

AGREEMENT BETWEEN

THE BOARD OF EDUCATION

SESSER-VALIER COMMUNITY UNIT SCHOOL DISTRICT NO. 196

AND

**SESSER-VALIER EDUCATION ASSOCIATION
IEA/NEA**

2022-2023

2023-2024

2024-2025

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ARTICLE I

RECOGNITION

The Board of Education of Sesser-Valier Community Unit School District No. 196, hereinafter referred to as the Board, and the Sesser-Valier Education Association, hereinafter referred to as the Association, recognize that the ultimate aim of public schools is to provide the best education possible for children and youth in the district. Attainment of the educational objectives is a joint responsibility of the Board of Education, the administration and supervisory staff, and the professional teaching personnel, including staff participation in the consideration of items listed in Article III, Section A.

The Board of Education of Sesser-Valier Community Unit School District No. 196 recognizes the Sesser-Valier Education Association, an affiliate of the Illinois Education Association and the National Education Association, as the sole negotiating agent for the certificated employees of the District, except for the Superintendent and building principals.

ARTICLE II

PRINCIPLES

A. Attaining Objectives

Attainment of educational objectives of the District requires mutual understanding and cooperation between the Board, the administrative and supervisory staff, and the professional teaching personnel.

To this end, free and open exchange of views is desirable and necessary, with all parties participating in deliberations as defined in Article III, Section A.

B. Professional Teaching Personnel

It is recognized that teaching is a profession requiring specialized educational qualifications and that the success of the educational program in the District depends upon the maximum utilization of the abilities of teachers who are reasonably well satisfied with the conditions under which their services are rendered. As evidence of their acceptance of the professional rights and responsibilities of teachers, the Association pledges itself to abide by the Code of Ethics of the Teaching Profession.

It is further recognized that teachers have the right to join, or not to join, any organization for their professional or economic improvement. Further, any individual or group of teachers may present their view to the Board.

C. Board of Education

It is recognized that the legal responsibility for education is vested in the local Board of Education, and that this responsibility of final decision making cannot be delegated. However, the Board agrees to good faith negotiations. Final authority rests with the decisions of the Board of Education.

D. Administration

It is recognized that the Administration has a dual role to fulfill, as educational and professional leader of the staff and as chief administrative officer of the Board of Education. It is recognized that the administration has the responsibility to help provide those conditions which enable teachers and other staff members to achieve their professional goals within a framework of improved educational service to the pupils. Therefore, administration should be involved in decisions on matters which affect the exercise of their responsibility.

E. Good Faith Negotiation

Good Faith Negotiation is defined as a forthright, open exchange between both parties avoiding circumvention and delusiveness. Good Faith Negotiations are exemplified as replying in good conscience as to why a proposal is or is not acceptable.

ARTICLE III

NEGOTIATION PROCEDURES

A. Scope

Both parties agree that it is their mutual responsibility to meet at reasonable times and negotiate in good faith with respect to:

1. Salaries
2. Wage related fringe benefits
3. Conditions of employment
4. Grievance procedure

B. Committee Membership

Designated representatives of both the Board and of the Association shall constitute a joint negotiating committee for the conducting of good faith negotiations. Each team is to be represented at each negotiating session by no more than five (5) representatives.

C. Meetings

If negotiations are requested by either party on matters specified in Article III, Section A, the other party shall be notified in writing by January 15th of any year this Agreement is in force and such negotiations shall begin no later than the first Tuesday following the first Monday in February.

Special meetings between the participating parties will be called upon written request of any of the parties; the request shall contain the reason for the meeting. A mutually agreeable meeting date will be set within fifteen (15) days.

Facts, opinions and proposals will be exchanged freely during the meeting or meetings in an effort to reach mutual understanding and agreement.

All professional negotiation meetings shall be closed meetings with only participating Board and staff representatives in attendance.

D. Communication

Requests to the Superintendent shall be made to him or his designated representative; requests to the Board shall be made through the Superintendent; and requests to the Association shall be through the Superintendent.

E. Information

The Board and the Superintendent agree to furnish to the Association's members of the Professional Negotiation Committee, in accordance with their reasonable requests, appropriate information concerning financial resources of the District, tentative budgetary requirements and allocations, and such routinely prepared information as will assist the Association in developing intelligent, accurate, and constructive programs on behalf of the teachers and their students. Nothing herein shall require the central administration staff to research and assemble information.

The Association will furnish copies of any pertinent information as reasonably requested by the Superintendent or Board.

F. Requests for Assistance

All participants have the right to utilize the services of consultants in deliberations. However, the official spokesman shall be the designated negotiator for the party.

G. Agreement

Tentative agreements may be reached at any stage of the negotiations. When such tentative agreement is reached both parties shall initial such proposal as an indication of tentative agreement. Such agreement is subject to change by either party prior to final acceptance. When the Association and Board reach tentative agreement on all matters being negotiated, they will be reduced to writing and shall be submitted to the membership of the Association for ratification and to the Board for official approval. Upon ratification by both parties, they shall become an appendix to this Agreement. When necessary, provisions in the Agreement shall be reflected in the individual contract. The Agreement shall not discriminate against any member of the teaching staff, regardless of membership or non-membership in the teachers' organization.

H. Failure to Reach Agreement

Mediation

If the parties fail to reach agreement, either party may request the assistance of a mediator to assist in the resolution of outstanding issues. In the event that one party requests assistance, the other party shall join in the request for assistance. The Federal Mediation and Conciliation Service (FMCS) shall be notified and shall provide a mediator.

The format, dates, and times of meeting will be arranged by the mediator, and such meetings will be conducted in closed session.

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/she deems appropriate in order to persuade the parties to resolve their differences and effect a mutually acceptable

agreement, provided that the mediator shall not, without the consent of both parties, make findings of fact or recommend terms of settlement.

ARTICLE IV

GRIEVANCE PROCEDURE

A. Definition

Any claim by the Association or a teacher that there has been a violation, misinterpretation or misapplication of any of the terms of the Agreement shall be a grievance.

B. Time Limits

All time limits herein shall consist of school days except that when a grievance is submitted fewer than ten (10) days before the last day of school, time limits shall consist of school business days so that the matter may be resolved as soon as possible after the close of the school term. Time limits may be extended only with the written consent of the Superintendent and the Association.

C. Procedure

Step 1: An employee and his principal should first attempt to resolve a grievable problem through free and informal communications. When requested by either party, the Association representative may intervene to assist in this resolution. However, should such informal processes fail to satisfy the supervisor and the teacher, then a grievance may be processed as follows.

Step 2: If the complaint is not resolved in the initial meeting, the employee must present the problem in writing within twenty (20) days after the occurrence of the event giving rise to the grievance. This written complaint is to be presented to the Superintendent who will arrange a meeting within ten (10) days. The Association's representative, the Superintendent or his designee, and the grievant shall be present for the meeting.

The Superintendent shall provide the grievant with a written answer on the grievance within ten (10) days. Such answer shall include the reasons on which such answer is based.

Step 3: If the problem is not resolved at Step 2, the employee may request a meeting with the Board of Education to be convened within thirty (30) days of the request. The Association's representative, the Superintendent or his designee and the grievant shall be present at the meeting. Within ten (10) days of the meeting, the Board of Education shall provide a written response to the Association and the grievant, including the reasons for its decision.

D. Arbitration

If either party is not satisfied with the disposition of the grievance at Step 3, or the Step 3 time limits expire without action, then either the Association or the Board may submit the grievance to binding arbitration under the rules of the American Arbitration Association which shall act as administrator of the proceedings. If neither party files a demand for arbitration within thirty (30) days of the date for the Step 3 reply, then the grievances shall be deemed withdrawn.

The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of this Agreement. His authority will be strictly limited to deciding only the issue or issues presented to him in writing by the School Board and the Association. However, it is mutually agreed that the arbitrator is empowered to include in his award such financial reimbursements as he judges to be proper. Each party shall bear the full cost for its side of the arbitration and will pay one-half (1/2) of the cost for the arbitrator.

E. Other

Provided both parties agree, Step 1 and/or Step 2 of the Grievance Procedure may be bypassed and the grievance brought directly to the next step.

No disposition of any grievance shall be in conflict with any of the terms or conditions of this Agreement.

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

A grievance arising under this contract may be processed through the grievance procedure until resolution even after expiration of the contract.

ARTICLE V

EMPLOYMENT CONDITIONS

A. School Calendar

The Association shall be consulted annually by the Superintendent on the preparation of the school calendar for the coming academic year.

B. School Policies

A copy of the school policies shall be available to any teacher in the office of the Superintendent and the school's library(ies). All revisions in such policies shall be posted in the school offices and the three (3) teacher plan rooms within seven (7) days of its effective date.

C. Non-Discrimination

The Board and the Association agree that it is their mutual responsibility to treat all members of the bargaining unit in a fair and equitable manner. Accordingly, the Board and the Association agree that they will not discriminate against any staff member with respect to hours, wages, terms and conditions of employment, and equal representation by reason of the employee's membership or non-membership in any professional organization or participation or non-participation in any grievance, work stoppage or other job action. Further, the Association and its members agree not to discriminate against Board members and their families because of any contract dispute between the parties.

D. Teacher Qualifications

It is the desire of the Board to have all teachers fully qualified in the fields they teach and to work toward this goal as personnel and circumstances allow.

E. Preparation Time

The Board shall guarantee at least thirty (30) consecutive minutes per day, free of student contact, as a preparation period for each teacher.

F. Pupil-Teacher Ratio

The Board and the Association agree that pupil-teacher ratio is the major determining factor in relation to hiring and retention of personnel, the utilization of present facilities, and any future construction or building programs in the District.

G. Student Discipline Procedure

Although the Board recognizes that the teacher has the responsibility for the maintenance of discipline within his/her classroom, the Board also recognizes its responsibility to give all reasonable support and assistance to the teacher with respect to the maintenance of control and discipline in the classroom.

H. Special Education Needs

The Board shall attempt to satisfy needs of special education students by working to improve the present program.

I. Notification of Assignments

Teachers shall be given written notice of any tentative change in teaching assignments for the forthcoming year no later than seventy-five (75) days before the opening of school. In the event it is necessary to change the tentative teaching assignments after that date, the teacher affected shall be promptly notified and consulted. If the change in teaching assignment is not acceptable to the teacher, the teacher shall be allowed to resign with thirty (30) days notice.

J. Notification of Vacancy

All staff members are encouraged to apply for vacancies in which they are interested and qualified. The Board and Association believe that it is in the best interest of the students and the District for assignments to be made on the basis of qualifications and needs.

Whenever there are any vacancies in the District, any teacher may request to fill the position. Notification of such vacancies shall be posted in the school offices and the three (3) plan rooms. If any vacancies occur during the summer vacation, notification will be made by mail at the time of the first pay period following the vacancy.

K. Faculty Meetings

Faculty meetings shall be held as often as necessary on school time.

L. Personnel Files

All teachers shall have the right to examine their personnel file at any time and shall be made aware of any material placed in that file following the inception of this Article.

M. Reduction in Personnel

The Board and Association agree that, in the event of reduction of any personnel, the Board will conform and abide by the applicable sections of the School Code (105 ILCS 5/24-11; 105 ILCS 5/24-12 and 105 ILCS 5/10-23.5).

N. Contractual Continued Service

Contractual continued service in the District shall conform to the School Code (105 ILCS 5/24-11 and 105 ILCS 5/24-12).

O. Representation on Agenda

A representative of the Sesser-Valier Education Association will be granted recognition on the agenda of the regular meetings of the Board of Education. He or she shall report any pertinent information to the Board of Education and the Sesser-Valier Education Association concerning matters of mutual interest.

P. Professional Growth

If the Board wishes to require additional professional growth at a future date and agrees to negotiate this upon request with the Sesser-Valier Education Association, the Sesser-Valier Education Association will agree to withdraw the request for professional growth at this time.

Q. Paper Work

In order to reduce paper work for certified teaching staff, the following non-teaching duties will not be performed as they have in the past. Certified teaching staff having direct day-to-day contact with students will no longer be required to fill out the register book, write receipts for money collected, keep records of outstanding debts, or notify parents of those debts with the exception of the first day of the school year.

R. Seniority for Part-Time Teaching

At the time a teacher acquires tenure status, the teacher shall accrue seniority credit for part-time teaching experience as follows:

1. Only continuous teaching experience with the District, part-time or full-time, shall be counted in determining seniority credit.
2. Part-time teaching experience means teaching under a specific contract and not as a temporary day-to-day substitute teacher.
3. Seniority credit for part-time teaching experience shall be credited at the time tenure status is gained and for any part-time teaching subsequent to the attainment of tenure status that is continuous employment by the District. This provision shall be retroactive, and teachers currently on tenured status shall be given seniority credit for

- any part-time teaching experience prior to gaining tenure status provided the part-time employment represented continuous employment by the District.
4. Part-time credit shall be granted for part-time teaching where the qualifying teacher has been employed for either part of the school year or for part of the school day and such time shall be prorated by using the total equivalent number of teaching days divided by 180 days for each year.

Examples are as follows:

Example #1: A teacher who taught one (1) semester and one (1) day or ninety-one (91) days would be credited with $91/180$ of a year. (91 divided by $180 = 0.5055$ of a year)

Example #2: Any teacher who was employed for three-sevenths ($3/7$) of a day for the entire year would be credited with $3/7$ of a year. (3 divided by $7 = 0.4285$ or a year of 77.13 days)

S. Teacher Work Day

The teacher workday shall begin at 8:00 AM. All district teachers shall be in their classroom, assigned work station, laboratory in which the teacher is to conduct his/her first class of the day or attending to supervisory duties assigned by the Principal or Superintendent by 8:20 AM. The workday shall be concluded when, in the teacher's professional judgment, the work for the day is completed, but not before 3:30 PM unless an earlier departure time has been approved by the Principal or Superintendent. Morning duty will begin at 8:00 AM. There will be two high school teachers on duty each week.

All teachers will sign a sign out list in their respective office before leaving the school premises during the school day. They will sign in upon their return.

T. Teacher Evaluations

Teacher evaluations will be conducted on a one or two year basis according to state law. The local evaluation tool agreed upon by the Sesser-Valier Board of Education and the Sesser-Valier Education Association will be used.

U. Handbook Committee

A committee will be formed consisting of teachers and administration to prepare a Teachers' Handbook. The final product must be approved by both the Board of Education and the Association.

ARTICLE VI

LEAVES

A. Sick Leave

Beginning on July 1, 2011, when the first determination of sick leave award under this provision shall occur and on each July 1 thereafter, a teacher shall be eligible for a sick leave grant pursuant to the following table. To receive the award, the employee must on each July 1 when determinations are made (days are awarded on the first day of work) have the requisite number of years of service and must have the minimum number of accumulated sick leave days specified. Failure to have both the requisite years of service and the requisite number of sick leave days accumulated before the grant of days indicated under normal annual allotment shall result in the teacher receiving the next lesser allotment (a teacher with 21+ years of service but more than 90 but fewer than 210 accumulated sick leave days at the beginning of any year shall receive 14 days, not 15 days of sick leave. A teacher with 21+ years of service but less than 90 accumulated sick leave days at the beginning of any year of service shall receive 12 days). Years of service shall mean continuous years of service as a bargaining unit member in Sesser-Valier School District and shall require that the employee have the full number of years and accumulated days specified (i.e. no rounding up). Sick leave days shall mean accumulated sick leave days in Sesser-Valier School District (not total days banked in the TRS system). This provision shall be prospective beginning July 1, 2011.

Years of Service	Normal Annual Allotment	Sick Leave Days
0-10	12	0
11-20	14	90
21+	15	210

Sick leave shall accumulate without limit.

The term “sick leave” shall be interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. Maternity leave shall not be interpreted to mean sick leave.

B. Funeral Leave

Funeral leave with full pay shall be provided in the event of a death in the family or in the case of a close personal friend. This leave shall be charged as sick leave or as personal business leave at the discretion of the teacher.

C. Personal Leave

The Board shall allow three (3) days to be used for business or professional leave. Two (2) half days may be substituted for one of these days. Teachers may accumulate a maximum of five (5) personal leave days. All teachers must declare before the last pupil

attendance day of each school year whether their unused personal days shall accumulate as personal days or sick leave.

One additional, non-cumulative day may be used with the teacher paying the substitute. Except in case of emergencies, two (2) days written notice of the necessity for leave shall be submitted to the Superintendent or his designee.

Teachers requesting four (4) or more consecutive personal days shall notify the Superintendent or Principal in writing at least one week in advance, except in the case of an emergency. Extended personal leave days will be left to the discretion of the Superintendent based on the availability of substitutes. The day immediately preceding or immediately following a legal holiday or school recess may be recognized as a business or professional leave day. This will be left to the discretion of the Superintendent based on the availability of substitutes.

D. Conference Leave

Each teacher shall be allowed to attend, with full pay, educational conferences, meetings or workshops sponsored by professional associations with the Superintendent's approval. Teachers attending professional meetings and conferences on approval of the Superintendent shall be reimbursed for actual meal expenses, lodging expense, and forty (40) cents per mile for travel expense.

If a teacher is required to attend a meeting or conference, and the District is reimbursed that teacher's expense, the teacher shall receive the amount of money which the District is reimbursed or the amount provided in the appendage, whichever is greater.

E. Release Time for Association Representatives

Upon written notice of the Association president, a total of ten (10) days leave with full pay shall be provided for representatives of the Association to transact business or to attend I.E.A. or N.E.A. professional meetings. Time blocks of half days or more will be granted upon request. The Association will reimburse the school district for the cost of the substitute teacher.

F. Special Education Release Time

All special education teachers will receive two (2) days release time to do diagnostic testing and prepare IEPs. The building principal shall have in his sole and exclusive discretion authority to add a third day if a teacher requests additional time.

ARTICLE VII

COMPENSATION AND BENEFITS

A. Compensation Schedules

The salary schedule is designated as Appendix A, and the extra duty pay schedule is designated as Appendix B. Both are incorporated into and made a part of this Agreement.

B. Illinois Teachers' Retirement Contribution

The Board shall pay on behalf of the employee out of the salary agreement listed in this contract the required contribution to the Teachers' Retirement System of the State of Illinois in the form of an employer-paid pension contribution pursuant to 40 ILCS 5/16-152 et seq., the intent of which shall be to shelter the contribution from federal income taxation pursuant to Section 414(h)(2) of the Internal Revenue Code and tax rulings 81-35 and 81-36.

C. Hospitalization Insurance

For the 2022-2023 school year, the Board shall pay \$870 per month toward the employee's share of individual hospitalization insurance and the minimum life insurance mandatory by the company. For the 2023-2024 school year, the Board shall pay \$1,070 per month toward the employee's share of individual hospitalization insurance and the minimum life insurance mandatory by the company. For the 2024-2025 school year, the Board shall pay \$1,220 per month toward the employee's share of individual hospitalization insurance and the minimum life insurance mandatory by the company. All conditions of insurance coverage shall be maintained at the standard in effect at the time this agreement is signed provided that such conditions shall be changed at the expressed provision of this agreement. In addition, if an employee chooses an available District hospitalization insurance coverage option that costs less than the said paid rate above, the employee will not be paid the difference between the monthly hospitalization insurance allotment and the selected coverage premium.

Teachers of District No. 196 who retire or are given a leave of absence for personal or health reasons may continue to participate in the District's hospitalization plan by paying the full cost of said plan.

D. Mileage Allowance

Car allowance and liability insurance when one is required to travel from Sesser-Valier Community Unit School District No. 196 for field trips and other business of the District as approved by the District Superintendent shall be paid for at the rate of forty (40) cents per mile.

E. Internal Substitution

If there is a need for internal substitution in the District and the need is known at least twenty-four (24) hours in advance, the individual, if required to use his planning period, shall be paid at the following rates: 50-60 minutes--\$13.50; 40-49 minutes--\$13.00; and 30-39 minutes--\$12.50. Additionally, if the internal substitution should fall on a day with a scheduled extended instructional period (i.e. semester exam day) and the individual substitutes 75-95 minutes, he shall be paid at a rate of \$22.00. All rates listed above in this paragraph include TRS (employer shall pay TRS out of \$13.50 above, e.g.).

F. Payroll Deductions

The School District shall deduct local Sesser-Valier Education Association dues from the September salary and submit same to the Association treasurer. At the teacher's option, I.E.A. and N.E.A. dues may be deducted from the teacher's monthly salary equally over a nine month period.

G. Pay Dates

Effective August 16, 2012, members of this bargaining unit shall have the option to be paid for work performed over either 10 months or 12 months on a twice-per-month basis as outlined below. On or before the first day of work during each school term, the employee shall provide notice of his selection of payroll option (10 months-20 payrolls or 12 months-24 payrolls) on a form provided by the district. In the event that an employee fails to notify the district of his payroll option, he will be paid over a 12-month period (the default selection).

Employees shall be paid twice-per-month in substantially equal installments in accordance with the payroll procedures of the District on the 11th and 26th of each month (reducing the number of pay dates from 26 to 24). All changes that affect payroll (deductions, inclusion of additional time sheets, other additions or subtractions) shall be posted not later than seven (7) calendar days prior to the issuance of payroll checks or the change sought shall be carried over to the next payroll period. An employee seeking to post a change shall make his or her request in writing to the district bookkeeper. The making of such request shall not lead to the inference that the change sought is or is not appropriate. In the event that a scheduled payroll falls on a Saturday, Sunday, or school holiday, the payroll shall be issued on the school business day immediately before the scheduled payroll date. For the purposes of this paragraph, "school holiday" shall mean a national holiday when school is not in session and a recognized holiday on the school calendar when school is in session.

Example #1: If a payroll is scheduled for Sunday, August 26th, said payroll would be issued on Friday, August 24th.

Example #2: If a payroll is scheduled for Monday, December 26th (a school holiday), said payroll would be issued on Friday, December 23rd.

Example #3: If a payroll is scheduled for Sunday, December 26th, said payroll would be issued on Wednesday, December 22nd (both Thursday, December 23rd and Friday, December 24th, are observed school holidays).

Example #4: If a payroll is scheduled for Saturday, December 26th, said payroll would be issued on Wednesday, December 23rd (both Thursday, December 24th and Friday, December 25th, are observed school holidays).

Example #5: If a payroll is scheduled for a date during a Spring Break (if any) in any given year, said payroll would be issued on the originally-scheduled date (i.e. payroll is not issued early during a Spring Break).

The intent of the parties hereto is that (1) no employee shall be pre-paid for work yet-to-be performed and (2) to establish 24 fixed payroll dates over a 12-month period.

H. Military Buy-Out

The Board agrees to pay the individual cost for any military provision under the Downstate Teacher Retirement System of Illinois. This provision can be used in addition to any other retirement incentive, bonus, or buy-out provision whether bargained with the Association or offered by the Downstate Teacher Retirement System of Illinois. This payment shall be made directly to the system.

I. Retirement

1. Base Severance Benefits

The Sesser-Valier Board of Education ("District" or "employer") shall provide a severance benefit (calculated on the basis of salary schedule pay and not including extra duty pay) to any Sesser-Valier certified employee who not later than January 2nd in any given year submits his or her irrevocable notice of retirement containing a certain retirement date. No such retirement date shall be more than three years later than the end of the school year in which the notice is given. In an emergency, the Superintendent may, at his discretion, approve a request to retire if the notice is received after January 2nd. Access to any incentive or benefit under this provision shall require the employee seeking the incentive or benefit to retire pursuant to the notice contemplated herein and pursuant to a TRS retirement program as contemplated herein.

The severance benefit shall be an amount equal to thirty percent (30%) of the employee's gross annual salary as reflected by proper placement on the salary schedule entitled SESSER-VALIER SALARY SCHEDULE INCLUDING BOARD PAID RETIREMENT (not including extra duties) during the employee's last year before retirement.

The calculation of the thirty percent (30%) shall be estimated at the time the notice of retirement is received by the employer, and a final calculation shall be made and the amount of the benefit adjusted as necessary at the actual time of retirement.

The intent of the parties is that the above incentive shall not be used in conjunction with any other retirement program offered by TRS if the benefit required by the employer to TRS or the employee would, when combined, exceed the thirty percent (30%) amount as specified above (in which case the employee shall not be eligible for the thirty percent (30%) severance benefit.). The benefit contemplated herein shall not be used in conjunction with a military buyout, if any payment for the military buyout is made by the employer during the employee's last four years of employment, notwithstanding any provision which might seem to suggest otherwise elsewhere in this contract. Neither shall the incentive provided for hereunder be available to any employee who retires under ERO or exercises an ERO option. The employer shall be permitted to recover without contest from the employee or the Association any incentive contemplated hereunder if paid to an employee who retires under ERO. All compensation for severance benefits resulting from Article VII; H (1): Base Severance Benefits, shall be a portion of a pooled benefit amount for distribution as provided herein (Section 3).

2. Sick Leave

In addition to a Base Severance Benefit, a benefit shall be granted by paying a retiring employee at the rate of \$200.00 per day for up to but not exceeding thirty (30) available, unused sick days in excess of 340 but less than 371 (30 days). This Sick Leave provision may be used in addition to any other retirement payment, benefit, or buy-out provision whether bargained with the Association or offered by TRS. Additionally the employer shall pay an employee retiring under a TRS retirement program \$25.00 per day for any unused accumulated sick leave not used as service credit to a maximum of 100 such days (maximum benefit of \$2500). Any unused sick days reimbursed at a rate of \$200.00 per day shall no longer be viewed as available, unused sick days for compensation at a rate of \$25.00 per day. An available sick leave day as used herein is a day that was awarded and accumulated under Article VI; A, Sick Leave, which, until the time of retirement, was available for use in the event of illness, and at the time of retirement as used herein, shall be used by reporting the day(s) to TRS for credit for creditable service or for compensation under the terms of this provision, not both. Any day compensated as a part of creditable service in accordance with the terms of this provision shall not be reported to TRS as an available sick leave day. The District shall report all days, as required, for individuals receiving compensation for available, unused sick leave days post retirement, and for whom service credit is not needed to meet the service credit requirements of TRS for full retirement (not using an ERO option.).

All awards for available sick leave from Article VII; H (2): Sick Leave, shall be added to the pooled benefit amount on the last day of employment and distributed as provided in Section 3.

3. Distribution

The time period between the date that the retirement letter is received until the actual date of retirement constitutes the pre-retirement period. During each year of the pre-retirement period, the employee's total creditable earnings will be increased from the creditable earnings derived using proper placement on the salary schedule to an amount equal to a 106% increase over the total creditable earnings for the prior year. The amount that it takes to increase the creditable earnings derived from proper placement on the salary schedule to the amount that is 106% above the creditable earnings from the prior year shall be deducted from the pooled benefit amount. The same procedure shall be used each year of the pre-retirement period until the total pooled benefit amount is paid out or retirement occurs. The calculation shall be adjusted, if necessary, so that the pooled benefit amount is never exceeded.

During the pre-retirement period until the final day of employment, the funds available for distribution from the pooled benefit amount will be solely derived from Article VII; H (1): Base Severance Benefits. On the last day of employment, the benefits due the employee from Article VII; H (2): Sick Leave, if any, shall be added to the pooled benefit amount. The employee's total creditable earnings will be increased from the creditable earnings derived using proper placement on the salary schedule up to an amount equal to a 106% increase over the total creditable earnings for the prior year paid in one lump sum on the last payroll check. The amount that it takes to increase the creditable earnings derived from proper placement on the salary schedule to the amount that is 106% above the creditable earnings from the prior year shall be deducted from the pooled benefit amount. The actual amount of increase will be determined by the actual dollar amount of the pooled benefit on the final day.

If retirement occurs prior to expending the pooled benefit, the remaining balance shall be paid to the employee in one lump sum. The benefits anticipated in this paragraph will be paid on or after the thirty-first day following the employee's retirement, but shall be paid prior to sixty days following the date of retirement.

In calculation of the six percent (6%) increases, the amount each year may be rounded down to the nearest \$5.00 to avoid TRS penalties.

4. Intent

The intent of the parties is that the employer shall not experience any penalty for payment to any teacher of any creditable earnings in excess of six percent resulting solely from Article VII; H, Retirement, and the bargaining that resulted in Article VII; H, Retirement, plus any wage increase in a given year was premised on that understanding. It was also the intent of the parties to protect present benefits and retirement income to the extent possible (without invocation of a penalty obligation on the employer) and not to penalize any employee financially, if not necessary, to protect the employer from penalty.

The benefits provided for hereunder shall not be available to any employee who retires under ERO or who exercises an ERO option. The employer shall be permitted to recover without contest from the employee or the Association any incentive contemplated hereunder if paid to an employee who retires under ERO.

These provisions may be bargained at the discretion of the parties in a successor agreement; however, it is the intent of the parties that to the extent the employer can provide any employee offering a resignation under this provision the incentives provided for herein without incurring a TRS penalty for exceeding the 6% cap set forth in PA 94-04, the employer shall do so.

Either party may request to reopen consideration of this provision following any legislative changes or rule (including TRS interpretation of rules) changes that affect this provision for the purpose of negotiating appropriate revisions. Status quo for purposes of such bargaining shall be compliance with this provision (to the extent possible) but under no circumstances shall status quo be interpreted to require the District to incur any additional assessment or penalty. If and when bargaining begins pursuant to a demand to bargain and if and when no agreement can be reached on the issue, the employer shall not be required to distribute the pooled benefit amount in a fashion that would result in any increased cost to the District due to a TRS assessment or penalty resulting from the legislative change or rules change beyond the negotiated benefit amount paid in behalf of the employee and the District's normal obligation. The District shall distribute the pooled benefit amount in a fashion that results in no additional assessment or penalty with as great a portion as possible being applied to creditable earnings.

Any employee offering a resignation as outlined herein will receive the pooled retirement benefit as a minimum guarantee through up to three years beyond the expiration of this agreement as outlined herein regardless of the inclusion of this provision in successor agreements.

Once established, the retirement date can be moved forward without penalty to the employee so long as the employee will not retire under ERO or exercise an ERO option on the newly established date of retirement, and retirement may be moved forward as long as notice is given by January 2nd of the year of retirement. A greater portion of the pooled benefit amount may be distributed post retirement as negotiated herein.

This provision is tentatively agreed to and ratified with the understanding that Article VII; H, Retirement, will be submitted to TRS for review to obtain reasonable assurance from TRS that the District will incur no penalties or additional assessments resulting from Article VII; H, Retirement, and that the language of Article VII; H, Retirement, is not otherwise problematic to TRS. The language shall be revised through the negotiation process as necessary based upon findings from TRS and resubmitted and revised until reasonable assurance is obtained.

5. Death Benefit

In case of the death of a teacher while in service to the district, his or her estate shall receive an amount equal to the amount of sick leave benefit to which the employee was entitled at the time of his or her death as per Article VII; H (2): Sick Leave. Additionally if a teacher has turned in a letter of retirement prior to his/her death under the provisions of Article VII; H (1): Base Severance Benefits, his or her estate shall receive an amount equal to the amount of the benefit to be received in the school year in which death occurred. (The amount that it takes to increase the creditable earnings derived from proper placement on the salary schedule to the amount that is 106% above the creditable earnings from the prior year shall be the benefit for that year under Article VII; H (1): Base Severance Benefits.)

J. Committees

Committees (such as but not limited to: LPDC, Quality Review) meeting outside the work day will be paid \$22.00 per hour. All rates in this paragraph include TRS (employer shall pay TRS out of \$22.00).

ARTICLE IX

EFFECT OF AGREEMENT

A. Validity

Should any article, section or clause of the Agreement be declared illegal by a court of competent jurisdiction, said article, section or clause, as the case may be, shall be automatically deleted from the Agreement to the extent that it violated the law, but the remaining articles, sections and clauses shall remain in full force and effect for the duration of the Agreement, if not affected by the deleted article, section or clause.

B. Amendments

Amendments or changes in this Agreement shall be executed in writing and signed by both the Board and the Association, and shall be appended hereto and become a part thereof.

C. No Strike

The Association agrees not to strike during the term of this contract.

D. Duration

Terms and conditions herein shall be in effect beginning with August 15, 2022, and until twelve (12:00) midnight the day before the opening of school for the 2025-2026 school year. It will be renewed automatically for one year periods unless:

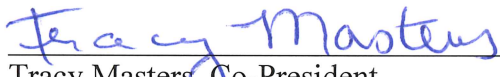
1. Written notice is given prior to January 15 of the year in which this Agreement is to terminate, or prior to January 15 of any subsequent year, by either party of its desire to terminate, amend or modify this Agreement.
2. Challenging Associations: Any organization desiring to challenge the Association as the exclusive bargaining agent must make their challenge in accordance with the applicable rules and regulations of the Illinois Educational Labor Relations Board.

E. Acceptance

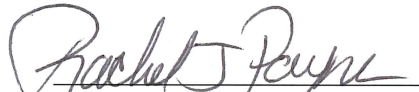
This Agreement is signed this 26th day of May, 2022.

IN WITNESS WHEREOF:

FOR THE SESSER-VALIER EDUCATION ASSOCIATION, IEA/NEA



Tracy Masters, Co-President




Rachel Payne, Co-President

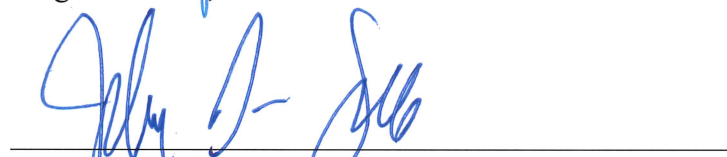


LeAnn Miller, Secretary

**FOR THE BOARD OF EDUCATION,
SESSER-VALIER COMMUNITY UNIT SCHOOL DISTRICT NO. 196**



Megan Rounds, President



John Spence, Secretary

APPENDIX A
SALARY SCHEDULE

SESSER-VALIER SALARY SCHEDULE INCLUDING BOARD PAID RETIREMENT 2022-2023								
YRS	BS	BS+8	BS+16	BS+24	MS	MS+8	MS + 16	MS + 24
0	42,219	42,682	43,145	43,608	44,071	44,534	44,997	45,460
1	43,131	43,594	44,057	44,520	45,037	45,500	45,963	46,426
2	44,043	44,506	44,969	45,432	46,003	46,466	46,929	47,392
3	44,955	45,418	45,881	46,344	46,969	47,432	47,895	48,358
4	45,867	46,330	46,793	47,256	47,935	48,398	48,861	49,324
5	46,779	47,242	47,705	48,168	48,901	49,364	49,827	50,290
6	47,691	48,154	48,617	49,080	49,867	50,330	50,793	51,256
7	48,603	49,066	49,529	49,992	50,833	51,296	51,759	52,222
8	49,515	49,978	50,441	50,904	51,799	52,262	52,725	53,188
9	50,427	50,890	51,353	51,816	52,765	53,228	53,691	54,154
10	51,339	51,802	52,265	52,728	53,731	54,194	54,657	55,120
11	52,251	52,714	53,177	53,640	54,697	55,160	55,623	56,086
12	53,163	53,626	54,089	54,552	55,663	56,126	56,589	57,052
13	54,075	54,538	55,001	55,464	56,629	57,092	57,555	58,018
14	54,987	55,450	55,913	56,376	57,595	58,058	58,521	58,984
15	55,899	56,362	56,825	57,288	58,561	59,024	59,487	59,950
16	56,811	57,274	57,737	58,200	59,527	59,990	60,453	60,916
17	57,723	58,186	58,649	59,112	60,493	60,956	61,419	61,882
18	58,635	59,098	59,561	60,024	61,459	61,922	62,385	62,848
19	59,547	60,010	60,473	60,936	62,425	62,888	63,351	63,814
20	60,459	60,922	61,385	61,848	63,391	63,854	64,317	64,780
21	61,371	61,834	62,297	62,760	64,357	64,820	65,283	65,746
22	62,283	62,746	63,209	63,672	65,323	65,786	66,249	66,712
23	63,195	63,658	64,121	64,584	66,289	66,752	67,215	67,678
24	64,107	64,570	65,033	65,496	67,255	67,718	68,181	68,644
25	65,019	65,482	65,945	66,408	68,221	68,684	69,147	69,610
26	65,931	66,394	66,857	67,320	69,187	69,650	70,113	70,576
27	66,843	67,306	67,769	68,232	70,153	70,616	71,079	71,542
28	67,755	68,218	68,681	69,144	71,119	71,582	72,045	72,508
29	68,667	69,130	69,593	70,056	72,085	72,548	73,011	73,474
30	69,579	70,042	70,505	70,968	73,051	73,514	73,977	74,440
31	70,491	70,954	71,417	71,880	74,017	74,480	74,943	75,406
32	71,403	71,866	72,329	72,792	74,983	75,446	75,909	76,372
33	72,315	72,778	73,241	73,704	75,949	76,412	76,875	77,338
BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE *(CAP OF \$870 PER MONTH)								

Status Quo: Beginning with bargaining preceding the 2014-2015 contract year and thereafter, step advancement before an agreement between the parties is reached shall not be status quo, any prior custom or practice notwithstanding. No employee shall be "automatically" entitled to a step increase and no such step increase/movement shall be recognized until and unless the parties agree and until there is ratification and adoption of such agreement.

SESSER-VALIER SALARY SCHEDULE INCLUDING BOARD PAID RETIREMENT 2023-2024								
YRS	BS	BS+8	BS+16	BS+24	MS	MS+8	MS + 16	MS + 24
0	43,469	43,932	44,395	44,858	45,321	45,784	46,247	46,710
1	44,381	44,844	45,307	45,770	46,287	46,750	47,213	47,676
2	45,293	45,756	46,219	46,682	47,253	47,716	48,179	48,642
3	46,205	46,668	47,131	47,594	48,219	48,682	49,145	49,608
4	47,117	47,580	48,043	48,506	49,185	49,648	50,111	50,574
5	48,029	48,492	48,955	49,418	50,151	50,614	51,077	51,540
6	48,941	49,404	49,867	50,330	51,117	51,580	52,043	52,506
7	49,853	50,316	50,779	51,242	52,083	52,546	53,009	53,472
8	50,765	51,228	51,691	52,154	53,049	53,512	53,975	54,438
9	51,677	52,140	52,603	53,066	54,015	54,478	54,941	55,404
10	52,589	53,052	53,515	53,978	54,981	55,444	55,907	56,370
11	53,501	53,964	54,427	54,890	55,947	56,410	56,873	57,336
12	54,413	54,876	55,339	55,802	56,913	57,376	57,839	58,302
13	55,325	55,788	56,251	56,714	57,879	58,342	58,805	59,268
14	56,237	56,700	57,163	57,626	58,845	59,308	59,771	60,234
15	57,149	57,612	58,075	58,538	59,811	60,274	60,737	61,200
16	58,061	58,524	58,987	59,450	60,777	61,240	61,703	62,166
17	58,973	59,436	59,899	60,362	61,743	62,206	62,669	63,132
18	59,885	60,348	60,811	61,274	62,709	63,172	63,635	64,098
19	60,797	61,260	61,723	62,186	63,675	64,138	64,601	65,064
20	61,709	62,172	62,635	63,098	64,641	65,104	65,567	66,030
21	62,621	63,084	63,547	64,010	65,607	66,070	66,533	66,996
22	63,533	63,996	64,459	64,922	66,573	67,036	67,499	67,962
23	64,445	64,908	65,371	65,834	67,539	68,002	68,465	68,928
24	65,357	65,820	66,283	66,746	68,505	68,968	69,431	69,894
25	66,269	66,732	67,195	67,658	69,471	69,934	70,397	70,860
26	67,181	67,644	68,107	68,570	70,437	70,900	71,363	71,826
27	68,093	68,556	69,019	69,482	71,403	71,866	72,329	72,792
28	69,005	69,468	69,931	70,394	72,369	72,832	73,295	73,758
29	69,917	70,380	70,843	71,306	73,335	73,798	74,261	74,724
30	70,829	71,292	71,755	72,218	74,301	74,764	75,227	75,690
31	71,741	72,204	72,667	73,130	75,267	75,730	76,193	76,656
32	72,653	73,116	73,579	74,042	76,233	76,696	77,159	77,622
33	73,565	74,028	74,491	74,954	77,199	77,662	78,125	78,588
BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE *(CAP OF \$1070 PER MONTH)								

Status Quo: Beginning with bargaining preceding the 2014-2015 contract year and thereafter, step advancement before an agreement between the parties is reached shall not be status quo, any prior custom or practice notwithstanding. No employee shall be "automatically" entitled to a step increase and no such step increase/movement shall be recognized until and unless the parties agree and until there is ratification and adoption of such agreement.

SESSER-VALIER SALARY SCHEDULE INCLUDING BOARD PAID RETIREMENT 2024-2025								
YRS	BS	BS+8	BS+16	BS+24	MS	MS+8	MS + 16	MS + 24
0	44,719	45,182	45,645	46,108	46,571	47,034	47,497	47,960
1	45,631	46,094	46,557	47,020	47,537	48,000	48,463	48,926
2	46,543	47,006	47,469	47,932	48,503	48,966	49,429	49,892
3	47,455	47,918	48,381	48,844	49,469	49,932	50,395	50,858
4	48,367	48,830	49,293	49,756	50,435	50,898	51,361	51,824
5	49,279	49,742	50,205	50,668	51,401	51,864	52,327	52,790
6	50,191	50,654	51,117	51,580	52,367	52,830	53,293	53,756
7	51,103	51,566	52,029	52,492	53,333	53,796	54,259	54,722
8	52,015	52,478	52,941	53,404	54,299	54,762	55,225	55,688
9	52,927	53,390	53,853	54,316	55,265	55,728	56,191	56,654
10	53,839	54,302	54,765	55,228	56,231	56,694	57,157	57,620
11	54,751	55,214	55,677	56,140	57,197	57,660	58,123	58,586
12	55,663	56,126	56,589	57,052	58,163	58,626	59,089	59,552
13	56,575	57,038	57,501	57,964	59,129	59,592	60,055	60,518
14	57,487	57,950	58,413	58,876	60,095	60,558	61,021	61,484
15	58,399	58,862	59,325	59,788	61,061	61,524	61,987	62,450
16	59,311	59,774	60,237	60,700	62,027	62,490	62,953	63,416
17	60,223	60,686	61,149	61,612	62,993	63,456	63,919	64,382
18	61,135	61,598	62,061	62,524	63,959	64,422	64,885	65,348
19	62,047	62,510	62,973	63,436	64,925	65,388	65,851	66,314
20	62,959	63,422	63,885	64,348	65,891	66,354	66,817	67,280
21	63,871	64,334	64,797	65,260	66,857	67,320	67,783	68,246
22	64,783	65,246	65,709	66,172	67,823	68,286	68,749	69,212
23	65,695	66,158	66,621	67,084	68,789	69,252	69,715	70,178
24	66,607	67,070	67,533	67,996	69,755	70,218	70,681	71,144
25	67,519	67,982	68,445	68,908	70,721	71,184	71,647	72,110
26	68,431	68,894	69,357	69,820	71,687	72,150	72,613	73,076
27	69,343	69,806	70,269	70,732	72,653	73,116	73,579	74,042
28	70,255	70,718	71,181	71,644	73,619	74,082	74,545	75,008
29	71,167	71,630	72,093	72,556	74,585	75,048	75,511	75,974
30	72,079	72,542	73,005	73,468	75,551	76,014	76,477	76,940
31	72,991	73,454	73,917	74,380	76,517	76,980	77,443	77,906
32	73,903	74,366	74,829	75,292	77,483	77,946	78,409	78,872
33	74,815	75,278	75,741	76,204	78,449	78,912	79,375	79,838
BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE *(CAP OF \$1220 PER MONTH)								

Status Quo: Beginning with bargaining preceding the 2014-2015 contract year and thereafter, step advancement before an agreement between the parties is reached shall not be status quo, any prior custom or practice notwithstanding. No employee shall be "automatically" entitled to a step increase and no such step increase/movement shall be recognized until and unless the parties agree and until there is ratification and adoption of such agreement.

SESSER-VALIER SALARY SCHEDULE NOT INCLUDING TRS 2022-2023 (For Information Purposes Only)								
YRS	BS	BS+8	BS+16	BS+24	MS	MS+8	MS + 16	MS + 24
0	38,419	38,841	39,262	39,683	40,105	40,526	40,947	41,369
1	39,249	39,671	40,092	40,513	40,984	41,405	41,826	42,248
2	40,079	40,500	40,922	41,343	41,863	42,284	42,705	43,127
3	40,909	41,330	41,752	42,173	42,742	43,163	43,584	44,006
4	41,739	42,160	42,582	43,003	43,621	44,042	44,464	44,885
5	42,569	42,990	43,412	43,833	44,500	44,921	45,343	45,764
6	43,399	43,820	44,241	44,663	45,379	45,800	46,222	46,643
7	44,229	44,650	45,071	45,493	46,258	46,679	47,101	47,522
8	45,059	45,480	45,901	46,323	47,137	47,558	47,980	48,401
9	45,889	46,310	46,731	47,153	48,016	48,437	48,859	49,280
10	46,718	47,140	47,561	47,982	48,895	49,317	49,738	50,159
11	47,548	47,970	48,391	48,812	49,774	50,196	50,617	51,038
12	48,378	48,800	49,221	49,642	50,653	51,075	51,496	51,917
13	49,208	49,630	50,051	50,472	51,532	51,954	52,375	52,796
14	50,038	50,460	50,881	51,302	52,411	52,833	53,254	53,675
15	50,868	51,289	51,711	52,132	53,291	53,712	54,133	54,555
16	51,698	52,119	52,541	52,962	54,170	54,591	55,012	55,434
17	52,528	52,949	53,371	53,792	55,049	55,470	55,891	56,313
18	53,358	53,779	54,201	54,622	55,928	56,349	56,770	57,192
19	54,188	54,609	55,030	55,452	56,807	57,228	57,649	58,071
20	55,018	55,439	55,860	56,282	57,686	58,107	58,528	58,950
21	55,848	56,269	56,690	57,112	58,565	58,986	59,408	59,829
22	56,678	57,099	57,520	57,942	59,444	59,865	60,287	60,708
23	57,507	57,929	58,350	58,771	60,323	60,744	61,166	61,587
24	58,337	58,759	59,180	59,601	61,202	61,623	62,045	62,466
25	59,167	59,589	60,010	60,431	62,081	62,502	62,924	63,345
26	59,997	60,419	60,840	61,261	62,960	63,382	63,803	64,224
27	60,827	61,248	61,670	62,091	63,839	64,261	64,682	65,103
28	61,657	62,078	62,500	62,921	64,718	65,140	65,561	65,982
29	62,487	62,908	63,330	63,751	65,597	66,019	66,440	66,861
30	63,317	63,738	64,160	64,581	66,476	66,898	67,319	67,740
31	64,147	64,568	64,989	65,411	67,355	67,777	68,198	68,619
32	64,977	65,398	65,819	66,241	68,235	68,656	69,077	69,499
33	65,807	66,228	66,649	67,071	69,114	69,535	69,956	70,378
BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE *(CAP OF \$870 PER MONTH)								

Status Quo: Beginning with bargaining preceding the 2014-2015 contract year and thereafter, step advancement before an agreement between the parties is reached shall not be status quo, any prior custom or practice notwithstanding. No employee shall be "automatically" entitled to a step increase and no such step increase/movement shall be recognized until and unless the parties agree and until there is ratification and adoption of such agreement.

SESSER-VALIER SALARY SCHEDULE NOT INCLUDING TRS 2023-2024 (For Information Purposes Only)								
YRS	BS	BS+8	BS+16	BS+24	MS	MS+8	MS + 16	MS + 24
0	39,557	39,978	40,399	40,821	41,242	41,663	42,085	42,506
1	40,387	40,808	41,229	41,651	42,121	42,543	42,964	43,385
2	41,217	41,638	42,059	42,481	43,000	43,422	43,843	44,264
3	42,047	42,468	42,889	43,311	43,879	44,301	44,722	45,143
4	42,876	43,298	43,719	44,140	44,758	45,180	45,601	46,022
5	43,706	44,128	44,549	44,970	45,637	46,059	46,480	46,901
6	44,536	44,958	45,379	45,800	46,516	46,938	47,359	47,780
7	45,366	45,788	46,209	46,630	47,396	47,817	48,238	48,660
8	46,196	46,617	47,039	47,460	48,275	48,696	49,117	49,539
9	47,026	47,447	47,869	48,290	49,154	49,575	49,996	50,418
10	47,856	48,277	48,699	49,120	50,033	50,454	50,875	51,297
11	48,686	49,107	49,529	49,950	50,912	51,333	51,754	52,176
12	49,516	49,937	50,358	50,780	51,791	52,212	52,633	53,055
13	50,346	50,767	51,188	51,610	52,670	53,091	53,513	53,934
14	51,176	51,597	52,018	52,440	53,549	53,970	54,392	54,813
15	52,006	52,427	52,848	53,270	54,428	54,849	55,271	55,692
16	52,836	53,257	53,678	54,100	55,307	55,728	56,150	56,571
17	53,665	54,087	54,508	54,929	56,186	56,607	57,029	57,450
18	54,495	54,917	55,338	55,759	57,065	57,487	57,908	58,329
19	55,325	55,747	56,168	56,589	57,944	58,366	58,787	59,208
20	56,155	56,577	56,998	57,419	58,823	59,245	59,666	60,087
21	56,985	57,406	57,828	58,249	59,702	60,124	60,545	60,966
22	57,815	58,236	58,658	59,079	60,581	61,003	61,424	61,845
23	58,645	59,066	59,488	59,909	61,460	61,882	62,303	62,724
24	59,475	59,896	60,318	60,739	62,340	62,761	63,182	63,604
25	60,305	60,726	61,147	61,569	63,219	63,640	64,061	64,483
26	61,135	61,556	61,977	62,399	64,098	64,519	64,940	65,362
27	61,965	62,386	62,807	63,229	64,977	65,398	65,819	66,241
28	62,795	63,216	63,637	64,059	65,856	66,277	66,698	67,120
29	63,624	64,046	64,467	64,888	66,735	67,156	67,578	67,999
30	64,454	64,876	65,297	65,718	67,614	68,035	68,457	68,878
31	65,284	65,706	66,127	66,548	68,493	68,914	69,336	69,757
32	66,114	66,536	66,957	67,378	69,372	69,793	70,215	70,636
33	66,944	67,365	67,787	68,208	70,251	70,672	71,094	71,515
BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE *(CAP OF \$1070 PER MONTH)								

Status Quo: Beginning with bargaining preceding the 2014-2015 contract year and thereafter, step advancement before an agreement between the parties is reached shall not be status quo, any prior custom or practice notwithstanding. No employee shall be "automatically" entitled to a step increase and no such step increase/movement shall be recognized until and unless the parties agree and until there is ratification and adoption of such agreement.

SESSER-VALIER SALARY SCHEDULE NOT INCLUDING TRS 2024-2025 (For Information Purposes Only)								
YRS	BS	BS+8	BS+16	BS+24	MS	MS+8	MS + 16	MS + 24
0	40,694	41,116	41,537	41,958	42,380	42,801	43,222	43,644
1	41,524	41,946	42,367	42,788	43,259	43,680	44,101	44,523
2	42,354	42,775	43,197	43,618	44,138	44,559	44,980	45,402
3	43,184	43,605	44,027	44,448	45,017	45,438	45,859	46,281
4	44,014	44,435	44,857	45,278	45,896	46,317	46,739	47,160
5	44,844	45,265	45,687	46,108	46,775	47,196	47,618	48,039
6	45,674	46,095	46,516	46,938	47,654	48,075	48,497	48,918
7	46,504	46,925	47,346	47,768	48,533	48,954	49,376	49,797
8	47,334	47,755	48,176	48,598	49,412	49,833	50,255	50,676
9	48,164	48,585	49,006	49,428	50,291	50,712	51,134	51,555
10	48,993	49,415	49,836	50,257	51,170	51,592	52,013	52,434
11	49,823	50,245	50,666	51,087	52,049	52,471	52,892	53,313
12	50,653	51,075	51,496	51,917	52,928	53,350	53,771	54,192
13	51,483	51,905	52,326	52,747	53,807	54,229	54,650	55,071
14	52,313	52,735	53,156	53,577	54,686	55,108	55,529	55,950
15	53,143	53,564	53,986	54,407	55,566	55,987	56,408	56,830
16	53,973	54,394	54,816	55,237	56,445	56,866	57,287	57,709
17	54,803	55,224	55,646	56,067	57,324	57,745	58,166	58,588
18	55,633	56,054	56,476	56,897	58,203	58,624	59,045	59,467
19	56,463	56,884	57,305	57,727	59,082	59,503	59,924	60,346
20	57,293	57,714	58,135	58,557	59,961	60,382	60,803	61,225
21	58,123	58,544	58,965	59,387	60,840	61,261	61,683	62,104
22	58,953	59,374	59,795	60,217	61,719	62,140	62,562	62,983
23	59,782	60,204	60,625	61,046	62,598	63,019	63,441	63,862
24	60,612	61,034	61,455	61,876	63,477	63,898	64,320	64,741
25	61,442	61,864	62,285	62,706	64,356	64,777	65,199	65,620
26	62,272	62,694	63,115	63,536	65,235	65,657	66,078	66,499
27	63,102	63,523	63,945	64,366	66,114	66,536	66,957	67,378
28	63,932	64,353	64,775	65,196	66,993	67,415	67,836	68,257
29	64,762	65,183	65,605	66,026	67,872	68,294	68,715	69,136
30	65,592	66,013	66,435	66,856	68,751	69,173	69,594	70,015
31	66,422	66,843	67,264	67,686	69,630	70,052	70,473	70,894
32	67,252	67,673	68,094	68,516	70,510	70,931	71,352	71,774
33	68,082	68,503	68,924	69,346	71,389	71,810	72,231	72,653
BOARD PAID SINGLE PLAN PREMIUM* WITH EGYPTIAN TRUST HEALTH INSURANCE *(CAP OF \$1220 PER MONTH)								

Status Quo: Beginning with bargaining preceding the 2014-2015 contract year and thereafter, step advancement before an agreement between the parties is reached shall not be status quo, any prior custom or practice notwithstanding. No employee shall be "automatically" entitled to a step increase and no such step increase/movement shall be recognized until and unless the parties agree and until there is ratification and adoption of such agreement.

APPENDIX B
EXTRA-DUTY SCHEDULE (2022-2025)

Extra Duty Position	Gross Salary (Including TRS)	Net Salary (For Information Purposes Only)	Number of Sponsors
Athletic Director*	\$7,000	\$6,370	1
Head Football*	\$6,292	\$5,726	1
Assistant Football*	\$4,357	\$3,965	3
Head Basketball*	\$6,292	\$5,726	2
Head Basketball & Assistant Basketball*	\$7,184	\$6,538	1
Assistant Basketball & Freshman Basketball*	\$5,176	\$4,710	1
Head Volleyball*	\$6,292	\$5,726	1
Assistant Volleyball*	\$4,357	\$3,965	1
Junior High Volleyball*	\$2,499	\$2,274	1
8 th Grade Basketball*	\$4,357	\$3,965	1
7 th Grade Basketball*	\$3,868	\$3,520	1
7 th /8 th Grade Basketball*	\$5,407	\$4,920	1
Head Track*	\$3,467	\$3,155	2
Junior High Track*	\$2,499	\$2,274	2
Head High School Baseball*	\$3,636	\$3,308	0
Junior High Baseball*	\$2,499	\$2,274	1
Head Softball*	\$3,636	\$3,308	0
Junior High Softball*	\$2,499	\$2,274	1
Technology Coordinator (must have enhanced qualifications)	\$6,292	\$5,726	1
Senior Class Sponsor	\$2,056	\$1,871	1
Junior Class Sponsor	\$2,056	\$1,871	2
Sophomore Class Sponsor	\$1,294	\$1,177	1
Freshman Class Sponsor	\$1,294	\$1,177	1
Outdoorsmen Sponsor	\$1,893	\$1,723	1
FCCLA Sponsor	\$1,893	\$1,723	1
FFA Sponsor	\$1,893	\$1,723	1
Band Director	\$4,194	\$3,817	1
Field Marching Competition	\$1,574	\$1,432	1
Cheerleading Sponsor*	\$1,975	\$1,797	1
Cheerleading Sponsor—Junior High*	\$1,410	\$1,283	1
School Plays (Per Play)*	\$1,696	\$1,544	1
Student Council Sponsor	\$2,015	\$1,834	1
Scholastic Bowl—High School	\$1,533	\$1,395	1
Scholastic Bowl—Junior High School	\$926	\$843	1
National Honor Society Sponsor	\$1,859	\$1,692	1
Youth in Government Sponsor	\$1,859	\$1,692	1
Rembrandt Sponsor	\$1,533	\$1,395	1
Junior High Class Sponsor	\$1,253	\$1,140	2
Dance Team Sponsor*	\$1,090	\$992	1
Yearbook Sponsor	\$4,032	\$3,669	1
High School Math Team Coach	\$1,997	\$1,817	1
Totals	\$128,933		46

*See Appendix C (Extracurricular Qualifications)

- A. The salary amount reflects the total compensation paid by the district for the extra duty position.
- B. **Annual Filling of Extra Duty Positions:** Teachers holding extracurricular positions must notify the Superintendent by the April board meeting if they do not intend to fill the position for the next school year. The only exception to this would be an emergency situation (This would be left to the discretion of the Superintendent.). The Board of Education is not obligated to fill these extra duty positions, but if a position is to be filled, and the board is unable to fill the above positions with teachers after the positions have been posted for two (2) weeks after the April board meeting, they may negotiate with other personnel a sum not to exceed the above established salaries. Beginning with the 2001-2002 school year, any position that is filled by personnel outside the Sesser-Valier teaching staff for two consecutive years will still have to be posted to teachers each year. However, the Board is under no obligation to award such a position to the teaching staff until the current person no longer holds the position.
- C. **Ticket Takers:** The pay rate for ticket takers at extracurricular events will be \$40.00 per evening per person.
- D. In the event a bargaining unit member who is a coach or sponsor for the employer (in each case hereinafter, “employer” refers to the Sesser-Valier Community Unit School District No. 196) leaves his or her coaching or sponsorship position and accepts a coaching or sponsorship position in another district, then for so long as the employee shall remain in the employ of the employer, the employee shall have no right superior to any other applicant (whether such applicant is or is not a member of the bargaining unit) when applying for any extra duty position that may subsequently become vacant. This provision shall have full weight and effect with respect to any posted position effective upon execution of this contract and shall apply to all coaches or sponsors who left positions as contemplated herein regardless of when such coaches or sponsors left such positions.

APPENDIX C

EXTRA-CURRICULAR QUALIFICATIONS

Athletic Director, Sports, Cheerleading, Pom Pon Sponsor, Play Sponsor

Applicants shall have the proper credentials and meet at least one of the following criteria:

1. Must have experience coaching/sponsoring in the particular sport/activity
2. Must have participated in the particular sport or activity in high school or college.
3. Must have completed 9 hours of college course work in the particular sport/activity, or attended at least 3 different workshops on the sport or activity. (Must be documented).

Athletic Director

The Athletic Director will be given one period of high school release time above that ordinarily provided to high school teachers or the equivalent of that time if an elementary or junior high teacher is appointed to the position of Athletic Director.

Memorandum of Understanding

The Association and the Board of Education agree that they will enter into a separate agreement setting forth the manner in which the District and members of the bargaining unit will comply with those federal statutes concerning the maintenance of a drug-free workplace.