

Pinckneyville School District #50 | Board of Education | Public Posting

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1. Introduction and Board transparency

The Board of Education is absolutely committed to the good of the entire District, including our teachers. Our Board entered negotiations with the goal of an amicable resolution that is fair to both parties while serving the best interests of students, the public, and community. Negotiations have been ongoing between the Board of Education and the PEEA since April 8, 2026. The teams have met 5 times, including a formal mediation session with a federal mediator.

The Board has reached tentative agreement on one key language issue the teachers requested. The Board agreed to hire sub coordinator(s) for finding substitutes when teachers are absent, removing this duty from the teachers.

But the parties have not been able to come to agreement on the core issue of pay and benefits. Therefore, the Board of Education initiated this "public posting" process to provide transparency.

It is the Board's hope that the transparent "public posting" process, which allows the public to see the current proposals from both parties along with the state of the district finances and the cost of those proposals, will make two things clear: 1) We value our teachers and we pay them well. 2) We respect our community and the need to maintain a sustainable future for our District.

Our teachers are already among the best paid and highest compensated in the area. But the recent history of high annual raises cannot continue under the current financial situation. The Board of Education has a solid proposal on the table that is fair to both parties while serving the best interests of students, the public, and our entire community. The Board hopes this document provides clear facts to the community about where negotiations stand between the two parties, and why the Board's current offer is the appropriate way to conclude this round of negotiations.

2. District Finances have been declining for three years

- Through diligent efforts and sound management, the Board of Education has been able to provide outstanding education to our community and to fund a reserve (or savings). But now our District is starting to dip into those reserves in order to be able to make its payroll and pay its bills. Our District has had three straight years of “deficit spending” in its operating budget. That means our operating expenses have been higher than our operating revenue, for each of the last three years. We must reverse that trend.
- A snapshot of our last three fiscal years is below. You will see the Operating Funds + Investments **decreased by nearly \$1 million dollars** over the time from 2023 to today:

July 1 (Start of the Fiscal Years)	Operating Funds + Investments	Working Cash (Reserves)
2023-2024	\$ 2,544,420	\$2,203,773
2024-2025	\$ 2,443,641	2,255,273
2025-2026	\$ 2,081,586	2,313,762
2026-2027	\$ 1,552,816	2,389,533

We have managed to keep the working cash relatively flat; but as you can see **this path is not sustainable**. The rate of increases in District costs from 2023-24 to 2026-27 cannot continue.

- Earlier this year, \$600,000 was moved out of Working Cash (reserves) into our operating funds because those funds were at risk of being depleted to zero balances or running negative. **We cannot continue on that path and must slow the growth of expenses.**
- We anticipate this current year will see most likely see a balanced budget in Operations / Maintenance and Transportation; but the deficit spending in the Education fund must be addressed now, so that it does not grow into a larger deficit problem in the future - that can then only be addressed with significant cuts in school district personnel and service.

3. Board Priorities for this negotiations: Fiscal responsibility and full staffing

- Financial Responsibility: Because of the recent deficit spending described above, the board has slightly increased a traditionally low tax rate. This is to help with revenue but as you can see, it does not allow for large increases in costs such as pay and benefits.
- Return to Full Staff: The Board's priority is on quality education and service to students. We would like to maintain three sections at the self-contained grade levels: Kindergarten through 6th grade. Currently, however, due to cost considerations, 6th grade has only two sections. We would prefer to have the ability to hire a third teacher for this grade.

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- Similarly, the Board would like to maintain three administrative positions: two building principals (one per building) and a District superintendent. Currently, however, due to cost considerations, there are only two administrators in the District. We would prefer to have the financial flexibility to hire a third administrator for the District.

4. Current (2025-26) Salary Comparisons to nearby districts - we are already near the top

The Board is absolutely committed to the good of the District, including our teachers. Because of our commitment, we are at or near the top of the local school districts in pay and benefits. Based on our research and available information, our teachers are among the highest in the area for salary and benefits.

Among the sixteen nearby districts (the majority of which are High School or Unit Districts) our district ranks first in starting pay. Our District ranks second overall in salary for teachers who obtain a master's degree. The high pay continues to the end of every teacher's career: we rank fifth overall at the very top end of the salary schedule.

The combination of highest starting pay and sustained high top-end salary puts our teachers second overall in terms of their estimated total career earnings. In addition to leading most of the area in teacher salary, we are also in the top five for paid health insurance benefits, with more than \$1,170 per month in paid insurance.

SALARY COMPARISONS		2025-2026 teacher salary schedules IRS (non-TRS) amounts					
Rank in Group	BS/1	MS/15	MS/+end	Years to Salary Max	Estimated Total Career Earnings	Board Paid Insurance	
PESD 50 (2025-26)	1st	2nd	5th	-	2nd	Top 5	
Area School District	BA/BS step 1	MA/MS step 15	MA/MS top step	Years to Salary Max	Estimated Total Career Earnings	Board Paid Insurance	
Murphysboro CUSD	\$49,899	\$68,380	\$95,646	36	\$2,471,454	(individual ins. paid)	
Pinckneyville Elem 50	\$52,530	\$68,070	\$85,787	32	\$2,390,857	\$1,170 per month	
West Frankfort CUSD	\$45,056	\$66,670	\$90,636	17	\$2,337,708	(75% of plan amount)	
DuQuoin CUSD	\$47,500	\$65,485	\$88,105	32	\$2,324,975	(individual ins. paid)	
Steeleville CUSD	\$42,715	\$63,973	\$93,764	35	\$2,311,660	\$838 per month	
Pinckneyville HS 101	\$50,900	\$64,220	\$79,760	31	\$2,258,800	\$900 per month	
Nashville 99	\$45,448	\$59,421	\$84,730	29	\$2,190,458	\$731 per month	
Sesser	\$43,424	\$58,858	\$78,710	34	\$2,093,194	\$1450 per month	
Trico 176	\$43,640	\$59,200	\$78,025	34	\$2,092,355	(individual plan b paid)	
Sparta 140	\$43,000	\$59,200	\$78,100	35	\$2,085,500	\$495 / \$915 per month	
Tamaroa	\$46,837	\$56,837	\$67,337	32	\$1,984,795	\$725 per month	
Coulterville	\$43,350	\$54,345	\$74,355	36	\$1,954,245	\$500 per month	
DeSoto	\$42,055	\$55,194	\$70,934	32	\$1,947,262	\$770 / \$900 per month	
Elverado	\$38,780	\$48,691	\$66,174	40	\$1,777,566	\$735 per month	
Pinckneyville Elem 204	\$39,500	\$49,980	\$60,127	27	\$1,735,157	\$498 per month	
Nashville 49	\$43,000	-	-	(no schedule)	-		

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5. Summary of Board's proposal on pay and benefits: increases of about \$1,200 per year

- Board Proposal - TRS Salary:

The Board proposal increases teacher TRS salaries by approximately \$1,200 per year

- 2026-2027: Board proposes step increase (avg. of \$899) plus \$289 on each step.

The average proposed teacher salary increase in year 1 totals \$1,188 each

- 2027-2028: Board proposes step increase (avg of \$975) plus \$290 on each step.

The average proposed teacher salary increase in year 2 totals \$1,265 each

- Board Proposal - Paid Health Insurance:

The Board proposal increases the monthly paid contribution for health insurance to:

- 2026-2027: \$1,195.50 paid insurance per month (**\$14,346** paid ins. per year)
- 2027-2028: \$1,220.50 paid insurance per month (**\$14,646** paid ins. per year)

6. Table showing proposed teacher pay and increases under the Board's proposal:

Under the Board's proposal, the TRS salary for our current teachers will be as follows:

			Year 1 (2026-2027)		Year 2 (2027-2028)	
Each teacher	Current TRS base Salary (2025-26)		Proposed TRS Salary (2026-27)	\$ Increase in Board Proposal	Proposed TRS Salary (2027-28)	\$ Increase in Board Proposal
Bullock, C.	\$89,218		\$90,349	\$1,131	\$91,481	\$1,132
Waggoner, L.	\$87,232		\$88,363	\$1,131	\$89,494	\$1,131
Gremmels, M.	\$84,737		\$85,869	\$1,132	\$87,002	\$1,133
Karsten, H.	\$84,434		\$85,835	\$1,401	\$86,967	\$1,132
Harsy, H.	\$80,223		\$81,354	\$1,131	\$82,489	\$1,135
Lane, S.	\$78,438		\$79,567	\$1,129	\$80,701	\$1,134
Blum, J.	\$77,690		\$78,810	\$1,120	\$81,105	\$2,295
Schneider, M.	\$73,241		\$74,362	\$1,121	\$75,480	\$1,118
Silbe, J.	\$73,241		\$74,362	\$1,121	\$75,480	\$1,118
Bauersachs, W.	\$73,142		\$74,262	\$1,120	\$75,381	\$1,119
Duvardo, A.	\$73,142		\$74,262	\$1,120	\$75,381	\$1,119

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Smith, K.	\$73,142		\$74,262	\$1,120	\$75,381	\$1,119
Weatherford, W.	\$73,142		\$74,262	\$1,120	\$75,381	\$1,119
Kellerman, D.	\$72,510		\$73,630	\$1,120	\$74,751	\$1,121
Kelley, K.	\$72,510		\$73,630	\$1,120	\$74,751	\$1,121
Short, S.	\$72,312		\$73,431	\$1,119	\$74,552	\$1,121
Hutchcraft, S.	\$71,880		\$72,934	\$1,054	\$74,020	\$1,086
Derick, J.	\$71,480		\$72,601	\$1,121	\$73,721	\$1,120
Froemling, L.	\$71,480		\$72,601	\$1,121	\$73,721	\$1,120
Pfau, J.	\$71,480		\$72,601	\$1,121	\$73,721	\$1,120
Stanton, H.	\$70,786		\$71,871	\$1,085	\$72,990	\$1,119
Martin, K.	\$69,876		\$72,003	\$2,127	\$73,089	\$1,086
Kujawa, K.	\$69,091		\$70,165	\$1,074	\$72,293	\$2,128
Barnett, J.	\$69,090		\$70,143	\$1,053	\$71,231	\$1,088
Batson, L.	\$66,736		\$67,810	\$1,074	\$68,885	\$1,075
Piper, L.	\$66,736		\$67,810	\$1,074	\$68,885	\$1,075
Miller, T.	\$66,571		\$67,613	\$1,042	\$69,669	\$2,056
Batson, K.	\$66,245		\$67,285	\$1,040	\$68,984	\$1,699
Travelstead, L.	\$65,166		\$66,240	\$1,074	\$67,315	\$1,075
Hicks, L.	\$64,413		\$65,455	\$1,042	\$66,530	\$1,075
Hamilton, E.	\$62,880		\$63,911	\$1,031	\$65,909	\$1,998
Peradotto, K.	\$62,721		\$64,702	\$1,981	\$65,745	\$1,043
Nehrkorn, C.	\$60,754		\$61,785	\$1,031	\$63,459	\$1,674
Filkins, E.	\$60,592		\$62,267	\$1,675	\$63,300	\$1,033
Thompson, G.	\$60,592		\$62,267	\$1,675	\$63,300	\$1,033
Carter, M.	\$59,851		\$60,881	\$1,030	\$62,557	\$1,676

7. Cost analysis of the Board's two year offer - a two year increase of just under \$90,000.

- 2026-2027:
 - The Board's proposal is estimated to increase the pay and benefits of our 36 current teachers by a total of \$50,281. The year 1 increase is combined in salaries / retirement (\$42,781), and increased health insurance benefits (\$7,500).
 - The average increase in salary/retirement in year 1 is **\$1,188** per teacher.
- 2027-2028:
 - The Board's proposal is estimated to increase the pay and benefits of our 36 current teachers by a total of an additional \$53,046 in year 2. This additional increase is combined in higher salaries/retirement (\$45,546), and increased health benefits (\$7,500).
 - The average increase in salary/retirement in year 2 is **\$1,265** per teacher.

Under the Board's proposal, compensation for current teachers will increase by about **\$88,327** over the next two years. **Over \$2,450 in increases, per teacher, over the next two years.**

8. Cost analysis of PEEA's new proposal - a two year increase of almost \$300,000

- The PEEA's newest proposal for year 1 is estimated to increase the pay and benefits of our 36 current teachers by a total of **\$138,448** in higher salaries & retirement (\$116,848), combined with increased paid health benefits (\$21,600).
 - The average percent increase in salary/retirement in year 1 of the union proposal would be **4.57%**. Higher than inflation, higher than other area school districts, and higher than the wage increase in our community.
- The PEEA's proposal for year 2 is estimated to further increase the pay and benefits of our 36 teachers by an additional **\$157,040** in combined salaries, paid retirement (\$124,640), along with higher paid health benefits (\$32,400).
 - The average percent increase in salary/retirement in year 2 of the union proposal is even higher: an average of an additional **4.67%**. Far higher than inflation, higher than other area school districts, and higher than the wage increase in our community.

Under PEEA's proposal, compensation for the current teachers will increase by about **\$295,488** for 36 current teachers over two years. **That's more than \$8,200 in increases per teacher.**

The PEEA proposal would increase the District's costs by another \$100,000 per year above the Board's proposal - a demand that is not realistic in this period of budget deficits and reductions.

9. For clarity and transparency, a copy of the Board's current proposal follows:

Board Proposal #3 - August 6, 2026

--Last-Best-Final--

VI.1.1.a Substitute Calls TA'd on 7/22/26 [Note: Implementation will not start until the full CBA is agreed/approved]

- 1 Board will Hire/Assign a Substitute Coordinator(s) and remove the responsibility from teachers to contact their own subs.
- 2 Teachers shall notify a substitute coordinator once they are aware of an upcoming absence.
Advanced absent requests are to be submitted as soon as practical and no later than two (2) days in advance.
Teacher shall confirm with the coordinator that substitute has been secured prior to absence.
- 3 Emergency (within 2 days of absence) requests should be made directly to the coordinator via phone (call or text).
- 4 Absence form is required for all absences.

X.2 TRS / THIS TA'd on 7/22/26

The Board of Educaiton shall pay the Employee's contributions to the state of Illinois for Member TRS Retirement contributions at 9.0% and 0.9% for 2026-27 THIS. For the 2027-2028 school year, the amount will follow employer bulletins regarding THIS. The employees shall assume liability for all new or additional additions which may come through new legislation or other additions beyond what is currently paid.

Other Items

The Board team has considered the other various language items included in the Association's June 22nd proposal (#3).

The Board team respectfully declines the language items not directly addressed in this counter proposal, and asks that they be withdrawn.

Financial PROPOSAL: Board offers the following combination to be considered together in full.

year	
26-27	Steps, plus 0.5% increase to the base level salary \$25/mo (\$300/yr) increase to current insurance contribution level
27-28	Steps, plus 0.5% increase to the base level salary \$25/mo (\$300/yr) increase to current insurance contribution level

BOE Proposal #2

	0.5% base- incrs.	0.50% base- incrs.
Year	'26-'27	'27-'28
Base Increase	289	290
Avg Step Increase	899	975
Avg Total Salary Increase	1,188	1,265
Insurance increase	300	300
Avg. Teacher Package Increase	1,488	1,565

*The Board notes that with this proposal, Dist #50 remains among the top districts in the area in terms of salary and benefit packages for its teachers.

10. Historical context: 2023-2026 Board Agreement with PEEA

The high teacher pay in our district is due to the Board's commitment to teachers, which the Board of Education has proven in its most recent contracts. The Board has enacted generous teacher contracts over the past several years which have helped to get the District to this point.

In the most recent contract period (2023-2026), the average annual salary increase each year was **above 5%** in every one of the years (FY24 5.47%. FY25 5.42%. FY26 5.82%). Those were the averages. Over the past three years our average teacher salary increase was **above 5.5%**.

By percentage, the District's current offer averages annual salary increases of 1.69% for FY27, and 1.77% for FY28. But these come on top of the larger raises that were already implemented. If viewed as a five-year contract, the last three years and the next two years under our proposal average an increase of 4.034% over that full five-year span. Teacher raises have been strong.

We are committed to sustaining those gains and our current offer builds on that level of success. The Board hopes this document has provided clarity and transparency to the public and to the community about where negotiations stand, and why the Board's current offer is the appropriate way to conclude this round of negotiations.

For context, a  copy of the 2023-2026 teacher collective bargaining agreement is attached.

For context, a copy of the 2020-2023 teacher collective bargaining agreement is also attached.



2023-2026
CONTRACTUAL
AGREEMENT
PINCKNEYVILLE
ELEMENTARY
EDUCATION
ASSOCIATION
AND
PINCKNEYVILLE
SCHOOL DISTRICT #50
BOARD OF
EDUCATION

ARTICLE I

PURPOSE

- I.1 This Agreement is negotiated pursuant to the Illinois Educational Labor Relations Act for the purpose of negotiating wages, hours, and conditions of employment and other matters which are specified by the Illinois Educational Labor Relations Board as being mandatory subject to collective bargaining.
- I.2 The provisions of this Agreement shall constitute a binding obligation of the parties for the duration hereof or until changed by written, mutual consent.

ARTICLE II

PARTIES TO THE AGREEMENT

- II.1 The parties to this agreement are the Board of Education District 50, Perry County, Illinois hereinafter referred to as the Board, and the Pinckneyville Elementary Education Association/IEA/NEA hereinafter referred to as the Association. The Association is recognized as the sole and exclusive organization for the purpose of collective bargaining. The bargaining unit represented by the Association is composed of the following positions:

Included – All full-time and part-time certified teaching personnel.

Excluded – Administrative personnel and all non-certified teaching personnel.

ARTICLE III

ASSOCIATION RIGHTS

III.1 PAYROLL DEDUCTIONS

Deductions may be added and cancelled by written teacher request. Any changes will be reflected by the third pay period following the request.

III.1.2 Teachers must notify the central office by September 1 of each contract year if they choose the option of automatic deposit of paychecks.

III.2 GENERAL ASSOCIATION RIGHTS

III.2.1 A copy of all approved reports and minutes shall be sent to the Association President on the day following a Board meeting.

III.2.2 A copy of the Budget, Audit Report, and the Annual Financial Report shall be made available to the Association President within seven working days of board approval. No fee shall be assessed for the first copy of each item.

III.2.3 Upon ratification of this agreement, the Board shall provide sufficient copies of the agreement prepared for the Association for its distribution to each teacher in the District.

III.2.4 The Association shall have the right to post notices of activities and matters of Association concern on bulletin boards, at least one of which shall be provided in each school building.

ARTICLE IV

WORK DAY AND WORK HOURS

IV.1 WORK DAY

- IV.1.1 The normal teacher workday shall constitute a 7 hour and 25 minute workday, except when the official school calendar indicates a shortened school day. On the last day of the work week or on a day preceding a holiday, teachers may leave five (5) minutes after the close of the day. Teachers should avoid being tardy and leaving early without permission.
- IV.1.2 If students are dismissed due to adverse weather conditions, teachers may leave after students have left the school grounds. Teachers will be expected to stay if emergency duties require their presence.
- IV.1.3 At the beginning of each school year, the administration and staff shall meet and agree upon a regular meeting day for faculty meetings. Teachers shall be available after school for parent conferences and student conferences at a time agreed upon by all parties.

IV.2 PREPARATION PERIODS

- IV.2.1 Teachers shall be provided adequate planning time. This time shall not average less than (30) minutes per day, averaging on a weekly basis.
- IV.2.2. BREAK PERIODS: Teachers shall be permitted to leave the building and grounds during their scheduled lunch period. A teacher may leave the building and grounds during their scheduled planning period by utilizing the sign-in/sign-out sheet located in the building office.
- IV.3 Teachers may be required to spend up to twenty-two (22) additional hours in after school activities connected to curriculum improvement, instructional materials or continuing education in-service training. Each teacher participating in above activities will be compensated at a rate of \$20 per hour. This training will occur during the school year and will be in addition to any institute and School Improvement Days. Teachers will be given at least five (5) school days notice prior to required training. The duration of a training session will be limited to two (2) hours, to begin at the closing of the school day, not to exceed one (1) day per work week.

ARTICLE V

CLASS SIZE

- V.1 The Superintendent and Board shall constantly appraise the student-teacher ratio at all grade levels.

ARTICLE VI

LEAVES

Paid Leaves

VI.1 SICK LEAVE

VI.1.1 Teachers shall be granted fifteen (15) days sick leave, plus any personal leave days converted as per Article VI.2, with full pay, annually. Sick leave may accumulate to a maximum of 354 days at the end of the school year.

Sick leave shall be defined as described in the School Code, Section 24-6, and include sons and daughters-in-law, nieces, nephews and legal guardians. Additionally, Aunts and Uncles would fall under the sick leave definition. The Board of Education may require a physician's certificate to verify illness of any employee if it deems it necessary.

At the end of the school year, the teacher may choose to be reimbursed at the rate of substitute pay for up to a maximum of twelve (12) days for any unused sick leave after accumulating one hundred eighty (180) days; or the teacher may choose to add all remaining sick leave days to those already accumulated.

VI.1.1.a SUBSTITUTE CALLS

Teachers shall be responsible for calling their own substitutes. If a substitute cannot be obtained after two calls, the teacher should call the principal for assistance. If the teacher is too ill to call a substitute, the teacher should contact the principal immediately.

VI.1.2 Medical or Nursing Care – A teacher may use a maximum of five sick leave days per year to make arrangements for medical or nursing care for a member of his/her immediate family as defined in VI.1.1 above. Before these days may be used the teacher must first have used all of his/her personal leave days.

VI.1.3 A teacher absent from work because of mumps, scarlet fever, measles, chicken pox, pink eye, bed bugs or head lice shall suffer no diminution of compensation and shall not be charged with loss of personal sick leave if it is determined that the condition resulted from performing his/her duties at District 50.

VI.2 PERSONAL LEAVE

At the beginning of each school year, each teacher shall be credited with three (3) days to be used for personal business. The date of the request shall be reported to the principal within a reasonable time in writing, except in cases of emergency. At the end of the year, any teacher who has unused personal leave days may choose from the following: (A) be reimbursed in full-day increments for up to three (3) full unused personal days at the rate of substitute pay, or (B) roll over up to three (3) full unused personal days to the next school year. At no time shall a teacher have more than six (6) days of available personal leave. Any half-day increments shall be converted to sick days at the end of the year. Payment shall be made in the June payroll.

VI.2.1 BEREAVEMENT LEAVE

Each teacher shall be granted two (2) bereavement leave days for use during the school year. These days may be taken in one-half (1/2) days increments. Bereavement leave shall not accumulate from year to year.

VI.3 PROFESSIONAL LEAVE

VI.3.1 Teachers may be permitted to use two (2) professional days to attend annual, regional or state conference(s) related directly to his/her field of instruction. Conventions or workshops requiring missing of up to two (2) days of school require prior approval by the superintendent. Meetings of longer duration may be granted with approval of the Board. Teachers shall be reimbursed for registration fees, travel expenses, and meals. Receipts must be submitted to the superintendent for his approval before the teacher is reimbursed. The per mile rate for travel expense shall be at the standard mileage rate approved by the Internal Revenue Service for income tax purposes.

VI.3.2 Leaves to attend advisory/policy making meetings may be granted at the discretion of the superintendent.

VI.4 JURY DUTY

A teacher called to jury duty shall, upon his/her request, be granted leave with pay to fulfill these responsibilities, providing that the school district be reimbursed the amount received by the teacher for said jury duty.

VI.5 ASSOCIATION LEAVE:

BOE Agrees to: In the event that the Association desires to send representatives to local, state, or national conferences or on other business pertinent to Association affairs, these representatives shall be excused without loss of salary. The Association will be entitled to two (2) combined association leave days per year, upon the attending member, giving one-week advance notice, files all required absentee paperwork, and obtains administration approval.

Unpaid Leaves

VI.6 STUDY LEAVE

A leave of absence of up to one (1) year may be granted a teacher upon application to the Board, for the purpose of engaging in study at an accredited college or university reasonably related to his/her professional responsibilities. Teachers returning from leave cannot be guaranteed a return to the same position or assignment.

VI.7 SPECIAL LEAVE

Teachers on leave for military service or legislative duty may continue benefits such as insurance and TSI if they reimburse the district for full costs of the benefit.

VI.8 MATERNITY LEAVE

Maternity leave of up to one (1) year shall be granted to any female teacher who becomes pregnant or enters into the adoption or foster process. A statement from a physician and a request for leave must be presented to the Board for official approval. In the case of an adoption or foster placement, the employee would need to provide evidence that the formal adoption process or the formal foster care process is underway. The request for leave should be made as soon as it is determined that a pregnancy exists and a leave will be requested. The beginning and termination dates of the leave shall be determined by the teacher and the Board. If there is disagreement between the teacher and the Board, the teacher's doctor shall decide the beginning and termination dates.

VI.9 NOTIFICATION OF LEAVE

The teacher shall notify his/her building principal, within a reasonable amount of time, before any leave is taken.

ARTICLE VII

Notification of Assignments

VII.1 In the event changes in assignments are proposed, the teacher affected shall be notified by August 1, with any changes thereafter requiring consent of the teacher.

VII.2 Vacancies or Transfers

The Superintendent will send written notice of all vacancies for any certified teaching position and all extra-curricular assignments to the faculty. Teachers will notify the Superintendent in writing for the purposes of transferring or applying for new positions. Faculty applications will be given consideration before any other applications. Those applicants denied a voluntary transfer shall be given written notice by the Superintendent no later than ten (10) working days following the denial of the position.

ARTICLE VIII

Teacher Benefit Options

VIII.1 LIFE INSURANCE

The Board shall provide without cost life insurance protection in the amount of \$10,000 to those teachers who enroll in the health insurance plan. In the event of accidental death, the insurance shall pay double the specified amount.

VIII.2 HEALTH INSURANCE

Each teacher may choose one of the following options:

VIII.2.1.1 The Board will pay a monthly amount, as listed below, towards the District's group insurance, with the teacher to pay the difference (if any) in premium for the plan selected (whether individual or family): any difference will be deducted from the teacher's pay.

- 2023-2024 = \$950/month
- 2024-2025 = \$1,050.
- 2025-2026 = \$1,100.

2024-2025 and 2025-2026 School Years: If the Plan A-Single monthly premium of the District's group insurance increases by 5% or less above the corresponding (above) year's Board contribution, the premium increase will be split 50/50 by the Board and the employee. For example, a Plan A-Single monthly premium cost of \$1060 for 2024-2025 will require a \$5 increase in the Board's 2024-2025 payment, with the teacher to pay the difference (if any) in premium for the plan selected (whether individual or family): any difference will be deducted from the teacher's pay.

However, if the Plan A-Single monthly premium of the District's group insurance increases by more than 5% above the corresponding (above) year's Board contribution, then the parties will reopen the terms of Art. VIII of this Agreement upon written demand by either party, to negotiate regarding the increase.

VIII.2.1.2 OPTION 2 - The Board shall pay a cash option of \$2,825.00 during the Agreement to the teacher in the June payroll in lieu of health insurance. Retirement and taxes shall first be deducted.

CBA YEAR	Cash Option:
<u>2023-2024</u>	\$2,825.00
<u>2024-2025</u>	\$2,825.00
<u>2025-2026</u>	\$2,825.00

VIII.2.2 Each teacher shall state his/her Option in writing by September 15 of each year.

VIII.2.3 Both parties will have input on the insurance specifications and the carrier.

ARTICLE IX

Education Incentive

- IX.1 Each teacher shall be reimbursed a maximum of two hundred and seventy- five (\$275) per semester hour or actual cost (less tax) if less for approved Illinois state accredited college/university from the list, or a course otherwise preapproved by the Superintendent.

Coursework will be eligible for approval if said courses are face to face, online, or blended.

The Illinois accredited Universities and other institutions from the list shall serve as a starting point or goal for teachers selecting college coursework. If requested coursework is not offered by the institutions listed, Superintendent may use his/her discretion for alterative institutions and programs.

- IX.2 The course work must first be approved by the Superintendent. Forms for this approval shall be made available at all building sites.
- IX.3 Report cards must be filed with the Superintendent at the completion of the course. A grade of A or B must be attained to receive the education incentive reimbursement and/or increments on the salary schedule.
- IX.4 A maximum of twelve (12) semester hours of Superintendent-approved coursework shall be eligible for course reimbursement and/or movement on the salary schedule.
- IX.4.A Any teachers who complete more than twelve (12) credit hours of approved coursework will be granted additional movement on the following year. Movement shall not exceed twelve (12) credit hours in one school year.
- IX.5 Course work reimbursement must be made to the teacher in the pay period following submission of the report card.
- IX.6 Eligible coursework means a graduate-level course in the teacher's certification area or field of instruction, or any graduate-level course in the field of education, from the list.

ARTICLE X

Salary Schedule

- X.1 Teachers shall be paid according to the salary schedule. Any new teacher hired shall receive no more than ten (10) years' experience on the salary schedule.
- X.2 The Board of Education shall pay the Employee's contributions to the State of Illinois for Member TRS Retirement contributions at 9.0% and 0.9% for 2023-24 THIS. For the 2024-25 and the 2025-26 school years the amount will follow employer bulletins regarding THIS. The employees shall assume liability for all new or additional additions which may come through new legislation or other additions beyond what is currently paid.
- X.3 PRE-RETIREMENT BONUS

Teachers, who have at least fifteen (15) years of service to the District, are at least fifty-five upon retirement for TRS purposes and will not cause the District to incur any TRS/AERO retirement penalties due to retirement on the established date may take advantage of this pre-retirement agreement.

ADVANCED NOTICE TRS CREDITABLE EARNINGS INCENTIVE

Under the terms of the agreement the eligible retiring employee must submit an irrevocable letter of retirement by September 1st of the school year in order to initiate the pre-retirement agreement during that year. The letter must specify the close of the school year in which retirement shall occur.

In return the employee shall receive a benefit, which shall include all TRS payments paid on behalf of the employee by the Board for the portion that the employee would otherwise be responsible.

Option A (Current)

The benefit shall be as follows: Any teacher who began his/her employment with the District may have his/her scheduled salary amount increased by 6% each year for up to the final three (3) years of employment in Pinckneyville Elementary School District #50 as follows: A teacher must have taught at least fifteen (15) years in the District at the time of retirement to be eligible to receive three (3) years of incentive. The benefit, shall be paid as creditable earnings over the last one, two, or three years of the employee's service to the District.

Option B (New)

The benefit shall be as follows: Any teacher who began his/her employment with the District may have his/her scheduled salary amount increased by 6% each year for up to the final four (4) years of employment in Pinckneyville Elementary School District #50 as follows: A teacher must have taught at least twenty-five

(25) years in the District at the time of retirement to be eligible to receive four (4) years of incentive. The benefit, shall be paid as creditable earnings over the last one, two, three or four years of the employee's service to the District.

The incentive amount in the first year of the pre-retirement agreement shall be paid as salary by increasing the employee's total creditable earnings, which shall include all forms of compensation recognized by TRS as creditable earnings, by six percent (6%) over the total creditable earnings for the previous year. In any subsequent year the total creditable earnings shall be increased by six percent (6%) over the prior year's total creditable earnings.

During the pre-retirement period a participating employee is not eligible for any contractual benefit that would increase the creditable earnings for that school year by more than 6% over the prior year.

During the time that the pre-retirement agreement is in effect, no participating employee shall be required to accept any new extra-curricular assignment or other new service for which the employee will not be fully compensated.

The District may reduce the salary of a participating employee appropriately should that employee voluntarily resign from any extra-duty or service performed in the year prior to the advent of the pre-retirement agreement.

The Board, in its sole discretion, may allow the teacher to rescind his/her letter of retirement because of life-altering circumstances. If allowed, the teacher will return to the District all payments received under this provision in excess of the amount the teacher would otherwise have received on the regular salary schedule, including excess TRS benefits paid by the district. The teacher will then return to the District Salary Schedule.

Should an employee's retirement or other payments create a penalty for the District, the parties will meet to discuss and agree to appropriate revisions to Article X, to ensure that employees continue to receive – to the maximum extent possible – the value of the benefits, while avoiding any penalty to the District.

Either party may request to reopen consideration of this provision following any legislative changes or rule changes that affect this provision for the purpose of making appropriate revisions.

ARTICLE XI

Teacher Evaluation

- XI.1 All teachers will be evaluated in the classroom according to the established district evaluation plan. The procedures for evaluation will be set by an advisory committee composed of administrators and a committee of teachers chosen by the association. The procedures will be reduced to writing and distributed to each teacher.

ARTICLE XII

Grievance Procedure

XII.1 DEFINITION OF A GRIEVANCE

A grievance is an alleged violation regarding wages, hours, conditions of employment, and other matters subject to collective bargaining set forth in this agreement (see XII.2.2 Step 2 below).

XII.2 PROCEDURE

Since it is important that grievances be processed as rapidly as possible the following procedures shall be followed:

XII.2.1 STEP 1 A teacher with a grievance shall first discuss it with the principal with the idea of resolving the matter informally. The aggrieved shall initiate Step 1 of the grievance process within forty-five working days of the event giving rise to the grievance.

XII.2.2 STEP 2 If the teacher is not satisfied with the disposition of the grievance in STEP 1, the aggrieved shall prepare a written statement of the grievance within ten (10) working days of the response from the principal. The written grievance shall state the following.

- A. The nature of the grievance.
- B. The specific clause or clauses of this agreement allegedly violated.
- C. The remedy requested.

The aggrieved shall present one copy to the principal and one copy to the Superintendent. After receiving the written statement, the Superintendent shall arrange for a meeting to take place between the principal, the Superintendent, the aggrieved, and a local Association representative. This meeting shall take place within five (5) working days after the receipt of the written statement by the Superintendent. Within ten (10) working days after the meeting the teacher shall be provided with the Superintendent's written response, including the reasons for the decision.

XII.2.3. STEP 3 If the aggrieved is not satisfied with the disposition of the grievance at STEP 2, the aggrieved shall request the Superintendent to present to the Board of Education a complete report of the grievance and the steps that have been taken to resolve the problem at the regular scheduled board meeting or at a special meeting. At this meeting, in executive session, the Board or its designee(s) shall meet with the Superintendent, the aggrieved, and an Association representative for the purpose of resolving the grievance. Within ten (10) working days of this

meeting with the Board, the aggrieved shall be given a written response from the Board, including the reasons for the decision.

XII.2.4. STEP 4 If the Association is not satisfied with the disposition of the grievance at STEP 3, the aggrieved may submit the grievance to final and binding arbitration, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within fifteen (15) days of the date for the Step 3 answer, then the grievance shall be deemed withdrawn. Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.

XII.3 BYPASS TO SUPERINTENDENT

If the aggrieved and the Superintendent mutually agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.

XII.4 BYPASS TO ARBITRATION

If the Board and the aggrieved mutually agree, a grievance may be submitted directly to arbitration.

XII.5 FILING OF MATERIALS

The aggrieved person may enter a written opinion concerning the grievance in his/her personnel file.

XII.6 GRIEVANCE WITHDRAWAL

A grievance may be withdrawn prior to STEP 3 without establishing precedent.

XII.7 NO WRITTEN RESPONSE

If no written decision has been rendered by the Superintendent or the Board within the time limits indicated by a STEP, then the grievance may be processed to the next step.

ARTICLE XIII

No Strike Clause

XIII.1 The Association agrees that it will not strike during the term of this agreement.

ARTICLE XIV

Separability

- XIV.1 If any provision of this agreement is held to be contrary to law, then such provision shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- XIV.2 Within thirty (30) days of receipt of notification of such findings either party may give written notice of its intent to begin negotiation on the affected matter.
- XIV.3 If within a reasonable amount of time after negotiations have begun no agreement has been reached, the matter shall be referred to binding arbitration under the rules and regulations of the American Arbitration Association.

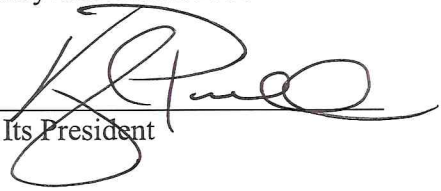
ARTICLE XV

Duration of Agreement

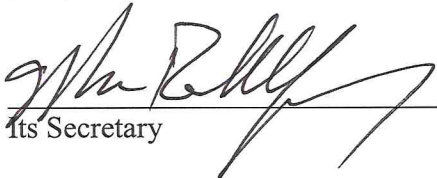
XV.1 This Agreement shall be effective as of August 10, 2023 and shall continue in effect until midnight on August 13, 2026. This Agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties or is replaced by a Successor Agreement.

In witness whereof, the parties have caused this agreement to be executed by their duly authorized officers this 22nd day of February, 2024.

Board of Education
Pinckneyville District #50

BY: 
Its President

Attest:


Its Secretary

P.E.E.A.

BY: Sarah H. Huncraft

Attest:


Its Secretary

4.00%

Year	BA 23-24	BPR	BA+8 23-24	BPR	BA+16 23-24	BPR	BA+24 23-24	BPR	MA 23-24	BPR	MA+8 23-24	BPR	MA+16 23-24	BPR	MA+24 23-24	BPR	MA+32 23-24	BPR
1	48,219	52,987	48,972	53,815	49,726	54,643	50,480	55,472	52,002	57,145	52,766	57,985	53,532	58,826	54,297	59,667	55,063	60,509
2	48,810	53,638	49,563	54,465	50,317	55,294	51,070	56,121	52,603	57,806	53,369	58,647	54,134	59,488	54,898	60,328	55,664	61,169
3	49,402	54,288	50,157	55,118	50,910	55,945	51,664	56,774	53,204	58,466	53,970	59,307	54,734	60,147	55,500	60,989	56,265	61,830
4	49,994	54,938	50,748	55,767	51,501	56,594	52,256	57,424	53,805	59,127	54,571	59,968	55,335	60,808	56,101	61,649	56,865	62,489
5	50,614	55,619	51,368	56,448	52,121	57,275	52,875	58,104	54,434	59,817	55,199	60,658	55,963	61,498	56,729	62,339	57,494	63,181
6	51,771	56,891	52,525	57,720	53,278	58,547	54,032	59,376	55,608	61,107	56,374	61,960	57,139	62,790	57,904	63,631	58,668	64,471
7	52,391	57,573	53,144	58,400	53,898	59,229	54,661	60,056	56,237	61,799	57,001	62,639	57,767	63,480	58,532	64,321	59,298	65,162
8	53,805	59,127	54,571	59,968	55,335	60,808	56,101	61,649	57,712	63,419	58,490	64,274	59,264	65,126	60,042	65,981	60,818	66,833
9	54,434	59,817	55,199	60,658	55,963	61,498	56,729	62,339	58,350	64,121	59,128	64,976	59,904	65,829	60,681	66,682	61,467	67,535
10	55,090	60,538	55,855	61,379	56,620	62,219	57,385	63,061	59,016	64,853	59,794	65,707	60,569	66,559	61,346	67,414	62,122	68,266
11	55,746	61,259	56,512	62,101	57,276	62,941	58,067	63,810	59,708	65,614	60,485	66,467	61,262	67,321	62,039	68,175	62,815	69,027
12	56,401	61,979	57,167	62,821	57,931	63,661	58,751	64,561	60,403	66,377	61,179	67,230	61,956	68,083	62,732	68,936	63,510	69,791
13	57,056	62,699	57,822	63,541	58,586	64,381	59,435	65,313	61,096	67,138	61,873	67,992	62,849	68,845	63,426	69,699	64,201	70,551
14	57,713	63,421	58,478	64,262	59,243	65,102	60,117	66,063	61,790	67,901	62,566	68,754	63,343	69,608	64,118	70,459	64,896	71,314
15	58,368	64,141	59,133	64,992	59,898	65,822	60,800	66,814	62,483	68,663	63,258	69,514	64,036	70,369	64,812	71,222	65,589	72,075
16	59,904	65,829	60,681	66,682	61,457	67,535	62,399	68,570	64,113	70,454	64,900	71,319	65,688	72,185	66,478	73,053	67,264	73,917
17	60,569	66,559	61,346	67,414	62,122	68,266	63,092	69,331	64,816	71,226	65,604	72,093	66,393	72,959	67,179	73,823	67,968	74,690
18	61,262	67,321	62,012	68,145	62,788	68,998	63,786	70,095	65,520	72,000	66,308	72,866	67,096	73,731	67,884	74,598	68,671	75,463
19	61,956	68,083	62,705	68,906	63,452	69,728	64,479	70,856	66,222	72,771	67,011	73,639	67,800	74,505	68,587	75,370	69,375	76,237
20	62,649	68,845	63,396	69,666	64,146	70,490	65,173	71,618	66,927	73,546	67,714	74,411	68,503	75,278	69,291	76,144	70,079	77,010
21	63,343	69,608	64,092	70,431	64,840	71,253	65,866	72,381	67,630	74,319	68,420	75,186	69,206	76,050	69,994	76,917	70,782	77,783
22			64,784	71,191	65,532	72,014	66,560	73,143	68,334	75,093	69,122	75,958	69,911	76,825	70,698	77,690	71,486	78,557
23					66,226	72,776	67,252	73,903	69,038	75,866	69,825	76,730	70,613	77,597	71,402	78,464	72,190	79,329
24							67,946	74,666	69,741	76,639	70,529	77,504	71,317	78,370	72,105	79,237	72,892	80,101
25									70,669	77,658	71,458	78,526	72,247	79,392	73,033	80,256	73,822	81,123
26									71,373	78,432	72,161	79,298	72,951	80,166	73,738	81,031	74,525	81,896
27									72,076	79,205	72,866	80,072	73,652	80,936	74,440	81,802	75,229	82,670
28									72,780	79,978	73,569	80,845	74,357	81,711	75,144	82,576	75,932	83,442
29											74,272	81,617	75,060	82,483	75,849	83,351	76,637	84,216
30											75,764	83,257			76,551	84,122	77,340	84,989
31															77,255	84,896	78,043	85,761
32																	78,746	86,534

2023-2024

4.25%		BA	BPR	BA+8	BPR	BA+16	BPR	BA+24	BPR	MA	BPR	MA+8	BPR	MA+16	BPR	MA+24	BPR	MA+32	BPR
Year		24-25		24-25		24-25		24-25		24-25		24-25		24-25		24-25		24-25	
1		50,268	55,240	51,053	56,103	51,839	56,966	52,625	57,830	54,212	59,574	55,009	60,449	55,807	61,326	56,805	62,203	57,403	63,080
2		50,884	55,917	51,669	56,780	52,455	57,643	53,240	58,506	54,839	60,262	55,637	61,140	56,435	62,016	57,231	62,891	58,030	63,769
3		51,502	56,595	52,289	57,460	53,074	58,323	53,860	59,187	55,465	60,951	56,264	61,828	57,060	62,704	57,859	63,581	58,856	64,457
4		52,119	57,273	52,905	58,137	53,690	59,000	54,477	59,865	56,092	61,639	56,890	62,517	57,687	63,392	58,485	64,270	59,282	65,145
5		52,765	57,984	53,551	58,847	54,336	59,710	55,122	60,574	56,747	62,360	57,545	63,236	58,341	64,111	59,140	64,989	59,937	65,865
6		53,971	59,309	54,757	60,173	55,542	61,036	56,328	61,899	57,971	63,705	58,770	64,592	59,567	65,459	60,365	66,335	61,161	67,210
7		54,618	60,019	55,403	60,882	56,189	61,746	56,974	62,608	58,627	64,425	59,424	65,301	60,222	66,178	61,020	67,055	61,818	67,932
8		56,092	61,639	56,890	62,517	57,667	63,392	58,485	64,270	60,165	66,115	60,976	67,006	61,783	67,893	62,594	68,784	63,403	69,673
9		56,747	62,360	57,545	63,236	58,341	64,111	59,140	64,989	60,830	66,846	61,641	67,737	62,450	68,626	63,260	69,516	64,069	70,405
10		57,431	63,111	58,229	63,988	59,026	64,864	59,824	65,741	61,524	67,609	62,335	68,500	63,143	69,388	63,953	70,278	64,762	71,167
11		58,115	63,863	58,914	64,740	59,710	65,616	60,535	66,522	62,246	68,402	63,056	69,292	63,866	70,182	64,676	71,072	65,485	71,961
12		58,798	64,613	59,597	65,491	60,393	66,366	61,248	67,305	62,970	69,198	63,779	70,087	64,589	70,977	65,398	71,866	66,209	72,757
13		59,481	65,364	60,279	66,241	61,076	67,116	61,961	68,089	63,693	69,992	64,503	70,882	65,312	71,771	66,122	72,661	66,930	73,549
14		60,166	66,116	60,963	66,993	61,761	67,869	62,672	68,870	64,416	70,787	65,225	71,676	66,035	72,566	66,843	73,454	67,854	74,345
15		60,849	66,867	61,646	67,743	62,444	68,619	63,384	69,653	65,139	71,581	65,946	72,469	66,758	73,360	67,567	74,249	68,377	75,139
16		62,450	68,626	63,260	69,516	64,069	70,405	65,051	71,485	66,838	73,448	67,656	74,350	68,480	75,252	69,303	76,157	70,123	77,058
17		63,143	69,388	63,953	70,278	64,762	71,167	65,773	72,278	67,571	74,253	68,392	75,156	69,215	76,060	70,034	76,961	70,857	77,864
18		63,866	70,182	64,648	71,041	65,456	71,930	66,497	73,074	68,305	75,060	69,126	75,963	69,948	76,865	70,769	77,768	71,590	78,670
19		64,589	70,977	65,370	71,835	66,149	72,691	67,219	73,867	69,036	75,864	69,859	76,768	70,682	77,672	71,502	78,574	72,323	79,476
20		65,312	71,771	66,090	72,627	66,872	73,486	67,943	74,662	69,771	76,672	70,592	77,573	71,414	78,477	72,236	79,380	73,057	80,283
21		66,035	72,566	66,816	73,424	67,596	74,281	68,665	75,456	70,504	77,477	71,328	78,382	72,147	79,283	72,969	80,185	73,790	81,088
22				67,537	74,217	68,317	75,074	69,389	76,251	71,238	78,284	72,060	79,186	72,882	80,090	73,703	80,992	74,524	81,895
23						69,041	75,869	70,110	77,044	71,972	79,090	72,793	79,992	73,614	80,895	74,437	81,798	75,258	82,701
24										72,705	79,896	73,526	80,798	74,348	81,701	75,169	82,604	75,990	83,505
25										73,672	80,959	74,495	81,863	75,317	82,766	76,137	83,667	76,959	84,571
26										74,406	81,765	75,228	82,668	76,051	83,573	76,872	84,475	77,692	85,376
27										75,139	82,571	75,963	83,476	76,782	84,376	77,604	85,279	78,426	86,183
28										75,873	83,377	76,696	84,281	77,517	85,184	78,338	86,085	79,159	86,988
29												77,429	85,086	78,250	85,989	79,073	86,893	79,894	87,796
30														78,984	86,796	79,804	87,697	80,627	88,601
31																80,538	88,504	81,360	89,406
32																		82,093	90,212

2024-2025

4.50%		BA	BPR	BA+8	BPR	BA+16	BPR	BA+24	BPR	MA	BPR	MA+8	BPR	MA+16	BPR	MA+24	BPR	MA+32	BPR
Year		25-26		25-26		25-26		25-26		25-26		25-26		25-26		25-26		25-26	
1		52,530	57,725	53,350	58,627	54,172	59,529	54,993	60,432	56,652	62,254	57,484	63,170	58,318	64,086	59,152	65,002	59,986	65,919
2		53,174	58,433	53,994	59,334	54,815	60,237	55,636	61,138	57,307	62,974	58,141	63,891	59,375	64,807	59,806	65,721	60,641	66,639
3		53,820	59,142	54,642	60,046	55,462	60,948	56,284	61,850	57,961	63,693	58,796	64,611	59,628	65,525	60,463	66,442	61,296	67,358
4		54,464	59,851	55,286	60,754	56,106	61,655	56,928	62,559	58,616	64,413	59,450	65,330	60,283	66,245	61,117	67,161	61,950	68,077
5		55,139	60,593	55,961	61,495	56,781	62,397	57,602	63,299	59,301	65,166	60,135	66,082	60,966	66,966	61,801	67,914	62,634	68,829
6		56,400	61,978	57,221	62,880	58,041	63,782	58,863	64,684	60,580	66,571	61,415	67,489	62,248	68,404	63,081	69,320	63,913	70,284
7		57,076	62,721	57,896	63,622	58,718	64,525	59,538	65,426	61,265	67,324	62,098	68,240	62,932	69,156	63,766	70,072	64,600	70,989
8		58,616	64,413	59,450	65,330	60,283	66,245	61,117	67,161	62,872	69,091	63,720	70,022	64,563	70,949	65,411	71,880	66,256	72,809
9		59,301	65,166	60,135	66,082	60,966	66,966	61,801	67,914	63,567	69,854	64,415	70,786	65,260	71,715	66,107	72,845	66,952	73,574
10		60,015	65,951	60,849	66,867	61,682	67,783	62,516	68,699	64,293	70,651	65,140	71,582	65,984	72,510	66,831	73,441	67,676	74,370
11		60,730	66,736	61,565	67,654	62,397	68,568	63,259	69,515	65,047	71,480	66,894	72,410	66,740	73,341	67,586	74,271	68,432	75,200
12		61,444	67,521	62,279	68,438	63,111	69,352	64,004	70,334	65,804	72,312	66,649	73,241	67,496	74,171	68,341	75,100	69,188	76,031
13		62,158	68,305	62,992	69,221	63,824	70,137	64,749	71,153	66,559	73,142	67,406	74,072	68,251	75,001	69,097	75,931	69,942	76,859
14		62,873	69,092	63,706	70,007	64,540	70,923	65,492	71,969	67,315	73,972	68,160	74,901	69,007	75,831	69,851	76,759	70,698	77,691
15		63,587	69,876	64,420	70,791	65,254	71,708	66,236	72,787	68,070	74,802	68,914	75,729	69,762	76,662	70,608	77,591	71,454	78,521
16		65,260	71,715	66,107	72,645	66,952	73,574	67,978	74,701	68,846	76,754	70,703	77,695	71,562	78,539	72,422	79,584	73,279	80,526
17		65,994	72,510	66,831	73,441	67,676	74,370	68,733	75,531	70,612	77,595	71,470	78,538	72,330	79,483	73,166	80,424	74,046	81,369
18		66,740	73,341	67,557	74,239	68,402	75,166	69,489	76,362	71,379	78,438	72,237	79,381	73,096	80,325	73,954	81,268	74,812	82,210
19		67,496	74,171	68,312	75,068	69,126	75,962	70,244	77,191	72,143	79,278	73,003	80,223	73,863	81,168	74,720	82,109	75,578	83,052
20		68,251	75,001	69,064	75,895	69,881	76,783	71,000	78,022	72,911	80,122	73,769	81,064	74,628	82,008	75,487	82,952	76,345	83,895
21		69,007	75,831	69,823	76,728	70,638	77,624	71,755	78,852	73,677	80,963	74,538	81,910	75,394	82,850	76,253	83,794	77,111	84,737
22				70,576	77,556	71,391	78,452	72,512	79,683	74,444	81,806	75,303	82,750	76,162	83,694	77,020	84,637	77,878	85,580
23						72,148	79,283	73,265	80,511	75,211	82,649	76,069	83,592	76,927	84,535	77,787	85,480	78,645	86,423
24								74,022	81,342	75,977	83,491	76,835	84,434	77,694	85,378	78,552	86,320	79,410	87,253
25										76,987	84,601	77,847	85,546	78,706	86,490	79,563	87,432	80,422	88,376
26										77,754	85,444	78,613	86,388	79,473	87,333	80,331	88,276	81,188	89,218
27										78,520	86,286	79,381	87,232	80,237	88,173	81,096	89,117	81,955	90,061
28										79,287	87,129	80,147	88,074	81,005	89,017	81,863	89,960	82,721	90,902
29												80,913	88,916	81,771	89,859	82,631	90,804	83,489	91,746
30												82,538	90,701			83,395	91,643	84,255	92,588
31														84,162			92,486	85,021	93,430
32																		86,787	94,272

2025-2026

2020-2023
CONTRACTUAL
AGREEMENT
PINCKNEYVILLE
ELEMENTARY
EDUCATION
ASSOCIATION
AND
PINCKNEYVILLE
SCHOOL DISTRICT #50
BOARD OF
EDUCATION

ARTICLE I

PURPOSE

- I.1 This Agreement is negotiated pursuant to the Illinois Educational Labor Relations Act for the purpose of negotiating wages, hours, and conditions of employment and other matters which are specified by the Illinois Educational Labor Relations Board as being mandatory subject to collective bargaining.
- I.2 The provisions of this Agreement shall constitute a binding obligation of the parties for the duration hereof or until changed by written, mutual consent.

ARTICLE II

PARTIES TO THE AGREEMENT

- II.1 The parties to this agreement are the Board of Education District 50, Perry County, Illinois hereinafter referred to as the Board, and the Pinckneyville Elementary Education Association/IEA/NEA hereinafter referred to as the Association. The Association is recognized as the sole and exclusive organization for the purpose of collective bargaining. The bargaining unit represented by the Association is composed of the following positions:

Included – All full-time and part-time certified teaching personnel.

Excluded – Administrative personnel and all non-certified teaching personnel.

ARTICLE III

ASSOCIATION RIGHTS

III.1 PAYROLL DEDUCTIONS

Deductions may be added and cancelled by written teacher request. Any changes will be reflected by the third pay period following the request.

III.1.2 Teachers must notify the central office by September 1 of each contract year if they choose the option of automatic deposit of paychecks.

III.2 GENERAL ASSOCIATION RIGHTS

III.2.1 A copy of all approved reports and minutes shall be sent to the Association President on the day following a Board meeting.

III.2.2 A copy of the Budget, Audit Report, and the Annual Financial Report shall be made available to the Association President within seven working days of board approval. No fee shall be assessed for the first copy of each item.

III.2.3 Upon ratification of this agreement, the Board shall provide sufficient copies of the agreement prepared for the Association for its distribution to each teacher in the District.

III.2.4 The Association shall have the right to post notices of activities and matters of Association concern on bulletin boards, at least one of which shall be provided in each school building.

ARTICLE IV

WORK DAY AND WORK HOURS

IV.1 WORK DAY

IV.1.1 The normal teacher workday shall constitute a 7 hour and 25 minute workday, except when the official school calendar indicates a shortened school day. On the last day of the work week or on a day preceding a holiday, teachers may leave five (5) minutes after the close of the day. Teachers should avoid being tardy and leaving early without permission.

IV.1.2 If students are dismissed due to adverse weather conditions, teachers may leave after students have left the school grounds. Teachers will be expected to stay if emergency duties require their presence.

IV.1.3 At the beginning of each school year, the administration and staff shall meet and agree upon a regular meeting day for faculty meetings. Teachers shall be available after school for parent conferences and student conferences at a time agreed upon by all parties.

IV.2 PREPARATION PERIODS

IV.2.1 Teachers shall be provided adequate planning time. This time shall not average less than (30) minutes per day, averaging on a weekly basis.

IV.2.2. BREAK PERIODS: Teachers shall be permitted to leave the building and grounds during their scheduled lunch period. A teacher may leave the building and grounds during their scheduled planning period by utilizing the sign-in/sign-out sheet located in the building office.

IV.3 Teachers may be required to spend up to twenty-two (22) additional hours in after school activities connected to curriculum improvement, instructional materials or continuing education in-service training. Each teacher participating in above activities will be compensated at a rate of \$20 per hour. This training will occur during the school year and will be in addition to any institute and School Improvement Days. Teachers will be given at least five (5) school days notice prior to required training. The duration of a training session will be limited to two (2) hours, to begin at the closing of the school day, not to exceed one (1) day per work week.

ARTICLE V

CLASS SIZE

- V.1 The Superintendent and Board shall constantly appraise the student-teacher ratio at all grade levels.

ARTICLE VI

LEAVES

Paid Leaves

VI.1 SICK LEAVE

- VI.1.1 Teachers shall be granted fifteen (15) days sick leave, plus any personal leave days converted as per Article VI.2, with full pay, annually. Sick leave may accumulate to a maximum of 354 days at the end of the school year.

Sick leave, as described in the School Code, Section 24-6, is interpreted to mean personal illness, quarantine at home, or serious illness or death in the immediate family or household. "Immediate family" shall include parents, spouse, brothers, sisters, children, grandchildren, grandparents, parents-in-law, brothers-in-law, sisters-in-law, and sons and daughters-in-law, nieces, nephews and legal guardians. The Board of Education may require a physician's certificate to verify illness of any employee if it deems it necessary.

At the end of the school year, the teacher may choose to be reimbursed at the rate of substitute pay for up to a maximum of twelve (12) days for any unused sick leave after accumulating one hundred eighty (180) days; or the teacher may choose to add all remaining sick leave days to those already accumulated.

VI.1.1.a SUBSTITUTE CALLS

Teachers shall be responsible for calling their own substitutes. If a substitute cannot be obtained after two calls, the teacher should call the principal for assistance. If the teacher is too ill to call a substitute, the teacher should contact the principal immediately.

- VI.1.2 Medical or Nursing Care – A teacher may use a maximum of five sick leave days per year to make arrangements for medical or nursing care for a member of his/her immediate family as defined in VI.1.1 above. Before these days may be used the teacher must first have used all of his/her personal leave days.

- VI.1.3 A teacher absent from work because of mumps, scarlet fever, measles, chicken pox, pink eye, bed bugs or head lice shall suffer no diminution of compensation and shall not be charged with loss of personal sick leave if it is determined that the condition resulted from performing his/her duties at District 50.

VI.2 PERSONAL LEAVE

At the beginning of each school year, each teacher shall be credited with two (2) days to be used for personal business. The date of the request shall be reported to the principal within a reasonable time in writing, except in cases of emergency. At the end of the year, any teacher who has unused personal leave days may choose from the following: (A) be reimbursed in full-day increments for up to two (2) full unused personal days at the rate of substitute pay, or (B) roll over up to two (2) full unused personal days to the next school year. At no time shall a teacher have more than four (4) days of available personal leave. Any half-day increments shall be converted to sick days at the end of the year. Payment shall be made in the June payroll.

VI.2.1 BEREAVEMENT LEAVE

Each teacher shall be granted two (2) bereavement leave days for use during the school year. These days may be taken in one-half (1/2) days increments. Bereavement leave shall not accumulate from year to year.

VI.3 PROFESSIONAL LEAVE

VI.3.1 Teachers may be permitted to use two (2) professional days to attend annual, regional or state conference(s) related directly to his/her field of instruction. Conventions or workshops requiring missing of up to two (2) days of school require prior approval by the superintendent. Meetings of longer duration may be granted with approval of the Board. Teachers shall be reimbursed for registration fees, travel expenses, and meals. Receipts must be submitted to the superintendent for his approval before the teacher is reimbursed. The per mile rate for travel expense shall be at the standard mileage rate approved by the Internal Revenue Service for income tax purposes.

VI.3.2 Leaves to attend advisory/policy making meetings may be granted at the discretion of the superintendent.

VI.4 JURY DUTY

A teacher called to jury duty shall, upon his/her request, be granted leave with pay to fulfill these responsibilities, providing that the school district be reimbursed the amount received by the teacher for said jury duty.

Unpaid Leaves

VI.5 STUDY LEAVE

A leave of absence of up to one (1) year may be granted a teacher upon application to the Board, for the purpose of engaging in study at an accredited college or university reasonably related to his/her professional responsibilities. Teachers returning from leave cannot be guaranteed a return to the same position or assignment.

VI.6 SPECIAL LEAVE

Teachers on leave for military service or legislative duty may continue benefits such as insurance and TSI if they reimburse the district for full costs of the benefit.

VI.7 MATERNITY LEAVE

Maternity leave of up to one (1) year shall be granted to any female teacher who becomes pregnant. A statement from a physician and a request for leave must be presented to the Board for official approval. The request for leave should be made as soon as it is determined that a pregnancy exists and a leave will be requested. The beginning and termination dates of the leave shall be determined by the teacher and the Board. If there is disagreement between the teacher and the Board, the teacher's doctor shall decide the beginning and termination dates.

VI.8 NOTIFICATION OF LEAVE

The teacher shall notify his/her building principal, within a reasonable amount of time, before any leave is taken.

ARTICLE VII

Notification of Assignments

VII.1 In the event changes in assignments are proposed, the teacher affected shall be notified by August 1, with any changes thereafter requiring consent of the teacher.

VII.2 Vacancies or Transfers

The Superintendent will send written notice of all vacancies for any certified teaching position and all extra-curricular assignments to the faculty. Teachers will notify the Superintendent in writing for the purposes of transferring or applying for new positions. Faculty applications will be given consideration before any other applications. Those applicants denied a voluntary transfer shall be given written notice by the Superintendent no later than ten (10) working days following the denial of the position.

ARTICLE VIII

Teacher Benefit Options

VIII.1 LIFE INSURANCE

The Board shall provide without cost life insurance protection in the amount of \$10,000 to those teachers who enroll in the health insurance plan. In the event of accidental death, the insurance shall pay double the specified amount.

VIII.2 HEALTH INSURANCE

Each teacher may choose one of the following options:

VIII.2.1.1 2020-2021 School Year -The Board will pay a monthly amount towards the District's group insurance equal to (\$875 per month), with the teacher to pay the difference (if any) in premium for the plan selected (whether individual or family): any difference will be deducted from the teacher's pay.

2021-2022 School Year – If the monthly premium of the District's group insurance decreases or is unchanged compared to 2020-2021, the Board will pay the same monthly amount for insurance as in 2020-2021, with the teacher to pay the difference (if any) in premium for the plan selected (whether individual or family); any difference will be deducted from the teacher's pay.

If the monthly premium of the District's group insurance increases by 5% or less compared to 2020-2021, the premium increase will be split 50/50 by the Board and the employee. For example, a \$10 increase in 2021-2022 premium will require a \$5 increase in the Board's 2021-2022 payment, with the teacher to pay the difference (if any) in premium for the plan selected (whether individual or family): any difference will be deducted from the teacher's pay.

However, if the monthly premium of the District's group insurance increases by more than 5% compared to 2020-2021, then the parties will reopen the terms of Art. VIII of this Agreement upon written demand by either party, to negotiate regarding the increase.

2022-2023 School Year – If the monthly premium of the District's group insurance decreases or is unchanged compared to 2021-2022, the Board will pay the same monthly amount for insurance

as in 2021-2022, with the teacher to pay the difference (if any) in premium for the plan selected (whether individual or family); any difference will be deducted from the teacher's pay.

If the monthly premium of the District's group insurance increases by 5% or less compared to 2021-2022, the premium increase will be split 50/50 by the Board and the employee. For example, a \$10 increase in 2022-2023 premium will require a \$5 increase in the Board's 2022-2023 payment, with the teacher to pay the difference (if any) in premium for the plan selected (whether individual or family): any difference will be deducted from the teacher's pay.

However, if the monthly premium of the District's group insurance increases by more than 5% compared to 2021-2022, then the parties will reopen the terms of Art. VIII of this Agreement upon written demand by either party, to negotiate regarding the increase.

VIII.2.1.2 OPTION 2 - The Board shall pay a cash option of \$2,825.00 during the Agreement to the teacher in the June payroll in lieu of health insurance. Retirement and taxes shall first be deducted.

CBA YEAR	Cash Option:
<u>2020-2021</u>	<u>\$2,825.00</u>
<u>2021-2022</u>	<u>\$2,825.00**</u>
<u>2022-2023</u>	<u>\$2,825.00**</u>

**the Option 2 cash option will remain unchanged if the monthly premium of the District's group insurance decreases, is unchanged, or increases by 5% or less compared to the prior year. However, if the monthly premium of the District's group insurance increases by more than 5% compared to the prior year, then the parties will reopen the terms of Art. VIII of this Agreement upon written demand by either party, to negotiate regarding the increase.

VIII.2.2 Each teacher shall state his/her Option in writing by September 15 of each year.

VIII.2.3 Both parties will have input on the insurance specifications and the carrier.

ARTICLE IX

Education Incentive

- IX.1 Each teacher shall be reimbursed a maximum of two hundred and seventy- five (\$275) per semester hour or actual cost (less tax) if less for approved Illinois state accredited college/university from the list, or a course otherwise preapproved by the Superintendent.

Coursework will be eligible for approval if said courses are face to face, online, or blended.

The Illinois accredited Universities and other institutions from the list shall serve as a starting point or goal for teachers selecting college coursework. If requested coursework is not offered by the institutions listed, Superintendent may use his/her discretion for alternative institutions and programs.

- IX.2 The course work must first be approved by the Superintendent. Forms for this approval shall be made available at all building sites.
- IX.3 Report cards must be filed with the Superintendent at the completion of the course. A grade of A or B must be attained to receive the education incentive reimbursement and/or increments on the salary schedule.
- IX.4 A maximum of twelve (12) semester hours of Superintendent-approved coursework shall be eligible for course reimbursement and/or movement on the salary schedule.
- IX.4.A Any teachers who complete more than twelve (12)_credit hours of approved coursework will be granted additional movement on the following year. Movement shall not exceed twelve (12) credit hours in one school year.
- IX.5 Course work reimbursement must be made to the teacher in the pay period following submission of the report card.
- IX.6 Eligible coursework means a graduate-level course in the teacher's certification area or field of instruction, or any graduate-level course in the filed of education, from the list.

ARTICLE X

Salary Schedule

- X.1 Teachers shall be paid according to the salary schedule. Any new teacher hired shall receive no more than ten (10) years' experience on the salary schedule.
- X.2 The Board of Education shall pay the Employee's contributions to the State of Illinois for Member TRS Retirement contributions at 9.0% and 1.24% for 2020-21 THIS. For the 2021-22 and the 2022-23 school years, the amount will follow employer bulletins regarding THIS. The employees shall assume liability for all new or additional additions which may come through new legislation or other additions beyond what is currently paid.
- X.3 PRE-RETIREMENT BONUS
- Teachers, who have at least fifteen (15) years of service to the District, ~~is~~ are at least fifty-five upon retirement for TRS purposes and will not cause the District to incur any TRS/AERO retirement penalties due to retirement on the established date may take advantage of this pre-retirement agreement.

ADVANCED NOTICE TRS CREDITABLE EARNINGS INCENTIVE

Under the terms of the agreement the eligible retiring employee must submit an irrevocable letter of retirement by September 1st of the school year in order to initiate the pre-retirement agreement during that year. The letter must specify the close of the school year in which retirement shall occur.

In return the employee shall receive a benefit, which shall include all TRS payments paid on behalf of the employee by the Board for the portion that the employee would otherwise be responsible.

The benefit shall be as follows: Any teacher who began his/her employment with the District may have his/her scheduled salary amount increased by 6% each year for up to the final three (3) years of employment in Pinckneyville Elementary School District #50 as follows: A teacher must have taught at least fifteen (15) years in the District at the time of retirement to be eligible to receive three (3) years of incentive. The benefit, shall be paid as creditable earnings over the last one, two, or three years of the employee's service to the District.

The incentive amount in the first year of the pre-retirement agreement shall be paid as salary by increasing the employee's total creditable earnings, which shall include all forms of compensation recognized by TRS as creditable earnings, by six percent (6%) over the total creditable earnings for the previous year. In any subsequent year the total creditable earnings shall be increased by six percent (6%) over the prior year's total creditable earnings.

During the pre-retirement period a participating employee is not eligible for any contractual benefit that would increase the creditable earnings for that school year by more than 6% over the prior year.

During the time that the pre-retirement agreement is in effect, no participating employee shall be required to accept any new extra-curricular assignment or other new service for which the employee will not be fully compensated.

The District may reduce the salary of a participating employee appropriately should that employee voluntarily resign from any extra-duty or service performed in the year prior to the advent of the pre-retirement agreement.

The Board, in its sole discretion, may allow the teacher to rescind his/her letter of retirement because of life-altering circumstances. If allowed, the teacher will return to the District all payments received under this provision in excess of the amount the teacher would otherwise have received on the regular salary schedule, including excess TRS benefits paid by the district. The teacher will then return to the District Salary Schedule.

Should an employee's retirement or other payments create a penalty for the District, the parties will meet to discuss and agree to appropriate revisions to Article X, to ensure that employees continue to receive – to the maximum extent possible – the value of the benefits, while avoiding any penalty to the District.

Either party may request to reopen consideration of this provision following any legislative changes or rule changes that affect this provision for the purpose of making appropriate revisions.

ARTICLE XI

Teacher Evaluation

- XI.1 All teachers will be evaluated in the classroom according to the established district evaluation plan. The procedures for evaluation will be set by an advisory committee composed of administrators and a committee of teachers chosen by the association. The procedures will be reduced to writing and distributed to each teacher.

ARTICLE XII

Grievance Procedure

XII.1 DEFINITION OF A GRIEVANCE

A grievance is an alleged violation regarding wages, hours, conditions of employment, and other matters subject to collective bargaining set forth in this agreement (see XII.2.2 Step 2 below).

XII.2 PROCEDURE

Since it is important that grievances be processed as rapidly as possible the following procedures shall be followed:

XII.2.1 STEP 1 A teacher with a grievance shall first discuss it with the principal with the idea of resolving the matter informally. The aggrieved shall initiate Step 1 of the grievance process within forty-five working days of the event giving rise to the grievance.

XII.2.2 STEP 2 If the teacher is not satisfied with the disposition of the grievance in STEP 1, the aggrieved shall prepare a written statement of the grievance within ten (10) working days of the response from the principal. The written grievance shall state the following.

- A. The nature of the grievance.
- B. The specific clause or clauses of this agreement allegedly violated.
- C. The remedy requested.

The aggrieved shall present one copy to the principal and one copy to the Superintendent. After receiving the written statement, the Superintendent shall arrange for a meeting to take place between the principal, the Superintendent, the aggrieved, and a local Association representative. This meeting shall take place within five (5) working days after the receipt of the written statement by the Superintendent. Within ten (10) working days after the meeting the teacher shall be provided with the Superintendent's written response, including the reasons for the decision.

XII.2.3. STEP 3 If the aggrieved is not satisfied with the disposition of the grievance at STEP 2, the aggrieved shall request the Superintendent to present to the Board of Education a complete report of the grievance and the steps that have been taken to resolve the problem at the regular scheduled board meeting or at a special meeting. At this meeting, in executive session, the Board or its designee(s) shall meet with the Superintendent, the aggrieved, and an Association representative for the purpose of resolving the grievance. Within ten (10) working days of this

meeting with the Board, the aggrieved shall be given a written response from the Board, including the reasons for the decision.

XII.2.4. STEP 4 If the Association is not satisfied with the disposition of the grievance at STEP 3, the aggrieved may submit the grievance to final and binding arbitration, which shall act as the administrator of the proceedings. If a demand for arbitration is not filed within fifteen (15) days of the date for the Step 3 answer, then the grievance shall be deemed withdrawn. Neither the Board nor the Association shall be permitted to assert any grounds or evidence before the arbitrator which was not previously disclosed to the other party.

XII.3 BYPASS TO SUPERINTENDENT

If the aggrieved and the Superintendent mutually agree, any step of the grievance procedure may be bypassed and the grievance brought directly to the next step.

XII.4 BYPASS TO ARBITRATION

If the Board and the aggrieved mutually agree, a grievance may be submitted directly to arbitration.

XII.5 FILING OF MATERIALS

The aggrieved person may enter a written opinion concerning the grievance in his/her personnel file.

XII.6 GRIEVANCE WITHDRAWAL

A grievance may be withdrawn prior to STEP 3 without establishing precedent.

XII.7 NO WRITTEN RESPONSE

If no written decision has been rendered by the Superintendent or the Board within the time limits indicated by a STEP, then the grievance may be processed to the next step.

ARTICLE XIII

No Strike Clause

XIII.1 The Association agrees that it will not strike during the term of this agreement.

ARTICLE XIV

Separability

- XIV.1 If any provision of this agreement is held to be contrary to law, then such provision shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.
- XIV.2 Within thirty (30) days of receipt of notification of such findings either party may give written notice of its intent to begin negotiation on the affected matter.
- XIV.3 If within a reasonable amount of time after negotiations have begun no agreement has been reached, the matter shall be referred to binding arbitration under the rules and regulations of the American Arbitration Association.

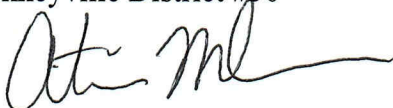
ARTICLE XV

Duration of Agreement

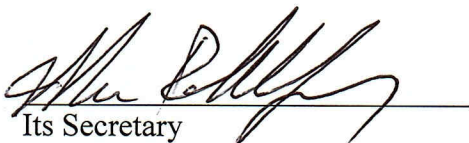
XV.1 This Agreement shall be effective as of August 16, 2020 and shall continue in effect until midnight on August 15, 2023. This Agreement shall expire at such expiration date unless it is extended for a specific period or periods by mutual written agreement of the parties or is replaced by a Successor Agreement.

In witness whereof the parties have caused this agreement to be executed by their duly authorized officers this 17 day of September, 2020.

Board of Education
Pinckneyville District #50

BY: 
Its President

Attest:


Its Secretary

P.E.E.A.

BY: 

Attest:


Its Secretary

[illegible]

Year	BA	BPR	BA+6	BPR	BA+16	BPR	BA+24	BPR	MA	BPR	MA+8	BPR	MA+16	BPR	MA+24	BPR	MA+32	BPR
21-22	21-22	21-22	21-22	21-22	21-22	21-22	21-22	21-22	21-22	21-22	21-22	21-22	21-22	21-22	21-22	21-22	21-22	21-22
1	45,905	50,445	46,662	51,233	47,340	52,022	48,057	52,810	49,385	54,269	50,111	55,067	50,838	55,866	51,564	56,664	52,291	57,463
2	46,468	51,064	47,185	51,862	47,903	52,641	48,620	53,429	49,956	54,866	50,682	55,694	51,409	56,493	52,136	57,291	52,862	58,090
3	47,032	51,683	47,750	52,473	48,467	53,260	49,185	54,049	50,526	55,623	51,253	56,322	51,979	57,120	52,706	57,918	53,433	58,718
4	47,595	52,302	48,313	53,081	49,030	53,879	49,749	54,669	51,037	56,150	51,824	56,949	52,550	57,747	53,277	58,546	54,003	59,344
5	48,185	52,951	48,903	53,739	49,620	54,528	50,338	55,316	51,694	56,806	52,421	57,606	53,147	58,403	53,874	59,202	54,600	60,000
6	48,287	54,162	50,005	54,950	50,722	55,739	51,440	56,527	52,809	58,032	53,537	58,832	54,263	59,629	54,990	60,428	55,716	61,226
7	48,877	54,809	50,594	55,588	51,312	56,387	52,029	57,175	53,406	58,688	54,132	59,486	54,859	60,285	55,586	61,084	56,313	61,883
8	51,097	56,150	51,824	56,949	52,550	57,747	53,277	58,546	54,538	59,932	55,273	60,740	56,005	61,544	56,740	62,352	57,473	63,157
9	51,694	56,806	52,421	57,605	53,147	58,403	53,874	59,202	55,141	60,595	55,876	61,402	56,609	62,208	57,343	63,015	58,077	63,821
10	52,317	57,491	53,044	58,280	53,770	59,088	54,497	59,887	55,770	61,286	56,505	62,093	57,287	62,988	57,972	63,705	58,706	64,512
11	52,940	58,176	53,667	58,974	54,393	59,773	55,145	60,589	56,425	62,006	57,159	62,812	57,893	63,619	58,627	64,426	59,380	65,231
12	53,562	58,859	54,289	59,658	55,015	60,456	55,794	61,312	57,081	62,726	57,814	63,532	58,548	64,339	59,282	65,145	60,016	65,952
13	54,185	59,544	54,912	60,343	55,638	61,441	56,443	62,025	57,736	63,446	58,470	64,252	59,203	65,059	59,988	65,866	60,670	66,670
14	54,808	60,228	55,535	61,027	56,261	61,825	57,091	62,738	58,391	64,166	59,125	64,972	59,859	65,779	60,592	66,585	61,367	67,392
15	55,430	60,913	56,157	61,711	56,893	62,509	57,740	63,450	59,047	64,887	59,779	65,691	60,514	66,498	61,247	67,305	61,981	68,111
16	56,009	62,208	57,343	63,015	58,077	63,821	58,967	64,789	60,290	66,253	61,031	67,067	61,772	67,881	62,514	68,697	63,264	69,510
17	57,237	62,898	57,972	63,705	58,706	64,512	59,622	65,519	60,952	66,980	61,693	67,794	62,434	68,609	63,174	69,422	63,916	70,238
18	57,893	63,619	58,601	64,396	59,335	65,203	60,278	66,239	61,614	67,708	62,355	68,522	63,095	69,336	63,897	70,151	64,577	70,964
19	58,548	64,339	59,256	65,116	59,963	65,884	60,933	66,959	62,274	68,433	63,016	69,248	63,757	70,063	64,498	70,877	65,239	71,691
20	59,203	65,059	59,910	65,835	60,618	66,613	61,598	67,679	62,987	69,161	63,677	69,975	64,419	70,790	65,160	71,604	65,901	72,418
21	59,859	65,779	60,567	66,567	61,274	67,334	62,244	68,400	63,598	69,888	64,340	70,703	65,080	71,517	65,821	72,331	66,562	73,145
22			61,221	67,276	61,928	68,053	62,899	69,120	64,260	70,615	65,000	71,429	65,743	72,245	66,483	73,058	67,224	73,872
23					62,584	68,774	63,553	69,838	64,922	71,343	65,662	72,156	66,403	72,970	67,145	73,785	67,886	74,599
24							64,208	70,560	65,583	72,059	66,324	72,884	67,065	73,698	67,806	74,512	68,546	75,326
25									66,456	73,029	67,198	73,944	67,939	74,658	68,679	75,472	69,421	76,287
26									67,118	73,756	67,859	74,570	68,601	75,386	69,342	76,200	70,088	77,013
27									67,779	74,483	68,521	75,297	69,261	76,111	70,002	76,925	70,744	77,740
28									68,441	75,210	69,182	76,024	69,924	76,840	70,664	77,653	71,405	78,467
29											69,844	76,752	70,585	77,566	71,327	78,381	72,067	79,194
30													71,247	78,293	71,987	79,107	72,729	79,922
31															72,649	79,834	73,390	80,649
32																	74,051	81,375

	BA	BPR	BA+8	BPR	BA+16	BPR	BA+24	BPR	MA	BPR	MA+8	BPR	MA+16	BPR	MA+24	BPR	MA+32	BPR
Year	22-23		22-23		22-23		22-23		22-23		22-23		22-23		22-23		22-23	
1	46,364	50,950	47,088	51,745	47,813	52,542	48,538	53,338	50,002	54,947	50,737	55,755	51,473	56,564	52,209	57,373	52,945	58,181
2	46,933	51,574	47,657	52,370	48,382	53,167	49,106	53,863	50,580	55,582	51,316	56,391	52,052	57,200	52,787	58,008	53,523	58,816
3	47,502	52,200	48,228	52,987	48,952	53,793	49,677	54,590	51,158	56,218	51,884	57,026	52,629	57,834	53,565	58,642	54,101	59,452
4	48,071	52,825	48,796	53,622	49,520	54,418	50,246	55,216	51,736	56,853	52,472	57,661	53,207	58,469	53,943	59,278	54,678	60,085
5	48,667	53,480	49,392	54,277	50,116	55,073	50,841	55,870	52,340	57,516	53,076	58,326	53,811	59,133	54,547	59,942	55,283	60,750
6	49,780	54,703	50,505	55,500	51,229	56,286	51,954	57,093	53,469	58,757	54,206	59,567	54,941	60,375	55,677	61,184	56,412	61,992
7	50,376	55,358	51,100	56,154	51,825	56,950	52,545	57,746	54,074	59,422	54,809	60,229	55,545	61,038	56,281	61,847	57,017	62,656
8	51,736	56,852	52,472	57,661	53,207	58,469	53,943	59,278	55,492	60,981	56,240	61,802	56,985	62,621	57,733	63,443	58,479	64,262
9	52,340	57,516	53,076	58,325	53,811	59,133	54,547	59,242	56,105	61,655	56,854	62,477	57,600	63,256	58,347	64,117	59,093	64,938
10	52,971	58,210	53,707	59,019	54,442	59,826	55,178	60,635	56,746	62,358	57,494	63,180	58,239	63,999	59,087	64,821	59,733	65,641
11	53,602	58,903	54,338	59,712	55,073	60,520	55,834	61,356	57,412	63,090	58,159	63,912	58,506	64,732	59,653	65,553	60,399	66,372
12	54,232	59,595	54,968	60,404	55,703	61,212	56,491	62,078	58,080	63,824	58,826	64,644	59,573	65,455	60,319	66,285	61,057	67,105
13	54,862	60,288	55,539	61,097	56,333	61,905	57,149	62,801	58,746	64,555	59,493	65,377	60,239	66,197	60,987	67,019	61,732	67,837
14	55,493	60,981	56,229	61,790	56,984	62,598	57,805	63,522	59,413	65,289	60,160	66,110	60,907	66,930	61,652	67,749	62,400	68,571
15	56,123	61,674	56,859	62,482	57,594	63,290	58,462	64,244	60,080	66,022	60,825	66,841	61,573	67,652	62,319	68,483	63,066	69,303
16	57,600	63,296	58,347	64,118	59,093	64,938	59,999	65,933	61,647	67,743	62,404	68,576	63,162	69,409	63,921	70,242	64,677	71,074
17	58,239	63,999	58,987	64,821	59,733	65,641	60,655	66,665	62,323	68,487	63,081	69,320	63,839	70,152	64,595	70,984	65,354	71,818
18	58,906	64,732	59,627	65,524	60,373	66,344	61,333	67,398	63,000	69,231	63,758	70,054	64,515	70,886	65,273	71,729	66,707	72,561
19	59,573	65,465	60,293	66,286	61,012	67,046	61,999	68,131	63,675	69,973	64,434	70,806	65,192	71,639	66,949	72,472	67,384	73,304
20	60,239	66,197	60,958	66,987	61,679	67,779	62,666	68,864	64,323	70,717	65,110	71,549	65,868	72,382	66,626	73,215	67,384	74,048
21	60,907	66,931	61,627	67,722	62,346	68,512	63,333	69,597	65,029	71,461	65,788	72,264	66,544	73,125	67,302	73,959	68,050	74,791
22			62,292	68,453	63,012	68,244	64,000	70,329	65,705	72,204	67,463	73,036	67,827	73,671	67,979	74,702	68,413	75,535
23					63,679	69,977	64,665	71,061	66,383	72,946	67,139	73,779	67,897	74,612	68,656	75,446	69,413	76,278
24							65,333	71,795	67,059	73,691	67,816	74,524	68,574	75,365	69,332	76,189	70,088	77,020
25									67,951	74,671	68,710	75,505	69,468	76,338	70,224	77,169	70,983	78,003
26									68,628	75,416	69,386	76,248	70,145	77,082	70,902	77,914	71,659	78,746
27									69,304	76,159	70,063	76,992	70,819	77,823	71,577	78,656	72,336	79,490
28									69,981	76,902	70,739	77,735	71,497	78,568	72,254	79,400	73,012	80,233
29											71,415	78,478	72,173	79,311	72,932	80,145	73,689	80,977
30													72,850	80,055		73,607	80,887	81,720
31															74,284	81,531	75,041	82,463
32																	75,717	83,206