

AGREEMENT BETWEEN

THE BOARD OF EDUCATION  
CENTRAL CITY SCHOOL DISTRICT NO 133

AND

CENTRAL CITY EDUCATION ASSOCIATION  
IEA/NEA

2022-2023

2023-2024

2024-2025

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## **PREAMBLE**

Attainment of educational objectives is a joint responsibility of the Board, administrative staff, and the professional teaching personnel, and requires staff consultation in the matters affecting the teacher-learning situation.

Attainment of educational objectives of the District requires mutual understanding and cooperation between the Board, the administrative staff, and professional teaching personnel. To this end, free and open exchange of views is desirable and necessary, with all parties participating in good faith negotiations leading to the determination of matters defined as negotiable. "Good Faith" is defined as the mutual responsibility of the Board and the Association to consider with each other openly and fairly and to sincerely endeavor to reach agreement on matters defined as negotiable.

It is recognized that teaching is a profession requiring specialized educational qualifications and the success of the educational program in the District depends upon the maximum utilization of the abilities of teachers who are reasonably well satisfied with conditions under which their services are rendered.



# ARTICLE I

## RECOGNITION

- 1.1 The Board of Education of School District No. 133, Central City, Illinois, hereinafter referred to as the "Board", hereby recognizes the Central City Education Association IEA/NEA, hereinafter referred to as the "Association", as the exclusive and sole negotiation agent for all full-time certified personnel except: Superintendent, Assistant Superintendent, Principal, Assistant Principal and other full- time administrative or supervisory personnel having the authority to hire, transfer, assign, promote, discharge or discipline other employees or having the responsibility to make other recommendations.
- 1.2 The Board agrees not to negotiate with any teachers' organization other than the Association for the duration of this Agreement; further, the Board agrees not to negotiate with any teachers individually during the duration of this Agreement on matters subject to negotiations.

## ARTICLE II

### NEGOTIATIONS PROCEDURE

- 2.1 The parties shall commence bargaining for a successor agreement on or before the first April Board meeting and shall negotiate as per the Illinois Educational Labor Relations Act and its Rules and Regulations.
- 2.2 It is agreed that the parties will jointly request the Federal Mediation and Conciliation Services (FMCS) if either party to this Agreement declares impasse. Should the FMCS be unavailable, the Illinois Educational Labor Relations Board shall be notified.
- 2.3 During negotiations, tentatively agreed upon materials shall be prepared for the Board and the Association and signed prior to the adjournment of the meeting at which agreement was reached.
- 2.4 Agreement and Appendices. When the Association and the Board reach tentative agreement on all matters being negotiated, they will be reduced to writing and shall be submitted to the membership of the Association for ratification and the Board for official approval.
- 2.5 The Board and Association agree all new language shall mirror the language contained within this agreement and shall be created in "everyday language" for greater understanding.
- 2.6 Upon ratification of the contract, all teachers shall receive a "hard copy" of the contract. An electronic copy shall also be given to the Association.

## ARTICLE III

### GRIEVANCE PROCEDURE

#### 3.1 Definitions

- A. A grievance shall be any claim by the Association or any teacher that there has been a violation, misrepresentation, misapplication of the terms of this Agreement; a violation or misapplication of the established policy or practice of the Board; or a violation of its or the teacher's right to fair treatment. This should be filed within thirty (30) working days of grievance.
- B. All the time limits consist of school days except when a grievance is submitted fewer than ten (10) days before the close of the current school term, the time limits shall consist of all calendar days.

#### 3.2 Procedures

The parties hereto acknowledge that it is usually most desirable for a teacher and the teacher's immediately involved supervisor to resolve problems through free and informal communication. When requested by the teacher, Association representatives may accompany the teacher to assist in the informal resolution of the grievance. If, however, the informal process fails to satisfy the teacher or the Association, a grievance may be processed as follows:

- A. Step 1 - The teacher or the Association may present the grievance in writing to the immediately involved supervisor, who will arrange for a meeting to take place within five (5) days after receipt of the grievance. The Association's representatives, the grievant, and the supervisor shall be present for the meeting. Within two (2) days of the meeting, the grievant and the Association shall be provided with the supervisor's written response, including the reasons for the decision.
- B. Step 2 - If the teacher or the Association is not satisfied by Step 1, the teacher shall request a meeting with the Board of Education. The Board shall meet within ten (10) days of the request with the teacher, representatives of the Association, and the Superintendent for the purpose of resolving the grievance. Within seven (7) days of the meeting, the grievant and the Association shall be provided with the written response, including the reasons for the decision.
- C. Step 3 - If the teacher or the Association is not satisfied with the disposition of the grievance at Step 2, the Association and/or Board may mutually submit the grievance to arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the Step 2 answer, then the grievance shall be deemed withdrawn. The arbitrator shall have no power to alter the terms of this Agreement.

**3.3 Association Participating - Teacher Represented**

The Board acknowledges the right of the Association's grievance representative to participate in the processing of a grievance at any level, and no full-time certified teacher shall be required to discuss any grievance if the Association's representative is not present.

**3.4 Board-Administration Cooperation**

The Board and the administration shall cooperate with the Association in the investigation of any grievance.

**3.5 No Reprisals Clause**

No reprisals shall be taken by the Board or the administration against any teacher because of the teacher's participation in a grievance.

**3.6 Released Time**

Should the investigation or processing of any grievance require that a teacher and Association representative be released from their regular assignment, the teacher and the Association representative shall be released without loss of pay or benefits.

**3.7 Filing of Materials**

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

**3.8 Grievance Withdrawn**

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

**3.9 No Written Response**

If no written decision has been rendered within the time limits indicated by a step, the grievance may be processed to the next step.

**3.10 AAA Rules**

At the request of either party, the Expedited Arbitration Rules of the American Arbitration Association shall be used instead of the Voluntary Labor Arbitration Rules.

The fees and the expenses of the arbitrator shall be shared equally by the parties.



## ARTICLE IV

### TEACHER AND ASSOCIATION RIGHTS

- 4.1 Professional teachers shall have the right to form, join or assist professional teachers' organizations or participate in professional negotiations with the Board through representatives of their own choosing. Professional teachers shall also have the right to refrain from any or all such activities.
- 4.2 The Association shall also have the right to hold general membership meetings on School District property.
- 4.3 The Association shall be provided with bulletin board space in the school.
- 4.4 The Association shall have the right to use faculty mailboxes for appropriate announcements.
- 4.5
- A. A copy of all notices for regular or special meetings of the Board of Education will be placed in the Association President's mailbox at least forty-eight (48) hours prior to the meeting. The time parameter may be waived in emergency situations. In such cases, the President will be informed either orally or in writing of the meeting.
  - B. A copy of the Agenda of all regular and special meetings of the Board of Education will be placed in the President of the Association's mailbox at least twenty-four (24) hours prior to the scheduled meeting. The copy of the Agenda will include the stated purpose of the meeting.
  - C. A copy of the unofficial open minutes and unofficial financial report will be placed in the Association President's mailbox at the time they are available to the Board Members.
  - D. A copy of all open Board of Education minutes and a copy of the monthly financial report shall be placed in the mailbox of the President of the Association within five (5) days after the Board adopts the minutes and the financial reports.
  - E. The copies as stated above shall be placed in the mailbox of the President only if there are changes in the unofficial open Board minutes or unofficial financial report.
- 4.6 The Administration shall make available to the Association on request, all regularly and routinely prepared information concerning the financial condition of the school including annual financial statement and adopted budget. In addition, the Board and Administration will grant requests for any other readily available information which may be relevant to negotiations. All requested information will be loaned or copied. A fee may be charged for the copying.

- 4.7 Within thirty (30) days of the ratification of the Agreement by the Board of Education, copies of the Agreement shall be printed for each Association member at no cost. The Agreement will also be posted on the District's website.
- 4.8 Should the Illinois Legislature abolish Contractual Continued Service and the due process provisions attendant thereto, full-time teachers not on probationary status shall be disciplined in accordance with "Just Cause" Standards.

## ARTICLE V

### JOB SECURITY

#### 5.1 Reduction in Teachers

Teachers shall be laid off in accordance with the School Code of Illinois. Seniority rights will be observed when equal qualifications are established in accordance with the School Code of Illinois.

In the event a tie exists in the seniority of two (2) or more certified tenured teachers, the following criteria shall be used in priority order to determine the reduction-in-force:

1. Total years of public school teaching experience in Illinois.
2. Total years of all public school teaching experience.
3. Horizontal position on the salary schedule (i.e. those with the higher number of hours being the most senior, i.e. bachelors being low and masters + 24 being high, until 2005- 2006 when high will be masters +32.)
4. A drawing of lots.

#### 5.2 Reduction in Teachers – Notification

The Board shall notify the Association thirty (30) days prior to any final decision to reduce the number of staff members.

If the Association requests, a public hearing shall be granted to the Association concerning the Board's decision to reduce the number of teachers. Such meeting will be conducted prior to the Board's final decision to reduce the number of teachers,

#### 5.3 Reduction in Teachers - Recall

In the event the Board decides to reduce teachers, teachers honorably dismissed due to reduction-in-force shall be recalled on an inverse seniority basis provided a full-time or part-time teaching vacancy exists for which the teacher is legally qualified (as per I.S.B.E. Document 1).

#### 5.4 Reduction in Teachers - Severance Pay

Certified tenured teachers shall receive the sum of Fifty and 00/100 Dollars (\$50.00) for each year of full-time service to the Central City Elementary District. Such payment shall be remitted to the teacher no later than the fifth (5th) day of the following school year. Teachers may participate in the District's health insurance program subject to the terms

and conditions of the insurance plan during the period of recall provided they prepay the monthly cost of the insurance premium.

### **5.5 Teacher Assignments**

Teachers will be notified by June 1 of their tentative teaching assignments for the school year starting in August. Teachers will be notified in writing. Any change in class assignments will be posted. Teachers may apply for any openings. Applicants with seniority will be seriously considered first for any such job opening.

- 5.6** The District shall post all applicable vacant job postings for a minimum of forty-eight (48) hours (two (2) business days) during the school year. During summer break, the President of the **CCEA** will be contacted by the Superintendent regarding job vacancies with the understanding the **CCEA** President will contact his/her membership. During summer break, job vacancies will be posted for a minimum of seven (7) calendar days after contact has been made with the CCEA President. The summer break posting may be shortened with the consent of the CCEA President.

## ARTICLE VI

### LEAVES OF ABSENCE

#### 6.1 Sick Leave

- A. Teachers with fourteen (14) or fewer years of full-time teaching service in the District will be allowed twelve (12) days of sick leave per year.
- Teachers with more than fourteen (14) but with nineteen (19) or fewer years of full-time teaching service in the District will be allowed thirteen (13) days of sick leave per year.
- Teachers with more than nineteen (19) but with twenty-four (24) or fewer years of full-time teaching service in the District will be allowed fourteen (14) days of sick leave per year,
- Teachers with more than twenty-four (24) but with twenty-nine (29) or fewer years of full-time teaching service in the District will be allowed fifteen (15) days of sick leave per year.
- Teachers with more than twenty-nine (29) but with thirty-four (34) or fewer years of full-time teaching service in the District will be allowed sixteen (16) days of sick leave per year.
- Teachers with more than thirty-four (34) years of full-time teaching service in the District will be allowed seventeen (17) days of sick leave per year.
- B. Sick leave shall accumulate to the maximum allowed for service credit by the Teachers' Retirement System (TRS).
- C. If a teacher is at the maximum prior to the first (1st) day of the school year, the annual allotment shall be used prior to the utilization of the accumulated days. Payment of twenty-five and 00/100 dollars (\$25) for each unused sick day (or personal leave converted to sick days), which is outlined in 6.1A, shall be made to the teacher.
- D. Sick leave shall be interpreted to mean personal illness, quarantine at home or serious illness in the immediate family or household,
- Immediate family shall include parents, spouses, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law and guardians.

A teacher shall be granted up to two (2) days of bereavement leave per year for a death in the teacher's immediate family. Bereavement days shall be at full pay and shall not be deducted from sick leave. Bereavement days are not cumulative.

A teacher may use one (1) sick leave day for serious illness and/or funeral of a person not listed under immediate family.

## **6.2 Personal Leave**

- A. Teachers shall be allowed two (2) paid personal leave days per year. A third (3rd) day may be taken. If a third (3rd) day is used the teacher will pay the going rate for the substitute, and may be required to get substitute lined up to work off of an approved substitute list. The 3rd purchased personal leave day, if granted, must be used in the school year that it was purchased and cannot be converted into a sick leave day. Teachers taking personal leave shall notify the Superintendent forty-eight (48) hours in advance. In an emergency no advance notice shall be required. Teachers shall not be required to state where they are going or what they plan to do. One (1) personal leave day can be used at anytime during the first two (2) weeks of the school year and or the last two (2) weeks of the school year per the Superintendent's discretion. No more than two (2) teachers may be granted personal leave on the day before or the day after a school holiday or vacation. Leave requests for the day before or day after a holiday or vacation shall be granted on a first-come basis. Any of the earned regular personal days are not used during the school year, they shall be added to the sick leave days per year as per 6.1A.
  - B. Starting with the 2017-18 school year, teachers may earn 1 day of personal time for each semester of perfect attendance with the exception of personal days or bereavement days. Teacher's will still have the option to purchase 1 unpaid personal day that the teacher must pay for. Teachers may accumulate up to 4 personal days. If a teacher accumulates more than 4 personal days, then the additional personal days will convert to sick days.
  - C. In the event a teacher must be absent for less than one-half (1/2) day for either sick leave or personal/emergency leave, the time absent shall be pro-rated at an hourly rate.
  - D. The teacher shall be provided with a copy of the completed absent form.
- 6.3** In the event of a teacher absence, all absences shall be covered by an internal or external substitute teacher. In the event a teacher is taken from his/her planning period to cover for an absent teacher, the bargaining unit member shall be reimbursed at the substitute teacher's hourly rate of pay, in addition to their regular rate of pay.
- 6.4** Absence due to pregnancy related disability shall be treated as sick leave. The beginning and termination dates of the sick leave shall be determined by the teacher and her physician. The Board may grant request for maternity leave of absence for tenured teachers. A teacher who returns from maternity leave shall be reinstated.

## **6.5 Adoption Leave**

Adoption leave of two (2) days shall be granted for the purpose of child adoption, with these days being deducted from the teacher's sick leave. The Board will pay the teacher and the substitute teacher during this leave.

## **6.6 Jury Duty or Subpoena**

This leave will be Jury Duty Leave with no deduction of pay. Mileage allowance will be returned to the teacher from the juror duty check which will be submitted to the District office. Any teacher issued a subpoena to appear in court shall be paid full salary for each working day of absence. Mileage allowance will be returned to the teacher from any witness fee check which will be submitted to the District office.

## **6.7 Association Leave**

In the event that the Association desires to send representatives to local, state or national conferences or other business pertinent to Association affairs, up to one (1) day of substitute pay shall be paid by the District. An additional one (1) day may be requested with a forty-eight (48) hour advance notice and the Association paying for the substitute. A maximum of one (1) person may be gone at any given time.

## ARTICLE VII

### WORKING CONDITIONS

- 7.1** The school year will consist of one hundred eighty (180) days with four (4) institute days.
- 7.2** A. The teachers' workday shall be from 8:00 a.m. to 3:30 p.m. except in cases of early dismissal. All teachers are required to be in their classroom or assigned area by 8:00 a.m.
- B. There will be a 2:00pm dismissal on the 1<sup>st</sup> and 3<sup>rd</sup> Wednesdays of each month to be used for RtI meetings, staff meetings, remote learning planning, grade-level meetings, tech training, curriculum planning and/or other school-related issues. If the Board needs to return to a sustained number of Remote Learning Days, then we will return to 2:00pm weekly dismissal.
- 7.3** A. All teachers shall have a duty free lunch period of not less than thirty (30) minutes and a preparation period of no less than thirty (30) minutes during each work day. The District agrees not to schedule meetings or conferences which require the teacher's attendance during the teacher's lunch. For classroom teachers, the preparation period shall be during the pupil class clay. On days of early dismissal, this contractual item shall not be applicable.
- B. Preparation time shall be equal for full time teachers under this contract.
- 7.4** Teachers will have the option of receiving their pay on ten (10) or twelve (12) month basis. Paychecks will be issued twice a month excluding the summer months.
- 7.5** Teachers who earn graduate hour credit will advance horizontally on the salary schedule provided the following requirements have been met in A, B, & C.
- A. The coursework is part of a Master's Degree program in education or a Master's Degree in the teacher's field. Undergraduate courses contained in a teacher's plan of study leading to the Master's degree in education or a Master's program in the teacher's field of education shall also be approved and subject to tuition reimbursement as per 8.5 of this Agreement.
- B. For hours beyond the BA and MA degree, but not in a Master's degree program in education, the teacher shall present a request for prior approval to the Superintendent. The coursework must be related to the teacher's field of education. If the coursework is approved by the Superintendent, the teacher shall be reimbursed for the coursework as per 8.4 of this Agreement.
- C. Coursework at a community college related to the teacher's field may be approved for tuition reimbursement but shall not count towards horizontal movement on the salary schedule.



The parties agree that any coursework approved or granted for horizontal movement on the salary schedule prior to the 1987-88 school year shall count for horizontal placement. The above contractual item regarding horizontal movement shall pertain to the 1987-88 and subsequent school years.

Teachers shall advance to the appropriate earned step on the salary schedule provided a copy of a grade card or transcript from the university demonstrating successful completion is on file in the District's Administrative Office. Advancement to the appropriate horizontal earned step shall only be allowed at the beginning of the academic year.

Teachers who work or who are on a paid leave of absence or a combination of the two (2) in the Central City School District at least ninety (90) days or more in a school year shall be eligible for vertical advancement on the salary schedule.

- 7.6 At the beginning of the school year all new employees shall receive a copy of the contract. All employees shall receive a salary schedule, and list of unused sick days. The paycheck stub shall reflect accumulated and days used of sick leave and personal days reported on the first paycheck of each month.
- 7.7 Teachers will be provided with a work area which will be used to prepare teaching materials and for planning periods. This area is not to be used for storage.
- 7.8 Written reprimands shall be given to the teacher in private behind closed doors. Whenever any teacher is required to appear before the Board or administration concerning any matter which reasonably could lead to discipline, the teacher shall be permitted Association representation upon request.
- 7.9 The PERA Committee, comprising of an equal number of school board members and teachers, shall meet bimonthly to produce all updates and changes as specified by the State of Illinois guidelines.

## ARTICLE VIII

### FRINGE BENEFITS/SPECIAL ASSIGNMENTS/ CONTINUED GROWTH

#### 8.1 Insurance

- A. For the 2022-2023 school year, the Board shall pay eighty-five percent (85%) of the 2022-2023 Plan A premium for individual health and medical insurance. This shall be retroactive to the beginning of the school year.
- B. For the 2023-2024 school year, the Board shall pay eighty-five percent (85%) of the 2023-2024 Plan A premium for individual health and medical insurance.
- C. For the 2024-2025 school year, the Board shall pay eighty-five percent (85%) of the 2024-2025 Plan A premium for individual health and medical insurance.

Starting with the 2018-19 school year, the Board shall provide an Internal Revenue Code Section 125 Cafeteria Plan, which shall afford each teacher the option of selecting a health insurance benefit or cash. The Board contribution to the section 125 plan for each year of this contract shall be equal to 85% of the Plan A premium cost for individual health and medical insurance offered through the Egyptian Area Trust.

For those employees who select the cash option, the Board contribution to those individuals will be 25% of the Board's 85% contribution for certified individuals who select the insurance program.

**Example:**

**Cost of Plan A Insurance for an Individual through the Egyptian Area Trust - \$10,000.**

**The Board shall pay, on behalf of each employee who selects the district's insurance plan, 85% of the cost of Plan A Individual Insurance through the Egyptian Area Trust -  $010,000 \times .85 = \$8,500$ )**

**The Cash Back option for those employees who select it, shall be an amount equal to**

**25% of the Board's contribution of \$8,500. ( $\$8,500 \times .25 = \$2,125$ ) The \$2,125 shall be divided equally into semi-monthly payments.**

If at any time any employee goes from cash option to insurance, then the semi-monthly cash option payments being made by the Board to that employee shall stop and the Board's insurance payment for employees opting to take the single family school insurance will begin on a prorated basis as necessary. Any employee who goes from cash option to insurance must be qualified to do so under the guidelines of the Egyptian Area Trust and any financial penalties associated with this change must be paid for by the employee.

Employees selecting single or family insurance coverage under this plan shall receive monthly tax sheltered contributions from the board for the purpose of paying premiums. Any amount still owed for premiums over the board contribution shall be deducted from the semi-monthly pay of the employee, however, such deductions shall be tax sheltered.

Employees selecting cash under the terms of the cafeteria plan shall be taxed on the selection. Nothing in this section shall require nor prevent an employee who selects cash under this option from contributing said cash to a tax sheltered plan, thereby avoiding the tax requirement in the opening sentence of this paragraph.

Part time certified teachers shall be pro-rated in accordance to percentage of time worked for the district.

When an employee who selects the health insurance option is on leave under provisions of the Family and Medical Leave Act, the Board will continue to make the agreed upon contribution for health insurance purposes. An employee who selects the cash option will not receive cash payments under this article pursuant to leave taken under the Family and Medical Leave Act.

All faculty must sign a separate agreement concerning this paragraph.

Eligibility in the insurance program shall be determined by the insurance carrier.

Employees shall choose the option of insurance or cash before September 1st of each year

## **8.2 TRS Retirement Shelter**

For the 2010-2011 school year and thereafter the Board shall pay to TRS for and on behalf of each teacher a portion of the teacher's retirement contribution at the current TRS rate of nine and zero-tenths percent (9.0%) up to nine and two-tenths percent (9.2%) of the teacher's total creditable earnings (base pay, extra duty pay/coaching stipend, and/or any other creditable earnings recognized by TRS).

**Example:**

Salary schedule and extra-duty/coaching stipend amount	\$10,000.00
Add on factor	<u>x 1.098901</u>
Creditable earnings	\$10,989.01
9M% contribution	<u>x .09</u>
Contribution amount to be remitted to TRS	\$ 989.01
Contribution to be paid by Board	<u>\$ 989.01</u>
Contribution to be paid by Teacher	\$ 0.00

**8.3 Retirement Bonus/Incentives**

- A. A teacher of the District upon his/her retirement from the teaching profession may be eligible for a retirement bonus. In order for a teacher to be eligible for the retirement bonus, the teacher must be eligible for retirement under TRS rules and have taught in the District at least fifteen (15) years.
- B. The retirement bonus will consist of the maximum increase that is allowed by law and TRS regulations (currently six percent (6%) in the teacher's TRS creditable earnings in up to each of the four (4) years prior to retirement.
- C. The Board of Education must receive the teacher's letter of resignation up to four (4) years prior to the teachers TRS retirement date. This written notice of date of retirement shall be submitted on or before March 1.
- D. The true Retirement Bonus/Incentive shall be the difference between the (a) maximum increase that is allowed by law and TRS regulations (currently six percent (6%) over the total TRS creditable earnings the teacher received in the prior school year, and (b) increases in total creditable earnings, such as the teacher's normal yearly raise(s) and TRS Board-paid benefits, received by the teacher in the four (4) years, three (3) years, two (2) years, or one (1) year, as applicable, prior to retirement. The total number of years may not exceed the four (4) year total. The Retirement Bonus/Incentive shall be the maximum increase that is allowed by law and TRS regulations (currently six percent (6%) for each of the previous school year's total TRS creditable earnings.)

For further explanation, the following example shows how the true retirement bonus/incentive will be calculated:

Year One (1) of a Four (4) Year Notice - If a teacher made a salary of \$40,000 in the prior school year, then that salary would increase by 6% in year one (1) of a four (4) year notice. His/her total salary with the 6% raise would be \$42,400. To figure his/her true retirement bonus/incentive, subtract the normal yearly raise(s), TRS Board-paid benefits, and/or other creditable earnings from that amount. In

other words, calculate that teacher's total creditable earnings for that year as if he/she is not retiring and subtract that amount from his/her 6% retirement salary to calculate the true retirement bonus/incentive for that year.

\$42,400	(Retirement salary of 6% raise on \$40,000)
- 41,600	(Creditable earnings for that teacher if it was not a retirement year)
<u>\$ 800</u>	(True Retirement Bonus/Incentive for year 1)
\$ 4,700	(Amount remaining of-the Board's <u>\$5,500</u> cap)

Calculations will continue in the same manner for the next three (3) years

- E.** This retirement bonus will be awarded in exchange for said notice, and irrespective of what the salary schedule or any other provision of this Contract states. The Board will apply the following options:

**1. FOUR-YEAR NOTICE:**

The teacher's salary shall be adjusted so that the teacher shall receive in the current school year and each of the other three (3) remaining years of employment an increase of the maximum increase that is allowed by law and TRS regulations (currently six percent (6%) over the total TRS creditable earnings the teacher received in the prior school year.

**2. THREE-YEAR NOTICE:**

The teacher's salary shall be adjusted so that the teacher shall receive in the current school year and each of the other two (2) remaining years of employment an increase of the maximum increase that is allowed by law and TRS regulations (currently six percent (6%) over the total TRS creditable earnings the teacher received in the prior school year.

**3 . TWO-YEAR NOTICE:**

The teacher's salary shall be adjusted so that the teacher shall receive in the current school year and the one (1) remaining year of employment an increase of the maximum increase that is allowed by law and TRS regulations (currently six percent (6%) over the total TRS creditable earnings the teacher received in the prior school year.

**4. ONE-YEAR NOTICE:**

The teacher's salary shall be adjusted so that the teacher shall receive in the current school year an increase of the maximum increase that is allowed by law and TRS regulations (currently six percent (6%) over the total TRS creditable earnings the teacher received in the prior school year.

- F.** If the teacher's circumstances change, such as loss of a spouse, elimination of a spouse's employment, or other events which affect the teacher's living conditions, that teacher may opt out of retirement by paying the District back within ninety

(90) days of his/her written retirement retraction notice any funds received over and above the teacher's normal yearly raise(s) and Board paid benefits.

- G.** If any changes in law occur that affect 8.3, then the parties shall meet to bargain the impact of the changes.
- H.** The Board reserves the right to restrict the number of teachers eligible for the retirement bonus to three (3) in number per year.
- I.** Nothing prevents the Board from negotiating individually with a teacher regarding retirement incentives other than the one stated above. In such case, the Association will be informed of the final Board decision regarding the retirement bonus.
- J.** Subject to the terms and conditions of the insurance carrier, a retired teacher may participate in the District's insurance program provided the teacher prepays the monthly insurance premium.

#### **8.4 Limitation on IRS Creditable Compensation**

The purpose of this section is to avoid in all circumstances any payment by the District of a Board-paid penalty or fee to TRS, or any Board or District liability to fund any portion of a teacher's TRS annuity due to increase in compensation from one year to the next. This section does not apply to teachers who are not eligible for TRS annuity (whether or not they apply) and could not under any circumstances become eligible for TRS annuity within five (5) years of the end of the school year in which the compensation is earned.

No teacher's creditable TRS earnings from employment in this School District, irrespective of form and no matter how arising, and whether or not arising under this collective bargaining agreement, may exceed the amounts specified herein.

No teacher's TRS creditable earnings from employment in this School District 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 a teacher's retirement annuity, or result in any District or Board-paid penalty or fee to TRS. If the sum or percentage amount which triggers any obligation for the District or Board to pay additional amounts to cover all or part of a teacher's retirement annuity or cover any Board or District paid penalty or fee to TRS decreases, then the maximum of the teacher's creditable TRS earnings from employment in this School District shall similarly decrease so as to avoid any Board or District paid penalty or fee.

Even if another provision of this collective bargaining agreement would otherwise provide, in the event a teacher's IRS creditable earnings would increase by more than six percent (6%), or any such lesser amount that would trigger a District-paid penalty or fee to TRS due to salary increase in any year over a prior year, that teacher shall receive only the maximum increase to **IRS** creditable compensation allowed under this provision.

#### **8.5 Continuous Growth**

The District shall pay for up to nine (9) semester hours per fiscal year for each teacher at One Hundred Fifty and 00/100 Dollars (\$150.00) per semester hour, and subject to the restrictions outlined in 7.5 of this Agreement.

#### **8.6 Professional Development**

All teachers shall be allowed at least two (2) days each school year to attend and/or present at a professional conference/workshop (not for union-related activities). The District shall pay the registration fees, mileage/travel expenses, meals, lodging and substitute teacher fees, provided that grant funding is available and approval is given in advance by the Superintendent.

## 8.7 Perfect Attendance

Starting with the 2017-18 school year, any teacher who works without using any sick leave days shall receive a Five Hundred and 00/100 Dollars (\$500.00) perfect attendance reward at the end of the 1st Semester and another Five Hundred and 00/100 Dollars (\$500.00) perfect attendance reward at the end of the 2nd Semester. Personal days and bereavement days, as outlined in 6.2 of this Agreement, will not count against perfect attendance.

## 8.8 Compensation

- A. During the 22-23 school year, all the members of the CCEA shall advance one step on the salary schedule. In addition to the step, Association members will also receive an additional \$2275 increase on each cell or “on the salary schedule.”

Adjustments made to the Extra Curricular and Extra Duty Pay schedule are reflected on page 26 (for employees who are not under a retirement agreement with the Board).

- B. During the 23-24 school year all the members of the CCEA shall advance one step on the salary schedule. In addition to the step, Association members will also receive an additional \$2662 increase on each cell or “on the salary schedule.”

A 3% increase shall be applied to all Extra Curricular and Extra Duty stipends (for employees who are not under a retirement agreement with the Board).

- C. During the 24-25 school year all the members of the CCEA shall advance one step on the salary schedule. In addition to the step, Association members will also receive an additional 2.5% increase on each cell or “on the salary schedule.”

A 3% increase shall be applied to all Extra Curricular and Extra Duty stipends (for employees who are not under a retirement agreement with the Board).



## ARTICLE IX

### PAYROLL DEDUCTION FOR ASSOCIATION DUES

#### **9.1 Payroll Deduction for Association Dues**

The Board shall deduct from each employee the current dues of the Association, provided that the Board has an employee-executed authorization for the continuing dues deduction, the amount of which shall annually be certified by the Association. An authorization form shall be signed yearly and kept on file. If an employee resigns prior to September 1 of any year, the Board shall deduct the unpaid portion of the annual dues from the employee's final paycheck.



Central City SD #133 Salary Schedule 2022-2023 (\$2,275 Increase+ Step)									
Step	BA+00	BA+08	BA+16	BA+24	MA+00	MA+08	MA+16	MA+24	MA+32
1	\$33,740	\$34,369	\$35,011	\$35,666	\$36,334	\$37,015	\$37,710	\$38,418	\$39,141
2	\$34,369	\$35,011	\$35,666	\$36,334	\$37,015	\$37,710	\$38,418	\$39,141	\$39,879
3	\$35,011	\$35,666	\$36,334	\$37,015	\$37,710	\$38,418	\$39,141	\$39,879	\$40,631
4	\$35,666	\$36,334	\$37,015	\$37,710	\$38,418	\$39,141	\$39,879	\$40,631	\$41,398
5	\$36,334	\$37,015	\$37,710	\$38,418	\$39,141	\$39,879	\$40,631	\$41,398	\$42,180
6	\$37,015	\$37,710	\$38,418	\$39,141	\$39,879	\$40,631	\$41,398	\$42,180	\$42,978
7	\$37,710	\$38,418	\$39,141	\$39,879	\$40,631	\$41,398	\$42,180	\$42,978	\$43,792
8	\$38,418	\$39,141	\$39,879	\$40,631	\$41,398	\$42,180	\$42,978	\$43,792	\$44,623
9	\$39,141	\$39,879	\$40,631	\$41,398	\$42,180	\$42,978	\$43,792	\$44,623	\$45,470
10	\$39,879	\$40,631	\$41,398	\$42,180	\$42,978	\$43,792	\$44,623	\$45,470	\$46,334
11	\$40,631	\$41,398	\$42,180	\$42,978	\$43,792	\$44,623	\$45,470	\$46,334	\$47,215
12	\$41,398	\$42,180	\$42,978	\$43,792	\$44,623	\$45,470	\$46,334	\$47,215	\$48,114
13	\$42,180	\$42,978	\$43,792	\$44,623	\$45,470	\$46,334	\$47,215	\$48,114	\$49,030
14	\$42,978	\$43,792	\$44,623	\$45,470	\$46,334	\$47,215	\$48,114	\$49,030	\$49,965
15	\$43,792	\$44,623	\$45,470	\$46,334	\$47,215	\$48,114	\$49,030	\$49,965	\$50,919
16	\$44,623	\$45,470	\$46,334	\$47,215	\$48,114	\$49,030	\$49,965	\$50,919	\$51,892
17	\$45,470	\$46,334	\$47,215	\$48,114	\$49,030	\$49,965	\$50,919	\$51,892	\$52,884
18	\$46,334	\$47,215	\$48,114	\$49,030	\$49,965	\$50,919	\$51,892	\$52,884	\$53,897
19	\$47,215	\$48,114	\$49,030	\$49,965	\$50,919	\$51,892	\$52,884	\$53,897	\$54,929
20	\$48,114	\$49,030	\$49,965	\$50,919	\$51,892	\$52,884	\$53,897	\$54,929	\$55,982
21	\$49,030	\$49,965	\$50,919	\$51,892	\$52,884	\$53,897	\$54,929	\$55,982	\$57,056
22	\$49,965	\$50,919	\$51,892	\$52,884	\$53,897	\$54,929	\$55,982	\$57,056	\$58,152
23	\$50,919	\$51,892	\$52,884	\$53,897	\$54,929	\$55,982	\$57,056	\$58,152	\$59,269
24	\$51,892	\$52,884	\$53,897	\$54,929	\$55,982	\$57,056	\$58,152	\$59,269	\$60,409
25	\$52,884	\$53,897	\$54,929	\$55,982	\$57,056	\$58,152	\$59,269	\$60,409	\$61,572
26	\$53,897	\$54,929	\$55,982	\$57,056	\$58,152	\$59,269	\$60,409	\$61,572	\$62,758
27	\$54,929	\$55,982	\$57,056	\$58,152	\$59,269	\$60,409	\$61,572	\$62,758	\$63,968
28	\$55,982	\$57,056	\$58,152	\$59,269	\$60,409	\$61,572	\$62,758	\$63,968	\$65,202
29	\$57,056	\$58,152	\$59,269	\$60,409	\$61,572	\$62,758	\$63,968	\$65,202	\$66,460
30	\$58,152	\$59,269	\$60,409	\$61,572	\$62,758	\$63,968	\$65,202	\$66,460	\$67,744
31	\$59,269	\$60,409	\$61,572	\$62,758	\$63,968	\$65,202	\$66,460	\$67,744	\$69,053
32	\$60,409	\$61,572	\$62,758	\$63,968	\$65,202	\$66,460	\$67,744	\$69,053	\$70,389
33	\$61,572	\$62,758	\$63,968	\$65,202	\$66,460	\$67,744	\$69,053	\$70,389	\$71,751
34	\$62,758	\$63,968	\$65,202	\$66,460	\$67,744	\$69,053	\$70,389	\$71,751	\$73,140
35	\$63,968	\$65,202	\$66,460	\$67,744	\$69,053	\$70,389	\$71,751	\$73,140	\$74,558
36	\$65,202	\$66,460	\$67,744	\$69,053	\$70,389	\$71,751	\$73,140	\$74,558	\$76,003

Central City SD #133 Salary Schedule 2023-2024 (\$2,662 Increase + Step)									
Step	BA+00	BA+08	BA+16	BA+24	MA+00	MA+08	MA+16	MA+24	MA+32
1	\$36,402	\$37,031	\$37,673	\$38,328	\$38,996	\$39,677	\$40,372	\$41,080	\$41,803
2	\$37,031	\$37,673	\$38,328	\$38,996	\$39,677	\$40,372	\$41,080	\$41,803	\$42,541
3	\$37,673	\$38,328	\$38,996	\$39,677	\$40,372	\$41,080	\$41,803	\$42,541	\$43,293
4	\$38,328	\$38,996	\$39,677	\$40,372	\$41,080	\$41,803	\$42,541	\$43,293	\$44,060
5	\$38,996	\$39,677	\$40,372	\$41,080	\$41,803	\$42,541	\$43,293	\$44,060	\$44,842
6	\$39,677	\$40,372	\$41,080	\$41,803	\$42,541	\$43,293	\$44,060	\$44,842	\$45,640
7	\$40,372	\$41,080	\$41,803	\$42,541	\$43,293	\$44,060	\$44,842	\$45,640	\$46,454
8	\$41,080	\$41,803	\$42,541	\$43,293	\$44,060	\$44,842	\$45,640	\$46,454	\$47,285
9	\$41,803	\$42,541	\$43,293	\$44,060	\$44,842	\$45,640	\$46,454	\$47,285	\$48,132
10	\$42,541	\$43,293	\$44,060	\$44,842	\$45,640	\$46,454	\$47,285	\$48,132	\$48,996
11	\$43,293	\$44,060	\$44,842	\$45,640	\$46,454	\$47,285	\$48,132	\$48,996	\$49,877
12	\$44,060	\$44,842	\$45,640	\$46,454	\$47,285	\$48,132	\$48,996	\$49,877	\$50,776
13	\$44,842	\$45,640	\$46,454	\$47,285	\$48,132	\$48,996	\$49,877	\$50,776	\$51,692
14	\$45,640	\$46,454	\$47,285	\$48,132	\$48,996	\$49,877	\$50,776	\$51,692	\$52,627
15	\$46,454	\$47,285	\$48,132	\$48,996	\$49,877	\$50,776	\$51,692	\$52,627	\$53,581
16	\$47,285	\$48,132	\$48,996	\$49,877	\$50,776	\$51,692	\$52,627	\$53,581	\$54,554
17	\$48,132	\$48,996	\$49,877	\$50,776	\$51,692	\$52,627	\$53,581	\$54,554	\$55,546
18	\$48,996	\$49,877	\$50,776	\$51,692	\$52,627	\$53,581	\$54,554	\$55,546	\$56,559
19	\$49,877	\$50,776	\$51,692	\$52,627	\$53,581	\$54,554	\$55,546	\$56,559	\$57,591
20	\$50,776	\$51,692	\$52,627	\$53,581	\$54,554	\$55,546	\$56,559	\$57,591	\$58,644
21	\$51,692	\$52,627	\$53,581	\$54,554	\$55,546	\$56,559	\$57,591	\$58,644	\$59,718
22	\$52,627	\$53,581	\$54,554	\$55,546	\$56,559	\$57,591	\$58,644	\$59,718	\$60,814
23	\$53,581	\$54,554	\$55,546	\$56,559	\$57,591	\$58,644	\$59,718	\$60,814	\$61,931
24	\$54,554	\$55,546	\$56,559	\$57,591	\$58,644	\$59,718	\$60,814	\$61,931	\$63,071
25	\$55,546	\$56,559	\$57,591	\$58,644	\$59,718	\$60,814	\$61,931	\$63,071	\$64,234
26	\$56,559	\$57,591	\$58,644	\$59,718	\$60,814	\$61,931	\$63,071	\$64,234	\$65,420
27	\$57,591	\$58,644	\$59,718	\$60,814	\$61,931	\$63,071	\$64,234	\$65,420	\$66,630
28	\$58,644	\$59,718	\$60,814	\$61,931	\$63,071	\$64,234	\$65,420	\$66,630	\$67,864
29	\$59,718	\$60,814	\$61,931	\$63,071	\$64,234	\$65,420	\$66,630	\$67,864	\$69,122
30	\$60,814	\$61,931	\$63,071	\$64,234	\$65,420	\$66,630	\$67,864	\$69,122	\$70,406
31	\$61,931	\$63,071	\$64,234	\$65,420	\$66,630	\$67,864	\$69,122	\$70,406	\$71,715
32	\$63,071	\$64,234	\$65,420	\$66,630	\$67,864	\$69,122	\$70,406	\$71,715	\$73,051
33	\$64,234	\$65,420	\$66,630	\$67,864	\$69,122	\$70,406	\$71,715	\$73,051	\$74,413
34	\$65,420	\$66,630	\$67,864	\$69,122	\$70,406	\$71,715	\$73,051	\$74,413	\$75,802
35	\$66,630	\$67,864	\$69,122	\$70,406	\$71,715	\$73,051	\$74,413	\$75,802	\$77,220
36	\$67,864	\$69,122	\$70,406	\$71,715	\$73,051	\$74,413	\$75,802	\$77,220	\$78,665

Central City SD #133 Salary Schedule 2024-2025 (2.5% Increase + Step)									
Step	BA+00	BA+08	BA+16	BA+24	MA+00	MA+08	MA+16	MA+24	MA+32
1	\$ 37,312	\$ 37,957	\$ 38,615	\$ 39,286	\$ 39,971	\$ 40,669	\$ 41,381	\$ 42,107	\$ 42,848
2	\$ 37,957	\$ 38,615	\$ 39,286	\$ 39,971	\$ 40,669	\$ 41,381	\$ 42,107	\$ 42,848	\$ 43,604
3	\$ 38,615	\$ 39,286	\$ 39,971	\$ 40,669	\$ 41,381	\$ 42,107	\$ 42,848	\$ 43,604	\$ 44,375
4	\$ 39,286	\$ 39,971	\$ 40,669	\$ 41,381	\$ 42,107	\$ 42,848	\$ 43,604	\$ 44,375	\$ 45,161
5	\$ 39,971	\$ 40,669	\$ 41,381	\$ 42,107	\$ 42,848	\$ 43,604	\$ 44,375	\$ 45,161	\$ 45,963
6	\$ 40,669	\$ 41,381	\$ 42,107	\$ 42,848	\$ 43,604	\$ 44,375	\$ 45,161	\$ 45,963	\$ 46,781
7	\$ 41,381	\$ 42,107	\$ 42,848	\$ 43,604	\$ 44,375	\$ 45,161	\$ 45,963	\$ 46,781	\$ 47,616
8	\$ 42,107	\$ 42,848	\$ 43,604	\$ 44,375	\$ 45,161	\$ 45,963	\$ 46,781	\$ 47,616	\$ 48,467
9	\$ 42,848	\$ 43,604	\$ 44,375	\$ 45,161	\$ 45,963	\$ 46,781	\$ 47,616	\$ 48,467	\$ 49,335
10	\$ 43,604	\$ 44,375	\$ 45,161	\$ 45,963	\$ 46,781	\$ 47,616	\$ 48,467	\$ 49,335	\$ 50,220
11	\$ 44,375	\$ 45,161	\$ 45,963	\$ 46,781	\$ 47,616	\$ 48,467	\$ 49,335	\$ 50,220	\$ 51,124
12	\$ 45,161	\$ 45,963	\$ 46,781	\$ 47,616	\$ 48,467	\$ 49,335	\$ 50,220	\$ 51,124	\$ 52,045
13	\$ 45,963	\$ 46,781	\$ 47,616	\$ 48,467	\$ 49,335	\$ 50,220	\$ 51,124	\$ 52,045	\$ 52,985
14	\$ 46,781	\$ 47,616	\$ 48,467	\$ 49,335	\$ 50,220	\$ 51,124	\$ 52,045	\$ 52,985	\$ 53,943
15	\$ 47,616	\$ 48,467	\$ 49,335	\$ 50,220	\$ 51,124	\$ 52,045	\$ 52,985	\$ 53,943	\$ 54,921
16	\$ 48,467	\$ 49,335	\$ 50,220	\$ 51,124	\$ 52,045	\$ 52,985	\$ 53,943	\$ 54,921	\$ 55,918
17	\$ 49,335	\$ 50,220	\$ 51,124	\$ 52,045	\$ 52,985	\$ 53,943	\$ 54,921	\$ 55,918	\$ 56,935
18	\$ 50,220	\$ 51,124	\$ 52,045	\$ 52,985	\$ 53,943	\$ 54,921	\$ 55,918	\$ 56,935	\$ 57,973
19	\$ 51,124	\$ 52,045	\$ 52,985	\$ 53,943	\$ 54,921	\$ 55,918	\$ 56,935	\$ 57,973	\$ 59,031
20	\$ 52,045	\$ 52,985	\$ 53,943	\$ 54,921	\$ 55,918	\$ 56,935	\$ 57,973	\$ 59,031	\$ 60,110
21	\$ 52,985	\$ 53,943	\$ 54,921	\$ 55,918	\$ 56,935	\$ 57,973	\$ 59,031	\$ 60,110	\$ 61,211
22	\$ 53,943	\$ 54,921	\$ 55,918	\$ 56,935	\$ 57,973	\$ 59,031	\$ 60,110	\$ 61,211	\$ 62,334
23	\$ 54,921	\$ 55,918	\$ 56,935	\$ 57,973	\$ 59,031	\$ 60,110	\$ 61,211	\$ 62,334	\$ 63,480
24	\$ 55,918	\$ 56,935	\$ 57,973	\$ 59,031	\$ 60,110	\$ 61,211	\$ 62,334	\$ 63,480	\$ 64,648
25	\$ 56,935	\$ 57,973	\$ 59,031	\$ 60,110	\$ 61,211	\$ 62,334	\$ 63,480	\$ 64,648	\$ 65,840
26	\$ 57,973	\$ 59,031	\$ 60,110	\$ 61,211	\$ 62,334	\$ 63,480	\$ 64,648	\$ 65,840	\$ 67,056
27	\$ 59,031	\$ 60,110	\$ 61,211	\$ 62,334	\$ 63,480	\$ 64,648	\$ 65,840	\$ 67,056	\$ 68,295
28	\$ 60,110	\$ 61,211	\$ 62,334	\$ 63,480	\$ 64,648	\$ 65,840	\$ 67,056	\$ 68,295	\$ 69,560
29	\$ 61,211	\$ 62,334	\$ 63,480	\$ 64,648	\$ 65,840	\$ 67,056	\$ 68,295	\$ 69,560	\$ 70,850
30	\$ 62,334	\$ 63,480	\$ 64,648	\$ 65,840	\$ 67,056	\$ 68,295	\$ 69,560	\$ 70,850	\$ 72,166
31	\$ 63,480	\$ 64,648	\$ 65,840	\$ 67,056	\$ 68,295	\$ 69,560	\$ 70,850	\$ 72,166	\$ 73,508
32	\$ 64,648	\$ 65,840	\$ 67,056	\$ 68,295	\$ 69,560	\$ 70,850	\$ 72,166	\$ 73,508	\$ 74,877
33	\$ 65,840	\$ 67,056	\$ 68,295	\$ 69,560	\$ 70,850	\$ 72,166	\$ 73,508	\$ 74,877	\$ 76,273
34	\$ 67,056	\$ 68,295	\$ 69,560	\$ 70,850	\$ 72,166	\$ 73,508	\$ 74,877	\$ 76,273	\$ 77,698
35	\$ 68,295	\$ 69,560	\$ 70,850	\$ 72,166	\$ 73,508	\$ 74,877	\$ 76,273	\$ 77,698	\$ 79,150
36	\$ 69,560	\$ 70,850	\$ 72,166	\$ 73,508	\$ 74,877	\$ 76,273	\$ 77,698	\$ 79,150	\$ 80,632

## EXTRA-CURRICULAR AND EXTRA DUTY PAY SCHEDULE

<b>Position</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>
Athletic Director	\$ 2,700	\$ 2,781	\$ 2,864
Baseball Head Coach	\$ 1,200	\$ 1,236	\$ 1,273
Basketball Head Coach - Boys	\$ 2,100	\$ 2,163	\$ 2,228
Basketball Head Coach - Girls	\$ 2,100	\$ 2,163	\$ 2,228
Bowling Coach	\$ 900	\$ 927	\$ 955
Cheerleading Head Coach	\$ 1,900	\$ 1,957	\$ 2,016
Christmas Program	\$ 600	\$ 618	\$ 637
Citians Council	\$ 900	\$ 927	\$ 955
Cross Country Head Coach	\$ 1,200	\$ 1,236	\$ 1,273
Math Counts	\$ 600	\$ 618	\$ 637
Scholar Bowl	\$ 1,000	\$ 1,030	\$ 1,061
Softball Head Coach	\$ 1,200	\$ 1,236	\$ 1,273
Special Education Coordinator	\$ 2,700	\$ 2,781	\$ 2,864
Ticket Seller/Scorebook/Scoreboard	\$ 30	\$ 31	\$ 32
Track Head Coach	\$ 1,200	\$ 1,236	\$ 1,273
Volleyball Head Coach	\$ 1,200	\$ 1,236	\$ 1,273
Yearbook	\$ 600	\$ 618	\$ 637