	57,574.55
TRS	57,722.20	58,450.43	59,178.67	59,906.90	60,635.14	61,363.37	62,091.61	62,819.84	63,548.08
23	53,094.98	53,754.76	54,414.55	55,074.33	55,734.11	56,393.89	57,053.67	57,713.45	58,373.23
TRS	58,603.75	59,331.98	60,060.22	60,788.45	61,516.69	62,244.92	62,973.16	63,701.39	64,429.63
24	53,893.67	54,553.45	55,213.23	55,873.01	56,532.79	57,192.57	57,852.35	58,512.13	59,171.91
TRS	59,485.30	60,213.53	60,941.76	61,670.00	62,398.23	63,126.47	63,854.70	64,582.94	65,311.17
25	54,692.35	55,352.13	56,011.91	56,671.69	57,331.47	57,991.25	58,651.03	59,310.81	59,970.59
TRS	60,366.84	61,095.08	61,823.31	62,551.55	63,279.78	64,008.02	64,736.25	65,464.49	66,192.72
26	55,491.03	56,150.81	56,810.59	57,470.37	58,130.15	58,789.93	59,449.71	60,109.49	60,769.28
TRS	61,248.39	61,976.63	62,704.86	63,433.09	64,161.33	64,889.56	65,617.80	66,346.03	67,074.27
27	56,289.71	56,949.49	57,609.27	58,269.05	58,928.83	59,588.61	60,248.40	60,908.18	61,567.96
TRS	62,129.94	62,858.17	63,586.41	64,314.64	65,042.88	65,771.11	66,499.35	67,227.58	67,955.82
28	57,088.39	57,748.17	58,407.95	59,067.74	59,727.52	60,387.30	61,047.08	61,706.86	62,366.64
TRS	63,011.49	63,739.72	64,467.96	65,196.19	65,924.42	66,652.66	67,380.89	68,109.13	68,837.36
29	57,887.08	58,546.86	59,206.64	59,866.42	60,526.20	61,185.98	61,845.76	62,505.54	63,165.32
TRS	63,893.03	64,621.27	65,349.50	66,077.74	66,805.97	67,534.21	68,262.44	68,990.68	69,718.91
30	58,685.76	59,345.54	60,005.32	60,665.10	61,324.88	61,984.66	62,644.44	63,304.22	63,964.00
TRS	64,774.58	65,502.82	66,231.05	66,959.29	67,687.52	68,415.75	69,143.99	69,872.22	70,600.46

APPENDIX B (1)

PANA COMMUNITY UNIT SCHOOL DISTRICT #8
EXTRA-DUTY INCREMENTS 2008-2013

ASSIGNMENT	% of Base	
SHS Yearbook	5%	
SHS Student Council	4%	
Freshman Class Sponsor	1%	
Sophomore Class Sponsor	2%	
Junior Class Sponsor	3%	
Asst. Jr. Class Sponsor	1.5%	
Senior Class Sponsor	1%	
SHS Academic Bowl	6%	(3% if two sponsors)
Foreign Language Club	1.5%	
Art Club	2%	
Model U.N.	1.5%	
COOP Coordinator	2%	
Service Learning Coordinators	4%	(2 % if two sponsors)
Mentor Coordinators	2%	
Flags	2%	
National Honor Society	1%	
Play	6%	
JHS Yearbook	3%	
JHS Student Council	2%	
JHS Beta Club	1%	
JHS Art Club	1%	
JHS Scholastic Bowl	2%	(4% split if two sponsors)
JMS Yearbook	3%	
INTRAMURALS (pay on completion)		
Bowling Coed High School	2%	
Basketball Coed High School	3%	
Volleyball High School	20.00 per hr	Not to exceed \$400.00 per school year.
Basketball Girls 5th grade	400.00	per season
Basketball Girls 6th grade	400.00	per season
Basketball Boys 5th grade	400.00	per season
Basketball Boys 6th grade	400.00	per season
Volleyball 5th/6th Grade	200.00	per season
Tech Support - High School	5%	
Tech Support - Junior High	5%	
Tech Support - Jefferson	5%	
Tech Support - Lincoln	5%	
Tech Support - Washington	5%	
Tech Support - Washington	5%	
Head Teacher - Full Time (180 days)	8%	
Base Salary		
2008-2009	33,006.30	
2009-2010	33,006.30	
2010-2011	33,006.30	
2011-2012	33,666.30	
2012-2013	34,725.30	

APPENDIX B(2)

COACHING & BAND SALARY SCHEDULE

PERCENTAGE OF BASE TEACHING SALARY	2008-2009	33,006.30
	2009-2010	33,006.30
	2010-2011	33,006.30
	2011-2012	33,666.30
	2012-2013	34,725.30

<u>BOYS & GIRLS ATHLETICS & BAND</u>	<u>0-2 YRS</u>	<u>3-5 YRS</u>	<u>6-8 YRS</u>	<u>9 OR MORE YRS</u>
HIGH SCHOOL				
ATHLETIC DIRECTOR - HIGH SCHOOL	18	19	20	21
FOOTBALL VARSITY	16	17	18	19
FOOTBALL ASSISTANT VARSITY	11	12	13	14
FOOTBALL JV/ASSISTANT VARSITY	11	12	13	14
FOOTBALL FRESHMAN/ASST. VARSITY	9	10	11	12
BASKETBALL VARSITY	16	17	18	19
BASKETBALL JV/ASSISTANT VARSITY	11	12	13	14
BASKETBALL FRESHMAN/ASSISTANT VARSITY	9	10	11	12
BASKETBALL ASSISTANT	9	10	11	12
BOWLING - GIRLS	8	9	10	11
TRACK VARSITY	13	14	15	16
TRACK ASSISTANT VARSITY	9	10	11	12
GOLF VARSITY	8	9	10	11
BASEBALL VARSITY	13	14	15	16
BASEBALL ASSISTANT VARSITY	9	10	11	12
VOLLEYBALL VARSITY	16	17	18	19
VOLLEYBALL ASSISTANT VARSITY	11	12	13	14
VOLLEYBALL FR/SOPH	11	12	13	14
SOFTBALL	13	14	15	16
SOFTBALL ASSISTANT	9	10	11	12
CHEERLEADERS BASKETBALL 9-12 & COMP.	7	8	9	10
CHEERLEADERS FOOTBALL	2.5	3.5	4.5	5.5
UNIT BAND	14	15	16	17
FFA	13	14	15	16
ASSISTANT FFA	9	10	11	12
JR. HIGH				
ATHLETIC DIRECTOR - JHS & JMS	10	11	12	13
BASKETBALL 8th GRADE	8	9	10	11
BASKETBALL 7th GRADE	8	9	10	11
CHEERLEADERS BASKETBALL 7/8	3.5	4.5	5.5	6.5
TRACK 7/8	8	9	10	11
VOLLEYBALL 8TH	8	9	10	11
VOLLEYBALL 7th	8	9	10	11

CAMPS

7 camps (minimum of 5 days)

Boys and Girls Basketball, Baseball, Softball,
Volleyball, Band and Football
\$1000 per camp

Director	\$300
Helpers	\$500 (split)
Prizes	\$100
Insurance	\$100

Cheerleading

Director	\$300
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Sick Leave Memorandum of Understanding

This Memorandum of Understanding is entered into by the Board of Education of Pana C.U.S.D. No. 8 and the Pana Education Association. The parties agree the following language will remain a part of the Collective Bargaining Agreement until modified, amended or deleted by the mutual consent of the parties.

Absences due to pregnancy-related disability shall be confined to a maximum of six (6) weeks of paid leave (if female employee has that amount of accumulated sick leave) or unless this period of time has been extended by a written physician's note. The six week leave will begin on the day of the baby's birth. The father is eligible to take a maximum of three (3) days paid leave if the male employee has that amount of accumulated sick leave. The three (3) day leave will begin the day of the baby's birth.

The parties further agree the aforementioned language, in its current form, will not be enforced by the administration unless it is reactivated by the mutual agreement of the parties.

The parties also agree they will reopen Article 8.1 of the CBA for further negotiations in the event Article 24-6 of the Illinois School Code is amended during the life of the CBA as the amendment pertains to the clarification of the language addressing birth, adoption or placement for the adoption.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement in full, on this day of April 21, 2008.

ASSOCIATION

BOARD OF EDUCATION

President

President

Secretary

Secretary

Chief Negotiator

Chief Negotiator