

EMMONS 2009-2010 CONTRACT EXTENSION AGREEMENT

BETWEEN THE

**Board of Education
Emmons Grade School District #33
Lake County, IL**

AND THE

**Emmons Federation of Education Professionals
A Council of the Lake County Federation of Teachers Local #504
IFT-AFT/AFL-CIO
For the School Year
2009-2010**

APPENDIX I

2009-2010 Salary Schedule

Step	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+10	MA+20	MA+30	MA+40
A	\$29,986	\$30,613	\$31,240	\$31,867	\$32,494	\$33,538	\$34,583	\$35,628	\$36,672	\$37,717
B	\$30,770	\$31,397	\$32,023	\$32,650	\$33,277	\$34,322	\$35,366	\$36,411	\$37,456	\$38,500
C	\$31,553	\$32,180	\$32,807	\$33,434	\$34,061	\$35,105	\$36,150	\$37,195	\$38,239	\$39,284
D	\$32,337	\$32,964	\$33,590	\$34,217	\$34,844	\$35,889	\$36,933	\$37,978	\$39,023	\$40,067
E	\$33,120	\$33,747	\$34,374	\$35,001	\$35,628	\$36,672	\$37,717	\$38,762	\$39,806	\$40,851
F	\$34,165	\$34,792	\$35,419	\$36,045	\$36,672	\$37,717	\$38,762	\$39,806	\$40,851	\$41,896
G	\$35,210	\$35,837	\$36,463	\$37,090	\$37,717	\$38,762	\$39,806	\$40,851	\$41,896	\$42,940
H	\$36,254	\$36,881	\$37,508	\$38,135	\$38,762	\$39,806	\$40,851	\$41,896	\$42,940	\$43,985
I	\$37,299	\$37,926	\$38,553	\$39,180	\$39,806	\$40,851	\$41,896	\$42,940	\$43,985	\$45,030
J	\$38,344	\$38,971	\$39,597	\$40,224	\$40,851	\$41,896	\$42,940	\$43,985	\$45,030	\$46,074
K	\$39,388	\$40,015	\$40,642	\$41,269	\$41,896	\$42,940	\$43,985	\$45,030	\$46,074	\$47,119
L	\$40,433	\$41,060	\$41,687	\$42,314	\$42,940	\$43,985	\$45,030	\$46,074	\$47,119	\$48,164
M		\$42,105	\$42,731	\$43,358	\$43,985	\$45,030	\$46,074	\$47,119	\$48,164	\$49,208
N		\$43,149	\$43,776	\$44,403	\$45,030	\$46,074	\$47,119	\$48,164	\$49,208	\$50,253
O			\$44,821	\$45,448	\$46,074	\$47,119	\$48,164	\$49,208	\$50,253	\$51,298
P			\$45,865	\$46,492	\$47,119	\$48,164	\$49,208	\$50,253	\$51,298	\$52,342
Q				\$47,537	\$48,164	\$49,208	\$50,253	\$51,298	\$52,342	\$53,387
R				\$48,582	\$49,208	\$50,253	\$51,298	\$52,342	\$53,387	\$54,432
S					\$50,253	\$51,298	\$52,342	\$53,387	\$54,432	\$55,477
T					\$51,298	\$52,342	\$53,387	\$54,432	\$55,477	\$56,521
U						\$53,387	\$54,432	\$55,477	\$56,521	\$57,566
V						\$54,432	\$55,477	\$56,521	\$57,566	\$58,611

2009-2010 Salary Schedule with TRS

Step	BA	BA+6	BA+12	BA+18	BA+24	MA	MA+10	MA+20	MA+30	MA+40
A	\$32,594	\$33,275	\$33,956	\$34,638	\$35,319	\$36,455	\$37,590	\$38,726	\$39,861	\$40,997
B	\$33,445	\$34,127	\$34,808	\$35,489	\$36,171	\$37,306	\$38,442	\$39,577	\$40,713	\$41,848
C	\$34,297	\$34,978	\$35,660	\$36,341	\$37,022	\$38,158	\$39,293	\$40,429	\$41,564	\$42,700
D	\$35,149	\$35,830	\$36,511	\$37,193	\$37,874	\$39,010	\$40,145	\$41,281	\$42,416	\$43,552
E	\$36,000	\$36,682	\$37,363	\$38,044	\$38,726	\$39,861	\$40,997	\$42,132	\$43,268	\$44,403
F	\$37,136	\$37,817	\$38,499	\$39,180	\$39,861	\$40,997	\$42,132	\$43,268	\$44,403	\$45,539
G	\$38,271	\$38,953	\$39,634	\$40,315	\$40,997	\$42,132	\$43,268	\$44,403	\$45,539	\$46,674
H	\$39,407	\$40,088	\$40,770	\$41,451	\$42,132	\$43,268	\$44,403	\$45,539	\$46,674	\$47,810
I	\$40,543	\$41,224	\$41,905	\$42,586	\$43,268	\$44,403	\$45,539	\$46,674	\$47,810	\$48,945
J	\$41,678	\$42,359	\$43,041	\$43,722	\$44,403	\$45,539	\$46,674	\$47,810	\$48,945	\$50,081
K	\$42,814	\$43,495	\$44,176	\$44,857	\$45,539	\$46,674	\$47,810	\$48,945	\$50,081	\$51,216
L	\$43,949	\$44,630	\$45,312	\$45,993	\$46,674	\$47,810	\$48,945	\$50,081	\$51,216	\$52,352
M		\$45,766	\$46,447	\$47,129	\$47,810	\$48,945	\$50,081	\$51,216	\$52,352	\$53,487
N		\$46,901	\$47,583	\$48,264	\$48,945	\$50,081	\$51,216	\$52,352	\$53,487	\$54,623
O			\$48,718	\$49,400	\$50,081	\$51,216	\$52,352	\$53,487	\$54,623	\$55,759
P			\$49,854	\$50,535	\$51,216	\$52,352	\$53,487	\$54,623	\$55,759	\$56,894
Q				\$51,671	\$52,352	\$53,487	\$54,623	\$55,759	\$56,894	\$58,030
R				\$52,806	\$53,487	\$54,623	\$55,759	\$56,894	\$58,030	\$59,165
S					\$54,623	\$55,759	\$56,894	\$58,030	\$59,165	\$60,301
T					\$55,759	\$56,894	\$58,030	\$59,165	\$60,301	\$61,436
U						\$58,030	\$59,165	\$60,301	\$61,436	\$62,572
V						\$59,165	\$60,301	\$61,436	\$62,572	\$63,707

Teachers Insurance

Article VI Compensation and Fringe Benefits

E. Insurance and Flexible Benefit Plan

2. All full-time teaching staff shall be required to enroll in the District approved insurance program. Part-time teachers may enroll in the District approved insurance program and the District will contribute an amount commensurate with the teacher's percentage of full-time employment toward the cost of the insurance premium.

In each year of the agreement the Board shall pay for the individual cost of medical, dental, health, and life insurance up to \$5,000 per full-time teacher. Costs beyond \$5,000 shall be equally shared through a fifty percent Board and fifty percent employee (50%/50%) split between the Board and individual teacher.

Those electing additional coverage shall pay the difference between the Board's Individual contribution and the full cost of additional coverage.

The \$5,000 Board contribution and cost share (50%/50% split) shall sunset upon expiration of the agreement for purposes of renegotiation of a successor agreement.

Teacher Salary

G. Teacher Compensation Schedule

1. The Teacher Compensation Schedule shall be as prescribed in Appendix I.
2. In the agreement year-2009-2010_all teachers on prior year's salary schedule will advance one vertical step on the salary schedule.
3. Teachers who are on the final step of their lane during a previous school year shall be referred to as "teachers without step".

When a teacher is frozen without step and qualifies for horizontal lane movement, the teacher will move one vertical step from the previous year's placement and be placed in their appropriate horizontal lane.

4. Placement on compensation lane is contingent upon filing official transcript(s). Horizontal movement shall be made effective at the onset of the school term or by January 30th, provided notice of qualification shall be filed thirty (30) days in advance of the school term/second semester and the transcript filed within thirty (30) calendar days after the onset of the school term/semester. For purposes of this Section, MA+10, MA+20, MA+30, and MA+40 shall refer to hours earned after acquisition of the Masters Degree.
5. Regular part-time teachers shall receive pro-rata compensation based on the Appendix I Salary Schedules.
6. Placement on the Salary Schedule of all new hires will not exceed a vertical placement of Step E and will be based upon years of prior teaching experience (ex. 3 years prior experience would equal a placement at Step C).

Paraprofessional Salary

Article VIII Compensation and Fringe Benefits

D. Compensation

For the 2009-2010 school year, the salaries for each bargaining unit member will increase three percent (3%) over the 2008-2009 salary.

Starting salary for the 2009-2010 school year for new hires without Para-pro experience shall be \$9.50.

