

AGREEMENT BETWEEN
THE BOARD OF EDUCATION
FREEBURG COMMUNITY HIGH SCHOOL DISTRICT #77

AND

THE FREEBURG COMMUNITY HIGH SCHOOL TEACHERS
FREEBURG EDUCATION ASSOCIATION – IEA/NEA

2018-2019

2019-2020

2020-2021

2021-2022

2022-2023

PREAMBLE

This Agreement, between the Board of Education of District 77, St. Clair County, Freeburg, Illinois, and the teachers of District 77, recognizes that teaching is a profession requiring specialized educational qualifications and that the success of the educational program of District 77 depends upon the maximum utilization of the abilities of the teachers.

ARTICLE I

RECOGNITION

- 1.1 The Board of Education of School District 77, St. Clair County, Freeburg, Illinois, hereinafter referred to as the “Board,” recognizes the Freeburg Education Association, affiliated with the Illinois Education Association, hereinafter referred to as the “Association,” as the sole and exclusive negotiating agent for all regularly employed certified teaching personnel including counselors and those part-time personnel teaching two (2) or more classes per day, hereinafter referred to as “employee.”

Any employee paid from the attached salary schedule and paying into TRS is covered by this contract. Administrative personnel (for example Superintendent, Principal, deans) shall be specifically excluded.

Part-time teachers covered by this Agreement shall receive these benefits either pro rata or as specified.

ARTICLE II

TEACHER AND ASSOCIATION RIGHTS

2.1 Right to Organize

Teachers shall have the right to organize, join, and assist the Association and to participate in professional negotiations with the Board.

2.2 Dues Deduction

The Board shall deduct from each Association member’s pay the current dues of the Association, provided that the Board has an employee-executed authorization, the amount of which shall annually be certified by the Association. The authorization form shall be furnished by the Administration. Dues shall be deducted in eighteen (18) equal installments from paychecks paid from September 1 to June 1. All dues deducted by the Board shall be remitted to the Association no later than fifteen (15) days after such deductions are made. Dues deduction authorization must be filed with the Superintendent by September 1 of each year.

2.3 Meetings, Notices, and General Information

The Association may be granted the use of the following, provided such use does not interfere with regular instructional and/or District sponsored extra-curricular activities:

- A. The use of the school buildings for Association meetings;
- B. The use of teacher mailboxes, inter-school mail, electronic mail, and faculty lounge bulletin boards for the purpose of internal communication;
- C. The use of school equipment for the conduct of internal Association communications.

2.4 Employee Discipline

For members of the bargaining unit represented by the Association, employee discipline shall mean written reprimand, suspension with or without pay, or dismissal. The Board subscribes to the principles of due process and progressive discipline, and both parties acknowledge that discipline imposed by the District shall be in accordance with Board Policy 5.240. At the time such action is taken, written notice of the specific grounds forming the basis for disciplinary action will be delivered to the Employee and the Association.

2.5 Certified Staff Evaluations

The primary purposes of performance evaluation are to recognize and support effective teaching, to provide for the improvement of instruction, to measure adherence to performance criteria, and to provide basis for employment decisions. The process is designed to be a cooperative effort on the part of evaluator and teacher, to encourage productive dialogue between staff and supervisors, and to promote professional growth and development. Both parties acknowledge that evaluations of certified staff conducted by the District shall be in accordance with the District's Certified Staff Evaluation Plan. Any changes to the District's Certified Staff Evaluation Plan will be made with input from the association and in accordance with the Illinois School Code. All evaluations will be conducted in accordance with the mutually agreed upon evaluation plan, the Illinois School Code, and the Administrative Rules.

2.6 Public Complaints

Any complaint about an employee, made to the administration, shall be reported to the employee by the administration if the complaint is to be placed in the employee's personnel file or used as a basis for employee discipline.

2.7 Reduction in Personnel, Layoff, and Recall

Both parties acknowledge that any reduction in Personnel, Layoff, and Recall of certified staff will be conducted in accordance with applicable provisions of the Illinois School Code.

2.8 Employee Rights

No item in this agreement shall be construed to deny any Employee his/her rights under the School Code of the State of Illinois or under other applicable laws and regulations.

2.9 Association Notification

The Board shall furnish to the Association President in a designated mailbox the following documents and kinds of information as they are received, completed or compiled, or as otherwise indicated:

- A. Notification of all Board Meetings and full agendas of the meetings (the identical packet of material made available to the media).
- B. Official minutes of Board meetings.
- C. Board policy manual and revisions.
- D. Annual Financial Report and the Management Letter.
- E. Current Fiscal year budget.
- F. Names and Addresses of newly hired teachers and coaches following their appointment by the Board of Education.
- G. Statistical information pertaining to step placement, salary lane placement, extended service, and present insurance coverage by February 1 of the current school year.

2.10 Employee Notification of Assignments

An Employee shall be given written notice of his/her tentative assignment for the forthcoming school year as soon as possible but no later than April 30th. - In the event of personnel vacancies, changes can be made to an Employee's assignment up until the start of the school year. If a change in assignment is to take place after the start of the school year, the employer will meet with the employee prior to any written notification to discuss the need for such a change and allow the employee to offer alternative suggestions. Should the change still be required, then the employee will receive personal leave based on the length of service in that assignment as follows: ½ day for 0-3 weeks service; 1 day for 3-6 weeks service; 1 ½ days for service beyond 6 weeks.

2.11 Seniority

The length of an employee's continuing service with the District shall be calculated from the employee's first day of work as a permanent employee. In the case of a tie between two or more employees, the employee with the earlier hire date shall have more seniority. In the event a tie still remains, it shall be broken by the drawing of lots.

ARTICLE III

EMPLOYMENT CONDITIONS

3.1 Teacher Work Day

The teacher work day shall be from fifteen (15) minutes before classes start until fifteen (15) minutes after classes end. The school day shall be from 8:15 a.m. to 3:10 p.m. It is the right of the Board of Education to determine the number of class periods in a school day [six (6) or seven (7)].

Teachers shall be required to attend after-school faculty meetings provided that said meetings are announced at least twenty-four (24) hours in advance and provided that the meeting does not exceed one (1) hour Teachers will be required to attend no more than 11 meetings during the school term with the exception of emergencies. During each workday the teacher shall be entitled to a duty-free lunch period equal to that of the students but in no case less than thirty (30) minutes. Teachers shall have the right to leave the building and grounds during their preparation period with prior approval of the administration.

Teachers will be provided a preparation period, free of supervisory or instructional responsibilities, that is equal in length to the regular class periods of the school day. Teachers who teach a class during their preparatory period, and do not have a preparatory period, shall be paid an extra stipend of \$3,750 per semester. Every effort will be made to equalize the number of preps within each individual department. This shall apply only to teachers whose assignment is teaching classes of students, and does not apply to employees whose assignments are exclusively other than teaching classes of students, such as librarian or guidance counselor.

Study halls will be based on a maximum pupil to teacher ratio of 55 to 1.

3.2 Teacher Work Year

The teacher work year shall consist of no more than one hundred eighty (180) teacher attendance days, unless the Illinois School Code is altered to increase the required number of school days per year.

3.3 Experience Credit

Teachers who begin working at FCHSD#77 after September 1, 2018 shall receive credit for outside experience as listed:

<u>Experience</u>	<u>Step</u>
1 to 2 years	1
3 to 4 years	2
4 to 6 years	3
7 to 9 years	4
10 to 12 years	5
13 to 15 years	6
16 to 18 years	7
19 + years	8

3.4 Guidance Counselors

Guidance Counselor positions shall be paid on a 10-month (200 day) teacher-salary schedule. Their work period will begin 2 weeks prior to the first day of school and conclude two weeks after the last day of school, or an alternative arrangement of four (4) weeks which is mutually agreed to by the Administration and the individual guidance counselor. Additional time requested or required by the Administration beyond this amount will be rewarded in the form of “comp time” (compensatory time off) to be taken during the following year, unless the Illinois School Code is altered to increase the required number of school days per year.

3.5 Teacher Attendance at School Events

All teachers are required to attend Parent-Teacher Conferences and Spring Freshman Orientation, unless excused by the administration.

ARTICLE IV

TEACHER COMPENSATION AND FRINGE BENEFITS

4.1 School year – Salary Schedule

The salary schedule shall be set forth in Appendix A, which is attached to and incorporated in this Agreement.

4.2 Pay Days

Each teacher will be paid on a twelve (12) month basis. Pay days will be on the 15th of the month (or the last business day prior to the 15th), and the last business day of the month. All employees shall receive their pay via the District’s Direct Deposit process. If these days fall on a Saturday, Sunday or banking holiday, the pay day will be moved to the last business day prior.

4.3 Extra-Curricular Stipends

The pay schedule for extra-curricular activities shall be set forth in Appendix B. Such pay will be incorporated in the teacher's regular salary to be paid in the pay check each pay period, or the teacher may elect to receive full pay at the conclusion of the activity. The Board agrees to pay directly to the Illinois Teacher Retirement System the portion of the TRS required contribution of the employee's earnings as stated in Appendix A (Salary Schedule). Non-teacher coaches will have their stipend paid in two installments. One payment will be at the halfway of their season final payment being made at a payday after the season is over.

4.4 Event Work Rate

Employees working at an athletic event or extra-curricular event will be paid for the services listed below. The following positions will be paid \$30 per event:

- Timekeepers
- Scoreboard Operators
- Chain Gang (Football)
- Scholar Bowl Moderator
- Entrance Gate Workers (Ticket Takers)
- Public Address Announcer
- Crowd Control Assistants

It is understood that not all of these positions are necessary for each extra curricular event staged at FCHS. The administration is responsible for determining which positions are needed for each staged event.

For the start of the year sign-up sheet, for special work assignments such as detention supervisor, Saturday school supervisor, and extra-curricular listed above shall be offered first to certified staff members. After 48 hours of sign-up being available, if there are still vacancies If there are to be filled, non-certified staff will have the opportunity to fill the vacancies.

4.5 Docking Rate

Teachers arriving late between 8:00 and 8:15 a.m. or leaves early between 3:10 and 3:25 p.m. will be docked $\frac{1}{4}$ of an hour of personal leave. If the teachers are without personal leave, their pay will be docked at the same rate. This clause will only be implemented after the teacher is given two warnings per school year; the first warning will be verbal and the second warning will be written.

If a teacher misses a portion of a day, he/she will be docked on a pro rata per $\frac{1}{4}$ -class period basis. Should a teacher miss a sufficient portion of a day to require a substitute teacher in increments of one-half day, the employee shall be docked with one-half day or one day's pay at the rate of 1/180 rate unless covered by sick leave, personal leave, or emergency leave.

4.6 Substitution Pay and Summer School Pay

Certified teachers, excluding counselors, are to be paid thirty dollars (\$30) per period if they are assigned substitute duty outside their regular daily assignment. Accumulated pay for substitution shall be paid annually. Summer school classroom teachers will be paid at the rate of thirty-five dollars (\$35) per hour. The Board agrees to pay direct to the Illinois Teacher Retirement System the portion of the TRS required contribution of the employee's earnings as stated in Appendix A (Salary Schedule).

4.7 Board of Education Required Coursework

Any teacher required by the Board of Education to complete educational coursework shall be reimbursed for tuition costs as approved by the Superintendent and will advance those hours on the salary schedule. Teachers who are required to complete coursework as a condition of their initial employment shall be excluded from this section and are not eligible for tuition reimbursement.

4.8 Insurance

The Board of Education shall provide Hospital and Medical Insurance or annuities under the following terms:

- A. The premium for individual single health coverage shall be paid for by the Board for full time, regularly employed teaching staff. Part-time staff who works 60% time or more shall have the premium paid on a pro-rated basis.
- B. For tenured teachers electing to participate in Employee + 1 (Tier 2) medical insurance coverage, the Board shall pay eighty percent (80%) of the insurance premium.
- C. For tenured teachers electing to participate in Family (Tier 3) medical insurance coverage, the Board shall pay eighty percent (80%) of the insurance premium.
- D. Non-tenured teachers electing to participate in the family medical insurance coverage shall have 50% of the Employee + 1 or Family (Tier 2 or 3) medical insurance premium paid by the Board of Education.
- E. In the event that an employee elects to decline the insurance benefit provided by the Board of Education as set forth in items A, B, C, D, and E of Section 4.8, a signed waiver must be submitted by the employee indicating the insurance company and policy number under which the employee is covered.
- F. The Board will select the carrier(s) of the above provisions. The premium for individual single health coverage shall be paid for by the Board for full time, regularly employed teaching staff. Part-time staff who works 60% time or more shall have the premium paid on a pro-rated basis.

- G. The District will pay \$16,000 towards insurance for any tenured teacher who is hired after the 2018/2019 school year.
- H. For members of the Association married to other members of the Association, the District will provide additional Family health insurance coverage, to be divided equally between both employees, in an amount equal to any cost savings the married employees would have had should they have chosen Employee and Employee + 1 medical insurance coverage, instead of Family health insurance coverage.

4.9 Teacher Retirement System

The Board agrees to pay on behalf of each employee his/her contribution of the amount required by law, not to exceed nine percent 9% due on all TRS creditable earnings as a Board paid contribution to the Illinois Teacher Retirement Systems. Increases to the employee contribution rate, as required by law, will be shared equally between the Board and employee.

4.10 Service Recognition

To recognize the contribution of those teachers who will have a minimum of fifteen (15) years of full-time service to the youth of the district at the time of their retirement, employees terminating their service with the Board and retiring from teaching are eligible for the supplemental service recognition plan as set forth below:

- A. Alternative Salary Schedule Compensation

For each year during the notice period, which commences in the school year in which the teacher gives notice of retirement by September 1 and may be up to four years in length, the teacher shall be placed on an alternative salary schedule and receive as total compensation 103% of his/her previous year's TRS creditable earnings.

- B. Sick Leave Severance Payment

The Board shall pay the teacher fifty dollars (\$50.00) for each day of accumulated sick leave which is not used for TRS service credit. Such sick leave severance payment shall be made within three (3) days after the teacher's last workday and/or receipt of his/her last paycheck, whichever comes last. This severance payment is not intended to be treated as TRS creditable earnings. The amount of this payment is not to exceed \$14,000. Employees hired after April 1, 2008 will have this payment capped at \$10,000. The parties agree that any teacher requesting any such sick leave severance payment shall be responsible for providing and sharing information with the District regarding any retirement costs and/or penalties, verification from TRS regarding the number of sick days used for TRS service credit and remaining unused sick days, and proof to the District that the employee's retirement shall not

cause a penalty to the District.

C. Vesting of Benefits

Any teacher submitting a retirement notice under the provisions of this Section 4.10 shall receive the benefits outlined herein regardless of the inclusion of these or similar provisions in a successor agreement or the expiration of this Agreement.

D. The following limitations apply to the Service Recognition of District employees:

1. The parties agree that a teacher's TRS creditable earnings shall not increase more than 3% per year in any year the employee receives retirement benefits under this provision even if the teacher voluntarily agrees to perform additional duties that would increase TRS creditable earnings above 3% unless these duties are exempt from the TRS 3% rule under Public Act 94-1057.
2. The parties agree that additional duties will not be involuntarily assigned to a teacher who is receiving these retirement benefits.
3. TRS creditable earnings including but not limited to extra-curricular, extended contracts, grant funded assignments, etc. will not be calculated in any 3% salary increase if the teacher does not continue performing that work in any year the employee receives retirement benefits under this provision.

E. Any action, legislative or otherwise, that renders this section of the agreement as one causing the District to be required to pay a penalty or otherwise excessive payment to the Illinois Teacher Retirement System (TRS) shall cause Items A, B, and D, not including C, above to be immediately null and void. This event will also trigger a re-negotiation of this portion of the agreement. The aforementioned re-negotiation shall be limited and specific to only Section 4.10 of the agreement. Both parties agree that the re-negotiated rate of increase, will not be less than the percentage allowed by the state without incurring penalties to the district.

F. Any employee choosing to retire under any and all circumstances which also causes the District to pay a penalty or otherwise extra payment to TRS, shall not be eligible for any benefits delineated in Items A through D of Section 4.10 of the agreement.

4.11 Professional Development Conferences

Subject to administrative approval, each teacher, will be allowed two (2) days of leave to attend professional meetings in his or her teaching subject areas or extracurricular sponsorships. These two days do not include any professional development activities attended by request of the administration. Any teacher excused for such leave shall be reimbursed for his

or her expenses, up to five hundred dollars (\$500.00) per year including registration but excluding dues.

4.12 Tuition Reimbursement

Subject to administrative approval, the Board agrees to reimburse certified personnel actual tuition costs, not to exceed the per graduate credit charge set by Southern Illinois University (Edwardsville), up to, but not to exceed a pool \$15,000 annually for all employees. Any excess of the \$15,000 pool will roll-over to subsequent years up to \$20,000.

Tuition reimbursement shall be limited to graduate courses in the field of education and applicable to improving teacher classroom performance.

No teacher shall be entitled to reimbursement for more than eighteen (18) semester hours per school year. In order to become eligible for reimbursement, the teacher shall file proof of courses completed and credits earned in the District office by October 1 of the following school year. Proof of completed courses and credit earned shall be comprised of official transcripts from the degree-granting institution's Registrar's office and receipts or statements of payments from the degree-granting institution's Bursar's Office. Failure to provide this documentation to the Superintendent's Office by the October 1 deadline will prohibit the employee from being reimbursed.

Reimbursement shall be paid one time per school year, on or before October 31 for the previous school year to include Fall, Spring, and Summer semesters. Reimbursements will be made with equal distribution of funds on a pro rata distribution thereof to all eligible teachers requesting reimbursement.

Reimbursement will not be made for incomplete coursework. Reimbursement will not be paid for grades lower than a B. Any teacher voluntarily leaving the district shall forfeit said tuition reimbursement.

Any money left over from this pool shall be used pro rata for teachers having taken any undergraduate course applicable to improving teacher classroom performance.

4.13 Approved Course Work for Salary Advancement

Subject to administrative approval, a teacher shall apply towards advancement on the salary scale any coursework that meets the requirements for Tuition Reimbursement, excluding any undergraduate course.

These classes must be taken in an accredited institution of higher learning. Course work in areas outside of education or not applicable to improving teacher classroom performance will not be approved for horizontal advancement.

4.14 Vacancies

The Association shall be notified in writing of any initial vacancy covered by the current CBA the Board intends to fill. The vacancy shall be posted for at least three district business days. All qualified employees shall be given the opportunity to apply for the vacancy.

4.15 Dependents Attending FCHS

Any dependents of current FCHS teachers that live out of the district may attend FCHS. The teacher will be required to pay tuition at the rate \$6,000 per year. (will require new board policy and state waiver)

ARTICLE V

LEAVES

5.1 Sick Leave

Each teacher shall be entitled to thirteen (13) sick leave days per school year without loss of pay thereafter. Unused sick leave shall accumulate from year to year to three hundred eighty (380) days.

The board agrees to establish a sick leave bank for members of the association that will be administered by the association as set forth herein. The Board shall have no responsibility or liability for its administration.

A. Contributions to the Sick Leave Bank

- a. A member who wishes to donate sick leave to the bank must do so no later than Sept 1st of each school year.
- b. No sick leave bank contribution shall be refundable and no sick leave bank contribution shall be compensated for in cash or as credit for retirement.
- c. To the extent feasible. Sick leave contributions will be kept confidential. The association will submit to the Superintendent an account of the days donated and the days used through the bank for the limited purposes of tracking the number of accumulated days within the District, and/or reporting the accurate number of accumulated sick leave days to TRA.

B. Criteria for Usage of Sick Leave Bank

- a. Only members of the association are eligible to withdraw days from the sick leave bank.
- b. The sick leave bank is only available to members who exhausted all of their other accumulated leave time (personal and sick) and who are not otherwise receiving any related compensable benefits such as disability, worker's compensation, or unemployment.
- c.
- d. To be eligible to withdraw from the bank, a member must substantiate a medical condition for themselves or a family member that meets the legal criteria for sick

leave as set forth in the Illinois School Code. Excluding pregnancies and adoptions.

- e. The sick leave bank is intended to assist members who are out for an extended absence due to a single medical condition for themselves or family member.
- f. No withdrawal shall be approved in excess of 30 work days in a single school term.
- g. The first request may be up for ten (10) days with additional days granted if necessary.
- h. The request must be made in writing (email) to the association president.
- i. Unused days must be re-deposited in the sick leave bank.

C. Sick Leave Bank Committee

- a. The association will designate a sick leave bank committee comprised of the association president and two other members.
- b. The committee has the final authority to determine whether a sick leave bank request is granted.
- c. No committee member shall rule on any sick leave bank request of their own or a relative.
- d. The association will monitor the sick leave bank and will notify the district bookkeeper by writing (email) when sick leave bank days are used.

5.2 Personal Leave

Teachers shall be allowed to use two (2) days of Personal leave without loss of pay. The Personal day shall be granted upon request with a minimum of three days notice to the District. Personal leave requests made without the required minimum three days notice to the District are prohibited unless granted by the administration. Personal days cannot be used the last working day prior to and/or the first working day following a vacation or holiday unless approved by the Administration. Use of a personal day during the last ten days of the school year, is prohibited unless approved by the Superintendent. At the Administration's discretion, personal days can be limited to three (3) teachers in any day. Teachers can accumulate up to four (4) days of personal leave. Personal days not used in excess of four (4) will be added to the employee's accumulated sick days.

Absent superintendent approval, employees shall not take personal leave beyond their allotment as set forth in the previous paragraph. If an employee uses personal leave beyond his or her allotment without prior superintendent approval, the employee's pay will be docked in accordance with Section 4.5 and he or she will be responsible for the cost of a substitute teacher during that day. Such excess personal leave will also be considered as part of the employee's evaluation.

5.3 Bereavement Leave

Teachers will be granted a maximum of five (5) days of paid bereavement leave per year for a death in the immediate family. Bereavement Leave shall not be deducted from sick leave, nor shall unused Bereavement Leave days be converted into Sick Leave Days or any other type of leave days. Immediate family is defined in Section 24-6 of the School Code.

5.4 Parental and Adoption Leave

Teachers who are eligible for parental and adoption leave are subject to the following conditions:

- A. A teacher may use sick leave days for up to 2 weeks prior to her scheduled delivery date.
- B. An employee may use sick leave days for the birth or adoption of a child, as set forth in Section 24-6 of the Illinois School Code.
- C. An employee may also qualify for up to 12 weeks of unpaid Family and Medical Leave as set forth in Board Policy 5.185.
- D. The employee may also request Child Rearing Leave (policy 5.250) of up to three semesters.
- E. The employee shall retain and accrue seniority while out on leave under this section. The employee shall also advance a step on the salary schedule provided that the employee completes at least ninety (90) days of the school year.

5.5 Association Leave

The Association President or his/her designee will be allowed two (2) days absence from teaching assignments, per year, without loss of pay or reduction in leave for Association purposes. These days may be taken at the discretion of the Association President. The Association will reimburse the District for the cost of a substitute for each day of absence taken under this Section.

ARTICLE VI

GRIEVANCE PROCEDURE

6.1 Definitions

- A. Any claim by the Association or any employee that there has been a violation, misrepresentation, or misapplication of the terms of this Agreement shall be a grievance.
- B. All time limits consist of school days, except that when a grievance is submitted fewer than ten (10) days before the close of the school year, time limits shall consist of all weekdays.

6.2 Statement of Basic Principles

- A. The parties acknowledge that the most desirable manner of resolving a problem,

including a defined grievance, between an employee and the employee's principal or administrator is through informal discussions. Any resolution reached through informal discussion shall not be inconsistent with the terms of this Agreement. If however, the informal process fails to satisfy the employee of the Association, a grievance may be processed formally as a written grievance as follows in section 6.3 below.

- B. All written grievances shall contain the following items:
 - 1. A complete statement of the factual basis and nature of the grievance.
 - 2. The specific provision of the Agreement which was allegedly violated.
 - 3. The specific remedy requested.

- C. The Association may withdraw grievances at any step of the grievance procedure, without establishing a precedent precluding later grievances on the same issue. Any Grievance not appealed within the timeframes set forth below shall be precluded from further appeal or processing, provided there has been no mutual agreement of time extension. If the employer's written decision has not been rendered within the time limits set forth below, such lack of written decision shall operate as a denial of the grievance, and the Union may then choose to advance the grievance to the next step in accordance with 6.3 below.

- D. If the Superintendent and the grievant mutually agree, any step of the grievance procedure may be by-passed.

- E. No record of a grievance shall be kept in the teacher's personnel file. It is understood that the Board shall retain grievance files.

- F. No teacher who participates in these grievance procedures shall be discriminated against, be subject to discipline or reprisal because of participation in the grievance, or for the act of filing the grievance.

- G. The grievant may have Association representation of their choice at any level of the grievance hearing upon request. Such right shall not be exercised so as to cause unreasonable delay of the proceedings.

- H. Should the investigation or processing of any grievance by the arbitrator require that a teacher or a grievance committee representative be released from his regular assignments, he/she shall be released without loss of pay or benefits.

6.3 Procedures

- A. The employee or the Association shall present the grievance in writing to the Principal, who will arrange for a meeting to take place within ten (10) days after receipt of the grievance. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the Principal's written response, including the reasons for the decision.

- B. If the grievance is not resolved at Step A, then the Association may refer the grievance to the Superintendent within ten (10) days after receipt of the Step A answer. The

Superintendent shall arrange with the Association representative for a meeting to take place within ten (10) days of the Superintendent's receipt of the appeal. Each party shall have the right to include in its representation such witnesses and counselors as it deems necessary. Within ten (10) days of the meeting, the grievant and the Association shall be provided with the Superintendent's written response. No grievance can go beyond this step unless initially filed within thirty (30) days of the occurrence.

- C. If the Association is not satisfied with the disposition of the grievance at Step B, and no more than ten (10) days have elapsed since the Superintendent's response, the Association may submit the grievance to an advisory panel consisting of no more than two (2) representatives of the Association and two (2) representatives of the Board. This panel will within twenty (20) days of notification convene to hear the merits of the grievance and to seek resolution of the grievance.
- D. If the grievance is not resolved by the panel, or the panel fails to meet within the twenty-day time limit, the Association may advance the grievance to binding arbitration through the American Arbitration Association (AAA). The arbitrator will be selected according to the Voluntary Labor Arbitration Rules. The cost of the arbitration shall be shared equally by the Board and the Association.
- E. If an agreement or a demand to arbitrate is not filed within thirty (30) days of the date of the receipt of the panel decision, then the grievance shall be considered withdrawn.

The Arbitrator shall have no power to alter the terms of this Agreement. He/She shall not amend, modify, or render a recommendation which will be outside the express language of this Agreement.

All hearings and procedures under this procedure will take place outside the school day unless otherwise required by the Board or the arbitrator.

ARTICLE VII

NEGOTIATIONS PROCEDURE

7.1 Representation of Parties

The parties agree that their duly designated representatives shall negotiate in good faith with respect to terms and conditions of employment. Each party shall select its own representatives.

7.2 Future Negotiations

In the interest of timely negotiations, sound budgeting practices, and continued good relations between the Association and the Board, both parties will indicate their preparedness for future negotiations not sooner than January 1 but not later than April 1 prior to the expiration of this agreement.

ARTICLE VIII

EFFECT OF AGREEMENT

8.1 Full and Complete Understanding

The terms and conditions set forth in the Agreement represent the full and complete understanding between the parties. The terms and conditions may be modified only through the written mutual consent of the parties.

8.2 Limitations

Terms and conditions not expressly provided in this Agreement are to be reserved unto the Board and its officers and the authority granted to them by statute shall not be diminished by this Agreement

8.3 Savings Clause

Should any Article, Section, or clause of this Agreement be declared illegal by a court of competent jurisdiction, then that Article, Section, or clause shall be deleted from this Agreement to the extent that it violates the law. The remaining Articles, Sections, and clauses shall remain in full force and effect.

8.4 No Strike

The Association agrees that during the terms of this Agreement that it or its individual members will not in whole or in part refuse to render complete service to the School District.

8.5 Length of Agreement

This Agreement shall be in effect until upon its signature by those indicated below and shall remain in effect until August 15, 2023.

IN WITNESS WHEREOF:

For the Freeburg Education Association

For the Board of Education

President

President

Secretary

Secretary

Date

Date

**2018-2019
FCHS 77 Salary Schedule**

Year	BA	BA + 8	BA + 16	BA + 24	MA	MA + 8	MA + 16	MA + 24
1	\$37,200	\$38,500	\$39,800	\$41,100	\$43,200	\$44,500	\$45,800	\$47,100
2	\$38,590	\$39,890	\$41,190	\$42,490	\$44,590	\$45,890	\$47,190	\$48,490
3	\$39,980	\$41,280	\$42,580	\$43,880	\$45,980	\$47,280	\$48,580	\$49,880
4	\$41,370	\$42,670	\$43,970	\$45,270	\$47,370	\$48,670	\$49,970	\$51,270
5	\$42,760	\$44,060	\$45,360	\$46,660	\$48,760	\$50,060	\$51,360	\$52,660
6	\$44,150	\$45,450	\$46,750	\$48,050	\$50,150	\$51,450	\$52,750	\$54,050
7	\$45,540	\$46,840	\$48,140	\$49,440	\$51,540	\$52,840	\$54,140	\$55,440
8	\$46,930	\$48,230	\$49,530	\$50,830	\$52,930	\$54,230	\$55,530	\$56,830
9	\$48,320	\$49,620	\$50,920	\$52,220	\$54,320	\$55,620	\$56,920	\$58,220
10	\$49,710	\$51,010	\$52,310	\$53,610	\$55,710	\$57,010	\$58,310	\$59,610
11	\$51,100	\$52,400	\$53,700	\$55,000	\$57,100	\$58,400	\$59,700	\$61,000
12	\$52,490	\$53,790	\$55,090	\$56,390	\$58,490	\$59,790	\$61,090	\$62,390
13	\$53,880	\$55,180	\$56,480	\$57,780	\$59,880	\$61,180	\$62,480	\$63,780
14	\$55,270	\$56,570	\$57,870	\$59,170	\$61,270	\$62,570	\$63,870	\$65,170
15	\$56,660	\$57,960	\$59,260	\$60,560	\$62,660	\$63,960	\$65,260	\$66,560
16	\$56,660	\$59,350	\$60,650	\$61,950	\$64,050	\$65,350	\$66,650	\$67,950
17	\$56,660	\$60,740	\$62,040	\$63,340	\$65,440	\$66,740	\$68,040	\$69,340
18	\$56,660	\$60,740	\$62,040	\$64,730	\$66,830	\$68,130	\$69,430	\$70,730
19	\$56,660	\$60,740	\$62,040	\$66,120	\$68,220	\$69,520	\$70,820	\$72,120
20	\$56,660	\$60,740	\$62,040	\$67,510	\$69,610	\$70,910	\$72,210	\$73,510
21	\$56,660	\$60,740	\$62,040	\$68,900	\$71,000	\$72,300	\$73,600	\$74,900
22	\$56,660	\$60,740	\$62,040	\$68,900	\$72,390	\$73,690	\$74,990	\$76,290
23	\$56,660	\$60,740	\$62,040	\$68,900	\$73,780	\$75,080	\$76,380	\$77,680
24	\$56,660	\$60,740	\$62,040	\$68,900	\$75,170	\$76,470	\$77,770	\$79,070
25	\$56,660	\$60,740	\$62,040	\$68,900	\$75,170	\$76,470	\$79,160	\$80,460
26	\$56,660	\$60,740	\$62,040	\$68,900	\$75,170	\$76,470	\$79,160	\$81,850
27	\$56,660	\$60,740	\$62,040	\$68,900	\$75,170	\$76,470	\$79,160	\$81,850
28	\$56,660	\$60,740	\$62,040	\$68,900	\$75,170	\$76,470	\$79,160	\$81,850
29	\$56,660	\$60,740	\$62,040	\$68,900	\$75,170	\$76,470	\$79,160	\$81,850
30	\$56,660	\$60,740	\$62,040	\$68,900	\$75,170	\$76,470	\$79,160	\$81,850
31	\$56,660	\$60,740	\$62,040	\$68,900	\$75,170	\$76,470	\$79,160	\$81,850

**2019-2020
FCHS 77 Salary Schedule**

Year	BA	BA + 8	BA + 16	BA + 24	MA	MA + 8	MA + 16	MA + 24
1	\$37,400	\$38,700	\$40,000	\$41,300	\$43,400	\$44,700	\$46,000	\$47,300
2	\$38,790	\$40,090	\$41,390	\$42,690	\$44,790	\$46,090	\$47,390	\$48,690
3	\$40,180	\$41,480	\$42,780	\$44,080	\$46,180	\$47,480	\$48,780	\$50,080
4	\$41,570	\$42,870	\$44,170	\$45,470	\$47,570	\$48,870	\$50,170	\$51,470
5	\$42,960	\$44,260	\$45,560	\$46,860	\$48,960	\$50,260	\$51,560	\$52,860
6	\$44,350	\$45,650	\$46,950	\$48,250	\$50,350	\$51,650	\$52,950	\$54,250
7	\$45,740	\$47,040	\$48,340	\$49,640	\$51,740	\$53,040	\$54,340	\$55,640
8	\$47,130	\$48,430	\$49,730	\$51,030	\$53,130	\$54,430	\$55,730	\$57,030
9	\$48,520	\$49,820	\$51,120	\$52,420	\$54,520	\$55,820	\$57,120	\$58,420
10	\$49,910	\$51,210	\$52,510	\$53,810	\$55,910	\$57,210	\$58,510	\$59,810
11	\$51,300	\$52,600	\$53,900	\$55,200	\$57,300	\$58,600	\$59,900	\$61,200
12	\$52,690	\$53,990	\$55,290	\$56,590	\$58,690	\$59,990	\$61,290	\$62,590
13	\$54,080	\$55,380	\$56,680	\$57,980	\$60,080	\$61,380	\$62,680	\$63,980
14	\$55,470	\$56,770	\$58,070	\$59,370	\$61,470	\$62,770	\$64,070	\$65,370
15	\$56,860	\$58,160	\$59,460	\$60,760	\$62,860	\$64,160	\$65,460	\$66,760
16	\$56,860	\$59,550	\$60,850	\$62,150	\$64,250	\$65,550	\$66,850	\$68,150
17	\$56,860	\$60,940	\$62,240	\$63,540	\$65,640	\$66,940	\$68,240	\$69,540
18	\$56,860	\$60,940	\$62,240	\$64,930	\$67,030	\$68,330	\$69,630	\$70,930
19	\$56,860	\$60,940	\$62,240	\$66,320	\$68,420	\$69,720	\$71,020	\$72,320
20	\$56,860	\$60,940	\$62,240	\$67,710	\$69,810	\$71,110	\$72,410	\$73,710
21	\$56,860	\$60,940	\$62,240	\$69,100	\$71,200	\$72,500	\$73,800	\$75,100
22	\$56,860	\$60,940	\$62,240	\$69,100	\$72,590	\$73,890	\$75,190	\$76,490
23	\$56,860	\$60,940	\$62,240	\$69,100	\$73,980	\$75,280	\$76,580	\$77,880
24	\$56,860	\$60,940	\$62,240	\$69,100	\$75,370	\$76,670	\$77,970	\$79,270
25	\$56,860	\$60,940	\$62,240	\$69,100	\$75,370	\$76,670	\$79,360	\$80,660
26	\$56,860	\$60,940	\$62,240	\$69,100	\$75,370	\$76,670	\$79,360	\$82,050
27	\$56,860	\$60,940	\$62,240	\$69,100	\$75,370	\$76,670	\$79,360	\$82,050
28	\$56,860	\$60,940	\$62,240	\$69,100	\$75,370	\$76,670	\$79,360	\$82,050
29	\$56,860	\$60,940	\$62,240	\$69,100	\$75,370	\$76,670	\$79,360	\$82,050
30	\$56,860	\$60,940	\$62,240	\$69,100	\$75,370	\$76,670	\$79,360	\$82,050
31	\$56,860	\$60,940	\$62,240	\$69,100	\$75,370	\$76,670	\$79,360	\$82,050

**2020-2021
FCHS 77 Salary Schedule**

Year	BA	BA + 8	BA + 16	BA + 24	MA	MA + 8	MA + 16	MA + 24
1	\$37,600	\$38,900	\$40,200	\$41,500	\$43,600	\$44,900	\$46,200	\$47,500
2	\$38,990	\$40,290	\$41,590	\$42,890	\$44,990	\$46,290	\$47,590	\$48,890
3	\$40,380	\$41,680	\$42,980	\$44,280	\$46,380	\$47,680	\$48,980	\$50,280
4	\$41,770	\$43,070	\$44,370	\$45,670	\$47,770	\$49,070	\$50,370	\$51,670
5	\$43,160	\$44,460	\$45,760	\$47,060	\$49,160	\$50,460	\$51,760	\$53,060
6	\$44,550	\$45,850	\$47,150	\$48,450	\$50,550	\$51,850	\$53,150	\$54,450
7	\$45,940	\$47,240	\$48,540	\$49,840	\$51,940	\$53,240	\$54,540	\$55,840
8	\$47,330	\$48,630	\$49,930	\$51,230	\$53,330	\$54,630	\$55,930	\$57,230
9	\$48,720	\$50,020	\$51,320	\$52,620	\$54,720	\$56,020	\$57,320	\$58,620
10	\$50,110	\$51,410	\$52,710	\$54,010	\$56,110	\$57,410	\$58,710	\$60,010
11	\$51,500	\$52,800	\$54,100	\$55,400	\$57,500	\$58,800	\$60,100	\$61,400
12	\$52,890	\$54,190	\$55,490	\$56,790	\$58,890	\$60,190	\$61,490	\$62,790
13	\$54,280	\$55,580	\$56,880	\$58,180	\$60,280	\$61,580	\$62,880	\$64,180
14	\$55,670	\$56,970	\$58,270	\$59,570	\$61,670	\$62,970	\$64,270	\$65,570
15	\$57,060	\$58,360	\$59,660	\$60,960	\$63,060	\$64,360	\$65,660	\$66,960
16	\$57,060	\$59,750	\$61,050	\$62,350	\$64,450	\$65,750	\$67,050	\$68,350
17	\$57,060	\$61,140	\$62,440	\$63,740	\$65,840	\$67,140	\$68,440	\$69,740
18	\$57,060	\$61,140	\$62,440	\$65,130	\$67,230	\$68,530	\$69,830	\$71,130
19	\$57,060	\$61,140	\$62,440	\$66,520	\$68,620	\$69,920	\$71,220	\$72,520
20	\$57,060	\$61,140	\$62,440	\$67,910	\$70,010	\$71,310	\$72,610	\$73,910
21	\$57,060	\$61,140	\$62,440	\$69,300	\$71,400	\$72,700	\$74,000	\$75,300
22	\$57,060	\$61,140	\$62,440	\$69,300	\$72,790	\$74,090	\$75,390	\$76,690
23	\$57,060	\$61,140	\$62,440	\$69,300	\$74,180	\$75,480	\$76,780	\$78,080
24	\$57,060	\$61,140	\$62,440	\$69,300	\$75,570	\$76,870	\$78,170	\$79,470
25	\$57,060	\$61,140	\$62,440	\$69,300	\$75,570	\$76,870	\$79,560	\$80,860
26	\$57,060	\$61,140	\$62,440	\$69,300	\$75,570	\$76,870	\$79,560	\$82,250
27	\$57,060	\$61,140	\$62,440	\$69,300	\$75,570	\$76,870	\$79,560	\$82,250
28	\$57,060	\$61,140	\$62,440	\$69,300	\$75,570	\$76,870	\$79,560	\$82,250
29	\$57,060	\$61,140	\$62,440	\$69,300	\$75,570	\$76,870	\$79,560	\$82,250
30	\$57,060	\$61,140	\$62,440	\$69,300	\$75,570	\$76,870	\$79,560	\$82,250
31	\$57,060	\$61,140	\$62,440	\$69,300	\$75,570	\$76,870	\$79,560	\$82,250

**2021-2022
FCHS 77 Salary Schedule**

Year	BA	BA + 8	BA + 16	BA + 24	MA	MA + 8	MA + 16	MA + 24
1	\$37,800	\$39,100	\$40,400	\$41,700	\$43,800	\$45,100	\$46,400	\$47,700
2	\$39,190	\$40,490	\$41,790	\$43,090	\$45,190	\$46,490	\$47,790	\$49,090
3	\$40,580	\$41,880	\$43,180	\$44,480	\$46,580	\$47,880	\$49,180	\$50,480
4	\$41,970	\$43,270	\$44,570	\$45,870	\$47,970	\$49,270	\$50,570	\$51,870
5	\$43,360	\$44,660	\$45,960	\$47,260	\$49,360	\$50,660	\$51,960	\$53,260
6	\$44,750	\$46,050	\$47,350	\$48,650	\$50,750	\$52,050	\$53,350	\$54,650
7	\$46,140	\$47,440	\$48,740	\$50,040	\$52,140	\$53,440	\$54,740	\$56,040
8	\$47,530	\$48,830	\$50,130	\$51,430	\$53,530	\$54,830	\$56,130	\$57,430
9	\$48,920	\$50,220	\$51,520	\$52,820	\$54,920	\$56,220	\$57,520	\$58,820
10	\$50,310	\$51,610	\$52,910	\$54,210	\$56,310	\$57,610	\$58,910	\$60,210
11	\$51,700	\$53,000	\$54,300	\$55,600	\$57,700	\$59,000	\$60,300	\$61,600
12	\$53,090	\$54,390	\$55,690	\$56,990	\$59,090	\$60,390	\$61,690	\$62,990
13	\$54,480	\$55,780	\$57,080	\$58,380	\$60,480	\$61,780	\$63,080	\$64,380
14	\$55,870	\$57,170	\$58,470	\$59,770	\$61,870	\$63,170	\$64,470	\$65,770
15	\$57,260	\$58,560	\$59,860	\$61,160	\$63,260	\$64,560	\$65,860	\$67,160
16	\$57,260	\$59,950	\$61,250	\$62,550	\$64,650	\$65,950	\$67,250	\$68,550
17	\$57,260	\$61,340	\$62,640	\$63,940	\$66,040	\$67,340	\$68,640	\$69,940
18	\$57,260	\$61,340	\$62,640	\$65,330	\$67,430	\$68,730	\$70,030	\$71,330
19	\$57,260	\$61,340	\$62,640	\$66,720	\$68,820	\$70,120	\$71,420	\$72,720
20	\$57,260	\$61,340	\$62,640	\$68,110	\$70,210	\$71,510	\$72,810	\$74,110
21	\$57,260	\$61,340	\$62,640	\$69,500	\$71,600	\$72,900	\$74,200	\$75,500
22	\$57,260	\$61,340	\$62,640	\$69,500	\$72,990	\$74,290	\$75,590	\$76,890
23	\$57,260	\$61,340	\$62,640	\$69,500	\$74,380	\$75,680	\$76,980	\$78,280
24	\$57,260	\$61,340	\$62,640	\$69,500	\$75,770	\$77,070	\$78,370	\$79,670
25	\$57,260	\$61,340	\$62,640	\$69,500	\$75,770	\$77,070	\$79,760	\$81,060
26	\$57,260	\$61,340	\$62,640	\$69,500	\$75,770	\$77,070	\$79,760	\$82,450
27	\$57,260	\$61,340	\$62,640	\$69,500	\$75,770	\$77,070	\$79,760	\$82,450
28	\$57,260	\$61,340	\$62,640	\$69,500	\$75,770	\$77,070	\$79,760	\$82,450
29	\$57,260	\$61,340	\$62,640	\$69,500	\$75,770	\$77,070	\$79,760	\$82,450
30	\$57,260	\$61,340	\$62,640	\$69,500	\$75,770	\$77,070	\$79,760	\$82,450
31	\$57,260	\$61,340	\$62,640	\$69,500	\$75,770	\$77,070	\$79,760	\$82,450

**2022-2023
FCHS 77 Salary Schedule**

Year	BA	BA + 8	BA + 16	BA + 24	MA	MA + 8	MA + 16	MA + 24
1	\$38,000	\$39,300	\$40,600	\$41,900	\$44,000	\$45,300	\$46,600	\$47,900
2	\$39,390	\$40,690	\$41,990	\$43,290	\$45,390	\$46,690	\$47,990	\$49,290
3	\$40,780	\$42,080	\$43,380	\$44,680	\$46,780	\$48,080	\$49,380	\$50,680
4	\$42,170	\$43,470	\$44,770	\$46,070	\$48,170	\$49,470	\$50,770	\$52,070
5	\$43,560	\$44,860	\$46,160	\$47,460	\$49,560	\$50,860	\$52,160	\$53,460
6	\$44,950	\$46,250	\$47,550	\$48,850	\$50,950	\$52,250	\$53,550	\$54,850
7	\$46,340	\$47,640	\$48,940	\$50,240	\$52,340	\$53,640	\$54,940	\$56,240
8	\$47,730	\$49,030	\$50,330	\$51,630	\$53,730	\$55,030	\$56,330	\$57,630
9	\$49,120	\$50,420	\$51,720	\$53,020	\$55,120	\$56,420	\$57,720	\$59,020
10	\$50,510	\$51,810	\$53,110	\$54,410	\$56,510	\$57,810	\$59,110	\$60,410
11	\$51,900	\$53,200	\$54,500	\$55,800	\$57,900	\$59,200	\$60,500	\$61,800
12	\$53,290	\$54,590	\$55,890	\$57,190	\$59,290	\$60,590	\$61,890	\$63,190
13	\$54,680	\$55,980	\$57,280	\$58,580	\$60,680	\$61,980	\$63,280	\$64,580
14	\$56,070	\$57,370	\$58,670	\$59,970	\$62,070	\$63,370	\$64,670	\$65,970
15	\$57,460	\$58,760	\$60,060	\$61,360	\$63,460	\$64,760	\$66,060	\$67,360
16	\$57,460	\$60,150	\$61,450	\$62,750	\$64,850	\$66,150	\$67,450	\$68,750
17	\$57,460	\$61,540	\$62,840	\$64,140	\$66,240	\$67,540	\$68,840	\$70,140
18	\$57,460	\$61,540	\$62,840	\$65,530	\$67,630	\$68,930	\$70,230	\$71,530
19	\$57,460	\$61,540	\$62,840	\$66,920	\$69,020	\$70,320	\$71,620	\$72,920
20	\$57,460	\$61,540	\$62,840	\$68,310	\$70,410	\$71,710	\$73,010	\$74,310
21	\$57,460	\$61,540	\$62,840	\$69,700	\$71,800	\$73,100	\$74,400	\$75,700
22	\$57,460	\$61,540	\$62,840	\$69,700	\$73,190	\$74,490	\$75,790	\$77,090
23	\$57,460	\$61,540	\$62,840	\$69,700	\$74,580	\$75,880	\$77,180	\$78,480
24	\$57,460	\$61,540	\$62,840	\$69,700	\$75,970	\$77,270	\$78,570	\$79,870
25	\$57,460	\$61,540	\$62,840	\$69,700	\$75,970	\$77,270	\$79,960	\$81,260
26	\$57,460	\$61,540	\$62,840	\$69,700	\$75,970	\$77,270	\$79,960	\$82,650
27	\$57,460	\$61,540	\$62,840	\$69,700	\$75,970	\$77,270	\$79,960	\$82,650
28	\$57,460	\$61,540	\$62,840	\$69,700	\$75,970	\$77,270	\$79,960	\$82,650
29	\$57,460	\$61,540	\$62,840	\$69,700	\$75,970	\$77,270	\$79,960	\$82,650
30	\$57,460	\$61,540	\$62,840	\$69,700	\$75,970	\$77,270	\$79,960	\$82,650
31	\$57,460	\$61,540	\$62,840	\$69,700	\$75,970	\$77,270	\$79,960	\$82,650

FCHS 77 Extra-Curricular Salary Schedule

			Year 1	Year 2	Year 3	Year 4	Year 5
			18-19	19-20	20-21	21-22	22-23
			\$36,026	\$37,400	\$37,600	\$37,800	\$38,000
	# of	% of					
	Pos.	Base					
AD	1	19.50%	\$7,254	\$7,293	\$7,332	\$7,371	\$7,410
Head Boys Basketball	1	14.50%	\$5,394	\$5,423	\$5,452	\$5,481	\$5,510
Head Football	1	14.50%	\$5,394	\$5,423	\$5,452	\$5,481	\$5,510
Head Baseball	1	14.50%	\$5,394	\$5,423	\$5,452	\$5,481	\$5,510
Head Girls Basketball	1	14.50%	\$5,394	\$5,423	\$5,452	\$5,481	\$5,510
Head Softball	1	14.50%	\$5,394	\$5,423	\$5,452	\$5,481	\$5,510
Head Track	1	14.50%	\$5,394	\$5,423	\$5,452	\$5,481	\$5,510
Head Volleyball	1	14.50%	\$5,394	\$5,423	\$5,452	\$5,481	\$5,510
Head Cross Country	1	14.50%	\$5,394	\$5,423	\$5,452	\$5,481	\$5,510
Head Boys Golf	1	14.50%	\$5,394	\$5,423	\$5,452	\$5,481	\$5,510
Head Girls Golf	1	14.50%	\$5,394	\$5,423	\$5,452	\$5,481	\$5,510
Head Bowling	1	14.50%	\$5,394	\$5,423	\$5,452	\$5,481	\$5,510
Cheerleading	1	14.50%	\$5,394	\$5,423	\$5,452	\$5,481	\$5,510
Head Boys Soccer	1	14.50%	\$5,394	\$5,423	\$5,452	\$5,481	\$5,510
Head Girls Soccer	1	14.50%	\$5,394	\$5,423	\$5,452	\$5,481	\$5,510

**FCHS 77 Extra-Curricular Salary Schedule
Assistant Coaches**

			Year 1	Year 2	Year 3	Year 4	Year 5
			18-19	19-20	20-21	21-22	22-23
			\$36,026	\$37,400	\$37,600	\$37,800	\$38,000
	# of	% of					
	Pos.	Base					
Asst. Boys' Basketball	2	11.50%	\$4,278	\$4,301	\$4,324	\$4,347	\$4,370
Asst. Football	5	11.50%	\$4,278	\$4,301	\$4,324	\$4,347	\$4,370
Asst. Baseball	2	11.50%	\$4,278	\$4,301	\$4,324	\$4,347	\$4,370
Asst. Girls' Basketball	2	11.50%	\$4,278	\$4,301	\$4,324	\$4,347	\$4,370
Asst. Softball	1	11.50%	\$4,278	\$4,301	\$4,324	\$4,347	\$4,370
Asst. Track	3	11.50%	\$4,278	\$4,301	\$4,324	\$4,347	\$4,370
Asst. Volleyball	2	11.50%	\$4,278	\$4,301	\$4,324	\$4,347	\$4,370
Strength	1	11.50%	\$4,278	\$4,301	\$4,324	\$4,347	\$4,370
Asst. Soccer	2	11.50%	\$4,278	\$4,301	\$4,324	\$4,347	\$4,370
Asst. XC	2	11.50%	\$4,278	\$4,301	\$4,324	\$4,347	\$4,370

**FCHS 77 Extra-Curricular Salary Schedule
Clubs and Sponsorships**

			Year 1	Year 2	Year 3
			18-19	19-20	20-21
Annual Staff	1	11.50%	\$4,143	\$4,143	\$4,143
Band Director	1	14.50%	\$5,224	\$5,224	\$5,224
Summer Band Coord.	1	3.50%	\$1,261	\$1,261	\$1,261
Scholar Bowl	1	7.30%	\$2,630	\$2,630	\$2,630
Student Council Advisor	1	7.30%	\$2,630	\$2,630	\$2,630
Model U.N. Advisor	1	3.00%	\$1,140.00	\$1,140.00	\$1,140.00
Play Dir.	2	3.00%	\$1,140.00	\$1,140.00	\$1,140.00
Junior Prom Coordinator	1	3.00%	\$1,081	\$1,081	\$1,081
WinterGuard	1	2.50%	\$901	\$901	\$901
Chorus Director	1	2.50%	\$901	\$901	\$901
Class Sponsor	8	1.00%	\$360	\$360	\$360
Graduation Coordinator	1	1.50%	\$540	\$540	\$540
Math Team	1	1.50%	\$540	\$540	\$540
National Honor Society	1	1.50%	\$540	\$540	\$540
Post Prom Coordinator	1	3.50%	\$1,261	\$1,261	\$1,261
FCCLA	1	2.50%	\$901	\$901	\$901
SADD	1	2.50%	\$901	\$901	\$901
Industrial Arts Club	1	2.50%	\$901	\$901	\$901
Science Club	1	2.50%	\$901	\$901	\$901
Foreign Language Club	1	2.50%	\$901	\$901	\$901
FFA	1	14.80%	\$5,501	\$5,501	\$5,501
WYSE	1	2.50%	\$901	\$901	\$901
Literary Club	1	2.50%	\$901	\$901	\$901
Art Club	1	2.50%	\$901	\$901	\$901
New Horizons	1	2.50%	\$901	\$901	\$901
Web Page	1	4.70%	\$1,693	\$1,693	\$1,693
FBLA	1	2.50%	\$901	\$901	\$901
SAVE	1	2.50%	\$901	\$901	\$901
Saturday Scholars	1	2.5%	\$468	\$468	\$468
Summer Gifted	1	2.5%			

