

PROFESSIONAL NEGOTIATIONS AGREEMENT BETWEEN
THE MAROA-FORSYTH BOARD OF EDUCATION
MAROA-FORSYTH COMMUNITY UNIT SCHOOL DISTRICT NO. 2
AND
THE MAROA-FORSYTH EDUCATION ASSOCIATION
CHARTERED WITH THE ILLINOIS EDUCATION ASSOCIATION
AND THE NATIONAL EDUCATION ASSOCIATION
2007-2008 2008-2009 2009-2010 2010-2011

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PREAMBLE

This agreement, between the Board of Education of District # 2, Macon County, Maroa, Illinois and the Maroa-Forsyth Education Association, incorporates a number of understandings which derive from the parties' mutual beliefs that each pupil is entitled to an education of the highest quality.

Article I **RECOGNITION**

1.1 The Board of Education of School District # 2, Macon County, Maroa, Illinois, hereafter referred to as the "Board", recognizes the Maroa-Forsyth Education Association, hereafter referred to as the "Association" as the sole and exclusive negotiating agent for all regularly employed certificated personnel, hereafter referred to as the "Employees". Further, the Board agrees not to negotiate with any teacher individually during the duration of this agreement, in regards to matters contained in this agreement. Those employees to be excluded shall consist of the superintendent, assistant superintendent, principals, and assistant principals.

Article II

RIGHTS AND RESPONSIBILITIES

2.1 The Board hereby retains and reserves unto itself all powers, right, authority, duties, and responsibilities conferred upon and vested in it by the statutes of the State of Illinois. However, the Board agrees to participate in good faith negotiations with the duly designated representatives of the Association.

2.2 It is the mutual responsibility of the Board and the Association to meet at reasonable times and negotiate in good faith with respect to salaries, fringe benefits, conditions of employment, grievance procedures, and negotiating procedures.

2.3 "Good Faith" is defined as the mutual responsibility of the Board and the Association to deal with each other openly and fairly and to sincerely endeavor to reach agreement on items being negotiated. It does not imply acquiescence or concession to either parties' demands, either in whole or in part.

2.4 It is the mutual responsibility of the Board and the Association to confer upon their respective representatives the necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations, and to reach tentative agreements.

2.5 Employees shall have the right to organize, join, and to participate in professional negotiations with the Board. The Board shall not discriminate against any employee with respect to hours, wages, terms, and conditions of employment for reasons of membership, or non-membership, in the Association, participation in negotiations with the Board, or the institution of any grievance, complaint or proceeding under this agreement.

2.6 The Board shall not discriminate against any employee for reason of race, creed, color, marital status, age, sex, national origin or handicap.

2.7 When an employee is required to appear before the Board concerning any matter which could adversely affect the employee's employment, the employee's position, or the employee's salary, the employee shall be entitled to have a representative of the Association present. Further, when an employee is required to appear before the Board, the employee shall be advised in writing at least ten (10) days in advance by registered mail concerning the reasons for the requirement.

2.8 Each employee shall have the right to review the contents of said employee's personnel file and to place therein written reactions to any of its contents. Contents shall be reviewed in the presence of an administrator.

2.9 The Board shall deduct from each employee's pay the current dues of the Association, provided that the Board has an employee executed authorization for continuing dues deduction, the amount of which shall be annually certified by the Association. The authorization form shall be furnished by the Association. The authorization shall remain in effect from year to year, except that the employee may revoke it between September 1 and September 15 of any year. Upon receipt of any revocation, the Board shall notify the Association in writing of the same. If a teacher resigns

prior to September 1 of any year, the Board shall deduct the unpaid portion of the annual dues from the employee's final paycheck. All dues deducted by the Board shall be remitted to the Association no later than fifteen (15) days after such deductions are made.

2.10 The Association shall have the right to post notices of its activities and matters of Association concern on teacher bulletin boards, at least one of which shall be provided in each school building.

2.11 The Association and its representatives may request to use school buildings for meetings if arranged with and approved by the building principal in advance. Activities shall not interfere with or be in conflict with other use or school activities.

2.12 Duly authorized representatives of the Association shall have the right to transact official Association business on school property, provided that this shall not interfere with or interrupt normal school operation. And further provided, no Association's views on matters relating to supervisor-teacher or Board-teacher relationships will be discussed in the presence of students.

2.13 The Board agrees to furnish to the Association in response to reasonable requests from time to time all available information of a public nature concerning the financial reports and audits, tentative budgetary requirements and allocations, agendas, and minutes of all Board meetings, treasurer's reports, census and membership data, as will assist the Association in developing intelligent, accurate, informed and constructive programs on behalf of the teachers.

2.14 It is hereby recognized that it is the law of the state of Illinois that no certificated professional employee, nor any organization shall ever or at any time engage in or encourage or support any strike, slowdown, or other concerted refusal to render full and complete services in the School District. The Association hereby agrees not to strike, or engage in or support or encourage any concerted refusal to render full and complete services in the School District or to engage in or support any activity whatsoever which would disrupt in any manner the operation of the schools.

Article III
EMPLOYMENT CONDITIONS

3.1 All employees shall be given written notice of their assignments for the forthcoming year no later than ninety (90) days preceding the first day of the new school term. In the event changes in such assignments are proposed, the employee affected shall be notified promptly and consulted. In no event shall changes in the employee's assignments be made later than sixty (60) days preceding the commencement of the next school term unless an emergency situation exists. In the event of such emergency, the Association shall be notified, and the employee shall be allowed to resign if such change is not acceptable to the employee.

3.2 The parties agree that the employee has the primary responsibility for the maintenance of discipline within the classroom. The Board, however, recognizes its responsibility to support and assist the employee in the maintenance and control and discipline in the classroom, as long as this control and discipline is reasonable and prudent. This discipline and control must remain within the scope outlined in the school policy and follow the laws outlined in the School Code.

3.3 If an elementary teacher is to be transferred without consent two consecutive years a bonus of \$ 400.00 will be paid to the teacher at the beginning of the second year.

When an elementary teacher's teaching assignment includes teaching two grade levels (split class, combination class), that teacher shall receive a yearly stipend of \$ 700.00.

3.4 When a classroom is without a qualified teacher or substitute:

- a.** The teacher receiving that class shall be paid 1/8 of the substitute pay for each full period they have the class.
- b.** When a special area teacher who is to take the entire class is absent, the classroom teacher will be paid 1/16 of the substitute pay for each period they have the class.
- c.** The school shall provide a form that the teacher and principal must sign within one (1) week to receive this extra pay.

3.5

a. On Fridays and on days preceding holidays or vacations, teachers shall be permitted to leave at the end of the pupil's day after the last bus has departed, provided there are no meetings scheduled.

a. 1. Teachers assigned to the Forsyth Attendance Centers will be allowed to report to work at 8:10 on Friday's and on days preceding holidays or vacations due to the staggered start times, provided there are no meetings scheduled.

b. Teachers shall be dismissed on the commencement of Thanksgiving break and the first day of fall and spring parent-teacher conferences when the minimum of five (5) hours of required student contact time has been achieved.

~~3.6 Student Instruction/Supervisory time for the Maroa Attendance centers will be from 8:10 am to 2:44 pm. Student Instruction/Supervisory time for the Forsyth Attendance Centers will be from 8:20 am to 2:54 pm.~~

3.6 The length of the school day shall be from 8:00-3:15. Student Instruction/Supervisory time for the Maroa Attendance Centers will be from 8:05 am to 2:55 pm. Student Instruction/Supervisory time for the Forsyth Attendance Centers will be from 8:15 am to 3:05 pm.

a. School Day for the High School Faculty that agree to entertain the early bird option will be from 7:15 am to 2:30 pm. Monday through Thursday and from 7:15 am to commencement of 7th hour on the last day of the week.

a.1. Faculty that agree to the early bird option will be allowed to choose 1/8 their salary or the early release as referenced in 3.6a., if their academic load is 8 academic periods or greater. Individual with any supervisory responsibilities during the school day will be required to choose the early release option.

~~**b.** All Middle School and High School teachers shall have a minimum of forty two (42) minutes of preparation time per day during the hours of 8:10 am — 2:44 pm student instruction/supervisory time. All elementary teachers shall have two hundred and ten minutes (210) of preparation time per week during student instruction/supervisory time.~~

b. All Middle School and High School teachers shall have a minimum of forty four (44) minutes of preparation time per day during the hours of 8:05 am – 2:55 pm student instruction/supervisory time. All elementary teachers shall have two hundred and twenty minutes (220) of preparation time per week during student instruction/supervisory time.

c. All teachers will have a thirty (30) minute duty free lunch.

3.7 Any individual contract executed between the Board and an individual employee shall be subject to and consistent with the terms and conditions of this Agreement.

3.8 No employee in the bargaining unit shall be required to perform any duties connected with the running and functioning of any concession stand. Selection of paid class sponsors shall be made in accordance with the following criteria.

1. First choice will go to the current class sponsors.
2. Second choice will go to any HS employee. If more than one wants the assignment, they would draw lots.
3. Third choice will go to other employees in the District.
4. If no one volunteers under paragraphs 1-3 above, the class sponsor will be assigned from the High School faculty by the building principal.

The administration reserves the right to assign all other non-paid class sponsors a homeroom and to attend class meetings.

3.9 On the first teacher attendance day of each school year, the afternoon shall be set aside for all teachers to work in their perspective classrooms or job sites.

3.10 Any teacher in the Jr.-Sr. High School with a new preparation shall receive a \$100. one year stipend.

Article IV
EMPLOYEE EVALUATION

4.1 Non-tenured employees shall be evaluated at least twice in each school term. Tenured employees shall be evaluated at least once every other school term.

4.2 Within two (2) weeks after the beginning of each school term or thirty (30) days prior to a change or revision of the evaluating instrument, the building principal or immediate supervisor shall acquaint each employee under said supervisor's supervision with the evaluation procedures, standards and instruments, and the principal or immediate supervisor shall advise each employee as to who will observe and evaluate the employee's performance. No evaluation may take place until such orientation has been completed.

4.3 The administrator shall evaluate each employee in writing, using the evaluation instrument designed by the evaluation committee. Each formal evaluation shall be preceded by an in-class observation of the employee's performance. This does not imply, however, that employees may not be informally evaluated.

4.4 Within five (5) days following the evaluation the evaluator shall set a conference time and date.

4.5 The employee shall have the right to attach an explanation to any adverse evaluations or other negative materials that are placed in the employee's personnel file.

4.6 A copy of the evaluation shall be signed and given to each teacher immediately following the evaluation conference. The teacher shall initial official copy as evidence that he/she has received said copy.

4.7 Teacher evaluation shall be done in compliance with school code 24-A.

Article V

LEAVES

5.1 Each full time certified employee shall be entitled to fifteen (15) sick leave days per school term without loss of pay. Each half time certified employee shall be entitled to fifteen (15) sick leave half days per school term without loss of pay. Sick leave accumulation shall be unlimited. Sick leave shall be interpreted to mean personal illness or illness or death in immediate family or household. The immediate family for purposes of the Article concerning illness shall include: parents, spouse, brothers, sisters, children, grandparents, grandparents-in-law, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, aunts, uncles, legal guardians, sons-in-law, daughters-in-law, step-parents, step-children, nephews, nieces, cousins, and step-parents-in-law.

The leave shall not exceed three (3) days in the events of death of grandparents, grandchildren, parents-in-law, brothers-in-law, sisters-in-law, legal guardians, nephews, nieces, and cousins.

~~A common bank was established at the beginning of the 1979-80 school term. Each employee contributed one (1) day of the foregoing sick leave allowance to the common bank. At the beginning of each school year thereafter, the common bank will be restored to a balance equal to one day per teacher in the district. This balance will be established by bringing forward from the previous year all unused days in the common bank and by additional donations from the teachers according to a method to be determined by the Association. Employees who have exhausted their accumulated sick leave days may make reasonable withdrawals from the common bank provided there are sufficient days available in the bank. Withdrawals from the common bank will only be made for a death in the immediate family or for teachers who themselves are ill or disabled. Withdrawals are subject to recommendation by the Association and approval of the Board.~~

Intent of the Bank: The Sick Leave Bank has been established to provide extended sick leave to member of the Sick Leave Bank who incur a period of prolonged illness, injury, hospitalization or illness or death in immediate family or household.

Participation in the Sick Bank

A. Teachers are eligible to participate, on a volunteer basis, in the Sick Leave Bank. Participants must submit written notice of intent to participate. Participants must join by September 1 of each school year. The enrollment commitment is for the entire year. (For January 2008 through June 2008, enrollment must be made by January 18, 2008.)

B. In January of 2008, the sick leave bank will begin with 90 days. These 90 days are comprised of 70 days currently in the sick bank as well as a one-time allotment of 20 days made by the Board of Education. 90 days shall serve as the baseline for all future years.

C. Membership in the sick bank will require the donation of one sick day by all members of the sick bank when the total sick bank drops below 90 days. If an employee chooses to not participate at the revised plans conception, but chooses to participate at a later date, the entry fee would be 2 sick days for each year they have not participated in the sick leave bank. The same policy holds true for new hires that do not initially enroll in the plan.

Example: A current MFSD employee chooses not to participate in the plan as of January 2008. However they do choose to enroll as of September 1, 2010. In order to be admitted into the sick bank, they would be charged 7 days. (2 for 07-08, 2 for 08-09, 2 for 09-10, 1 for 10-11)

Accessing the days in the Sick Bank

- D. In order to request additional sick leave from the bank, an employee must be an active member of the sick bank.
- E. All accumulated sick leave for the participating employee must be exhausted before requesting additional days from the sick bank, including the current years allotment.
- F. An employee who is eligible to receive disability benefits under the Illinois Worker's Compensation Act or who is eligible to receive disability benefits from the Teachers' Retirement System shall not be eligible to receive compensation through the sick leave bank for the same days applicable to Workers Compensation or TRS.
- G. It is understood that a teacher is not to be newly employed in any way while receiving such leave.
- H. Non-tenured probationary teachers may request up to twenty (20) days. Tenured teachers may request up to thirty (30) days.
- I. Teachers can reapply to access additional days from the sick bank, however requests for access to the sick bank will be limited to two times annually.
- J. A request for use of the Sick Leave Bank shall be submitted in writing along with a doctor's certificate as proof of need to the MFEA President and District Superintendent.
- K. The MFEA President and District Superintendent will determine if all criteria for accessing the sick bank have been met.
- L. This determination by the MFEA president and District Superintendent will serve as recommendation to the Board of Education, which will have the authority to grant final approval.
- M. The Teacher will not have to pay back the number of days borrowed from the sick bank, but any unused days on the last day of school will be returned to the bank.

Replenishing Sick Bank

- N. The Sick Bank shall begin each school year with no fewer than 90 days.
- O. Once the sick bank goes below 90 days all active participants will grant one sick day at the beginning of the next school calendar year.

Example: In the Spring of 2009 there are 90 days in the sick bank. 20 days are granted to employee X. In the fall of 2009 all 60 volunteer members of the sick bank will be charged one day. The new total will be 130 days. Additional withdrawals are granted without replenishing days until the total days in the bank falls below 90 days.

P. Volunteer members of the sick bank will be charged no more than one sick day per school year. If all members donate 1 sick day at the beginning of the school year and the total is not replenished to the 90 days, the Board of Education will grant additional days to restore the bank to the 90 days.

Example: In spring of 2009 there are 90 days in the sick bank. Teachers X and Y use a total of 75 days, leaving 15 days in the bank. Each of the 60 volunteer members of the sick bank will be charged one day in the fall of 2009. This scenario leaves the bank with 75 days. In this situation the Board will add an additional 15 days to allow the bank to return to its baseline number.

Q. Once days are granted to the sick bank, they are property of the sick bank. Employees do not have the right to request days back for personal use or retirement purposes once they are part of the sick bank.

5.2 The Board shall grant each certificated employee, who is employed on a regular and daily basis, two (2) days of personal business leave without loss of pay providing the following Criteria is met:

a. Personal leave days will not be granted the day before or after a school holiday or vacation day, on an institute day, or during the first five (5) days or the last five (5) days of the school term.

b. No more than two (2) teachers may be on personal leave at the same time.

c. Notice of intent to use a personal leave day shall be made, in writing, to the Superintendent or his designee at least one week in advance. After receiving the written request, the Superintendent shall reply back with a written approval or denial with the reasons for the denial within three (3) days from receiving the original request.

d. Employees may accumulate one personal leave day annually. MFEA members may convert two unused personal days to sick days.

e. A half day leave shall be defined as the beginning of the school day to 11:45 a.m. or 11:45 a.m. to the end of the school day.

f. Personal leave which is either not used, accumulated or converted under (d) above shall result in payment at the current substitute rate to the employee at the end of the school year.

5.3 Family and Medical Leave

a. The Board of Education agrees to abide by the Family & Medical Leave Act.

b. A family and/or medical leave may be paid leave if the employee chooses to use his/her accumulated sick leave days and/or if the Association recommends and the Board approves use of days from the common bank. The Board will continue to contribute the contracted dollar amount toward the employee's monthly health insurance premium outlined in the current contract without any decrease or suspension of insurance payment during the leave.

5.4 In the event that the Association desires to send representatives to local, state, or national conferences or on other business pertinent to Association affairs, these representatives shall be excused without loss of salary providing the Association reimburse the District for the cost of the substitute. The aggregate number of days will not exceed five (5) days.

5.5 A leave of absence up to one (1) year without pay may be granted to any employee who has reasonable need for such a leave. The employee may have assistance of the Association to express his viewpoints before final approval or disapproval is made by the Board. Any extension of this leave would be considered on an individual basis.

5.6 Up to one year adoption leave shall be considered on an individual basis for any employee upon request.

5.7 No portion of insurance premium shall be paid during leaves as described in Article V, sections 5.5 and 5.6.

5.8 Two professional leave days without loss of pay, will be granted each certificated employee who is employed on a regular and daily basis, subject to the approval of the Superintendent, according to the following criteria:

a. Written request shall be submitted to the Superintendent one (1) week prior to date of professional leave. After receiving the written request, the Superintendent shall reply back with a written approval or denial with the reasons for the denial within three (3) days from receiving the original request.

b. No more than two (2) teachers may be gone from the district any one time for the purpose of professional leave.

c. The visitation, seminar or purpose of professional leave shall pertain to the teachers' present teaching area of responsibility.

d. Professional days shall not be granted during the first five (5) days or the last five (5) days of the school term.

e. No more than two (2) teachers may be gone from each building on any one day for any leave excluding maternity leave, leaves of absence, illness or adoption leave.

f. The Board shall reimburse the teachers no more than \$ 125.00 for registration fees for each of both professional days taken plus mileage reimbursed at maximum IRS rate. Trips in excess of one hundred miles must be approved by the Superintendent in order to qualify for mileage reimbursements.

g. The teacher must make a written request for reimbursement to the Superintendent within one (1) week.

h. If a teacher is required by the Administration or Board of Education to attend a conference, seminar or meeting, the costs will be paid by the District. Expenses of such meetings may include:

1. Mileage
2. Meals - Limited to the state per diem of \$ 24.00 per day, expenses vouchers required.
3. Registration Fees
4. Overnight Lodging - Limited to \$75.00 per night for lodging, expense vouchers required.

The above leave shall not be subtracted from any other leaves the employee has rights to.

i. Teachers may be allowed one additional day with Superintendent approval.

5.9 Short-Term Unpaid Leave

The Board shall grant each certificated employee, who is employed on a regular and daily basis, two (2) days of leave without pay per year, subject to the following conditions:

a. Request for the use of this leave shall be made in writing to the Superintendent or his designee at least two (2) weeks in advance of the anticipated use of such leave. The request shall state with specificity the reason the leave is being sought.

b. Leave days must be taken in increments of full days. Leave days shall not be cumulative.

c. The restrictions of paragraphs 5.2a and b will apply.

Article VI

PROFESSIONALISM

6.1 Faculty appearance.

Teachers will dress in a manner that is conducive to their professional status. Attire for the workplace should be business casual and avoid extremism or distraction to the educational process. Exceptions to this may be granted by the building principal to individuals or groups based upon special planned activities or circumstances. Teachers who fail to dress in a manner that is conducive to their professional status will be given a written warning. Repeated infractions shall result in a letter of reprimand placed in their personnel files, and further disciplinary action, including but not limited to the evaluation process. A committee of the school board, administration, and MFEA will annually meet to set guidelines.

Article VII
REDUCTION IN STAFF

7.1 When the Board decides it is necessary to reduce the number of teachers in the district because of decreased enrollment, lack of funds, or other reasons, the Association will be consulted on such reduction in staff in advance of any public announcement. An Association Committee, appointed by the president, will be given the opportunity to discuss such reduction in staff with the Board. If in the judgement of the Board and Administration, the number of tenured teacher positions must be reduced, such dismissals shall be in accordance with 24-12 of the school code. A teacher's failure to respond affirmatively within fifteen (15) calendar days after receipt of the Board's letter (sent by registered mail) shall result in termination of the teacher's right of recall. As positions become available within a period of one (1) year after the lay-offs the Board shall offer reemployment to qualified personnel.

Article VIII

GRIEVANCE

8.1 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 this Agreement.

8.2 A grievance must be filed within ninety (90) 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. The parties acknowledge that it is usually most desirable for a teacher and his/her immediately involved supervisor to resolve grievances through free and informal communications. If, however, such informal processes fail to satisfy the grievant, a grievance may be processed as follows:

- a.** The grievant will present the grievance in writing to the supervisor immediately involved. The supervisor will arrange for a meeting to take place within ten (10) school days after the receipt of the grievance.
- b.** The supervisor shall provide a written response to the grievant and the MFEA President within ten (10) school days of the meeting. This response shall include the supervisor's decision and reasons supporting that decision.
- c.** If the grievance is not resolved at Step b., then the grievance may be referred to the Superintendent in writing within ten (10) school days after receiving the supervisor's written answer. The Superintendent shall arrange for a meeting with both parties within ten (10) school days after the receipt of the grievance.
- d.** The Superintendent shall provide a written response to the grievant and the MFEA President within ten (10) school days of the meeting. This response shall include the Superintendent's decision and reasons supporting that decision.
- e.** If the grievance is not resolved at Step d., it may be referred to the Board at its next official meeting or at a time acceptable to all parties.
- f.** The Board shall have ten (10) school days to present a written response to the grievant and the MFEA President. This response shall include the Board's decision and reasons supporting that decision.
- g.** If the grievance is not resolved at the Board Step or the Superintendent Step, the Association may submit grievance to final and binding arbitration. The arbitrators expense shall be shared equally by both parties. If a demand for arbitration is not filed with the Employer within thirty (30) days of the date of the Superintendent's written response or the Board's written response, then the grievance shall be deemed withdrawn.

The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the specific issues submitted to him/her interpretation of the meaning or application of the specific terms of this Agreement to the facts of the grievance presented.

h. Copies of all communications concerning grievance must be delivered to the Superintendent within two (2) school days.

Article IX
NEGOTIATION PROCEDURES

9.1 Each party in any negotiations shall select its negotiating representatives provided that the Board shall not select a teacher as herein defined as its representative.

9.2 Either party may select whomever they wish to represent them in negotiations except as limited in paragraph 9.1.

9.3 Negotiations shall begin by March 15, unless both parties agree to an alternative date. Meetings will be held as necessary at times and places agreed to by both parties.

9.4 When the Association and Board reach tentative agreement on all matters being negotiated, this tentative agreement will be reduced to writing and shall be submitted to the membership of the Association for ratification and to the Board for official approval. Upon ratification by both parties, they shall become the full and complete agreement.

9.5 If agreement is not reached on all items thirty (30) days prior to termination of this agreement, either party may declare an impasse has been reached and call for the selection of a mediator.

9.6 A mediator shall be selected within seven(7) days from the date on which either party declares in writing to the other that an impasse exists. The mediator shall meet with the parties or their representatives, or both forthwith, either jointly or separately and shall take such other steps as he may deem appropriate in order to persuade the parties to resolve their differences and effect a mutually acceptable agreement, provided that the mediator shall not, without consent of both parties, make finding of fact or recommend terms of settlement.

9.7 If agreement cannot be reached through deliberations with a mediator, a fact-finder will be selected. The fact-finder shall, within ten (10) days after his selection, meet with the parties or their representatives, or both, either jointly or separately, make inquiries and investigations, hold hearings and take other steps as he deems appropriate. The Board and Association shall furnish the fact-finder, upon his request all records, papers, and information in their possession relating to any matter under investigation by or in issue before the fact-finder. If the dispute is not settled prior thereto, the fact-finder shall make findings of fact and recommend terms of settlement, which recommendations shall be advisory only, within thirty (30) days after his selection. Any findings of fact and recommended terms of settlement shall be submitted in writing to the parties. Within ten (10) days from the receipt of the written report, both parties must notify the fact-finder, in writing, of their decision. If the written report is not accepted, the reasons for nonacceptance must be included in the response. If no agreement is reached within ten (10) days from the receipt of the written report, the responses will be added to the written report and copies will be released to the public. Costs for consultant's chosen by any part will be paid by that party. The costs for the mediator and for the fact-finder shall be shared equally by the Board and the Association.

Article X
REPRESENTATIVE ORGANIZATION

10.1 An organization challenging the Association must submit evidence that it has at least thirty percent(30%) of the professional employees in the negotiating unit as members. This evidence shall be filed with the secretary of the Board between September 15 and December 1 of the school year in which this agreement terminates. Such referenda shall be limited to one during each school term. If such petition is deemed valid, a referendum shall be held within sixty (60) days of the filing of the challenge. The organization receiving a majority of the votes cast in any such referendum shall be declared the exclusive representative.

10.2 All other matters pertaining to the election shall be mutually established by the Association, challenging organization, and Board, upon failure to reach agreement within fifteen (15) days following the validation of the petition, the issues in dispute shall be submitted to the American Arbitration Association for final and binding arbitration in accordance with its rules.

Article XI
EFFECT OF AGREEMENT

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

11.2 The terms and conditions of the Agreement shall be reflected in individual contracts of employment agreements.

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

Article XII
DURATION OF AGREEMENT

12.1 This Agreement shall be effective August 18, 2007 and shall continue in effect until August 24, 2011. This agreement supercedes all contracts otherwise in effect and shall terminate on the date indicated.

Article XIII
SALARY AND BENEFITS

13.1	2007-2008 Base Salary	\$ 30,000.
	2008-2009 Base Salary	\$ 31,000.
	2009-2010 Base Salary	\$32,000. \$33,000
	2010-2011 Base Salary	\$32,800. \$33,800

13.2 Board Paid Retirement. For the 2007-2008, 2008-2009, 2009-2010, and 2010-2011 school years, the Board agrees to pay retirement as follows:

- a.** Contribute to the Illinois Teachers' Retirement System 9.40% of the teacher's salary, as determined by the table of factors from the Digest of the Teachers' Retirement System (1.103753).
- b.** Report to the I.R.S. the gross salary from the 2007-2008, 2008-2009, 2009-2010, and 2010-2011 salary schedule plus all additional authorized compensation.
- c.** Contribute to the Illinois Teachers' Retirement System .008% of the teacher's salary for health insurance contributions.
- d.** Should any of the above be declared improper by an I.R.S. or an Illinois Teachers' Retirement ruling or opinion, that clause or portion thereof shall be deleted from this Agreement to the extent that it violates the ruling or opinion.

13.3 The Board's contribution to the teachers' health insurance package shall be Four Hundred Thirty-four dollars and twenty-two cents (\$434.22) per month per teacher for the 2007-2008 school year, Four Hundred Ninety-nine dollars and thirty-five cents (\$499.35) per month per teacher for the 2008-2009 school year, Five Hundred Seventy-Four dollars and twenty-five cents (\$574.25) per month per teacher for the 2009-2010 school year, and Six Hundred Sixty dollars and thirty-nine cents (\$660.39) per month per teacher for the 2010-2011 school year.

- a.** Each person outside the bargaining unit that is covered by the group insurance plan may cast one ballot to be counted if and when the Association calls for a vote of the membership to select between insurance plans chosen and presented by the Insurance Committee of the Association.
- b.** Employee paid portion of health insurance premiums shall be sheltered under section 125 of the Internal Revenue Code.
- c.** Any insurance money left over after year one will be rolled into year two. Any insurance money left over in year two will be rolled over into year three. Any insurance money left over in year three will be rolled over into year four.
- d.** Any insurance money left over on June 15, of the fourth year will be paid to the teachers employed in the 2010-2011 school year.

13.4 Retirement Incentive Plan

The Board shall recognize the service of full-time teachers who have rendered at least 20 years of creditable service to Maroa-Forsyth CUSD # 2 immediately preceding retirement, and who are eligible to receive regular retirement pension benefits through the Teachers Retirement System of the State of Illinois.

A. Requirements to Qualify – To be eligible for this benefit a teacher must comply with all the following requirements and limitations:

1. Must be at least fifty-five (55) years of age by December 31 of the year of retirement with thirty-five (35) or more years of creditable service with the Illinois Teachers' Retirement System; or
2. If an employee is ineligible under subparagraph 1 hereof, the teacher must be at least 60 years of age by December 31 of the year of retirement.
3. Have a minimum of twenty (20) years full-time service in Maroa-Forsyth CUSD # 2.
4. No teacher may participate in this program unless they have sufficient service credit with the Illinois Teachers' Retirement System to exempt the employer from the payment of any penalty or other additional amount, to the Teachers' Retirement System.

5. One Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1st stating that he/she shall retire at the end of the next school year, the employee will be removed from the salary schedule and for the final year of employment the employee's TRS creditable earning shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior year of employment.

Example:

An employee applies for the plan one year before retirement. The employee's TRS creditable earning for the 2006-2007 school year were \$40,000. The employee's final year TRS creditable earnings will be \$42,400 ($\$40,000 \times 1.06 = \$42,400$).

Two Year Plan

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

Example:

An employee applies for the plan two years before retirement. The employee's TRS creditable earnings for the 2006-2007 school year were \$40,000. The employee's first year TRS creditable earnings will be \$42,400. ($40,000 \times 1.06 = \$42,400$). The employee's final year TRS creditable earnings will be \$44,944 ($\$42,400 \times 1.06 = 44,944$).

Three Year Plan

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

Example:

An employee applies for the plan three years before retirement. The employee's TRS creditable earnings for the 2006-2007 school year were \$40,000. The employee's first year TRS creditable earnings will be \$42,400. ($40,000 \times 1.06 = \$42,400$). The employee's second year TRS creditable earnings will be \$44,944 ($\$42,400 \times 1.06 = 44,944$). The employee's final year TRS creditable earnings will be \$47,640 ($\$44,944 \times 1.06 = \$47,640$).

Four Year Plan

If an eligible employee gives the Board an irrevocable letter of retirement prior to May 1st four (4) years prior to the year of retirement, the employee will be removed from the salary schedule and for the final four (4) years of employment the employee's TRS creditable earning shall be increased by six percent (6%) over the employee's TRS creditable earnings for the prior years of employment respectively.

Example:

An employee applies for the plan four years before retirement. The employee's TRS creditable earnings for the 2006-2007 school year were \$40,000. The employee's first year TRS creditable earnings will be \$42,400. ($40,000 \times 1.06 = \$42,400$). The employee's second year TRS creditable earnings will be \$44,944 ($\$42,400 \times 1.06 = 44,944$). The employee's third year TRS creditable earnings will be \$47,640 ($\$44,944 \times 1.06 = \$47,640$). The employee's final year TRS creditable earnings will be \$50,498. ($\$47,640 \times 1.06 = \$50,498$).

In addition, if a letter of retirement is received by May 1st prior to the final four years; the teacher having 90 or more accumulated sick leave days will be immediately granted an additional 100 sick days. Anyone above 180 or more accumulated sick days will be immediately granted an additional 180 sick days.

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

If an employee has an extra duty obligation at the commencement of the retirement incentive program and ceases to perform those services during the retirement incentive program period, the calculation of the employee's six percent (6.%) increase shall be reduced by the amount of the extra duty compensation.

Example:

An employee applies for the plan three years before retirement. The employee's TRS creditable earnings for the 2006-2007 school year were \$40,000. The employee's first year TRS creditable earnings will be \$42,400 ($\$40,000 \times 1.06 = \$42,400$). The employee's second year TRS creditable earnings will be \$44,944 ($\$42,400 \times 1.06 = \$44,944$). The employee ceases to perform an extra duty assignment for which he was paid \$2000. in his final year of employment. The employee's final year TRS creditable earnings will be \$45,520 ($\$44,944 - 2,000. \times 1.06 = \$45,520$).

After irrevocable letter of retirement is received, no additional extra duty obligations will be applied for or assigned.

If, during the term of this Agreement, legislation is enacted and/or administrative rules are implemented that require the Board to pay a penalty to TRS or incur a greater cost than the costs generated by this Section, by reason of a teacher retiring hereunder, the provisions of this Section shall be suspended and the parties will meet to renegotiate said provisions.

13.5 Extra Duty Pay as per the following schedule:

2007-2008	2008-2009	2009-2010	2010-2011
1 st yr 30000	1 st yr 31000	1st yr 32000	1st yr 32800
		1 st yr 33000	1 st yr 33800
3 rd yr 31200	3 rd yr 32240	3rd yr 33280	3rd yr 34112
		3 rd yr 34320	3 rd yr 35152
6 th yr 32400	6 th yr 33480	6th yr 34560	6th yr 35424
		6 th yr 35640	6 th yr 36504
9 th yr 33600	9 th yr 34720	9th yr 35840	9th yr 36736
		9 th yr 36960	9 th yr 37856
12 th yr 34800	12 th yr 35960	12th yr 37120	12th yr 38048
		12 th yr 38280	12 th yr 39208
15 th yr 36000	15 th yr 37200	15th yr 38400	15th yr 39360
		15 th yr 39600	15 th yr 40560

Athletic Director	19.8%
H.S. Football Coach - Head	14.3%
H.S. Football Coach - Asst.	8.8%
H.S. Football Coach 2 nd Asst.	5.5%
H.S. Football Coach – 3 rd Asst.*	5.5%
H.S. Volleyball Coach - Head	14.3%
H.S. Volleyball Coach - Asst.	8.8%
H.S. Volleyball Coach – 2 nd Asst. *	5.5%
H.S. Boys Golf	6.6%
H.S. Girls Golf	6.6%
H.S. Boys Basketball Coach - Head	14.3%
H.S. Boys Basketball Coach - Asst.	8.8%
H.S. Basketball Coach – 2 nd Asst.*	5.5%
H.S. Girls Basketball Coach - Head	14.3%
H.S. Girls Basketball Coach - Asst.	8.8%
H.S. Girls Basketball Coach – 2 nd Asst.*	5.5%

H.S. Baseball Coach - Head	8.8%
H.S. Baseball Coach - Asst.	6.05%
H.S. Softball Coach - Head	8.8%
H.S. Softball Coach - Asst.	6.05%
H.S. Cheerleading	11%
H.S. Track Coach - Head	8.8%
FCCLA	7.7%
F.F.A.	7.7%
H.S.Jazz Band & extra activities	8.8%
NHS	2.2%
H.S. Play	5.5%
H.S. Pom Pon	5.5%
H.S. Scholastic Bowl	5.5%
H.S. Student Council	5.5%
H.S.Swing Choir & extra activities	8.8%
H.S. Yearbook Sponsor	8.8%
H.S. WYSE	220
H.S. SADD	330
J.H. Volleyball Coach - Head	9.9%
J.H. Volleyball Coach - Asst.	6.6%
J.H. BBasketball Coach - Head	9.9%
J.H. BBasketball Coach - Assistant	6.6%
J.H. GBasketball Coach - Head	9.9%
J.H. GBasketball Coach - Assistant	6.6%
J.H. Baseball	6.6%
J.H. Track Coach - Head	7.7%
J.H. Track Coach - Asst.	4.95%
J.H. Cheerleading	3.3%
J.H. Pom Pon	2.2%
J.H. Scholastic Bowl	4.4%
J.H. Student Council	3.3%
Head Teacher	8.8%
Head Teacher	8.8%
Freshman Class Sponsor	\$220.
Sophomore Class Sponsor	\$220.
Junior Class Sponsor	\$550 (2)
Senior Class Sponsor	\$440.

* If participation criteria are met.

Assistant coaches who become head coaches in the same sport will take one half of their years of experience with them to the new position. Any coach who returns to a previous coaching position within the district in the same sport shall use their previous experience towards the new assignment.

The Athletic Director shall be released from two (2) periods per day first semester and three (3) periods per day second semester.

13.6 Horizontal advancement on the salary schedule shall occur when Superintendent approved graduate courses from an accredited university are earned according to the following criteria:

- a.** Classes do not have to be part of an approved advanced degree program to go from BA to BA+8.
- b.** Classes do have to be part of an approved advanced degree program to go from BA+8 to MA.
- c.** Classes taken from MA forward, must be 400 level and above, be part of an advanced degreed program or be approved by the Superintendent.

Advancement, if any, on the salary schedule shall occur only at the beginning of the next school term.

13.7 Teachers earning approved credit from an accredited university shall be reimbursed at the rate of \$100.00 per hour subject to the following conditions:

- a.** A limit of twelve (12) semester credit hours during a period from September 1 through August 31 of the following year.
- b.** Courses must have the prior approval of the Superintendent.
- c.** Payment shall be made following submission or evidence of successful completion of the course work.

13.8 Teachers will be paid at the rate of \$18.00 per hour for attending required faculty meetings after 4 pm., IEP meetings after 4:00 p.m., and training workshops.

Article XIV
FAIR SHARE AGREEMENT

14.1

- a.** Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Association or pay a fair share fee to the Association equivalent to the amount of dues uniformly required of members of the Association, including local, state, and national dues.
- b.** In the event that the bargaining unit member does not pay his/her fair share fee directly to the Association by a certain date as established by the Association, the Board shall deduct the fair share fee from the wages of the non-member.
- c.** Such fee shall be paid to the Association by the Board no later than ten (10) days following deduction.
- d.** The obligation to pay a fair share fee will not apply to any employee who, on the basis of a bona-fide religious tenet or teaching of a church or religious body of which such employee is a member, objects to the payment of a fair share fee, the Association will make payment in behalf of the employee to a mutually agreeable non-religious charitable organization as per Association policy and the Rules and Regulations of the Illinois Educational Labor Relations Board.

Article XV
DISCIPLINE OF EMPLOYEES

15.1 For purposes of this Article, discipline shall be limited to suspension without pay or benefits of the employee from his/her position as a certificated employee of the District and termination during the term of a contract of employment of a nontenured employee. No other form of action by the Administration or Board of Education, including, but not limited to actions such as change of work assignment, oral or written reprimands, notices of remediation, or reduction in force are discipline. Evaluation, or remediation, if any, as a result of evaluation, is not discipline. A decision of the Board of Education that the employment of a nontenured employee should not be renewed at the conclusion of a contract year is not discipline. Tenured employee dismissal under the School Code, and suspension without pay coupled therewith are reviewable only as provided under the School Code, and not through the grievance procedure outlined in this agreement.

15.2 The facts of any matter which may lead to discipline shall be thoroughly investigated. Prior to any final decision regarding discipline by the Board of Education, the Superintendent, or his designee shall advise the Association and the employee of the proposed discipline, the facts of the matter, and his tentative recommendation thereupon. If agreement is not reached, the matter shall be referred to the Board of Education.

15.3 When the matter is considered by the Board of Education, if agreement was not reached at the step above, the Association shall have the right to make an oral or written presentation to the Board of Education in executive session. The Board of Education shall consider the matter.

15.4 If the decision of the Board of Education involves suspension without pay and benefits, or termination of employment during the contract term of a nontenured employee, the action shall be taken, effective at such time as the Board determines, but such action shall be reviewable in a post-discipline hearing via the grievance arbitration procedure as outlined herein.

15.5 No suspension without pay and benefits shall exceed ten (10) school days in length. Nothing in this agreement limits the right of the Board of Education to suspend employees with pay.

15.6 In reviewing discipline, the Arbitrator shall not reverse the decision of the Board of Education except if the discipline is not based on fair and just cause.

15.7 The Board reserves to itself and the Administration to establish additional rules and procedures, but such shall be provided to applicable employees prior to discipline therefore.

This agreement is signed and adopted this 9th day of April, 2007.

IN WITNESS THERE OF:

For the Maroa-Forsyth
Education Association

For the Maroa-Forsyth
Board of Education

President

President

Secretary

Secretary

Head Negotiator

Head Negotiator

Maroa Forsyth C.U.S.D. #2 Salary Schedule 2007-2008

	BS	BS +8	BS +16	BS +24	MS	MS +8	MS +16	MS + 24
0	1 30000 33112.59	1.04 31200 34437.09	1.08 32400 35761.60	1.12 33600 37086.10	1.16 34800 38410.60	1.2 36000 39735.11	1.24 37200 41059.61	1.28 38400 42384.12
1	1.04 31200 34437.09	1.08 32400 35761.60	1.12 33600 37086.10	1.16 34800 38410.60	1.2 36000 39735.11	1.24 37200 41059.61	1.28 38400 42384.12	1.32 39600 43708.62
2	1.08 32400 35761.60	1.12 33600 37086.10	1.16 34800 38410.60	1.2 36000 39735.11	1.24 37200 41059.61	1.28 38400 42384.12	1.32 39600 43708.62	1.36 40800 45033.12
3	1.12 33600 37086.10	1.16 34800 38410.60	1.2 36000 39735.11	1.24 37200 41059.61	1.28 38400 42384.12	1.32 39600 43708.62	1.36 40800 45033.12	1.4 42000 46357.63
4	1.16 34800 38410.60	1.2 36000 39735.11	1.24 37200 41059.61	1.28 38400 42384.12	1.32 39600 43708.62	1.36 40800 45033.12	1.4 42000 46357.63	1.44 43200 47682.13
5	1.2 36000 39735.11	1.24 37200 41059.61	1.28 38400 42384.12	1.32 39600 43708.62	1.36 40800 45033.12	1.4 42000 46357.63	1.44 43200 47682.13	1.48 44400 49006.63
6	1.24 37200 41059.61	1.28 38400 42384.12	1.32 39600 43708.62	1.36 40800 45033.12	1.4 42000 46357.63	1.44 43200 47682.13	1.48 44400 49006.63	1.52 45600 50331.14
7	1.28 38400 42384.12	1.32 39600 43708.62	1.36 40800 45033.12	1.4 42000 46357.63	1.44 43200 47682.13	1.48 44400 49006.63	1.52 45600 50331.14	1.56 46800 51655.64
8	1.32 39600 43708.62	1.36 40800 45033.12	1.4 42000 46357.63	1.44 43200 47682.13	1.48 44400 49006.63	1.52 45600 50331.14	1.56 46800 51655.64	1.6 48000 52980.14
9	1.36 40800 45033.12	1.4 42000 46357.63	1.44 43200 47682.13	1.48 44400 49006.63	1.52 45600 50331.14	1.56 46800 51655.64	1.6 48000 52980.14	1.64 49200 54304.65
10	1.4 42000 46357.63	1.44 43200 47682.13	1.48 44400 49006.63	1.52 45600 50331.14	1.56 46800 51655.64	1.6 48000 52980.14	1.64 49200 54304.65	1.68 50400 55629.15
11	1.44 43200 47682.13	1.48 44400 49006.63	1.52 45600 50331.14	1.56 46800 51655.64	1.6 48000 52980.14	1.64 49200 54304.65	1.68 50400 55629.15	1.72 51600 56953.65

Maroa Forsyth C.U.S.D. #2 Salary Schedule -2007-2008- (Continued)

	<i>BS</i>	<i>BS +8</i>	<i>BS +16</i>	<i>BS +24</i>	<i>MS</i>	<i>MS +8</i>	<i>MS +16</i>	<i>MS + 24</i>
12	1.48 44400 49006.63	1.52 45600 50331.14	1.56 46800 51655.64	1.6 48000 52980.14	1.64 49200 54304.65	1.68 50400 55629.15	1.72 51600 56953.65	1.76 52800 58278.16
13			1.6 48000 52980.14	1.64 49200 54304.65	1.68 50400 55629.15	1.72 51600 56953.65	1.76 52800 58278.16	1.8 54000 59602.66
14			1.64 49200 54304.65	1.68 50400 55629.15	1.72 51600 56953.65	1.76 52800 58278.16	1.8 54000 59602.66	1.84 55200 60927.17
15	1.52 45600 50331.14	1.56 46800 51655.64	1.68 50400 55629.15	1.72 51600 56953.65	1.76 52800 58278.16	1.8 54000 59602.66	1.84 55200 60927.17	1.88 56400 62251.67
17	1.56 46800 51655.64	1.6 48000 52980.14	1.72 51600 56953.65	1.76 52800 58278.16	1.8 54000 59602.66	1.84 55200 60927.17	1.88 56400 62251.67	1.92 57600 63576.17
19	1.6 48000 52980.14	1.64 49200 54304.65	1.76 52800 58278.16	1.8 54000 59602.66	1.84 55200 60927.17	1.88 56400 62251.67	1.92 57600 63576.17	1.96 58800 64900.68
21	1.64 49200 54304.65	1.68 50400 55629.15	1.8 54000 59602.66	1.84 55200 60927.17	1.88 56400 62251.67	1.92 57600 63576.17	1.96 58800 64900.68	2.00 60000 66225.18
23	1.68 50400 55629.15	1.72 51600 56953.65	1.84 55200 60927.17	1.88 56400 62251.67	1.92 57600 63576.17	1.96 58800 64900.68	2.00 60000 66225.18	2.04 61200 67549.68
25	1.72 51600 56953.65	1.76 52800 58278.16	1.88 56400 62251.67	1.92 57600 63576.17	1.96 58800 64900.68	2.00 60000 66225.18	2.04 61200 67549.68	2.08 62400 68874.19
27	1.76 52800 58278.16	1.8 54000 59602.66	1.92 57600 63576.17	1.96 58800 64900.68	2.00 60000 66225.18	2.04 61200 67549.68	2.08 62400 68874.19	2.12 63600 70198.69

Maroa Forsyth C.U.S.D. #2 Salary Schedule 2008-2009

	BS	BS +8	BS +16	BS +24	MS	MS +8	MS +16	MS + 24
0	1 31000 34216.34	1.04 32240 35585.00	1.08 33480 36953.65	1.12 34720 38322.30	1.16 35960 39690.96	1.2 37200 41059.61	1.24 38440 42428.27	1.28 39680 43796.92
1	1.04 32240 35585.00	1.08 33480 36953.65	1.12 34720 38322.30	1.16 35960 39690.96	1.2 37200 41059.61	1.24 38440 42428.27	1.28 39680 43796.92	1.32 40920 45165.57
2	1.08 33480 36953.65	1.12 34720 38322.30	1.16 35960 39690.96	1.2 37200 41059.61	1.24 38440 42428.27	1.28 39680 43796.92	1.32 40920 45165.57	1.36 42160 46534.23
3	1.12 34720 38322.30	1.16 35960 39690.96	1.2 37200 41059.61	1.24 38440 42428.27	1.28 39680 43796.92	1.32 40920 45165.57	1.36 42160 46534.23	1.4 43400 47902.88
4	1.16 35960 39690.96	1.2 37200 41059.61	1.24 38440 42428.27	1.28 39680 43796.92	1.32 40920 45165.57	1.36 42160 46534.23	1.4 43400 47902.88	1.44 44640 49271.53
5	1.2 37200 41059.61	1.24 38440 42428.27	1.28 39680 43796.92	1.32 40920 45165.57	1.36 42160 46534.23	1.4 43400 47902.88	1.44 44640 49271.53	1.48 45880 50640.19
6	1.24 38440 42428.27	1.28 39680 43796.92	1.32 40920 45165.57	1.36 42160 46534.23	1.4 43400 47902.88	1.44 44640 49271.53	1.48 45880 50640.19	1.52 47120 52008.84
7	1.28 39680 43796.92	1.32 40920 45165.57	1.36 42160 46534.23	1.4 43400 47902.88	1.44 44640 49271.53	1.48 45880 50640.19	1.52 47120 52008.84	1.56 48360 53377.50
8	1.32 40920 45165.57	1.36 42160 46534.23	1.4 43400 47902.88	1.44 44640 49271.53	1.48 45880 50640.19	1.52 47120 52008.84	1.56 48360 53377.50	1.6 49600 54746.15
9	1.36 42160 46534.23	1.4 43400 47902.88	1.44 44640 49271.53	1.48 45880 50640.19	1.52 47120 52008.84	1.56 48360 53377.50	1.6 49600 54746.15	1.64 50840 56114.80
10	1.4 43400 47902.88	1.44 44640 49271.53	1.48 45880 50640.19	1.52 47120 52008.84	1.56 48360 53377.50	1.6 49600 54746.15	1.64 50840 56114.80	1.68 52080 57483.46
11	1.44 44640 49271.53	1.48 45880 50640.19	1.52 47120 52008.84	1.56 48360 53377.50	1.6 49600 54746.15	1.64 50840 56114.80	1.68 52080 57483.46	1.72 53320 58852.11

Maroa Forsyth C.U.S.D. #2 Salary Schedule 2008-2009 (Continued)

	BS	BS +8	BS +16	BS +24	MS	MS +8	MS +16	MS + 24
12	1.48 45880 50640.19	1.52 47120 52008.84	1.56 48360 53377.50	1.6 49600 54746.15	1.64 50840 56114.80	1.68 52080 57483.46	1.72 53320 58852.11	1.76 54560 60220.76
13			1.6 49600 54746.15	1.64 50840 56114.80	1.68 52080 57483.46	1.72 53320 58852.11	1.76 54560 60220.76	1.8 55800 61589.42
14			1.64 50840 56114.80	1.68 52080 57483.46	1.72 53320 58852.11	1.76 54560 60220.76	1.8 55800 61589.42	1.84 57040 62958.07
15	1.52 47120 52008.84	1.56 48360 53377.50	1.68 52080 57483.46	1.72 53320 58852.11	1.76 54560 60220.76	1.8 55800 61589.42	1.84 57040 62958.07	1.88 58280 64326.72
17	1.56 48360 53377.50	1.6 49600 54746.15	1.72 53320 58852.11	1.76 54560 60220.76	1.8 55800 61589.42	1.84 57040 62958.07	1.88 58280 64326.72	1.92 59520 65695.38
19	1.6 49600 54746.15	1.64 50840 56114.80	1.76 54560 60220.76	1.8 55800 61589.42	1.84 57040 62958.07	1.88 58280 64326.72	1.92 59520 65695.38	1.96 60760 67064.03
21	1.64 50840 56114.80	1.68 52080 57483.46	1.8 55800 61589.42	1.84 57040 62958.07	1.88 58280 64326.72	1.92 59520 65695.38	1.96 60760 67064.03	2.00 62000 68432.69
23	1.68 52080 57483.46	1.72 53320 58852.11	1.84 57040 62958.07	1.88 58280 64326.72	1.92 59520 65695.38	1.96 60760 67064.03	2.00 62000 68432.69	2.04 63240 69801.34
25	1.72 53320 58852.11	1.76 54560 60220.76	1.88 58280 64326.72	1.92 59520 65695.38	1.96 60760 67064.03	2.00 62000 68432.69	2.04 63240 69801.34	2.08 64480 71169.99
27	1.76 54560 60220.76	1.80 55800 61589.42	1.92 59520 65695.38	1.96 60760 67064.03	2.00 62000 68432.69	2.04 63240 69801.34	2.08 64480 71169.99	2.12 65720 72538.65

Maroa Forsyth C.U.S.D. #2 Salary Schedule 2009-2010

	BS	BS +8	BS +16	BS +24	MS	MS +8	MS +16	MS + 24
0	1 33000 36423.85	1.04 34320 37880.80	1.08 35640 39337.76	1.12 36960 40794.71	1.16 38280 42251.66	1.2 39600 43708.62	1.24 40920 45165.57	1.28 42240 46622.53
1	1.04 34320 37880.80	1.08 35640 39337.76	1.12 36960 40794.71	1.16 38280 42251.66	1.2 39600 43708.62	1.24 40920 45165.57	1.28 42240 46622.53	1.32 43560 48079.48
2	1.08 35640 39337.76	1.12 36960 40794.71	1.16 38280 42251.66	1.2 39600 43708.62	1.24 40920 45165.57	1.28 42240 46622.53	1.32 43560 48079.48	1.36 44880 49536.43
3	1.12 36960 40794.71	1.16 38280 42251.66	1.2 39600 43708.62	1.24 40920 45165.57	1.28 42240 46622.53	1.32 43560 48079.48	1.36 44880 49536.43	1.4 46200 50993.39
4	1.16 38280 42251.66	1.2 39600 43708.62	1.24 40920 45165.57	1.28 42240 46622.53	1.32 43560 48079.48	1.36 44880 49536.43	1.4 46200 50993.39	1.44 47520 52450.34
5	1.2 39600 43708.62	1.24 40920 45165.57	1.28 42240 46622.53	1.32 43560 48079.48	1.36 44880 49536.43	1.4 46200 50993.39	1.44 47520 52450.34	1.48 48840 53907.30
6	1.24 40920 45165.57	1.28 42240 46622.53	1.32 43560 48079.48	1.36 44880 49536.43	1.4 46200 50993.39	1.44 47520 52450.34	1.48 48840 53907.30	1.52 50160 55364.25
7	1.28 42240 46622.53	1.32 43560 48079.48	1.36 44880 49536.43	1.4 46200 50993.39	1.44 47520 52450.34	1.48 48840 53907.30	1.52 50160 55364.25	1.56 51480 56821.20
8	1.32 43560 48079.48	1.36 44880 49536.43	1.4 46200 50993.39	1.44 47520 52450.34	1.48 48840 53907.30	1.52 50160 55364.25	1.56 51480 56821.20	1.6 52800 58278.16
9	1.36 44880 49536.43	1.4 46200 50993.39	1.44 47520 52450.34	1.48 48840 53907.30	1.52 50160 55364.25	1.56 51480 56821.20	1.6 52800 58278.16	1.64 54120 59735.11
10	1.4 46200 50993.39	1.44 47520 52450.34	1.48 48840 53907.30	1.52 50160 55364.25	1.56 51480 56821.20	1.6 52800 58278.16	1.64 54120 59735.11	1.68 55440 61192.07
11	1.44 47520 52450.34	1.48 48840 53907.30	1.52 50160 55364.25	1.56 51480 56821.20	1.6 52800 58278.16	1.64 54120 59735.11	1.68 55440 61192.07	1.72 56760 62649.02

Maroa Forsyth C.U.S.D. #2 Salary Schedule 2009-2010 (Continued)

	BS	BS +8	BS +16	BS +24	MS	MS +8	MS +16	MS + 24
12	1.48 48840 53907.30	1.52 50160 55364.25	1.56 51480 56821.20	1.6 52800 58278.16	1.64 54120 59735.11	1.68 55440 61192.07	1.72 56760 62649.02	1.76 58080 64105.97
13			1.6 52800 58278.16	1.64 54120 59735.11	1.68 55440 61192.07	1.72 56760 62649.02	1.76 58080 64105.97	1.8 59400 65562.93
14			1.64 54120 59735.11	1.68 55440 61192.07	1.72 56760 62649.02	1.76 58080 64105.97	1.8 59400 65562.93	1.84 60720 67019.88
15	1.52 50160 55364.25	1.56 51480 56821.20	1.68 55440 61192.07	1.72 56760 62649.02	1.76 58080 64105.97	1.8 59400 65562.93	1.84 60720 67019.88	1.88 62040 68476.84
17	1.56 51480 56821.20	1.6 52800 58278.16	1.72 56760 62649.02	1.76 58080 64105.97	1.8 59400 65562.93	1.84 60720 67019.88	1.88 62040 68476.84	1.92 63360 69933.79
19	1.6 52800 58278.16	1.64 54120 59735.11	1.76 58080 64105.97	1.8 59400 65562.93	1.84 60720 67019.88	1.88 62040 68476.84	1.92 63360 69933.79	1.96 64680 71390.74
21	1.64 54120 59735.11	1.68 55440 61192.07	1.8 59400 65562.93	1.84 60720 67019.88	1.88 62040 68476.84	1.92 63360 69933.79	1.96 64680 71390.74	2.00 66000 72847.70
23	1.68 55440 61192.07	1.72 56760 62649.02	1.84 60720 67019.88	1.88 62040 68476.84	1.92 63360 69933.79	1.96 64680 71390.74	2.00 66000 72847.70	2.04 67320 74304.65
25	1.72 56760 62649.02	1.76 58080 64105.97	1.88 62040 68476.84	1.92 63360 69933.79	1.96 64680 71390.74	2.00 66000 72847.70	2.04 67320 74304.65	2.08 68640 75761.61
27	1.76 58080 64105.97	1.8 59400 65562.93	1.92 63360 69933.79	1.96 64680 71390.74	2 66000 72847.70	2.04 67320 74304.65	2.08 68640 75761.61	2.12 69960 77218.56

Maroa Forsyth C.U.S.D. #2 Salary Schedule 2010-2011 (Continued)

	BS	BS +8	BS +16	BS +24	MS	MS +8	MS +16	MS + 24
0	1 33800 37306.85	1.04 35152 38799.13	1.08 36504 40291.40	1.12 37856 41783.67	1.16 39208 43275.95	1.2 40560 44768.22	1.24 41912 46260.50	1.28 43264 47752.77
1	1.04 35152 38799.13	1.08 36504 40291.40	1.12 37856 41783.67	1.16 39208 43275.95	1.2 40560 44768.22	1.24 41912 46260.50	1.28 43264 47752.77	1.32 44616 49245.04
2	1.08 36504 40291.40	1.12 37856 41783.67	1.16 39208 43275.95	1.2 40560 44768.22	1.24 41912 46260.50	1.28 43264 47752.77	1.32 44616 49245.04	1.36 45968 50737.32
3	1.12 37856 41783.67	1.16 39208 43275.95	1.2 40560 44768.22	1.24 41912 46260.50	1.28 43264 47752.77	1.32 44616 49245.04	1.36 45968 50737.32	1.4 47320 52229.59
4	1.16 39208 43275.95	1.2 40560 44768.22	1.24 41912 46260.50	1.28 43264 47752.77	1.32 44616 49245.04	1.36 45968 50737.32	1.4 47320 52229.59	1.44 48672 53721.87
5	1.2 40560 44768.22	1.24 41912 46260.50	1.28 43264 47752.77	1.32 44616 49245.04	1.36 45968 50737.32	1.4 47320 52229.59	1.44 48672 53721.87	1.48 50024 55214.14
6	1.24 41912 46260.50	1.28 43264 47752.77	1.32 44616 49245.04	1.36 45968 50737.32	1.4 47320 52229.59	1.44 48672 53721.87	1.48 50024 55214.14	1.52 51376 56706.41
7	1.28 43264 47752.77	1.32 44616 49245.04	1.36 45968 50737.32	1.4 47320 52229.59	1.44 48672 53721.87	1.48 50024 55214.14	1.52 51376 56706.41	1.56 52728 58198.69
8	1.32 44616 49245.04	1.36 45968 50737.32	1.4 47320 52229.59	1.44 48672 53721.87	1.48 50024 55214.14	1.52 51376 56706.41	1.56 52728 58198.69	1.6 54080 59690.96
9	1.36 45968 50737.32	1.4 47320 52229.59	1.44 48672 53721.87	1.48 50024 55214.14	1.52 51376 56706.41	1.56 52728 58198.69	1.6 54080 59690.96	1.64 55432 61183.24
10	1.4 47320 52229.59	1.44 48672 53721.87	1.48 50024 55214.14	1.52 51376 56706.41	1.56 52728 58198.69	1.6 54080 59690.96	1.64 55432 61183.24	1.68 56784 62675.51
11	1.44 48672 53721.87	1.48 50024 55214.14	1.52 51376 56706.41	1.56 52728 58198.69	1.6 54080 59690.96	1.64 55432 61183.24	1.68 56784 62675.51	1.72 58136 64167.78

Maroa Forsyth C.U.S.D. #2 Salary Schedule 2010-2011 (Continued)

	BS	BS +8	BS +16	BS +24	MS	MS +8	MS +16	MS + 24
12	1.48	1.52	1.56	1.6	1.64	1.68	1.72	1.76
	50024	51376	52728	54080	55432	56784	58136	59488
	55214.14	56706.41	58198.69	59690.96	61183.24	62675.51	64167.78	65660.06
13			1.6	1.64	1.68	1.72	1.76	1.8
			54080	55432	56784	58136	59488	60840
			59690.96	61183.24	62675.51	64167.78	65660.06	67152.33
14			1.64	1.68	1.72	1.76	1.8	1.84
			55432	56784	58136	59488	60840	62192
			61183.24	62675.51	64167.78	65660.06	67152.33	68644.61
15	1.52	1.56	1.68	1.72	1.76	1.8	1.84	1.88
	51376	52728	56784	58136	59488	60840	62192	63544
	56706.41	58198.69	62675.51	64167.78	65660.06	67152.33	68644.61	70136.88
17	1.56	1.6	1.72	1.76	1.8	1.84	1.88	1.92
	52728	54080	58136	59488	60840	62192	63544	64896
	58198.69	59690.96	64167.78	65660.06	67152.33	68644.61	70136.88	71629.15
19	1.6	1.64	1.76	1.8	1.84	1.88	1.92	1.96
	54080	55432	59488	60840	62192	63544	64896	66248
	59690.96	61183.24	65660.06	67152.33	68644.61	70136.88	71629.15	73121.43
21	1.64	1.68	1.8	1.84	1.88	1.92	1.96	2.00
	55432	56784	60840	62192	63544	64896	66248	67600
	61183.24	62675.51	67152.33	68644.61	70136.88	71629.15	73121.43	74613.70
23	1.68	1.72	1.84	1.88	1.92	1.96	2.00	2.04
	56784	58136	62192	63544	64896	66248	67600	68952
	62675.51	64167.78	68644.61	70136.88	71629.15	73121.43	74613.70	76105.98
25	1.72	1.76	1.88	1.92	1.96	2.00	2.04	2.08
	58136	59488	63544	64896	66248	67600	68952	70304
	64167.78	65660.06	70136.88	71629.15	73121.43	74613.70	76105.98	77598.25
27	1.76	1.8	1.92	1.96	2.00	2.04	2.08	2.12
	59488	60840	64896	66248	67600	68952	70304	71656
	65660.06	67152.33	71629.15	73121.43	74613.70	76105.98	77598.25	79090.52