**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN THE**

**AKIN C.C. DISTRICT #91 BOARD OF EDUCATION**

**AND**

**THE AKIN COUNCIL OF TEACHERS LOCAL NO. 6122**

 **2017-2018 and 2018-2019 School Years**

**TABLE OF CONTENTS**

Article I - Duration and Renegotiation. . . . . . . . . . . . . . . 1

Article II - Discrimination . . . . . . . . . . . . . . . . . . . . 1

Article III - Rights, Communication and Dues . . . . . . . . . . . . . 1

Article IV - Grievance Procedure . . . . . . . . . . . . . . . . . . 2

Article V - Duties, Working Conditions and Protection . . . . . . . . . . . 4

Article VI - Promotion, Transfer and Job Elimination. . . . . . . . . . . 6

Article VII - Welfare Benefits and Leave . . . . . . . . . . . . . . 7

Article VIII - Board Rights . . . . . . . . . . . . . . . . . . . 9

Article IX - Salary Schedules . . . . . . . . . . . . . . . . . . . 9

Article X - Students Concerns and Protection . . . . . . . . . . . . . . 9

Salary Schedules. . . . . . . . . . . . . . . . . . . . . . 11-13

This Agreement is signed on the day of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 20\_\_\_\_, between the Akin C.C. School District #91 Board of Education (The “Board”) and the Akin Council of Teachers, Local No., 6122, AFL-CIO, (The “Union”).

This Agreement recognizes that the Board and the Union as professional parties to the education of the Akin District children will communicate on matters of educational policy, implementation, and interpretation of this Agreement.

This Agreement is formalized after considerable negotiation between the Board and the Union.

It is hereby agreed as follows:

#### ARTICLE I - DURATION AND RENEGOTIATION

A. This Agreement is in force from the date of its signing through June 30, 2019, or until replaced by a new Agreement.

1. Negotiations between the Union and the Board will begin no later than June, 2019.

2. Neither the Board nor the Union will violate this Agreement.

B. Any provision of this Agreement, which may be found contrary to law, is void. This shall not affect the other provisions of this Agreement.

C. Neither the Union nor any of the agents or members will assist in or participate in strikes, sanctions, slow-downs, or any concerted effort which shall interfere with, impede or impair the normal operation of the school or schools in the district during the term of this agreement.

#### ARTICLE II - DISCRIMINATION

Neither the Board nor the Union shall discriminate by reason of race, creed, color, ancestry, national origin, religion, sex, marital status, age, handicap, or unfavorable discharge from Military service.

#### ARTICLE III - RIGHTS, COMMUNICATION AND DUES

A. The Board recognizes the Union as the exclusive bargaining agent for all full-time certified personnel and all non-certified employees. Excluded: The Superintendent and the positions of Superintendent’s secretary, treasurer/bookkeeper, as well as all others excluded under the act.

1. The Union will be provided copies of Board minutes, public financial records, newsletters, and notice of all meetings monthly on a timely basis. The Union will also have input into teacher workshops and in-service topics.

C. FAIR SHARE: All employees covered by this Agreement who are not members of the Union, and so long as they remain non-members of the Union, shall pay to the Union each month their fair share of the costs of the services rendered by the Union that are chargeable to non-members under state and federal law. The Board and the Union shall cooperate in the implementation of this article. The Union shall hold the Board harmless in the case of legal dispute over this article.

#### ARTICLE IV - GRIEVANCE PROCEDURE

A. Definition: A grievance shall mean a complaint:

1. That there has been alleged violation, or misinterpretation of any provision of this Agreement and/or policy of this school district; or

2. That an employee, a group of employees or union has been treated in an arbitrary and capricious manner.

B. Statement of Basic Principles:

1. Every employee shall have the right to present grievances.
2. All discussions are confidential during procedural stages of a grievance.

 3. An employee who participates in a grievance procedure shall not be subject to discipline or reprisals.

 4. The administration shall take action promptly on grievances.

 5. The employee has the right to be present and to be represented and to present any witnesses or documents in his behalf at any or all stages of the procedure.

 6. Hearings and conferences held under this procedure shall be conducted at a time and place, which will afford a fair and reasonable opportunity for all persons including witnesses entitled to be present to attend. When such hearings are held during school hours employees whose presence is required shall be excused with pay.

 7. No grievance will be suspended or delayed by summer vacation.

 8. All time lines may be extended by Agreement of both parties.

C. Every employee, whether a member of the Union or not, shall have a right to present a grievance with or without union representation. If representation is requested, it shall be limited to one representative of the Union in the first two steps.

D. Procedures:

 1. First Step

The aggrieved shall present the grievance in writing to the Superintendent within thirty working days after the occurrence of the event giving rise to the grievance.

The written grievance shall state the following:

(a) The nature of the grievance

(b) The specific clause of this agreement violated

(c) The remedy requested

Within five working days after filing, a meeting with the superintendent will be held to resolve the issue.

The Superintendent shall answer the grievance within ten working days after this meeting. Copies of the written answer shall be sent to the Board and the aggrieved.

If these time lines are not followed, the grievance automatically goes to Step Two.

2. Second Step

If the grievance has not satisfactorily been resolved at the first step, the Board shall have fifteen working days following the receipt of the answer of the Superintendent to arrange for a meeting between the Board, the aggrieved and his representative. This meeting shall be at the Board’s option and shall be held within thirty calendar days of the receipt of the Superintendent’s answer. The Board shall supply their answer in writing within fifteen working days of said meeting. If the Board chooses not to exercise its option or if the grievance is not satisfactorily resolved as a result of the meeting with the Board, there shall be available a third step of impartial arbitration. The aggrieved and the Union shall be notified in five working days of the Board’s choice not to exercise its option.

3. Third Step

In the event the matter is not resolved at the Board level, the aggrieved may seek binding arbitration. The arbitrator shall be selected from a list of five

Arbitrators supplied from the American Arbitration Association. Either party shall have the right to reject the entire list and request a new list. Within five working days following receipt of the list, the parties will meet and alternately strike one name at a time from the list until only one name shall remain, and that one shall be the arbitrator. The arbitrator shall not have the right to amend, modify, nullify, ignore or add to the provisions of this Agreement. His authority shall be strictly limited to deciding only the issue presented to him in writing by the Board and the aggrieved. His decision must be based solely upon his interpretation of the meaning or application of the express relevant language of the Agreement.

Expenses of the arbitrator, including the cost of the arbitrator’s transcript if one is requested by him, shall be borne equally between the parties. Each party to the arbitration proceeding shall be responsible for compensating its own representatives and witnesses.

If either party request a transcript of the proceedings, that party shall bear the full costs for that transcript. If both parties order a transcript, the cost of the two transcripts shall be divided equally between the parties.

#### ARTICLE V - DUTIES, WORKING CONDITIONS & PROTECTION OF EMPLOYEES

A. The employees shall become familiar with this Agreement, Board policies and procedures and are responsible for their observance. The Board shall maintain a current set of policies and procedures.

B. Unreasonable classroom interruptions are to be avoided when possible.

C. Employees will take time for meetings, which the Superintendent shall call from time to time. All such meetings will be scheduled in a timely manner.

D. Everyone will help new employees.

E. The teacher’s and aide’s workday consists of seven hours from 8:00 a.m. until 3:00 p.m. Teachers are to be in their classrooms or at their duty stations by 8:00 a.m. each morning. They are required to be present and available, to students and parents, for ten minutes after dismissal each day. Duty free lunch period will be at least 45 minutes. The calendar will consist of 180 workdays.

 Custodian’s workday will be from 7:00 a.m. until 4:00 p.m. except on days following an evening event will be from 6:00 a.m. to 3:00 p.m. Custodian is a 12-Month position with 250 workdays. Cook’s workday is from 6:00 a.m. to 1:30 p.m. for 180 days.

F. Conferences with the administration will be private, unless the employee or Superintendent chooses to have a witness.

G. Teachers are responsible for student records, lesson plans, grades, and participate in program development. The office will keep registers. This is not to be considered a complete listing. The office will be responsible for sending statements for collection of breakfast/lunch fees.

H. All Union meetings and consultations with the Field Representatives will be before or after school hours.

I. The Union may attempt to sign up new employees.

J. Employees shall receive reimbursement for pre-approved conferences, etc. at the current IRS rate per mile. Mileage and other receipts for meals or lodging must be turned in within ten (10) days.

K. Employees have the right to see their personnel file and place responses in it. Employees are to be notified if any items are placed in their file.

L. Teachers are encouraged to continue their professional growth in a variety of methods. Tuition for pre-approved classes will be reimbursed up to $350.00 per semester hour for up to 15 semester hours per year, upon successful completion of the course and receipt of the transcript.

M. All employees will help maintain discipline in the classroom, around the school and at school activities. Each employee shall aid in maintaining discipline in the halls between classes, maintain order and quiet in the hall. Teachers/Teacher’s Aides may be required to supervise recess when a substitute cannot be found for the playground supervisor. The Superintendent may assign a bargaining unit employee to this duty. Reverse order of seniority shall be the method used to determine the assigned employee.

N. Employees should notify the Superintendent of absences as soon as possible.

O. The District shall provide an employee workroom.

P. The Board and the Union will work together to provide a safe and healthful school.

Q. No changes in working conditions not provided for herein and within the scope of negotiations under Illinois law shall be made except after negotiations and agreement with the Union.

R. Teacher in-service - students will be dismissed at 2:10 p.m. once a month for the purpose of teacher meeting.

S. Teachers will be provided with the information concerning workshops, in a timely manner.

T. The Superintendent shall provide a list, to the Union President, a schedule of the activities that will take place on (1) Teacher Meeting days, (2) Half-Day In-Services, (3) School Improvement Days.

U. Committee Assignments: Any staff member may be requested to serve on a committee. However, no staff member shall be required to serve on an administratively appointed committee outside the teacher’s normal workday. Each committee member shall receive compensation at the rate of fifty ($50.00) dollars per meeting, held outside the normal workday, payable on or before the last paycheck in May. Reimbursements will not exceed state reimbursements.

V. Internal Substitution: Teachers will be paid at the rate of Thirty-Five ($35.00) dollars for each class period that they may substitute. Internal subs are defined as any certified member who supervises a class for any staff member for duration of 20 minutes or more. Teachers will be provided with a reimbursement form to be submitted to office for payment. Teacher must submit completed form in a timely manner.

1. Bargaining Unit Members will have the first opportunity for supervising or chaperoning extracurricular events. A list of extracurricular events will be provided to all bargaining unit members at least fifteen (15) days prior to the event. Bargaining unit members who wish to chaperone or supervise at an extracurricular event shall notify the Superintendent. Assignments will be by turn sheet based upon seniority. Turn sheet will be designed and designated by appointed member of the bargaining unit. Bargaining unit members will be paid $45.00 per normal extracurricular event.

##### ARTICLE VI - PROMOTION, TRANSFER AND JOB ELIMINATION

A. Items in this Article will be carried out in accord with the Illinois School Code. This Article is not subject to grievance. The Board retains the right to final assignments of teachers in accordance with the School Code.

B. Employees will be notified of their assignments within 30 days of the start of school when possible.

C. A list of available positions for bidding will be given to the union at least ten (10) days in advance for advertising the position to the public; after August 1st, the bidding period will be shortened to five (5) days.

D. Reduction in Force will be carried out in accord with the Illinois School Code.

##### ARTICLE VII - WELFARE BENEFITS AND LEAVE

A. Employees shall accumulate sick leave at the following rate with a maximum accumulation of 360.

**Certified TRS Position**

 Step 0-4 15 days + 4 personal

 Step 5-9 17 days + 4 personal

 Step 10-14 19 days + 4 personal

 Step 15+ 21 days + 4 personal

**Non-Certified 12 month employees –IMRF Position**

 Step 0-4 19 days+ 4 personal

 Step 5-9 20 days+ 4 personal

 Step 10-14 21 days+ 4 personal

 Step 15+ 22 days + 4 personal

**Non-Certified 9 Month Employees--IMRF Position**

Step 0-4 5 days+ 2 personal

Step 5-9 7 days+ 2 personal

Step 10+ 10 days+ 2 personal

1. Unused personal days will accumulate as sick leave. Employees who wish to take personal leave will be expected to notify the Superintendent in writing at least one week in advance when possible. Employees are not required to state where they are going or what they plan to do except when the leave request falls on the day before or after a school holiday, on teacher institute days, and during the first or last week of school. Leave request for these dates would come directly to the Superintendent in writing and the reason for the leave would be included. The Superintendent would be the judge as to whether or not the request would constitute pressing personal business. No more than two (2) employees shall be allowed to take personal days at one time unless approved by the Superintendent.
2. Employees in Certified TRS and 12 month Non-Certified IMRF positions shall be provided by the district, hospitalization and major medical insurance, or an annuity. The insurance rate and annuity amount will be $440.00 a month for the term of this contract. For full-time non-certified 9-month employees – IMRF Position, the insurance and annuity amount will be $232.00 a month for the term of this contract.

D. Any full time employee whose employment is terminated for any reason, other than retirement, shall receive the following severance pay. This pay shall not be allowed for employees dismissed from the district because of criminal activities.

 Years in District #91 Certified TRS

 6-10 Years $30.00 per day

 11-20 Years $35.00 per day

 21 and over years $40.00 per day

Years in District #91 12 Month Non-certified 9 Month Non-certified

 6-10 Years $15.00 per day $10.00 per day

 11-20 Years $17.50 per day $11.66 per day

 21 and over years $20.00 per day $13.32 per day

E. Payment of accumulated sick leave compensation: Any retiring full time teacher, who meets state requirements, will be compensated at the rate of 55.00 per day for all accumulated sick leave while the teacher has been an employee of the District. Any non-certified staff member meeting IMRF requirements will be compensated at the following rates: $27.50 for a 12 month non-certified employee and $18.32 for a 9 month non-certified employee for all accumulated sick leave while the staff member has been an employee with the District. Teachers who submit an irrevocable letter of resignation shall receive the pay as one lump sum following the last day of employment and receipt of last payroll check. This payment shall not be considered TRS creditable earnings. The teacher shall have the option in lieu of being compensated for accumulated sick leave to turn into the TRS system as unused sick days to be applied toward service credit. In the event of death of a teacher covered by this agreement, any accrued benefits owed to the employee shall be paid to the teacher’s beneficiary.

F. All employees will be allowed three (3) days funeral leave for immediate family as defined in the School Code, Section 24-6, which reads: “immediate family” shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parent-in-law, brothers-in-law, sisters-in-law, and legal guardians. Such days are not accumulative.

G. Any teacher that submits an irrevocable letter of resignation for retirement

purposes will be given the opportunity to select a two year, or a one year retirement plan. If the teacher selects a two or one year plan, the increase shall be 6% over the previous year’s TRS creditable earnings. This amount is limited to $3500 per year of the plan selected. If the teacher somehow becomes “ineligible” for retirement, a repayment plan will be agreed upon with the District. The letter must be submitted by the first student attendance day of the school year.

1. Payments made under item H above are subject to the following limitations:

The amounts owed by the District to the retiree in excess of the 6% limit will be paid in a “post retirement check” issued following the last day of employment and the receipt of the final payroll check.

Such “post retirement” payments shall not be considered TRS creditable earnings and shall not cause the District to incur a TRS penalty.

##### ARTICLE VIII - BOARD RIGHTS

Except as provided herein, the Board retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of Illinois, and/or the United States, including but without limiting the generality of the foregoing; the management and control of school properties, facilities, grades and course of instruction, athletic and recreational programs, methods of instruction, materials used for instruction, and the selection, direction, transfer, promotion or demotion, discipline or dismissal of all personnel.

#### ARTICLE IX - SALARY SCHEDULES

1. The salary schedules for the duration of this contract are attached to this Agreement.
2. Employees shall be paid on the 15th and 30th of each month, or the last working day prior to this if either payday is on a weekend or holiday. Checks will be given out at the end of the working day.

C. The District shall pay full retirement for all personnel.

D. A teacher finishing a Masters Degree can move on the salary schedule at the semester. (upon submission of transcripts)

##### ARTICLE X - STUDENT CONCERNS AND PROTECTION

A. There shall be early dismissal before all holidays with the exception of Columbus Day, P/T Day, ML King Day, Pulaski Day, and Lincoln’s B-Day.

[SIGNATURES ON NEXT PAGE]

Board of Education Akin Council of Teachers

Akin C.C. School District #91 Local 6122, IFT-AFT, AFL/CIO

President President

Secretary Secretary/Treasurer

Date Date

Appendix A

2017-2018 Salary Schedule

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **YEAR** | **BA** | **BA+6** | **BA+12** | **BA+18** | **BA + 24** | **MA** | **MA +7.5** | **MA + 16** | **MA + 24** | **ADVANCED** |
| 0 | 36,181 | 35,485 | 36,181 | 36,876 | 37,572 | 38,268 | 38,964 | 39,659 | 40,355 | 41,051 |
| 1 | 36,904 | 37,628 | 38,351 | 39,075 | 39,799 | 40,522 | 41,246 | 41,969 | 42,693 | 43,417 |
| 2 | 37,628 | 38,351 | 39,075 | 39,799 | 40,522 | 41,246 | 41,969 | 42,693 | 43,417 | 44,140 |
| 3 | 38,351 | 39,075 | 39,799 | 40,522 | 41,246 | 41,969 | 42,693 | 43,417 | 44,140 | 44,864 |
| 4 | 39,075 | 39,799 | 40,522 | 41,246 | 41,969 | 42,693 | 43,417 | 44,140 | 44,864 | 45,588 |
| 5 | 39,799 | 40,522 | 41,246 | 41,969 | 42,693 | 43,417 | 44,140 | 44,864 | 45,588 | 46,311 |
| 6 | 40,522 | 41,246 | 41,969 | 42,693 | 43,417 | 44,140 | 44,864 | 45,588 | 46,311 | 47,035 |
| 7 | 41,246 | 41,969 | 42,693 | 43,417 | 44,140 | 44,864 | 45,588 | 46,311 | 47,035 | 47,758 |
| 8 | 41,969 | 42,693 | 43,417 | 44,140 | 44,864 | 45,588 | 46,311 | 47,035 | 47,758 | 48,482 |
| 9 | 42,693 | 43,417 | 44,140 | 44,864 | 45,588 | 46,311 | 47,035 | 47,758 | 48,482 | 49,206 |
| 10 | 44,140 | 44,864 | 45,588 | 46,311 | 47,035 | 47,758 | 48,482 | 49,206 | 49,929 | 50,653 |
| 11 | 44,864 | 45,588 | 46,311 | 47,035 | 47,758 | 48,482 | 49,206 | 49,929 | 50,653 | 51,376 |
| 12 | 45,588 | 46,311 | 47,035 | 47,758 | 48,482 | 49,206 | 49,929 | 50,653 | 51,376 | 52,100 |
| 13 | 46,311 | 47,035 | 47,758 | 48,482 | 49,206 | 49,929 | 50,653 | 51,376 | 52,100 | 52,824 |
| 14 | 47,035 | 47,758 | 48,482 | 49,206 | 49,929 | 50,653 | 51,376 | 52,100 | 52,824 | 53,547 |
| 15 | 47,758 | 48,482 | 49,206 | 49,929 | 50,653 | 51,376 | 52,100 | 52,824 | 53,547 | 54,271 |
| 16 | 48,482 | 49,206 | 49,929 | 50,653 | 51,376 | 52,100 | 52,824 | 53,547 | 54,271 | 54,994 |
| 17 | 0 | 49,929 | 50,653 | 51,376 | 52,100 | 52,824 | 53,547 | 54,271 | 54,994 | 55,718 |
| 18 | 0 | 50,653 | 51,376 | 52,100 | 52,824 | 53,547 | 54,271 | 54,994 | 55,718 | 56,442 |
| 19 | 0 | 51,376 | 52,100 | 52,824 | 53,547 | 54,271 | 54,994 | 55,718 | 56,442 | 57,165 |
| 20 | 0 | 52,100 | 52,824 | 53,547 | 54,271 | 54,994 | 55,718 | 56,442 | 57,165 | 57,889 |
| 21 | 0 | 52,824 | 53,547 | 54,271 | 54,994 | 55,718 | 56,442 | 57,165 | 57,889 | 58,613 |
| 22 | 0 | 53,547 | 54,271 | 54,994 | 55,718 | 56,442 | 57,165 | 57,889 | 58,613 | 59,336 |
| 23 | 0 | 54,271 | 54,994 | 55,718 | 56,442 | 57,165 | 57,889 | 58,613 | 59,336 | 60,060 |
| 24 | 0 | 54,994 | 55,718 | 56,442 | 57,165 | 57,889 | 58,613 | 59,336 | 60,060 | 60,783 |
| 25 | 0 | 0 | 0 | 57,165 | 57,889 | 58,613 | 59,336 | 60,060 | 60,783 | 61,507 |
| 26 | 0 | 0 | 0 | 57,889 | 58,613 | 59,336 | 60,060 | 60,783 | 61,507 | 62,231 |
| 27 | 0 | 0 | 0 | 58,613 | 59,336 | 60,060 | 60,783 | 61,507 | 62,231 | 62,954 |
| 28 | 0 | 0 | 0 | 59,336 | 60,060 | 60,783 | 61,507 | 62,231 | 62,954 | 63,678 |
| 29 | 0 | 0 | 0 | 60,060 | 60,783 | 61,507 | 62,231 | 62,954 | 63,678 | 64,401 |
| 30 | 0 | 0 | 0 | 60,792 | 61,525 | 62,257 | 62,989 | 63,722 | 64,454 | 65,187 |
| 31 | 0 | 0 | 0 | 61,534 | 62,275 | 63,016 | 63,758 | 64,499 | 65,240 | 65,982 |
| 32 | 0 | 0 | 0 | 62,284 | 63,034 | 63,785 | 64,535 | 65,286 | 66,036 | 66,786 |
| 33 | 0 | 0 | 0 | 63,044 | 63,803 | 64,563 | 65,322 | 66,082 | 66,841 | 67,601 |
| 34 | 0 | 0 | 0 | 63,812 | 64,581 | 65,350 | 66,119 | 66,888 | 67,656 | 68,425 |
| 35 | 0 | 0 | 0 | 64,591 | 65,369 | 66,147 | 66,925 | 67,703 | 68,482 | 69,260 |

Appendix A

2018-2019 Salary Schedule

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **YEAR** | **BA** | **BA+6** | **BA+12** | **BA+18** | **BA + 24** | **MA** | **MA +7.5** | **MA + 16** | **MA + 24** | **ADVANCED** |
| 0 | 34,789 | 35,485 | 36,181 | 36,876 | 37,572 | 38,268 | 38,964 | 39,659 | 40,355 | 41,051 |
| 1 | 35,485 | 37,628 | 38,351 | 39,075 | 39,799 | 40,522 | 41,246 | 41,969 | 42,693 | 43,417 |
| 2 | 36,181 | 38,351 | 39,075 | 39,799 | 40,522 | 41,246 | 41,969 | 42,693 | 43,417 | 44,140 |
| 3 | 36,876 | 39,075 | 39,799 | 40,522 | 41,246 | 41,969 | 42,693 | 43,417 | 44,140 | 44,864 |
| 4 | 37,572 | 39,799 | 40,522 | 41,246 | 41,969 | 42,693 | 43,417 | 44,140 | 44,864 | 45,588 |
| 5 | 38,268 | 40,522 | 41,246 | 41,969 | 42,693 | 43,417 | 44,140 | 44,864 | 45,588 | 46,311 |
| 6 | 38,964 | 41,246 | 41,969 | 42,693 | 43,417 | 44,140 | 44,864 | 45,588 | 46,311 | 47,035 |
| 7 | 39,659 | 41,969 | 42,693 | 43,417 | 44,140 | 44,864 | 45,588 | 46,311 | 47,035 | 47,758 |
| 8 | 40,355 | 42,693 | 43,417 | 44,140 | 44,864 | 45,588 | 46,311 | 47,035 | 47,758 | 48,482 |
| 9 | 41,051 | 43,417 | 44,140 | 44,864 | 45,588 | 46,311 | 47,035 | 47,758 | 48,482 | 49,206 |
| 10 | 42,443 | 44,864 | 45,588 | 46,311 | 47,035 | 47,758 | 48,482 | 49,206 | 49,929 | 50,653 |
| 11 | 43,138 | 45,588 | 46,311 | 47,035 | 47,758 | 48,482 | 49,206 | 49,929 | 50,653 | 51,376 |
| 12 | 43,834 | 46,311 | 47,035 | 47,758 | 48,482 | 49,206 | 49,929 | 50,653 | 51,376 | 52,100 |
| 13 | 44,530 | 47,035 | 47,758 | 48,482 | 49,206 | 49,929 | 50,653 | 51,376 | 52,100 | 52,824 |
| 14 | 45,226 | 47,758 | 48,482 | 49,206 | 49,929 | 50,653 | 51,376 | 52,100 | 52,824 | 53,547 |
| 15 | 45,922 | 48,482 | 49,206 | 49,929 | 50,653 | 51,376 | 52,100 | 52,824 | 53,547 | 54,271 |
| 16 | 46,617 | 49,206 | 49,929 | 50,653 | 51,376 | 52,100 | 52,824 | 53,547 | 54,271 | 54,994 |
| 17 | 0 | 49,929 | 50,653 | 51,376 | 52,100 | 52,824 | 53,547 | 54,271 | 54,994 | 55,718 |
| 18 | 0 | 50,653 | 51,376 | 52,100 | 52,824 | 53,547 | 54,271 | 54,994 | 55,718 | 56,442 |
| 19 | 0 | 51,376 | 52,100 | 52,824 | 53,547 | 54,271 | 54,994 | 55,718 | 56,442 | 57,165 |
| 20 | 0 | 52,100 | 52,824 | 53,547 | 54,271 | 54,994 | 55,718 | 56,442 | 57,165 | 57,889 |
| 21 | 0 | 52,824 | 53,547 | 54,271 | 54,994 | 55,718 | 56,442 | 57,165 | 57,889 | 58,613 |
| 22 | 0 | 53,547 | 54,271 | 54,994 | 55,718 | 56,442 | 57,165 | 57,889 | 58,613 | 59,336 |
| 23 | 0 | 54,271 | 54,994 | 55,718 | 56,442 | 57,165 | 57,889 | 58,613 | 59,336 | 60,060 |
| 24 | 0 | 54,994 | 55,718 | 56,442 | 57,165 | 57,889 | 58,613 | 59,336 | 60,060 | 60,783 |
| 25 | 0 | 0 | 0 | 57,165 | 57,889 | 58,613 | 59,336 | 60,060 | 60,783 | 61,507 |
| 26 | 0 | 0 | 0 | 57,889 | 58,613 | 59,336 | 60,060 | 60,783 | 61,507 | 62,231 |
| 27 | 0 | 0 | 0 | 58,613 | 59,336 | 60,060 | 60,783 | 61,507 | 62,231 | 62,954 |
| 28 | 0 | 0 | 0 | 59,336 | 60,060 | 60,783 | 61,507 | 62,231 | 62,954 | 63,678 |
| 29 | 0 | 0 | 0 | 60,060 | 60,783 | 61,507 | 62,231 | 62,954 | 63,678 | 64,401 |
| 30 | 0 | 0 | 0 | 60,792 | 61,525 | 62,257 | 62,989 | 63,722 | 64,454 | 65,187 |
| 31 | 0 | 0 | 0 | 61,534 | 62,275 | 63,016 | 63,758 | 64,499 | 65,240 | 65,982 |
| 32 | 0 | 0 | 0 | 62,284 | 63,034 | 63,785 | 64,535 | 65,286 | 66,036 | 66,786 |
| 33 | 0 | 0 | 0 | 63,044 | 63,803 | 64,563 | 65,322 | 66,082 | 66,841 | 67,601 |
| 34 | 0 | 0 | 0 | 63,812 | 64,581 | 65,350 | 66,119 | 66,888 | 67,656 | 68,425 |
| 35 | 0 | 0 | 0 | 64,591 | 65,369 | 66,147 | 66,925 | 67,703 | 68,482 | 69,260 |

2017-2018 Noncertified Salary Schedule

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| STEP | $282 |  | $282 | $295 | $327 |
|  | Instructional Aide9-month/IMRF180 day/8:00-3:00 | Instructional Aidew/ Teacher Cert9-month/IMRF180 day/8:00-3:00 | Extra Ordinary Care Aid9-month/IMRF180 day/8:00-3:00 | Cook9-month/IMRF180 day/6:00-1:30 | Maintenance12-month/IMRF/4500 ann250 days/8 hrs 7:00-4:00 |
| 0 | $14,529 | $25,000 | $14,529 | $16,513 | $26,900 |
| 1 | $14,811 | $25,625 | $14,811 | $16,808 | $28,418 |
| 2 | $15,093 | $26,266 | $15,093 | $17,103 | $28,843 |
| 3 | $15,375 | $26,922 | $15,375 | $17,398 | $29,268 |
| 4 | $15,657 | $27,595 | $15,657 | $18,416 | $29,693 |
| 5 | $15,939 |  | $15,939 | $18,711 | $30,118 |
| 6 | $16,221 |  | $16,221 | $19,006 | $30,543 |
| 7 | $16,503 |  | $16,503 | $19,301 | $30,968 |
| 8 | $16,785 |  | $16,785 | $19,596 | $31,393 |
| 9 | $17,067 |  | $17,067 | $19,891 | $31,818 |
| 10 | $17,349 |  | $17,349 | $20,186 | $32,243 |

 4% Raise

Taylor $14,811 $15,403

Melissa $18,711 $19,459

Dave $28,843 $29.997

2018-2019 Noncertified Salary Schedule

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| STEP | $282 |  | $282 | $295 | $327 |
|  | Instructional Aide9-month/IMRF180 day/8:00-3:00 | Instructional Aidew/ Teacher Cert9-month/IMRF180 day/8:00-3:00 | Extra Ordinary Care Aid9-month/IMRF180 day/8:00-3:00 | Cook9-month/IMRF180 day/6:00-1:30 | Maintenance12-month/IMRF/4500 ann250 days/8 hrs 7:00-4:00 |
| 0 | $14,529 | $25,000 | $14,529 | $16,513 | $26,900 |
| 1 | $15,403 | $26,266 | $14,811 | $16,808 | $28,418 |
| 2 | $16,312 | $26,922 | $15,093 | $17,103 | $28,843 |
| 3 | $17,092 | $27,595 | $15,375 | $17,398 | $30,439 |
| 4 | $17,895 | $28,285 | $15,657 | $18,416 | $30,864 |
| 5 | $18,723 | $28,992 | $15,939 | $18,711 | $31,289 |
| 6 | $19.575 |  | $16,221 | $20,237 | $31,714 |
| 7 | $20,453 |  | $16,503 | $20,532 | $32,139 |
| 8 | $21,357 |  | $16,785 | $20,827 | $32,564 |
| 9 | $22,288 |  | $17,067 | $21,122 | $32,989 |
| 10 | $23,247 |  | $17,349 | $21,417 | $33,414 |

**MEMORANDUM OF UNDERSTANDING**

During the collective bargaining of the agreement to be in effect for the 2017-18 and 2018-19 school years, the parties agreed to the following terms with respect to employees covered by the agreement, as of the contract’s execution:

1. Employees will progress one step in the pay scale from that held during the 2016-17 school year, and they shall do so again at the start of the 2018-19 school year.
2. Employees will be compensated at their new rates retro-active to the beginning of this 2017-18 school year.
3. Employees will be paid a $200 signing bonus on or before 11/30/2017.

Board of Education Akin Council of Teachers

Akin C.C. School District #91 Local 6122, IFT-AFT, AFL/CIO

President President

Secretary Secretary/Treasurer

Date Date