

February 18, 2025

Posting initiated by:

Streator Education Association, IEA-NEA
106 Ridge Rd #100
Minooka, IL 60447
(815) 255-2534

Employer:

Streator Elementary School District 44
1520 N Bloomington St.
Streator, IL 61364
(815) 672-2926

Contract expiration date

June 30, 2024

School year start date

August 12, 2024

Narrative

The Streator Education Association represents Teachers (96) and support staff (83). The parties have participated in approximately 8 bargaining sessions and 4 mediation sessions.

Approximately 50% of the support staff and teachers call the Streator community home. Their own children currently do or have attended Streator schools and have reaped the benefit of a high-quality education. The Streator teachers are paid below the state average; the support staff, in a single Board of Education vote, lost full time employment, health insurance, and other benefits several years ago. Our proposals focus on restoring and retaining the people who make this school district a central and positive part of the community. We believe that health insurance should not be predicated on whether you have a college degree and that your measure of worth should not be determined by who you are related to or friends with.

The Board of Education has demonstrated the ability and willingness to pay competitive wages to top level administrators and create and fund new positions such as a Director of Security (at \$76,000 per year) and Director of Student Services (\$98,000 per year). Unfortunately, this willingness to pay does not extend to the people who teach students to read and provide educational opportunities to the children of Streator on a daily basis. Our members keep the buildings clean and safe, are the faces in the office who greet the community, and are the staff who strive to make sure all children feel included and important. Unlike administration, our members come to work in person every day to instill a love of lifelong learning in a safe environment.

Our proposals focus on equity, fairness, respect and the end of nepotism.

Current offer as of January 29, 2025

Article 10 Section B3

New Offer: \$1,200 for vision screening

Article 10, Section D(2) – Lead Teacher

Association Offer on 10/11/24 - In assigning the Lead Teacher, the District shall first attempt to assign a teacher with an administrator certificate (Type 75). If unavailable or unwilling, the assignment shall be made from a list of interested teachers, regardless of whether they possess a Type 75. Upon receipt of the list of interested teachers, building administration shall have the sole discretion to choose Lead Teacher, and will consider factors such as seniority and experience. Each year, interested teachers will resubmit their name.

BOARD RESPONSE – ACCEPT (Ready to TA)

Article 11 Section J- Evaluations

Association Response: Resubmit 10/10/24 offer. See below:

~~Except in unusual circumstances,~~ within five (5) Teacher employment days following the day of each formal classroom observation, the evaluator shall give a written report of such observation and evaluation to said Teacher prior to the post conference. Said Teacher and evaluator shall meet within five (5) employment days following the day of the receipt/delivery of said formal evaluation to discuss and commit to the Teacher's official personnel file the formal evaluation. Any Teacher written comments concerning said evaluation shall be submitted to the evaluator and committed to the Teacher's personnel file within five (5) Teacher employment days following the day of the formal evaluation conference. **Add - All dates set for any part of the evaluation process will be honored unless by mutual agreement prior to the date of the meeting. Failure by the assigned administrator to honor all scheduled dates, unless by mutual agreement will result in the teacher being evaluated to receive a rating of Excellent. This agreement is for all bargaining unit members.**

Article 14, Section B – Discipline Committee

BOARD COUNTER TO ASSOCIATION'S 10/11/24 PROPOSAL:

During **each** school year, a joint committee on student discipline shall be formed comprised of equal representatives from the Association and the Administration. Each party shall select its own members, with a maximum of four (4) members on each side. **The committee shall be co-chaired by the Superintendent and one Association Co-President.** Upon selecting its representatives, the Union shall contact the Superintendent to determine a mutually agreeable date and time for the committee's initial meeting. The committee shall meet no less than once a semester unless the parties mutually agree

otherwise, or there are extenuating circumstances that do not allow for the committee meeting to take place.

The purpose of the committee is to analyze student discipline data from each building and to consider best practices and make recommendations to the Superintendent **and the Association Co-President** regarding a system of discipline that emphasizes non-discriminatory preventative practices and restorative justice and deemphasizes suspensions and expulsions. To facilitate this purpose, the Administration shall make available data on student referrals, suspensions, and expulsions broken down by school, race, type of conduct, and type of discipline.

Thereafter, the Superintendent **and the Association Co-President** shall review and duly consider such recommendations and make **their** recommendations to the Board. **The Superintendent and Association Co-President shall share a copy of their recommendations with each other and the board in the event the recommendations are not joint.**

Article 14, Section C(4)

BOARD COUNTER TO ASSOCIATION'S 10/11/24 PROPOSAL:

Staff members recognized the responsibility of maintenance of discipline within the classroom. When the grossness of the offense, the persistence of the misbehavior, or the disruptive effect of the violation makes the continued presence of the student in the classroom a cause of disruption of the educational process of the entire class, a staff member may exclude a student from the classroom to the principal's office with a written notice of the offense.

The Building Principal will take whatever steps necessary to solve the problem. ~~Should their decision include readmittance of the child to the classroom.~~ **Add: A detailed written plan of re-entry will accompany the student when he/she is readmitted to the classroom. The re-entry plan will be agreed to by the teacher before re-entry. Any student subject to exclusionary discipline shall return with a reengagement plan as required by law, which would include the involvement of, and feedback from, the building administrator, the classroom teacher, and/or the social worker/counselor as may be necessary. For other minor disciplinary referrals, the teacher shall be notified by the building administrator upon the student's return to class as to how the matter was addressed.**

New Offer: A re-entry plan will be agreed to by the teacher and the administrator/interventionist before any student is readmitted to a classroom.
~~the staff member will be notified of the conditions under which the readmittance is granted.~~

REJECT remainder of Association proposal/counter in Section C(4) as set forth below:

New Offer: Back to book on remaining language.

Violations of the conditions of readmission for any student will automatically result in ~~suspension~~ removal of the child from that classroom. ~~and~~ Readmittance will be dependent upon the majority decision of all concerned, including the staff member, Principal, Superintendent, and SEA President, that such action is in the best interest of the child and classmates. If readmittance is denied, it will be the responsibility of the principal to follow the procedures outlined in the School Code and/or the State or Federal special education laws and regulations for the exclusion of students. The suspension of a Special Education student must meet the Individuals with Disabilities Education Act (IDEA) requirements.

The authority of the staff member for the maintenance of discipline will also include the areas of the halls and grounds during contractual work hours on contractual work days.

~~REPROPOSE STRIKING THESE PARAGRAPHS AND~~

~~No student should be expelled from school before all possible means of dealing with the situation have been exhausted. All possible means should be interpreted as including, but not limited to, consultation with appropriate special services personnel. The authority of the staff member for the maintenance of discipline will also include the areas of the halls, grounds, and the period before and after school.~~

Article 14 Section C8

The Association accepts the Board's offer from 9/11/24 made during discussion. Ready to TA.

Article 16, Section G – Plan Time

Association Offer on 10/11/24 - All Certified staff shall receive between 215 and 240 minutes of weekly plan time. No more than one common plan time/team meeting (40 minutes) per week.

BOARD RESPONSE: All certified staff shall receive between 215 and 240 minutes of weekly plan time. Grade level teams shall only be required to meet once per week for 40 minutes, but may, at their discretion, schedule additional meetings.

New Offer: All certified staff shall receive between 215 and 240 minutes of weekly plan time. No more than one common plan time/team meeting (40 minutes) per week, unless there is committee consensus to conduct additional meetings.

Article 17, Section A – Vacancies

BOARD COUNTER TO ASSOCIATION'S 9/11/24 PROPOSAL:

A notice of all vacancies as they occur, or as they are anticipated, shall be listed in a vacancy notice which is distributed to all Teachers by e-mail and posted in each school building office for a minimum of seven (7) calendar days. **All internal applicants for a vacancy shall receive a good faith interview prior to the District selecting a**

candidate for the open position. Any qualified internal applicant not selected for the position shall be granted a meeting to discuss why they were not selected, if the employee makes such a request in writing within five (5) working days after being notified that they were not selected. Seniority will be considered in determining the person to fill the position when all other factors are equal. During the summer vacation, vacancy notices shall be emailed to Teachers and posted at the district office (administration building).

[READY TO TA](#)

**BOARD RESPONSE TO
ASSOCIATION COUNTERS ON NOVEMBER 7, 2024 at 12:10ish**

Article 18 Sick Leave

Association Offer- Leaves section will remain in Article 18, Article 26, and we have no objection to also referencing the leaves in Article 2.

A. Sick Leave

Years 1-10: ~~10 sick days~~ **Change to 12 days**

Years 11-20: ~~15 sick days~~ **Change to 20 days**

Years 21+: ~~20 sick days~~ **Change to 25 days**

BOARD COUNTER: We will leave this in Articles 18 and 26. Will not add to Article 2.

Years 1-5 = 12 days

Years 6-10 = 15 days

Years 11-15 = 17 days

Years 16+ = 20 days

New Offer: Accept Board offer in the first three tiers. Counter Years 16+ =22 days

Article 18 Section A

Association **Resubmits** the deletion of the persons listed as family.

BOARD RESPONSE: Reject—retain contract language re: definition of immediate family.

10/10/24- Definition of family Back to Book

Article 18 Section C Bereavement Leave

BOARD RESPONSE: Reject. The Board will increase paid bereavement leave to 4 days, but there has to be language addressing the FBLA. See below:

~~The Board shall grant three (3) days leave at full pay for the purpose of bereavement. All employees shall be allowed annually up to four (4) days absence without loss of pay due to the death of member of the immediate family as defined in Article 18, Section A- Sick Leave (above).~~

Such leave shall ~~not be accumulated from year to year. be non-cumulative. In the event that a Teacher exhausts their bereavement days, additional requested bereavement days may be deducted from sick leave or personal leave.~~

~~The use of up to four (4) days per bereavement shall not be counted as or deducted from the employee's sick and/or personal leave. This benefit does not extend the benefits available to employees under the *Family Bereavement Leave Act*; to the extent a bereavement leave qualifies under the FBLA and this Agreement, the employee will be deemed to have chosen to use the 4 paid days under this Section concurrently with their FBLA leave and may choose to run sick days concurrently with the remaining unpaid FBLA days.~~

~~Qualifying bereavement leave under this Section must be completed within (60) days after the date on which the employee receives notice of the death of the covered family member as defined above.~~

~~An employee shall provide the employer with at least 48 hours' advance notice of the employee's intention to take bereavement leave, unless providing such notice is not reasonable and practicable.~~

~~The District may, at its discretion, require reasonable documentation (as defined by the non-exhaustive leave provided under the FBLA)~~

New Offer: As per current practice, employees shall be permitted to access the Association Sick Leave Bank for bereavement related days.

Article 19 Section A- Fringe Benefits/Tuition Reimbursement
Association: **Resubmit** original proposal

BOARD RESPONSE: Reject.

The Board shall reimburse a Teacher for the cost of tuition for graduate credit. ~~taken at a recognized college or university the actual rate, or up to \$250 per credit hour, whichever is less.~~ **Add: The reimbursement rate shall be the average of Northern Illinois University and Illinois State University credit hour cost(s)** less any grant, tuition waiver, or stipend received, and provided such course shall have been approved in advance by the Superintendent or his/her designee. A grade of "B" or better must be earned to qualify for reimbursement. Graduate credit reimbursement shall be limited to six semester hours per college session, ~~not to exceed a maximum of eighteen (18) semester hours per year.~~ **Add: The school year shall be considered July 1 through June 30.** The Employee shall make a reasonable effort to apply for grants, tuition waivers, or stipends that may be available to the Employee, and must also provide the Board with a copy of the receipt showing actual cost of tuition.

New Offer: The Association withdraws the deletion of "not to exceed a maximum of eighteen (18) semester hours per year." Resubmit remaining proposal.

Article 20- re-do the Alphabet

Article 20 Section I- Special Education/Pre-K per diem

Association: TA per diem change; **Resubmit** Pre-K teachers who are providing ongoing accommodations for students who have failed screening (Brigance Screening) will be paid the teacher's per diem rate for 3 days per school year.

BOARD RESPONSE: Pre-K teachers who are providing ongoing accommodations for students who have failed screening (Brigance Screening) will be paid the teacher's per diem rate for 1 day per school year.

Article 20 Section K- Teacher's Compensation

Association: **Resubmit** original proposal

BOARD RESPONSE:

K. Teachers will be compensated ~~\$22/hr.~~ **\$30/hr** for any curriculum planning meeting, district appointed meeting, or special education meeting such as an IEP, 504, or domain meeting, where attendance is required after contractual time, or on non-contractual days. (This does not include events such as Parent-Teacher conferences, open house, and family reading nights, or any meeting already covered by a stipend.) Teachers are responsible for submitting a timesheet to their building administrator for payment.

New Offer: \$35/hr

Article 20 Section R- CCC's and stipends

Association: **Resubmit** original proposal

BOARD RESPONSE: The Board shall pay an annual stipend of \$500 for any SLP who obtains their CCC. The Board will also cover the cost of the application and/or renewal fee to maintain the CCC.

New Offer: \$1200 educational bonus and the Board will cover the renewal fee to maintain the CCC in accordance with current practice.

Article 20 Section S- Work Experience (SLP/Nurses)

Association: **Counter** Some Employees, such as School Service Specialists/Personnel (i.e. Speech Language Pathologists, and School Nurses) who have previous work experience from public schools, related professional settings (hospitals, clinics) shall receive one full year's credit for each previous year of work experience up to fourteen (14) years.

BOARD RESPONSE: SLPs and nurses with a BSN or higher who have previous work experience from public schools and/or related professional settings (i.e., hospitals, clinics) shall receive one full year's credit for each previous year of work experience up to ten (10) years. For a nurse to receive year for year credit, the nurse must have had their BSN for the years they are seeking credit.

New Offer: 13 years

Article 20 Section T- Work Experience (Teachers)

Association: **Counter** Any new teacher to the District will receive credit up to fourteen (14) years of experience.

BOARD RESPONSE: Any new teacher to the District will receive credit for up to ten (10) years of previous teaching experience in a public school setting.

Association Accepts Offer READY TO TA

Article 20 Section U- Adding a lane(s)

Association: **TA** Add a lane for MS +45

BOARD RESPONSE: TA.

Article 20 Section W- SLP extended services

Association: **Resubmit** initial proposal

BOARD RESPONSE: Resubmit proposal from 9/11/24 for \$50/hr.

Association withdraws proposal.

Article 23 Section A1- **TA**

BOARD RESPONSE: TA.

Article 23 Section A2- Part-time Support Staff

Association: **Resubmit** original proposal

BOARD RESPONSE:

Part-Time. Support Staff not listed in Article 23. A.1 are part-time Support Staff and part-time Secretaries who have worked in the District less than 15 consecutive years. Their workdays and work hours shall be established by the Board of Education.

Association Response: Reject Board proposal. Resubmit deletion of Article 23 A.2

Article 23 Section B1- Title List

Association: **TA** Multi-language aide; **Resubmit** Initial Proposal

BOARD RESPONSE: TA on multi-language aide. Reject resubmission of initial proposal.

READY TO TA

Article 23 Section C2- Custodial Duties

Association: **Reject** Counter. **Resubmit** initial proposal

BOARD RESPONSE: Resubmitting Board counter from 9/11/24 – Add “Head of Maintenance” after “Building Principal.”

New Offer: Back to Book

Article 23 Section C8- Building Checks

Association: **Reject** and **Resubmit** initial proposal

BOARD RESPONSE: Resubmitting Board counter from 9/11/24 -- Head Custodians will be kept updated on all projects through the Head of Maintenance

Association Response: Resubmit

Article 23 Section D- Nurse Titles

Association: **Resubmit** initial proposal

BOARD RESPONSE: Reject. Resubmitting Board proposal from 10/10/24 re: nurses and health care providers.

New Offer: Back to Book

Article 24 Section E2- Nurse Qualifications/ Work Placement

Association: **Counter** Head Nurse is required to hold a Registered License and Bachelor of Science in Nursing (BSN) in the State of Illinois. Nurses are required to hold a minimum of Licensed Professional Nursing License (LPN) in the State of Illinois.

BOARD RESPONSE: Nurses are required to hold a Registered License and Bachelor of Science in Nursing (BSN) in the State of Illinois. Healthcare providers are required to hold a minimum of Certified Nurses Assistant (CNA) in the State of Illinois. [see Board's 10/10/24 proposal re: nurses and healthcare providers].

New Offer: Accept Board Offer on the condition that no current employees are harmed.

Article 25 Section A(3)

Association: **Resubmit Counter** with change to multi-language Aide/translator and resubmit initial proposal.

BOARD RESPONSE: TA on changing ELL to multi-language aide. Rejected resubmission of initial proposal and striking of the nurse language. [see Board's 10/10/24 proposal re: nurses and healthcare providers].

New Offer: TA changing ELL to multi-language aide. Association withdraws remainder of proposal (Back to Book).

Article 25 Section A(5)

Association: **Resubmit** Association offer

BOARD RESPONSE: During the year part-time custodians shall work up to a twenty-nine-hour work week. Any custodian called out for an emergency situation shall be entitled to a minimum of ~~\$30.00~~ **\$35.00** plus one hour's pay **for the duration of the emergency**. If the call out is approved by the Superintendent, time and one-half will be paid for snow removal on Saturdays and double time will be paid for snow removal on Sundays.

New Offer: Any custodian called out for an emergency situation shall be entitled to a call out fee of \$35.00 plus their hourly rate of pay for the duration of the emergency.

Article 25 Section A(8)

Association: **TA** 12 month secretaries working remotely. **Resubmit** initial proposal regarding the rest.

BOARD RESPONSE – TA 12-month secretaries working remotely. Accept changing ELL to multilanguage aide. Reject remainder re: striking 10-month and nurses and healthcare providers.

New Offer: TA 12-month secretaries working remotely. Accept changing ELL to Multi-language aide. Association Drops remainder of proposal.

Article 25 Section A(12) **ready to TA**

BOARD RESPONSE: attach/incorporate MOU re: time clock. TA.

Article 25 Section B

Association: **Accepts** and **ready to TA**

Except during standard meal breaks, no Support Staff shall leave the building during his/her work period without notifying the authorization by the Building Principal, assistant principal, or the office staff in the building in which he/she is employed or the Superintendent, or his/her designee. Such absent Support Staff shall advise the Building Principal or Superintendent, or his/her designee, as to where he/she is going and how long he/she expects to be absent.

BOARD RESPONSE: TA.

Association Waiting to receive TA Document.

Article 25 Section E1

Association: **Resubmit** initial offer

BOARD RESPONSE: Reject. [see Board proposal from 10/10/24 re: nurse and healthcare providers]

Association Response: Back to Book

Article 25 Section E3

9/11/24

Association Response- (9) Veteran's Day (unless school is in session) (9) Juneteenth (currently only when it falls on a weekday unless expanded by law), etc...15 Election Day (for 2024 only unless otherwise extended by law)

11/7/2024 Association: **Hold** for Discussion

Association Waiting for written TA

BOARD RESPONSE: we believe we have a TA on this language from the Board's 7/16/24 proposal. See below:

E. Paid Holidays

3. Unless otherwise noted, full-time custodians and full-time maintenance personnel shall not be expected to report for work on the following days excepting that the building shall be serviced to provide protection from freeze-out or unusual circumstances: (1) July 4; (2) Labor Day; (3) Thanksgiving Day; (4) The Friday after Thanksgiving; (5) the day before Christmas; (6) Christmas Day; (7) New Year's Day; (8) Memorial Day; (9) Veteran's Day (**unless school is in session**) (9) Juneteenth (currently only when it falls on a weekday unless expanded by law); (10) Good Friday; (11) President's Day; (12) Columbus Day; (13) December 31; (14) Martin Luther King's Birthday; (15) Election Day (for 2024 only unless otherwise extended by law); provided that none of the holidays conflict with days that school is in session. In the event that one of the fifteen designated holidays falls on a Saturday or Sunday, it shall be left to the discretion of the Board of Education and Superintendent of Schools whether another day off shall be allowed in compensation, or payment in lieu of time off shall be made to the Support Staff employee.

Article 25 Section F

Association: **Resubmit** initial proposal

BOARD RESPONSE: Reject. [see Board proposal from 10/10/24 re: nurse and healthcare providers]

New Offer: Drop proposal to delete healthcare providers and include nurses.

Article 25 Section H2

Association: **Resubmit** initial proposal

BOARD RESPONSE: Reject. [see Board proposal from 10/10/24 re: nurse and healthcare providers]

Association Response: Back to Book

Article 25 Section H4

Association: **Reject** counter and **Resubmit** initial proposal

BOARD RESPONSE: Reject. [see Board proposal from 10/10/24 re: nurse and healthcare providers]

Association Response: RESUBMIT initial proposal

Article 26 Section A1

Association: **Counter** Leaves section will remain in Article 18, Article 26, and we have no objection to also referencing the leaves in Article 2.

A. Sick Leave

Years 1-10: ~~40 sick days~~ **Change to 12 days**

Years 11-20: ~~15 sick days~~ Change to 20 days
Years 21+: ~~20 sick days~~ Change to 25 days

BOARD COUNTER: We will leave this in Articles 18 and 26. Will not add to Article 2.

Years 1-5 = 12 days

Years 6-10 = 15 days

Years 11-15 = 17 days

Years 16+ = 20 days

New Offer: Accept Board offer in the first three tiers. Counter Years 16+ =22 days

Article 29 Section B2

Association: **Resubmit** initial proposal

BOARD RESPONSE: Reject. [see Board proposal from 10/10/24 re: nurse and healthcare providers]

Association Response: Back to Book

Article 29 Section B2a

Association Response: Resubmit

Article 29 Section B2b

Association Response: Resubmit

Article 29 Section B2c

Association Response: Resubmit

Article 29 Section B2d

Association Response: Back to Book

Article 29 Section C

Association: **Resubmit** district nurse language

BOARD RESPONSE: Reject. [see Board proposal from 10/10/24 re: nurse and healthcare providers]

Association Response: Back to Book

Article 30

Association: **Resubmit** initial proposal

BOARD RESPONSE: The Board desires a 3-year contract.

Association: Resubmit

Article 30 Appendix A

Association: **Resubmit** initial proposal

BOARD RESPONSE: Teacher Compensation

Year 1 – Step + 3.25%
Year 2 – Step + 3.00%
Year 3 – Step + 3.00%

Association Response:
Year 1- Step +10%
Year 2- Step +10%
Year 3- Step +9%

Article 30 Appendix B
 Association: **Resubmit** initial proposal

BOARD RESPONSE: Support Staff Compensation (see new table, below)
Association: Resubmit

	Step 1/Years 1-3	Step 2/Years 4-6	Step 3/Years 7-10	Step 4/Years 11-15	Step 5 (Years 15-20)
12MOS Secretary	\$ 22.00	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.74
10MOS / PT Secretary	\$ 22.00	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.74
PT Library Secretary	\$ 20.00	\$ 21.00	\$ 22.05	\$ 23.15	\$ 24.31
PT Library Clerk	\$ 17.00	\$ 17.85	\$ 18.74	\$ 19.68	\$ 20.66
PT Aides / RTI Interventionist	\$ 22.00	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.74
PT LAC / Focus Room Supervisor	\$ 22.00	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.74
PT ELL Tutor / Translator	\$ 22.00	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.74
Head Custodian	\$ 28.00	\$ 29.40	\$ 30.87	\$ 32.41	\$ 34.03
PT Custodian	\$ 22.00	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.74
Head of Maintenance	\$ 28.00	\$ 29.40	\$ 30.87	\$ 32.41	\$ 34.03
Maintenance Worker	\$ 22.00	\$ 23.10	\$ 24.26	\$ 25.47	\$ 26.74
Nurse	\$ 37.00	\$ 38.85	\$ 40.79	\$ 42.83	\$ 44.97
Healthcare Provider	\$ 20.00	\$ 21.00	\$ 22.05	\$ 23.15	\$ 24.31

For any employee in year 21+, they shall be considered off schedule and receive \$1.25 raise per year during the term of the Agreement.

Article 30 Appendix C
 Association: **Resubmit** initial proposal

BOARD RESPONSE:

Association: Resubmit initial proposal

Starting with 2024-2025 school year, the extra duty stipend amounts for each position found in Appendix C of this agreement shall be increased by 1.5% over the stipend amounts provided for each position. Stipend amounts will be calculated using the FY24 stipend amounts. Any supplies needed for Robotics, Art Club, Snowflake, Yearbook, and Anime Club will be provided by the District not to exceed \$250.00 per year.

Extra Duty Pay

Academic Stipends	2019-2020	2020-2021	2021-2022	2022-2023
		1.5%	1.5%	1.5%
Band Director	\$ 4,121.00	\$ 4,182.82	\$ 4,245.56	\$ 4,309.24
Jr. High 6-8 Chorus	\$ 2,442.00	\$ 2,478.63	\$ 2,515.81	\$ 2,553.55
Pre-K-8 Grade Level Coordinator	\$ 679.00	\$ 689.19	\$ 699.52	\$ 710.02
In-House Substitute	\$ 23.00	\$ 23.35	\$ 23.70	\$ 24.05
Detention Hall	\$ 23.00	\$ 23.35	\$ 23.70	\$ 24.05
Before or After School Tutoring (Helping Hands)	\$ 39.00	\$ 39.59	\$ 40.18	\$ 40.78
MTSS Student Intervention	\$ 1,132.00	\$ 1,148.98	\$ 1,166.21	\$ 1,183.71
MTSS Student Intervention Facilitator	\$ 207.00	\$ 210.11	\$ 213.26	\$ 216.46
School Improvement	\$ 679.00	\$ 689.19	\$ 699.52	\$ 710.02
Building Publicity	\$ 340.00	\$ 345.10	\$ 350.28	\$ 355.53
District Publicity	\$ 679.00	\$ 689.19	\$ 699.52	\$ 710.02
Mentor	\$ 340.00	\$ 345.10	\$ 350.28	\$ 355.53
Mentor – Non-Certified		\$ 203.00	\$ 206.05	\$ 209.14

REJECT: addition of summer band

COUNTER:

- **k-8 musical drama director \$1,000**
- **in-house sub to \$30/hour**
- **detention hall to \$30/hr**
- **before or after school tutoring (helping hands) to \$30/hour**
- **qualified interpreter for IEP meetings \$30/hour**

Extra Duty	2019-2020	2020-2021	2021-2022	2022-2023
		1.5%	1.5%	1.5%
6th Math Team	\$471.74	\$ 478.82	\$ 486.00	\$ 493.29
7/8 Math Team	\$785.89	\$ 797.68	\$ 809.64	\$ 821.79
Academic Team	\$1,886.45	\$ 1,914.75	\$ 1,943.47	\$ 1,972.62
Robotics	\$628.82	\$ 638.25	\$ 647.83	\$ 657.54
Art Club	\$349.69	\$ 354.94	\$ 360.26	\$ 365.66
Snowflake	\$349.69	\$ 354.94	\$ 360.26	\$ 365.66
Student Council - Leader	\$2,201.11	\$ 2,234.13	\$ 2,267.64	\$ 2,301.65
Student Council - Assistant	\$1,100.56	\$ 1,117.06	\$ 1,133.82	\$ 1,150.83
Yearbook	\$1,100.56	\$ 1,117.07	\$ 1,133.82	\$ 1,150.83
Athletic Director (1)	\$3,144.08	\$ 3,191.24	\$ 3,239.11	\$ 3,287.70
Baseball - Boys	\$943.48	\$ 957.63	\$ 972.00	\$ 986.58
Asst. Baseball - Boys	\$628.82	\$ 638.25	\$ 647.83	\$ 657.54
8th Basketball - Boys	\$1,886.45	\$ 1,914.75	\$ 1,943.47	\$ 1,972.62
7th Basketball - Boys	\$1,886.45	\$ 1,914.75	\$ 1,943.47	\$ 1,972.62
6th Basketball - Boys	\$1,257.63	\$ 1,276.49	\$ 1,295.64	\$ 1,315.08
8th Basketball - Girls	\$1,886.45	\$ 1,914.75	\$ 1,943.47	\$ 1,972.62
7th Basketball - Girls	\$1,886.45	\$ 1,914.75	\$ 1,943.47	\$ 1,972.62
6th Basketball - Girls	\$1,257.63	\$ 1,276.49	\$ 1,295.64	\$ 1,315.08
8th Volleyball - Girls	\$1,886.45	\$ 1,914.75	\$ 1,943.47	\$ 1,972.62
7th grade Volleyball	\$1,886.45	\$ 1,914.75	\$ 1,943.47	\$ 1,972.62
6th grade Volleyball	\$1,257.63	\$ 1,276.49	\$ 1,295.64	\$ 1,315.08
Track (2) Boys/Girls	\$1,571.78	\$ 1,595.36	\$ 1,619.29	\$ 1,643.58
Cheerleading Boys/Girls	\$864.69	\$ 877.66	\$ 890.83	\$ 904.19
Building Tech Helpers	\$2,010.05	\$ 2,040.20	\$ 2,070.80	\$ 2,101.87

COUNTER:

Anime club = \$500

Rejecting cheer to same as 7th and 8th grade head coach

Rejecting change to 6th grade to same as 7th and 8th

Raise baseball to \$1,200

Raise asst baseball coach to \$800

6th -8th grade girls asst. softball coach = \$800

Athletic Dir. counter at \$4500

Add 2 boys/girls track assistants - \$800

Reject intramurals.

Salary Cost

Year 1: 10.41%

Year 2: 10.32%

Year 3: 10.27%