NEGOTIATION AGREEMENT

BETWEEN

SOUTH FORK SCHOOL DISTRICT #14
BOARD OF EDUCATION

AND

SOUTH FORK EDUCATION ASSOCIATION

2026 - 2030

TABLE OF CONTENTS

ARTICLE I

RECOGNITION

A. FULL-TIME EMPLOYEES:

The Board of Education of District #14, Christian County, Illinois (hereinafter referred to as "the Board") recognizes the South Fork IEA-NEA (hereinafter referred to as "the Association") as the sole and exclusive bargaining representative for all certified and non-certified employees (hereinafter referred to as "the Employee") exclusive of all confidential, supervisory, managerial and short-term employees, Superintendent, principals, and others who are designated by the Board as administrative or supervisory personnel, as defined by the Illinois Educational Labor Relations Act.

- Certified employees considered full time will work from 8:00 – 3:30 with ½ hour duty free lunch
- ESP Salary employees considered full time will work 40 hours per week with ½ hour duty free lunch per day
- Bus Drivers considered full time will carry at minimum workload of 4 daily routes, all others will be considered limited time employees.

B. PART-TIME EMPLOYEES:

1. Certified employees included in the bargaining unit working between 75% - 86% of their teaching day shall be provided benefits and conditions for part-time employees as specified in this Agreement.

2. ESP employees included in the bargaining unit working between 30 – 39 hours of their work week shall be provided benefits and conditions for part-time employees as specified in this Agreement.

C. LIMITED – TIME EMPLOYEES:

1. Certified employees included in the bargaining unit working under 75% of the teaching day shall not be provided benefits as specified in this Agreement.

2. ESP employees included in the bargaining unit working under 30 hours of their work week shall not be provided benefits as specified in this Agreement.

D. NEGOTIATIONS:

The Board agrees not to negotiate with any other employee organizations with regard to negotiable items, other than the Association. This does not preclude members of the Board or administration from conferring informally with one or more employees.

Negotiation Procedures

1. All negotiating sessions shall be closed meetings.

2. Negotiating sessions shall generally last two hours, however, either party may choose to adjourn a session at an earlier time, or both parties may mutually agree to extend a session.

3. Both parties shall mutually agree upon the date and location of the next negotiating session by the close of each negotiation session.

4. At the initial meeting the parties will mutually exchange proposed changes to the current contract. The parties agree to bargain in "good faith" and to confer upon their representative(s) the authority to make proposals and counter proposals and enter into tentative agreements. The SFEA will make the initial financial proposal in dealing with raises and insurance: thereafter, both parties will provide counteroffers.

5. All tentative agreements shall be reduced to writing and initialed at the meeting at which tentative agreement was reached. After tentative agreement has been reached on all items negotiated, the agreement shall be submitted to the Association for ratification and subsequently to the Board for adoption.

6. Negotiations shall begin no later than May 1 of the year the contract terminates.

7. Upon one week written notice to the Superintendent, the Association shall be provided at no cost one copy of the annual audit, one copy of the annual budget, and one copy of the AFR. Said copies shall be made available to the Association when complete.

8. There shall be two signed copies of any final agreement. One copy shall be retained by the employer and one by the Association.

9. All initial proposals and tentative agreements shall be submitted in typed form.

10. No electronic devices shall be used to record any of the negotiating meetings.

11. Negotiation teams may be no larger than 5 members at the table for a negotiation session. A negotiation team may bring one additional member from an outside organization to represent them.

ARTICLE II

EFFECT OF AGREEMENT

A. NO STRIKE PROVISION

Both parties recognize the desirability of continuous and uninterrupted operation of the instructional program during the normal school year and the avoidance of disputes which threaten to interfere with such operations. Since the parties are establishing a comprehensive grievance procedure under which unresolved disputes may be settled by an impartial third party, the parties have removed the basic cause of work interruptions during the period of this Agreement. The Association, accordingly agrees that it will not, during the period of this Agreement, directly or indirectly, engage in or assist in any strike against the Employer, as defined by the Illinois Educational Labor Relations Act.

B. WAIVER OF NO STRIKE CLAUSE

Should the negotiations process fail to reach an Agreement, the Association shall have the right to strike, after satisfying the impasse process of the Agreement and the Rules and Regulations of the Illinois Education Labor Relations Act.

C. NO LOCKOUT PROVISION

The Board agrees that it will not lockout any Employee during the term of this Agreement

D. WORK STOPPAGE

No district union employee will be required to perform the duties of any other employee who is involved in a work stoppage.

ARTICLE III

EMPLOYEE RIGHTS

A. EMPLOYEE DISCIPLINE / TERMINATION

1. Just Cause Discipline

No Employee of the District shall be disciplined without just cause. Discipline includes but is not limited to, warnings, reprimands, suspensions, and discharge. At the time such action is taken, written notice of the specific grounds forming the basis for disciplinary action will be delivered to the Employee.

2. Right of Representation

When an Employee is required to appear before the administration or the Board of Education in relation to any disciplinary matter or potential disciplinary matter, said Employee shall have the right to have representative(s) of his/her own choosing present at the appearance, up to a maximum of three (3) representatives.

3. Progressive Discipline

Any Employee subject to formal discipline shall have the right to progressive discipline, including a verbal warning, written reprimand, administrative conference, meeting with school board, suspension with pay, and suspension without pay, prior to discharge. "Formal discipline" shall not include adverse informal or formal evaluations. Every effort will be made, through open and free discussion between the Employee and administrator, to resolve problems before a problem reaches a degree of seriousness to require further discipline by the District. However, based upon the seriousness and egregious nature of the Employee’s misconduct, a step or steps in the level of progressive discipline may be skipped.

4. Certified Staff

The parties agree that this Section A of Article III does not apply to any discharge for cause of any tenured teacher. The discharge for cause of a tenured teacher shall be conducted in compliance with the applicable provisions of the Illinois School Code.

5. Probationary Educational Support Personnel

Discipline of a probationary Educational Support Personnel (ESP) Employee may not be appealed or otherwise grieved through the grievance process and is not subject to the provisions of this Section C of Article III.

6. Disciplinary Conferences

Prior to taking any disciplinary action against an Employee: a.) the specific grounds forming the basis for disciplinary action will be presented to the Employee in writing at least twenty-four (24) hours prior to the conference and b.) The administrator will discuss the problem with the Employee's conduct in a conference taking place no more than seven (7) working days after the date of administrative notification of the alleged Employee misconduct. Should the Employee's illness or absence cause a delay in the conference, the time periods under this provision shall be extended until the Employee returns to work. If disciplinary action is to be taken against the Employee, the administrator shall notify the Employee within seven (7) working days after the conference. Prior to or during the conference, the administrator shall present the Employee with the specific grounds forming the basis for the disciplinary action to be taken against the Employee.

The Employee shall be given at least forty-eight (48) hours advance written notice if the Employee is required to appear before the Board of Education in relation to a disciplinary matter. Said notice to the Employee shall also contain the reasons for the requested meeting.

No unsubstantiated or anonymous complaint(s) shall be used against an Employee.

The provisions of this section shall only apply to disciplinary actions involving a suspension or dismissal of an Employee; the provisions of this section will not apply to any lesser forms of discipline. Further, this section shall not apply to the discharge of a tenured teacher or any part of the evaluative process for a teacher in accordance with Article 24A of the Illinois School Code that addresses the teacher evaluative process.

B. PERSONNEL FILE

The official file of all materials related to an Employee shall exist at the Office. Each Employee shall have the right to review the contents of said Employee's personnel file with the exception of pre-employment confidential materials, and to attach and place therein written reactions to the contents. The Employee may review his/her file upon forty-eight (48) hours written advance notice submitted to the Superintendent or designee during the regular business hours established by the office or at a time mutually agreeable with the Superintendent and the Employee. The Employee shall acknowledge that he/she has seen such materials by affixing of his/her signature on the actual copy to be filed. The signature does not indicate agreement with the contents of the materials. The Employee may not remove any materials from said file and must review the content of his/her file in the presence of the Superintendent or designee.
Employee may make copies of materials contained in their file in the presence of the Superintendent or designee. These copies may be either paper or electronic files.

C. PAYMENT SCHEDULE

The new pay schedule for this contract will begin August 7 , 2026 for Certified Employees and July 1, 2026 for year round non-certified employees. Payments will be made biweekly, for each of the school years under this Agreement according to the salary schedules. See Appendix A and C. All new Employees will be paid through direct deposit.

D. MILEAGE REIMBURSEMENT

Any Employee, who must use his / her personal automobile or provide his / her own transportation when on school business that has been pre-approved by the Superintendent, shall be reimbursed by the Board consistent with federal IRS deductible rate. School transportation will be first option if available.

E Food Per diem

Any Employee who is attending an approved school workshop or is on school business that has been pre-approved by the Superintendent, shall be reimbursed the following for meals if they are not part of the workshop. A purchase order with receipt is required for the reimbursement.
1 work day – Lunch up to $12.00
Overnight stay – Meals up to $40.00/night stay

ARTICLE IV

CERTIFIED PERSONNEL

A. SICK LEAVE – FULL-TIME CERTIFIED EMPLOYEES

Sick leave is earned at a rate of fourteen (14) days per year for faculty. An Employee may accumulate up to a maximum of 360 days.

Sick leave shall be interpreted to mean personal illness, quarantine at home, maternity, adoption, mental health or serious illness or death in the immediate family or household. Immediate family shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, niece, nephew, step-parents, stepchildren, stepbrothers, stepsisters, step-grandchildren, step-grandparents, and legal guardians. Employees may be granted sick leave for other than immediate family at the sole discretion of the Superintendent.

Perfect Attendance Bonus-Any Employee who does not use any sick or personal leave days in any semester of the school year will be rewarded a bonus of $100 which will be paid in the first pay check following the semester in which the employee received the bonus. Teachers in retirement incentive plan cannot earn this bonus.

B. SICK LEAVE – PART-TIME CERTIFIED EMPLOYEES

Sick leave is earned at the rate of fourteen (14) days per year. Each day of earned sick leave for part-time certified employees shall be equivalent to the number of hours employed per day. A part-time Employee may accumulate up to a maximum of 180 days.

Sick leave shall be interpreted to mean personal illness, quarantine at home, maternity, adoption, mental health or serious illness or death in the immediate family or household. Immediate family shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, niece, nephew, step-parents, stepchildren, stepbrothers, stepsisters, step-grandchildren, step-grandparents, and legal guardians.

C. PERSONAL LEAVE DAYS – FULL-TIME EMPLOYEES

Each full-time Employee is entitled to three (3) personal leave days per school year. These days may be used for any type of personal business that the Employee wishes to conduct on said day. A three-day notice must be given to the building principal and approved by the building principal. During the first two weeks and the last two weeks of school, the administration may, at its discretion, grant the use of unused personal days for emergency purposes. The request must specify the nature of the emergency.

D. PERSONAL LEAVE DAYS – PART-TIME EMPLOYEES

Each part-time Employee is entitled to three (3) days personal leave per school year. Each day of personal leave for part-time employees shall be equivalent to the number of hours employed per day. These days may be used for any type of personal business that the Employee wishes to conduct on said day. Three (3) day notice must be given to request the use of a personal day. This request must be approved by a principal. Requests for personal leave must be submitted in writing and hand delivered to the building principal or his/her secretary. During the first two weeks and the last two weeks of school, the administration may, at its discretion, grant the use of unused personal days for emergency purposes. The request must specify the nature of the emergency.

E. UNUSED PERSONAL LEAVE DAYS – CERTIFIED EMPLOYEES

Option 1 - Any unused personal leave days may be rolled over into sick leave days to be used toward the agreed upon maximum accumulation at the end of each school year for which such personal leave has been provided under the terms of this agreement.

Option 2 - Any unused personal leave days may be rolled over from year to year to be saved up to a total of seven (7) days to be used at the discretion of the employee.

F. PARENTAL / CHILD-REARING LEAVE

Conditions and Procedures for Leaves

1. The employer may grant a Parental/Legal Guardian Leave of Absence without pay or loss of tenure, or seniority to any Employee who submits a written request for such leave. The employee at his or her discretion may use available sick leave in order to receive pay while on Parental/Legal Guardian Leave.

2. This leave shall not exceed one (1) year.

G. BEREAVEMENT LEAVE

Employees shall be eligible for bereavement leave as follows:

Up to three (3) sick leave days (these days are part of the overall 14 sick leave days) may be used annually for the death of other than the immediate family. In the event of the death of an immediate family member as defined in Article IV, Sections A and B, the employee is entitled to use more than the three (3) specified days. In the case additional days are needed, these days would be granted at the sole discretion of the Superintendent.

H. INSURANCE

Teacher Coverage

The Board will pay up to, but not exceed, a total sum of $228,000 (2026-27), $248,000 (2027-28), $268,000 (2028-29), and $288,000 (2029-30), (total is a combination of both certified and non-certified staff), towards single person health insurance supplied through South Fork School District for the 2020-22 school years for full-time and part-time certified employees. Individual cost will be determined by the number of certified and non-certified members obtaining the coverage through the district. In the event the premium is less than the amount set aside for each member, the members will be fully covered with no individual cost.

The insurance carrier will remain the same unless circumstances cause administration to consider another carrier. At that time the Association, administration and a committee of board members as designed by the Board, will discuss all carriers. The final decision of the Board will be binding.

I. RETIREMENT

Teacher Retirement

The Board will pay full percentage of earnings, reflected for each full-time and part-time Employee to the TRS for the duration of the contract.

The Board will pay up to 2% for the life of the contract for the Teacher's Retirement Health Insurance as required by the State of Illinois.

K. COMPENSATION

Certified Compensation

All certified Employees shall be paid according to the accompanying salary schedule. See Appendix A.

Required Length of Continuing Service List will reflect Date of Hire, Years in District, Salary Schedule Level, and Specific Certification Qualifications for Subject Areas. Certified Employees are to notify Administration of incomplete or incorrect data, as listed, within 30 days of publication.

During the term of the Agreement, the Board will allow full-time Employees one step according to the length of continuing service list each year on the salary schedule. Part-time Employees who have accumulated 86% or more of full-time teaching over two years will be allowed one step on the length of continuing service list and salary schedule.

All certified Employees shall receive credit for semester hours earned after completion of a BS, MS, PhD/EdS accordance to the salary schedule. All hours earned must be related to the education field. Quarter hours will be converted to the semester equivalent. See Appendix A.

To qualify for salary advancement, all courses must be preapproved by superintendent, at graduate level or part of a master's degree program or higher at a regionally accredited institution, and all courses must be directly related to the employee's instructional endorsement area or school improvement goals. Certified employees are strongly encouraged to consult with both union representation and the Superintendent prior to enrollment to ensure that proposed advanced coursework meets all criteria for salary schedule advancement. No lateral movement will be gained after 25 year of TRS service for educational advancement.

The district will notify SFEA of any and all employees given reimbursement or payment for tuition.

New teachers coming into the district with experience will start at their education level and capped at no more than 20 years of experience

All coaching and extra duty assignments shall be paid according to the accompanying extracurricular schedule. See Appendix C.
Any certified bargaining unit member who has an extended contract other than those specifically enumerated in Appendix C, shall be paid at their weekly salary rate. The weekly salary rate shall be calculated as follows: annual salary divided by 180 days; multiplied by five (5) shall be the weekly salary.

Tenured Certified Staff Members will be reimbursed for the renewal of teacher license and the acquisition of endorsements at the request of administration will be reimbursed as well

Non-Tenured Certified Staff Members in years 1-4 on Salary Schedule will receive a stipend of $1,000 for involvement in beginning teacher's professional development including instructional coaching and mentoring programs.

Certified Staff Members participating in the district mentoring program as a mentor will receive a $500 stipend per staff member they are assigned.

L. TEACHING/EXTRACURICULAR VACANCIES

Any assignment in addition to the normal teaching schedule during the regular school term, including but not limited to extra-curricular duties shall be by mutual consent, or, in the absence of volunteers, will be assigned by the principal on an equitable basis worked out between the Board and Association. The Board of Education will make every effort to fill vacant extra-curricular positions.

All teaching/extracurricular activity/duty position(s) shall be posted for viewing by all Employees of South Fork District #14 before being made available to non-employees of the district.

Any Employee applying for teaching/extracurricular activity/duty shall receive notification by the Superintendent or designee of the Board's decision.

M. TUITION REIMBURSEMENT

Teachers may apply for employer-paid tuition reimbursement up to $100 for each credit hour received. Reimbursement may be approved by the Superintendent for up to eight (8) hours of credit per year but no more than thirty-two (32) hours of credit during the teacher's employment in the district. In addition, the following stipulations shall apply:

The district reserves the right to reimburse a teacher for full amount of tuition toward certification, if it is requested by the board and administration in an area of need.

If a Teacher receives reimbursement from the School District under this section for a course and voluntarily leaves the employment of the School District within a three-year period after completing that course, then the Teacher shall pay the School District back for the cost of such course as provided herein. If the Teacher leaves the District for any reason prior to or during the first full school year after completing the course for which the Teacher was reimbursed, the Teacher shall repay the District 100% of the tuition reimbursement received under this provision. If the Teacher leaves the District for any reason after the first school year but before the end second full school year after completing the course for which the Teacher was reimbursed, the Teacher shall repay the District 75% of the tuition reimbursement received under this provision. If the Teacher leaves the District for any reason after the second school year but before the end third full school year after completing the course for which the Teacher was reimbursed, the Teacher shall repay the District 50% of the tuition reimbursement received under this provision. This provision shall only apply to courses completed within the three-year period preceding the Teacher's departure from the School

District. This "pay-back" provision shall not apply to a Teacher who is retiring from the School District or who is dismissed or not renewed by the School District. Any "pay-back" amount due the School District pursuant to this provision shall be payable by such Teacher in full to the School District within 30 days after such Teacher submits a notice of resignation to the School District or otherwise departs employment with the School District (whichever is sooner).

1. Written requests for tuition reimbursement, including course description, must be submitted to the Superintendent prior to enrollment in the course, although the Superintendent shall have the authority to waive the time requirement.

2. Teachers may be reimbursed for coursework outside of their area of certification when such requests are deemed appropriate and relevant by the Superintendent.~~.~~

3 Total combined reimbursement for all teachers will be limited to a maximum total cost of $2,400 each year for the duration of this agreement.

4 If more than 3 teachers are enrolled in program, the total money ($2400) will be divided equally based on total hours by all.

5 All fully documented requests for tuition reimbursement will be approved or denied within five (5) working days after receipt of the request by the Superintendent. If denied, reason(s) will be provided.

6 Tuition reimbursement payment will be made within (30) days upon receipt by the district of a transcript demonstrating letter grade C or better for the designated teacher.

N. PREPARATION PERIOD REASSIGNMENT/CLASS COVERAGE

All certified staff will be provided with a daily preparation period during the instructional hours. The length of the preparation period for the high school shall be defined as the regular class period length in the school of assignment. The length of the preparation period for the elementary/junior high teachers will be no less than 25 continuous minutes daily and the weekly total shall equal the preparation period for the high school.

Certified Employees shall be reimbursed $25 for each period equivalent to one (1) junior/senior high school scheduled period when surrendered at the request of the administration

Certified Employees shall be reimbursed $12.50 for a period up to 25 minutes when surrendered at the request of the administration

In the absence of a substitute teacher being hired, when a certified staff member is required by the School District Administration to cover the entire class of another certified staff member during the same time as the certified staff member's own class, the School District will compensate that certified staff member at a rate of $43 per half day at the Elementary School and $11 per class period at the Junior High/High School. The certified staff member covering another certified staff member's class is responsible for following substitute plans and supervision of all the students in the class.

O. CONFERENCES, SEMINARS, and TRAINING SESSIONS

Certified Employees shall have the right to request attendance at conferences, seminars and/or training sessions during the school year. Requests are to be made to the Superintendent who will have the power to grant those requests at his/her discretion. If a request is denied, a written explanation will be given.

P. RETIREMENT INCENTIVE – CERTIFIED EMPLOYEES

During the term hereof, eligible employees may elect to participate in the Retirement Incentive Plan (the Plan). Under the Plan, eligible employees shall mean employees who:

- Are eligible to receive retirement funds from TRS without penalty as (hereafter defined).
- Have submitted an irrevocable letter of resignation to the Superintendent and Board on or before January 1 of the year in which the Plan shall commence.
- Have at least 15 years of employment service at South Fork School District #14 prior to the year in which the Plan shall commence.

Eligible employees may elect one, two, or three-year retirement incentive program under the Plan. Election shall be made by submitting an irrevocable letter of resignation to the Superintendent identifying the fiscal year in which the Plan shall commence (which may not include the current fiscal year and shall not exceed three consecutive years) and identifying the effective date of resignation. In addition, the employee shall provide proof from TRS that he/she has applied and been accepted for an annuity under the TRS rules and regulations. The employee shall be removed from the salary schedule and the Incentive Bonus shall equal the difference between the participant's base compensation during the Plan year and 5.5% of the previous year's base compensation, with 0.5% stipend not to exceed 6%. Base compensation is defined as the salary amount prior to the addition of the payment to TRS. For the second and third years of the Plan the previous year's base compensation shall include the Incentive Bonus paid during such previous year.

Teacher X meets the eligibility requirements to retire in three years

	1st year	2nd year	3rd year
	-	-	-
Base Salary from previous year	$49,276.00	$52,232.56	$55,366.51
multiplier	5.5 base + 0.5 stipend	5.5 base + .0.5 stipend	5.5 base + 0.5 stipend
Increase	$2,956.56	$3,133.95	$3,321.99
New Base	$52,232.56	$55,366.51	$58,688.50
Base Salary	$52,232.56	$55,366.51	$58,688.50
creditable earnings	0.098901	0.098901	0.098901

TRS	$5,165.85	$5,475.80	$5,804.35

Removal from the salary schedule shall mean that the employee is no longer eligible for step movement, lane movement, or any other increase in TRS creditable earnings of any kind except for the 6% increase provided for herein. Once an employee submits a retirement letter to the District, the employee will not be assigned any additional extra duty or any additional extra-curricular positions not currently being performed. If after submitting an irrevocable letter of retirement, the employee resigns from or is removed from any extra duty for which the employee was compensated the previous year (i.e. Extracurricular Salaries and/or any other stipend or extra pay), the employee's non-exempt TRS creditable earnings will be adjusted accordingly."

Under no circumstances shall a teacher who is four (4) or fewer years from retirement or who is in the Retirement Incentive Plan receive an increase from one school year to the next that exceeds 6.0% Should a teacher who is four (4) or fewer years from retirement move into a salary cell on the salary schedule - by reason of step movement, column movement, or both - that would result in an increase that exceeds 6.0%, the teacher's salary will be adjusted so that the teachers increase for that school year is limited to 6.0%. Further, for the purposes of this Section, a teacher's salary shall include any extracurricular stipends or pay. "Retirement" in this Section means that a teacher has become eligible to receive a non-reduced retirement pension under TRS.

Q. *EARLY RETIREMENT OPTION

The South Fork School District Board reserves the right to limit the number of employees exercising the ERO to 10% of those eligible in any given year. Length of Continuing Services in the district will be used as a determinant.

*As of 2016-2017 ERO is no longer in effect. If the ERO comes back into effect, per Illinois Law, so shall Article IV Section P subsection 1 and Article IV Section Q.

ARTICLE V

SICK LEAVE BANK

Dissolved on July 1, 2022

1. In the case of a staff member using all of his/her paid time off (sick, personal, vacation) due to a catastrophic illness/injury of thirty (30) or more school days, another staff member may voluntarily donate up to two (2) of his/her sick, personal, or vacation days to that staff member. Such transfer will be made in writing, will be dated and will be signed by all staff member involved, the Association President, and the Superintendent or designee. No staff member can receive more than forty (40) donated days per year. The recipient cannot be eligible for any other paid leave or disability benefits.

ARTICLE VI

GRIEVANCE PROCEDURE

A. DEFINITIONS

A grievance shall mean a written complaint by a member of the bargaining unit that there has been an alleged violation, misinterpretation or misapplication of the specific provisions of the Agreement.

All 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 weekdays.

B. PURPOSE

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

C. REPRESENTATION

When requested by the employee, an Association representative(s), not to exceed 3, may accompany the employee and participate in the grievance process at any time during the grievance process. When the presence of the grievant at a grievance hearing is required by either party, illness or incapacity of the grievant shall be grounds for any necessary extension of grievance procedure time limits.

D. TIME LIMITS

A written grievance must be filed within ten (10) days of the occurrence of the event which gave rise to the grievance. The number of days indicated at each step in the procedure shall be considered as the maximum allowable to the parties and every effort shall be made to resolve the grievance as rapidly as possible.

E. PROCEDURES

The parties acknowledge that an employee and the Board may resolve problems through informal and free communications. If, however, the informal process fails to satisfy the employee, a grievance shall be processed in the following manner:

1. Step One

   The employee or the Association may file a written grievance in person with a building principal/superintendent, stating the specific clause or clauses of the Agreement which are applicable, and stating the remedy requested. The grievance must be filed within the 10-day time limit established under section D herein. Upon receipt of the written grievance, the building principal/superintendent shall certify by signature the date of the grievance. The building principal/superintendent shall arrange for a meeting to take place with the grievant within five (5) days after receipt of the grievance. Within five (5) days of the meeting, the grievant and the Association shall be provided with the principal's/superintendent's written response, including the reasons for the decision.

2. Step Two

If the grievance is not resolved at Step One, then the Association may refer the grievance to the Superintendent or the Superintendent's office designee within ten (10) days after receipt of the Step One answer. The Superintendent shall arrange with the Association representative, for a meeting to take place within five (5) days of receipt of the Step One appeal. Within fifteen (15) days of the Step Two meeting, the Association shall be provided with the Superintendent's written response, including the reasons for the decision.

3. Step Three

If the grievance is not resolved at Step Two, the Association may refer the grievance to the Board of Education within ten (10) days after receipt of Step Two answer. The Board of Education shall meet with the grievant and the Association representative(s) at a Board meeting which shall occur within five (5) days after the receipt of the appeal from Step Two, unless the appeal is presented to the Board of Education five (5) days or less before the next regularly scheduled Board meeting, in which case the meeting with the Board of Education will be held at the next following regularly scheduled Board meeting after the meeting that is within five (5) days or less of the presentation of the appeal. Within ten (10) days of the Step Three meeting, the Association shall be provided with the Board of Education's written response, including the reasons for the decision.

4. Step Four

If the Association is not satisfied with the disposition of the grievance at Step Three, the Association may submit the grievance to final and binding arbitration. If a demand for the arbitration is not filed with the Board within twenty (20) days of the date of the Step Three answer, then the grievance shall be deemed withdrawn. If within ten (10) days of the filing of the arbitration demand with the Board of Education, the parties cannot agree on an arbitrator, the demand shall be submitted to the American Arbitration Association which shall act as the administrator of the proceedings. The decision of the arbitrator shall be final and binding on the parties. The arbitrator's authority shall be limited to an interpretation of the parties' agreement and the arbitrator shall have no power to add to, modify or alter the terms of the Agreement.

ADDITIONAL ITEMS:

F. CLASS GRIEVANCE

Class grievance involving one or more employees or one or more supervisors and grievances involving an administrator above the guiding level may be initially filed by the Association at Step Two.

G. NO REPRISALS CLAUSE

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

H. RELEASE TIME

Any investigation or other handling or processing of any grievance shall be conducted so as to result in no interference with, or interruption of the instructional program and related work activities of the grievant or of the district's employees. This does not extend to meetings called by the Board or the attendance of the grievant and necessary parties at the arbitration hearing. In those instances, the parties shall be released without loss of pay.

I. FILING OF MATERIALS

All records related to a grievance shall be filed separately from the personnel files of the employees. This section is not intended to restrict and/or impede the Board's legal access to information.

J. GRIEVANCE WITHDRAWAL

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

K. COST OF ARBRITRATION

The fees and expenses of the arbitrator shall be shared equally by the parties. The parties shall each be responsible for the costs of their own representation. If only one party requests the presence of a court reporter, that party shall bear the costs of the reporter. If only one party requests the postponement of an arbitration hearing, that party shall bear the costs of such postponement.

L. SETTLEMENT

By mutual agreement, a grievance may be settled at any step without establishing precedent.

M. BAR TO APPEAL

Failure of a grievant or the Association to act on any grievance within the prescribed time limits will act as a bar to any further appeal, and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. Time limits may be extended by mutual agreement.

N. GRIEVANCE FORMS

All grievance forms shall be mutually developed and agreed to by the parties and become a part of this Agreement and attached hereto.

ARTICLE VII

SAVINGS CLAUSE

Should any article, section or clause of this agreement be declared illegal by legislation which has withstood final court challenge, then, said article, section or clause shall be deleted from this agreement to the extent that it violates the law. The remaining articles sections and clauses shall remain in full force and effect.

ARTICLE VIII

NON-DISCRIMINATION CLAUSE

The Board agrees that it shall not discriminate against any employee by reason of race, color, creed, marital status, gender, sexual orientation, age, handicap, national origin or for any employee exercising his/her rights under the grievance procedure of this contract, or participation in activities of the Association.

ARTICLE IX

CERTIFIED EMPLOYEE EVALUATIONS

A. NOTIFICATION OF THE EVALUATION PROCESS

Prior to beginning of formal evaluations process, the building principal shall inform each certified employee of the evaluation procedures, standards, instruments and job descriptions to be used, as well as who will observe and evaluate his/her performance. The certified employee will be given a copy of their job description as a part of the notification of the evaluation process.

A new certified employee and/or certified employee reassigned after the beginning of the school term shall be notified by the building principal or other District administrator of the evaluation procedures in effect prior to beginning of formal evaluation process.

B. PURPOSE OF EVALUATION

The primary purpose of Employee evaluation shall be the improvement of employment skills contained in the job description; and, all evaluations shall be conducted in good faith to this end and in accordance with the provisions of this agreement and school code.

C. EVALUATIONS PROCESS

Non-tenured Certified Employee

1. A non-tenured certified employee shall be formally evaluated not less than twice a year during the certified employee's probationary period.

2. Tenured Certified Employee

   Except as otherwise provided herein, tenured certified employee shall be formally evaluated not less than once during every two employment years.

      A tenured teacher who received a rating of Proficient or Excellent in their most recent evaluation shall be evaluated not less than once during the following 3 years.

      A teacher in their final year of employment prior to retirement may request that the formal evaluation process be waived, subject to approval by the Superintendent or designee.

3. Right to Representation

   All teachers will have the right to have Association Representative(s), with a maximum of 3, present at any evaluation conference.

4. Evaluations Done by a Qualified Administrator

Each certified employee shall be formally evaluated by a qualified administrator through personal observations in the certified employee's classroom and/or work area. All observations and information used as a part of a formal evaluation shall have been observed by the administration.

Comments shall be written for each criteria area for which a rating has been given. An evaluation will include specifics as to the strengths and weaknesses with supporting reasons for the comments made. Any area not given a rating must contain an explanation as to why no rating has been given.

5. "Unsatisfactory" or "Needs Improvement" Rating

Any certified employee who receives an "unsatisfactory" rating will be placed on a remediation plan designed to correct the certified employee's deficiencies in accordance with Article 24A of the Illinois School Code. Any certified employee who receives a "needs improvement" rating will be placed on a professional development plan designed to address the areas in which the certified employee needs improvement in accordance with Article 24A of the Illinois School Code.

6. Complaints

No unsubstantiated or anonymous complaints shall be used in the evaluation process.

7 Pre-Evaluation Conference

A pre-evaluation conference will be held at least two (2) days prior to the formal evaluation.

8 Post-Evaluation Conference

The evaluating administrator will prepare a written evaluation and submit a copy of the same to the certified employee within eight (8) working days after the evaluation is completed. At the time the administrator delivers the written evaluation to the certified employee, the administrator will set a date and time mutually agreeable to the administrator and the certified employee to hold a post-evaluation conference with the certified employee. Such a meeting will occur within ten (10) working days after the evaluated certified employee has received the written evaluation unless an extension is mutually agreed upon. If at the time of the evaluation the administrator finds that the certified employee shows areas of deficiency, these areas will be stated in writing in specific terms and addressed at the post evaluation conference.

9 Certified Employee's Signature

Following the post-evaluation conference, the certified employee will sign and be given a copy of the certified employee's written evaluation report prepared by the evaluating administrator. In no case will the certified employee's signature be construed to mean that the certified employee agrees with the contents of the evaluation, but only that the evaluation has been discussed.

10 Completion Date: All formal teacher observations for non-tenured shall be completed no later than March 31st of the applicable school year.

11 Student Growth Data will no longer be used as part of the evaluation process. (Subject to G on an ongoing basis)

D. EMPLOYEE'S RIGHT TO RESPOND

A certified employee may submit additional comments to the written evaluation if the certified employee so desires. All written evaluations and the certified employee's comments are to be placed in the personnel file. The evaluating administrator will sign the certified employee's response acknowledging that administrator received the material. The certified employee's response shall be submitted to the evaluating administrator no later than twenty (20) working days after the certified employee receives the fully signed copy of the evaluation report.

E. KNOWLEDGE OF OBSERVATIONS

During formal evaluations all monitoring or observation of the work of each certified employee shall be conducted in person and with the knowledge of the certified employee.

F. INFORMAL OBSERVATIONS

Informal observations of a certified employee's work can be conducted by the District administration, which may become a part of the evaluation process. If an informal observation addresses a teaching or performance deficiency the administrator will reduce the deficiency to writing and provide it to the certified employee within five (5) working days of the observation, and the certified employee may provide a written response within five (5) working days after receiving the written deficiency notice.

G. EVALUATION PLAN LANGUAGE

Upon mutual agreement of the Board and the Association a committee comprised of not more than four (4) members of the Administration/Board and not more than four (4) members of the Association shall cooperatively review and develop the district's evaluation plan. The Association membership shall have representation from the elementary, middle school, and high school. This committee will continually evaluate the plan and suggest updates as needed.

ARTICLE X

WORKING CONDITIONS

A. EMPLOYEE LOUNGES

The Employer shall make available in each school an adequate lunchroom for District Employees.

B. EMPLOYEE SUPERVISION AND RESPONSIBILITY FOR BUILDING

In the absence of a building administrator or designated supervisor, employees shall not receive discipline or a negative evaluation for reasonable administration decisions made by an Employee in the absence of administrative authority. The Employer and employee agree to follow and enforce the student handbooks and Board policies. The Board designee will inform all bargaining unit members in writing of any and all changes to Board policies and student handbooks within 30 days to such changes taking effect. The employee would not be held accountable until notification in writing is received.

C. EMPLOYER SAFETY COMMITTEE

The parties agree that there shall be a District-wide Safety Committee. The purpose of this committee shall be to annually review the District's health, safety, and emergency preparedness plan and to make recommendations for changes to this plan to the Board of Education. The participation on this committee shall be voluntary. The members of the District-wide Safety Committee shall be as follows: two (2) employees selected by the Association from each attendance center, one (1) administrator from each attendance center and two (2) board members.

The committees shall also make the Employer aware of any unaddressed safety issue(s) and make recommendations for possible solutions. Safety plans are expected to cover contingency plans for a wide variety of safety risks, including but not limited to:

1. Suspicious or unwanted persons on the work site;
2. Fire;
3. Earthquake;
4. Flood;
5. Evacuations;
6. Emergency school closings due to catastrophic events;
7. Weapons on the school property;
8. Student violence;
9. Tornado.

D. EMPLOYER USE OF INSECTICIDES

The Employer shall keep all buildings and facilities free of "unwanted" rodents, pests and insects such as ants, roaches, and fleas. If insecticides or poisons are used, the Employer shall notify Bargaining Unit Members of the names of the chemicals which will be used at least twenty-four (24) hours in advance of their use. The Employer shall apply them only at times when Employees and students are not present, allowing for sufficient time for toxic effects to wear off before humans re-enter the affected area(s).

E. HEALTH AND SAFETY

The Employer will comply with and monitor the OSHA Rules on blood-borne pathogens and will distribute a copy of these rules to all Employees.

F. COMPLAINTS AGAINST EMPLOYEES

1. The administration shall investigate and determine the validity of complaints brought to their attention that are made against an Employee. If the complaint has merit, the administrator shall notify the Employee that a complaint is being investigated, obtain the Employee's input, and then consult with and provide suggestions to the Employee to address any problems or deficiencies in the Employee's performance or to otherwise solve the problem.

2. Parental Complaints

   a. The parent of any district student who has a complaint concerning an employee shall address and seek a mutual resolution of such complaint with the employee first. The parent may request that a building administrator be present during any meeting with the employee. Whenever a meeting is convened concerning a parent complaint, the employee may elect to have an Association representative present during the meeting.

   b. If a meeting is held and the complaint is not resolved, then the complaint will be reduced to writing by the Administration with copies provided to the employee and the employee's immediate supervisor, and the employee may make a written response to such complaint which shall be attached to the District's copies of such complaint. In such cases, the Administration shall take corrective and/or disciplinary measures, if warranted, in order to resolve the complaint.

3. Complaints that have been investigated by the Administration and proven to be false will not be referenced in the Employee's personnel file nor used in any current or subsequent evaluation or disciplinary action concerning such Employee.

G. JOB DESCRIPTIONS

1. Official job descriptions for each position within the Bargaining Unit shall be maintained at the Personnel Office and shall be available for inspection by Bargaining Unit Employees upon request.

2. Copies of all job descriptions and revisions thereto, when made, will be given to the Association president(s).

H. ADMINISTRATIVE EVALUATION

Bargaining unit members will be able to evaluate their immediate supervisor based on their position with distinct. The bargaining unit will make two different evaluation forms (ESP and Certified Staff) and send them to the Board for approval no later than the regularly scheduled board meeting in December. The Board will receive the evaluations no later than March's regularly scheduled board meeting. The evaluation ratings will be the same as the teachers' evaluation and based on the Illinois Performance Standards for School Leaders. All evaluations will contain either an identifiable email or a printed and signed signature of the staff member submitting the evaluation. Access to names is limited exclusively to the board president and 1 other board member selected by the president.

I. Transfers and Reassignment request

Employees may request a voluntary transfer to another position, grade level, department, or building within the District. The District shall make available annually a Transfer Preference Form through which employees may indicate interest in reassignment or transfer opportunities for the following school year. The final decision on any placement is the sole discretion of administration.

J. Management Collaboration Committee

The District and the Association recognize that continuous collaboration, transparent communication, and shared problem-solving are vital to the success of both students and staff. To promote these organizational goals, the parties agree to establish a joint Labor-Management Collaboration Committee to discuss matters affecting the school district and to work cooperatively toward constructive solutions. This Committee shall be comprised of up to 3 representative appointed by the Association and up to 3 representative appointed by the District, with the District's delegation to include the Superintendent and/or their designated representatives. Furthermore, to maintain open governance, at least 1 member of the School Board shall be invited to attend each Committee meeting whenever practicable.

The Labor-Management Collaboration Committee shall convene at least once per calendar month during the active school year, with specific meeting dates and time to be established by mutual agreement of the parties. To ensure productive and focused discussions, a meeting agenda shall be jointly compiled and finalized no later than two (2) business days prior to each scheduled session. Unless otherwise agreed upon by both parties, discussions during the meeting shall be confined to the items listed on the finalized agenda, and any supporting documentation or relevant data should be exchanged concurrently with the distribution of the agenda to allow for adequate review.

These collaboration meetings will not interfere with any school plans, meetings, or professional development. They will also not be held during the instructional school day.

K. To support compliance with the requirements of the individuals with Disabilities Education Act (IDEA), Special Education Teachers shall be permitted to utilize up to two (2) professional development days per semester for the purpose of completing and managing special education duties, including but not limited to IEP development, evaluations, progress monitoring, documentation, compliance reporting, parent communication, and other responsibilities required to maintain compliance with federal and state special education regulations. These days shall be coordinated with administration to minimize disruption to instructional programming while ensuring staff are provided adequate time to fulfill mandated special education obligations.

ARTICLE XI

ASSOCIATION RIGHTS

A. BOARD MEETINGS NOTIFICATION

The president of the Association or his/her designee shall be given written notice of any regular or special meeting of the Board together with a copy of the agenda or statement of purpose of such meeting at least forty-eight (48) hours prior to the scheduled time of such meeting. The president of the Association or his/her designee shall be given verbal and written notice of any emergency meeting of the Board as soon as practicable.

B. PERTINENT INFORMATION – ASSOCIATION

The Board shall provide the Association without charge a copy of the agenda and minutes of all Board meetings.

The Board shall also furnish annual financial reports and audits; a register of personnel; Board approved budgetary requirements and allocation; treasurer's reports; census and pupil membership data; names, addresses, seniority and experience credit of all Bargaining Unit Members; compensation paid thereto; and other information which may assist the Association in developing programs on behalf of the Employees.

C. NAMES AND ADDRESSES – NEW EMPLOYEES

Names and addresses of newly hired Employees shall be provided to the Association within seven (7) days after their hiring.

D. BUSINESS BY ASSOCIATION REPRESENTATIVES ON SCHOOL PROPERTY

Representatives of the Association shall be permitted to transact Association business during duty free lunch time and after contractual hours.

E. ASSOCIATION USE OF DISTRICT FACILITIES AND EQUIPMENT

The Employer will allow the Association to use district facilities for business meetings after contractual hours and based on availability.

In addition, the Association shall have the right to use office equipment after contractual hours when such equipment is not in use, for Association business only.

F. BULLETIN BOARD, MAIL FACILITIES, AND MAILBOXES

1. The Association shall have the right to distribute Association materials in each Bargaining Unit Member's mailboxes for communication to Bargaining Unit Members.

2. The Association shall have, in each district facility, a bulletin board in each Employee lounge.

3. The Association shall also be assigned adequate space on the bulletin board in the central office of each school for Association notices.

4. The use of the District mail services or the use of District bulletin boards shall not be used for distribution or posting of materials that are vulgar, obscene, defamatory or political in nature.

G. SCHOOL CALENDAR

The South Fork Education Association shall develop the school calendar and provide the district with a proposed calendar. The association's proposed calendar is nonbinding.

H. ASSOCIATION LEAVE AND MEETINGS

Association Leave
In the event that the Association desires to send representatives to state, national or Region 47 meetings or conventions, the representative(s) shall be excused without loss of salary or seniority, providing the Association reimburses the District for the cost of the substitute(s). The Association shall be limited to a maximum of six days per year. No more than three employees per day shall be excused for said leave. Notice of absence shall be provided by the Association president to the building administrator at least three (3) days prior to the leave day.

Association Meetings
On days the Association holds its meeting, the Board agrees to allow all members of the Association with the exception of Secretaries and Bus Drivers to leave their respective positions at 3:15 p.m. The Association will notify the Superintendent at least three (3) school days prior to the scheduled meeting, and the meeting will not interfere with other assigned or unassigned duties before or after the instructional day. Teachers who elect not to attend the Association meeting will maintain their regular work day.

Maintenance and Janitorial staff is permitted to attend SFEA meetings and shall clock-out and make up the time at the end of his/her regular shift.

ARTICLE XII

EMERGENCY SCHOOL CLOSINGS

SAFE AND HAZARD FREE WORKPLACE

South Fork Schools will provide the safest and free of hazard conditions possible by following the standards set in the *Occupational and Safety Health Act* and compliance with the Illinois Health/Life Safety requirements. In all cases where a school official is notified of a bomb threat or possible life threatening situation, the schools shall be ordered evacuated by the Superintendent or his designee until such a time as a thorough search reveals the bomb, life threatening situation or the lack thereof. All students and employees shall be evacuated from the building. No Employee shall be required or asked to search for the bomb~~.~~

ARTICLE XIII
USE OF SURVEILLANCE CAMERAS

1. It is agreed between the South Fork Education Association IEA-NEA and the South Fork School District (the Board) that surveillance devices may be installed in various areas of the school building to include teaching areas. It is further agreed that these surveillance devices shall be installed for the purpose of increasing security on all South Fork #14 school properties.

2. Teaching personnel shall be notified in writing by the Board/Administration at least twenty-four (24) hours in advance of the intent of the school Board/Administration's intent to install district owned surveillance devices in their respective teaching areas.

3. It is agreed and understood that these surveillance devices shall not be used to evaluate the performance of any personnel. Further, these surveillance devices shall not be viewed by anyone outside of the Board/Administration and or its agents unless legally bound to do so.

4. Additionally, as required under either the Illinois School Students Records Act or the federal Family Educational Rights and Privacy Act, the provisions of this Article shall not apply to video recordings of students that are used for the purposes of student discipline or to determine whether a student has committed an illegal act under state or federal law.

5. All provisions, except evaluation of the staff performance as stated in 3 above, of this Article shall not apply to video surveillance in any school buses or conveyances. Furthermore, the provisions except evaluation of staff performance as stated in 3 above, of this Article shall not apply to any video surveillance of the following areas generally considered to be public areas within the District's school building: hallways, school building entryways, gymnasiums during extracurricular events after regular school hours, parking lots, and any outdoor areas.

   The South Fork Education Association IEA-NEA does not consent to the use of audio attached to any video under any circumstances. SFEA-IEA-NEA refers to the **Illinois Eavesdropping Statue, 720 ILCS 5/14-1 t. seq**.

ARTICLE XIV

EDUCATIONAL SUPPORT PERSONNEL

A. BUS DRIVER TRIP ROTATION

For all extra trips beyond the regular scheduled daily bus routes the administration shall ask for volunteers before making any assignments. These assignments shall be offered starting with the most senior bus driver then working through the list in order of seniority. Extra trips will be divided equally between full-time drivers. In the event there are no volunteers the trip will be assigned in reverse seniority order.

B. SECRETARIAL and AIDE WORK SCHEDULES

Full-time salaried secretaries shall work two weeks prior to the beginning of the school year and two weeks after the final student attendance day of the school year. If said secretaries are called in for additional work during the summer months when school is not in session they will be compensated at the rate equal to their hourly rate of pay.

Aides shall work all regular school days teachers are in attendance.

C. RETIREMENT: NON-CERTIFIED EMPLOYEES

The Board shall pay the percentage dictated by the IMRF plus an additional amount .3043% for each full-time Employee and one-half of the percentage for part-time Employees.

D. SICK-LEAVE – FULL-TIME NON-CERTIFIED EMPLOYEES

Sick leave for full-time non-certified Employees will be granted according to the number of months of employment the full-time non-certified employees are assigned to work during the fiscal year. Bus drivers will receive 10 days. Secretaries, Aides, Maintenance, and janitors will be assigned twelve (12) days per year. These days may be accumulated up to 240 days.

Sick leave shall be interpreted to mean personal illness, quarantine at home, maternity, adoption, mental health or serious illness or death in the immediate family or household. Immediate family shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, niece, nephew, step-parents, stepchildren, stepbrothers, stepsisters, step-grandchildren, step-grandparents, and legal guardians. Employees may be granted sick leave for other than immediate family at the sole discretion of the Superintendent.

E. SICK-LEAVE – PART-TIME NON-CERTIFIED EMPLOYEES

Sick leave for part-time non-certified Employees, excluding aides, will be assigned one day per month for the total number of months employed during the school year. Each day of earned sick leave for part-time non-certified employees shall be equivalent to the number of hours employed per day. These days may accumulate up to 180 days.

Sick leave shall be interpreted to mean personal illness, quarantine at home, maternity, adoption, mental health or serious illness or death in the immediate family or household. Immediate family shall include parents, spouse, brothers, sisters, children, grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, niece, nephew, step-parents, stepchildren, stepbrothers, stepsisters, step-grandchildren, step-grandparents, and legal guardians. Employees may be granted sick leave for other than immediate family at the sole discretion of the Superintendent.

F. UNUSED PERSONAL LEAVE DAYS - NON-CERTIFIED EMPLOYEES

Each full-time and part-time Employee is entitled to three (3) personal leave days per school year. Each day of personal leave for part-time employees shall be equivalent to the number of hours employed per day. These days may be used for any type of personal business that the Employee wishes to conduct on said day. A three day notice must be given the building principal and approved by the building principal. Requests for personal leave must be submitted in writing and hand delivered to the building principal or his/her secretary. During the last two weeks of school, the administration may, at its discretion, grant the use of unused personal days for emergency purposes. The request must specify the nature of the emergency.

Option 1: Any unused personal leave days may be rolled over into sick leave days to be used toward the agreed upon maximum accumulation at the end of each school year for which such personal leave has been provided under the terms of this agreement.

Option 2: (Secretaries, Bus Drivers, and Aides Only) -Any unused personal leave day may be rolled over from year to year to be saved up to a total of seven (7) days to be used at the discretion of the employee.

G. VACATION DAYS

Full-time twelve month janitor and maintenance Employees shall receive vacation days according to the following schedule. Part-time twelve month janitors or maintenance Employees shall receive vacation days based upon the actual number of hours worked per day at the rate of three-fourths the number of days earned as the full-time Employees.

Years in District	Number of Days (full-time employees)
After 1-9 years	10
After 10-14 years	15
After 15 years & up	20

A request for vacation days must be submitted in writing to the Superintendent two (2) weeks prior to the first requested day of vacation. No vacation days may be taken on a day before or the day after a school vacation. No vacation or personal leave days may be taken the first two weeks of the school year. During the last two weeks of school, the administration may, at its discretion, grant the use of unused vacation or personal days for emergency purposes. The request must specify the nature of the emergency.

All employees that receive vacation days may carry over up to five (5) vacation days. However, the maximum accumulation of vacation days shall be the annual allotment plus five (5) days. Any days over the maximum allotment must be reimbursed at the daily rate of pay for the individual's position. The reimbursement will be paid in first pay period in July. Pay will be prorated for part-time staff based upon the number of hours worked per day.

H. TRANSPORTATION EMPLOYEES

Bus drivers will be reimbursed for licensing, Illinois Department of Transportation (IDOT) physicals, drug/alcohol testing, CDL licenses and attending required classes.

I. COMPENSATION

All non-certified staff shall be paid according to the accompanying salary schedule. (See Appendix B)

When a paraprofessional is required by the administration to supervise a complete classroom setting in lieu of a substitute teacher or certified staff member the district will compensate the paraprofessional at a rate of $5.00 per hour above their hourly rate.

Required Length of Continuing Service List will reflect Date of Hire, Years in District, Hours per Day, and Days per Year. Non-certified Employees are to notify Administration of incomplete or incorrect data, as listed, within 30 days of publication.

J. INSURANCE

Non-certified Coverage

The Board will pay up to, but not exceed, a total sum of $228,000 (2026-27), $248,000 (2027-28), $268,000 (2028-29), and $288,000 (2029-30), (total is a combination of both certified and non-certified staff), towards single person health insurance supplied through South Fork School District for the 2020-22 school years for full-time and part-time certified employees. Individual cost will be determined by the number of certified and non-certified members obtaining the coverage through the district. In the event the premium is less than the amount set aside for each member, the members will be fully covered with no individual cost.

The insurance carrier will remain the same unless circumstances cause administration to consider another carrier. At that time the Association, administration and a committee of board members as designed by the Board, will discuss all carriers. The final decision of the Board will be binding.

K. EVALUATIONS

Non-certified

Each non-certified employee shall be formally evaluated at least once a year. Each formal evaluation, which results in a final summative rating of unsatisfactory, shall be preceded by at least one formal observation of the employee's work. Informal observations shall occur as necessary. Formal observations shall be for periods of time that accurately sample the employee's work.

Prior to formal evaluation, an "area of concern" letter shall be executed if a remediable, performance-related deficiency is noted in an employee's work performance. This letter shall indicate the deficiency and the steps necessary to correct the deficiency. The concern letter shall not be placed in the employee's personnel file if the deficiency is corrected and does not persist.

The employer shall make every reasonable effort to provide employees with warnings of remediable defects in their work performance so as to allow the employee reasonable time to correct deficiencies and avoid below average and unsatisfactory evaluation ratings. Employee evaluation shall be limited to those areas of the employee's performance, which are reasonably related to the employee's job. None of the procedures required by this clause shall be required in the case of serious or irremediable conduct by the employee with respect to which the employer seeks to invoke immediate discipline.

If the employer believes an employee is doing unacceptable work, the reasons shall be provided to the employee in writing. When appropriate, the employer shall provide the employee with suggestions for improvement and assistance in making improvement. In subsequent evaluations, failure to again note a specific deficiency shall be interpreted to mean that adequate improvement has been made. All formal evaluations shall be reduced to writing and a copy shall be given to the employee at the evaluation conference. The employee may attach written comments to the written evaluation if the employee wishes. Both the evaluation and the comments of the employee attached thereto shall be placed in the employee's personnel file.

In the event an employee is not continued in employment, the employer will advise the employee of the specific reasons in writing.

Each employee's evaluation shall include at its conclusion the employee's summative rating in the form of the following statement, "Considering all factors, the work performance of this employee is _ satisfactory _ unsatisfactory (check one)." The evaluation instrument shall make allowances for employer narrations or other devices to alert employees whose work performance is less than satisfactory but not yet unsatisfactory of their deficiencies and for employer narrations or other devices to allow positive reinforcement of the employee work performance which is exemplary.

A joint support staff/administrator/Board committee will review the evaluation instrument for support staff and will recommend changes as needed. The committee shall be composed of a support staff employee from each classification selected by the Association president and two (2) administrator/Board representatives.

L. JANITORS

During the school year, part-time janitorial staff will work on an as-needed basis during breaks when students are not in session. For summer break, all janitors and maintenance will work on an adjusted daytime schedule. When janitorial staff do maintenance work, they will be paid maintenance pay for every quarter-hour they do maintenance work, upon approval by an administrator.

M. FIRST YEAR PROBATION

All Educational Support Personnel shall be hired on a probationary period for the duration of twelve months of active employment. No vacation may be earned until after the completion of one year of service. In the event an employee is hired in during the school year, vacation time will be prorated to be based on time left for in fiscal school year after the employee completes the one-year probation period.

N. PAID HOLIDAYS

Paid holidays are those days set aside on the calendar when the District's twelve (12) month ESP employees are not required to work but for which they receive work credit and are paid their regular rate of pay. Any twelve (12) month ESP employee required to work on a holiday shall accumulate the holiday for use within sixty (60) working days from the date of the holiday. Any holiday that falls on Saturday shall be observed on the preceding Friday and any holiday that falls on Sunday shall be observed on the following Monday. The paid holidays for ESP Employees who work twelve (12) months of the year are:

New Year's Day
Martin Luther King's Birthday
Lincoln's Birthday or President's Day
Casmir Pulaski Day
Good Friday
Memorial Day
Juneteenth
July 4th
Labor Day
Columbus Day
Veteran's Day
Thanksgiving Day
Friday after Thanksgiving Day
Christmas Eve 1/2 day
Christmas Day
New Year's Eve 1/2 day

Article XV

Duration

A. This Agreement shall be effective from the July 1, 2026 and shall remain in effect until June 30, 2030.

AGREEMENT

This Agreement signed this 15 day of July, 2026.

In witness thereof:

For the South Fork Education Association

Co-President

Co-President

Secretary

For the South Fork School District #14 Board of Education

President

Vice-President

Secretary

Certified Salary Index							
Years	BS	BS+8	BS+20	MS	MS+8	MS+20	MS+30
1	1	1.01773	1.03532	1.05744	1.0751	1.0928	1.11038
2	1.01968	1.03733	1.05503	1.07928	1.09694	1.1146	1.13226
3	1.03928	1.05698	1.0746	1.10116	1.11878	1.13647	1.15413
4	1.05896	1.07662	1.09431	1.123	1.14065	1.15835	1.17597
5	1.07863	1.09629	1.11395	1.14487	1.16253	1.18019	1.19784
6	1.09827	1.11593	1.13363	1.16674	1.1844	1.20206	1.21968
7	1.11795	1.13557	1.15327	1.18858	1.20621	1.2239	1.24159
8	1.13755	1.15525	1.17291	1.21042	1.22812	1.24577	1.26343
9	1.15723	1.17493	1.19251	1.2323	1.24999	1.26761	1.28531
10	1.17687	1.19453	1.21226	1.25417	1.27183	1.28949	1.30718
11	1.19651	1.21421	1.23186	1.27601	1.2937	1.31136	1.32906
12	1.21619	1.23388	1.25154	1.29788	1.31554	1.3332	1.35086
13	1.23586	1.25349	1.27114	1.31972	1.33742	1.35508	1.37273
14	1.2555	1.27313	1.29082	1.34163	1.35926	1.37695	1.39461
15	1.27515	1.2928	1.31046	1.36347	1.38113	1.39883	1.41648
16	1.29482	1.31248	1.33014	1.38535	1.40301	1.4207	1.43832
17	1.31443	1.33216	1.34978	1.40722	1.42484	1.4425	1.46016
18	1.3341	1.35172	1.36945	1.42906	1.44668	1.46438	1.48204
19	1.35371	1.3714	1.3891	1.4509	1.46856	1.48625	1.50395
20	1.37342	1.39108	1.40874	1.47277	1.49047	1.50813	1.52578
21	1.3931	1.41072	1.42838	1.49465	1.51234	1.52997	1.54766
22	1.4127	1.43039	1.44809	1.51652	1.53418	1.5518	1.5695
23	1.43238	1.45007	1.46766	1.53833	1.55602	1.57368	1.59134
24	1.45202	1.46967	1.48737	1.5602	1.57789	1.59552	1.61321
25	1.47166	1.48935	1.50701	1.58208	1.59973	1.61743	1.63509
26	1.4931	1.51072	1.52842	1.60615	1.62384	1.6415	1.65916
27	1.51451	1.5322	1.54986	1.63018	1.64788	1.66557	1.68323
28	1.53598	1.55357	1.57126	1.65429	1.67195	1.68961	1.7073
29	1.55735	1.57505	1.59267	1.67837	1.69603	1.71372	1.73134
30	1.57876	1.59645	1.61408	1.7024	1.7201	1.73776	1.75545
31	1.6002	1.61786	1.63552	1.72651	1.74413	1.76183	1.77949
32	1.62161	1.6396	1.65696	1.75055	1.76824	1.78587	1.80356
33	1.64301	1.66067	1.67837	1.77462	1.79228	1.80998	1.8276
34	1.66446	1.68211	1.69977	1.7987	1.81635	1.83401	1.85171
35	1.68583	1.70352	1.72118	1.8228	1.84043	1.85808	1.87574
36	1.7073	1.72496	1.74259	1.84684	1.86454	1.88216	1.89982

Certified Salary FY27								
							New Base	$46,263
Years		BS	BS+8	BS+20	MS	MS+8	MS+20	MS+30
1-4	IRS	$47,627	$48,445	$49,262	$50,437	$51,253	$52,072	$52,887
	TRS	$4,710	$4,791	$4,872	$4,988	$5,069	$5,150	$5,231
	TRS Earnings	$52,337	$53,236	$54,134	$55,425	$56,323	$57,222	$58,118
5	IRS	$49,901	$50,718	$51,535	$52,965	$53,782	$54,599	$55,416
	TRS	$4,935	$5,016	$5,097	$5,238	$5,319	$5,400	$5,481
	TRS Earnings	$54,836	$55,734	$56,632	$58,204	$59,101	$59,999	$60,897
6	IRS	$50,809	$51,626	$52,445	$53,977	$54,794	$55,611	$56,426
	TRS	$5,025	$5,106	$5,187	$5,338	$5,419	$5,500	$5,581
	TRS Earnings	$55,835	$56,732	$57,632	$59,316	$60,213	$61,111	$62,007
7	IRS	$51,720	$52,535	$53,354	$54,987	$55,803	$56,622	$57,440
	TRS	$5,115	$5,196	$5,277	$5,438	$5,519	$5,600	$5,681
	TRS Earnings	$56,835	$57,731	$58,631	$60,426	$61,322	$62,221	$63,121
8	IRS	$52,627	$53,446	$54,263	$55,998	$56,817	$57,633	$58,450
	TRS	$5,205	$5,286	$5,367	$5,538	$5,619	$5,700	$5,781
	TRS Earnings	$57,832	$58,731	$59,629	$61,536	$62,436	$63,333	$64,231
9	IRS	$53,537	$54,356	$55,169	$57,010	$57,829	$58,644	$59,463
	TRS	$5,295	$5,376	$5,456	$5,638	$5,719	$5,800	$5,881
	TRS Earnings	$58,832	$59,732	$60,626	$62,648	$63,548	$64,444	$65,343
10	IRS	$54,446	$55,263	$56,083	$58,022	$58,839	$59,656	$60,474
	TRS	$5,385	$5,466	$5,547	$5,738	$5,819	$5,900	$5,981
	TRS Earnings	$59,830	$60,728	$61,630	$63,760	$64,658	$65,556	$66,455
11	IRS	$55,354	$56,173	$56,990	$59,032	$59,851	$60,668	$61,487
	TRS	$5,475	$5,556	$5,636	$5,838	$5,919	$6,000	$6,081
	TRS Earnings	$60,829	$61,729	$62,626	$64,871	$65,770	$66,668	$67,568
12	IRS	$56,265	$57,083	$57,900	$60,044	$60,861	$61,678	$62,495
	TRS	$5,565	$5,646	$5,726	$5,938	$6,019	$6,100	$6,181
	TRS Earnings	$61,829	$62,729	$63,627	$65,982	$66,880	$67,778	$68,676
13	IRS	$57,175	$57,990	$58,807	$61,054	$61,873	$62,690	$63,507
	TRS	$5,655	$5,735	$5,816	$6,038	$6,119	$6,200	$6,281
	TRS Earnings	$62,829	$63,726	$64,623	$67,093	$67,993	$68,890	$69,788
14	IRS	$58,083	$58,899	$59,717	$62,068	$62,884	$63,702	$64,519
	TRS	$5,745	$5,825	$5,906	$6,139	$6,219	$6,300	$6,381
	TRS Earnings	$63,828	$64,724	$65,624	$68,207	$69,103	$70,002	$70,900
15	IRS	$58,993	$59,809	$60,626	$63,078	$63,895	$64,714	$65,531
	TRS	$5,834	$5,915	$5,996	$6,239	$6,319	$6,400	$6,481
	TRS Earnings	$64,827	$65,724	$66,622	$69,317	$70,215	$71,115	$72,012
16	IRS	$59,903	$60,720	$61,537	$64,091	$64,908	$65,726	$66,541
	TRS	$5,924	$6,005	$6,086	$6,339	$6,419	$6,500	$6,581
	TRS Earnings	$65,827	$66,725	$67,623	$70,429	$71,327	$72,226	$73,122
17	IRS	$60,810	$61,630	$62,445	$65,102	$65,918	$66,735	$67,552
	TRS	$6,014	$6,095	$6,176	$6,439	$6,519	$6,600	$6,681
	TRS Earnings	$66,824	$67,725	$68,621	$71,541	$72,437	$73,335	$74,233
18	IRS	$61,720	$62,535	$63,355	$66,113	$66,928	$67,747	$68,564
	TRS	$6,104	$6,185	$6,266	$6,539	$6,619	$6,700	$6,781
	TRS Earnings	$67,824	$68,720	$69,621	$72,651	$73,547	$74,447	$75,345
19	IRS	$62,627	$63,445	$64,264	$67,123	$67,940	$68,759	$69,578
	TRS	$6,194	$6,275	$6,356	$6,639	$6,719	$6,800	$6,881
	TRS Earnings	$68,821	$69,720	$70,620	$73,762	$74,660	$75,559	$76,459
20	IRS	$63,539	$64,356	$65,173	$68,135	$68,954	$69,771	$70,587
	TRS	$6,284	$6,365	$6,446	$6,739	$6,820	$6,900	$6,981
	TRS Earnings	$69,823	$70,721	$71,618	$74,874	$75,774	$76,671	$77,569
21	IRS	$64,449	$65,264	$66,081	$69,147	$69,966	$70,781	$71,600
	TRS	$6,374	$6,455	$6,536	$6,839	$6,920	$7,000	$7,081
	TRS Earnings	$70,823	$71,719	$72,617	$75,986	$76,885	$77,782	$78,681

22	IRS	$65,356	$66,174	$66,993	$70,159	$70,976	$71,791	$72,610
	TRS	$6,464	$6,545	$6,626	$6,939	$7,020	$7,100	$7,181
	TRS Earnings	$71,820	$72,719	$73,619	$77,098	$77,996	$78,891	$79,791
23	IRS	$66,266	$67,085	$67,899	$71,168	$71,986	$72,803	$73,620
	TRS	$6,554	$6,635	$6,715	$7,039	$7,120	$7,200	$7,281
	TRS Earnings	$72,820	$73,720	$74,614	$78,207	$79,106	$80,004	$80,902
24	IRS	$67,175	$67,992	$68,810	$72,180	$72,998	$73,814	$74,632
	TRS	$6,644	$6,724	$6,805	$7,139	$7,220	$7,300	$7,381
	TRS Earnings	$73,819	$74,716	$75,616	$79,318	$80,218	$81,114	$82,013
25	IRS	$68,084	$68,902	$69,719	$73,192	$74,009	$74,827	$75,644
	TRS	$6,734	$6,814	$6,895	$7,239	$7,320	$7,401	$7,481
	TRS Earnings	$74,817	$75,717	$76,614	$80,431	$81,328	$82,228	$83,126
26	IRS	$69,076	$69,891	$70,710	$74,306	$75,124	$75,941	$76,758
	TRS	$6,832	$6,912	$6,993	$7,349	$7,430	$7,511	$7,591
	TRS Earnings	$75,907	$76,803	$77,703	$81,655	$82,554	$83,452	$84,349
27	IRS	$70,066	$70,884	$71,701	$75,417	$76,236	$77,055	$77,872
	TRS	$6,930	$7,011	$7,091	$7,459	$7,540	$7,621	$7,702
	TRS Earnings	$76,996	$77,895	$78,793	$82,876	$83,776	$84,675	$85,573
28	IRS	$71,059	$71,873	$72,691	$76,533	$77,350	$78,167	$78,985
	TRS	$7,028	$7,108	$7,189	$7,569	$7,650	$7,731	$7,812
	TRS Earnings	$78,087	$78,981	$79,881	$84,102	$85,000	$85,898	$86,797
29	IRS	$72,048	$72,867	$73,682	$77,647	$78,464	$79,282	$80,097
	TRS	$7,126	$7,207	$7,287	$7,679	$7,760	$7,841	$7,922
	TRS Earnings	$79,174	$80,073	$80,969	$85,326	$86,224	$87,123	$88,019
30	IRS	$73,038	$73,857	$74,672	$78,758	$79,577	$80,394	$81,213
	TRS	$7,224	$7,305	$7,385	$7,789	$7,870	$7,951	$8,032
	TRS Earnings	$80,262	$81,161	$82,058	$86,548	$87,448	$88,345	$89,245
31	IRS	$74,030	$74,847	$75,664	$79,874	$80,689	$81,508	$82,325
	TRS	$7,322	$7,402	$7,483	$7,900	$7,980	$8,061	$8,142
	TRS Earnings	$81,352	$82,250	$83,148	$87,773	$88,669	$89,569	$90,467
32	IRS	$75,021	$75,853	$76,656	$80,986	$81,804	$82,620	$83,438
	TRS	$7,420	$7,502	$7,581	$8,010	$8,091	$8,171	$8,252
	TRS Earnings	$82,440	$83,355	$84,238	$88,996	$89,895	$90,791	$91,691
33	IRS	$76,011	$76,828	$77,647	$82,100	$82,917	$83,735	$84,551
	TRS	$7,518	$7,598	$7,679	$8,120	$8,201	$8,282	$8,362
	TRS Earnings	$83,528	$84,426	$85,326	$90,219	$91,117	$92,017	$92,913
34	IRS	$77,003	$77,820	$78,637	$83,214	$84,030	$84,847	$85,666
	TRS	$7,616	$7,696	$7,777	$8,230	$8,311	$8,391	$8,472
	TRS Earnings	$84,619	$85,516	$86,414	$91,444	$92,341	$93,239	$94,138
35	IRS	$77,992	$78,810	$79,627	$84,329	$85,144	$85,961	$86,778
	TRS	$7,713	$7,794	$7,875	$8,340	$8,421	$8,502	$8,582
	TRS Earnings	$85,705	$86,605	$87,502	$92,669	$93,565	$94,462	$95,360
36	IRS	$78,985	$79,802	$80,618	$85,441	$86,260	$87,075	$87,892
	TRS	$7,812	$7,893	$7,973	$8,450	$8,531	$8,612	$8,693
	TRS Earnings	$86,797	$87,695	$88,591	$93,891	$94,791	$95,686	$96,584

Certified Salary FY28								
							New Base	$47,535
Years		BS	BS+8	BS+20	MS	MS+8	MS+20	MS+30
1-4	IRS	$48,937	$49,777	$50,616	$51,824	$52,663	$53,504	$54,342
	TRS	$4,840	$4,923	$5,006	$5,125	$5,208	$5,292	$5,374
	TRS Earnings	$53,777	$54,700	$55,622	$56,950	$57,871	$58,795	$59,716
5	IRS	$51,273	$52,113	$52,952	$54,422	$55,261	$56,101	$56,940
	TRS	$5,071	$5,154	$5,237	$5,382	$5,465	$5,548	$5,631
	TRS Earnings	$56,344	$57,267	$58,189	$59,804	$60,727	$61,649	$62,571
6	IRS	$52,207	$53,046	$53,888	$55,461	$56,301	$57,140	$57,978
	TRS	$5,163	$5,246	$5,330	$5,485	$5,568	$5,651	$5,734
	TRS Earnings	$57,370	$58,293	$59,217	$60,947	$61,869	$62,792	$63,712
7	IRS	$53,142	$53,980	$54,821	$56,500	$57,338	$58,179	$59,020
	TRS	$5,256	$5,339	$5,422	$5,588	$5,671	$5,754	$5,837
	TRS Earnings	$58,398	$59,318	$60,243	$62,088	$63,008	$63,933	$64,857
8	IRS	$54,074	$54,915	$55,755	$57,538	$58,379	$59,218	$60,058
	TRS	$5,348	$5,431	$5,514	$5,691	$5,774	$5,857	$5,940
	TRS Earnings	$59,422	$60,346	$61,269	$63,228	$64,153	$65,075	$65,997
9	IRS	$55,009	$55,851	$56,686	$58,578	$59,419	$60,256	$61,098
	TRS	$5,440	$5,524	$5,606	$5,793	$5,877	$5,959	$6,043
	TRS Earnings	$60,450	$61,374	$62,293	$64,371	$65,295	$66,216	$67,140
10	IRS	$55,943	$56,782	$57,625	$59,618	$60,457	$61,296	$62,137
	TRS	$5,533	$5,616	$5,699	$5,896	$5,979	$6,062	$6,145
	TRS Earnings	$61,476	$62,398	$63,324	$65,514	$66,436	$67,359	$68,283
11	IRS	$56,877	$57,718	$58,557	$60,656	$61,497	$62,336	$63,177
	TRS	$5,625	$5,708	$5,791	$5,999	$6,082	$6,165	$6,248
	TRS Earnings	$62,502	$63,426	$64,348	$66,655	$67,579	$68,501	$69,426
12	IRS	$57,812	$58,653	$59,492	$61,695	$62,535	$63,374	$64,214
	TRS	$5,718	$5,801	$5,884	$6,102	$6,185	$6,268	$6,351
	TRS Earnings	$63,530	$64,454	$65,376	$67,797	$68,720	$69,642	$70,565
13	IRS	$58,747	$59,585	$60,424	$62,733	$63,575	$64,414	$65,253
	TRS	$5,810	$5,893	$5,976	$6,204	$6,288	$6,371	$6,454
	TRS Earnings	$64,557	$65,478	$66,400	$68,938	$69,862	$70,785	$71,707
14	IRS	$59,681	$60,519	$61,360	$63,775	$64,613	$65,454	$66,293
	TRS	$5,902	$5,985	$6,069	$6,307	$6,390	$6,473	$6,556
	TRS Earnings	$65,583	$66,504	$67,428	$70,082	$71,003	$71,927	$72,850
15	IRS	$60,615	$61,454	$62,293	$64,813	$65,653	$66,494	$67,333
	TRS	$5,995	$6,078	$6,161	$6,410	$6,493	$6,576	$6,659
	TRS Earnings	$66,610	$67,532	$68,454	$71,223	$72,146	$73,070	$73,992
16	IRS	$61,550	$62,389	$63,229	$65,853	$66,693	$67,534	$68,371
	TRS	$6,087	$6,170	$6,253	$6,513	$6,596	$6,679	$6,762
	TRS Earnings	$67,637	$68,560	$69,482	$72,366	$73,289	$74,213	$75,133
17	IRS	$62,482	$63,325	$64,162	$66,893	$67,730	$68,570	$69,409
	TRS	$6,180	$6,263	$6,346	$6,616	$6,699	$6,782	$6,865
	TRS Earnings	$68,662	$69,588	$70,508	$73,509	$74,429	$75,351	$76,274
18	IRS	$63,417	$64,255	$65,097	$67,931	$68,769	$69,610	$70,449
	TRS	$6,272	$6,355	$6,438	$6,718	$6,801	$6,884	$6,968
	TRS Earnings	$69,689	$70,609	$71,536	$74,649	$75,570	$76,494	$77,417
19	IRS	$64,349	$65,190	$66,031	$68,969	$69,809	$70,650	$71,491
	TRS	$6,364	$6,447	$6,531	$6,821	$6,904	$6,987	$7,071
	TRS Earnings	$70,713	$71,637	$72,562	$75,790	$76,713	$77,637	$78,561
20	IRS	$65,286	$66,126	$66,965	$70,009	$70,850	$71,690	$72,529
	TRS	$6,457	$6,540	$6,623	$6,924	$7,007	$7,090	$7,173
	TRS Earnings	$71,743	$72,665	$73,588	$76,933	$77,857	$78,780	$79,702
21	IRS	$66,222	$67,059	$67,899	$71,049	$71,890	$72,728	$73,569
	TRS	$6,549	$6,632	$6,715	$7,027	$7,110	$7,193	$7,276
	TRS Earnings	$72,771	$73,691	$74,614	$78,076	$79,000	$79,921	$80,845

22	IRS	$67,153	$67,994	$68,836	$72,088	$72,928	$73,765	$74,607
	TRS	$6,642	$6,725	$6,808	$7,130	$7,213	$7,295	$7,379
	TRS Earnings	$73,795	$74,719	$75,643	$79,218	$80,141	$81,061	$81,986
23	IRS	$68,089	$68,930	$69,766	$73,125	$73,966	$74,806	$75,645
	TRS	$6,734	$6,817	$6,900	$7,232	$7,315	$7,398	$7,481
	TRS Earnings	$74,823	$75,747	$76,666	$80,357	$81,281	$82,204	$83,126
24	IRS	$69,022	$69,861	$70,703	$74,165	$75,006	$75,844	$76,685
	TRS	$6,826	$6,909	$6,993	$7,335	$7,418	$7,501	$7,584
	TRS Earnings	$75,849	$76,771	$77,695	$81,500	$82,424	$83,345	$84,269
25	IRS	$69,956	$70,797	$71,636	$75,205	$76,044	$76,885	$77,725
	TRS	$6,919	$7,002	$7,085	$7,438	$7,521	$7,604	$7,687
	TRS Earnings	$76,875	$77,799	$78,721	$82,643	$83,565	$84,489	$85,412
26	IRS	$70,975	$71,813	$72,654	$76,349	$77,190	$78,029	$78,869
	TRS	$7,020	$7,102	$7,186	$7,551	$7,634	$7,717	$7,800
	TRS Earnings	$77,995	$78,915	$79,840	$83,900	$84,824	$85,747	$86,669
27	IRS	$71,993	$72,834	$73,673	$77,491	$78,333	$79,174	$80,013
	TRS	$7,120	$7,203	$7,286	$7,664	$7,747	$7,830	$7,913
	TRS Earnings	$79,113	$80,037	$80,960	$85,155	$86,080	$87,004	$87,926
28	IRS	$73,013	$73,850	$74,691	$78,637	$79,477	$80,316	$81,157
	TRS	$7,221	$7,304	$7,387	$7,777	$7,860	$7,943	$8,027
	TRS Earnings	$80,235	$81,153	$82,077	$86,415	$87,337	$88,260	$89,184
29	IRS	$74,029	$74,871	$75,708	$79,782	$80,622	$81,462	$82,300
	TRS	$7,322	$7,405	$7,488	$7,891	$7,974	$8,057	$8,140
	TRS Earnings	$81,351	$82,275	$83,196	$87,673	$88,595	$89,519	$90,440
30	IRS	$75,047	$75,888	$76,726	$80,924	$81,766	$82,605	$83,446
	TRS	$7,422	$7,505	$7,588	$8,003	$8,087	$8,170	$8,253
	TRS Earnings	$82,469	$83,393	$84,314	$88,928	$89,852	$90,775	$91,699
31	IRS	$76,066	$76,906	$77,745	$82,070	$82,908	$83,749	$84,589
	TRS	$7,523	$7,606	$7,689	$8,117	$8,200	$8,283	$8,366
	TRS Earnings	$83,589	$84,512	$85,434	$90,187	$91,108	$92,032	$92,955
32	IRS	$77,084	$77,939	$78,764	$83,213	$84,054	$84,892	$85,733
	TRS	$7,624	$7,708	$7,790	$8,230	$8,313	$8,396	$8,479
	TRS Earnings	$84,708	$85,647	$86,554	$91,443	$92,367	$93,288	$94,212
33	IRS	$78,101	$78,941	$79,782	$84,357	$85,197	$86,038	$86,876
	TRS	$7,724	$7,807	$7,891	$8,343	$8,426	$8,509	$8,592
	TRS Earnings	$85,825	$86,748	$87,673	$92,700	$93,623	$94,547	$95,468
34	IRS	$79,121	$79,960	$80,799	$85,502	$86,341	$87,180	$88,022
	TRS	$7,825	$7,908	$7,991	$8,456	$8,539	$8,622	$8,705
	TRS Earnings	$86,946	$87,868	$88,790	$93,958	$94,880	$95,803	$96,727
35	IRS	$80,137	$80,978	$81,817	$86,648	$87,486	$88,325	$89,164
	TRS	$7,926	$8,009	$8,092	$8,570	$8,652	$8,735	$8,818
	TRS Earnings	$88,062	$88,986	$89,909	$95,217	$96,138	$97,060	$97,983
36	IRS	$81,157	$81,997	$82,835	$87,790	$88,632	$89,469	$90,309
	TRS	$8,027	$8,110	$8,192	$8,683	$8,766	$8,849	$8,932
	TRS Earnings	$89,184	$90,106	$91,027	$96,473	$97,397	$98,318	$99,240

Certified Salary FY29								
							New Base	$48,843
Years		BS	BS+8	BS+20	MS	MS+8	MS+20	MS+30
1-4	IRS	$50,283	$51,146	$52,008	$53,249	$54,111	$54,975	$55,836
	TRS	$4,973	$5,058	$5,144	$5,266	$5,352	$5,437	$5,522
	TRS Earnings	$55,256	$56,205	$57,152	$58,516	$59,463	$60,412	$61,358
5	IRS	$52,683	$53,546	$54,408	$55,918	$56,781	$57,644	$58,506
	TRS	$5,210	$5,296	$5,381	$5,530	$5,616	$5,701	$5,786
	TRS Earnings	$57,894	$58,841	$59,789	$61,449	$62,397	$63,345	$64,292
6	IRS	$53,642	$54,505	$55,369	$56,987	$57,849	$58,712	$59,572
	TRS	$5,305	$5,391	$5,476	$5,636	$5,721	$5,807	$5,892
	TRS Earnings	$58,948	$59,896	$60,846	$62,623	$63,571	$64,518	$65,464
7	IRS	$54,604	$55,464	$56,329	$58,053	$58,914	$59,779	$60,643
	TRS	$5,400	$5,485	$5,571	$5,742	$5,827	$5,912	$5,998
	TRS Earnings	$60,004	$60,950	$61,900	$63,795	$64,741	$65,691	$66,640
8	IRS	$55,561	$56,425	$57,288	$59,120	$59,985	$60,847	$61,709
	TRS	$5,495	$5,581	$5,666	$5,847	$5,933	$6,018	$6,103
	TRS Earnings	$61,056	$62,006	$62,954	$64,967	$65,917	$66,865	$67,812
9	IRS	$56,522	$57,387	$58,245	$60,189	$61,053	$61,913	$62,778
	TRS	$5,590	$5,676	$5,761	$5,953	$6,038	$6,123	$6,209
	TRS Earnings	$62,112	$63,062	$64,006	$66,142	$67,091	$68,037	$68,987
10	IRS	$57,481	$58,344	$59,210	$61,257	$62,120	$62,982	$63,846
	TRS	$5,685	$5,770	$5,856	$6,058	$6,144	$6,229	$6,314
	TRS Earnings	$63,166	$64,114	$65,066	$67,315	$68,263	$69,211	$70,161
11	IRS	$58,441	$59,305	$60,167	$62,324	$63,188	$64,050	$64,915
	TRS	$5,780	$5,865	$5,951	$6,164	$6,249	$6,335	$6,420
	TRS Earnings	$64,221	$65,171	$66,118	$68,488	$69,437	$70,385	$71,335
12	IRS	$59,402	$60,266	$61,129	$63,392	$64,254	$65,117	$65,980
	TRS	$5,875	$5,960	$6,046	$6,270	$6,355	$6,440	$6,525
	TRS Earnings	$65,277	$66,226	$67,174	$69,661	$70,609	$71,557	$72,505
13	IRS	$60,363	$61,224	$62,086	$64,459	$65,323	$66,186	$67,048
	TRS	$5,970	$6,055	$6,140	$6,375	$6,461	$6,546	$6,631
	TRS Earnings	$66,333	$67,279	$68,226	$70,834	$71,784	$72,732	$73,679
14	IRS	$61,322	$62,183	$63,047	$65,529	$66,390	$67,254	$68,116
	TRS	$6,065	$6,150	$6,235	$6,481	$6,566	$6,651	$6,737
	TRS Earnings	$67,387	$68,333	$69,282	$72,010	$72,956	$73,905	$74,853
15	IRS	$62,282	$63,144	$64,006	$66,595	$67,458	$68,323	$69,185
	TRS	$6,160	$6,245	$6,330	$6,586	$6,672	$6,757	$6,842
	TRS Earnings	$68,441	$69,389	$70,337	$73,182	$74,130	$75,080	$76,027
16	IRS	$63,242	$64,105	$64,968	$67,664	$68,527	$69,391	$70,251
	TRS	$6,255	$6,340	$6,425	$6,692	$6,777	$6,863	$6,948
	TRS Earnings	$69,497	$70,445	$71,393	$74,356	$75,304	$76,254	$77,199
17	IRS	$64,200	$65,066	$65,927	$68,732	$69,593	$70,456	$71,318
	TRS	$6,349	$6,435	$6,520	$6,798	$6,883	$6,968	$7,053
	TRS Earnings	$70,550	$71,501	$72,447	$75,530	$76,476	$77,424	$78,372
18	IRS	$65,161	$66,022	$66,888	$69,799	$70,660	$71,524	$72,387
	TRS	$6,444	$6,530	$6,615	$6,903	$6,988	$7,074	$7,159
	TRS Earnings	$71,605	$72,551	$73,503	$76,702	$77,648	$78,598	$79,546
19	IRS	$66,119	$66,983	$67,847	$70,866	$71,728	$72,592	$73,457
	TRS	$6,539	$6,625	$6,710	$7,009	$7,094	$7,179	$7,265
	TRS Earnings	$72,658	$73,607	$74,557	$77,874	$78,822	$79,772	$80,722
20	IRS	$67,081	$67,944	$68,807	$71,934	$72,799	$73,661	$74,523
	TRS	$6,634	$6,720	$6,805	$7,114	$7,200	$7,285	$7,370
	TRS Earnings	$73,716	$74,664	$75,612	$79,048	$79,998	$80,946	$81,894
21	IRS	$68,043	$68,903	$69,766	$73,003	$73,867	$74,728	$75,592
	TRS	$6,729	$6,815	$6,900	$7,220	$7,305	$7,391	$7,476
	TRS Earnings	$74,772	$75,718	$76,666	$80,223	$81,172	$82,118	$83,068

22	IRS	$69,000	$69,864	$70,729	$74,071	$74,933	$75,794	$76,659
	TRS	$6,824	$6,910	$6,995	$7,326	$7,411	$7,496	$7,582
	TRS Earnings	$75,824	$76,774	$77,724	$81,397	$82,344	$83,290	$84,240
23	IRS	$69,961	$70,825	$71,684	$75,136	$76,000	$76,863	$77,725
	TRS	$6,919	$7,005	$7,090	$7,431	$7,516	$7,602	$7,687
	TRS Earnings	$76,880	$77,830	$78,774	$82,567	$83,517	$84,464	$85,412
24	IRS	$70,921	$71,783	$72,647	$76,204	$77,068	$77,929	$78,793
	TRS	$7,014	$7,099	$7,185	$7,537	$7,622	$7,707	$7,793
	TRS Earnings	$77,935	$78,882	$79,832	$83,741	$84,690	$85,637	$86,586
25	IRS	$71,880	$72,744	$73,606	$77,273	$78,135	$79,000	$79,862
	TRS	$7,109	$7,194	$7,280	$7,642	$7,728	$7,813	$7,898
	TRS Earnings	$78,989	$79,938	$80,886	$84,915	$85,863	$86,813	$87,761
26	IRS	$72,927	$73,788	$74,652	$78,449	$79,313	$80,175	$81,038
	TRS	$7,213	$7,298	$7,383	$7,759	$7,844	$7,929	$8,015
	TRS Earnings	$80,140	$81,085	$82,035	$86,207	$87,157	$88,105	$89,052
27	IRS	$73,973	$74,837	$75,699	$79,622	$80,487	$81,351	$82,213
	TRS	$7,316	$7,401	$7,487	$7,875	$7,960	$8,046	$8,131
	TRS Earnings	$81,289	$82,238	$83,186	$87,497	$88,447	$89,397	$90,344
28	IRS	$75,021	$75,880	$76,745	$80,800	$81,662	$82,525	$83,389
	TRS	$7,420	$7,505	$7,590	$7,991	$8,076	$8,162	$8,247
	TRS Earnings	$82,441	$83,385	$84,335	$88,791	$89,739	$90,687	$91,636
29	IRS	$76,065	$76,930	$77,790	$81,976	$82,839	$83,703	$84,563
	TRS	$7,523	$7,608	$7,694	$8,108	$8,193	$8,278	$8,363
	TRS Earnings	$83,588	$84,538	$85,484	$90,084	$91,031	$91,981	$92,927
30	IRS	$77,111	$77,975	$78,836	$83,150	$84,014	$84,877	$85,741
	TRS	$7,626	$7,712	$7,797	$8,224	$8,309	$8,394	$8,480
	TRS Earnings	$84,737	$85,687	$86,633	$91,373	$92,323	$93,271	$94,221
31	IRS	$78,158	$79,021	$79,883	$84,327	$85,188	$86,052	$86,915
	TRS	$7,730	$7,815	$7,901	$8,340	$8,425	$8,511	$8,596
	TRS Earnings	$85,888	$86,836	$87,784	$92,667	$93,613	$94,563	$95,511
32	IRS	$79,204	$80,082	$80,930	$85,501	$86,366	$87,227	$88,091
	TRS	$7,833	$7,920	$8,004	$8,456	$8,542	$8,627	$8,712
	TRS Earnings	$87,037	$88,003	$88,934	$93,958	$94,907	$95,853	$96,803
33	IRS	$80,249	$81,112	$81,976	$86,677	$87,540	$88,404	$89,265
	TRS	$7,937	$8,022	$8,108	$8,572	$8,658	$8,743	$8,828
	TRS Earnings	$88,186	$89,134	$90,084	$95,250	$96,197	$97,147	$98,093
34	IRS	$81,297	$82,159	$83,021	$87,853	$88,715	$89,578	$90,442
	TRS	$8,040	$8,126	$8,211	$8,689	$8,774	$8,859	$8,945
	TRS Earnings	$89,337	$90,284	$91,232	$96,542	$97,489	$98,437	$99,387
35	IRS	$82,340	$83,204	$84,067	$89,030	$89,891	$90,754	$91,616
	TRS	$8,144	$8,229	$8,314	$8,805	$8,890	$8,976	$9,061
	TRS Earnings	$90,484	$91,433	$92,381	$97,836	$98,782	$99,729	$100,677
36	IRS	$83,389	$84,252	$85,113	$90,205	$91,069	$91,930	$92,792
	TRS	$8,247	$8,333	$8,418	$8,921	$9,007	$9,092	$9,177
	TRS Earnings	$91,636	$92,584	$93,530	$99,126	$100,076	$101,022	$101,969

Certified Salary FY30								
							New Base	$50,186
Years		BS	BS+8	BS+20	MS	MS+8	MS+20	MS+30
1-4	IRS	$51,665	$52,553	$53,439	$54,714	$55,599	$56,487	$57,372
	TRS	$5,110	$5,198	$5,285	$5,411	$5,499	$5,587	$5,674
	TRS Earnings	$56,775	$57,750	$58,724	$60,125	$61,098	$62,074	$63,046
5	IRS	$54,132	$55,018	$55,904	$57,456	$58,343	$59,229	$60,115
	TRS	$5,354	$5,441	$5,529	$5,682	$5,770	$5,858	$5,945
	TRS Earnings	$59,486	$60,460	$61,434	$63,139	$64,113	$65,087	$66,060
6	IRS	$55,118	$56,004	$56,892	$58,554	$59,440	$60,326	$61,211
	TRS	$5,451	$5,539	$5,627	$5,791	$5,879	$5,966	$6,054
	TRS Earnings	$60,569	$61,543	$62,519	$64,345	$65,319	$66,293	$67,264
7	IRS	$56,105	$56,990	$57,878	$59,650	$60,535	$61,422	$62,310
	TRS	$5,549	$5,636	$5,724	$5,899	$5,987	$6,075	$6,163
	TRS Earnings	$61,654	$62,626	$63,602	$65,549	$66,522	$67,497	$68,473
8	IRS	$57,089	$57,977	$58,863	$60,746	$61,634	$62,520	$63,406
	TRS	$5,646	$5,734	$5,822	$6,008	$6,096	$6,183	$6,271
	TRS Earnings	$62,735	$63,711	$64,685	$66,754	$67,730	$68,703	$69,677
9	IRS	$58,077	$58,965	$59,847	$61,844	$62,732	$63,616	$64,504
	TRS	$5,744	$5,832	$5,919	$6,116	$6,204	$6,292	$6,380
	TRS Earnings	$63,820	$64,797	$65,766	$67,960	$68,936	$69,908	$70,884
10	IRS	$59,062	$59,948	$60,838	$62,942	$63,828	$64,714	$65,602
	TRS	$5,841	$5,929	$6,017	$6,225	$6,313	$6,400	$6,488
	TRS Earnings	$64,903	$65,877	$66,855	$69,167	$70,140	$71,114	$72,090
11	IRS	$60,048	$60,936	$61,822	$64,038	$64,925	$65,812	$66,700
	TRS	$5,939	$6,027	$6,114	$6,333	$6,421	$6,509	$6,597
	TRS Earnings	$65,987	$66,963	$67,936	$70,371	$71,347	$72,321	$73,297
12	IRS	$61,035	$61,923	$62,810	$65,135	$66,021	$66,908	$67,794
	TRS	$6,036	$6,124	$6,212	$6,442	$6,530	$6,617	$6,705
	TRS Earnings	$67,072	$68,048	$69,021	$71,577	$72,551	$73,525	$74,499
13	IRS	$62,023	$62,907	$63,793	$66,231	$67,120	$68,006	$68,892
	TRS	$6,134	$6,222	$6,309	$6,550	$6,638	$6,726	$6,813
	TRS Earnings	$68,157	$69,129	$70,102	$72,782	$73,758	$74,732	$75,705
14	IRS	$63,008	$63,893	$64,781	$67,331	$68,216	$69,103	$69,990
	TRS	$6,232	$6,319	$6,407	$6,659	$6,747	$6,834	$6,922
	TRS Earnings	$69,240	$70,212	$71,188	$73,990	$74,962	$75,938	$76,912
15	IRS	$63,994	$64,880	$65,767	$68,427	$69,313	$70,201	$71,087
	TRS	$6,329	$6,417	$6,504	$6,767	$6,855	$6,943	$7,031
	TRS Earnings	$70,324	$71,297	$72,271	$75,194	$76,168	$77,144	$78,118
16	IRS	$64,982	$65,868	$66,754	$69,525	$70,411	$71,299	$72,183
	TRS	$6,427	$6,514	$6,602	$6,876	$6,964	$7,052	$7,139
	TRS Earnings	$71,408	$72,382	$73,356	$76,401	$77,375	$78,351	$79,322
17	IRS	$65,966	$66,856	$67,740	$70,622	$71,507	$72,393	$73,279
	TRS	$6,524	$6,612	$6,700	$6,985	$7,072	$7,160	$7,247
	TRS Earnings	$72,490	$73,468	$74,439	$77,607	$78,579	$79,553	$80,527
18	IRS	$66,953	$67,837	$68,727	$71,719	$72,603	$73,491	$74,377
	TRS	$6,622	$6,709	$6,797	$7,093	$7,180	$7,268	$7,356
	TRS Earnings	$73,575	$74,546	$75,524	$78,812	$79,783	$80,759	$81,733
19	IRS	$67,937	$68,825	$69,713	$72,815	$73,701	$74,589	$75,477
	TRS	$6,719	$6,807	$6,895	$7,201	$7,289	$7,377	$7,465
	TRS Earnings	$74,656	$75,632	$76,608	$80,016	$80,990	$81,966	$82,942
20	IRS	$68,926	$69,812	$70,699	$73,912	$74,800	$75,687	$76,573
	TRS	$6,817	$6,905	$6,992	$7,310	$7,398	$7,485	$7,573
	TRS Earnings	$75,743	$76,717	$77,691	$81,222	$82,198	$83,172	$84,146
21	IRS	$69,914	$70,798	$71,684	$75,010	$75,898	$76,783	$77,671
	TRS	$6,915	$7,002	$7,090	$7,419	$7,506	$7,594	$7,682

	TRS Earnings	$76,828	$77,800	$78,774	$82,429	$83,404	$84,377	$85,352
22	IRS	$70,898	$71,785	$72,674	$76,108	$76,994	$77,878	$78,767
	TRS	$7,012	$7,100	$7,187	$7,527	$7,615	$7,702	$7,790
	TRS Earnings	$77,909	$78,885	$79,861	$83,635	$84,609	$85,581	$86,557
23	IRS	$71,885	$72,773	$73,656	$77,202	$78,090	$78,976	$79,863
	TRS	$7,110	$7,197	$7,285	$7,635	$7,723	$7,811	$7,899
	TRS Earnings	$78,995	$79,970	$80,940	$84,838	$85,813	$86,787	$87,761
24	IRS	$72,871	$73,757	$74,645	$78,300	$79,188	$80,072	$80,960
	TRS	$7,207	$7,295	$7,382	$7,744	$7,832	$7,919	$8,007
	TRS Earnings	$80,078	$81,051	$82,027	$86,044	$87,019	$87,992	$88,967
25	IRS	$73,856	$74,744	$75,631	$79,398	$80,284	$81,172	$82,058
	TRS	$7,304	$7,392	$7,480	$7,853	$7,940	$8,028	$8,116
	TRS Earnings	$81,161	$82,137	$83,110	$87,251	$88,224	$89,200	$90,174
26	IRS	$74,932	$75,817	$76,705	$80,606	$81,494	$82,380	$83,266
	TRS	$7,411	$7,498	$7,586	$7,972	$8,060	$8,147	$8,235
	TRS Earnings	$82,343	$83,315	$84,291	$88,578	$89,554	$90,527	$91,501
27	IRS	$76,007	$76,895	$77,781	$81,812	$82,700	$83,588	$84,474
	TRS	$7,517	$7,605	$7,693	$8,091	$8,179	$8,267	$8,355
	TRS Earnings	$83,524	$84,500	$85,474	$89,903	$90,879	$91,855	$92,829
28	IRS	$77,084	$77,967	$78,855	$83,022	$83,908	$84,794	$85,682
	TRS	$7,624	$7,711	$7,799	$8,211	$8,299	$8,386	$8,474
	TRS Earnings	$84,708	$85,678	$86,654	$91,233	$92,207	$93,181	$94,156
29	IRS	$78,157	$79,045	$79,929	$84,230	$85,117	$86,004	$86,889
	TRS	$7,730	$7,818	$7,905	$8,330	$8,418	$8,506	$8,593
	TRS Earnings	$85,887	$86,863	$87,835	$92,561	$93,535	$94,510	$95,482
30	IRS	$79,231	$80,119	$81,004	$85,436	$86,325	$87,211	$88,099
	TRS	$7,836	$7,924	$8,011	$8,450	$8,538	$8,625	$8,713
	TRS Earnings	$87,067	$88,043	$89,015	$93,886	$94,862	$95,836	$96,812
31	IRS	$80,307	$81,194	$82,080	$86,646	$87,531	$88,419	$89,305
	TRS	$7,942	$8,030	$8,118	$8,569	$8,657	$8,745	$8,832
	TRS Earnings	$88,250	$89,224	$90,198	$95,216	$96,187	$97,164	$98,138
32	IRS	$81,382	$82,285	$83,156	$87,853	$88,741	$89,625	$90,513
	TRS	$8,049	$8,138	$8,224	$8,689	$8,777	$8,864	$8,952
	TRS Earnings	$89,431	$90,423	$91,380	$96,542	$97,517	$98,489	$99,465
33	IRS	$82,456	$83,342	$84,230	$89,061	$89,947	$90,835	$91,720
	TRS	$8,155	$8,243	$8,330	$8,808	$8,896	$8,984	$9,071
	TRS Earnings	$90,611	$91,585	$92,561	$97,869	$98,843	$99,819	$100,791
34	IRS	$83,532	$84,418	$85,304	$90,269	$91,155	$92,041	$92,930
	TRS	$8,261	$8,349	$8,437	$8,928	$9,015	$9,103	$9,191
	TRS Earnings	$91,794	$92,767	$93,741	$99,197	$100,170	$101,144	$102,120
35	IRS	$84,605	$85,493	$86,379	$91,479	$92,363	$93,249	$94,136
	TRS	$8,367	$8,455	$8,543	$9,047	$9,135	$9,222	$9,310
	TRS Earnings	$92,972	$93,948	$94,922	$100,526	$101,498	$102,472	$103,446
36	IRS	$85,682	$86,569	$87,453	$92,685	$93,573	$94,458	$95,344
	TRS	$8,474	$8,562	$8,649	$9,167	$9,255	$9,342	$9,430
	TRS Earnings	$94,156	$95,130	$96,103	$101,852	$102,828	$103,800	$104,774

FY27 - FY30 Non-Certified Schedule (Appendix B)					
		FY27	FY28	FY29	FY30
Aides	Full Time	28702.63	29994.25	31343.99	32754.47
	Part Time	17.42	18.20	19.02	19.88
Secretary	Full Time	33753.51	35272.42	36859.68	38518.36
	Part Time	17.63	18.42	19.25	20.12
Maintenance	Full Time	23.51	24.57	25.68	26.83
Janitor	Full Time & Part Time	21.59	22.56	23.58	24.64
	Limited Time	17.63	18.42	19.25	20.12
Bus Drivers	Per Route	27.73	28.98	30.29	31.65
	ChrisMont (Nokomis)	34.68	36.24	37.88	39.58
	CACC with Wait time	55.47	57.96	60.57	63.30
	EXC During non school hours	85.84	89.70	93.74	97.95
	After 5 hours	17.24	18.02	18.83	19.68
	EXC During school day <1 1/2 Hours	27.73	28.98	30.29	31.65
	EXC During school day >1 1/2 Hours	55.47	57.96	60.57	63.30
	Sat./Sun./Holiday	90.69	94.77	99.03	103.49
	After 5 hours	19.02	19.87	20.77	21.70
	Fuel/Sweeps	4.32	4.51	4.71	4.93
Bus Aides		17.63	18.42	19.25	20.12

Appendix C

EXTRACURRICULAR STIPEND

	FY26	Fy27	FY28	FY29	FY30
High School Head Coach	4750	4964	5187	5421	5664
High School Assistant Coach	2500	2613	2730	2853	2981
Junior High Head Coach	3250	3396	3549	3709	3876
Junior High Assistant Coach	1750	1829	1911	1997	2087

Athletic Director 10% of base with one period time per day for AD duties

Payments to be made at the middle and end of the season. The payment may be paid in twenty-six (26) equal payments during each year of the agreement if requested by the employee

Non-Coaching Activities			STIPEND		
High School Student Council	600	627	655	685	716
Junior High Student Council	600	627	655	685	716
National Honor Society	600	627	655	685	716
Scholastic Bowl	850	888	928	970	1014
Yearbook Advisor	1350	1411	1474	1541	1610
9th Grade Sponsor	600	627	655	685	716
10th Grade Sponsor	600	627	655	685	716
11th Grade Sponsor	900	941	983	1027	1073
12th Grade Sponsor	700	732	764	799	835
Chorus/Contest	1500	1568	1638	1712	1789
Holiday Music Program Director	250	261	273	285	298
Teacher	40	42	44	46	48

The non-coaching activities will be paid upon completion of the duties for that activity or at the end of the school year.

This extracurricular Stipend schedule reflects the amount to be paid to a coach or sponsor if an activity is offered by the district. The district reserves the right to determine if an activity shall be offered and the number of coaches or sponsors authorized for each activity.

APPENDIX D: GRIEVANCE FORMS (1 of 6)

Joint Grievance Forms Between South Fork Education Association and South Fork School District #14

Initiation of Step 1 Grievance
Immediate Supervisor

Name of aggrieved party:	
Date of occurrence of grieve able event:	
Date this form is submitted to immediate supervisor:	
This grievance is based on an alleged violation of the following Sections(s) of the Agreement:	

Description of the grievance (Be complete and specific. Use the back of this form if necessary)

Remedy Requested: (Use the back of this form if necessary)

Discussion held on	**Date:**

Aggrieved Party's Signature:	**Immediate Supervisor's Signature**

Copies:

- **Immediate Supervisor**
- **Superintendent/Designee**
- **SFEA President**
- **Board President**

APPENDIX D: GRIEVANCE FORMS (2 of 6)

Joint Grievance Forms Between South Fork Education Association and South Fork School District #14

Response to Step 1 Grievance by Immediate Supervisor

Name of aggrieved party:	
Date grievance received:	
Date of conference:	

Participants for the Association	**Participants for the Board**

Decision and Answer to Grievance: (Use the back of this form if necessary)

Returned to aggrieved party on:	**Date:**

Principal's Signature	

Copies:

Grievant
Superintendent/Designee
SFEA President
Board President

APPENDIX D: GRIEVANCE FORMS (3 of 6)

Joint Grievance Forms Between South Fork Education Association and South Fork School District #14

Initiation of Step 2 Grievance
Superintendent

Name of aggrieved party:	
Date of occurrence of grieve able event:	
Date this form is submitted to immediate supervisor:	
This grievance is based on an alleged violation of the following Sections(s) of the Agreement:	

Remedy Requested: (Use the back of this form if necessary)

Discussion held on:	**Date:**

Aggrieved Party's Signature	**Superintendent's/Designee Signature**

Copies:

- **Grievant**
- **Immediate Supervisor**
- **SFEA President**
- **Board President**

APPENDIX D: GRIEVANCE FORMS (4 of 6)

Joint Grievance Forms Between South Fork Education Association and South Fork School District #14

Response to Step 2 Grievance by Superintendent

Name of aggrieved party:	
Date grievance received:	
Date of conference:	

Participants for the Association	**Participants for the Board**

Decision and Answer to Grievance: (Use the back of this form if necessary)

Returned to aggrieved party on:	**Date:**

Superintendent's/Designee's Signature	

Copies:

Grievant
Immediate Supervisor
SFEA President
Board President

APPENDIX D: GRIEVANCE FORMS (5 of 6)

Joint Grievance Forms Between South Fork Education Association and South Fork School District #14

Initiation of Step 3 Grievance
Board

Name of aggrieved party:	
Date of occurrence of grieve able event:	
Date this form is submitted to immediate supervisor:	
This grievance is based on an alleged violation of the following Sections(s) of the Agreement:	

Remedy Requested: (Use the back of this form if necessary)

Discussion held on:	**Date:**

Aggrieved Party's Signature	**President of Board Signature**

Copies:

Immediate Supervisor
Superintendent/Designee
SFEA President
Board President

APPENDIX D: GRIEVANCE FORMS (6 of 6)

Joint Grievance Forms Between South Fork Education Association and South Fork School District #14

Response to Step 3 Grievance by Board

Name of aggrieved party:	
Date grievance received:	
Date of conference:	

Participants for the Association	**Participants for the Board**

Decision and Answer to Grievance: (Use the back of this form if necessary)

Returned to aggrieved party on:	**Date:**

President of Board Signature	

Copies:

Grievant
Immediate Supervisor
Superintendent/Designee
SFEA President