

AGREEMENT BETWEEN
THE SELMAVILLE EDUCATION ASSOCIATION
AND
THE BOARD OF EDUCATION
SELMAVILLE COMMUNITY CONSOLIDATED
SCHOOL DISTRICT NO. 10

2017-2018

2018-2019

2019-2020

2020-2021

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ARTICLE I
RECOGNITION

Section A

The Board of Education of Selmaville Community Consolidated School District No. 10, Salem, Illinois, hereinafter referred to as the “Board,” recognizes the Selmaville Education Association – IEA/NEA, hereinafter referred to as the “Association”, as the exclusive and sole negotiations agent for all regularly employed, certificated, full-time and part-time teaching personnel, hereinafter, referred to as employees, except for the Superintendent, Principals, and substitutes.

Teaching personnel shall mean those employees who are assigned duties requiring an Illinois teaching certificate and who hold such an appropriate certificate.

Part-time bargaining unit members shall receive benefits derived under the terms of this Agreement on a prorated basis consistent with their level of employment.

Section B

The Board agrees not to negotiate with any other employee organization with regard to negotiable items as provided for in this Agreement.

ARTICLE II
EMPLOYEE AND ASSOCIATION RIGHTS

Section A – Right of Representation

When a teacher is required to appear before the Board concerning matters of dismissal or reduction in salary, or official reprimand, the teacher shall have forty-eight (48) hours’ written notice with the reasons clearly stated and may have one (1) representative present.

Section B – Personnel File

A teacher, on at least forty-eight (48) hour advance notice submitted to the Superintendent, shall have the right to review his/her personnel file, with the exceptions of confidential materials. Said review shall take place during regular office hours. The Superintendent shall be present during the review. The teacher shall have the right to attach dissenting comments to any items in the file. The teacher shall have the right to call another Association member into the office when viewing the file. The teacher and his/her representative shall review

the teacher's personnel file during times which will not disrupt the regular and extra-curricular programs. Established copy charges shall be charged for any copies requested by the teacher.

Section C – Board Meetings and Minutes

1. Except for emergency meetings, the Association will be given written notice of regular and special meetings at the same time as Board members and/or news media.
2. A copy of the Board minutes will be placed in the Association President's mailbox within three (3) days after they have been approved by the Board.
3. The Association President shall receive prior to each Board of Education meeting a copy of the Board packet (Agenda, Bills, Open Meeting Minutes of the previous meeting, Treasurer's Report and Activity Fund Report).

Section D – Meetings, Notices and General Information

The local Association may be allowed the following:

1. The use of school buildings for meetings;
2. The use of employee mailboxes and a Superintendent-designated faculty bulletin board for the purpose of internal communications;
3. The use of school equipment (e.g. computers and copy machines).
4. All use of school facilities will be requested of and authorized by the building administrator pursuant to other school activity scheduling; and
5. Any and all costs incurred by the Association will be fully reimbursed to the School district, consistent with charges that would be assessed any group or organization (e.g. paper, janitorial service).
6. All teachers will be given 7 calendar days notice if required to attend a non-school dismissal day or night workshop during the school year or summer. Teacher may waiver the 7 calendar day notice at their own discretion.

Section E – Financial Information

The District will provide the Association one (1) copy annually of the following financial document at no cost:

1. ISBE 50-35 – Annual Financial Report: and
2. ISBE 50-36 – Annual Budget

ARTICLE III

REDUCTION IN FORCE

Section A – Professional Personnel

When the board of Education determines that a reduction in the number of teachers to be employed in the District is necessary, such reductions and recall rights shall be made in compliance with Article 24-12 of the *Illinois School Code* (105 ILCS 5/24/12).

ARTICLE IV

WORKING CONDITIONS

Section A – Duty – Free Lunch

Each teacher will be given a duty-free lunch period equal to the regular school lunch period, but not less than thirty (30) minutes.

Section B – Preparation Periods

Each teacher will be provided the equivalent of five (5) thirty (30) minutes of planning periods per week. The Board reserves the right to reduce or eliminate planning periods should financial conditions require.

If the administration requires a teacher to teach during his/her regularly scheduled preparation period, (times when a specialist teacher is teaching), not leaving him/her with the five (5) thirty (30) minutes of planning periods per week as stated above –becoming an internal sub during a preparation period, the teacher will be paid Eighteen and 00/100 Dollars-(\$18.00). If the preparation period is longer than thirty (30) minutes, the teacher will be paid Twenty One and 00/100 Dollars (21.00).

Section C – Extra – Curricular Assignments (Appendix B)

1. All Vacancies listed in Appendix B (Extra-Curricular Pay Schedule) will be posted in each teacher's workroom.
2. The Extra-Duty stipends apply to bargaining unit members. If no volunteer acceptable to the Board of Education is hired, the Board may pay less than the Extra-Curricular pay schedule amounts, but no more.

The Board shall first ask for teacher volunteers to work school-related duties. Should sufficient number of teachers not volunteer, teachers shall be assigned such duties on a rotating basis.

Section D – School Calendar

1. Prior to meeting with area Superintendents, the District Superintendent will consult with a committee of the Association concerning the school calendar. The Board will adopt the final calendar. Teacher responsibility days will not exceed one hundred eighty (180) days.
2. On early dismissal days, students will be dismissed at 2:30 p.m. On half day in-service days, students will be dismissed at 11:30 a.m.

Section E – District Wide Faculty Meetings

District wide teachers' meetings will be held with dates to be determined by the Superintendent. Students will be released at 2:30 p.m. or 11:30 a.m. for these days, and teachers will be dismissed no later than 4:00 p.m.

Section F – Parent Teacher Conferences

Parent teacher conferences will be held at times determined by the building administrator after consulting with the Association, as long as not to exceed the number of hours in a normal school day.

Section G – Teacher Assignments

The daily tentative schedule, along with tentative teacher assignments, will be developed between the faculty and administration. The tentative schedule with teacher assignments will be available three (3) working days after the completion of student pre-registration. If agreement cannot be reached on the tentative schedule or tentative assignments, the final decision regarding such assignments or schedule rests with the Superintendent of school. In the event of an emergency change, the employee shall be notified as early as possible.

Section H – Meeting with Superintendent

The Superintendent will meet with one representative on a monthly basis to discuss issues of mutual concern. The agenda will be mutually agreed to by both parties prior to the meeting. It is expressly noted that the purpose of the meeting is to discuss items of mutual concern and not for the purposes of negotiations. The Superintendent will report the content of the meeting to the School Board.

Section I – Detention Hall

After school detention duty will be paid twenty one dollars and 00/100 (\$21) for the first forty-five (45) minutes. Any time after the first forty-five (45) minutes will be paid at a rate of ten dollars and 00/100 (\$10) per thirty (30) minutes.

ARTICLE V

TEACHER EVALUATION

The Board shall maintain in cooperation with the Association the state-mandated performance evaluation plan for teachers in contractual, continued service. Procedural aspects shall be cooperatively developed and agreed upon. Standards of Performance will be shared with the Association's representatives in order to ensure understanding. A committee of representatives from both parties shall be convened on an as needed basis to review and to reach agreement on procedural changes and to receive information from the administration regarding changes in the Standards of Performance.

ARTICLE VI

LEAVES

Section A – Personal Leave

All professional staff shall be entitled to three (3) personal leave days per school year. These days may be used for any situation not covered under other leave provisions.

The use of these days are subject to the following conditions.

1. Unused personal leave days shall be added to accumulated sick leave.
2. No reason need be given if five (5) days' prior notice is given.
3. With less than five (5) days notice, written reason must be given to the Principal.
4. Teachers shall be allowed to use personal leave days before or after a holiday excluding Labor Day, Thanksgiving, Christmas, Spring Break, and Memorial Day.
5. Such personal leave may not be used in increments of less than one-half (1/2) day at a time, and
6. No more than two (2) teachers may be granted personal leave on the same day subject to order of request.
7. Personal leave days shall not be used during the last two (2) weeks of school without one (1) months prior notice.

Section B – Sick Leave

1. Teachers shall be entitled to twelve (12) sick leaves per school year.
2. The Board shall follow the School Code on all other privileges regarding sick leave.
3. Unused sick leave shall accumulate up to a maximum of three hundred and forty days (340).

Section C – Leaves of Absence

1. Leaves of absence without pay may be granted to tenured employees who have rendered satisfactory service to the District and who desire to return to employment in a similar capacity at a time mutually consistent with the needs and the District as determined by the Board.
2. Each approved leave of absence shall be of the shortest possible duration required to meet the purpose of the leave consistent with a reasonable continuity of instruction for students. Leaves of absences without pay for not more than one (1) year may be granted to tenured teachers according to the following conditions.
 - a. Written requests for leaves of absence without pay should be made at least ninety (90) days before the leave is desired, subject to approval of the Board.
 - b. Dates of departure and return must be acceptable to the administration and determined prior to initiating the request; and
 - c. The employee shall inform the Superintendent of his/her intent to return to a similar position not later than March 1.

Section D – Leave Compensation

No accumulation of seniority will accrue on an unpaid leave, but such leave will not constitute a break in service to the District. The employee may return to a comparable position if such position is available at that time. Those employees on unpaid leaves may submit a written request to the Board to continue participation in the group insurance program. Such participation will be fully paid for by the employee prior to the receipt of such services, on an annual basis.

ARTICLE VII

EMPLOYEE COMPENSATION AND FRINGE BENEFITS

Section A – Salary Schedule Experience Credit

A teacher will be given one-half (1/2) year's credit for working full time for more than ninety (90) days but less than one hundred eighty (180) school days per year.

Section B – Salary Schedules

See Appendix A

Section C – Pay Period

The employee will have twenty four (24) equal paychecks beginning in September of each school year. Pay dates will be on the 15th and 30th of each month. If the pay date falls on a Saturday, Sunday or nonworking holiday, the employee will receive said paycheck on the previous work day.

Section D – Insurance/Cash Option

1. Amount of Board Contribution

Teachers employed by the District , five (5) or more clock hours per day will be provided hospitalization, major medical, term life insurance and dental insurance in the amount of seven hundred sixty five dollars (\$765) per month for twelve months for a total of \$9,180 for the 2017-2018 school year, eight hundred (\$800) per month for twelve months for a total of \$9,600 for the 2018-2019 school year, eight hundred thirty five (\$835) per month for twelve months for a total of \$10,020 for the 2019-2020 school year and eight hundred seventy dollars (\$870) per month for twelve months for a total of \$10,440 for the 2020-2021 school year toward the cost of the insurance plan.

2. Eligibility of Employees

All questions concerning the eligibility in the District's insurance program shall be determined by the insurance carrier.

3. Salary Option in Lieu of Insurance Program

For an employee who elects not to participate in the District's group insurance plan, that employee will receive seven hundred sixty five dollars (\$765) per month for twelve months for a total of \$9,180 for the 2017-2018 school year, eight hundred (\$800) per month for twelve months for a total of \$9,600 for the

2018-2019 school year, eight hundred thirty five (\$835) per month for twelve months for a total of \$10,020 for the 2019-2020 school year and eight hundred seventy dollars (\$870) per month for twelve months for a total of \$10,440 for the 2020-2021 school year. In order for an employee to receive salary in lieu of the insurance option, the employee must notify the District's office by August 1st of each year. Once the employee selects either insurance or the cash option, he/she shall not be allowed to change the option for the remainder of the school year.

4. Teacher Retirement Requirements

For Teacher Retirement System purposes, the option to select the salary renders the entire amount of the cash option to be deemed income to all employees who select health insurance as well as those who have the option to select the cash option. Thus, any amount owed the Illinois Teacher Retirement System for the Board's compliance with this Article shall be borne by the individual employee.

Section E – Teacher Retirement

According to authority granted by the Pension Reform Act of 1974, Section 414(h)(2) of the Internal Revenue Code, the Board agrees to pay out of the salary schedule the current employee contribution rate according to TRS (at the time of this contract the rate was nine percent - 9%) of each employee's gross salary to the Teacher Retirement System on behalf of each teacher as a tax-sheltered direct contribution.

Should any of the above be declared improper by an IRS ruling or opinion or by a court of competent jurisdiction, the clause or portion thereof shall be deleted to the extent that it violates the ruling or opinion.

Section F – Mileage Reimbursement

Teachers will be reimbursed for mileage for assigned District travel at the IRS rate effective July 1st before each school year. Payments shall be made monthly from travel vouchers submitted.

Section G – Professional Growth

Teachers who earn credit in graduate courses may advance horizontally on the salary schedule provided the following requirements have been met:

1. The teacher shall present a written request for course subject approval to the Superintendent in advance; however, in situations where a teacher is required to teach a new course or in a new area without prior notice, the "in advance"

criterion will be waived, providing the unapproved course is determined pertinent by the Superintendent to the new class or subject area.

2. The Superintendent may accept or reject a course for any or all the following reasons:
 - a. Its pertinence to the area of education; and
 - b. Its relevance to subject(s) taught.
3. When a written request for course subject approval is submitted to the Superintendent, said request shall be granted or rejected within ten (10) days of its submission. If the request is rejected, the Superintendent shall notify the teacher in writing of the reasons for the rejection.
4. The acceptance or rejection of a course shall not be subject to the Grievance Procedure.
5. Once advance approval for the course is given and the course is completed, the following conditions must be met prior to the teacher receiving the appropriate salary schedule placement:
 - a. All hours must be earned at an accredited institution of higher learning; and
 - b. Satisfactory completion of a course must be demonstrated by either a grade card or other writing bearing the course instructor's signature submitted to the Superintendent by September 1st. Satisfactory completion of the course will be defined by a grade of A or B in order to acquire reimbursement. If letter grades are not given, pass or satisfactory will be accepted for reimbursement. An official transcript from the institution demonstrating successful completion must be on file in the District's Administrative Office as soon as it becomes available.
6. Teachers shall be advanced at the appropriate earned step on the salary schedule only at the beginning of the academic year.
7. For graduate hours that meet the requirement above and taken in conjunction with the teacher meeting the recertification requirements, the District will reimburse the teacher up to one hundred seventy five and 00/100 dollars (\$175.00) per credit hour. The maximum the District will reimburse a teacher in a fiscal year is for eight (8) semester hours of credit. The total amount the district will reimburse in a fiscal year is \$2800. In order for the teacher to receive reimbursement, he/she must present a copy of his/her personal check used to pay for the class along with a grade card showing successful completion of the course.
8. Reimbursement schedule if the employee leaves the district after receiving professional growth incentive reimbursement money:

- Full reimbursement of Professional Growth money if the employee leaves the district the year after the reimbursement occurred.
- 75% reimbursement to the school for Professional Growth money received if the employee leaves one year after reimbursement.
- 50% reimbursement to the school for Professional Growth money received if the employee leaves two years after reimbursement.
- 25% reimbursement to the school for Professional Growth money received if the employee leaves three years after reimbursement.

Section H – Retirement Incentive

Eligibility

To be eligible for any of the following Plans, an employee must meet the following requirements:

1. Be an employee with at least fifteen (15) years of teaching experience in the Selmaville School District; and
2. Be at least sixty (60) years of age by the last day of service in the District; or
3. Be at least fifty-five (55) years of age with thirty-five (35) years of creditable service as defined by the Illinois Teacher Retirement System by the last day of service in the District.

The District may require proof of eligibility.

Definitions

For purposes of this Article, TRS creditable compensation (earnings) include (but are not limited to):

- Salary for regular contractual teaching duties
- Wages for substitute teaching
- Wages for homebound teaching or tutoring
- Earnings for extra duties performed that relate to teaching or supervision of students, and other assignments related to the academic program
- Earnings for summer school
- Bonuses
- Contributions to qualified plans eligible for tax-deferral under the Internal Revenue Code, Sections 401(a), 403(b), and 457(b)
- Contributions to flexible benefit plans
- Salary or back wage payments resulting from contract buy-outs, labor litigation, and settlement agreements

Two Year Plan

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

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2006, stating he/she will retire on June 30, 2008. The employee's TRS creditable earnings for the 2005-2006 school year were \$40,000.00. The employee's TRS creditable earnings for the 2006-2007 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2007-2008 school year will be \$44,944.00 (i.e., $\$42,400 \times 1.06 = \$44,944.00$).

Three Year Plan

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

Example: An employee gives his/her irrevocable letter of retirement prior to May 1, 2006, stating he/she will retire on June 30, 2009. The employee's TRS creditable earnings for the 2005-2006 school year were \$40,000.00. The employee's TRS creditable earnings for the 2006-2007 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 = \$42,400.00$). The employee's TRS creditable earnings for the 2007-2008 school year will be \$44,944.00 (i.e., $\$42,400 \times 1.06 = \$44,944.00$). The employee's TRS creditable earnings for the 2008-2009 school year will be \$47,640.64 (i.e., $\$44,944.00 \times 1.06 = \$47,640.64$).

Miscellaneous

Once an irrevocable letter of retirement is submitted, the employee will not be assigned any additional extra-duties or TRS reportable duties not currently being performed without the consent of the employee.

If after submitting an irrevocable letter of retirement, the employee resigns from or is removed from duties for which the employee was compensated the previous year (i.e., Schedule B, extended contract and/or stipends), the employee's TRS creditable earnings will be adjusted accordingly.

Example: The employee's TRS creditable earnings from the 2005-2006 school year were \$43,000.00, of which \$3,000.00 was compensation for coaching basketball in 2005-2006. Under the employee's retirement plan, he/she would be scheduled to receive \$45,580.00 TRS creditable earnings for the 2006-2007 school year (i.e., $\$43,000.00 \times 1.06 = \$45,580.00$). However, the employee resigns from his/her coaching position before the start of the 2006-2007 school year. The employee's TRS creditable earnings for the 2006-2007 school year will be \$42,400.00 (i.e., $\$40,000.00 \times 1.06 - \$42,400.00$) rather than \$45,580.00.

In the event an employee has submitted his/her timely irrevocable letter of retirement but fails to meet the eligibility requirements because of illness or life changing circumstances, the Board, in its sole discretion, may allow the employee to rescind his/her letter or retirement, provided the employee returns to the Board any TRS creditable earnings paid to the employee in excess of the amount the employee would otherwise have received under the salary schedule for such year(s) in which the creditable earnings were paid.

If legislation is enacted and/or administrative rules are adopted during the life of this agreement that result in a greater cost to the District than the costs generated by this agreement, the provisions relating to such benefits shall be null and void.

Section I – Attendance Incentive

For certified staff members who use no sick nor personal days during the school year, that individual will received a \$300 stipend at the conclusion of the school year. For certified staff members who use only use either one sick or personal day during the school year, that individual will be entitled to a \$150 stipend at the conclusion of the school year.

ARTICLE VIII

GRIEVANCE PROCEDURE

Section A – Definitions

Any claim by a teacher or the Association that there has been an alleged violation of the terms of this Agreement.

Section B – Time Limits

All time limits shall consist of school days; except when a grievance is submitted fewer than ten (10) days before the close of the current school term, time limits shall consist of all weekdays.

Section C – Statement of Basic Principles

1. No reprisals shall be taken by the Board or the administration against an employee because of participation in a grievance.
2. A grievance may be withdrawn at any level without establishing a precedent.
3. Time Bar – Failure of a teacher or the Association to act on any grievance within the prescribed time limits will bar any further appeal. If no written decision has been rendered within the prescribed time limit, then the grievance will proceed to the next step.
4. Class Grievance – Class grievances involving one (1) or more teachers or one (1) or more supervisors may be initially filed by the Association at Section D, Step 2.
5. Filing of Materials – All records related to a grievance shall be filed separately from the personnel files of the employees.

Section D – Procedures

Informal Step: An attempt shall be made by grievant to resolve any grievance by an informal verbal discussion between the grievant and his/her immediate supervisor. If, however, such informal processes fail to satisfy the grievant, a grievance may be processed as follows:

1. The grievant shall present the grievance in writing within fifteen (15) days of the alleged Contract violation or the date the teacher should have had knowledge of said violation specifying the article and clause alleged to have been violated and stating the remedy sought, to the supervisor immediately involved, who will arrange for a meeting to take place within five (5) days after receipt of the grievance. The supervisor shall provide a written answer to the grievant within ten (10) days after the meeting. If the immediate supervisor is also the Superintendent, Step 1 shall be bypassed.
2. If the grievant is not satisfied with the disposition of the grievance at Section D, Step 1, the grievant may refer the grievance in writing to the Superintendent within five (5) days after the receipt of the Section D, Step 1 answer. The Superintendent shall arrange for a meeting to take place with the grievant and a local Association representative within ten (10) days of his/her receipt of grievance. The Superintendent shall provide a written answer to the grievance within ten (10) days after the meeting.

3. If the grievant is not satisfied with the disposition of the grievance at Section D, Step 2 the grievant may submit the grievance to the Board for a determination. The Board shall allow the grievant and an Association representative to present his/her case to the Board at the next regularly scheduled Board meeting, provided the Board has at least ten (10) days' notice of the appeal before such regularly scheduled Board meeting. If an appeal to the Board is not filed within fifteen (15) days of the Section D, Step 2 answer, then the grievance shall be deemed withdrawn.
4. If the Association is not satisfied with the disposition of the Grievance at Section D, Step 3 or twenty (20) days pass without the issuance of the Board's written reply after said Board meeting, the Association may submit the grievance to final and binding arbitration under the Voluntary Labor Arbitration Rules of the American Arbitration Association which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within thirty (30) days of the date for the Section D, Step 3 decision, then the grievance shall be deemed withdrawn.
 - a. Neither the Board nor the grievant shall be permitted to assert any grounds or evidence before the arbitrator which has not been previously disclosed to the other party.
 - b. The arbitrator, in his/her opinion, shall not amend, modify, nullify, ignore or add to the provisions of the Agreement. His/her authority shall be strictly limited to deciding only the issues presented to him/her in writing by the School District and the grievant, and his/her interpretation or application of the express relevant language of the Agreement.
 - c. Each party shall bear the full costs for its representation in the grievance procedure.
 - d. If either party requests a transcript of the proceedings, that party shall bear full costs for that transcript. If both parties order a transcript, that party shall bear the costs of the transcript. If both parties request a copy of the transcript, the cost of the two (2) transcripts shall be equally shared between the Board and the grievant. If both parties request postponement, they shall share equally any per diem costs, if any, assessed by the arbitrator.
 - e. Each party shall equally share the cost of the arbitrator and the AAA.
 - f. By mutual agreement of both parties, at Section D, Steps 1 – 3, the grievance shall bypass to the next step of the grievance process.
 - g. Should the arbitration hearing require that a teacher be released from a class assignment, the Superintendent will make every effort to make

suitable arrangements. If such cannot be arranged, the bargaining unit member shall use personal leave or the Association shall pay the cost of the substitute.

ARTICLE IX

NEGOTIATIONS PROCEDURE

Section A

Each party shall select its own representative and will not exceed five (5) in number at any given session.

Section B

Both parties agree that it is their mutual responsibility to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, make counterproposals and to seek tentative agreements. Tentative agreements shall be reduced to writing and initialed by the spokesperson of the respective team at the meeting the tentative agreement is reached; and upon final agreement, the entire Contract shall be submitted to the Association for ratification and subsequently to the Board for action.

Section C

After March 1st of any year in which the Agreement is to terminate, either party may initiate negotiations on a successor Agreement by serving notice to the other. Negotiations must begin within sixty (60) days of such notice. All items proposed shall be presented in writing at the first bargaining session and thereafter shall not be expanded.

Section D

Bargaining sessions shall be closed to the public. Neither party shall issue public statements regarding negotiations until either part declares impasse. Dates of meetings shall be determined by mutual agreement. Meetings will not last longer than three (3) hours, except that either part may adjourn a meeting earlier if progress is not being made. The parties may mutually agree to extend a meeting.

Section E

If either party declares impasse, the Federal Mediation and Conciliation Service shall be used for mediation purposes.

ARTICLE X

DURATION AND RELATED TECHNICAL CLAUSES

Section A – No Strike

During the terms of the Agreement, employees represented by the Association agree not to strike, or engage in or support or encourage any concerted refusal by all certificated teaching employees to render full and complete services in the School District.

Section B – 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. In a multi-year Contract, the article, section or clause that has been declared illegal shall be reopened to negotiation during the term of the current Contract, unless it is declared illegal during the final year of the Contract. The remaining articles, sections and clauses shall remain in full force and effect. Should any additional modification or change be made in this Agreement, it shall be necessary that the parties mutually agree in writing.

Section C – Duration

This Agreement shall be effective as of August 1, 2017, and shall continue in effect until August 1, 2021.

This Agreement is signed on the 19th day of June, 2017.

In witness thereof:

FOR THE SELMAVILLE EDUCATION
ASSOCIATION

FOR THE BOARD OF EDUCATION
SELMAVILLE C.C.S.D. 10

President

President

Secretary

Secretary

Starting
Salary
Vertical
Increment
Horizontal
Increment

30,250
\$1,020
\$595

2017-2018

Step	B.S./B.A.		B.S.		M.A./M.S.		M.A.	
	B.S. +8	+16	+24	M.A. +8	+16	+24		
1	30,250	30,845	31,440	32,035	32,630	33,225	33,820	34,415
2	31,270	31,865	32,460	33,055	33,650	34,245	34,840	35,435
3	32,290	32,885	33,480	34,075	34,670	35,265	35,860	36,455
4	33,310	33,905	34,500	35,095	35,690	36,285	36,880	37,475
5	34,330	34,925	35,520	36,115	36,710	37,305	37,900	38,495
6	35,350	35,945	36,540	37,135	37,730	38,325	38,920	39,515
7	36,370	36,965	37,560	38,155	38,750	39,345	39,940	40,535
8	37,390	37,985	38,580	39,175	39,770	40,365	40,960	41,555
9	38,410	39,005	39,600	40,195	40,790	41,385	41,980	42,575
10	39,430	40,025	40,620	41,215	41,810	42,405	43,000	43,595
11	40,450	41,045	41,640	42,235	42,830	43,425	44,020	44,615
12	41,470	42,065	42,660	43,255	43,850	44,445	45,040	45,635
13	42,490	43,085	43,680	44,275	44,870	45,465	46,060	46,655
14	43,510	44,105	44,700	45,295	45,890	46,485	47,080	47,675
15	44,530	45,125	45,720	46,315	46,910	47,505	48,100	48,695
16	45,550	46,145	46,740	47,335	47,930	48,525	49,120	49,715
17	46,570	47,165	47,760	48,355	48,950	49,545	50,140	50,735
18	47,590	48,185	48,780	49,375	49,970	50,565	51,160	51,755
19	48,610	49,205	49,800	50,395	50,990	51,585	52,180	52,775
20	49,630	50,225	50,820	51,415	52,010	52,605	53,200	53,795
21	50,650	51,245	51,840	52,435	53,030	53,625	54,220	54,815
22	51,670	52,265	52,860	53,455	54,050	54,645	55,240	55,835
23	52,690	53,285	53,880	54,475	55,070	55,665	56,260	56,855
24	53,710	54,305	54,900	55,495	56,090	56,685	57,280	57,875
				56,515	57,110	57,705	58,300	58,895
								59,915

* The step numbers do not indicate years of seniority nor years of creditable service toward Teacher Retirement Service Credit

Starting
Salary
Vertical
Increment
Horizontal
Increment

30,250
\$1,020
\$595

2018-2019

Step	B.S./B.A.		B.S.		M.A./M.S.		M.A.	
	B.S. +8	+16	+24	M.A. +8	+16	+24		
1	30,250	30,845	31,440	32,035	32,630	33,225	33,820	34,415
2	31,270	31,865	32,460	33,055	33,650	34,245	34,840	35,435
3	32,290	32,885	33,480	34,075	34,670	35,265	35,860	36,455
4	33,310	33,905	34,500	35,095	35,690	36,285	36,880	37,475
5	34,330	34,925	35,520	36,115	36,710	37,305	37,900	38,495
6	35,350	35,945	36,540	37,135	37,730	38,325	38,920	39,515
7	36,370	36,965	37,560	38,155	38,750	39,345	39,940	40,535
8	37,390	37,985	38,580	39,175	39,770	40,365	40,960	41,555
9	38,410	39,005	39,600	40,195	40,790	41,385	41,980	42,575
10	39,430	40,025	40,620	41,215	41,810	42,405	43,000	43,595
11	40,450	41,045	41,640	42,235	42,830	43,425	44,020	44,615
12	41,470	42,065	42,660	43,255	43,850	44,445	45,040	45,635
13	42,490	43,085	43,680	44,275	44,870	45,465	46,060	46,655
14	43,510	44,105	44,700	45,295	45,890	46,485	47,080	47,675
15	44,530	45,125	45,720	46,315	46,910	47,505	48,100	48,695
16	45,550	46,145	46,740	47,335	47,930	48,525	49,120	49,715
17	46,570	47,165	47,760	48,355	48,950	49,545	50,140	50,735
18	47,590	48,185	48,780	49,375	49,970	50,565	51,160	51,755
19	48,610	49,205	49,800	50,395	50,990	51,585	52,180	52,775
20	49,630	50,225	50,820	51,415	52,010	52,605	53,200	53,795
21	50,650	51,245	51,840	52,435	53,030	53,625	54,220	54,815
22	51,670	52,265	52,860	53,455	54,050	54,645	55,240	55,835
23	52,690	53,285	53,880	54,475	55,070	55,665	56,260	56,855
24	53,710	54,305	54,900	55,495	56,090	56,685	57,280	57,875
				56,515	57,110	57,705	58,300	58,895
								59,915

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Starting
Salary
Vertical
Increment
Horizontal
Increment

30,250
\$1,020
\$595

2019-2020

Step	B.S.		B.S.		M.A.		M.A.	
	B.S./B.A.	B.S. +8	+16	+24	M.A./M.S.	M.A. +8	+16	+24
1	30,250	30,845	31,440	32,035	32,630	33,225	33,820	34,415
2	31,270	31,865	32,460	33,055	33,650	34,245	34,840	35,435
3	32,290	32,885	33,480	34,075	34,670	35,265	35,860	36,455
4	33,310	33,905	34,500	35,095	35,690	36,285	36,880	37,475
5	34,330	34,925	35,520	36,115	36,710	37,305	37,900	38,495
6	35,350	35,945	36,540	37,135	37,730	38,325	38,920	39,515
7	36,370	36,965	37,560	38,155	38,750	39,345	39,940	40,535
8	37,390	37,985	38,580	39,175	39,770	40,365	40,960	41,555
9	38,410	39,005	39,600	40,195	40,790	41,385	41,980	42,575
10	39,430	40,025	40,620	41,215	41,810	42,405	43,000	43,595
11	40,450	41,045	41,640	42,235	42,830	43,425	44,020	44,615
12	41,470	42,065	42,660	43,255	43,850	44,445	45,040	45,635
13	42,490	43,085	43,680	44,275	44,870	45,465	46,060	46,655
14	43,510	44,105	44,700	45,295	45,890	46,485	47,080	47,675
15	44,530	45,125	45,720	46,315	46,910	47,505	48,100	48,695
16	45,550	46,145	46,740	47,335	47,930	48,525	49,120	49,715
17	46,570	47,165	47,760	48,355	48,950	49,545	50,140	50,735
18	47,590	48,185	48,780	49,375	49,970	50,565	51,160	51,755
19	48,610	49,205	49,800	50,395	50,990	51,585	52,180	52,775
20	49,630	50,225	50,820	51,415	52,010	52,605	53,200	53,795
21	50,650	51,245	51,840	52,435	53,030	53,625	54,220	54,815
22	51,670	52,265	52,860	53,455	54,050	54,645	55,240	55,835
23	52,690	53,285	53,880	54,475	55,070	55,665	56,260	56,855
24	53,710	54,305	54,900	55,495	56,090	56,685	57,280	57,875
				56,515	57,110	57,705	58,300	58,895
								59,915

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Starting Salary 30,250
 Vertical Increment \$1,020
 Horizontal Increment \$595

2020-2021

Step	B.S./B.A.	B.S. +8	B.S.	B.S.	M.A./M.S.	M.A. +8	M.A.	M.A.
			+16	+24			+16	+24
1	30,250	30,845	31,440	32,035	32,630	33,225	33,820	34,415
2	31,270	31,865	32,460	33,055	33,650	34,245	34,840	35,435
3	32,290	32,885	33,480	34,075	34,670	35,265	35,860	36,455
4	33,310	33,905	34,500	35,095	35,690	36,285	36,880	37,475
5	34,330	34,925	35,520	36,115	36,710	37,305	37,900	38,495
6	35,350	35,945	36,540	37,135	37,730	38,325	38,920	39,515
7	36,370	36,965	37,560	38,155	38,750	39,345	39,940	40,535
8	37,390	37,985	38,580	39,175	39,770	40,365	40,960	41,555
9	38,410	39,005	39,600	40,195	40,790	41,385	41,980	42,575
10	39,430	40,025	40,620	41,215	41,810	42,405	43,000	43,595
11	40,450	41,045	41,640	42,235	42,830	43,425	44,020	44,615
12	41,470	42,065	42,660	43,255	43,850	44,445	45,040	45,635
13	42,490	43,085	43,680	44,275	44,870	45,465	46,060	46,655
14	43,510	44,105	44,700	45,295	45,890	46,485	47,080	47,675
15	44,530	45,125	45,720	46,315	46,910	47,505	48,100	48,695
16	45,550	46,145	46,740	47,335	47,930	48,525	49,120	49,715
17	46,570	47,165	47,760	48,355	48,950	49,545	50,140	50,735
18	47,590	48,185	48,780	49,375	49,970	50,565	51,160	51,755
19	48,610	49,205	49,800	50,395	50,990	51,585	52,180	52,775
20	49,630	50,225	50,820	51,415	52,010	52,605	53,200	53,795
21	50,650	51,245	51,840	52,435	53,030	53,625	54,220	54,815
22	51,670	52,265	52,860	53,455	54,050	54,645	55,240	55,835
23	52,690	53,285	53,880	54,475	55,070	55,665	56,260	56,855
24	53,710	54,305	54,900	55,495	56,090	56,685	57,280	57,875
				56,515	57,110	57,705	58,300	58,895
								59,915

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Appendix B

2017-18 2018-19 2019-20 2020-21

Extra-Curricular Pay Schedule

Athletic Director	2680	2710	2740	2770
Cross Country Coach	1155	1185	1215	1245
Cross Country Coach - Asst.	577.5	592.5	607.5	622.5
Baseball Coach	880	910	940	970
Softball Coach	880	910	940	970
Basketball Coach - Boy's	2255	2285	2315	2345
Basketball Coach - Boy's Asst.	1127.5	1142.5	1157.5	1172.5
Basketball Coach - Girl's	2255	2285	2315	2345
Basketball Coach - Girl's Asst.	1127.5	1142.5	1157.5	1172.5
Cheerleading Coach	1730	1760	1790	1820
Volleyball Coach	1655	1685	1715	1745
Volleyball Coach - Asst.	827.5	842.5	857.5	872.5
Bowling	880	910	940	970
Scholar Bowl Coach	1530	1560	1590	1620
Scholar Bowl Moderator	25	25	25	25
Scholar Bowl Scorekeeper	25	25	25	25
Math Counts	220	220	220	220
Track Coach	1305	1335	1365	1395
Track Coach - Asst.	652.5	667.5	682.5	697.5
Extra Music Curriculum	1630	1660	1690	1720
Jr. Beta	1230	1260	1290	1320
Ticket Takers - (SEA members only)	35	35	35	35
Tutoring (per hour)	25	25	25	25
Extended School Day Field Trip Chaperone	(\$21 per hour not to exceed \$84)			

- A.) All coaches and assistant coaches will be approved on a yearly basis
- B.) Assistant coaches may be relieved of duties at the beginning of any year under this contract based upon availability of funds to support the position.
- C.) Any opening will be posted for qualified SEA members first.
- D.) The above stipends apply to bargaining unit members. If no one volunteers and the Board hires someone outside the bargaining unit, the Board may pay less than the above listed amount.